

Release 1311

Service Request 15207

Domestic Partner Benefit Enrollment

DETAIL DESIGN

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Information Systems and Computing
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Table of Contents

INTRODUCTION.....	3
PROCESSING OVERVIEW.....	3
DEVIATIONS FROM THE REQUIREMENTS.....	3
PROGRAM CHANGES.....	4
BINDS.....	5
FORM CHANGES.....	5
ONLINE HELP CHANGES.....	5
DATA DICTIONARY ENTRIES.....	6
CONTROL TABLE UPDATES.....	8
ADDENDUM TO SERVICE REQUEST.....	9

INTRODUCTION

Payroll Release 1153, dated November 18, 1997 provided for the enrollment of domestic partners and children of domestic partners into University sponsored medical, dental and vision plans. Domestic partners and children of domestic partners were excluded from enrolling in the Legal plan, Accidental Death and Dismemberment (AD&D) and Dependent Life Insurance.

UC Benefits has subsequently changed the rules governing domestic partners and children of domestic partners to allow for their enrollment in the legal plan, AD&D and Dependent Life insurance.

This change will be effective January 1, 2001.

PROCESSING OVERVIEW

- EDB Maintenance will be adjusted to allow Domestic Partners and Children of Domestic Partners to enroll in the legal plan, Accidental Death and Dismemberment and Dependent Life Insurance.
- UCOP Benefits will coordinate any required changes to the UPAY 850 form.
- The Data Dictionary will be changed to display new descriptions (Data Elements EDB 0278, EDB 0281). Online field help will be changed to show the new descriptions (EINS). The addendum to SR 15207 dated October 25, 2000 requests that the IINS and IINP screens use a literal of 'SPOUSE/DP' instead of 'SPOUSE'.
- The Code Translation Table (CTT) will be adjusted for EDB0278, codes 'S', 'B' and 'C'. Code 'Y' remains the same.
- For the Employee Document (IDOC) the "Health and Welfare Benefit Enrollment Information" section displays Dependent Life Insurance Enrollment information. The literal 'spouse' will become 'Spouse/Partner' for EDB 0278 codes of 'B' and 'Y'. Batch IDOC is via program PPP750. Only program PPDXBENI is impacted.

Deviations from the Requirements

As a slight modification of SR15207, program PPDXBENI will display upper case letters for 'Spouse/Partner'. The existing SR uses 'spouse/partner' for code 'Y', and 'Spouse/partner' for code 'B'. This was requested by the Users in the October 30, 2000 Review Meeting.

Y - Coverage amount: \$5,000 each for Spouse/Partner and eligible children
B - Coverage amount: Spouse/Partner - \$ xx,xxx.xx
Eligible children - \$10,000 each

PROGRAM CHANGES

EDB Maintenance Edit:

Currently, when an attempt is made to enroll a dependent with a Dependent Relationship To Employee Code (EDB 0635) value of "D" (Domestic Partner) or "K" (Child of Domestic Partner) in the legal plan, messages 08-639 and 12-639, "DOMESTIC PARTNER OR CHILD OF DOM PARTNER NOT ELIGIBLE FOR LEGAL" are issued and the update is blocked.

This error message is issued from program PPEC708. This release will modify PPEC708 to remove this edit in both batch and online.

PPEC708.

This existing program will be modified:

1. Remove error M08639 and M12639 in MESSAGES-USED.
2. Paragraph 1200-PROCESS-SET-TRANS will allow Domestic Partner (code D) or child of Domestic Partner (code K) to have Legal Coverage.
 - Within existing if/else, remove check for EDEP-DEP-REL-TO-EMP code D or K
 - Comment the use of paragraph 3000-MSG-M639.

PPDXBENI

The "Health and Welfare Benefit Enrollment Information" section of the Employee Document (IDOC) displays Dependent Life "Coverage Amount" information. The wording that describes the coverage amounts for each dependent when the employee is enrolled in the "Basic Plan" or "Spouse/Domestic Partner & child(ren)" should be changed as follows :

Y - Coverage amount: \$5,000 each for Spouse/**Partner** and eligible children

B - Coverage amount: Spouse/**Partner** - \$ xx,xxx.xx
Eligible children - \$10,000 each

PPWIINS

This program will be modified to display the literal 'SPOUSE/DP' on screen IINS for EDB data element 0278 (code 'S'). This is a hard code literal in the program, and conforms to the existing 10 byte field length.

PPWIINP

This program will be modified to display the literal 'SPOUSE/DP' on screen IINP for EDB data element 0278 (code 'S'). As with PPWIINS above, this conforms to the existing 10 byte field length.

BINDS

- PPPEC708 is both batch and online (DUAL). For batch, must bind the un-modified PPP080 and PPP120.
- PPDXBENI is both batch and online (DUAL). It is used in IDOC reporting. For batch must bind PPP750 (see below).
- PPTCTUTL and PPRMUT2 and PPDXBENI are needed by program PPP750 in batch IDOC. The bind for PPP750 is being modified to add two new members. PPTCTUTL and PPRMUT2 might have been excluded from previous versions of the PPP750 bind so they are being included now as mentioned in ER 1703 dated October 25, 2000. PPP750 is the only changed bind in this release.
- PPWIINS and PPWIINP are both package (CICS only) binds.

FORMS

UPAY 850 is used to enroll, change or cancel family members in medical, dental, vision and legal. UCOP Benefits will coordinate the required changes.

ONLINE FIELD HELP

On-line field-level help reflects the revised data dictionary entries for:

- EDB 0278 AD&D
- EDB 0281 Dependent Life Insurance

DATA DICTIONARY CHANGES

The description of the code values for EDB 0278 (Dependent Life Insurance Plan Code) and EDB0281 (AD&D Coverage Code) should be changed to reflect enrollment of Domestic Partners and Children of Domestic Partners.

System Number: EDB0278

User Access Name: 0278-3

Programming Name: Dep_Life_Indicator In PPPBEN

Revision Date: 11/08/00

Comments:

Source(s):

Use(s):

Location(s): HBN 4522 – Dependent Life Insurance Plan Code-HBN in HDB
APS 0147 – Dependent Life Insurance Plan Code
BCS 0147 – Dependent Life Insurance Plan Code
CPS 0147 – Dependent Life Insurance Plan Code
IPS 0147 – Dependent Life Insurance Plan Code
OPP 0147 – Dependent Life Insurance Plan Code

Name: DEPENDENT LIFE INSURANCE PLAN CODE-EDB

Type: ALPHANUMERIC

Length: 1

Format:

N/A

General Description:

Code indicating the dependent life insurance plan the individual has selected.

Code Interpretation:

Y - Basic Plan (Flat)
S - Expanded Plan, Spouse or Domestic Partner only
B - Expanded Plan, Spouse or Domestic Partner and Child (ren)
C - Expanded Plan, Child (ren) only
Blank - No dependent life insurance

System Number: EDB0281
User Access Name: 0281-3
Programming Name: ADD_COVERAGE in PPPBEN
Revision Date: 11/08/00

Comments:

Source(s):
Use(s):
Location(s): HBN 4507 – AD&D Coverage Code – HBN in HDB
APS 0161 – Accidental Death & Dismemberment
BCS 0161 – Accidental Death & Dismemberment
CPS 0161 – Accidental Death & Dismemberment
IPS 0161 – Accidental Death & Dismemberment
OPP 0161 – Accidental Death & Dismemberment

Name: AD&D COVERAGE CODE-EDB

Type: ALPHANUMERIC

Length: 1

Format:

N/A

General Description:

Code indicating the type of accidental death and dismemberment (AD&D) coverage selected by the individual.

Code Interpretation:

- S - Self coverage
- F - Family coverage (employee, spouse or domestic partner, and any eligible children)
- M - Modified Family Plan (employee and eligible children only)

CONTROL TABLE UPDATES

Message Table

Two messages are being removed (08-639, and 12-639). These messages were used to screen Legal coverage for dependent codes "D" and "K".

Code Translation Table (CTT)

The "BENE" (Benefits) section of the Post Authorization Notification (PAN) and the "Health and Welfare Benefit Enrollment Information" section of the Employee Document (IDOC) display Dependent Life Insurance enrollment information depending on the Dependent Life Insurance Plan Code (EDB 0278) value. For PAN, the information is taken from the Code Translation Table (CTT).

Existing code (Y – Basic Plan (Flat)) is un-changed.

The revised CTT translations for EDB 0278:

S – Spouse or Domestic Partner only
B – Spouse/Domestic Partner & child (ren)
C – Child (ren) only

Form UPAY 814 will be used as input to PPP006. This will update the existing data element (EDB 0278).

PAYRWR.RLSE.CARDLIB (CTTUPDT):

```
=COLS>  ----+----1----+----2----+----3----+----4----+----5----+----6-  
000001  C38 EDB0278 C 36Child(ren) only  
000002  C38 EDB0278 B 36Spouse/Domestic Partner & child (ren)  
000003  C38 EDB0278 S 36Spouse or Domestic Partner only  
*****  ***** Bottom of Data *****
```

Addendum to Service Request 15207

Final

10/25/00

This addendum addresses an additional requirement that was not asked for in the original service request.

The requirements document for service request 15207 asks that PPS be modified to support enrollment of domestic partners and children of domestic partners into the legal plan, AD&D, and Dependent Life insurance.

It has been subsequently noted that on-line screens IINS and IINP display data values for Dependent Life enrollment based on program code.

PPS Modifications

The programs that display IINS and IINP Dependent Life entries need to be changed to provide translations for EDB 0278 as follows:

- Y – Basic
- S – Spouse/DP
- B – Family
- C – Child