

# Hot Off The Press

## Fiscal Year 2010 Dependent Life Coverage Changes

**Background:**

Dependent Life (DL) coverage for Texas A&M University System (TAMUS) employees will be separating into the two distinct components of Spouse and Child(ren) coverage for FY 2010. This change will impact DL plan A only. Currently, Plan A coverage is based on the Optional Life (OL) coverage selected by the Employee/Retiree. A Spouse can have coverage up to ½ the employee OL amount while children can be covered at up to 1/10 the employee OL amount.

**System Benefits Administration (SBA):**

For FY 2010, starting 9/1/2009, DL Plan A coverage will be separated into Spouse and Child coverage amounts. System Benefits Administration will be issuing detailed documentation on the changes and the 'grandfathering' of existing coverage. As TAMUS moves to the new iBenefits system, the new DL Plan A rules will be put in place for coverage starting 9/1/2009 or later.

**B/P/P:**

Effective June 11, 2009, The B/P/P Operations Center will restate all existing DL Plan A coverage into the spouse and/or child coverage amounts, equal to ½ or 1/10, respectively, of the employee OL coverage amount. A Benefit History record will be created for all individuals affected. Screen 106 will be modified to protect the 'total' DL coverage and allow for updates into the two new areas for Spouse and/or Child coverage amounts. Screens 106 Benefit Maintenance and 757 Benefit History have been revised to show an additional line for the DL spouse and child coverage amounts and the 'total' DL coverage amount on Screen 106 is no longer updateable. Please see the before and after Screen 106 examples on the next page.

**Process:**

As the existing New Employee Enrollment System (NEES) winds down and the new iBenefits comes online, the DL rules for new employees and existing employee selections made during the upcoming FY 2010 Annual Enrollment process will need to be expanded. Processors that have records in either the NEES or BPP System with DL start dates of 9/1/2009 or greater may need to revisit these selections with the employee/retiree. The number of persons that require special attention should be relatively small. Any NEES or BPP records needing review will be reported to the appropriate processor.

If you have questions or concerns about the screens or processing, please email [bpphelp@tamu.edu](mailto:bpphelp@tamu.edu). If you have questions about the new coverage levels, caps, grandfathering, etc. please email [benefits@system.tamus.edu](mailto:benefits@system.tamus.edu).

BEFORE

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106 TAMUS B/P/P - Benefit Maintenance - Inquiry                               06/04/09 15:18
Screen: _____                                                           P BPP0017 R110
  UIN: 111002222      Name: SOMEBODYS JOELL S                               WS: S      Status: A

  SGIP-Rate F SGIP-Dt 08281979 GS-Sup  PreTaxWaive  Tob N Ben-Salary  80600
    D P P C F Certified-other-med N PreTaxQual  Y      OL-Salary  80600
  Ins e t l a a Cover Deduct Payment Start Due Change Stop
  d y n r m Amount Amount Amount Date Date Date Date
BL  2 1          5000          2.85 07201982 06012009 07201982 99999999
MED 2 2 4 01 C      2      66.99  485.69 07201982 06012009 11012005 99999999
DEN N N 1 03 E          09011999 03012000 03012000 02292000
VIS 2 N          C      2      10.18 09012005 06012009 09012006 99999999
OL  2  5          402000  76.38 07011998 06012009 10012001 99999999
DL  2  A  F  241200  38.19 07011998 06012009 10012001 99999999
ADD 2 N 2  F  400000  9.60  05011984 06012009 09012006 99999999
LTD 2 N          22.83 11011985 06012009 11011985 99999999
LTCE 2          250  50.26 01012007 06012009 02012007 99999999
LTCS 2          80  14.12 01012007 06012009 02012007 99999999
SAHC 2  12  2499.96 208.33 09012008 06012009 09012008 08312009
SADC N  0          09012003 06012004 09012003 08312004

                                Debit Card
Direct-Dep Y MedCr ABO LWOP-Start-Date FMLA-Start-Date
Comments Coverage(s) turned-off due to stop date(s).
PF1=Help,PF3=Exit,PF4=Main,PF5=Prev,PF6=Next
  
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AFTER

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106 TAMUS B/P/P - Benefit Maintenance - Inquiry                               06/04/09 15:20
Doc Type/No: AE 1006                                                       User 902006149 D BPP0017 R007
  Name: SOMEBODYS JOELL S                                               WS: S      Status: A

  SGIP-Rate F SGIP-Dt 08281979 GS-Sup  PreTaxWaive  Tob N Be Child(ren) coverage amt (per child)
    D P P C F Certified-other-med N PreTaxQual  Y      O
  Ins e t l a a Cover Deduct Payment Start Due Change Stop
  d y n r m Amount Amount Amount Date Date Date Date
BL  2 1          5000          2.85 07201982 06012009 07201982 99999999
MED 2 2 4 01 C      2      66.99  485.69 07201982 06012009 11012005 99999999
DEN N N 1 03 E          09011999 03012000 03012000 02292000
VIS 2 N          C      2      10.18 09012005 06012009 09012006 99999999
OL  2  5          402000  76.38 07011998 06012009 10012001 99999999
DL  2  A  F  241200  38.19 07011998 06012009 10012001 99999999
  Spouse G 201000 1 Children G 40200
ADD 2 N 2  F  400000  9.60  05011984 06012009 09012006 99999999
LTD 2 N          22.83 11011985 06012009 11011985 99999999
LTCE 2          250  50.26 01012007 06012009 02012007 99999999
LTCS 2          80  14.12 01012007 06012009 02012007 99999999
SAHC 2  12  2499.96 18.33 Deb Crd 09012008 06012009 09012008 08312009
SADC N  0          09012003 06012004 09012003 08312004

                                Debit Card info placed on SAHC line.
Direct-Dep Y MedCr ABO LWOP-Start-Date FMLA-Start-Date
Comments Coverage(s) turned-off due to stop date(s).
PF1=Help,PF3=Exit,PF4=Main,PF5=Prev,PF6=Next
  
```

Spouse coverage amount

Child(ren) coverage amt (per child)

Nbr of children covered

Debit Card info placed on SAHC line.