Introduction

This Detailed Design addresses plans to change the Payroll/Personnel System (PPS) to fulfill requirements for Service Requests 128895 and 14401.

Service Request 12895, dated June 05, 1997, requests that the PPS be modified to identify dependents that are grandchildren, and to support de-enrollment of these dependents at age 23, unless they are disabled. Reports and online screens must be modified to show the new dependent relationship to the employee.

Service Request 14401, dated October 22, 1997, requests that the PPS be modified to support enrollment of domestic partners and their children. It also requests additional edits of dependent spouses. There can be no more than one dependent spouse per employee and that spouse must be of the opposite sex of the employee. The edits for the dependent domestic partner require that there can be only one domestic partner per employee. The employee can have either a domestic partner or a spouse but not both. The domestic partner must be of the same sex as the employee. Special edits on age will require that the domestic partner and the employee be at least 18 years of age. These age edits will not apply to the dependent spouse. The new relationship of child of a domestic partner must also be added. The editing rules for this relationship will also support de-enrollment of these dependents at age 23, unless they are disabled. Neither a domestic partner nor the child of a domestic partner will be eligible for Legal insurance. Reports and online screens must be modified to show the new dependent relationships.

The changes or additions of programs and maps to fulfill these requirements are described in the following sections. Required changes to the Control Table are also described. Since the policy that allows domestic partner and child of domestic partner has not yet become official, the Data Element Table changes for test purposes as well as changes for production purposes will be released. The Data Element Table changes that will be put into production will include only the change to allow dependent grandchildren.
Cobol Programs

PPDXBENI

Currently this program, which displays data on the Benefits Enrollment Document, provides translations for Dependent Relationship To Employee values ‘C’, ‘O’ and ‘P’ when the dependent is disabled.

This program will be modified to provide the translation for the new Dependent Relationship to Employee Code values of ‘G’ and ‘K’.

PPEC704

This program provides the basic edits for dependent data records.

Currently, dependent enrollment is blocked and messages 08-474 and 12-474, with the message text “DEPENDENT ENROLLMENT BLOCKED BECAUSE AGE IS 23 OR OLDER”, are issued when an attempt is made to enroll a dependent, who is a child, stepchild or other child and who is age 23 or older. This edit will be modified to also include grandchild (Dependent Relationship To Employee Code value is ‘G’) and child of domestic partner (Dependent Relationship To Employee Code value is ‘K’).

Currently, messages 08-491 and 12-491, with the message text “DEP DISABLED CD MAY NOT BE SET FOR DEPENDENT CHILD UNDER 22 1/2” are issued when an attempt is made to set the disabled indicator to ‘Y’ for a dependent with Dependent Relationship To Employee Code value ‘C’, ‘O’, or ‘P’ and who is less than age 22 1/2. This edit will be modified to also include new Dependent Relationship To Employee Code values ‘G’ and ‘K’.

An edit will be added to issue warning messages 08-478 and 12-478, “SSN IS MISSING FOR DOMESTIC PARTNER”, if the Social Security Number of a Domestic Partner is missing.

Edits will be added to ensure that there is only one Dependent record per employee with a Dependent Relationship to Employee code value of either ‘S’ or ‘D’. The addition of or change to another dependent record resulting in the record having a relationship code value of ‘D’ or ‘S’ will be blocked and a message issued with severity level Employee Reject on-line. The messages will have a severity of Transaction Reject in batch, except for message 08-530, which will be a severity of Warning in order to allow for adds and delete in the same batch.

- If there is an existing dependent record with a Dependent Relationship to Employee code value ‘S’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee code value of ‘S’, messages 08-530 or 12-530, ‘SPOUSE ALREADY ENROLLED: SPOUSE CANNOT BE ADDED’ will be issued.
- If there is an existing dependent record with a Dependent Relationship to Employee code value ‘D’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee code value of ‘D’, messages 08-531 and 12-531, ‘DOMESTIC PARTNER ALREADY ENROLLED: DOMESTIC PARTNER CANNOT BE ADDED’ will be issued.
- If there is an existing dependent record with a Dependent Relationship to Employee code value ‘S’ and an attempt is made to add or change another dependent record with a
Dependent Relationship to Employee code value of ‘D’, messages 08-532 and 12-532, ‘SPOUSE ALREADY ENROLLED: DOMESTIC PARTNER CANNOT BE ADDED’ will be issued.

- If there is an existing dependent record with a Dependent Relationship to Employee code value ‘D’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee code value of ‘S’, messages 08-533 and 12-533, ‘DOMESTIC PARTNER ALREADY ENROLLED: SPOUSE CANNOT BE ADDED’ will be issued.

If the Dependent Relationship to Employee code value is ‘S’ or ‘D’, then the following edits will be added to compare the Employee Sex Code (EDB0108) with the Dependent Sex Code (EDB0637).

- If the Dependent Relationship to Employee code value is ‘S’ and the Dependent Sex Code is the same as the Employee Sex Code, then update to the dependent record will be blocked. Messages 08-534 and 12-534. ‘SPOUSE OF THE SAME SEX AS EMPLOYEE NOT ALLOWED’ will be issued. The messages will have a severity of Transaction Reject in batch and Employee Reject on-line.

- If the Dependent Relationship to Employee code value is ‘D’ and the Dependent Sex Code is different from the Employee Sex Code, then update to the dependent record will be blocked. Messages 08-535 and 12-535. DOMESTIC PARTNER OF THE OPPOSITE SEX NOT ALLOWED’ will be issued. The messages will have a severity of Transaction Reject in batch and Employee Reject on-line.

Logic currently in the program calculates the date 18 years prior to the System Control Record (SCR Current Date). If the Dependent Relationship to Employee code value is ‘D’, logic will be added to compare this date to the employee’s birth date (EDB 0107) and to the dependent’s birth date (EDB 0634). If the employee is younger than eighteen years, messages 08-536 and 12-536, ‘DOMESTIC PARTNER NOT ALLOWED - EMPLOYEE IS UNDER AGE 18 ’ will appear. If the domestic partner is younger than eighteen years, messages 08-537 and 12-537, ‘DOMESTIC PARTNER UNDER THE AGE OF 18 NOT ALLOWED’ will be issued. The messages will have a severity of Transaction Reject in batch and Employee Reject on-line.

**PPEC708**

This module edits the Dependent Legal Coverage Effective Date (EDB 0642), Legal DCED. An edit will be added to initialize the Legal DCED when the Relationship to Employee Code has a value of ‘D’, Domestic Partner, or ‘K’, Child of a Domestic Partner. This edit will be triggered when either the Relationship To Employee Code or the Legal DCED is changed. The error messages 08-639 and 12-639, ‘DOMESTIC PARTNER OR CHILD OF DOM PARTNER NOT ELIGIBLE FOR LEGAL ‘, will be issued. The messages will have a severity level of Data Override in batch and on-line.

**PPEM721**

Currently, the Periodic EDB Maintenance process to begin a new month flags child dependents who are going to turn age 23 in the coming month and sets the Dependent Insurance De-enrollment Indicator (EDB0643) to ‘D’. This code will be modified to include the new Dependent Relationship To Employee Code values of ‘G’ and ‘K’ when testing for child dependents.
**PPP880**
This COBOL program will replace the FOEXEC PPFOAD. The program will produce reports PPP8801 and PPP8802, Dependents Approaching De-Enrollment Age, in employee name and home department order. The program will also produce reports PPP8802 and PPP8804, Dependents Age 18 or 23 – Pending De-Enrollments, in employee name and home department order. These are replacements for reports PPFOAD01, PPFOAD02, PPFOAD03 and PPFOAD04. The program will use the new CTT translations for relationship codes ‘D’, ‘G’ and ‘K’. The specification record edit will also be changed to expect a program ID value of PPP880 (see Form UPAY823 below).

**PPP881**
This COBOL program will replace the FOEXEC PPFOCD. This program will produce report PPP8811, Other Child Verification Report, as a replacement for PPFOCD01. The program will use the new CTT translations for relationship codes ‘D’, ‘G’ and ‘K’. The specification record edit will also be changed to expect a program ID value of PPP881 (see Form UPAY823 below).

**PPWIMEM**
Currently this program, which displays data on the IMEM screen, provides translations for Dependent Relationship To Employee values ‘C’, ‘O’ and ‘P’ when the dependent is disabled.

This program will be modified to provide the translation for the new Dependent Relationship to Employee Code values of ‘G’ and ‘K’ when the dependent is disabled.
Copymembers

CPWSCBRL
This new copy member is a layout of the COBRA mailing label that is produced in support of the benefits membership reporting processes for pending overage dependents, overage dependents and 'other child' dependents. It will be used by programs PPP880 and PPP881.
Binds

PPP880
This will be the new Bind statement for Plan PPP880.

PPP881
This will be the new Bind statement for Plan PPP881.
CICS Maps

PPEDEP0
The size of the field containing the translation of the Relationship To Employee Code will be expanded to 20 characters to accommodate the full CTT translation.
Forms

UPAY823
UPAY823 is the specification record format for executing PPFOAD and PPFOCD will be changed to require Program ID’s PPP880 and PPP881.
Table Updates

Data Element Table

Dependent Relationship To Employee Code (EDB0635)

Three new values will be added to this data element:
D = Domestic Partner
G = Grandchild
K = Child of Domestic Partner

Con-edit trigger 708, Dependent Legal, will also be added to data element 0635.

Code Translation Table

Dependent Relationship To Employee Code (EDB0635)

Three new values will be added to this table to support the new Dependent Relationship To Employee Code (EDB0635) values of ‘D’, ‘G’, and ‘K’. The new translation value will be:

G - Grandchild
D - Domestic Partner
K – Child of Dom Partner

System Messages Table

Several new messages issued by programs PPEC704, PPP880 and PPP881 will be added.