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"Making Education Work for All Georgians"

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MEMORANDUM

TO: PCGenesis System Administrators

FROM: Steven Roache, Senior Information Systems Manager

SUBJECT: Release 13.03.01 – Calendar Year 2014 Georgia Health Insurance (GHI) Premium Updates/Miscellaneous Updates and Installation Instructions

This document contains the PCGenesis software release overview and installation instructions for *Release 13.03.01*.

PCGenesis supporting documentation is provided at:

http://www.gadoe.org/Technology-Services/PCGenesis/Pages/default.aspx

November, 2013 Payroll Completion Instructions

Install this release *after* *completing the November 2013 payroll(s). Install this release* *before* *executing F4 – Calculate Payroll and Update YTD for the December 2013 payroll.*

Contents

Section A: Overview of Release

A1. Payroll System

A1.1. Calendar Year 2014 Georgia Health Insurance (GHI) Employee Premiums

These instructions contain <u>all</u> <u>of</u> <u>the</u> <u>information</u> <u>necessary</u> to import the Department of Community Health (DCH) open enrollments, to set the employee deductions, and to prepare for calculating 2014 GHI premiums for the December payroll.

The installation of PCGenesis *Release 13.03.01* automatically imports the SHBP option and premium updates into PCGenesis. PCGenesis identifies the "old" premium rates with an ending date of *12/31/2013*, while the new premium rates, imported with this release's installation, display a beginning date of *01/01/2014*. *Procedure C.1.1. Benefit Deduction Option and Tier Report – Example* provides sample results of the automatic import.

The Georgia Department of Education (GaDOE) strongly urges PCGenesis users to follow the instructions for printing the results of the Benefit Plan/Option/Tier file update for review after the release's installation. *Section C.1: Print and Verify the Results of the Benefit Plan/Option/Tier File Report* provides the instructions to complete this procedure. After printing the report, PCGenesis users should verify *'01/01/2014'* and *'12/31/9999'* display as the *From Date* and *To Date* field entries for SHBP options and tiers.

Effective January 1, 2014, there are a number of changes to SHBP options:

- GHI options have changed. CIGNA ('C0' – 'C5') and United Healthcare ('U0' – 'U5') have been discontinued. Blue Cross/Blue Shield ('B1' – 'B3') and Tricare Supplement ('88') make up the available options for employees.

- All GHI tiers remain the same. Valid tiers include '10' (single employee), '40' (single employee/ tobacco surcharge), and tiers '90', '91', and '94' – '97'. Tricare Supplement, however, only offers tiers '10', '90', '94', and '96'.

The following table provides the details of the SHBP changes:

PCGenesis Option Code	Description	Status
C0 – C5	CIGNA	Discontinued
U0 – U5	United Healthcare	Discontinued
B1	Blue Cross/Blue Shield **Gold** Plan	Added
B2	Blue Cross/Blue Shield **Silver** Plan	Added
B3	Blue Cross/Blue Shield **Bronze** Plan	Added
88	TriCare Supplement	Unchanged

PCGenesis Tier Code	Description	Status
10	SINGLE COVERAGE	Updated
40	SINGLE COVERAGE TOBACCO SURCHARGE	Updated
90	EMPLOYEE & SPOUSE	Updated
91	EMPLOYEE & SPOUSE/TOBACCO SURCHARGE	Updated
94	EMPLOYEE & CHILD(REN)	Updated
95	EMPL & CHILD(REN)/TOBACCO SURCHARGE	Updated
96	EMPLOYEE & SPOUSE & CHILD(REN)	Updated
97	EMPL & SPOUSE & CHILD/TOBACCO SURCHARGE	Updated

A1.2. Calendar Year 2013 (CY2013) W-2 Form Processing

Support is being added to allow printing of other health deductions on the W-2 form. The user will be able to enter up to ten deduction codes for other health deductions (Box 12 on the W-2 form, label 'DD'). The amounts for the other healthcare deductions will be added to the SHBP deduction amounts which PCGenesis automatically includes. Drop down lookup options have been added for deduction code selections.

Box 12, label 'DD' reports major medical (SHBP deductions). Label 'DD' should also include other medical insurance amounts such as hospital indemnity or specified illness (e.g. cancer, heart, etc.). Optional costs to include in label 'DD' include dental or vision plans. The Cost of Employer-Sponsored Health Coverage should include both the employer and employee paid portions of the cost, and is informational only and is NOT taxed.

A1.3. Selected Payroll Export – GHI Deductions

The *Export Selected Payroll/Deduction/CPI Information* (F2, F13, F8, F5) feature has been updated to correctly extract the employer contribution amounts for GHI deductions. Before, when a GHI deduction was selected on the deduction selection screen, only the additional employer subsidy amount was extracted as the employer contribution amount. Now, if the deduction is part of an SHBP plan, the standard employer premium is also included in the employer contribution amount.

A1.4. Payroll Gross Data Screen - GHI Distribution Percentages

Edits for the **GHI % Distribution** fields have been added to ensure that these fields are entered correctly based upon the **GHI Participation** switch. Now, when an employee's **GHI Participation** is changed to '**N**' on the *Personnel* screen, the **GHI % Distribution** fields will automatically be <u>zeroed</u> out on the employee's *Gross Data* screen. This will prevent errors in payroll processing.

Likewise, if an employee's **GHI Participation** is changed to '**Y**' on the *Personnel* screen, and the employee's **GHI % Distribution** fields do not add up to 100%, a warning message will be displayed on the *Personnel* screen, as shown below:
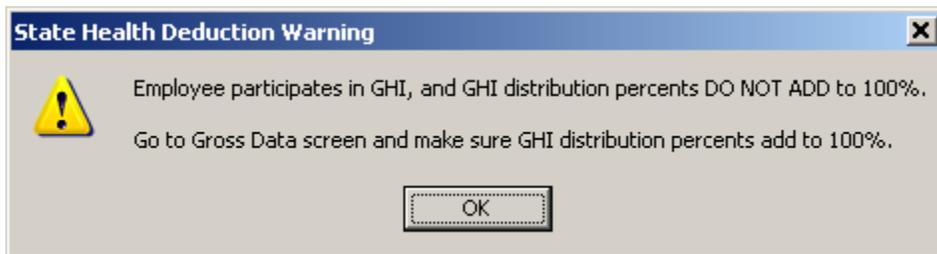
Also, a new error message has been added to the *Payroll Exceptions Report* (F2, F3, F2). If an employee's **GHI Participation** is set to '**N**' but the employee's **GHI % Distribution** fields add up to 100%, the following message is printed:

NON-PARTICIPATING EMP CANNOT HAVE GHI DISTRIB

The **GHI % Distribution** fields are used to determine how to distribute the total GHI employer contribution across the GL account lines**.** The **GHI % Distribution** determines whether or not a percentage of the employer GHI contribution should be distributed to this account line during the payroll process. A **GHI % Distribution** is valid only for **Process Type** codes of '**S**', '**H**', and '**D**'. The **GHI % Distribution** fields must add up to 100% (or 1.0000). **GHI % Distribution** of 100% is required for any employee, certified or non-certified, who is enrolled in GHI.

A1.5. Add Hours Per Week Field to Personnel Screen

The **Hours Per Week** (Hrs/Week) field has been added to the *Display/Update Personnel Data* screen (F2, F2, F2). This will make it easier for users to remember to populate the **Hours Per Week** field for employees enrolled in State Health.

The **Hours Per Week** (Hrs/Week) field is now a <u>required</u> field when an employee's GHI Participation Switch is 'Y'. This edit has been added to the second screen of the *Add New Employee* screen (F2, F2, F1), and the *Update/Display Personnel Data* screen (F2, F2, F2), and the *Gross Data* screen (F2, F2, F4). This will make it easier for users to remember to populate the **Hours Per Week** field for employees enrolled in State Health. The **Hours Per Week** field is a required field for the PLEE file, the *Open Enrollment Eligibility File* (F2, F5, F2).

A1.6. Earnings History Report

A problem has been corrected with the *Print Employees' Earnings History* report (F2, F10, F3). Before, the report would not print the gross data lines from an Earnings History record which contained more than 40 gross data lines. An Earnings History Adjustment record can be entered into the system which contains up to 200 gross data lines. Now, the *Payroll Earnings History Report* will print all 200 gross data lines for a payment record.

A1.7. The SHBP AUF File

Recent changes to the SHBP/ADP enrollment portal require changes in PCG. The *Display/Update Personnel Data* screen (F2, F2, F2) has changed the field name **GHI Change Date** to **GHI Final Ded Dt** (GHI Final Deduction Date).

To insure proper GHI reporting for terminating GHI Eligible employees, please follow these steps in the order provided. If this order is not followed, the report sent to GHI may not be correct. Also, make these steps the <u>last</u> steps when terminating an employee.

1. Input the employee's final payroll deduction date in the **GHI Final Ded Dt** (GHI Final Deduction Date) field.
2. Select the appropriate **GHI Change Code**. For example use a **GHI Change Code** of '**RETR**' (retired), or '**TERM**' (terminated), etc.
3. Input the employee's termination date in the **Term Date** field.
4. Select the appropriate **Term Reason**. For example, use a **Term Reason** of 'RETIREMENT', or 'RESIGNATION', etc.
5. Save your changes.

A2. Financial Accounting and Reporting (FAR) System

A2.1. Announcing the Capital Asset System

A new *Capital Asset System* is now available in PCGenesis which allows the ability to store and depreciate capital assets and inventory.

Select F1, F11, F6 to access the new *Capital Asset Menu*.
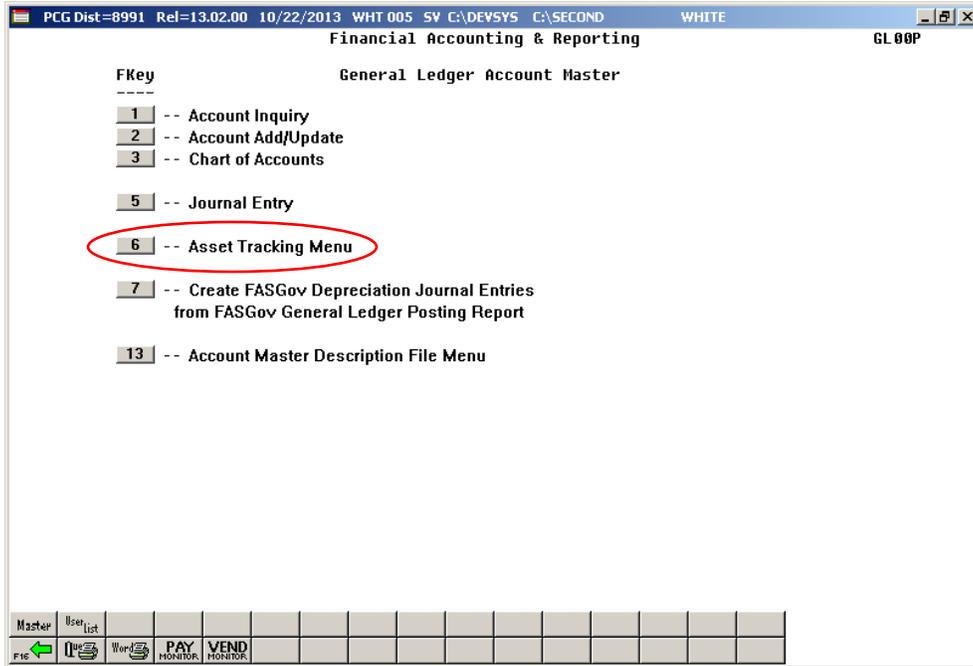
All asset fields are available on a single screen as shown below:
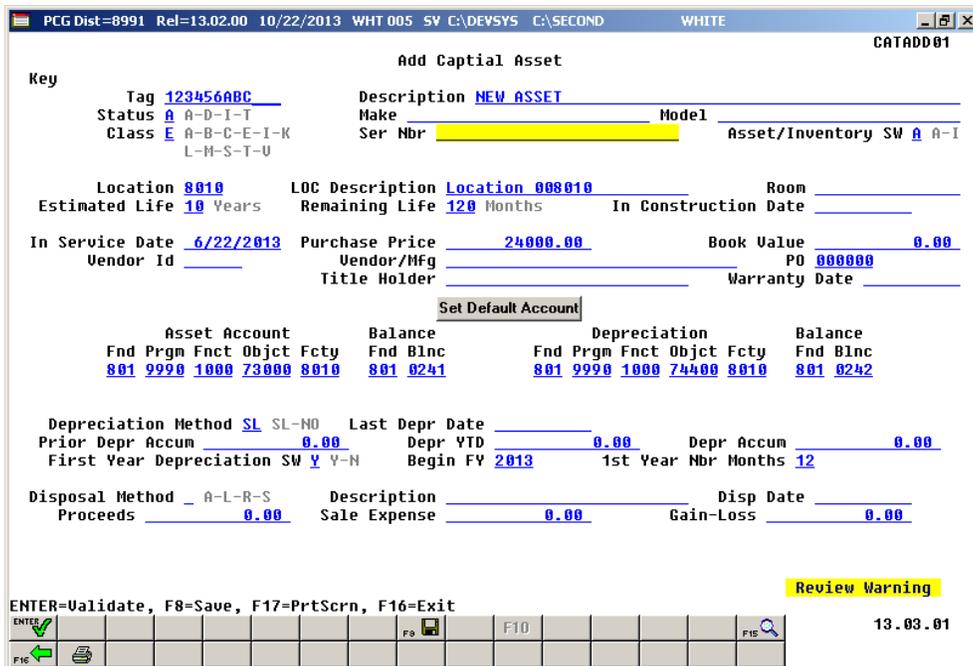
To view or update an asset, the *Select Capital Asset* screen allows direct access by **Tag ID**, or **F1** will select first record, or the user can find an asset or inventory by using the drop down selection icon ⏷.

The *Report Selection Screen* will provide a wide range of reporting options:

The new PCG Capital Asset System will provide the following functions:
1. Add Capital Assets
   a. Single Asset
   b. Import Multiple Assets via Excel CSV Template
2. View/Update/Delete Capital Assets
   a. View
   b. Update
   c. Delete
3. Depreciate Capital Assets
   a. Run Trial & Print Depreciation & JE Report
   b. Run Final
      i. Update Capital Asset Records
      ii. Create Depreciation JE for Posting
4. Report Capital Assets
   a. Capital Assets Detail
   b. Capital Assets List
   c. FY Depreciation Detail
   d. FY Depreciation Expense by Function
   e. FY GL Posting
   f. FY Capital Asset Additions
   g. FY Disposal
5. Capital Asset First Year Depreciation Parameters
   a. Fiscal Year to Begin
   b. Full Year or Partial Year based on Months Selected

6. Inventory items may be added
    a. No edits required
    b. Reported separately

The process will calculate depreciation once per fiscal year for June 30th. Annual depreciation will be a straight line (SL) calculation based on the value of the asset and on the life of the asset in years. For example, $24,000 asset with 10 year life equals $2,400 depreciation per year. Final Year Depreciation will Depreciate Balance Remaining so that Accumulated Depreciation will equal Acquisition Cost to avoid rounding errors.

A2.2. Warning for Budget and Revenue Accounts

A warning box is now displayed when balance accounts are missing from budget or revenue accounts. The warning box will let the user know exactly which accounts have a problem and will prevent errors when closing the month or year. The warning messages will be displayed when running the revenue or expenditure reports from the *Monthly Financial Reports* menu (F1, F9, F17).
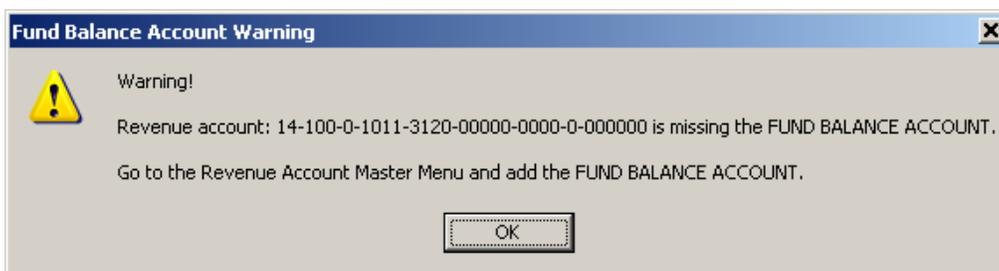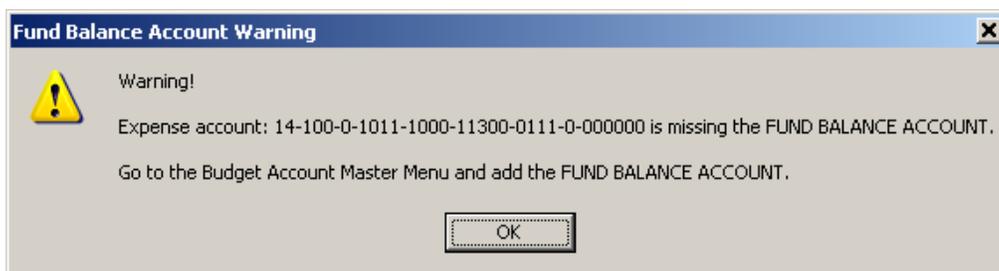
A2.3. Fix Posting of Negative Investment Amounts

Incorrect AUDIT file entries were created when posting a negative investment from the *Invest Funds* screen (F1, F8, F3, F1). Negative investments are required in order to post losses. In the case of negative investments, the AUDIT-FUNC field should post a positive amount to the cash balance (0101) instead of the investment balance (0111). This problem has been corrected.

Also, an edit has been added to insure that when entering a negative investment, specifying a vendor check or wire transfer is not valid.

A2.4. Entering a Claim Against a Purchase Order

The *Enter Claim* (F1, F3, F2) process has been enhanced when entering a claim against a purchase order. When processing a claim against a purchase order, if the total claim amount equals the total original purchase order amount, the system will automatically distribute the total claim amount to the account lines based upon the original estimated amounts for each account line. Before, the system would divide the total claim amount by the number of account lines, and distribute equal shares to each account line. This method did not correctly reflect the original estimated amounts on the purchase order for each of the account lines.

A3. Personnel System

A3.1. Plan Year Rollover for New Enhanced Substitute Pay and Employee Leave System

The PCGenesis system has been updated to prevent the *Plan Year Rollover Process* (F3, F4, F2, F11) from being run twice by checking the current **Plan Year** against today's date. Based on today's date, if the **Plan Year** for the **Leave Type** code is already correct, the system will not allow a rollover to occur. For example, if a user tries to process a *Plan Year Rollover* for sick leave on July 15, 2013, but the **Plan Year** for sick leave is already 2014, the system will not allow sick leave to be rolled over again.

Also, if the system determines that data entry (F3, F4, F2, F1) is occurring in a new plan year, but the **Plan Year** has <u>not</u> been rolled over yet, a warning message will be displayed. For example, if a user tries to enter sick leave for an employee on July 14, 2013, but the **Plan Year** for sick leave is 2013, the system will display a message because on July 14th, the **Plan Year** should be 2014.
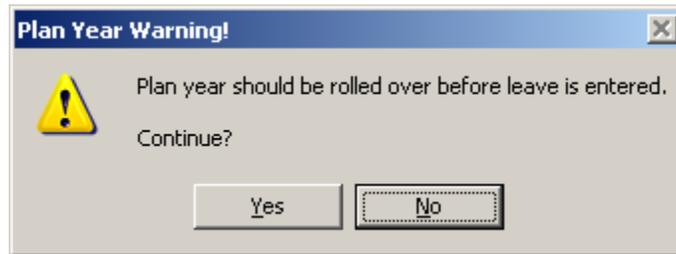
A3.2. Update/Display Emergency Data

The *Update/Display Emergency Data* screen (F3, F2) has been updated so that phone numbers are displayed correctly. Before, leading zeroes were not displayed in the phone number fields causing the phone number to be hard to read. Now all zeroes are displayed in the phone number fields.

Section B: Installation Instructions for Release 13.03.01 Software

B1. Perform a PCGenesis Full Backup

When the prior evening's backup was successful, and when installing *Release 13.03.01* before performing any work in PCGenesis for the day, proceed to *B2. Install PCGenesis Release.* In addition to its current labeling, also label the prior evening's backup CD/DVD/tape as **"Data Backup Prior to Release 13.03.01"**. Continue to use the backup CD/DVD/tape in the normal backup rotation.

Step	Action
1	**Verify all users are logged out of PCGenesis**.
2	Close *Uspool* at the server.
3	Perform a **PCG Full Backup** to CD or DVD or Tape.
4	When the PCGenesis backup completes, label the backup CD or DVD or tape **"Full System Backup Prior to Release 13.03.01"**.
5	Proceed to *B2. Install PCGenesis Release 13.03.01.*

B2. Install PCGenesis Release 13.03.01

FROM THE PCGENESIS SERVER

Step	Action
1	**Verify all users are logged out of PCGenesis**.
2	Open **Windows® Explorer**.
3	Navigate to the **K:\INSTAL** directory.
4	Verify **PCGUNZIP.EXE**, **RELINSTL.BAT**, and **INSTLPCG** display. *If PCGUNZIP.EXE and RELINSTL.BAT and INSTLPCG do not display, return to the MyGaDOE Web portal, and detach the files from the Web portal again.*
5	Double-click **RELINSTL.BAT** to perform the installation. *A status screen will display showing the release steps as they are completed.*

A screen will display showing the progress of the installation:
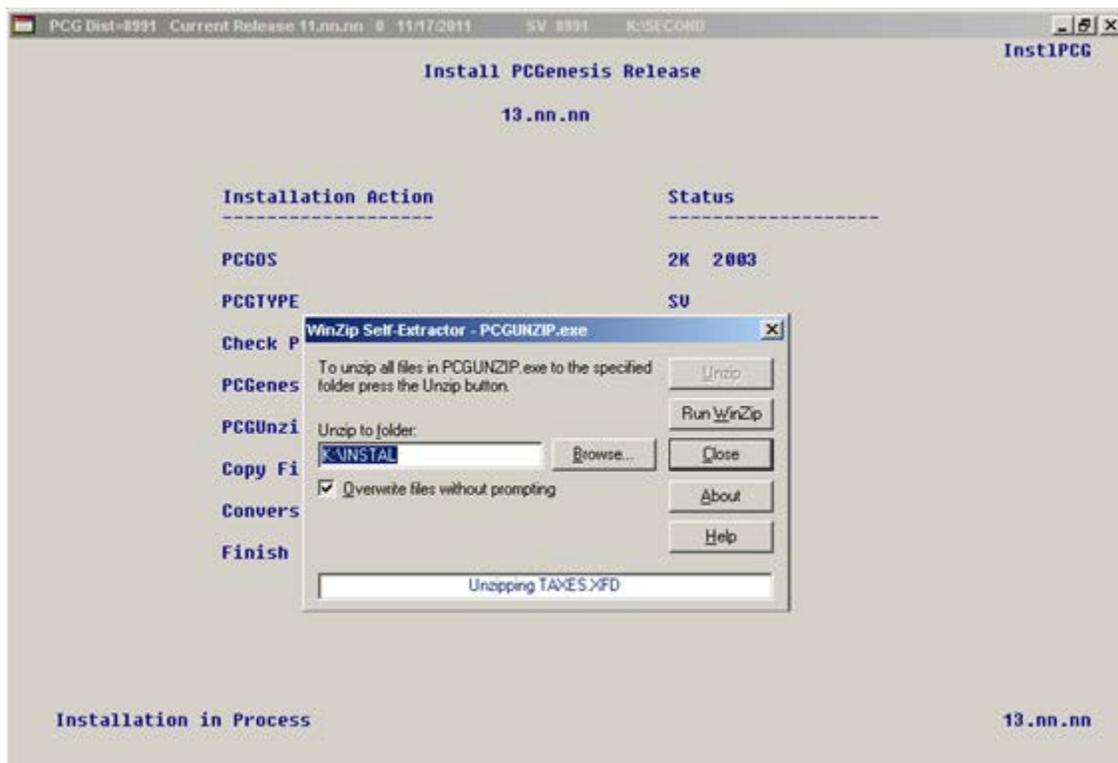
For PCGenesis *Release 13.03.01* successful installations, the following message displays:
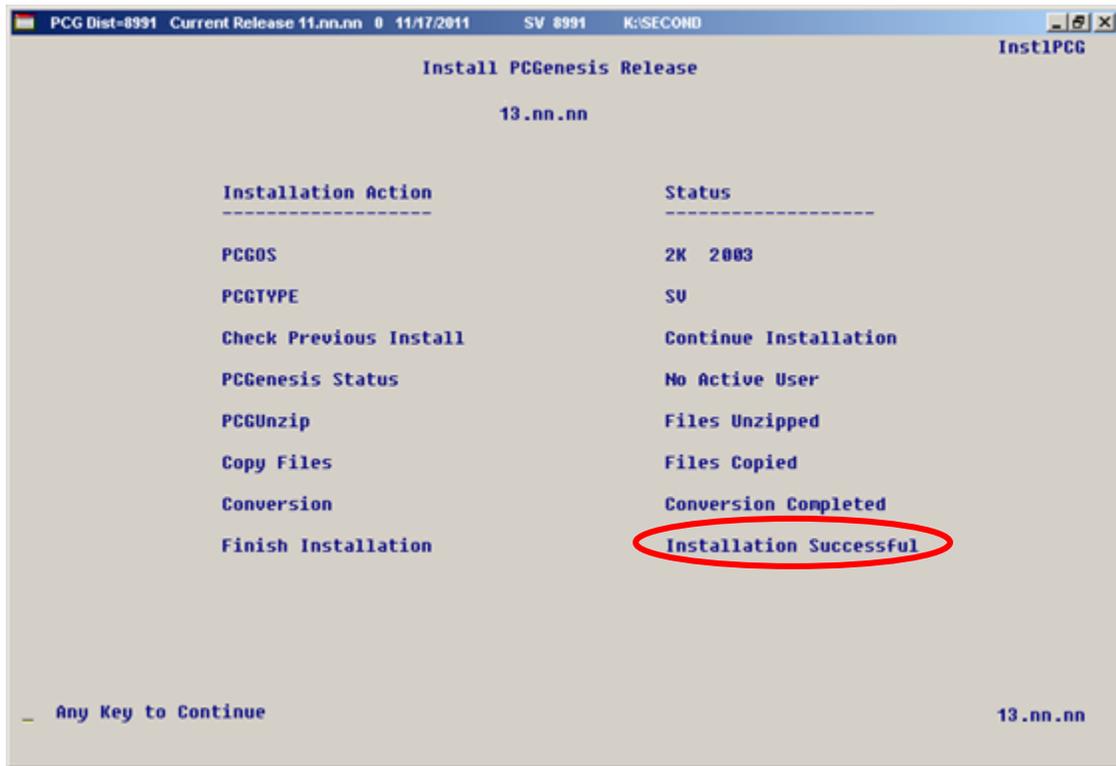
Step	Action
6	Select **Enter** to close the window.
7	**If the installation was successful:** Proceed to *B3. Verify Release 13.03.01 Was Successfully Installed.*
	If the installtion was unsuccessful: Proceed to *Step 8.*

A problem message displays if an error occurred:
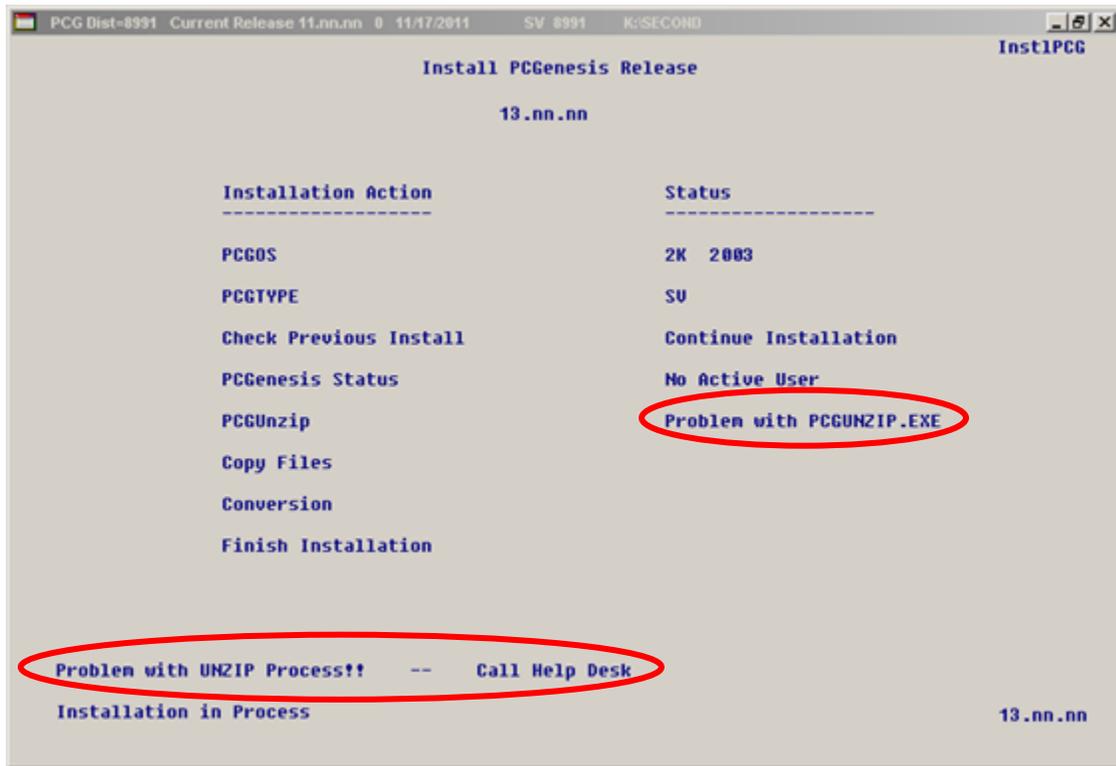
Step	Action
8	Select **F16** to close the window.
9	Return to the *MyGaDOE* Web portal, and detach the files again.
10	*Contact the Technology Management Customer Support Center for additional assistance if needed. A description of the error will display with instructions to call the Help Desk.*

A warning message will display if the release installation is repeated:
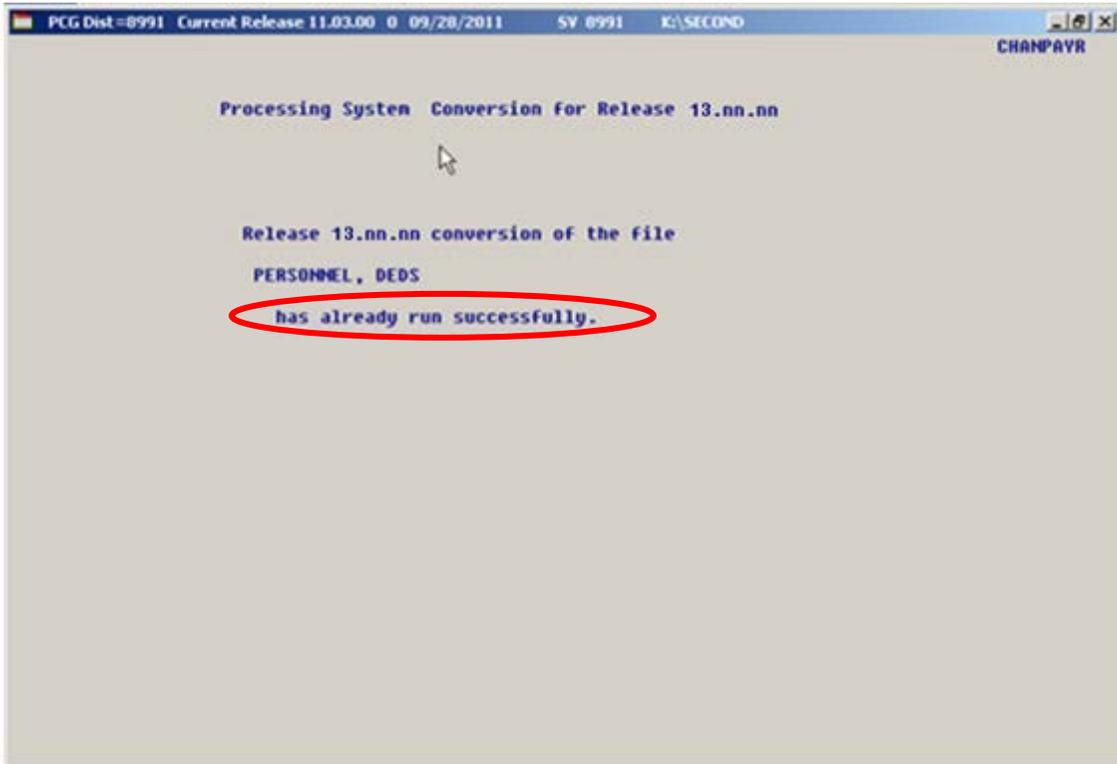
A warning message will display if the release installation is repeated, but in this case, the installation is considered successful.   In this instance, select any key to continue:

Step	Action
11	Proceed to *B3. Verify Release 13.03.01 Was Successfully Installed.*

B3. Verify Release 13.03.01 Was Successfully Installed

Step	Action
1	**Log into PCGenesis**.
2	From the *Business Applications Master Menu,* select ___30___ (**F30** - System Utilities).
3	From the *System Utilities Menu,* select ___17___ (**F17 -** Display Current Release Number).

The following screen displays:

Step	Action
4	Verify **Release 13.03.01** displays.
	*The number of releases and the release installation date displayed may not correspond with the preceding screenshot example. This is acceptable as long as **DOE 13.03.01** displays.*
	If Release 13.03.01 does not display, contact the Technology Management Customer Support Center *for assistance.*
5	Select **Enter**.
6	Log off the PCGenesis server.
7	Verify users remain logged out of PCGenesis.

B4. Perform a PCGenesis Full Backup after Release 13.03.01 is Installed

Step	Action
1	**Verify all users are logged out of PCGenesis**.
2	Close *Uspool* at the server.
3	Perform a **PCG Full Backup** to CD or DVD or Tape.
4	When the PCGenesis backup completes, label the backup CD or DVD or tape **"Full System Backup After Release 13.03.01"**.

Section C: After PCGenesis Release 13.03.01 Has Been Installed

GHI employee rates effective 01/01/2014 have been loaded to the Benefit Plan/Option/Tier rate file. These rates are required for the December payroll. The following steps should be taken to load GHI 2014 enrollments and to prepare for the December 2013 payroll:

Follow these steps in the order presented.		
✔	**Step**	**Action**
	1	Install the PCGenesis release which updates the employee GHI premium rates for the new calendar year. This release is typically sent out at the end of November. The PCGenesis release number is typically YY.03.01, where 'YY' is the current calendar year.
	2	Print the *Benefit Plan/Option/Tier Report* for the <u>new</u> calendar year. Verify the correct SHBP options and tiers have been loaded into the system and verify that the employee premium amounts for each option and tier are correct. Refer to *C1. Print and Verify the Results of the Benefit Plan/Option/Tier File Report* in this document.
	3	Where appropriate, update the Group Health Insurance (GHI) Table with the correct employer contribution share. Refer to *PAYROLL System Operations Guide: Section I: Special Functions, Topic 3: Tax Tables/Withholding/Control Information Processing, Procedure A: Display/Update the Payroll Tax and Pension Tables*.
	4	Verify the State Health Benefit Plan (SHBP) system deduction setup. Refer to the *PERSONNEL System Operations Guide: Section D: Special Functions, Procedure 3B: Verify the State Health Benefit Plan (SHBP) Deduction Setup*.
	5	Download the State Health Benefit Plan (SHBP) Open Enrollment File from the DCH Website. Refer to the *PERSONNEL System Operations Guide: Section D: Special Functions, Topic 4: Downloading the State Health Benefit Plan (SHBP) Open Enrollment File from the DCH Website*.
	6	Import the State Health Option and Tier from the DCH File. Refer to the *PERSONNEL System Operations Guide: Section D: Special Functions, Topic 5: Importing the State Health Option and Tier from the DCH File*.
	7	Set the State Health Benefit Plan (SHBP) deduction amounts for active (A) employees. Refer to the *PERSONNEL System Operations Guide: Section D: Special Functions, Topic 6: Setting the State Health Benefit Plan (SHBP) Deduction Amounts for Active (A) Employees*.
	8	Gross-up wages for highly compensated employees, when appropriate. Refer to the *PERSONNEL System Operations Guide: Section D: Special Functions, Topic 7: Grossing-Up Wages for Highly Compensated Employees*.

✔	Step	Action
		Follow these steps in the order presented.
	9	Before running the December payroll, make sure to verify the employee and employer SHBP contribution amounts by running the *Payroll Trial Register* and the *Trial Employer Benefit Distribution by Employee* reports.
	10	Run the December payroll. The December payroll withholds the premiums for January SHBP coverage.

C1. Print and Verify the Results of the Benefit Plan/Option/Tier File Report

Step	Action
1	From the *Payroll System Master Menu,* select ![9] (**F9** – Update/Display Description/Deduction/Annuity Files Menu).
2	When the *Payroll System – Description/Deduction/Annuity Files Menu* displays*,* select ![9] (**F9** – Print Benefit Plan/Option/Tier File).
3	On the *Print Benefit Plan Option Tier File* screen, enter 01/01/2014 and 12/31/2014 in the **Print rates in effect from** range fields, and select **Enter**. *PCGenesis defaults to the current date with the From: field.* *"*** Processing ***" briefly displays.*
4	When the *Payroll System – Description/Deduction/Annuity Files Menu* redisplays **To print the report via the Uqueue Print Manager:** Select ![Uqueue] (**Uqueue**). **To print the report via Microsoft® Word:** Select ![Word] (**MS WORD**). Follow the instructions provided in the *Technical System Operations Guide, User Interface Procedures, Creating the Microsoft®-PCGenesis QWORD Macro for Report Printing* to create the macro necessary to use the feature where appropriate.

C.1.1. Benefit Deduction Option and Tier Report – Example

```
REPORT DATE: 11/13/2013 07:56          BENEFIT DEDUCTION OPTION AND TIER REPORT                      PAGE   1
Program ID:  PAY27
                              Report of EMPLOYEE rates in effect from: 01/01/2014  To: 12/31/2014

Plan: SHBP  State Health Benefit Plan
            Certified Ded Code: 09  ER flag: Y ER paid amt:    $76.10   Classified Ded Code: 08  ER flag: Y ER paid amt:   $76.10

Option Tier Description                      From Date  To Date  Short Desc   Deduction Desc     PayChk Desc    Prem Amt
88          TRICARE SUPPLEMENT              Short Desc: TRISUP

     10     SINGLE COVERAGE                 01/01/2013 12/31/9999 SINGLE       TRICARE SINGLE     TRICARE SGL      60.50
     90     EMPLOYEE & SPOUSE               01/01/2013 12/31/9999 EESP         TRICARE EESP       TRICARE EESP    119.50
     94     EMPLOYEE & CHILD(REN)           01/01/2013 12/31/9999 EECH         TRICARE EECH       TRICARE EECH    119.50
     96     EMPLOYEE & SPOUSE & CHILD(REN)  01/01/2013 12/31/9999 FAMILY       TRICARE FAMILY     TRICARE FAM     160.50

B1          BCBS GOLD                       Short Desc: BCBS GOLD

     10     SINGLE COVERAGE                 01/01/2014 12/31/9999 SINGLE       BCBS GOLD SINGLE  BCBS G SINGL    166.08
     40     SINGLE COVERAGE TOBACCO SURCHARGE 01/01/2014 12/31/9999 SINGLE/T   BCBS GOLD SINGL/T BCBS G SGL/T    246.08
     90     EMPLOYEE & SPOUSE               01/01/2014 12/31/9999 EESP         BCBS GOLD EESP    BCBS G EESP      405.52
     91     EMPLOYEE & SPOUSE/TOBACCO SURCHARGE 01/01/2014 12/31/9999 EESP/T   BCBS GOLD EESP/T  BCBS G EESP/T    485.52
     94     EMPLOYEE & CHILD(REN)           01/01/2014 12/31/9999 EECH         BCBS GOLD EECH    BCBS G EECH      300.38
     95     EMPL & CHILD(REN)/TOBACCO SURCHARGE 01/01/2014 12/31/9999 EECH/T   BCBS GOLD EECH/T  BCBS G EECH/T    380.38
     96     EMPLOYEE & SPOUSE & CHILD(REN)  01/01/2014 12/31/9999 FAMILY       BCBS GOLD FAMILY  BCBS G FAM       539.84
     97     EMPL & SPOUSE & CHILD/TOBACCO SURCHARGE 01/01/2014 12/31/9999 FAMILY/T BCBS GOLD FAM/T BCBS G FAM/T   619.84

B2          BCBS SILVER                     Short Desc: BCBS SILVER

     10     SINGLE COVERAGE                 01/01/2014 12/31/9999 SINGLE       BCBS SILVER SINGL BCBS S SINGL    108.64
     40     SINGLE COVERAGE TOBACCO SURCHARGE 01/01/2014 12/31/9999 SINGLE/T   BCBS SILVER SGL/T BCBS S SGL/T    188.64
     90     EMPLOYEE & SPOUSE               01/01/2014 12/31/9999 EESP         BCBS SILVER EESP  BCBS S EESP      284.90
     91     EMPLOYEE & SPOUSE/TOBACCO SURCHARGE 01/01/2014 12/31/9999 EESP/T   BCBS SLVER EESP/T BCBS S EESP/T    364.90
     94     EMPLOYEE & CHILD(REN)           01/01/2014 12/31/9999 EECH         BCBS SILVER EECH  BCBS S EECH      202.74
     95     EMPL & CHILD(REN)/TOBACCO SURCHARGE 01/01/2014 12/31/9999 EECH/T   BCBS SLVER EECH/T BCBS S EECH/T    282.74
     96     EMPLOYEE & SPOUSE & CHILD(REN)  01/01/2014 12/31/9999 FAMILY       BCBS SILVER FAMIL BCBS S FAM       379.00
     97     EMPL & SPOUSE & CHILD/TOBACCO SURCHARGE 01/01/2014 12/31/9999 FAMILY/T BCBS SILVER FAM/T BCBS S FAM/T 459.00

B3          BCBS BRONZE                     Short Desc: BCBS BRONZE

     10     SINGLE COVERAGE                 01/01/2014 12/31/9999 SINGLE       BCBS BRNZE SINGLE BCBS B SINGL     66.28
     40     SINGLE COVERAGE TOBACCO SURCHARGE 01/01/2014 12/31/9999 SINGLE/T   BCBS BRNZE SGL/T  BCBS B SGL/T    146.28
     90     EMPLOYEE & SPOUSE               01/01/2014 12/31/9999 EESP         BCBS BRNZE EESP   BCBS B EESP      195.96
     91     EMPLOYEE & SPOUSE/TOBACCO SURCHARGE 01/01/2014 12/31/9999 EESP/T   BCBS BRNZE EESP/T BCBS B EESP/T    275.96
     94     EMPLOYEE & CHILD(REN)           01/01/2014 12/31/9999 EECH         BCBS BRNZE EECH   BCBS B EECH      130.74
     95     EMPL & CHILD(REN)/TOBACCO SURCHARGE 01/01/2014 12/31/9999 EECH/T   BCBS BRNZE EECH/T BCBS B EECH/T    210.74
     96     EMPLOYEE & SPOUSE & CHILD(REN)  01/01/2014 12/31/9999 FAMILY       BCBS BRNZE FAMILY BCBS B FAM       260.40
     97     EMPL & SPOUSE & CHILD/TOBACCO SURCHARGE 01/01/2014 12/31/9999 FAMILY/T BCBS BRNZE FAM/T BCBS B FAM/T 340.40
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CY2014 Benefit Plan Rate Updates