



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

September 1, 2021

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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.

```

-PAYMENT DETAIL-
PAGE 001 OF 001
01 CBID- R16S
PAY PERIOD 0-11-19 A/R OR 06425948 DATE 120419 ORIGIS 120419 CLEAR 10299 LS/PP 10 TIME PAID 6.00 GROSS 5892.40 NET 2755.22 SUSP
WARRANT# MODYR MODYR NO. 10299 10 6.00 5892.40 2755.22
C R P P A S G S WWG- OT R S SALARY TIME SALARY TRANS BATCH/PSD
T L T S C D T P FLSA CD G T TOTAL BASE FULL PAY FILE#
1 1 0 0 1 1 12049.00 12049.00 12049.00 999 DQ717
<<-----RETIREMENT----->> <<-----FEDERAL TAX----->>
SUBJ W/H ST-SHR ID / RATE GROSS W/H FD EX HW MISC GROSS
5892.40 366.70 1227.67 DC*.10000 4816.63 1128.97 S 00 .00
OTH INCM DPNNTS DEDUCTS SD .00 .00 EID
<<-----SOCIAL SECURITY----->> <<-----STATE TAX----->> 1-
EE GROSS EE W/H ER GROSS ER W/H GROSS W/H CA EX EXT
5747.69 356.36 5747.69 356.36 4816.63 492.74 S 00 00 2-
<<-----MEDICARE----->> <<-----SDI----->>
EE GROSS EE W/H ER GROSS ER W/H GROSS W/H ER W/H 3-
5747.69 83.34 5747.69 83.34 .00 .00 .00
<<-----OPEB----->> BF
GROSS SUBJ EE W/H EE RATE ER W/H ER RATE CBID
5892.40 58.52 .01400 58.52 .01400 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)

2019 YEAR TO DATE TOTALS PAGE 1

	FEDERAL	CALIFORNIA
GROSS	104972.19	104972.19
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	102642.00	
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
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.

MISCELLANEOUS DEDUCTIONS PAGE 002 OF 002  
CBID- R16S

PT	CT	AR/WARRANT#	DATE
0-11-19	800-948-7784-004	0 1	06425948 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 displays 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.



```

                                *2727.13
A BCDEF                        849-230
AGY/UNIT 849-230    PAY PERIOD 11/19    SOC SEC NO XXX-XX-XXXX
TAX YEAR 19        ISSUE DATE 12/10/19  2ND DIRECT DEP # 00-000000
ST M03    FD M03    OTHIN 0.00    DED 0.00    BANK TRANSIT 00000000
                                3933.60    3382.97    1206.47    DEP 0.00
                                94078.55                                2727.13
REGULAR                80.00    3933.60    FEDERAL TAX    278.42
                                STATE TAX    90.35
                                *RETIREMENT    369.68
                                *OPEB    180.95
                                SOC SEC    232.66
                                MEDICARE    54.41
RETIREMNT    SOC SEC    MEDICARE
1155.30    232.66    54.41
OPEB
180.95

```

## 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 post-tax. 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](#)
- [CalHR Other Post-Employment Benefits \(OPEB\) FAQs](#)
- [SCO Personnel Letter #19-005](#)
- [SCO Payroll Letter #21-011](#)