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SR82348 Requirements
Apply Benefits Rates Table Updates for 2009 Open Enrollment

Objective:

Apply Benefits Rates Table update transactions generated from the PIP Open Enrollment Process and make them available to campuses.

Project Type:

This project involves establishing new values in the existing Benefits Rates Table.

Requested By:

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Analyst:

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Due Date:

The requested modifications are Date Mandated.

The transactions must be applied to the control tables prior to the first compute for December 2008 earnings. They must be made available to campuses at the same time as the other 'advance' control table updates.

Background

Deloitte has created a file of 2009 benefits rates. PIP Open Enrollment SR82332 requests that update transactions be produced for the Payroll system. This Service Request asks that these Benefits Rates Table (BRT) update transactions generated from the PIP (Payroll Interface Process) Open Enrollment process be applied.

This year, as with last year, separate sets of bargaining unit specific rates are available in addition to the default rates. Rates for post-doctoral scholars are also incorporated into the files. The Medical Contribution Base (MCB) salary band changes for 2009 are built into the rates.

Current Process

Each year, the Benefits Rates Tables are updated via the normal control table update process, using transactions generated from the Open Enrollment process. Current Medical Contribution Base Salary Bands for 2008 are: "\$45,000 or less", "\$45,001 to \$89,000", "\$89,001 to \$133,000" and "\$133,001 or more".

Proposed Process

This SR asks that transactions generated from the files from Deloitte be used to update the PPS Benefits Rates Tables for Medical, Dental, Vision and Legal plans, that these transactions be tested and that they be delivered to all locations. The updates should include the default rates, bargaining unit specific rates, and rates for post-doctoral scholars. The new Medical Contribution Base Salary bands for 2009 have been defined as: "\$46,000 or less", "\$46,001 to \$92,000", "\$92,001 to \$137,000" and "\$137,001 or more".

Change Requirements

1.0 Update Benefits Rates Tables

Transactions generated by the PIP Open Enrollment process should be used to update the PPS Benefits Rates Table.

The BRT updates should be tested, verified, and made available to campuses.

The following sets of transactions should be created, which contain unique rates by location:

- a file for UCLA which includes rates for K4 (skilled crafts unit; held to 2008 rates) & KM (skilled crafts, Merced)
- a file for San Diego which includes rates for K6 (skilled crafts unit; held to 2008 rates)
- a file for all other campuses with the 2009 rates.