

# Other Post-Employment Benefits (OPEB) Payroll Automation FAQ

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### What is OPEB Automation?

OPEB automation standardized both the eligibility and contribution requirements set forward by the state of California. With OPEB automation, OPEB contributions will be taken from each eligible payment and adjustment.

### Where will OPEB display after automation on Payment History Screen?

OPEB will display in the root segment of the payment. The Payment Detail screen has been modified to include OPEB fields. See example below.

	- PAYMEN	NT DETAIL-		PAGE	001 OF 001
				01 CBI	D- R165
PAY A/R OR	DATE ORIGIS CL	EAR LS/PP	TIME PAID	GROSS	NET SUSP
PERIOD WARRANT# M	DDYYR MODYYR N	10.	DY HR/UNT		CODE
0-11-19 06425948 1					
C R P P A S G S WWG	OTRS SALA	ARY TIME	SALARY	BASE TRA	NS BATCH/PSD
TLTSCDTPFLS	A CD G T TOTA	AL BASE	FULL	PAY	FILE#
	1 12049.	. 00	12049.00	12049.00 9	99 DQ717
< <retire< td=""><td>MENT</td><td></td><td>FEDERAL</td><td>TAX &gt;</td><td></td></retire<>	MENT		FEDERAL	TAX >	
SUBJ W/H	ST-SHR ID /	RATE 6	ROSS W	/H FD EX H	W MISC GROSS
5892.40 366.70	1227.67 DC*.	10000 481	6.63 1128	.97 S 00	.00
		отн	INCM DPNDN	TS DEDUCTS	SD .00
			.00	.00 .0	0 EID
< <social< td=""><td>SECURITY</td><td></td><td>STA</td><td>TE TAX</td><td></td></social<>	SECURITY		STA	TE TAX	
EE GROSS EE W/H	ER GROSS ER	W/H G	ROSS W	/H CA EX E	XT .00
5747.69 356.36					
< <med< td=""><td>I CARE</td><td></td><td></td><td>DI</td><td>&gt;&gt; .00</td></med<>	I CARE			DI	>> .00
EE GROSS EE W/H				ZH ER W	/H 3-
	5747.69 8			.00 .0	0.00
<<					BF
GROSS SUBJ EE W/H					
5892.40 58.52	.01400	58.52 .0	1400 R16S		

### When is OPEB automation effective?

OPEB automation is effective 09/01/2021. All payments for the 09/2021 pay period and later will have OPEB in the root segment of the payment.

### How is the OPEB Withheld amount calculated?

OPEB employee (EE) and employer (ER) shares are calculated as follows: OPEB EE/ER Withheld = OPEB Gross Subject x OPEB Rate.

### Why are there zeros/blanks in the OPEB fields prior to 09/01/2021?

All OPEB fields will display zeros/blanks if the pay period date is prior to the implementation date of 09/01/2021.

# Other than POIS/HIST, what other screen(s) were modified to include OPEB information?

The TAXI (YTD) Total Screen is also modified to include two OPEB fields.

- OPEB Taxable Gross (OPEB TAX GRSS)
- OPEB Employee (EE) Withheld (OPEB EE WTHLD)

_ SSN: NAME:		2019 YEAR TO	DATE TOTALS	PAGE 1
	FEDERAL	CALIFORNIA		
GROSS				
TAX GROSS	92929.01	92929.01		
IDL/LC4800				
TAX WITHHELD	17229.86	6866.75		
SS TAX GROSS	102642.00			
SS WITHHELD	6363.84			
MED TAX GROSS				
MED WITHHELD	1488.31			
SDI TAX GROSS				
SDI WITHHELD				
OPEB TAX GRSS	12049.00	12049.00		
OPEB EE WTHLD	144.71	144.71		
FLEX DED	2185.48	2185.48		
DEPEND CARE			*	
EPMC	9712.99	9712.99	43	
EARN INC CRED				
FRINGE BNFT	1000.00	1000.00		
TSA-403B				

## What is a 009 deduction code?

The 009 deduction code will be used (by SCO) for adjusting OPEB. The 009 deduction will display on the 'Miscellaneous Deductions' screen.

	MISCELLA	NEOUS DEDUCTIONS	PAGE <u>002</u> OF 002 CBID- R16S
0-11-19	800 - 948 - 7784 - 004	PT CT AR/WARRANT# 0 1 06425948	DATE 120419
DED ORG	AMOUNT PP TP	AGY-RU GROSS ST SHR	ID RATE OPEBCBID
009	86.19 * 1119 EB	800948 6156.60 86.19	.01400 R16S

Why do some payment records show 'NON' in the OPEB CBID field?

'NON' in the OPEB CBID field on the payment means the position is not OPEB eligible.

The payment shows a valid OPEB Collective Bargaining Identifier (CBID), Rate and Gross. Why do the EE W/H (Employee Withholding) and ER W/H (Employer Withholding) fields display zeros (.00)?

If the OPEB CBID field display's a valid CBID (not NON) and values greater than zero display in the Gross Subj, EE Rate and ER Rate fields, but the EE and ER W/H fields display zero (.00), this means the employee has reached Retirement Max and no OPEB will be withheld.

PERIOD WARRA	ANT# MODY	YYR MODYYR	NO.	DY HR	R/UNT		CODE
0-12-19 06459	9380 0101	120	10307	99	60	002.00 41	10.42
CRPPASO	S S WWG- (	DTRS SA	LARY T	IME SALA	ARY BA	ASE TRANS	BATCH/PSD
TLTSCDT	F P FLSA (	срат то	TAL E	BASE FUL	L PA	λY.	FILE#
110 0 1							
<<							
SUBJ							
6002.00							
0002.00	.00					DEDUCTS SD	
						.00	
<<							
EE GROSS EE							
6142.00	380.80 6	6142.00	380.80	6142.00	174.01	M 00 00	2-
<<	MEDICA	ARE			SDI		.00
EE GROSS EE	W/H EF	R GROSS ER	W/H	GROSS	W/H	ER W/H	3-
6142.00							
<<		OPEB					BF
GROSS SUBJ	EE W/H	EE RATE	ER W/H	ER RATE	CBID		
	.00				E88S		

#### Does OPEB have a maximum contribution limit?

No, OPEB does not have a maximum contribution limit. OPEB follows retirement maximum contribution limit. When an employee reaches Retirement Max, no OPEB will be withheld.

Where can I find information on Retirement Maximum Contribution limits for 2021? Please refer to <u>CalPERS Circular Letter: 200-001-21</u> for retirement maximum contribution limits for 2021

### Where can I find OPEB Rates?

For information regarding contribution rates for specific Bargaining Unit (BU), please refer to the Memoranda of Understanding.

When will the State Controller's Office (SCO) stop the OPEB Interim Deduction? The last OPEB Interim deduction will be applied to 08/2021 pay period payments.

How will OPEB automation amounts appear on my Earnings Statement/Direct Deposit Advice?

The OPEB description on the warrant statements will be display 'OPEB' effective 9/2021.

						*2727	.13	
A BCDEF		849-2	30					
				SOC	SEC NO	XXX-X	x-xxxx	
AGY/UNIT 8	49-230 P/	AY PERIOD	11/19	2ND	DIRECT I	DEP #	00-00000	30
TAX YEAR 1	9 ISSU	E DATE 12,	/10/19		BANK TRA	ANSIT	00000000	30
ST MØ3	FD MØ3 0	OTHIN 0.0	9 1	DED	0.00	DEP	0.00	
	3933.60	338	2.97		1206.47	7	2727.1	L3
	94078.55							
REGULAR	80.00	3933.60	FEDERA	L TA	X 278	.42		
			STATE	тах	90	.35		
			*RETIR	EMEN	IT 369	.68		
			*OPEB		180	.95		
			SOC SE	С	232	.66		
			MEDICA	RE	54	.41		
RETIREMNT	SOC SEC	MEDICARE						
1155.30	232.66	54.41						
OPEB								
<mark>180.95</mark>								

# With OPEB Automation, how can departments determine if OPEB contributions are withheld as pre-tax or post-tax?

OPEB Automation has built in logic for each payment type to determine if the contributions are pre-tax or posttax. Departments can use Retirement Account code to determine if OPEB contributions are withheld as pre or post-tax.

If retirement account code display \* (asterisk) next to the retirement account code (Example: 2M\*) this mean the payment is pre-tax and OPEB contributions will be withheld as pre-tax deduction.

If retirement account code does not display \* (asterisk) next to the retirement account code (Example: 2M) this mean the payment is post-tax and OPEB contributions will be withheld as post-tax deduction.

#### References

- OPEB Employment History (EH) FAQs
- <u>CalHR Other Post-Employment Benefits (OPEB) FAQs</u>
- SCO Personnel Letter #19-005
- <u>SCO Payroll Letter #21-011</u>

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