



OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

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Re:	Release:	1538
	Service Request:	80677
	Error Reports	None
	Programs:	PPEC102
	CICS Programs	None
	Copymembers:	None
	Include Members:	None
	DDL Members:	None
	Bind Members:	None
	CICS Maps:	None
	Forms:	None
	Table Updates:	Processing Group Table
	Urgency:	Not Urgent (see Timing of Installation)

This release addresses the following service request.

Service Request 80677

Background

UC Berkeley reported a problem with medical enrollment transactions from the web in the nightly update. For a couple of transactions, they received a message indicating an entry with the same effective date already exists in the EDB PPPFCB table.

It has been determined that this case can result from a situation where the system assigns a new Period of Initial Eligibility (PIE) End Date, but does not perform the appropriate default enrollments for a rehire. This occurs when a rehire is processed and the Assigned BELI (EDB 0360) and BELI Effective Date (EDB 0341) are not changed. For example, if a BELI '1' employee is separated, and a subsequent rehire is processed before monthly maintenance sets the BELI to '?', the Assigned BELI would not be changed if the new position is also eligible for BELI '1'.

The rehire process itself does not trigger the specific module that performs the default derivation. However, a change to the Assigned BELI will cause the module to be called, so a rehire that includes a BELI change will perform correct default enrollments.

PPS Modification

PPS should be modified so that the module that performs default enrollments for medical, dental and vision (into DM, DD, DV or CM, D1, VI, depending on PIE End Date) should be triggered by the rehire process (Action Code is

'02'). Additionally, if the Assigned BELI is not explicitly changed during the rehire process, the BELI Effective Date (EDB 0341) should be set equal to the Most Recent Hire Date (EDB 0113) entered on rehire.

Programs

PPEC102

If the employee is a rehire and the BELI IND (EDB 0360) has not been explicitly changed, the Hire Date (EDB 0113) is moved to the BELI Effective Date (EDB 0341).

Table Updates

Processing Group Table

A trigger action of '02' (rehire) has been assigned to module PPEC102 as follows:

Program ID	Processing Group	Sequence	Trigger values	Module
08	0008	1025	A002 (added), C102	PPEC102
12	0007	0045	A002(added), I102	PPEC102

Note that by triggering module PPEC102 (medical) alone, modules PPEC115 (dental), PPEC120 (vision), and PPEC121 (legal) are automatically triggered via existing trigger value 102 (Refer to Processing Group Table).

Test Plan

Load the DB2 CTL database using the provided PDS UDB2CTL. The PDS UDB2CTL already reflects the updates applied to the DB2 Control tables.

Load the DB2 EDB database using the provided PDS UDB2EDB.

No formal test plan is released. However, campuses can replicate the following test cases to verify correct installation of this release. In addition campuses can perform any desired additional campus testing.

Notes:

When a separated employee is rehired, the **PIE** (Period of Initial Eligibility End Date) is established when there are no active medical, dental, vision, and legal benefits.

Relating to a rehired employee, no active coverage is considered to exist when the most recent Hire Date is later than the Medical Plan Coverage End Date (EDB 0300), Dental Plan Coverage End Date (EDB 0271), Vision Plan Coverage End Date (EDB 0346) or Legal Plan Coverage End Date (EDB 0380).

Relating to a rehired employee, active coverage is considered to exist when the most recent Hire Date is equal or prior to the Medical Plan Coverage End Date, Dental Plan Coverage End Date, Vision Plan Coverage End Date, or Legal Plan Coverage End Date. Also, active coverage is considered to exist when the Medical Plan Coverage End Date, Dental Plan Coverage End Date, Vision Plan Coverage End Date, and Legal Plan Coverage End Date contain an initial ISO date of 0001-01-01.

If no active benefits coverage exists, the PIE is calculated as 30 days from the date of hire (31 including the date of hire).

If the calculated PIE is equal to or later than the actual current date, the employee is enrolled into the default plans of 'DM', 'DD', and 'DV'. If the calculated PIE is prior to the actual current date, the employee is enrolled into the default plans of 'CM', 'D1', and 'VI'.

Test case 1: Rehire with BELI 1

Using the ESEP function, separate an active employee in the current month. At UCOP, the employee was separated in November (separation date of 11/30/03). If you are replicating this test case and the current month is December, then separate the employee in the month of December.

After separation

	Plan Code	Coverage Level	Coverage Effective Date	Coverage End Date
Medical	Career	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)
Dental	D3	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)
Vision	VI	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)

Using the RHIR bundle, rehire the person with a hire date (EPER screen) of 01/01/04. No changes should be made to BELI (EDB 0360) and BELI Effective Date (EDB 0341). Verify expected results.

Get out of the RHIR bundle completely. Enter function EINS and enter appropriate employee ID of the rehired employee. At the EINS screen, verify that the employee has been defaulted into DM, DD, and DV plans. This verifies that the modules PPEC1023, PPEC115, and PPEC120 have been triggered.

Results after rehire

Since the employee PIE is equal to or later than the current date, the default plans of DM, DD, and DV are established.

	Plan Code	Coverage Level	Coverage Effective Date	Coverage End Date
Medical	DM	U	PCED equal to Hire Date	None
Dental	DD	U	PCED equal to Hire Date	None
Vision	DV	U	PCED equal to Hire Date	None

In addition, verify on the EINS screen that the BELI Effective Date (EDB 0341) has been updated with the Most Recent Hire Date (EDB 0113).

Test case 2: Rehire with BELI 1

Using the ESEP function, separate an active employee in the current month. At UCOP, the employee was separated in November (separation date of 11/30/03). If you are replicating this test case and the current month is December, then separate the employee in the month of December.

After separation

	Plan Code	Coverage Level	Coverage Effective Date	Coverage End Date
Medical	Career	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)
Dental	D3	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)
Vision	VI	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)

Using the RHIR bundle, rehire the person with a hire date (EPER screen) of 12/15/03. No changes should be made to BELI (EDB 0360) and BELI Effective Date (EDB 0341). Verify expected results.

Get out of the RHIR bundle completely. Enter function EINS and enter appropriate employee ID of the rehired employee. At the EINS screen, verify that the employee's medical, dental, and vision plan remained the same.

Results after rehire

Since the rehired employee still has active coverage (Hire Date is prior to the Plan Coverage End Dates), PIE is not established nor is employee enrolled in the default plans.

Verify on the EINS screen that the BELI Effective Date (EDB 0341) has been updated with the Most Recent Hire Date (EDB 0113).

	Plan Code	Coverage Level	Coverage Effective Date	Coverage End Date
Medical	Career	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)
Dental	D3	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)
Vision	VI	Any	PCED prior to month of separation date	Last day following the month of separation (12/31/03)

Installation Instructions

1. Program Preparation

Note: At UCOP, all COBOL programs pass through the DB2 pre-compiler, whether or not the program contains embedded SQL, to resolve INCLUDE references. Your site may have different requirements.

Note: "DUAL" programs must be compiled twice and linked into batch and online libraries ("LOADLIB" and "OLOADLIB" respectively), and DUAL-ONLINE programs must be compiled once only and linked into the

online library. "CICS" programs must be CICS pre-compiled and compiled once and linked into OLOADLIB. "BATCH" programs must be compiled once and linked into the batch LOADLIB only.

- a) Install, compile, and link the *modified* program listed in Table 1

Program Name	DB2?	Compile	Package Bind?	Done?
PPEC102	Yes	Dual	No	

Table 1

2. Testing

Perform installation verification testing as described in the Test Plan above.

Perform any desired additional campus testing.

3. Install Control Table (CTL) updates into production

Execute **PPP004** to update the following DB2 CTL tables.

Processing Group Table

The update transactions in PAYDIST.R1538.CARDLIB(PGTPROD), and the completed facsimile form UPAY803 sent with this release, are supplied for *Test and Production* with the approval of your campus Payroll Manager.

4. Place modified objects in production

Timing of Installation

The installation of this release is not urgent.

However, to prevent the daily process (PPP130) from terminating (attempt to insert duplicate effective date key on PPPFCB Table) when processing medical enrollment transactions of rehired employees and their BELI Effective Dates have not been updated with their most recent Hire Date, this release should be installed as soon as possible.

If there are any questions, please send electronic mail to Jackson.Quan@ucop.edu, or call at (510) 987-0464.

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cc: Jerry Wilcox