

Deltak Costpoint HotFix Readme

Released: June 27, 2017

Health Savings Account Plan Support

Costpoint now supports health savings accounts (HSA) which are tax-advantaged medical savings accounts that are available to U.S. employees. The funds contributed to an HSA are not subject to federal income tax at the time of deposit.

HSAs are opened by the employees and are not maintained by the employer. The account will stay with the employee if they change jobs and can be also used for non-health related expenses after retirement. HSAs are restricted to employees who are:

- Enrolled in a high-deductible health plan (HDHP) or have no other health coverage
- Not claimed as dependents on another person's tax return
- Not enrolled in Medicare

Employees cannot elect both a flexible spending account (FSA) and an HSA unless the FSA is designated as "limited purpose" which reimburses only vision and dental expenses.

For this enhancement, the following updates were applied to corresponding Costpoint screens:

Activate Pending Employee Bank Information (PRPSPRE)

The new **Account Type** field is now included in the application process and report.

Activate Pending ESS Benefit Elections (AOPESSUE)

The application includes HSA elections when activating either Open Enrollment or Life Events.

Configure ESS Life Events (AOMESSLE)

The new HSA module is now included in the list ESS modules.

Create ACH Bank File (PRPBANK)

The application populates the direct deposit file with the correct HSA amount and it also ensures that the HSA amount goes to the correct account.

Manage Benefit Plans (HBMBPSET)

A new **High Deductible Health Plan** check box allows you to indicate if the selected benefit plan is a high-deductible health plan (HDHP) which is a requirement for HSA eligibility.

Manage Deductions (PRMDED)

A new **HSA Deduction** field allows you to enter a corresponding deduction code that will be used as a taxable deduction for the HSA employer contribution. You must set up an HSA deduction with a computation method of **ADDGRS** (Add to Gross). Payroll taxes should be exempt for Federal but taxable for the taxing state (currently, only for California) and SUTA.

Manage Custom Text (ESMCUSTTEXT)

The **Page** drop-down list now includes Health Savings Account.

Manage Direct Deposit (ESMDIRDEP)

A new field, **Usage**, allows you to specify if the account is for payroll deposit or HSA deposits.

Manage Employee Bank Information (PRMEBT)

New **Account Type** drop-down lists are now available on both the Pending Bank Acct subtask and Active Bank Acct subtask. These drop-down lists allow you to specify if the account is for payroll or HSA deposits.

Manage Employee HSA Elections (EMMEHSA)

The new Manage Employee HSA Elections screen allows you to create and maintain an employee's HSA information. This screen displays the open enrollment and life event data for HSAs added in Employee Self Service. You can manually add information on this screen and run a process to update the deduction.

Access this new screen from **People » Employee » Employee FSA/HSA Information** in the Costpoint menu.

Manage ESS Company Settings (AOMESSCS)

The affected labels on the screen which reference "FSA" was updated to "FSA/HSA." This affects the following:

- **FSA/HSA Year** group box and its fields
- **Check date for final period of current FSA/HSA year falls within current FSA/HSA Year** check box

Manage ESS Life Event Benefit Elections (AOMESSBL)

A new HSA Election subtask allows you to view/change the HSA elections made through ESS Life Events.

Manage ESS Open Enrollment Elections (AOMESSBE)

A new HSA Election subtask allows you to view/change the HSA elections made through ESS Open Enrollment

Manage HSA Plan Year (HBMHSET)

The new Manage HSA Plan Year screen allows you to enter and maintain plan year information for HSAs. To access this screen, go to **Costpoint People » Benefits » Benefit Entry and Creation**.

Perform Benefit Enrollment (ESMBENENROLL)

- **Medical Tab**

The Medical tab on the screen contains the following updates:

- The screen uses a new validation to ensure that the employee selects a high-deductible health plan if they have elected an HSA.
- A new check box, **High Ded Plan**, indicates if a plan is a high-deductible health plan.

- **Medical FSA Tab**

A new check box on the Medical FSA tab, **Limited Purpose FSA**, allow you to designate the FSA as limited purpose which reimburses only vision and dental expenses. When you select this check box, you will be able to also enroll in a Health Savings Account (HSA).

- **Medical HSA Tab**

A new Medical HSA tab allows you to select an HSA option.

Perform Life Event (ESMLIFEEVENT)

- **Medical Tab**

The Medical tab on the screen contains the following updates:

- The screen uses a new validation to ensure that the employee selects a high-deductible health plan if they have elected an HSA.
- A new check box, **High Ded Plan**, indicates if a plan is a high-deductible health plan.
- **Medical FSA Tab**
A new check box on the Medical FSA tab, **Limited Purpose FSA**, allow you to designate the FSA as limited purpose which reimburses only vision and dental expenses. When you select this check box, you will be able to also enroll in a Health Savings Account (HSA).
- **Medical HSA Tab**
A new Medical HSA tab allows you to select an HSA option.

Print Payment Advices (PRPPAF)

The application now displays HSA direct deposit bank on payment advices.

Suspend Direct Deposit ACH File Creation (PRMXBANK)

A warning displays when any employee with an active HSA contribution/deduction is in a pay cycle that is being suspended.

Update Benefit Option/Election Tables (AOPSSDB)

- A new **HSA** check box in the **FSA Elections/Options** group box allows you to indicate if you want to populate tables with HSA information.
- The group box label was updated from “FSA Elections/Options” to “FSA and HSA Election/Options.”

Update Employee Package Deductions (HBPAPDED)

- The updated process includes the new deduction referenced in the **HSA Deduction** field for HSA's on states that tax HSA deductions.
- The labels of the following check boxes now indicate “HSA”:
 - Include FSA/HSA Deductions
 - Include Final Pay Period of the FSA/HSA Year
- The application adds a warning to the error report if an employee has a deduction or contribution added with a calculation method of **HSA**, **HSAEE**, or **HSAEEN** but the same employee does not have an active bank account with a usage type of **HSA**.

View Bank Information (PRQEBT)

New **Account Type** fields are now available on both the Pending Bank Acct subtask and Active Bank Acct subtask. These fields allow display if the account is for payroll or HSA deposits.

View Help About (SYMABOUT)

The Features subtask now displays the installation information for the Support HSA Plans feature.

View Total Comp/Benefits Statement (ESQCOMPBEN)

HSA amounts are now included in the Health and Welfare Benefits section of The Total Compensation Summary and the Benefit Elections table.

Known Issues

The following are descriptions for known issues that have not been resolved in this release:

- **Manage Employee Benefit Elections (HBMEBELC)**

- **Deltek Defect Tracking Number:** 807868

Description: When an employee has an HSA election in the Manage Employee HSA Elections screen and the same employee elected a non-HDHP benefit with a coverage option other than **NO CVG**, the application does not display an error. The application also allows you to save the record in this scenario.

Customers Impacted: This defect affects Costpoint Employee users.

Workaround Before Fix: None.

Additional Notes: If the coverage option is **NO CVG**, the application should not display an error.

- **Manage Employee HSA Elections (EMMEHSA)**

- **Deltek Defect Tracking Number:** 815955

Description: The screen does not display error messages when you click the **Update** button in the following scenarios:

- When the date is invalid
 - When an election type exists for the plan year

Customers Impacted: This defect affects Costpoint Employee users.

Workaround Before Fix: None.

Additional Notes: None.

- **Deltek Defect Tracking Number:** 816043

Description: The screen does not display error messages when saving a record in the following scenarios:

- When the Election Amount is equal to **0**
 - When taxes are not assigned to the employee

Customers Impacted: This defect affects Costpoint Employee users.

Workaround Before Fix: None.

Additional Notes: None.

- **Manage ESS Life Event Benefit Elections (AOMESSBL)**

- **Deltek Defect Tracking Number:** 814816

Description: The application allows you to save a record without error when the employee has a non-HDHP election on the Manage Employee Benefit Elections screen that is in effect and has no end date.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: When the non-HDHP record on the Manage Employee Benefit Elections screen has an end date, the validation message is displayed.

- **Manage ESS Open Enrollment Elections (AOMESSBE)**

- **Deltek Defect Tracking Number:** 807775

Description: When an HSA election is skipped in the Perform Benefit Enrollment screen because an FSA is elected or non-HDHP is elected, the following error displayed: "Attempt to set an Invalid value to combobox object: CVG_OPT_CD value: Skipped."

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: Elect a zero amount HSA.

Additional Notes: None.

- **Deltek Defect Tracking Number:** 814620

Description: The application allows you to save a record without error when the employee has a non-HDHP election on the Manage Employee Benefit Elections screen that is in effect and has no end date.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: When the non-HDHP record on the Manage Employee Benefit Elections screen has an end date, the validation message is displayed.

- **Deltek Defect Tracking Number:** 815070

Description: The application allows you to save an HSA election even if the employee has no HSA record on the HB_EMPL_OPENENROLL table.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: None.

- **Perform Benefit Enrollment (ESMBENENROLL)**

- **Deltek Defect Tracking Number:** 798012

Description: The application does not allow you to un-elect a Medical HSA if employee has previously elected a plan.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: None.

- **Deltek Defect Tracking Number:** 807622

Description: For open enrollment, Medical HSA always display as Election Skipped when there is no new election (0.00 as entered value). As a result, you could not proceed with the confirmation of elections.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: Select Type and enter 0.00 even if the employee has no current election.

Additional Notes: None.

- **Deltek Defect Tracking Number:** 812756

Description: The application inserts a skipped record when saving a Medical HSA election.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: The employee will not be able to confirm enrollments.

- **Deltek Defect Tracking Number:** 815546

Description: A system error occurs when you perform the following:

1. On Medical HSA Tab, delete **0.00** in **Annual - New** field, and then press the TAB key.
2. Enter **0.00** in the **Annual - New** field again.
3. Save your changes.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: The system error indicates the following message: "Cannot insert the value NULL into column 'EFFECT_DT', table '[database name].CPDATA.HB_EMPL_ESS_ELEC'; column does not allow nulls."

- **Deltek Defect Tracking Number:** 816081

Description: In the Current Elections tab, the Medical HSA New Plan Year value is 0.00. Instead of this, the value should be computed similar to Medical FSA and Dependent FSA.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: None.

- **Perform Life Event (ESMLIFEEVENT)**

- **Deltek Defect Tracking Number:** 802764

Description: In Life Event, Medical HSA frequency contribution computation should be similar with Medical FSA and Dependent FSA.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: None.

- **Deltek Defect Tracking Number:** 798007

Description: The application does not allow you to un-elect a Medical HSA if employee has previously elected a plan.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: None.

- **Print Payment Advices (PRPPPAF)**

- **Deltek Defect Tracking Number:** 817154

Description: A system error occurs when you print for an employee assigned with a deduction code that has the following settings on the Manage Deductions screen:

- **Deduction Type** is **HSAEEN**.
- **Contribution** check box is selected.

Customers Impacted: This defect affects Costpoint Payroll users.

Workaround Before Fix: None.

Additional Notes: None.

- **Update Benefit Option/Election Tables (AOPESADB)**

- **Deltek Defect Tracking Number:** 808105

Description: The Current Elections Report and Current Elections table displays two HSAs for an employee.

Customers Impacted: This defect affects Costpoint Employee Self Service users.

Workaround Before Fix: None.

Additional Notes: None.

- **Update Employee Package Deductions (HBPAPDED)**

- **Delttek Defect Tracking Number:** 801995

Description: When the employee transitions from old election type to new election type, and these election types have different deduction codes, the following issues occur:

- The old election type deduction code is not ended and not zeroed out.
- The computed new election's deduction amount did not consider the amount already deducted from the old election type.

This results in both deductions being deducted when payroll is computed.

Customers Impacted: This defects Costpoint payroll users.

Workaround Before Fix: Update the records in the maintenance screens.

Additional Notes: None.

Patches and System JAR requirements

These enhancements require the following Costpoint 7.1.1 releases:

- Costpoint 7.1.1 System JAR 30 (cp711_sys_030.zip)
- PATCH3154
- PATCH5092
- Common Lib - LDMEINFOLIB (cp711_cmnlib_LDMEINFOLIB_002.zip)

Application JAR Requirements

The following table shows the required application JAR version for each screen affected by this update:

| Domain | Module | Application ID | Application Name | Application File |
|--------|-----------------------|----------------|---|----------------------------|
| People | Benefits | HBMBPSET | Manage Benefit Plans | cp711_hbmbpset_010.zip |
| People | Benefits | HBMHSET | Manage HSA Plan Year | cp711_hbmhset_001.zip |
| People | Employee | AOMESSBE | Manage ESS Open Enrollment Elections | cp711_aomessbe_005.zip |
| People | Employee | AOMESSBL | Manage ESS Life Event Benefit Elections | cp711_aomessbl_005.zip |
| People | Employee | AOMESSCS | Manage ESS Company Settings | cp711_aomesscs_008.zip |
| People | Employee | AOPESSDB | Update Benefit Option/Election Tables | cp711_aopessdb_008.zip |
| People | Employee | AOPESSUE | Activate Pending ESS Benefit Elections | cp711_aopessue_007.zip |
| People | Employee | EMMEHSA | Manage Employee HSA Elections | cp711_emmehsa_001.zip |
| People | Employee Self Service | ESMBENENR OLL | Perform Benefit Enrollment | cp711_esmbenenroll_007.zip |

| | | | | |
|--------|-----------------------|--------------|--|----------------------------|
| People | Employee Self Service | ESMCUSTTXT | Manage Custom Text | cp711_esmcusttxt_004.zip |
| People | Employee Self Service | ESMDIRDEP | Manage Direct Deposit | cp711_esmdirdep_005.zip |
| People | Employee Self Service | ESMLIFEEVENT | Perform Life Event | cp711_esmlifeevent_010.zip |
| People | Payroll | HBPAPDED | Update Employee Package Deductions | cp711_hbpapped_009.zip |
| People | Payroll | PRMDDED | Manage Employee Deductions | cp711_prmded_002.zip |
| People | Payroll | PRMXBANK | Suspend Direct Deposit ACH File Creation | cp711_prmxbank_001.zip |
| People | Payroll | PRPBANK | Create ACH Bank File | cp711_prpbank_003.zip |
| People | Payroll | PRPPPAF | Print Payment Advices | cp711_prppaf_009.zip |
| People | Payroll | PRPSPRE | Activate Pending Employee Bank Information | cp711_prpspre_002.zip |
| People | Payroll | PRQEBT | View Bank Information | cp711_prqebt_002.zip |

More information about this release is on the following page.

Custom Programs Affected:

Sometimes an update can cause custom programs and reports to stop working as expected. Before applying this update, consider whether you have any custom programs or reports in the application area affected by the update. If so, contact Deltek Customer Care at <http://support.deltek.com> before you install the update.

To Download the HotFix Update:

1. From Internet Explorer, go to <https://dsm.deltek.com>.
2. Click **Run Deltek Software Manager**.
3. Log in using your Deltek Customer Care Connect credentials.
4. In the left pane of the Deltek Software Manager, expand your Deltek product.
5. Expand the Hot Fixes folder for your product, and select the update to download.
6. Click **Download** at the bottom of the screen.

To Install the HotFix Update:

Refer to the installation instructions posted on Deltek's Customer Care Connect site, <https://deltek.custhelp.com>.

- For Costpoint 7.1.1 updates, refer to Knowledge Base article 79232.
- For Costpoint 7.0.1 updates, refer to Knowledge Base article 73769.
- For Costpoint 7.0 updates, refer to Knowledge Base article 67722.

Before you install this update, please review all previous updates in the Knowledge Base article. You may need to install prerequisite programs or database patches (described in the Knowledge Base article) prior to installing this update. Note that when you download an update using Deltek Software Manager (DSM), all dependent files are automatically downloaded.

To Check to See if the HotFix is Installed:

1. Open the application that was updated.
2. Click **Help » About Costpoint** from the Costpoint toolbar. This will display a screen that shows you the latest update JAR for the application that is open, as well as the latest system JAR and all patches applied to the system.

More Information:

If you have any questions, please contact Deltek Customer Care at <https://support.deltek.com>.