***Please distribute this alert to any users within your agency who are responsible for transactions and benefit enrollments.***

**Creation of New Date Type ZV (Adjusted Anniversary Date) on Infotype 9010 – Health Care Reform**

* Information regarding the creation of a new date type ZV (Adjusted Anniversary Date) on Infotype 9010 – Health Care Reform

Effective 9/11/2016, a new Health Care Reform date type, ZV (Adjusted Anniversary Date) was made available in SAP. The new date type was created to ensure the system is utilizing the correct measurement period when assessing an employee’s hours for Bronze Plan benefit eligibility and to ensure Bronze Plan eligible employees are given the benefit for a year. The ZV date type should be utilized on Infotype 9010 – Health Care Reform when processing an action placing a non-Bronze Plan eligible employee into a Bronze Plan eligible position prior to meeting their Health Care Reform Anniversary date (ZN date type) on Infotype 9010.

The ZV date type (Adjusted Anniversary Date) is calculated by utilizing the date of the action placing the employee in the Bronze Plan eligible position and adding 335 days to that particular date. The action placing the employee in a Bronze Plan eligible position could vary from a demotion, promotion, reassignment, work schedule change, etc. The [date and time calculator](http://www.timeanddate.com/date/dateadd.html) can be used to calculate the ZV date type.

Below is an example that identifies when to use the ZV date type (Adjusted Anniversary Date) on Infotype 9010 – Health Care Reform.

* An employee is newly hired on 12/16/2015 into a non-permanent position which is not eligible for the Bronze Plan. Since this employee was hired into a non-permanent position, Infotype 9010 (created in the background during new hire actions) is populated with the following date types:
	+ ZO Date Type = 12/16/2016 (the date of the new hire action)
	+ ZN Date Type = 11/15/2016 (the new hire action plus 335 days)
* On 10/16/2016, the employee is reassigned to a non-permanent position which is eligible for the Bronze Plan. Since the employee was not eligible for the Bronze Plan when hired on 12/16/2015 **and** the employee did not reach their ZN date (Anniversary Date) before moving to the Bronze Plan eligible position, the ZV date type (Adjusted Anniversary Date) needs to be added to IT9010 as shown below.
* ZV Date Type = 09/16/2017 (the date of the action moving the employee into the Bronze Plan eligible position plus 335 days)

For this example, Infotype 9010 should be updated effective 10/16/2016 as shown below:

* ZO = 10/15/2017
* ZN = 11/15/2016
* ZM = 10/15/2017
* ZQ = 11/15/2016
* ZV = 09/16/2017

Please refer to the Health Care Reform Transactions manual for more information related to the new ZV date type.

**Questions?**
If you have any questions regarding Creation of New Date Type ZV (Adjusted Anniversary Date) on Infotype 9010 – Health Care Reform, please submit an [**HR help desk ticket**](http://oaiss.state.pa.us/HR-Pay_Help_Desk/) in the benefits category. You may also call the HR Service Center, Agency Services & Operations Division at 877.242.6007.