

Deltak Costpoint HotFix Readme

Released: December 15, 2015

Enhancements

Affordable Care Act - Tracking and Reporting of Benefit Offerings and Coverage – Phase III – ESS Bundle

As part of Affordable Care Act, the Internal Revenue System (IRS) has issued reporting requirements for employers. Section 6056 requires employers with 50 or more full-time and equivalent employees, to describe the health coverage they offer by filing Form 1094-C (a transmittal) and Form 1095-C (an employee statement). Electronic filing is required for filing more than 250 returns under Section 6056 (Forms 1094-C and 1095-C) during the calendar year. The reporting requirements will apply for 2015 calendar year and reports are initially due in 2016.

New Costpoint applications were added and existing applications were enhanced to allow employers to meet the reporting requirements of the IRS. These Costpoint updates are released in multiple phases. The following table provides information about the Costpoint 7.1.1 Affordable Care Act releases and the corresponding applications that are included in each release:

Phase	Release Name	Affected Applications
Affordable Care Act Phase I	Costpoint 7.1.1 SYSTEM JAR 009	<ul style="list-style-type: none">Manage Employee Salary Information (LDMEHIS)View Salary Information and History (PRQEHIS)Manage Employee Import User-Defined Format (AOMSUEBP)Import Employee Data (AOPUTLEL)Manage Federal Taxes (PRMFTI)Manage Benefit Years by Taxable Entity (HBMBENYR)
Affordable Care Act Phase II	Costpoint 7.1.1 PATCH7073	<ul style="list-style-type: none">Manage Pay Types (LDMPAYTP)Manage Benefit Plans (HBMBPSET)Manage Employee Life Events (HBMEQEV)Analyze Full-Time Equivalent Eligibility (HBPFTTE)Manage Full-Time Equivalent Eligibility (HBMFTE)
Affordable Care Act Phase III – HBPOPTOF and HBMOPTOF	Costpoint 7.1.1 PATCH2760	<ul style="list-style-type: none">Store Employee Benefit Options Offered (HBPOPTOF)Manage Employee Benefit Options Offered (HBMOPTOF)
Affordable Care Act Phase III – 1095-C and 1094-C Bundle	Costpoint 7.1.1 PATCH2801	<ul style="list-style-type: none">Create 1094-C and 1095-C Data (HBP109XC)Manage 1095-C Data (HBM1095C)Manage 1094-C Data (HBM1094C)Print 1095-Cs (HBR1095C)Print 1094-Cs (HBR1094C)

Phase III Enhancements – ESS Bundle

The Affordable Care Act Phase III enhancements are separated into multiple releases. Please refer to the preceding table for the details of each phase/enhancement. This particular release, Phase III ESS Bundle,

includes the following applications:

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

The Manage Employee Benefit Elections screen now allows you to add benefit coverage information if you do not have a year's worth of information. This is required to complete the 1095-C reporting. Updates to the screen include the following:

- Changed existing Benefit Package label to Current Benefit Package
- Added **Benefit Package** field to the Benefit Elections Table
- Added **Enrollment Type** drop-down list to the Benefit Elections Table
- Added **Life Event** field to the Benefit Elections Table
- Added new **Taxable Entity** field to the Benefit Elections Table result set
- Reformatted screen to accommodate new data field and updated label
- Added a validation which checks that the Benefit Package in the Benefit Election Detail record is equal to the Current Benefit Package if the End Date is blank (NULL); or the End Date is not blank (NULL) and is greater than the system date

- **Activate Pending ESS Benefit Elections (AOPESSUE)**

The Activate Pending ESS Benefit Elections process now has the ability to gather benefit options offered.

- **Manage ESS Company Settings (AOMESSCS)**

A new field, Benefit Year, is now available on the screen. In this field, enter the benefit year that will be used in the Benefit Enrollment screens in ESS.

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

The screen now processes employees similar to full-time employees if they are in the full-time equivalent table, flagged as **Full-Time Equivalent** with a benefit enrollment method of **OE** (Open Enrollment). These full-equivalent employees will be stored in the HB_EMPL_OPENENROLL table.



This enhancement includes new Costpoint screens. You must run **Rebuild User Menus** from the Costpoint 7.0.1 DB Wizard utility in order for new Affordable Care Act applications to be listed in the Costpoint menu. For more information on this process, please refer to the *Delttek Costpoint 7.0.1 DB Wizard Utility* guide.

Known Issues

This section contains summaries of issues that exist in the applications that are included in this release. These issues will be resolved in future releases.

- **Activate Pending ESS Benefit Elections (AOPESSUE)**

Defect 561080

Description: The Employee Benefit Election Report displays a dependent benefit plan twice if the coverage is ending.

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

Workaround Before Fix: None.

Additional Notes: None.

Defect 561337

Description: A system error occurs if you process an employee that has multiple benefit offer records within the same benefit year.

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

Workaround Before Fix: None.

Additional Notes: None.

Defect 561074

Description: If the employee's new Benefit Package is not equal to his/her old Benefit Package, but the elected Benefit Plan is the same, rather than generating a new Employee Benefit Election record with the new Benefit Package, the application is extending the End Date for the old Benefit Package/Benefit Plan election.

Customers Impacted: This defect affects Costpoint Employee Self-Serve users.

Workaround Before Fix: None.

Additional Notes: None.

Defect 563479

Description: Coverage options offered dates reflect the dates from the Benefit Plan setup dates, rather than the Benefit Plan Year dates. If the two are the same, then this would not be an issue for your company.

Customers Impacted: This defect affects Costpoint Employee Self-Serve users.

Workaround Before Fix: None.

Additional Notes: None.

Defect 564131

Description: When activating ESS elections and storing benefit options offered, the **Full-Time Equivalent** flags of **Open Enrollment Elections** are being set to **N** even though the employee was a full-time equivalent employee. In addition, the **Full-Time Equivalent** flags of **Elections Based on Life Events** are always set to **Y** for regular employees.

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

Workaround Before Fix: None.

Additional Notes: None.

Defect 565994

Description: The Employee Benefit Election Report displays current spouse elections twice with different coverage end dates.

Customers Impacted: This defect affects Costpoint Employee Self-Serve users.

Workaround Before Fix: None

Additional Notes: None

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

Defect 560975

Description: When manually entering Employee Benefit Election records for more than one employee, the Taxable Entity in the Benefit Elections child table defaults to the prior employee's Taxable Entity.

Customers Impacted: This defect affects Costpoint Employee users.

Workaround Before Fix: Manually correct the Taxable Entity if it is incorrect.

Additional Notes: None.

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

Defect 564840

Description: You cannot save record where the Coverage End Date is greater than the **Current Plan Year - Plan Year End Date** from the Manage ESS Company Settings screen. This issue occurs if the election has dependents.

Customers Impacted: This defect affects Costpoint Employee Self-Service users with employee elections needed to be updated or approved through this application

Workaround Before Fix: Approval can be made through Approve ESS Benefit Elections By Plan.

Additional Notes: None.

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

Defect 565001

Description: The application uses the incorrect benefit plan for **Spouse Life Insurance** and **Spouse AD & D Insurance** benefit plan type when the previous and default benefit package are different.

Customers Impacted: This defect affects Costpoint Employee Self-Serve users.

Workaround Before Fix: None.

Additional Notes: None.

- **Update Benefit Options/Elections Table (AOPESSDB)**

Defect 557404

Description: Open enrollment benefit options are being generated for Full-Time Equivalent (FTE) employees with an Enrollment Method of **Life Event**. These employees should receive benefit options through the Deltex Employee Self Service Life Event benefit enrollment process and not through the open enrollment process.

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

Workaround Before Fix: None.

Additional Notes: None.

Patch Requirements

The enhancements in this release require the following Costpoint 7.1.1 patches:

- PATCH2672
- PATCH2749
- PATCH2751
- PATCH2772
- PATCH2784
- PATCH2815

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 JAR
PE	HB	HBMEBELC	Manage Employee Benefit Elections	cp711_hbmebelc_002.jar
PE	HB	AOPESSUE	Activate Pending ESS Benefit Elections	cp711_aopessue_001.jar
PE	HB	AOMESSCS	Manage ESS Company Settings	cp711_aomesscs_003.jar
PE	HB	AOPESSDB	Update Benefit Option/Election Tables	cp711_aopessdb_003.jar

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>.