



United States Department of Agriculture  
Office of the Chief Financial Officer  
National Finance Center  
Government Employees Services Division

**Functional Requirements Document (FRD)**

<b>Project#</b> 1121493	<b>Project Title:</b> Remove Children of Same Sex Domestic Partners Coding from FEHB Enrollments	<b>Date Prepared:</b> 4/07/2016
----------------------------	--	------------------------------------

**Version 1.0** **As of:**  
(Note: The Agency Requesting Official will change the Version number and 'As of' date only when submitting a revised FRD, e.g. Version 1.0.1)

<b>Scope:</b>	Prior to the 2016 Plan Year open enrollment period, systems modifications were implemented under Project 685780 to afford domestic partner to enroll their step-children in FEHB. The OPM-issued BAL 15-207 reverses previous guidance allowing coverage under FEHB and FEDVIP to be extended to children of same sex domestic partners living in states that did not recognize marriage. The capability to remove previously eligible step-children will be maintained to afford HR offices the capability to take the necessary action in the systems.
<b>Assumptions:</b>	<p>Based on the Supreme Court's decision in the Obergefell v. Hodges case, all states are now required to allow same sex couples to marry. Therefore, no new step-children will be eligible for FEHB and FEDVIP enrollment because no employees or annuitants live in states where they are not allowed to marry.</p> <p>Those step-children whom are already covered under an enrollment for plan year 2015 will remain eligible family members until the end of the plan year. The agency's HR offices are responsible to notify the employee of ineligibility and the subsequent discontinuation of coverage for the 2016 plan year and beyond.</p> <p>Employees will be responsible to submit the correct forms to their agency's HR offices to remove the previously eligible non-tax dependent step-children, in a timely manner.</p>

**Functional Requirements**

**Payroll Applications Systems Branch (PASB) Requirements**

All edits and calculations that allowed for the deduction and computation of Fair Market Value and full premium amounts for the deduction of eligible step-children of Same Sex Partners under Project # 685780 should be removed.

**Personnel Applications Systems Branch (PESB) Requirements**

All edits put in place for newly eligible step-children of Same Sex Partners under Project # 685780 should be removed.

**Functional Requirements Document (FRD)**

<b>Project#</b> 1121493	<b>Project Title</b> Remove Children of Same Sex Domestic Partners Coding from FEHB Enrollments	<b>Date Prepared:</b> 4/07/2016
----------------------------	---	------------------------------------

**Administrative Applications Systems Branch (AASB) Requirements**

"Not Applicable"

**Payroll Web Systems Branch (PWSB) Requirements**

EPIC Applications

Disable the capability on the 180 Payroll Document: "Health Registration Form (SF-2809)" entry screens to prevent HR offices from recording any new non-tax dependent step-child(ren) of Domestic Partners. Any required modifications to the FEHB plan type, i.e. Family to Self or Self Plus One can be accomplished during the upcoming 2016 FEHB Open Enrollment period for the purpose of extending Federal Employee Health Benefits coverage.

For employees already enrolled in a Family plan and removing non-tax dependent step-children, Transaction Code "5" and Event Code "2" must be used; the SF2809 is submitted for informational purposes only and a QLE will not be required. (Refer to Figure 1) Otherwise, an 'Event code that permits change' aka QLE will be required to enroll the employee or to change the employee's health benefit coverage from Self-Only to Self and Family coverage.

**Administrative Web Systems Branch (AWSB) Requirements**

"Not Applicable"

**Human Resources Applications Branch (HRAB) Requirements**

Modify the 180 Payroll Document: "Health Registration Form (SF-2809)" entry screens to prevent HR offices from recording any new non-tax dependent step-child(ren) of a Domestic Partner for the purpose of extending Federal Employee Health Benefits coverage.

**Signature of Systems Requirements Branch Chief:**

/s/ Lisa Stafford

**Date:**

5/3/2016

**Signature of Web Requirements Branch Chief:**

/s/ Alisa R. Wells

**Date:**

5/3/2016