

### **Researching Benefit Events Overview**

This Job Aid provides Benefit Administrators with an overview of resources that can be used to research Benefit Events and troubleshoot some of the commons errors received while processing Benefit Events.

**Navigation Note**: Please note that there may be a **Notify** button at the bottom of various pages utilized while completing the processes within this Job Aid. This "Notify" functionality is not currently turned on to send email notifications to specific users within Cardinal.

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### **Revision History**

Revision Date	Summary of Changes
3/1/2025	Updated the screenshots of the Search pages ( <u>Section 1</u> , after Step 1; <u>Section</u> <u>2</u> , after Step 1). Added reference information to the Overview of the Cardinal HCM Search Pages Job Aid.



## Monitoring Benefit Events on the Event Status Update Page

This section of the Job Aid provides guidance on how to monitor the status of a Benefit Event on the **Event Status Update** page.

Step	Action
1.	First, navigate to the On-Demand Event Maintenance page using the following path:
	NavBar > Menu > Benefits > Manage Automated Enrollment > Events > On-Demand Event Maintenance

The **On-Demand Event Maintenance Find an Existing Value** page displays.

Cardinal He	omepage On-Demand Event Maintenance
On-Demand	Event Maintenance
Find an Exi	sting Value
✓ Search Crite Enter any inform	eria nation you have and click Search. Leave fields blank for a list of all values.
🕙 Recent	Searches Choose from recent searches
	Empl ID begins with v
	Empl Record =
	Name begins with
	Last Name begins with v
	Second Last Name begins with
,	Alternate Character Name begins with v
	Show fewer options     Case Sensitive
	Search Clear
<b>"</b> Оv	more information pertaining to the Cardinal HCM Search pages, refer to the Job Aid titl verview of the Cardinal HCM Search Pages". This Job Aid is located on the Cardinal bsite in <b>Job Aids</b> under <b>Learning</b> .
	-
. Ent	er the employee's Employee ID in the <b>Empl ID</b> field.
	arches can also be performed using the employee's name. However, it is recommended use the Employee ID as every employee will have a unique Employee ID.
E	impl ID begins with 🗸
. Clic	k the <b>Search</b> button.
	Search



Cardinal Homepage				On-Demand Event Maintenance
On-Demand Event Mainten	ance			
Peanut Butter		Person ID 00863006	6400 Ben Record 0	
Activity Date	Source	En	npl Record 0	
Schedule/Prepare Activity	Pending Activities 0	Show Activities	Action	
Event ID 0 Event Date	e Status	Class	Event Status Update	
Prepare Options		Event Status		
Enrollment Statement	Run Date	Frequency		
		Deduction Frequency O An	inual Frequency	
Election Entry	Entered 0 of 0	Show Plans		
Validate/Finalize	Errors 0	Show Errors	alize/Apply Defaults	
Confirmation Statement	Run Date			
Reprocess	Process Indicator N			
Save Return to Search	Notify	Normal Processing		
Click the <b>Eve</b>	nt Statua Unda			
	nt Status Upda			
Activity Date	Sou	Irce	E	Empl Record 0
	are Activity Pendir	ng Activities 0	Show Activities	Action
Schedule/Prep				
-				Event Status Update
	Event Date	Status	Class	()
Schedule/Prep		Status	Class Event Status	



## **BN361\_Researching Benefit Events**

Step

Action

#### The Event Status Update page displays.

Empl ID 00863006400	D Peanut Butter	Ben	Record 0		
Event Status Update ③			Q     1 of 3 🗸		
Schedule ID	EM00		Address Eligibility Changed		
Event Date	08/01/2024		MultiJob Indicator Changed		
	3		Job Eligibility Changed		
Event Class	MAR Marriage		Event Out of Sequence		
Event Priority	420		Finalize/Apply Defaults		
Benefit Program	SAL	Print Option	Print Confirmation Forms Only	~	
_	Finalized - Enrolled	*Process	Normal Processing	~	
Action Source	Manual Event	*Event Status	Closed to Processing	~	
Schedule ID	EM00		Address Eligibility Changed		
Event Date	07/10/2024 Event Disconnected		MultiJob Indicator Changed		
	1		Job Eligibility Changed		
Event Class	HR2 Immediate Enrollment		Event Out of Sequence		
Event Priority	99		Finalize/Apply Defaults		
Benefit Program	SAL	Print Option	Suppress Print of Both Forms	~	
Process Status	Finalized - Enrolled	*Process	Normal Processing	~	
Action Source	Manual Event	*Event Status	Closed to Processing	~	
Schedule ID	EM00		Address Eligibility Changed		
Event Date	07/10/2024 Event Disconnected		MultiJob Indicator Changed		
Event ID	2		Job Eligibility Changed		
Event Class	HIR Initial Enrollment		Event Out of Sequence		
Event Priority	100		Finalize/Apply Defaults		
Benefit Program	SAL	Print Option	Print Both Forms	~	
Process Status	Finalized - Enrolled	*Process	Normal Processing	~	
Action Source	Job Data Change	*Event Status	Closed to Processing	~	
OK Cancel	Apply				Refresh

Rev 3/1/2025





Step	Action	
i	<ul> <li>(the first day of the following Month base</li> <li>The Event Class field identifies the type example)</li> <li>The Benefit Program field identifies the the time the Benefit Event was processed</li> <li>The Process Status field identifies the constraint of the Benefit Event and can resure process Statuses Overview section of the and a description for each along with so</li> <li>The Process field identifies the last action process (Process Indicator) for the Benefit Process Indicator the Process Indicator and a description</li> <li>The Event Status field identifies the constraint of the Process Indicator and a description</li> </ul>	Benefit Program that the employee was in at ed surrent process status of the Benefit Event. ess, there are a series of actions taken in lit in various Process Statuses. See the his Job Aid for a list of the Process Statuses one potential reasons for the Process Status on executed by the Benefits Administration efit Event. Typically, this will reflect "Normal <u>s Overview</u> section of this Job Aid for a list of
i	Schedule ID       EM00         Event Date       08/01/2024         Event ID       3         Event Class       MAR Marriage         Event Priority       420         Benefit Program       SAL         Process Status       Finalized - Enrolled         Action Source       Manual Event         There are also a series of Benefit Event flags the systematically assign. These occur when chan after a Benefit Event has been processed. The Event may need to be re-processed. See the E this Job Aid for additional information pertaining	ges, insertions, or deletions have occurred se Benefit Event flags indicate that a Benefit <u>lagged Benefit Events Overview</u> section of



### **Overview of the Employee Event Detail Page**

This section of the Job Aid provides guidance on how to review details related to the nature and status of a Benefit Event on the **Employee Event Details** page.

Step	Action
1.	Navigate to the Employee Event Detail page using the following path:
	NavBar > Menu > Benefits > Manage Automated Enrollment > Review Processing Results > Employee Event Detail

The **Employee Event Detail Find an Existing Value** page displays.

Cardinal H	Employee Event Detail
Employee E	vent Detail
Find an Ex	sting Value
✓ Search Crit Enter any inform	eria nation you have and click Search. Leave fields blank for a list of all values.
🕙 Recent	Searches Choose from recent searches V Saved Searches Choose from saved searches V
	Schedule ID begins with
	Empl ID begins with  Q
	Benefit Record Number = V
	Event Identification =
	Benefit Program begins with v Q
	Show fewer options
"Overv	bre information pertaining to the Cardinal HCM Search pages, refer to the Job Aid titled view of the Cardinal HCM Search Pages". This Job Aid is located on the Cardinal te in <b>Job Aids</b> under <b>Learning</b> .
applic Scheo	are searching for a specific Schedule ID, use the <b>Schedule ID</b> field to define the able Schedule ID. To see all Benefit Events for a specific employee, leave the <b>Iule ID</b> field blank and populate the <b>Empl ID</b> field with the applicable employee's yee ID.
Unless "EM00	s you are looking for Open Enrollment Benefit Events, the Schedule ID is typically ".
	bb Aid demonstrates searching for a specific Schedule ID first and then defining the able employee.
Enter	or select the applicable Schedule ID in the Schedule ID field.



# **BN361\_Researching Benefit Events**

Step	Action
3.	Enter or select the employee's Employee ID in the <b>Empl ID</b> field.
	Schedule ID begins with 🗸 EM00 Q
	Empl ID begins with 🗸
4.	Click the <b>Search</b> button.
	Search
The Empl	ovee Event Detail page for the employee displays with the Participant tab displayed by

The **Employee Event Detail** page for the employee displays with the Participant tab displayed by default.

Sched		Event Maintenanc					Demositie De co		
Empl		00 Peanut B	utter				Benefit Reco	ora u	
Event Informa						Eligibil	ity Information		
	ID 3			Empl Record			Empl Record	0	
	is Closed to Pro	of the second second second			08/01/2024		COBRA Action	07/40/0004	
	s MARMarriage			Effseq				07/10/2024 07/10/2024	
Sourc	Manual Event Multi-Activ			Priority	420		Effseq		
Pr	Status Date occess Indicator Election Source Excess Credit Option Notify Confirm Notify Suppress Forms		sing Credits Elec Cor	ction Rcvd firm Rcvd	<ul> <li>Job Eligi</li> <li>Event Ou</li> <li>Event Dis</li> <li>Available</li> </ul>	through Self Service pply Defaults			
Empl Record		Effseq	Primary Job	Include Job for Eligibility	r Include Job for Deductions	Eligibility Source			
	07/10/2024					ADDRESSES			
0	07/10/2024	0		5	51	JOB			
Return to Sear	ch Previous		ct in List	otify					



Step	Action
i	Event Information section: Event Information ID 3 Empl Record 0 Status Closed to Processing Class MARMarriage Effseq 0 Source Manual Event Priority 420 Multi-Activity Indicator
	<ul> <li>The Status field identifies the current status of the Benefit Event. See the Event Statuses Overview section of this Job Aid for a list of the Event Statuses and a description for each one</li> <li>The Event Source field identifies how the Benefit Event was triggered ("Job Data Change", "Address Change", "Manual Event", etc.)</li> <li>The Date field identifies the applicable Benefit Event date</li> </ul>
1	<ul> <li>Eligibility Information section:</li> <li>Eligibility Information <ul> <li>Empl Record 0</li> <li>COBRA Action</li> <li>Addr Effdt 07/10/2024</li> <li>Job EffDt 07/10/2024</li> <li>Effseq 0</li> </ul> </li> <li>The Empl Record field identifies the employee's Employee Record that was utilized by the Benefits Administration process to determine eligibility</li> <li>The COBRA Action field will display the applicable Action Code ("DIV", "TER", etc.) if the Benefit Event may make the employee eligible for COBRA coverage</li> <li>The Addr Effdt field displays the effective date for the employee's address information (State and/or Postal Zip Code) that was utilized by the Benefits Administration process to determine eligibility</li> <li>The Job Effdt field displays the effective date of the employee's Job Data that was utilized by the Benefits Administration process to determine eligibility</li> <li>The Job Effdt field displays the effective sequence number of the Job Data row that was utilized by the Benefits Administration process to determine eligibility</li> </ul>



Step	Action	
	Processing Information Section:           Processing Information           Benefit Program         SAL Salaried Employee Benefit Pgm           Process Status         Finalized - Enrolled           Status Date         09/25/2024	
	Process Indicator       Normal Processing       Event Out of Sequence         Election Source       Online       Event Disconnected         Excess Credit       Forfeit Excess Credits       Available through Self Service         Option Notify       Election Rcvd       Finalize/Apply Defaults         Confirm Notify       Confirm Rcvd       Enrl/Print Days         Suppress Forms       Print Confirmation Forms Only       Enrl/Print Days	
1	<ul> <li>The Process Status field identifies the current processing status for the Benefit Event. During the Benefits Administration process, there are a series of actions taken in evaluating a Benefit Event and can result in various Process Statuses. See the Process Statuses Overview section of this Job Aid for a list of the Process Statuses and a description for each along with some potential reasons for the Process Status</li> <li>The Status Date field identifies the date on which the Benefit Event moved to the current Process Status</li> <li>The Process Indicator field identifies the last action executed by the Benefits Administration process for the Benefit Event. Typically, this will reflect "Normal Processing". See the Process Indicators Overview section of this Job Aid for a list of the Process Indicators and a description for each one</li> <li>The Election Source defines how the benefit elections were made for the Benefit Event. "Online" indicates that a BN Administrator made the elections on behalf of the employee and "Web" indicates that the employee made the elections through Employee Self-Service (ESS). "None" indicates that the Benefit Event was finalized with no elections made</li> <li>The Confirm Notify field defines the date when the Confirmation Statement was received/viewed by the employee (when applicable)</li> </ul>	



Step	Action	
i	Processing Information         Benefit Program       SAL Salaried Employee Benefit Pgm         Process Status       Finalized - Enrolled         Status Date       09/25/2024         Process Indicator       Normal Processing         Election Source       Online         Excess Credit       Forfeit Excess Credits         Option Notify       Election Rcvd         Confirm Notify       Confirm Rcvd         Suppress Forms       Print Confirmation Forms Only    There are also a series of Benefit Event flags that the systematically assign. These occur when changes, after a Benefit Event has been processed. These Event may need to be re-processed. See the Flagget this Job Aid for additional information pertaining to the set of the	, insertions, or deletions have occurred Benefit Event flags indicate that a Benefit ged Benefit Events Overview section of
6.	Click the <b>Plan Type</b> tab at the top of the page.          Participant       Plan Type       Option and Cost	



Step	Action	
The <b>Plan</b>	Type tab displays.	
<	Cardinal Homepage	Employee Event Detail
	Sched ID EM00 Empl ID 00863006400 Ber	Record 0 Event ID 3
1	Plan Types Q	Image: Weight of 15         Image: Weight of 15         Image: Weight of 15         View All
	Plan Seq     10     Plan Type     10 Medical       Option Code     28     Benefit Plan     ACC0       Curr Election     No     Elections Allowed     Elections Allowed       Enroll Action     Enroll     BAS Error     BAS Error       Ignore Plan     No     Proof Received     Proof Received       Coverage Elect     Elect     Flat Amount     Flat Amount Afax	Coverage Code       4         Coverage Beglin       08/01/2024         Deduction Beglin       07/25/2024         Coverage Elect       09/25/2024         Addl Pay Eff
	Deduct Amount     Deduct Amount Alax       % of Gross     % of Gross ATax       Group Header 10     Plan Type BTax       Plan Type BTax     Plan Type ATax       Benefit Plan BTax     Benefit Plan ATax       Ded Code BTax     Deduction Code ATax       Ded Class BTax     Deduction Class ATax	Investments
	Group Header 3 Employee Contribution Ann Excess Credits FSA Crew Leader 4	Annual Pledge
	Group Header 4 Pension Base Voluntary Amount Group Header 5	Voluntary Percent
	Vacation Hours Vacation Buy Amount Goal Amount	Vacation Sell Amount
	Group Header 6	
	Effdt Effect On Billing N None % of 0	Employee Rate Plus \$0.00
Pa	Return to Search Previous in List Next in List Notify ticipant   Plan Type   Option and Cost	
7.	employee. Use the navigation arrows pro	rmation related to the applicable Plan Types for the ovided to toggle between the different Plan Types <b>Plan Types</b> section based on the following



Step	Action				
	Plan Types section:				
	Plan Types     Q     I     I     2 of 15     View All				
	Plan Seq       10       Plan Type       10       Medical         Option Code       28       Benefit Plan       ACC0       Coverage Code       4         Curr Election       No       Elections Allowed       Coverage Begin       08/01/2024         Enroll Action       Enroll       BAS Error       Deduction Begin       07/25/2024         Ignore Plan       No       Proof Received       Coverage Elect       09/25/2024         Coverage Elect       Elect       Addl Pay Eff				
1	<ul> <li>The Plan Type field identifies the Plan Type</li> <li>The Curr Election field identifies whether the employee kept their current election for this Plan Type when the Benefits enrollments were completed for this Benefit Event. "Yes" indicates that the enrollment for this Plan Type was not changed and "No" indicates that the enrollment for this Plan Type was changed when processing this Benefit Event</li> <li>The Enroll Action field identifies what action was taken for this Plan Type while processing this Benefit Event. "Enroll" indicates that the prior election was terminated</li> <li>The Coverage Elect field identifies whether the employee made an election, waived, or terminated the election for this Plan Type while processing this Benefit Plan field identifies the Benefit Plan that the employee enrolled in for this Plan Type while processing this Benefit Event</li> <li>The Benefit Plan field identifies the Benefit Plan that the employee enrolled in for this Plan Type while processing this Benefit Event (when applicable)</li> <li>The Coverage Begin field identifies the coverage code that the employee enrolled in for this Plan Type while processing this Benefit Event (when applicable)</li> <li>The Coverage Begin field identifies the payroll deduction begin date of the election for this Plan Type (when applicable)</li> <li>The Coverage Elect field identifies the date that the Benefit Event was finalized. This date matches the election date on the Base Benefit pages</li> <li>The Coverage Elect field identifies the date that the Benefit Event was finalized. This date matches the election date on the Base Benefit pages</li> </ul>				
8.	Click the <b>Option and Cost</b> tab at the top of the page.				
	Participant         Plan Type         Option and Cost				



Step	Action	
The <b>Opti</b>	on and Cost tab displays.	
	Cardinal Homepage	Employee Event Detail
	Participant Plan Type Option and Cost	
	Sched ID         EM00         Empl ID         00863006400         Ben Record         0         Event ID         3	
	Plan Types         Q         I	View All
	Plan Seq 23 Plan Type Imputed Life	
	Options Q     (	View All
	Option Seq     1     Option ID     59     Option Type     Option       Benefit Plan     IMPLIF     Coverage Code     Implicit Coverage Code     Implicit Coverage Code       Option Code     1     Option Level     1     Implicit Coverage Code       Coverage Base     102000.00     Premium Base     102000.00     Proof Required       Dedn Class     Taxable     Potential Tax Impact     History Only	
	First Second Third Fourth Fifth	
	Option Cost	
	Cost ID     Cost Type     Annual After Tax     Annual Before Tax Before Tax     Annual ER     After Tax Deduction     Before Tax Deduction     Employer De	duction
	57 Price	
Pa	Return to Search Previous in List Next in List Notify ticipant   Plan Type   Option and Cost	
9.	The <b>Option and Cost</b> tab is used to review the cost information rela Plan Types for the employee. Use the navigation arrows provided to different Plan Types and review the key cost information.	••

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### **Process Statuses Overview**

During the Benefits Administration process, there are a series of actions taken in evaluating Benefit Events and there are varying results from these actions. The Process Status table below describes each Process Status and possible reasons for the event resulting in that Process Status:

Process Status	Reason/Description
Assign Error (AE)	The Benefits Administration process was unable to assign the applicable Benefit Program due to missing or incorrect information.
Assign None (AN)	The Benefits Administration process was unable to assign a Benefit Program. This could be a result of the Benefit Flag set to a terminated Employee Record (Empl_Rcd).
Assigned (AS)	The Benefits Administration process assigned the applicable Benefit Program.
Elections Entered (ET)	A Benefits Administrator (or the employee through Employee Self-Service (ESS)) has entered the employee's new elections into the system and they are ready for validation by the Benefits Administration process.
Elections Error (EE)	The system encountered an error in processing the elections for the employee associated with the Benefit Event. This could be a result of the dependent effective dates or a mismatch between the selected coverage code and listed dependents.
Finalized – Benefit Pgm None (FA)	Indicates that the Benefit Event has no program assignment and no current elections. This could be a result of the Benefit Flag being set to a terminated Empl_Rcd. It could also be the result of an address change when the employee is not active.
Finalized – Enrolled (FE)	The Benefits Administration process is complete for the Benefit Event. All elections have been validated and loaded.
Finalized – Prepare None (FP)	The Benefits Administration process is complete and indicates that the employee's eligibility has not changed.
Notified (NT)	Employee has accessed or initiated the Benefit Event through Employee Self-Service (ESS) but has not submitted their elections.
Prepare Error (PE)	Indicates that there is an error in the preparation of options. The system has encountered an error. This could be a result of a missing ICI ABBR or a missing Payroll Calendar.



Process Status	Reason/Description	
Prepared (PR)	The system has calculated eligible options, credits, rates, and proof requirements for the employee associated with the Benefit Event. The current elections have been identified for proof, eligibility level, and default processing.	
Re-Enter (RE)	Indicates that a Benefits Administrator has re-opened the Benefit Event.	

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### **Process Indicators Overview**

The Process Indicator table below describes each Process Indicator:

Symbol	Name	Description
A	Assign Benefit Program	Event Status must be "Open". It takes the Benefit Event all the way back to defining program eligibility and any data entry done in this Benefit Event is lost. The system attempts to re-process participants to PR status.
E	Elect Options	Event Status must be "Open". Schedule assignment, program assignment, and option eligibility are not reviewed or changed. The system rolls back elections from the Base Benefit enrollment tables but retains them on a table. The process re-validates elections for this Benefit Event and loads them, if no errors occur, back into the Base Benefit enrollment tables, resetting the final process status to FE.
N	Normal Processing	Standard processing for the Benefits Administration process.
Р	Prepare Options	Event Status must be "Open". Re-evaluates Option eligibility and any data entry done in this Benefit Event is lost. The system attempts to reprocess participants to PR status.
R	Re-Enter	Re-opens the data entry page. If you need to change an election this is where it should be done. The system leaves the Benefit Event at a process status of RE. When you post election changes to the data entry component, the system updates the process status to ET.
v	Void	Used when a Benefit Event needs to be voided. Do not set the Event Status to "VOID". The system will do that when the Benefit Event is re- processed. If the Benefit Event is in a process status of FE-Enrolled, elections are rolled back from the Base Benefit enrollment tables but retains them on a table. The system leaves the Benefit Event at a process status of RE.



### **Event Statuses Overview**

The Event Status table below describes each Event Status:

Event Status	Description
	Open Benefit Events are those Benefit Events that are currently being processed.
Open (O) "Open for Processing"	Only one Benefit Event for a participant can be open at a time. If more than one Benefit Event is open, one Benefit Event must be closed in order to process the other Benefit Event.
	Open Benefit Events can be updated to "Closed" either by the system or manually.
Closed (C) "Closed to Processing"	Closed Benefit Events are those Benefit Events that are not currently being processed by the system. Benefit Events could be closed because they are waiting for another Benefit Event to be processed prior to opening, or they could be closed because they have already been enrolled.
	Closed Benefit Events can be updated to "Open" either by the system or manually.
Void (V)	Voided Benefit Events are those Benefit Events that have been manually voided because the Benefit Event is no longer needed and all eligibility processing related to it has been reversed. In effect, it is as if the Benefit Event never occurred. This should never be used without prior consultation with DHRM.
	Voided Benefit Events can be updated to "Open" or "Closed" through Benefit Event re-processing.



#### **Flagged Benefit Events Overview**

The Benefits Administration process identifies changes in Job and Personal data which can impact the employee's eligibility for a Benefit Event created prior to that change. These Benefit Events then become "Flagged Benefit Events" with the associated flags systematically flagged to indicate that benefits eligibility must be re-evaluated. The most common flags seen are **Address Eligibility Changed**, **Job Eligibility Changed**, and **Event Out of Sequence**. A Benefit Event can also be flagged as **Event Disconnected**.

If a flagged Benefit Event has not yet reached the "Prepared" status and one or more of the eligibility flags are set, then the Benefit Event will get set back to "Assign Program" before any further processing on this Benefit Event occurs. If the Benefit Event is already in the "Prepared" status, the options and elections already entered will be re-evaluated upon the next execution of the Benefits Administration process.

BenAdmin Event Status Update			×
Update Event Status			<b>^</b>
Empl ID		Ben Record 0	
Event Status Update ⑦		Q, I I 1 1 0 6 ~ )	
Schedule ID Event Date Event ID Event Class Event Priority Benefit Program Process Status Action Source		<ul> <li>Address Eligibility Changed</li> <li>MultiJob Indicator Changed</li> <li>✓ Job Eligibility Changed</li> <li>Event Out of Sequence</li> <li>Finalize/Apply Defaults</li> <li>Print Option Suppress Print of Both Forms ✓</li> <li>*Process Normal Processing ✓</li> <li>*Event Status Closed to Processing ✓</li> </ul>	
Schedule ID Event Date Event ID Event Class Event Priority Benefit Program Process Status	HIR Initial Enrollment 100 SAL Finalized - Enrolled	Address Eligibility Changed     MultiJob Indicator Changed     Job Eligibility Changed     G Job Eligibility Changed     Event Out of Sequence     Finalize/Apply Defaults Print Option Print Both Forms *Process Normal Processing *Event Status Closed to Processing	-
Action Source Schedule ID Event Date Event ID Event Class Event Priority Benefit Program Process Status	EM00 05/10/2024 Event Disconnected	*Event Status Closed to Processing   Address Eligibility Changed  MultiJob Indicator Changed  Job Eligibility Changed  Event Out of Sequence  Finalize/Apply Defaults  Print Option Print Both Forms   *Process Normal Processing   *Event Status Open for Processing	-

Example of a flagged Benefit Event on the Event Status Update page:



**Scenario**: There was a change on the employee's job data record with an effective date of "5/10/2024" (the ELG Benefit Event) which changed the employee's Benefit Program and impacted the eligibility of the employee's HR2 and HIR Benefit Events with the same date of "5/10/2024". Therefore, the **Job Eligibility Change** flag is checked for both the HR2 and HIR Benefit Events. The following guidelines apply:

- The flag checkboxes display on the Benefit Events that must be re-evaluated (HR2 and HIR Benefit Events) but not the Benefit Event that caused the change (ELG Benefit Event)
- The Benefits Administration process will automatically re-process the flagged Benefit Events. Once re-processed, the **Job Eligibility Changed** flag will reset to unchecked for both the HR2 and HIR Benefit Events

The following are the most common types of flags seen by Agency Benefits Administrators:

- The Address Eligibility Changed flag will become checked when an update is made to the employee's address in Personal information and eligibility must be reviewed to determine if the employee is eligible for a Kaiser or COVA Care plan
- The **Job Eligibility Changed** flag indicates that Job information initially used in determining the employee's benefits eligibility has been changed. The **Job Eligibility Changed** checkbox will become checked when the Job row from which the Benefit Event is based on has been corrected or when a new row is inserted into the Job record with an Effective Date prior to an existing Event Date
- The Event Out of Sequence flag indicates that a Benefit Event has been processed out of order according to its effective date or priority. It will become checked when another Benefit Event is created with an Event Date prior to the Effective Date of the Benefit Event that already exists (regardless of the process status). These may be retroactive, current, or future rows that have an Event Date that precedes that of an existing Benefit Event. This is often seen after Open Enrollment (OE). For example, a Birth Benefit Event was entered effective on "6/15" after the employee had completed enrollment for OE that is effective "7/1". The Event Out of Sequence flag would be checked on the OE Benefit Event because a review is required to determine if the baby is to be added to the OE enrollment
- The **Event Disconnected** flag is checked if a Job Row is deleted. The associated Benefit Event becomes disconnected from the Job. If a Benefit Event is disconnected before it is finalized, the Benefit Administration process will automatically close the Benefit Event and it cannot be processed any further



### **Troubleshooting Errors Overview**

This section of the Job Aid provides information pertaining to some of the common Error Messages that may be encountered while processing Benefit Events. A screenshot of each Error Message is provided along with a description of the information presented and possible corrective actions.

**Error Message**: Incorrect number of dependents enrolled for Covered Person Type: Child, Plan Type 10. The number of dependents must be consistent with the Coverage Code Control for this Covered Person Type as defined in the Event Rules.

This is an example of the Error Message that displays when an action to add or remove a dependent is not permitted by plan rules. For example, the child enrolled under an Employee + Child coverage is removed from coverage, but the coverage code level is unchanged.

Incorrect number of dependents enrolled for Cove	ered Person Type: Child, Plan Type 10 (4000,156)
The number of dependents must be consistent wi defined in the Event Rules.	ith the Coverage Code Control for this Covered Person Type as
	ок

**Error Message**: Dependent XX exceeds the maximum age for a non-student (Plan Type 10). The individual shown has attained the maximum age for which they may be covered under this plan while in a Non-Student status. Please remove this dependent from coverage, or change the Benefit Program rules, regarding non-student status.

This is an example of the Error Message that displays when an over-age dependent is covered. State policy allows the dependent age 26 to remain covered until the end of the year that he/she turns 26. For example, while processing a mid-year life event such as a divorce, if there is a dependent age 26 covered, this message will appear when trying to finalize the Benefit Event. After finalizing the Benefit Event, the Benefits Administrator may need to double check the Base Benefits to ensure that the overage dependent is still listed as enrolled.

Dependent 03 exceeds the maximum age for a non-student (Plan Type 10), (4000,100)
The individual shown has attained the maximum age for which they may be covered under this plan while in a Non-Student
status. Please remove this dependent from coverage, or change the Benefit Program rules regarding non-student status.
ОК



**Error Message**: A person of type Child cannot be enrolled under the selected Coverage Code (Plan Type 10). You have chosen a coverage code for which this type of coverage is not allowed. Please delete the elected dependent row for persons of this type or update the coverage code (option code) to a value which allows coverage for this type of persons.

This Error Message displays when an action to add a dependent is not permitted by plan rules. For example, the Employee Only coverage code is selected, yet a child is listed as a dependent. In this case, the dependent cannot be enrolled in coverage or the coverage code elected must be updated

A person of type Child cannot be enrolled under the selected Coverage Code (Plan Type 10). (4000,154)
You have chosen a coverage code for which this type of coverage is not allowed. Please delete the elected dependent row for persons of this type or update the coverage code (option code) to a value which allows coverage for this type of persons.
οκ

**Error Message**: Job Data for this employee has changed since the event was created. No further action is necessary.

This is a Warning Message that typically displays when a change was made to an employee's Job record between when the Benefit Event was initially created and the time it is processed through the Benefits Administration process. No further action is necessary on the part of the BA.

Messages			Q	4	1 of 1 🗸	Þ	$\left\  \cdot \right\ $	View All
Schedule ID Empl ID	EM00							
Benefit Record Option ID Message ID	0	Event ID Cost ID	2					
Description	Job Data for this e necessary. (MSGI							) ()
Message Data	Y N N							



### Voiding Benefit Events Overview

At times, a Benefit Event is no longer needed and should be voided. Typically, Benefit Events are voided if the employee submitted the wrong Event Date, the Benefits Administrator keyed the wrong Event Date, or the Benefit Event is disconnected. To have a Benefit Event voided, contact the Office of Health Benefits (OHB).

**Scenario**: An employee wanted to change plans once they added a new dependent. The DLE Benefit Event shown below only allows additional dependents to be added to an existing plan. OHB determined that this circumstance was eligible for a plan change and indicated that a HIP Benefit Event could be created. The DLE Benefit Event was voided. The Agency's Benefits Administrator used the **Benefit Event Entry** page to create an HIP Benefit Event and used this Benefit Event to change plans while adding a new dependent.

	BenAdmin Eve	nt Status Update	×
			Help 🔺
Update Event Status			
Empl ID		Ben Record 0	
Event Status Update ③		Q    4 4 1 of 8 🗸 🕨 🕨	
Schedule ID Event Date Event ID Event Class Event Priority Benefit Program Process Status Action Source	EM00 05/01/2024 Event Disconnected 5 HIP HIPAA Spec Enroll/Loss Covrg 460 SAL Finalized - Enrolled Manual Event	Address Eligibility Changed MultiJob Indicator Changed Job Eligibility Changed Event Out of Sequence Finalize/Apply Defaults Print Option Print Confirmation Forms Only *Process Normal Processing *Event Status Closed to Processing	
Schedule ID Event Date Event ID Event Class Event Priority Benefit Program Process Status Action Source	DLE EE/Dep LostElig w Other Emplr	Address Eligibility Changed MultiJob Indicator Changed Job Eligibility Changed Event Out of Sequence Finalize/Apply Defaults Print Option Print Confirmation Forms Only *Process Normal Processing *Event Status Void	



**Scenario**: An employee has two MAR Benefit Events listed on the **Event Status Update** page; one dated "5/4/2024" and the other dated "5/10/2024". In this scenario, the employee entered a MAR event in Employee Self-Service (ESS) while the Benefits Administrator created a MAR Benefit Event as well. One of the dates is incorrect. The MAR Benefit Event with the incorrect date needs to be voided, and the other Benefit Event should be processed. Additionally, if an employee changes their Marital Status from "Unknown" to "Married" or "Divorced" in Personal Details in ESS, a Benefit Event is automatically generated, even if no benefit changes were made. In that case, the Benefit Event created in error should be voided as well.

Update Event Status EmpliD Ben Record 0  Event Status Update ⑦ Schedule ID 247COV Event Date 07/01/2024 Event Disconnected Uvent Date 07/01/2024 Event Disconnected Event Class OE Open Enrollment Event Priority 900 Benefit Program HBS Print Option Print Option Print Option Print Option Print Option Schedule ID Schedul	BenAdmin Event Status Update					
Event Status Update ⑦	Event Status	Status		Help		
Schedule ID 247COV   Event Date 07/01/2024   Event Did Genet Disconnected   Event Did Genet Disconnected   Event Class CE   Open Enrollment Cevent Out of Sequence   Event Priority 900   Benefit Program HBS   Process Status Finalized - Enrolled   Process Status Finalized - Enrolled   Process Status Finalized - Enrolled   Schedule ID EM00   Event Date 05/10/2024   Event Disconnected MultiJob Indicator Changed   Event Date 05/10/2024   Event Disconnected MultiJob Indicator Changed   Event Disconnected MultiJob Indicator Changed   Event Disconnected Closed to Processing   Schedule ID EM00   Event Disconnected MultiJob Indicator Changed   Event Disconnected Closed to Processing   Event Disconnected Print Option   Print Cotifient Print Option   Print Disconnected Print Option   Event Disconnected Print Option   Print Disconnected Print Option   Print Both Forms Print Print Option   Process Status Prepared   Process Status Prepared <t< td=""><td>mpl ID</td><td></td><td>Ben Record 0</td><td></td></t<>	mpl ID		Ben Record 0			
Schedule ID       24/COV       Event Disconnected       MultiJob Indicator Changed         Event Date       07/01/2024       Job Eligibility Changed         Event Class       OE       Open Enrollment       Event Out of Sequence         Event Triority       900       Print Option       Print Confirmation Forms Only         Benefit Program       HBS       Print Option       Print Confirmation Forms Only         Process Status       Finalized - Enrolled       *Process       Normal Processing       V         Action Source       Open Enrollment       *Event Status       Closed to Processing       V         Schedule ID       EM00       Address Eligibility Changed       Job Eligibility Changed         Event Date       05/10/2024       Event Disconnected       MultiJob Indicator Changed         Event Class       MAR Marriage       Event Out of Sequence         Event Priority       420       Print Option       Print Both Forms         Benefit Program       SAL       Print Option       Print Both Forms       V         Process Status       Prepared       *Process       Normal Processing       V         Action Source       Manual Event       *Process       Normal Processing       V         Action Source       Manual Event	tatus Update	date 🕐	Q    4 4 1 of 9 V > >			
Addion Source     Cyber Enrolmment       Schedule ID     EM00       Event Date     05/10/2024       Event Date     05/10/2024       Event Date     05/10/2024       Event ID     5       Event Class     MAR Marriage       Event Priority     420       Benefit Program     SAL       Process Status     Prepared       *Process     Normal Processing       Action Source     Manual Event       Schedule ID     EM00       Event Date     05/04/2024	Event Date ( Event ID ( Event Class ( Event Priority ( Benefit Program )	Event Date 07/01/2024 Event Disconnected Event ID 0 vent Class OE Open Enrollment ent Priority 900 fit Program HBS F ess Status Finalized - Enrolled	MultiJob Indicator Changed     Job Eligibility Changed     Event Out of Sequence     Finalize/Apply Defaults  Print Option Print Confirmation Forms Only  *Process Normal Processing			
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Process Status     Prepared     *Process     Normal Processing       Action Source     Manual Event     *Event Status     Closed to Processing						