Job Aid: Benefits Administration (Ben Admin) Eligibility Configuration Fields

Field Label on Job Data → Benefits Program Participation page[1] (Target page)	Field Label on Benefits Eligibility Data page[2] (Source page)	How Used by Ben Admin / How Determined	Valid Values
Elig Fld 1	Health and Disability Benefits	Used to determine health plan (medical, dental and vision) and disability (long and short-term) benefits level eligibility. This value is determined by the custom E-042B process or is manually entered on the **Benefits Eligibility Data** page, which in turn automatically updates the Job Data → **Benefits Program Participation** page for the **Benefits Primary Job** via a Component Interface as long as **Correction** mode is not used.	**F**-Full; **M**-Mid; **C**-Core; **P**-Post Doc; **G**-Graduate; **N**-None
Elig Fld 2	Welfare Benefits	Used to determine non-health benefits (legal, supplemental life, dependent life and AD/D) level eligibility. This value is determined by the custom E-042B process or is manually entered on the **Benefits Eligibility Data** page, which in turn automatically updates the Job Data → **Benefits Program Participation** page for the **Benefits Primary Job** via a Component Interface as long as **Correction** mode is not used	**F**-Full; **M**-Mid; **C**-Core; **P**-Post Doc; **PF**-Post Doc Scholars; **G**-Graduate; **N**-None

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Field Label on Job Data → Benefits Program Participation page[1] (Target page)	Field Label on Benefits Eligibility Data page[2] (Source page)	How Used by Ben Admin / How Determined	Valid Values
Elig Fld 3	Medicare	Used to determine Medicare eligibility. This field is manually entered on the **Benefits Eligibility Data** page, which in turn automatically updates the Job Data → **Benefits Program Participation** page for the Benefits Primary Job via a Component Interface as long as **Correction** mode is not used.	**Y**-Yes for eligible
Elig Fld 4	DC Summer Salary	Used to determine eligibility for the Summer Salary Benefit Plan. E-042B updates this field to **S** if the employee has at least one active job with a job code eligible for Summer Salary and UC Retirement Plan. This field is blank if the employee is not eligible for Summer Salary. This field can be manually updated to **G**. E-042B sets the **S** value, if applicable, on the **Benefits Eligibility Data** page, which in turn automatically updates the Job Data → **Benefits Program Participation** page for the **Benefits Primary Job** via a Component Interface as long as **Correction** mode is not used	**S**-Summer Salary; **G**-Summer Salary Grandfathered

Field Label on Job Data → Benefits Program Participation page[1] (Target page)	Field Label on Benefits Eligibility Data page[2] (Source page)	How Used by Ben Admin / How Determined	Valid Values
Elig Fld 5	EBEUC - Employee Benefits Eligibility Union Code	Used to determine the Employee Relations code regarding confidential (HEERA Exempt) and non-confidential (non-HEERA Exempt) positions. This value is derived by the E-042 process by considering the **EE Representation Code** (set by process E-003) and the employee's **Union Code** in the Job **Labor page** or is manually entered on the **Benefits Eligibility Data** page. **Elig Config 5** on Job Data → **Benefits Program Participation** is automatically updated for the **Benefits Primary Job** via Component Interface after automated or manual entry onto the **Benefits Eligibility Data** page as long as **Correction** mode is not used.	**87C** -Covered, NR Union **99C** -Covered, NR Union **A1C** -Covered, NR Union **A2C** -Covered, NR Union **A3C** -Covered, NR Union **A4C** -Covered, NR Union **A5C** -Covered, NR Union **A6C** -Covered, NR Union **A8C** -Covered, NR Union **A9C** -Covered, NR Union **AMC** -Covered, NR Union **B6C** -Covered, NR Union **C** -Covered **FXC** -Covered, NR Union **K3C** -Covered, NR Union **M4C** -Covered, NR Union **RAC** -Covered, NR Union **RUC** -Covered, NR Union **U** -uncovered

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Elig Fld 6	Health & Welfare Grandfathered Medical Resident	Used to determine the Executive Life Benefit eligibility and Medical Resident EE eligible for Medical Resident Benefits. This field is manually entered on the **Benefits Eligibility Data** page, which in turn automatically updates the Job Data → **Benefits Program Participation** page for the **Benefits Primary Job** via a Component Interface as long as **Correction** mode is not used.	**E**- Executive Life **MR**– Medical Resident
Elig Fld 7	DC Supplement	This field is populated by the custom E-042B process for the **Benefits Primary Job** if the UC employee's job code makes the employee eligible to participate in the Choice Program DC Supplement benefit plan (plan type 4S). This field may also be populated via manual entry on the **Benefits Eligibility Data** page.	**F**-Faculty (DC Supp eligible); **N**- Not eligible for DC Supp (manually set, not system set); **Blank** – Staff employee who is non-faculty but could be DC Supp eligible. **Manual work around for CALPers hires:** UCPath Benefits Production Team must insert a new row on the **Benefits Eligibility Data** page, select the **Override DC Supplement** check box, change **Faculty** to **N**, and enter **Comments** to state that the employee is CALPers.

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Field Label on Job Data → Benefits Program Participation page[1] (Target page)	Field Label on Benefits Eligibility Data page[2] (Source page)	How Used by Ben Admin / How Determined	Valid Values
Elig Fld 8	Rehired Retiree	Used to determine if a newly hired employee is a Rehired Retiree. This information is derived from the **webservice** call to **Redwood** conducted through the run of the E-042A process. This field is updated in the **Benefits Eligibility Data** page which in turn updates the Job Data → **Benefits Program Participation** page.	**Y**- indicates Rehired Retiree

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Field Label on Job Data → Benefits Program Participation page[1] (Target page)	Field Label on Benefits Eligibility Data page[2] (Source page)	How Used by Ben Admin / How Determined	Valid Values
Elig Fld 9	Retirement Eligibility	Used to determine the UC Retirement Plan (UCRP) eligibility. Custom process E-042C reviews and updates the retirement eligibility based on the information provided by the E-042A and E-042B processes. Once the employee makes their election this field is automatically updated in the **Benefits Eligibility Data** page, which in turn automatically updates the **Elig Fld 9** field on the Job Data → **Benefits Program Participation** page for the **Benefits Primary Job** via a Component Interface as long as **Correction** mode is not used. Certain job codes are excluded from UCRP eligibility.	**DCHOIC** - Savings Choice participant **DCPSH** - Safe Harbor participant **N** - Does not contribute/participate **S76C** - Safety Member-Pre-7/94 Grandfathered IRC **S76D** - Safety Member-Non-Grandfathered IRC **T13C** - Tier 2013 – Pre-7/94 Grandfathered IRC – SS-Subject **T13D** - UCRP Tier 2013 – Non-Grandfathered IRC – SS-Subject **T13G** - UCRP Tier 2013 – Pre-7/94 Grandfathered IRC – SS-Not Subject **T13H** - UCRP Tier 2013 – Non-Grandfathered IRC – SS-Not Subject **T16C** - UCRP Tier 2016 – Pre-7/94 Grandfathered IRC – SS-Subject **T16D** - UCRP Tier 2016 – Non-Grandfathered IRC – SS-Subject

Field Label on Job Data → Benefits Program Participation page[1] (Target page)	Field Label on Benefits Eligibility Data page[2] (Source page)	How Used by Ben Admin / How Determined	Valid Values
Elig Fld 9	Retirement Eligibility	There are various retirement plan codes. Retirement tier and retirement code assigned in this field are based on the employee's **Hire Date**, **Benefit Program**, **EMPL_CLASS**, **FICA Status**, **Duration**, **FTE** and **Job Code**. Until UC employees in the Choice Program enroll in their retirement plan a 'to be determined' code of **2T16N** or **2T16E** is displayed in this field. The code **DCPSH** in this field indicates Safe Harbor. Safe Harbor employees are not retirement plan eligible. The employee is not UCRP eligible and is not considered Safe Harbor if this field is blank. A code of **DCHOIC** means a Choice Program participant elected Defined Contribution in lieu of Pension.	**T16G** - UCRP Tier 2016 – Pre-7/94 Grandfathered IRC – SS-Not Subject **T16H** - UCRP Tier 2016 – Non-Grandfathered IRC – SS-Not Subject **T16I** - UCRP Tier 2016 – PEPRA – SS-Subject **T16J** - UCRP Tier 2016 – PEPRA – SS-Not Subject **T76C** - UCRP Tier 1976 – Pre-7/94 Grandfathered IRC – SS-Coordinated **T76D** - UCRP Tier 1976 – Non-Grandfathered IRC – SS-Coordinated **T76G** - UCRP Tier 1976 – Pre-7/94 Grandfathered IRC – SS-Non-Coordinated **T76H** - UCRP Tier 1976 – Non-Grandfathered IRC – SS-Non-Coordinated **2T16E** - Choice Eligible – Open to Election – SS-Not Subject **2T16N** - Choice Eligible – Open to Election – SS-Subject

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Column Header Notations

Field Label on Job Data → Benefits Program Participation page[1] (Target page)

- 1 Data on the Benefits Program Participation page is populated from the Benefits Eligibility Data page via a nightly process

Field Label on Benefits Eligibility Data page[2] (Source page)

- 2 The Benefits Eligibility Data page is available for UCPath users only