# Nextgen Payroll 2024 ACA Year End Process

Please review the entire instructions before starting your ACA year end process.

#### IRS Instructions and Questions and Answers:

https://www.irs.gov/pub/irs-pdf/i109495b.pdf

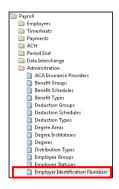
https://www.irs.gov/pub/irs-pdf/i109495c.pdf

 $\underline{\text{https://www.irs.gov/affordable-care-act/employers/aca-information-center-for-applicable-large-employers-ales}\\$ 

\*\*Important – ACA Forms are due to the employee by March 1st, 2025. If LGC is printing your forms, you must contact LGC once you are ready for the forms to be printed. If you are submitting electronically, LGC will format your ACA file and submit to the IRS on your behalf. LGC must receive your files for submission no later than January 17<sup>th</sup>, 2025. This is to ensure we can meet the IRS electronic filing deadline of March 31<sup>st</sup>, 2025. LGC is not responsible for any fines or fees associated to improper, missed or late filings.\*\*

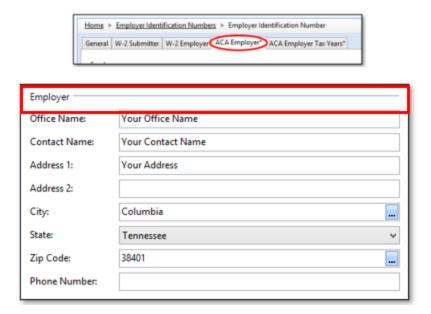
# Administration parameters to verify or set up prior to ACA processing

**Employer Identification Numbers** (Payroll, Administration, Employer Identification Numbers)

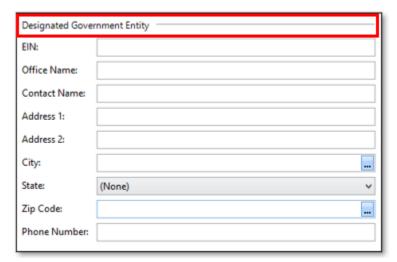


Click 'Find' to see a list of EIN (Employer Identification Number) records. Open each EIN record and go to the **ACA Employer** tab.

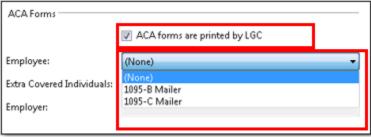
• Verify the **Employer** information or setup information as needed.



 If you are NOT a Designated Government Entity filing on behalf of an employer this section would be left blank.

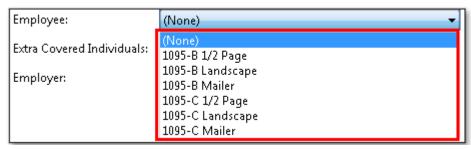


• If LGC prints your ACA Forms, please put a check mark in the box 'ACA forms are printed by LGC' and select the appropriate form for your office.

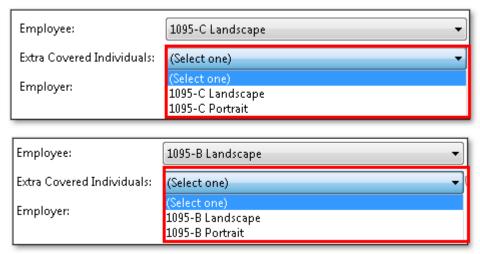


If you will be printing your ACA forms, select the forms that apply to your office.

Employee form options



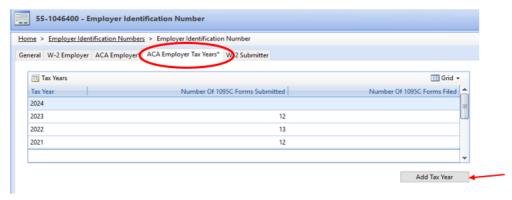
 Extra Covered Individuals form. If your employee form is a 'C' the option here will be a 'C'. If your employee form is a 'B' you will only see a 'B



Employer form will be based on the form selected for the employee. If your employee form is a 'C' your only option will be 1094-C. If your employee form is a 'B' your only option will be a 1094-B.

<u>ACA Employer's Tax Years</u> tab – If you **do not** have a year listed select 'Add Tax Year'. If you <u>do</u> have the prior year listed, you can skip to the period end step 'Create ACA Tax Year' further in the document. If the current year is listed, you can double-click on it to open and review/update any information necessary.

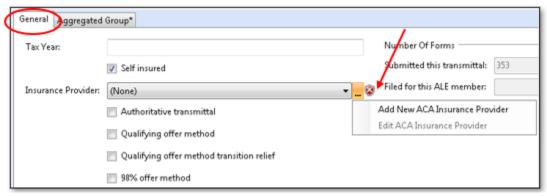
Add Tax Year



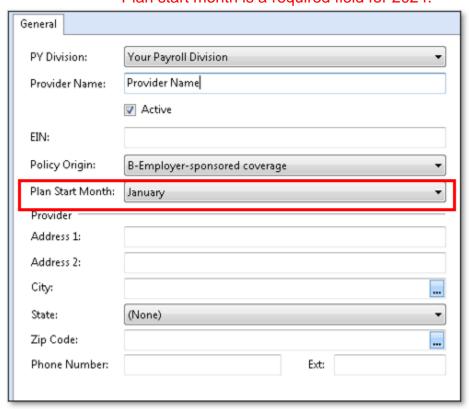
**General Tab** is where the employer information for the tax year is entered.

- Key in the Tax Year you are reporting.
- Put a check mark in each box that is applicable to your office.
- You will be required to select an insurance provider per EIN.

If the appropriate insurance provider is in the drop-down box use that one. If not, add the needed information.



- Add New ACA Insurance Provider enter any information related to the insurance provider.
- Select Save and Close from the ribbon bar to save Insurance Provider
   \*\*\*\* Plan start month is a required field for 2024.\*\*\*\*



**Monthly** – These fields can be updated manually, or they can be updated during the period end option 'Create ACA Coverage' (see page 6)

	Monthly Monthly				
	Month	Minimum Coverage Offered		Total Employees	Aggregated Group Member
<b>.</b>	January	V	400	450	
	February	V	400	450	
	March	V	400	450	

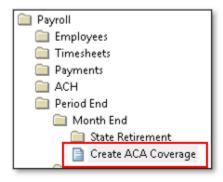
**Aggregated Group tab** is where Aggregated Member information can be added if your office if part of an Aggregated Group. You will enter the Member EIN, the Member Name and if it is an Active member put a check mark in the box. ar.



# Period End – Month End

<u>Create ACA Coverage</u> (Payroll, Period End, Month End, Create ACA Coverage)

This process will update the monthly Employer Coverage and/or Employee Coverage after the ACA tax year has been created (see Page 10 for instructions on creating the ACA Tax Year). If an employee is marked as terminated this option will only update to the month the employee was terminated. On the terminated employees, you will need to manually complete the rest of the year for coverage offered codes and safe harbor codes.



#### Create To

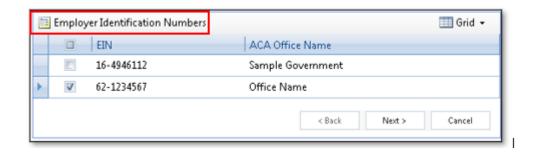
- Select the Tax Year of the month(s) you are wanting to update
- Select the Begin Month and End Month. You can choose one month at a time or a range of months to update at once.



<u>Coverage</u> – Select the coverage you wish to update



- Update ACA employer coverage allows you to update for the month(s) selected. After clicking Next you will have more options.
- <u>Update ACA employee coverage</u> allows you to update the employees' information for the month(s) selected. After clicking *Next* you will have more options.
- Overwrite Existing Coverage this allows you to overwrite any data that may have been previously entered into any of the monthly ACA fields.
- <u>Employer Identification Numbers</u> Select the EIN's you wish to update coverage for and click **Next**.



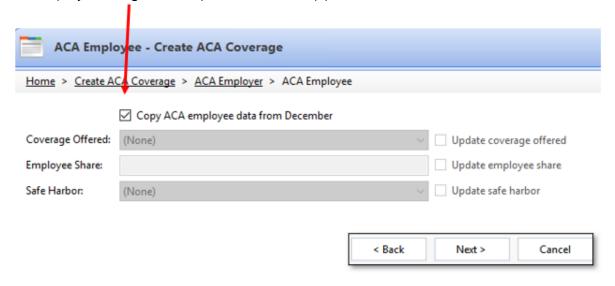
<u>ACA Employer</u> – After making selections click **Next** to continue.



- Section 4980H Transition Relief is not available for 2024.
- Minimum Coverage Offered Check this box if the employer offered minimum essential coverage to at least 95% of its full-time employees and their dependents. This will update the employer's ACA Tax Year for the month(s) selected.
- Aggregated Group Member Check this box if the employer is a member of an Aggregated Group. This will update the employer's ACA Tax Year for the month(s) selected.
- ACA Employer Employee Counts This step will also update the employer's ACA Tax Year Full-Time and Total Employee counts for the month(s) selected.

#### ACA Employee - After making selections click Next to continue

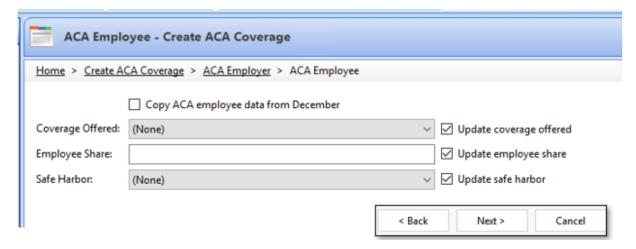
If 'Copy ACA employee data from' field is checked this will copy all data from the prior month (of your begin month) into the month(s) selected.



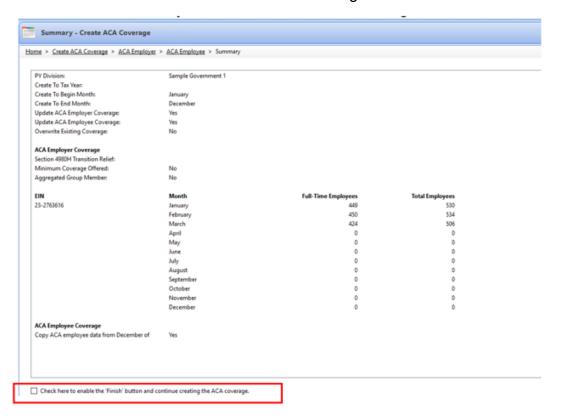
If 'Copy ACA employee data from' field is **not** checked you can choose to

- Update coverage offered by selecting a code applicable to your office.
- Update employee share by entering an amount, if applicable.
- Update safe harbor by selecting a code, if applicable.

This will update **ALL** employees who have the ACA Tax year.



Once the information has been entered the last step is a summary screen. The 'Finish' option will not be enabled until 'Check Here to Enable Finish' is selected. It is recommended to review this screen before selecting 'Finish'.



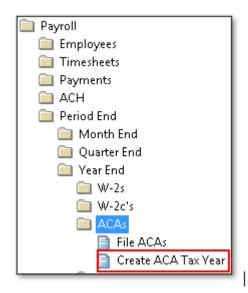
Next a **Confirmation** screen will display to show the ACA coverage created successfully and if there were any employees who were not updated. This list can be printed from the 'Grid'.



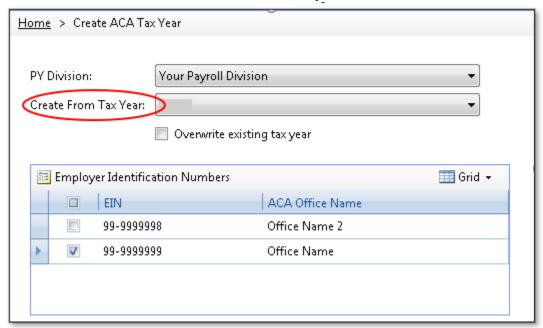
# Period End - Year End

Create ACA Tax Year (Payroll, Period End, Year End, ACAs, Create Tax Year)

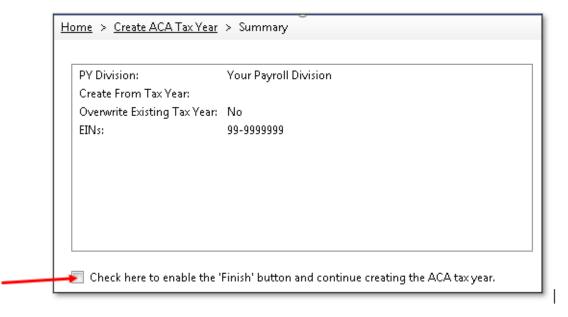
This process allows you to create a new ACA year for the employer and employees. This can be done to prepare for the upcoming year or to create for the current reporting year.



 <u>Create From Tax Year</u> – Select the year you want to create <u>from</u> and select the Employer Identification Number(s) you are creating for. The 'Create From Tax Year' must already exist on the employer and employee for them to be updated with the new year.



• After clicking 'Next' a summary screen is displayed. Enter a check mark to enable the 'Finish' button.

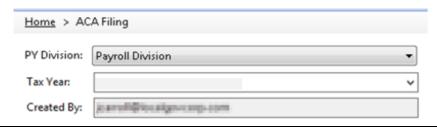


## File ACAs (Payroll, Period End, Year End, ACAs, File ACAs)

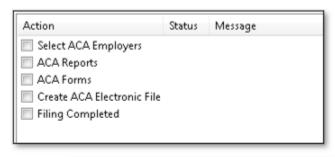
This process allows you to print the ACA forms and create the files needed for reporting.

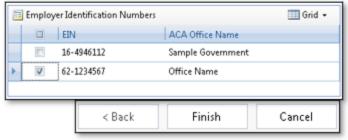


- PY Division Select the Payroll Division to process.
- <u>Tax Year</u> Select the year to process (2024).

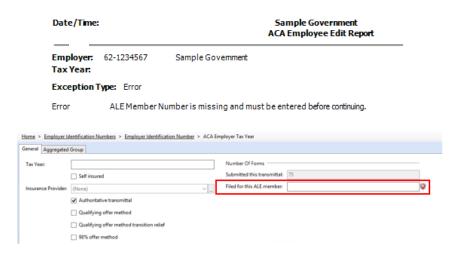


• <u>Select ACA Employers</u> – Select the EIN(s) to process and click 'FINISH' then 'Close'.

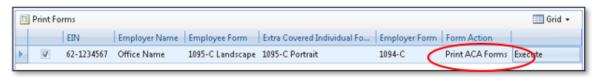




- ACA Reports This step will print a report with any errors and/or warnings.
   Errors must be corrected before continuing to the next step. If you have errors on individual employees, see the section on 'Maintain Individual Employee'. If you have no errors, it will print the ACA Employee Edit Report, ACA Employee Detail Report and the ACA Employee Summary Report. See the section 'ACA Reports' for report examples. Once you have finished printing, viewing, or saving the reports, click the X on the Report Preview Screen to close it and return to the ACA Filing Menu.
- ALE Member Number
   - This number is required and will need to be entered under the Employer Tax Year 2024 on the Employer Identification Number. You find the ALE Member Number on the ACA Employee Report by taking the Total Employees Minus any Employees with an OMIT status. If this number is not entered, you will receive the following error.



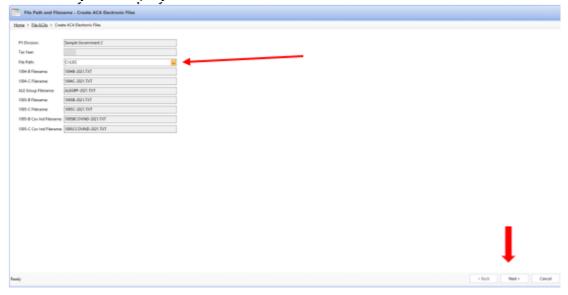
- ACA Forms This step will print the ACA forms.
  - If you are printing the forms the Form Action will show 'Print ACA Forms' click Execute to print the forms.



If LGC is marked to print the forms, you will choose the step Create LGC Printing Files.



Create ACA Electronic File – This step will create electronic files for reporting.
 Click on the ellipsis to browse to a location to save the files. Then click 'Next'. A summary will display then click 'Finish'



Home > File ACAs > Create ACA Electronic Files > Summary PY Division: Sample Government Tax Year: File Path: C:\Calendar Year End 1094-B Filename: 1094B-TXT. 1094-C Filename: 1094C-TXT. ALE Group Filename: ALEGRP-.TXT 1095-B Filename: 1095B-TXT. 1095-B Cov Ind Filename: 1095BCOVIND-TXT 1095-C Filename: 1095C-TXT 1095-C Cov Ind Filename: 1095CCOVIND-TXT < Back Finish Cancel

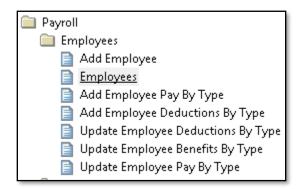
• <u>Filing Completed</u> – This step will allow you to 'Save& Close' and complete the process.

\*\*\*\*Once you have completed the ACA process you must contact LGC to have your file submitted to the IRS. LGC will format the file and submit the file electronically on your behalf.\*\*\*\*

# **Maintain Individual Employee - ACA**

Employees (Payroll, Employees, Employees)

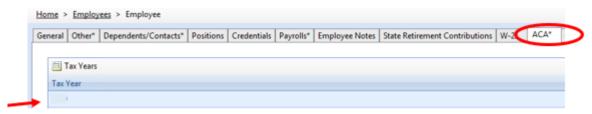
This will allow you to maintain ACA information on an individual employee.



- Select the employee to maintain.
- 'Dependents/Contacts' if an employee has insurance coverage on any
  dependents they will need to be entered on the 'Dependents' tab if the employer
  is <u>self-insured</u>. Information here will carry to the ACA 'covered individuals' tab.
  Dependents will automatically be added if using the import process listed further
  in the document.

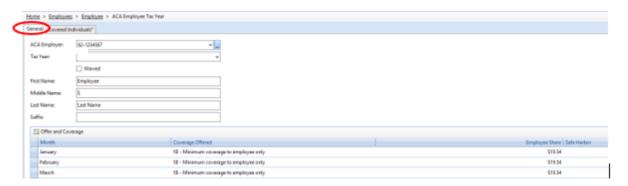


Go to 'ACA' tab and select the year.

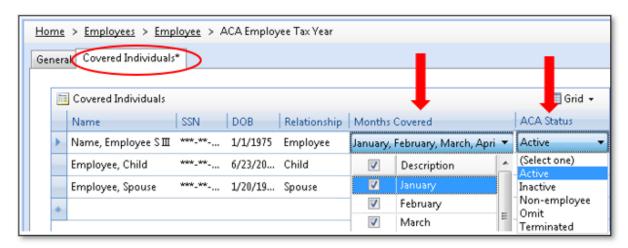


#### **ACA Employee Tax Year**

**General Tab** – The Coverage Offered code, Employee Share amount and Safe Harbor code can be changed or added. The employee's name can be edited on this screen without affecting the employee's payroll record. This could be used if changes need to be made to make the name match the Social Security card (**required by the IRS**). If employee's name is changed in Payroll and wish to have this same name reported in ACA then you must go to the ACA tab and update the name accordingly.



**Covered Individuals** – The 'Months Covered' can be updated and the ACA status.



#### **ACA Status**

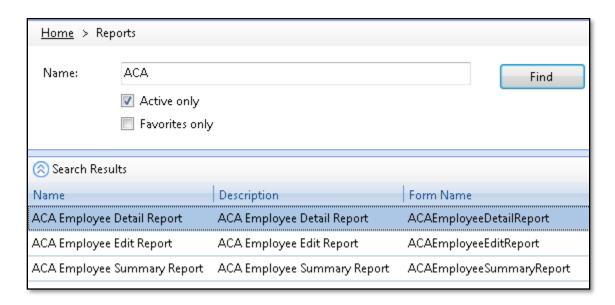
- Active Employee and/or dependent is currently active and will be rolled to new year and will be updated during the 'Create ACA Coverage'.
- Inactive Employee and/or dependent is currently inactive and will not be updated during the 'Create ACA Coverage'. This status will allow the employee to roll into the new year, but the status will then change to 'Omit'.

- Non-Employee Use to report Non-Employee's for ACA reporting. This status
  will roll to the new year and update during the 'Create ACA Coverage'.
- Omit This status will not roll to the new year and will not update during the 'Create ACA Coverage'
- Terminated Employee is currently terminated and will not be updated during
  the 'Create ACA Coverage'. If you are a form C You will manually have to
  make sure any terminated employees have all 12 months of coverage offered
  codes, safe harbor codes and premiums, if the premium is required. Per IRS –
  all employees require all 12 months of coverage offered codes regardless of if
  they were employed all 12 months or not.

Once you have finished maintaining the employee's ACA info, select **Save and Close** from the ribbon bar.

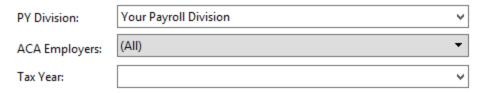
# **ACA Reports** (Payroll, Reporting, Reports)

You can type ACA in the *Name* field and click Find to pull up the ACA Reports available.

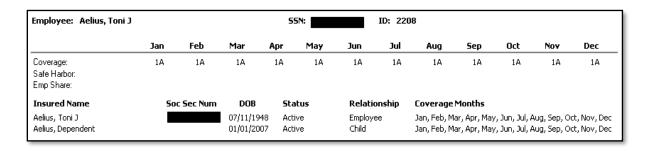


## ACA Employee Detail Report

This report will show (if applicable) the Coverage Code, Safe Harbor Code, Employee Share, and the Coverage Months for each month on each employee for the Tax Year selected.



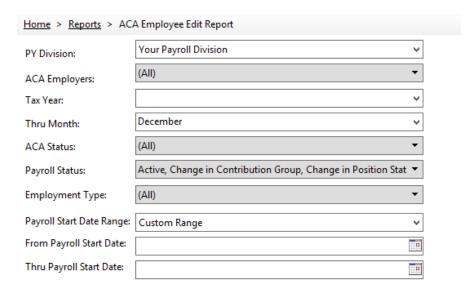
#### Sample ACA Employee Detail Report:



# **ACA Employee Edit Report**

This report will show any errors and/or warnings for employees.

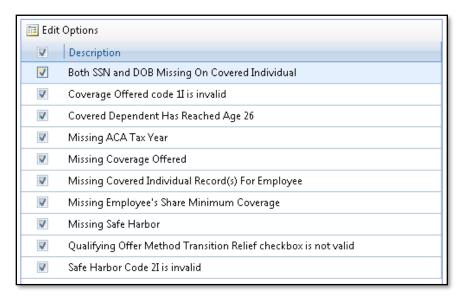
#### Sample ACA Employee Edit Report:



<sup>\*\*</sup>Warnings should be investigated to ensure the information is correct.

<sup>\*\*</sup>Errors <u>must</u> be corrected before the Year End ACA Process can be completed. If you are unsure how to correct the error(s), contact LGC Software Help Desk for assistance.

Below is a list of the available edits. You can select them all or choose the ones you want a report on.

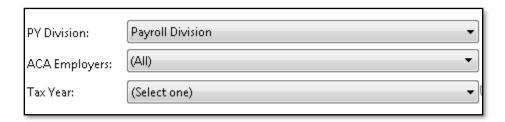


- Both SSN and DOB Missing on Covered Individual This is an error and would need to be corrected. A covered individual must have one or the other.
- Coverage Offered code 1I is invalid This is an error and would need to be corrected. 1I is not a valid code for 2024.
- Missing ACA Tax Year This is a warning and will list any employee with <u>no</u>
   ACA tax year. Employee will not be reported.
- **Missing Coverage Offered** This is an error and would need to be corrected. If filing the 'C' forms a coverage offered code is required for each month even if the individual was not employed during that month.
- Missing Covered Individual Record(s) For Employee This is an error and would need to be corrected for those employers flagged as self-insured.
- Missing Employee's Share Minimum Coverage This is an error and would need to be corrected. This will only show if the coverage offered code used requires an amount to be reported.
- Missing Safe Harbor This is a warning and will list any employees with no safe harbor code.
- Qualifying Offer Method Transition Relief checkbox is not valid This is an
  error and would need to be corrected. If the Employer EIN has a checkmark
  beside Qualifying Offer Method Transition Relief this will need to be unchecked.
  It is not a valid option for 2024.

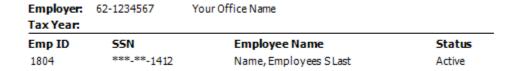
• Safe Harbor Code 2I is invalid – This is an error and would need to be corrected. This Safe Harbor Code 2I is invalid for 2024.

## **ACA Employee Summary Report**

This report will list a summary of employees who have the selected ACA tax year. It will also show their ACA status.

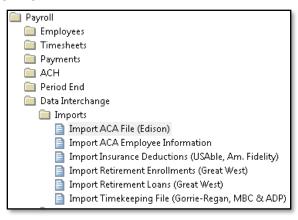


#### Sample ACA Employee Summary Report:



# **Import Covered Individuals**

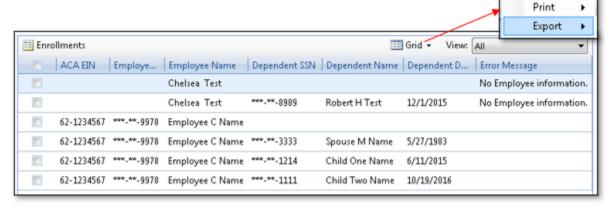
**Import ACA File (Edison)** — (Payroll, Data Interchange, Imports, Import ACA File (Edison)) This imports the file downloaded from the State of Tennessee website if your insurance is through the State of Tennessee. The file should be downloaded from Edison as a csy or excel file.



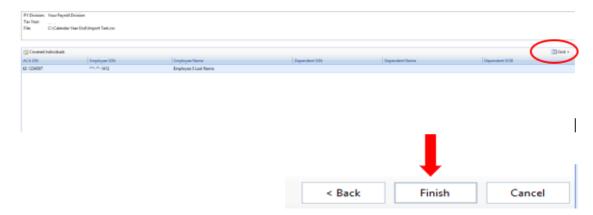
- <u>PY Division</u> Select the Payroll Division you are importing for.
- <u>Tax Year</u> Select the Tax Year you are importing.
- <u>File</u> Click the ellipsis to browse to your file location. Then click 'Next'.



After clicking 'Next' you will see the 'Enrollments' screen. This will list all individuals on the import file. It will also display any errors. The 'View' can be changed to show 'All', 'Errors' or 'No Errors'. You will select which enrollments to import. You can also 'Print' or 'Export' the grid.



After selecting the enrollments to import click 'Next'. A summary screen will be displayed. This grid can also be printed or exported. If everything is correct select 'Finish'.



# <u>Import ACA Employee Information</u> — (Payroll, Data Interchange, Imports, Import ACA Employee Information)

 This is a generic import that could be ran to import the covered individuals and their months of coverage. A file definition would need to be setup before using. Please contact LGC Software Help Desk for assistance.

# **Contacting LGC Support**



You may contact LGC Support by phone or by submitting a support request on our website:

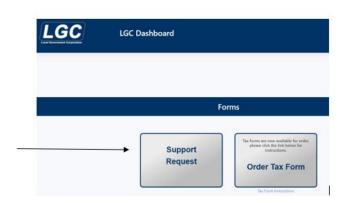
#### 800-737-1826

7:00 a.m. - 5:00 p.m. Central Standard Time

#### Online request from our LGC website for assistance:

#### https://www.lgc-tn.com

Login to our website and under the *LGC Dashboard* on the left side of the screen, select the "Support Request".



The <u>LGC</u> website contains additional information about our products, training, and support services. You may also submit online support requests from our website.