

# Deltak Costpoint HotFix Readme

Released: September 22, 2015

## Enhancements

### Affordable Care Act - Tracking and Reporting of Benefit Offerings and Coverage – Phase II

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.

Currently, Costpoint applications are being enhanced to allow employers to meet the reporting requirements of the IRS. These Costpoint updates will be released in multiple phases. Phase I enhancements were released in **Costpoint 7.1.1 SYSTEM JAR 009**.

In this Phase II release, the following Costpoint applications were updated:

- **Manage Pay Types (LDMPAYTP)**

A new check box, **Exclude from ACA Full-Time Equivalent Analysis**, is now available on the Manage Pay Types screen. This allows you to indicate if hours associated with a pay type should be excluded when determining if a non-full-time employee's hours worked make the employee eligible for full-time equivalent status under Affordable Care Act rules. The Analyze Full-Time Equivalent Eligibility screen will use this check box to determine if the pay type's hours from the timesheet should be included when comparing the employee's hours worked to the average monthly hours threshold.

- **Manage Benefit Plans (HBMBPSET)**

The following changes were applied to the Manage Benefit Plans screen to support the Affordable Care Act

- Added a new check box, **Employer-Sponsored Self-Insured Health Plan**, which allows you to indicate if the benefit plan offered by the employer is self-insured. In addition, this check box also determines if Section 6055 will be accomplished in Form 1095-C.
- Added a new check box, **Provides Minimal Essential Coverage**, which allows you to indicate if the Benefit Plan/Coverage Option combination offers minimum essential coverage to the employee and, where applicable, his/her spouse and dependents. This value will be used in the Affordable Care Act reporting of form 1095-c. Please see U.S. government regulations for a definition of "minimum essential coverage".
- Added a new check box, **Provides Minimal Value**, which allows you to indicate if the Benefit Plan/Coverage Option combination provides the minimum value to the employee and, where applicable, his/her spouse and dependents. This value will be used in the Affordable Care Act reporting of form 1095-c. Please see U.S. government regulations for a definition of "minimum value".
- A new group box, **1095-C Reporting**, is now available in the Coverage Options subtask on the Manage Benefit Plans screen which contains the following two fields:
  - **Apply Override** - Select this check box if the Employee Premium Amount specified in the Amounts/Tables group box is not the amount that employee ultimately paid due to an offset done through Payroll. An example of this is the Health and Welfare fringe benefit requirement for the covered Service Contract Act (SCA) employees. If this checkbox is selected, you must enter the monthly premium amount ultimately paid by the employee in the Override Employee Amount data field.

- **Override Employee Amount** - If the monthly Employee Amount is not the amount that employee ultimately paid due to an offset done through Payroll, then enter the monthly premium amount ultimately paid by the employee. This is the amount that will be used for Affordable Care Act 1095-C reporting. It will only be used for 1095-C reporting and will not be used to deduct the premium from the employee.
- Reformatted the screen and realigned fields to accommodate new controls.
- Changed check box label from **Dependents Required** to **Dependent(s) Eligible and Required**.
- Changed check box label from **Dependents Eligible** to **Dependent Type**.
- **Manage Employee Life Events (HBMEQEV)**
  - Added an **Override Coverage Start Date** field. Use this field to enter the override start date for the employee's benefit coverage. This field should only be populated if the employee's coverage start date is not equal to the life event date.
  - Added an **Override Coverage End Date** field. Use this field to enter the the override end date for this employee's benefit coverage. This field should only be populated if the employee's coverage end date is not equal to the plan year end date.
  - Added **Full-Time Equivalent Employee** check box. If this check box displays as selected, this indicates that the employee is not flagged as a full-time employee in the Manage Employee Salary Information screen, but due to the number of hours worked in the Measurement Period, should be considered as a full-time equivalent employee when determining benefit plan eligibility. You can either select this check box manually or it could be populated when you run the Analyze Full-Time Equivalent Eligibility utility.
- **Analyze Full-Time Equivalent Eligibility (HBPSTE)**

The Analyze Full-Time Equivalent Eligibility screen is a new utility in Costpoint that uses the employee's hours worked during the appropriate Measurement (look-back) period to determine whether the employee's hours during that time make him/her a full-time equivalent employee.
- **Manage Full-Time Equivalent Eligibility (HBMFTE)**

The new Manage Full-Time Equivalent Eligibility screen allows you to maintain and update records that were processed on the Analyze Full-Time Equivalent Eligibility screen. You could also manually enter full-time equivalent eligibility records on this screen.

## Patch Requirements

The enhancements in this release requires Costpoint 7.1.1 PATCH2714, PATCH2721, PATCH2724, PATCH2730, PATCH2733, PATCH2735, PATCH7071, and PATCH7073.

## Application JAR Requirements

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

Domain	Application Name	Application JAR
PE	Manage Pay Types (LDMPAYTP)	cp711_ldmpaytp_001.jar
PE	Manage Benefit Plans (HBMBPSET)	cp711_hbmbpset_002.jar
PE	Manage Employee Life Events (HBMEQEV)	cp711_hbmeqev_001.jar
PE	Analyze Full-Time Equivalent Eligibility (HBPSTE)	cp711_hbpste_001.jar
PE	Manage Full-Time Equivalent Eligibility (HBMFTE)	cp711_hbmfte_001.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>.