



OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

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Re:	Release:	1626
	Service Request:	81160
	Programs:	None
	Copymembers:	None
	Include Members:	None
	DDL Members:	None
	Bind Members:	None
	CICS Maps:	None
	Forms:	UPAY850
	Table Updates:	Data Element Table, Code Translation Table, CICS Help
	Urgency:	Not Urgent (see Timing of Installation)

This release addresses the following service request:

Service Request 81160

The objective of this service request is to identify HMO enrollment changes of employees who change medical plans due to their HMO primary care physician or group severing their association with the HMO plan in which the employee is enrolled.

Background:

During calendar years 1999 and 2000, physician associations and California HMOs were engaged in negotiations over fees, terms and conditions which resulted in many physician groups refusing to continue contracting with one or more HMOs. The University responded to the situation in 2001 by offering a pilot that allowed employees enrolled in an HMO to change to another HMO (up to) once a month. This pilot was continued in 2002 and removed from pilot status in 2003. While the intent of allowing the change in medical plans was to provide options for those impacted by provider disruptions, over the years the transfer option was also applied to many other situations, including some with adverse impact on the new plan. Therefore, effective January 2005, the reason for an HMO change was limited to "provider disruption."

Current Process:

The employee completes the UPAY 850 (Benefits Enrollment Form). No reason for the change is provided.

Proposed Process:

The UPAY 850 Form will be modified by HR&B Communications to include "HMO Provider Disruption" as a change reason. The medical change reason will be an authorized code that can be recorded on the EDB.

Forms

UPAY850 is used to enter on-line transactions to enroll, change, or cancel family members in medical, dental, vision, and legal plans. Human Resources & Benefits Communications is in the process of modifying this form to include a medical change reason.

Table Updates

Data Element Table

A medical Enrollment Reason Code of 'DR' has been added to the existing list of valid Future Medical Enrollment Reason Code for EDB 0682 and EDB 0696.

Code Translation Table

Code value of 'DR' with a Code Translation of 'HMO Provider Disruption' has been added to the Code Translation Table.

<u>Database</u>	<u>Data Element</u>	<u>Code Value</u>	<u>Translation Length</u>	<u>Code Translation</u>
EDB	0682	DR	25	HMO Provider Disruption

CICS Help

A Reason Code of 'DR' (HMO Provider Disruption) has been added to the Code Interpretation section of the on-line CICS Help (EDB 0682 and 0696) as well as the Data Dictionary Entries for EDB 0682 and EDB 0696.

Test Plan

No test materials are provided with this release.

To verify correct installation of this release, after the revised CICS Help-texts have been applied, and CTL updates have been applied to the test CTL Tables, log on to the CICS region and enter function EFBC. Select an employee who has a BELI of '1', and is enrolled in the current medical plan. Enter a Future Medical Plan Code, Future Medical Effective Date, and Future Medical Enrollment Reason Code of 'DR'. Press PF5 (Update). The update should be successful.

Future Enrollments

```

Plan      Eff Date Reason Code
Medical  HN      030105   DR
Dental
Vision
Legal

```

Current Enrollments

```

Plan  Cov  Eff Date  End Date  Opt Out  BRSC
Medical  KN   U    011204
Dental  D1   U    011204
Vision  VI   U    011204
Legal

```

```

Next Func:          ID:          Name:          SSN:

```

```

===>
F:      1-Help          2-Cancel          4-Print          5-Update
F:
          9-Jump

```

Place the cursor on the Future Medical Enrollment Reason Code field, and press PF1 (Help). Verify that the Future Medical Enrollment Reason Code of 'DR' is listed in the Code Interpretation section.

Installation Instructions

1. CICS HELP

Import the revised CICS Data Dictionary Definitions from data in HELPDDE (Refer to sample JCL in Rrrrr.JCL(LOADDDSE)).

2. Install Control Table (CTL) updates into production.

Execute **PPP004** to update the following DB2 CTL tables with **release transactions**.

- Data Element Table (06) – Use the transactions in CARDLIB (DETPROD).
- Code Translation Table (38) – Use the transactions in CARDLIB (CTTPROD).

Timing of Installation

The installation of this release is Not Urgent.

Even though this release is not urgent, it is highly suggested that campuses install this release so that employees who are changing from one HMO plan to another HMO plan sometime during the calendar year can be identified with a Future Medical Enrollment Reason Code of 'DR'.

As usual, campuses are encouraged to install this release in as timely a fashion as possible, and in the normal numeric sequence of releases.

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

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