



EXERCISE 4: POSITION CHANGE JOB ACTION (MSC)

In this exercise, you will process a Position change Job action which will trigger a MSC event. A position change can be the result of any number of Job actions—promotion, demotion, transfer, etc.

This is what you can expect to happen:

- For each employee, Ben Admin will determine what the employee is newly eligible or newly ineligible for.
- For a benefited employee moving into a non-benefited position, a new program will be assigned; they will become newly eligible for the temporary benefit options; and they will become newly ineligible for their current coverage. When viewing election options, you will see that they can now only elect those few options available to non-benefited employees. Their current elections will be automatically terminated when you finalize the event, and they will be enrolled into any newly elected options.
- For a non-benefited employee moving into a benefited position, the same thing will happen. The difference is that they will be able to elect the options available to a benefited employee. Any options they elected as a temp employee will be automatically terminated when you finalize the event.

Note: If an employee transfers from a permanent, benefited position to a temporary position within the same month, the position change event **should not be processed** until after the advanced payroll has been confirmed. This will allow the current benefits to continue for the month following the date of termination from their original position.

STEP 1: POSITION CHANGE JOB ACTION

Navigation: **Workforce Administration>Job Information>Job Data**

STEP 2: ASSIGN EVENTS TO A SCHEDULE

1. This is an automated activity.
2. Scheduling will occur on the hour and the half hour 24 hours a day, 7 days a week.

STEP 3: VERIFY SCHEDULE AND PROGRAM ASSIGNMENT

Navigation: **Benefits>Manage Automated Enrollment>Events>Update Event Status or Update Processing Controls**

1. If you use Update Event Status, you will enter the Emplid and press Search.



2. If you use Update Processing Controls, you will enter Schedule ID, and Emplid (or one of the other selection criteria). For a MSC event, enter MSC in the Event Class field. After you press Search, you will be taken to the event(s) that match your search criteria.
3. Validate the schedule assigned. It should be:
 - a. First 3 of the Business Unit followed by EM, if you are a State Agency (e.g., 110EM)
 - b. For Business Units 110, 325 and 530 schedule will be first 3 numbers of the Department.
4. Validate Process Status. It should be Assigned (AS).
5. Validate Benefit Program assignment (PGM) (for example, if it is a permanent employee SA1, temporary employee SA3). You should see that the program assignment is different than what it was before the position change.

STEP 4: PREPARE OPTIONS

Navigation: Benefits>Manage Automated Enrollment>Events>Run Automated Event Processing

Enter your Run Control ID. Your Run Control ID should be the same as your Schedule ID.

1. Enter your Schedule ID in the Schedule ID field.
2. BAS Type will always be "Process Existing Events Only"
3. Company and BAS Group ID will automatically fill in.
4. Press the Run button to take you to the Process Scheduler.
5. Select Server Name "PSNT" if it is not already selected.
6. The Benefits Administration "PSPBARUN" process will be checked by default.
7. Press OK to start the process. This will take you back to the Run Control page. Press Process Monitor to view the status of the Ben Admin process.
8. When the process finishes (Success), press "Go Back to Run Control" to take you back to Ben Admin.

STEP 5: VERIFY PREPARE OPTIONS

Navigation: Benefits>Manage Automated Enrollment>Events>Update Event Status or Update Processing Controls

If you use Update Event Status, you will enter the Emplid and press Search.

1. If you use Update Processing Controls, you will enter Schedule ID, and Emplid (or one of the other selection criteria). For MSC events, enter MSC in the Event Class field. After you press Search, you will be taken to the event(s) that match your search criteria.
2. The Process Status for your MSC events should now be Prepared (PR). This means that benefits can now be elected.



STEP 6: PRODUCE ENROLLMENT STATEMENT

Navigation: Benefits>Manage Automated Enrollment>Participant Enrollment>Print Enrollment Statements

1. Enter your Run Control ID. This can be the same ID as you used for the Ben Admin process.
2. Enter your Schedule ID in the Schedule ID field.
3. Leave the Emplid field blank. This will produce Enrollment Statements for all employees within your schedule who are Prepared, but not Notified.
4. Press the Run button to take you to the Process Scheduler.
5. Make sure that **Type = Web**, and **Format = PDF**.
6. Press OK to begin the process. After you press OK, you will be taken back to the Run Control page.
7. Press "Process Monitor" to view the status of the process.
8. When the process has finished successfully, press "Details" then "View log/trace" to find and select the .PDF file. Doing so will launch Acrobat where you can view and print the Enrollment Statement.

Note: this Enrollment Statement does NOT replace the usual PERS or other provider forms. It will be used by you as a data entry tool. In real life, you will transfer employee elections from those forms onto the Enrollment Statement for ease of data entry.

STEP 7: ELECT OPTIONS

Navigation: Benefits>Manage Automated Enrollment>Participant Enrollment>Perform Election Entry

1. Enter your Schedule ID.
2. Enter the Emplid and press Search.
3. This will take you to the Option Election page. Enter the Option Code for each of the plan types, or use the look-up to find the appropriate option. You will only see eligible options that are allowed for the MSC. For your new benefited employee, you should see all options—like you would for a new hire. For your new non-benefited employee, you should see only those options offered to a non-benefited employee.
4. Refer to Appendix B in the Training Guide for what the default options are. You do not have to enter elections for EAP, Basic Life, Leave, or Retirement. These will automatically default.
5. Make sure to enter coverage amounts for the Life, Savings, and FSA plans.



6. If you elect a different coverage for medical, dental, or vision, you can go to the Dependents/Beneficiaries tab and add/enroll/remove dependents.
7. After you have finished with your elections, make sure to press Save.
8. The event Process Status will now change to Entered (ET).

STEP 8: FINALIZE/ENROLL

Navigation: Benefits>Manage Automated Enrollment>Events>Run Automated Event Processing

1. Enter your Run Control ID.
2. Enter your Schedule ID in the Schedule ID field.
3. BAS Type will always be "Process Existing Events Only"
4. Company and BAS Group ID will automatically fill in.
5. Press the Run button to take you to the Process Scheduler.
6. Select Server Name "PSNT" if it is not already selected.
7. The Benefits Administration "PSPBARUN" process will be checked by default.
8. Press OK to start the process. This will take you back to the Run Control page. Press Process Monitor to view the status of the Ben Admin process.
9. When the process finishes (Success), press "Go Back to Run Control" to take you back to Ben Admin.

STEP 9: VERIFY FINALIZED EVENT

Navigation: Benefits>Manage Automated Enrollment>Events>Update Event Status or Update Processing Controls

1. If you use Update Event Status, you will enter the Emplid and press Search.
2. If you use Update Processing Controls, you will enter Schedule ID, and Emplid (or one of the other selection criteria). For a MSC event, enter MSC in the Event Class field. After you press Search, you will be taken to the event(s) that match your search criteria.
3. The Process Status for your MSC event should now be Finalized/Enrolled (FE) and the Event Status is Closed.
4. If you have a Process Status of Elect Error (EE), you will need to view Messages to see what the problem is:

Navigation: Benefits>Manage Automated Enrollment>Review Processing Results>Processing Messages

5. If there is an Election Error, you will need to correct the error by going back to the Election Entry page. Once you fix the problem,



you will need to rerun the Ben Admin process by going back to **Run Automated Event Processing**.

6. If you have no errors, and the event is closed, then the employee is enrolled in the benefit plan(s).

STEP 10: VERIFY BENEFIT PLAN ENROLLMENT

Navigation: Benefits>Enroll in Benefits (Health Plans, Life and ADD, FSA Plans, etc.)

2. The purpose of this step is to verify that the employee is enrolled into the benefit plan(s). You will not change anything here.
3. For each of the plan types where there was an election, you should see an enrollment record.
 - a. Plan type
 - b. Coverage begin date
 - c. Deduction begin date.
 - d. Coverage Election = Elect
 - e. Benefit Plan = Plan Elected
 - f. Coverage Code = Coverage elected
 - g. Amounts for Life, or FSA will be the amounts elected.
 - h. Enrolled dependents where appropriate.

Questions or problems, contact the ITD Service Desk at 328-4470 or itdservicedesk@nd.gov