Change to HCRA Effective Date Derivation
Service Request 80280
Final - 11/13/02

Service Request 80238, *PPS Requirements – Health Care Reimbursement Account*, specified rules for deriving the HCRA Effective Date when the date is not entered, as follows:

- If the actual current date is equal or prior to the 20th of the month, and the month is January through November, the HCRA Effective Date should be set equal to the 1st day of the next month; if the month is December, the HCRA Effective Date should be set equal to December 31
- If the actual current date is later than the 20th of the month, the HCRA Effective Date should be set equal to the 1st day of the month following the next month.

It has since been determined that the HCRA Effective Date should be set differently to avoid an excessive delay from the time of enrollment in HCRA to the first HCRA deduction. Therefore, the above logic should be changed to the following:

- If the actual current date is equal or prior to the 20th of the month, the HCRA Effective Date should be set equal to the last day of the current month;
- If the actual current date is later than the 20th of the month, the HCRA Effective Date should be set equal to the last day of the month following the current month.