

## Welcome to Employer Self-Service Training



2018



## Agenda

- Introduction
- Enrollments
- Contributions
- Services



## Introduction



#### File Certification Process

- Employer Sends Enrollment File
- 2. Employer/RSA resolve Enrollment File Load Exceptions and Employer re-sends updated file
- 3. Employer/RSA resolve Enrollment File Business Edit Exceptions and Employer re-sends updated file
- 4. Employer Sends Contribution File
- 5. Employer/RSA resolve Contribution File Load Exceptions and Business Edit Exceptions and Employer re-sends updated file
- 6. File Certification is now complete. RSA will begin training on ESS Portal processes and functionality.





#### "The Sandbox"

In the test environment you will be able to practice with functions such as:

- 1. Setting up your agency info and your users of the ESS system
- 2. Uploading enrollment and contribution files
- 3. Manually entering employees into ESS
- 4. Correcting errors
- 5. Searching for employee information

Please note that the sandbox is for practice only and the only information that will be brought over to the live environment is that of the Administrator for your agency



#### Overview of ESS Tabs - Report

#### **Report**

- Submit Reports
  - Submit Enrollments
  - Submit Contributions
- View the History of submitted files
- View Reporting Packets
- Download PIDs
- View Invoices
- Set up a Payroll Schedule
- Perform Error Correction

Report

Submit Report

View History

View Reporting Packets

Download PIDs

Invoices

Payroll Schedule

**Error Correction** 



#### Overview of ESS Tabs - Services

#### **Services**

- Death Notice (for current or prior employees)
- Employer Certification for retirements, service purchase, or refunds
- Employee Information to look up anyone in RSA's database
- Search Demographics of your employees
- Employer Information
- Employer Reports
- Message and Question Centers

#### Services

**Death Notice** 

**Employer Certification** 

**Employee Information** 

Search Demographics

**Employer Information** 

Reports

Message Center

**Question Center** 



## Overview of ESS Tabs — Account / Admin

#### **Account**

 Change Password, Pin, or Security Questions

# Account Change Password Change PIN Change Security Questions

#### **Admin**

Manage Payment Accounts

1. Office Locations

2. Contact Persons

3. Manage Users

Must complete in this order

Admin

Manage Payment Accounts

Office Locations

Contact Persons

Manage Users



#### Manage Payment Accounts

- All payments will be made by debit to your account
- You must ensure that you have removed debit blocks from your account
- To do this, contact your financial institution and provide them with the ACH Company ID for the transactions

Type of Transaction ACH Company ID
Retirements F636045055
RSA-1 H636045055



#### How to Set up a Payment Account

- Select Admin
- Select <u>Manage Payment Accounts</u>
- Select <u>Add Payment Account</u>
- <u>Fill in the Account Information</u> (such as Routing Number and Account Number)
- (Use <u>084302614</u> as the routing number for this example)
- Select <u>Continue</u>
- You will receive a message that your account was added successfully



## Enrollments



#### Enrollment

Enrollments take the place of the Form 100. After a new participating employee is enrolled, they will receive a welcome packet that includes beneficiary designation.

Any time an employee changes in contribution group or position status, they should have a new enrollment; you must end the previous enrollment.



#### **Enrollment Record Overview**



#### **Job-Related Information**

- Record Type
- Contribution Group
- Position Status
- Enrollment Begin Date
- Enrollment End Date
- Enrollment End Reason
- LOA Status Effective Date
- LOA Status
- Scheduled Units Effective Date
- Scheduled Type of Units Worked
- Scheduled Units to Work per Week
- Schedule Full Time Units per week
- Payroll Frequency
- Number of Months Paid
- Tier/Group



## Personal and Demographic Information

- First Name
- Middle Name
- Last Name
- Suffix
- Date of Birth
- Gender
- SSN
- PID
- Primary Address Line
- Secondary Address Line
- City
- State
- Zip Code
- Foreign Address Line
- Country Code



#### **Position Status**

Alphanumeric Code	Definition
01 = Regular	Should be used for full-time employees, as well as part-time employees who have a regular work schedule.
03 = Seasonal / Irregular	Should be used for employees who do not have a regular work schedule. This includes retirees who have returned to work.
04 = Temporary	Should be used for someone hired with a pre-determined termination date that is less than one year from the date of hire.
08 = Ineligible to Contribute	Should be used for positions that are by definition never eligible to contribute towards an RSA retirement benefit regardless of the fulltime/part-time status of the person or any previous eligibility that was established for the member.



## Contribution Groups- ERS LOCAL

Description	Position Code	Contribution Group for a Contributing Member	Contribution Group for a Non-Participating Employee
Firefighter	021	021CONT	021NONP
Law Enforcement Officer	022	022CONT	022NONP
<b>Elected Official</b>	031	031CONT	031NONP
FLC Elected Official	032	032CONT	032NONP
County Engineer	043	043CONT	043NONP
Local Employee	044	044CONT	044NONP
FLC Dual	099	099CONT	Not Applicable



## Leave of Absence (LOA)

#### What is LOA?

LOA is used to indicate that someone has been placed on **unpaid** leave

#### What does LOA impact?

LOA helps track service credit that members may be eligible to purchase at a later time

Examples of when to place someone on LOA include medical, maternity, or military leave



## Payroll Schedule

Under Reports, select Payroll Schedule

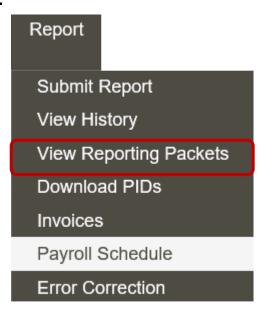
Select Plan Year 2018-2019

Select Payroll Frequency of Monthly

Select Initial Pay Date 10/31/2018

Select O Days in Arrears

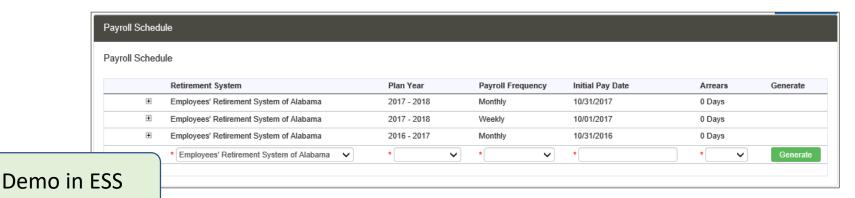
Select Generate





## Payroll Schedule

- Payroll Schedule must be set up for each plan year for each type of payroll.
- Three components to the payroll schedule:
  - Pay date: Date the wages are paid
  - Pay period begin date: the first day of the pay period
  - Pay period end date: the last day of the pay period
- The dates in the payroll schedule must match the same dates used when reporting wages and employee contributions.
- Edit Payrolls





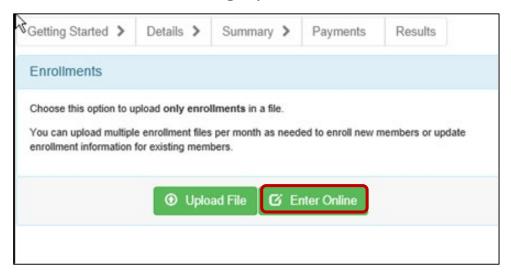
## Payroll Schedule

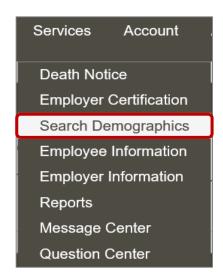
ayrol	l Sche	dule_										
ayrol	l Sche	dule										
			Retirement System	Plan Year	Payroll Frequency	Initial Pay Date	Arrears	\$				Gene
Edit 💸	Ξ	Employees' Retirement System of	2018 - 2019	Monthly	10/31/2018	0 Days		Pay Date	Pay Period Begin Date	Pay Period End Date	Skip Repor	
			Alabama				Edit	24	10/31/2018	10/01/2018	10/31/2018	
							Edit	2	11/30/2018	11/01/2018	11/30/2018	
							Edit	2	12/31/2018	12/01/2018	12/31/2018	
							Edit	*	01/31/2019	01/01/2019	01/31/2019	
							Edit	*	02/28/2019	02/01/2019	02/28/2019	
							Edit	3\$	03/29/2019	03/01/2019	03/31/2019	
							Edit	2	04/30/2019	04/01/2019	04/30/2019	
							Edit	*	05/31/2019	05/01/2019	05/31/2019	
							Edit	28	06/28/2019	06/01/2019	06/30/2019	
							Edit	*	07/31/2019	07/01/2019	07/31/2019	
							Edit	*	08/30/2019	08/01/2019	08/31/2019	
							Edit	24	09/30/2019	09/01/2019	09/30/2019	
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#### Enter Online Enrollments - Demo

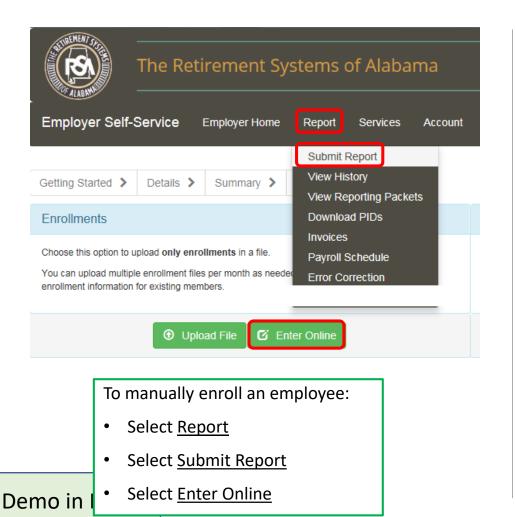
- Adding Employee
- Adding Enrollments
- Updated Existing Enrollments
  - Search Demographics





Note: There are two methods of navigation to add a single employee



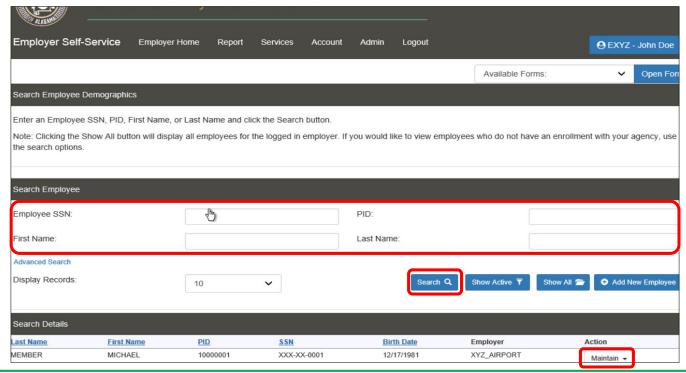


Death Notice
Employer Certification
Search Demographics
Employee Information
Employer Information
Reports
Message Center
Question Center

Or - To manually enroll an employee:

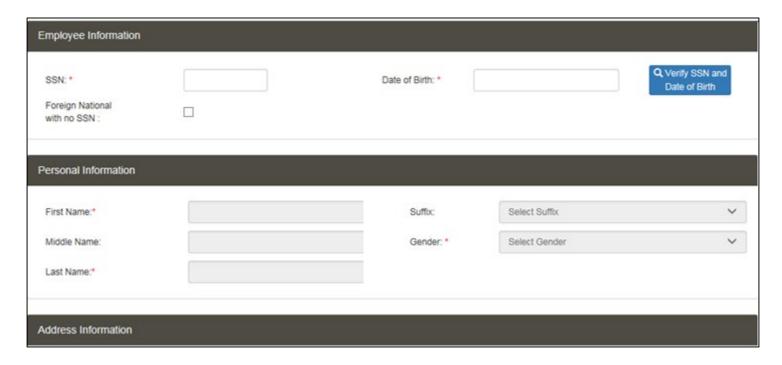
- Select <u>Service</u>
- Select <u>Search Demographics</u>





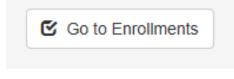
- You may search for any employee in the RSA database by SS#, PID, or name
- Enter Data and Select Search
- If the person is in RSA's database, you can enroll the employee by clicking Maintain, and updating the employee's data





- Select Add New Employee
- Enter Personal and Demographic Data
- Select Save Changes





Add New Enrollment



- Select Go to Enrollments
- Add New Enrollment
- Fill in Enrollment information
- Select Save Changes

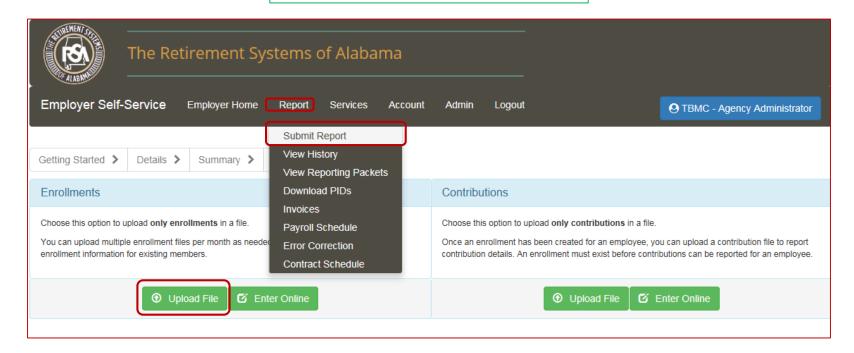
Note that the Tier automatically populates to Tier 99 because RSA does not have a record of this person in the system. You must determine if they are a Tier 99 (NONP) or Tier 2 (CONT).

If the employee has ever been a Tier 1 employee, they will be a Tier 1 employee for life.



#### Upload a File

- Select Report
- Select Submit Report
- Select Upload File

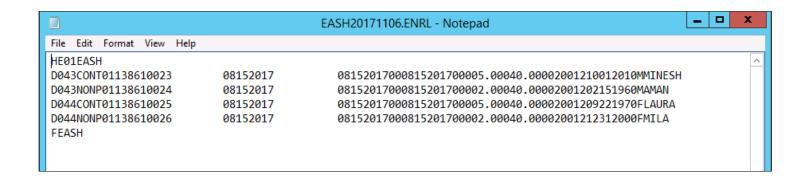




### Enrollments – Upload a File

Reminder – this is what you have been sending us for the past few months. Here is how you can upload it yourself.

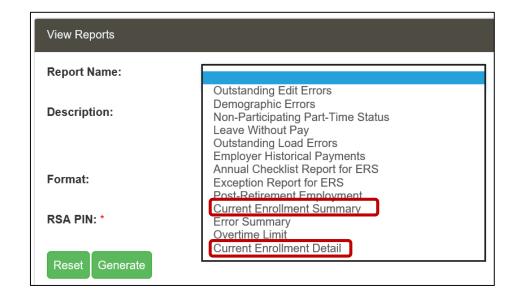
- Navigate to Reports > Submit Report> Upload File
- DEMO/Walk Through ESS





## **Enrollment Reports**

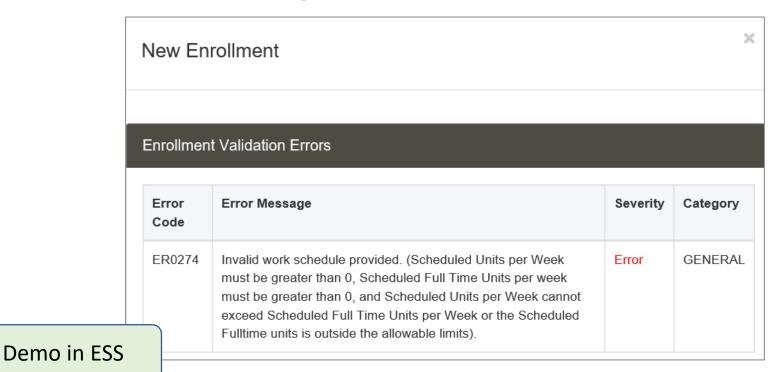
- Current Enrollment Summary
- Current Enrollment Detail





#### Common ENRL Errors

- Position Status Not Valid
- Full Time Units vs Scheduled Units
- Contribution Group
- Enrollment Begin date





## Contributions



#### Enrollments vs. Contributions

<u>Enrollments</u>	<u>Contributions</u>		
<ul> <li>Contribution Group</li> </ul>	Contribution Group		
<ul> <li>Position Status</li> </ul>	<ul> <li>Position Status</li> </ul>		
<ul> <li>Type of Units Worked</li> </ul>	<ul> <li>Type of Units Worked</li> </ul>		
Begin Date	<ul> <li>Pay Period Begin Date</li> </ul>		
End Date	<ul> <li>Pay Period End Date</li> </ul>		
<ul><li>Unpaid Leave (LOA)</li><li>Expected Work Schedule</li></ul>	<ul> <li>Pay Date</li> </ul>		
	<ul> <li>Units worked during the Pay Period</li> </ul>		
Payroll Frequency	<ul> <li>Wages earned during the Pay Period</li> </ul>		



#### Contribution Components



#### Personal Information

- PID
- SSN



#### **Enrollment Information**

- Contribution Group
- Position Status
- Type of Units Worked



#### Pay Record Information

- Payroll Frequency
- Pay Period Begin Date
- Pay Period End Date
- Payment Reason
- Wages
- Increase / Decrease Wages
- Wages that Exceed IRS Limit Actual Units Worked
- Increase / Decrease Wages that Exceed IRS Limit
- **Employee Contribution**

- · Increase / Decrease **Employee Contribution**
- Rate of Pay
- Type of Rate of Pay
- **Summer Position**
- Full Time Units
- RSA-1 Contribution



#### CONT File Format Example

Employer Code EGMW

**Pay Date** 01/31/2018

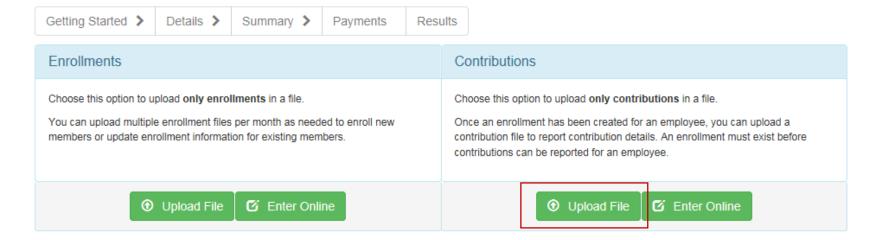
Payroll Frequency 01 (Semi-Monthly)

HC01EGMW0131201801PROD D044CONT01369900001 D044CONT01369900002 D044CONT01369900003 FEGMW01

Employer Code EGMW Payroll Frequency 01 (Semi-Monthly)



# Submit a Contribution Report-File Upload





#### Correcting Contribution File Errors

#### A few common errors are:

- Incorrect/missing full time units
- Actual units worked invalid
- Same payment reason reported
- Unexpected employee contribution
- Type of units worked mismatch
- Invalid payment reason



### Add Adjustment or New Contribution

Contribution records can be added or adjusted anytime before payment is submitted.

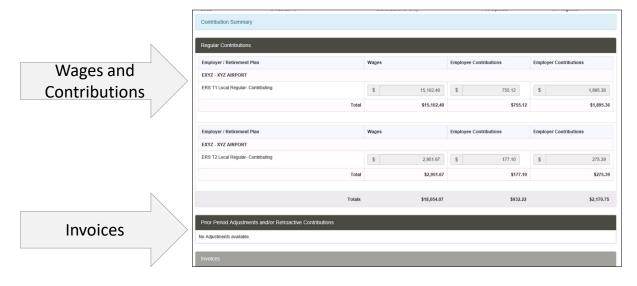
- Example of adjustment: employee was overpaid/underpaid the previous pay period.
- Example of adding: employee was paid overtime or other pensionable wages.
- If contributions do not match what the system is calculating you must correct the amounts before moving forward. An error message will not let you proceed.
- **<u>REMEMBER:</u>** Whatever you adjust or add in ESS you MUST add in your system as well.



## Review the Summary

#### **SUMMARY SCREEN**

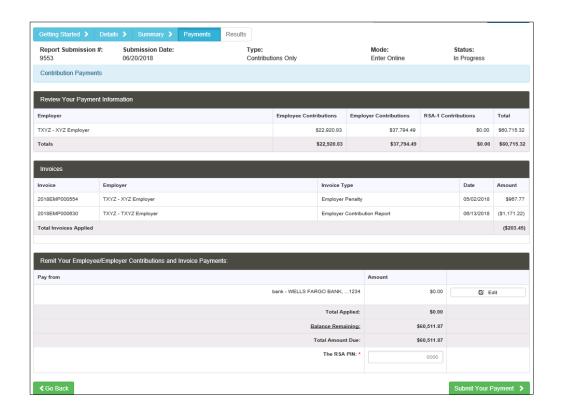
ESS allows employers to view a summary of the amounts that were submitted. The payment amounts from the accounts display along with any applicable invoices.





### Payment Screen

 The employer will be presented with a finalized list of all costs for the contribution report submission, including any credits or debits that may have resulted from the applied invoices.



Demo in ESS



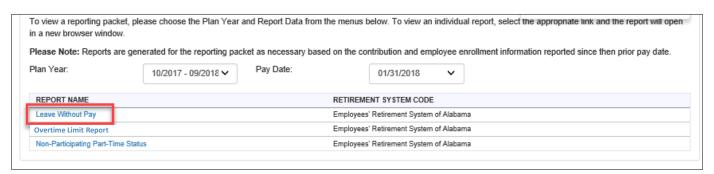
## Contributions Submitted – Now What?

- 1. RSA will now retrieve the authorized payment amount from your EFT account.
- 2. The contributions are then posted to the employees' accounts with ERS.
- 3. Reporting packets will be sent to each employer using ESS Secure Message Center.



## Reporting Packets

- The **Reporting Packets** screen displays all reporting packets for the Plan Year and / or Pay Date.
  - Leave Without Pay
  - Non-Participating Part Time Status
  - Overtime Limit Report
- Click on the Report Name link to view a PDF of the reporting packet.

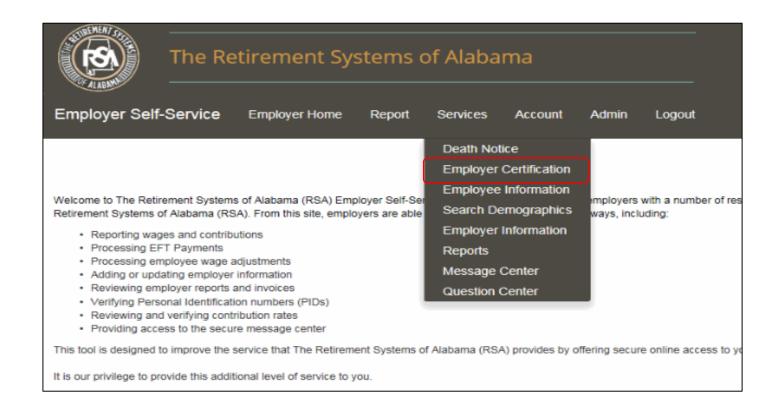




## Services



### Services - Overview





## Services – Death Notice

#### **Death Notice**

- Allows you to report the death of active and retired members online
  - This is simply a notification of a member's death which will initiate the proper correspondence be mailed from our office
- Allows you to provide ERS with the beneficiary's contact information
- Provides a link to the Application for Survivor Benefit form



# Services – Enrollment and Contribution Related

#### **Employee Information**

- View an employee's basic account information and demographics
  - Address, date of birth, PID, Tier Status, service credit and salary history

#### **Search Demographics**

- View an employee's information that your agency has reported to RSA
- Edit demographic information
- Edit enrollment information
  - Add new enrollment
  - Update LOA Status, Enrollment begin/end dates, and FTE changes

#### **Employer Information**

- Contribution rates
- Basic plan information
- GASB reports
- Actuarial Valuation reports

These sections will assist you with enrollment and contribution files

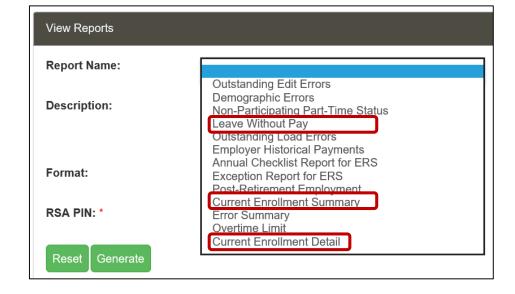


## Services - Reports

#### **Reports**

- Allows you to generate reports related to enrollment and contribution files
- Annual Checklists

NOTE: you must click the "Generate" button to view the report



# Services – Message and Question Center

#### **Message Center**

- RSA can use this feature to contact you for information
- Allows you to maintain records of requests you have received from RSA
- You will receive an email notification to notify you of new messages

#### **Question Center**

- You can use this feature to contact RSA with questions
- RSA will respond to your question accordingly





## Services – Employer Certification

#### **Employee Retirement Request**

Allows RSA to request certification of Retirement Applications by ESS

#### **Employee Service Purchase Requests**

 RSA will use this feature to request certification of service or salary credit when calculating purchases

#### **Employee Refund Requests**

- If an request for refund form (RSA Form 7) is submitted electronically, then the certification request can be sent to you electronically
- If a paper RSA Form 7 is submitted to RSA, you will still receive a certification request letter by mail, as is currently our process



## Summary



## Summary

- View online CBT (computer based training) videos on the RSA website
- Practice creating and maintaining records in the Test Environment
- Ask for help! You may contact the RSA Employer Services Division at 334-517-7005 or employer.services@rsa-al.gov
- THANK YOU for all of your cooperation, assistance and patience during this process!



### **Exercises**

- Please complete the following exercises:
  - Set-up a Method of Payment
  - Create a Payroll Schedule
  - Create a New Employee
  - Create a New Enrollment
  - Edit an Existing Enrollment
  - Submit a Contribution File

