FCERA Response to Vendor Questions

1 Responses

FCERA issued an RFP for Pension Administration System on 04/21/2011. Vendors were provided the opportunity to ask questions in writing by 04/29/2011. FCERA is providing answers to those questions in this document.

No.	Section/Requirement	Question	FCERA Response
1	Section 001 – Response Instructions	Since the County's first proposal criteria is cost and vendors can be disqualified based on cost alone, does the county have a limit on which they are willing to spend for this project?	No. FCERA expects vendors to respond with competitive bids. FCERA is not making internal budgeting numbers available to vendors for this RFP.
2	Section 002 – Timeline	Due to the short length of time between the release of the Request for Proposal and the due date of questions, is it possible for vendors to submit any questions for response at a later date?	No.
3	Section 002 – Timeline	Would FCERA be willing to entertain a later deadline for submission of the vendors' proposals?	No.
4	Section 004 – Functional Requirements, Section 4.1.	The table contained in this section indicates the Priority 1 and 2 requirements must be met without customization. Although we understand that the proposed solution must meet/deliver Priority 1 and 2 Functional Requirements, depending on the unique nature of some of the requirements, customization may be needed. Can FCERA confirm that customizations needed to meet a Priority 1 or 2 requirement are acceptable, provided the proposed cost is inclusive of all customization services?	FCERA expects Priority 1 and 2 requirements to be un-customized features. If a vendor cannot meet a Priority 1 or 2 requirement without customization, the vendor should answer No to that requirement. FCERA is not interested in solutions that involve highly customized software.
5	Section 004 – Functional Requirements, Section 4.1.	This table also indicates that Priority 1 and 2 requirements must be met in the vendor's solution. What is the impact if a Priority 1 or Priority 2 requirement is not met by the vendor's solution? Could the vendor provide an alternative solution to the requirement?	Vendors will not be disqualified for answering No to Priority 1 or 2 requirements. If the vendor has a strong argument for an alternative solution, the vendor may express that argument as part of the vendor's response in Section 011 Assumptions and Exceptions.

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6	Section 004 – Functional Requirements, Section 4.3.	For all Priority 3 items, the vendor must indicate the degree to which the solution meets their requirements. Level 3 specifies a number of hours and cost. Is the cost intended to represent the number of hours at $100 rate?	No. The explanation uses $100 to keep the example simple. The vendor should use whatever cost is appropriate to the requirement. The cost may or may not be a direct multiple of a standard hourly rate.
7	Section 4.4.300 – Benefit Statements	The process flow indicates that part of the process is to review the approved County Statement Template prior to producing annual statements. Does the County's Annual Statement Template or the data used to merge to the template change each year? Do the Deferred and Suspense Member Statement Templates change annually?	Yes, the templates could change annually. Typically, the changes are not major changes and involve adding information, adjusting the layout, etc.
8	Section 4.4.300-022 and 300-024 – Benefit Statements	These requirements refer to the ability to produce a single member statement and/or re-print a previous member statement. Given that County member statements contain other information, is there a different County statement template that is used when single member statements are produced? Also, what is FCERA's vision for County Member statement re-prints? Is the data still extracted and merged with other County Data?	FCERA does not receive the County data that was included in the annual statements. On request of the member, FCERA will (re)produce a benefits statement locally that contains only pension information. FCERA does not provide the capability to reprint an annual statement as produced by the County of Fresno.
9	Section 4.4.303 – Payroll Import and Processing	It is likely the new PAS will be capable of receiving and processing additional data from the County. Is the County willing/able to make changes in the types of data that is reported to FCERA? For example, would the County be able to report salary on a per Earn Code basis, or report the then current Leave Balance for each reported member, etc.?	Some of these data requirements are being negotiated for future capability. The vendor's solution must be able to accommodate today's interface, and then, at a later date, accommodate the future capability expressed above. FCERA is open to change but does not believe the County of Fresno can respond to changes for FCERA at this point in time.
10	ReqID 304.004 – Purchase of Service Credit	Can FCERA give an example of what is meant by the amount of payments exceeding the number of payments allowed for a selected Purchase of Service Credit?	Replace the word "amount" with "number".

The number of payments allowed may equal but not exceed the total service time being purchased except for public service – i.e. if the member executes a Purchase of Service Credit for a leave period of 12 months, then the payroll deductions may also not exceed more than 26 pay periods, 24 pay periods for semi-monthly plan sponsors, or 12 pay periods for monthly plan sponsors. |

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11	Section 4.4.307 – Terminations	Can FCERA expand on what Off Cycle Contributions are and how they are reported from PeopleSoft to the PAS?	Off-cycle contributions are recorded in PeopleSoft at the County offices. The County generates a report out of PeopleSoft for off-cycle contributions and provides that report to FCERA. FCERA manually enters off-cycle contributions into the current PAS. This procedure is acceptable going forward.
12	Section 4.4.500 – Retirement Health Benefit	Can a single retiree receive both the Vested and Non-Vested Health Benefit?	Yes.
13	Section 4.4.500 – Retirement Health Benefit	In the cases where the Vested Health Benefit is split between a member and his/her DRO, is the maximum allowed still limited to $45.00 or is each payee eligible to receive the maximum?	The maximum amount is $90 total for Vested Health Benefit, apportioned according to the terms of the DRO.
14	ReqID 501.025 – Disability	Can FCERA provide an example of when/what a member may owe FCERA at time of conversion from service retirement to disability?	If a member should service retire and then get approved for a retroactive service connected disability, there is a possibility that the member would owe money for going out an earlier retirement age. If a member should service retire with an optional benefit payment, then applies for and is approved for a disability (non-service or service connected disability), the member could end up owing money when the disability is approved retro actively and the optional benefit payment amount is no longer available. Same as above, but instead of an option benefit payment, the member took the social security advance which is not available with a disability retirement. The member could end up owning money when the disability is approved.
15	Section 4.4.509 – Retiree Payroll	Depending on the retiree payroll processing option selected by FCERA, State Street's involvement is likely to be significant. Will FCERA be responsible for securing State Street's services needed to complete this portion of the project? And can FCERA confirm that any costs associated with State Street's time and services will not be incurred by the PAS Vendor?	Yes. FCERA will be responsible for securing any State Street Bank services needed to complete the project. Costs associated with State Street Bank services will not be incurred by the PAS Vendor.

No.	Section/Requirement	Question	FCERA Response
16	Section 4.4.509 – Retiree Payroll	Based on review of the information contained in the RFP, it appears that all payment information is communicated by FCERA to State Street using one of the Excel spreadsheet files. Is this correct? Can FCERA confirm that all payment instructions/data are sent via the Excel spreadsheet files and that no data changes are performed on-line directly to the State Street System?	Yes. All information for payments is sent to State Street Bank in Excel files. All payment instructions/data are sent via the Excel spreadsheet files and no data changes are performed on-line directly to the State Street System.
17	Section 4.4.509 – Retiree Payroll	Can FCERA confirm that only new payee information and changes to existing payee information are sent to State Street? As opposed to a complete payroll file each sent each month?	Yes. Only new instructions are sent to State Street Bank. The full recurring payroll is not sent to State Street Bank each month.
18	Section 4.4.509 – Retiree Payroll	If errors are encountered by State Street in data sent in one of the Excel files, how are those errors corrected? By State Street staff or are new files transmitted to State Street?	Corrections to payroll are made using a special Excel file, called a Financial Change File that FCERA completes and sends to State Street Bank. The file is of a different format than the file used to set up the payments. State Street Bank makes the corrections manually. This file is not an interface file that needs to be automated in the new PAS environment.
19	Section 4.4.509 – Retiree Payroll	Since State Street appears to be the System of Record for benefit recipient information, will the State Street data be the source for the conversion of benefit recipient data into the PAS? If so, to what extent will State Street resources be available for the conversion of this data?	No. PENSIONS will be used as the source of all data for the PAS data conversion. PENSIONS is reconciled to State Street Bank following each retiree payroll cycle.
20	Section 4.4.509 – Retiree Payroll – 6.1 Appendix	The RFP states that FCERA currently sends Excel files to State Street for new and changed payees. The record layouts contained in Appendix 6.1, specifically the "File Layout for FCERA Payroll to State Street Bank" does not match the layout described in the NBX File Import Spreadsheet Guidelines document. Can FCERA clarify which layouts are used to send data to State Street?	To clarify, in document 4.4.509: Ignore Appendix 6.1, Keep Appendix 6.2, Use Appendix 6.3 as the NBX specification to send data to State Street Bank.

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21	ReqID 509.009 – Retiree Payroll	Is the individual payee account id determined by State Street? If so, is the same person ID used for both lump-sum and recurring payments?	No. FCERA establishes the account id. The size of the account id is specified by State Street Bank, but the value is assigned by FCERA. FCERA does not currently use the term PersonID, but instead uses SSN to identify a member. The same SSN is used for both Pension and Lump Sum payments. FCERA uses the term AccountID as a GL term, not a payee account term.
22	ReqID 509.014 – Retiree Payroll	Does FCERA currently withhold taxes for States other than California? If so, what States does FCERA current allow withholding?	Yes. State Street Bank administers tax withholding for all states.
23	ReqID 509.015 – Retiree Payroll	Does FCERA currently withhold taxes for Non-Resident Aliens (NRA's)?	Yes. State Street Bank administers NRA tax withholding for FCERA per IRS regulations.
24	ReqID 509.019 and 020 – Retiree Payroll	Does the reference to Funding Source refer to the GL account being used to fund the benefit? Can FCERA provide an example of a Funding Source?	Yes. Funding sources are in the GL listing. See Appendix B for a cross-reference of funding source to GL.
25	ReqID 509.032 and 033 – Retiree Payroll	Can FCERA explain the Golden Handshake increase?	See Key Business Rules Item 8 of document 4.4.509. The Golden Handshake is an enhancement to the retiree's benefit that is offered in certain retirement situations. Additional years of service are granted to enhance the benefit amount computed in PENSIONS. The enhanced benefit amount is sent to State Street Bank for payment, along with the actual (not increased) years of service.
26	Section 4.4.515 – IRC 415(b) Processing	In the situations where a retiree's benefit is suspended due to exceeding 415(b) limits, will FCERA expect the subsidized payments to be processed via the new PAS?	No. The County will issue the payments. The payments will not be processed through the PAS. FCERA will resume payments via the PAS at the start of the new year.
27	Section 4.4.705 – EDMS, Section 3.5.4	Is the document hierarchy presented in this table anticipated to be the classifications utilized for the documents generated via the backfile conversion process or will a subset of this table be utilized for backfile conversion?	The list presented in this table was derived from the actual backfile and is anticipated to be the classifications for the documents generated via the backfile conversion process. Additionally, these classifications are anticipated to be used for new documents going forward. FCERA can accommodate modifications to this list should it become necessary as the backfile conversion progresses.

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28	Section 005 – Technical Requirements, Section 5.2.4.5.	Backfile conversion of member documents is within the scope of this project. Is the conversion of administrative documents currently stored in the eCopy Paperworks system within the scope of this project? If yes, can FCERA provide information as to the quantity and characteristics of these administrative documents?	No. The conversion of administrative documents stored in eCopy is not in scope of this project.
29	Section 005 – Technical Requirements, Section 5.2.4.6.	Please clarify the role and expectations of the vendor with regards to data cleansing.	Data cleansing is primarily a FCERA responsibility, with appropriate guidance from the vendor. FCERA expects the vendor to assist with data cleansing/conversion in the following ways: • Provide complete, detailed, and current data mapping specifications, including sequence of file extracts and data dependencies, so that FCERA can prepare accurate data extracts that meet the vendor's expectations. • Identify and explain structural issues with FCERA data so that FCERA can make necessary corrections/changes to conform to the vendor's data structures. • Assist FCERA in interpreting vendor's data specification • Where evident, identify corrections to data values to ensure data completeness. FCERA recognizes that the vendor is limited in its ability to identify issues with data values beyond those values supporting the structure of the database. However, FCERA expects that as the vendor recognizes issues with data completeness, those issues will be communicated to FCERA for correction in a cooperative manner. • Assist in making mass changes to data values in situations where FCERA cannot make the changes locally for inclusion in the extract files. Not all of the known issues cited in Section 005 –

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			Technical Requirements, Section 5.2.4.6 will be corrected or cleansed, as some of the data is not available.
30	Section 005 – Technical Requirements, Section 5.5.2	In order to propose the appropriate encryption solution, please clarify whether FCERA is interested in having specific fields, such as personally identifying information, encrypted or does FCERA want a solution to encrypt the entire database/server.	FCERA requires the capability to encrypt specific fields only. The fields to be encrypted have not yet been specified. There is no expectation that the entire database will be encrypted.
31	Section 008 – Implementation Plan, Section 8.2	FCERA prefers an implementation plan with numerous short incremental delivery cycles rather than the "big-bang" approach. Would FCERA be amenable to an implementation schedule that provided multiple short incremental delivery cycles with a single user acceptance testing, single parallel phase and a single go-live cutover date?	Yes. It is acceptable to conduct formal UAT, Parallel Test, and Go-Live as single phases after all the functionality and converted data have been delivered. Vendors should expect that FCERA will conduct a testing phase on each incremental delivery to determine acceptance of that delivery.
32	Section 009 – Maintenance & Support, Section 9.2	Please clarify who you are considering the "Customer Representative" in the hourly rate table?	This role represents an Account Manager, Program Manager, or other role to whom the Project Manager may report within the vendor's organization and who will provide direct interaction/value to FCERA. If this role is not used in your environment, note it as NA.
33	Section 010 – Organization and References, Section 010.2	Are you expecting the Total Cost in the references to be that of the initial project (i.e. the cost included in the resulting contract award?)	FCERA expects the amount stated to be the total cost, which will be the initial awarded cost plus any extensions to that cost due to change orders or other circumstances. If extensions are listed, provide the reasons for the extensions ('scope change', 'period of performance change', etc).
34	Not stated in question.	Will you be providing the vendors with the answers to ALL vendor questions submitted, or just the answers to each vendor's own questions?	All answers to all questions will be published at the same time to all vendors by the date/time stated in the RFP. Answers to questions will be posted on the FCERA website where the RFP was posted.
35	Section 001 – Response Instructions, Section 1.4	FCERA indicates that if the Video Capture file is too large to email, it can be sent separately to FCERA on CD or DVD. Does this mean that FCERA prefers that vendors submit all electronic files via email (as possible)? Or may vendors simply submit the entire response (both the electronic copies and hard copies) together?	As long as all materials arrive by the due date/time, FCERA has no preference whether they arrive electronically or with hard copies.

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36	Section 003 – Contract Requirements, Section 3.1	In this section FCERA indicates that 'In the event of any conflict or inconsistency between the terms and conditions of the RFP and those of the winning vendor's proposal, the terms and conditions of the RFP shall control and supersede those of the proposal.' Can you confirm that assumptions and exceptions stated in the vendor proposal override this clause?	Vendors' assumptions and exceptions will be considered to be part of their proposal. As such, the assumptions and exceptions may serve to clarify the proposal responses but will not supersede terms and conditions in the RFP.
37	Section 003-Contract Requirements, Section 3.2	Does FCERA consider the Video Capture to be subject to the California Public Records Act? We feel that there is significant risk in providing a video of our system features to FCERA as the video would contain items that we consider to be trade secret. What steps will FCERA take to protect the confidential information it has requested from potential vendors?	If any submitted materials contain trade secret topics, they must be clearly identified as such. Trade secret portions of a video cap can be made into a video cap separate from the non-trade secret video cap and clearly marked as trade secret. FCERA will do whatever it can to protect trade secret materials, subject to the limits of the law.
38	ReqID 705.034 - EDMS	This requires the ability to identify documents based on an encoded document identifier printed on the document. Does FCERA intend this to be a standard barcode (like 2d or 3of9) or some other identifier?	There is a word missing from this requirement in the RFP. The requirement should read: The EDMS will provide the capability to identify documents that have an encoded document identifier such as a **barcode** printed on the document.
39	005 – Technical Requirements, Section 5.2.4.6	This section indicates that FCERA completes calculations outside of the PENSIONS system. Does FCERA expect to include these Excel calculations in the data migrated to the new PAS system?	No.
40	005 – Technical Requirements, Section 5.2.4.6	FCERA indicates that the information related to retiree benefits is incomplete and is due to the bank import after payroll is distributed. Is the missing data available in an electronic format that is incompatible with the current system? Or does the data not exist for FCERA? If FCERA does not have the data, what role will FCERA play in recreating and supplying the data? Or does this simply mean that the expectation is that this data will be collected and maintained in the new system going forward?	The missing data may or may not be available in electronic format and, in fact, may or may not exist. Incomplete portions of legacy data might be recreated where possible, and then manually entered into PAS. Some portions will remain incomplete. Data will be more complete on a go-forward basis, as capabilities allow.
41	Section 007– User Experience	In this section FCERA has asked for a Video Capture highlighting specific feature sets including narration (oral or written). The list includes 20 items, but the expected length of	Video caps that are a few minutes longer than 10 minutes will be accepted. It is important that the topics are covered within a reasonably short video length while

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		the video is 5 – 10 minutes. Creating the video within this timeframe will work; however, allowing adequate time for an effective narrative will be problematic. Will FCERA consider extending the allotted time or will videos longer than 10 minutes be considered non-responsive?	remaining concise. A written narration is acceptable if a recorded oral narration is not possible.
		Additionally can you provide further clarity on what information FCERA is seeking for 15, 17 and 18? Number 15 wants the vendor to print the estimate for the member. Does that mean that FCERA simply wants to see that the estimate is generated in a printable format?	For number 15, FCERA is expecting to see the estimate printed during the video capture. For number 17, FCERA is expecting to see an additional estimate, with different input parameters (perhaps a different member altogether), produced, saved, and printed.
		For number 18 what does FCERA want to see for the first part 'scan a member document?' Is this simply opening an already scanned document?	For number 18, FCERA is expecting to see the document being scanned, indexed, displayed within the PAS, annotated, and saved.
		If the vendor is proposing a third-party EDMS system that is not installed on our demonstration environment, what would FCERA expect to see? For example, our team has successfully integrated with multiple EDMS software packages, all of which are installed at client sites.	FCERA is expecting to see the full document path as described in Item 18. In the video cap, vendors should find a way to show FCERA the integrated solution that the vendor is proposing.
42	Section 006 - Technical Requirements, Section 6.2.2	The first requirement at the top of page 5 (006 – Technical Requirements) states that the solution must provide 'a view into the enterprise's data structure.' Please clarify this requirement. When FCERA references 'data structure,' does this mean a view into the database meta data?	This requirement refers to the ability for an appropriately credentialed user to gain access to the actual enterprise database via means other than the PAS/EDMS user interface. A skilled technician with appropriate permissions would be able to issue queries and explore data and its structure directly from a database prompt.

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43	Section 009 – Maintenance & Support, Section 9.2	One of the support questions on page 2 (009 – Maintenance & Support) asks, 'What is the expected turnaround time for small, medium and large change requests.' Please clarify this question. First, is FCERA measuring 'turn-around time' as the time between initial customer request and final implementation? OR the time between initial request and change request prioritization and approval? Second you indicate that a medium change is 5 - 20 hours of coding time. Is that intended to include all time allocated to implementing a change, or simply reflective of the development effort? For example, a 20-hour development change may actually require another 10 hours to complete when accounting for project management, business analysis and QA efforts.	"Turn-around" is the time from initial reporting of an issue to the implementation of the viable resolution. Coding Time is requested simply as a basis of measurement and comparison. It is understood that small, medium, and large changes will have associated PM, BA, and QA labor as well. It is also understood that vendors may define small, medium, and large differently. Please use the definitions provided to facilitate comparison.
44	Section 001 – Response Instructions, Section 1.3.2	Can you expand upon what is meant by 'Ability to have considerable flexibility in financial reporting?'	Replace the word 'financial' with "PAS-related".
45	Section 008 – Implementation Plan, Section 8.2	The second to last bullet point on page 2 of this section indicates that FCERA expects the vendor to 'provide guidance to the IT staff member on the initial setup of the overall system, including the hardware, software, database, and the financial software during the initial installation and configuration.' Please clarify what FCERA expects in relation to the 'financial software' since installing such is not a part of the scope of this RFP.	This sentence should read: "… including hardware, software, and the database, during…"
46	Section 004 – Functional Specifications, Section 4.1	As we understand the definition of a 'Priority 1' requirement, it 'must meet the requirement and FCERA's business process without customization.' Does this mean that the vendor's solution must produce the precise outputs defined in the requirements with no changes of any kind? For example, requirement 302.001 reads as follows: The PAS will provide the capability to change basic member information with the ability to define different security/access	The list is "for example", based on legacy data. It is not necessarily the required list of attributes in the final solution, which will depend on the vendor's implementation. This particular requirement is referring to the general capability to change member attributes as controlled by field-based security. The list itself is not the requirement. Note: the nnn.001 requirement in all the various topics is the general statement of business need. The details defining that general requirement are contained in the

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		levels on different fields. For example, · Member Name (First, Middle, Last and Suffix) · Employee No. · SSN · Member ID · Gender · Hire Date · Membership Date · Date of Birth (DOB) · Contribution Entry Age · Member Status · Member Code · Contribution Percent · Position / Title · Department · Bargaining Unit · Salary Range · Step · Bi-weekly Rate · Marital Status / Domestic Partnership · Spouse Name / Domestic Partner Name · Spouse / Domestic Partner SSN · Employer If our solution required the addition of the attribute, 'Step' to our database, would this be considered a customization and therefore require us to check 'No' in 'Meets Requirement?' If not, please explain what is meant by customization.	remaining requirements for that topic.
47	ReqID 307.008 - Termination	The priority specification is missing. Please provide the priority for this requirement.	Priority 1.

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48	ReqID 506.001 – Member Counseling	Are all of the expectations of this requirement included in specific requirements elsewhere in the RFP? If not, please provide more information about the specific requirements. For example, what other capabilities, what reports, and what tools does FCERA require?	The 506.001 Requirement is a general statement of capability for the process that is detailed in the requirements that follow. Note: the nnn.001 requirement in all the various topics is the general statement of business need. The details defining that general requirement are contained in the remaining requirements for that topic.
49	ReqID 510.001 – Year-End Processing	Can FCERA further define the objectives and scope of year-end processing?	FCERA does not have a Year End process typical of other retirement systems. Most of the year end processing for FCERA is done at State Street Bank. The objectives, as stated in the 4.4.510 process document, revolve around reconciling annual data with the Bank, verifying lump sums and conversions, and confirming 1099R data.
50	ReqID 511.007 – Tax Reporting	Please describe the current process/workload for FCERA staff on tax reporting.	FCERA does not have a Tax Reporting process typical of other retirement systems. Most of the tax reporting for FCERA is done at State Street Bank. The process is described in the process document 4.4.511. The FCERA workload is currently minimal.
51	ReqID 704.004 – Actuarial Extract	We would like to verify that you are referring to the file layout and not the type of file when referring to custom formats.	Yes. The requirement refers to the file layout.
52	ReqID 710.001 – Member Portal	Please define the routine tasks that you would expect the Member Portal to handle?	The 710.001 requirement is a general statement of capability for the process that is detailed in the requirements that follow. Note: the nnn.001 requirement in all the various topics is the general statement of business need. The details defining that general requirement are contained in the remaining requirements for that topic.
53	Section 008 – Implementation Plan, Section 8.2	Has FCERA selected the third-party oversight vendor and, if so, can you tell us who that is?	Linea Solutions, Inc. will be providing third-party oversight.

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54	Section 008 – Implementation Plan, Section 8.2	Regarding the requirement for one non-production environment, please confirm that this is intended for FCERA testing.	Yes. The non-production environment is intended for implementation testing.
55	Section 001 – Response Instructions, Section 1.3.2	We cannot see any place in the RFP where vendors are asked to document anything in support of our offering with respect to these characteristics: 'Company stability, likelihood of company /product line survival, degree of product usage in industry.' Can you explain how the following criteria will be assessed? Will the scoring be on an absolute basis where more than one firm can receive the maximum score, or will the scoring be done on a ratio of the top score to others? Where in our response we should address these evaluation criteria?	Replace Section 010 – Organization and References (FCERA-PAS-RFP-010) to include information about the organization. Editable document (MS Word 2003) can be downloaded from FCERA website. Scoring will be done on a ratio of the top score to others.
56	Section 4.4.705 - EDMS	Does FCERA require a Records Management EDMS module that is fully DOD 5015.2 compliant, or one that complies only with the functionality listed in this RFP?	FCERA does not require full DOD 5015.2 compliance.
57	Section 4.4.705 - EDMS	Does FCERA desire EDMS data and image encryption at the server (at rest) as well as in transit over the network?	Yes. FCERA requires encryption capability both in-transit and at rest.
58	Section 4.4.705 - EDMS	Does FCERA require the capability for encrypted metadata values (such as SSN) for viewing by authorized personnel only and for encryption within the database?	Yes. FCERA requires encryption for both viewing by authorized personnel and within the database.
59	Section 4.4.705 - EDMS	Does FCERA wish to perform Full Text Searches of the document content or just the metadata elements?	FCERA expects to search on the metadata elements, plus redacted data, comments, annotations, and other attributes as described in the requirements. While searching the text of the document itself is not an explicit requirement, FCERA may choose to use that capability if it were part of the non-customized solution.
60	ReqID 302.020 – Member Information Changes	How does FCERA obtain healthcare and enrollment information and election information? Is FCERA responsible for any billing of premium outside of payroll deductions?	FCERA does not provide any services concerning health care enrollment, elections, or premium administration.

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61	Section 005 – Technical Requirements, Section 5.2.3	Would it be acceptable to FCERA if all environments were virtualized across one set of physical hardware (i.e., Can Production, Test and Dev all share one set of physical servers as virtual machines)?	Yes. Production, Test, and Dev application environments can share one set of physical hardware using virtual servers. FCERA prefers that the databases reside on a physical server (not a virtual server) separate from the applications. County of Fresno ITSD uses VMWare to administer server virtualization, and will configure virtual servers per vendor specifications.
62	Section 4.4.509 – Retiree Payroll, Section 4.0 Section 005 – Technical Requirements, Section 5.3.5	Could FCERA please confirm that vendors should Not include the cost of check printing hardware in their costs, as well as confirm for vendors bid purposes that printing and ACH generation is outsourced?	FCERA does not print checks internally, nor does it wish to do so. Bidders should not include check printing hardware in their proposals. Check printing, check advice printing, and ACH initiation is outsourced to State Street Bank.
63	Section 4.4.303 – Payroll Import Processing Section 005 – Technical Requirements, Section 5.7.1.1	How many employers/plan sponsors does FCERA have? How many different and unique electronic formats exist today including the PeopleSoft extract and each unique Excel file?	FCERA has 4 active plan sponsors. The interface files are discussed in the various process documents of the RFP.
64	Section 4.4.303 – Payroll Import Processing	Does FCERA desire to provide employer/plan sponsor access to the pension system through an "employer portal" that provide a payroll worksheet for manual entry?	FCERA does not require an employer portal. If an employer portal is included in a non-customized solution, FCERA may choose to deploy it for Special District employers.

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65	Section 005 – Technical Requirements, Section 5.13.3	Relative to training requirements, can estimates be provided as to: a) How many subject matter experts / business users will be assigned to the project, b) How many technical staff will be assigned to the project and what are their roles (i.e. data analyst, DBA, system administrator etc.) c) Can FCERA please share a copy of the FCERA Org chart that indicates the approximate accurate count of FCERA staff?	a) FCERA plans to assign about five (5) SMEs to the project. Not all SMEs will be available at any one time, and they may not always be the same 5 people. No SMEs will be assigned full time to the project. b) FCERA has a technical staff on one (1) person, who will be supplemented with hardware, software, and database expertise from County of Fresno ITSD as needed. The FCERA technical staff performs a generalist role that includes aspects of data analyst, DBA, system administrator, user support, and other tasks. No technical staff will be assigned full time to the project. c) The FCERA organization chart can be found on the FCERA website from the Administration menu. It is also included in this document as Appendix A.

No.	Section/Requirement	Question	FCERA Response
66	ReqID 501.013 – Disability Process ReqID 800.079 - Reporting	Are other formats such as XML acceptable as long as they can be edited within MS Word?	No. FCERA requires the capability to open a formatted output file in MS Word 2003 or later, have the document appear in MS Word as a MSWord document, change information in the document, and save it as a MS Word file. A common example of this capability is a letter to a member. The letter may be defined as a report. The report is generated and the output saved to a .doc file, which is then edited in MS Word by a user to refine the contents. When the user opens the file, s/he will see the text of the letter formatted as defined by the report. The final letter is saved and archived as a .doc or .pdf document in the member's file. Additional formats beyond those cited in the requirements are acceptable if included the non-customized solution, but the solution must be able to produce editable outputs in MS Word 2003 or later format.
67	ReqID 302.040 – Member Information Changes	Please confirm that changes made in the new LOB system are to be automatically propagated or sent to external systems? How many different systems are those would be receiving these updates? Is the new system expected to also receive updates?	There is no requirement for automatic "real-time" data propagation to the various systems. The various data exchange points are described in the RFP, and all of them can be considered "batch" imports/exports of data. In summary, the major data interface points are: Active County payroll information is received into the PAS via a data file generated from PeopleSoft. The file is imported into the PAS by FCERA. Active Special District payroll information is received at FCERA and manually entered into the PAS. Retiree payroll information is sent to State Street Bank. Currently this is via Excel file. In the future, FCERA requires it to be done with a file generated by the PAS. FCERA receives a post-payroll distribution file from State Street Bank after the retiree payroll has been distributed. The file is imported into the PAS.

No.	Section/Requirement	Question	FCERA Response
			FCERA provides an export of data to Actuaries annually for plan valuation. There are other data exchange points as well. Please see the RFP process documentation for details.
68	Section 005 – Technical Requirements, Section 5.11	Please confirm that FCERA does not own Fax server equipment, and that vendors are to propose at least one Fax Server to meet EDMS requirements.	FCERA does not own a fax server, but does have access to a Genifax server at the County of Fresno offices. Vendors should propose a fax server if such is required to complete the solution.
69	ReqID 500.013 – New Retirement	Can you please provide an overview of the process or steps undergone for auditing a member's service?	The member's audit trail (pension activity history with FCERA) is compared to the Employer's history card for the member. FCERA confirms dates and percentages, and then resolves any discrepancies.
70	ReqID 500.020 – New Retirement	Please confirm that the Social Security estimate referred to here is obtained by the member and then provided to FCERA.	Yes
71	Section 4.4.705 - EDMS, Section 3.5.10	Will FCERA provide a matching database such that SSNs and Names at minimum that correspond to the required index fields can be validated during the backfile conversion?	Yes
72	Section 4.4.705 - EDMS, Appendix, File Notes	Can further characteristics on the "handwritten notes on thin yellow Paper" be provided? Are these post-it type notes?	These pages are more akin to onion skin paper or "NCR paper". Their sizes vary: some are full page, some are half page, and some are legal size.
73	Section4.4.705 - EDMS, Section 3.5.10	Is the backfile scanning required to be completed onsite? If so, please describe the amount of space available to be used? Also, if the scanning is onsite, is the indexing required also required onsite, or can the electronic images be securely transferred for indexing and document classification to an offsite secure facility?	No. FCERA requests that backfile scanning and indexing be done offsite at a service provider's facility. The physical documents can be transferred in batches to an offsite facility using handling procedures appropriate to personal financial information.

No.	Section/Requirement	Question	FCERA Response
74	Section 008 - Implementation Plan, Section 8.2	What general skill sets does the FCERA IT staff possess in relation to hardware, software, and database technology?	The FCERA IT staff has general working knowledge of hardware, software, and database technology. County of Fresno ITSD provides day-to-day maintenance of the network and server environment. County of Fresno ITSD has specialized expertise to support Oracle, Microsoft SQLServer, Microsoft Access, Microsoft Windows Server, Cisco networking, and other specialties common in a data center.
75	Section 005 – Technical Requirements, Section 5.5.3	Would FCERA be open to using the Linux as operating system?	No
76	Section 005 – Technical Requirements, Section 5.3.1

Section 006 – Technical Requirements Bidder Response Form, Section 6.2.3 | Please clarify the discrepancy in number of concurrent users. There are at least 2 locations where 1 says 25 and other says 20. | FCERA intended the RFP to say 25 in all cases.

Pricing quotes for both 20 and 25 concurrent users would be helpful to FCERA in the evaluation process. |
| 77 | Section 005 – Technical Requirements, Section 5.2.3.1 | What networking hardware (Firewalls, Core Network Switches, etc.) is the vendor expected to include in this option? | None. The County of Fresno ITSD will take care of general network connectivity, perimeter protection, and other basic infrastructure. However, if the vendor has any special requirements or recommendations in this regard, please include those in your response for our information and planning. |
| 78 | Section 005 – Technical Requirements, Section 5.2.3.1 | Is the Vendor expected to include backup devices (Tape, Disk, etc) in this option? | No. If the vendor has specific recommendations for backup capability, FCERA would like to know those for information and planning purposes. County of Fresno ITSD will take care of backup implementation. |

No.	Section/Requirement	Question	FCERA Response
79	Section 005 – Technical Requirements, Section 5.6.7	Can FCERA please specify the types of failure situations to which this requirement is applicable? Also, is this requirement applicable to in-flight (in memory) transactions?	This requirement is meant to address failures, fatal or otherwise, in the following areas, for example: PAS/EDMS application errors or failures. Disk failures. Database failures. Operating system failures. Network and connectivity failures. Yes, the requirement is applicable to in-flight, non-committed transactions.
80	ReqID 302.002 – Member Information Changes	Per requirement 302.002 (The PAS will provide the capability to store multiple addresses for a member, i.e. home and mailing addresses), is there a requirement for the PAS system to store an "Address Type" (Home, mailing, etc…) associated with an address? Is there a requirement for the PAS system to store a kind of address hierarchy to determine which of a member's multiple addresses should be utilized for specific scenarios (label printing, payroll, etc…)? How will the system determine which of a member's addresses to use for each scenario?	No. Although there is no specific requirement to do so, if the capability is part of the non-custom solution, it will be used. FCERA does not expect a hierarchy as described in the question. The current address as determined by an effective date, check box, or other designator is the acceptable. If other methods are part of non-custom solution, FCERA will work with the functionality to adapt internal process as necessary.
81	Not stated in question.	How much data (not including files) is expected to be stored by the PAS database?	Not knowing how a vendor's solution implements their data structures, FCERA cannot answer this question quantitatively. The current number of members and an expected growth rate is stated in the RFP. The current size of the Access database file supporting PENSIONS is approximately 3.5GB.
82	Not stated in question.	How many Pension members will have data input into the system during a normal month/year (1,000/year | 10,000/year | 100,000/year)?	FCERA estimates 85-90% of member records have changes to them throughout the year.

No.	Section/Requirement	Question	FCERA Response
83	Not stated in question.	Per Pension member, how many data transactions can be expected per month/year (including demographic information changes, payroll information, transaction information, etc…)? (50 transactions/member/year | 100 transactions/member/year | 1,000 transactions/member/year)	FCERA estimates a range of 2-8 data transactions per month per member.
84	Not stated in question.	The PAS system availability section (Document FCERA-PAS-RFP-005-Technical Requirements, section 5.6.3) lists the PAS system is required to be 99.99% available, and that this "[…] refers to the time that the system is expected to be fully functional, excluding downtime for scheduled maintenance." What are the exact specifications for "time the system is expected to be fully operational"?	The exact operational window for the PAS is not yet defined and will require negotiation with County of Fresno ITSD. A reasonable expectation for a fully functional operational window would be 6am to 8pm M-F, as an example. During this time window, the expectation is that all PAS/EDMS functionality is available and can be exercised at the users' will.
85	Not stated in question.	Does this section (FCERA-PAS-RFP-005-Technical Requirements, section 5.6.3) also pertain to the Member Portal (4.4.710)? If so, does the same definition above of "time the system is expected to be fully operational" apply?	Yes. No. The operational window may be different, say 5am to 3am for example. The user community is the entire member base. During the operational window, FCERA expects all portal functions to be available to the members.
86	Section 4.4.705 - EDMS	In section 4.4.705, under "2 Roles" how many people represent each category? For example, under Clerical Support (CL), how many individuals would be involved with scanning documents into the system? How many would be considered support staff, or outside auditors? These figures are not only important to get an idea of the scope, when it comes to the EDMS, but are also necessary to provide specifics related to the costs involved. You mention 27 or so end-users in 5.6.1 on page 538, but then say these people need administration access.	FCERA will have a total of 25 users. 5 users will be primarily scanners and document administrators. The remaining 20 are PAS users who need to interact with EDMS on a daily basis.
87	Not stated in question.	Does FCERA prefer concurrent or named-user licensing? Concurrent representing a pool of licenses, while named either being assigned to an individual or possibly a work station (e.g., a dedicated scanning station, or a kiosk in the office that always needs access to the EDMS to search and retrieve information).	FCERA prefers a Concurrent User licensing model.

No.	Section/Requirement	Question	FCERA Response
88	Not stated in question.	Though the scope now is solely around member related documents, would the goal for the EDMS be to eventually hold all documents/content? In other words, would eCopy be replaced by the new EDMS and all of the existing internal, administrative, and financial documents be brought over to the new solution.	The proposed solutions must not preclude the import of documents other than member documents at some time in the future. However, there are no specific plans to do so. FCERA is content with keeping administrative documents in eCopy for the foreseeable future.
89	Not stated in question.	What procedures are in place to handle the change management issues? How is FCERA prepared to deal with its staff members now having to learn and begin using new systems?	Pending selection of a solution, change management has not yet been addressed. FCERA is expecting a significant period of learning as the new PAS/EDMS solution begins to take shape.
90	Not stated in question.	Why the need now, in 2011, to look at a new pension system? Is it the lack of a tight EDMS integration, or more so additional bells and whistles needed with a PAS?	The current PAS system (PENSIONS) is no longer supported by the vendor.
91	Not stated in question.	In section 3.5.11 Search and Retrieval on page 415, you list that that "the EDMS will allow users to search on…redactions…". What does that mean? If I redact something on the document, you wish to be able to retrieve all documents that have been redacted? I do not quite understand that request.	If FCERA has redacted certain text so that is it not visible to the reader, FCERA expects the redacted text to remain searchable. For example, if FCERA is directed to redact SSN on a divorce agreement, FCERA requires the capability to search the database by SSN to find that document (even though the SSN will appear blacked-out on the screen and on print).
92	Not stated in question.	Does FCERA currently have a dedicated Records Manager, or a single point of contact familiar with all the documents life cycles and retention schedules?	Yes. FCERA has a single person who serves as Records Manager.
93	Not stated in question.	When it comes to annotations, what is the goal of circle or square tools being placed on the document and the colors themselves being changed? Is this to replicate a current process?	Yes. It is to mimic current process of hand-writing notes/highlights on a document, a very common and necessary practice. It is also common to use various colors in these notations to communicate actions, importance, reminders, etc.

No.	Section/Requirement	Question	FCERA Response
94	Not stated in question.	Regarding the integration between the EDMS and PAS, what is your definition of seamless? Ideally, how would this integration look and feel? What is the user experience like?	This Question/Answer format is not the appropriate venue to describe how PAS/EDMS integration might appear to a user. FCERA suggests that the author of this question visit a PAS vendor or a retirement system where such integrations have been completed to gain an appreciation for how the various solutions look and feel.
95	Not stated in question.	For handling incoming faxes, and importing these automatically into the EDMS, does FCERA currently have a fax server or will one need to also be recommended? This is outside of the EDMS software scope, though there is a tool that is able to handle faxes once a server is in place.	If a fax server is required for the total solution, it should be included in the response. FCERA does not currently have a fax server on site, but has access to one that resides in the Fresno County offices.
96	Not stated in question.	Are there any forms a member would access or need to fill out when accessing their portal? If so, an eForms based solution would be recommended alongside the EDMS. This imports the forms directly into the EDMS, in an identical fashion and can allow for digital signatures (one of your areas of concern in 3.4 on page 454).	FCERA does not expect the portal to allow members to fill out forms electronically and submit them via the portal. It is not a requirement at this time.
97	Not stated in question.	Is the SSN considered the best unique identifier you recommend using, when it comes to retrieving member related documents?	No. While SSN is the most common query key, it is not always the best unique key. SSNs can be wrong or missing from legacy data. PAS systems have adopted the convention of using Person Key to provide key integrity and to avoid privacy issues around using SSN. With this approach SSN becomes just another a searchable attribute on the record of the member. The retrieval key(s) for the EDMS must be compatible with those of the PAS.
98	Not stated in question.	Understanding that you are within the County of Fresno network, and work closely with ITSD, is it your priority to have your own maintained systems or would FCERA consider an EDMS solution maintained alongside other County of Fresno departments? (E.g., If 5 current departments have access to an enterprise EDMS, would it be FCERA's goal to do their own thing or leverage the investment made previously by these departments? (Saving $ in the process).	No. FCERA prefers dedicated capability.

No.	Section/Requirement	Question	FCERA Response
99	Not stated in question.	Re: the backfile, can samples be provided or an onsite meeting takes place, before we provide recommendations on this process? Perhaps there are samples in the appendix you can make us aware of.	No. It would be impractical for FCERA to host an examination of member documents for all vendors.
100	Not stated in question.	To confirm, the backfile only includes paper files. There are no microfilm or microfiche items needing to be imaged, correct?	The backfile conversion will involve only paper documents.

2 Additional requirements and clarifications

2.1   4.4.304 - Purchase of Service Credit

The following text replaces Paragraph 3.4.1 in RFP Section 4.4.304 - Purchase of Service Credit (FCERA-PAS-REQ-304):

Once the exact beginning and ending date parameters have been confirmed, it is possible to calculate the total amount of employee contributions and interest that are needed to purchase the service credit.

- Interest on prior service and public service is calculated from the entry point into the system, to the interest apportionment period at time calculation (6/30 or 12/31).

- Interest on redeposit is calculated from the closest 1/1 or 7/1 date from point of original refund to the interest apportionment period at the time of calculation (6/30 or 12/31).

- Interest on medical leave and active military leave of absence without pay is calculated from the closest 1/1 or 7/1 date following the leave of absence period to the current interest apportionment period at time of calculation (6/30 or 12/31).

- The member receives service credit for the "period" of the leave of absence. Since County employees are paid bi-weekly and a pay period consists of 14 days, the member would receive 14 days for each pay period being purchased. Please note, if the member returns to active duty in the middle of a pay period and then terminates in that same pay period, they would only get credit through the date of termination not to the end of the pay period. This happens on occasion.

The following additional requirement applies to RFP SECTION 4.4.304 - PURCHASE OF SERVICE CREDIT.

ReqID	Process	Requirement Detail	Priority
304.107	Purchase of Service Credit	The PAS will provide the capability to calculate the service credit for the period of leave of absence without pay by converting to the number of days in a pay period specific to Plan Sponsor. For example, Since County employees are paid bi-weekly and a pay period consists of 14 days, the member would receive 14 days for each pay period being purchased. If the member returns to active duty in the middle of a pay period and then terminates in that same pay period, they would only get credit through the date of termination not to the end of the pay period.	2

As a result, the following additional requirement has been added to *FCERA-PAS-RFP-A-Appendix A Requirements Response*, paragraph *A.4 Service Credit Purchase (304).* A new editable version of *FCERA-PAS-RFP-A-Appendix A Requirements Response.doc* including this requirement is available for download on FCERA website.

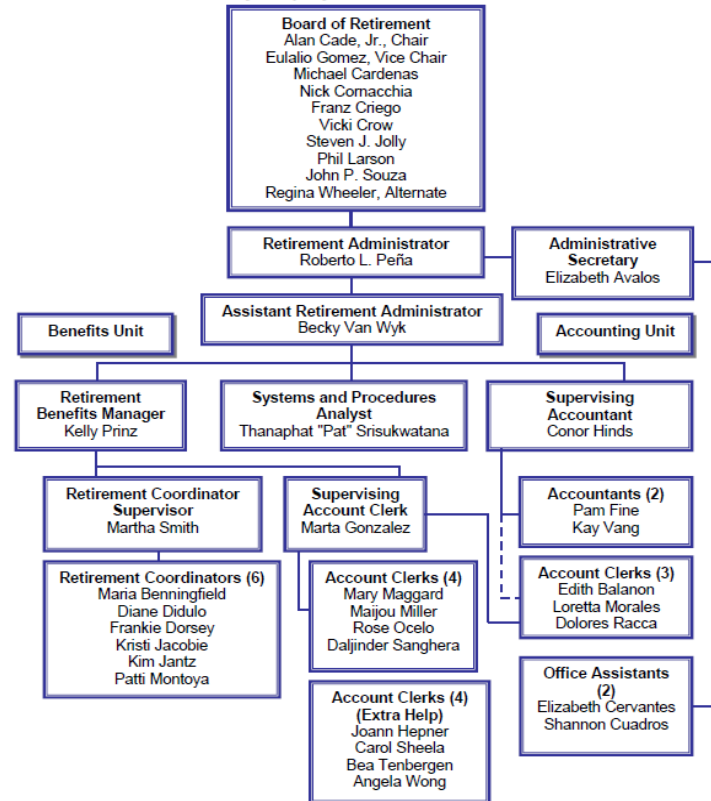| ReqID	Process	Requirement Detail	Priority	Meets Requirement?
304.107	Purchase of Service Credit	The PAS will provide the capability to calculate the service credit for the period of leave of absence without pay by converting to the number of days in a pay period specific to Plan Sponsor. For example, Since County employees are paid bi-weekly and a pay period consists of 14 days, the member would receive 14 days for each pay period being purchased. If the member returns to active duty in the middle of a pay period and then terminates in that same pay period, they would only get credit through the date of termination not to the end of the pay period.	2	☐ YES ☐ NO

3 Appendix A - FCERA Organization Chart

Fresno County Employees' Retirement Association

Board of Retirement
Alan Cade, Jr., Chair
Eulalio Gomez, Vice Chair
Michael Cardenas
Nick Cornacchia
Franz Criego
Vicki Crow
Steven J. Jolly
Phil Larson
John P. Souza
Regina Wheeler, Alternate

Retirement Administrator
Roberto L. Peña

Administrative Secretary
Elizabeth Avalos

Assistant Retirement Administrator
Becky Van Wyk

Benefits Unit

Accounting Unit

Retirement Benefits Manager
Kelly Prinz

Systems and Procedures Analyst
Thanaphat "Pat" Srisukwatana

Supervising Accountant
Conor Hinds

Retirement Coordinator Supervisor
Martha Smith

Supervising Account Clerk
Marta Gonzalez

Accountants (2)
Pam Fine
Kay Vang

Retirement Coordinators (6)
Maria Benningfield
Diane Didulo
Frankie Dorsey
Kristi Jacobie
Kim Jantz
Patti Montoya

Account Clerks (4)
Mary Maggard
Maijou Miller
Rose Ocelo
Daljinder Sanghera

Account Clerks (3)
Edith Balanon
Loretta Morales
Dolores Racca

Account Clerks (4) (Extra Help)
Joann Hepner
Carol Sheela
Bea Tenbergen
Angela Wong

Office Assistants (2)
Elizabeth Cervantes
Shannon Cuadros

Total number of permanent positions authorized - 25
Total number of extra-help positions authorized - 4
Total Number of positions authorized - 29

4 Appendix B – NAV Chart of Accounts for Cross Reference

No.	Name	Income /Balance	Account Type	Account ID 10-DIGIT	Account ID 4-DIGIT	Account ID 6-DIGIT	Funding Source	Payment Type
50002	EE Refunds General Ann	Income Statement	Posting	FCERA	GNRL	TIER1, TIER2, TIER3	Basic	Lump Sum
50003	EE Refunds Gen Settle Ann	Income Statement	Posting	FCERA	GNRL	TIER1	Supp Basic	Lump Sum
50004	EE Refunds Gen Col	Income Statement	Posting	FCERA	GNRL	TIER1, TIER2, TIER3	COLA	Lump Sum
50005	EE Refunds Gen Sup Col	Income Statement	Posting	FCERA	GNRL	TIER1	Supp COLA	Lump Sum
50011	EE Refunds Safety Ann	Income Statement	Posting	FCERA	SAFE	TIER1, TIER2, TIER3	Basic	Lump Sum
50012	EE Refunds Safe Settle Ann	Income Statement	Posting	FCERA	SAFE	TIER1	Supp Basic	Lump Sum
50013	EE Refunds Safety Col	Income Statement	Posting	FCERA	SAFE	TIER1, TIER2, TIER3	COLA	Lump Sum
50014	EE Refunds Safe Sup Col	Income Statement	Posting	FCERA	SAFE	TIER1	Supp COLA	Lump Sum
50202	Surv Death L/Sum Gen C/S	Income Statement	Posting	FCERA	GNRL	TIER1, TIER2, TIER3	Death Benefit	Lump Sum
50203	Surv Death L/S Gen Settle An	Income Statement	Posting	FCERA	GNRL		n/a	n/a
50211	Surv Death L/Sum Safe C/S	Income Statement	Posting	FCERA	SAFE	TIER1, TIER2, TIER3	Death Benefit	Lump Sum
50212	Surv Death L/S Safe Settle An	Income Statement	Posting	FCERA	SAFE		n/a	n/a

No.	Name	Income /Balance	Account Type	Account ID 10-DIGIT	Account ID 4-DIGIT	Account ID 6-DIGIT	Funding Source	Payment Type
50302	EE Benefit Paid General Ann	Income Statement	Posting	FCERA	GNBP,GNQD, GNRL,GNSD, GSCD,GSNS, GSSC,GSDB, GNDB		Annuity, Annuity TAO, EE Contribution & Non Taxable Annuity	Pension
50311	EE Benefit Paid Safety Ann	Income Statement	Posting	FCERA	SABP,SAFE,S AQD,SNSD,S SCD,SSNS,SS SC,SSDB,SN DB		Annuity, Annuity TAO, EE Contribution & Non Taxable Annuity	Pension
50403	EE Benefit Paid Gn Settle Ann	Income Statement	Posting	FCERA	GNRL		n/a	n/a
50412	EE Benefit Paid Saf Settle Ann	Income Statement	Posting	FCERA	SAFE		n/a	n/a
50502	ER Benefits Paid Gen Cur Serv	Income Statement	Posting	FCERA	GNBP,GNQD, GNRL,GNSD, GSCD,GSNS, GSSC,GSDB, GNDB		Current Service	Pension
50511	ER Benefits Paid Saf Cur Serv	Income Statement	Posting	FCERA	SABP,SAFE,S AQD,SNSD,S SCD,SSNS,SS SC,SSDB,SN DB		Current Service	Pension

No.	Name	Income /Balance	Account Type	Account ID 10-DIGIT	Account ID 4-DIGIT	Account ID 6-DIGIT	Funding Source	Payment Type
50603	ER Benefit Pd Gen Settle Ann	Income Statement	Posting	FCERA	GNBP,GNQD, GNRL,GNSD, GSCD,GSNS, GSSC,GSDB, GNDB		Supp Annuity	Pension
50612	ER Benefit Pd Saf Settle Ann	Income Statement	Posting	FCERA	SABP,SAFE,S AQD,SNSD,S SCD,SSNS,SS SC,SSDB,SN DB		Supp Annuity	Pension
50730	Surv Death Monthly Benefit Pd	Income Statement	Posting	FCERA	GSNS, SSNS, GSSC, SSSC		SURVIVOR	Pension
50740	Cost Of Living Adjustments	Income Statement	Posting	FCERA	GNRL,GNBP, GNQD,SAFE, SABP,SAQD, GSNS,SSNS, GSSC,SSSC,S SDB,GSDB,G NDB,SNDB		COLA	Pension
50750	Supplemental Col Adjustments	Income Statement	Posting	FCERA	GNRL, SAFE		SUPPCOL	Pension
50760	Settlement Benefit Adjust	Income Statement	Posting	FCERA	GNRL,GNBP, GNQD,SAFE, SABP,SAQD, GSNS,SSNS, GSSC,SSSC,S SDB,GSDB,G NDB,SNDB		SUPPBEN	Pension

No.	Name	Income /Balance	Account Type	Account ID 10-DIGIT	Account ID 4-DIGIT	Account ID 6-DIGIT	Funding Source	Payment Type
50770	Benefit Pd Health Benefit BOR	Income Statement	Posting	FCERA	GNRL,GNBP, GNQD,SAFE, SABP,SAQD, GSNS,SSNS, GSSC,SSSC,S SDB,GSDB,G NDB,SNDB		HEALTH2	Pension
50780	Benefit Pd Health Benefit VS	Income Statement	Posting	FCERA	GNRL,GNBP, GNQD,SAFE, SABP,SAQD, GSNS,SSNS, GSSC,SSSC,S SDB,GSDB,G NDB,SNDB		HLTHBEN	Pension