

Service Request 80961

Modify Dependent Edit in Payroll

Detail Design

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Introduction

Service Request 80961 addresses requirements to change the Payroll/Personnel System (PPS) which resulted from two legislation changes made in 2003 (AB 205) and 2004 (SB457). In addition, it addresses changes in eligibility for some disabled children. The following enhancements and modifications will be made to the PPS:

1) The California Domestic Partner Rights and Responsibilities Act of 2003 (AB 205) which takes effect on January 1, 2005 specifies that registered domestic partners shall have the same rights, protections, and benefits of spouses. Domestic partnership may be constituted if one or both of opposite sex partners meets the criteria of Social Security and is over the age of 62. Health & Welfare Policy has decided that employees with an opposite-sex domestic partner may use the same interdependency criteria as same-sex domestic partners.

The PPS will be modified to support the enrollment of opposite sex domestic partners, their children and grandchildren.

2) Legislation SB457 of New Mexico which took effect on January 1, 2004 requires health plan sponsors to allow New Mexico employees' eligible dependents to remain in non-self funded health plans through age 25.

The PPS will be modified to allow eligible children of employees who reside in New Mexico to remain in Medical, Dental and Vision plans through age 25.

3) HR&B Policy have determined to extend health and welfare coverage to overage disabled children receiving Social Security Disability Income. Currently they are de-enrolled as they are not tax dependents.

The PPS will be modified to support the enrollment of non-tax dependent disabled children.

Processing Overview

The following modifications are needed for the dependent edit changes.

1. Check the SSN of the Opposite Sex Domestic Partner like the existing Domestic Partner Edit.
2. Existing edit for spouse and domestic partner will be updated to include Opposite Sex Domestic Partner to ensure that only one Dependent record per employee with a Dependent Relationship to Employee code value of 'D', 'L' or 'S'.
3. Existing domestic partner edit which only allows the same sex as the employee will be updated to allow enrollment of an Opposite Sex Domestic Partner.
4. Age edit is added to verify that opposite sex domestic partner and the employee are at least 18 years of age and that either is at least 62 years of age.
5. A new edit is added to prevent the entry of an 'M' in the Dependent De-enrollment Control Code (EDB0638) when
 - i. The Address-Permanent-Sate-EDB (EDB0207) is not "NM".
 - ii. The relationship is for an adult family member (If Dependent Relationship to Employee code (EDB0635) = 'S', 'A', 'D' or 'L').
6. New age edits are added when the De-enrollment Control Indicator (EDB0638) has a value of "M" and
 - i. If the child has obtained age 23, but is less than 25 issue a warning message for Medical plan (enroll only into insured Medical plans).
 - ii. If the child has obtained age 25 then deenroll the child from Medical, Dental and Vision coverage(s).
 - iii. If the child has obtained age 23 then deenroll the child from Legal coverage.
7. A new edit is added for Non-tax Dependent Overage Disabled Children 'N' will have the De-enrollment Control Indicator (EDB0638) set to Disabled 'Y'.

8. The following new edits are added in the Monthly Maintenance:
 - i. If a child dependent is going to become 23 years old in either the month of the SCR Current Date or in the month following the SCR Current Date, and the Coverage Effective Date is not initial values, and the Dependent De-enrollment Control Code = 'M', Legal Dependent Coverage End Date will be set equal to the last day of the month in which the child turns 23.
 - ii. If a child dependent is going to become 25 years old in either the month of the SCR Current Date or in the month following the SCR Current Date, and the Coverage Effective Date is not initial values, and the Dependent De-enrollment Control Code = 'M', the Medical, Dental and Vision Dependent Coverage End Dates will be set equal to the last day of the month in which the child turns 25.
9. In the PPWIMEM program (logic for IMEM screen), a logic is added to describe the relation code 'N' (Non Tax-dependent Overage Disabled Child) as 'C' (Natural or Adopted Child) when the de-enrollment indicator code is 'Y'.

Online program Changes

Program PPWIMEM (CICS Map IMEM)

IMEM CICS Map contains the screen layout for the (EDB Inquiry) Membership Data. This is accessed by the EDB On-line program **PPWIMEM**. This CICS program will be modified to add a description '**Child-Disabled**' for Non Tax-dependent Overage Disabled Child (Rel Code 'N') when Deenrollment Indicator is 'Y'.

Batch program Changes

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

PPEC704

PPEC704 is a program called in the EDB maintenance process that has the logic for basic benefits dependent data consistency edits. In this project we are adding consistency edits for the opposite sex domestic partner dependent relationship and age limit edits, New Mexico age limit edits and non-tax dependent overage disabled children edits.

PPEC705

PPEC705 is a program called in the EDB maintenance process that has the logic for the dependent/employee membership consistency edits for the **medical** plan data. In this project we are adding consistency edits for the opposite sex domestic partner dependent relationship and age limit edits and new mexico age limit edits.

PPEC706

PPEC706 is a program called in the EDB maintenance process that has the logic for the dependent/employee membership consistency edits for the **dental** plan data. In this project we are adding consistency edits for the opposite sex domestic partner dependent relationship and age limit edits and New Mexico age limit edits.

PPEC707

PPEC707 is a program called in the EDB maintenance process that has the logic for the dependent/employee membership consistency edits for the **vision** plan data. In this project we are adding consistency edits for the opposite sex domestic partner dependent relationship and age limit edits and New Mexico age limit edits.

PPEC708

PPEC708 is a program called in the EDB maintenance process that has the logic for the dependent/employee membership consistency edits for the **legal** plan data. In this project we are adding consistency edits for the opposite sex domestic partner dependent relationship and age limit edits and New Mexico age limit edits.

PPEI360

PPEI360 module is processed by PPP130 (Monthly Maintenance Process) only to clear out dependent records when the Dependent Coverage End date is at least six months prior to the beginning of the Monthly Periodic process. In addition, the Dependent Coverage End Date will be set for those dependents who are going to become over age in the month of the Monthly Maintenance To Begin Month, or in the month following the Monthly Maintenance To Begin Month.

This module is modified to set dependent coverage end dates for New Mexico dependents becoming 23 years of age (only legal) or 25 years of age (for medical, dental and vision).

PPCOVERDB

PPCOVERDB is the program derives the coverage codes for medical, dental, vision, and legal benefits using data received from calling program in EDB File Maintenance. It receives an Emp ID, Benefit Type and Effective Date for calculating coverage and builds a benefit coverage code, and a coverage code without domestic partner coverage (WOD). The two coverage codes are returned to the calling program.

In this program we have added logic for the Opposite Sex Domestic Partner 'L' (treated the same as the calculation for Same Sex Domestic Partners 'D') and Non Tax-dependent Overage Disabled Child 'N' (treated the same as a Child/Grandchild of Domestic Partner 'K').

PPCOVERGE

PPCOVERGE is the utility program which is called to calculate an employee's Medical, Dental, Vision or Legal Coverage Code as of a passed date. It receives a Benefit Type and Effective Date for calculating coverage and builds a benefit coverage code, and a coverage code without domestic partner coverage (WOD). The two coverage codes are returned to the calling program.

In this program we have added logic for the Opposite Sex Domestic Partner 'L' (treated the same as the calculation for Same Sex Domestic Partners 'D') and Non Tax-dependent Overage Disabled Child 'N' (treated the same as a Child/Grandchild of Domestic Partner 'K').

Control Table Updates

System Messages Table (PPPMSG)

The following messages will be added to the System Messages table (PPPMSG):

A08084500112133ENROLLMENT ALLOWED ONLY IN INSURED MEDICAL PLANS
A08124500112133ENROLLMENT ALLOWED ONLY IN INSURED MEDICAL PLANS

MSG_NUMBER	→08450 / 12450	MSG_REFERENCE	→1
MSG_SEVERITY	→2	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→3	MSG_ONLIN_SEVERITY	→3
MSG_TEXT	→ ENROLLMENT ALLOWED ONLY IN INSURED MEDICAL PLANS		

C08085350113157USE 'L' FOR OPPOSITE SEX DOMESTIC PARTNER
C08125350113157USE 'L' FOR OPPOSITE SEX DOMESTIC PARTNER

MSG_NUMBER	→08535 / 12535	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ USE 'L' FOR OPPOSITE SEX DOMESTIC PARTNER		

A08085380113157USE 'D' FOR SAME SEX DOMESTIC PARTNER
A08125380113157USE 'D' FOR SAME SEX DOMESTIC PARTNER

MSG_NUMBER	→08538 / 12538	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ USE 'D' FOR SAME SEX DOMESTIC PARTNER		

A08084530113157DEPENDENT LEGAL ENROLLMENT BLOCKED BECAUSE AGE IS 23 OR OLDER
A08124530113157DEPENDENT LEGAL ENROLLMENT BLOCKED BECAUSE AGE IS 23 OR OLDER

MSG_NUMBER	→08453 / 12453	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ DEPENDENT LEGAL ENROLLMENT BLOCKED BECAUSE AGE IS 23 OR OLDER		

A08084510113157DE-ENROLL CONTROL CODE NOT VALID, DEPENDENT IS 25 OR OLDER
A08124510113157DE-ENROLL CONTROL CODE NOT VALID, DEPENDENT IS 25 OR OLDER

MSG_NUMBER	→08451 / 12451	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ DE-ENROLL CONTROL CODE NOT VALID, DEPENDENT IS 25 OR OLDER		

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A08085210113157NOT TAX DEP DISABLED CHILD MUST HAVE DISABLED INDICATOR SET TO Y
A08125210113157NOT TAX DEP DISABLED CHILD MUST HAVE DISABLED INDICATOR SET TO Y

MSG_NUMBER	→08521 / 12521	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ NOT TAX DEP DISABLED CHILD MUST HAVE DISABLED INDICATOR SET TO Y		

A08085280113157DE-ENROLL CONTROL CODE NOT VALID, EE NOT RESIDENT OF NEW MEXICO
A08125280113157DE-ENROLL CONTROL CODE NOT VALID, EE NOT RESIDENT OF NEW MEXICO

MSG_NUMBER	→08528 / 12528	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ DE-ENROLL CONTROL CODE NOT VALID, EE NOT RESIDENT OF NEW MEXICO		

A08085390113157DOMESTIC PARTNER NOT ALLOWED - EE OR PARTNER IS UNDER AGE 18
A08125390113157DOMESTIC PARTNER NOT ALLOWED - EE OR PARTNER IS UNDER AGE 18

MSG_NUMBER	→08539 / 12539	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ DOMESTIC PARTNER NOT ALLOWED - EE OR PARTNER IS UNDER AGE 18		

A08085290113157DOMESTIC PARTNER NOT ALLOWED - EE AND PARTNER UNDER AGE 62
A08125290113157DOMESTIC PARTNER NOT ALLOWED - EE AND PARTNER UNDER AGE 62

MSG_NUMBER	→08529 / 12529	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ DOMESTIC PARTNER NOT ALLOWED - EE AND PARTNER UNDER AGE 62		

A08084930113157DE-ENROLL CONTROL CODE NOT VALID, DEPENDENT IS NOT A CHILD
A08124930113157DE-ENROLL CONTROL CODE NOT VALID, DEPENDENT IS NOT A CHILD

MSG_NUMBER	→08493 / 12493	MSG_REFERENCE	→1
MSG_SEVERITY	→3	MSG_TURNAROUND	→1
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_TEXT	→ DE-ENROLL CONTROL CODE NOT VALID, DEPENDENT IS NOT A CHILD		

Data Element Table (PPPDET)

The following modifications are needed to the data elements EDB0635 and EDB0638:

EDB0635 – Dependent Relationship to employee code (Appendix A)

Add the following to the valid values of EDB0635:

L – Opposite Sex Domestic Partner and
N – Non-Tax Dependent Disabled Child.

The following gives all the details of the change transaction records to the data element table one with card type 'DM' and another without card type for data element EDB0635.

C063 0635 VSVCVOVPVWVGVDVLVKVAVN
C063DM0635 VSVCVOVPVWVGVDVLVKVAVN

DET_CARD_TYPE → 'DM' / Space
DET_ELEM_NO → **0635**
DET_VAL_RNG_EDTS → SCOPWGDLKAN

EDB0638 – Dependent De-enrollment Control code (Appendix B)

Add the following to the valid values of EDB0638:

M – New Mexico Dependent over 23.

The following gives all the details of the change transaction records to the data element table one with card type 'DM' and another without card type for data element EDB0638.

C063 0638 VNVYVIVM
C063DM0638 VNVYVIVM

DET_CARD_TYPE → 'DM' / Space
DET_ELEM_NO → **0638**
DET_VAL_RNG_EDTS → NYIM

Code Translation Table (PPPCTT)

CTT values will be updated on the CTT table for the Opposite Sex Domestic Partner:

The following records will be **added** to Code Translation table (PPPCTT):

A38 EDB0635 L 20Opp Domestic Partner

CTT_DATABASE_ID	→ EDB	CTT_DATA_ELEM_NO	→ 0635
CTT_CODE_VALUE	→ L	CTT_TRANS_LEN	→ 20
CTT_CODE_TRANS	→ Opp Domestic Partner		

A38 EDB0635 N 20Non-Tax Dep DisChild

CTT_DATABASE_ID	→ EDB	CTT_DATA_ELEM_NO	→ 0635
CTT_CODE_VALUE	→ N	CTT_TRANS_LEN	→ 20
CTT_CODE_TRANS	→ Non-Tax Dep DisChild		

A38 EDB0638 M 20NM Dependent Over 23

CTT_DATABASE_ID	→ EDB	CTT_DATA_ELEM_NO	→ 0638
CTT_CODE_VALUE	→ M	CTT_TRANS_LEN	→ 20
CTT_CODE_TRANS	→ NM Dependent Over 23		

Forms

UCOP Benefits will coordinate the required changes to the UPAY 850, **Enrollment, Change, Cancellation or Opt-Out form.**

Appendix A- Data Element EDB0635

System Number: EDB0635

User Access Name: 0635-4

Programming Name: DEP_REL_TO_EMP IN PPPDEP

Revision Date: 11/12/04

Comments

Location(s): BCS 4213 - Dependent Relationship to Employee Code

Name: DEPENDENT RELATIONSHIP TO EMPLOYEE CODE

Type: ALPHANUMERIC

Length: 1

Format

N/A

General Description

Code indicating the familial relationship of the dependent to the employee.

Code Interpretation

S	- Spouse
C	- Child (natural or adopted)
O	- Other Child (e.g., foster child)
P	- Stepchild
W	- Legal ward
G	- Grandchild
D	- Domestic Partner
L	- Opposite Sex Domestic Partner
K	- Child/Grandchild of Domestic Partner
A	- Adult Dependent Relative
N	- Non Tax-dependent Overage Disabled Child

Appendix B- Data Element EDB0638

System Number: EDB0638

User Access Name: 0638-7

Programming Name: DEP_DISABLED_CODE IN PPPDEP

Revision Date: 11/12/04

Comments

Location(s): BCS 4217 - Disabled Code-Dependent (Not Spouse)

Name: DEPENDENT DE-ENROLLMENT CONTROL CODE

Type: ALPHANUMERIC

Length: 1

Format

N/A

General Description

Code indicating whether the dependent of the employee is eligible to be covered for benefits past the usual de-enrollment age.

Code Interpretation

Y	- Yes, disabled Child, Stepchild, Other Child, or Child/Grandchild of Domestic Partner
N	- No, not disabled
blank	- Not disabled, not ineligible for Medicare
I	- Ineligible for Medicare (applies to Adult Dependent Relative only)
M	- New Mexico Dependent over 23