

**Service Request 80783**

**Dependent Reporting Changes**

**Detail Design**

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April 13, 2004  
3:55 PM

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## Introduction

Service Request 80783 included the following summary:

“UC Human Resources and Benefits has requested changes to various Payroll/Personnel System (PPS) reports related to dependent enrollment in the employee’s medical, dental, vision, and legal plans. When Coverage End Dates for employees and dependents were added to the Employee Data Base (EDB) in Release 1281, some reports were not modified to include dependent coverage end dates in the selection criteria. Other reports were modified to include dependent end dates, but did not first check the employee’s coverage end dates.

These requirements specify changes to the selection criteria to ensure that dependents are selected for the Other Child Verification report, Duplicate Insurance Coverage report, and Missing Dependent SSN report only when the employee and dependent are covered for a given plan as of the current month.”

The Service Request also asks for the following additional changes:

The Other Child Verification Report will now be changed to report the dependent relationship to employee code of only ‘O’. Also the Missing Dependent SSN report will now be changed to produce 2 separate sets of reports, one for adult dependents and another for child dependents. No changes to the format of the reports are being requested in this project.

## Processing Overview

The following changes are needed for the dependent reporting changes.

1. Program PPP881 produces the Other Child Verification Report PPP8811 in Employee Name Order.
  - a. The current selection criteria will be further refined so that the program determines if the Employee has a current enrollment in the corresponding plan before determining if the dependent is currently enrolled, as follows:
    - If there is a Coverage End Date in the current month or prior,
    - and either no Future Coverage Effective Date or the Future Coverage Effective Date is more than one day after the Coverage End Date,then no dependents will be selected as having current enrollment in that plan.
  - b. The 'Other Child' report produced by program PPP881 currently displays dependents with 'G', 'K', 'O', 'P' and 'W' Dependent Relationship to Employee codes. This program will be modified so that the 'Other Child' report only displays dependents with Dependent Relationship to Employee code of 'O', other child.
2. Program PPP882 produces two reports: PPP8821, Duplicate Insurance Coverage Report-Employees, & PPP8822, Duplicate Insurance Coverage Report – Dependents.

The current selection criteria will be further refined so that it first checks the employee-level Coverage End Date and any Future Coverage Effective Date for the corresponding plan before determining if the dependent is currently enrolled, as follows:

- If the employee has a Coverage End Date that is in the current month or prior,
- and there is no Future Coverage Effective Date, or the Future Coverage Effective Date is more than one day later than the Coverage End Date,

then no dependents will be selected as being enrolled in that plan.

3. Program PPP883 produces two versions of the “Dependent Missing Social Security Number Report”, PPP8831 in Employee Name order and PPP8832 in Home Department order.

The current selection criteria will be further refined so that it only report dependents with a current enrollment in a plan, as follows:

- If there is an employee-level Coverage End Date in the current or prior month and either no corresponding Future Coverage Effective Date or a Future Coverage Effective Date that is more than one day later than the Coverage End Date,
- or if there is a Dependent Coverage End Date that is prior to the current month

then no dependents will be considered enrolled in that plan.

Also the Missing Dependent SSN report will now be changed to produce 2 separate sets of reports, one for adult dependents and another for child dependents. The first report will list all adult dependents with ‘S’, ‘D’ and ‘A’ Dependent Relationship to Employee codes with a blank Dependent SSN value. The second report will list all child dependents with ‘C’, ‘G’, ‘K’, ‘O’, ‘P’ and ‘W’ Dependent Relationship to Employee codes with a blank Dependent SSN value.

The new specification record will allow the selection of any or all of the reports below:

Adult Dependents Missing SSNs by Employee Name  
Adult Dependents Missing SSNs by Home Department  
Child Dependents Missing SSNs by Employee Name  
Child Dependents Missing SSNs by Home Department

## **Program Changes**

Now we look into a brief description of the changes to the reporting programs.

### **PPP881 - Other Child Verification Report**

Program PPP881 produces two versions of the Other Child Verification Report. It also produces an error report PPP8813 and labels for mailing letters to the employees who are claiming 'Other Child' dependents, if needed.

The two dependent reports produced by this program are

1. PPP8811 is the other child verification report in the Employee Name Order and
2. PPP8812 is the other child verification report in the Home Department Order.

Currently the above two reports select dependent records where the Dependent Relationship to Employee Code is 'O' or 'K' or 'P' or 'W' or 'G', and where the dependent is currently enrolled in Medical, Dental, Vision, or Legal. The program considers the dependent currently enrolled if the Dependent Coverage Effective Date (DCED) for a given plan is not initial values, and there is either no Dependent Coverage End Date for that plan or the Dependent Coverage End Date is later than the current month.

The current selection criteria will be further refined so that the program determines if the Employee has a current enrollment in the corresponding plan before determining if the dependent is currently enrolled, as follows:

- If there is an employee level Coverage End Date in the current month or prior,
- and either no Future Coverage Effective Date or the Future Coverage Effective Date is more than one day after the Coverage End Date,

then no dependents will be selected as having current enrollment in that plan.

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Currently the 'Other Child' report produced by program PPP881 displays dependents with the following Dependent Relationship to Employee codes:

'G' - grandchild  
'K' - child/grandchild of domestic partner  
'O' - other child  
'P' - stepchild  
'W' - legal ward

Now this program will be modified so that the 'Other Child' report only displays dependents with Dependent Relationship to Employee code of 'O', other child.

## **PPP882 - Duplicate Insurance Coverage Reports**

Program PPP882 produces two duplicate insurance coverage reports. It also produces an error report PPP8823, if needed.

The two duplicate insurance coverage reports are:

1. PPP8821 – Employees with medical, dental, vision or legal coverage who have duplicate coverage through a dependent relationship to another employee.

An employee is selected for reporting on PPP8821 if there is a current enrollment in the Medical, Dental, Vision, or Legal plans, and if the SSN of that employee record is also the SSN of a dependent with a current enrollment in the same plan.

2. PPP8822 – Individuals with medical, dental, vision or legal coverage who have duplicate coverage through a dependent relationship to another employee.

Dependent data is selected for reporting on PPP8822 if there is a current enrollment in the Medical, Dental, Vision, or Legal plans, and if the SSN of that dependent is also the SSN of a different dependent with current enrollment in the same plan.

The program correctly considers employee-level coverage end dates when determining a current enrollment for an employee. However, the program reports an employee as having duplicate coverage if the employee has the same SSN as a dependent who was previously covered by an employee who has ended coverage.

The program considers the dependent to have a current enrollment if the Dependent Coverage Effective Date (DCED) for a given plan is not initial values, and there is either no Dependent Coverage End Date for that plan or the Coverage End Date is later than the current month.

The current selection criteria will be further refined so that it first checks the employee-level Coverage End Date and any Future Coverage Effective Date for the corresponding plan before determining if the dependent is currently enrolled, as follows:

- If the employee has a Coverage End Date that is in the current month or prior,
- and there is no Future Coverage Effective Date, or the Future Coverage Effective Date is more than one day later than the Coverage End Date,

then no dependents will be selected as being enrolled in that plan.

## **PPP883 – Missing SSN Report**

Program PPP883 produces two versions of the “Dependent Missing Social Security Number Report”. It also produces an error report PPP8833, if needed.

The two Dependent Missing Social Security Num Reports produced by this program are:

1. PPP8831 – Dependents whose social security number is either all spaces or all zeroes and who have coverage in any of the Medical, Dental, Vision or Legal benefits. This report is sorted by Employee Name.
2. PPP8832 – Same as PPP8831 with an added high order sort on Home Department Code.

The program selects dependents for the reports if the Dependent SSN is initial values and there is one or more Dependent Coverage Effective Date that is not an initial date. The program does not currently check for Dependent Coverage End Date or employee-level Coverage End Date to determine if the dependent should be selected for the report.

The current selection criteria will be further refined to only report dependents with a current enrollment in a plan, as follows:

- If there is an Employee-level Coverage End Date in the current month or prior,
- and either no corresponding Future Coverage Effective Date or a Future Coverage Effective Date that is more than one day later than the Coverage End Date.

then no dependents should be considered enrolled in that plan.

- If there is a Dependent Coverage End Date that is prior to the current month

then the dependent should not be considered enrolled in that plan.

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The 'Dependent Missing Social Security Number' report produced by program PPP883 lists all active dependents who have a blank Dependent SSN value. A specification record allows the campus to request the report in either employee name order, home department order, or both.

This program will be modified to produce two separate reports. The first report will list all adult dependents with a blank Dependent SSN value. This report will include dependents with the following Dependent Relationship To Employee Codes:

'S' - spouse  
'D' - domestic partner  
'A' - adult dependent relative

The second report will list all child dependents with a blank Dependent SSN value. This report will include dependents with the following Dependent Relationship to Employee Codes:

'C' - child  
'G' - grandchild  
'K' - child/grandchild of domestic partner  
'O' - other child  
'P' - stepchild  
'W' - legal ward

The specification record will now allow the selection of any one or all of the following reports:

Adult Dependents Missing SSNs by Employee Name  
Adult Dependents Missing SSNs by Home Department  
Child Dependents Missing SSNs by Employee Name  
Child Dependents Missing SSNs by Home Department

PPP8831 and PPP8832 of the new program:

The report PPP8831 displays all the **adult** dependents in Employee Name order and PPP8832 displays all the adult dependents in Home Department order.

PPP8834 and PPP8835 of the new program:

The report PPP8834 displays all the **child** dependents in Employee Name order and PPP8835 displays all the child dependents in Home Department order.

## Specification Card Members

In the following specification card definition for the program PPP883, we are adding PPP8834 and PPP8835 requested flag after the existing flags for PPP8831 and PPP8832 requested flags like below:

```
01  SPEC-RECORD-DEFINITION.
    05  SPEC-PGM-ID                PIC X(11).
        88  VALID-SPEC-CARD        VALUE 'PPP883-SPEC'.
    05  FILLER                      PIC X(01).
    05  SPEC-REPORT-CHOICES.
        10  SPEC-PPP8831-FLAG      PIC X(01).
            88  PPP8831-REQUESTED  VALUE 'Y'.
        10  SPEC-PPP8832-FLAG      PIC X(01).
            88  PPP8832-REQUESTED  VALUE 'Y'.
        10  SPEC-PPP8834-FLAG      PIC X(01).
            88  PPP8834-REQUESTED  VALUE 'Y'.
        10  SPEC-PPP8835-FLAG      PIC X(01).
            88  PPP8835-REQUESTED  VALUE 'Y'.
    05  FILLER                      PIC X(64).
```

The existing flags PPP8831 and PPP8832 flags are used for the adult dependents report and the new PPP8834 and PPP8835 flags are used for the child dependents report.

## JCL

The existing JCL to execute PPP883 needs a few changes because we have added 2 new files for the reports PPP8834 and PPP8835.

Also notice in the CARDFIL DD name that we need to enter 'Y' or 'N' to the values in the spec card data at the 15<sup>th</sup> and 16<sup>th</sup> position for the newly added PPP8834 and PPP8835 reports. The new reports length is also 133 like the other reports PPP8831 and PPP8832.

The changes needed are shown in the following sample JCL:

```
//STEP020 EXEC PGM=PPP883 ,
//          TIME=240
//STEPLIB DD DSN=PAYBCC.TEST.LOADLIB,DISP=SHR
//          DD DSN=PAY.BASE.LOADLIB,DISP=SHR
//          DD DSN=SYS1.DLE370.SCEERUN,DISP=SHR
//          DD DSN=SYS5.DCA.DCALOAD,DISP=SHR
//          DD DSN=SYS1.DB2D.DSNEXIT,DISP=SHR
//          DD DSN=SYS1.DB2D.DSNLOAD,DISP=SHR
//DB2BATCH DD *
//          ERROR(ABEND)
//          SYSTEM(DB2D)
//          PLAN(BCC883)
//          MSGDD(DB2MSG)
/*
//CARDFIL DD *
PPP883-SPEC YYYY
/*
//RPTFILE DD DSN=PAYBCC.RLSE.PPP883.RPTFILE1 ,
//          DCB=(RECFM=FB,LRECL=176) ,
//          DISP=(NEW,KEEP) ,
//          SPACE=(TRK,(5,2),RLSE)
//SORTRPT DD UNIT=TEMP ,
//          SPACE=(TRK,(200,200))
//PPP8831 DD SYSOUT=*
//PPP8832 DD SYSOUT=*
//PPP8833 DD SYSOUT=*
//PPP8834 DD SYSOUT=*
//PPP8835 DD SYSOUT=*
//DB2MSG DD SYSOUT=*
//SYSOUT DD SYSOUT=*
//SYSOUX DD SYSOUT=*
//ABENDAID DD SYSOUT=*
//SYSPRINT DD SYSOUT=*
//SYSDTERM DD SYSOUT=*
//SYSABOUT DD SYSOUT=*
//SYSDBOUT DD SYSOUT=*
//SYSUDUMP DD SYSOUT=*
/*
```