

**Release 1741
Detailed Design**

**Benefit Rates by Bargaining Units – Phase III
Service Request 81540**

**Employee Benefit Eligibility Reporting/
CPS Interface File
Service Request 81727**

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Introduction

Service Request 81540

Release 1735 (Phase I of the Benefit Rates by Bargaining Units changes) contained the first release addressing implementation of benefit rates by bargaining units. That release established the new elements Employee Benefit Eligibility Unit Code (EBEUC) (EDB 0445), Employee Benefit Eligibility Representation Code (EBERC) (EDB 0446), and Employee Benefit Eligibility Derivation Indicator (EBEDI) (EDB 0447), and made modifications to EDB File Maintenance, EDB Periodic Monthly Maintenance, Compute, new monthly reporting of those employees whose EBEDRV value is set to 'N', and specific online EDB inquiry, update, and Employee Documents.

Release 1739 (Phase II of the Benefit Rates by Bargaining Units changes) contained the changes made to the Monthly Carrier Process and Consolidated Billing Process.

Phase III addresses the following remaining requirement from **Service Request 81540**:

Modifications should be made to the Payroll/Personnel System IVR/Web Extract File such that the data associated with Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator values are added to the IVR Employee Extract File (see Attachment B).

In addition, the following service request will be addressed as part of Phase III of this project.

Service Request 81727

Service Request 81727 asks that the following processes in the Payroll/Personnel System be modified:

Monthly Reporting

It is asked that the PPP2302 report (see Attachment A) be displayed in Department Location Indicator order, and then by Employee Name (EDB 0105) within Department Location Indicator.

The employee's displayed detail data and the Department Location Indicator value associated with the employee's Home Department Code (EDB 0114) should be written to a sort file. To find the employee's Department Location Indicator value on the Home Department Table, the employee's Home Department Code should be used to find the appropriate Home Department record. After all records have been written to the sort file, the file should be sorted by Department Location Indicator, and then by Employee Name within Department Location Indicator.

The translation of each valid Department Location Indicator value, including a blank, should be added to the Code Translation Table. However, since a blank Department Location Indicator value is not valid on the Code Translation table, the blank Department Location Indicator code value should be substituted for a code value of '?' and added to the Code Translation table.

The Department Location Indicator value and the translated Department Location Indicator value (taken from the Code Translation table) should be displayed as the first line of each detail page. The report

should page break upon each change in Department Location Indicator value. Note that the detail format and employee's detail data on each line of the report have not changed.

Corporate Personnel System (CPS)

The PPS has been modified to make medical employer and employee costs collective-bargaining sensitive. In support of this new functionality, three new employee-level data elements, from Release 1735, were established on the Employee Data Base: Employee Benefit Eligibility Unit Code (EDB 0445), Employee Benefit Representation Code (EDB 0446) and Employee Benefit Eligibility Derivation Indicator (EDB0447).

It has been requested that the above three data elements be provided to CPS via the Interface File (See Attachment C).

Overview of PPS Modifications

System File Modifications

Daily IVR/Web Interface File

The following data elements, taken from the Employee Benefits Table, will be assigned to the IVR Employee Extract File (See Attachment B):

- Employee Benefit Eligibility Unit Code (EDB 0445)
- Employee Benefit Eligibility Representation Code EDB 0446)
- Employee Benefit Eligibility Derivation Indicator (EDB 0447)

Monthly Benefit Eligibility Reporting Process

Currently, the Benefit Eligibility Reporting Process produces on a monthly basis a report of those employees whose Employee Benefit Eligibility Derivation Indicator is set to 'N'. The detail data on the report is displayed in Employee Name order.

The Monthly Benefit Eligibility Reporting Process will be modified such that a sort file will be produced containing sort records in Department Location Indicator order, and then Employee name order within Department Location Indicator. The Department Location Indicator value will be taken from the Home Department Table via the employee's Home Department Code (EDB 0114).

The Department Location Indicator value and the translated Department Location Indicator value (taken from the Code Translation table) will be displayed as the first line of each detail page (See Attachment A). The report will page break upon each change in Department Location Indicator value. Note that the detail format and employee's detail data on each line of the report have not changed.

Monthly Corporate Personnel System (CPS) Reporting Process

CPS Interface File

The Monthly Corporate Personnel System Reporting Process will be modified to report the employee's Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator values on the CPS Employee Interface File.

Thus, the following data elements, taken from the Employee Benefits Table, will be assigned to the CPS Interface File (See Attachment C):

- Employee Benefit Eligibility Unit Code (EDB 0445)
- Employee Benefit Eligibility Representation Code (EDB 0446)
- Employee Benefit Eligibility Derivation Indicator (EDB 0447)

System File Changes

IVR/Web Extract File

Release 1732 added the following data fields to the record layout of the IVR Employee Extract File:

IVREMP-EBE-UNIT-CODE – at positions 270 through 271

IVREMP-EBE-REP-CODE – at position 272

IVREMP-EBE-DERV-IND – at position 273

Phase III of this project will take the following data elements from the Employee Benefits Table, and assign them to the above data fields respectively:

Employee Benefit Eligibility Unit Code (EDB 0445)

Employee Benefit Eligibility Representation Code (EDB 0446)

Employee Benefit Eligibility Derivation Indicator (EDB 0447)

CPS Interface File

The following data fields will be added to the record layout of the CPS Interface File:

XECP-BEN-ELIG-UNIT-CODE – at positions 339 through 340

XECP-BEN-ELIG-REP-CODE - at position 341

XECP-BEN-ELIG-DRV-IND – at position 342

Phase III of this project will take the following data elements from the Employee Benefits Table, and assign them to the above data fields respectively.

Employee Benefit Eligibility Unit Code (EDB 0445)

Employee Benefit Eligibility Representation Code (EDB 0446)

Employee Benefit Eligibility Derivation Indicator (EDB 0447)

Copylib Members

CPWSXECP

CPWSXECP defines the record layout for the CPS Employee Extract file.

The following data fields associated with the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator respectively will be added to this copymember:

- XECP-BEN-ELIG-UNIT-CODE – at positions 339 through 340
- XECP-BEN-ELIG-REP-CODE - at position 341
- XECP-BEN-ELIG-DRV-IND – at position 342

Program Changes

PPIIVR

Currently, this module reports employee's changed data on the EDB via extract records to the nightly IVR Extract File.

The IVR/Web extract process will be modified to pass the "Employee Benefit Eligibility Unit Code", "Employee Benefit Eligibility Representation Code", and "Employee Benefit Eligibility Derivation Indicator" data on the IVR Employee File.

In addition, the calls to the existing benefit rate lookup modules PPBENDLI and PPBENADD will be removed.

PPP230

Currently, PPP230 contains logic to produce the monthly reporting (PPP2302) of those employees whose Employee Benefit Eligibility Derivation Indicator is set to 'N'. The detail data is displayed in Employee Name (EDB 0105) order.

PPP230 will be modified as follows:

A sort record will be written containing each selected employee's existing detail data. In addition, the employee's Home Department Code will be used to find the specific Home Department record. The Department Location Indicator value will be assigned to the primary key of the sort record. The Employee Name will be assigned to the secondary key of the sort record. After all sort records have been written to an intermediate file, the sort file will be sorted in Department Location Indicator, and then by Employee Name within Department Location Indicator order.

The intermediate sort file will be opened, and each sort record will be accessed. If the sorted Department Location Indicator value has changed, then a new page will be forced, and the Department Location Indicator value and translated value will be displayed as the first line prior to the display of the first report detail line.

It is noted that the report detail format and data displayed in the detail portion of the PPP2302 report will not be changed.

PPP711

Program PPP711 produces the Employee CPS Interface File to the Corporate Personnel System (CPS).

It will be modified to include the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator values on the CPS Employee Interface File.

System Control Table Updates

System Messages table

The following message will be added to this table.

23-002 (CALL TO PPCTTUTL FOR TRANSLATION FAILED) – Severity Level of ‘9’ (See Systems) for batch and ‘0’ (No Display) for online.

The following messages will be deleted from this table.

IV-014 – (PPBENDLI HAS FAILED)

IV-015 – (PPBENADD HAS FAILED)

Code Translation Table

The following data items and their associated translations will be defined on this table.

Dept Location Code Value	CTT Translated Description
?	General Campus
A	Agric & Natural Resources (DANR)
B	UC Press - Books
C	Campus
E	Continuing Educ of the Bar (CEB)
J	UC Press - Journals
M	Medical Center
P	Office of the President (OP)
V	Merced

The Department Location Code values and their associated code translations listed in the above table will be defined under Database File ID of ‘**CTL**’, Data Element ID of ‘**DEPTLC**’, and Translation Length of ‘**32**’.

Note that the blank Department Location code value will be substituted for a value of ‘?’ on the Code Translation table.

JCL Updates

PPP230

The DD Name OF SORTWK01 for the SORT Work File will be added to the JCL for PPP230.

Attachments

Attachment A – Sample PPP2302 Report

Attachment B – IVR/Web Employee Extract File

Attachment C – CPS Interface File Layout

Attachment A

PPP2302/PPP230 /110106
 RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
 EMPLOYEE BENEFIT ELIGIBILITY
 EMPLOYEES WITH BENEFIT ELIG DERIVE IND OF "N"

PAGE NO. 1
 RUN DATE 11/01/06
 RUN TIME 11:16:56

SUB-LOCATION C: Campus

EMPLOYEE NAME	EMPLOYEE ID	HOME DEPT	DEPT NUM	EBEUC	EBERC	EUC	ERECP	ERC	APPT NUM	APPT TUC	APPT TYPE	APPT PERCENT	APPT BEGIN	APPT END
COE, CHRIS	000050068	HOSP EDUC	827701	HX	C	HX	C	E	10	HX	3	0.40	03/01/04	99/99/99
COVERAGE, JAMES	555000105	CHAN OFFICE	804918	99	C	NX	U	F	20	NX	2	1.00	02/01/04	99/99/99
CRAB, BUST E.	000050095	CHAN OFFICE	804918	BX	C	BX	C		10	BX	5	0.40	03/01/04	99/99/99
EMPLOYEE51, TEST51	555555551	CHAN OFFICE	804918	CX	C	99	S	C	20	99	2	0.45	02/01/04	99/99/99
JOHNSON, MALCOM P	111111111	CHAN OFFICE	804918	99	C	NX	C	E	10	CX	2	1.00	07/01/98	12/31/06
									20	TX	2	1.00	05/01/00	12/31/06
									30	NX	2	1.00	01/01/07	99/99/99
MED BASE, TEST THE	565600001	CHAN OFFICE	804918	CX	U	CX	S	D	20	CX	2	0.70	02/01/04	99/99/99
PETERSON, MILDRED	111122222	(DEFAULT)	999999	99	C		C		20	CX	3	0.30	10/01/00	01/31/06
POKEMON, CHRIS E.	111166666	CHAN OFFICE	804918	CX	C	CX	C	E	10	CX	2	0.50	08/15/01	01/15/06
SMITH, ANN	111133333	CHAN OFFICE	804918	CX	U	CX	U		10	CX	4	1.00	12/15/01	01/31/06
PAM, SAM E.	111111112	CHAN OFFICE	804918	NX	C	NX	C		10	CX	2	1.00	11/01/01	11/30/06
									30	NX	2	1.00	12/01/06	99/99/99
TESTCASE15, NX	601000015	CHAN OFFICE	804918	CX	C	99	C	E	10	NX	2	0.20	11/01/06	12/31/06
									20	99	2	0.40	11/01/06	12/31/06
									30	CX	2	0.40	11/01/06	12/31/06

Attachment B

IVR/Web Extract File Record Layout (PPIIVR)				
SR 81540				
Employee Record				
Position	Length/ Format	Field Description	Data Element #	Comments
01	01	Add/Change/Delete Record	n/a	
02 – 11	10 mm/dd/yyyy	IVR/Web Employee Record Update Date	n/a	Update date is set to the current date when PPS program PPIIVR detects that a change has been made to any field in the IVR employee record.
12 – 13	02	Location Code	n/a	A unique code assigned to each campus, lab, Hastings and ASUCLA
14 – 22	09	Employee SSN	EDB0111	
23 – 31	09	Employee ID	n/a	EDB record key
32 – 57	26	Employee Name	EDB0105	
58 – 67	10 mm/dd/yyyy	Employee Birth Date	EDB0107	
68	01	Employee Sex Code	EDB0108	
69 – 78	10 mm/dd/yyyy	Employee Hire Date	EDB0113	
79 – 84	06	Home Department Code	EDB0114	
85 – 94	10 mm/dd/yyyy	Leave Begin Date	EDB0137	
95 – 104	10 mm/dd/yyyy	Leave Return Date	EDB0138	
105 – 106	02	Leave Type Code	EDB0139	
107 – 116	10 mm/dd/yyyy	Separation Date	EDB0140	
117	01	Employment Status Code	EDB0144	
118 – 121	04	Primary Title Code	EDB0460	
122	01	Personnel Program Code for Primary Title	n/a	The Personnel Program Code for the Primary Title Code is looked up on the PPS TCT (Title Code Table).
123	01	FICA Eligibility Code	EDB0120	
124	10 9(07).99	Prior Year FWT Gross	EDB0481	
134 – 163	30	Address-Line 1	EDB0204	
164 – 193	30	Address-Line 2	EDB0205	
194 – 223	30	Address-City	EDB0206	
224 – 225	02	Address-State	EDB0207	
226 - 230	05	Address-Zip	EDB0208	
231	01	Retirement System Code	EDB0122	
232	01	UC Paid Disability Code	EDB0123	
233	01	DCP Plan Code	EDB0129	

IVR/Web Extract File Record Layout (PPIVR)				
SR 81540				
Employee Record				
Position	Length/ Format	Field Description	Data Element #	Comments
234 – 235	02	Age on Jan 1	EDB0254	
236 – 245	10 mm/dd/yyyy	403b Change Date	EDB0279	
246	01	TIP Code (Insurance Reduction Code)	EDB0299	
247 – 249	03	Supplemental Disability Waiting Period	EDB0231	
250 – 257	08 9(05).99	Supplemental Disability Salary Base	EDB0233	
258 – 267	10 mm/dd/yyyy	Supplemental Disability CED	EDB0233	
268	1	Electronic W-2 Indicator	EDB1166	Added in SR 81659
269	1	Block W-2 Data to 3rd Party Indicator	EDB1167	Added in SR 81659
270 – 271	2	Employee Benefit Eligibility Unit Code	EDB0445	From Employee Benefits Table
272	1	Employee Benefit Eligibility Representation Code	EDB0446	From Employee Benefits Table
273	1	Employee Benefit Eligibility Derivation Indicator	EDB0447	From Employee Benefits Table
274 – 275	02	Dental Plan Code	EDB0272	
276 – 278	03	Dental Plan Coverage Code	EDB0273	
279 – 288	10 mm/dd/yyyy	Dental Plan PCED	EDB0274	
289 – 293	5	HCRA Annual Amount	EDB6338U	
294 – 303	10 mm/dd/yyyy	HCRA Termination Date	EDB0314	
304	1	Department Location indicator		From Home Department Table
305 – 310	06	Supplemental Life Ins Salary Base	EDB0275	
311	01	Supplemental Life Ins Plan Code	EDB0276	
312 – 321	10 mm/dd/yyyy	Supplemental Life Ins CED	EDB0277	
322 – 328	07	Supplemental Life Ins Amount	n/a	The amount of Life Insurance is calculated, or looked up on the Benefits Rates Table.
329 – 336	08	Filler		
337	01	Dep Life Ins Plan Code	EDB0278	
338 – 347	10 mm/dd/yyyy	Dep Life CED	EDB0188	
348 – 355	08	Filler		
356 – 361	06	Accidental Death and	EDB0280	

Benefit Rates by Bargaining Units – Phase III

Employee Benefit Eligibility Reporting/CPS Interface File

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IVR/Web Extract File Record Layout (PPIIVR)				
SR 81540				
Employee Record				
Position	Length/ Format	Field Description	Data Element #	Comments
		Dismemberment Principal Sum		
362	01	Accidental Death and Dismemberment Coverage Code	EDB0281	
363 – 372	10 mm/dd/yyyy	Accidental Death and Dismemberment CED	EDB0282	
373 – 380	08	Filler		
381 – 382	02	Medical Plan Code	EDB0292	
383 – 385	03	Medical Plan Coverage Code	EDB0293	
386 – 395	10 mm/dd/yyyy	Medical Plan PCED	EDB0294	
396 – 400	5	DepCare Annual Amount	EDB6335U	
401 – 410	10 mm/dd/yyyy	DepCare Termination Date	EDB0315	
411	1	Employee Without Salary Indicator	EDB0778	
412 – 417	06	UC Paid Life Insurance	EDB0330	
418 – 427	10 mm/dd/yyyy	UC Paid Life Insurance CED	EDB0451	
428 – 429	02	Vision Plan Code	EDB0347	
430 – 432	03	Vision Plan Coverage Code	EDB0348	
433 – 442	10 mm/dd/yyyy	Vision CED	EDB0349	
443 – 451	09 -9(05).99	457(b) Maximum Annual Contribution (MAC)	EDB6398U	
452	01	Safety Indicator		Query TCT for the employee's Primary Title (EDB0460). If the Retirement Code II value is equal to '2' ('Eligible for Safety Title contributions'), the program should set the "Safety Indicator" to 'Y'. Otherwise, the "Safety Indicator" should be set to 'N'.
453 – 455	03	General Purpose Loan ID		GTN 6243U
456 – 458	03	Primary Residence Loan ID		GTN 6253U
459 – 460	02	Legal Plan Code	EDB0353	
461 – 463	03	Legal Plan Coverage Code	EDB0354	
464 – 473	10 mm/dd/yyyy	Legal Plan PCED	EDB0355	
474-483	10 mm/dd/yyyy	Distribution Eligibility Date	EDB0777	
484 – 489	06	Filler		
490	01	Executive Life Indicator	EDB0356	

IVR/Web Extract File Record Layout (PPIVR)				
SR 81540				
Employee Record				
Position	Length/ Format	Field Description	Data Element #	Comments
491 – 496	06	Executive Life Sal Base	EDB0357	
497 – 506	10 mm/dd/yyyy	Executive Life CED	EDB0452	
507	01	Medical Opt Out Code	EDB0377	
508	01	Dental Opt Out Code	EDB0378	
509	01	Vision Opt Out Code	EDB0379	
510 - 511	02	Deduction Pay Schedule Code	EDB0152	
512	01	BELI Code-Assigned	EDB0360	
513	01	BELI-Code-Derived	EDB0375	
514 – 523	10 mm/dd/yyyy	BELI Effective Date	EDB0341	
524 – 539	16	Filler		
540 - 548	09 -9(05).99	403(b) Maximum Annual Contribution (MAC)	EDB6008U	
549 – 558	10 mm/dd/yyyy	Medical Plan ECED	EDB0454	
559 – 568	10 mm/dd/yyyy	Dental Plan ECED	EDB0455	
569 – 578	10 mm/dd/yyyy	Vision Plan ECED	EDB0456	
579 – 588	10 mm/dd/yyyy	Legal Plan ECED	EDB0457	
589 – 589	02	Employee Unit Code	EDB0255	
591	01	Employee Relations Code	EDB0160	
592	01	Employee Representation Code	EDB0295	
593	01	Employee Special Handling Code	EDB0256	
594	01	Employee Distribution Unit Code	EDB0257	
595 – 604	10 mm/dd/yyyy	PIN Authorization Signature Date	EDB0750	No longer used as of release 1529. 01/01/1900 value being passed
605 – 614	10 mm/dd/yyyy	Period of Initial Eligibility End Date	EDB0751	
615	01	Direct Deposit Indicator		Derived from EDB 0201. If the Pay Disposition Code (EDB 0201) is equal to '8', the Direct Deposit Indicator field will contain a value 'Y', otherwise it will be set to 'N'.
616 – 617	02	Separation Reason Code	EDB0141	
618	01	Federal Tax Marital Status Code	EDB0127	
619 – 621	03	Federal Tax Withholding	EDB0128	

IVR/Web Extract File Record Layout (PPIVR)				
SR 81540				
Employee Record				
Position	Length/ Format	Field Description	Data Element #	Comments
		Allowances		
622	01	State Tax Marital Status Code	EDB0130	
623 – 625	03	State Tax Personal Tax Withholding Allowances	EDB0131	
626 – 628	03	State Tax Itemized Deductions Withholding Allowances	EDB0132	
629 – 645	17	Surepay Bank Account Number	EDB225	See footnote ¹
646	1	Surepay Checking/Savings	EDB226	See footnote ¹
647 – 681	35	Bank Name		See footnote ¹ Retrieved from Surepay Bank Table
682 – 690	9	Bank Transit Routing Number		See footnote ¹ Retrieved from Surepay Bank Table
691 – 700	10 mm/dd/yyyy	Anticipated Retirement Date	EDB0765	
701	1	Foreign Address Code	EDB0291	
702 – 716	15	Address Permanent Foreign Province	EDB1120	
717 – 718	2	Address Permanent Foreign Country Code	EDB1118	
719 – 728	10	Address Permanent Foreign Postal Code	EDB1119	
729 – 738	10	Employee Home Telephone	EDB0210	
739 – 763	25	Spouse Name	EDB0312	
764	1	Employee Organization Home Address Disclosure Code	EDB0247	
765	1	Employee Organization Home Phone Disclosure Code	EDB0248	
766	1	Home Address Release Code	EDB0244	
767	1	Home Phone Release Code	EDB0245	
768	1	Spouse Name Release Code	EDB0246	
769	4	Employee Name Suffix	EDB0106	
773 – 802	30	Employee First Name	EDB0250	
803 – 832	30	Employee Middle Name	EDB0251	
833 – 862	30	Employee Last Name	EDB0252	
863 – 872	10	Net ID	EDB0249	

¹ If there is no Anticipated Retirement Date (EDB 0765), these fields are left blank.

IVR/Web Extract File Record Layout (PPIIVR)				
SR 81540				
Employee Record				
Position	Length/ Format	Field Description	Data Element #	Comments
873	1	Citizenship Status Code	EDB0109	
874 – 875	2	Visa Type Code	EDB0110	
876 – 878	3	Federal Tax-Maximum Withholding Allowances	EDB0320	
879 – 881	3	State Tax-Maximum Withholding Allowances	EDB0321	
882 – 884	3	State Declaration of Domestic Partnership	EDB0288	
883 – 885	3	Medical Contribution Base – Current Year	EDB0289	
886 – 888	3	Medical Contribution Base - Next Year	EDB0290	
889	1	Special Training Code	EDB0385	
890– 892	3	SLCG Grade Code	EDB0388	Added in SR 81659
893 – 902	10 mm/dd/yyyy	Employment Status Change Date	EDB0766	This data element must always be the last field on the employee record.

Attachment C

Corporate Personnel System (CPS) PPP711				
Employee Record Layout				
Position	Length/ Format	Field Description	Data Element #	Comments
1 – 2	2	Location		
3 – 11	9	Employee Identification Number		
12 – 46	35	Employee Name	EDB0105	
47 – 76	30	Address Permanent Line One	EDB0204	
77 – 106	30	Address Permanent Line Two	EDB0205	
107-127	21	Address Permanent City	EDB0206	
128-129	2	Address Permanent State	EDB0207	
130-134	5	Address Permanent ZIP	EDB0208	
135-137	3 99V9	Number of Registered UC Student Units	EDB0237	
138	1	Senior Management Supplement Exception Indicator	EDB0412	
139	1	Senior Management Supplement Override Contribution Rate	EDB0413	
140	1	Home Address Disclosure Indicator	EDB0211	
141-149	9	Social Security Number	EDB0111	
150	1	Sex Code	EDB0108	
151-156	6 (yymmdd)	Date of Birth	EDB0107	
157	1	Citizenship Status Code	EDB0109	
158-159	2	Ethnic Origin Code	EDB0112	
160	1	Retirement System Code	EDB0122	
161	1	FICA Eligibility Code	EDB0120	
162	1	Unemployment Insurance Coverage Code	EDB0121	
163	1	UC Student Status Code	EDB0119	
164-172	9	Previous ID Number		
173-175	3	Prior Service Credit Months	EDB0146	
176	1	Special Training Code	EDB0385	
177	1	Filler		
178-193	16	Organization Code		
194	1	Position Type Code		
195	1	Confidential Information Code		
196-201	6 (yymmdd)	Most Recent Hire Date	EDB0113	

Benefit Rates by Bargaining Units – Phase III

Employee Benefit Eligibility Reporting/CPS Interface File

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Corporate Personnel System (CPS) PPP711				
Employee Record Layout				
Position	Length/ Format	Field Description	Data Element #	Comments
202-205	4 (yymm)	Next Salary Review	EDB0136	
206	1	Next Salary Review Type	EDB0135	
207	1	Employment Status Code	EDB0144	
208-209	2	Visa Type Code	EDB0110	
210-213	4	Merit Percent	EDB0153	
214-219	6 (yymmdd)	Separation Date	EDB0140	
220-221	2	Separation Reason Code	EDB0141	
222-227	6 (yymmdd)	Leave of Absence Begin Date	EDB0137	
228-233	6 (yymmdd)	Leave of Absence Return Date	EDB0138	
234-235	2	Leave of Absence Type Code	EDB0139	
236	1	DCP Plan Code	EDB0129	
237-240	4	Sick Leave Used		Zero Filled
241-245	5	Sick Leave Hours Balance (Current)	EDB5186	
246	1	Retirement/FICA Derivation Indicator	EDB0238	
247-249	3	Vacation Used		Zero Filled
250-252	3	Vacation Leave Hours Balance (Current)	EDB5185	
253-256	4	Vacation Lost		Zero Filled
257-259	3	Compensation Time Used		Zero Filled
260-263	4	Compensatory Time Hours Balance (Current)	EDB5110	
264-268	5	Overtime Paid		Zero Filled
269-273	5	Overtime Worked		Zero Filled
274-279	6	Overtime Hours Worked YTD	EDB5103	
280	1	Month Pay Indicator-January	EDB0171	
281	1	Month Pay Indicator- February	EDB0172	
282	1	Month Pay Indicator-March	EDB0173	
283	1	Month Pay Indicator-April	EDB0174	
284	1	Month Pay Indicator-May	EDB0175	
285	1	Month Pay Indicator-June	EDB0176	
286	1	Month Pay Indicator-July	EDB0177	
287	1	Month Pay Indicator-August	EDB0178	
288	1	Month Pay Indicator- September	EDB0179	
289	1	Monthly Pay Indicator- October	EDB0180	

Benefit Rates by Bargaining Units – Phase III

Employee Benefit Eligibility Reporting/CPS Interface File

November 27, 2006

Corporate Personnel System (CPS) PPP711				
Employee Record Layout				
Position	Length/ Format	Field Description	Data Element #	Comments
290	1	Monthly Pay Indicator- November	EDB0181	
291	1	Monthly Pay Indicator- December	EDB0182	
292-297	6 (yymmdd)	Accidental Death and Dismemberment Coverage Effective Date	EDB0282	
298	1	Accidental Death and Dismemberment Coverage Code	EDB0281	
299-301	3	Accidental Death and Dismemberment Principal Sum	EDB0280	
302-307	6 (yymmdd)	Dental Plan Coverage Effective Date	EDB0274	
308-309	2	Filler		
310-315	6 (yymmdd)	Supplemental Life Insurance Coverage Effective Date	EDB0277	
316	1	Supplemental Life Insurance Plan Code	EDB0276	
317-319	3	Supplemental Life Insurance Salary Base	EDB0275	
320	1	Dependent Life Insurance Plan Code	EDB0278	
321-326	6 (yymmdd)	Medical Plan Coverage Effective Date	EDB0294	
327-328	2	Medical Plan Code	EDB0292	
329	1	Department Location Indicator		From Home Department Table
330-332	3	Medical Plan Coverage Code	EDB0293	
333-338	6 (yymmdd)	Basic Life Insurance Effective Date	EDB0451	
339-340	2	Employee Benefit Eligibility Unit Code	EDB0445	
341	1	Employee Benefit Eligibility Representation Code	EDB0446	
342	1	Employee Benefit Eligibility Derivation Indicator	EDB0447	
343	1	Filler		
344-345	2	Primary BELI Status Qualification Code	EDB0240	
346-351	6 (yymmdd)	Primary BELI Status Qualification Effective Date	EDB0241	

Benefit Rates by Bargaining Units – Phase III

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November 27, 2006

Corporate Personnel System (CPS) PPP711				
Employee Record Layout				
Position	Length/ Format	Field Description	Data Element #	Comments
352-353	2	Secondary BELI Status Qualification Code	EDB0242	
354-359	6 (yymmdd)	Secondary BELI Status Qualification Effective Date	EDB0243	
360	1	UC Paid Temporary Disability Insurance Code	EDB0123	
361-363	3	Medical Contribution Base – Current year	EDB0289	
364-366	3	Medical Contribution Base – Next Year	EDB0290	
367-368	2	START Reduction Percentage	EDB0495	
369	1	War/Campaign/Expedition Veteran Status Code	EDB0345	
370	1	Vietnam Era Veteran Status Code	EDB0350	
371	1	Veteran Disability Status Code	EDB0351	
372	1	Handicapped Status Code	EDB0352	
373	1	Insurance Reduction Code	EDB0299	
374-375	2	Employee Unit Code	EDB0255	
376	1	Employee Special Handling Code	EDB0256	
377	1	Employee Distribution Unit Code	EDB0257	
378	1	Employee Representation Code	EDB0295	
379-384	6 (yymmdd)	Executive Life Insurance Effective Date	EDB0452	
385-390	6 (yymmdd)	Original Hire Date	EDB0704	
391	1	Depcare Participation Indicator		
392-399	8	Filler		
400	1	FCP Select Flag		
401-402	2	Dental Plan Code	EDB0272	
403-405	3	Dental Coverage Code	EDB0273	
406	1	Federal Tax Marital Status Code	EDB0127	
407	1	State Tax Marital Status Code	EDB0130	
408	1	Employee Level WOS Indicator	EDB0778	
409-414	6 (yymmdd)	Vision Plan Coverage Effective Date	EDB0349	

Benefit Rates by Bargaining Units – Phase III

Employee Benefit Eligibility Reporting/CPS Interface File

November 27, 2006

Corporate Personnel System (CPS) PPP711				
Employee Record Layout				
Position	Length/ Format	Field Description	Data Element #	Comments
415-416	2	Vision Plan Code	EDB0347	
417-419	3	Vision Plan Coverage Code	EDB0348	
420-423	4 (yymm)	Recently Separated Veteran Date	EDB0381	
424-426	3	Basic Life Insurance	EDB0330	
427	1	UCRS Short Loan		
428	1	UCRS Long Loan		
429-430	2	Legal Plan Code	EDB0353	
431-433	3	Legal Plan Coverage Code	EDB0354	
434-439	6 (yymmdd)	Legal Plan Coverage Effective Date	EDB0355	
440-442	3	Federal Tax Withholding Allowances	EDB0128	
443-445	3	State Tax Personal Withholding Allowances	EDB0131	
446-448	3	State Tax Itemized Deduction Withholding Allowances	EDB0132	
449	1	Executive Life Insurance Indicator	EDB0356	
450-452	3	Executive Life Insurance Salary Base	EDB0357	
453	1	Benefits Eligibility Level Indicator	EDB0360	
454	1	Benefits Eligibility Level Indicator Derived	EDB0375	
455-458	4 (yymm)	Benefits Eligibility Level Indicator Conflict Date	EDB0376	
459	1	Medical Insurance Opt Out Code	EDB0377	
460	1	Dental Insurance Opt Out Code	EDB0378	
461	1	Vision Insurance Opt Out Code	EDB0379	
462-465	4	Average Hours Worked Per Week	EDB5132	
466-471	6 (yymmdd)	Dependent Life Coverage Effective Date	EDB0188	
472-480	9	Total Gross YTD	EDB5501	
481-489	9	Federal Withholding Tax Gross YTD	EDB5502	
490-498	9	YTD Depcare Deduction	EDB6335Y	
499-507	9	Hours Toward Career Status Eligibility – Total	EDB0426	
508-516	9	Hours Toward Benefits	EDB5142	

Benefit Rates by Bargaining Units – Phase III

Employee Benefit Eligibility Reporting/CPS Interface File

November 27, 2006

Corporate Personnel System (CPS) PPP711				
Employee Record Layout				
Position	Length/ Format	Field Description	Data Element #	Comments
		Eligibility – Total		
517-522	6	Last Day On Pay Status	EDB0189	
523-525	3	SLCG Grade Level	EDB0388	
526-531	6 (yymmdd)	SLCG Effective Date	EDB0389	
532-564	33	Filler		
565-573	9	SPP-Total Interest-HS	EDB0439	
574-582	9	SPP-Total Contribution- Interest Posted-HS	EDB0432	
583-588	6 (yymmdd)	SPP-Changed Date-HS	ED0441	
589-597	9 (1 st – 6 th Month)	SPP-X Month Contribution- No Interest-HS Where X = 1 st , 2 nd , 3 rd , 4 th , 5 th or 6 th	EDB0433 through EDB0438	
598-606	9	HSPP Current Month Contribution		
607	1	Supplemental Disability Indicator		
608-610	3	Supplemental Disability Waiting Period	EDB0231	
611-615	5	Supplemental Disability Salary Base	EDB0232	
616-621	6 (yymmdd)	Supplemental Disability Coverage Effective Date	EDB0233	
622-625	4	Primary Title Code	EDB0460	
626-631	6	START Begin Date	EDB0496	
632-637	6	START End Date	EDB0497	
638-643	6 (yymmdd)	Short Term Disability Coverage Effective Date	EDB0453	
644-652	9	Federal Withholding Tax Gross – FYTD	EDB5545	
653-658	6	Home Department Code	EDB0114	
659-688	30	Home Department Name	EDB0114	From the Home Department Table
689-690	2	Country of Residency Code	EDB0143	
691-720	30	Country of Residency	EDB0143	From the Foreign Country Table
721	1	Health Care Reimbursement Account Indicator		
722-726	5	HCRA Annual Amount	EDB6338U	
727-732	6 (yymmdd)	HCRA Termination Date	EDB0314	
733-741	9 9(07)V99	HCRA Year-To-Date deductions	EDB6338Y	
742-746	5	DepCare Annual Amount	EDB6335U	

Corporate Personnel System (CPS) PPP711				
Employee Record Layout				
Position	Length/ Format	Field Description	Data Element #	Comments
747-752	6 (yymmdd)	DepCare Termination Date	EDB0315	
753-760	8	Filler		