

RELEASE 1731

**SHPS Debit Card
Service Request 81608**

Detail Design

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Application Technology Services
Information Resources & Communications
Office of the President
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Introduction

Service Request 81608 provides the following background for this project:

“The University has decided to implement a debit card program with the current Flexible Spending Accounts vendor, SHPS. This program will allow an employee who has a Health Care Reimbursement Account (HCRA) to pay for health care expenses (sic) with a debit card. A limited range of health care expenses are self-substantiated so that employees are not required to send in claim forms or receipts.

In order for SHPS to substantiate these expenses without claims form or receipts, the University is required to provide medical, dental, and vision plan information for all employees participating in the HCRA plan. In support of that effort, modifications are required in the Payroll/Personnel System (PPS).”

The service request asks that medical, dental, vision plan information be added to the semi-monthly SHPS file for all employees who are enrolled in the HCRA.

Processing Overview

Program PPP466 will be modified in order to populate nine new fields in the semi-monthly interface file produced for SHPS, the third-party vendor handling HCRA and Dependent Care (DepCare).

For employees enrolled in the Health care spending account and enrolled in any career or core health care plans, the interface file will now contain Medical Plan Code, Medical Plan Coverage Eff Date-Employee, and Medical Coverage End Date; Dental Plan Code, Dental Plan Coverage Eff Date-Employee, and Dental Coverage End Date; Vision Plan Code, the Vision Plan Coverage Eff Date-Employee and Vision Coverage End Date.

For employees who are enrolled only in Dependent care (DepCare) or are not enrolled in any career or core health care plans, the new fields will contain default values of blanks and zeros.

All other fields in the interface file will remain unchanged.

PPS Modifications

Copylib

CPWSSHPS

This copylib defines the record layout for the file sent to the flexible spending accounts vendor.

The following fields will be added for this project:

- **SHPS-EMP-MED-PLAN-CD.**
This field contains the MEDICAL PLAN CODE (EDB0292).
- **SHPS-EMP-MED-EFF-DATE**
This field contains the MEDICAL PLAN COVERAGE EFF DATE-EMPLOYEE (EDB0454).
- **SHPS-EMP-MED-END-DATE**
This field contains the MEDICAL COVERAGE END DATE (EDB0300).
- **SHPS-EMP-DENTAL-PLAN-CD.**
This field contains the DENTAL PLAN CODE (EDB0272).
- **SHPS-EMP-DENTAL-EFF-DATE**
This field contains the DENTAL PLAN COVERAGE EFF DATE-EMPLOYEE (EDB0455).
- **SHPS-EMP-DENTAL-END-DATE**
This field contains the DENTAL COVERAGE END DATE (EDB0271).
- **SHPS-EMP-VISION-PLAN -CD.**
This field contains the VISION PLAN CODE (EDB0347).
- **SHPS-EMP-VISION-EFF-DATE**
This field contains the VISION PLAN COVERAGE EFF DATE-EMPLOYEE (EDB0456).
- **SHPS-EMP-VISION-END-DATE**
This field contains the VISION COVERAGE END DATE (EDB0346).

Programs

PPP466

Program PPP466 creates the semi-monthly SHPS interface file. The current selection criteria of the program will not be modified.

The program will be modified to select additional fields from the PPPBEN table that are needed to populate the SHPS interface file. The newly selected fields are the Medical Plan Code, Medical Plan Coverage Eff Date-Employee, and Medical Coverage End Date; Dental Plan Code, Dental Plan Coverage Eff Date-Employee, and Dental Coverage End Date; Vision Plan Code, the Vision Plan Coverage Eff Date-Employee and Vision Coverage End Date.

In addition, the program will be modified to determine if the employee being processed is enrolled in HCRA. Enrollment in HCRA is determined by the existence of a balance record for GTN 338 (HCRA deduction) on the deduction table (PPPDBL).

If the plan code value indicates that the employee has not yet selected a plan ('DM', 'DD', 'DV'), has opted-out of coverage ('XX'), has canceled coverage ('XC'), or has been de-enrolled from coverage ('XD'), the plan code for that coverage will be set to spaces while the coverage effective date and end date will be set to zeros. In addition, because postdoc employees are not eligible to participate in HCRA, if the plan code value indicates a postdoc plan ('P1', 'P2', 'P3', 'P4', 'P5'), the plan code for that coverage will be set to spaces while the coverage effective date and end date will be set to zeros. Otherwise, the employee's plan information is moved to the SHPS interface file.