Release 1182
SR# 14449
Dependent Data Changes (Adult Dependent Relatives)
Detailed Design

April 14, 1998

Information Systems & Computing
Office of the President
University of California
**Introduction**

This Detailed Design addresses changes the Payroll/Personnel System (PPS) to fulfill requirements for Service Request 14449.

Service Request 14449, dated February 10, 1997, requests that the PPS be modified to support enrollment of Adult Dependent Relatives. It requests that edits be performed between Adult Dependent Relative and Spouse, Domestic Partner and Adult Dependent Relative, Child of Domestic Partner and Stepchild, and Child/Grandchild of Domestic Partner and Spouse. An edit should be performed to disallow more than one Adult Dependent Relative for enrollment per employee. In addition, special edits on age require that the Adult Dependent Relative be at least 18 years of age, and not over 65 years of age. However, if the Adult Dependent Relative is over 65 years of age, the Adult Dependent Relative can be enrolled in medical, dental, and vision only if ineligible for Medicare (identified by a value of ‘I’ in Dependent De-enrollment Control Code (EDB 0638)). Similar to Domestic Partners and Child of a Domestic Partner, Adult Dependent Relatives are not 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.
Data Dictionary Entry Updates

- EDB 0635 – Dependent Relationship To Employee Code

  The value of ‘A’ will be added to the Code Interpretation section (See Attachment A):

  A – Adult Dependent Relative

- EDB 0638 – Dependent Deenrollment Control Code

  The current Name of Dependent Disabled Code will be changed to Dependent De-enrollment Control Code.

  The value of ‘I’ will be added to the Code Interpretation section (See Attachment B):

  I – Ineligible for Medicare (applies to Adult Dependent Relative only)
CICS Map Change (DGIPNL)

PPEDEP0 (EDEP Screen)

The Screen detail label ‘Dis’ (Dependent De-enrollment Control Code (EDB 0638)) will be changed to ‘Deenrol CTL’.
Screen Level Help

- EDBHEDEP

  The label ‘Deenrol CTL’ will be added to the existing list of Highly Abbreviated Field Labels’ with an appropriate explanation.
Program Changes

PPEC704

This program provides the basic edits for dependent data records.

- Adult Dependent Relative Age Edits:

  Currently, logic in the program calculates the date 18 years prior to the System Control Record (SCR Current Date). Logic will be added to calculate the date 65 years prior to the System Control Record (SCR Current Date).

  Similar to the age edit for Domestic Partners, logic will be added to compare the employee’s birth date to the calculated date 18 years prior to the SCR Current Date. If the employee is younger than eighteen years, messages 08-789 and 12-789, ‘ADULT DEPENDENT RELATIVE NOT ALLOWED - EMPLOYEE IS UNDER AGE 18 ’ will be issued.

  If the age of the Adult Dependent Relative is under 18 years, message 08-786 and 12-786 ‘MAY NOT ENROLL AN ADULT DEPENDENT RELATIVE UNDER THE AGE OF 18’ with a severity level of Transaction Reject in batch and Employee Reject in on-line process will be issued.

  If the age of the Adult Dependent Relative is over 65 years and the Dependent De-enrollment Control Code (EDB 0638) is not ‘I’, message 08-787 and 12-787 ‘MAY NOT ENROLL AN ADULT DEPENDENT RELATIVE OVER THE AGE OF 65’ with a severity level of Transaction Reject in batch and Employee Reject in on-line process will be issued.

- An edit will be added to issue warning messages 08-788 and 12-788, ‘SSN IS MISSING FOR ADULT DEPENDENT RELATIVE’, if the Social Security Number of an Adult Dependent Relative 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 ‘A’. The addition of or change to another dependent record resulting in the record having a relationship code value of ‘A’ will be blocked, and a message 08-785 or 12-785 ‘MAY NOT ENROLL MORE THAN ONE ADULT DEPENDENT RELATIVE’ will be issued with severity level Transaction Reject in batch and Employee Reject in on-line.
• 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 ‘A’ (OR) there is an existing dependent record with a Dependent Relationship to Employee Code value ‘A’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee Code value of ‘S’, messages 08-780 or 12-780, ‘MAY NOT ENROLL BOTH A SPOUSE AND AN ADULT DEPENDENT RELATIVE’ will be issued with a severity level of Transaction Reject in batch and an Employee Reject in on-line.

• 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 ‘A’ (OR) there is an existing dependent record with a Dependent Relationship to Employee Code value ‘A’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee Code value of ‘D’, messages 08-781 or 12-781, ‘MAY NOT ENROLL BOTH DOMESTIC PARTNER & ADULT DEPENDENT RELATIVE’ will be issued with a severity level of Transaction Reject in batch and an Employee Reject in on-line.

• If there is an existing dependent record with a Dependent Relationship to Employee Code value ‘K’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee Code value of ‘P’ (OR) there is an existing dependent record with a Dependent Relationship to Employee Code value ‘P’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee Code value of ‘K’, messages 08-782 or 12-782, ‘MAY NOT ENROLL BOTH A CHILD OF DOMESTIC PARTNER AND A STEPCHILD’ will be issued with a severity level of Transaction Reject in batch and an Employee Reject in on-line.

• 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 ‘P’ (OR) there is an existing dependent record with a Dependent Relationship to Employee Code value ‘P’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee Code value of ‘D’,
messages 08-783 or 12-783, ‘MAY NOT ENROLL BOTH A DOMESTIC PARTNER AND A STEPCHILD’ will be issued with a severity level of Transaction Reject in batch and an Employee Reject in on-line.

- If there is an existing dependent record with a Dependent Relationship to Employee Code value ‘K’ and an attempt is made to add or change another dependent record with a Dependent Relationship to Employee Code value of ‘S’
  (OR) 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 ‘K’,

messages 08-784 or 12-784, ‘MAY NOT ENROLL BOTH A CHILD OF DOMESTIC PARTNER AND A SPOUSE’ will be issued with a severity level of Transaction Reject in batch and an Employee Reject in on-line.

- Currently, logic in the program issues message 08-481 and 12-481 ‘DEP DISABLED CODE DOES NOT APPLY TO SPOUSE-WILL BE SET TO BLANK and DEP DISABLED CODE DOES NOT APPLY TO SPOUSE - SET TO BLANK’ respectively’ when an attempt is made to set the disabled indicator to a non-blank value for a dependent with Dependent Relationship to Employee Code of ‘S’.

The above message is misleading; the condition above also applies to Domestic Partners (Dependent Relationship To Employee Code = ‘D’) and Adult Dependent Relatives (Adult Dependent Relatives = ‘A’). Therefore, the existing above messages will be changed to ‘DEP DEENROLL CODE – WILL BE SET TO BLANK’ and ‘DEP DEENROLL CONTROL CODE DOES NOT APPLY - SET TO BLANK’ respectively.

- If an attempt is made to set the Dependent De-enrollment Control Code to ‘I’ and the Dependent Relationship to Employee Code value is not ‘A’,
  (OR) If an attempt is made to set the Dependent De-enrollment Control Code to a non-blank and the Dependent Relationship to Employee Code is ‘S’, or ‘D’,
  (OR) If an attempt is made to set the Dependent De-enrollment Control Code to a non-blank value not equal to ‘I’ and the Dependent Relationship to Employee Code is ‘A’,

Messages 08-481 and 12-481, ‘DEP DEENROLL CONTROL CODE DOES NOT APPLY-WILL BE SET TO BLANK’ and DEP DEENROLL CONTROL CODE DOES NOT APPLY – SET TO BLANK’ respectively will be issued with a severity level of Data Override in batch and in on-line for the following conditions:
PPEC708

Currently, this module initializes the Legal Dependent Coverage Effective Date (Legal DCED) (EDB 0642) when the Relationship to Employee Code is ‘D’ (Domestic Partner) or ‘K’ (Child/Grandchild of Domestic Partner).

An edit will be added to initialize the Legal DCED when the Relationship to Employee Code has a value of ‘A’ (Adult Dependent Relative) and the Dependent Legal Coverage Effective is not a Low-Date (0001-01-01). This edit will be triggered when either the Relationship To Employee Code or the Legal DCED is changed. The messages 08-790 and 12-790. ‘ADULT DEPENDENT RELATIVE IS 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’.

Logic will be added to PPEM721 to set the Dependent Insurance De-enrollment Indicator (EDB 0643) to ‘D’ when the Adult Dependent Relative is going to turn 65 years of age in the coming month and the Dependent De-enrollment Control Code (EDB 0638) is not ‘I’.

PPP880

- This program will be modified to include Adult Dependent Relatives whose age is approaching 65 years old and the Dependent De-enrollment Control Code is not ‘I’ on the PPP8803 (Dependents Age 18 or 23 or 65) and PPP8804 (Dependents Age 18 or 23 or 65) reports.

- In addition, the report heading will be changed from ‘Dependents Age 18 or 23 – Pending De-enrollment’ to Dependents Age 18 or 23 or 65 – Pending De-enrollment’.
Form Change

UPAY850

UPAY850 is used to enter on-line transactions to enroll, change, or cancel family members in medical, dental, vision, and legal plans. UC Benefits Office is in the process of modifying this form to accommodate the new Dependent Relationship to Employee Code (EDB 0635) of ‘A’ for Adult Dependent Relative.
Table Updates

Data Element Table

- Dependent Relationship To Employee Code (EDB0635)

  A new value will be added to this data element:

  ‘A’ = Adult Dependent Relative

- Dependent De-enrollment Control Code (EDB 0638)

  A new value will be added to this data element:

  ‘I’ = Ineligible for Medicare (applies to Adult Dependent Relative only)

  The description of EDB 0638 will be changed to:

  DEP DEENROL CTL

Code Translation Table

Dependent Relationship To Employee Code (EDB0635)

- A new value will be added to this table to support the new Dependent Relationship To Employee Code (EDB0635) value of ‘A’. The new translation value will be:

  A – Adult Dpdnt Relative

- The translation to the following existing Dependent Relationship To Employee Code will be changed to:

  K – Child/Gndchild of DP

System Messages Table

The text for the following existing messages will be changed:

- 08-481 - ‘DEP DISABLED CODE DOES NOT APPLY TO SPOUSE-WILL BE SET TO BLANK’ will be changed to ‘DEP DEENROLL CONTROL CODE DOES NOT APPLY - WILL BE SET TO BLANK’.
• 12-481 ‘DEP DISABLED CODE DOES NOT APPLY TO SPOUSE-SET TO BLANK’ will be changed to ‘DEP DEENROLL CONTROL CODE DOES NOT APPLY - SET TO BLANK’

Several new messages issued by program PPEC704 will be added:

• 08-780 and 12-780 – MAY NOT ENROLL BOTH A SPOUSE AND AN ADULT DEPENDENT RELATIVE (severity level of 5 in batch and 7 in on-line).

• 08-781 and 12-781 – MAY NOT ENROLL BOTH DOMESTIC PARTNER & ADULT DEPENDENT RELATIVE (severity level of 5 in batch and 7 in on-line).

• 08-782 and 12-782 – MAY NOT ENROLL BOTH A CHILD OF DOMESTIC PARTNER AND A STEPCHILD (severity level of 5 in batch and 7 in on-line).

• 08-783 and 12-783 – MAY NOT ENROLL BOTH A DOMESTIC PARTNER AND A STEPCHILD (severity level of 5 in batch and 7 in on-line).

• 08-784 and 12-784 – MAY NOT ENROLL BOTH A CHILD OF DOMESTIC PARTNER AND A SPOUSE (severity level of 5 in batch and 7 in on-line).

• 08-785 and 12-785 – MAY NOT ENROLL MORE THAN ONE ADULT DEPENDENT RELATIVE (severity level of 5 in batch and 7 in on-line).

• 08-786 and 12-786 – MAY NOT ENROLL AN ADULT DEPENDENT RELATIVE UNDER THE AGE OF 18 (severity level of 5 in batch and 7 in on-line).

• 08-787 and 12-787 – MAY NOT ENROLL AN ADULT DEPENDENT RELATIVE OVER THE AGE OF 65 (severity level of 5 in batch and 7 in on-line).

• 08-788 and 12-788 – SSN IS MISSING FOR ADULT DEPENDENT RELATIVE (severity level of 3 in batch and in on-line).

• 08-790 and 12-790 – ADULT DEPENDENT RELATIVE IS NOT ELIGIBLE FOR LEGAL (severity level of 4 in batch and in on-line).
## Attachments

<table>
<thead>
<tr>
<th>Attachment</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attachment A</td>
<td>Data Dictionary Entry for EDB 0635 update</td>
</tr>
<tr>
<td>Attachment B</td>
<td>Data Dictionary Entry for EDB 0638 update</td>
</tr>
<tr>
<td>Attachment C</td>
<td>PPP8803 Report (Dependents Pending De-enrollments Report)</td>
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</tbody>
</table>
**System Number:** EDB0635

**User Access Name:** 0635-4

**Programming Name:** DEP_REL_TO_EMP IN PPPDEP

**Revision Date:** 04/01/98

### Edit Requirement

**Comments:**

Source(s): PPP120  
Use(s): Reporting  
Location(s): BCS 4213 – Dependent Relationship to Employee Code

**Name:** DEPENDENT RELATIONSHIP TO EMPLOYEE CODE

**Type:** Alphanumeric

**Length:** 1

**Format:**

**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
- P – Stepchild
- W – Legal Ward
- G – Grandchild
- D – Domestic Partner
- K – Child/Grandchild of Domestic Partner
- A – Adult Dependent Relative

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Attachment A
**System Number:** EDB0638

**User Access Name:** 0638-7

**Programming Name:** DEP_DISABLED_CODE IN PPPDEP

**Revision Date:** 04/01/98

**Edit Requirement**

**Comments:**

Source(s): PPP120
Use(s): Reporting
Location(s): BCS 4217 – Disabled Code-Dependent (Not Spouse)

**Name:** DEPENDENT DE-ENROLLMENT CONTROL CODE

**Type:** Alphanumeric

**Length:** 1

Format:

**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, Grandchild, 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)

DRAFT
Attachment B
<table>
<thead>
<tr>
<th>EMPLOYEE</th>
<th>EMPLOYEE NO.</th>
<th>DEPENDENT NO./NAME/RELATIONSHIP</th>
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<td>07/10/32</td>
<td>Kaiser North</td>
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<td>999888026</td>
<td>01 ADULT, DEPENDEND REL (A)</td>
<td>07/010/32</td>
<td>Core Medical</td>
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