***Please distribute this alert to any users within your agency who are responsible for benefit enrollments.***

**System Configuration for Dependents Age 26**

* Information regarding system configuration for dependents age 26

[Benefits Alert 2014-01](http://www.portal.state.pa.us/portal/server.pt/community/benefits/4258) notified users effective July 1, 2014 that any dependent reaching age 26 should reflect their benefit coverage as being terminated in SAP the last day of the month in which the covered dependent turns age 26, rather than the day before the dependent turns 26. This change is according to federal legislation under the Affordable Care Act.

Currently SAP configuration does not allow for dependents to remain on a participant’s coverage past the dependent’s 26th date of birth; nor does it allow a dependent age 26 to be added to a participant’s coverage in SAP.

SAP configuration changes to allow for age 26 dependents to stay on the participant’s coverage until the end of the birth month have not yet been completed. In the interim, measures are being taken to ensure there is no lapse in coverage for a dependent that reaches the age of 26 and the dependent remains eligible for benefits through the end of the month in which age 26 is reached.

Until configuration changes are completed, any addition of a dependent age 26 onto benefits will need to be escalated to the HR Service Center, Agency Services and Operations Division (Operations Section). The HR Service Center will create a CRM ticket, and independent agencies should submit a help desk ticket in the benefits category. The HR Service Center, Agency Services and Operations Division (Operations Section) will work with PEBTF to have coverage provided for that particular dependent until SAP has been properly configured.

Once SAP configuration has been completed for this issue, notification will be provided to all users by OA, Operations.

**Questions?**
If you have any questions regarding System Configuration for Dependents Age 26, please submit an [**HR help desk ticket**](http://oaiss.state.pa.us/HR-Pay_Help_Desk/) in the benefits category. You may also call the HR Service Center, Agency Services & Operations Division at 877.242.6007.