

Error Messages and Corrections for Employers Quick Reference Guide

Department of Treasury

Tennessee Consolidated Retirement System

Concord Project



The following table describes errors that may be encountered by employers in Concord during the submission of monthly reports.

Each item in the table includes:

- **Error Code** – The alphanumeric code that displays when a particular error occurs
- **Error Message** – The message that displays when a particular error occurs
- **Severity** – Load errors will be categorized as REJF, REJR, or INFO. Posting Exceptions errors will be categorized as EROR, WARN, or INFO.
 - [Load Errors \(Pages 2 – 7\)](#)
 - **REJF (Reject File)** – Any error with this severity will cause the entire file to be rejected
 - **REJR (Reject Row)** – Any error with this severity will cause the detail row for the member to be rejected
 - **INFO (Information)** – Any error with this severity will not count toward your threshold and is for informational purposes only
 - [Posting Exceptions Errors \(Pages 7 – 12\)](#)
 - **WARN (Warning)** – Any error with this severity will keep the detail row from posting until corrected or dismissed
 - **EROR (Error)** – Any error with this severity will keep the detail row from posting until corrected
 - **INFO (Information)** – Any error with this severity will not count toward your threshold and is for informational purposes only
- **Field** – Indicates the field in which the error occurs
- **How Do I Fix It?** – The most likely solution to fix the error

Load Errors				
Error Code	Error Message	Severity	Field	How do I fix it?
ER0200	Header or Footer Record Type value is not valid. (ER0200)	REJF	Header or Footer	The Header record type should be H. The Footer record type should be F.
ER0201	Format Version value is not valid. (ER0201)	REJF	Header	Format Version should be 001.
ER0202	Employer Code value is not valid; value does not exist in the Employer Table or Employer Status is not valid. (ER0202)	REJF	Header or Footer	The Employer Code is the five-digit department code used today. Local government Employer Codes typically begin with an 8; teacher Employer Codes typically begin with a 9.
ER0203	Report Type value is not valid. (ER0203)	REJF	Header	Report Type should be TCRS.
ER0204	The employer does not participate in the reported System (Report Type) for the given Report Month. (ER0204)	REJF	Header or Footer	Verify the Report Month in the Header is accurate.
ER0205	Report Month value is not valid. (ER0205)	REJF	Header or Footer	Report Month should follow CCYYMM format.
ER0206	Report Month value is not valid; either the value is not found in the CONTRIB_SUMMARY (Template) table or it has already been processed. (ER0206)	REJF	Header or Footer	Report Month should follow CCYYMM format. Verify the Report Month in the Header and Footer is accurate.
ER0207	Report Month value in the header does not match the report month in the filename. (ER0207)	REJR	Header	The Report Month contained in the Header should match the Report Month in the filename.
ER0208	Report Month value in the footer does not match the report month in the filename. (ER0208)	REJR	Footer	The Report Month contained in the Footer should match the Report Month in the filename.
ER0209	File Creation Date value is not valid; assuming date of processing. (ER0209)	INFO	Footer	Verify that the File Creation Date within the Footer is a valid value and follows CCYYMMDD format.
ER0210	Filler value is not valid or blank. (ER0210)	INFO	Header or Footer	Verify that the filler within the Header and Footer are padded with blanks.
ER0211	The file contains either a duplicate header or footer. (ER0211)	REJF	Header or Footer	Verify that each batch contains only one Header/Footer combination.
ER0212	The number of headers does not match the number of footers in the file. (ER0212)	REJF	Header or Footer	Verify that each batch contains a Header and a Footer.
ER0213	Header already processed. (ER0213)	REJF	Header	Verify that the Header for each batch only exists once within the file.
ER0214	A report for the Employer, Report Type, Report Month combination does not exist in CONTRIB_SUMMARY table. (ER0214)	REJF	Header or Footer	Verify that the Employer Code, Report Type, and Report Month are valid.
ER0215	Threshold exceeded for REJR Errors for this Batch. (ER0215)	REJF	General	The number of errors with severity REJR (reject record) has reached the maximum allowable threshold value.
ER0216	Length of the record is not 535 characters. (ER0216)	INFO	Filler	Verify that the total character count for the record is 535 characters and Filler is padded with blanks.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0217	Record Type value is not valid. (ER0217)	REJR	Record Type	The Record Type for each detail row should be D.
ER0218	Posting Month value is not numeric. (ER0218)	REJR	Posting Month	Posting Month should follow CCYYMM format.
ER0219	Posting Month value is not valid. (ER0219)	REJR	Posting Month	Posting Month should follow CCYYMM format.
ER0221	Employer Plan / Contrib Group not found in CONTRIB_GROUP Table. (ER0221)	REJR	Contribution Group	Verify that the Contribution Group is correct for the reported detail row.
ER0222	The Employer does not participate in the reported contribution group. (ER0222)	REJR	Contribution Group	Verify that the Contribution Group is correct for the reported detail row.
ER0223	SSN value is not numeric. (ER0223)	REJR	SSN	SSN field should contain numbers only.
ER0224	SSN value is missing. (ER0224)	REJR	SSN	Verify that the SSN field is populated.
ER0225	Member Identifier value is not numeric. (ER0225)	REJR	Member ID	Member ID should be zero-filled or contain numbers only.
ER0226	Employment Begin Date value is not numeric. (ER0226)	REJR	Employment Begin Date	Employment Begin Date should follow CCYYMMDD format.
ER0227	Employment Begin Date value is not valid. (ER0227)	REJR	Employment Begin Date	Employment Begin Date should follow CCYYMMDD format.
ER0228	Employment End Date value is not numeric. (ER0228)	REJR	Employment End Date	Employment End Date should follow CCYYMMDD format.
ER0229	Employment End Date value is not valid. (ER0229)	REJR	Employment End Date	Employment End Date should follow CCYYMMDD format.
ER0230	Employment End Reason value is not valid or blank; assuming null. (ER0230)	INFO	Employment End Reason	Verify that the Employment End Reason for the detail row does not contain invalid characters and is populated with an acceptable value.
ER0231	Record Count value does not match number of detail records. (ER0231)	REJF	Footer	Verify that the total Record Count in the footer matches the number of detail rows reported within the batch.
ER0232	The employer reported a duplicate record for the member. (ER0232)	REJR	General	Verify that the same member record was not reported more than once in given Posting Month with the same detail information.
ER0234	Position Status value is not valid; assuming null. (ER0234)	INFO	Position Status	Verify that the Position Status for the detail row does not contain invalid characters and is populated with an acceptable value.
ER0236	Payment Reason value is not valid; assuming null. (ER0236)	INFO	Payment Reason	Verify that the Payment Reason for the detail row does not contain invalid characters and is populated with an acceptable value.
ER0237	Employer Code value is not valid; value does not exist in the Employer Table or Employer Status is not valid. (ER0237)	REJF	Header or Footer	Verify that the Employer Code within the Header and Footer is a valid value.
ER0238	Contract Months value is not numeric. (ER0238)	REJR	Contract Months	Contract Months should be zero-filled or contain a numeric value from 9 to 12.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0241	Scheduled Hours Per Day value is not numeric or does not have two decimal places. (ER0241)	REJR	Scheduled Hours Per Day	Scheduled Hours Per Day should be zero-filled or contain a numeric value from 00.00 to 24.00.
ER0242	Scheduled Hours Per Day value is not within acceptable range. (ER0242)	INFO	Scheduled Hours Per Day	Scheduled Hours Per Day should be zero-filled or contain a numeric value from 00.00 to 24.00.
ER0243	Type of Rate of Pay value is not valid; assuming null. (ER0243)	INFO	Type of Rate of Pay	Verify that the Type of Rate of Pay for the detail row does not contain invalid characters and is populated with an acceptable value.
ER0244	Rate of Pay value is not numeric or does not have three decimal places. (ER0244)	REJR	Rate of Pay	Rate of Pay should be zero-filled or contain a numeric value from 000000.000 to 999999.999.
ER0248	Increase Decrease Salary That Exceeds IRS Limit value is not valid or blank; assuming plus (+). (ER0248)	INFO	Increase/Decrease Salary That Exceeds IRS Limit	Verify that the Increase/Decrease Salary That Exceeds IRS Limit indicator for the record is populated with either a + or a -.
ER0249	Salary That Exceeds IRS Limit value is not numeric or does not have two decimal places. (ER0249)	REJR	Salary That Exceeds IRS Limit	Salary That Exceeds IRS Limit should be zero-filled or contain a numeric value from 000000.00 to 999999.99.
ER0250	Salary that Exceeds IRS value is blank or has spaces; assuming zero. (ER0250)	INFO	Salary That Exceeds IRS Limit	Salary That Exceeds IRS Limit should be zero-filled or contain a numeric value from 000000.00 to 999999.99.
ER0251	Increase Decrease Salary value is not valid or blank; assuming plus (+). (ER0251)	INFO	Increase/Decrease Salary	Verify that the Increase/Decrease Salary indicator for the record is populated with either a + or a -.
ER0252	Salary value is not numeric or does not have two decimal places. (ER0252)	REJR	Salary	Salary should be zero-filled or contain a numeric value from 000000.00 to 999999.99.
ER0253	Salary value is blank or has spaces; assuming zero. (ER0253)	INFO	Salary	Salary should be zero-filled or contain a numeric value from 000000.00 to 999999.99.
ER0254	Increase Decrease Post-Tax EECON value is not valid or blank; assuming plus (+). (ER0254)	INFO	Increase/Decrease Employee Contributions	Verify that the Increase/Decrease Pre or Post-Tax Employee Contributions indicators for the record are populated with either a + or a -.
ER0255	Post-Tax EECON value is not numeric or does not have two decimal places. (ER0255)	REJR	Employee Contributions	Post-Tax EECON should be zero-filled or contain a numeric value from 000000.00 to 999999.99.
ER0256	Post-Tax EECON value is blank or has spaces; assuming zero. (ER0256)	INFO	Employee Contributions	Post-Tax EECON should be zero-filled or contain a numeric value from 000000.00 to 999999.99.
ER0257	Increase Decrease Pre-Tax EECON value is not valid or blank; assuming plus (+). (ER0257)	INFO	Increase/Decrease Employee Contributions	Verify that the Increase/Decrease Pre or Post-Tax Employee Contributions indicators for the record are populated with either a + or a -.
ER0258	Pre-Tax EECON value is not numeric or does not have two decimal places. (ER0258)	REJR	Employee Contributions	Pre-Tax EECON should be zero-filled or contain a numeric value from 000000.00 to 999999.99.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0259	Pre-Tax EECON value is blank or has spaces; assuming zero. (ER0259)	INFO	Employee Contributions	Pre-Tax EECON should be zero-filled or contain a numeric value from 000000.00 to 999999.99.
ER0263	Date of Birth column value is not valid. (ER0263)	REJR	Date of Birth	Verify that the Date of Birth within the record does not contain invalid characters.
ER0264	Gender value is not valid; assuming null. (ER0264)	INFO	Gender	Verify that the Gender within the record does not contain invalid characters or an invalid gender value.
ER0266	Prefix value is not valid; assuming null. (ER0266)	INFO	Prefix	Verify that the Prefix within the record does not contain invalid characters or an invalid prefix abbreviation.
ER0267	First Name value is not valid or blank. (ER0267)	REJR	First Name	Verify that the First Name within the record does not contain invalid characters.
ER0268	Middle Name value is not valid; assuming null. (ER0268)	INFO	Middle Name	Verify that the Middle Name within the record does not contain invalid characters.
ER0269	Last Name value is not valid or blank. (ER0269)	REJR	Last Name	Verify that the Last Name within the record does not contain invalid characters.
ER0270	Suffix value is not valid; assuming null. (ER0270)	INFO	Suffix	Verify that the Suffix within the record does not contain invalid characters or an invalid suffix abbreviation.
ER0271	Primary Address Line value is not valid or blank. (ER0271)	INFO	Primary Address Line	Verify that the Primary Address Line within the record is populated and does not contain invalid characters.
ER0272	Secondary Address Line value is not valid; assuming null. (ER0272)	INFO	Secondary Address Line	Verify that the Secondary Address Line within the record does not contain invalid characters.
ER0273	City value is not valid. (ER0273)	INFO	City	Verify that the City within the record does not contain invalid characters.
ER0274	State value is not valid. (ER0274)	REJR	State	Verify that the State within the record does not contain invalid characters or an invalid state abbreviation.
ER0275	Zip Code value is not numeric. (ER0275)	REJR	Zip Code	Verify that the Zip Code within the record does not contain invalid characters.
ER0276	International Address Flag value is not valid; assuming 'N'. (ER0276)	INFO	International Address Flag	Verify that the International Address Flag either contains a Y or an N .
ER0277	International Address Line value is not valid; assuming null. (ER0277)	INFO	International Address Line	Verify that the International Address Line within the record does not contain invalid characters.
ER0278	International Country Code value is not valid; assuming null. (ER0278)	INFO	International Country Code	Verify that the International Country Code within the record contains a value as indicated by the file layout.
ER0280	Accrued Sick Leave Days value is not numeric or does not have two decimal places; assuming null. (ER0280)	INFO	Accrued Sick Leave Days	Verify that the Accrued Sick Leave Days within the record does not contain invalid characters and contains two decimal places.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0285	Either Pre-Tax EECON or Post-Tax EECON must have a value. (ER0285)	INFO	Employee Contributions	Verify that the record contains data in either Pre-Tax Employee Contributions or Post-Tax Employee Contributions.
ER0287	Increase Decrease Total Salary That Exceeds IRS Limit value is not valid or blank; assuming plus (+). (ER0287)	INFO	Total Salary That Exceeds IRS Limit within the Footer	Verify that the Increase/Decrease Total Salary That Exceeds IRS Limit within the Footer is populated with either a + or a -.
ER0288	Total Salary That Exceeds IRS Limit value is not numeric or does not have two decimal places. (ER0288)	REJF	Total Salary That Exceeds IRS Limit within the Footer	Verify that the Total Salary That Exceeds IRS Limit within the footer does not contain invalid characters and contains two decimal places.
ER0289	Increase Decrease Total Salary value is not valid or blank; assuming plus (+). (ER0289)	INFO	Increase/Decrease Total Salary within the Footer	Verify that the Increase/Decrease Total Salary within the Footer is populated with either a + or a -.
ER0290	Total Salary value is not numeric or does not have two decimal places. (ER0290)	REJF	Salary within the Footer	Verify that the total salary reported within the footer does not contain invalid characters and contains two decimal places.
ER0291	Increase Decrease Total EECON value is not valid or blank; assuming plus (+). (ER0291)	INFO	Increase/Decrease Total Employee Contributions within the Footer	Verify that the Increase/Decrease Total Employee Contributions within the Footer is populated with either a + or a -.
ER0292	Total EECON value is not numeric or does not have two decimal places. (ER0292)	REJF	Employee Contributions within the Footer	Verify that the Pre-Tax and Post-Tax Employee Contribution amounts in the Footer do not contain invalid characters.
ER0295	More than one SSN found. (ER0295)	REJR	SSN	Verify that the SSN is correct.
ER0296	SSN value is less than 9 characters. (ER0296)	REJR	SSN	Verify that the SSN field contains the minimum characters required.
ER0297	Member not found with this SSN. (ER0297)	INFO	SSN	Verify that the SSN is correct.
ER0299	SSN value is not in valid range. (ER0299)	INFO	SSN	Verify that the SSN is correct.
ER0300	Member Identifier value is not numeric. (ER0300)	INFO	Member ID	Verify that the Member ID field does not contain invalid characters.
ER0301	Total Salary of details does not match with footer. (ER0301)	REJF	Salary within the Footer	Verify that the total salaries reported within the detail records match the salary reported within the footer record.
ER0306	Length of the record is not 535 characters. (ER0306)	INFO	Filler	Verify that the total character count for the record is 535 characters and Filler is padded with blanks.
ER0307	Could not find valid zip file. (ER0307)	REJF	File Type	Verify that the file has been zipped using an approved tool.
ER0308	Could not find valid file within the zip file. (ER0308)	REJF	File Extension	Verify that the extension of the file you are trying to submit has an extension of either .TCRS or .txt.
ER0309	Could not find valid date and/or agency code from file name. (ER0309)	REJF	File Name	Verify the name of the file that you are attempting to upload.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0310	Data is not valid in the file or in the database. (ER0310)	REJF	Header or Footer or Detail Records	Verify that the file does not contain invalid data or characters.
ER0311	Service credit is not numeric. (ER0311)	REJR	Service Credit	Verify that the service credit reported for the record is a number.

Posting Exceptions Errors

Error Code	Error Message	Severity	Field	How do I fix it?
ER0001	A valid address is required for a new member. (ER0001)	WARN	Address fields	Verify that the Address for the new member is complete and is a valid address based on USPS records.
ER0003	Posting Month cannot be after Report Month. Please identify when salary was earned. (ER0003)	EROR	Posting Month	Verify that the Posting Month is not a future date.
ER0005	Contribution group is not valid for the reporting employer for the posting month. (ER0005)	EROR	Contribution Month	Verify that the Contribution Group is correct for the reported detail row.
ER0010	A valid SSN must be provided. (ER0010)	EROR	SSN	Verify that the SSN is a valid number (not all zeros or all 9s).
ER0012	Member ID reported is different than the Member ID on record with TCRS. (ER0012)	EROR	Member ID	Verify that the Member ID is accurate based on the Member ID download or is zero-filled.
ER0015	An employment begin date was received but there is still an active enrollment that was not terminated. (ER0015)	WARN	Employment Begin Date	Verify that any prior employment record for the member was terminated prior to reporting a new Employment Begin Date (for example, if the member changed full-time to part-time status).
ER0017	Transaction received with a posting month which is prior to employment date. Please update the employment begin date. (ER0017)	EROR	Posting Month and Employment Begin Date	Verify that the Posting Month is not a date prior to the Employment Begin Date.
ER0019	Employment Begin Date cannot be after the termination date or after the last day of the posting month or after the posting month of the first contribution. (ER0019)	EROR	Employment Begin Date	Verify that the Employment Begin Date is prior to the Employment End Date OR that the Posting Month is not a date prior to the Employment Begin Date.
ER0021	Employment End Date cannot be after the last day of the report month, cannot be prior to the Last Posting Month for this member, and can't be prior to the Employment Begin Date. (ER0021)	EROR	Employment End Date	Verify that the Employment End Date is not a future date OR that it is not prior to the Employment Begin Date.
ER0022	Employment End Date must be accompanied by a valid Employment End Reason. (ER0022)	EROR	Employment End Reason	Verify that the Employment End Reason field is populated when an Employment End Date is reported.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0023	Employment End Reason must be accompanied by a valid Employment End Date. (ER0023)	EROR	Employment End Reason	Verify that the Employment End Date field is populated when an Employment End Reason is reported.
ER0028	Position Status must be reported. (ER0028)	EROR	Position Status	Verify that the Position Status field is populated.
ER0029	Contribution group should be non-participating for this position status. (ER0029)	EROR	Position Status	Verify that the Position Status field is correct. If the Position Status is a non-participating position, the Contribution Group should contain NONP.
ER0033	Probationary Position has exceeded the employer's Probationary Period. (ER0033)	EROR	Position Status	Verify that the employee is not reported as a probationary employee when he/she has exceeded the probationary period (usually 6 months).
ER0037	Payroll frequency is a required field and must be reported. (ER0037)	EROR	Payroll Frequency	Verify that the Payroll Frequency field is populated.
ER0042	Payment Reason of Regular and Payment Reason of Regular with Additional Compensation Reported for the Same Posting Month for the Same Member. (ER0042)	EROR	Payment Reason	Verify that the employee was not reported with both Payment Reason Regular Pay and Payment Reason Regular Pay with Additional Creditable Compensation.
ER0043	Duplicate payment reason of Regular reported for the same Posting Month for the same Member. (ER0043)	EROR	Payment Reason	Verify that the employee was not reported with Payment Reason Regular Pay for more than one detail row with the same Posting Month.
ER0044	Salary of \$0 reported with an invalid payment reason. (ER0044)	WARN	Payment Reason	Verify that the Salary field is populated when the Payment Reason requires salary. Payment Reasons such as Leave Without Pay, Furlough, and Summer Months do not require salary.
ER0045	For school board, the first contribution for the enrollment appears to be in a different fiscal year than reported Employment Begin Date. (ER0045)	WARN	Employment Begin Date	Verify that the Employment Begin Date is not in a different fiscal year than the current detail record.
ER0054	Payment Reason of Summer Months Reported with Salary. (ER0054)	EROR	Payment Reason	Verify that the Salary field is blank when the Payment Reason is Summer Months. Summer Months is intended to record zero-service months.
ER0063	Scheduled Hours Per Day is more than twenty-four (24) hours. (ER0063)	EROR	Scheduled Hours Per Day	Verify that the Scheduled Hours Per Day value is less than 24.00.
ER0076	Invalid Type of Rate of Pay reported. Value must be Hours, Monthly or Yearly. (ER0076)	EROR	Type of Rate of Pay	Verify that the value reported in Type of Rate of Pay is either Hourly, Monthly, or Yearly.
ER0078	Rate of Pay is less than Minimum Wage Rate or greater than the maximum hourly wage. (ER0078)	WARN	Rate of Pay	Verify that the Rate of Pay value is greater than the minimum wage rate or is less than the maximum hourly wage rate.
ER0079	Payment Reason is required and is not provided. (ER0079)	EROR	Payment Reason	Verify that the record contains a valid Payment Reason.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0082	The sum of Salary cannot be negative across all transactions with the same Posting Month. (ER0082)	EROR	Salary	Verify that the sum of all Salaries across all detail records for the member in a given Posting Month is greater than zero.
ER0083	Salary can only be less than 0 when Posting Month is prior to Report Month. (ER0083)	EROR	Salary	Verify that any negative Salary is reported as a prior period adjustment with a previous month. Negative salaries cannot be reported in the current month.
ER0084	Contribution Salary is higher than the Monthly Rate of Pay with a payment reason of Regular. Please use an appropriate payment reason or update the salary. (ER0084)	WARN	Salary	Verify that the Salary reported is accurate. If the Salary is greater than the Monthly Rate of Pay, please report a Payment Reason other than Regular (such as a separate detail record for a Bonus payment, a Payment Reason of Regular Pay with Additional Creditable Compensation for overtime, etc.)
ER0085	Scheduled hours per day is required and is not provided. (ER0085)	EROR	Scheduled Hours Per Day	Verify that the Scheduled Hours Per Day is populated if the Payment Reason requires service (such as Regular or Regular with Additional Creditable Compensation). This field is required if the Type of Rate of Pay is Hourly.
ER0086	Salary That Exceeds IRS Limit must be less than or equal to the Monthly Rate of Pay. (ER0086)	EROR	Salary That Exceeds IRS Limit	Verify that the Salary That Exceeds IRS Limit reported is accurate. If the Salary is greater than the Monthly Rate of Pay, please report a Payment Reason other than Regular.
ER0087	Salary That Exceeds IRS Limit can only be less than 0 when Posting month is prior to Report month. (ER0087)	EROR	Salary That Exceeds IRS Limit	Verify that any negative Salary That Exceeds IRS Limit is reported as a prior period adjustment with a previous month. Negative salaries cannot be reported in the current month.
ER0088	Salary cannot exceed max limit set by IRS for the year (based on fiscal year) if posting month is 07/1996 or later. (ER0088)	EROR	Salary	Verify that the member does not have a total annual Salary above the IRS limit for 401(a) plans.
ER0089	An amount is reported in both the Pre-Tax EECON and Post-Tax EECON fields. (ER0089)	EROR	EECON	Verify that the Employee Contribution Amount is reported in either Pre-Tax OR Post-Tax field.
ER0090	Pre-Tax EECON amount can only be less than 0 when Posting Month is prior to Report Month. (ER0090)	EROR	Pre-Tax EECON	Verify that any negative Employee Contribution amount is reported as a prior period adjustment with a previous month. Negative contributions cannot be reported in the current month.
ER0091	EECON Amount must be equal to the Contribution Salary times the applicable Contribution Rate. (ER0091)	EROR	Pre-Tax EECON	Verify that the Employee Contribution amount is the Salary multiplied by the correct Employee Contribution Rate.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0093	Post-Tax EECON amount can only be less than 0 when Posting Month is prior to Report Month. (ER0093)	EROR	Post-Tax EECON	Verify that any negative Employee Contribution amount is reported as a prior period adjustment with a previous month. Negative contributions cannot be reported in the current month.
ER0094	Type of Rate of Pay or Rate of Pay Amount is required and not provided. (ER0094)	EROR	Rate of Pay	Verify that both Rate of Pay and Type of Rate of Pay fields are populated.
ER0101	The individual is younger than 14 years of age. (ER0101)	WARN	Date of Birth	Verify the member's date of birth.
ER0102	The individual is older than 100 years of age. (ER0102)	WARN	Date of Birth	Verify the member's date of birth.
ER0103	Birth Date is required for new members. (ER0103)	EROR	Date of Birth	Verify the member's date of birth is populated.
ER0109	First Name contains invalid characters. A valid first name must be provided to enroll a new member. (ER0109)	EROR	First Name	Verify that the First Name field does not contain special characters.
ER0111	Last name contains invalid characters. A valid last name must be provided to enroll a new member. (ER0111)	EROR	Last Name	Verify that the Last Name field does not contain special characters.
ER0118	Two different addresses were provided for the member. Please verify address. (ER0118)	WARN	Address fields	Verify that the member's Address is the same in each respective detail record.
ER0128	Contribution Salary may not be reported with a Posting Month that is after the Retirement Application Employment End Date. (ER0128)	EROR	Contribution Salary and Employment End Date	Verify that the Salary reported is not after the member's Date of Retirement.
ER0129	Contribution Salary may not be reported with a posting month that is after Date of Death. (ER0129)	EROR	Contribution Salary and Employment End Date	Verify that the Salary reported is not after the member's Date of Death.
ER0131	Concord is unable to identify/create an Active membership for this Member. Please contact TCRS. (ER0131)	EROR	General Edit	Contact TCRS so that we can verify the member's information.
ER0132	Please update membership date manually; membership date cannot be updated if the posting date is prior to the membership date. (ER0132)	EROR	General Edit	Verify that the employee's posting month is not prior to the membership date.
ER0147	No errors were found, however Edit Process failed to insert a new Person. Please contact TCRS. (ER0147)	EROR	General Edit	Contact TCRS so that we can verify the member's information.
ER0149	Non-participating contribution group reported for a member who has a current participating enrollment with this employer. (ER0149)	WARN	Contribution Group	Verify that the member was reported with the correct Contribution Group.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0156	Sick Leave Days not reported and are required with this employment end reason. (ER0156)	WARN	Accrued Sick Leave Days	Verify that Sick Leave Days are reported when a member's Employment End Reason is Death or Retirement.
ER0158	The contribution being reported has a Posting Month dated after the Employment End Date on another contribution (within this report) without a new Employment Begin Date. (ER0158)	EROR	Posting Month	Verify that the member has a new Employment Begin Date for a new employment record.
ER0159	Adjustment reported will change the salary to \$0. Payment reason is invalid for \$0 salary. (ER0159)	WARN	Salary	Verify that the prior period adjustment is adjusting a valid Payment Reason. Payment Reasons such as Leave Without Pay, Furlough, and Summer Months do not require salary.
ER0161	Service credit reported is outside of pre-defined TCRS parameters. (ER0161)	EROR	Service Credit, Rate of Pay, and Salary	Verify that the Service Credit is valid based upon Salary and Rate of Pay. Concord compares the Salary and Rate of Pay fields to calculate an expected Service Credit value.
ER0162	Service credit reported is greater than the maximum allowable service credit for the employer. (ER0162)	EROR	Service Credit	Verify that the Service Credit value is not more than the maximum allowable Service Credit. Service Credit should not exceed 1.00 unless a member is an educational employee.
ER0163	Career ladder payment reported for a contribution group that is not eligible to receive career ladder payments. (ER0163)	EROR	Payment Reason	Verify the Payment Reason for this member. Career Ladder should be reported only for educational employees.
ER0164	Longevity payment reported for a contribution group that is not eligible to receive longevity payments. (ER0164)	EROR	Payment Reason	Verify the Payment Reason for this member.
ER0165	Service credit must be reported for a regular payment type. (ER0165)	EROR	Service Credit and Payment Reason	Verify that the Service Credit field is populated for the member when the Payment Reason requires Service Credit (such as Regular Pay).
ER0166	The reported position status is invalid for a member receiving a retirement benefit. They must be reported under a Return to Work position status. (ER0166)	WARN	Position Status	Verify that the retired member is reported as either a 120-day temporary employee or a limited reemployed retired teacher.
ER0167	The maximum salary is exceeded for a member employed under Return to Work provisions. Please contact TCRS. (ER0167)	EROR	General Edit	Verify that the Salary for the retired member has not exceeded the annual limit.
ER0168	Record received for a seasonal employee under age 25. These employees should not be reported to TCRS. (ER0168)	EROR	Position Status	Seasonal employees under the age of 25 are ineligible to participate in TCRS.

Error Code	Error Message	Severity	Field	How do I fix it?
ER0169	Record received for a temporary employee under age 25. These employees should not be reported to TCRS. (ER0169)	EROR	Position Status	Temporary employees under the age of 25 are ineligible to participate in TCRS.
ER0171	Type of employee contribution (pre or post tax) is not valid based on your employer's plan provisions. (ER0171)	EROR	Employee Contributions	Verify that the Employee Contributions are being reported in accordance with the employer's plan provisions.
ER0172	Invalid contribution amount for member with a salary above the SS wage base. (ER0172)	EROR	Employee Contributions	Verify the member's Employee Contributions are accurate based on the Contribution Rate. If the member's salary has reached the Social Security wage base, verify that your agency has the Limit Contributions plan provision.
ER0173	Summer school bonus payment reason is invalid outside of summer months. (ER0173)	EROR	Payment Reason	Verify that the Payment Reason of Summer Months is reported only during valid summer months.
ER0174	Service credit threshold exceeded for Return to Work member. Please contact TCRS. (ER0174)	EROR	Service Credit	Verify that the service for the retired member has not exceeded the annual limit.
ER0175	New enrollments are not valid for the withdrawn agency. (ER0175)	EROR	Contribution Group, Employment Begin Date	Verify that the member should be enrolled in TCRS; if your agency has voluntarily withdrawn, the plan is closed to new members as of the withdrawal date.
ER0176	Member's participation in contribution group is invalid. (ER0176)	EROR	Contribution Group, Employment Begin Date	Verify that the member is reported with the correct contribution group. If your agency has discontinued non-contributory, verify the member's date of participation in accordance with the plan provision adoption date.
ER0177	The Contribution Group (legacy or hybrid plan) is invalid based on the member's date of participation. (ER0177)	EROR	Contribution Group, Employment Begin Date	Verify that the member is reported with the correct contribution group. If your agency has employees impacted by the Hybrid Plan, please verify that you are enrolling the member in correct plan. You can confirm the plan by navigating to Report > Download Member ID and using the Member Plan Search function.