
PeopleSoft Enterprise Payroll for North America 9.1 PeopleBook

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PeopleSoft Enterprise Payroll for North America Preface

This preface discusses:

- PeopleSoft Products.
- PeopleSoft Enterprise HRMS Application Fundamentals.

Note. This PeopleBook documents only page elements that require additional explanation. If a page element is not documented with the process or task in which it is used, then either it requires no additional explanation or it is documented with common elements for the section, chapter, PeopleBook, or product line.

PeopleSoft Products

This PeopleBook refers to the following PeopleSoft product: PeopleSoft Enterprise Payroll for North America.

PeopleSoft Enterprise HRMS Application Fundamentals

Additional, essential information describing the setup and design of your system appears in a companion volume of documentation called *PeopleSoft Enterprise HRMS Application Fundamentals PeopleBook*. Each PeopleSoft product line has its own version of this documentation.

The *PeopleSoft Enterprise Payroll for North America PeopleBook* provides you with implementation and processing information for your PeopleSoft Payroll for North America system. Additional, essential information describing the setup and design of your system appears in a companion volume of documentation called *PeopleSoft Enterprise Application Fundamentals for HRMS PeopleBook*. Each PeopleSoft product line has its own version of this documentation.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "PeopleSoft Enterprise HRMS Application Fundamentals Preface"

PeopleBooks and the PeopleSoft Online Library

A companion PeopleBook called *PeopleBooks and the PeopleSoft Online Library* contains general information, including:

- Understanding the PeopleSoft online library and related documentation.

- How to send PeopleSoft documentation comments and suggestions to Oracle.
- How to access hosted PeopleBooks, downloadable HTML PeopleBooks, and downloadable PDF PeopleBooks as well as documentation updates.
- Understanding PeopleBook structure.
- Typographical conventions and visual cues used in PeopleBooks.
- ISO country codes and currency codes.
- PeopleBooks that are common across multiple applications.
- Common elements used in PeopleBooks.
- Navigating the PeopleBooks interface and searching the PeopleSoft online library.
- Displaying and printing screen shots and graphics in PeopleBooks.
- How to manage the locally installed PeopleSoft online library, including web site folders.
- Understanding documentation integration and how to integrate customized documentation into the library.
- Application abbreviations found in application fields.

You can find *PeopleBooks and the PeopleSoft Online Library* in the online PeopleBooks Library for your PeopleTools release.

Chapter 1

Getting Started with Payroll for North America

This chapter discusses:

- Payroll for North America overview.
- Payroll for North America business processes.
- Payroll for North America integrations.
- Payroll for North America implementation.

Payroll for North America Overview

Payroll for North America provides the tools to calculate earnings, taxes, and deductions efficiently; maintain balances; and report payroll data while minimizing the burden on IT managers and payroll staff.

With Payroll for North America, you can design the payroll system to meet your organization's specific requirements. Provide the system with some basic information about the types of balances that you want to maintain, how you want to group the workforce, and when you want to pay them. You can define and establish earnings, deductions, taxes, and processes that fit your unique business needs. The payroll system enables you to calculate gross-to-net or net-to-gross pay, leave accruals, and retroactive pay. You can automatically calculate imputed income for group-term life insurance and process unlimited direct deposits.

With this application you can:

- Define various earnings types including regular earnings and additional pays.
- Process compensation with multiple compensation rates.
- Designate shift schedules and shift premium calculation rules.
- Define deduction types for benefit premiums, tax withholdings, garnishments, and other deductions.
- Determine the types of payroll accumulator balances that you want to maintain and use.
- Define employee pay groups, which are groups of employees that share common payroll characteristics, such as working for the same organization or sharing the same pay frequency or pay date.
- Establish pay calendars that reflect the various payroll periods, pay dates, and Fair Labor Standards Act (FLSA) periods throughout the year.
- Designate employee holidays for payroll processing.

- Create pay run IDs to process payrolls more efficiently.
- Establish general rules for processing and paying garnishments.
- Set up direct deposits for the workforce.
- Set up U.S. Savings Bond information.
- Set up Canada Savings Bonds and Canada Payroll Savings (CPS) program information.
- Support contract pay for employees in education-related organizations, such as faculty employees who work a nine-month contract that is paid over 12 months.
- Define control data for creating paysheets and running other batch processes.
- Specify the various companies within your organization and maintain separate payroll data for each—everything from general ledger accounts, to tax information, and unique payroll processing and payment rules.

Payroll for North America Business Processes

Payroll for North America supports the following business processes:

Set Up and Maintain Core Payroll Tables

Core payroll tables are the tables that are required to implement the Payroll for North America application, including organization tables, compensation and earnings tables, deduction tables, pay calendar tables, garnishment tables, vendor tables, general ledger interface, tax tables, retroactive processing, and tip allocation.

Set Up and Maintain Employee Pay Data

Employee pay data includes personal data, job data, benefits data, federal, state/provincial, and local tax information, general and benefit deductions, additional pay, garnishments, savings bonds (Canada), and direct deposits.

Process the Payroll

The basic steps of payroll processing are: create paysheets, pay calculation, pay confirmation, and generate checks and direct deposits. You can employ audit reports and data review pages to verify and correct the results of each step before moving on. You can also review and adjust employee balances.

Post to General Ledger

Use the integration with PeopleSoft Enterprise General Ledger and Enterprise One General Ledger to transfer the expenses and liabilities incurred from a pay run to the General Ledger application.

Pay Taxes

Use the integration with PeopleSoft Enterprise Payables to transmit tax data to the Payables application for automatic payment to tax authorities.

Pay Third Parties

Use the integration with Payables to transmit employee and employer deductions such as garnishments and benefit deductions to the Payables application for automatic payment to third parties.

Produce Reports

Payroll for North America provides dozens of reports to help you monitor payroll processing and comply with regulatory and tax reporting requirements. You can view reports online or print hard copies. You can also tailor the reports to fit the special needs of your organization.

Optional Features

Within the framework of payroll processing already outlined, Payroll for North America supports the following additional business processes:

- (CAN) Savings bonds.
- Group-term life insurance imputed income (U.S. and Canada).
- (USA) Tip allocation.
- (USA) FLSA and Alternative Overtime processing.
- (CAN) Canada Payroll Savings programs.
- (CAN) Canadian low-interest loans.
- (CAN) Business Payrolls Survey reporting.
- (CAN) Record of Employment reporting.
- (USF) Credit military service to civilian retirement.
- (USF) Pay caps and limits processing.
- (USF) Within grade increase/tenure nonpay hours processing.
- (USF) Agency interface processing.
- (USF) Individual Retirement Record and Register of Separations and Transfers reporting.
- (E&G) Contract pay administration.
- (E&G) Tax treaty processing for nonresident aliens.

We discuss these business processes in the business process chapters in this PeopleBook.

Payroll for North America Integrations

Payroll for North America integrates with these PeopleSoft applications, including HRMS, Time and Labor, and Student Administration:

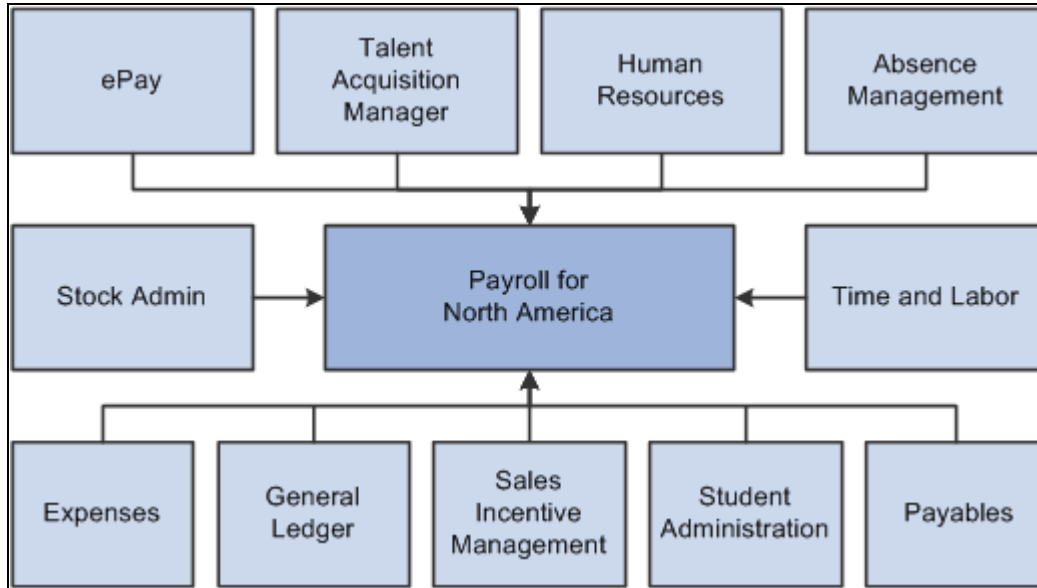


Illustration showing the main PeopleSoft applications that integrate with Payroll for North America

We discuss integration considerations in the implementation chapters in this PeopleBook.

Supplemental information about third-party application integrations is located on the My Oracle Support website.

With PeopleSoft's product integration technology, the system can:

- Retrieve an employee's social security number (or social insurance number) and address from the PeopleSoft Human Resources application.
- Retrieve the benefit plans for which an employee is eligible from the PeopleSoft Human Resources Base Benefits business process for processing.
- Load computed absence results from PeopleSoft Absence Management to paysheets for processing.
- Retrieve funding source information for earnings and fringe costs from the PeopleSoft Human Resources Manage Commitment Accounting business process.
- Transmit employee pay data to PeopleSoft Enterprise ePay for online access by employees.

Retrieve online employee changes to direct deposit information, voluntary deductions, W-2 reissue requests, and federal W-4 tax information from ePay.

- Load data from monetary awards and non-monetary/non-stock awards from the variable compensation business process within PeopleSoft Human Resources to paysheets for processing.

- Load approved employee referral award amounts from the Talent Acquisition Manager application to paysheets for processing.
- Load time and labor data, such as payable time, from the PeopleSoft Enterprise Time and Labor application to paysheets for processing.
- Load refund information and tax data from the PeopleSoft Enterprise Stock Administration application to paysheets for processing.
- Load approved employee advance and expense reimbursement amounts from the PeopleSoft Enterprise Expenses application to paysheets for processing.
- Load refund credit balances to students, customers, or external organizations onto paysheets for processing.

These refund credit balances are transmitted to Payroll for North America by PeopleSoft Student Administration.

- Transmit employee and employer deductions, such as taxes, garnishments, and benefit deductions, to the PeopleSoft Enterprise Payables application for automatic payment to third parties.
- Transmit the expenses and liabilities incurred from a pay run to the General Ledger application.
- Validate payment requests from PeopleSoft Enterprise Sales Incentive Management (SIM), transmit a message identifying invalid transactions, load valid transactions to paysheets, and publish a payment notification message to the SIM application after payroll is processed and confirmed.

Note. The Load Paysheet Transactions process loads transactions from sources other than PeopleSoft applications to paysheets for processing. Such transactions require a paysheet update source of *Other Sources*.

See [Appendix A, "Configuring Batch Processes," Data Input Requirements for Third-Party Paysheet Data, page 1096](#).

See Also

[Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," page 539](#)

[Chapter 18, "Integrating with PeopleSoft HRMS and Enterprise Expenses," page 567](#)

[Chapter 23, "Integrating with Enterprise General Ledger," page 795](#)

[Chapter 25, "Integrating with PeopleSoft Payables," page 847](#)

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Commitment Accounting

Payroll for North America Implementation

PeopleSoft Setup Manager enables you to generate a list of setup tasks for your organization based on the features that you are implementing. The setup tasks include the components that you must set up, listed in the order in which you must enter data into the component tables, and links to the corresponding PeopleBook documentation.

Payroll for North America also provides component interfaces to help you load data from your existing system into Payroll for North America tables. Use the Excel to Component Interface utility with the component interfaces to populate the tables.

This table lists all of the components that have component interfaces:

Component	Component Interface	References
PAY_RUN_TABLE	PAY_RUN_TABLE	See <i>PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook</i> , "Setting Up Pay Calendars," Creating Pay Run IDs.
GENL_DEDUCTION_TBL	GENL_DEDUCTION_TBL	See Chapter 5, " Defining Deductions ," Defining General Deductions , page 153.
GDED_COM_TBL	GDED_COM_TABLE	See Chapter 5, " Defining Deductions ," Assigning General Deductions to a Company , page 161.
TAX_LOCATION_TBL	TAX_LOCATION_TBL	See <i>PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook</i> , "Setting Up Company Tax Tables for North America."
COMP_LOCAL_TAX_TBL	COMP_LOCAL_TAX_TBL	See <i>PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook</i> , "Setting Up Company Tax Tables for North America."
SPCL_EARNS_TABLE	SPCL_EARNS_TABLE	See Chapter 6, " Setting Up the Payroll Process ," Establishing Special Accumulator Codes , page 181.
TERM_ACTN_RSN	TERM_ACTN_REASON	See Chapter 6, " Setting Up the Payroll Process ," Defining the Final Check Process , page 189.
TERM_PGM_TBL	TERM_PGM_TABLE	See Chapter 6, " Setting Up the Payroll Process ," Defining the Final Check Process , page 189.
FLSA_CALEDAR	FLSA_CALEDAR	See <i>PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook</i> , "Setting Up Pay Calendars," Creating Pay Calendars and FLSA Calendars.
TAX_TYPE_TBL	TAX_TYPE_TABLE	See Chapter 2, " Setting Up Payroll Tax Tables ," Setting Up Tax Types for PeopleSoft Enterprise Payables Integration , page 62.

Component	Component Interface	References
CO_UI_RPTCD_TBL	CO_UI_RPTCD_TABLE	See Chapter 2, "Setting Up Payroll Tax Tables," (USA) Establishing UI Report Codes, page 56.
TREATY_NR_ALIEN_TA	TREATY_NR_ALIEN_TA	See Chapter 2, "Setting Up Payroll Tax Tables," Understanding Tax Treaties, page 54.
US_SOC_TBL	US_SOC_TABLE	See Chapter 2, "Setting Up Payroll Tax Tables," (USA) Establishing Standard Occupational Classifications, page 58.
CAN_WCB_CU_RATES	CAN_WCB_CU_RATES	See Chapter 2, "Setting Up Payroll Tax Tables," (CAN) Defining Canadian WCB Assessment Reporting, page 50.
RETROPAY_PGM_TBL	RETROPAY_PGM_TBL	See Chapter 6, "Setting Up the Payroll Process," Setting Up Retro Pay Processing, page 211.
TIPS_ESTAB_TBL	TIPS_ESTAB_TABLE	See Chapter 9, "(USA) Setting Up Additional U.S. Payroll Functionality," Setting Up the Payroll System for Tip Allocation, page 271.

Other Sources of Information

In the planning phase of your implementation, take advantage of all PeopleSoft sources of information, including the installation guides, table-loading sequences, data models, and business process maps.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "PeopleSoft Enterprise HRMS Application Fundamentals Preface"

Enterprise PeopleTools PeopleBook: PeopleSoft Setup Manager

Enterprise PeopleTools PeopleBook: PeopleSoft Component Interfaces

Chapter 2

Setting Up Payroll Tax Tables

This chapter provides an overview of payroll tax tables and discusses how to:

- (USA) View federal and state tax tables.
- (USA) View local tax tables.
- (USA) Manage tax reciprocity.
- (USA) Update the Taxable Gross Definition table.
- (USA) View state marital status codes.
- (CAN) View Canadian tax tables.
- (CAN) Set up wage loss plans.
- (CAN) Define Canadian WCB assessment reporting.
- (USF) Set up state and locality tax routing.
- (E&G) Establish 1042 processing for non-resident aliens.
- (USA) Establish UI report codes.
- (USA) Establish standard occupational classifications for Alaska.
- (USA) Specify voluntary disability insurance plan location and contact information.
- (USA) Specify parameters for quarterly tax reporting.
- Set up tax types for PeopleSoft Enterprise Payables integration.

Note. You must also set up tax locations and company tax tables, which is documented in the *PeopleSoft Enterprise HRMS Application Fundamentals PeopleBook*.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Company Tax Tables for North America"

[Appendix E, "\(CAN\) Canadian Tax Method Calculations," page 1197](#)

[Appendix F, "\(USA\) U.S. Tax Methods and Calculations," page 1207](#)

Understanding Payroll Tax Tables

This section discusses how to:

- Find instructions on year-end processing.
- Work with payroll tax tables.
- (USA) Work with U.S. Tax tables.
- (CAN) Work with Canadian Tax tables.

Finding Instructions on Year-End Processing

Since year-end processing information changes regularly, PeopleSoft posts the most up-to-date instructions in the current year-end tax update documentation, posted on My Oracle Support.

See [Chapter 33, "Accessing Year-End Processing Instructions," page 1039](#).

Working with Payroll Tax Tables

The PeopleSoft Enterprise Payroll for North America tax tables store tax information that the system requires to calculate and report taxes. PeopleSoft provides and maintains most of the payroll tax tables.

Payroll for North America delivers tax data for all federal and state or provincial taxing entities and almost all localities. Should you need a locality that PeopleSoft does not yet support, you can add and maintain entries using the tax pages. If you need to make a change or addition to the standard tax information delivered with the system, you are responsible for maintaining the change until it is incorporated into PeopleSoft-maintained tax tables. After you notify us of the missing locality, PeopleSoft will add it to our standard system and maintain it for you in subsequent versions.

You are responsible for completing the tax tables that contain data specific to your company.

Note. The pages for Federal/State Tax, Taxable Gross Definition, and Canadian Tax tables reference more than one table.

(USA) Working with U.S. Tax Tables

Some U.S. tax tables are maintained by PeopleSoft, others are maintained by the employers.

PeopleSoft-Maintained Tables

These are the PeopleSoft-maintained tables for U.S. employers:

- Federal/State Tax and Local Tax tables, which contain rates and other constants used in the calculation of most forms of taxes for U.S. federal, state, and local taxing entities.

- State and Local Tax Reciprocity tables, which define reciprocal taxing rules between states and localities, and other rules for determining tax liabilities for multiple jurisdictions.
- Taxable Gross Definition table, which identifies differences between states or localities and the federal government in the definition of taxable wages.

PeopleSoft delivers sample taxable gross component IDs for Group Term Life (GTL), Section 125 (125), domestic partner benefits (DPB), Health Savings Accounts (HSA), and Health Savings Account employer contributions (HSR).

- SWT Marital Status table, which defines the valid tax marital status codes for each state.

Employer-Maintained Tables

U.S. employers must set up and maintain the following tables:

- Tax Location table, which contains the work locations for which you process payroll and taxes.
- Company State Tax and Company Local Tax tables, which store tax identification numbers, unemployment and disability experience rates, and general ledger codes for the states and localities for which your company collects and pays taxes.
- Tax Reporting Parameters table, which controls the execution of many of your quarterly and annual tax reports and specifies data needed for magnetic media filing.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Company Tax Tables for North America"

(CAN) Working with Canadian Tax Tables

Some Canadian tax tables are maintained by PeopleSoft, others are maintained by the employers.

PeopleSoft-Maintained Tables

Canadian Tax tables, which contain rates and other constants used in the calculation of all forms of federal, provincial, and Quebec taxes.

Employer-Maintained Tables

Canadian employers must define and maintain the following tables:

- The Canadian Wage Loss Plan table, which identifies your organization's valid wage loss replacement plans and general ledger account numbers.
- The Canadian Company Tax table, which defines the Prescribed Interest rate, Provincial Premium Tax rate, and Health Insurance rate override.
- Canadian Tax Reporting Parameters table, which controls the execution of many quarterly and annual tax reports and specifies data needed for magnetic media filing.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Company Tax Tables for North America"

(USA) Viewing Federal and State Tax Tables

To view federal and state tax tables, use the Federal/State Tax Table component (STATE_TAX_TABLE).

This section provides overviews of federal and state tax tables and of the Pennsylvania Local Services Tax (LST) and discuss how to:

- View standard deductions, allowance amounts, and supplemental taxes.
- View special tax amounts.
- View wage bracket rate information.
- View additional rate information.

Understanding Federal and State Tax Tables

Use the Federal/State Tax Table pages to view the tax data PeopleSoft Payroll for North America uses to calculate U.S. federal, state, and certain local taxes. These pages supply the following information:

- Identify the general type of withholding tax calculation employed by each jurisdiction and provide all the constants needed by the calculation routines for income tax withholding and unemployment and disability taxes.
- Contain the wage bracket tax rate data used by the taxing authorities for implementing graduated taxes.

Special State Codes for Localities Using Graduated Tax Tables

In addition to the rules for state withholding, the rates for calculating federal withholding, FICA, and federal unemployment are defined on this table, primarily because the method of calculation is similar. Localities that use graduated tax tables are also included. These entries are identified by special state codes such as Z1 and Z2. Here are some of these special codes:

<i>Code</i>	<i>Description</i>
\$E	Earned income credit
\$U	U.S. federal tax
\$UAS	American Samoa federal tax

Code	Description
\$UGU	Guam federal tax
\$UPR	Puerto Rico federal tax
\$UVI	Virgin Islands federal tax
Z1	New York City, New York local tax
Z2	Yonkers, New York local tax
Z3	MD 1.25 % local tax
Z4	MD 2.25 % local tax
Z5	MD 2.96 % local tax
Z6	MD 2.56 % local tax
Z7	MD 2.85 % local tax
Z8	MD 3.05 % local tax
Z9	MD 3.20 % local tax
ZA	Maryland 3.10% local tax
ZB	MD resident works in DE
ZC	MD 2.65 % local tax
ZD	MD 2.62 % local tax
ZE	MD 2.63 % local tax
ZF	MD 2.80 % local tax

Code	Description
ZG	MD 2.83 % local tax
ZH	MD 2.90 % local tax
ZI	MD 2.93 % local tax
ZJ	MD 3.06 % local tax
ZK	MD 3.15 % local tax
ZL	MD 3.00% local tax

Understanding the Pennsylvania Local Services Tax

On the Federal/State Tax Table - Additional Rates page, the Tax Class *LS Tax* represents the Local Services Tax (LST) for Pennsylvania employees. The total LST paid by any individual in a calendar year is limited to 52 USD, regardless of the number of political subdivisions in which the individual works during the year.

LST Localities

The LST can be imposed by both municipalities and school districts. Certain LST processing requirements relate to the combined LST rate for municipalities and school districts. Therefore, you *must* implement the LST using Local Tax Table entries that represent combined LST tax rates. These entries have the letter "C" in position 8 of the Locality Code.

For example, the locality code O430212C for Farrel City is used to process the LST at the combined tax rate of the Farrel City municipality and the Farrel City School District.

Lump Sum and Prorated LST Deductions

When the LST is levied at a combined rate of 10 USD or less annually, it is deducted as a lump sum from the employee's first paycheck of the year in the taxing jurisdiction.

If the LST is levied at a combined rate exceeding 10 USD annually, the tax is divided equally across the number of pay periods in the employee's pay frequency. When calculating prorated pay period deductions, employers are required to round down to the nearest cent. For example, a 52 USD annual combined tax rate is deducted at 1 USD per week from employees paid weekly, or at 4.33 USD per month from employees paid monthly.

Maximum Annual Deduction

If an employee pays LST of less than 52 USD to the first municipality where the employee works during a calendar year and transfers to one or more municipalities that impose the LST, the additional tax is withheld as long as the combined LST deductions are equal to or less than 52 USD. If the combined LST deductions exceed 52 USD, only the difference between 52 USD and the total of any previous LST is withheld from the employee.

For example, an employee who is paid weekly works in locality A, which imposes a 10 USD combined LST. At this rate, the entire LST is deducted in the employee's first paycheck. The next week, the employee works in locality B, which imposes a 52 USD combined LST. Locality B is entitled to a maximum of only 42 USD because the employee has already paid 10 USD of the 52 USD annual maximum tax.

The system deducts 1 USD per week from the employee's weekly paycheck (because locality B's entire 52 USD rate is prorated across 52 pay periods in the year) until 42 USD has been collected for locality B. At this point, the employee has reached the 52 USD annual maximum, and no further deductions are taken in locality B or in any other locality where the employee subsequently works in the same year.

The state-level Pennsylvania LST Memo tax record keeps track of how much Pennsylvania LST an employee has paid for the year. During the LST calculation, the system checks this state memo tax balance before computing the LST.

When you hire an employee whose LST for the current tax year has been fully or partially withheld by another employer, you can load the amount already withheld into the employee's state tax memo balance to prevent the system from exceeding the annual maximum for that employee. Alternatively, you can leave it to the employee to file for a refund of overpaid LS tax at year end.

See [Chapter 29, "Reviewing, Adjusting, and Deleting Employee Balances," \(USA\) Reviewing and Adjusting U.S. Tax Balances, page 969.](#)

Rules For Employees Working in Multiple Jurisdictions

Employees are not subject to LST at more than one place of employment during a payroll period. Pennsylvania indicates that the "priority of claim" to collect the LST is as follows:

1. Where the employee "maintains his or her principal office or is principally employed."
2. Where the employee "resides and works."
3. Where the employee is employed that is "nearest in miles" to the employee's home.

Because the system is not able to determine which jurisdiction has the highest priority when an employee has active LST deductions set up for multiple jurisdictions, it is your responsibility to determine which LST jurisdiction has priority and to structure the employee's Local Tax Data so that the employee has only one active LST deduction set up for the correct jurisdiction.

If you fail to do this, and an employee has active LST deductions set up for multiple jurisdictions, the system deducts the tax for the first jurisdiction encountered in the processing sequence. For multiple job employees with multiple active LST deduction setups, the tax is deducted for whichever job is the first one calculated in the primary pay group.

Important! Although the system takes the LST deduction for only one jurisdiction per pay period, it is your responsibility to structure the employee's Local Tax Data to ensure that the deduction is taken for the correct jurisdiction.

If you need to set up Local Tax Data records for multiple LS Tax jurisdictions for an employee in order to clear Payroll Error 92 (*Local Tax Not Found: The local tax record for the locality cannot be found for this employee.*), then you can limit the employee to one active LST by setting all but one of the employee's Local Tax Data records for LST to the Special Tax Status of "Do Not Maintain Taxable Gross and Do Not Withhold Tax".

Low Income Exemption

A jurisdiction that levies the LST at a combined rate greater than 10 USD is required to exempt from the tax employees whose total income within the jurisdiction is less than 12,000 USD for the calendar year.

To receive an up front exemption from LST deductions, an employee must provide the employer with a completed Local Services Tax Exemption Certificate. To record the employee's exemption from the tax, enter 999 as the number of Local Withholding Allowances in the employee's Local Tax Data page for the locality imposing the LST.

Entering 999 as the number of Local Withholding Allowances suspends deduction of the LST from the employee's paychecks. If the employee's YTD taxable gross for the locality reaches or exceeds 12,000 USD, then regular paycheck deductions of the tax will begin, and a catch-up lump sum tax deduction will be taken equal to the amount of tax that was not previously withheld from the employee as a result of the employee's exempt status.

Important! Once you set up an employee as exempt from a jurisdiction's LST for a particular calendar year, do not change that exempt status for the remainder of that calendar year. If an employee's exempt status is changed mid-year, the system will not take the catch-up lump sum tax deduction from the employee.

Pages Used to View Federal and State Tax Tables

Page Name	Definition Name	Navigation	Usage
General	STATE_TAX_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, General	View standard deductions, allowance amounts, and supplemental rates.
Special Tax Amounts	STATE_TAX_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Special Tax Amounts	View information needed for tax calculations. The page for the Federal Tax Table differs from the one for specific states.
Rates	STATE_TAX_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Rates	View wage bracket information.
Additional Rates	STATE_TAX_TABLE4	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Additional Rates	View wage limits for unemployment and disability taxes.

Page Name	Definition Name	Navigation	Usage
Federal/State Tax Report	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Federal/State Tax, Federal/State Tax Report	Run TAX702 to print information from the State Tax Table and the State Other Tax Table, which store the most current tax rates and other parameters used in calculating state and federal withholding, disability, and unemployment taxes.
State Tax Rate Report	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, State Tax Rate, State Tax Rate Report	Generate TAX707 that lists information from the State Tax Rate Table, which contains bracket rates needed for calculating state and federal taxes.

Viewing Standard Deductions, Allowance Amounts, and Supplemental Taxes

Access the Federal/State Taxes - Tax Table - General page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, General).

The screenshot displays the 'Tax Table - General' configuration page for California. The 'General' tab is selected. The 'State Tax Information' section includes fields for Effective Date (05/01/2009), Status (Active), State Tax Calculation Type (Graduated Tax Tbls-Allowances), FICA Credit (No FICA), Single Standard Deduction (\$3,692), Married Standard Deduction (\$7,384), Allowance Amount (\$1,000), and Supplemental Method (Aggregate). The 'Supplemental Method' section includes fields for *Paid with Regular Wages (Aggregate), *Separate Payment (Percent of Taxable Gross), and Supplemental Wage Rate (0.060000).

Tax Table - General page

Note. You shouldn't need to modify this table, but if you must, you can make changes if you have the appropriate security authorization. This applies to all pages in this component.

State Tax Calculation Type	Indicates the type of withholding tax calculation required by the state.
FWT Credit	This check box indicates whether credit is given for FWT during calculation of state income tax withholding.
Non-Resident Declaration Required	This check box indicates whether the state requires a Non-Resident Declaration for non-resident employees.
Allow Withholding Reduction	This check box indicates whether the state allows a reduction amount to be computed in the state withholding calculation. Currently, this only applies to Connecticut.
FICA Credit	This check box indicates whether credit is given for FICA during calculation of state income tax withholding.

Supplemental Method

Details of the values available for selection in this group box and examples of calculations are provided in this PeopleBook.

See [Appendix F, "\(USA\) U.S. Tax Methods and Calculations," Supplemental Tax Calculations, page 1209.](#)

Paid With Regular Wages	PeopleSoft delivers the required selection: <i>Aggregate – No Annualize, Aggregate, Aggregate-No Tax else Percent, Non-Resident Supplemental, Not Applicable, Percent of Taxable Gross, Special Table with Exemptions, and Special Table.</i>
Separate Payment	PeopleSoft delivers the required selection: <i>Aggregate – No Annualize, Aggregate, Aggregate-No Tax else Percent, Non-Resident Supplemental, Not Applicable, Percent of Taxable Gross, Special Table with Exemptions, and Special Table.</i>

Viewing Special Tax Amounts

Access the Special Tax Amt's page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Special Tax Amounts).

General		Special Tax Amts		Rates		Additional Rates	
State: CA California							
State Tax Information Find View All First 1 of 1 Last							
Effective Date:	05/01/2009	Status:	Active				
Special Tax Amount 1:	11278.000000	Description:	Low Inc Exem				
Special Tax Amount 2:	22556.000000	Description:	Low Inc Exem				
Special Tax Amount 3:	99.000000	Description:	Tax Crd				
Special Tax Amount 4:		Description:					
Special Tax Amount 5:		Description:					
State Statutory Minimum Hourly:	8.000000	*Report Neg Wages:	Separate				
		*Tax Reporting:	Quarterly				
☒ Delay W/H for tips		☒ Employee Detail Required		☐ Use Common PayMaster for SUI?			

Special Tax Amts page

Special Tax Amount This field is used to store parameters or values used in withholding tax calculations for the selected state or federal jurisdiction.

Special Tax Amount 5 When the selected state is Federal (\$U), the amount displayed is the amount that the system adds to the annualized wages of the nonresident alien (NRA) solely for purposes of NRA tax withholding calculation. This amount does not add to the employee's federal taxable gross balance.

State Statutory Minimum Hourly The system uses this field to calculate tip credit to pay overtime for tipped employees. The minimum hourly rate required by that state appears here.

Report Neg Wages Options are *include* or *separate*.

State Tips W/H Threshold This field appears if the value in the State field is \$U.
This field is used in conjunction with state regulations for delaying the withholding of taxes on tips until the employee reports monthly tips in the amount equal to the threshold amount. This field displays the monthly threshold amount from the federal regulations and as of now all states use that threshold amount.

For states that allow you to delay withholding on tips, you can specify by Pay Group whether you delay withholding on tips.

Tax Reporting Options include *Annual*, *Monthly*, or *Quarterly*.

Delay Withholding for Tips

On this page, this check box refers to state income tax.

For each state, PeopleSoft selects or deselects this check box, depending on whether the state allows employers to delay withholding on tip income until the monthly threshold amount is reached. For states that allow you to delay withholding on tips, you can specify by Pay Group whether you'll delay withholding on tips.

Employee Detail Required

This field is informational only and indicates whether a state requires the quarterly reporting of individual employee wage data. All states currently require such reporting.

Use Common PayMaster for SUI

This check box is selected if the state recognizes common paymaster status between companies for purposes of state unemployment insurance taxes.

Viewing Wage Bracket Rate Information

Access the Federal/State Tax Table - Rates page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Rates).

General Special Tax Amts **Rates** Additional Rates

State: CA California

State Tax Information Find | View All First 1 of 1 Last

Effective Date: 05/01/2009 Status: Active

Tax Rates Customize | Find | View All | First 1-6 of 22 Last

*Tax Status	Low Gross	Low Tax	Tax Rate	Credit Amount		
Head House	\$1,000,000.00	\$91,883.34	0.105500	\$0.00	+	-
Head House	\$64,050.00	\$2,500.11	0.095500	\$0.00	+	-
Head House	\$54,225.00	\$1,689.55	0.082500	\$0.00	+	-
Head House	\$43,814.00	\$1,038.86	0.062500	\$0.00	+	-
Head House	\$33,989.00	\$621.30	0.042500	\$0.00	+	-
Head House	\$14,345.00	\$179.31	0.022500	\$0.00	+	-

Rates page

Tax Status

The appropriate Federal/State tax status (*Married, Single*, and so on).

Low Gross

The minimum taxable gross for the bracket.

Low Tax

The tax to be withheld on the corresponding minimum gross.

Tax Rate

The rate to be applied until the next bracket is reached.

Credit Amount

Not currently used by PeopleSoft Payroll for North America.

Viewing Additional Rate Information

Access the Federal/State Tax Table - Additional Rates page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Additional Rates).

General | Special Tax Amts | Rates | **Additional Rates**

State: CA California

State Tax Information Find | View All First 1 of 1 Last

Effective Date: 05/01/2009 Status: Active

Tax Classes Customize | Find | View All First 1-4 of 4 Last

Tax Details 1 Tax Details 2

*Tax Class	*Calculation Type	*Tax Base	Tax Rate	Maximum Gross		
OASDI/Disability - EE	% Tax Grs	Disability	0.011000	\$90,669	+	-
Unemployment ER	% Tax Grs	Unemployment		\$7,000	+	-
Voluntary Disability Plan EE	% Tax Grs	Disability		\$90,669	+	-
Voluntary Disability Plan ER	% Tax Grs	Disability		\$90,669	+	-

Additional Rates page

Tax Class

Tax classes identify different taxes that share certain characteristics.

Local Services Tax represents Local Services Tax (LST) for Pennsylvania employees.

See [Chapter 2, "Setting Up Payroll Tax Tables," Understanding the Pennsylvania Local Services Tax, page 14.](#)

See [Chapter 2, "Setting Up Payroll Tax Tables," Understanding Federal and State Tax Tables, page 12.](#)

Calculation Type

Options are *% Tax Grs*, *%ER Wage*, and *N/A*.

Tax Base

Options are *Disability*, *Unemployment*, and *Withholding*.

Tax Rate

The tax rate for employer unemployment or disability contributions is blank on this page. The rate used during payroll calculations comes from the Company State Tax table.

Maximum Gross

If a tax applies only to a portion of an employee's annual wages up to a specified limit, such as employer unemployment taxes, that limit amount appears in this field. An entry of all 9s, as with Medicare taxes, indicates a tax without limit.

Maximum Tax

If there is an annual limit on a particular type of tax, such as Pennsylvania's Local Services Tax, enter that limit amount here.

Taxability	Select <i>Employee Tax Only</i> , <i>Employer Tax Only</i> , <i>Empl and Emplr Tax</i> , or <i>Memo Tax Only</i> to indicate whether a tax is paid by the employee, paid by the employer, or paid in equal matching amounts by both.
Period Maximum	If selected, this option indicates that the tax is calculated for a period other than annual. Two examples of this are SDI in New York and Hawaii, both of which have weekly maximums.
Self Adjust (self-adjusting)	This check box is for information only and does not affect processing.
Delay W/H for Tips (delay withholding for tips)	On this page, this check box is selected or deselected for each additional tax the state may impose. For each state, PeopleSoft selects or deselects this check box, depending on whether the state allows employers to delay withholding on tip income until the monthly threshold amount is reached. For states that allow you to delay withholding on tips, you can specify by Pay Group whether you'll delay withholding on tips.

Voluntary Disability Plans

Of the states that provide disability insurance plans (currently California, Hawaii, New Jersey, New York, Rhode Island, plus Puerto Rico), all but Rhode Island allow employers to provide voluntary disability plans in place of the state plan. PeopleSoft maintains the Tax Class rows on the Federal/State Tax Table - Additional Rates page for the Employer and Employee paid tax for voluntary disability plans for each of these states.

Note. If you implement a voluntary disability plan for California, Hawaii, New Jersey, New York, or Puerto Rico, you must set up the appropriate tax rates on the Company State Tax table and the VDI/FLI Administrator table.

State Unemployment Insurance (SUI) Tax

You must make sure that the unemployment insurance taxable gross and tax balances transferred during the conversion process are consistent with the unemployment tax rates that have been entered for each quarter on the Company State Tax Table page.

Warning! If these amounts are not consistent and in balance, the system will either charge or refund additional unemployment tax amounts to account for the difference in the quarterly unemployment insurance tax balances.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Company Tax Tables for North America," Specifying States Where You Collect or Pay Taxes

(USA) Viewing Local Tax Tables

To update local tax information, use the local Tax Table component (LOCAL_TAX_TABLE).

This section provides an overview of locality codes and discusses how to:

- View local tax jurisdiction information associated with a locality code.
- View the method used to calculate local withholding rates.
- Enter a locality's tax reporting requirements.

Understanding Locality Codes

The local Tax Table component (LOCAL_TAX_TABLE) displays information used when the system calculates local withholding tax. In this table, each locality is assigned a code of up to ten characters. Typically this is how these codes are assigned:

- For Pennsylvania municipalities and school districts: an eight or nine character code based on codes assigned in the official Pennsylvania local tax register.
- For municipalities in states other than Pennsylvania: a five-character Federal Information Processing Standards (FIPS) code.
- For counties: a three-digit county number.
- For Ohio school districts: a four-digit district number.

Pennsylvania Localities

The State of Pennsylvania provides a registry of tax rates for all cities, counties, political subdivisions, school districts, and so on located in Pennsylvania. For each municipality and overlying school district, the registry lists effective tax rates for both Earned Income Tax (EIT) and local services tax (LST) for residents and, where applicable, nonresidents.

The following is the definition of the eight or nine character Pennsylvania code:

- The letter in the first position refers to the type of tax:
 - I - income tax.
 - O - local services tax.
- The next six digits are the numerical code assigned to the municipality by the state of Pennsylvania.
- The alphabetic code in the eighth position signifies the tax rate:
 - C - combined municipality and school district tax rate.
 - M - municipality tax rate.
 - S - school district tax rate.

- A numerical digit in the last position indicates that the municipality overlaps with all or portions of multiple school districts.

Refer to the School District Code field on the Local Tax Table 1 page to determine which locality code applies to which school district, and then choose the appropriate entry for the employee's location.

For each municipality and overlying school district, PeopleSoft delivers the following locality types:

<i>Pennsylvania Locality Description</i>	<i>Example</i>
Combined municipality and school district earned income tax	I123456C
Municipality earned Income tax	I123456M
School district earned income tax	I123456S
Combined municipality and school district local services tax	O123456C
Municipality local services tax	O123456M
School district local services tax	O123456S

Note. The LST can be imposed by both municipalities and school districts. However, certain LST processing requirements relate to the combined LST rate for municipalities and school districts. Therefore, you must implement the LST using Local Tax Table entries that represent combined LST tax rates. These entries have the letter "C" in position 8 of the Locality Code.

Maintaining Tax Localities

For each locality that PeopleSoft supports, we maintain the entries for that locality in the following tables:

- Local Tax Table.
- Local Tax Reciprocity table (if applicable).
- Taxable Gross Definition table (if applicable).

Pages Used to View Local Tax Information

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Local Tax Table 1	LOCAL_TAX_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Tax Table	View information about the geographic area associated with a locality code.
Local Tax Table 2	LOCAL_TAX_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Tax Table	View the method used to calculate local withholding taxes, tax rates, and other constants.

Page Name	Definition Name	Navigation	Usage
Local Tax Table 3	LOCAL_TAX_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Tax Table	Enter data on the locality's tax reporting requirements. This information is used in quarterly and year end reporting.
Local Tax Report	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Local Tax, Local Tax Report	Run TAX703 to print information from the Local Tax Table, which contains calculations for local income taxes.

Viewing Local Tax Jurisdiction Information Associated with a Locality Code

Access the Local Tax Table 1 page (Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Tax Table).

The screenshot displays the 'Local Tax Table1' page. At the top, there are tabs for 'Local Tax Table1', 'Local Tax Table2', and 'Local Tax Table3'. Below the tabs, the 'State' is set to 'PA Pennsylvania' and the 'Locality' is '006601'. A 'Local Tax Information' section contains a search bar with 'Find | View All | First | 1 of 1 | Last'. Below this, there are fields for '*Effective Date:' (01/01/1900) and '*Status:' (Inactive). A 'Maintenance Responsibility' section has radio buttons for 'Customer' and 'PeopleSoft' (selected). A 'Local Jurisdiction:' dropdown is set to 'Municipal', and a 'Partial Indicator (PA only)' checkbox is present. At the bottom, there are text boxes for 'Locality Name:' (ALBURTIS BOROUGH), 'County:' (LEHIGH), 'Other Locality Name:', 'Other Locality Short Name:', and 'School dist code (PA only):'.

Local Tax Table1 page

Maintenance Responsibility

All entries that we supply are marked as the maintenance responsibility of PeopleSoft. However, if you add a locality to this table, the system marks it as your maintenance responsibility.

Local Jurisdiction

Reserved for future use.

Partial District Indicator (PA Only) This check box is selected to indicate a Pennsylvania municipality that is co-terminus with multiple school districts, meaning the boundary of the municipality overlaps the boundaries of multiple school districts. For example, in Westmoreland County, the City of Greensburg is co-terminus with both the Greensburg Salem School District and the Hempfield Area School District. Be sure to use the Local Tax Table entry that represents the correct municipality/school district combination.

Locality Name The municipality name from the register (except for school district entries, which are school district name). Combined jurisdictions have the appendage M+SD.

Other Locality Name For Pennsylvania localities, combined entries display the school district name.

School District Code (PA Only) For Pennsylvanian localities, the appropriate school district code appears here.

See Also

[Chapter 2, "Setting Up Payroll Tax Tables," Understanding Locality Codes, page 23](#)

Viewing the Method to Calculate Local Withholding Taxes

Access the Local Tax Table 2 page (Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Tax Table).

Local Tax Table1 Local Tax Table2 Local Tax Table3

State: PA Pennsylvania

Locality: 006601

Local Tax Information Find | View All First 1 of 1 Last

Effective Date: 01/01/1900 Inactive

Locality Name: ALBURTIS BOROUGH

*Local Tax Calculation Type: Rtx TaxGr ☐ Withhold On Work Locality Only

Graduated Tax Table Code: Low Gross:

Minimum Tax: Maximum Tax:

Annual Exemption: *Tax Class: Withholding

Tax Rate

Resident: 0.010000 Nonresident: 0.010000

Local tax Table2 page

Local Tax Calculation Type Indicates the calculation method used to determine the amount of local income tax withheld.

Withhold On Work Locality Only

When this check box is selected for a locality, only wages earned in that locality are considered taxable for residents of the locality. No resident tax is withheld from wages paid for work performed outside of the locality.

Graduated Tax Table Code

This option takes effect if the locality requires that tax tables be referenced during calculation, as do New York City, Yonkers, and Maryland counties. In this case, the graduated tax table code entered here links the record to the appropriate entry in the PeopleSoft Federal/State Tax table where the graduated tax rates are stored.

Tax Rate**Resident**

This field displays the tax rate for residents of the locality.

Nonresident

This field displays the tax rate for nonresidents in the locality.

Entering a Locality's Tax Reporting Requirements

Access the Local Tax Table 3 page (Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Tax Table).

The screenshot displays the 'Local Tax Table 3' page. At the top, there are tabs for 'Local Tax Table1', 'Local Tax Table2', and 'Local Tax Table3'. Below the tabs, the 'State' is set to 'PA' (Pennsylvania) and the 'Locality' is '180000'. The '*Effective Date' is '01/01/1900'. A 'Local Tax Information' section is visible, containing a 'Tax Reporting' sub-section. In this sub-section, 'Locality Short Name' is 'COLUMBUS', 'Tax Reporting' is set to 'Quarterly' (via a dropdown), 'W2 Print Name' is empty, 'Taxing Entity Code' is empty, and 'W2 Reporting Agency' is 'CLMBS'. There is also an unchecked checkbox for 'Employee Detail Required'.

Local Tax Table3 page

Tax Reporting	Displays the interval required by the locality for tax reporting, <i>Monthly</i> , <i>Quarterly</i> , or <i>Annual</i> .
W2 Electronic Reporting Name	Displays the locality name that TAX960LC uses on electronic reports for the CLMBS reporting agency. This field is visible only when the value in the W2 Reporting Agency field is <i>CLMBS</i> . <i>See Year End Processing: U.S., Puerto Rico, and the U.S. Territories Guide</i>

Important! If you add a locality, you are responsible for maintaining the entries on these tables for the new locality until PeopleSoft incorporates it into a tax update. Contact your Global Support Center if you discover any localities not listed or any errors so we can include the addition or correction in the next PeopleSoft Payroll Tax Update.

See Also

[Chapter 33, "Accessing Year-End Processing Instructions," page 1039](#)

(USA) Managing Tax Reciprocity

To manage tax reciprocity, use the State Tax Reciprocity Table component (STATE_TX_RECIP_TBL), local Tax Reciprocity Table component (LOCL_TAX_RECIP_TBL), and the Work Locality Reciprocity component (LCLTX_WK_RECIP_TBL).

This section provides an overview of tax reciprocity settings and discusses how to:

- View state tax withholding reciprocity rules.
- View local tax reciprocity rules.
- View reciprocal agreements between work localities.

Understanding State Tax Reciprocity Settings

Although the employee's residence state may require withholding on all wages paid to the employee, many states provide credit for taxes paid by their residents to another state. Many other examples of reciprocity agreements also exist between states. Under these agreements, wages earned in a work state that has an agreement with the residence state are taxed by, and taxes withheld are submitted to, the employee's residence state. Reciprocity rules are defined in the State Tax Reciprocity table.

The State Tax Reciprocity table doesn't identify every state-to-state combination individually because most states have a single rule for dealing with residents who earn taxable wages in other states. The default reciprocity rule between a state of residence and all other states of employment is the one where no employment state is specified.

If you need to modify these table entries, consult the PeopleSoft Global Support Center.

Note. If you're a multi-state employer, review the rules in this table, particularly if you can be considered a non-resident employer for certain employees. For example, Alabama requires that resident employers withhold Alabama tax on wages earned both inside and outside the state by Alabama residents. Non-resident employers must withhold on only those wages earned in Alabama, regardless of where the employee resides. The entries in the State Tax Reciprocity table—as delivered by PeopleSoft—assume that you are a resident employer in each state.

Pages Used to Manage State Tax Reciprocity

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
State Tax Reciprocity Table	STATE_TX_RECIP_TBL	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, State Tax Reciprocity Table	Display the rules used during payroll calculation to determine withholding liability when an employee lives in one state and works in another.
State Reciprocity Rules Report	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, State Reciprocity Rules	Run TAX708 to print a summary of the rules that determine where to withhold income taxes when an employee works in one state and lives in another.
Local Tax Reciprocity Table	LOCL_TX_RECIP_TBL	Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Tax Reciprocity Table	View reciprocal agreements between an employee's state of residence and a locality of employment.
Local Reciprocity Rules Report	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Local Reciprocity Rules	Run TAX709 to print a list of the rules that determine where to withhold income taxes when an employee works in one locality and lives in another.
Work Locality Reciprocity	LOCLWK_TXRCP_TABLE	Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Work Locality Reciprocity	Establish reciprocal agreements between work localities.
Work Locality Reciprocity Rpt	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Work Locality Reciprocity, Work Locality Reciprocity Rpt	Run TAX713 to print the reciprocal rules that determine local income tax withholding when an employee works in a location that has multiple taxing jurisdictions that share a reciprocal agreement.

Viewing State Tax Withholding Reciprocity Rules

Access the State Tax Reciprocity Table page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, State Tax Reciprocity Table).

State Tax Reciprocity Table

Residence		Employment	
State:	MD Maryland	State:	PA Pennsylvania

State Tax Reciprocity Information Find | View All First 1 of 1 Last

*Effective Date: 01/01/1988 31 *Status: Active + -

☒ SUT Credit When Employee Transfers to Residence State

Reciprocity Rule

*Reciprocity Rule: State Rule 5

Description: Do not withhold for the work state.

State Tax Reciprocity Table page

Note. The State Tax Reciprocity Table page is used to set up any and all withholding tax relationships between an employee's residence state and employment state, to cover any situation where an employee lives in one state and works in another state. Although some of the table entries reflect formal reciprocal agreements between states, the majority of the table entries do not.

Residence and Employment

The Residence and Employment group boxes identify the state-to-state combination for the reciprocity rule. The default reciprocity rule between a state of residence and all other states of employment is the one where there is no employment state (the State field in the Employment group box is blank).

State Tax Reciprocity Information

SUT Credit when employee transfers to residence state

When selected, this check box indicates that, for unemployment tax purposes, the (residence) state allows credit against its state unemployment taxable wage base for wages paid to an employee in another state.

Reciprocity Rule

The Reciprocity Rule field displays the rule applied to the residence / employment state combination. The state tax reciprocity rules are:

<i>State Rule 1</i>	Withhold both work state tax and residence state tax on work state wages
<i>State Rule 2</i>	Calculate residence state and work state withholding separately on work state wages. Withhold 100% of calculated work state withholding. Withhold calculated residence state tax on work state wages to extent that calculated residence state withholding exceeds calculated work state withholding.
<i>State Rule 3</i>	Withhold 100% of calculated work state withholding on work state wages. Calculate residence state withholding on total wages, then factor the calculated residence state withholding by the percentage of total wages earned in the residence state, and withhold the factored amount of the residence state withholding.
<i>State Rule 4</i>	Withhold 100% of calculated work state withholding on work state wages. Reduce total residence state wages by work state wages, and calculate residence state tax on the reduced residence state wages.
<i>State Rule 5</i>	Do not withhold for the work state.
<i>State Rule 6</i>	Special rule for Maryland residents working in Delaware.

Viewing Local Tax Reciprocity Rules

Access the Local Tax Reciprocity Table page (Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, State Reciprocity Rules).

Local Tax Reciprocity Table	
Residence State: OH Locality: \$DFLT	Employment State: OH Locality: 72522 SILVERTON
Local Tax Reciprocity Information Find View All First 1 of 1 Last	
*Effective Date: 01/01/1900	*Status: Active
Reduce by x Percent:	Credit Limit Rate:
Reciprocity Rule *Reciprocity Rule: Local Rule 1 Description: Withhold both work locality tax and residence locality tax on work locality wages.	

Local Tax Reciprocity Table page

When the residence locality differs from the employment locality, the system calculates both taxes and applies the reciprocity rule from this table to produce the correct net withholding for the employee in each locality.

Residence

Displays the state and locality for the employee's locality of residence. This table does not identify every residence/employment combination, because most localities in a given state follow the same rule. The table entry for the default value, *\$DFLT*, is used when there is no individual entry. Any exceptions require separate entries and act as overrides.

Entries that identify reciprocity agreements between a state of residence and employment localities are special cases. The residence state is specified as usual, but the value in this field is a special code: *STATERC*.

Employment

Displays the state and locality for the employee's locality of employment. This table does not identify every residence/locality combination, because most localities in a given state follow the same rule. The table entry for the default value, *\$DFLT*, is used when there is no individual entry. Any exceptions require separate entries and act as overrides.

Reduce by x Percent

The maximum portion of the work locality's tax rate which can qualify as a credit against the resident locality's withholding.

Credit Limit Rate

The maximum portion by which the resident locality's tax rate can be reduced by a credit for the work locality's withholding.

Reciprocity Rule

The Reciprocity Rule field displays the rule applied to the residence / employment locality combination. The local tax reciprocity rules are:

<i>Local Rule 1</i>	Withhold both work locality tax and residence locality tax on work locality wages.
<i>Local Rule 2</i>	Withhold 100% of calculated work locality withholding on work locality wages. Then calculate residence locality withholding by the applicable method: 1. If residence locality tax rate exceeds work locality tax rate, calculate residence locality withholding on work locality wages, then reduce residence locality withholding by the specified percent of the work locality withholding, to the extent permitted by the credit limit rate. 2. If work locality tax rate equals or exceeds residence locality tax rate, calculate residence locality withholding on work locality wages, then reduce residence locality withholding by the specified percent of the calculated residence locality withholding, to the extent permitted by the credit limit rate.
<i>Local Rule 3</i>	Calculate work locality and residence locality withholding separately on work locality wages. Withhold 100% of calculated residence locality withholding. Reduce work locality withholding by the specified percent of the residence locality withholding.
<i>Local Rule 4</i>	Withhold 100% of calculated work locality withholding on work locality wages. Reduce total residence locality wages by work locality wages, and calculate residence locality withholding on the reduced residence locality wages.
<i>Local Rule 5</i>	Do not withhold for the work locality.
<i>Local Rule 6</i>	Withhold 100% of calculated work locality withholding on work locality wages. Calculate residence locality withholding on total work locality wages. Then reduce the residence locality withholding by the work locality's tax rate as applied to the residence locality's definition of taxable wages.

Viewing Reciprocal Agreements Between Work Localities

Access the Work Locality Reciprocity page (Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Work Locality Reciprocity).

Work Locality Reciprocity			
Employment		Other Jurisdiction	
State:	KY	Kentucky	
Locality:	145	MCCRACKEN CO	
Local Work Tax Reciprocity Information		Find View All First 1 of 1 Last	
*Effective Date:	01/01/1990	*Status:	Active
Reduce Percent:	100.00		
Reciprocity Rule			
*Reciprocity Rule:	Work Local Rule 2		
Description:	Calculate employment locality and other jurisdiction locality withholding separately on work locality wages. Then reduce employment locality withholding by percentage of other jurisdiction's withholding.		

Work Locality Reciprocity page

Other Jurisdiction

State The state of other jurisdiction for each record represents the state of the primary local tax jurisdiction. That is, the state of the local tax jurisdiction whose tax must be withheld in full.

Locality This represents the primary tax jurisdiction. That is, the jurisdiction whose tax must be withheld in full.

Local Work Tax Reciprocity Information

Reduce Percent Where allowed, this represents a percent of other jurisdiction withholding to be credited toward the withholding amount required by the locality of employment. This is not always 100%. PeopleSoft displays the percent of credit reduction allowed.

Reciprocity Rule

The Reciprocity Rule field displays the rule applied to the employment locality / other jurisdiction combination. The work locality tax reciprocity rules are:

Work Local Rule 1 Withhold both employment locality tax and other jurisdiction locality tax on work locality wages.

Work Local Rule 2 Calculate employment locality and other jurisdiction locality withholding separately on work locality wages. Then reduce employment locality withholding by percentage of other jurisdiction's withholding.

See Also

Chapter 11, "Maintaining Payroll Data," page 323

(USA) Updating the Taxable Gross Definition Table

To update the Taxable Gross Definition Table, use the Taxable Gross Definition Table component (TAXGR_DEFIN_TBL).

This section provides an overview of the Taxable Gross Definition table and discusses how to set up a taxable gross definition.

Understanding the Taxable Gross Definition Table

Taxing jurisdictions may have different rules as to whether a given type of earnings or deduction should be taxed, and whether or not the tax should be withheld at the time of payment. The Taxable Gross Definition table defines the taxability for specific earnings or deduction types that must be treated differently at the state or local level than at the federal tax level. It also enables you to specify whether the state and local income tax withholding follows the same rules as federal withholding.

This section discusses:

- Taxability.
- Withholding.
- Delivered entries on the Taxable Gross Definition table.
- Example of setting up an earning with state tax withholding but without federal tax withholding.
- Reference table of taxability and withholding setup.

Taxability

PeopleSoft Payroll for North America tracks these differences in taxability by documenting where the taxable wage definition of a particular jurisdiction differs from a standard definition for the following basic payroll tax types:

- Withholding
- Unemployment
- Disability

For each of these tax types, certain earnings and deductions are taxable at the state or local level, while others are not. What is taxable differs for each tax, so we have a separate standard definition for each type. Because most states and localities follow federal guidelines for taxing earnings, we use Federal income tax withholding, Federal unemployment, and FICA as the standard taxes from which to develop these rules.

The system automatically maintains federal taxable grosses, FWT, FICA, and FUT, based on entries in the Earnings table and Deduction table:

<i>Deduction Table</i>	<i>Earnings Table</i>
Deduction classification = Taxable	Subject to FWT
Effect on FICA gross	Subject to FICA
Effect on FUT gross	Subject to FUT

Normally, the system calculates state and local taxes using the following taxable grosses:

<i>Calculation</i>	<i>Taxable Gross Used</i>
State withholding taxes (SWT)	FWT gross
State unemployment taxes (SUT)	FUT gross
State disability insurance (SDI)	FUT gross
Local withholding taxes (LWT)	FWT gross

PeopleSoft uses the FUT gross as the starting point for SDI because most states do not publish any separate definition of subject wages for SDI. Instead, states treat the definition of wages for SDI purposes as the same as the definition of wages for SUI purposes. Since SUI wages are based on FUT wages, and SDI subject wages are the same as SUI wages, FUT is the starting point for determining both SUI and SDI wages.

You can override or establish exceptions to the federal definitions of taxable gross for the following taxable grosses:

- State withholding
- State unemployment
- State disability
- Local withholding

When a state or locality declares that taxability of a certain earnings or deduction is different from one of these federal standards, a rule must be placed in the Taxable Gross Definition table indicating the deviation. The system uses the rules stored in the Taxable Gross Definition table to adjust the taxable gross for the states and localities that deviate from the federal norm.

For each of these taxable gross definitions, identify a Taxable Gross Component ID and assign it to the various states or localities affected.

Withholding

When you set up earnings and taxable benefits that are federally taxable, you specify whether or not that amount should also be subject to federal income tax withholding using:

- The Subject to FWT field on the Earnings Table - Taxes page.
- The Withhold FWT field on the Deduction Table – Tax Effect page.

Use the Withholding Follows Fed Rules (withholding follows federal rules) field on the Taxable Gross Definition Tbl page (TAXGR_DEFIN_TBL) to specify whether the state and local income tax withholding follows the same rules as federal withholding.

Note. You *must* create a Taxable Gross Definition table entry when you want to stop state or local income tax withholding on a particular earnings or taxable benefit. This is true regardless of whether or not the state or locality follows the federal rule for including the amount in taxable income, and regardless of whether or not you have selected to withhold federal income tax on the earnings or taxable benefit.

Delivered Entries on the Taxable Gross Definition Table

PeopleSoft delivers sample entries on the Taxable Gross Definition table for 401(k), Section 125, TIP, domestic partner benefits (DPB), group-term life (GTL), Health Savings Account (HSA), and Health Savings Account employer contribution (HSR) taxable gross definitions. These sample entries are intended as examples and are delivered with the Plan Type element blank and the Deduction Code set to *\$DFLT*. You must review these entries and update them with the specific values for your implementation. You maintain any taxable gross definitions that you add.

For Section 125 cafeteria plans, the taxable gross definitions are for employee deductions only. You may have to set up your own entries to process specific parts of your plan. In some states, the taxability of deductions depends on whether the employee has the option of receiving cash.

Review the definitions in this table carefully with regard to your particular 125 plans.

How Taxable Gross Definitions Affect Earnings and Deductions

The standard definition of taxability of an earnings or deduction type is determined by entries on the Earnings and Deduction tables. When establishing an entry on these tables, you specify if the earning or deduction is to be taxed for FWT, FUT, and FICA. Any earnings and deductions you marked as taxable are totaled during payroll processing to determine an employee's taxable gross for each of the standard tax types. For earnings or deduction types that increase or decrease the state or local taxable grosses compared to the federal taxable gross, enter a taxable gross component ID that identifies which rules on the Taxable Gross Definition table to use.

For example, Pennsylvania considers employee before-tax 401(k) contributions taxable for state withholding, whereas they are not taxed at the federal level. Therefore, you must have a Taxable Gross Definition for 401(k) deductions that indicate to the payroll calculation programs that when taxable gross for withholding is determined, 401(k) deductions should be included as earnings for Pennsylvania (but not for federal) withholding purposes.

Example of Setting Up an Earning with State Tax Withholding but Without Federal Tax Withholding

Take a hypothetical example of moving expenses in the state of Pennsylvania. This example assumes the following:

- Certain types of moving expense reimbursement payments that you make to Pennsylvania employees are includable in taxable gross at both the federal and state level.
- Federal regulations do not require that federal income tax be withheld from these moving expense reimbursement payments.
- Pennsylvania regulations do require that Pennsylvania income tax be withheld from these amounts at the time of payment.

In this case, state withholding does not follow the federal rules.

The following table illustrates these assumptions:

<i>Taxing Jurisdiction</i>	<i>Include in Taxable Gross?</i>	<i>Withholding Required?</i>
Federal	Yes	No
Pennsylvania	Yes	Yes

To define the moving expense earnings with the proper tax and withholding effects:

1. Define a Taxable Gross Component ID (here named MOV) to identify these moving expense reimbursement payments that require different tax treatments at the federal and state levels.

This table shows the relevant page elements and values on the Taxable Gross Definition Table page:

<i>Page Element</i>	<i>Value</i>	<i>Explanation</i>
Taxable Gross	<i>Withholding</i>	
Base Gross	<i>FWT</i>	
Taxable Gross Component ID	<i>MOV</i>	
Withholding Follows Fed Rules	deselect the check box.	You do not want state tax withholding to follow the selection you will make for the Subject to FWT check box on the Earnings Table - Taxes page for these moving expense reimbursement amounts. You do not want federal income tax withheld on this earnings type, but you do want Pennsylvania income tax withheld.
Tax Gross Effect	<i>No Effect</i>	The earnings type is to be included in both the federal and Pennsylvania taxable grosses.

2. Enter the Taxable Gross Component ID when you set up the earnings on the Earnings Table - Taxes page.

This table shows the relevant page elements and values for setting up this moving expense reimbursement earning on the Earnings Table - Taxes page:

Page Element	Value	Explanation
Earnings Type	MOV	
Earnings Description	Mov Exp Reimb – No Fed W/H	Moving expense reimbursement without federal withholding
Tax Method	Annualized	
Subject to FWT	Selected	
Taxable Gross Component ID	MOV	You must set up the taxable gross component ID before you can select it on this page.
Add to Gross Pay	Selected	
Maintain Earnings Balances	Selected	

Reference Table of Taxability and Withholding Setup

Use the table below to look up the table entries for any combination of federal and state/local taxing options that you might need for a particular earnings or taxable benefit. The table lists the correct values in the relevant fields on the Earnings table, Deduction table, and Taxable Gross Definition table.

	Earnings Table - Taxes page:	Deduction Table - Tax Effect page:	State/local tax treatment you want:	State/local withholding treatment you want:	Taxable Gross Definition Table:	Taxable Gross Definition Table:	Taxable Gross Definition Table:
Row	Subject to FWT	Withhold FWT	Subject to state/local tax?	Withhold SWT/LWT?	Entry required?	Tax Gross Effect	Withholding Follows Federal Rules
1	Yes	Yes	Yes	Yes	No	NA	NA
2	Yes	Yes	Yes	No	Yes	No effect	No (deselected)
3	Yes	Yes	No	No	Yes	Subtracts from	NA (check box does not apply)
4	Yes	No	Yes	No	Yes	No effect	Yes (select)
5	Yes	No	No	No	Yes	Subtracts from	NA (check box does not apply)

	Earnings Table - Taxes page:	Deduction Table - Tax Effect page:	State/local tax treatment you want:	State/local withholding treatment you want:	Taxable Gross Definition Table:	Taxable Gross Definition Table:	Taxable Gross Definition Table:
Row	Subject to FWT	Withhold FWT	Subject to state/local tax?	Withhold SWT/LWT?	Entry required?	Tax Gross Effect	Withholding Follows Federal Rules
6	Yes	No	Yes	Yes	Yes	No effect	No (deselected)
7	No	No	Yes	No	Yes	Adds to	Yes (select)
8	No	No	No	No	No	NA	NA
9	No	No	Yes	Yes	Yes	Adds to	No (deselected)

Row 6 contains the setup values for the MOV earnings described in the example.

See Also

[Chapter 4, "Defining Earnings Codes and Earnings Programs," page 93](#)

[Chapter 5, "Defining Deductions," page 125](#)

Pages Used to Update the Taxable Gross Definition Table

Page Name	Definition Name	Navigation	Usage
Taxable Gross Definition Table	TAXGR_DEFIN_TBL	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Taxable Gross Definition Table, Taxable Gross Definition Table	Set up a taxable gross definition, which defines the taxability and withholding for specific earnings or deduction types that must be treated differently at the state or local level than at the federal tax level.

Page Name	Definition Name	Navigation	Usage
Taxable Gross Definition Rpt	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Taxable Gross Definition, Taxable Gross Definition Rpt	Run TAX706 to print information from the Taxable Gross Definition Table, which contains definitions that the system uses during payroll calculation to determine state and local taxable grosses that deviate from the normal federal withholding. It specifies the base for taxable gross and indicates modifications to that base.

Setting Up a Taxable Gross Definition

Access the Taxable Gross Definition Table page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Taxable Gross Definition Table, Taxable Gross Definition Table).

Taxable Gross Definition Table

State: CO Colorado

Locality:

Taxable Gross Definition Table

Find | View All First 1 of 1 Last

*Effective Date: 01/01/1900 *Status: Active

Taxable Gross

Find | View All First 1 of 1 Last

*Taxable Gross: Withholdng

*Base Gross: FWT

Adjustment to Base Gross

Find | View All First 1 of 1 Last

*Taxable Gross Component ID: GTL ☒ Withholding Follows Fed Rules

Plan Type:

*Tax Gross Effect: No Effect

Deduction Code: \$DFLT

Taxable Gross Definition Table page

Taxable Gross

Taxable Gross

Select *Disability*, *Unemployment*, or *Withholding* to identify the type of taxable gross you're defining.

Base Gross Select either *FUT* (Federal Unemployment Tax) for unemployment and disability, or *FWT* (Federal Withholding Tax) for withholding. (FICA is not currently used as a base gross.)

Adjustment to Base Gross

This scroll area lists the specific components for which adjustments are necessary.

Taxable Gross Component ID The taxable gross component ID you specify must be unique in what it represents (for example, 401k, GTL, 125, and so forth). If it is not unique, it can cause the taxable grosses to be incorrect.

Withholding Follows Federal Rules This check box is selected by default. Deselect it if the withholding associated with the taxable gross component ID does not follow the same rules as federal withholding.

This check box appears only if you select *Withholding* in the Taxable Gross field.

This check box applies only to earnings and taxable benefit amounts identified by a taxable gross component ID. It has no effect on the processing of any before-tax deductions (such as 401(k) and Sec 125 amounts) for which there may also be entries on the Taxable Gross Definition table.

Tax Gross Effect This field controls the effect on the gross. It can either add to the gross, subtract from it, or have no effect.

Plan Type and Deduction Code Some states do not recognize certain before-tax benefits deductions. They require specific before-tax deductions to be included in taxable gross wages. Use these fields to identify such plans to the system by plan type and deduction code on the Taxable Gross Definition record for the applicable states.

See Also

[Chapter 5, "Defining Deductions," page 125](#)

(USA) Viewing State Marital Status Codes

To view state marital status codes, use the SWT Marital Status Table component (SWT_MAR_STATUS_TBL).

This section discusses how to view a state's marital status codes.

Pages Used to View a State's Marital Status Codes

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
SWT Marital Status Table	SWT_MAR_STATUS_TBL	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, SWT Marital Status Table	View descriptions of a state's marital status codes for state withholding tax (SWT).
SWT Marital Status Codes Rpt	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, SWT Marital Status Codes	Print information from the Marital Codes Status Table, which contains all valid marital status codes, sorted by state.

(CAN) Viewing Canadian Tax Tables

To view Canadian tax tables, use the Canadian Tax Table component (CAN_TAX_TABLE).

This section provides an overview Canadian tax tables and discusses how to:

- View the wage thresholds and rates for calculating Canadian federal surtax.
- View the rates, thresholds, and constants to determine withholding of Canadian provincial taxes.

Understanding Canadian Tax Tables

The Canadian Tax tables are used during payroll calculation to compute all federal, provincial, and Quebec taxes. Because these tables are maintained largely by PeopleSoft and updated based on the standards outlined in the Canada Revenue Agency (CRA) publication Payroll Deductions Formulas for Computer Programs and the Revenu Quebec publication Guide for Employers: Source Deductions and Contributions, you shouldn't need to modify them. However, you can make changes using the Canadian Tax Table pages if you have the appropriate security authorization.

Pages Used to View Canadian Tax Tables

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
CPP/QPP and EI	CAN_TAX_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Tax Table, CPP/QPP and EI	View the constant values required for calculation of contributions to Canada and Quebec Pension Plans and premiums for Employment Insurance, as well as premiums for Quebec Employment Insurance, and the Quebec Parental Insurance Plan. PeopleSoft maintains this table for you.
Tax Rates, Credits, and Other	CAN_TAX_TABLE4	Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Tax Table, Tax Rates, Credits, and Other	View the wage threshold and rates for calculating Canadian federal surtax. PeopleSoft maintains this page for you.
Provincial Rates	CAN_TAX_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Tax Table, Provincial Rates	View rates, thresholds, and constants needed to determine withholding of Canadian provincial taxes, including withholding, health insurance, and sales taxes. PeopleSoft maintains this page for you.
Provincial Tax Thresholds	CAN_TAX_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Tax Table, Provincial Tax Thresholds	View by province the net claim amount threshold and tax reduction amount. Note that this page does not affect all provinces. PeopleSoft maintains this table for you.

Viewing the Wage Thresholds and Rates for Calculating Canadian Federal Surtax

Access the Tax Rates, Credits and Other page (Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Tax Table, Tax Rates, Credits, and Other).

CPP/QPP and EI

Tax Rates, Credits and Other

Provincial Rates

Provincial Tax Thresholds

Tax Credits, Rates & Other

Find | View All First1 of 1Last

*Effective Date:

07/01/2009

Federal

Federal Basic Personal Amount:

10375.00

Excess Surtax Threshold (T3):

9999999.99

Basic Rate (Annualized):

0.00000

*Excess Rate (Annualized):

0.05000

*Basic Rate (Cumulative):

0.01500

*Excess Rate (Cumulative):

0.05000

Quebec

Quebec Basic Personal Amount:

10455.00

Deduction for Employment Rate:

0.00000

Deduction for Employment Max:

0.00

*Cumulative Net Claim Credit Rt:

0.20000

Other

Goods and Services Tax Percent:

5.00

Wage Claim Protection Percent:

0.000

RPP/RRSP Limit (F Factor):

21000.00

Labor Sponsored Funds (LCF)

Maximum Credit:

750.00

LCF Rate:

0.15000

Tax Rates, Credits and Other page (1 of 2)

Federal Income Tax Rates

Federal (CIT) Rates

Customize | Find | View All | | First 1-3 of 4 Last

Annual Taxable Income (A)	*Federal Tax Rate (R)	Federal Constant (K)		
126264.00	0.29000	9968.00	+	-
82399.00	0.26000	6180.00	+	-
41200.00	0.22000	2884.00	+	-

Federal (CIT) Lump-Sum Rates

Customize | Find | View All | | First 1-3 of 3 Last

Lump-Sum Payment	*Taxation Rate	*Taxation Rate (Quebec)		
15000.00	0.30000	0.15000	+	-
5000.00	0.20000	0.10000	+	-
0.00	0.10000	0.05000	+	-

Quebec Income Tax Rates

Quebec (QIT) Rates

Customize | Find | View All | | First 1-3 of 3 Last

Annual Taxable Income (I1)	Provincial Tax Crdt Factor (R1)	Provincial Constant (K1)	*Taxation Rate (T)		
76770.00	0.00000	4606.00	0.24000	+	-
38385.00	0.00000	1535.00	0.20000	+	-
0.00	0.00000	0.00	0.16000	+	-

Quebec (QIT) Lump-Sum Rates

Customize | Find | View All | | First 1-2 of 2 Last

Lump-Sum Payment	*Taxation Rate		
5000.00	0.20000	+	-
0.00	0.16000	+	-

Tax Rates, Credits and Other page (2 of 2)

Other**RRP/RRSP Limit (F factor)**

This field is used during the calculation of Canadian income taxes subject to the commission tax method.

Labor Sponsored Funds (LCF)

Maximum Credit

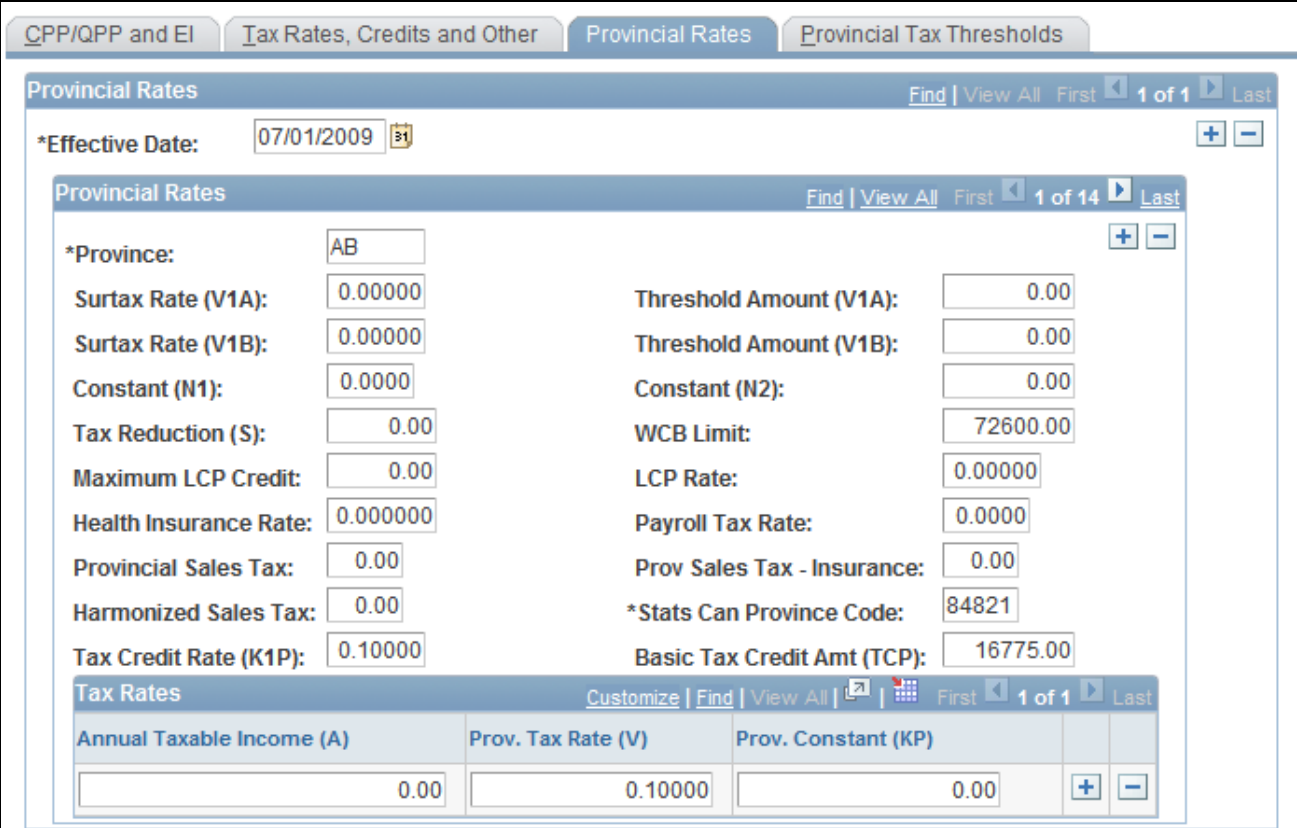
This field displays the monetary amount to be applied to employee purchases of shares in Labour Sponsored Venture Capital Corporations (LSVCC). The federal tax credit is limited to the lesser of the maximum credit and the LCF Rate. The system applies this credit to each participating employee, according to the LCF Amount you enter on the employee's Canadian Income Tax Data page.

LCF Rate

This field displays the percentage to be applied to employee purchases of shares in Labour Sponsored Venture Capital Corporations (LSVCC). The federal tax credit is limited to the lesser of the maximum credit and the LCF rate. The system applies this credit to each participating employee according to the LCF Amount you enter on the employee's Canadian Income Tax Data page.

Viewing the Rates, Thresholds, and Constants to Determine Withholding of Canadian Provincial Taxes

Access the Provincial Rates page (Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Tax Table, Provincial Rates).



The screenshot displays the 'Provincial Rates' page in a software application. The page is divided into several sections with tabs at the top: 'CPP/QPP and EI', 'Tax Rates, Credits and Other', 'Provincial Rates', and 'Provincial Tax Thresholds'. The 'Provincial Rates' tab is selected.

At the top of the 'Provincial Rates' section, there is a search bar with 'Find | View All | First | 1 of 1 | Last' and a '+ -' button. Below this, the '*Effective Date:' is set to '07/01/2009'.

The main section is titled 'Provincial Rates' and contains a list of fields for 'AB' (Alberta). The fields are arranged in two columns:

- *Province: AB
- Surtax Rate (V1A): 0.00000
- Surtax Rate (V1B): 0.00000
- Constant (N1): 0.0000
- Tax Reduction (S): 0.00
- Maximum LCP Credit: 0.00
- Health Insurance Rate: 0.000000
- Provincial Sales Tax: 0.00
- Harmonized Sales Tax: 0.00
- Tax Credit Rate (K1P): 0.10000
- Threshold Amount (V1A): 0.00
- Threshold Amount (V1B): 0.00
- Constant (N2): 0.00
- WCB Limit: 72600.00
- LCP Rate: 0.00000
- Payroll Tax Rate: 0.0000
- Prov Sales Tax - Insurance: 0.00
- *Stats Can Province Code: 84821
- Basic Tax Credit Amt (TCP): 16775.00

At the bottom, there is a 'Tax Rates' section with a table. The table has three columns: 'Annual Taxable Income (A)', 'Prov. Tax Rate (V)', and 'Prov. Constant (KP)'. The table shows a single row with values: 0.00, 0.10000, and 0.00. There are '+ -' buttons next to the table.

Provincial Rates page

Maximum LCP Credit	For provinces where provincial labor-sponsored venture tax credits are available, you maintain the maximum LCP credit amount to be applied for that province on this table. This applies to employee purchases of shares in Labour Sponsored Venture Capital Corporations (LSVCC).
LCP Rate	For provinces where provincial labor-sponsored venture tax credits are available, you maintain the LCP rate to be applied for that province on this table. This applies to employee purchases of shares in Labour Sponsored Venture Capital Corporations (LSVCC).
Health Insurance Rate	You override the default health insurance rate on the Canadian Company Tax table.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Company Tax Tables for North America," Setting Up the Canadian Company Tax Table

(CAN) Setting Up Wage Loss Plans

To set up wage loss plans, use the Wage Loss Plan (WAGELS_PLN_TBL) component

This section provides an overview and discusses how to set up wage loss plans.

Understanding Wage Loss Plans

The Canadian Wage Loss Plan table identifies valid Canadian wage loss replacement plans. The Wage Loss Replacement Plan field in the Canadian Income Tax Data table at the employee level is edited against this table. You must create entries on this table before you enter any Canadian tax data for your employees.

You must set up at least one entry on the Wage Loss Plan table for each company. Typically, you create this entry using the default EI Employer Rate and corresponding Quebec EI Employer Rate. You must define additional entries for each wage loss plan your company has registered with CRA.

Pages Used to Set Up Wage Loss Plans

Page Name	Definition Name	Navigation	Usage
Wage Loss Plan Table	WAGELS_PLN_TBL1	Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Wage Loss Plan Table, Wage Loss Plan Table	Define a wage loss plan for your company.

Page Name	Definition Name	Navigation	Usage
Wage Loss Plan Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Wage Loss Plan CAN	Generate a report that lists information from the Wage Loss Plan Table for Canadian employers.

Defining Wage Loss Plans

Access the Wage Loss Plan Table page (Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Wage Loss Plan Table, Wage Loss Plan Table).

Wage Loss Plan Table

Company: CPG Wage Loss Replacement Plan: LOW

Wage Loss Plan Information Find | View All | First 1 of 1 Last

*Effective Date: 01/01/1991

*Status: Active

Tax Year: 1991

Payroll Account Number: 123456789RY0002

EI Employer Rate: 1.2981

RCT Account Nbr: ABC123457

Quebec EI Employer Rate: 1.2981

Liability Accounts - Non Commitment Accounting Customize | Find | View All | 1-5 of 12 Last

Tax Class	GL Account Nbr	Description		
Canadian Income Tax (T4)	211000			
Canada Pension Plan Employee	211000			
Canada Pension Plan Employer	210000			
Employment Insurance Employee	211000			
Employment Insurance Employer	211000			

Wage Loss Plan Table page

Wage Loss Plan Information

Payroll Account Number

For each plan you set up, enter your company's unique CRA Taxation account number in this field. Because a company can have more than one wage loss replacement plan, you can set up any number of plans on this table.

EI Employer Rate

This is the rate of your contribution to Employment Insurance. The default rate (which comes from the Employer EI Premium Rate on the Canadian Tax table) may be overridden with your specific plan rate.

RCT Account Nbr

This field is hidden on the page for all entries with an Effective Date of 01/01/1997 or later. The field will be displayed and is available for use for all entries dated prior to 01/01/1997 for historical purposes only.

Quebec EI Employer Rate

This is the rate of your contribution to Employment Insurance. You can override the default rate (which comes from the Quebec Employer EI Premium Rate on the Canadian Tax table) by entering your specific plan rate.

(CAN) Defining Canadian WCB Assessment Reporting

To define Canadian WCB assessment reporting, use the WCB Classifications Component (CAN_WCB_CU_RATES). Use the CAN_WCB_CU_RATES component interface to load data into the tables for this component.

This section provides an overview of Canadian WCB assessment reporting and discusses how to:

- Define WCB assessable earnings.
- Define WCB classifications, rate groups, and assessment rates.

Understanding Canadian WCB Assessment Reporting

PeopleSoft Payroll for North America enables employers registered with the Workers' Compensation Boards (WCB) in Canada to report and pay assessments based on the total assessable earnings of their workers. The system accommodates the assessment reporting structures of all provinces. This functionality enables the reporting of assessments by rate groups and classification units.

Pages Used to Define Canadian WCB Assessment Reporting

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Tax Form Definitions	TAXFORM_DEFN_TBL	Payroll for North America, Year-End Processing CAN, Define Annual Tax Reporting, Tax Form Definitions, Tax Form Definitions	Define WCB assessable earnings.
WCB Classifications	CAN_WCB_CU_RATES	Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, WCB Classifications	Define WCB classifications, rate groups, and assessment rates.

Defining WCB Assessable Earnings

Access the Tax Form Definitions page (Payroll for North America, Year-End Processing CAN, Define Annual Tax Reporting, Tax Form Definitions, Tax Form Definitions).

Tax Form Definitions page

To define WCB assessable earnings:

1. Establish a new Tax Form ID—WCB Assessable Earnings—and the associated tax form Boxes for each province on the Tax Form Definition page.

The Boxes reflect the two-letter province code, preceded by a W.

2. Define and associate the assessable Earnings and Deduction Codes for each province with the WCB Assessable Earnings Tax Form ID.

Select the applicable provinces and define the assessable earnings.

The Earnings Codes defined as Regular Hours and Overtime Hours on the Pay Group table are automatically accumulated by the system as assessable earnings without defining them on the Tax Form Definitions page.

3. Associate the *WCB Assessable Earnings* tax form ID with the appropriate Plan Type, Deduction Code, Deduction Class, Sales Tax, and Earnings Code.

Note. The earnings codes defined as Regular Hours and Overtime Hours on the Pay Group table are automatically accumulated by the system as assessable earnings without defining them on the Tax Form Definitions page.

See Also

[Chapter 33, "Accessing Year-End Processing Instructions," page 1039](#)

Define WCB Classifications, Rate Groups, and Assessment Rates

Access the WCB Classifications page (Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, WCB Classifications).

WCB Classifications

Company: CFA

WCB Firm Information Find | View All | First 1 of 1 Last

*Effective Date: 01/01/1980 31 Province: BC + -

*WCB Firm Number: BC40132 ☐ Single Classification Firm

Rate Group Information Find | View All | First 1 of 1 Last

*Rate Group: N/A Default Assessment Rate: + -

Description: Not Applicable

Classification Units and Assessment Rates Customize | Find | View All | First 1-3 of 4 Last

*Classification	Description	Rate		
065901	Classification 065901	1.72	+	-
072617	Classification 072617	2.16	+	-
082000	Classification 082000	4.13	+	-

WCB Classifications page

This page can accommodate both a single classification assigned to a single province and multiple Rate Groups associated with multiple classifications (or CUs) for a single province.

WCB Firm Number	Enter the WCB firm number. If a single rate group and/or classification and assessment rate applies to all covered employees in the province, select Single Classification Firm.
Single Classification Firm	If this check box is selected, the Workers Compensation report (PAY102CN) uses the entry on this page as the source for reporting assessment information for all covered employees in the province. If this check box is deselected, the information defined on the Job Code table (WCB Classifications page) 4 is used as the source for reporting.
Rate Group	When adding the original entry for a province, this is set by default to <i>N/A</i> . If rate groups are applicable to the specified province, override the default by entering the rate group.
Default Assessment Rate	If you enter a default assessment rate, that rate populates into the Assessment Rate for each Classification assigned to the Rate Group.
Description (for Rate Group)	Enter the rate group description, if applicable. Similar to the Rate Group field, the description is set by default to <i>Not Applicable</i> when adding the original entry for a province.

Classification	Define a classification or classification unit (CU).
Assessment Rate	Enter the assessment rate applicable to the classification.

(USF) Setting Up State and Locality Tax Routing

To set up state and locality tax routing, use the State Tax Routing USF component (GVT_STATE_TAX_ROUT) and the Locality Tax Routing USF component (GVT_LOC_TAX_ROUT).

This section lists the pages used to set up state and locality tax routing.

Pages Used to Set Up State and Locality Tax Routing

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
State Tax Routing 1	GVT_ST_TAX_RT1	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, State Tax Routing USF, State Tax Routing 1	Identify the payment method for paying state taxes and provide details of the EFT method.
State Tax Routing 2	GVT_ST_TAX_RT2	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, State Tax Routing USF, State Tax Routing 2	Identify check address information if the payment method for paying state taxes is by check.
Locality Tax Routing 1	GVT_LC_TAX_RT1	Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Locality Tax Routing USF, Locality Tax Routing 1	Identify the payment method for paying local taxes and provide details of the EFT method.
Locality Tax Routing 2	GVT_LC_TAX_RT2	Set Up HRMS, Product Related, Payroll for North America, Local Taxes, Locality Tax Routing USF, Locality Tax Routing 2	Identify check address information if the payment method for paying local taxes is by check.
State Tax TXP Addendum Information	GVT_ST_TAX_RT_DET	Click the TXP Addendum Control button on the State Tax Routing 1 page or the Locality Tax Routing 1 page.	Provide TXP addendum information and amount controls.

(E&G) Setting Up 1042 Processing for Non-resident Aliens

To establish 1042 processing for non-resident aliens, use the Treaty/NR Alien Table component (TREATY_NR_ALIEN_TA).

This section provides an overview of tax treaties and discusses how to set up 1042 processing for non-resident aliens.

Understanding Tax Treaties

The U.S. government has entered into tax treaties with nearly 40 foreign jurisdictions. Income tax treaties coordinate the tax systems of the United States and other countries that are parties to treaties. Treaty provisions affect the taxation of non-resident aliens working in the U.S. While tax treaties are generally based on a standard model, each treaty might have slightly different provisions.

In addition to employees covered by tax treaties, you must also report earnings on a 1042-S form for some non-resident alien employees, such as those with specific types of earnings such as scholarships, fellowships, and grants.

Employee and Employer Requirements

To claim benefits of a treaty, an employee must have a visa and be a resident of one of the treaty countries. An employee can claim benefits of only one treaty at any given time. Employees who want to claim benefits under a tax treaty must submit a written statement and applicable forms (W-4, Form 8233, Form 1001) to their employer.

As an employer, you must apply the specific treaty rules when calculating federal withholding tax. These rules often include time limits and earnings caps. Different types of earnings, such as scholarships, grants, and fellowships, might be subject to different taxation rates. You must produce a Form 1042-S and a 1042 summary form for each non-resident alien employee affected by the special withholding rates. If you file 250 or more 1042-S forms, you must report on magnetic media. Earnings reported on a 1042-S are not reported on a W-2; so, an employee may need both a W-2 and a 1042-S if some earnings are covered by the special tax treaty rates and some are not.

Tax Treaty Setup in Payroll for North America

Use the NR Alien Tax Treaty Table page to capture the tax rates specified in tax treaties (including exempt earnings, which are recorded with a 0% tax rate). This table identifies those earnings subject to a 30% flat withholding tax.

If you employ nonresident aliens from countries that do not have a tax treaty with the U.S., set up a record with NO TREATY as the treaty ID. You can either set up a record for each country that does not have a treaty, or one record for all countries without treaty. You must also identify these employees as nonresident aliens on their federal tax data records.

Note. PeopleSoft re-delivers the tax treaty table with each major version and, if required, with the year-end Tax Update. If interim changes are required, you must track and apply the changes in your environment.

See Also

Chapter 11, "Maintaining Payroll Data," Entering Federal Tax Data, page 334

Pages Used to Set Up 1042 Processing for Non-Resident Aliens

Page Name	Definition Name	Navigation	Usage
NR Alien Tax Treaty Table	TREATY_NRA_TABLE	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, NR Alien Tax Treaty Table, NR Alien Tax Treaty Table	Set up the rules associated with the treaties required for each country with which the U.S. has an agreement.
Treaty/Non Resident Alien Rpt	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Treaty/Non Resident Alien, Treat/Non Resident Alien Rpt	Report on information from the Tax Treaty Table using Tax Treaty Table report (TAX720.SQR)

Setting Up the NR Alien Tax Treaty Table

Access the NR Alien Tax Treaty Table page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, NR Alien Tax Treaty Table, NR Alien Tax Treaty Table).

NR Alien Tax Treaty Table

Country: PAK Pakistan

Treaty ID: TIAS 4232

Treaty Info. Find First 1 of 1 Last

*Effective Date: 01/01/1959 + - *Status: Active + -

*Treaty Description: Pakistan (excl Bangladesh)

Short Description: Pak

Allowances Permitted: 1

Months Eligible for Treaty: 24

Tax Info. Customize | Find | View All | First 1-2 of 6 Last

*Income Code (for 1042-S)	Max Earnings Eligible Per Year	Tax Rate After Form Received	Tax Rate Before Form Received	+	-
Royalties	9,999,999.99		0.300000	+	-
Scholarship/Fellowship Grants	9,999,999.99		0.140000	+	-

NR Alien Tax Treaty Table page

Country	If you want to establish entries on the NR Alien Tax Treaty table that are applicable to more than one country (for example, to use for all scholarship income that is to be taxed at 30%, or for countries that do not have a treaty), you can use any value prefixed by a \$ in the country code (for example, Country = \$\$).
Treaty ID	For countries that do not have a treaty agreement with the U.S., enter <i>NO TREATY</i> in this field on the search page.
Allowances Permitted	For each tax treaty record you establish, specify the number of allowances permitted by the treaty. The system issues an error message when the employee's claimed allowance is over the maximum allowance permitted. For countries with no treaty, enter 1.
Income Code (for 1042-S)	Select each type of earnings subject to special tax treatment under the treaty.
Max Earnings Eligible Per Year	Specify the earnings caps that apply for each earnings type.
Tax Rate After Form Received	Specify the taxation rates that apply for each earnings type.
Tax Rate Before Form Received	Specify the taxation rates that apply for each earnings type.
See Also	
	<u>Chapter 11, "Maintaining Payroll Data," Entering Federal Tax Data, page 334</u>

(USA) Establishing UI Report Codes

To establish UI report codes, use the UI Report Code Table component (CO_UI_RPTCD_TBL).

This section provides an overview and discusses how to set up UI report codes.

Understanding UI Report Codes

Information you enter on the UI Report Code Table page works with the Multiple Worksite Report (TAX004) to link a tax location code to a UI report code. When you add an entry to the UI Report Code table, the system prompts you to enter the company code and the location code of the site you want to establish for reporting worksite information to the U.S. Bureau of Labor Statistics.

Exceptions for MI and MN

Most states do not require the reporting of multiple worksite data at the individual state level if the information is consolidated and reported to the U.S. Bureau of Labor Statistics. However, the states of Michigan and Minnesota do require that this data be reported individually as part of the quarterly unemployment wage reporting using these reports:

- TAX810MN for commercial and E&G customers.
- TAX810MI for E&G customers only.

The TAX810MN and TAX810MI reports append the employer ID extension to Employer SUT ID (from the Company State Tax table) as a unique ID for reporting purposes.

Page Used to Establish UI Report Codes

Page Name	Definition Name	Navigation	Usage
UI Report Code Table	CO_UI_RPTCD_TBL	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, UI Report Code Table, UI Report Code Table	Establish UI report codes in PeopleSoft Payroll for North America for multiple work sites.

Setting Up UI Report Codes

Access the UI Report Code Table page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, UI Report Code Table, UI Report Code Table).

UI Report Code Table

Company: GBI Global Business Institute 9999
Tax Location Code: KUMN00 Minnesota Operations
Tax Location State: MN Minnesota

Company UI Information Find | View All First 1 of 1 Last

***Effective Date:** 07/22/2007 ***Status:** Active

UI Report Code: 000001

Employer ID Ext: 0123

UI Report Code Table page

Company UI Information

UI Report Code

Enter the code you have received from the state for this site.

Employer ID Ext (employer ID extension) This field is available for data entry when the tax location state is MI or MN. Enter the employer ID extension for reporting multiple worksite data.

See [Chapter 2, "Setting Up Payroll Tax Tables," Understanding UI Report Codes, page 56.](#)

(USA) Establishing Standard Occupational Classifications

To establish standard occupational classifications for Alaska, use the U.S. SOC Table component (US_SOC_TBL). Use the US_SOC_TABLE component interface to load data into the tables for this component.

This section discusses how to set up U.S. standard occupation classifications.

Page Used to Establish U.S. Standard Occupational Classifications

Page Name	Definition Name	Navigation	Usage
U.S. SOC Table	US_SOC_TABLE	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, U.S. SOC Table, U.S. SOC Table	Set up the U.S. Standard Occupational Classification (SOC) Table page used in quarterly unemployment insurance reporting for the state of Alaska or for the Wyoming Workers Compensation Division.

Setting Up U.S. Standard Occupational Classifications

Access the U.S. SOC Table page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, U.S. SOC Table).

Standard Occupational Classification Code The codes established here are used in the Quarterly UI Wage Tape for Alaska (TAX810AK). This report corresponds to Alaska's quarterly *Employer's Report of Wages for Each Employee* form.

The codes are also used as NAICS codes for Wyoming.

Note. Use the Job Code table to link Standard Occupational Classification codes with particular job codes in your organization. If your organization has employees in both Alaska and Wyoming, you must set up unique job codes for these two states because the SOC codes on this table are used differently in these two states.

(USA) Specifying Voluntary Disability Insurance Plan Location and Contact Information

To specify voluntary disability insurance plan location and contact information, use the VDI/FLI Administrator Table component (VDI_ADMINISTRATOR).

This section lists the pages used to enter voluntary disability insurance plan location and contact information.

Pages Used to Enter Voluntary Disability Insurance Plan Location and Contact Information

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
VDI/FLI Administrator Table	VDI_ADMIN_TABLE	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, VDI/FLI Administrator Table, VDI/FLI Administrator Table	Enter location and contact information about the administrators of employee voluntary disability plans and voluntary family leave plans. After you've established your VDI and FLI administrators, assign administrators to their voluntary plans on the Company State Tax Table - VDI/FLI page.
VDI Administrator Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, VDI Administrator	Report on information from the VDI/FLI Administrator Table using the VDI/FLI Administrator report (TAX715.SQR).

Entering VDI/FLI Administrator Information

Access the VDI/FLI Administrator Table page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, VDI/FLI Administrator Table, VDI/FLI Administrator Table).

VDI/FLI Administrator Table	
VDI/FLI Administrator Code:	KUVDIFLI
VDI Administration details Find View All First 1 of 1 Last	
Eff Date:	01/01/2009 *Description: VDI/FLI Administrator
Country:	USA United States
Address:	140 - 25500 Kensington Street New Jersey, NJ 10018
Phone:	213/562-9000
Contact Person:	CHRISTINA READ Contact Phone:
*Administrator Type:	Both

VDI/FLI Administrator Table

Note. After you've established your VDI and FLI administrators, assign administrators to their voluntary plans on the Company State Tax Table - VDI/FLI page.

Administrator Type Select *VDI*, *FLI*, or *Both* to indicate whether this administrator administers your voluntary disability insurance plan, your voluntary family leave insurance plan, or both.

(USA) Specifying Parameters for Quarterly Tax Reporting

To specify parameters for quarterly tax reporting, use the Tax Reporting Parameters component (TAX_RPT_PARAMETERS).

This section discusses how to define parameters for quarterly tax reporting:

Page Used to Specify Parameters for Quarterly Tax Reporting

Page Name	Definition Name	Navigation	Usage
Quarterly Tax Reporting Parameters	TAX_RPT_PARAMETERS	Payroll for North America, U.S. Quarterly Processing, Define Quarterly Tax Reporting, Tax Reporting Parameters, Quarterly Tax Reporting Parameters	Set up parameters for quarterly tax reporting.

Defining Parameters for Quarterly Tax Reporting

Access the Quarterly Tax Reporting Parameters page (Payroll for North America, U.S. Quarterly Processing, Define Quarterly Tax Reporting, Tax Reporting Parameters, Quarterly Tax Reporting Parameters).

Quarterly Tax Reporting Parameters

Balance ID: CY

*Balances for Year: 2007 Balances for Quarter: 4

Electronic Mag Media Rpt Parm

Transmitter ID: GBI Global Business Institute 9999

Computer Manufacturer:

*Organization Type: Other

*Type of Employment: Regular (All Others)

*Recording Code: ASCII

Tape Label: No Label

Tape Density: 6250 CPI

Blocking Factor: 10

Quarterly Tax Reporting parameters page

Balances for Year The value you enter here defines the reporting period.

Balances for Quarter The value you enter here defines the reporting period.

Electronic Mag Media Rpt Parm

Transmitter ID Enter the Company ID of the company transmitting W-2s for tax reporting. This is used in a multi-company environment when a single company acts as the transmitter for all companies in the organization.

Computer Manufacturer Enter the name of the manufacturer, such as IBM, Compaq, or Digital that makes the computer you use to create the magnetic media (such as diskette or tape) for tax reporting.

Organization Type Select *Government* or *Other*.

Type of Employment Select *Agriculture*, *Federal*, *Medicare Qualified Government Employee*, *Military*, *Railroad*, or *Regular (All Others)*.

Recording Code Select *ASCII* or *EBCDIC*.

Tape Label Select the type of tape label.

Tape Density Select the tape density.

Blocking Factor

Enter the blocking factor.

Setting Up Tax Types for PeopleSoft Enterprise Payables Integration

To set up tax types for PeopleSoft Enterprise Accounts Payables integration, use the Tax Type Table USA component (TAX_TYPE_TBL), Tax Type Table USF component (TAX_TYPE_TBL), or Tax Type Table CAN component (CAN_TAX_TYPE), the State Tax Types/Classes USA component (STAT_TAX_TYPE_TBL) or State Tax Types/Classes USF component (STAT_TAX_TYPE_TBL), and the Local Tax Types/Classes USA component (LOCL_TAX_TYPE_TBL) or Local Tax Type/Classes USF component (LOCL_TAX_TYPE_TBL). Use the TAX_TYPE_TABLE component interface to load data into the tables for the Tax Type Table USA component and Tax Type Table USF component.

This section provides an overview of tax types for accounts payable integration and discusses how to:

- (CAN) Define Canadian federal and provincial tax types.
- (USA) Link tax types to federal or state tax vendors and tax classes.
- (USA) Link tax types to local tax vendors and tax classes.
- Maintaining the Tax Collector table for Payables.

See Also

Chapter 25, "Integrating with PeopleSoft Payables," page 847

Understanding Tax Types for PeopleSoft Accounts Payable Integration

If you plan to use PeopleSoft Accounts Payable to send tax authorities the taxes deducted from employees' paychecks, you must link the appropriate set of deductions to each tax vendor.

Tax types are used to link tax classes to vendors. A tax type represents a collection of tax classes, such as withholding, earned income credit, and so on, specific to a particular tax jurisdiction (federal, state, local, provincial).

Setting up tax types and linking them to vendors is done differently for the U.S. and Canada.

- Canada

Use the Canadian Tax Types page to name the tax type and link it to tax classes and vendors.

- U.S.A.

1. Define tax types on the Tax Type Table page.
2. Link tax types to tax classes and vendors on the AP State Tax Types/Classes Table page or the AP Local Tax Types/Classes page.

Example

In the state of California, employees are subject to two taxes for short-term disability: SDI (paid to the state) and OASDI (paid to the federal government). Each tax is comprised of a different set of tax classes. In this case, you might create a tax type named Short-Term disability. You would then access the Fed/State Tax Type/Classes page and define what Short-Term Disability represents at the federal level: For the vendor, you select the Internal Revenue Service; for the tax classes you select only those included in OASDI. You then repeat the process to define Short-Term Disability at the state level. This time, you select the Franchise Tax Board as the vendor and just those tax classes that contribute to SDI.

Pages Used to Set Up Tax Types for PeopleSoft Accounts Payable Integration

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Tax Type Table	TAX_TYPE_TBL	- Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, Tax Type Table USA, Tax Type Table - Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, Tax Type Table USF, Tax Type Table	Define the names of the tax types you want to use.
Canadian Tax Type Table	CAN_TAX_TYPE	Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, Tax Type Table CAN, Tax Type Table	Define Canadian federal and provincial tax types and link them to vendors and tax classes.
AP State Tax Types/Classes Table	STAT_TAX_TYPE_PNL	- Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, State Tax Types/Classes USA, AP State Tax Types/Classes Table - Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, State Tax Types/Classes USF, AP State Tax Types/Classes Table	Link a tax type to a federal or state tax authority and set of tax classes.

Page Name	Definition Name	Navigation	Usage
AP Local Tax Types/Classes	LOCL_TAX_TYPE_PNL	- Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, Local Tax Types/Classes USA, AP Local Tax Types/Classes - Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, Local Tax Types/Classes USE, AP Local Tax Types/Classes	Link a tax type to the local tax authority and the applicable set of tax classes.
Vendor Information	VNDR_ID1	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Collector Table, Vendor Information	Enter vendor data for tax collectors.

(CAN) Defining Canadian Federal and Provincial Tax Types

Access the Canadian Tax Type Table page (Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, Tax Type Table CAN, Tax Type Table).

Canadian Tax Type Table

Tax Type: CPST

AP Payment Definition
[Find](#) | [View All](#) | [First](#) | **1 of 1** | [Last](#)

***Effective Date:** 01/01/1980
Description: Provincial Sales Taxes

***Source:** Provincial Sales Tax
Province: ON Ontario

Set ID: SHARE
Vendor ID: CANKC00004 Minister of Finance

Sales Tax
[Customize](#) | [Find](#) | [View All](#) | | [First](#) | **1-3 of 3** | [Last](#)

Sales Tax Class	Description		
I	Provincial Sales Tax Insurance		
P	Provincial Sales Tax		
T	Provincial Premium Tax		

Canadian Tax Type Table page

Source	Select the type of tax transaction from the options available. Values include <i>Goods and Services Tax</i> , <i>Health and Payroll Taxes</i> , <i>Provincial Sales Tax</i> , or <i>Statutory Deductions</i> .
Province	If you chose <i>Provincial Sales Tax</i> in the Source field, select the Province in this field.
Tax Class	Select the tax class you want to associate with this tax type and vendor from the options available. Add all applicable tax classes. The Source field determines which tax classes are available for selection. • If <i>Goods and Services Tax</i> is selected, only federal sales tax types are allowed: <i>G (GST)</i> and <i>H (HST)</i>. • If <i>Health and Payroll Taxes</i> is selected, only health and payroll tax types are allowed: <i>HTX</i> and <i>PYT</i>. • If <i>Provincial Sales Tax</i> is selected, only provincial sales tax types are allowed: <i>I (PSTI)</i>, <i>P (PST)</i>, <i>Q (QSTI)</i>, <i>S (QST)</i>, <i>T (PPT)</i>, and <i>U (QPT)</i>. • If <i>Statutory Deductions</i> is selected, only income related tax types are available: <i>CIT</i>, <i>CPP</i>, <i>CPR</i>, <i>EIE</i>, <i>EIR</i>, <i>QIE</i>, <i>QIR</i>, <i>QIT</i>, <i>QPP</i>, <i>QPR</i>, <i>RV2</i> and <i>T4A</i>.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Vendors"

(USA) Linking Tax Types to Federal or State Vendors and Tax Classes

Access the AP State Tax Types/Classes Table page (Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, State Tax Types/Classes USA, AP State Tax Types/Classes Table).

AP State Tax Types/Classes Table

State: NJ New Jersey

State Tax AP Payment Definition Find | View All First 1 of 1 Last

*Effective Date: 01/01/1980

State Tax Type Information Find | View All First 1 of 1 Last

*Tax Type: KUUITAX Unemployment Taxes

Set ID: SHARE

Vendor ID: USAKU00011 NJ Employment Security Agency

Tax Classes Customize | Find | View All First 1-4 of 4 Last

*Tax Class		
OASDI/Disability - EE		+ -
New Jersey WDPF		+ -
New Jersey HCSF		+ -
Unemployment EE		+ -

AP State Tax Types/Classes Table page

Note. Enter \$U in the search page to enter federal tax type information.

Tax Type	Select the tax type you want to define. The prompt table displays the names of the tax types you set up on the Tax Type Table page.
SetID	Select the setID for the tax type. This determines which set of vendors (tax authorities) you can select in the Vendor ID field.
Vendor ID	Select the tax authority (vendor) to which you want the taxes for this tax type paid. The prompt table displays only those vendors associated with the setID you selected.
Class Name	Select the tax classes associated with this tax type and vendor. Add all applicable tax classes.

(USA) Linking Tax Types to Local Vendors and Tax Classes

Access the AP Local Tax Types/Classes page (Set Up HRMS, Product Related, Payroll for North America, AP - Tax Types/Classes, Local Tax Types/Classes USA, AP Local Tax Types/Classes).

The fields on this page are the same as those on the AP State Tax Types/Classes Table page.

See [Chapter 2, "Setting Up Payroll Tax Tables," \(USA\) Linking Tax Types to Federal or State Vendors and Tax Classes, page 65.](#)

Maintaining the Tax Collector Table for Payables

Access the Vendor Information page (Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Collector Table, Vendor Information).

Set up tax collectors as vendors using the Tax Collector Table (TAX_COLLECTOR_TBL) component or the Vendor Table component (VNDR_ID).

After entering information about the tax-collecting agency, enter the vendor code on the Local Tax Type-Classes page for .

Maintaining the Tax Collector Table for Pennsylvania

For each municipality and overlying school district, the State Tax Register lists the effective rates for both Earned Income and Emergency and Municipal Service taxes for residents and, when applicable, nonresidents. Earned income and emergency and municipal service tax collector information for each municipality and school district are also listed. In some instances, there are different tax collectors for the municipality and the school district. When this occurs, employers must remit the school district's tax to its collector and the municipality's tax to its collector.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Vendors"

[Chapter 2, "Setting Up Payroll Tax Tables," Setting Up Tax Types for PeopleSoft Enterprise Payables Integration, page 62](#)

Chapter 3

Setting Up Pay Groups

This chapter provides overviews of pay groups and proration rules and discusses how to set up pay groups.

Understanding Pay Groups

This section discusses:

- Purpose and function of pay groups.
- Default pay group for the company.
- Checklist for identifying pay groups.
- How the Pay Group table affects paysheets.

Purpose and Function of Pay Groups

When you implement Payroll for North America, a major decision you have to make is which pay groups to define. A pay group is a logical grouping of employees based on shared characteristics that facilitate payroll processing because of common requirements such as employee type, pay frequency, same country location, and so on. A pay group consolidates a set of employees within a company for payroll processing. When you run the Create Paysheet COBOL SQL process (PSPPYBLD), the system processes one pay group at a time. At this point, the system verifies that the company and pay group assigned on the employee job data match the company and pay group specified for the payroll run.

Other reasons for defining multiple pay groups are:

- If you print checks or advices on more than one print stock, you must create a separate pay group for each print stock that you use.
- If the organization has both U.S. and Canadian employees, you must set up a separate pay group for each.
- If paysheets and checks are printed in different sort sequences, you need a separate pay group for each sequence.

Default Pay Group for the Company

When you first add a pay group, you're prompted for a company ID and pay group ID. The company ID is a key field on the pay group table, implying that all employees in a pay group are also in the same company. For the pay group ID, use any three-character alphanumeric ID that conforms to your payroll standards.

There is no limit to the number of pay groups that you can define for a company. You might need only one, or more likely, several pay groups to accommodate the different payroll schedules that you have.

After you define all the valid pay groups for a company, you must return to the Company Table - Default Settings page, to assign a pay group default. Typically, that default should be the most common pay group for the company. Employees assigned to that company in their Job data are set by default to the pay group established for that company and the employee type established for that pay group.

Checklist for Identifying Pay Groups

As you define pay groups, use this checklist to verify that the employees you're grouping together should be in the same pay group. All employees:

- Belong to the same company.
- Are paid at the same pay frequency.
- Use the same check form or direct deposit advice form.
- Have the same check date.
- Share the same pay period begin and end dates.
- Work in the same country.
- Are paid by the same bank.
- Are assigned the same work schedule for proration.
- Are assigned the same minimum net pay.
- (USA) Are similarly affected by the Fair Labor Standards Act (FLSA) (FLSA either applies or does not apply to all employees).

If FLSA applies, all FLSA rules (FLSA Calendar ID and FLSA Salaried Hrs Use—for example) must be the same for all employees.

- Are assigned to the same earnings program, the same retro pay program, and the same retro pay trigger program.

When processing payrolls, group multiple pay groups together only if they can be scheduled and completed concurrently.

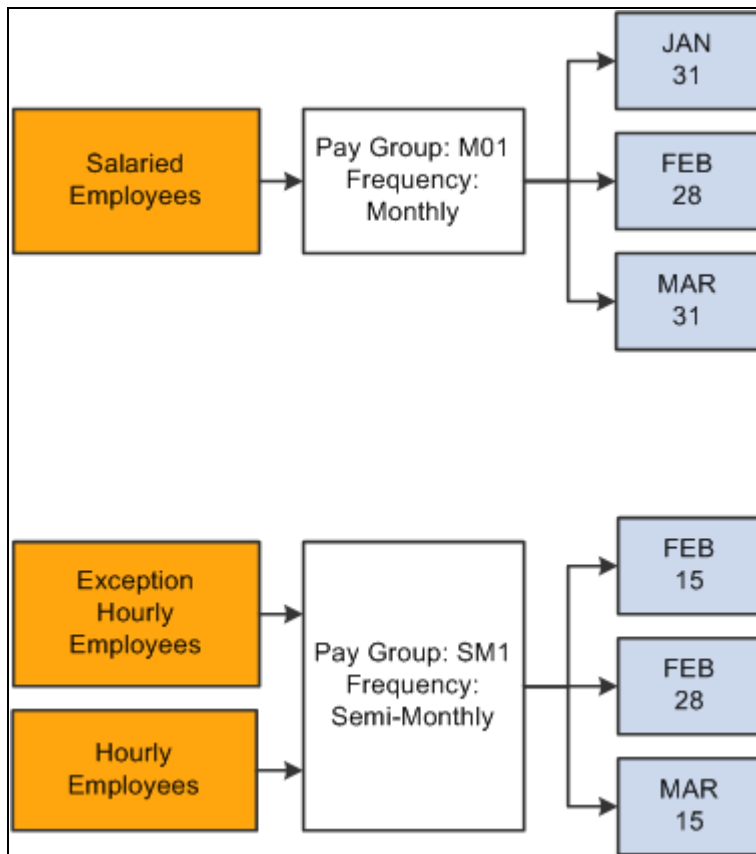
Pay Group Setup Example

Here is an example of setting up pay groups for a company:

<i>Pay Group</i>	<i>Description</i>
MO1–Monthly	Employees who are paid monthly and share the same pay period, which ends on the last day of the month, can belong to the same pay group. Salaried employees at CCB are paid monthly.

Pay Group	Description
SM1–Semimonthly	Employees who are paid semimonthly, and share the same pay periods (ending on the 15th and last day of the month) can also belong to the same pay group. Exception hourly and hourly employees at CCB are paid semimonthly.

This diagram shows an example of pay group setup for salaried, exception hourly, and hourly employees:



Example of pay group setup for salaried, exception hourly, and hourly employees

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars,"
Creating Pay Calendars and FLSA Calendars

How the Pay Group Table Affects Paysheets

When you enter regular hours, overtime hours, or regular earnings on paysheets, the system refers back to the Pay Group table to determine the earnings code for regular hours, overtime hours, and regular earnings. Under other earnings, the system automatically generates entries for any holiday pay using the holiday earnings code specified on the Pay Group table.

See Also

Chapter 19, "Working with Paysheets," page 589

Understanding Proration Rules

This section discusses:

- Proration rules.
- Proration examples with delivered frequencies.
- Proration examples with nondelivered frequencies.

Proration Rules

An employee is considered eligible for partial pay whenever a Job record has an effective date in the middle of a pay period. Typically, this happens whenever you hire, terminate, transfer, or change the rate of pay for an employee in the middle of a pay period.

On the Pay Group Table - Paysheets page, you select a proration rule to be applied to salaried workers and a proration rule to be applied to hourly or exception hourly workers. The rule that you select in each category determines how earnings and hours are prorated during paysheet creation for employees eligible for partial pay.

Whenever the system encounters a Job record causing partial pay, it applies one of these proration rules, depending on the employee type, and creates a separate pay earnings record with the corresponding hours or earnings for each partial period. Each proration method uses the work schedule specified for the pay group on the Pay Group Table - Paysheets page to determine the number of work days in the partial period, and then calculates the associated hours or earnings.

Additional data used to calculate hours and earnings in a prorated pay period include:

- Standard hours defined on the Job Information page in the employee's job data.
- The annualization factor of the work period frequency defined on the Job Information page in the employee's job data.
- The annualization factor of the pay period frequency entered on the Pay Group - Definition page.
- The annualization factor of the daily frequency entered on the Pay Group - Definition page.

Each proration rule uses some, but not all, of these additional factors.

Proration Rule Formulas

This table lists the formulas used to calculate proration:

Proration Rule	Calculation Formula
Salaried – Percent of Annual	$\text{Work Days} \times \text{Annual Pay Rate} / \text{Work Days per Year}$
Salaried – Rate per Work Day	$\text{Work Days} \times \text{Hours Per Day} \times \text{Hourly Rate}$
Salaried – Percent of Period	$\text{Work Days} \times \text{Pay Period Compensation Amount} / \text{Total Work Days in Pay Period}$
Hourly – Work Days	$\text{Work Days} \times \text{Hours Per Day} \times \text{Hourly Rate}$
Hourly – Percent of Period	$\text{Work Days} \times \text{Hours in Period} \times \text{Hourly Rate} / \text{Total Work Days in Pay Period}$

This table defines the variables in the proration rule formulas:

Proration Rule Variable	Definition
Work Days	The number of days worked that correspond to the effective-dated action on the employee's job record, such as a mid-period pay rate change. Work days are specified in the Work Schedule field on the Pay Group table.
Work Days per Year	The system calculates work days per year based on the number of work days defined in the work schedule on the Pay Group table. For example: • If the work schedule has five days, the work days per year is $5 \times 52 = 260$. • If the work schedule has three days, then the work days per year is $3 \times 52 = 156$. Note. Custom daily frequencies do not affect the calculation of Work Days per Year.
Hours Per Day	The employee's standard hours in Job data times the annualization factor of the work period in Job data divided by the annualization factor of the daily frequency on the Pay Group table.
Hourly Rate	The employee's hourly compensation rate in Job data.
Total Work Days in Pay Period	Based on the work schedule on the Pay Group table and the pay period begin and end dates.
Hours in Pay Period	The standard hours in Job data times the annualization factor of the work period in Job data divided by the pay period frequency annualization factor.

Important! If an employee is set up with any active job distributions (earnings distribution type is other than none) on the Job Earnings Distribution page, the system automatically calculates the proration—or partial pay—using percent of period, in place of any other proration rule that you might have specified on the Pay Group Table - Paysheets page.

Proration Examples with Delivered Frequencies

The examples in this section illustrate how the system applies salaried and hourly proration rules for mid-period pay rate changes using delivered frequencies.

Example Scenario

This table lists the relevant data in the employees' Job data:

Employee	Employee Type	Compensation Rate	Compensation Frequency	Standard Hours	Work Period
Mark	Salaried	Before: 1000 USD After: 1100 USD	Semimonthly (annualization factor 24)	40	Week (annualization factor 52)
Jan	Hourly	Before: 10.00 USD After 11.00 USD	Hourly (annualization factor 2080)	40	Week (annualization factor 52)

This table lists the relevant data on the Pay Group table:

Pay Frequency	Daily Frequency	Monthly Frequency	Work Schedule
S: Semimonthly (annualization factor 24)	D: Daily (annualization factor 260)	M: Monthly (annualization factor 12)	NYYYYYYN

The examples involve one semi-monthly pay period of July 1 through July 15 as represented in this calendar:

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15					

As defined by the work schedule on the Pay Group table, there are 11 workdays in the period July 1–15. On Monday July 8, all employees received a 10 percent pay increase. The respective pay rates are indicated as before and after in the compensation data listed in the activity scenario data. The following examples illustrate how Mark and Jan's pay would be prorated.

Note. The following examples assume that the employee's Earnings Distribution Type on the Job Earnings Distribution page is *None*.

Salaried – Percent of Annual

Work Days x Annual Pay Rate / Work Days per Year

5 Work Days × 24,000 USD / 260 = 461.54 USD

$$6 \text{ Work Days} \times 26,400 \text{ USD} / 260 = 609.23 \text{ USD}$$

$$\text{Total Pay} = 1,070.77 \text{ USD}$$

Salaried – Rate per Work Day

$$\text{Work Days} \times \text{Hours Per Day} \times \text{Hourly Rate}$$

$$5 \text{ Work Days} \times 8 \text{ Hours per Day} \times 11.538462 \text{ USD per hour} = 461.54 \text{ USD}$$

$$6 \text{ Work Days} \times 8 \text{ Hours per Day} \times 12.692308 \text{ USD per hour} = 609.23 \text{ USD}$$

$$\text{Total Pay} = 1,070.77 \text{ USD}$$

Salaried – Percent of Period

$$\text{Work Days} \times \text{Pay Period Compensation Amount} / \text{Total Work Days in Pay Period}$$

$$5 \text{ Work Days} \times 1,000 \text{ USD} / 11 \text{ Total Work Days} = 454.55 \text{ USD}$$

$$6 \text{ Work Days} \times 1,100 \text{ USD} / 11 \text{ Total Work Days} = 600 \text{ USD}$$

$$\text{Total Pay} = 1,054.55 \text{ USD}$$

Review of the Salaried Calculation Results

Reviewing the results of the proration rules above on salaried employee Mark, we find results vary from 1,070.77 USD to 1,054.55 USD. The prorated 1,070.77 pay is higher than the new pay rate of 1,100 per pay period. This overstated amount can be attributed to proration rules Percent of Annual and Rate per Day, which use factors Work Days per Year and Hours per Day that may vary per pay period compared to a fixed annual rate.

For example, a semimonthly pay period can have 9 to 12 actual Work Days per period compared to a fixed annualized 10.83 days (260 days a year / 24 periods a year). Using Percent of Annual depending on number of actual days per period (9 to 12 days) compared to annualized 10.83 days, the resulting pay period prorated rate may be under or over stated accordingly. Therefore, for semimonthly pay period, we recommend using the Percent of Period salaried proration rule. This holds true for monthly pay period also.

Note. For salaried employees paid on monthly or semimonthly pay period, it is highly recommended to use the Percent of Period salaried proration rule.

If the annualized factor is the same per pay period, for example weekly or biweekly pay period, then all the proration rules compute the same total earnings. For example, if Mark is paid biweekly, the prorated earnings are computed as illustrated in the following examples:

Salaried - Percent of Annual with Biweekly Pay Period

This example uses the same data presented in the example scenario with the exception of the pay period frequency. (The biweekly pay period covers only 10 work days).

$$\text{Work Days} \times \text{Annual Pay Rate} / \text{Work Days per Year}$$

$$5 \text{ Work Days} \times 24,000 \text{ USD} / 260 = 461.54 \text{ USD}$$

$$5 \text{ Work Days} \times 26,400 \text{ USD} / 260 = 507.69 \text{ USD}$$

$$\text{Total Pay} = 969.23 \text{ USD}$$

Salaried - Rate per Work Day with Biweekly Pay Period

This example uses the same data presented in the example scenario with the exception of the pay period frequency. (The biweekly pay period covers only 10 work days).

$$\text{Work Days} \times \text{Hours Per Day} \times \text{Hourly Rate}$$

$$5 \text{ Work Days} \times 8 \text{ Hours per Day} \times 11.538462 \text{ USD per hour} = 461.54 \text{ USD}$$

$$5 \text{ Work Days} \times 8 \text{ Hours per Day} \times 12.692308 \text{ USD per hour} = 507.69 \text{ USD}$$

$$\text{Total Pay} = 969.23 \text{ USD}$$

Salaried - Percent of Period with Biweekly Pay Period

This example uses the same data presented in the example scenario with the exception of the pay period frequency. (The biweekly pay period covers only 10 work days).

$$\text{Work Days} \times \text{Pay Period Compensation Amount} / \text{Total Work Days in Pay Period}$$

$$\text{For a biweekly pay period, the Pay Period Compensation Amount} = \text{Annual Rate} / 26$$

$$5 \text{ Work Days} \times (24,000 \text{ USD} / 26) / 10 \text{ Total Work Days} = 461.54 \text{ USD}$$

$$5 \text{ Work Days} \times (26,400 \text{ USD} / 26) / 10 \text{ Total Work Days} = 507.69 \text{ USD}$$

$$\text{Total Pay} = 969.23 \text{ USD}$$

Hourly – Work Days

$$\text{Work Days} \times \text{Hours Per Day} \times \text{Effective-Dated Hourly Rate}$$

$$5 \text{ Work Days} \times 8 \text{ Hours per Day} \times 10 \text{ USD per hour} = 400 \text{ USD}$$

$$6 \text{ Work Days} \times 8 \text{ Hours per Day} \times 11 \text{ USD per hour} = 528 \text{ USD}$$

$$\text{Total Pay} = 928 \text{ USD}$$

Hourly – Percent of Period

$$\text{Work Days} \times \text{Hours in Period} \times \text{Effective-Dated Hourly Rate} / \text{Total Work Days in Pay Period}$$

$$5 \text{ Work Days} \times 86.67 \text{ Hours} / 11 \text{ workdays in the period} = 39.3954 \text{ (which is rounded to 39.4)} \times 10 \text{ USD} = 394.00 \text{ USD}$$

$$6 \text{ Work Days} \times 86.67 \text{ Hours} / 11 \text{ workdays in the period} = 47.2745 \text{ (which is rounded to 47.27)} \times 11 \text{ USD} = 519.97 \text{ USD}$$

$$\text{Total Pay} = 913.97 \text{ USD}$$

Review of the Hourly Calculation Results

Reviewing the results of the previous examples of the Work Days proration rule for hourly employee Jan, we find the total hours of 88 (8 hours x 11 days) does not add up to the total of 86.67 annualized hours for the semi-monthly period that the system calculates at paysheet creation. This can be attributed to Work Days proration rule using Hours per Day that may vary per pay period compared to a fixed annual rate.

For example, a semimonthly pay period can have 9 to 12 actual Work Days, giving 72 to 96 hours per pay period. This variation in actual work hours per period accounts for the difference in hours allocated compared to a fixed annualized 86.67 hours per biweekly period (2080 hours a year / 24 periods a year). Therefore, for semi-monthly, we recommend using the Percent of Period hourly proration rule. This holds true for a monthly pay period also.

Note. For Hourly and Exception Hourly employees paid on Monthly or Semi-monthly pay period, it is highly recommended to use Percent of Period Hourly Proration Rule.

If the annualized factor is the same per pay period, for example, a weekly or biweekly pay period, then all the proration rules compute the same total hours. For example, if Jan is paid biweekly, the prorated earnings are computed as illustrated in the following examples:

Hourly - Work Days with Biweekly Pay Period

This example uses the same data presented in the example scenario with the exception of the pay period frequency. (The biweekly pay period covers only 10 work days).

Work Days × Hours Per Day × Hourly Rate

5 Work Days × 8 Hours per Day × 10 USD per hour = 400.00 USD

5 Work Days × 8 Hours per Day × 11 USD per hour = 440.00 USD

Total Pay = 840.00 USD

Hourly - Percent of Period with Biweekly Pay Period

This example uses the same data presented in the example scenario with the exception of the pay period frequency. (The biweekly pay period covers only 10 work days).

Work Days × Hours in Period × Hourly Rate / Total Work Days in Pay Period

Hours in Period is 80 (2080 hours a year / 26 periods a year)

5 Work Days × 80 Hours × 10 USD / 10 Work Days in Pay Period = 400.00 USD

5 Work Days × 80 Hours × 11 USD / 10 Work Days in Pay Period = 440.00 USD

Total Pay = 840.00 USD

See Also

Chapter 3, "Setting Up Pay Groups," Proration Rules, page 72

Proration Examples with Nondelivered Frequency

The previous examples employed PeopleSoft-delivered frequencies, which are based on a standard 40-hour, 5-day workweek. The examples in this section illustrate how the system applies salaried and hourly proration rules for mid-period pay rate changes when the daily frequency is defined for a 40-hour, 3-day workweek.

In the example of a 40-hour, 3-day week, the annual number of workdays is $3 \times 52 = 156$. On the Frequency table, a nonstandard daily frequency must be defined with the annualization factor of 156. This frequency must be assigned on the Pay Group table.

The Hours per Day is derived by taking the employee's standard hours in Job data times the annualization factor of the work period in Job data divided by the annualization factor of the daily frequency on the Pay Group table. In the example of a 40 hour, 3-day week, the Hours per Day calculation is $40 \times 52 / 156 = 13.333$.

Example Scenario

This table lists the relevant data in the employees' Job data:

<i>Employee</i>	<i>Employee Type</i>	<i>Compensation Rate</i>	<i>Compensation Frequency</i>	<i>Standard Hours</i>	<i>Work Period</i>
Marie	Salaried	Before: 1000 USD After: 1100 USD	Semimonthly (annualization factor 24)	40	Week (annualization factor 52)
John	Hourly	Before: 10.00 USD After 11.00 USD	Hourly (annualization factor 2080)	40	Week (annualization factor 52)

This table lists the relevant data on the Pay Group table:

<i>Pay Frequency</i>	<i>Daily Frequency</i>	<i>Monthly Frequency</i>	<i>Work Schedule</i>
S: Semimonthly (annualization factor 24)	D156: (annualization factor 156)	M: Monthly (annualization factor 12)	NNNNYYY

The examples involve one semi-monthly pay period of July 1 through July 15 as represented in this calendar:

<i>S</i>	<i>M</i>	<i>T</i>	<i>W</i>	<i>T</i>	<i>F</i>	<i>S</i>
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15					

As defined by the work schedule on the Pay Group table, there are 11 workdays in the period July 1–15. On Monday July 8, all employees received a 10 percent pay increase. The respective pay rates are indicated as before and after in the compensation data listed in the activity scenario data. The following examples illustrate how Marie and John's pay would be prorated.

Note. The following examples assume that the employee's Earnings Distribution Type on the Job Earnings Distribution page is *None*.

Note. The following examples use the formulas and variable definitions provided earlier in the chapter.

See [Chapter 3, "Setting Up Pay Groups," Proration Rules, page 72](#).

Salaried – Percent of Annual

Work Days x Annual Pay Rate / Work Days per Year

3 Work Days x 24,000 USD / 156 = 461.54 USD

3 Work Days x 26,400 USD / 156 = 507.69 USD

Total Pay = 969.23 USD

Note. Work Days per Year cannot be calculated using custom frequencies.

Salaried – Rate per Work Day

Work Days x Hours Per Day x Hourly Rate

3 Work Days x 13.333 Hours per Day x 11.538462 USD per hour = 461.53 USD

3 Work Days x 13.333 Hours per Day x 12.692308 USD per hour = 507.68 USD

Total Pay = 969.21 USD

Salaried – Percent of Period

Work Days x Pay Period Compensation Amount / Total Work Days in Pay Period

3 Work Days x 1,000 USD / 6 Total Work Days = 500.00 USD

3 Work Days x 1,100 USD / 6 Total Work Days = 550.00 USD

Total Pay = 1,050.00 USD

Hourly – Work Days

Work Days x Hours Per Day x Effective-Dated Hourly Rate

3 Work Days x 13.3333 Hours per Day = 39.99 (rounded to 40) x 10 USD per hour = 400 USD

3 Work Days x 13.3333 Hours per Day = 39.99 (rounded to 40) x 11 USD per hour = 440 USD

Total Pay = 880 USD

Hourly – Percent of Period

Work Days x Hours in Period x Effective-Dated Hourly Rate / Total Work Days in Pay Period

3 Work Days × 86.67 Hours / 6 workdays in the period = 43.335 (rounded to 43.34) x 10 USD = 433.40 USD

3 Work Days × 86.67 Hours / 6 workdays in the period = 43.335 (rounded to 43.34) x 11 USD = 476.74 USD

Total Pay = 910.14 USD

See Also

Chapter 3, "Setting Up Pay Groups," Proration Rules, page 72

Defining Pay Groups

To set up pay groups, use the Pay Group Table (PAYGROUP_TABLE) component.

This section discusses how to:

- Define a pay group.
- Establish default employee types.
- Define payroll calculation parameters.
- Specify proration rules and other paysheet options.
- Specify paycheck sort order and other options.
- Define print sequence options.
- Define additional U.S. and Canadian report parameters.
- Specify banks and tips processing.
- Select time and labor elements for the pay group.

Pages Used to Define Pay Groups

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Pay Group Table - Definition	PAYGROUP_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Definition	Define a pay group and its basic characteristics.
Pay Group Table - Process Control	PAYGROUP_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Process Control	Set process controls and establish default employee types.

Page Name	Definition Name	Navigation	Usage
Pay Group Table - Calc Parameters (Pay Group table - calculation parameters)	PAYGROUP_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Calc Parameters	Further define payroll processing parameters for pay groups.
Education and Government Additional Earnings Codes	PAYGROUP_TBL3_HP_SEC	Click the Addl Educ/Govt Earnings Codes button on the Pay Group Table - Calc Parameters page.	Access additional earnings codes for education and government.
FLSA Period Definition (Fair Labor Standards Act period definition)	FLSA_PERIOD_SBPNL	Click the FLSA Period Definition button on the Pay Group Table - Calc Parameters page.	(USA) Specify the FLSA period that applies to this pay group and other FLSA calculation parameters. Note. You must select the FLSA Required check box on the Calc Parameters page to activate the button to access this page.
Pay Group Table - Paysheets	PAYGROUP_TABLE4	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 4–6 link. Access the Paysheets page.	Specify the proration rules and paysheet options for each pay group that you establish.
Pay Group Table - Check Distribution	PAYGROUP_TABLE5	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 4–6 link. Access the Check Distribution page.	Specify the order in which you want paychecks to be sorted and to select address and delivery options.
Pay Group Table - Check Sequencing	PAYGROUP_TABLE6	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 4–6 link. Access the Check Sequencing page.	Define print sequence options.

Page Name	Definition Name	Navigation	Usage
Pay Group Table - Report Parameters	PAYGROUP_TABLE7	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 7–9 link. Access the Report Parameters page.	Define other report parameters for pay groups.
Pay Group Table - Bank/Tip Info	PAYGROUP_TABLE8	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 7–9 link. Access the Bank/Tip Info page.	Specify the bank from which employees are to be paid. Establish tips processing for tipped employees within the pay group.
Pay Group Table - Time and Labor	PAYGROUP_TABLE8	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 7–9 link. Access the Time and Labor page.	Define which time and labor elements are loaded into paysheets for the pay group.
Pay Group Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Pay Group, Pay Group Report	Generate PAY711 that lists pay groups, effective dates, and processing characteristics from the Pay Group table.

Defining a Pay Group

Access the Pay Group Table - Definition page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Definition).

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Jobs," Setting Up and Describing Pay Groups.

Establishing Default Employee Types

Access the Pay Group Table - Process Control page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Process Control).

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Jobs," Setting Up Process Controls for Pay Groups.

Defining Payroll Calculation Parameters

Access the Pay Group Table - Calc Parameters page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Calc Parameters).

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Jobs," Setting Up Payroll Calculation Parameters for Pay Groups.

Specifying Proration Rules and Other Paysheet Options

Access the Pay Group Table - Paysheets page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, then click the Pages 4–6 link.)

Paysheets | Check Distribution | Check Sequencing

Company: GBI Global Business Institute 9999

Pay Group: KU1 US Weekly

Pay Group Information Find First 1 of 1 Last

Effective Date: 12/26/2004 **Status:** Active

Salaried Proration Rule

- ☒ Percent of Annual
- ☐ Rate per Work Day
- ☐ Percent of Period

Hourly Proration Rule

- ☒ Work Days
- ☐ Percent of Period

***Work Schedule:** SMTWTFS NYYYYYN

☒ Automatic Paysheet Update

Paysheet Sequence

- ☒ Dept, Employee Type, Employee
- ☐ Dept, Employee
- ☐ Employee Only
- ☐ Employee Type, Dept, Employee
- ☐ Employee Type, Employee

Paysheet Employee Sequence

- ☐ Employee ID Sequence
- ☒ Employee Name Sequence

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Pay Group Table - Paysheets page

Note. If you defined an earnings distribution type for the employee on the Job Earnings Distribution page, the system uses the percent of period calculation method regardless of which salaried or hourly proration rule you select on this page.

Salaried Proration Rule

This group box enables you to define how earnings and hours are prorated during paysheet creation for salaried employees eligible for partial pay.

Note. For exception (salaried) hourly employees (those employees who receive a specified amount for the period) use the hourly proration rules.

See [Chapter 3, "Setting Up Pay Groups," Proration Rules, page 72.](#)

Hourly Proration Rule

This group box enables you to define how earnings and hours are prorated during paysheet creation for hourly and exception hourly employees eligible for partial pay.

See [Chapter 3, "Setting Up Pay Groups," Proration Rules, page 72.](#)

Paysheet Sequence

Use this group box to instruct the system how to sort online and printed paysheets. Depending on the option that you select, the paysheet process forces a page break any time it finds a new sequencing code.

Dept, Employee Type, Employee (department, employee type, employee) Select this option to insert page breaks after each different employee type and department.

Dept, Employee (department, employee) Select this option to insert page breaks after each different department.

Employee Only Select this option to insert page breaks based on the number of paylines it can accommodate.

Employee Type, Dept, Employee (employee type, department, employee) Select this option to insert page breaks after each different department and employee type.

Employee Type, Employee Select this option to insert page breaks after each different employee type.

Paysheet Employee Sequence

Use this group box to instruct the system to sort paysheets by employee ID or by employee name sequence. You have 10 sorting options. The online and hardcopy reports vary, depending on how you choose to sequence them.

Additional Page Elements

Work Schedule

Define the work schedule that the system uses when prorating partial pay. Enter a Y (yes) or an N (no) under the initial of each day to specify the days that are included in the normal work schedule for this pay group. The field is seven characters long, one character for each day of the week, starting with Sunday. The system uses these indicators to determine the number of work days per year and the number of work days per week.

If the normal work schedule for the pay group is Monday through Friday, enter NYYYYYN.

Automatic Paysheet Update

Select this check box to compare paysheet records to Job data. If the system finds discrepancies between the two records, it automatically updates the paysheet from the Job record information before calculating pay, if you have the Automatic Paysheet Update option selected.

For example, assume that you run paysheets on July 10. You then receive the late paperwork on Jan's salary change, which should have gone into effect on July 1. If you selected the Automatic Paysheet Update check box, during pay calculation the system accesses the new salary information from the Job data and updates Jan's payline to reflect the new pay rate.

See Also

Chapter 3, "Setting Up Pay Groups," Proration Rules, page 72

Specifying Paycheck Sort Order and Other Options

Access the Pay Group Table - Check Distribution page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, then click the Pages 4–6 link, then access the Check Distribution page).

Paysheets		Check Distribution		Check Sequencing	
Company:	GBI	Global Business Institute 9999			
Pay Group:	KU1	US Weekly			
Pay Group Information Find First 1 of 1 Last					
Effective Date:	12/26/2004		Status:	Active	
Paycheck Sequence					
☒ Paysheet Order		☐ Company Distribution Order			
☐ Postal Code Order		☐ Select on Payroll Options Page			
Paycheck Address Option					
☒ Home Address		☐ Select on Payroll Options Page			
Paycheck Location Option					
☒ Home Department Location		☐ Job Location			
☐ Select on Payroll Options Page					
Paycheck Employee Sequence					
☒ Employee Name Sequence		☐ Employee ID Sequence			
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Pay Group Table - Check Distribution page

Paycheck Sequence

Use this group box to select a sort order for the checks. The system prints checks according to the various sequencing options in the Pay Group table in off-cycle and on-cycle modes. Check sequencing occurs during the Pay Confirmation COBOL SQL process (PSPCNFRM). Because the system confirms one off-cycle paysheet page at a time, it sorts off-cycle checks within each paysheet page. For example, if you confirm off-cycle paysheet pages 1–5 in a single confirmation run, and each page contains ten checks, each page is sorted individually: You end up with five individually sorted groups of ten checks each, not one group of fifty checks sorted as a whole.

Paysheet Order	Select this option to sort checks in the same order as paysheets. This is the system default, and is the most efficient and fastest sort order.
Postal Code Order	Select this option to sort checks by postal code. Use the postal code from the Paycheck Address option. Note that this sort option applies to U.S. zip codes as well as Canadian and other international postal codes.
Company Distribution Order	Select this option to sort checks according to the print check sequence, which you define on the Pay Group Table - Check Sequencing page.
Select on Payroll Options Page	Select this option to sort checks by company distribution or postal code sequence based on the paycheck delivery option that you select on the Payroll Options 1 page and the Payroll Options 2 page.

Paycheck Address Option

Use this group box to select which address you want to appear on the employee payroll checks. When you print paychecks for employees, the system always prints an address on the check, no matter which paycheck sequence option you select.

Home Address	Select this option to print the employee's home address, as entered on the Personal Information pages under the Workforce Administration menu.
Select on Payroll Options Page	Select this option to print the address according to the paycheck location option selected on the Payroll Options 1 page. This option enables you to override the default address at the employee level.

Paycheck Location Option

Use this group box to specify the location to use to sort checks when you use location as a sort option for company distribution.

Home Department Location	Select this option to sort checks by home department location.
Select on Payroll Options Page	Select this option to sort checks using the Payroll Options 1 and Payroll Options 2 pages. Enter the appropriate location at the employee level.
Job Location	Select this option to sort checks by job location.

Paycheck Employee Sequence

Employee Name Sequence	Select this option to sort checks by employee name.
Employee ID Sequence	Select this option to sort checks by employee ID.

Defining Print Sequence Options

Access the Pay Group Table - Check Sequencing page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, then click the Pages 4–6 link, then access the Check Sequencing page).

Paysheets		Check Distribution		Check Sequencing	
Company: GBI Global Business Institute 9999 Pay Group: KU1 US Weekly					
Pay Group Information Find First 1 of 1 Last					
Effective Date: 12/26/2004		Status: Active + -			
Check Print Sequence 01:		Check Print Sequence 06:			
Check Print Sequence 02:		Check Print Sequence 07:			
Check Print Sequence 03:		Check Print Sequence 08:			
Check Print Sequence 04:		Check Print Sequence 09:			
Check Print Sequence 05:		Check Print Sequence 10:			
Pages 1 - 3 Pages 4 - 6 Pages 7 - 9					

Pay Group Table - Check Sequencing page

Pay Group Information

Use this group box to define print sequence options. For example, to sort checks by location, shift within location, and employee ID/name (based on whether you select Employee ID Sequence or Employee Name Sequence in the Paycheck Employee Sequence group box on the Pay Group Table - Check Distribution page) within shift, you enter three sort criteria on this page:

Prt Seq 01	L	Location
Prt Seq 02	S	Shift
Prt Seq 03	E	Employee

Check Print Sequence 01 – 10

If you selected the company distribution order option as the paycheck sequence on the Pay Group Table - Check Distribution page, you must select a check print sequence here: *Department ID (D)*, *Employee ID or Name (E)*, *FLSA Status (F)*, *Location (L)*, *Mail Drop (M)*, *Shift (S)*, *Employee Type (T)*, and *Supervisor ID (U)*.

Defining Additional U.S. and Canadian Report Parameters

Access the Pay Group Table - Report Parameters page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, then click the Pages 7–9 link, then access the Report Parameters page).

Report Parameters		Bank/Tip Info		Time and Labor	
Company:	GBI	Global Business Institute 9999			
Pay Group:	KU1	US Weekly			
Pay Group Information Find View All First 1 of 1 Last					
Effective Date:	12/26/2004	Status:	Active		
Earnings Break Point					
Earnings Break Point:					
Low Factor:					
High Exemption:					
ROE Contact ID					
Payroll Reference Nbr:					
Contact ID:					
Issuer ID:					
Pages 1 - 3		Pages 4 - 6		Pages 7 - 9	

Pay Group Table - Report Parameters page

(E&G) Earnings Break Point

Use this group box only if the pay group includes employees who belong to the California Public Employees' Retirement System (PERS). If you have no California-based public employees participating in PERS, leave these fields blank.

If you participate in PERS, the information on these fields is used during benefit calculation, if you've set up the PERS plan in the Retirement Plan page to be coordinated with the Federal Insurance Contributions Act (FICA). The Old Age Survivor and Disability Insurance (OASDI) Modification Data fields correspond to the fields on the OASDI Modification Chart.

Suppose 400 USD is the break point for calculating employee earnings reported monthly. According to the OASDI Modification Chart, if earnings are:

- Less than 400 USD, earnings are recalculated as:

$$\text{Earnings} \times \frac{2}{3} \times \text{Rate}.$$
- Greater than 400 USD, earnings are recalculated using the OASDI formula:

$$(\text{Earnings} - 133.33 \text{ USD}) \times \text{Rate}.$$

To set up this data for a pay group with a monthly pay frequency, enter *400* in the Earnings Break Point field, *0.6667* in the Low Factor field, and *133.33* in the High Exemption field.

Earnings Break Point Enter a dollar amount at which earnings below the break point are treated differently from earnings above the break point.

Low Factor	Enter a value to represent the factor that is used in the calculation to modify earnings that fall below the break point.
High Exemption	Enter a value to represent the factor that is used to modify earnings that exceed the break point.

(CAN) ROE Contact ID

If you run Canadian payrolls and produce Record of Employment (ROE) forms, you must enter the appropriate reference and contact information in this group box.

Payroll Reference # (payroll reference number)	Enter a reference number to help you locate employees. This is an internal payroll reference number.
Contact ID	Select a value representing the employee ID of the person who should respond to any internal questions regarding ROE's.
Issuer ID	Select a value representing the employee ID of the person who issued the ROE.

Specifying Banks and Tips Processing

Access the Pay Group Table - Bank/Tip Info page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, then click the Pages 7–9 link, then access the Bank/Tip Info page).

Report Parameters		Bank/Tip Info		Time and Labor	
Company:	GBI	Global Business Institute 9999			
Pay Group:	KU1	US Weekly			
Pay Group Information Find First 1 of 1 Last Effective Date: 12/26/2004 Status: Active Delay Withholding of Taxes ☐ Delay Withholding of Taxes ☒ Adjust to Minimum Wage Min Wage Adjustment Earns Code: Tip Credit Earns Code: TCR Tip Credit					
Source Bank ID:	KU04	Chase Manhattan			
Direct Deposit Bank ID:					
Minimum Net Pay:		*Maximum Net Pay:	\$10,000		

[Pages 1 - 3](#)
[Pages 4 - 6](#)
[Pages 7 - 9](#)

Pay Group Table - Bank/Tip Info page

(USA) Delay Withholding of Taxes**Delay Withholding of Taxes**

Select this check box if you do not want to withhold taxes until tipped employees have reported tips equaling the month-to-date tips withholding threshold established on the Federal/State Tax Table - Special Tax Amounts page.

Adjust to Minimum Wage (adjustment to minimum wage)

This check box is selected by default, so that the system adjusts tips for the pay group to minimum wage. If you have an agreement with the Internal Revenue Service, you can deselect this check box. If this check box is selected, you must select a minimum wage adjustment earnings code in the Min Wage Adjustment Earns Code field.

Min Wage Adjustment Earns Code (minimum wage adjustment earnings code)

Select the earnings code to be used for adjusting a tipped employee's earnings up to minimum wage when reported tips plus earnings do not equal the required minimum wage. The default values come from the Company table but you can override the Company table values here.

Tip Credit Earnings Code

Select the earnings code to be used for tips credit. The default values come from the Company table but you can override the Company table values here.

Note. Tips processing covers tip allocation, tip credit, and tip establishment mainly in the hospitality industry, but it can be used for any tipped employee population.

Additional Page Elements

Source Bank ID	Select a source bank ID to indicate the bank from which employees in this pay group are to be paid. The source bank identifies the transit number, bank account number, check and advice form, and other information necessary to create checks and direct deposit entries for employees. If you leave the Direct Deposit Bank ID field blank, the system uses the source bank ID that you enter here for both checks and direct deposit. If you enter a source bank ID in the Direct Deposit Bank ID field, then the system uses the value in the Source Bank ID field for check processing only.
Direct Deposit Bank ID	To pay direct deposit from a different bank and account than checks, enter a source bank ID here to identify the bank and account for direct deposit transmittals. If you use the same bank and account for both checks and direct deposit, leave this field blank
Minimum Net Pay and Maximum Net Pay	Enter the minimum and maximum dollar amounts (net) that any given check may be issued for within the selected pay group.

Selecting Time and Labor Elements for the Pay Group

See [Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," Setting Up the Interface with Time and Labor, page 540.](#)

Chapter 4

Defining Earnings Codes and Earnings Programs

This chapter provides overviews of earnings tables, and tax specification and discusses how to:

- Establish earnings codes.
- Establish earnings programs.

Understanding Earnings Tables

This section lists prerequisites and common elements and discusses earnings tables.

Prerequisites

Before you begin setting up earnings:

1. Read through the sections that tell you how to set up the Company table, Earnings table, Special Accumulator table, Shift table, and Pay Group table.
2. Map out how you want to define and segregate earnings, special accumulators, and shifts within the system.

Note. When you define earnings codes, you must define several basic earnings codes on the Pay Group Table - Calc Parameters (Pay Group table - Calculation Parameters) page.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Organization Foundation Tables," Entering Company Information

[Chapter 3, "Setting Up Pay Groups," page 69](#)

[Chapter 6, "Setting Up the Payroll Process," Establishing Special Accumulator Codes, page 181](#)

[Chapter 6, "Setting Up the Payroll Process," Understanding Shift Pay Calculation Methods, page 170](#)

[Chapter 6, "Setting Up the Payroll Process," Setting Up the Shift Table, page 178](#)

Common Elements Used in This Chapter

Override Limit Amount	Enter a value by which to limit the amount to pay if the regular payout amount exceeds the amount specified for an earnings code.
Frequency	Specify how to express the compensation rate: <i>Hourly, Daily, Monthly, Annually</i> , and so on. Maintain frequencies on the Frequency Table page.

Earnings Tables

The system calculates earnings based on information that you enter in the Company table, Earnings table, Special Accumulator table, Shift table, and Pay Group table.

The Earnings table is the basis for calculating and taxing earnings, although some of the information in the table depends on special accumulator codes and shift information. In the Earnings table, you define how to tax, calculate, and adjust each type of earnings (such as regular, overtime, and sick). You also define how earnings types affect other balances, such as leave accruals. Use the Special Accumulator table to accumulate earnings to use later in deduction calculations, such as a savings deduction based on a percentage of regular and overtime pay only. The Shift table works in conjunction with the Earnings table to calculate shift premiums.

Note. The information that you define in the Earnings table affects several fields on paysheets: regular hours, overtime hours, regular earnings, and additional earnings, and tax methods. You can override most of this data on the paysheet, depending on how you define it in the Earnings table.

Understanding Tax Specification

It is important to understand how taxes work when specifying special tax options and tax methods for earnings codes.

This section discusses:

- (USA) U.S. tax specification.
- (CAN) Canadian tax specification.

(USA) U.S. Tax Specification

To better understand how the U.S. tax options work, consider how you might define the following earnings codes:

Earnings Code	Federal Withholding Tax (FWT)	Federal Unemployment Tax (FUT)	Federal Insurance Contributions Act (FICA)
Regular	Tax	Tax	Tax
Overtime	Tax	Tax	Tax
Injury Pay	Tax	No Tax	Tax
Expense Reimbursement	No Tax	No Tax	No Tax
Disability Payment	Tax	No Tax	No Tax

Select the Subject to FWT (subject to federal withholding tax), Subject to FUT (subject to federal unemployment tax), and Subject to FICA (subject to Federal Insurance Contributions Act) check boxes (on the Earnings Table - Taxes page) for all earnings to add to the taxable gross for the specific tax. These settings enable the system to determine exactly how much of an employee's pay is subject to federal taxes.

(CAN) Canadian Tax Specification

To better understand how to tax different earnings codes, consider how you might define the following earnings at Viceroy Northern Bank:

Earnings Code	Canadian Income Taxes (CIT)	True T4	Canada Pension Plan (CPP)	Employment Insurance (EI) Earn	EI Hrs
Regular	Tax	Yes	Tax	Tax	Yes
Overtime	Tax	Yes	Tax	Tax	Yes
Shift Premium	Tax	Yes	Tax	Tax	No
Expense Reimbursement	No Tax	No	No Tax	No Tax	No
Retiring Allowance	Tax	No	No Tax	No Tax	No

Earnings Code	Quebec Income Taxes (QIT)	True RL	Quebec Pension Plan (QPP)	Payroll Tax	T4A	RL-2	Quebec Parental Insurance Plan (QPIP)
Regular	Tax	Yes	Tax	Tax	No Tax	No Tax	Tax
Overtime	Tax	Yes	Tax	Tax	No Tax	No Tax	Tax
Shift Premium	Tax	Yes	Tax	Tax	No Tax	No Tax	Tax
Expense Reimbursement	No Tax	No	No Tax	No Tax	No Tax	No Tax	No Tax
Retiring Allowance	Tax	No	No Tax	Tax	Tax	Tax	No Tax

Select the tax option check boxes (on the Earnings Table - Taxes page) for earnings types to tax or accumulate. These settings enable the system to determine how much of an employee's pay is subject to different tax types:

Earnings Code	Amount	CIT	True T4	CPP	EI Earn	EI Hrs
Regular	1000	1000	1000	1000	1000	40
Overtime	200	200	200	200	200	10
Shift Premium	100	100	100	100	100	
Injury Pay	200	200	200	200		
Expense Reimbursement	1000					
Retiring Allowance	500					
Total	3000	1500	1500	1500	1300	50

<i>Earnings Code</i>	<i>Amount</i>	<i>QIT</i>	<i>True RL</i>	<i>QPP</i>	<i>T4A</i>	<i>RL-2</i>	<i>Payroll Tax</i>	<i>QPIP</i>
Regular	1000	1000	1000	1000			1000	1000
Overtime	200	200	200	200			200	200
Shift Premium	100	100	100	100			100	100
Injury Pay	200	200	200	200			200	
Expense Reimbursement	1000							
Retiring Allowance	500				500	500.00		
Total		1500	1500	1500	500	500.00	150	1300

See Also

[Chapter 5, "Defining Deductions," page 125](#)

[Chapter 2, "Setting Up Payroll Tax Tables," \(USA\) Updating the Taxable Gross Definition Table, page 35](#)

[Chapter 11, "Maintaining Payroll Data," page 323](#)

[Appendix E, "\(CAN\) Canadian Tax Method Calculations," page 1197](#)

Establishing Earnings Codes

To set up earnings codes, use the Earnings Table (EARNINGS_TABLE) component.

This section provides an overview of earnings codes and discusses how to:

- Define parameters and rules for calculating earnings.
- (USA) Setting up the Earnings table for FLSA calculations.
- Enter special options and tax methods for earnings codes.
- (USF) Specify additional earnings.
- Specify calculation rules.

- Define how earnings codes affect leave accruals and special accumulators.
- (USF) Specify pay limit processing.

Understanding Earnings Codes

Determine the different types of earnings that your organization requires, and decide which three-character earnings code to assign to each one (such as REG, VAC, and HOL).

At a minimum, you must define earnings codes for regular and overtime pay. You might also define earnings codes for sick pay, holiday pay, vacation pay, or company-specific functions, such as:

- Regular earnings that are normally associated with a regular salary or regular hours worked.

Regular earnings that are typically taxed by all taxing entities and consist of a simple rate-multiplied-by-time calculation, or a flat amount.

- Earnings that use a slightly different method of calculation.

For example, overtime, double-time, or triple-time earnings codes apply a multiplication factor to the earnings.

- Earnings to handle accrual accounting.

To track holidays, vacation and sick leave, jury duty, personal time off, and so on for leave accruals, define earnings codes for these leave categories and report applicable hours.

- Nonhour-related earnings, such as bonuses, commissions, or automobile allowances.
- Differentiation between earnings that should or should not be taxed, such as automobile allowances or expense advances.
- Earnings for accumulation of hours and dollars in other special accumulator balances.

For example, certain earnings are eligible for retirement programs, while other earnings are not.

- Earnings resulting from late paperwork or collective bargaining to calculate through the Retroactive Pay Calculations COBOL SQL process (PSPRPEXT).
- Earnings codes for paying retro pay earnings.

Important! Oracle delivers two earnings codes, \$AC and \$NA, that the system uses during retro pay processing. You will never explicitly reference these codes, nor will you see them referenced on any pages outside of the Earnings Table component, but they are critical to the retro pay process. Do not modify, remove, or inactivate either of these earnings codes.

Using a Worksheet to Map Earnings Codes

We suggest that you create a worksheet to map out your needs. For example:

Earnings Type	Earnings Code	Earnings Profile	Tax Method	Other Considerations
Regular	REG	Add to gross pay	Annualized	Adds to leave accruals Savings plan accumulators
Vacation	VAC	Add to gross pay shift differential	Annualized	Subtracts from leave accruals
Sick	SCK	Add to gross pay shift differential	Annualized	Subtracts from leave accruals
Holiday	HOL	Add to gross pay shift differential	Annualized	Statutory
Bonus	BON	Add to gross pay	(USA) Supplemental (or Special Supplemental in California) (CAN) Bonus	

Pages Used to Establish Earnings Codes

Page Name	Definition Name	Navigation	Usage
Earnings Table - General	EARNINGS_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, General	Define parameters and rules for calculating earnings. Also specify the effects on Fair Labor Standards Act (FLSA) regular rate calculations, and define retro pay processing options.
Earnings Table - Taxes	EARNINGS_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Taxes	Enter special options and tax methods for earnings codes.
Additional Earnings	GVT_EARNINGS_SEC	Click the Federal button on the Earnings Table - Taxes page.	(USF) Specify additional earnings code settings.

Page Name	Definition Name	Navigation	Usage
Earnings Table - Calculation	EARNINGS_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Calculation	Specify whether an earnings code is based on other earnings and define special earnings calculation formats that control how the pay calculation handles the earnings code and what results the earnings code produces.
Earnings Table - Special Process	EARNINGS_TABLE4	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Special Process	Define how earnings codes affect leave accruals and special accumulators.
Pay Limit	GVT_EARNINGS_TBL5	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Pay Limit	(USF) Select the corresponding earning process type to include the earnings code in pay limit calculations.
Earnings Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Earnings, Earnings Report	Generate PAY712, which is a report that lists earnings types and their payroll characteristics.

Defining Parameters and Rules for Calculating Earnings

Access the Earnings Table - General page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, General).

General		Taxes	Calculation	Special Process	Pay Limit
Earnings Code: B31					
Earnings Information Find First 1 of 1 Last					
*Effective Date:	01/01/1980	*Status:		Active	+ -
*Description:	Regular				
Short Description:	Regular				
*Allowable Employee Types:	All				
Payment Type ☒ Either Hours or Amount OK ☐ Both Hours and Amount OK ☐ Hours Only ☐ Amounts Only ☐ Unit/Override Rate ☐ Flat Amount			Effect on FLSA ☒ None ☐ Both Hours and Amount ☐ Hours Only ☐ Amounts Only		
			Eligible for Retro Pay ☐ Eligible for Retro Pay ☐ Used to Pay Retro		
☐ Hours Distribution					

Earnings Table - General page

Short Description Enter a meaningful name that your employees recognize. The check printing processes print this name on payslips.

Allowable Employee Types The paysheet uses allowable employee types to determine which employees are eligible for this earnings code.

Payment Type

Use this group box to specify the types of payment information that you can enter on an employee's paysheet for this earnings code.

Unit/Override Rate When you select this option, a blank field appears where you enter the new rate, which the system uses to calculate the earnings amount. This overrides the hourly rate in the employee's Job record. You must enter the number of units, or hours worked, in the Hours field on the paysheet, but you do not need to change the hourly rate on the paysheet. You can use earnings codes based on the unit or override rate for piecework earnings.

For example, you pay 2 USD for each door that an employee fastens on a new vehicle. You define an earnings code, ASM, and enter 2 in the Unit/Override Rate field. During the first pay period, an employee fastens 428 doors. On the employee's paysheet, you insert an Other Earnings entry with the code ASM and enter 428 in the Hours field. The system calculates the earnings as 2 USD × 428, or 856 USD.

If you set up an earnings code for shift pay that uses the unit/override rate *and* is based on a single earnings code, you must ensure that you include the shift earnings code on each payline that contains the earnings on which it is based. For example, if the shift earnings is based on the REG earnings, and if you add an additional REG payline to the paysheet, you must manually add the shift earnings code to that payline as well.

Flat Amount When you select this option, a blank field appears where you enter the flat amount. The system uses the flat amount from the Earnings table instead of the rate in the employee's Job record.

To give multiple employees a flat amount of additional pay, make blanket changes to the flat amount in the Earnings table instead of maintaining multiple Additional Pay records at the employee level.

(USA) Effect on FLSA

Specify the effect on the FLSA rate calculation.

Note. You must also assign each earnings code to an FLSA category of regular, overtime, or excluded on the Earnings Table - Calculation page.

See [Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," page 1165](#).

Note. Effect on FLSA is also used when setting up earnings codes for tip allocation and for the calculation of Oregon's Workman's compensation.

See [Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Setting Up for FLSA Calculation, page 286](#).

See [Chapter 11, "Maintaining Payroll Data," page 323](#).

Eligible for Retro Pay

Eligible For Retro Pay Select this check box if payees can receive retro pay for the earnings code. Selecting this check box enables you to include the earnings code in a retro pay program.

Used to Pay Retro Select this check box if the earnings code is used to pay retroactive earnings. Selecting this check box enables you to associate this earnings code with a retro-eligible earnings code when you set up a retro pay program.

See [Chapter 6, "Setting Up the Payroll Process," Setting Up Retro Pay Processing, page 211.](#)

Additional Page Elements

Hours Distribution Select this check box to distribute standard hours to a nonregular earnings code according to the parameters on the Job Data - Earnings Distribution page. This check box controls the distribution of standard hours to nonregular earnings codes for salaried employees whose job earnings distribution type is either by amount or by percent. The distributed hours are based on a proration of the employee's total standard hours defined in the Job Data component (JOB_DATA).

These hours appear on Paycheck Inquiry pages and in the payroll registers. Note, however, that hours are not displayed on paychecks for salaried employees.

The system automatically processes and displays the distribution of standard hours to the regular earnings code, regardless of the hours distribution setting.

Note. For earnings codes with a payment type of amounts only or flat amount, deselect the Hours Distribution check box. These payment types do not calculate or display hours.

For example, a salaried employee has 80 standard hours per biweekly pay period. The job earnings distribution information specifies a 50 percent distribution to a regular earnings code (REG) and a 50 percent distribution to a nonregular earnings code (STD). The STD earnings code has a payment type of Either Hours or Amounts OK.

- If the Hours Distribution check box for the STD earnings code is not selected, 40 hours are associated with the REG earnings code, and *blank* hours are associated with the STD earnings code.
- If the Hours Distribution check box for the STD earnings code is selected, 40 hours are associated with the REG earnings code, and 40 hours are associated with the STD earnings code.

Note. (CAN) To accumulate the hours that are distributed to nonregular earnings codes and report them as EI hours, you must select the Hours Distribution check box for those earnings codes. The system sets a salaried employee's EI hours to zero if none of the earnings codes on that employee's job earnings distribution page specify hours distribution. To maintain the integrity of EI hours processing and reporting, ensure that you correctly define the hours distribution definitions that are associated with each earnings code.

**(E&G, CAN)
Administrative Stipend
Flag** Select this check box to indicate that this earnings code is an administrative stipend. The system uses this information, in conjunction with the Job Earnings Distribution table, to distribute administrative stipend earnings for the Statistics Canada Academic Teaching Survey.

(USA) Setting Up the Earnings Table for FLSA Calculations

Use the Earnings Table - General page and the Earnings Table - Calculation page to specify the earnings codes in the company that are affected by FLSA regulations, and to assign the earnings codes to FLSA categories. Only these two pages in the Earnings Table component (EARNINGS_TABLE) effect FLSA payment.

The following steps are required, but not necessarily in this order.

- Complete the Earnings Table - General page.
- Complete the Earnings Table - Calculation page.

Completing the Earnings Table - General Page

Use the Effect on FLSA (effect on Fair Labor Standards Act) group box to specify whether the hours and/or amount affect FLSA regular rate calculations. For regular pay, the calculation includes both hours and amount. For shift pay only, the calculation includes amount only, because the hours are already recorded in the regular pay.

Completing the Earnings Table - Calculation Page

Assign each earnings code to a FLSA category (regular, overtime, or excluded). If the FLSA category is overtime, the Regular Pay Included? check box becomes available for entry.

Select the Regular Pay Included? check box if the multiplication factor for the overtime earnings is greater than 1.0. This depends on the company's business rules. Some companies include all straight time pay with the overtime calculation, while other companies separate straight time pay from the premium portion of overtime.

See Also

[Chapter 1, "Getting Started with Payroll for North America," page 1](#)

Entering Special Options and Tax Methods for Earnings Codes

Access the Earnings Table - Taxes page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Taxes).

General		Taxes		Calculation		Special Process		Pay Limit	
Earnings Code: B31 Regular									
Earnings Information Find First 1 of 1 Last									
Effective Date: 01/01/1980				Status: Active		Federal + -			
Payback Deduction Code:									
Tax Method									
U.S / Canadian			U.S Only			Canadian Only			
☐ Annualized			☐ Supplemental			☐ Bonus			
☐ Cumulative			☐ Special Supplemental			☐ Commission			
☒ Specified on Paysheet			☐ Lump Sum						
U.S Only									
☒ Subject to FWT			☒ Withhold FWT						
☒ Subject to FICA			☒ Subject to Regular Rate						
☒ Subject to FUT									
Taxable Gross Component ID:									
Earnings									
☒ Add to Gross Pay									
☒ Maintain Earnings Balances									
☐ Subtract from this Draw									
☐ Elig. for Shift Differential									
☐ Hours Only (Reduce from Regular Pay)									
☒ Subject to Garnishments									
Canadian Only									
☒ Subject to CIT			☒ Subject to QIT						
☒ Subject to CPP			☒ Subject to QPP						
☒ Subject EI Earn			☒ Subject EI Hrs						
☒ Subject True T4			☒ Subject True RL						
☐ Subject to T4A			☐ Subject to RL-2						
☒ Subject to Payroll Tax			☒ Subject QPIP Earn						

Earnings Table - Taxes page

Earnings Information

(USF) Federal

Click this button to access the Additional Earnings page.

Payback Deduction Code

Use this field when setting up a payback earnings code to use for payback situations such as pay advance or negative adjustment. In this field, enter the payback deduction code that corresponds with the payback earnings code. If you enter a deduction code in this field, the system will automatically create an arrears balance assigned to that deduction code for the earnings amount that you enter with the corresponding payback earnings code on the paysheet.

See [Chapter 19, "Working with Paysheets," Setting Up and Processing Payback Deductions, page 660.](#)

Tax Method

Use this group box to select the tax calculation method. For example, for a U.S. bonus earnings, select a supplemental option; for a Canadian bonus earnings, select the Bonus option.

Note. You can assign only one tax method to each earnings code. Multi-country employers must define separate earnings codes to apply country-specific tax methods.

Note. If you select a tax method other than *Specified on Paysheet* when you set up the earnings code on this page, you cannot override the tax method on paysheets—for all other tax methods, the system calculates according to the tax method selected on this page, even if you select a different method on the paysheet.

Before completing this group box, review the overview information about tax methods:

- CAN:

See [Appendix E, "\(CAN\) Canadian Tax Method Calculations," Understanding Canadian Tax Methods, page 1197.](#)

- USA:

See [Appendix F, "\(USA\) U.S. Tax Methods and Calculations," page 1207.](#)

Annualized	Select this option to annualize the earnings, calculate tax on the annualized amount, and divide the tax by the number of pay periods in the year. The result is the withholding for the pay period. This is the most common tax method.
Cumulative	(USA) Select this option to add together the YTD earnings and the earnings for this pay period, annualize the result, and calculate the annualized tax. The system de-annualizes the tax by dividing it by the number of tax periods on the paysheet. If the result is greater than the YTD withholding, the difference becomes the withholding for the pay period. Use this option for employees whose wages vary significantly from pay period to pay period, such as salespeople on commission.
Specified on Paysheet	Select this option to instruct the system to use the tax method specified on the paysheet. The default method on the paysheet is <i>annualized</i>, which you can override on the paysheet if you set up the earnings code's tax method as <i>Specified on Paysheet</i>. Note. If you select a tax method other than <i>Specified on Paysheet</i> when you set up the earnings code on this page, you cannot override the tax method on system generated paysheets—the system calculates according to the tax method selected on this page. However, if you add a payline manually to a system generated paysheet, you can select any tax method.
(USA) Supplemental	Select this option for earnings codes that identify supplemental wages. Do not use it for bonus and stock option payments if you have employees in California. Indicate whether supplemental wages are paid with regular pay or as separate pay on the Federal/State Tax Table - General page. Note. Set up a special accumulator for supplemental payments and associate it with all earnings codes that you designate for supplemental or special supplemental tax method. See Appendix F, "(USA) U.S. Tax Methods and Calculations," page 1207.

(USA) Special Supplemental

Select this option for bonus and stock option payments if you have employees in California. These payments in California are subject to a higher supplemental withholding rate than other types of supplemental wage payments such as commissions and overtime pay.

If you have employees in California and other states, use the Special Supplemental option. When you use this option to pay bonuses to an employee not in California, the system automatically calculates the tax using the supplemental method. This enables you to set up one bonus earnings code for all U.S. employees.

(CAN) Bonus

Select this option to calculate taxes on irregular payments, such as bonus payments. The system calculates tax differently, depending on whether the payment is included with other earnings or paid in a separate check.

(CAN) Commission

Select this option to use amounts from the Commission group box (Income, Expenses, and RPP/RRSP Limit [Registered Pension Plan/Registered Retirement Savings Plan limit] fields) on the Canadian Income Tax Data page and the Quebec Income Tax Data page. If these amounts are not entered, the system calculates tax using the annualized tax method, resulting in a higher amount of tax withheld. The commission tax method calculates the taxes on commissions differently, depending upon whether you are calculating CIT or QIT.

Note. Commission income and expenses amounts from the Canadian Income Tax Data page and the Quebec Income Tax Data page represent the total annual estimated earnings and expenses reported by employees on the Revenue Canada Statement of Remuneration and Expenses and Revenue Quebec Statement of Commissions and Expenses for source deduction purposes.

(CAN) Lump Sum

Select this option to determine the withholding for the period using the corresponding taxable gross rates from the Federal CIT Lump-Sum Rates group box or the Quebec (QIT) Lump-Sum Rates group box on the Tax Rates, Credits and Other page.

(USA) U.S. Only

Before completing this group box, review the overview information about U.S. Taxes.

See [Chapter 4, "Defining Earnings Codes and Earnings Programs," \(USA\) U.S. Tax Specification, page 94.](#)

Subject to FWT (subject to federal withholding tax), **Subject to FICA** (subject to Federal Insurance Contributions Act), and **Subject to FUT** (subject to federal unemployment tax)

Specify the effect that the earnings code has on the corresponding taxable grosses. The system maintains separate accumulators for each of the taxable grosses.

Note. A Taxable Gross Definition Table entry is always required when you want to stop state or local income tax withholding on a particular earnings, regardless of whether or not the state or locality follows the federal rule for including the amount in taxable income, and regardless of whether or not you have selected this check box for the earnings.

See [Chapter 2, "Setting Up Payroll Tax Tables," \(USA\) Updating the Taxable Gross Definition Table, page 35.](#)

Withhold FWT (withhold federal withholding tax)

This check box is selected by default, indicating that the earnings code is subject to federal income tax withholding. If you deselect this check box, you can still add to the earnings to the taxable gross, but withholding isn't taken for this earnings code. For example, tuition reimbursement is an earnings code that adds to taxable gross, but is not subject to withholding. Normally, this check box should be selected to prevent underwithholding.

Most earnings are taxable for FWT, FICA, and FUT, but deselect these check boxes for nontaxable earnings codes (such as expense reimbursements and salary advances).

Note. For states and localities, use the Taxable Gross Definition table to specify whether withholding on a taxable gross component follows the rule that you select here. Regardless of federal withholding, you must have a taxable gross component ID for any earnings code for which you do not withhold state or local income tax.

Taxable Gross Component ID

Payroll for North America normally sets the taxable gross used for calculating state and local income tax withholding to the same value as the taxable gross for federal withholding. It also sets the taxable gross for state unemployment and disability to the same value as the taxable gross for federal unemployment. However, some states and localities don't follow federal rules for the taxability of all types of wages.

Select a value to override the federal rules for taxability: *125*, *401K*, *GTL* (group-term life), or *TIP*.

The taxable gross component ID code defines a taxable gross base—different from federal—to use when calculating state and local taxes. This code points to information in the Taxable Gross Definition table, which:

- Indicates which federal taxable gross level (such as FWT, FUT, or FICA) is used as a base for state and local taxable gross.
- Specifies how to add to, or subtract from, the state and local base when it differs from the federal definition.

PeopleSoft maintains state and local taxable grosses that have been adjusted for 401(k), Thrift Savings Plan, Section 125, group life plans, and Federal Employee Group Life Insurance (FEGLI) plans. You can add entries to the Taxable Gross Definition table for other types of earnings that need adjusting. PeopleSoft also maintains a taxable gross definition called TIP for employers of tipped people.

Important! The taxable gross component ID must be unique! If it is not unique, it can cause incorrect taxable grosses.

Note. You must define a taxable gross component ID in the Taxable Gross Definition table before entering it in the Earnings table.

(E&G) Income Code (for 1042-S)

Specify a nonresident alien income code for 1042-S processing:

- 12: Royalties
- 15: Scholarship/Fellowship
- 16: Independent Personal Services
- 17: Dependent Personal Services
- 18: Teaching
- 19: Studying and Training
- 50: Other Income

Earnings

Add to Gross Pay Select this check box to indicate that an employee receives actual dollars for this earnings code. Most, but not all, earnings add to gross pay.

For example, some earnings don't actually consist of dollars paid, such as the value of a company-supplied automobile. Because the company supplies the employee with a car—not with the money to buy one—you do not add these earnings to the gross income. However, the value of the car must appear as taxable wages, and you must track it for the reporting on W-2 or T4. To define this auto earnings code, deselect the Add to Gross Pay check box, and select the appropriate U.S. or Canadian subject to tax check boxes. For an expense advance, however, select the Add to Gross Pay check box, but do not select a subject to tax check box.

Maintain Earnings Balances Select this check box to automatically maintain YTD, quarter-to-date, and month-to-date earnings balances. Select this check box for all earnings codes.

Subtract from this Draw This check box is for your information only.

Elig. for Shift Differential (eligible for shift differential) Select this check box if the earnings code is for shift pay and you're using the pay group setID and Shift table method of calculating shift pay. If an employee is assigned to a shift, the system checks each earnings code that is eligible for shift differential and performs the calculation based on the routines selected in the Shift table and on the shift to which the employee is assigned. You can also specify shift differentials at the employee level.

See [Chapter 6, "Setting Up the Payroll Process," Understanding Shift Pay Calculation Methods, page 170.](#)

Hours Only (Reduce from Reg Pay) Select this check box to have hours or earnings entered for the earnings code reduce the employee's regular pay by an equivalent number of hours entered on the paysheets. Use this check box for earnings codes such as holiday, sick leave, and vacation leave. Hours posted to the earnings code reduce regular hours for hourly employees (or regular earnings for salaried employees) by the number of hours entered during the payroll calculation run.

How you use this check box depends on how you report time. You typically use positive time entry for hourly employees, so in effect their hours are already reduced.

For example, you might enter 32 hours of regular pay and eight hours of vacation pay on an hourly employee's paysheet. For exception hourly and salaried employees, you typically enter only exception pay, but not regular pay. If a salaried employee takes eight hours off in a given week, you only enter eight hours of vacation time on paysheets. For different employee types, you can establish some earnings codes that use this feature and others that don't.

Subject to Garnishments Select this check box to include the earnings code in garnishment processing.

(CAN) Canadian Only

Before completing this group box, review the overview information about Canadian taxes.

See [Chapter 4, "Defining Earnings Codes and Earnings Programs," \(CAN\) Canadian Tax Specification, page 95.](#)

Warning! It is imperative that you define all earnings that are subject to CIT, T4A, QIT, and RL-2 withholding before they are paid to employees. To ensure that all amounts are allocated to the proper accumulators, you must complete this setup before running the first payroll of the new tax year.

Subject to CIT (subject to Canadian income tax), Subject to QIT (subject to Quebec income tax), Subject to CPP (subject to Canada Pension Plan (CPP)), and Subject to QPP (subject to Quebec Pension Plan)	Most earnings are taxable for CIT, EI, and CPP, but deselect these check boxes for nontaxable earnings (such as expense reimbursements, uniform allowances, auto reimbursements, and so on). If the company is in Quebec, most earnings also reflect QIT and QPP.
Subject EI Earn (subject to Employment Insurance earnings) and Subject EI Hrs (subject to Employment Insurance hours)	Select the Subject EI Earn check box if the amount that is associated with an earnings code is subject to EI premiums and insurability. Select the Subject EI Hrs check box if EI reporting requires the hours associated with an earnings code. This information is for the Record of Employment. When setting up earnings subject to EI, you must determine whether to accumulate both the dollars and hours, or just the dollars. To accommodate the accumulation of dollars, but not hours, the system segregates EI options by hours and earnings when multiple earnings codes representing the same hours (and subject to EI) are paid in conjunction with one another. This applies to premiums or differentials that are paid in conjunction with regularly paid work hours. For example, if you define shift premiums as earnings codes in the Earnings table, but pay them in conjunction with regular pay, use the following EI tax options: • Regular pay: EI earnings (yes), EI hours (yes) • Shift premiums: EI earnings (yes), EI hours (no)
Subject True T4	Select this check box if the earnings represent the accumulation of total federal employment income for Canada.
Subject True RL	Select this check box if the earnings represent the accumulation of total provincial employment income for Quebec.

**Subject to T4A and
Subject to RL-2**

Specify whether the earnings are subject to T4A or RL-2 withholding. This ensures that the appropriate amount of tax appears on the T4A and RL-2 year-end slips. The system automatically selects the Subject to CIT check box (for T4A) or the Subject to QIT check box (for RL-2) when you save the record.

Note. You must define earnings codes subject to T4A and RL-2 withholding in the T4A and RL-2 Tax Form Definition tables before running the year-end process for that tax year.

You can reclassify the same earnings code between T4 and T4A (or RL-1 and RL-2) earnings before running payrolls in the new tax year. A mid-year reclassification of earnings, however, requires that you define a separate earnings code to allocate the earnings to the correct T4 and T4A (or RL-1 and RL-2) accumulators.

Subject to Payroll Tax

Select this check box if the earnings are subject to the Northwest Territories or Nunavut payroll tax.

By default, the system calculates and withholds a 1 percent payroll tax on specified remuneration paid to employees for work performed in the Northwest Territories or Nunavut. A Northwest Territories or Nunavut employee whose total Northwest Territories or Nunavut earnings do not total more than 5,000 CAD for the calendar year are not subject to this tax. To stop the tax withholding for these exempt employees, select the Payroll Tax Exempt check box on the Canadian Income Tax Data page.

**Subject to QPIP Earn
(Subject to Quebec
Parental Insurance Plan
Earning)**

Deselect the check box if the earnings is not subject to QPIP.

Note. Because the system maintains separate accumulators for each of these taxable grosses, consider each option individually when determining whether to select a check box.

See Also

[Appendix E, "\(CAN\) Canadian Tax Method Calculations," Understanding Canadian Tax Methods, page 1197](#)

[Chapter 4, "Defining Earnings Codes and Earnings Programs," \(CAN\) Canadian Tax Specification, page 95](#)

[Appendix F, "\(USA\) U.S. Tax Methods and Calculations," page 1207](#)

(USF) Specifying Additional Earnings

Access the Additional Earnings page (click the Federal button on the Earnings Table - Taxes page).

Additional Earnings

Addl Earning Control Settings

☐ Adds to Other Pay	☒ Include Locality Adjustment
☒ Add to Other Pay on SF50/52	☐ Adds to SF113A Lump Sum Pymnts
☐ Federal Overtime Indicator	☐ Adds to SF113A Wages
☐ Adds to Pay Limit	☐ FEFLA Flag
☐ Adds to FEGLI Base Rate	☐ FMLA Flag

CPDF Earnings Report Type

CPDF Earns Type:

Leave Bank and Transfer Type

Leave Earnings Type:

IRR Reporting Settings

☐ IRR Reportable	☐ Leave Without Pay

Additional Earnings page

Addl Earning Control Settings

Adds to Other Pay Select if the earnings adds to other pay in the employees Job - Compensation Data - Other Earnings page.

Adds to Pay Limit Select if the earning code adds to pay limits calculations.

Adds to FEGLI Base Rate (adds to Federal Employee Group Life Insurance base rate) Select if earnings add to FEGLI base rate calculation.

FMLA Flag (Family Medical Leave Act flag) Select if the earning code is for the FMLA.

Federal Overtime Indicator Select if the earnings code is used to pay federal overtime.

Add to Other Pay on SF50/52 Select if the earnings code adds to other pay on the SF50 or SF52.

FEFLA Flag (Federal Employees Family Friendly Leave Act flag) Select if this earning code is for the FEFLA.

CPDF Earnings Report Type

CPDF Earns Type (Central Personnel Data File earnings type) If additional earnings for this earnings code are reportable to the CPDF, select the CPDF earnings code: *Not Rpted* (not reported), *Retn Allow* (retention allowance), *Staff Diff* (staffing differential), or *Suprv Diff* (supervisory differential).

Leave Bank and Transfer Type

Leave Earnings Type	Select a value if you're defining an earnings code to use with a leave transfer program type. Valid values are: <i>Donate to Bank:</i> For donor activity in Leave Bank Transfer programs. <i>Donate to Emergency:</i> For donor activity in Emergency Leave Transfer programs. <i>Donate to Recipient:</i> For donor activity in Voluntary Leave Transfer programs. <i>Receive from Bank:</i> For recipient activity in Leave Bank or Emergency Leave Transfer programs. <i>Receive from Donor:</i> For recipient activity in Voluntary Leave Transfer programs.

IRR Reporting Settings

IRR Reportable (Individual Retirement Record reportable)	Select this check box if additional earnings for this earnings code are associated with basic compensation and are IRR reportable.
Leave Without Pay	Select this check box if additional earnings for this earnings code are considered leave without pay on the IRR. These earnings are reported on the Leave Audit SF1150 report (FGSF1150).

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Managing Leave," Setting Up Leave Transfer Programs

Chapter 15, "(USF) Administering Additional U.S. Federal Payroll Functionality," Administering Pay Caps and Limits, page 471

Specifying Calculation Rules

Access the Earnings Table - Calculation page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Calculation).

General Taxes **Calculation** Special Process Pay Limit

Earnings Code: B31 Regular

Earnings Information Find First 1 of 1 Last

Effective Date: 01/01/1980 Status: Active

Earnings Calc Sequence: 500

Rate Adjustment Factor:

Hours Adjustment Factor:

Multiplication Factor: 1.0000

Earnings Adjustment Factor:

Maximum Hourly Rate:

Maximum Yearly Earnings:

*Budget Effect: Regular

*Tips Category: Not Tips

☐ Special Calculation Routine

Based on Other Earnings/Hours

Type

☒ None

☐ Single Earnings

☐ Special Accumulator

☐ Based on Employment Records

*Based On Amount or Hours: None

Category for FLSA

☐ Regular ☐ Overtime ☒ Excluded

Earnings Table - Calculation page

Earnings Calc Sequence (earnings calculation sequence) Enter a number to indicate the order in which to process earnings during payroll calculation. Lower sequence numbers result in a higher processing priority for the earnings code.

Sequence is important only if one earnings calculation is dependent on another. For example, regular earnings must have a lower sequence number than any earnings codes that reduce regular earnings (that is, earnings designated to have hours only reduced from regular pay).

Note. The default earnings calculation sequence is 500. To ensure that the system calculates regular pay first, change the earnings calculation sequence to 001.

For example:

- Earnings for hourly employees = (pay rate or unit/override rate + shift rate + rate adjustment factor) × (hours + hours adjustment factor) × multiplication factor + earnings adjustment factor
- Earnings for salaried employees = earnings amount × multiplication factor

(USF) When a pay limit is reached and there is more than one earnings code included in the limit, the earnings code with the highest earnings calculation sequence is depleted before the next earnings code is reduced.

For example, if regular pay sequence is 001 and premium pay sequence is 500, the premium pay is depleted before regular pay is reduced.

Rate Adjustment Factor	Enter a dollar amount to adjust the hourly rate that is associated with an earnings code. For example, if a union negotiates a 0.30 USD per hour cost of living adjustment, enter 0.3 in this field for any applicable earnings, such as regular, overtime, vacation leave, and sick leave. Employees receiving these types of earnings get 0.30 USD per hour in addition to the compensation rate specified in their Job records.
Hours Adjustment Factor	Enter a positive or negative number to adjust the number of hours that are associated with an earnings code, such as 40 hours for regular. For example, Jan was a nurse at Diablo Hills Hospital where she was paid for a full 40-hour week. However, because she was required to record her lunch hours, her time cards showed that she worked only 37.5 hours a week—the actual number of hours that was entered on her paysheets. To set up this salary structure, enter an hours adjustment factor of 2.5.
Multiplication Factor	For hourly earnings, enter the number by which you multiply earnings, such as 1.5 for overtime, or 2.0 for double time. To calculate alternative overtime, the system uses the multiplication factor specified for the overtime earnings code on the Earnings table instead of the fixed 0.5 used in federal FLSA calculation. Note. The use of negative multiplication factors in Alternative Overtime calculation will not work. Any multiplication factors other than the values needed to comply with Alternative Overtime regulations will result in incorrect calculations. A warning will be generated during batch processing in Payroll Error Messages if earnings codes are set up with negative multiplication factors. See Appendix D, "(USA) FLSA and Alternative Overtime Calculations," Multiplication Factors in FLSA Calculations, page 1166.
Earnings Adjustment Factor	Enter a flat amount that does not affect pay rate or hours. Use this field for earnings codes for which the dollar amount always remains the same for all employees, such as a 100 CAD holiday bonus. When you define this type of earnings, set the multiplication factor to zero.
Maximum Hourly Rate	This field is for your information only.
Maximum Yearly Earnings	To set a yearly ceiling on the earnings code, enter the maximum yearly earnings. You cannot pay more than this amount to any employee in a year. Note. Use this field with individual earnings codes only—not special accumulators.
Budget Effect	This field is for your information only.

(USA) Tips Category	Specify how tips affect taxable gross: <i>Not Tips:</i> Select this value if the earnings code does not represent earnings subject to tipping or reported tips for calculating tip credit. This is the default value. <i>Reported Tips:</i> Select this value if the earnings code represents cash or charge tips that your employees report. <i>Other Sys Calc'd Tips</i> (other system calculated tips): Select this value if the earnings code represents amounts used to bring employee earnings up to minimum wage when the cash wage plus tips is less than minimum wage. <i>Tip Allocation:</i> Select this value if the earnings code represents system-calculated amounts of tips allocated to employees. <i>Tip Credit:</i> Select this value if the earnings code represents system-calculated amounts of tip credit.
Special Calculation Routine	Select this check box if you have modified the COBOL code to perform a calculation routine. Note. Before you modify the COBOL code, discuss the proposed alterations with your PeopleSoft account executive.

Based on Other Earnings/Hours

Use this group box to designate earnings codes based on other earnings codes or special accumulators. The system can calculate earnings as a percentage of another earnings code, a rate multiplied by a single hour, or a rate multiplied by a group of hours. You might use this feature to keep shift earnings separate from regular earnings by creating a separate earnings code for shift earnings, based on a percentage of regular earnings.

If you set up an earnings code for shift pay that uses the unit/override rate *and* is based on a single earnings code, you must ensure that you include the shift earnings code on each payline that contains the earnings on which it is based. For example, if the shift earnings is based on the REG earnings, and if you add an additional REG payline to the paysheet, you must manually add the shift earnings code to that payline as well.

Single Earnings and Special Accumulator	Select an option to indicate the type of other earnings on which the earnings code is based, and enter an earnings code or special accumulator code in the associated field.
Based on Employment Records	Select this check box to base the earnings on the specified earnings code or special accumulator for the employment record being processed. Deselect the check box when the earnings code is based on the combined earnings or special accumulator for all of an employee's jobs.

Based on Amount or Hours

Specify how to calculate earnings:

None: The default.

Amount: The system calculates the earnings by applying the multiplication factor to the current period amount for the earnings code or special accumulator code specified. For example, to calculate the earnings code that you're setting up as 4 percent of a specified earnings code, enter a multiplication factor of *.04*.

Hours: The system calculates the earnings by multiplying the current period hours for the specified earnings code or special accumulator code by the hourly rate on the paysheet entry. Then it applies the multiplication factor.

For example, to calculate a bonus earnings code as ten percent of the employee's regular pay, select the Single Earnings type option and enter the earnings code *REG*. Specify that the calculation is based on amount, and enter *.1* as the multiplication factor.

(USA) Category for FLSA**Regular**

Select this option if these earnings are not overtime and are used in the calculation of the FLSA rate.

Overtime and Regular Pay Included

Select this option if this earnings code has an effect on overtime or alternative overtime pay. When selected, the system displays a Regular Pay Included check box. If the multiplication factor for overtime is *.9* or less, deselect this check box. If the multiplication factor is *1.1* or greater, select this check box.

Excluded

Select this option if these earnings have no effect on the FLSA calculation.

See Also

Chapter 9, "(USA) Setting Up Additional U.S. Payroll Functionality," Setting Up the Payroll System for Tip Allocation, page 271

Chapter 14, "(USA) Administering Additional U.S. Payroll Functionality," Allocating Tips, page 449

Chapter 9, "(USA) Setting Up Additional U.S. Payroll Functionality," Setting Up for FLSA Calculation, page 286

Defining How Earnings Codes Affect Leave Accruals and Special Accumulators

Access the Earnings Table - Special Process page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Special Process).

General		Taxes		Calculation		Special Process		Pay Limit	
Earnings Code: B31 Regular									
Earnings Information Find First 1 of 1 Last									
Effective Date: 01/01/1980					Status: Active + -				
Leave Plan Accrual(s) Find First 1 of 1 Last									
*Leave Plan Type: + -									
Add to Accrual Balance									
☐ Taken					☐ Bought				
☐ Service Hours					☐ Sold				
☐ Adjusted									
Special Accumulator(s) Customize Find View All First 1 of 1 Last									
*Accumulator Code		Description			*Effect				
BH1		401K Eligible Earnings			Adds to Special Balance + -				

Earnings Table - Special Process page

Leave Plan Accrual(s)

Use this group box to indicate how the hours for each earnings code affect leave plans. Employees can accrue time using the number of hours they've worked (service hours) or the length of time they've worked for the company (based on the service date in the Job Data component). Set up the accrual method in the Leave Plan table in the Benefits component.

Add to Accrual Balance**Taken**

Select this check box for earnings codes (such as vacation or sick) that subtract from the leave plan balance. The system updates the unprocessed data on the Leave Accruals page by adding to the leave plan balance for hours taken, but it does not update the hours taken from the actual leave plan balance until you run the leave accrual program.

Service Hours

Select this check box if the leave plan accrues based on the number of hours an employee has worked (service hours). The system adds the hours that are associated with the earnings code to an employee's service hours that are maintained on the leave plan accrual balances. However, if the employee is not enrolled in that leave plan, the system does not update the service hours fields in leave accruals.

For example, suppose a company's employee leave plan offers 0.02 hours of vacation time for every hour of regular time and overtime that employees work. In this case, select the Service Hours check box for regular and overtime earnings codes to show that they add to the accrual balance for the employee leave plan. If Jan has 30 hours of regular and 10 hours of overtime earnings, the system adds 40 service hours to her leave plan. It also updates the leave accruals unprocessed data for her leave plan, and accrues 0.8 hours of vacation time when the leave accrual program is run.

Note. If you base your leave plan on months of service, the leave accrual program does not use the service hours accumulated by payroll. Instead, it uses the service date in the Employee record to accrue hours for your leave plan.

Adjusted

Select this check box if you are defining the earnings code only to add hours to, or subtract hours from, an employee's accrual balances. When you perform the actual adjustments on paysheets, the system accepts positive or negative hours.

For example, Jessica Morris, came to CCB from her former company with an intercompany transfer agreement. As part of the agreement, CCB let her carry over 25 hours of vacation time from her old company. To do this, the payroll clerk added 25 hours of accrual adjustment time to Jessica's paysheet. The system—looking at the Earnings table already set up for this type of situation (with Adjusted selected for the VAC leave plan type)—did the rest.

Bought and Sold

If your company has a vacation buy or sell plan, select a check box to indicate that the earnings code affects vacation hours bought or sold. Use deductions to handle the actual buying and selling and earnings codes to handle the accruals.

For example, Theresa bought 20 hours of vacation time. The payroll clerk added the hours using an earnings code defined with the VAC leave plan type and the Bought check box selected. He used a deduction to take the money that Theresa used to buy the vacation time.

If an employee sells vacation time, subtract from the accrual balance using an earnings code defined with the VAC leave plan type and the Sold check box selected. Use a negative deduction to give the employee the money.

Note. You must run the leave accrual program before the system recognizes or reports any leave accrual information that you define for your company and specific employees.

Special Accumulator(s)

Accumulator Code	Use special accumulators to roll together earnings codes to use later in deduction earning calculations or for tracking supplemental wages for tax purposes. Before you enter this code, define the special accumulator code in the Special Accumulator table.
Effect	Select a value to designate how the earnings affects the special accumulator: • <i>Adds to Special Balance:</i> Adds to the special accumulator balance. • <i>Subtracts from Special Balance:</i> Subtracts from the special accumulator balance. • <i>Adds TXGRS to Special Balance:</i> Adds taxable gross to the special accumulator balance. Select this option for the special accumulator associated with supplemental earnings.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

Appendix F, "(USA) U.S. Tax Methods and Calculations," Supplemental Tax Calculations, page 1209

Chapter 6, "Setting Up the Payroll Process," Establishing Special Accumulator Codes, page 181

(USF) Specifying Pay Limit Processing

Access the Pay Limits page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Pay Limit).

Earning Process Type	To include the earnings code in pay limit calculations, select the applicable process types: <i>Overtime:</i> Overtime rate is subject to an overtime rate limit. <i>Pay Limit</i> (pay limit - premium pay): Earnings are subject to a pay period limit. <i>Tot Annual</i> (pay limit - total annual): Total annual earnings are subject to an annual pay limit.

See Also

Chapter 15, "(USF) Administering Additional U.S. Federal Payroll Functionality," Understanding Pay Caps and Limits, page 471

Establishing Earnings Programs

To set up earnings programs, use the Earnings Program Table (EARN_PROGRAM_TBL) component.

This section provides an overview of earnings programs and discusses how to define earnings programs.

Understanding Earnings Programs

After you define earnings codes in the Earnings table, you must establish earnings programs in the Earnings Program table. An earnings program is a set of earnings codes that are valid for one or more pay groups. A single company can have any number of earnings programs. An individual employee can belong to only one program, and the earnings codes constituting that program are the only valid earnings codes for that employee.

To define an earnings program, you define valid earnings codes for the pay groups that use that program, and hence for the employees belonging to those pay groups. For example:

- If executives don't get overtime pay, their pay group's earnings program doesn't include overtime as a valid earnings code.
- You might exclude part-time employees who work fewer than 30 hours a week from certain benefits.

The earnings program that you enter on the Company - Default Settings page becomes the default earnings program for the pay groups that you define in the Pay Group Table component (PAYGROUP_TABLE). To override this default, specify a different earnings program for a pay group on the Pay Group Table - Calc Parameters page. You cannot override the pay group earnings program at the employee level. If Nancy belongs to a certain pay group, she must belong to that pay group's earnings program.

Pages Used to Establish Earnings Programs

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Earnings Program Table	EARN_PROGRAM_TBL	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Program Table, Earnings Program Table	Define earnings programs for pay groups and the employees belonging to those groups.
Earnings Program Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Earnings Program, Earnings Program Report	Run PAY717, which generates a report that lists information from the Earnings Program table.

Defining Earnings Programs

Access the Earnings Program Table page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Program Table, Earnings Program Table).

Earnings Program Table

Earnings Program ID: KU1

Earnings Program

Find | View All First 1 of 1 Last

*Effective Date: 01/01/1980

*Status: Active

*Description: US Earnings Program

Short Description: US Erns

Earnings Code(s)Customize | Find | View All | First 1-7 of 74 Last

*Earnings Code	Description		
021	Overtime	+	-
AAL	Automobile Allowance	+	-
ADJ	Adjustments	+	-
ADV	Advance	+	-
ALL	Allocated Tips	+	-
AUT	Automobile Allowance	+	-
AWA	Award -- Cash	+	-

Earnings Program Table page

Earnings Code

Select each earnings code to include in the program. Insert additional rows if necessary.

Chapter 5

Defining Deductions

This chapter provides an overview of deductions and discusses how to:

- Create deduction subsets.
- Set up deductions.
- Define general deductions.
- Define benefit deductions.
- Assign general deductions to a company.

See Also

[Chapter 7, "Setting Up Garnishments," page 235](#)

[Chapter 8, "\(CAN\) Setting Up Additional Canadian Payroll Functionality," page 257](#)

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," page 271](#)

[Chapter 10, "\(USF\) Setting Up Additional U.S. Federal Payroll Functionality," page 297](#)

Understanding Deductions

This section lists prerequisites and discusses:

- The four steps to defining deductions.
- General deductions and benefits deductions.

Prerequisites

Before you begin defining deductions:

- Define special accumulator codes on the Special Accumulator table.
- Read through the sections that describe how to set up deductions tables.
- Map out how you want the deductions, general deductions, and benefits to be defined and segregated within the system before you actually set them up.

- As with earnings, you may want to develop a deduction worksheet on which you can put information to set up deductions in the related tables.

See Also

Chapter 6, "Setting Up the Payroll Process," Establishing Special Accumulator Codes, page 181

The Four Steps to Defining Deductions

To define how you want the system to process a deduction, follow these four general steps:

1. Use the Deduction Table component (DEDUCTION_TABLE) to select a plan type, enter a deduction code, and specify the deduction processing rules, including the priority of the deduction, how the deduction affects taxes, related general ledger account codes, and other special payroll process indicators, such as how arrears should be handled.
2. Use the General Deduction Table component (GENL_DEDUCTION_TBL) to define the rules for the actual calculation of general deductions such as parking or union dues.
3. Use the Company General Deductions component (GDED_COM_TBL) to build a general deduction plan using the general deductions you have set up.
4. Use the Benefit Program Table component (BEN_PROG_DEFN) to define the rules for the actual calculation of benefit deductions such as health plans and dental plans.

General Deductions and Benefit Deductions

In Payroll for North America, there are two types of deductions: general (non-benefit) deductions and benefit deductions. The system uses different deduction rules depending on the type of deduction that you're setting up.

Deduction Table Component	Defines the deduction processing rules for both general deductions and benefit deductions.
General Deduction Table Component	Defines the deduction calculation rules for general deductions, such as parking fees and union dues.
Benefit Program Table Component	Defines the deduction calculation rules for benefit deductions, such as health plans and dental plans.

Note. While the system enables you to set up benefits as general deductions rather than benefit deductions, we recommended against this because the general deductions cannot process the complex calculations and rules needed for some benefit deductions, such as 401(k) participation.

Whether you are setting up a general deduction or a benefit deduction, you must set up corresponding entries on the Deduction Table component. For example:

- If you're setting up a 50.00 USD general deduction for parking, indicate the dollar amount and any special calculation routines and parameters using the General Deduction Table component. Then use the Deduction Table component to indicate that this is an after-tax deduction.
- Similarly, if you're setting up a benefit deduction for a monthly life insurance premium, use the Benefit Program Table component to enter the plan and the associated rates, rules, and routines that determine the cost of the deduction. Then use the Deduction Table component to indicate that this, too, is an after-tax deduction.

Note. General deductions are set up using Payroll for North America. Benefit deductions are set up using Payroll for North America and the Manage Base Benefits business process in PeopleSoft Enterprise Human Resources.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

Creating Deduction Subsets

To set up deduction subsets, use the Deduction Subset Table (DED_SUBSET) component.

This section provides an overview of deduction subsets and lists the page used to create deduction subsets.

Understanding Deduction Subsets

A deduction subset is a group of deductions that you select from the standard set of deductions that you define for your company. Use deduction subsets to process only a subset of the deductions that have been set up on an employee's record. For example, when running a bonus payroll, you may want to have 401(k) and garnishments deducted from the bonus checks but not medical, dental, and so on. A deduction subset is set up with only 401(k) and garnishments deductions. The subset is added to the pay calendar, which sends it to the paysheets. When the payroll is run, any deductions that are not in the subset are not taken from any of the checks. This enables overriding the deductions on a group of employee's without having to look up each individual employee and entering a one-time override on the paysheet.

You can define as many deduction subsets as needed. As you establish deductions on the Deduction table, you can include each one in as many of the deduction subsets as needed. You can also set up a deduction subset ID with which you associate no deductions at all. You could use this no-deductions subset on pay runs for which you want to ensure that no deductions are taken.

Note. Create the deduction subset before defining the deductions so that the subset is available for use when creating the deduction codes. If you were to create the subsets after defining the deductions, you would have to go back into the Deduction table in Correction mode to add the deduction subset to the appropriate deductions. Correction mode access is rarely given to users.

Page Used to Create Deduction Subsets

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Deduction Subset Table	DED_SUBSET	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Subset Table, Deduction Subset Table	Define subsets of deductions.

Setting Up Deductions

To set up deductions, use the Deduction Table (DEDUCTION_TABLE) component.

This section provides overviews of the Deduction table, deduction classifications, U.S. tax considerations, and Canadian deductions, and discusses how to:

- Specify the deduction priority.
- (USF) Specify federal distribution destinations.
- Specify deduction and tax classifications.
- Specify U.S. and Canadian tax effect considerations.
- Establish parameters for partial deductions and arrears.
- Specify the deduction frequency schedule.

Understanding the Deduction Table

The Deduction Table component defines the tax effect on deduction types and specifies how the system processes arrears and other special deduction considerations during payroll processing. Deductions consist of all payroll deductions and employer contributions to benefit plans—not including taxes. We refer to deductions for taxes simply as *taxes*.

Deductions on the Deduction Table component are grouped by plan type. The plan type that you select is critical in the deduction process, because it indicates to the system from which component — General Deduction Table or Benefit Program Table—to retrieve the deduction calculation rules. The plan type code for general deductions is always *00*. If you want to create your own plan types, use *Z0* through *ZZ*.

When you assign new codes, you must assign a code in the correct range and identical to the one defined in the General Deduction Table component or Benefit Program Table component, otherwise the deduction is not calculated.

Note. Each entry on the General Deduction Table component or the Benefit Program Table component must have a corresponding entry on the Deduction Table component for payroll to process the deduction. Otherwise, you receive an error during pay calculation.

Understanding Deduction Classifications

Deduction classifications have a significant effect on how the system calculates tax amounts during payroll processing. Some deductions may have more than one classification. For example, retirement plan deductions, such as 401(k) benefit deductions, can have both before- and after-tax classifications as well as a nontaxable classification for any employer contributions. And certain benefits, such as life insurance, may have a before- or after-tax classification for the employee contribution in addition to a nontaxable or taxable classification for the employer contribution.

For example, suppose your company has a life insurance plan that provides coverage in an amount equal to three times your base salary of 40,000 USD a year. You pay for the after-tax deduction portion of the plan, while your company pays for the nontaxable benefit portion. And because of Internal Revenue Service rules governing employer-paid insurance for coverage over 50,000 USD, there is also a taxable benefit classification for the plan.

Note. Remember that each entry on the General Deduction Table component or the Benefit Program Table component must have a corresponding entry on the Deduction Table component for payroll to process the deduction. Otherwise, you receive an error during payroll calculation.

(USA) U.S. Deduction Classifications

Even though a deduction may have more than one classification, it is still considered only one deduction. For example, a 401(k) plan might consist of a standard before-tax portion, an after-tax portion for those employees who want to contribute more to the plan, and a nontaxable portion relating to the employer's matching contribution.

To define a deduction with multiple classifications, click the Add button in the Tax Classifications scroll area of the Tax Class page to insert another class. Remember that the order in which deductions are calculated is determined by the priority within classification.

If, after taking a before-tax deduction and calculating taxes, the system is unable to take an after-tax deduction with a higher priority number than the before-tax deduction, it returns to the beginning. It then recalculates taxes without taking the before-tax deduction and uses the remaining amount to take the after-tax deduction.

As long as an employee has enough remaining pay for the system to take all deductions, deduction priority, while still part of the calculation, is not particularly important. Priority becomes important when the employee doesn't have enough pay to satisfy all deductions. When this occurs, the system starts with the deductions that have the highest priority (those with the lowest deduction priority numbers) and takes the deductions until it reaches the minimum net pay requirements defined in the Pay Group table. Define deduction priority order on the Deduction Table - Setup page.

(CAN) The Logic Behind Canadian Sales Tax Calculations

When a particular deduction is identified as subject to a sales tax, the sales tax is calculated according to the rates that are specified for each province on the Canadian Tax Table - Tax Rates, Credit and Other page for goods and services tax (GST) and Canadian Tax Table - Provincial Rates page for other sales taxes. For this reason, any deductions that do not have the same sales tax application for all provinces must be set up as separate deduction codes. For example, the same deduction might be represented by two deduction codes:

- One subject to provincial sales taxes.

- One not subject to provincial sales taxes.

For GST and harmonized sales tax (HST) sales tax processing, the system determines which tax type to apply based on the employee's tax location, providing that the deduction has been set up with both the GST and HST sales tax types specified.

When the system calculates provincial sales tax on insurance (PSTI), it uses the employee's province of residence on the Name/Address page of the Personal Data table for employee-paid portions of a deduction. However, the system uses the employee's tax location on the Payroll page of the Job Data table when calculating PSTI for the employer-paid portions. All other sales tax types use the employee's tax location when calculating the applicable tax.

Canadian deduction classifications are discussed in further detail in the description of the Deduction Table - Tax Effect page.

Note. Depending upon what agreements you have with benefit carriers, a provincial premium tax (PPT) rate may or may not be required at your site.

See Also

Chapter 20, "Calculating Pay," Understanding the Pay Calculation Business Process, page 681

(USA) Understanding U.S. Tax Considerations

Payroll for North America sets the taxable gross used for calculation of state and local income tax withholding to the taxable gross for federal withholding. Similarly, the system assumes the taxable gross for state unemployment and disability to be the same as the taxable gross for federal unemployment. However, some states and localities do not follow federal rules for the taxability of all types of benefits. Payroll for North America provides taxable gross definitions as a means of overriding the taxability rules that you specify in the Deduction table.

PeopleSoft maintains state and local taxable grosses that have been adjusted for 401(k), section 125, Thrift Savings Plan (TSP), group-term life plans (GTL), health savings account (HSA), health savings account employer contribution (HSR), and tips. You can add your own entries to the Taxable Gross Definition table for other types of deductions that need to be adjusted.

See Also

Chapter 2, "Setting Up Payroll Tax Tables," (USA) Updating the Taxable Gross Definition Table, page 35

(CAN) Understanding Canadian Deductions

The following are examples of benefit deduction setups and the expected resulting calculations for Ontario and Quebec. To set up these benefit deductions and enter information (such as deduction classification, which sales tax types the deduction is subject to, and effect on taxable grosses), use the Deduction Table - Tax Class and Deduction Table - Tax Effect pages.

Example 1: Ontario—Insurance Other Than Life Insurance (Plan Type 10 and 30)

Define on the Deduction table:

Deduction Classification	Sales Tax Type	EE or ER	Effect on Taxable Grosses	Notes
After-Tax	None	EE pays	None	
Nontaxable Benefit	None	ER pays	None	

Example: Total Premium = 100 CAD per month:

- Employer pays 60 CAD
- Employee pays 40 CAD

Deduction Class	Sales Tax Type	Amount	Calculation
After-Tax	None	40 CAD	
Nontaxable Benefit	None	60 CAD	

Class	Premium
EE pays	40 CAD
ER pays	60 CAD

Example 2: Ontario—Life Insurance (Plan Type 20)

PPT = 2% Ontario Provincial Premium Tax

PSTI = 8% Ontario Provincial Sales Tax

PSTI = 9% Quebec Provincial Sales Tax

Province of residence = QC (Quebec)

Province of Employment (Tax Location) = ON

Define on the Deduction table:

<i>Deduction Class</i>	<i>Sales Tax Type</i>	<i>EE or ER</i>	<i>Effect on Taxable Grosses</i>	<i>Notes</i>
After-Tax	None	EE pays	None	Subject to PPT, PSTI
Taxable Benefit	None	ER pays	Adds to EE taxable grosses	Subject to PPT, PSTI
After-Tax	PPT	EE pays	None	
After-Tax	PSTI	EE pays	None	Calculated on the total of prem + PPT
Taxable Benefit	PPT	ER pays	Adds to EE taxable grosses	
Taxable Benefit	PSTI	ER pays	Adds to EE taxable grosses	Calculated on the total of prem + PPT

Example: coverage priced at 1 CAD per 1000 CAD:

- Employer pays 0.60 CAD per 1000 CAD
- Employee pays 0.40 CAD per 1000 CAD

For 100,000 CAD coverage: Total Premium = 100 CAD:

- Employer pays 60 CAD

- Employee pays 40 CAD

Deduction Class	Sales Tax Type	Amount	Calculation
After-Tax	None	40 CAD	$100,000 \times 0.40 / 1,000$
Taxable Benefit	None	60 CAD	$100,000 \times 0.60 / 1,000$
After-Tax	PPT	0.80 CAD	$40 \text{ CAD} \times 2 \%$
After-Tax	PSTI	3.67 CAD	$40.80 \text{ CAD} \times 9 \%$
Taxable Benefit	PPT	1.20 CAD	$60 \text{ CAD} \times 2 \%$
Taxable Benefit	PSTI	4.90 CAD	$61.20 \text{ CAD} \times 8 \%$

	Premium		PPT		PSTI		Total
EE pays	40 CAD	+	0.80 CAD	+	3.67 CAD	=	44.47 CAD
Adds to EE taxable gross	60 CAD	+	1.20 CAD	+	4.90 CAD	=	66.10 CAD
ER pays	60 CAD	+	1.20 CAD	+	4.90 CAD	=	66.10 CAD

Example 3: Quebec—Health Insurance (Plan Type 10)

PPT = 2.35% Quebec Provincial Premium Tax

PST = 7.5% Quebec Provincial Sales Tax

Define on the Deduction table:

Deduction Class	Sales Tax Type	EE or ER	Effect on Taxable Grosses	Notes
After-Tax	None	EE pays	None	Subject to PPT, PST

<i>Deduction Class</i>	<i>Sales Tax Type</i>	<i>EE or ER</i>	<i>Effect on Taxable Grosses</i>	<i>Notes</i>
QC Taxable Benefit		ER pays	Adds to EE QC taxable grosses	Subject to PPT, PST
After-Tax	PPT	EE pays	None	
After-Tax	PST	EE pays	None	
QC Taxable Benefit	PPT	ER pays	Adds to EE QC taxable grosses	
QC Taxable Benefit	PST	ER pays	Adds to EE QC taxable grosses	

Example: Total Premium = 100 CAD per month:

- Employer pays 60 CAD

- Employee pays 40 CAD

Deduction Class	Sales Tax Type	Amount	Calculation
After-Tax Benefit	None	40 CAD	
QC Taxable Benefit	None	60 CAD	
After-Tax	PPT	0.94 CAD	$40 \text{ CAD} \times 2.35 \%$
After-Tax	PST	3 CAD	$40 \text{ CAD} \times 7.5 \%$
QC Taxable Benefit	PPT	1.41 CAD	$60 \text{ CAD} \times 2.35 \%$
QC Taxable Benefit	PST	4.50 CAD	$60 \text{ CAD} \times 7.5 \%$

Deduction Class	Premium		PPT		PST		Total
EE pays	40 CAD		0.94 CAD	+	3 CAD	=	43.94 CAD
Adds to EE Fed taxable gross		+		+		=	0 CAD
Adds to EE Quebec taxable gross	60 CAD	+	1.41 CAD	+	4.50 CAD	=	65.91 CAD
ER pays	60 CAD	+	1.41 CAD	+	4.50 CAD	=	65.91 CAD

Example 4: Quebec—Life Insurance (Plan Type 20)

PPT = 2.35 % Quebec Provincial Premium Tax

PSTI = 9 % Quebec Provincial Sales Tax on Insurance

Province of residence = QC

Province of employment (Tax Location) = QC

Define on the Deduction table:

<i>Deduction Class</i>	<i>Sales Tax Type</i>	<i>EE or ER</i>	<i>Effect on Taxable Grosses</i>	<i>Notes</i>
After-Tax	None	EE pays	None	Subject to PPT, PSTI
Taxable Benefit	None	ER pays	Adds to EE Fed taxable grosses	Subject to PPT, PSTI
After-Tax	PPT	EE pays	None	
After-Tax	PSTI	EE pays	None	Calculated on the total of prem + PPT
Taxable Benefit	PPT	ER pays	Adds to EE Fed taxable grosses	
Taxable Benefit	PSTI	ER pays	Adds to EE Fed taxable grosses	Calculated on the total of prem + PPT

Example: Coverage priced at 1 CAD per 1000 CAD:

- Employer pays 0.60 CAD per 1000 CAD
- Employee pays 0.40 CAD per 1000 CAD

For 100,000 CAD coverage: Total Premium = 100 CAD:

- Employer pays 60 CAD

- Employee pays 40 CAD

Deduction Class	Sales Tax Type	Amount	Calculation
After-Tax	None	40 CAD	$100,000 \times 0.40 / 1,000$
Taxable Benefit		60 CAD	$100,000 \times 0.60 / 1,000$
After-Tax	PPT	0.94 CAD	$40 \text{ CAD} \times 2.35 \%$
After-Tax	PSTI	3.68 CAD	$40.94 \text{ CAD} \times 9 \%$
Taxable Benefit	PPT	1.41 CAD	$60 \text{ CAD} \times 2.35 \%$
Taxable Benefit	PSTI	5.53 CAD	$61.41 \text{ CAD} \times 9 \%$

Deduction Class	Premium		PPT		PSTI		Total
EE pays	40 CAD	+	0.94 CAD	+	3.68 CAD	=	44.62 CAD
Adds to EE Fed taxable gross	60 CAD	+	1.41 CAD	+	5.53 CAD	=	66.94 CAD
Adds to EE Quebec taxable gross		+		+		=	0 CAD
ER pays	60 CAD	+	1.41 CAD	+	5.53 CAD	=	66.94 CAD

Pages Used to Set Up Deductions

Page Name	Definition Name	Navigation	Usage
Deduction Table - Setup	DEDUCTION_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Setup	Specify the deduction priority, subset ID, and other parameters for arrears payments and garnishments.
Federal Distribution Destinations	GVT_DEDUCT1_SEC	Click the Federal Data button on the Deduction Table - Setup page.	(USF) Further define the deduction and the interface in which it will be included.

Page Name	Definition Name	Navigation	Usage
Deduction Table - Tax Class	DEDUCTION_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Class	Specify a deduction classification for deduction codes. You can also define how the deduction code affects special accumulators. (CAN) Specify sales taxes applicable to deduction codes.
Deduction Table - Tax Effect	DEDUCTION_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Effect	Specify U.S. and Canadian tax considerations for the deduction that you are defining.
Deduction Table - Process	DEDUCTION_TABLE4	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Process	Establish parameters for partial deductions and arrears.
Deduction Table - Schedule	DEDUCTION_TABLE5	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Schedule	Specify which pay periods the deduction should be taken for the pay frequencies that you want to override.
Deduction/Frequency Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Deduction Table Reports, Deduction/Frequency, Deduction/Frequency Report	Generate the PAY704 report, which lists information from the Deduction/Deduction Frequency table, which contains deduction priority, tax effect, and frequency of both benefit and nonbenefit deductions.
Deduction Class Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Deduction Table Reports, Deduction Class, Deduction Class Report	Generate the PAY705 report, which lists deduction classification codes from the Deduction table.

Specifying the Deduction Priority

Access the Deduction Table - Setup page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Setup).

Setup | Tax Class | Tax Effect | Process | Schedule

Plan Type: 00 General Deduction Deduction Code: B00-23

Deduction Information Find First 1 of 1 Last

*Effective Date: 01/01/1980

*Description: Parking

Short Description: Parking

Deduction Priority: 800

Special Processing:

Maximum Arrears Payback

☒ No Maximum

☐ Flat Maximum for Payback

☐ Factor x Regular Deduction

Deduction Subset Find | View All First 1 of 1 Last

*Subset ID	Description

Deduction Table - Setup page

Deduction Information

(USF) Federal Data Click to access the Federal Distribution Destinations page.

Short Description Enter a short description of the deduction. The short description that you enter here appears on the paycheck stubs by the check printing processes.

Deduction Priority Enter a deduction priority number for the deduction code. The order in which the system takes deductions during pay calculation is based on the deduction priority number and the deduction classification. You define deduction classifications on the Deduction Table - Tax Class page. The lower the deduction priority number, the higher the priority of that deduction. For example, a deduction with a priority number of 20 is taken before a deduction with a priority number of 40.

PeopleSoft recommends that you give each deduction a unique deduction priority number, particularly with before-tax deductions. A possible exception is instances where you may want to establish a set of related deductions with equal deduction priorities. For example, if your company offers a flexible benefits program that requires each employee to choose only one of several health plans, you may want to assign the same deduction priority to all the available health plans.

Deductions can be included in special accumulators. If you assign a deduction to a special accumulator and that special accumulator is then used to calculate another deduction, the deduction priority of the first deduction must be less than the deduction priority of the deduction using the special accumulator.

Special Processing

Select a value from this field if the deduction is for a special process:

Bond: Select if the deduction is for purchasing Canada Payroll Savings plans.

Garnishment: Select if the deduction is for garnishments. This option initiates garnishment processing during payroll calculation.

Union Dues: Select if the deduction is for union dues. When you select this option, the system automatically displays the Union Code field.

Note. When no special process is applicable, this field should be empty.

Union Code

This field appears only when you select *Union Dues* in the Special Processing field. Select the union code that is associated with the union for which this deduction applies. Union codes are maintained in the CAN/USA - Union table.

Maximum Arrears Payback

Use this group box to specify how the system processes the payback of arrears balances. Note that any arrears processing method that you define here can be overridden either at the employee level on the Paysheet One-Time Deductions page, or on the General Ded Code Override (general deduction code override) page for general deductions.

No Maximum

Select this option if you do not want a maximum amount specified for arrears payback. If you select this field, the system deducts as much money as possible from the employee's paycheck to pay back the arrears balance.

Flat Maximum for Payback

Select this option if you want the maximum arrears payback to be a flat rate. For example, if an employee has an arrears balance of 500 CAD and a flat maximum amount for payback specified at 100 CAD, only 100 CAD is deducted on each paycheck for the arrears balance until the total 500 CAD has been withheld. Note that this amount is in addition to any regular deductions.

Factor x Regular Deduction

Select this option if you want to have a percentage of a regular deduction withheld for the payback of the arrears balance. This is in addition to the withholding of the regular deduction. For example, an employee has a medical deduction of 100 CAD with an arrears balance of 500 CAD. You may want to have the system deduct the normal 100 CAD medical deduction and specify that 50 percent of that amount to apply to the arrears balance. This makes a total deduction of 150 CAD. To do this, you select this field, and enter .5 as the factor.

Note. For benefit deductions, the maximum arrears payback method that you select applies to all employees with this deduction who are in arrears. To change the arrears processing method for an individual employee, you'll use Benefit Arrears/Frequency Ovrd (benefit arrears/frequency override) page.

Deduction Subset

If you want to include the deduction in any of the deduction subsets that you've defined on the Deduction Subset Table page, select an applicable deduction subset ID. You can include a deduction in any number of deduction subsets.

Subset ID Select an applicable deduction subset ID.

See Also

[Chapter 20, "Calculating Pay," Understanding the Pay Calculation Business Process, page 681](#)

[Chapter 7, "Setting Up Garnishments," Setting up a Garnishment Deduction, page 235](#)

(USF) Specifying Federal Distribution Destinations

Access the Federal Distribution Destinations page (click the Federal Data button on the Deduction Table - Setup page).

Federal Distribution Destinations page

- Interface** Select the interface in which the deduction will be included: *Not Applicable*, *OPM/RITS Interface*, *Thrift Savings Board Interface*, or *U.S. Department of Treasury*.
To define a deduction as a military deposit deduction select *OPM/RITS Interface*.
- Reporting Code** Select the reporting code to define the type of deduction.
To define a deduction as a military deposit deduction select *Military Deposit Deduction*.
- Time Sensitive** Select if you want the deduction to be eligible for distribution through electronic certification system off-cycle processing.

Specifying Deduction and Tax Classifications

Access the Deduction Table - Tax Class page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Class).

Setup Tax Class Tax Effect Process Schedule

Plan Type: 00 General Deduction

Deduction Code: B00-23 Parking

Deduction Information Find First 1 of 1 Last

Effective Date: 01/01/1980

Tax Classifications Find View All First 1 of 3 Last

Deduction Classification

- ☒ After-Tax
- ☐ Before-Tax
- ☐ Nontaxable Benefit
- ☐ Nontaxable Btax Benefit
- ☐ Taxable Benefit
- ☐ QC Taxable Benefit

Canadian Sales Tax

- ☒ None
- ☐ Goods and Services Tax
- ☐ Harmonized Sales Tax
- ☐ Provincial Sales Tax
- ☐ Provincial Sales Tax Insurance
- ☐ Provincial Premium Tax

Special Accumulator(s) Find View All First 1 of 1 Last

*Accum Code:

*Effect on Special Balance: Adds to

Deduction Table - Tax Class page

Tax Classifications

Use this group box to assign a deduction classification—and if applicable—Canadian sales taxes to each deduction code. The order in which the system takes deductions during pay calculation is based on the deduction classification and the deduction priority number. Define the deduction priority on the Deduction Table - Setup page. After a deduction code is assigned a classification, (before-tax, after-tax, taxable benefit, and so on) the system uses that classification to decide which deduction takes precedence over the other when a specific deduction has multiple classifications—a 401(k) with both a before-tax and after-tax classification for example.

Deduction Classification

Use this group box to select an appropriate classification for the deduction.

After Tax	Select to reduce net pay. An example is a monthly parking deduction.
Before-Tax	Select to reduce net pay and taxable gross. One example is an employee contribution to a retirement program, such as a 401(k) plan.
Nontaxable Benefit	Select to represent an employer contribution with no taxable implications (not subject to tax) to an employee benefit plan such as a health plan or retirement plan (U.S. only). This contribution has no direct payroll effect.

Nontaxable Btax Benefit (nontaxable before-tax benefit) Select to represent an employer contribution for a before-tax deduction (not subject to federal tax) to an employee benefit plan. Currently only used for the before-tax matching contribution to savings plans.

Note. (CAN) Before-tax deductions affect federal and provincial taxes.

Taxable Benefit Select to represent an employer contribution (subject to federal tax, U.S. only) on behalf of an employee, such as life insurance. This contribution increases taxable gross (for tax purposes), but does not increase total gross (for pay purposes). An example of a taxable benefit is the imputed income on employer paid group-term life insurance in excess of fifty thousand dollars.

(CAN) QC Taxable Benefit (Quebec taxable benefit) Select to represent employer paid items that specifically affect Quebec income tax, such as contributions to employee dental and extended health plan benefits. The contribution increases Quebec provincial gross (for tax purposes), but does not increase total gross (for pay purposes).

Unlike the taxable benefit deduction classification (which automatically increases Canadian income taxes [CIT] taxable gross) QC taxable benefit deductions must be defined to add to Quebec income taxes (QIT) taxable gross on the Deduction Table - Tax Effect page.

Note. Each deduction must have one or more deduction classifications to determine its effect on gross pay and taxable gross.

(CAN) Canadian Sales Tax

Use this group box to specify a sales tax type for each deduction classification that you define. The system then applies the appropriate sales tax percentage against the deduction classification amount calculated and adjusts the taxable gross amounts accordingly.

Note. PeopleSoft maintains the rates for GST, HST, PST, and PSTI on the Canadian Tax tables. The PPT rates are defined and maintained by you on the Canadian Company Tax table.

Note. If a deduction is subject to sales tax, you must insert rows to associate each sales tax type that is required for each applicable deduction classification.

None Because you must assign each deduction classification a sales tax type, this is the system default value.

Goods and Service Tax Select if the deduction code is subject to GST.

Harmonized Sales Tax Select if the deduction code is subject to HST.

Provincial Sales Tax Select if the deduction code is subject to PST.

Provincial Sales Tax Insurance Select if the deduction code is subject to PSTI.

Provincial Premium Tax Select if the deduction code is subject to PPT.

Note. To include sales taxes when calculating the value of employee benefits (taxable benefits), you must set up Deduction table entries for those benefit plans.

Special Accumulator(s)

If you want to roll together specific deduction codes to be used later during payroll processing, you enter a special accumulator code here. This code enables you to designate which deductions should add to or subtract from what can best be described as a bucket of earnings. This enables you to specify deductions that will affect the values in the special accumulators during payroll processing.

Deductions are calculated in priority order. If the deduction code has been specified as having an effect on a special accumulator, then the deduction amount is added to or subtracted from the accumulator. If a subsequent deduction is based on that accumulator, then the amount in the accumulator will be a combination of the earnings *and* the deductions specified.

Accum Code (accumulator code)	Select a special accumulator code. Before you enter the code on this page, you must set up the special accumulator code on the Special Accumulator table.

Effect on Special Balance	Select a value that specifies whether the deduction code adds to or subtracts from the special accumulator balance.

Note. If you are calculating a deduction that is based on a special accumulator, and that accumulator includes some deductions, then all of the deductions affecting that special accumulator must have a higher priority than the deduction using the accumulator.

Note. (CAN) For Canadian payrolls, all before-tax deductions and taxable benefits are calculated before after-tax deductions and nontaxable benefits. Therefore, you cannot base a before-tax deduction on a special accumulator that is affected by an after-tax deduction and have the after-tax amount used in the before-tax calculation, regardless of the deduction priorities.

See Also

[Chapter 20, "Calculating Pay," Understanding the Pay Calculation Business Process, page 681](#)

[Chapter 5, "Defining Deductions," \(USA\) Understanding U.S. Tax Considerations, page 130](#)

[Chapter 5, "Defining Deductions," \(CAN\) Understanding Canadian Deductions, page 130](#)

Specifying U.S. and Canadian Tax Effect Considerations

Access the Deduction Table - Tax Effect page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Effect).

SetupTax ClassTax EffectProcessSchedule

Plan Type:00General Deduction

Deduction Code:B00-23Parking

Deduction Information

Effective Date:01/01/1980

Tax Effects

Deduction Classification:After-Tax

Sales Tax:None

U.S Only

*Effect on FICA Gross:No Effect

*Effect on FUT Gross:No Effect

Taxable Gross Comp ID:

*GTL/DPL:No Effect

☐ Withhold FWT

Canadian Only

*Effect on QIT Gross:No Effect

*Effect on CPP Gross:No Effect

*Effect on QPP Gross:No Effect

*Effect on EI Gross:No Effect

*Effect on QPIP Gross:No Effect

*Eff on True T4 Gross:No Effect

*Eff on True RL Gross:No Effect

*Effect on T4A Gross:No Effect

*Effect on RL-2 Gross:No Effect

*Eff on Payroll Tax Gross:No Effect

Deduction Table - Tax Effect page

Tax Effects

Deduction Classification

The deduction classification specified on the Deduction Table - Tax Class page appears here.

(CAN) Sales Tax

The Canadian sales tax that is specified on the Deduction Table - Tax Class page appears here.

(USA) U.S. Only

Use this group box to indicate whether the deduction adds to, subtracts from, or has no effect on Federal Insurance Contributions Act (FICA) gross and federal unemployment tax (FUT) gross. These fields should be used only on the taxable benefit or before-tax portion of the deduction.

Effect on FICA Gross
(effect on Federal Insurance Contributions Act gross)

Select how the deduction should affect the taxable gross for FICA: *Adds To*, *No Effect*, and *Subtracts*.

Effect on FUT Gross
(effect on federal unemployment tax gross)

Select how the deduction should affect the taxable gross for FUT: *Adds To*, *No Effect*, and *Subtracts*.

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Taxable Gross Comp ID (taxable gross component ID) A code that the system uses to define a taxable gross base different from federal when calculating state and local taxes. This code points to information in the Taxable Gross Definition table, which serves two purposes: 1) Indicates which federal taxable gross level (such as federal withholding tax [FWT], FICA, and FUT) is used as a base for state and local taxable gross. 2) Indicates how to adjust (add to or subtract from) the state and local base when it differs from the federal definition. This field is unavailable for entry unless you selected the Taxable Benefit option on the Deduction Table - Tax Class page.

Important! The taxable gross component ID that you specify must be unique! If it is not unique, it can cause the taxable grosses to be incorrect.

Note. You cannot enter a taxable gross component ID on the Deduction table if you have not yet defined it on the Taxable Gross Definition table.

Delivered values include:

125: Section 125 cafeteria plan.

401(k): 401(k) savings plan.

GTL Group-term life.

HSA Health savings account.

HSR Health savings account employer contribution.

TIP: Reported tips for an employee.

For example, Pennsylvania does not consider 401(k) contributions as a reduction in state taxable wages. So the 401(k) deduction would be considered taxable for state withholding tax, but not federal withholding tax. To set this up, you first create a taxable gross component ID, such as *401K*, on the Taxable Gross Definition table for Pennsylvania. You then enter *401K* in the Taxable Gross Comp ID field on this page when defining the 401(k) deduction.

GTL/DPL (group-term life/dependent life)

Select:

Add to GTL (add to group-term life): Select this value if you set up a regular or supplemental employee life plan that qualifies as a group-term plan.

Add to DPL (add to dependent life): Select this value if you set up a dependent life plan that qualifies as a group-term plan.

No Effect: This value is for other types of plans that do not qualify as group-term life plans.

This field is unavailable for entry unless you selected the Taxable Benefit option on the Deduction Table - Tax Class page. If the deduction classification is anything other than taxable benefit this field is unavailable for entry.

Withhold FWT
(withhold federal
withholding tax)

When you select the Taxable Benefit option on the Deduction Table - Tax Class page, this check box is selected by default, indicating that the taxable benefit portion of the deduction should be withheld. If you do not want the taxable benefit portion withheld, deselect this check box. This field is unavailable for entry unless you selected the Taxable Benefit option on the Deduction Table - Tax Class page.

If you want state income tax to be withheld for this earnings type, do not select this check box.

Note. A Taxable Gross Definition table entry is always required when you want to stop state or local income tax withholding on a particular taxable benefit deduction, regardless of whether or not the state or locality follows the federal rule for including the amount in taxable income, and regardless of whether or not you have selected this check box for the deduction.

See [Chapter 2, "Setting Up Payroll Tax Tables," \(USA\) Updating the Taxable Gross Definition Table, page 35.](#)

**(E&G and USF) Add to
FICA Credit** (add to
Federal Insurance
Contributions Act credit)

This field appears on the page for education (E&G) if the plan type is Pension Plan (plan 80).

This field appears on the page for government (USF) if the plan type is Thrift Savings (plan 42) or Retirement (plan 70).

Education and government users select this check box if the corresponding deductions are being classified as part of FICA credit that is used to calculate the Massachusetts state tax. By default, this check box is not selected.

(CAN) Canadian Only

In this group box (with the exception of CIT gross), you specify how the deduction should affect the taxable gross amounts for each of these accumulators. You can specify whether a deduction adds to, has no effect on, or subtracts from the taxable gross amounts.

Important! This setup is a requirement for Canadian processing. It is imperative that you define deductions that affect T4A and RL-2 withholdings before they are processed. To ensure that all amounts are allocated to the proper accumulators for year-end processing, complete this setup prior to running the first payroll of the new tax year. Be aware that the corresponding deduction codes must be defined to the appropriate tax form definitions through the Tax Form Definitions table prior to running the year-end process.

Effect on QIT Gross
(effect on Quebec income
taxes gross)

Select *Adds To* if the deduction affects Quebec taxable gross. If the deduction is not subject to QIT, select *No Effect*. If the deduction is eligible for reducing Quebec taxable gross, select *Subtracts*.

Effect on CPP Gross
(effect on Canada Pension
Plan gross)

Select *Adds To* when deductions are subject to CPP contributions. If the deduction does not impact CPP contributions, select *No Effect*. If the deduction is eligible to reduce CPP contributions, select *Subtracts*.

Note. Although CPP contributions are affected, these deductions are adding to or subtracting from the grosses.

Effect on QPP Gross (effect on Quebec Pension Plan gross)	Select <i>Adds To</i> when deductions are subject to QPP contributions. If the deduction does not impact QPP contributions, select <i>No Effect</i> . If the deduction is eligible to reduce QPP contributions, select <i>Subtracts</i> .
	Note. Although QPP contributions are affected, these deductions are adding to or subtracting from the grosses.
Effect on EI Gross (effect on Employment Insurance gross)	Select <i>Adds To</i> when deductions are subject to EI premiums. If the deduction does not impact EI premiums, select <i>No Effect</i> . If the deduction is eligible to reduce EI premiums, select <i>Subtracts</i> .
	Note. Although EI premiums are affected, these deductions are adding to or subtracting from the grosses.
Effect on QPIP Gross (effect on Quebec Parental Insurance Plan gross)	Select <i>Adds To</i> when deductions are subject to QPIP premiums. If the deduction does not impact QPIP premiums, select <i>No Effect</i> . If the deduction is eligible to reduce QPIP premiums, select <i>Subtracts</i> .
	Note. Although QPIP premiums are affected, these deductions are adding to or subtracting from the grosses.
Eff on True T4 Gross (effect on true T4 gross)	Taxable benefits should be defined as <i>Adds To</i> . Before-tax deductions should be defined as having <i>No Effect</i> . This field affects accumulated total employment income amounts, which are used for reporting purposes. The Health Insurance Premium report (TAX102CN) is an example.
Eff on True RL Gross (effect on true RL gross)	Affects accumulated total employment income amounts that are used for reporting purposes. The Health Insurance Premium report (TAX102CN) is an example. Define taxable benefits as <i>Adds To</i> . Define before-tax deductions as having <i>No Effect</i> . Values are <i>Adds To</i> , <i>No Effect</i> , and <i>Subtracts</i> .
Effect on T4A Gross	Affects the accumulated taxable gross amount to establish separate income taxes to be reported on a T4A slip. Values are <i>Adds To</i> , <i>No Effect</i> , and <i>Subtracts</i> .
Effect on RL-2 Gross	Affects the accumulated taxable gross amount to establish separate QIT to be reported on an RL-2 slip. When Effect on RL-2 Gross is set to <i>Adds To</i> or <i>Subtracts</i> , the system automatically sets Effect on QIT Gross to <i>Adds To</i> or <i>Subtracts</i> , respectively. Values are <i>Adds To</i> , <i>No Effect</i> , and <i>Subtracts</i> .
Eff on Payroll Tax Gross (effect on payroll tax gross)	Affects an accumulated gross amount that is subject to Northwest Territories and Nunavut payroll tax. Values are <i>Adds To</i> , <i>No Effect</i> , and <i>Subtracts</i> .

See Also

[Chapter 5, "Defining Deductions," \(USA\) Understanding U.S. Tax Considerations, page 130](#)

[Chapter 5, "Defining Deductions," \(CAN\) Understanding Canadian Deductions, page 130](#)

Establishing Parameters for Partial Deductions and Arrears

Access the Deduction Table - Process page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Process).

SetupTax ClassTax EffectProcessSchedule

Plan Type:40401(k)

Deduction Code:ER MTCemployer match

Deduction InformationFindFirst1 of 1Last

Effective Date:01/01/2009

Process InformationFindView AllFirst1 of 1Last

Deduction Classification:Nontaxable Benefit

Sales Tax:None

Partial Deduction Allowed

☒ Partial Deduction Allowed

☒ Deduction Arrears Allowed

☐ Deductions Taken From Sep Chk

☐ Stop Deduction at Termination

Maximum Yearly Deduction:

Liability Accounts - Non Commitment Accounting:

2001DED

*Insufficient Pay Match Option:

Recalculated Employer Match

Deduction Table - Process page

Partial Deduction Allowed

Use this group box to define parameters for deductions during deduction processing and arrears.

Partial Deduction Allowed

Select this check box if you want a partial deduction to be taken during deduction processing when there is insufficient pay to take the entire amount. Do not select this option for garnishment deductions.

Deduction Arrears Allowed

Select this check box to have the system transfer any uncollected amount for a deduction into an arrears balance. During subsequent payroll runs the system attempts to recover the balance in arrears from an employee's paycheck—up to the maximum controlled by the arrears payback amount on this table.

If you set up an arrears payback deduction (such as a company loan or a vacation advance) on the Earnings Table - Taxes page, this check box must be selected.

Important! If an employee is not paid during a regularly scheduled payroll and there are deductions scheduled to be withheld, those deductions are put into arrears if the Deduction Arrears Allowed check box is selected.

Important! Do not select the Deduction Arrears Allowed check box for garnishments. Late or unpaid garnishments cannot be held in arrears—these are managed by the court system and are prohibited from being placed in arrears by garnishment regulations. If you select this check box for garnishments, unexpected or incorrect pay results may occur for both U.S. and Canadian customers.

Deductions Taken From Sep Chk (deductions taken from separate check)

Select to take the deduction from any additional check that an employee might get in a single pay period. You may want to select this check box for deductions for savings plan contributions.

Stop Deduction at Termination

Select to indicate not to take the deduction from the paycheck of a terminated employee. If an employee's termination date is equal or prior to the pay period end date, the deduction will not be taken. For example, most health insurance plans are prepaid—premiums deducted for this month are used to provide coverage for next month. If employees no longer have health benefits after they are terminated, the deduction shouldn't be taken.

Maximum Yearly Deduction

Enter an amount for any deductions that have a yearly limit. For example, there is a limit on the amount of before-tax portion 401(k) contributions an employee can make. For that deduction classification, enter the maximum contribution here, so the system will automatically stop after the deduction limit has been reached.

The value that you enter here remains valid for one calendar year. It resets to zero at the start of the new year.

Liability Accounts - Non Commitment Accounting

Enter the general ledger liability account to which this deduction should be charged. At least one general ledger account must be entered for a deduction and a general ledger account is required for every deduction classification.

Note. (E&G) The Expense Accounts - Non Commitment Accounting and Liability Accounts - Non Commitment Accounting fields are not applicable to education and government users.

Insufficient Match Pay Option

This field appears for 4x Savings and 6x FSA plans when the deduction class is Nontaxable, Nontaxable Before tax, and Taxable.

Note. The insufficient match pay options only work with the Service Step table and Percent of Employee Investment options.

Specify how the employer matching/nonmatching contribution should be paid in situations of insufficient net pay:

- *Full Employer Match:* Pay the entire employer contribution.
- *No Employer Match:* Pay no employer contribution.
- *Recalculated Employer Match:* Recalculate the employer contribution based upon the actual employee contribution.

When using the service step table to base the employer match, the full or a portion of the employer contribution is made.

Note. A recalculated match is not a prorated or partial match. The system recalculates the employer contribution based upon the effective percent of the new employee contribution considering insufficient net pay. Effective percent is calculated as: *calculated employee contribution* divided by *employee's eligible earnings*.

Specifying the Deduction Frequency Schedule

Access the Deduction Table - Schedule page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Schedule).

Setup Tax Class Tax Effect Process Schedule

Plan Type: 00 General Deduction

Deduction Code: B00-23 Parking

Deduction Information Find First 1 of 1 Last

Effective Date: 01/01/1980

Deduction Schedule Find View All First 1-2 of 2 Last

*Pay Frequency: B Biweekly

Deduction Frequency

☒ First Pay Period ☒ Second Pay Period ☒ Third Pay Period

☐ Fourth Pay Period ☐ Fifth Pay Period

*Pay Frequency: S Semimonthly

Deduction Frequency

☒ First Pay Period ☒ Second Pay Period ☐ Third Pay Period

☐ Fourth Pay Period ☐ Fifth Pay Period

Deduction Table - Schedule page

By default, each deduction comes out every pay period regardless of pay frequency. If you want a deduction to be taken out on a schedule other than every pay period, you must complete the Deduction Table - Schedule page.

Deduction Schedule

Pay Frequency

Specify the pay frequency that you want to override for those deductions that are not deducted every pay period. Values prompt from the Frequency table: *Annual*, *Biweekly*, *Daily*, *Monthly*, *Quarterly*, *Semimonthly*, and *Weekly*. If you select a *Weekly* frequency, you can select the Fifth Pay Period option only if you have also selected the first, second, third, and fourth periods. Likewise, for a *Biweekly* frequency you can only select the Third Pay Period option if you have also selected the first and second. Because a deduction with a monthly frequency is always taken once a month, there is no override for that pay frequency on this page. Suppose that you have a semimonthly payroll, but health deductions should only come out of the last paycheck of the month. In this case, you would select a pay frequency of *Semimonthly* and take a deduction in the second pay period.

Deduction Frequency

Use this group box to specify which appropriate pay periods to take the deduction for the pay frequency selected. You must insert a new row for every pay frequency for which you have a pay group defined.

First Pay Period through Fifth Pay Period Select the appropriate period check boxes that you want the deduction to be taken in.

Note. If you want the deduction code to be taken each pay period, do not alter this page when you initially create the deduction code. The default for this page is every pay period for every pay frequency.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up and Working with Frequencies"

Chapter 4, "Defining Earnings Codes and Earnings Programs," Entering Special Options and Tax Methods for Earnings Codes, page 104

Chapter 19, "Working with Paysheets," Setting Up and Processing Payback Deductions, page 660

Defining General Deductions

To set up general deductions, use the General Deduction Table (GENL_DEDUCTION_TBL) component.

This section provides an overview of general deductions and discusses how to:

- Define how general deductions are calculated.
- (USF) Define the distribution routing and summary levels.
- (USF) Enter general deduction distribution information.
- (USF) Enter general deduction distribution remittance frequency information.

Understanding General Deductions

In PeopleSoft HRMS, a general deduction is any deduction that isn't a benefit deduction. Charitable deductions, union dues, parking, garnishments, bonds, and so on all fit into this category. Use the General Deduction table to define how these nonbenefit deductions are calculated.

Setting Up Benefit Deductions as General Deductions

Even though the system enables you to set up benefit deductions as general deductions on the General Deduction table, we recommended against this because the general deductions cannot process the complex calculations and rules needed for some benefit deductions, such as 401(k) participation.

If you decide to set up benefit deductions on the General Deduction table rather than the Benefit Program table, you must:

1. Set up separate deduction codes for each tax class.

Even though the system enables you to set up one deduction code with multiple tax classes, you cannot do this if you are using the deduction code as a general deduction.

For example, you would require a deduction code for the after tax portion and a separate deduction code for the before tax portion.

2. Set up a separate general deduction for each deduction code.

For example, you would require a general deduction for the after tax deduction code and a separate general deduction for the before tax deduction code.

Pages Used to Define General Deductions

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
General Deduction Table	GENL_DEDUCTION_TBL	Set Up HRMS, Product Related, Payroll for North America, Deductions, General Deduction Table, General Deduction Table	Define how nonbenefit deductions are calculated.
Federal General Deduction Routing Information	GVT_GENL_DED_SEC	Click the Federal Data button on the General Deduction Table page.	(USF) Define the distribution routing level and summary level.
General Deduction Distribution	GVT_DED_DIST_TBL	Set Up HRMS, Product Related, Payroll for North America, Deductions, General Deduction Dist USF, General Deduction Distribution	(USF) Define general deduction distribution information.
Deduction Contact Information	GVT_DED_CONT_SEC	Click the Contact Information button on the General Deduction Distribution page.	(USF) Enter contact information for the general deduction distribution.
Deduction Distribution Information	GVT_DED_DIST_SEC	Click the Distribution Information button on the General Deduction Distribution page.	(USF) Enter distribution information for the general deduction distribution.
Deduction Remittance Information	GVT_DED_REMIT_FREQ	Click the Remittance Information button on the General Deduction Distribution page.	(USF) Enter remittance frequency information for the general deduction distribution.
General Ded/Frequency Report (general deduction / frequency report)	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Deduction Table Reports, General Deduction/Frequency, General Ded/Frequency Report	Generate the PAY703 report, which lists information from the General Deduction/Deduction Frequency table, which contains payroll deductions that do not fit into a category that is covered by a benefit table, such as United Way, union dues, or parking fees.

Defining How General Deductions are Calculated

Access the General Deduction Table page (Set Up HRMS, Product Related, Payroll for North America, Deductions, General Deduction Table, General Deduction Table).

General Deduction Table

Deduction Code: B00-23 Parking

General Deduction

Find | View All First 1 of 1 Last

*Effective Date: 01/01/1980

*Deduction Calculation Routine: Flat Amount

Deduction Rate or %:

Special Accumulator Code:

Set ID:

Vendor ID:

Pay Mode:

AP Payment Date Type: Check Date

☐ Loan Processing (Canada)

☐ Ben Admin Taxable Ben (Canada)

☐ Allow Update Via Self Service

Amount Per Pay Period

Find | View All First 1 of 2 Last

Flat/Additional Amount: \$20.00

*Pay Frequency: M Monthly

General Deduction Table page

Note. For general deductions, you do not have to specify a plan type because it is always 00. However, there must be a matching entry on the Deduction table with a plan type of 00 using the same deduction code that you enter on this table.

General Deduction

(USF) Federal Data

Click to access the Federal General Deduction Routing Information page.

Deduction Calculation Routine

For each general deduction, indicate a specific deduction calculation routine for the system to use to determine the amount of the deduction. You can override any of these calculation routines at the employee level. Remember that regardless of which deduction calculation routine you select, the default deduction rate or percent and the calculation routine that you enter here can be overridden at the employee level. Values are:

Flat Amount: Select this value to calculate the deduction as a flat amount and enter the amount in the Flat/Additional Amount field. However, if the amount varies from employee to employee, such as with charitable contributions, leave the Flat/Additional Amount field blank and enter the amount on the employee's Create General Deductions page.

Percent of Federal Gross: Select this value to calculate the deduction as a percent of the employee's federal taxable gross. Enter the percent in the Deduction Rate or % (deduction rate or percent) field.

Percent of Total Gross: Select this value to calculate the deduction as a percent of the employee's total gross. Enter the percent in the Deduction Rate or % field.

Percent of Net Pay: Select this value to calculate the deduction as a percent of the employee's net pay. Enter the percent in the Deduction Rate or % field. Net pay is determined at the time that the deduction is calculated. You establish the priority of the calculation on the Deduction table.

Percent of Special Accumulator: Select this value to calculate the deduction as a percent of the employee's special accumulators, such as 401(k) or TSP. Enter the percent in the Deduction Rate or % field; then select the appropriate special accumulator code.

Rate x Total Hours: Select this value to calculate the deduction as a rate multiplied by total hours worked in a period. Enter the rate in the Deduction Rate or % field. This rate is multiplied by all the hours specified on employee paysheets during a pay period.

Rate x Hours Worked: Select this value to calculate the deduction as rate multiplied by hours worked. Enter the rate in the Deduction Rate or % field. The system adds all employee earnings types that have the FLSA Hours Worked (Fair Labor Standards Act hours worked) check box selected in the Earnings table, and multiplies the total by the rate stated here.

Rate x Special Hours: Select this value to calculate the deduction as a rate multiplied by special hours. Enter the rate in the Deduction Rate or % field, and select the special accumulator code to be used to accumulate the special hours. Select a special accumulator code in the Special Accumulator Code field.

Special Deduction Calculation: Select this value to indicate that you've created a calculation for this deduction. Be sure to consult with your PeopleSoft Account Manager before making changes to the program.

Percent of Special Earnings: Select this value to calculate the deduction as a percentage of the employee's special accumulators, such as 401(k). Enter the percentage in the Deduction Rate or % field, then enter the appropriate special accumulator code.

Deduction Rate or % (deduction rate or percent)

Enter the deduction rate or percentage of the nonbenefit deduction.

Special Accumulator Code	If you select either <i>Percent of Special Accumulator</i> or <i>Rate x Special Hours</i> as the deduction calculation routine, select the code of the special accumulator that you want associated with this deduction.
SetID	Enter the setID for the vendor. (The Vendor table is keyed by setID so when a vendor is entered, a setID must also be entered). This field applies only if you are using PeopleSoft Enterprise Payables to pay deductions withheld from employee paychecks to vendors—such as a garnishment collector or tax collection authority.
Vendor ID	Enter the ID of the vendor to whom monies for this deduction should be paid. The interface between Payroll for North America and PeopleSoft Enterprise Accounts Payable uses this vendor ID to extract data and create accounts payable (AP) vouchers. This field applies only if you are using Accounts Payable to pay deducted amounts to third parties. The prompt table lists only those vendors that are associated with the setID that you entered in the previous field.
Pay Mode	Enter the pay mode to use when creating AP vouchers. This field becomes available when you select a setID and vendor ID. It indicates when to pay the deducted amount to the vendor. When you run the extract program, the system reads the value that you entered in this field to determine whether to create a voucher for Accounts Payable. Values are: <i>Pay as Deducted:</i> Select this option if you want Accounts Payable to pay the vendor each time Payroll for North America calculates this deduction. <i>Pay when Collection Completed:</i> Select this option if you want Accounts Payable to pay the vendor only when the goal amount or deduction end date has been reached. (This pay mode is valid for general deductions and garnishments). <i>Pay when Bond Price Met:</i> If the deduction is for a bond purchase, select this option if you want Accounts Payable to pay the vendor only when the bond purchase price has been reached. <i>Pay at Specified Date:</i> Select this option if you want to pay the vendor on the date indicated on the run control page for the PY-AP Extraction - Deductions (PYAP_XDEDN) Application Engine process. This option is appropriate when deductions for more than one pay period must be extracted (for example, benefit deductions that are withheld every pay period and sent to the vendor at the end of the month).
AP Payment Date Type (accounts payable payment date type)	The PY-AP Extraction - Deductions process uses this date when it processes deductions with a pay mode of <i>Pay at Specified Date</i>. Indicate which type of date should be used to create the AP voucher. Values are: <i>Check Date:</i> Select this value if the date is a check date. <i>Pay Period End Date:</i> Select this value if the date is a pay period end date.

(CAN) Loan Processing (Canada) Select this check box if you are establishing a deduction for Canadian low-interest loan paybacks. This activates the unique calculation routines that are used for low-interest loans.

Important! *Do not* select this check box for deduction codes that are for home purchase or home relocation loans. The PeopleSoft system does not calculate the taxable benefit for these types of loans.

(CAN) Ben Admin Taxable Ben (Canada) (benefits administration taxable benefits [Canada]) Select this check box if you are a Canadian organization using PeopleSoft Enterprise Benefits Administration and want to identify the taxable benefit deduction codes specified on the Credit Allocation Hierarchy table.

Allow Update Via Self Service Select this check box to include the deduction in any employee self-service transaction.

Amount Per Pay Period

Use this group box for deductions that are a flat amount for the month, regardless of the pay frequency. Set up each pay frequency with its own entry. For example, a parking deduction for the month is 100 USD for all employees. Rather than setting up individual deductions for each pay frequency, you can set up one deduction with a flat amount of 100 USD. You can then enter a line for pay frequency weekly with an amount of 25 USD, pay frequency biweekly with an amount of 50 USD, pay frequency semimonthly with an amount of 50 USD and pay frequency monthly with an amount of 100 USD.

Flat/Additional Amount If you select a deduction calculation routine that uses a deduction rate or percent, you can also enter an additional or flat amount per pay period to be deducted. However, you must indicate the amount here only if it's the same for all employees within a pay frequency. If it varies from employee to employee, enter the amounts for each employee on the Create General Deductions page.

Pay Frequency If you have a deduction that varies by pay frequency, you must indicate the dollar amount to be taken each pay period for each pay frequency. Values prompt from the Frequency table.

(USF) Defining the Distribution Routing and Summary Levels

Access the Federal General Deduction Routing Information page (click the Federal Data button on the General Deduction Table page).

Federal General Deduction Routing Information

Payment Distribution

Routing Level: No External Routing Required

Summary Level: No Summary - Ded Level Only

OK Cancel

Federal General Deduction Routing Information page

Routing Level

Select a routing level to group the deductions. They can be grouped according to distribution code such as Federal Employee Retirement System Retirement or the groupings can be defined at the employee level with Routing Number and Account Number. If the deduction is not routed, leave the routing level at the default value *No External Routing Required*.

Summary Level

Select a summary level to further define whether the deduction data is to be summarized or detailed. The data can be summarized by distribution code or defined at the employee level. If the deduction is not summarized, use *No Summary - Ded Level Only* (no summary - deduction level only).

(USF) Entering General Deduction Distribution Information

Access the General Deduction Distribution page (Set Up HRMS, Product Related, Payroll for North America, Deductions, General Deduction Dist USF, General Deduction Distribution).

General Deduction Distribution

Deduction Code: FTXLN Tax Lien

Deduction Distribution Code: FEDTAX

Deduction/Distribution Information Find | View All First 1 of 1 Last

***Effective Date:** 01/01/1980 **Status:** Active

Description: Fed Tax Lien

Short Desc: FEDTAX

Contact Information

Distribution Information

Remittance Information

General Deduction Distribution page

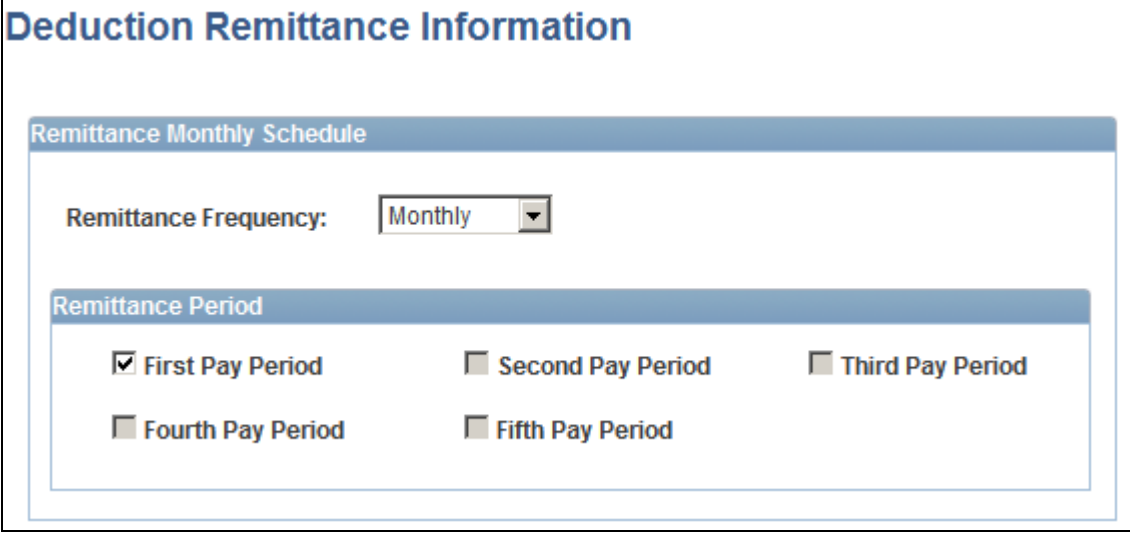
Contact Information Click to access the Deduction Contact Information page.

Distribution Information Click to access the Deduction Distribution Information page.

Remittance Information Click to access the Deduction Remittance Information page.

(USF) Entering General Deduction Distribution Remittance Frequency Information

Access the Deduction Remittance Information page (Click the Remittance Information button on the General Deduction Distribution page).



Deduction Remittance Information

Remittance Monthly Schedule

Remittance Frequency: Monthly

Remittance Period

☒ First Pay Period ☐ Second Pay Period ☐ Third Pay Period

☐ Fourth Pay Period ☐ Fifth Pay Period

Deduction Remittance Information page

Select the remittance frequency and then select the pay period in which distribution should be paid.

Defining Benefit Deductions

Benefit deductions are set up on separate deduction pages.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits, "Building Base Benefit Programs"

Assigning General Deductions to a Company

To assign general deductions to a company, use the Company General Deductions Table (GDED_COM_TBL) component.

This section discusses how to assign general deductions to a company.

Page Used to Assign General Deductions to a Company

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Company General Deductions	GDED_COM_TBL	Set Up HRMS, Product Related, Payroll for North America, Deductions, Company General Deductions, Company General Deductions	Assign general deductions to each company. Use the basic general deductions that you have already set up to build a general deduction plan for which employees in the company will be eligible.

Assigning General Deductions to Each Company

Access the Company General Deductions page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Company General Deductions, Company General Deductions).

Company General Deductions

Company:GBIGlobal Business Institute 9999

Company General Deductions

Find | View AllFirst1 of 1Last

*Effective Date:01/01/1980

+ -

Deductions

Customize | Find | View All | First1-6 of 41Last

*Deduction Code	Description		
KCAGRN	Garnishment	+	-
KCAVPB	Advance Payback	+	-
KCBGRN	Before-tax Garnishment	+	-
KCCRUN	Credit Union	+	-
KCCSB1	Canada Savings Bonds	+	-
KCHILD	Child Care Center On-site	+	-

Company General Deductions page

Deductions

Deduction Code Enter a deduction code to assign to the company.

Chapter 6

Setting Up the Payroll Process

This chapter provides overviews of human resources (HR) information used in the payroll process, tables that support the payroll process, pay calendar date fields, and shift pay calculation methods, and discusses how to:

- Set up the Shift table.
- Establish special accumulator codes.
- Set up holiday schedules.
- Set up rapid entry paysheet templates.
- Set up continue with errors processing.
- Define the Final Check process.
- Set up to print and view paychecks with XML Publisher (XMLP)
- Set up the Form table for printing checks and direct deposit advices.
- Set up banks and direct deposit.
- Establish retroactive (retro) pay programs.
- Review and modify payroll messages.
- Handle employees with multiple jobs in the same organization.

Note. Many other setup steps are covered in other chapters of this PeopleBook and the *PeopleSoft Application Fundamentals for HRMS PeopleBook*.

See Also

[Chapter 1, "Getting Started with Payroll for North America," page 1](#)

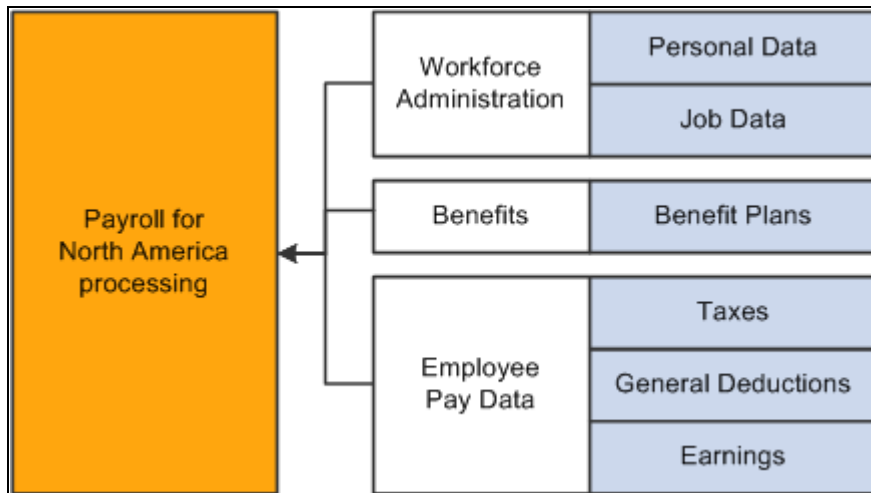
Understanding HR Information Used in the Payroll Process

Much of the employee information required to process a payroll resides in tables common to all PeopleSoft Human Resources Management (PeopleSoft HRMS) applications. Employee workforce and benefits information (such as name, address, social security number or social insurance number, rate of pay, department, medical and savings plans, and so on) works in conjunction with payroll data that you provide.

Relationship Between PeopleSoft Human Resources and Payroll for North America Pages

Depending on how your company is organized, you might be responsible for entering all payroll-related information. In many companies, the human resources department enters general company and benefit data, but only the payroll department is authorized to enter data specific to payroll.

This diagram illustrates the flow of employee data from PeopleSoft HRMS (Workforce Administration, Benefits, and Employee Pay Data) to Payroll for North America for payroll processing:



Processing flow from PeopleSoft HRMS (Workforce Administration, Benefits, and Employee Pay Data) to Payroll for North America

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits, "Setting Up Benefit Plans"

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "Increasing the Workforce"

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Adding an Employment Instance"

Understanding Tables That Support the Payroll Process

Many tables supply information for the primary payroll process tables. For example:

- The Pay Group table uses the information from the Source Bank table and Form table to verify the bank account from which to draw funds and the form on which to print paychecks or advice.
- The Pay Calendar table extracts information from the Holiday Schedule table to determine the valid holidays for the organization to which you assign various pay groups.

See Also

Chapter 1, "Getting Started with Payroll for North America," page 1

Understanding Pay Calendar Date Fields

This section discusses:

- Interactions with general deductions.
- Interactions with additional pay.
- Interactions with benefit deductions.
- Interactions with job data.
- Interactions with the Deduction table.

Note. The examples in this section use a pay period that starts on February 15, 2002, ends on February 28, 2002, and has a check date of March 1, 2002.

Note. Because Payroll for North America balance records have effective dates, you do not have to clear balance accumulators before you begin processing payrolls for a new calendar month, quarter, or year.

Interactions with General Deductions

To process a general deduction for an employee, the system uses two dates from the Create General Deductions page:

- Effective date.
- (optional) Deduction end date.

If the effective date of the deduction is before, or on, the pay period end date, the system takes the deduction.

If you specify a deduction end date, the system takes the deduction only if the deduction end date is after, or on, the pay period end date.

The following tables display examples of how the system uses dates in processing general deductions:

<i>Deduction Effective Date</i>	<i>Deduction Taken?</i>	<i>Reason</i>
February 15, 2002	Yes	Effective date is before, or on, the pay period end date.
February 16, 2002	Yes	Effective date is before, or on, the pay period end date.

<i>Deduction Effective Date</i>	<i>Deduction Taken?</i>	<i>Reason</i>
February 28, 2002	Yes	Effective date is before, or on, the pay period end date.
March 1, 2002	No	Effective date is not before, or on, the pay period end date.

<i>Deduction End Date</i>	<i>Deduction Taken?</i>	<i>Reason</i>
February 15, 2002	No	Deduction end date is not after, or on, the pay period end date.
February 16, 2002	No	Deduction end date is not after, or on, the pay period end date.
February 28, 2002	Yes	Deduction end date is after, or on, the pay period end date.
March 1, 2002	Yes	Deduction end date is after, or on, the pay period end date.

See Also

Chapter 11, "Maintaining Payroll Data," Setting Up Employee General Deductions, page 371

Interactions with Additional Pay

To process additional pay for an employee, the system uses two dates from the Create Additional Pay page:

- Effective date.
- (optional) Earnings end date.

If the effective date of the additional pay is before, or on, the pay period end date, the system pays the additional pay.

If you specify an earnings end date, the system pays the additional pay only if the end date is after the pay period begin date.

The following tables display examples of how the system uses dates in processing additional pay:

<i>Additional Pay Effective Date</i>	<i>Additional Pay Paid?</i>	<i>Reason</i>
February 15, 2002	Yes	Effective date is before, or on, the pay period end date.
February 16, 2002	Yes	Effective date is before, or on, the pay period end date.
February 28, 2002	Yes	Effective date is before, or on, the pay period end date.
March 1, 2002	No	Effective date is not before, or on, the pay period end date.

<i>Earnings End Date</i>	<i>Additional Pay Paid?</i>	<i>Reason</i>
February 14, 2002	No	Earnings end date is not after the pay period begin date.
February 15, 2002	No	Earnings end date is not after the pay period begin date.
February 16, 2002	Yes	Earnings end date is after the pay period begin date.
March 1, 2002	Yes	Earnings end date is after the pay period begin date.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

Interactions with Benefit Deductions

The following table displays examples of how the system uses dates in processing benefit deductions:

<i>Deduction Begin Date (Effective Date)</i>	<i>Benefit Deduction Taken?</i>	<i>Reason</i>
February 15, 2002	Yes	Deduction begin date is before, or on, the pay period end date.

<i>Deduction Begin Date (Effective Date)</i>	<i>Benefit Deduction Taken?</i>	<i>Reason</i>
February 16, 2002	Yes	Deduction begin date is before, or on, the pay period end date.
February 28, 2002	Yes	Deduction begin date is before, or on, the pay period end date.
March 1, 2002	No	Deduction begin date is not before, or on, the pay period end date.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

Interactions with Job Data

The effective date on the Job Data - Work Location page, together with the action that you select, determines whether the system processes an employee during a payroll run.

The effective date on an employee's Job record represents the first day that a change takes place. For example, if an employee has a Job record with an action of termination and an effective date of January 15, 2002, then January 15, 2002 represents the first day that the employee is no longer working. Therefore, the system does not pay the employee for that day.

Note. (USF) PeopleSoft HRMS for U.S. federal government accommodates statutory and regulatory requirements. Personnel actions that begin new stages of employment (hire, promotion, reassignment, transfer, disciplinary action, and pay rate changes) are effective at the beginning of the business day. Personnel actions such as removal and termination are effective at the end of the business day.

The following tables display examples of how the system uses the effective dates from the job data:

<i>Hire Effective Date</i>	<i>Employee Active on Paysheets?</i>	<i>Resulting Paysheet Proration</i>	<i>Reason</i>
February 15, 2002	Yes	Full pay.	Hire effective date is before, or on, the pay period begin date.
February 16, 2002	Yes	Prorated February 16–February 28.	Hire effective date is after the pay period begin date.
February 28, 2002	Yes	Prorated February 28 only.	Hire effective date is after the pay period begin date.

<i>Hire Effective Date</i>	<i>Employee Active on Paysheets?</i>	<i>Resulting Paysheet Proration</i>	<i>Reason</i>
March 1, 2002	No	Not on paysheet.	Hire effective date is not before, or on, the pay period end date.

<i>Termination Effective Date</i>	<i>Employee Active on Paysheets</i>	<i>Resulting Paysheet Proration</i>	<i>Reason</i>
February 15, 2002	No	Not on paysheet.	Termination effective date is before, or on, the pay period begin date.
February 16, 2002	Yes	Prorated February 15 only	Termination effective date is after the pay period begin date.
February 28, 2002	Yes	Prorated February 15–February 27.	Termination effective date is after the pay period begin date.
March 1, 2002	Yes	Full pay.	Termination effective date is after the pay period end date.

Interactions with the Deduction Table

Depending on the employee status on the Job Data - Work Location page (for example, if the employee has been terminated), there is another field that determines whether the system takes benefit and general deductions: the Stop Deduction at Termination field on the Deduction Table - Process page.

If the Stop Deduction at Termination check box is selected, an employee must have an active employee status during the entire pay period for the system to take the deduction.

The following table displays whether the system would take the deduction for employees who were terminated on different days of a pay period:

<i>Termination Effective Date</i>	<i>Deduction Taken?</i>	<i>Reason</i>
February 15, 2002	No	Employee is not on the paysheet. If paid, the deduction is still not taken.
February 16, 2002	No	Employee is not active for the entire period.

<i>Termination Effective Date</i>	<i>Deduction Taken?</i>	<i>Reason</i>
February 28, 2002	No	Employee is not active for the entire period.
March 1, 2002	Yes	Employee is active for the entire period.

See Also

Chapter 5, "Defining Deductions," page 125

Understanding Shift Pay Calculation Methods

Payroll for North America provides a variety of methods for setting up and calculating shift pay.

This section discusses:

- Comparison of shift pay methods.
- Earnings code based on other earnings or special accumulator.
- Earnings code with adjustment factor.
- Pay group setID and Shift table.

Comparison of Shift Pay Methods

This section describes the shift pay methods and then compares them.

Shift Method Descriptions

This table describes the primary shift pay methods:

<i>Method</i>	<i>Description</i>
Earnings based on other earnings or accumulator.	Create a separate earnings code for shift differential based on another earnings code or a special accumulator of earnings and pay it out as other earnings. You can set up shift differential as a percentage of amount (amount based) or a flat rate per hour (hours based).

Method	Description
Rate adjustment factor or earnings adjustment factor.	Add an adjustment factor to applicable earnings on the earnings table: - Rate adjustment factor: Add an amount to the employee's hourly rate. - Earnings adjustment factor: Add a flat amount to the total earnings.
Pay group setID and Shift table.	Create each applicable shift for a setID on the Shift table. Assign each employee to one of these shifts. Specify the shift differential on the shift table or at the employee level in Job data.

Shift Method Comparisons

This table briefly compares the shift pay methods:

Method	Use Shift Table?	Earnings Elig for shift	Additional Pay Setup	Shift Earnings to Paysheet	Shift Pay on Paycheck
Earnings based on other earnings or accumulator	No	Deselected	Assign shift earnings code.	System adds shift earnings code as other earnings. No manual paysheet entry.	Separate
Rate adjustment factor or earnings adjustment factor	No	Deselected	Assign shift earnings code.	System adds shift earnings code as other earnings. Manually enter shift hours.	Separate
Pay group setID and Shift table	Yes	Selected	Not required	No separate shift earnings code. No manual paysheet entry.	Not separate

The following sections describe these methods in more detail.

Earnings Code Based on Other Earnings

Use the Based on Other Earnings/Hours group box on the Earnings Table - Calculation page to calculate shift pay based on either hours or amount of another earnings code or a special accumulator.

Calculation Description

This table describes the pages and fields that you can use to enter shift differential when you base the shift pay on other earnings:

Page	Shift Differential Entry	Description of Shift Earnings Calculation
Earnings Table - General	Unit/Override Rate	Shift differential rate times hours of the specified earnings or accumulator.

Page	Shift Differential Entry	Description of Shift Earnings Calculation
Earnings Table - Calculation	Multiplication Factor	Shift differential percent times the amount of the specified earnings or accumulator.
Additional Pay	Hourly Rate	Shift differential rate times hours of the specified earnings or accumulator.

Setup Summary

This table summarizes how to set up shift pay using each of these calculation methods:

Shift Differential Entry	Earnings Table Setup Summary	Additional Pay Setup Summary
Unit Override Rate	General page: - Select Unit Override Rate as the payment type - Enter the shift differential. Taxes page: Deselect Elig for Shift Differential. Calculation page: - Indicate either Single Earnings or Special Accumulator as the type, and then enter the specific earnings code or accumulator. - Select Hours in the Based on Amount or Hours option.	- Enter the earnings code that you set up for shift pay based on other earnings. - Do not enter an hourly rate. Note. If you set up an earnings code for shift pay that uses the unit/override rate and is based on a single earnings code, you must ensure that you include the shift earnings code on each payline that contains the earnings on which it is based. For example, if the shift earnings is based on the REG earnings, and if you manually add an additional REG payline to the paysheet, you must manually add the shift earnings code to that payline as well.
Multiplication Factor	General page: Payment type must be Amounts Only. Taxes page: Deselect Elig for Shift Differential. Calculation page: - Enter the percentage factor in the Multiplication Factor field. - Select either Single Earnings or Special Accumulator as the type, and then enter the specific earnings code or accumulator. - Select <i>Amount</i> in the Based on Amount or Hours option.	- Enter the earnings code that you set up for shift pay based on other earnings. - Do not enter an hourly rate.

Shift Differential Entry	Earnings Table Setup Summary	Additional Pay Setup Summary
Additional Pay Hourly Rate	General page: Select Hours Only as the payment type. Taxes page: Deselect Elig for Shift Differential. Calculation page: - Select either Single Earnings or Special Accumulator as the type, and then enter the specific earnings code or accumulator. - Select <i>Hours</i> in the Based on Amount or Hours option.	- Enter the earnings code that you set up for shift pay based on other earnings. - Enter the employee's hourly shift differential in the Hourly Rate field.

Example of Shift Calculations When Based on Other Earnings

All of the example calculations use this data:

Variable	Value
Shift earnings based on single earnings code	REG (base pay earnings)
Shift-eligible hours in pay period	40
REG earnings for pay period	\$400.00
Base pay hourly rate	\$10.00

This table shows the shift calculation for each differential entry method:

Differential Entry	Value	Shift Earnings Calculation	Total Earnings (REG + Shift)
Unit Override Rate	\$2.00	$40 \times \$2.00 = \$80.00$	\$480.00
Multiplication Factor	.5	$\$400.00 \times .5 = \$200.00$	\$600.00
Hourly Rate in Additional Pay	\$3.00	$40 \times \$3.00 = \$120.00$	\$520.00

Note. The system reports the regular earnings and the shift earnings separately on the paycheck.

See Also

[Chapter 6, "Setting Up the Payroll Process," Establishing Special Accumulator Codes, page 181](#)

[Chapter 4, "Defining Earnings Codes and Earnings Programs," Specifying Calculation Rules, page 114](#)

Earnings Code with Adjustment Factor

You can set up earnings codes for shift pay using these factors on the Earnings Table – Calculation page:

Factor	Description
Rate Adjustment Factor	An amount that adjusts the hourly rate that is associated with the earnings.
Earnings Adjustment Factor	An amount that adjusts the total earnings amount calculated for the earnings.

Here are some additional considerations for using earnings code adjustment factors to calculate shift pay:

- The paysheet must contain the shift earnings code in Other Earnings.

The system adds the shift earnings code during paysheet creation if you set it up on the Create Additional Pay page for the employee.

- You must enter the shift hours for each shift code on the employee's paysheet.
- You cannot use these adjustment factors to base the shift pay on other earnings or special accumulators.
- You can use these factors in conjunction with the Hourly Rate field on the Create Additional Pay page for the employee.

Example: Rate Adjustment Factor Calculation

The system uses this method to calculate the shift pay with a rate adjustment factor:

Step	Formula
Calculate new hourly rate	hourly rate (job data or additional pay) + adj. factor = new hourly rate
Calculate the amount of pay	new hourly rate x hours = amount

This example shows the calculation of a rate adjustment factor of \$5.50 for an employee who worked 8 hours with an hourly rate of \$10.00 in the pay earnings record:

Step	Example
Calculate new hourly rate	\$10.00 + \$ 5.50 = \$15.50
Calculate the amount of pay	\$15.50 x 8 = \$124.00

Example: Earnings Adjustment Factor Calculation

The system uses this method to calculate the shift pay with an earnings adjustment factor:

Step	Formula
Calculate earnings amount	hours x hourly rate (job data or additional pay) = earnings amount
Calculate new earnings amount	earnings amount + factor = new earnings amount

This example shows the calculation of an earnings adjustment factor of \$25.00 for an employee who worked 8 hours with an hourly rate of \$10.00 in the pay earnings record:

Step	Example
Calculate earnings amount	8 x \$10 = \$80
Calculate new earnings amount	\$80 + \$25 = \$105.00

Pay Group SetID and Shift Table

This section discusses:

- Summary of shift pay setup using the Shift table.
- Example of relationship between setID, pay group, and shift.
- Shift differential processing.
- Shift differential calculation formulas.
- Examples of shift differential calculations.

Note. This method of calculating shift applies only to hourly and exception hourly employees, based on the employee type specified on the employee's job data. The system does not calculate shift pay for employee type S (salaried).

Summary of Shift Pay Setup Using the Shift Table

To set up shift differential using the pay group setID and the Shift table:

1. Set up setIDs.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Working with System Data Regulation in HRMS."

2. Verify or add values to the Translate table to identify the shifts that you intend to set up.
3. Set up shifts for setIDs, specifying the differential as a rate, a factor, or both.

Note. You can set up the same shift differential for all employees in the shift, or you can specify the differential separately on the Job Information page for each employee assigned to the shift.

See [Chapter 6, "Setting Up the Payroll Process," Setting Up the Shift Table, page 178.](#)

4. Link a shift SetID to a pay group.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Jobs," Setting Up Pay Groups.

5. Assign employees to a valid shift on the Job Information page.

See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce*, "Increasing the Workforce," Entering Job Information.

6. Select Elig. for Shift Differential (eligible for shift differential) on the Earnings Table - Taxes page for applicable hourly earnings codes.

Selecting this check box triggers shift processing during paysheet creation and payroll calculation.

See [Chapter 4, "Defining Earnings Codes and Earnings Programs," Entering Special Options and Tax Methods for Earnings Codes, page 104.](#)

Relationship Between SetID, Pay Group, and Shift

The employee's shift differential is based on the Shift table entry for the setID of the employee's pay group and the employee's shift assignment.

This example shows the shift table entries for a second shift that has two rate differentials that are linked to different setIDs:

<i>SetID</i>	<i>Shift ID</i>	<i>Differential</i>
SHARE	Shift 2	\$1.00
USA	Shift 2	\$2.00

Two pay groups are assigned to shift 2.

This table illustrates that the setID assigned to the pay group identifies the correct shift 2 differential for that pay group:

<i>SetID</i>	<i>Pay Group</i>	<i>Shift 2 Differential</i>
SHARE	Weekly A	\$1.00
USA	Biweekly B	\$2.00

Shift Differential Processing

Here's how payroll processing uses the setup data:

- The Paysheet Creation COBOL SQL process (PSPPYBLD) uses job data to populate the shift value on the paysheet.
- The Pay Calculation COBOL SQL process (PSPPYRUN) validates the shift value on the paysheet against the Shift table and against the setID that is associated with the employee's pay group.

To process shift pay, the system checks:

1. Employees' job records and paylines to verify that you have assigned each of them to a shift and that the employee type in job data is hourly or exception hourly.
2. The Shift table to determine how you've defined each shift and whether there are any associated shift differentials that affect earnings.
3. The Earnings table to see whether the earnings are eligible for shift differential.

There must be an entry on the Shift table for the setID that is linked to the pay group. If a shift value is not defined on the Shift table, the system generates an error message during pay calculation that the shift value was not found.

Note. If your organization doesn't use multiple shifts, you *must* still set up the Not Applicable (N/A) shift with blank values in the Shift table for each pay group setID. N/A is the default shift in Job data. Setting up this entry in the Shift table avoids potential processing errors if an earnings code is created with Elig for Shift Differential selected (the default value), which would trigger the shift pay processing of the employee's shift identified in Job data.

Shift Differential Calculation Formulas

This table defines terms used in shift differential calculation:

Term	Definition
Shift rate	The shift differential expressed as a flat amount per hour.
Shift factor	The shift differential percentage.
Pay rate	The hourly rate in the Pay Earnings record.
Hours worked	The number of hours associated with the earnings code for that pay period.

The system follows these steps to calculate shift differentials:

Step	Formula
Calculate the shift premium	$\text{shift rate} + (\text{shift factor} \times \text{pay rate}) = \text{shift premium}$
Adjust the total earnings eligible for shift differential	$(\text{pay rate} + \text{shift premium}) \times \text{hours worked} = \text{adjusted earnings}$

Example: Shift Differential Calculations

In this example, the company set up three shifts and shift differentials as follows:

Shift	Rate	Factor
1	\$0.50 per hour	
2		10 percent

Shift	Rate	Factor
3	\$1 per hour	15 percent

This table shows the earnings calculation in each shift for an hourly employee earning \$10.00 an hour and working 40 shift-eligible hours:

Shift	Step 1. Shift Premium Calculation	Step 2. Earnings Calculation
1	$\$0.50 + (0 \times \$10) = \$0.50$	$(\$10 + \$0.50) \times 40 = \$420$
2	$0 + (0.10 \times \$10) = \$1$	$(\$10 + \$1) \times 40 = \$440$
3	$\$1 + (0.15 \times \$10) = \$2.50$	$(\$10 + \$2.50) \times 40 = \$500$

Note. The system does not report shift earnings calculated with the Shift table as a separate earnings code or earnings line on paychecks and reports such as the payroll register.

Setting Up the Shift Table

To set up shifts, use the Shift Table (SHIFT_TABLE) component.

This section provides an overview of shifts and discusses how to set up a shift.

Understanding Shifts

You define shifts in two places:

- In the Shift table, which the system checks during batch processes.

Note. If your organization doesn't use multiple shifts, you must still set up the Not Applicable (N/A) shift with blank values in the Shift table for each pay group setID. N/A is the default shift in Job data. Setting up this shift avoids potential processing errors if an earnings code is created with Elig for Shift Differential selected (the default value).

- In a series of values in the Translate table, which the system uses when performing online edits on pages, such as paysheets.

PeopleSoft delivers the following basic shift values in the Translate table:

- 1 (first shift)
- 2 (second shift)
- 3 (third shift)
- Not Applicable (for no shift)

Note. The values in the Shift table and Translate table must match. You must add new shift values to the Translate table using PeopleSoft Application Designer before adding them to the Shift table.

Note. The values in the Shift table and Translate table must match. You must add new shift values to the Translate table using PeopleSoft Application Designer before adding them to the Shift table. If you don't have multiple shifts, deactivate all shift values in the Translate table (except for the N/A shift value), and define the N/A shift in the Shift table.

Note. Shift earnings are not currently broken out on reports, such as paychecks and payroll registers. To review shift earnings separately, set them up as earnings codes in the Earnings table.

See Also

Chapter 6, "Setting Up the Payroll Process," Pay Group SetID and Shift Table, page 175

Pages Used to Set Up and Report on Shifts

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Shift Table	SHIFT_TABLE	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Shift Table, Shift Table	Define a shift. Note. Note. If you don't have shifts, you must still define the Not Applicable shift with blank values on the Shift table.
Shift Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Shift, Shift Report	Run PAY708, which generate a report that lists information from the Shift table.

Setting Up a Shift

Access the Shift Table page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Shift Table, Shift Table).

Shift Table

Set ID: SHARE Table Set shared across Corp
 Shift: 3

Shift Table Information Find | View All First 1 of 1 Last

*Effective Date: 01/01/1980 *Status: Active

Description: Shift 3 - rate + factor

Short Description: Shift 3

Time In Hour Time In Minute To Time Out Hour Time Out Minute

Employee Shift Differential?

☐ Specified at Employee level

Rate: 1.000000

Factor: 0.100

Shift Table page

Shift Table Information

Time In Hour, Time In Minute, Time Out Hour, and Time Out Minute The time format uses a 24-hour clock. To define a second shift from 4 p.m. to 11:59 p.m., enter 16, 00, 23, and 59. These fields are for your information only.

Employee Shift Differential?

Specified at Employee level Select this check box if shift premiums vary from employee to employee within the shift and setID. This option enables you to define the shift premium rate or factor for any employee assigned to the shift at the employee level on the Job Information page.

Rate and Factor If you deselect the Specified at Employee level check box, enter the shift differential as a rate (flat amount), a factor (percentage), or both.

Note. If you enter a rate or factor, it applies to all employees assigned to that shift. You cannot override these definitions at the employee level.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "Increasing the Workforce," Entering Job Information

Establishing Special Accumulator Codes

To set up special accumulators, use the Special Accumulator Table (SPCL_EARNS_TABLE) component.

This section provides an overview of special accumulators and lists the pages used to establish special accumulator codes.

Understanding Special Accumulators

The Savings Plan table and the General Deduction table use special accumulator codes in calculation routines.

Here's how to set up special accumulator codes:

- Define special accumulator codes on the Special Accumulator Table page.
- Use the Earnings Table - Special Process page to assign earnings codes to add to or subtract from the accumulator balances.
- Use the Deduction Table - Tax Class page to assign deduction codes to add to or subtract from accumulator balances.

Special Accumulator Example

To understand special accumulators, consider this example of setting up a 401(k) retirement savings plan to calculate the 401(k) deduction as a percentage of regular, overtime, holiday, vacation, and sick earnings:

1. Create a three-character code for the Special Accumulator table, such as 401.

This code accumulates all earnings that affect 401(k).

2. For each valid earnings code (such as regular or overtime), enter the 401 special accumulator code on the Earnings Table - Special Process page, and select *Adds to Special Balance* in the Effect on Special Balance field.

This tells the system to add these earnings to the 401 special accumulator.

3. Define the 401(k) calculation in the Savings Plan table, and specify Use 401 Special Accumulator Instead of Total Gross.

The system now calculates 401(k) deduction amounts based on the total amount of earnings designated with the 401 special accumulation code.

(USA) Special Accumulator for Supplemental Earnings

Create a special accumulator code to store each employee's taxable gross for supplemental payments to identify the correct point at which the higher federal supplemental withholding tax rate applies. Enter this special accumulator on the Earnings Table - Special Process page with *T* selected in the Effect on Special Balance field for each earnings code identified as using the supplemental tax method.

Note. You *must* select *T* in the Effect on Special Balance field for each earnings code identified as using the supplemental tax method.

Pages Used to Establish Special Accumulator Codes

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Special Accumulator Table	SPCL_EARNS_TABLE	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Special Accumulator Table, Special Accumulator Table	Define accumulators for deduction calculation.
Review Special Accumulators - Earnings	SPCL_ACCUM_EARNS	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Review Special Accumulators, Earnings	Display the earnings codes that you specified in the Earnings table as having an effect on this special accumulator. This page is display-only.
Review Special Accumulators - Deductions	SPCL_ACCUM_DEDCD	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Review Special Accumulators, Deductions	Display the deduction codes that you specified in the Deduction table as having an effect on this special accumulator. This page is display-only.
Special Accumulator Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Special Accumulator, Special Accumulator Report	Run PAY713, which lists information from the Special Accumulator table. It contains codes that isolate earnings for deductions that are stated as a percent of gross such as 401(k).

Setting Up Holiday Schedules

To set up holiday schedules, use the Holiday Schedule component (HOLIDAY_SCHED_TBL).

This section provides an overview of holiday schedules and lists the page used to set them up.

Understanding Holiday Schedules

Because holidays might vary for different segments of the employee population (depending on location, work schedules, or other factors), you can define as many holiday schedules as you need. For example, if you pay some employees based on an eight-hour day and others on a 7.5-hour day, you must define a separate holiday schedule for each. The same applies if some employees recognize a holiday on the actual day itself and others on a different date. To add holiday schedules, complete the Holiday Schedule page for each schedule:

- The system automatically establishes an employee's holiday earnings based on the scheduled holidays in the Holiday Schedule table.

Do not include floating holidays on this list.

- If a defined holiday occurs within the pay period during the Create Paysheet COBOL SQL process (PSPPYBLD), the system automatically creates a holiday earnings code on the paysheet for the number of hours that are indicated in the Holiday Schedule table.
- If you selected the Hours Only (Reduce from Reg Pay) (hours only [reduce from regular pay]) option on the Earnings Table - Taxes page, the system reduces the number of regular hours by the number of holiday hours during the Pay Calculation COBOL SQL process (PSPPYRUN).
- Specify the holiday earnings code in the Pay Group table.

The system also uses the default holiday schedule from the Pay Group table during the Calendar Build COBOL SQL process (PSPCLBLD) to ensure that check issue dates do not fall on weekends or holidays.

Note. After you define all of your holiday schedules, you can specify a default holiday schedule for the location on the Location Profile page or for the pay group on the Pay Group Table - Calc Parameters page. You can override this default on any employee's Job Data record.

Page Used to Set Up Holiday Schedules

Page Name	Definition Name	Navigation	Usage
Holiday Schedule	HOLIDAY_SCHED_TBL	Set Up HRMS, Foundation Tables, Organization, Holiday Schedule, Holiday Schedule	Designate holidays for payroll processing. See <i>PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook</i> , "Setting Up Organization Foundation Tables," Setting Up Holiday Schedules.

Setting Up Rapid Entry Paysheet Templates

To set up rapid entry paysheet templates, use the Rapid Entry Paysheet Template component (PYRE_TEMPLATE).

This section provides an overview of rapid entry paysheet templates and discusses how to define rapid entry paysheet templates.

See Also

Chapter 19, "Working with Paysheets," Entering Hours or Amounts Using Rapid Entry Paysheets, page 609

Understanding Rapid Entry Paysheet Templates

Payroll for North America enables you to create rapid entry paysheet templates that are used as a basis for rapid entry paysheets. You can create three types of templates:

- Hours.

Use this template type to set up a template for earnings codes based on hours with no associated dollar amounts.

- Amounts.

Use this template type to set up a template for earnings codes based on amounts with no associated hours.

- Hours or Amounts.

Use this template type to set up a template for both earnings codes that accept hours and earnings codes that accept amounts.

You can create as many templates as required for each template type. In each template you specify the preset earnings codes that appear on rapid entry paysheets that are based on the template. For Hours and Amounts type templates, you can also select an additional (not preset on the template) earnings code on the rapid entry paysheet.

Fields Available by Template Type

The fields that are available on the Rapid Entry Template page vary according to the template type that you enter when you access the page. The template type determines the type of earnings code that can be specified in the template. This table describes the available fields for each template type:

Template Type	Fields on Template
Hours	Three fields for specifying earnings codes. When the template type is Hours, only the earnings codes on the Earnings table with a payment type of Either Hours or Amount OK, Both Hours and Amount OK, Hours Only, or Unit/Override Rate are available for selection.

<i>Template Type</i>	<i>Fields on Template</i>
Amounts	Two fields for specifying earnings codes. When the template type is Amounts, only earnings codes on the Earnings table with a payment type of Either Hours or Amount OK, Both Hours and Amount OK, or Amounts Only are available for selection.
Hours or Amounts	Three fields for specifying earnings codes and three fields for the corresponding earnings code types. When the template type is Hours or Amounts, you can select earnings codes that accept hours and earnings codes that accept amounts. Note. You cannot add an additional earnings code to a rapid entry paysheet that is based on an Hours or Amounts type template.

Page Used to Set Up Rapid Entry Paysheet Templates

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Rapid Entry Paysheet Template	PYRE_TEMPLATE	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Rapid Entry Paysheet Template, Rapid Entry Paysheet Template	Define the type of earnings and earnings codes to be used in the Rapid Entry Paysheet component (PYRE_DATA_ENTRY). You can define templates based on hours, amounts, or a combination of hours and amounts.

Defining Rapid Entry Paysheet Templates

Access the Rapid Entry Paysheet Template page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Rapid Entry Paysheet Template, Rapid Entry Paysheet Template).

Rapid Entry Paysheet Template

Template Type: Hours or Amounts Template ID: CTMPHRAMT

Template Information	
*Effective Date: 01/01/1980	Find View All First 1 of 1 Last
Description: HrsAmt - Regular, Sick, Bonus	Short Description: Reg Sck Bn
Earnings Code: CRU Regular	Earnings Code Type: H Hours
Earnings Code: CSK Sick Pay	Earnings Code Type: H Hours
Earnings Code: CSB Spcl Bonus	Earnings Code Type: A Amount

Rapid Entry Paysheet Template page

Note. You cannot change the template type after the template is created.

Earnings Code	Select the earnings codes that you want to preset for the template. Available earnings codes are determined by the template type.
Earnings Code Type	This field is only available if the template type is <i>Hours or Amounts</i>. Select an earnings code type for each earnings code that identifies whether hours or an amount will be entered on the rapid entry paysheet for the earnings.

Setting Up Continue with Errors Processing

This section provides overviews of Continue with Errors processing and setup and lists the pages used to continue with errors while processing payroll.

Understanding Continue with Errors Processing

The system issues various types of error messages for situations encountered during the payroll calculation. You can set up Continue with Error functionality to enable certain employee-level error messages that have been identified on the Pay Message table to be transferred to an off-cycle paysheet for further reconciliation and processing, which enables the current payroll to continue.

Note. You cannot bypass errors that would stop the calculation. Messages that stop the payroll process are system error messages. System messages are not available to be bypassed.

After resolving all errors that were not bypassed, you can run the final pay calculation and transfer the paysheets with bypassed messages to a designated off-cycle paysheet that you've set up to process the transferred employees. You should reconcile and process the transferred paysheets so that they are confirmed before the next on-cycle processes.

See Also

Chapter 20, "Calculating Pay," Continue with Errors, page 693

Understanding Continue with Errors Setup

This table describes continue with errors setup steps that you should complete before running the Pay Calculation process:

<i>Page</i>	<i>Specific Setting</i>	<i>Processing Description</i>
Pay Message Table	- Specify whether to bypass the error message. - Specify the number of times to bypass the message within a run ID.	When the number of occurrences of the message reaches the maximum bypass value, the system bypasses none of the errors. You must correct the errors before continuing the payroll process.
Pay Group Table – Process Control	- Select Continue with Errors. - Select the error pay end date option.	All pay groups in the same pay run ID must have the same Continue with Errors setting. The Error Pay End Date field indicates the off-cycle date to be used for the transfer of the erred paysheets. You can use either a new standalone off-cycle calendar or an existing unprocessed off-cycle pay calendar.
Pay Calendar Table – Pay Confirm Options	Select Continue with Errors.	The system supplies the error pay end date on the pay calendar based on the error pay end date option selected on the Pay Group table.
Calculate Payroll	Select Transfer Calc Errors when you run the final calculation.	Transfer Calc Errors moves paysheets in error to off-cycle processing Note. To ensure that all error conditions have been resolved, first run the calculation with (Re)Calculate All Checks selected before running the final calculation, with the Transfer Calc Errors option selected.

Error Pay End Date

The system doesn't assume the check date on the original calendar when transferring the error paysheets to the off-cycle calendar.

The Error Pay End Date field on the Pay Group Table page determines the off-cycle date to be used for the transfer of the erred paysheets as follows:

- *Same Day*: The default date is the same pay period end date as the pay calendar.
- *Next Day*: The default date is the next day and requires an off-cycle pay calendar with a new pay run ID.

Pages Used to Set Up Continue with Errors Processing

Page Name	Definition Name	Navigation	Usage
Pay Message Table	PAY_MESSAGE_TABLE	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Message Table	Update the Pay Message table with options to continue processing of nonsystem errors.
Pay Group Table - Process Control	PAYGROUP_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table	Specify continue with errors process controls for the pay group.
Pay Calendar Table - Pay Confirm Options	PAY_CALENDAR_TBL2	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Calendar Table	Specify continue with errors process options for the pay calendar.
Calculate Payroll	RUNCTL_PAY_CALC	• Payroll for North America, Payroll Processing USA, Produce Payroll, Calculate Payroll, Calculate Payroll • Payroll for North America, Payroll Processing CAN, Produce Payroll, Calculate Payroll, Calculate Payroll • Payroll for North America, Payroll Processing USF, Produce Payroll, Calculate Payroll, Calculate Payroll	Specify continue with errors processing during pay calculation processing.

See Also

[Chapter 6, "Setting Up the Payroll Process," Understanding Continue with Errors Setup, page 187](#)

[Chapter 6, "Setting Up the Payroll Process," Reviewing and Modifying Payroll Messages, page 225](#)

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Jobs," Setting Up Process Controls for Pay Groups

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Selecting Error Processing Options

[Chapter 20, "Calculating Pay," Continue with Errors, page 693](#)

Defining the Final Check Process

To set up the final check program, use the Final Check Action Reason (TERM_ACTN_RSN), Final Check Program Table (TERM_PGM_TBL), and Final Check Program Table USF (GVT_TERM_PGM_TBL) components.

This section provides an overview of the Final Check process and discusses how to:

- Define final check action and action reason code combinations.
- Establish a final check program.
- Define final check earnings.
- Define final check leave accrual rules.
- Define final check deductions.
- Clone a final check program.

See Also

[Chapter 19, "Working with Paysheets," Creating Final Check Paysheets, page 665](#)

[Chapter 22, "Working with Checks and Direct Deposit," Processing a Final Check Request, page 760](#)

Understanding the Final Check Process

Employee terminations occur for various reasons: some are initiated by the employee, others by the employer. When employment is terminated, regardless of the reason, the law requires employers to give employees their final wages. Some states require that the employee receives final wages before leaving the premises.

The Final Check process enables you to:

- Define a set of termination rules as a final check program that identifies the earnings, deductions, and leave plans to process when creating a final check.

- Automate the application of these rules to provide a clean, quick way of creating final checks.
- Create a final check for a terminated employee whether or not the termination has been processed through PeopleSoft Human Resources.

To process final checks for an employee whose termination has not been processed through PeopleSoft Human Resources, enter the employee ID, termination date, and final check program ID on the Request Final Check page.

Note. Because this process is workflow-enabled, the system automatically generates a worklist item to notify the personnel administrator that a final check request has been created for an employee who is not yet terminated on the Job page.

- Assign a final check program to each pay group using a final check program ID that you identify.

The pay group's final check program becomes the default for final check requests of terminated employees in that pay group. However, you can override the default final check program for any employee on the Request Final Check page.

- Define a set of rules in each program for processing deductions or refunds on an employee's final check.

For example, you might refund or override a general or benefit deduction on a final check.

The system adds deductions and refunds to an employee's paysheet as one-time deductions. This enables a payroll administrator to further override any values on collections or refunds by deduction class, if there are any additional rules that are outside the scope of final checks.

Pages Used to Define the Final Check Process

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Final Check Action/Reason	TERM_ACTN_RSN	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Action/Reason, Final Check Action/Reason	Define the action and action reason code combinations that automatically trigger a final check request when an employee termination Job record enters the system.
Final Check Program Table - Program Definition	TERM_PGM_TBL	• Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Program Definition • Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table USF, Program Definition	Establish a final check program ID description.

Page Name	Definition Name	Navigation	Usage
Final Check Program Table - Earnings Definition Final Check Program Table - Earnings Def	TERM_PGM_DEFERN	- Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Earnings Definition - Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table USF, Earnings Def	Define earnings for the final check program.
Final Check Program Table - Leave Accrual Definition Final Check Program Table - Leave Accrual Def	TERM_PGM_DEFLVE	- Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Leave Accrual Definition - Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table USF, Leave Accrual Def	Define rules that apply to paying leave accruals to employees for whom you decide to pay earned or prorated accruals.
Final Check Program Table - Deduction Definition Final Check Program Table - Deduction Def	TERM_PGM_DEFDED	- Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Deduction Definition - Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table USF, Deduction Def	Define which deductions to include in a final check and which limits and special rules to use when calculating the deduction.

Page Name	Definition Name	Navigation	Usage
Final Check Program Report	RUNCTL_PAY751	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Final Check Program, Final Check Program Report	Generate the PAY751 report. The report lists information from the Final Check Program table, which contains final check processing rule definitions for earnings, leave accruals, and deductions.
Final Check Program Clone	RUNCTL_FCXCLONE	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Clone Final Check Program, Final Check Program Clone	Run the Final Check Pgm Clone Utility (final check program clone utility) SQR Report process (FCXCLONE).

Defining Final Check Action and Action Reason Code Combinations

Access the Final Check Action/Reason page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Action/Reason, Final Check Action/Reason).

Final Check Action/Reason

Action: LOA Leave of Absence

Termination Action

Find | View All First 1-3 of 3 Last

*Reason Code	Description	
FML	Family and Medical Leave Act	
HEA	Health Reasons	
MAT	Maternity/Paternity	

Final Check Action/Reason page

Reason Code

Select an action reason to associate with the action code.

Maintain action codes and reasons on the Action Reason Table page.

Establishing a Final Check Program

Access the Final Check Program Table - Program Definition page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Program Definition).

Program Definition | Earnings Definition | Leave Accrual Definition | Deduction Definition

Final Check Program ID: KU1

Final Check Details Find | View All | First 1 of 1 Last

*Effective Date: 01/01/1980

*Status: Active

*Description: US Final Check Program

Short Description: US Fnl Ck

☒ Include T&L Payable Time

Final Check Program Table - Program Definition page

Include T&L Payable Time (include time and labor payable time)

Select this check box if you have an interface with PeopleSoft Time and Labor. If you select this check box, the system uses the time from PeopleSoft Time and Labor to create the paysheet for the final check and marks the time and labor paysheet as processed by final check.

Defining Final Check Earnings

Access the Final Check Program Table - Earnings Definition page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Earnings Definition).

Program Definition | Earnings Definition | Leave Accrual Definition | Deduction Definition

Final Check Details Find | View All | First 1 of 1 Last

Final Check Program ID: KU1 Status: Active

Description: US Final Check Program Effective Date: 01/01/1980

Earnings Customize | Find | View All | First 1 of 4 Last

*Earnings Code	Description	Override Limit Amount	*Payout Option		
BNS	Bonus		Earns Amt		
DBT	Double Time		Earns Amt		
OTP	Overtime		Earns Amt		
REG	Regular		Earns Amt		

Final Check Program Table - Earnings Definition page

Payout Option

Select:

Earns Amt (earnings amount): Select this value if the Final Check process uses the regular earnings amount to pay the earnings for the earnings code.

Goal Dif (goal difference): Select this value if the Final Check process searches for a corresponding Additional Pay record for the earnings code and calculates the remaining balance on the employee's goal amount.

Note. The final check includes only earnings that you identify here. For example, to include additional pay earnings for a car, you must include the appropriate earnings code for those earnings on this page. Otherwise it is not included in employees' final checks.

Defining Final Check Leave Accrual Rules

Access the Final Check Program Table - Leave Accrual Definition page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Leave Accrual Definition).

The screenshot displays the 'Final Check Program Table - Leave Accrual Definition' page. At the top, there are four tabs: 'Program Definition', 'Earnings Definition', 'Leave Accrual Definition' (which is selected), and 'Deduction Definition'. Below the tabs, the 'Final Check Details' section shows the following information: Final Check Program ID: KU1, Status: Active, Description: US Final Check Program, and Effective Date: 01/01/1980. Below this, the 'Leave' section is expanded, showing: *Plan Type: 51, *Benefit Plan: KUVACN, GBI Vacation Time, Override Limit Hours: (empty field), *Payout Earnings Code: VAO, and a checkbox for 'Process Negative'. Below the 'Leave' section, the 'Accrual Proration' section is visible, featuring a table with three columns: 'Months of Service', 'Hours of Service', and 'Hours to Pay'. The table has one row with empty input fields for each column.

Final Check Program Table - Leave Accrual Definition page

Leave**Override Limit Hours**

To apply an override when the payout earned and prorated hours exceed the limit, enter the number of hours.

- Payout Earnings Code** Select a payout earnings code to use for paying the accruals that are earned and awarded for the benefit plan. You can pay only the earned and awarded accruals, only the prorated portion, or both. Define the earnings code that you use for paying the earned and awarded accruals in the Earnings table as earnings that do not reduce regular pay but do add to hours taken. This ensures the integrity of the Accrual Balance records when you pay employee leave accruals upon termination.
- Process Negative** Select this check box to pay negative accruals.
- Prorate Earnings Code** Select a prorated earnings code to use for paying the prorated portion of accruals for the benefit plan. You can pay either:
- The entitled and awarded accruals only.
 - Both the entitled and awarded accruals along with the prorated but not yet awarded leave.
- Define the earnings code that you use for paying prorated accruals as earnings that do not reduce regular pay, but do add to hours taken and hours adjusted. This ensures the integrity of the Accrual Balance records when you pay employee leave accruals upon termination.

Accrual Proration

If you prorate accruals for the benefit plan, use this group box to establish the proration rules.

- Months of Service** To prorate accruals by months of service, enter the monthly increments. For example, less than or equal to 1 month of service, 2 months of service, and so on. The system computes the months of service based on the employee's termination date and the last date on which you ran the Run Leave Accruals COBOL SQL process (FGPACCRL).
- Hours of Service** To prorate accruals by hours of service, enter the hourly increments. For example, less than or equal to 160 hours of service, 320 hours of service, and so on.

Defining Final Check Deductions

Access the Final Check Program Table - Deduction Definition page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Deduction Definition).

Program DefinitionEarnings DefinitionLeave Accrual DefinitionDeduction Definition

Final Check Details

Find | View All | First | 1 of 1 | Last

Final Check Program ID: KU1

Status: Active

Description: US Final Check Program

Effective Date: 01/01/1980

Deduction Details

Customize | Find | View All | 1-5 of 5 | Last

*Plan Type	*Deduction Code	Description	Override Limit Amount	*Processing Rule		
00	KU4UN1	Union Dues		Col GolDif	+	-
00	KULON1	Loan Payback		Col GolDif	+	-
00	KULON2	Loan Payback		Col GolDif	+	-
00	KUNTPY	Net Pay Adjustment		Col GolDif	+	-
00	KUUSBD	U.S. Savings Bond Deduction		Ref SBBal	+	-

Final Check Program Table - Deduction Definition page

Deduction Code Select the deduction code that identifies the deduction in the Deduction table.

Processing Rule

Select a processing rule for each deduction code:

Col GolDif (collect goal difference): Select this value to collect general deductions only. You collect the amount of the general deduction data goal amount minus the goal balance.

Col PerDed (collect pay period deduction): Select this value to collect general deductions and benefit deductions. You collect the amount of the scheduled pay period deduction.

Ref ESPP (refund employee stock purchase plan balance): This value is reserved for future use.

Ref GolBal (refund goal balance): Select this option to refund general deductions only. You refund the amount of the general deduction data goal balance.

Ref LstDed (refund last deduction): Select this value to refund general deductions and benefit deductions. You refund the amount of the pay deduction data current deduction, which represents the amount deducted at the last time the deduction was taken.

Ref MTDBal (refund month-to-date balance): Select this value to refund general deductions and benefit deductions. You refund the amount of the deduction balance data MTD deduction.

Ref QTDBal (refund quarter-to-date balance): Select this value to refund general deductions and benefit deductions. You refund the amount of the deduction balance data QTD deduction.

Ref YTDBal (refund year-to-date balance): Select this value to refund general deductions and benefit deductions. You refund the amount of the deduction balance data YTD deduction.

Ref SBBal (refund savings bond balance): Select this value to refund U.S. Savings Bond deductions. The amount that you refund depends on the status of each bond. You refund the bond log data accumulated amount when the bond log status is Not Ready to Disburse (N) or Funds Disbursed (D). You refund the accumulated amount when the bond log status is Ready to Disburse (R).

Ref SBBRTD (refund savings bond balance and disburse amount): Select this value to refund U.S. Savings Bond deductions. The amount that you refund depends on the status of each bond. You refund the bond log data accumulated amount when the bond log status is Not Ready to Disburse (N) or Funds Disbursed (D). You refund the accumulated amount and disburse amount when the bond log status is Ready to Disburse (R).

Important! The Final Check process performs normal payroll arrears processing whether or not you include the deduction in the final check program.

Cloning a Final Check Program

Access the Final Check Program Clone page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Clone Final Check Program, Final Check Program Clone).

Clone Final Check Program

Run Control ID: PS [Report Manager](#) [Process Monitor](#) [Run](#)

Process Request Parameter(s)

Current Final Check Program	New Final Check Program
Final Check Program ID: KU1	New Final Check Program ID: KD2
Effective Date: 01/01/1980	New Effective Date: 01/01/2010
☒ Clone Earnings Definition ☒ Clone Leave Accr Definition ☒ Clone Deductions Definition	

Final Check Program Clone page

Identify the final check program that you're cloning, specify a final check program ID and the effective date for the new program, and indicate which program elements to copy to the new final check program.

Setting Up to Print and View Paychecks with XML Publisher (XMLP)

To set up to print and view paychecks with XMLP, use the Paycheck Options Table (PY_SSP_OPTIONS) component.

This section provides overviews of setup steps and XMLP templates and discusses how to:

- View or modify the delivered report template.
- Specify XMLP printing and self-service options.

Note. These setup steps are not necessary if you use the SQR processes to print checks and advices.

See Also

Chapter 22, "Working with Checks and Direct Deposit," Printing Paychecks and Direct Deposit Advices, page 727

Understanding Setup Steps

Before you can create paychecks and direct deposit advices in PDF format, you must complete these setup steps:

1. Configure Integration Broker and Report Manager.

2. Update the delivered report definitions:

- Modify the delivered paycheck and advice templates if necessary for your organization.

For example, you probably want to add a signature image and update the MICR font. You might also want to add a company logo or watermark.

- (Optional) Specify the output folder for the report files.
- (Optional) Specify the users who can access the reports in Report Manager.

3. Specify XMLP printing and self-service options.

4. Set up the Form table with the form IDs and the last used form number.

See [Chapter 6, "Setting Up the Payroll Process," Setting Up the Form Table for Printing Checks and Direct Deposit Advices, page 207.](#)

See Also

Enterprise PeopleTools PeopleBook: PeopleSoft Integration Broker

Enterprise PeopleTools PeopleBook: PeopleSoft Process Scheduler

Understanding XMLP Reports and Templates

The PDF check and advice creation PSJob processes (PYCHKUSA, PYCHQCAN, PYDDAUSA, or PYDDACAN) use the PeopleTools XML Publisher to print checks and advice forms.

Payroll for North America delivers these XMLP reports as RTF templates that define the layout of the printed checks and advices:

Report Name	Description	Data Source Type	Data Source ID
PRTCNAV	Print Canadian direct deposit advice forms.	XML File	CNADVICS
PRTCNCQ	Print Canadian cheques.	XML File	CNCHEQUES
PRTUSADV	Print U.S. direct deposit advice forms.	XML File	USADVICS
PRTUSCHK	Print U.S. checks.	XML File	USCHECKS

Payroll for North America also delivers these reports as RTF templates to display paychecks in the ePay self-service View Paycheck transaction:

Report Name	Description	Data Source Type	Data Source ID
SSPCNAV	Canadian self-service advice form	XML File	CNADVICS

Report Name	Description	Data Source Type	Data Source ID
SSPCNCHQ	Canadian self-service paycheque	XML File	CNCHEQUES
SSPUSADV	U.S. self-service advice form	XML File	USADVICES
SSPUSCHK	U.S. self-service paycheck	XML File	USCHECKS

You can modify the delivered templates using PeopleTools XMLP functionality to address your specific formatting requirements. For example, you can add a signature image and MICR font to the check printing templates. After modifying each template, you must upload it to the corresponding report definition.

See [Chapter 6, "Setting Up the Payroll Process," Viewing or Modifying the Delivered Report Template, page 201.](#)

Note. (USA) As delivered, the templates comply with section 508 requirements. If you modify the templates, you are responsible to ensure that the new templates meet Section 508 standards.

See Also

Enterprise PeopleTools PeopleBook: XML Publisher for PeopleSoft Enterprise

[Chapter 22, "Working with Checks and Direct Deposit," page 727](#)

PeopleSoft Enterprise ePay 9.1 PeopleBook, "Managing Pay Information for Payroll for North America"

Pages Used to Set Up Paycheck Printing and Viewing with XMLP

Page Name	Definition Name	Navigation	Usage
Template	PSXPRPTMPL	Reporting Tools, XML Publisher, Report Definition, Template	View or modify the existing template.
Paycheck Options Table	PY_SSP_SETUP_OPTN	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Paycheck Options, Paycheck Options	Specify XMLP printing and self-service options.

See Also

Enterprise PeopleTools PeopleBook: XML Publisher for PeopleSoft Enterprise

Viewing or Modifying the Delivered Report Template

Access the Template page (Reporting Tools, XML Publisher, Report Definition, Template).

Definition Template Output Properties Security Bursting

Report Name: PRTUSCHK

Template Find | View All First 1 of 1 Last

Template ID: PRTUSCHK_1 ☒ Default Template + -

Description: US Check template

*Language Code: English Channel: Printer

Template Files Find | View All First 1 of 1 Last

Effective Date: 01/01/1900 + -

*Status: Active

Template File: PYUSCHKP.rtf Upload Preview ☐ Use Alt. XML

Template page

Viewing the Existing Template

Template File Click the template file name to open the RTF template in a new window or save it to a location of your choice.

Preview Click to view an example of the report using sample data registered with the data source.

Modifying the Existing Template

To modify an existing template:

1. Click Download on the Template page and row for the existing RTF template that you want to copy.
2. Save a copy of the downloaded template with a new RTF file name (*.rtf).

3. Make the desired modifications to the new template file and save.

These are some of the changes that you might want to make:

- Change the dummy signature image.

See [Chapter 6, "Setting Up the Payroll Process," Changing the Dummy Signature Image, page 202.](#)

- Identify the valid signature image.

See [Chapter 6, "Setting Up the Payroll Process," Identifying the Valid Signature Image, page 203.](#)

- Change the MICR font.

See [Chapter 6, "Setting Up the Payroll Process," Changing the MICR Font, page 203.](#)

4. Add a new effective dated row in the Template Files scroll area on the Template page.

5. Update these options:

Effective Date	Enter the date that the system should begin to print and display paychecks with this template.

Status	Select the Active status for the new template.

Note. Retain the active status of all historical template files to ensure that the correct template is applied to paychecks viewed in self service.

6. Click Upload and select the new template file.
7. (Optional) Click Preview to confirm your updates and verify that the template uploaded successfully.

Note. Become familiar with XML Publisher before modifying any of the delivered templates.

Changing the Dummy Signature Image

The delivered paycheck template (PRTUSCHK or PRTCNC HQ) includes a dummy image in the signature area. If the valid signature image is not available when you print checks, the dummy image prints.

To change the dummy image on the check printing template:

1. Download and save a copy of the current check or cheque printing RTF template.

See [Chapter 6, "Setting Up the Payroll Process," Modifying the Existing Template, page 201.](#)

2. In the lower right corner, right-click the shaded box labeled *BG* and select Properties.

The Text Form Field Options page appears.

3. Click the Add Help Text button.

The Status Bar tab displays the address of the dummy image that is delivered with the system in the PSHome directory.

4. Modify the image address as necessary.

You can use the existing dummy image at the existing address, change either the address or the image, or change both the address and the image.

5. Click OK to save your changes.
6. Continue with additional template modifications or proceed with uploading the updated template.

See [Chapter 6, "Setting Up the Payroll Process," Modifying the Existing Template, page 201.](#)

Identifying the Valid Signature Image

Follow these instructions to identify a valid signature that you secure in a secured directory on a server or on a floppy drive. The valid signature prints on checks at run time. The dummy image prints on the check instead of the valid signature at run time if the valid signature is not available, for example, if the floppy is not inserted into the drive.

To identify the valid signature for check printing:

1. Download and save a copy of the current check or cheque printing RTF template.

See [Chapter 6, "Setting Up the Payroll Process," Modifying the Existing Template, page 201.](#)

2. In the lower right corner, select the signature image box to the right of the shaded box labeled *BG*.

When the signature image box is selected, you can see its outline.

3. Double-click the signature image box.

The Format Picture page appears.

4. Select the Web tab.

The box labeled Alternative text contains a delivered sample signature as a placeholder and associated URL.

5. Enter the URL that points to the location of your valid signature image.

XMLP resolves the value at run time.

6. Click OK to save your changes.
7. Continue with additional template modifications or proceed with uploading the updated template.

See [Chapter 6, "Setting Up the Payroll Process," Modifying the Existing Template, page 201.](#)

Changing the MICR Font

XMLP needs to know the location of the MICR font at run time so that it can use it in the final output. To specify your MICR font for check printing, you must first make the desired font available in the specific RTF template in which you want to use it. Then you must select that font for the MICR text in the template. This section provides instructions for both tasks.

To specify your MICR font for check printing:

1. Download and save a copy of the current check or cheque printing RTF template.

See [Chapter 6, "Setting Up the Payroll Process," Modifying the Existing Template, page 201.](#)

2. At the bottom of the template, click in the MICR line to highlight it and select File, Properties, Custom in the Word application Toolbar.

The delivered value, *xdo-font.GnuMICR.normal.normal*, includes a font placeholder called *GnuMICR*.

3. In the Name field, replace the *GnuMICR* text with the name of your MICR font.
4. In the Value field, replace the *GnuMICR* font and location with the name and location of your MICR font.

Enter the location in which fonts used by Word are stored. This location depends upon your environment.

When you update the Value field, the Modify button changes to the Add button.

5. Click Add, then click OK.
6. In your RTF check template, highlight the MICR line and select the MICR font that you just made available in the list of fonts.
7. Save your changes.
8. Continue with additional template modifications or proceed with uploading the updated template.

See [Chapter 6, "Setting Up the Payroll Process," Modifying the Existing Template, page 201.](#)

See Also

Enterprise PeopleTools PeopleBook: XML Publisher for PeopleSoft Enterprise

Specifying XMLP Printing and Self-Service Options

Access the Paycheck Options Table page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Paycheck Options, Paycheck Options).

Paycheck Options Table

Paycheck Setup ID: PNAUSA

Parameters Find | View All | First 1 of 1 Last

*Effective Date: 01/01/1900 *Description: US Setup

URL Identifier: PY_SSP_ATTACHMENT

Report Definitions

Printing

*Check Report ID: PRTUSCHK

*Advice Report ID: PRTUSADV

Viewing

*Check Report ID: SSPUSCHK

*Advice Report ID: SSPUSADV

Self Service Options

Display Options

☐ PDF Paychecks Only ☐ \$0 or Negative Manual Checks

Paycheck Availability Customize | Find | View All | First 1-3 of 3 Last

Company	Description	Pay Group	Description	Days From Check Date		
PSF	Financial Aid - Work Study	PSF	Work Study Pay Group			+ -
PSU	PeopleSoft University	PS1	Student Refunds		-2	+ -
PSU	PeopleSoft University	PS2	Student Refunds Group 2		2	+ -

Paycheck Options Table page

Setup ID and Parameters

Paycheck Setup ID

You must use one of the delivered setup IDs:

- PNAUSA: Use this setup ID for the United States.
- PNACAN: Use this setup ID for Canada.

Payroll for North America does not provide support for user-defined setup IDs.

URL Identifier

Payroll for North America delivers the Paycheck Options table with PY_SSP_ATTACHMENT table with associated URL address for storing the XML self-service paycheck data. If you create a separate table and URL to store the data, enter your URL here.

Report Definitions

Printing	Displays the current active report definitions for printing U.S. and Canadian paychecks and direct deposit advices.
Viewing	Displays the current active report definitions for displaying self-service U.S. and Canadian paychecks and direct deposit advices in the ePay application.

Self Service Options

PDF Paychecks Only	If your organization used the View Paycheck transaction before Payroll for North America 9.0, use this option to indicate whether you want employees to be able to view older paychecks as well as the PDF paychecks. Select this option to enable employees to view only the PDF self-service paychecks. Leave this option blank to enable employees to view all self-service paychecks. Note. In accessible mode, the system always displays checks on a PeopleSoft page (and not in a PDF file), regardless of whether this check box is selected.
\$0 or Negative Manual Checks	Select this check box if you want the system to display manual paychecks of zero dollars or manual paychecks with negative net pay amounts in self service. This check box is deselected by default; you must select it if you want these checks displayed in self-service.
Paycheck Availability	For each company and pay group combination, indicate the default timing of when paychecks should be available for viewing in the ePay self-service View Paycheck transaction. You can override this value when you run the check and advice print processes.
Days From Check Date	Enter 0 to make self-service paychecks available on the check date entered on the pay calendar for the pay run. Enter a negative number to make self-service paychecks available the specified number of days before the check date entered on the pay calendar. Enter a positive number to make self-service paychecks available the specified number of days after the check date entered on the pay calendar. Note. If you have enabled viewing of historical paychecks, the paycheck data from the current pay run is visible in self service as soon as you run pay confirmation. Running the XML print process triggers the paycheck availability option for the PDF paycheck, after which the checks are not viewable until the availability date that you specify. For this reason, we recommend that you run the XML print process immediately after confirming the payroll.

Setting Up the Form Table for Printing Checks and Direct Deposit Advices

This section provides an overview of the Form table and discusses how to specify form IDs and form numbers.

Understanding the Form Table

Use form IDs and form numbers to enable the system to print checks or advices for employees.

Regardless of whether you print checks and advices using the SQR processes or the XMLP processes, you must establish a form ID for every check or advice form that you plan to use.

To run Payroll for North America, you must have at least one entry in the Form table to specify check or advice forms for a pay group. Enter the form IDs on the Source Bank table and the source bank ID on the Pay Group table.

The Pay Confirmation COBOL SQL process (PSPCNFRM) and Check Reprint COBOL SQL process (PSPRPRNT) use the form number from this table to assign check and advice numbers.

See Also

[Chapter 6, "Setting Up the Payroll Process," Setting Up Banks and Direct Deposit, page 208](#)

[Chapter 22, "Working with Checks and Direct Deposit," Printing Paychecks and Direct Deposit Advices, page 727](#)

Page Used to Set Up Print Forms

Page Name	Definition Name	Navigation	Usage
Form Table	PAY_FORM_TABLE	- Set Up HRMS, Common Definitions, Banking, Form Table, Form Table - Set Up HRMS, Product Related, Base Benefits, FSA, Check Form Table, Form Table	Specify the form IDs that you use to print checks and advices, and track form numbers.

Specifying Form IDs and Form Numbers

Access the Form Table page (Set Up HRMS, Common Definitions, Banking, Form Table, Form Table).

Form Table	
Form ID:	B-CHCK
Form Details	
*Description:	Check
Short Description:	check
Last Form Number Used:	100108

Form Table page

Form ID

Create an entry on this table for each check or advice form that you use.

You must set up separate form IDs for each account if you pay employees from one bank with multiple account numbers or from multiple banks with their associated account numbers.

Last Form Number Used

The Pay Confirmation COBOL SQL process (PSPCNFRM) and Check Reprint COBOL SQL process (PSRPRNT) use this number. Each time you run the Pay Confirmation process, the system automatically updates this field with the appropriate check or advice number, reflecting the last number used in the payroll process. You can change this number manually if you have a discrepancy in form numbers (for example, if someone spills coffee on the forms you were planning to use for the next pay run). However, normally you do not change this number.

If you use the Check Reprint process, the paychecks that you use on form alignment are saved as dead paychecks.

See Also

[Chapter 22, "Working with Checks and Direct Deposit," Reprinting Checks, page 786](#)

Setting Up Banks and Direct Deposit

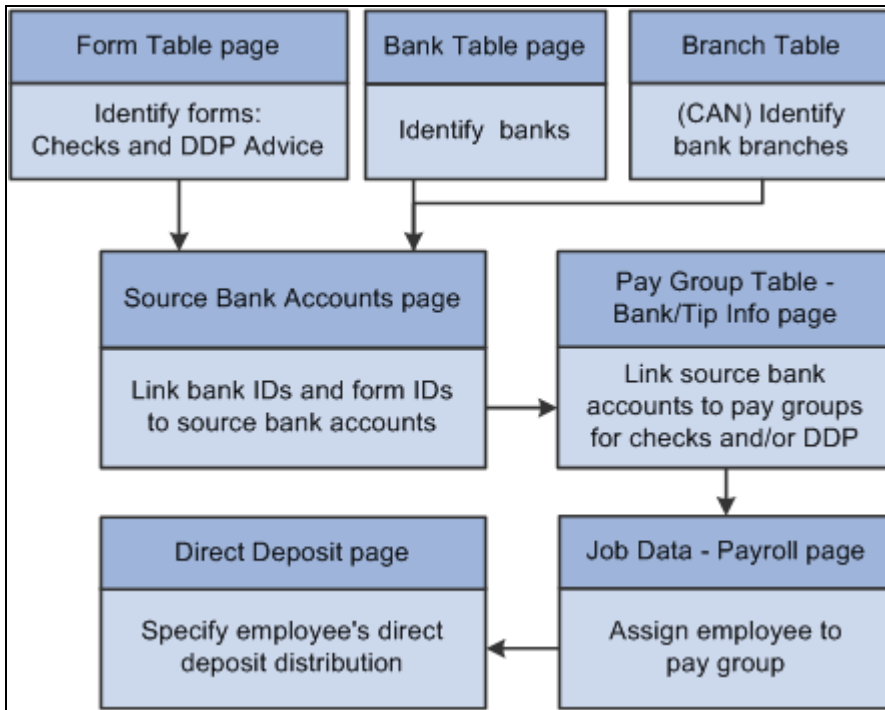
This section provides an overview and lists pages used to set up banks and direct deposit processing.

See Also

[Chapter 11, "Maintaining Payroll Data," \(USA\) Understanding Prenotification, page 384](#)

Understanding Bank and Direct Deposit Setup

This diagram illustrates the various steps required to set up banks, pay groups, and employee data for processing direct deposit:



Setting up banks and direct deposit from the Form Table page, the Bank Table page, and the Branch Table page

Paying Checks and Direct Deposit from Separate Accounts

To use separate banks or accounts for checks and direct deposits:

1. Set up separate source bank IDs for the two banks or the two accounts at the same bank.
2. On the Pay Group Table – Bank/Tips Info page:
 - Enter the source Bank ID for paying checks in the Source Bank ID field.
 - If you pay direct deposit from a different account, enter the source Bank ID for paying direct deposit in the Direct Deposit Bank ID field, otherwise leave the field blank.

Note. Payroll for North America generates direct deposit transmittals by bank ID and account number. Therefore, regardless of pay run ID and pay group/pay end date, the DDP001 report captures all employees who have a prenotification submitted or a direct deposit to be paid if their pay group has that bank ID and account number assigned.

Pages Used to Set Up Banks and Direct Deposit

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Form Table	PAY_FORM_TABLE	Set Up HRMS, Common Definitions, Banking, Form Table, Form Table	Identify the type of forms that you use to print checks and advice, and track form numbers.
Bank Table	BANK_EC	Set Up HRMS, Common Definitions, Banking, Banks, Bank Table	Set up basic information for all financial institutions. You must complete the Bank Table page before you identify a bank with a source bank account.
Branch Table	BANK_BRANCH_EC	Set Up HRMS, Common Definitions, Banking, Banks, Branch Tabl	(CAN) Define a bank's branches.
Source Bank Accounts	SRC_BANK	Set Up HRMS, Common Definitions, Banking, Source Bank Accounts	Assign a source bank ID and specify bank, branch, and account information associated with the source bank ID.
Canada Bank Additional Data US Bank Additional Data	SRC_BANK_PY_SP	Click the Other Required Information link on the Source Bank Accounts page.	Specify forms for checks and direct deposit. (USA) Also specify the prenote wait period. (CAN) Also specify the routing format.
Pay Group Table - Bank/Tip Info	PAYGROUP_TABLE8	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Bank/Tip Info.	Specify the source bank ID for checks and DDP. If you pay DDP from a different source bank account than checks, select the appropriate source bank ID in the Direct Deposit Bank ID field, otherwise leave it blank.

Page Name	Definition Name	Navigation	Usage
Direct Deposit	DIRECT_DEPOSIT	- Payroll for North America, Employee Pay Data USA, Request Direct Deposit, Direct Deposit - Payroll for North America, Employee Pay Data USF, Request Direct Deposit, Direct Deposit	Enter employee bank and distribution information to enable the direct deposit of employee pay to checking or savings bank accounts.
Direct Deposit	DIRECT_DEPOSIT_CAN	Payroll for North America, Employee Pay Data CAN, Request Direct Deposit, Direct Deposit	Enter employee bank and distribution information to enable the direct deposit of employee pay to checking or savings bank accounts.

See Also

[Chapter 6, "Setting Up the Payroll Process," Setting Up the Form Table for Printing Checks and Direct Deposit Advices, page 207](#)

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Banks and Bank Branches"

[Chapter 3, "Setting Up Pay Groups," Specifying Banks and Tips Processing, page 90](#)

[Chapter 11, "Maintaining Payroll Data," Setting Up Direct Deposits, page 383](#)

Setting Up Retro Pay Processing

To set up retro pay processing, use these components: Retroactive Pay Program (RETROPAY_PGM_TBL), Retro Pay Monitored Fields (PY_RETROTBL_DEF), Retro Pay Trigger Values (RETRO_TRG_VALUES), Retro Pay Trigger Program (PY_RETROTRG_DEF), and Retro Pay Cancellation Reason (PY_RETROCNL_TBL).

This section provides overviews of retro pay programs, retro pay triggers and trigger programs, and retro pay cancellation reasons. This section then lists a prerequisite and discusses how to:

- Define retro pay programs.
- Define earnings for a retro pay program.
- Define retro pay fields.
- Define trigger values.
- Define retro pay trigger programs.

- Define retro pay cancellation reasons.

See Also

Chapter 28, "Processing Retro Pay," page 903

Understanding Retro Programs

This overview discusses retro pay programs and retro pay trigger programs.

Note. Mass retro and deduction retro do not use retro pay trigger programs.

Retro Program Setup

To set up retro processing, you must define these two types of retro programs for each pay group:

- *Retro pay programs* define the earnings codes on which retro pay can be calculated as well as the earnings codes used to pay the retro pay earnings.
- *Retro pay trigger programs* control which record and field changes create retro requests.

To set up a retro pay trigger program, you:

1. Identify fields on the job record (JOB) and on the additional pay data record (ADDL_PAY_DATA) that trigger retro requests when changed.

Perform this task on the Retro Pay Monitored Fields page. The fields that you list on this page are the only fields that are available for retro triggers.

Note. If the delivered data for this page meets your needs, you can skip this step.

2. Define retro triggers—the specific field changes that trigger retro requests.

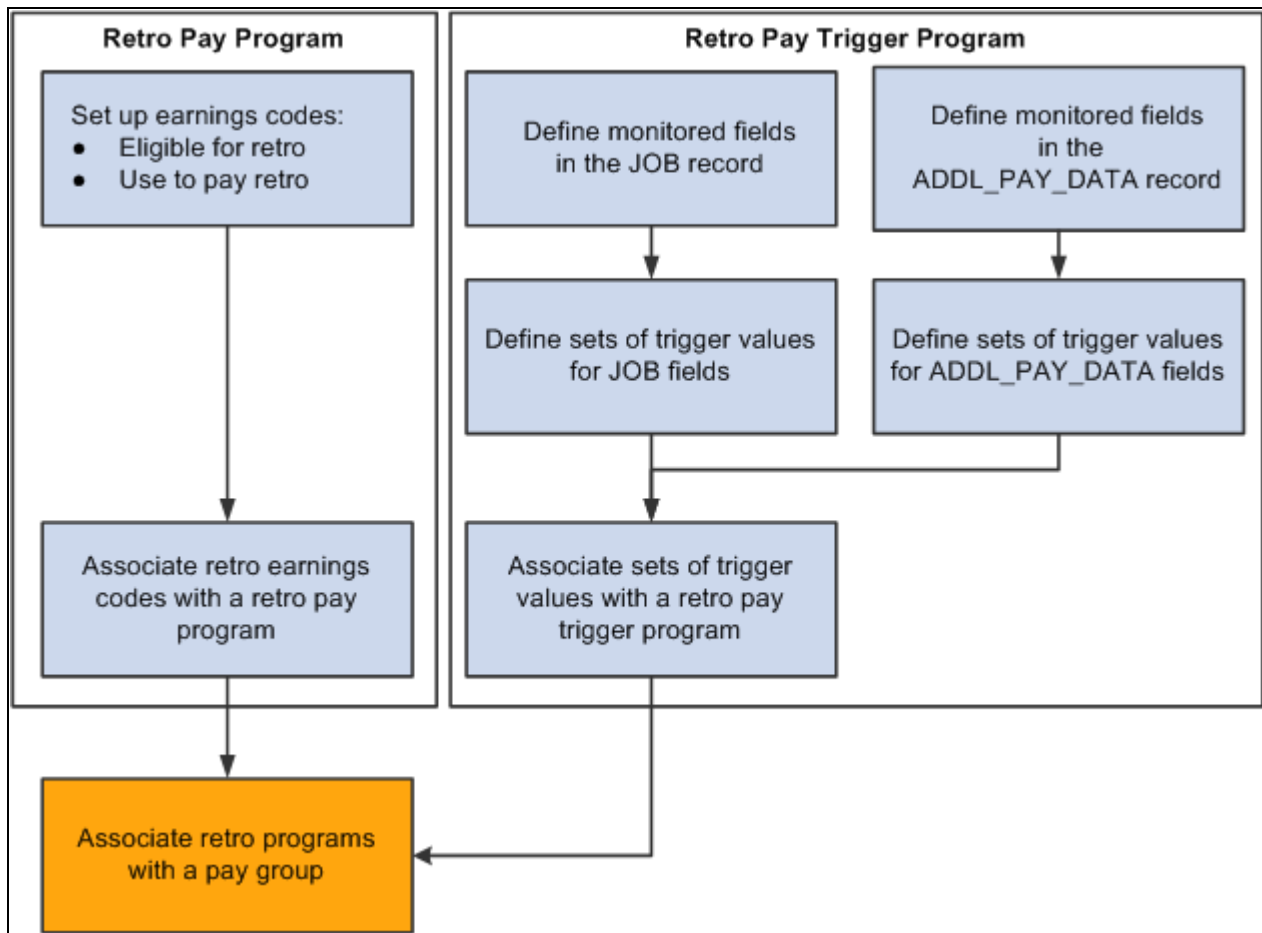
Perform this task on the Retro Pay Trigger Values page, where you assign Retro Pay Trigger Value IDs that you can use to reference the different sets of retro triggers.

On this page, you list all of the retro trigger conditions for the record (though you configure the JOB and ADDL_PAY_DATA records separately).

3. Define a retro pay trigger program and identify its Retro Pay Trigger Value IDs.

Retro pay programs include up to two Retro Pay Trigger Value ID: one for the job record, and one for the addition pay data record.

The following diagram illustrates the steps for defining retro programs and associating them with pay groups:



Steps for setting up retro programs

Retro Pay Programs

Retro pay program definitions include some general settings such as the tax method to use for the retro earnings and whether to pay the retro earnings on a separate check. They also include a list of retro earnings codes.

Certain settings in the earnings code definition control which earnings codes you can include in the retro pay program:

- When you define the earnings codes that are eligible for retro pay, you can select only earnings codes that are marked as Eligible for Retro Pay.
- When you define the earnings codes for the corresponding retro pay earnings, you can select only earnings codes that are marked as Used to Pay Retro.

See [Chapter 4, "Defining Earnings Codes and Earnings Programs," Defining Parameters and Rules for Calculating Earnings, page 100.](#)

Retro Pay Trigger Programs

Retro pay trigger programs provide information about the field changes that trigger retro requests. The job (JOB) record and the additional pay data (ADDL_PAY_DATA) record are the only records that support retro pay triggers.

When you configure triggers for the additional pay data record, you can optionally limit the trigger based on the earnings code in the additional pay record.

Trigger Processing

Trigger processing begins when a change (update, insert, or deletion) occurs in a job or additional pay record.

Both online changes (including those made through manager self-service) and changes that are made through a component interface create triggers. Online changes can be made in add, update/display, or correction mode.

Note. Changes that you make using SQL are not recognized as triggers. To create retro requests for such changes, run the Retroactive Pay Mass Process (PSPRPMSS) COBOL SQL process to create retro requests for payees who meet your selection criteria. The Retroactive Pay Mass Process is unaware of the specific changes that you made using SQL; it simply creates retro requests based on the criteria you specify, and it is up to you to specify criteria that includes the right employees. When the Retroactive Pay Calculations (PSPRPEXT) COBOL SQL process processes the request, it uses the data in the source tables to calculate retro pay.

When an online action or a component interface makes a change in the job or additional pay record, PeopleSoft Integration Broker passes the before and after information to PeopleSoft Event Manager. Event Manager handles the message asynchronously: the system processes and saves the primary transaction normally, even if there is a problem with event processing.

Event Manager passes the messages to the event handler, which performs the following tasks:

1. Evaluates whether the change is a valid retro trigger:

If the change is not a valid retro trigger, no further processing occurs. To be a valid retro trigger, the change must meet these conditions:

- a. The effective date of the change is earlier than or equal to the pay end date of the last check paid to the employee.
- b. The change is configured as a trigger in the employee's retro pay trigger program (as defined for the employee's pay group).
- c. (Additional pay data changes only) The additional pay earnings code is in the employee's retro pay program (as defined for the employee's pay group).

2. Creates a new retro request if there is not already an open retro request for the employee and job number, or updates the existing open retro request.

A retro request is considered open if its retro pay process flag (its status) is *Not Processed*, *Calculated*, *Recalculate Request*, *Action Required*, *Suspended*, or *Extracted*.

A retro request is considered closed if its retro pay process flag is *Loaded to Paysheets*, *Manually Loaded to Paysheet*, *Confirmed Payment*, *Paycheck Reversed*, or *Cancelled/Withdrawn*.

See [Chapter 28, "Processing Retro Pay," Retro Request Process Flags, page 906](#).

3. Creates a trigger detail row in the employee's open retro request.

When the retro pay calculation processes a retro request, it uses the actual job and additional pay data. It does *not* use the trigger details to calculate retro pay. The system saves the trigger data for audit purposes only.

Note. Integration Broker uses the RETROPAY_JOB or RETRO_ADDLPAY messages. Event Manager uses the RetroPayJobChange and RetroAddlPay event definitions.

Understanding Retro Pay Cancellation Reasons

This overview discusses cancellation reasons for manual and automated cancellations of retro requests.

Manual Cancellations

Users can manually cancel retro requests on the Request and Trigger Summary page. This option is available only for requests where the process flag (the request status) is *Not Processed*, *Suspended*, or *Action Required*.

When users manually cancel retro requests, they can optionally indicate the reason for the cancellation by selecting from the cancellation reasons that you configure.

Automated Cancellations

Oracle delivers three cancellation reasons that are reserved for system use. These are not available for selection when a user manually cancels a request.

The delivered reasons are:

- **SC (system generated cancellation):** the system canceled the request because the original triggering action was reversed.

For example, consider a retro request that is the result of adding a new job data row with a new compensation rate. If a user employs correction mode to delete that job row, the system cancels the retro request and uses the SC cancellation reason.
- **UC (user cancelled):** a user cancelled the request by running the Retroactive Pay Undo (PSPRPUND) process from the Change Retro Pay Process Flag page.
- **ZR (zero retro – \$0.00 to be paid):** the Retroactive Pay Load Paysheets (PSPRPPSH) Application Engine process cancelled the request because there is nothing to be paid.

Note. Do not delete these delivered cancellation reasons. You cannot delete them using the online system, and it is important that you do not use SQL to delete them either.

See Also

Chapter 28, "Processing Retro Pay," *Understanding Retro Pay Processing*, page 903

Prerequisite

Retro requests are generated through the Enterprise Components Event Framework. Make sure that the *RetroPayJobChange* and *RetroAddlPay* events and their associated event handlers are active and that Integration Broker has been set up.

Pages Used to Set Up Retro Pay Processing

Page Name	Definition Name	Navigation	Usage
Program Table	RETROPAY_PGM_TBL	Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Program, Program Table	Describe a retro pay program and specify paysheet processing options.
Program Definition	RETROPAY_PGM_DEF	Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Program, Program Definition	Establish the earnings codes for which the retro pay program calculates retro pay and those used for paying retro pay earnings. Note. Valid earnings codes for these fields are only those that you specified as eligible for retro pay or used to pay retro on the Earnings Table - General page.
Retro Pay Monitored Fields	PY_RETROTBL_DEF	Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Monitored Fields, Retro Pay Monitored Fields	List the job and additional pay fields that are available to use when you define the triggers that create retro requests.
Retro Pay Trigger Values	RETRO_TRG_VALUES	Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Trigger Values, Retro Pay Trigger Values	Define a set of field changes that trigger retro requests. Each set can include fields from either the job record or the additional pay records.

Page Name	Definition Name	Navigation	Usage
Retro Pay Trigger Program	PY_RETROTRG_DEF	Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Trigger Program, Retro Pay Trigger Program	Define a retro pay trigger program that encompasses up to two sets of triggers: one for the job record and one for the additional pay record.
Retro Pay Cancellation Reason	PY_RETROCNL_TBL	Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Cancellation Reason, Retro Pay Cancellation Reason	Set up the cancellation reasons that users can use when manually canceling a retro pay request.

Defining Retro Pay Programs

Access the Program Table page (Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retroactive Pay Program, Program Table).

The screenshot shows the 'Program Table' page with the 'Program Definition' tab selected. The form is titled 'RetroPay' and includes the following fields and sections:

- Retro Pay Program ID:** KC1
- *Effective Date:** 01/01/1980
- *Description:** Cdn Retro Pay Program
- Short Description:** Cdn RPay
- Offset Earnings Type:** (Search icon)
- *Status:** Active
- Off Cycle Section:**
 - ☐ Off Cycle
 - ☐ Separate Check
 - *Tax Method:** Bonus
 - *Tax Periods:** 1

Program Table page

Retro Pay Program ID This ID identifies the retro pay program when you associate the program with a pay group.

Offset Earnings Type Select an offset earnings type for any negative earnings that are generated by the retro pay calculation. To avoid negative checks, link this earnings code to a payback deduction code. The system deducts the amount from subsequent paychecks of applicable employees.

Off Cycle?**Off Cycle**

Select to create retroactive pay that is associated with this program as off-cycle earnings. If you deselect this check box, the system creates retroactive pay that is associated with this program as on-cycle earnings. After the system calculates retro pay, but before you load the retro pay to paysheets, you can change this setting on the Retro Pay Calculation Results page under Retroactive Payroll.

See Chapter 28, "Processing Retro Pay," Reviewing and Updating Retro Pay Calculations, page 924.

Separate Check

Select to load the earnings that are associated with this program to a separate check on the paysheets.

Tax Method

Select a tax method to load to the paysheet line for the earnings in this program.

Tax Periods

Enter the number of tax periods to load to the paysheet line for the earnings in this program.

Defining Earnings for a Retro Pay Program

Access the Program Definition page (Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Program, Program Definition).

Program Table | **Program Definition**

RetroPay Find First 1 of 1 Last

Retro Pay Program ID: KC1 **Status:** Active

Description: Cdn Retro Pay Program **Effective Date:** 01/01/1980

Assignments/Ranges					
*Earnings Type for Retro Pay	Description	*Retro Pay Earnings Type	Description	Start Date Override for Mass Retro	End Date Override for Mass Retro
AAL	Auto Allow	RRP	RetroRegPy		
BN3	Bonus - Ho	792	Retro Bonu		
CMP	Comp Time	RRP	RetroRegPy		
DBT	DoubleTime	ROP	RetroOTPay		
HNS	Holiday NS	RRP	RetroRegPy		

Program Definition page

Assignments/Ranges

Create a row of data for each earnings code that is eligible for retro pay.

- Earnings Type for Retro Pay

Select the earnings code that is eligible for retro pay.
- Retro Pay Earnings Type

Enter the earnings code to use for the retro payment.

Defining Retro Pay Fields

Access the Retro Pay Monitored Fields page (Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Monitored Fields, Retro Pay Monitored Fields).

Retro Pay Monitored Fields		
Record:	JOB	EE Job History
Field Definition		
Customize Find View 6 First 1-9 of 9 Last		
*Field Name		
COMPRATE		+ -
COMP_FREQUENCY		+ -
EMPL_STATUS		+ -
FLSA_STATUS		+ -
SHIFT		+ -
SHIFT_FACTOR		+ -
SHIFT_RT		+ -
STD_HOURS		+ -
STD_HRS_FREQUENCY		+ -

Retro Pay Monitored Fields page

- Record

Oracle delivers definitions for the JOB record and the ADDL_PAY_DATA record. These are the only supported records for retro pay triggers.
- Field Name

The fields in the Field Definition grid are the only fields that are available for use in retro triggers.

Oracle delivers field lists for both the JOB and ADDL_PAY_DATA records. You can add and delete entries to change which fields are monitored.

You cannot delete entries for fields that are used in current retro pay trigger value definitions.

Delivered JOB Fields

The delivered configuration for the JOB record includes these fields:

- COMPRATE (compensation rate)
- COMP_FREQUENCY (compensation frequency)
- EMPL_STATUS (employee status)
- FLSA_STATUS (FLSA status)
- SHIFT (shift)
- SHIFT_FACTOR (shift factor)
- SHIFT_RT (shift rate)
- STD_HOURS (standard hours)
- STD_HRS_FREQUENCY (standard hours frequency)

Delivered ADDL_PAY_DATA Fields

The delivered configuration for the ADDL_PAY_DATA record includes these fields:

- ADDL_PAY_SHIFT (additional pay shift)
- COMP_RATECD (compensation rate code)
- EARNINGS_END_DT (earnings end date)
- GOAL_AMT (goal amount)
- GOAL_BAL (goal balance)
- HOURLY_RT (hourly rate)
- OTH_HRS (other hours)
- OTH_PAY (other pay)
- PAY_PERIOD1, PAY_PERIOD2, PAY_PERIOD3, PAY_PERIOD4, and PAY_PERIOD5 (pay periods 1-5)

Defining Trigger Values

Access the Retro Pay Trigger Values page (Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Trigger Values, Retro Pay Trigger Values).

Retro Pay Trigger Values

Retro Pay Trigger Value ID: KUJ

Record: JOB

EE Job History

Retro Pay Trigger Values

Find | View All First 1 of 1 Last

*Effective Date: 01/01/1980

*Effective Status: Active

*Description: US RetroPay Trigger Value Job

Short Description: US TrgV Jb

Retro Pay Trigger Fields

Find First 1-9 of 9 Last

*Field Name: COMPRATE

☐ Dependent on Field Value

*Field Name: COMP_FREQUENCY

☐ Dependent on Field Value

*Field Name: EMPL_STATUS

☒ Dependent on Field Value

Field Values

Customize | Find First 1-2 of 2 Last

Set ID	Character Value		
	A		+ -
	L		+ -

Retro Pay Trigger Values page: JOB record

Retro Pay Trigger Values

Retro Pay Trigger Value ID: KCA

Record: ADDL_PAY_DATA Additional Pay Detail

Retro Pay Trigger Values Find | View All First 1 of 1 Last

***Effective Date:** 01/01/1980  ***Effective Status:** Active   

***Description:** CN RetroPay Trigger Value ADDL

Short Description: CN TrgV ad

Retro Pay Trigger Fields

Find First 1-13 of 13 Last

*Earnings Code: 340  Shift OT @	☐ All Earnings Codes  
*Field Name: ADDL_PAY_SHIFT	☐ Dependent on Field Value
*Field Name: COMP_RATECD	☒ All Earnings Codes  
	☐ Dependent on Field Value
*Field Name: EARNINGS_END_DT	☒ All Earnings Codes  
	☐ Dependent on Field Value

Retro Pay Trigger Values page: ADDL_PAY_DATA record

Retro Pay Trigger Value This ID identifies the set of retro pay trigger values when you associate it with a retro pay trigger program.

Record *JOB* and *ADDL_PAY_DATA* are the only supported records for trigger values.

Retro Pay Trigger Fields

Field Name Select one of the fields that the system is monitoring for changes. These are the fields that appear on the Retro Pay Monitored Fields page for the selected record. When you select a value, the Field Name field immediately becomes read-only. To change the value, you must delete the row and add a new one.

Earnings Code and All Earnings Codes

Note. These fields appear only for the ADDL_PAY_DATA record.

Use these fields to choose which additional pay earnings codes produce retro requests when the selected field changes.

To create retro requests for all retro-eligible earnings codes, select the All Earnings Codes check box. The system hides the Earnings Code field when the check box is selected.

To create retro requests for a single earnings code, deselect the check box and enter a value in the Earnings Code field.

To create retro requests for some, but not all, earnings codes, you can create multiple rows of data for the same field and enter different earnings codes for each row.

Earnings code processing relies on the use of certain delivered codes that populate the Earnings Code field when you do not explicitly select a code. For JOB fields, the system uses the \$NA (not applicable) earnings code, and for ADDL_PAY_DATA fields that affect all earnings codes, the system uses the \$AC (all codes) earnings code. Therefore, it is critical that you do not modify, remove, or inactivate these two delivered earnings codes.

Dependent on Field Value

To create a retro request for any change to the selected field, leave this check box deselected.

To create a retro request only when the field changes to one or more specific values, select this check box and enter the values in the Field Values grid that appears.

Field Values

Set ID

If the selected field is setID-controlled, you must enter a setID before you can select specific values.

If the selected field is not setID-controlled, this field is not enterable

<Field Type> Value

Enter the values that create retro requests. For example, in the JOB record, you might create retro requests for certain employee status changes to *Active* or *Leave of Absence*, but not when it changes to any other value.

Depending on the field type, the label for the field value column is Character Value, Numeric Value, or Date Value.

Defining Retro Pay Trigger Programs

Access the Retro Pay Trigger Program page (Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Trigger Program, Retro Pay Trigger Program).

Retro Pay Trigger Program

Retro Pay Trigger Program ID: KC1

Retro Pay Trigger Program

Find | View All First 1 of 1 Last

Effective Date:

01/01/1980

*Effective Status:

Active

*Description:

CAN RetroPay Trigger Program

Short Description:

CAN TrgPrg

Retro Pay Trigger Records

Find First 1-2 of 2 Last

*Record Name:

ADDL_PAY_DATA

Additional Pay Detail

*Trigger Level:

Field

Retro Pay Trigger Value ID:

KCA

CN RetroPay Trigger Value ADDL

*Record Name:

JOB

EE Job History

*Trigger Level:

Field

Retro Pay Trigger Value ID:

KCJ

CN RetroPay Trigger Value Job

Retro Pay Trigger Program page

Retro Pay Trigger Program ID

This ID identifies the retro pay trigger program when you associate it with a pay group.

Retro Pay Trigger Records

Record Name

Create rows for the *JOB* record and the *ADDL_PAY_DATA* record. These are the only records that support retro pay triggers.

Trigger Level and Retro Pay Trigger Value ID

Select *Field* as the trigger level. Selecting *Field* makes the Retro Pay Trigger Value ID field appear so that you can select the retro pay trigger value ID that identifies those specific field changes.

Note. Do not select *Record*. Triggering retro pay based on record-level changes (a new row, or changes to any field) is not currently supported.

Defining Retro Pay Cancellation Reasons

Access the Retro Pay Cancellation Reason page (Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Cancellation Reason, Retro Pay Cancellation Reason).

Retro Pay Cancellation Reason

Retro Cancellation Reason: ER

Retro Cancellation Reason Information		Find View All	First	1 of 1	Last
*Effective Date:	01/01/1980	Effective Status:	Active	+	-
*Description:	Created in Error				
*Short Description:	Error				

Retro Pay Cancellation Reason page

Note. All fields are read-only when you view the SC (system generated cancellation), UC (cancelled by user), and ZR (zero retro - \$0.00 to be paid) cancellation reasons.

Reviewing and Modifying Payroll Messages

To set up payroll messages, use the Pay Message Table component (PAY_MESSAGE_TABLE).

This section provides an overview of payroll messages and discusses how to add and modify payroll messages.

Understanding Payroll Messages

The Pay Message table identifies all the error messages that can occur during the batch payroll processes. Each error message has a message ID number and a complete description. PeopleSoft maintains this table.

If you modify the system and your changes include new error messages, you can add new error message codes and text. When you add a new message code, use a number greater than 90,000 to avoid conflict with message codes that are provided by PeopleSoft. You can also modify the error message descriptions to include procedures unique to your environment. For example, you might add:

Call Pat Jones at extension 23, and ask her to run the Pay Calculation process in Final mode.

You can also specify how to proceed when the system encounters each error.

Page Used to Review and Modify Payroll Messages

Page Name	Definition Name	Navigation	Usage
Pay Message Table	PAY_MESSAGE_TABLE	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Message Table, Pay Message Table	Add new error messages, modify message descriptions, and specify nonfatal system messages to bypass during pay calculation.

Adding and Modifying Payroll Messages

Access the Pay Message Table page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Message Table, Pay Message Table).

Pay Message Table

Message ID: 000001
Description: Too Many Earnings Types
Description: The maximum number of earnings types (displayed below) that can be used on a single check, has been exceeded.

Continue With This Error
***Continue With This Error:** No
Maximum Errors:

Distribute With This Error
☐ **Distribute With This Error**

Pay Message Table page

Continue With This Error

Specify how to proceed when the system encounters this error that would otherwise cause the payroll process to stop:

Yes: Select this value to continue with payroll processing after encountering this error. The Maximum Errors field becomes available for entry.

No: Select this value to stop payroll processing after encountering this error.

System: This value appears for errors for which you cannot select a Continue With This Error value. The entire Continue With This Error group box becomes unavailable for entry.

Maximum Errors Enter a numerical value to limit the number of times the system bypasses the error message within a run ID.

Note. When the number of occurrences of the message equals this value, the system bypasses none of the errors. You must correct the errors before continuing the payroll process.

Distribute With This Error Select this check box to let the Actuals Distribution COBOL SQL process (PSPPFUND) continue when it encounters this error.

See Also

Chapter 6, "Setting Up the Payroll Process," *Setting Up Continue with Errors Processing*, page 186

Handling Employees with Multiple Jobs in the Same Organization

This section provides an overview of multiple job considerations and discusses how to:

- Issue a single check.
- Set up direct deposit for paychecks.
- Take general deductions.
- Set up deduction subsets.
- Set up union dues deductions.
- Set up multiple benefits programs.
- Set limits for general deductions and benefits deductions.

Note. The content of this section is only part of what you must know about multiple jobs. Other relevant information appears in the *PeopleSoft Application Fundamentals PeopleBook*.

See Also

PeopleSoft Application Fundamentals for HRMS PeopleBook

Understanding Multiple Job Considerations

In many medical, academic, and industrial settings, employees hold more than one job in the same organization. A professor might double as a dean or a doctor as a professor of medicine. Following are some of the considerations to keep in mind when employees hold more than one job in the same organization.

(USA) FLSA Overtime Requirements for Multiple Jobs

The Fair Labor Standards Act (FLSA) of 1937 requires that you pay overtime to nonexempt employees who work more than 40 hours in a week. When an employee has multiple nonexempt jobs in the same organization, Payroll for North America applies the overtime rule to the total hours for all jobs with the same FLSA period.

For example, suppose an employee has two nonexempt jobs:

- Data entry clerk for 22.5 hours.
- Receptionist for 20 hours.

The system adds together the hours and pays overtime for 2.5 hours at the FLSA rate.

Note. Payroll for North America does not calculate a blended FLSA rate for employees working in multiple companies, because each job would have its own FLSA rate.

(USA) FICA Status Indicator

An employee who holds multiple jobs might be exempt from the Federal Insurance Contributions Act (FICA) in one job, while eligible for FICA in another job. Designate the FICA status of each job on the Job Data - Payroll page in the Job Data component (JOB_DATA).

Tax Calculations

If an employee has multiple jobs with different pay frequencies (weekly, biweekly, and monthly), Payroll for North America calculates the taxes for each job separately, based on the pay frequency. This ensures that you tax an employee's earnings according to the appropriate tax bracket.

Off-Cycle Pay Run

When processing an off-cycle payroll using the right-hand side of the run control page (Off-Cycle group box), do not include multiple-job employees in the same calculation as the single-job employees. You must process the two separately.

Issuing a Single Check

Payroll for North America can issue a single check that covers all of an employee's FLSA calculations, taxes, benefits, and general deductions for multiple jobs in the same organization.

To issue a single check:

1. Select the Single Chk for Multiple Jobs (single check for multiple jobs) option on the Company - Default Settings page.

2. Designate a primary pay group for the employee on the Payroll Options 2 page.

The primary pay group identifies which pay group the system uses when creating consolidated paysheets. It also determines whether the system should take general deductions for a pay period.

PeopleSoft recommends that you select the pay group in which the payee is paid most often. If you do not select a primary pay group, the system uses the pay group that is associated with the first job into which you hired the employee.

When you run the Create Paysheet process, the system combines the paysheets for all jobs into the paysheet for the primary pay group. When you view the individual paysheets online, they appear as OK to Pay, signifying that they are paid through the consolidated paysheet. The system combines paysheets only when they have the same period end date, FLSA period definition, FLSA calendar ID, FLSA salaried hours used (if subject to FLSA rules), and payroll cycle (on-cycle or off-cycle). The pay frequencies of the paysheets do not have to be the same.

A simple rule of thumb is that all calculations need to be completed on all outstanding paysheets prior to the confirm. If an employee has outstanding paysheets in pay group X and Y, all of his paysheets need to be calculated before any of those pay groups can be confirmed. The single check will be created under the employee's primary pay group.

To change paysheets after running the Create Paysheet process:

1. Enter changes on the individual paysheets (you can't see the collective paysheet).
2. Run the Create Paysheet process again.

Setting Up Direct Deposit for Paychecks

Regardless of how many jobs an employee has, create only one set of direct deposit instructions on the Request Direct Deposit page.

Taking General Deductions

How you take general deductions is influenced by whether you select the Single Chk for Multiple Jobs option on the Company - Default Settings page.

When the Single Check Feature is Enabled

The following describes processing when you select the Single Chk for Multiple Jobs option:

- The system takes general deductions based on earnings from the total earnings that it calculates for all jobs paid in the same check.

- The system always takes general deductions that are scheduled for the current period when paying the job in the primary pay group.

To have the system take a deduction every time it issues a check for the employee—even when not paying the employee's job in the primary pay group—select the Take on All Paygroups option on the Create General Deductions page. For example, suppose an employee has a weekly job and a biweekly job. The pay group for the weekly job is the primary pay group, because it is the one that the system pays most frequently. Normally, when the system pays the biweekly job, it also pays the weekly job, so it issues a single check. If the system processes the biweekly job at a different time than the weekly job, it takes the deduction only if the Take on all Paygroups check box is selected.

- The system automatically takes general deductions in the appropriate pay periods when an employee receives a single check for jobs that the system pays at different frequencies and deductions have different frequencies.

For example, suppose an employee receives a single check, which includes compensation for a semimonthly pay period and a monthly pay period. The system takes a United Way deduction only in the first pay period of each month. When the system issues a check for the second pay period (the check that covers both the second semimonthly period and the monthly period), the system does not take the United Way deduction.

- To override a deduction for an employee who has jobs in different pay groups (that is, to override the deduction schedule or change the amount), enter the override instructions for the primary pay group on the General Ded Code Override (general deduction code override) page.

The system ignores override instructions for the employee's other pay groups. To identify an employee's primary pay group, check the Payroll Options 2 page.

When the Single Check Feature is Not Enabled

If the Take on All Paygroups option is not selected on the Create General Deductions page, the system uses the Priority Number field on the Pay Group Table - Definition page to determine whether to take a general deduction. It takes the deduction only when processing the job in the pay group with the lowest priority number.

Setting Up Deduction Subsets

For employees who receive additional pay:

1. Select a deduction subset on the Create Additional Pay page.
2. Request that the system issue a separate check using the Sep Chk # (separate check number) field on the Create Additional Pay page.

The deduction subset overrides other deduction instructions elsewhere in the system.

If you do not request a separate check, the system ignores the deduction subset and follows the deduction instructions from the calendar, the employee's Job record, or payroll data.

If an employee has multiple Additional Pay records with the same separate check indicator, select the same deduction subset for each record. If you select different subsets, the system applies the deduction subset that is associated with the last Additional Pay record that it processes.

Use deduction subsets to process only a selected set of deductions for a pay run. For example, for a bonus run, you might deduct only one or two of the deductions that you process during the regular monthly pay run.

Select a deduction subset on any of the following pages:

- Pay Calendar Table
- Payroll Options 2
- Additional Pay

When you select subsets on more than one page, the system uses a hierarchy to determine which deductions to process. If you pay an employee for multiple jobs, the system also considers the employee's primary pay group and primary job when making this determination.

See the following scenarios and examples of the processing rules that apply. If you do not use the single check option, the term primary pay group used in the scenarios refers to the pay group for the job that the system is processing.

Scenario 1: Deduction Subset on Calendars

The system processes:

- General deductions in the subset attached to the calendar for the primary pay group.
- Benefit deductions in the subset attached to the calendar associated with the primary job.

Scenario 2: Deduction Subset on Calendars and the Override Benefits Deductions Page

The system processes:

- General deductions included in the subset attached to the calendar for the primary pay group.
- Benefit deductions included in the subset selected on the Override Benefits Deductions page.

Scenario 3: Deduction Subset on Calendars and the Payroll Options 2 Page

The system processes:

- General deductions in the subset on the Payroll Options 2 page.
- Benefit deductions in the subset specified on calendar for the primary job.

Scenario 4: Deduction Subset on Calendars and Override Benefits Deductions Page and Payroll Options 2 Page

The system processes:

- General deductions in the subset on the Payroll Options 2 page.
- Benefit deductions in the subset on the employee's Override Benefits Deductions page.

The system ignores the subsets on the calendars because employee-level instructions take precedence.

Example

This table displays the five deduction subsets for the example. All of these deductions have been assigned to the employee on the Create General Deductions page and Assign to Benefit Program page.

Note the following:

- (B) indicates a benefit deduction.
- (G) indicates a general deduction.

The following table indicates where the deduction subset is selected:

<i>Additional Pay</i>	<i>Calendar for Primary Pay Group</i>	<i>Job (Benefits Ded Proc Override page)</i>	<i>Calendar (not primary pay group)</i>	<i>Payroll Data</i>
None	401K (B) GARN (G)	FSA-H (B) Bond (G)	FSA-D (B) MISC (G)	401K (B) Garn (G) Bond (G) Charity (G)

This table displays the deductions taken in the following scenarios:

- Scenario 1: Subset defined on calendars.
- Scenario 2: Subset defined on calendars *and* Job data.
- Scenario 3: Subset defined on calendars *and* Payroll Options 2.
- Scenario 4: Subset defined on calendars *and* Job Data *and* Payroll Options 2.

<i>Scenario and Deductions Processed</i>	<i>401(k)</i>	<i>FSA-H</i>	<i>FSA-D</i>	<i>Garn</i>	<i>Bond</i>	<i>Charity</i>
Scenario 1						
Primary job in primary pay group	X			X		
Primary job <i>not</i> in primary pay group			X	X		
Scenario 2						

Scenario and Deductions Processed	401(k)	FSA-H	FSA-D	Garn	Bond	Charity
Primary job in primary pay group		X		X		
Primary job <i>not</i> in primary pay group		X		X		
Scenario 3						
Primary job in primary pay group	X			X	X	X
Primary job <i>not</i> in primary pay group			X	X	X	X
Scenario 4						
Primary job in primary pay group		X		X	X	X
Primary job <i>not</i> in primary pay group		X		X	X	X

Setting Up Union Dues Deductions

Set up union dues as general deductions. The system takes these deductions only when paying a job that is affiliated with the union code. Therefore, if an employee is a member of a union, but one job does not qualify for union membership, the system does not take dues for that job.

If the system calculates union dues as a percentage of earnings, PeopleSoft recommends that you:

1. Assign a unique earnings code to each job that is associated with the union.
2. Create a special accumulator to track the total earnings for jobs with that earnings code.

Consequently, when calculating the union dues, the system considers only the earnings from jobs enrolled in the corresponding union.

Setting Up Multiple Benefits Programs

If an employee has multiple jobs that are covered by different benefits programs, and you select the Single Chk for Multiple Jobs option on the Company - Default Settings page, the system breaks down all benefits deductions by benefit record number during processing and stores the balances by benefit record number. For example, if an employee has two jobs that are covered by two separate benefits programs, and both programs include a 401(k) deduction or a Registered Pension Plan deduction for Canada, the system calculates two deductions and displays both on the paychecks.

Setting Limits for General Deductions and Benefits Deductions

Employees can have different deduction limits for different jobs. When an employee has multiple jobs with multiple benefit programs (Ben_Rcd#s), and each program has the same deduction, the system adjusts each current goal balance (from the Benefits Program Table page) by the appropriate amount. Because you assign a general deduction at the company level, you can have only a single limit per company for those deductions.

For example, suppose an employee's two jobs are covered by different benefit programs, each with an individual retirement account deduction. The deductions are as follows:

<i>Empl_Rcd#</i>	<i>Ben_Rcd#</i>	<i>Contribution Amount (% of gross)</i>	<i>Goal Balance</i>
0	0	5%	1000 USD
1	1	2%	500 USD

The system issues a check that includes:

- 500 USD gross pay for Empl_Rcd#0, Ben_Rcd#0.
- 1000 USD gross pay for Empl_Rcd#1, Ben_Rcd#1.

The total deduction amount is $(500 \text{ USD} \times 5\%) + (1000 \text{ USD} \times 2\%) = 45 \text{ USD}$. The current goal balance for Ben_Rcd#0 increases by 25 USD and the current goal balance for Ben_Rcd#1 increases by 20 USD.

Chapter 7

Setting Up Garnishments

This chapter discusses how to:

- Set up a garnishment deduction.
- Define disposable earnings for garnishments.
- Set up garnishment rules.
- (USA) Maintain garnishment proration rules.

See Also

[Chapter 12, "Administering Garnishments," page 407](#)

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Vendors"

Setting up a Garnishment Deduction

This section discusses how to:

- Set up the Deduction table for garnishment deductions.
- Set up the General Deduction table for garnishment deductions.

Setting Up the Deduction Table for Garnishment Deductions

To define deduction information for garnishments:

1. Specify a garnishment deduction priority on the Deduction Table - Setup page.
 - a. Enter a number that is large enough to enable the system to deduct taxes and required deductions before it attempts to deduct garnishments in the Deduction Priority field.
 - b. Select *Garnishment* in the Special Processing field.

This deduction code becomes the default garnishment deduction code.

Arrears do not apply to garnishment deductions. Instead, establish a proration rule.

Note. (CAN) For Canada, there is no default garnishment deduction code because you can define multiple before-tax and after-tax deduction codes to process garnishments. In addition, proration rules don't apply for Canada.

2. Assign a garnishment deduction classification on the Deduction Table - Tax Class page.
 - a. For the U.S., select *After-Tax* as the deduction classification. For Canada, select *Before-Tax* or *After-Tax*.

For example, a Canadian child support garnishment might be a before-tax garnishment.

- b. Select *None* as the Canadian sales tax.
3. Specify how the garnishment affects taxable grosses on the Deduction Table - Tax Effect page.

- For U.S. companies, garnishments have no effect on taxable grosses.
- For Canadian companies: after-tax garnishments have no effect on taxable grosses; before-tax garnishments do affect taxable grosses.

4. Specify how the system deducts the garnishment from pay on the Deduction Table - Process page.

- a. Don't select the Partial Deduction Allowed check box.
- b. Select the Deductions Taken From Sep Chk (deductions taken from separate check) check box for U.S., Canada, and U.S. federal government.
- c. Don't select the Deduction Arrears Allowed or Stop Deduction at Termination check boxes.
(For Canadian processing, this would be the recommended setup).
- d. The Maximum Yearly Deduction field should be left blank.

Define the garnishment limit on the Garnishment Specification Data page when setting up an employee's garnishment.

Note. Don't specify garnishment withholding frequencies on the Schedule page in the Deduction Table component (DEDUCTION_TABLE). Define the withholding frequency for garnishment deductions at the employee level on the Garnishment Specification Data page.

See Also

[Chapter 5, "Defining Deductions," page 125](#)

[Chapter 7, "Setting Up Garnishments," \(USA\) Maintaining Garnishment Proration Rules, page 252](#)

Setting Up the General Deduction Table for Garnishment Deductions

To establish a garnishment deduction, select *Flat Amount* as the deduction calculation routine on the General Deduction Table page. The system automatically calculates the amount based on the employee's Garnishment Specification records, and deducts the appropriate amount, depending on the garnishment rules.

See Also

[Chapter 5, "Defining Deductions," Defining General Deductions, page 153](#)

Defining Disposable Earnings for Garnishments

To define disposable earnings for garnishments, use the Disposable Earnings Defn (GARNISH_DE_DEFN) and Disposable Earnings Defn CAN (GARNISH_DE_DEFN_CN) components.

This section provides an overview of disposable earnings for garnishments and discusses how to:

- (USA) Review and update U.S. disposable earnings definitions.
- (CAN) Review and update Canadian disposable earnings definitions.

Understanding Disposable Earnings for Garnishments

Disposable earnings are the earnings subject to garnishment. What constitutes disposable earnings varies according to the governing jurisdiction (that is, federal, state, provincial, or local authority). For example, a disposable earnings definition might specify the calculation of an employee's gross earnings minus all federal and state taxes and health insurance premiums.

Note. Use the calculation formula to define which taxes subtract from the disposable earnings.

See [Chapter 7, "Setting Up Garnishments," Setting Up Garnishment Rules, page 241.](#)

PeopleSoft maintains and delivers the standard federal and state disposable earnings definitions with Payroll for North America.

Important! The PeopleSoft-maintained garnishment disposable earnings definitions are complete as delivered except for deductions to include or exclude when determining the disposable earnings subject to garnishment. During the implementation process, enter the deductions pertaining to specific disposable earnings definitions.

Note. Courts and other authorized jurisdictions frequently issue garnishment orders defining disposable earnings definitions that are different from standard definitions. In such a case, use the Disposable Earnings Definition page to establish a record of the court's individual definition. You are responsible for maintaining these records.

(USA) U.S. Federal Tax Levies

For U.S. federal tax levies, the Internal Revenue Service defines disposable earnings as gross earnings minus voluntary and involuntary deductions in existence when the employer receives the garnishment order. Therefore, you can apply only involuntary increases in those existing deductions to the disposable earnings calculation for garnishments of this type.

PeopleSoft provides FEDTAXLEVY as the DE definition ID for federal tax levies and for state tax levies for which the same rules apply.

Note. For the DE definition ID FEDTAXLEVY, use the Deductions Reducing DE (deductions reducing disposable earnings) group box to identify only those deductions that you cannot apply to the disposable earnings calculation.

(CAN) Canadian Federal Disposable Earnings Definitions

PeopleSoft provides and maintains two Canadian federal disposable earnings definitions:

- *FEDERALCAN*: Includes taxable benefits and subtracts statutory deductions (that is, income tax, Canada and/or Quebec Pension Plan [CPP/QPP], and Employment Insurance [EI]).
- *FEDCANEXBN*: Excludes taxable benefits and subtracts statutory deductions (that is, income tax, CPP/QPP, and EI).

Pages Used to Define Disposable Earnings for Garnishments

Page Name	Definition Name	Navigation	Usage
Disposable Earnings Definition	GARNISH_DE_DEFN	- Set Up HRMS, Product Related, Payroll for North America, Garnishments, Disposable Earnings Defn, Disposable Earnings Definition - Set Up HRMS, Product Related, Payroll for North America, Garnishments, Disposable Earnings Defn CAN, Disposable Earnings Definition	Review and update disposable earnings definitions.

Page Name	Definition Name	Navigation	Usage
Load Deductions to Reduce DE (load deductions to reduce earnings definition)	GARN_DE_SEC	Click Load Deductions on the Disposable Earnings Definition page.	Load deductions into the Disposable Earnings Definition page by plan type, or by plan type and benefit plan.
Disposable Earnings Defn Rpt (disposable earnings definition report)	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Garnishment Table Reports, Disposable Earnings Definition, Disposable Earnings Defn Rpt	Generate PAY716 that lists information from the Disposable Earnings Definition table, where you define disposable earnings that are subject to garnishment and garnishment exemption parameters.

Reviewing and Updating Disposable Earnings Definitions

Access the Disposable Earnings Definition page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, Disposable Earnings Defn CAN, Disposable Earnings Definition).

Disposable Earnings Definition

DE Definition ID: FEDCANEXBN

Disposable Earnings Definition Find | View All | First 1 of 1 Last

*Effective Date: 01/01/1980 31 *Status: Active + -

*Maintenance Responsibility: PeopleSoft ▼

*Description: Canadian Federal Definition

Definition: Exclude taxable benefits in DE taxes calculation. 🔗

Adjustment to Gross

☒ Statutory Deductions *Taxable Benefits: Exclude ▼

Deductions Reducing DE

Load Deductions

Deductions Details Customize | Find | View All | First 1 of 1 Last

*Plan Type	Benefit Plan	Description	*Deduction Code	Description	*Deduction Class		
General Deduction ▼			CUNION 🔍	Union Dues	Before-Tax ▼	+	-

Disposable Earnings Definition page

DE Definition ID
(disposable earnings
definition ID)

This ID links the garnishment disposable earnings definition to the applicable Garnishment Rules table.

(CAN) Adjustment to Gross

The fields in this group box appear on the page only for Canadian users. They are for information only.

Deductions Reducing DE

Some court orders require that you subtract deductions from the employee's gross pay to arrive at disposable earnings. Use this group box to enter deductions to use when calculating disposable earnings.

Note. During the implementation process, enter the deductions to reduce the disposable earnings subject to garnishment.

Load Deductions	Click to access the Load Deductions to Reduce DE page, where you can load deductions into the Deductions Details grid by plan type, or by plan type and benefit plan. Note. You cannot use this option to load general deductions. You must enter general deductions into the Deduction Details grid manually.
Deductions Details	You can manually enter deductions using the editable fields in this grid. General deductions must be manually entered. If you load deductions using the Load Deductions option, the system replaces the existing deductions having the same selection criteria. After loading deductions using the Load Deductions button, you can delete any of the loaded deductions that are not appropriate. You can also add additional deductions manually or by using the Load Deductions option again. Note. After loading and editing the deductions, you must save the page.

Loading Deductions to Reduce DE

Access the Load Deductions to Reduce DE page (click Load Deductions on the Disposable Earnings Definition page).

Load Deductions to Reduce DE

Plan Type:

Benefit Plan:

OK

Clear

Cancel

Load Deductions to Reduce DE page

To load deductions:

1. Select a plan type or combination of plan type and benefit plan.

The system selects all deductions in the plan type or benefit plan that:

- Are active as of the effective date of the DE definition.
 - Have deduction classification *After Tax* or *Before Tax*.
2. Click OK to load deductions that meet the criteria into the Garnishments DE Deduction table (GARN_DE_DED) and into the grid on the Disposable Earnings Definition page, where you can further edit the list.
 3. Click the Load Deductions option on the Disposable Earnings Definition page to return to this page to select and load deductions from additional plan types or benefit plans.

Setting Up Garnishment Rules

To set up garnishment rules, use the Garnishment Rules Table (GARNISH_RULE_TBL) and Garnishment Rules Table CAN (GARN_RULE_TBL_CN) components.

This section provides overviews of garnishment formulas and reuse of formulas for the U.S. and discusses how to:

- Identify garnishment rules.
- Specify adjustments to disposable earnings.
- (USA) Enter exemption amounts.
- (CAN) Enter exemption amounts.
- Define calculation formulas.
- Clone an existing garnishment rule.

Note. Payroll for North America provides garnishment rules for the majority of federal, state, provincial, and local garnishment requirements.

Understanding Garnishment Formulas

Define calculation formulas on the Garnishment Rules Table - Calculation Formula page.

This section discusses:

- (CAN) Sample calculation formula.
- (USA) Sample calculation formula.

(CAN) Sample Calculation Formula

This example illustrates how to define the formula for a Canadian garnishment rule (BC garnishment law source and GEN/DEP rule ID):

Step	Calculation Type	Formula
Step 1	DE for Rule (disposable earnings)	earnings subject to garnishment – statutory deductions = result of step 1
Step 2	DE for Rule (disposable earnings)	result of step one – selected deductions = result of step 2 This is the total disposable earnings.
Step 3	Exemption	result of step two × exempt percent = result of step 3 Note. The system performs the minimum and maximum check if appropriate to arrive at the total exemption amount.
Step 4	Amount available for garnishment	result of step two – result of step three = amount available for garnishment.

(USA) Sample Calculation Formula

This example illustrates how to define the formula for a simple U.S. garnishment rule:

Step	Calculation Type	Formula
Step 1	DE for Rule (disposable earnings)	earnings subject to garnishment – federal taxes = result of step 1
Step 2	DE for Rule (disposable earnings)	result of step one – state taxes = result of step 2
Step 3	DE for Rule (disposable earnings)	result of step two – local taxes = result of step 3
Step 4	DE for Rule (disposable earnings)	result of step 3 – selected employee deductions = result of step 4 This is the total disposable earnings amount.
Step 5	Exemption	result of step 4 × exempt percent 1 = result of step 5
Step 6	Amount available for garnishment	result of step 4 – result of step 5 = amount available for garnishment

(USA) Understanding Calculation Formula Referencing

On the Calculation Formula page, you can define a U.S. garnishment rule for a law source and rule ID by using (referencing) the same calculation formula as another law source and rule ID already defined in the system. This option is particularly useful if both rules use the same types of exemption variables but those variables do not have the same values.

To reference the calculation formula of another rule, select the Use Calculation Formula From Another Garnishment Rule option and enter the law source, rule ID, and effective date of the rule that you want to reference. The referenced rule must have a self-contained calculation formula that does not reference another rule. The system stores the identification of the referenced rule rather than the formula steps.

Note. You must ensure that the exemption variables that you define for the garnishment rule are also used in the rule that you reference. If you define any variables for the rule that are not also in the referenced rule, the system ignores the unused variables during calculation. The values of the exemption variables can differ in the two rules.

Changing a Referenced Rule

When you change a rule that is referenced by other rules, you must determine the impact on the rules that reference it.

For example, if you change rule 1 with a new effective date, you must decide whether those changes also apply to rule 2, which references rule 1.

- If the changes in rule 1 do not apply to rule 2, then you can continue to reference the earlier effective dated row of rule 1 for the calculation of rule 2.
- If (now or at some later time) the changes in rule 1 do apply to rule 2, then you must create a new effective-dated row for rule 2 and reference the new effective date of rule 1 on the Calculation Formulas page.

Note. The new effective date of rule 2 does not have to match the new effective date of rule 1. The system uses the effective date of rule 1 that appears on the Calculation Formula page for the rule 2 effective date being processed.

Listing Rule References

The third section of the Garnishment Rule Table U.S. SQR report (PAY715) lists each rule that is referenced in other rules along with all the rules that reference it. This section lists the state, rule ID, description, and effective date for each referenced and referencing rule.

The first two sections of the report list the following for each rule by state:

- Section 1: Rule details and exemption variables.
- Section 2: Formula details.

Pages Used to Define Garnishment Rules

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Garnishment Rules Table - Description	GARNISH_RULE_TBL1	- Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table, Description - Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table CAN, Description	View or enter identifying and descriptive information for a garnishment rule.
Garnishment Rules Table - Earnings	GARNISH_RULE_TBL2	- Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table, Earnings - Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table CAN, Earnings	Override the Subject to Garnishment specification on the Earnings table for selected earnings codes.
Exemption Variables	GARNISH_RULE_TBL3	Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table, Exemption Variables	(USA) View or enter amounts for exemption variables to be used in the calculation formula for the rule.
Exemption Variables	GARN_RULE_TBL3_CN	Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table CAN, Exemption Variables	(CAN) View or enter amounts for exemption variables to be used in the calculation formula for the rule.
Calculation Formula	GARNISH_RULE_TBL4	- Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table, Calculation Formula - Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table CAN, Calculation Formula	Create step-by-step formulas for calculating garnishments or the amount available for garnishment.

Page Name	Definition Name	Navigation	Usage
Clone Garnishment Rules	RUNCTL_GARNCLONE	Set Up HRMS, Product Related, Payroll for North America, Garnishments, Clone Rules	Clone an existing garnishment rule using the Rules Clone Utility Application Engine process (GARN_CLONE). Copy all data from an existing garnishment rule to create another rule identified with a different combination of law source, and rule ID. Rules created in this way are customer-maintained rules.
Garnishment Rules Report	PRCSRUNCNTL	- Set Up HRMS, Product Related, Payroll for North America, Garnishment Table Reports, Garnishment Rules, Garnishment Rules Report - Set Up HRMS, Product Related, Payroll for North America, Garnishment Table Reports, Garnishment Rules CAN, Garnishment Rules Report	(USA) Generate the Garnishment Rules (U.S.) report (PAY715), which lists the contents of the Garnishment Rule table by state. (CAN) Generate the Garnishment Rules (CAN) report (PAY715CN), which lists the contents of the Garnishment Rule table by province and territory.

Identifying Garnishment Rules

Access the Garnishment Rules Table-Description page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table, Description).

Description	Earnings	Exemption Variables	Calculation Formula
Law Source: \$U Federal		Rule ID: LEVY/B	
Garnishment Rule Details Find View All First 1 of 1 Last			
*Effective Date:	01/01/2009	*Status:	Active
*Maintenance Responsibility:	PeopleSoft		
*Description:	Tax Levy/Mar File Separate		
Text of Rule:	Applies to federal tax levy where employee's federal tax filing status is 'Married Filing Separate'		

Garnishment Rules Table-Description page

Garnish Law Source The particular jurisdictional entity for the garnishment.

Rule ID The unique rule ID that identifies a garnishment rule.

The rule ID along with the garnish law source links the garnishment rule specifications to the garnishment specification data for an individual employee.

Note. (CAN) You can use any rule if it applies to a garnishment situation, regardless of the original province designation. The ZZ value identifies federally related orders.

Maintenance Responsibility In addition to the PeopleSoft-maintained garnishment rules, you can set up your own garnishment rules to handle any exceptions to the delivered rules.

Customer: This value indicates that it is your responsibility to maintain rules that you have revised, cloned, or defined.

Specifying Adjustments to Disposable Earnings

Access the Garnishment Rules Table - Earnings page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table, Earnings).

Description	Earnings	Exemption Variables	Calculation Formula
Law Source: \$U Federal		Rule ID: LEVY/B	
Garnishment Rule Details Find View All First 1 of 1 Last			
Description: Tax Levy/Mar File Separate		Status: Active	
Effective Date: 01/01/2009			
Earnings Code Inclusions/Exclusions Customize Find View All First 1 of 1 Last			
*Earnings Code	Description	*Include or Exclude Selection	
		Exclude	+ -

Garnishment Rules Table - Earnings page

Earnings Code Inclusions/Exclusions

Earnings Code Select an earnings code to override its Subject to Garnishment specification on the Earnings Table - Taxes page.

Include or Exclude Selection Select *Include* or *Exclude* to reverse the effect of the Subject to Garnishment setting on the Earnings Table - Taxes page for this earnings code and garnishment rule.

(USA) Entering Exemption Amounts

Access the Exemption Variables page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table, Exemption Variables).

Description	Earnings	Exemption Variables	Calculation Formula
Law Source: \$U Federal		Rule ID: LEVY/B	
Garnishment Rule Details Find View All First 1 of 1 Last			
Description: Tax Levy/Mar File Separate			
Effective Date: 01/01/2009		Status: Active	
Exemption Variables			
Exemption Percent 1:		Exemption Percent 2:	
Exemption Percent 3:		Exemption Percent 4:	
Exemption Amount 1:	\$475.00	Exemption Amount 2:	
Exemption Amount 3:			
Exemption Hours 1:		Exemption Hours 2:	
Dependents Excluded:		Exemption Amount Per Dependent:	\$304.17
Minimum Exemption:		Maximum Exemption:	
Exemption Amount Per Allowance:		*Amount Frequency:	Monthly

Exemption Variables page

Exemption Variables

View or enter values for the variables that you need in the calculation formula for this rule.

Dependents Excluded Specify the number of dependents to exclude before applying the exempt amount per dependent. For example, for an exemption of 30 USD per dependent when an employee has more than two dependents, enter 2 in this field, and enter 30 in the Exempt Amount Per Dependent field.

Minimum Exemption and Maximum Exemption If you enter values for these options and specify the *Min/Max Check* condition for a step in the calculation formula, the system compares the calculation results for the step to the minimum and maximum exemption amounts that you enter here. If the amount is less than the minimum, the system uses the minimum. If the amount is greater than the maximum, the system uses the maximum.

Amount Frequency

Select the frequency that applies to the exemption variable amounts for this garnishment rule. The default frequency is Monthly.

Note. If your selections on this page do not match the pay group pay frequency, the system automatically performs a conversion.

(CAN) Entering Exemption Amounts

Access the Exemption Variables page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table CAN, Exemption Variables).

The screenshot displays the 'Exemption Variables' page for a garnishment rule. At the top, there are tabs for 'Description', 'Earnings', 'Exemption Variables' (which is active), and 'Calculation Formula'. Below the tabs, the 'Law Source' is set to 'BC' (British Columbia) and the 'Rule ID' is 'GEN/DEP'. The 'Garnishment Rule Details' section shows the 'Description' as 'General - Dependents', the 'Effective Date' as '05/01/2000', and the 'Status' as 'Active'. The 'Exemption Variables' section contains several input fields: 'Exemption Percent' is set to '70.00', 'Exemption Amount' is empty, 'Minimum Exemption' is set to '\$200.00', 'Maximum Exemption' is empty, 'Dependents Excluded' is empty, 'Exemption Amount Per Dependent' is empty, and 'Exemption Amount Per Allowance' is empty. The 'Amount Frequency' section has three radio buttons: 'Daily', 'Weekly', and 'Monthly', with 'Monthly' selected.

Exemption Variables (CAN) page

Exemption Variables

View or enter values for the variables that you need in the calculation formula for this rule.

Dependents Excluded Specify the number of dependents to exclude before applying the exempt amount per dependent. For example, for an exemption of 30 CAD per dependent when an employee has more than two dependents, enter 2 in this field, and enter 30 in the Exempt Amount Per Dependent field.

Minimum Exemption and Maximum Exemption If you enter values for these options and specify the *Min/Max Check* condition for a step in the calculation formula, the system compares the calculation results for the step to the minimum and maximum exemption amounts that you enter here. If the amount is less than the minimum, the system uses the minimum. If the amount is greater than the maximum, the system uses the maximum.

Amount Frequency

Select the frequency that applies to the exemption variable amounts for this garnishment rule. The default frequency is Monthly.

Note. If your selections on this page do not match the pay group pay frequency, the system automatically performs a conversion.

Defining Calculation Formulas

Access the Calculation Formula page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, Rules Table, Calculation Formula).

DescriptionEarningsExemption VariablesCalculation Formula

Law Source:\$UFederalRule ID:LEVY/B

Garnishment Rule DetailsFind | View AllFirst1 of 19Last

Description:Tax Levy/Mar File SeparateEffective Date:01/01/2009Status:Active*DE Definition ID:FEDTAXLEVY☐ Use Calculation Formula From Another Garnishment Rule

Calculation FormulaFind | View AllFirst1 of 7Last

*Step:1

Calculation Type☒ DE for Rule☐ Exemption☐ Amt Available for Garnishment

*Condition:None

*Element 1:None- *Element 2:None

Calculation Formula page

DE Definition ID
(disposable earnings definition ID)

Select the disposable earnings definition that you want to use with this garnishment rule. It is important to select the correct DE definition ID.

Note. For Canadian garnishment processing, there are only two supported IDs (FEDERALCAN and FEDCANEXBN).

(USA) Referencing a Calculation Formula From Another Garnishment Rule

Use Calculation Formula From Another Garnishment Rule

To reference the calculation formula of another rule, select this option and enter the law source, rule ID, and effective date of the rule that you want to reference. The referenced rule must have a self-contained calculation formula that does not reference another rule. The system stores the identification of the referenced rule rather than the formula steps.

Law Source, Rule ID, and Effective Date

These options become visible on the page if you select Use Calculation Formula From Another Garnishment Rule. Identify the rule whose calculation formula you want to reference in this rule.

250

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See [Chapter 7, "Setting Up Garnishments," \(USA\) Understanding Calculation Formula Referencing, page 242](#).

Note. These fields are not visible on the page for Canada.

Calculation Formula

Use this group box to create a step-by-step formula for calculating the garnishment or the amount available for garnishment.

Note. (USA) If you select Use Calculation Formula From Another Garnishment Rule, the fields in this group box are unavailable for data entry.

Step	The step or sequence number in the calculation formula.
Calculation Type	Select the option that identifies what the formula step is calculating. Options are: DE for Rule (disposable earnings for rule), Exemption, or Amt Available for Garnishment (amount available for garnishment).
Condition	If necessary, specify how to handle the end result of a step. Options are: <i>If negative, set to zero, Greater of Elements 1 and 2, Lesser of Elements 1 and 2, Min/Max Check</i> (minimum and maximum check), and <i>None</i> .

See Also

[Chapter 7, "Setting Up Garnishments," Understanding Garnishment Formulas, page 241](#)

Cloning an Existing Garnishment Rule

Access the Clone Garnishment Rules page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, Clone Rules).

Clone Garnishment Rules

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

Current Garnishment Rule

*Law Source: California

*Rule ID: No Exemptions

*Effective Date:

New Garnishment Rule(s) [Customize](#) | [Find](#) | [View All](#) | | [First](#) | [1 of 1](#) | [Last](#)

*Law Source	*Rule ID	*Effective Date		
AL	ALNOEXEMPT	03/10/2006	+	-

Clone Garnishment Rules page

Current Garnishment Rule

Select the law source, rule ID, and effective date of the rule that you want to copy.

New Garnishment Rule(s)

For each new rule that you want to create based on the current rule, enter the law source, rule ID, and effective date.

You can clone one law source and rule ID combination into multiple combinations of law source and rule ID by adding rows and entering the identifiers.

Note. You must enter an effective date for each new rule that you create. You can enter the same effective date for multiple rules as long as the law source and rule ID combination is unique.

(USA) Maintaining Garnishment Proration Rules

To set up garnishment proration rules, use the Proration Rules Definition (GARN_PRORATE_DF) and State Proration Rules (GARN_PRORATE_RL) components

This section provides an overview of garnishment proration rules and discusses how to:

- View garnishment proration rules.
- View garnishment proration rules by state.

Note. (CAN) In Canada proration rules do not apply; courts and authorized agencies issue garnishment orders and determine proration requirements.

Understanding Garnishment Proration Rules

Because garnishments cannot go into arrears, some states require that employers prorate an employee's garnishments when there is insufficient monies available to cover all garnishments of the same type (for example, if an employee has two child support garnishments and not enough money to cover both of them).

In processing, the system uses the proration rule of the state from the Garnish Law Source field on the Garnishment Spec Data 6 page.

See Also

[Chapter 12, "Administering Garnishments," \(USA\) Applying Garnishment Rules, page 424](#)

Pages Used to Maintain Garnishment Proration Rules

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Proration Rules Definition	GARN_PRORATE_DF	Set Up HRMS, Product Related, Payroll for North America, Garnishments, Proration Rules Definition, Proration Rules Definition	View garnishment proration rules.
State Proration Rules	GARN_PRORATE_RL	Set Up HRMS, Product Related, Payroll for North America, Garnishments, State Proration Rules, State Proration Rules	View the applicable garnishment proration rules by state.
Garn Proration Rules Report (garnishment proration rules report)	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Garnishment Table Reports, Garnishment Proration Rules, Garn Proration Rules Report	Generate the Garnishment Proration Rules report (PAY720) that lists proration rules from the Garnishment Proration Rules table.

Viewing Garnishment Proration Rules

Access the Proration Rules Definition page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, Proration Rules Definition, Proration Rules Definition).

Proration Rules Definition	
*Proration Rule ID:	CBFRSP
Description:	First satisfies current child and/or dependent support orders. If possible, then satisfies current spousal support orders. If possible, then satisfies child and/or dependent support orders in arrears. Then if possible, satisfies spousal support orders in arrears. Each category is calculated in order using the percentage an order is of the total orders in its category. If funds are available after a category is calculated, the next category is calculated using the percentage which each order represents of the total amount originally calculated for that category.

Proration Rules Definition page

PeopleSoft maintains the Garnishment Proration Definition table with a proration rule ID and text for each rule used by states that permit proration of garnishments. If you make any changes or additions to this table, you become responsible for maintaining these records.

See Also

[Chapter 12, "Administering Garnishments," Entering Colorado Child and Spousal Support Orders, page 429](#)

[Chapter 12, "Administering Garnishments," Overriding Garnishment Proration and Specifying Pay Mode, page 428](#)

Viewing Garnishment Proration Rules by State

Access the State Proration Rules page (Set Up HRMS, Product Related, Payroll for North America, Garnishments, State Proration Rules, State Proration Rules).

State Proration Rules

Proration Rule State:	CA	California
Type of Garnishment:	S	SUPPORT

Garnishment Rule Details

Find | View All First 1 of 1 Last

Effective Date:

01/01/1980

*Proration Rule ID:

CBFRSP

Maintenance Responsibility:

PeopleSoft

*Description:

Definition:

First satisfies current child and/or dependent support orders. If possible, then satisfies current spousal support orders. If possible, then satisfies child and/or dependent support orders in arrears. Then if possible, satisfies spousal support orders in arrears.

State Proration Rules page

Effective Date	The system displays multiple rules for the same combination of proration rule state and type of garnishment in descending order of effective date.
Proration Rule ID	Identifies the proration rule from the Garnishment Proration Definition table.
Definition	Displays the text of the rule the payroll system follows when applying the proration rule. PeopleSoft maintains this information in the Garnishment Proration Definition table.

Establishing a General Ledger Account for Company Fees

When you remit a payment for an employee garnishment deduction via Accounts Payable, the amount paid will include only the garnishment amount and any payee fees. Any company fee, on the other hand, is retained to cover your administrative costs incurred in processing the garnishment.

To ensure that company fees are correctly processed, you must specify the General Ledger account for the company fees. Enter this information on the General Ledger Liability Accts page in the Company component.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Organization Foundation Tables," (Payroll for North America) Entering General Ledger Account Codes.

Chapter 8

(CAN) Setting Up Additional Canadian Payroll Functionality

This chapter discusses how to:

- Set up Canada Savings Bonds.
- Set up Canada Payroll Savings (CPS) plans.
- Set up Canadian low-interest loans.
- Set up group-term life insurance in Canada.

Setting Up Canada Savings Bonds

To set up Canada Savings Bonds, use the Canada Savings Bond Table (CSB_TABLE) component.

This section provides an overview of Canada Savings Bonds setup and discusses how to define deductions for Canada Savings Bonds.

Note. The Canada Savings Bond (CSB) functionality is different from the Canada Payroll Savings (CPS) functionality. The documentation for the Canada Savings Bond functionality describes the setup for the original Canada Savings Bond program, while the documentation for the Canada Payroll Savings plan describes the setup for the new Canada Savings Bond program.

See Also

Chapter 8, "(CAN) Setting Up Additional Canadian Payroll Functionality," Setting Up Canada Savings Bonds, page 257

Understanding Canada Savings Bonds Setup

Canadian customers can establish savings bonds purchase programs through employee payroll deductions.

For each Canada Savings Bond purchase year, use the following pages to establish the new bond series and define the deduction information:

1. CSB Deductions (Canada Savings Bonds deductions) page.
2. CSB Denominations (Canada Savings Bonds denominations) page.

Purchase Years

A new series of Canada Savings Bonds (one series number per year) goes on sale every October. For example, series 57 is for the year 2002; series 58 is for the year 2003, and so on. A bond purchase year is normally defined as starting on November 1 and ending on October 31. November 1 is usually the last day of purchase for a series. Within a bond purchase year you can set up various plans with different start dates; the year must always end on October 31. For example:

- Plan A starts on November 1 and ends on October 31.
- Plan B starts on January 1 and ends on October 31.

Pages Used to Set Up Canada Savings Bonds

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
CSB Deductions (Canada Savings Bonds deductions)	CSB_SERIES_TBL1	Set Up HRMS, Product Related, Payroll for North America, Deductions, Canada Savings Bond Table, CSB Deductions	Define bond deduction criteria for Canada Savings Bonds.
CSB Denominations (Canada Savings Bonds denominations)	CSB_SERIES_TBL2	Set Up HRMS, Product Related, Payroll for North America, Deductions, Canada Savings Bond Table, CSB Denominations	Enter Canada Savings Bond purchase denominations.

Defining Deductions for Canada Savings Bonds

Access the CSB Deductions page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Canada Savings Bond Table, CSB Deductions).

The screenshot displays the 'CSB Deductions' page. At the top, there are two tabs: 'CSB Deductions' (selected) and 'CSB Denominations'. Below the tabs, the 'Bond Series Code' is set to 'C53'. The 'Series Information' section includes fields for '*Effective Date' (10/01/1999), '*Status' (Active), and 'Description' (Series Code 53). The 'Deduction Details' section includes fields for 'Company' (GBI), '*Pay Group' (KC1), '*Deduction Start Date' (01/01/1999), '*Number of Deductions' (52), 'Deduction Code' (KCCSB1), '*Deduction Factor' (0.01985865), and 'Bond Deadline Date'. Navigation links like 'Find', 'First', '1 of 1', and 'Last' are visible at the top of each section.

CSB Deductions page

Deduction Details

For each bond series, specify deduction information for each company and pay group combination that participates in the purchase program.

Deduction Start Date This can differ from the effective date.

This date populates the Deduction Start Date field on the Purchase Canada Savings Bonds page for employees belonging to this company and pay group who are registered to purchase bonds for this series.

Deduction Factor Enter the deduction factor to use when calculating the required payment per 100 CAD par value of bonds being purchased. Deduction factors appear on the remittance schedules issued by the Bank of Canada.

Setting Up Canada Payroll Savings Programs

To set up Canada Payroll Savings Programs, use the Canada Payroll Savings Org ID (CPS_ORG_ID_PNLG) and Canada Payroll Savings Table (CPS_TABLE) components.

This section discusses how to:

- Define a Canada Payroll Savings (CPS) organization.
- Specify CPS campaign information.
- Set up CPS deduction codes.

See Also

Chapter 13, "(CAN) Administering Additional Canadian Payroll Functionality," Administering Canada Payroll Savings Programs, page 443

Pages Used to Set Up Canada Payroll Savings Programs

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Canada Payroll Savings Org ID (Canada Payroll Savings organization ID)	CPS_ORG_ID_PNL	Set Up HRMS, Product Related, Payroll for North America, Deductions, Canada Payroll Savings Org ID, Canada Payroll Savings Org ID	Specify details about a participating organization.
Canada Payroll Savings Table	CPS_CAMPAIGN_DATA	Set Up HRMS, Product Related, Payroll for North America, Deductions, Canada Payroll Savings Table, Canada Payroll Savings Table	Enter information specific to each campaign. Specify the parameters required to create the electronic data report file for transmission to the Bank of Canada.
Deduction Table - Setup	DEDUCTION_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Setup	Set up CPS deduction codes.
General Deduction Table	GENL_DEDUCTION_TBL	Set Up HRMS, Product Related, Payroll for North America, Deductions, General Deduction Table, General Deduction Table	Setup the corresponding General Deduction table entry for each CPS deduction code.

Defining a Canada Payroll Savings Organization

Access the Canada Payroll Savings Org ID page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Canada Payroll Savings Org ID, Canada Payroll Savings Org ID).

Canada Payroll Savings Org ID

Employer Organization ID: 12345

Organization ID Details

Find | View All First 1 of 1 Last

*Effective Date:

01/01/1997

*Status:

Active

*Description:

Global Business Institute

Short Description:

GBI

*Contact Type:

E-mail

Email ID:

peoplesoft.com

Canada Payroll Savings Org ID page

The information on this page is required to uniquely identify each employer, ensure the secure processing of the employees' contributions, and provide contact information for communications from the Bank of Canada (for example, to confirm file receipt and report the successful completion of batch processing).

Enter the employer organization ID in the entry dialog box. The Bank of Canada assigns this unique, five-digit identification number to participating employers and organizations.

Contact Type Specify how you require file transmission confirmations from the Bank of Canada: *E-mail*, *Fax Number*, or *None*.

Specifying Canada Payroll Savings Campaign Information

Access the Canada Payroll Savings Table page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Canada Payroll Savings Table, Canada Payroll Savings Table).

Canada Payroll Savings Table

Company: ACC State of Accord

Campaign Details		Find View All First 1 of 1 Last
*Effective Date:	07/15/2009	*End Date:
*Employer Organization ID:	12345 Global Business Institute	
*Transmitter Organization ID:	12345 Global Business Institute	
*Payment Type:	Batch	
*Min Weekly Contribution Limit:		

Election Period(s)		Customize Find View All First 1 of 1 Last
*Start Date	*End Date	
		+ -

Canada Payroll Savings Table page

Campaign Details

- Effective Date** Enter the date on which the payroll savings contribution period begins for each annual campaign.
- End Date** Enter the date on which the payroll savings contribution period ends for each annual campaign.
- Employer Organization ID** The ID selected here will identify the company with employees who participate in the plan, as indicated on the plan application forms. This ID will be used by the bank to update their system with purchase information. If you select *Batch* in the Payment Type field, the company specified here will be responsible for forwarding the contributions to the bank on behalf of their employees.
- Transmitter Organization ID** The ID selected here will identify the company that processes the transmission file and transmits the file to the bank, for one or more companies. If you select *Transmission* in the Payment Type field, the company specified here will be responsible for forwarding the contributions to the bank for every employee in all companies included in the transmission file.

Payment Type

Select:

Batch: To send individual cheques for each batch header record or participating company.

Transmission: To send one cheque for the whole transmission.

Note. Multiple company processing – As one transmission file will be created for each pay run ID, multiple companies sharing the same pay run ID will be reported in one transmission file. The same transmitter organization ID and payment type must be specified for every company participating in a single transmission.

**Min. Weekly
Contribution Limit**
(minimum weekly
contribution limit)

Enter the minimum limit established by the Bank of Canada for employees paid on a weekly pay frequency. The system uses this value to calculate the minimum contribution limits for employees in all other pay frequencies.

Election Period(s)

Start Date and End Date Enter start and end dates for the campaign contribution period. These dates represent the earliest and latest dates on which the system accepts payroll savings contribution change information through the Create General Deductions page.

Note. If you permit changes to employee contribution information for the entire campaign contribution period, enter the campaign effective date in the Start Date field and the campaign end date in the End Date field. You can also define multiple election periods for one campaign contribution period.

See Also

[Chapter 11, "Maintaining Payroll Data," Specifying the Calculation Method for General Deductions, page 374](#)

Setting Up Canada Payroll Savings Deduction Codes

Access the Deduction Table - Setup page and the General Deduction Table page.

Deduction Table - Setup Page

If you offer both non-Registered and Registered Retirement Savings Plan (RRSP) account types, define a separate deduction code to process contributions for each account type.

Plan Type

Define CPS deduction codes as general deductions (plan type 00).

Special Processing

Select *Bond* in the Special Processing field to identify CPS deduction codes for reporting contribution information.

See [Chapter 5, "Defining Deductions," Setting Up Deductions, page 128.](#)

General Deduction Table Page

Setup the corresponding General Deduction table entry for each deduction code.

See [Chapter 5, "Defining Deductions," Defining General Deductions, page 153.](#)

Setting Up Canadian Low-Interest Loans

This section discusses how to:

- Specify the government's prescribed interest rate.
- Activate calculation routines for low-interest loans.
- Establish loan deductions.

See Also

[Chapter 13, "\(CAN\) Administering Additional Canadian Payroll Functionality," Administering Canadian Low-Interest Loans, page 445](#)

Pages Used to Up Canadian Low-Interest Loans

Page Name	Definition Name	Navigation	Usage
Canadian Company Tax Table	CAN_USR_TAX_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Company Tax Table, Company Tax Table	Identify the prescribed interest percent, province, provincial premium tax percent, and health insurance rate override for each company that you set up. You must maintain the government's prescribed interest rate on this page.
General Deduction Table	GENL_DEDUCTION_TBL	Set Up HRMS, Product Related, Payroll for North America, Deductions, General Deduction Table, General Deduction Table	Activate the unique calculation routines used for low-interest loans.
Deduction Table - Tax Class	DEDUCTION_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Class	Specify deduction classifications and sales taxes applicable to deduction codes that are used for Canadian low-interest loans.

Page Name	Definition Name	Navigation	Usage
Deduction Table - Tax Effect	DEDUCTION_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Effect	Specify tax considerations for the low-interest loan deduction that you are defining.

Specifying the Government's Prescribed Interest Rate

Access the Canadian Company Tax Table page (Set Up HRMS, Product Related, Payroll for North America, Canadian Taxes, Company Tax Table).

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Company Tax Tables for North America," (CAN) Setting Up the Canadian Company Tax Table.

Activating Calculation Routines for Low-Interest Loans

Access the General Deduction Table page (Set Up HRMS, Product Related, Payroll for North America, Deductions, General Deduction Table, General Deduction Table).

To activate the unique calculation routines used for low-interest loans, select the Loan Processing (Canada) check box.

See [Chapter 5, "Defining Deductions," Defining General Deductions, page 153.](#)

Establishing Loan Deductions

Access the Deduction Table - Tax Class page and the Deduction Table - Tax Effect page.

Deduction Table - Tax Class Page

Access the Deduction Table - Tax Class page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Class).

In the Deduction Classification group box, select the Taxable Benefit option.

Deduction Table - Tax Effect Page

Access the Deduction Table - Tax Effects page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Effect).

In the Canadian Only group box, select the appropriate Canadian tax effects. Select *Adds To* in the following fields: Effect on QIT Gross (effect on Quebec income taxes gross), Effect on CPP Gross (effect on Canada Pension Plan gross), Effect on QPP Gross (effect on Quebec Pension Plan gross), Eff on True T4 Gross (effect on true T4 gross), Eff on True RL Gross (effect on true RL gross), and Eff on Payroll Tax Gross (effect on payroll tax gross).

See Also

Chapter 5, "Defining Deductions," page 125

Setting Up Group-Term Life Insurance in Canada

This section provides overviews of Canadian group-term life insurance and imputed income calculation for Canadian group-term life insurance and discusses how to select deduction and tax classifications for group-term life insurance.

Understanding Canadian Group-Term Life Insurance

Group-term life insurance that employers provide to employees and their dependents is a special type of benefit subject to taxation and reporting requirements. In Canada, the value of all employer-paid premiums for group-term life insurance on employees and their dependents constitutes a taxable benefit.

Understanding Imputed Income Calculation for Canadian Group-Term Life Insurance

To calculate the taxable benefit for all group-term life plans, the system performs the following processes when you run the Pay Calculation COBOL SQL process (PSPPYRUN):

1. Determines an employee's total life insurance coverage (all plans that have a taxable benefit component defined), including both employer- and employee-paid coverage.

For example, an employee might belong to several group-term life plans, such as basic life, supplemental life, and dependent life coverage. In this case, the system combines the calculated coverage of all the plans to determine the employee's total life insurance coverage. (Any plans that are completely employee-paid should not have a taxable benefit defined).

2. Determines the percentage of the total for each plan.
3. Calculates the taxable benefit based on the actual cost to the employer.

For example, if the employer pays 1 CAD for every 1,000 CAD of coverage, and the employee has 50,000 CAD of coverage, the system multiplies 1 CAD by 50 to arrive at 50 CAD, which it uses in the following step.

4. Subtracts employee-paid, after-tax contributions to the coverage.

The law stipulates that if an employee contributes to the total cost of coverage, then you must subtract the amount of the employee contribution from the total cost of coverage. The resulting amount is considered the taxable benefit—the amount that is included in the employee's taxable gross. The system uses only after-tax deduction classifications; it ignores before-tax deductions. The system does not take into account one-time paysheet adjustments, but rather recalculates these at the end of the year.

The system adds the resulting amount added to the employee's taxable gross in the Paycheque record. View this amount using the Paycheque Deductions page. It appears as the taxable benefit under the appropriate group-term plan type and deduction code.

Example

Suppose a Canadian employee has three plans:

Plan Type	Benefit Plan	Coverage Amount	Premium
20	Life	100,000 CAD	Employer-paid premium: 50 CAD Employee-paid premium: 50 CAD 1 CAD per 1,000 CAD
21	Supp Life (supplemental life)	150,000 CAD	Employer-paid premium: 50 CAD Employee-paid premium: 100 CAD 1 CAD per 1,000 CAD
25	Dep Life	50,000 CAD	Employee-paid premium: 50 CAD (All employee-paid—no taxable benefit)

The system calculates imputed income as follows:

- Determine total life insurance coverage for plans subject to taxable benefits:
 - Life: 100,000 CAD.
 - Supplemental Life: 150,000 CAD.
- Determine the percentage of total for each plan:
 - Life: 40 percent.
 - Supplemental Life: 60 percent.
- Calculate the taxable benefit based on the actual cost to the employer:
 - Life: 60 CAD x frequency factor / number of days in contract.
 - Supplemental Life: 300,000 CAD / 1,000 CAD x 1.17 CAD = 351.00 CAD.

4. Subtract employee-paid, after-tax contributions to the coverage:

- 20 Life: 100 CAD – 50 CAD = 50 CAD.
- 21 Supplemental Life: 150 CAD – 100 CAD = 50 CAD.

The employee's Paycheque Deduction record displays:

Plan Type	Benefit Plan	Deduction Classification	Premium
20	Life	After-Tax	50 CAD
20	Life	Taxable Benefit	50 CAD
21	Sup (supplemental)	After-Tax	100 CAD
21	Sup	Taxable Benefit	50 CAD
25	Dep	After-Tax	50 CAD

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

Page Used to Set Up Group-Term Life Insurance in Canada

Page Name	Definition Name	Navigation	Usage
Deduction Table - Tax Class	DEDUCTION_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Class	Specify deduction classifications and sales taxes applicable to deduction codes that are used for group-term life insurance.

Selecting Deduction and Tax Classifications for Group-Term Life Insurance

Access the Deduction Table - Tax Class page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Class).

When you enter the page, select a life insurance plan type.

Deduction Classification

After-Tax and Taxable Benefit are the deduction classification options. All group-term life plans must have a taxable benefit deduction classification when employer paid for the system to calculate imputed income amounts and consider them income eligible for federal and provincial tax purposes:

- For employee contributions to the group-term life insurance, define an after-tax deduction classification.
- For employer contributions to the group-term life insurance, define a taxable benefit deduction classification.

Canadian Sales Tax

In Ontario and Quebec, premium contributions are subject to provincial sales tax on insurance (PSTI). For these provinces, define a sales tax type of PSTI, which is associated with both after-tax and taxable benefit deduction classifications.

The employee's province of residence on the Contact Information page in the Personal Data component (PERSONAL_DATA) determines the provincial rate that the system uses when calculating the employee portion of a deduction that is subject to PSTI. The system uses the province in which the employee works to determine and calculate the provincial rate for the employer portion. All other sales tax types use the employee's work location to determine the provincial rate.

See Also

[Chapter 5, "Defining Deductions," \(CAN\) Understanding Canadian Deductions, page 130](#)

[Chapter 5, "Defining Deductions," Specifying Deduction and Tax Classifications, page 141](#)

Chapter 9

(USA) Setting Up Additional U.S. Payroll Functionality

This chapter discusses how to:

- Set up the payroll system for tip allocation.
- Set up group-term life insurance in the U.S.
- Set up for FLSA calculation.
- Set up for alternative overtime calculation.

Setting Up the Payroll System for Tip Allocation

To set up tip establishments, use the Tip Establishment (TIPS_ESTAB_TBL) component.

This section provides an overview of earnings for tipped employees and discusses how to:

- Set up tips processing in the Company table.
- Set up the Pay Group table for tip allocation.
- View the federal and state Tax table.
- Set up the Tip Establishment table for tip allocation.
- Set up earnings codes for tip allocation.
- Set up earnings code tax information for tip allocation.
- Set up earnings code tax calculation information.
- Set up the Job Data record for tipped employees.
- Set up Form W-2 for tipped employees.

Note. For each tip category, you can set up the general information as described in this section. However, this is only a recommendation. Depending on the company, you might need to change some selections.

See Also

Chapter 14, "(USA) Administering Additional U.S. Payroll Functionality," Allocating Tips, page 449

Understanding Earnings for Tipped Employees

This section discusses:

- Important terms and definitions.
- Tip credit and minimum wage adjustment calculations.
- Tax information.

Important Terms and Definitions

Before you set up earnings codes, you must understand how reported tips, tip credit, and minimum wage adjustments are related. The following definitions are provided to aid in the discussion:

Allocated Tips	The total amount of tips that the federal or state regulation believes that an establishment should make in a period.
Tip Credit	The special reduction in paid wages for a tipped employee allowed by the Department of Labor. It is the difference between statutory minimum wage and the minimum wage employers are allowed to pay to tipped employees.
Statutory Minimum Wage	The higher of the federal or state minimum wage for states that accept tip credit as a component of the statutory minimum wage.
Minimum Wage Adjustment	The amount that the employer must contribute to make sure the employee makes at least the statutory minimum wage if the employee does not make enough in tips to cover the tip credit.

Note. It is the employer's responsibility to know whether the state offers tip credit as an option; some states do not accept tip credit as a component of the statutory minimum wage.

Tip Credit and Minimum Wage Adjustment Calculations

The employer can select the minimum hourly rate to enter in an employee's Job Data record, provided that the rate does not fall below the regulation requirement. The system then determines what portion of the tips that are reported for an employee constitutes the tip credit for the pay period. The tip credit, in addition to the pay received from the employer, should bring the employee up to the statutory minimum wage pay.

The system calculates the tip credit as follows: $\text{tip credit} = (\text{statutory minimum wage pay}) - (\text{regular rate of pay from employer} \times \text{hours worked})$.

If the employee does not make enough in tips to cover the remainder of the statutory minimum wage, a minimum wage adjustment is necessary. The system calculates the minimum wage adjustment as follows: $\text{minimum wage adjustment} = (\text{statutory minimum wage pay}) - (\text{employer paid wages} + \text{tips})$

You must set up earnings codes for tips reported, allocated tips, tip credit, and minimum wage adjustment.

Tax Information

According to federal law, tips of more than 20 USD per month are subject to withholding for:

- Federal income tax.
- Old Age, Survivors and Disability Insurance (OASDI).
- Medicare.
- Federal Unemployment Tax Act.

Employers do not have to wait until the employee receives 20 USD in tips before withholding taxes. The system is flexible enough to withhold taxes before or after the employee receives the 20 USD.

Employers must pay their portions of OASDI and Medicare taxes even if the employee does not have enough earnings to cover the employee's share. If the employee cannot pay the OASDI and the Medicare taxes that are owed, the W-2 process calculates the uncollected amount and reports it in box 13 on the employee's Form W-2. The system reports the uncollected amount for each tax separately.

If the employee does not have sufficient net pay to withhold the total tax amounts, the system:

1. Withholds taxes on earnings.
2. If there is enough pay available, it withholds taxes on the tips.

Some states consider tips as earnings for state income tax and state unemployment insurance taxes. Some follow the federal 20 USD per month rule. Other state taxes, such as state disability insurance, Health Care Subsidy Fund (HCSF), Workforce Development Partnership Fund WFDP, and workers' compensation might not include tips in the gross that is used to calculate the tax. The taxation of tips for all states is in the federal and state Tax tables that are maintained by PeopleSoft.

For localities, tips are usually considered wages if the state considers tips as wages for income tax purposes.

Note. Most of the pages that are used to set up the payroll system for tipped employees are documented elsewhere in this PeopleBook. This chapter discusses only those pages and fields that pertain to tipped employees and require additional explanation.

Pages Used to Set Up the Payroll System for Tip Allocation

Page Name	Definition Name	Navigation	Usage
Tips Processing	COMP_TBL6USA_SEC	Set Up HRMS, Foundation Tables, Organization, Company, Default Settings Click the Tips Processing link on the USA section of the Default Settings page.	Set up tips processing in the Company table. This is required for the system to account for tipped employees throughout the payroll process.

Page Name	Definition Name	Navigation	Usage
Pay Group Table - Bank/Tip Info	PAYGROUP_TABLE8	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 7–9 link.	Specify the bank from which employees are to be paid. Establish tips processing for tipped employees within the pay group.
Tax Table - General	STATE_TAX_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, General	View standard deductions, allowance amounts, and supplemental rates.
Tax Table - Special Tax Amt (Tax table - special tax amounts)	STATE_TAX_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Special Tax Amt	View information needed for tax calculations. The page for the Federal Tax table differs from the one for specific states.
Tax Table - Rates	STATE_TAX_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Rates	View wage bracket information.
Tax Table - Additional Rates	STATE_TAX_TABLE4	Set Up HRMS, Product Related, Payroll for North America, Federal/State Taxes, Tax Table, Additional Rates	View wage limits for unemployment and disability taxes.
Tip Establishment	TIPS_ESTAB_TBL	Set Up HRMS, Product Related, Payroll for North America, Tip Allocation, Tip Establishment, Tip Establishment	Set up tip establishment parameters for allocating employee tips. Before using this page, you must define the tip establishment field on the Tips Processing page in the Company table.
Tip Establishment Report	PRCSRUNCNTL	Set Up HRMS, Product Related, Payroll for North America, Tip Allocation, Tip Establishment Report, Tip Establishment Report	Generate PAY750 that lists information from the Tip Establishment table, which contains the tip establishments and data related to allocating tips to tipped employees.
Earnings Table - General	EARNINGS_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, General	Define parameters and rules for calculating earnings for tip processing.

Page Name	Definition Name	Navigation	Usage
Earnings Table - Taxes	EARNINGS_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Taxes	Set up earnings code tax information for tip processing.
Earnings Table - Calculation	EARNINGS_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Calculation	Set up earnings code tax calculation information for tip processing.
Payroll	JOB_DATA2	Workforce Administration, Job Information, Job Data, Payroll	Indicate whether this employee will receive tips, directly, indirectly or not tipped. This field is displayed if the Company table Tip Processing check box is selected.

Setting Up Tips Processing in the Company Table

Access the Tips Processing page (Set Up HRMS, Foundation Tables, Organization, Company, Default Settings) Click the Tips Processing link on the USA section of the Default Settings page .

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Organization Foundation Tables," (USA) Setting Up Tip Allocation.

Setting Up the Pay Group Table for Tip Allocation

Access the Pay Group - Bank/Tip Info page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table) Click the Pages 7–9 link.

See [Chapter 3, "Setting Up Pay Groups," Specifying Banks and Tips Processing, page 90.](#)

Viewing the Federal and State Tax Table

These tables are maintained by PeopleSoft.

See [Chapter 2, "Setting Up Payroll Tax Tables," \(USA\) Viewing Federal and State Tax Tables, page 12.](#)

Setting Up the Tip Establishment Table for Tip Allocation

Access the Tip Establishment page (Set Up HRMS, Product Related, Payroll for North America, Tip Allocation, Tip Establishment, Tip Establishment).

Tip Establishment

Company: TC8 ST - Test Company 8
 Business Unit: TBTC8 Bus Unit for TC8 Default Set ID: TBGEN

Tips Establishment Find | View All First 1 of 1 Last

*Effective Date: 01/01/1980 *Status: A Active

Tips Establishment Detail Find | View All First 1 of 2 Last

*Tips Establishment ID: TC8TIPG
 Minimum Tips Percent: 8.00000
 *Tips Allocation Method: Gross Receipts
 Description:

Tip Establishment page

Depending on what you selected as a tip establishment field on the Tips Processing page in the Company table you will see a different list of valid values for the Tips Establishment ID field. For example, if you selected *Job Location* as the tip establishment field on the Tips Processing page, you will see a list of valid locations to choose from. If you selected *Job Dept ID* (job department ID) as the tip establishment field, you will see a list of valid departments.

Minimum Tips Percent Enter a minimum tips percent to allocate tips when employees report total tips that are less than a set minimum percent of total sales. The default comes from the Company table, but you can override it.

Tips Allocation Method Valid values are: *Gross Receipts*, *Hours Worked*, and *Good Faith (Custom)*. The default is *Gross Receipts*. The default comes from the Company table, but you can override it.

See Also

[Chapter 14, "\(USA\) Administering Additional U.S. Payroll Functionality," Understanding the Tip Allocation Process, page 450](#)

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Setting Up Tips Processing in the Company Table, page 275](#)

Setting Up Earnings Codes for Tip Allocation

Access the Earnings Table - General page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, General).

The following table suggests values and options that you might select for each tip category:

<i>Description Field</i>	<i>Payment Type Group Box</i>	<i>Effect on FLSA (effect on Fair Labor Standards Act) Group Box</i>	<i>Eligible for Retro Pay (eligible for retroactive pay) Group Box</i>
<i>Allocated Tips</i>	Amounts Only	None	Not applicable.
<i>Tip Credit</i>	Amounts Only	None	Not applicable.
<i>Minimum Wage Adjustment</i>	Amounts Only	Amounts Only	Selection depends on company policy.
<i>Reported Tips</i>	Amounts Only	None	Not applicable.

See Also

[Chapter 4, "Defining Earnings Codes and Earnings Programs," Defining Parameters and Rules for Calculating Earnings, page 100](#)

Setting Up Earnings Code Tax Information for Tip Allocation

Access the Earnings Table - Taxes page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Taxes).

The following table suggests values and options that you might select for each tip category:

<i>Earnings Code Field</i>	<i>Tax Method Group Box</i>	<i>Earnings Group Box</i>	<i>U.S. Only Group Box</i>
<i>Allocated Tips</i>	Specified on Paysheet	Maintain Earnings Balances	Not subject to withholding; therefore, leave everything blank. Companies do not have to withhold taxes on allocated tips; however, the employee eventually pays taxes on them.
<i>Tip Credit</i>	Specified on Paysheet	Maintain Earnings Balances	Not taxed; therefore, leave everything blank.

Earnings Code Field	Tax Method Group Box	Earnings Group Box	U.S. Only Group Box
<i>Minimum Wage Adjustment</i>	Specified on Paysheet	• Add to Gross Pay • Maintain Earnings Balances • Subject to Garnishments	Subject to all taxes.
<i>Reported Tips</i>	Supplemental	Maintain Earnings Balances	• Subject to all taxes. • Taxable Gross Component ID: <i>TIP</i>. Selecting <i>TIP</i> ensures that you tax tips according to each state's tax regulations.

See Also

Chapter 4, "Defining Earnings Codes and Earnings Programs," Entering Special Options and Tax Methods for Earnings Codes, page 104

Setting Up Earnings Code Tax Calculation Information

Access the Earnings Table - Calculation page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Calculation).

The following table suggests values and options that you might select for each tip category:

Earnings Code Field	Tips Category Field
<i>Allocated Tips</i>	<i>Tip Allocation</i>
<i>Tip Credit</i>	<i>Tip Credit</i>
<i>Minimum Wage Adjustment</i>	<i>Not Tips</i>
<i>Reported Tips</i>	<i>Reported Tips</i>

See Also

[Chapter 4, "Defining Earnings Codes and Earnings Programs," Specifying Calculation Rules, page 114](#)

Setting Up the Job Data Record for Tipped Employees

Access the Job Data - Payroll page (Workforce Administration, Job Information, Job Data, Payroll).

See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce*, "Increasing the Workforce," Entering Payroll Processing Data.

Setting Up Form W-2 for Tipped Employees

Federal and state regulations require that you report tip information on the employee's Form W-2. PeopleSoft sets up all tax reporting information, except for the earnings code for allocated tips. For allocated tips, select the earnings code in the Earnings Code field.

For detailed information about this process, see the relevant year-end processing instructions posted on My Oracle Support.

See [Chapter 33, "Accessing Year-End Processing Instructions," page 1039](#).

Setting Up Group-Term Life Insurance in the U.S.

This section provides an overview of group-term life insurance and imputed income calculation for U.S. group-term life insurance and discusses how to:

- Define deduction classifications for group-term life insurance.
- Define tax options for group-term life insurance.

See Also

[Chapter 14, "\(USA\) Administering Additional U.S. Payroll Functionality," Adjusting Imputed Income for U.S. Group-Term Life Insurance, page 462](#)

Understanding Group-Term Life Insurance

Group-term life insurance that employers provide to employees and their dependents is a special type of benefit subject to taxation and reporting requirements. After you set up tables and enroll employees in the plans, the system automatically calculates employees' imputed income and associated taxes.

Note. (USF) Imputed income is not an issue for federal employers, because Federal Employee Group Life Insurance (FEGLI) is paid by employee deductions and is not employer-provided.

Group-Term Life Insurance for an Employee

The value of the first 50,000 USD of group-term life insurance that a employer provides to a U.S. employee is not considered taxable income. The value of coverage in excess of 50,000 USD (computed according to Internal Revenue Service [IRS] regulations) minus premiums that the employee pays with after-tax dollars, is considered taxable income and is subject to social security and Medicare taxes. Although you must report the amount as taxable income on the employee's Form W-2, the value of excess group-term life insurance coverage is not subject to federal income tax withholding.

Group-Term Life Insurance for Dependents

An employer can also provide group-term life insurance coverage for an employee's spouse and children. Dependent group-term life insurance coverage up to a value of 2,000 USD for each dependent does not represent taxable income. However, if the value of the dependent group-term life insurance exceeds 2,000 USD for a dependent, the value of that dependent's entire coverage amount (computed according to IRS regulations) becomes taxable income and is subject to social security and Medicare taxes. Unlike the taxable income that is attributed to the employee's excess life insurance, it is also subject to federal income tax withholding.

Understanding Imputed Income Calculation for U.S. Group-Term Life Insurance

To calculate imputed income for all group-term life plans (except dependent life) in accordance with IRS regulations, the system performs the following processes when you run the Pay Calculation COBOL SQL process (PSPPYRUN):

1. Determines the total life insurance coverage for an employee (except dependent coverage), including both employer- and employee-paid coverage.

For example, an employee might belong to several group-term life plans, such as basic life, supplemental life, and extra life coverage. In this case, the system combines the calculated coverage of all the plans to determine the employee's total life insurance coverage.

2. Subtracts 50,000 USD from the total coverage—the amount of coverage that the IRS does not consider taxable.

If the resulting amount is less than or equal to zero, then the employee is not liable for any imputed income. If the amount is greater than zero, then the cost of coverage for that amount is considered taxable, and the system uses that cost to calculate imputed income.

3. Uses the IRS Uniform Premium table to establish the amount to include in the employee's taxable gross.

The rates in this table are generally less than the actual cost of the insurance. PeopleSoft stores the information from the Uniform Premium table under the IRS Age-Graded Rate Table. This table is maintained by PeopleSoft, and should not be changed unless you have a compelling reason to do so.

The age is based on the age as of December 31 of the year in which the benefit is taxable.

Note. There is no need to enter the IRS rate table in the Benefit Deduction Program table, because the system uses it automatically.

4. Subtracts employee-paid, after-tax contributions to the coverage.

The IRS stipulates that if an employee contributes to the total cost of coverage, then you must subtract the amount of the employee contribution from the total cost of coverage. The resulting amount is considered the taxable benefit—the amount that is included in the employee's taxable gross. The system uses only after-tax deduction classifications; it ignores before-tax deductions. The system does not take into account one-time paysheet adjustments, but rather recalculates these at the end of the year.

5. If the employee is not paid monthly, the system annualizes the monthly taxable benefit by multiplying the results from step 4 by 12.

6. If the employee is not paid monthly, the system calculates the per pay period taxable benefit by dividing the annualized taxable benefit (calculated in step 5) by the number of pay periods in which the deduction is taken.

Note. Calculate the number of periods in which the deduction is taken by adjusting the pay frequency for the deduction frequency as specified on the Deduction Table – Schedule page. For example, if the pay frequency is semimonthly (24 pay periods in the year) and the deduction is taken from the first pay period only, then the deduction is taken in 12 pay periods per year.

The system adds the resulting amount to the employee's taxable gross in the Paycheck record. View this amount using the Paycheck Deductions page. It appears as the taxable benefit under the appropriate group-term plan type and deduction code.

Example of Imputed Income Calculation

An employee might be liable for imputed income, even if there is no employer contribution on all of the life insurance plans. If the employee has more than one type of life coverage, the system calculates imputed income in an iterative manner.

For example, Robert, age 60, has basic life (employer- and employee-paid) and supplemental life (employee-paid):

<i>Plan Type</i>	<i>Description</i>	<i>Coverage</i>	<i>Premium</i>
20	Life	150,000 USD	Employer-paid premium: 49 USD Employee-paid premium: 10 USD
21	Suplmntl Life (supplemental life)	200,000 USD	Employer-paid premium: 0 USD Employee-paid premium: 100 USD

Robert is paid monthly. The following illustrates how the system calculates Robert's paycheck deductions:

1. The system calculates the basic life plan:

a. Determine the total coverage for basic life:

150,000 USD

b. Calculate the amount that is subject to imputed income by subtracting 50,000 USD from the total coverage:

150,000 USD – 50,000 USD = 100,000 USD subject to imputed income.

c. Apply the IRS Uniform Premium table.

Robert is 60 years old. In this age bracket, the Uniform Premium table calls for a calculation of 1.17 USD per month per 1,000 USD of coverage:

100,000 USD / 1,000 USD x 1.17 USD = 117.00 USD

d. Subtract employee-paid, after-tax contributions to the coverage:

117 USD – 10 USD = 107 USD taxable benefit.

2. The system calculates the supplemental life plan:

a. Determine the total coverage:

150,000 USD basic life + 200,000 USD supplemental life = 350,000 USD total coverage.

b. Subtract 50,000 USD from the total coverage to determine the imputed income:

350,000 USD – 50,000 USD = 300,000 USD subject to imputed income.

c. Apply the IRS Uniform Premium table.

Robert's age of 60 calls for a calculation of 1.17 USD per 1,000 USD of coverage.

100,000 USD / 1,000 USD x 1.17 USD = 117.00 USD.

d. Subtract employee-paid, after-tax contributions to the coverage:

351 USD – 110 USD = 241 USD total taxable benefit.

3. The system subtracts the initial 107 USD taxable benefit for basic life from the 241 USD total taxable benefit to determine the supplemental life taxable benefit:

241 USD – 107 USD = 134.00 USD.

Robert's Paycheck Deduction record displays:

<i>Plan Type</i>	<i>Tax Class</i>	<i>Amount</i>
Life	After-Tax	10 USD
Life	Nontaxable Benefit	49 USD

<i>Plan Type</i>	<i>Tax Class</i>	<i>Amount</i>
Life	Taxable Benefit	107 USD
Supp (supplemental)	After-Tax	100 USD
Supp	Taxable Benefit	134 USD

Understanding Dependent Life Calculation for U.S. Group-Term Life Insurance

In dependent life plans, if the total dependent coverage is 2,000 USD or less for each dependent, the coverage amount is not considered taxable. If the total dependent coverage for a dependent is greater than 2,000 USD, the entire coverage amount is considered taxable—not just the amount in excess of 2,000 USD. Unlike the taxable income that is attributed to the employee's excess life insurance, the taxable benefit for dependent life is also subject to federal income tax withholding.

Here is a summary of the calculation of dependent life taxable benefit deductions:

1. The system adds up the total dependent coverage for each dependent.
2. The system determines whether the total coverage is greater than 2,000 USD for any dependent.
3. If any dependent's coverage is greater than 2,000 USD, the system calculates the monthly taxable benefit deduction.

Note. For the dependents whose coverage is greater than 2,000 USD, the system calculates the taxable benefit deduction amount for the entire coverage amount. For example, if one dependent has 3,000 USD coverage and one dependent has 2,000 USD coverage, the system calculates the taxable benefit deduction on 3,000 USD.

4. If the employee is not paid monthly, the system annualizes the monthly amount and divides that by the number of pay periods in the year to calculate the taxable benefit deduction.

The Paycheck Deductions page displays the results of dependent life calculations as a taxable benefit separate from the regular (individual) group-term life taxable benefits.

Example of Dependent Life Plan Calculation

Deborah Fields, age 41, elected the following coverage for her dependents:

<i>Dependent ID</i>	<i>Name</i>	<i>Flat Amount</i>
01	Fields,Tom	3,000 USD
02	Fields,Sally	2,000 USD

Deborah is paid weekly. The monthly rate for her age range is .1 for each 1,000 USD of eligible coverage.

The system calculates the taxable benefit deduction like this:

1. Determines the total coverage for each dependent.
2. Identifies that the coverage for dependent 01 (Tom) is over 2,000 USD.
3. Determines the monthly taxable benefit amount for Tom's coverage:
 - a. $3,000 \text{ USD} / 1,000 \text{ USD} = 3$.
 - b. $3 \times .1 = .3$
4. Annualizes the rate and calculates the weekly pay period deduction amount:
 - a. $.3 \times 12 = 3.60$
 - b. $3.60 / 52 = .07$

Deborah's Paycheck Deduction record displays:

<i>Plan Type</i>	<i>Tax Class</i>	<i>Amount</i>	<i>Calculated Base</i>
Dependent Life	Taxable	0.07	5,000.00

Note. The calculated base displayed on the paycheck record is not necessarily the base that the system uses to calculate the deduction, because dependents with 2,000 USD or less in coverage are exempt. In this example, the calculated base is 5,000 USD, but the taxable benefit deduction is calculated only on the 3,000 USD coverage for the dependent whose coverage exceeds 2,000 USD.

Pages Used to Set Up Group-Term Life Insurance in the U.S.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Deduction Table - Tax Class	DEDUCTION_TABLE2	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Class	Specify a deduction classification for deduction codes that are used for group-term life insurance.
Deduction Table - Tax Effect	DEDUCTION_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Effect	Specify tax considerations for the group-term life insurance deduction that you are defining.

Defining Deduction Classifications for Group-Term Life Insurance

Access the Deduction Table - Tax Class page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Class).

Plan Type

When you enter the page, enter a plan type from 20–29 (Life).

Deduction Classification Select After-Tax or Before-Tax if the employee pays all or part of the cost of the life insurance.

Select Nontaxable Benefit if the employer pays all or part of the cost of the insurance.

Select Taxable Benefit if the employer pays all or part of the cost. This classification is used to record the imputed income when the total amount of life insurance for an employee is over 50,000 USD.

Example

If, for example, the employer pays for half the plan and the employee pays for the other half, use three classifications:

- Nontaxable Benefit
- After-Tax (or Before-Tax)
- Taxable Benefit

Note. (USF) For FEGLI, there are no additional classifications. It is an after-tax employee deduction.

See Also

Chapter 5, "Defining Deductions," Specifying Deduction and Tax Classifications, page 141

Defining Tax Options for Group-Term Life Insurance

Access the Deduction Table - Tax Effect page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Tax Effect) to set up the deduction so that the system calculates the taxable amount for federal, state, and local taxable income.

In most cases, indicate that imputed income (the taxable benefit):

- Adds to the effect on the Federal Insurance Contributions Act gross.
- Has no effect on the federal unemployment tax gross.

The cost of group-term life insurance in excess of 50,000 USD is not subject to federal withholding tax (FWT). Therefore, to have the system withhold FWT, select the Withhold FWT (withhold federal withholding tax) check box.

If you must calculate state or local taxes based on a taxable gross that differs from the federal taxable gross, select *GTL* (group-term life) as the taxable gross component ID. This links the deduction to the Taxable Gross Definition table. The Taxable Gross Definition table defines the taxability for earnings or deduction types (such as imputed income) that you must treat differently at the state or local level than at the federal level. The Taxable Gross Definition table is where you make changes to taxable gross definitions.

PeopleSoft maintains the entries in the Taxable Gross Definition table for group-term life taxable grosses (for U.S. only). The only time you might change an entry is when state or local taxing authorities alert you about changes in their regulations. PeopleSoft also incorporates the changes in the next tax update. If you discover an error or missing information, please notify the Global Support Center, so PeopleSoft can incorporate the change or addition in the next tax update.

You don't ordinarily change the Taxable Gross Definition table, but you can change definitions of taxable gross for state and local income taxes, state disability insurance, and state unemployment taxes.

In the Taxable Gross Definition table, specify whether the withholding for each state follows the federal rules.

Depending on whether you set up an employee group-term life plan or a dependent life plan, select the appropriate value in the GTL/DPL (group-term life/dependent life) field on the Deduction Table - Tax Effect page. The system calculates imputed income for dependent life separately from regular (individual) group-term life. Your selection determines which calculation the system uses.

See Also

[Chapter 5, "Defining Deductions," Specifying U.S. and Canadian Tax Effect Considerations, page 144](#)

[Chapter 2, "Setting Up Payroll Tax Tables," \(USA\) Updating the Taxable Gross Definition Table, page 35](#)

Setting Up for FLSA Calculation

To set up FLSA period definitions, use the FLSA Period Table (FLSA_PERIOD_TBL) component.

This section provides overviews of Fair Labor Standards Act (FLSA) rates and period definitions and discusses how to:

- Review and update FLSA period definitions.
- Set up foundation tables for FLSA calculations.
- Set up the Earnings table for FLSA calculations.
- Set up job data for FLSA calculations.

Note. The FLSA and Alternative Overtime Calculations appendix provides examples of calculations. Use the examples as a guide while setting up FLSA calculations.

See [Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," page 1165](#).

Understanding FLSA Rates

FLSA calculations apply only to the U.S. The Fair Labor Standards Act of 1937 requires that you pay overtime to nonexempt employees who work more than 40 hours in a week.

Government regulations require employers to pay overtime at a rate that is at least equal to the rate calculated according to FLSA regulations. Additionally, you must prorate nondiscretionary bonuses over all applicable FLSA periods and use them to calculate the FLSA regular rate. When an employee has multiple nonexempt jobs in the same organization, the system applies the overtime rule to the total hours for all jobs.

A premium rate is the extra amount of the contractual rate paid for overtime and is stated by percentage. The contractual rate is the hourly rate of pay that an employer promises an employee in exchange for performing a job. The premium amount paid for overtime can be paid either at contractual rate or FLSA rate.

For example, if you compute overtime at 1.5 times the contractual rate, then the overtime premium rate is 50 percent. A contractual rate of 10 USD per hour yields overtime earnings of 15 USD per hour, with 5 USD as the overtime premium paid at contractual rate. Per FLSA regulation, when bonus is factored into the overtime calculation, this premium overtime pay can be higher at FLSA rate.

The Company table enables you to specify what rate to use for overtime premium as follows:

- Always at the FLSA premium.
- At the greater of the FLSA or contractual premium rates.

The employee always receives at least the FLSA premium.

Note. Salaried employees with unspecified hours are always calculated at the FLSA rate, even if it is lower than the contractual rate.

You can calculate overtime pay:

- According to FLSA rules.
- According to a calculation of:

overtime hours × percentage of the contractual rate that you have agreed to pay for overtime work

How you calculate overtime, prorate bonuses, and handle other earnings (such as shift differentials and tips) depends on whether the employees are subject to FLSA standards or exempt from them.

FLSA calculation is affected by the pay frequency. Supported pay frequencies are weekly, biweekly, monthly and semimonthly. Frequency factors that are defined on the Frequency table may be required in converting the amounts from pay period to FLSA period frequency.

Note. Some FLSA calculations use constant values for standard hours or work day hours from Job for an entire period. Changing standard hours or work day hours in the middle of an FLSA period causes inaccurate calculations. Make changes at the end or beginning of the FLSA period.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "Increasing the Workforce," Entering Payroll Processing Data

[Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," page 1165](#)

Understanding FLSA Period Definition

PeopleSoft delivers and maintains three FLSA period definitions:

- Fixed FLSA Period
- Law Enforcement
- Fire Protection

The delivered period definitions are based on data published by the U.S. Department of Labor, Wage and Hour Division. Your organization's requirements might vary slightly from the delivered values if, for example, a union contract overrides the threshold hours established by the U.S. Department of Labor.

If the delivered FLSA period definitions are not adequate for your organization, define new FLSA periods on the FLSA Period Table page.

Pages Used to Set Up for FLSA Calculations

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
FLSA Period Table	FLSA_PERIOD_TBL	Setup HRMS, Product Related, Payroll for North America, Payroll Processing Controls, FLSA Period Table	View all delivered FLSA periods and create or maintain user-defined FLSA periods.
Default Settings	COMPANY_TABLE2_GBL	• Set Up HRMS, Foundation Tables, Organization, Company, Default Settings • Set Up HRMS, Foundation Tables, Organization, Agency USF, Default Settings	Set up default company information; including FLSA settings.
FLSA Calendar Table	FLSA_CALENDAR	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, FLSA Calendar Table, FLSA Calendar Table	Set up FLSA calendars.
Calc Parameters	PAYGROUP_TBL3	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Calc Parameters	Define payroll processing parameters for pay groups

Page Name	Definition Name	Navigation	Usage
FLSA Period Definition	FLSA_PERIOD_SBPNL	Click FLSA Period Definition on the Calc Parameters page.	(USA) Specify FLSA period definition and other parameters for the pay group's FLSA calculation.
Earnings Table - General	EARNINGS_TABLE1	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, General	Define parameters and rules for calculating earnings. Also specify the effects on Fair Labor Standards Act (FLSA) regular rate calculations, and define retro pay processing options.
Earnings Table - Calculation	EARNINGS_TABLE3	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Calculation	Specify special earnings calculation formats that control how the pay calculation handles the earnings code and what results the earnings code produces.
Job Information	JOB_DATA_JOBCODE	- Workforce Administration, Job Information, Add Employment Instance, Job Information - Workforce Administration, Job Information, Job Data, Job Information	Enter information about a person's job, including status, employee class, shift, or standard hours.

Viewing and Maintaining FLSA Period Definitions

Access the FLSA Period Table page (Setup HRMS, Product Related, Payroll for North America, Payroll Processing Controls, FLSA Period Table).

FLSA Period Table

FLSA Period Definition: 00

FLSA Period Table Find | View All | First 1 of 1 Last

Effective Date: 01/01/1900

Description: Fixed FLSA Period

FLSA Period	FLSA Period in Days	FLSA Threshold Hours
	7	
	14	

FLSA Period Table page

FLSA Period

These values cannot be changed for delivered FLSA periods. The fields can be edited for user-defined periods.

FLSA Period in Days Enter the length of the FLSA pay period, or the days from the FLSA begin date to the FLSA end date.

FLSA Threshold Hours Enter the number of hours worked in the corresponding period length before the FLSA rate applies to fire protection and law enforcement employees.

See Also

Chapter 9, "(USA) Setting Up Additional U.S. Payroll Functionality," Viewing and Maintaining FLSA Period Definitions, page 289

Setting Up Foundation Tables for FLSA Calculations

To set up foundation tables for FLSA calculations:

1. Select FLSA settings in the USA section on the Company - Default Settings page.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Organization Foundation Tables," Setting Default Information for Companies.

- a. Select the FLSA Required check box if any pay groups in the company require FLSA compliance.

If you don't select this check box, FLSA functionality is not available in Payroll for North America. After you select the FLSA Required check box, the FLSA Rule (Fair Labor Standards Act rule) group box becomes available for entry.

- b. Select an option in the FLSA Rule group box.

Designate whether the system should always use the FLSA premium rate (even when the FLSA rate is less than the contractual rate) or the higher of the FLSA and contractual rates (this is the default).

2. Set up the FLSA calendar on the FLSA Calendar Table (Fair Labor Standards Act Calendar table) page.

Define the FLSA period days and start dates on the FLSA Calendar Table page. This step is not required when you use the Basic Rate Formula for fixed, salaried hours in a fixed FLSA period.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Pay Calendars," Creating Pay Calendars and FLSA Calendars.

3. Review the FLSA Period Definition table and add additional period definitions if necessary.

PeopleSoft delivers the standard period definitions as defined by the U.S. Department of Labor. You cannot modify the delivered period definitions. Define additional period definitions only if the delivered definitions are not adequate for your needs.

4. Select the FLSA Required check box on the Pay Group Table - Calc Parameters page.

If FLSA functionality applies to this pay group, select this check box to enable the display of the FLSA Period Definition (Fair Labor Standards Act period definition) button. You must consider whether FLSA applies when creating pay groups.

Note. When setting up pay groups, do not use the same pay group ID in two separate companies if the companies use different overtime earnings codes.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Jobs," Setting Up Pay Groups.

5. Specify the FLSA period definition and other parameters for the pay group's FLSA calculation on the FLSA Period Definition page.

To access the FLSA Period Definition page, click the FLSA Period Definition button on the Pay Group Table - Calc Parameters page.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Jobs," (USA) Specifying the FLSA Period Definition.

Note. Unless you enable FLSA functionality at every level in the previous steps, you don't see FLSA functionality at the next lower level. In other words, if you do not select the FLSA Required check box in the Company table, you don't see FLSA functionality on the Pay Group Table - Calc Parameters page. After you select the FLSA Required check box in the Pay Group table, the FLSA Period Definition button becomes available. The country for the pay group must also be USA for FLSA processing. To be included in the FLSA calculation, an employee must have nonexempt status in job data and belong to a pay group that is set up with FLSA required.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Organization Foundation Tables," Entering Company Information

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Creating Pay Calendars and FLSA Calendars

Appendix D, "(USA) FLSA and Alternative Overtime Calculations," page 1165

Setting Up the Earnings Table for FLSA Calculations

Use the Earnings Table - General page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, General) and the Earnings Table - Calculation page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Table, Calculation) to specify the earnings codes in the company that are affected by FLSA regulations, and to assign the earnings codes to FLSA categories. Only these two pages in the Earnings Table component (EARNINGS_TABLE) affect FLSA payment.

The following steps are required, but not necessarily in this order.

- Complete the Earnings Table - General page.
- Complete the Earnings Table - Calculation page.

See Chapter 4, "Defining Earnings Codes and Earnings Programs," (USA) Setting Up the Earnings Table for FLSA Calculations, page 104.

Setting Up Job Data for FLSA Calculations

This step is employee-specific. Complete the USA section of the Job Information page (Workforce Administration, Job Information, Add Employment Instance, Job Information) when you hire an employee.

FLSA Status (Fair Labor Standards Act status) Only nonexempt employees are entitled to FLSA calculation.

Work Day Hours Displays the number of hours an employee is scheduled to work on a normal day, which the system uses to calculate the FLSA Basic Rate Formula.

Note. Do not enter a salaried employee's compensation rate as an hourly rate (hourly frequency) in the Compensation Rate field on the Job Data – Compensation page. Under some conditions, doing so causes the system to pay minimum wage in place of the FLSA rate.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "Updating Person and Job Information"

Setting Up for Alternative Overtime Calculation

To set up alternative state definitions, use the Alternative Overtime State Tbl (ALT_OT_STATES) component.

This section provides an overview of alternative overtime calculation and discusses how to:

- View and maintain alternative overtime state definitions.
- Identify employees subject to alternative overtime calculations.

Note. The federal version of Payroll for North America does not use the alternative overtime functionality.

Understanding Alternative Overtime

Some states require different overtime calculations than those managed by the Federal Fair Labor Standards Act (FLSA) regulations. For example, the FLSA overtime premium calculation is fixed at 0.5, whereas California requires that daily overtime in excess of 12 hours must be paid at double time.

This feature is useful for any organization that pays employees in California or other applicable states or requires the alternate calculation because of union or company agreements.

Setup Steps

Alternative overtime calculation applies only to FLSA-eligible employees. All normal FLSA setup must be done to support alternative overtime calculation processing.

In addition to the normal FLSA setup, these additional setup steps are required for alternative overtime processing:

1. Set up the Alternative Overtime State table to identify the states in which alternative overtime calculations should apply.

PeopleSoft delivers sample data for the *SHARE* setID showing states that have alternative overtime requirements. You can use this information when you set up the table for your setIDs and add additional states as necessary according to your alternative overtime business rules.

2. Identify employees who are subject to Alternative Overtime calculations.

Select *ALT OT* in the FLSA Status field on the Job Information page in the employee's job data.

Note. California employees who work less than 40 hours get overtime pay on an FLSA basis if their FLSA Status is either *Nonexempt* or *Alt OT*. The difference between the two statuses is that *Nonexempt* causes a fixed multiplier of 0.5 to be applied, whereas *Alt OT* uses the earnings code's multiplier. If the earnings code's multiplier is also 0.5, then the overtime amounts are the same for the two statuses.

See Chapter 9, "(USA) Setting Up Additional U.S. Payroll Functionality," Setting Up for FLSA Calculation, page 286.

Processing Description

Salaried employees with unspecified hours are always calculated with the alternative rate, even if it is lower than the contractual rate. The alternative overtime calculation applies even if an employee works less than 40 hours in a week.

Note. Payroll for North America does not provide functionality to analyze daily hours and split them between normal time and one or more overtime rates. You must input this information using PeopleSoft Enterprise Time and Labor or another method.

The system follows these steps in processing alternative overtime:

1. To see if the employee is eligible for alternative overtime calculations, the system first looks to the FLSA status on the employee's job information.
2. If the employee is eligible, the system then confirms that the state defined on the payline is on the Alternative Overtime States record.
3. For those employees identified, the system calculates overtime on the alternative basis rather than the usual FLSA method.

To calculate alternative overtime, the system uses the multiplication factor specified for the overtime earnings code on the Earnings table instead of the fixed 0.5 used in federal FLSA calculation.

4. When the overtime has been calculated by the alternative method, the system displays the rate with the label Alternative Rate rather than FLSA Rate.

See Also

Appendix D, "(USA) FLSA and Alternative Overtime Calculations," page 1165

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Jobs," (USA) Specifying the FLSA Period Definition

Pages Used to Set Up Alternative Overtime Processing

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Alternative Overtime State Table	ALT_OT_STATES	Setup HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Alternative Overtime State Tbl, Alternative Overtime State Table	Identify the states that have alternative overtime requirements.
Job Information	JOB_DATA_JOBCODE	- Workforce Administration, Job Information, Add Employment Instance, Job Information - Workforce Administration, Job Information, Job Data, Job Information	Enter information about a person's job, including status, employee class, standard hours, and FLSA status.

Viewing and Maintaining Alternative Overtime State Definitions

Access the Alternative Overtime State Table page (Setup HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Alternative Overtime State Tbl, Alternative Overtime State Table).

Alternative Overtime State Table

Set ID: SHARE

Effective Date: 01/01/1900

Alternative Overtime State Table

Customize | Find | View All |   First 1-10 of 10 Last

*State Code	State		
AK 	Alaska		
CA 	California		
CO 	Colorado		
KS 	Kansas		
KY 	Kentucky		
MN 	Minnesota		
NV 	Nevada		
OR 	Oregon		
PR 	Puerto Rico		
RI 	Rhode Island		

Alternative Overtime State Table page

The SHARE set ID is delivered as sample data showing the states that have alternative overtime requirements. Set up the table for your organization's setIDs according to your company's alternative overtime business rules.

State Code Enter the 2-character state code to identify in which state alternative overtime calculations should apply.

Identifying Employees Subject to Alternative Overtime Calculations

Access the Job Data - Job Information page (Workforce Administration, Job Information, Add Employment Instance, Job Information).

Identify employees who are subject to alternative overtime calculations by selecting *ALT OT* in the FLSA Status field.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "Increasing the Workforce"

Chapter 10

(USF) Setting Up Additional U.S. Federal Payroll Functionality

This chapter discusses how to:

- Establish pay plans.
- Define earnings accrual classes.
- Set up military deposits.
- Set up retirement annuity offset calculations.
- Set up Individual Retirement Record (IRR) remarks.

Establishing Pay Plans

To set up pay plans, use the Pay Plan Table USF (GVT_PAY_PLAN_TBL) component.

This section provides overviews of pay plans and pay plan configuration for pay caps and limits and discusses how to:

- Define pay plans.
- Establish pay caps/limits and exempt overtime rates.

Understanding Pay Plans

Pay plans establish classification authorities and eligibility for automatic, within-grade increases (WGIs), premium pay, law enforcement officer (LEO) pay, and so on. Each pay plan also specifies a set of pay limits, exempt overtime rates, and conversion factors. In the Salary Plan table in PeopleSoft Human Resources, you can associate a pay plan with each salary plan. The IDs that you assign to pay plans become setIDs that link salary plans with pay plans that you define here.

Understanding Pay Plan Configuration for Pay Caps and Limits

The following table is an example of how to configure the Pay Plan Process Control page to process the Office of Personnel Management (OPM) GS maximum pay plan limits:

Limit Type	Seq	Earnings Process Type	LEO	Locality (LOC)	Pay Plan	Grade	Step	Mult Fact
General Schedule	1	Basic Pay			EX	0000	V	100
General Schedule plus LOC	2	Basic Pay		X	EX	0000	IV	100
General Schedule plus LEO	3	Basic Pay	X	X	EX	0000	IV	100
Overtime plus LOC	4	Overtime		X	GS	10	1	100
Overtime plus LEO	5	Overtime	X	X	GS	10	1	100
Biweekly	6	Pay Limit		X	GS	15	10	100
Biweekly	7	Pay Limit	X	X	GS	15	1	100
Overtime plus LEO (150% of GS Rate Step 1)	8	Pay Limit	X	X	GS	15	1	150
Overtime plus LEO (Level 5 of Executive Schedule)	9	Pay Limit	X	X	EX	0000	V	100
Annual	10	TotAnnual		X	EX	0000	I	100

See Also

Chapter 15, "(USF) Administering Additional U.S. Federal Payroll Functionality," Administering Pay Caps and Limits, page 471

Chapter 10, "(USF) Setting Up Additional U.S. Federal Payroll Functionality," Establishing Pay Caps/Limits and Exempt Overtime Rates, page 300

Pages Used to Establish Pay Plans

Page Name	Definition Name	Navigation	Usage
Pay Plan	GVT_PAYPLAN_TBL	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Pay Plan Table USF, Pay Plan	Enter a pay plan ID to become a setID selection for the Salary Plan table. Specify classification authority and eligibility.
Pay Plan Process Control	GVT_PAYPLAN_TBL2	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Pay Plan Table USF, Pay Plan Process Control	Establish pay caps and limits, exempt overtime rates, and conversion factors for pay plans.

Defining Pay Plans

Access the Pay Plan page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Pay Plan Table USF, Pay Plan).

Pay Plan: GS

Pay Plan

*Effective Date: 01/01/1980 *Status: Active

*Description: General Schedule

Short Description: GS

*Classification Authority: Title 5, GS Class System

Pay Plan is Eligible for

☒ Auto Within Grade Increase ☒ Interim Geographic Adjustment

☒ Premium Pay ☒ Law Enforcement Officer Pay

☐ Non-Numeric Steps ☒ Locality Adjusted Pay

Wage Grade FEGLI Accumulator

FEGLI Accumulator:

Pay Plan page

Pay Plan

Classification Authority Select the pay plan's classification authority from the Translate table: *Equivalent to GS Class System; Equivalent to Title 5 FWS; Title 38, United States Code; Title 5, GS Class System; Title 5, Other; and Title 5, Prevailing Rate Sys.*

Wage Grade FEGLI Accumulator

FEGLI Accumulator Select the special accumulator that is used to accumulate FEGLI. (Federal Employee Group Life Insurance accumulator)

Establishing Pay Caps/Limits and Exempt Overtime Rates

Access the Pay Plan Process Control page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Pay Plan Table USF, Pay Plan Process Control).

The screenshot displays the 'Pay Plan Process Control' page. At the top, there are tabs for 'Pay Plan' and 'Pay Plan Process Control'. Below the tabs, the 'Pay Plan' is set to 'GS' and 'General Schedule'. The 'Pay Caps/Limits' section shows an 'Effective Date' of '01/01/1980' and 'Active' status. It contains a table with columns: Sequence, *Earning Process Type, LEO Rule, Locality Rule, Pay Rate Determinant, *Pay Plan, Salary Plan, *Grade, Step, Disposition, *Mult Factor, and Emergency. The table lists six rows of pay rules. Below this is the 'Conversion Factor' section, which includes a table with columns: *Standard Hours From, *Standard Hours To, and *Hourly Rate Conversion Factor. It shows two rows of conversion factors.

Sequence	*Earning Process Type	LEO Rule	Locality Rule	Pay Rate Determinant	*Pay Plan	Salary Plan	*Grade	Step	Disposition	*Mult Factor	Emergency
10	Tot Annual	☐	☒		EX	0000	I			100	☐
11	Tot Annual	☒	☒	Regular Rt	EX	0000	I			100	☐
1	Basic Pay	☐	☐	Regular Rt	EX	0000	V			100	☐
2	Basic Pay	☐	☒		EX	0000	IV			100	☐
3	Basic Pay	☒	☒		EX	0000	IV			100	☐

*Standard Hours From	*Standard Hours To	*Hourly Rate Conversion Factor
1	40	2087
50	56	2912

Pay Plan Process Control page

Pay Caps/Limits

Each row represents an individual pay rule.

Sequence Defines the processing order of caps or limits. If an employee qualifies for two scenarios, the system applies the cap or limit with the lower sequence number.

Earning Process Type	Each Earning Process Type row represents an individual pay rule. If there are two limits, create two rows with the same Earnings Process Type and LEO / LOC Rule. Select the type of pay caps or limits that apply to this pay plan. <i>Basic Pay</i> (pay cap - basic pay): Base pay is subject to a pay cap. <i>Overtime</i>: Base pay plus overtime is subject to a pay period limit. Overtime hourly rate is subject to an hourly rate limit. <i>Pay Limit</i> (pay limit - premium pay): Earnings are subject to a pay period limit. <i>TotAnnual</i> (pay limit - total annual): Total annual earnings are subject to an annual pay limit.
LEO Rule (law enforcement officer rule)	Select if the cap or limit applies to employees who receive Law Enforcement Officer (LEO) pay.
Locality Rule (locality rule)	Select if the pay cap or limit applies to employees who receive Locality pay.
Pay Rate Determinant	Select the pay rate determinant to which the pay cap or limit applies. Values are defined in Title 5 of the U. S. Code and Code of Federal Regulations.
Pay Plan, Salary Plan, Grade, and Step	The pay plan, salary plan, grade, and step that determines the maximum limit of the cap or limit. The Step field value cannot exceed two characters, except for the EX pay plan.
Disposition	Select the action to use when the employee's compensation exceeds a limit: <i>Defer</i> to the first pay period of the next calendar year or <i>Forfeit</i> .
Mult. Factor (multiplication factor)	This factor is used for all caps or limits except overtime, for which the overtime earnings code multiplication factor is used.
Emergency	Select if an emergency has been declared for the pay period. For the pay period, the annual limit will apply instead of the pay limit-premium pay.

Conversion Factor

Hourly Rate Conversion Factor (hourly rate conversion factor)	Enter the conversion factor to use for converting standard hours to the hourly rate.

See Also

Chapter 10, "(USF) Setting Up Additional U.S. Federal Payroll Functionality," Understanding Pay Plan Configuration for Pay Caps and Limits, page 297

Chapter 15, "(USF) Administering Additional U.S. Federal Payroll Functionality," Understanding Pay Caps and Limits, page 471

Defining Earnings Accrual Classes

To set up earnings accrual classes, use the Earnings Accruals USF (GVT_ERN_ACR_CLASS) component.

This section provides an overview of earnings accrual classes and discusses how to:

- Define accrual class properties.
- Establish ceilings and carryover limits.
- Apply expiration and termination rules.
- Create a schedule for granting leave based on length of service.
- Specify how earnings code hours affect leave balances.
- Set up cascading leave.

See Also

[Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Managing Leave Accrual, page 475](#)

Understanding Earnings Accrual Classes

Payroll for North America provides streamlined processing and reporting of all U.S. federal government leave accrual, usage, transfer, and adjustment activity that affects an employee's leave balances. The system uses accrual classes to track the expiration dates of accrued leave line items, applying leave usage to the oldest line items first and disposing of expired leave balances by the method that you specify for the class. The system supports all leave plans and transfer programs that are currently authorized for federal agencies.

Before you begin defining accrual classes:

- Decide how to convert the processing rules, earnings limits, and other criteria governing leave at your agency into earnings accrual classes.

You might want many accrual classes or just a few, depending on how you define the parameters for different leave types, such as annual leave, sick leave, and compensatory time.

For example, you can create a rule limiting certain employees to no more than 240 hours of annual leave, and a rule that allows another group of employees to earn up to 360 hours of leave. Each of these rules requires a different accrual class.

- Establish a naming convention for accrual classes so that you can designate and quickly identify different classes for sick leave, compensatory time, military leave, and so on.
- Become familiar with the relationship between earnings codes and accrual classes.

To define accrual classes:

1. Set up and define the earnings codes to associate with each earnings accrual class.

2. Define the parameters of each earnings accrual class in one of the following ways:

- A set of rules determining the rate at which employees accrue leave based on years of service.
- A set of rules for applying ceilings, carryover limits, and expiration dates to accrued leave, and for disposing of excess leave when one exceeds these limits.
- A set of rules to determine how to process, track, and accumulate leave balances.

Relationship Between Earnings Codes and Accrual Classes

Every type of leave (such as annual leave or shore leave), is represented in the system by one or more earnings codes, as used on paysheets at the employee level. An accrual class enables you to set limits and parameters for leave earnings represented by an earnings code. This includes expiration periods for leave, leave ceilings, and carryover limits.

Earnings codes are central to their associated earnings classes. By themselves, however, earnings codes don't indicate how to handle leave when one reaches a ceiling or expiration, the order in which the system uses leave earnings, and so on. You can link this kind of information to an earnings code only by associating it with an accrual class.

Earnings codes tell the system what to pay employees if you decide to convert leave to pay upon expiration or termination, or when one exceeds ceiling and carryover limits.

Accrual classes indicate how to process and accumulate leave earnings represented by different earnings codes for individual employees in that class. For example, if you define an accrual class for annual leave, you might:

- Define an earnings code for leave hours taken.
- Specify that the system adds this time to the accumulation of service hours that are used to calculate leave accrual rates.

When you define an accrual class for one type of leave, you must specify how earnings codes for other types of leave or work time affect accrual balances for employees in the class. For example, if you define an accrual class for annual leave, you might specify another type of leave taken by your employees (such as sick leave or compensatory time) to add to the accumulation of service hours on which annual leave is based.

Annual Leave Entitlement Calculation

The following table includes the formulas that are used to calculate accrual-specific entitlements. You must select the Annual Entitlement check box on the Earnings Accruals USF - Class page for this calculation to occur:

Leave	Accrual Unit	Accrual Frequency	Formula	Time Accrued
Annual Full-Time (FT)	Year	Hours/Pay Period	((remaining pay periods in the year) × accrual rate) + year-to-date accrual balance + last pay period If service is between 3 and 15 years, the formula is: ((remaining pay periods in the year) × accrual rate) + year-to-date accrual balance + last pay period + 4	0–3 years of service: ½ day (4 hours) for each pay period, except based on service. 3–15 years of service: ¾ day (6 hours) for each pay period, except 1¼ days (10 hours) in last pay period. 15+ years of service: 1 day (8 hours) for each pay period.
Annual Part-Time (PT)	Year	Hours/Hour	((remaining pay periods in the year) × accrual rate × standard hours) + year-to-date accrual balance	0–3 years of service: 1 hour for each 20 hours in pay status. 3–15 years of service: 1 hour for each 13 hours in pay status. 15+ years of service: 1 hour for each 10 hours in pay status.
Sick FT	Years	Hours/Pay Period	((remaining pay periods in the year) × accrual rate) + year-to-date accrual balance	½ day (4 hours) for each biweekly pay period.
Sick FT	Years	Hours/Hour	((remaining pay periods in the year) × accrual rate × standard hours) + year-to-date accrual balance	1 hour for each 20 hours in a pay status.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars,"
Creating Pay Calendars and FLSA Calendars

Pages Used to Define Earnings Accrual Classes

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Earnings Accruals USF - Class	GVT_ERN_ACR_CLASS	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Class	Define accrual class properties and key features, including the rules for calculating leave based on time in service and frequency of accrual.
Ceiling/Carryover	GVT_ERN_ACR_CLASS2	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Ceiling/Carryover	Establish rules for applying ceilings and carryover limits to earnings accrual classes.
Expiration/Termination	GVT_ERN_ACR_CLASS3	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Expiration/Termination	Apply expiration and termination rules to earnings accrual classes.
Rates/Bonus	GVT_ERN_ACR_CLASS4	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Rates/Bonus	Create a schedule for granting leave based on length of service. Establish the hours, months, years, or pay periods that members of the accrual class must work to receive a specified amount of leave.
Earnings Accruals USF - Balance	GVT_ERN_ACR_CLASS5	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Balance	Select the earnings codes that add to, or subtract from, leave balances for the class, and specify how the hours that are associated with these earnings codes affect various balances that track and store leave time (such as hours taken, hours earned, and service hours).
Cascading	GVT_ERN_ACR_CLASS6	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Cascading	Define the sequence and the accrual classes to which each earnings accrual class cascades.

Defining Accrual Class Properties

Access the Earnings Accruals USF - Class page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Class).

Class

Ceiling/Carryover

Expiration/Termination

Rates/Bonus

Balance

Cascading

Earnings Accrual Class: FMLA

Earnings Accrual

Find | View All | First 1 of 1 Last

*Effective Date: 01/01/1980

*Status: Active

*Description: Family Medical Leave Act

Short Description: FMLA

Accrual Calculation

Leave Type: FMLA

*Accrual Units: Hours

*Accrual Frequency: Hrs/Hour

*Accrual Year Type: Calendar

*Accrual Pay Period: 1

*Effective Rate: Current Rate

Effective Rate Percent:

Accrual Processing

☐ Accrued Balance Go Negative

☐ Check Non-Pay Hours

☐ Special Calculation Routine

☐ Service Calc at Year Begin

☐ End of Year Indicator

☒ Adjustments Allowed

☐ Use Old First

☐ Track Non-Pay Hours

☐ Annual Entitlement

Earnings Accruals USF - Class page

Accrual Calculation

This information enables the system to record the frequency of accrual and the units of leave time earned by members of the accrual class.

Leave Type	Note. Although you can define many different types of leave in the Earnings Accrual Class component, different accrual types require different rules. For example, because compensatory time does not accrue at regular rates based on years of service, you do not use the Earnings Accruals USF - Rates/Bonus page to link compensatory time earnings to service time. However, you do use this page for annual leave, which does vary according to years of service.
Accrual Units	Select the unit of time that the system uses to track, store, and quote the service intervals on which it bases accruals: <i>Hours</i>, <i>Months</i>, or <i>Years</i>. Note. This value becomes the default on the Rates/Bonus page, where you associate accrual rates to time in service.

Accrual Frequency

Select the rate at which leave is earned and tabulated:

Hrs/Year (hours/year): When you select this value, the Accrual Year Type field becomes available for entry.

Hrs/Hour (hours/hours): Select this value to have employees earn leave at a rate of hours each hour.

Hrs/Month (hours/month): When you select this value, the Accrual Pay Period field becomes available for entry.

Hours/Pay Pd (hours/pay period): Select this value to have employees earn leave at a rate of hours in each pay period.

Hrs/Week (hours/week): Select this value to have employees earn leave at a rate of hours each week.

Note. This value becomes the default on the Rates/Bonus page.

Accrual Year Type

Select the type of dates to use as the beginning and ending dates of the year:

Calendar: The calendar year normally begins January 1 and ends December 31.

Fiscal: The fiscal year normally begins October 1 of a year and ends September 30 of the following year.

Leave: The leave year normally begins with the first full pay period that begins and ends within the calendar year. However, because the length of the leave year is 26 pay periods, the end date falls within the following year.

Pay: The pay year normally begins with the first full pay period that begins and ends within the calendar year, and it ends with the last pay period that begins and ends in the year.

Note. Before using these accrual year types, you must define them in the Pay Calendar table. You can modify the standard definitions as needed.

Accrual Pay Period

Select the pay period in which you want to grant leave earnings. For example, if the month contains multiple pay periods and you decide to distribute earnings after the first week, enter any value from 2 to 5 in the Accrual Pay Period field (with 2 indicating week two, 3 indicating week three, and so on). The default is 1 (week one).

Effective Rate

Select the disposition of excess leave balances: *Current Rate*, *Rate Earned*, or *Current Rate Percent*. Convert leave to pay using the pay rate in effect when the leave was originally accrued, the current rate of pay at the time of expiration, or a percentage of the current rate. When you select *Current Rate Percent*, the Effective Rate Percent field becomes available for entry.

Effective Rate Percent

Enter the percentage to use as the basis of calculations.

Accrual Processing

Use this group box to indicate how to process, calculate, and adjust accruals, and to establish a schedule for disposing of dated leave balances.

Accrued Balance Go Negative	For your information only.
Check Non-Pay Hours	Select to tabulate the number of nonpay hours to determine whether to grant accrual earnings. For example, suppose the standard hours for an employee are 80 hours per pay period. The employee has 70 nonpay hours going into a new pay period and takes an additional 10 hours of nonpaid time. The system adds the total number of nonpay hours (80), determines that this number equals the total of standard hours, and blocks any additional leave accrual for that pay period.
Special Calculation Routine	Not currently used by U.S. federal government customers.
Service Calc at Year Begin (service calculation at year begin)	Select to calculate leave hours according to length of service as of January 1 of the current year. To calculate leave hours according to the length of service as of the leave accrual process date, deselect this check box. The system uses the service date in the employee's Job Data component for this calculation.
End of Year Indicator	Select to expire restored leave at the end of the expiration year (Dec. 31). For example, if you restore an employee's leave on Jan. 15, 1998 and the leave expires in 24 months, the system extends the expiration date beyond the two-year limit to the end of the year in which the leave expires (December 31, 2000). This is for restored leave only.
Adjustments Allowed	Select to adjust leave at the line-item level on the Accrual Ledger page. Otherwise, the Accrual Adjustment button is not available.
Use Old First	Select when processing ceilings, carry overs, and expirations. The system reviews historic rows of leave and uses the oldest available leave first.
Track Non-Pay Hours	Select to track nonpay hours for a WGI. Nonpaid hours will be tracked on the accrual non pay ledger.
Annual Entitlement	Select to activate the annual entitlement calculation. After each pay period, the system calculates the employee's annual accrual entitlement balance along with the next pay period's accrual. This provides the information to determine how many leave hours employees can use before exceeding their full annual accrual entitlement. The number of hours to which an employee is entitled for the remainder of the year appears on the Accrual Summary page. Calculation formulas are provided in the overview. See Chapter 10, "(USF) Setting Up Additional U.S. Federal Payroll Functionality," Understanding Earnings Accrual Classes, page 302.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Creating Pay Calendars and FLSA Calendars

Establishing Ceilings and Carryover Limits

Access the Ceiling/Carryover page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Ceiling/Carryover).

Class Ceiling/Carryover Expiration/Termination Rates/Bonus Balance Cascading

Earnings Accrual Class: FMLA

Find | View All First 1 of 1 Last

Effective Date: 01/01/1980 Status: Active

Description: Family Medical Leave Act

Accrual Ceiling

☐ Ceiling Set Indicator

*Ceiling Interval: Hours

*Year Type: Calendar

*Ceiling Pay Period: 1

*Ceiling Disposition: Convert to Pay

Ceiling Intervals:

Maximum Ceiling:

Ceiling Earnings Code:

Accrual Carryover

☐ Max Carryover Indicator

*Carryover Interval: Hours

*Year Type: Calendar

*Carryover Pay Period: 1

*Carryover Disposition: Convert to Pay

Carryover Intervals:

Max Cryovr:

Carryover Earnings Code:

☐ Coordinate with Grandfather

Ceiling/Carryover page

Accrual Ceiling

Use this group box to place limits on total leave earnings and to specify how to handle excess accruals. Establishing a leave ceiling enables you to limit leave earnings and to trigger various actions when the ceiling has been reached, including the conversion of leave to pay.

Ceiling Set Indicator Select to activate the fields in the Accrual Ceiling group box.

Ceiling Interval Select the interval with which to measure the maximum amount of leave time that members of an accrual class can accumulate: *Hours*, *Months*, *Pay Period*, or *Years*. When you select *Months*, the Ceiling Pay Period field becomes available for entry. When you select *Years*, the Year Type field becomes available for entry.

Ceiling Pay Period Select the week of each month in which you apply the accrual ceiling and determine the disposition of excess leave (*1* represents week one, *2* represents week two, and so on).

Ceiling Disposition	Specify how to handle excess leave accruals: <i>Allowed to Exceed:</i> Select to disregard ceilings that are applied at an earlier date. <i>Convert to Other:</i> Select to convert excess leave to other types of leave. For example, if you place a ceiling on leave accruals, you can convert excess earnings into another leave type by entering its corresponding earnings code in the Ceiling Earnings Code field. However, this value is not supported by an automated process. Configuration is required to implement this feature. <i>Convert to Pay:</i> Select to convert excess leave to pay by creating an Additional Pay record, either at the rate earned or at the current rate that is specified on the Earnings Accruals USF - Class page. The system creates a ledger entry to record the reduction of hours and updates the accruals summary. The resulting payment appears as additional pay on the paysheets. When you select this value, the Ceiling Earnings Code field becomes available for entry. <i>Forfeit:</i> Select to reduce excess accruals and create a ledger entry to record the forfeiture. You immediately lose excess leave. <i>Use or Lose:</i> Select to reduce excess accruals and create a ledger entry to record the forfeiture. You immediately lose excess leave.
Ceiling Intervals	Not currently used by U.S. federal government customers.
Maximum Ceiling	Enter the maximum number of hours, months, years, or pay periods of leave time that an employee in the accrual class can accumulate, depending on the unit of measurement that is specified in the Ceiling Intervals field.
Ceiling Earnings Code	Specify how to compensate employees in an accrual class when leave is converted to pay. Define earnings codes in the Earnings tables.

Accrual Carryover

Use this group box to specify the carryover limits and tell the system what operations to perform when one exceeds the limit. Establishing a carryover limit enables you to control the amount of leave employees can carry over from one period to another and to trigger other operations, such as the conversion of excess carryover to pay.

Max Carryover Indicator (maximum carryover indicator)	Select to activate the fields in the Accrual Carryover group box.
Carryover Interval	Select the interval with which to measure the amount of leave employees in the accrual class can carry over from one period to another: <i>Hours, Months, Pay Period, or Years</i> . When you select <i>Months</i> , the Carryover Pay Period field becomes available for entry. When you select <i>Years</i> , the Year Type field becomes available for entry.
Carryover Pay Period	Select the week of each month in which you apply the accrual carryover and determine the disposition of excess leave (<i>1</i> represents week one, <i>2</i> represents week two, and so on).

Carryover Disposition	Specify how to handle excess leave accruals: <i>Allowed to Exceed:</i> Select to disregard carryover limits that are applied at an earlier date. <i>Convert to Other:</i> Select to convert excess leave to other types of leave. For example, if you apply a carryover limit to leave earnings, you can convert excess earnings into another leave type by entering its corresponding earnings code in the Carryover Earnings Code field. However, this value is not supported by an automated process. Configuration is required to implement this feature. <i>Convert to Pay:</i> Select to convert excess carryover to pay by creating an Additional Pay record, either at the rate earned or at the current rate that is specified on the Earnings Accruals USF - Class page. The system creates a ledger entry to record the reduction of hours and updates the accrual summary. The resulting payment appears as additional pay on the paysheets. When you select this value, the Carryover Earnings Code field becomes available for entry. <i>Forfeit:</i> Select to reduce excess leave and create a ledger entry to record the forfeiture. You immediately lose excess leave. <i>Use or Lose:</i> Select to reduce excess leave and create a ledger entry to record the forfeiture. You immediately lose excess leave.
Carryover Intervals	Not currently used by U.S. federal government customers.
Max Carryover (maximum carryover)	Enter the maximum number of hours, months, years, or pay periods of leave time that an employee in the accrual class can carry over, depending on the unit of measurement that is specified in the Carryover Intervals field.
Carryover Earnings Code	Specify how to compensate employees in an accrual class when converting leave to pay. Define earnings codes in the Earnings tables.
Coordinate with Grandfather	Select if employees can use <i>grandfathered</i> leave earnings that put them above the carryover limit for their accrual class. For example, if an employee moves from an accrual class that carries a higher carryover limit than is permitted for individuals in the current class, the system checks the Enrollment page for the correct carryover limit for this employee. Employees are eligible to receive a personal carryover limit on the Enrollment page that remains in effect until their leave earnings fall within the carryover limit for the rest of their accrual class. So, an employee entering an accruals class with excess leave isn't forced to lose it, and the system coordinates leave usage so that it uses the oldest leave first.
Note. After you enter the original amount of an employee's grandfathered leave on the Enrollment page, view the grandfathered leave balance on the Accrual Summary page.	

See Also

Chapter 4, "Defining Earnings Codes and Earnings Programs," Establishing Earnings Codes, page 97

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Creating Pay Calendars and FLSA Calendars

Applying Expiration and Termination Rules

Access the Expiration/Termination page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Expiration/Termination).

ClassCeiling/CarryoverExpiration/TerminationRates/BonusBalanceCascading

Earnings Accrual Class: FMLA

Expiration & Termination

Find | View All | First | 1 of 1 | Last

Effective Date:01/01/1980

Status:Active

Description:Family Medical Leave Act

Accrual Expiration

☐ Earnings Expiration Indicator

*Expiration Interval:Hours

*Expiration Disposition:Convert to Pay

Expiration Intervals:

Expiration Earnings Code:

HoursUntil Expiration:

Accrual Termination

*Termination Disposition:Forfeit

Termination Earnings Code:

Pay at Termination Percent:

Expiration/Termination page

Accrual Expiration

Use this group box to specify the maximum amount of time that can pass before one must use, forfeit, or convert accrued leave to pay.

- Earnings Expiration Indicator

Select to activate the fields in the Accrual Expiration group box.
- Expiration Interval

Select the interval with which to measure the expiration period. This value is the default unit of measurement for the Until Expiration field.

Expiration Disposition	Specify how to handle leave upon expiration: <i>Convert to Other:</i> Select to convert expired leave to other types of leave. For example, if you apply an expiration date to leave earnings, you can convert this leave into another leave type by selecting its corresponding earnings code. However, this value is not supported by an automated process. Configuration is required to implement this feature. <i>Convert to Pay:</i> Select to convert expired leave to pay by creating an Additional Pay record, either at the rate earned or at the current rate that is specified on the Earnings Accruals USF - Class page. The system creates a ledger entry to record the reduction of hours and updates the accrual summary. The resulting payment appears as additional pay on the paysheets. When you select this value, the Expiration Earnings Code field becomes available for entry. <i>Forfeit:</i> Select to reduce expired leave and create a ledger entry to record the forfeiture. You immediately lose excess leave.
Expiration Intervals	Not currently used by U.S. federal government customers.
Expiration Earnings Code	Specify how to compensate employees in an accrual class when converting leave to pay. Define earnings codes in the Earnings table.
Until Expiration	Enter the number of hours, months, years, or pay periods until leave expires. The default unit of measurement comes from the Expiration Interval field.

Accrual Termination

Termination Disposition	Specify how to handle leave upon termination: <i>Convert to Pay:</i> Select to convert unused leave to pay by creating an Additional Pay record, either at the rate earned or at the current rate that is specified on the Earnings Accruals USF - Class page. The system creates a ledger entry to record the reduction of hours and updates the accrual summary. To complete the payout procedure, you must enter this information in the Final Check Program Table component (TERM_PGM_TBL). <i>Forfeit:</i> Select to record forfeited accruals and create a ledger entry to record the termination. You lose any unused leave.
Termination Earnings Code and Pay at Termination Percent	Specify the earnings for which employees in an accrual class are eligible when converting accruals to pay. If your policy is to convert leave to pay at a percentage of the rate that is represented by the earnings code, enter the percent in the Pay at Termination Percent field.

See Also

[Chapter 4, "Defining Earnings Codes and Earnings Programs," Establishing Earnings Codes, page 97](#)

Creating a Schedule for Granting Leave Based on Length of Service

Access the Rates/Bonus page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Rates/Bonus).

The screenshot shows the 'Rates/Bonus' page for the 'FMLA' Earnings Accrual Class. The 'Effective Date' is 01/01/1980 and the 'Status' is Active. The 'Description' is Family Medical Leave Act. The 'Accrual Rates Values' section contains a table with three columns: 'Hours', 'Hours per Hour', and 'Hours in Last Pay Period'. The table has one row with empty input fields and '+' and '-' buttons at the end.

Hours	Hours per Hour	Hours in Last Pay Period

Rates/Bonus page

Accrual Rates Values

The default time period that is displayed in this group box—in this case hours—comes from the Accrual Units field on the Earnings Accruals USF - Class page. For example, if you selected *Hours* as the accrual units on the Earnings Accruals USF - Class page, you measure service time in hours on the Rates/Bonus page.

Hours	Enter the length of service. The accrual unit (hours, months, or years) that displays at the top of this column comes from the Accrual Units field on the Earnings Accruals USF - Class page.
Hours per Hour	Enter the number of hours that accrue per month, year, or pay period. The accrual rate (hours per month, hours per pay period, hours per year, or hours per hour) that displays at the top of this column comes from the Accrual Frequency field on the Earnings Accruals USF - Class page.
Hours in Last Pay Period	Specify a fixed number of leave hours to distribute in the last pay period of the year, independent of the amount that you grant automatically to members of the accrual class.

Specifying How Earnings Code Hours Affect Leave Balances

Access the Earnings Accruals USF - Balance page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Balance).

Class Ceiling/Carryover Expiration/Termination Rates/Bonus **Balance** Cascading

Earnings Accrual Class: FMLA

Balance Date Find | View All First 1 of 1 Last

Effective Date: 01/01/1980 Status: Active

Description: Family Medical Leave Act

Earning Codes Find | View All First 1-2 of 2 Last

*Earnings Code: FFM FG-Family Medical Leave

☐ Add to Service Hours ☐ Add to Restored Hours Adjust ☐ Add to Hours Bought

☒ Add to Hours Taken ☐ Add to Restored Hours Taken ☐ Add to Hours Sold

☐ Add to Adjust Hours ☐ Add to Hours Earned

*Earnings Code: FLA FG-Family Med. Leave Adjustmen

☐ Add to Service Hours ☐ Add to Restored Hours Adjust ☐ Add to Hours Bought

☐ Add to Hours Taken ☐ Add to Restored Hours Taken ☐ Add to Hours Sold

☒ Add to Adjust Hours ☐ Add to Hours Earned

Earnings Accruals USF - Balance page

Earnings Code	Select an earnings code for which you want to keep a leave balance.
Add to Service Hours	Select to add to the accumulation of service hours on which accrual rates are based. To view the total service hours for an employee in the accrual class, use the Accrual Summary page. To adjust service hours for an employee, use the Accrual Ledger page.
Add to Hours Taken	Select to add to the accumulation of hours taken. To view the total hours taken for an employee in the accrual class, use the Accrual Summary page. To adjust service hours for an employee, use the Accrual Ledger page.
Add to Adjust Hours	Select to specify the capability to adjust accrual balances by addition or subtraction, though you don't actually make the adjustment here. When you enter adjustment data using paysheets, the system accepts positive or negative hours. To view the total hours adjusted year-to-date, use the Accrual Summary page.
Note. You cannot enter or alter adjusted hours directly through the Accrual Ledger page; they become part of the Leave Accruals Processing COBOL SQL process (FGPACCRL) through paysheets.	
Add to Restored Hours Adjust	Select to add to the balance of adjusted restored hours. To view the balance of adjusted restored hours, use the Restored Hours page.
Note. You cannot enter or alter restored hours directly through the Restored Hours page; they become part of the Leave Accruals Processing process through paysheets. You can change only the expiration date of restored leave on the Restored Hours page.	

Add to Restored Hours Taken	Select to add to the balance of restored hours taken. To view the balance of restored hours taken, use the Restored Hours page.
Add to Hours Earned	Select to add leave to the accumulation of hours earned. To view the total of hours earned, use the Accrual Summary page. To adjust hours earned for an employee, use the Accrual Ledger page.
Add to Hours Bought	Not currently used by U.S. federal government customers.
Add to Hours Sold	Not currently used by U.S. federal government customers.

Note. Many of these check boxes are replicated in the Earnings Code table. If you use accrual classes to place limits on earnings codes and to specify how to accumulate the hours that are associated with them, use the check boxes on this page, rather than those in the Earnings Code table.

Example 1

Each check box on the Earnings Accruals USF - Balance page represents a balance to which you can add for:

- Tracking earnings.
- Recording leave hours taken, time in service, and so on.

This enables you to specify:

- How the system tracks and processes an earnings code for the accrual type in the accrual class (annual leave, for example).
- How the hours that are associated with that code affect accrual rates and other earnings criteria for employees in this class.

For example, select the Add to Service Hours and Add to Hours Taken check boxes for the FAL earnings code (a code representing annual leave hours for the ANN360 accrual class). The system adds together the annual leave taken and the accumulation of service hours on which accrual rates are based.

Example 2

Because earnings codes representing other types of leave or work time also affect leave accruals for employees in the ANN360 accrual class, the leave plan administrator specifies how hours that are associated with these codes affect balances for employees in the class. In the following example, the system combines hours that are associated with the earnings code for religious comp time-off and are added to the service hours on which annual leave rates are based. Hours that are associated with the earnings code for regular earnings have been added to the accumulation of service time.

For example, select the Add to Service Hours check box for regular earnings and religious comp time-off. If employees in the ANN360 accrual class receive 0.02 hours of leave time for every hour of regular time that they work (accrual frequency is hours per hour), and the employees work 30 hours of regular time and take 10 hours of religious comp time-off, the system:

- Adds 40 service hours to their leave plans.
- Updates their leave earnings, causing the leave accrual program to accrue 0.8 hours of vacation time.

Note. This example involves proration, because the system calculates the number of leave hours to grant based on the actual number of service hours. Proration occurs only when the accrual frequency is hours per hour. Other accrual frequencies do not involve proration if the employee works fewer than the normal number of service hours. For example, if the accrual frequency is hours per pay period, the employee receives the full accrual for the pay period if the employee is in an active pay status for any number of hours during that pay period.

See Also

[Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Updating Restored Hours of Leave Expiration Dates, page 479](#)

Setting Up Cascading Leave

Access the Cascading page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Earnings Accruals USF, Cascading).

The screenshot shows the 'Cascading' tab selected in the top navigation bar. Below the tabs, the 'Earnings Accrual Class' is set to 'FMLA'. The 'Balance Date' section shows 'Effective Date: 01/01/1980' and 'Status: Active'. The 'Description' is 'Family Medical Leave Act'. The 'Earning Codes' table has one row with 'Sequence Number' 1, 'Cascade Class' (with a magnifying glass icon), and 'Description'. The 'Accrued Balance Go Negative' checkbox is checked. The table has columns for 'Sequence Number', '*Cascade Class', 'Description', and 'Accrued Balance Go Negative'.

Cascading page

Cascade Class

Enter the cascading class from which the system draws hours to prevent the earnings accrual class from becoming negative.

During leave accrual processing, the system automatically decrements hours from the lowest sequenced cascading class until it exhausts that accrual class.

For example, to have employees exhaust annual leave and then exhaust restored leave and sick leave before their annual leave becomes negative, define restored leave and sick leave as cascading classes for the annual leave earnings accrual class.

Accrued Balance Go Negative

Select for the highest sequenced class only. You cannot save this page unless you let the highest sequenced class become negative.

Setting Up Military Deposits

To set up the military service deposit interest rate, use the Military Deposit Interest USF (GVT_MIL_DEP_INTRST) component.

This section discusses how to:

- Define the military deposit deduction code.
- Enter the military service deposit interest rate.

See Also

[Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Crediting Military Service to Civilian Retirement, page 486](#)

Page Used to Set Up the Military Deposit Interest Rate

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Federal Distribution Destinations	GVT_DEDUCT1_SEC	Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Setup Click the Federal Data button on the Deduction Table - Setup page.	Further define the deduction and the interface in which it will be included.
Military Deposit Interest	GVT_MIL_INTRST_PNL	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Military Deposit Interest USF, Military Deposit Interest	Enter military deposit interest rate.

Defining the Military Deposit Deduction Code

Access the Federal Distribution Destinations page (Set Up HRMS, Product Related, Payroll for North America, Deductions, Deduction Table, Setup). Click the Federal Data button on the Deduction Table - Setup page.

See [Chapter 5, "Defining Deductions," \(USF\) Specifying Federal Distribution Destinations, page 141.](#)

Entering the Military Service Deposit Interest Rate

Access the Military Deposit Interest page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Military Deposit Interest USF, Military Deposit Interest).

Military Deposit Interest page

The interest rate on military deposits for post-1956 military service is computed on a calendar year basis, January 1 through December 31. Use this page to record the current interest rate. During the interest calculation process (FGPY020.SQR), the interest rate for the employee's Interest Accrual Date is used.

Military Deposit Interest Enter the military service deposit interest rate.

Setting Up Retirement Annuity Offsets

When an employee receives a retirement annuity from the federal government, any current federal employer must offset the retirement calculation by the annuity amount. This difference must be reported on the RITS interface.

To ensure that the RITS interface picks up and reports the annuity offset amount without changing the employee's pay amount, you must properly set up deduction codes, an earnings code, and employee pay data.

Payroll for North America provides inquiry pages on which you can view reemployed annuitant totals and details.

See [Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Pages Used to View Reemployed Annuitant Information, page 495.](#)

These are the setup steps to ensure proper calculation and interfacing of annuity offsets:

1. Set up deduction codes for annuity offsets.
2. Set up an earnings code for annuity offset.
3. Determine the employee's offset amount.
4. Set up the employee's general deduction.

5. Set up the employee's additional pay.

Setting Up Annuity Offset General Deductions

To set up general deductions for annuity offsets:

1. Set up two deduction codes—one for CSRS offset employees and one for FERS offset employees.

On the Federal Distribution Destinations page, select:

- *OPM/RITS Interface* as the interface.
- *FERS Offset Retirement* or *CSRS Offset Retirement* as the reporting code.

2. Add the deduction codes to the General Deduction table.

See [Chapter 5, "Defining Deductions," page 125.](#)

Setting Up Annuity Offset Earnings

To set up annuity offset earnings:

1. Add a new Annuity Offset earnings code for amounts only.

The earnings:

- Does not add to gross pay.
- Is not subject to any taxes.
- Adds to retirement and thrift savings special accumulators.

2. Add this new earnings code to the applicable earnings programs.

See [Chapter 4, "Defining Earnings Codes and Earnings Programs," page 93.](#)

Determining the Employee's Offset Amount

To determine the offset amount for each pay period, divide the annuity amount by the number of pay periods in the year. For example, if the employee has an offset amount of \$2600 per year and is in a biweekly pay group, you would divide \$2600 by 26 to calculate a \$100 offset amount per pay period .

Setting Up the Employee's General Deduction

On the employee's Create General Deductions page, set up a deduction using the appropriate offset deduction code. The deduction calculation routine is *Flat Amount*. Enter the amount per pay period.

See [Chapter 11, "Maintaining Payroll Data," Setting Up Employee General Deductions, page 371.](#)

Setting Up the Employee's Additional Pay

On the Other Pay Information page accessed from the Compensation page, set up additional pay for the employee.

1. Select the earnings code that you created for the annuity offset.
2. Enter the per pay period amount in the Per Pay Period field that appears when you use the Tab key to exit the Earnings Code field.

See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce*, "(USF) Adding an Employment Instance," Entering Additional Compensation Information.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Processing Personnel Action Requests"

Setting Up IRR Remarks

To set up IRR remarks, use the IRR Remarks Table USF (GVT_IRR_RK_TBL) component.

This section provides an overview of IRR remarks and discusses how to define IRR remarks.

See Also

[Chapter 32, "\(USF\) Generating IRR and ROST Reports," page 1017](#)

Understanding IRR Remarks

IRR remarks include text or employee-specific information that you must document in the IRR. After the system creates the IRR control record, you can select remarks for an employee on the IRR Remarks page.

We provide an IRR remark template generator that enables you to define IRR remarks ahead of time. In the IRR Remarks table, create remarks that contain employee-specific and text components. Enter the employee-specific information when attaching the remark to an employee's IRR on the IRR Remarks page. These components comprise a unique IRR remark.

Setting up IRR remarks in the IRR Remarks table dynamically generates a complete remark for an employee on the IRR Remarks page. When employees separate, you can select the remarks for them.

Page Used to Define IRR Remarks

Page Name	Definition Name	Navigation	Usage
IRR Remarks Table (Individual Retirement Record remarks table)	GVT_IRR_RK_TBL	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, IRR Remarks Table USF, IRR Remarks Table	Create IRR remarks that can be associated with employees' IRRs.

Defining IRR Remarks

Access the IRR Remarks Table page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, IRR Remarks Table USF, IRR Remarks Table).

IRR Remarks Table

IRR Remark Code: YX7

IRR Remark

Find | View All | First | 1 of 1 | Last

Effective Date:

01/01/1980

Status:

Active

☐ ROST Remark

Description:

FEHB Indebtedness

Short Desc:

FEHBdebt

Remark Text

Find | View All | First | 1 of 4 | Last

Sequence Number:

10

IRR Remark Type:

Text

Remark Text:

Indebted in Amt of \$

IRR Remarks Table page

Remark Text

Sequence Number	Assign the component a sequence number. PeopleSoft recommends that you assign numbers in increments of five to leave room in case you must modify the remark. This saves you from renumbering the sequence of all the components.
IRR Remark Type (Individual Retirement Record remark type)	Select the format for this sequence number: <i>Emp spec</i> (employee specific): If you select this value, the Field Type and Remark Label fields become available for entry. <i>Text</i>: If you select this value, the Remark Text field becomes available for entry.
Field Type	Select the type of edit that is used in the remark line of an employee's IRR on the IRR Remarks page: <i>None</i>, <i>Date</i>, <i>Number</i>, and <i>Text</i>. Note. Your operating system (for example, Oracle or DB2/MVS) influences date field values.
Remark Label	Enter a label to identify information in an employee-specific remark type.

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Chapter 11

Maintaining Payroll Data

This chapter provides an overview of payroll data and discusses how to:

- Enter tax distribution information.
- (USA) Enter U.S. employee tax data.
- (CAN) Enter and maintain Canadian income tax data.
- (USA) Process forms W-4 and W-5.
- Set up employee general deductions.
- Specify employee-level benefit deduction overrides.
- Set up direct deposits.
- Define additional pay earnings.
- Maintain optional payroll data.
- Maintain garnishments, savings bonds, and other payroll data.

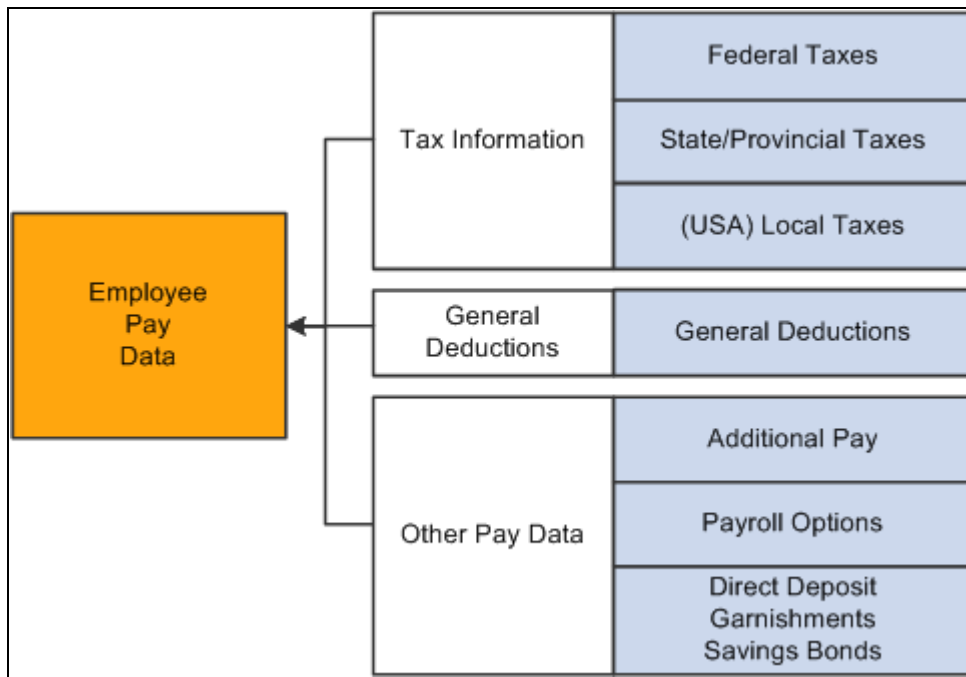
Understanding Payroll Data

The Employee Pay Data menu contains the Payroll for North America pages that you use to maintain payroll-specific data, such as tax information, additional pay, general deductions, direct deposit, and garnishments information.

These pages work in conjunction with the information that you enter on the Workforce Administration pages and the benefit deduction data maintained in Benefits pages.

In addition to the payroll data information that is required for payroll processing, PeopleSoft also provides optional payroll data pages, where you can maintain and override information concerning check distribution and payroll deductions.

This diagram shows the types of payroll data information that you can maintain for employees, including tax information, general deductions, and other pay data:



Maintaining employee payroll data including tax information, general deductions, and other pay data

Searching by National ID

The Employee Pay Data menu also offers the Search by National ID page, part of the Administer Workforce business process in PeopleSoft Human Resources. You can search for employees and their dependents/beneficiaries using their national ID.

(USA) Verifying Social Security Numbers

Payroll for North America provides the SSN Verification (social security number verification report) SQR Report process (TAX109) that you can use periodically to electronically submit employee name and SSN information to the Social Security Administration for verification.

Note. You must obtain a Requester Identification Code from the SSA before running the TAX109 process. It's a good idea to submit this file periodically throughout the year to identify and correct SSN errors before beginning year-end processing.

See Also

Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," Tax Reports (TAX), page 1259

Entering Tax Distribution Information

This section provides an overview of tax distribution and discusses how to:

- (USA) Enter U.S. tax distribution information.

- (CAN) Enter Canadian tax distribution information.

Understanding Tax Distribution

Every employee must have at least one Tax Distribution record. It represents the work location(s) for the employee. It is used to calculate the work taxes. The system automatically populates the State, Province, and Locality fields from the Tax Location Code field on the employee's Job Data record. The state and locality codes come from the Tax Location table.

Creating Employee Tax Distribution Data Automatically

If you select the Automatic Employee Tax Data option on the Installation table, Payroll for North America automatically sets up tax distribution records for the employee. It sets up federal, state (multiple, if necessary), provincial, and local (multiple, if necessary) records whenever an employee:

- Is hired through PeopleSoft Human Resources Management (PeopleSoft HRMS) or the applicant tracking system.
- Transfers to another company.
- Has a job change that requires a new tax location to be entered on Job Data - Payroll page.

You can run the Default Tax Data Report (TAX016), (TAX016CN is the Canadian version) to verify automatically created tax data. This report lists which employees have such default data on their tax records. The report checks records within the date range that you specify.

Note. (USF) The employee's retirement code coverage helps determine which tax data is generated by the system.

Default Tax Information

If the Automatic Employee Tax Data check box is selected on the Installation Table component, the system:

- References the employee's home address and tax location from human resources personal data and job data records.
- Enters the data by default in the employee's federal, state, and local tax data.
- Enters a marital status of *Single*.
- Enters a withholding allowance of *0*.

Changes to tax location in job data using Correction mode do not automatically export the new data to the employee's tax distribution record or employee tax data record. Only changes made in Update/Display mode cause these tables to be updated.

If the Use State Residence for Local check box is selected on the Installation Table component, then localities entered on the Tax Location table are indicated as resident locality in employee tax data.

This diagram illustrates how the system enters tax data from the Personal Data Record, Tax Location Table, Job Data Record, Employee Tax Data Record, and the Tax Distribution Record automatically and how that data is used on paysheets:

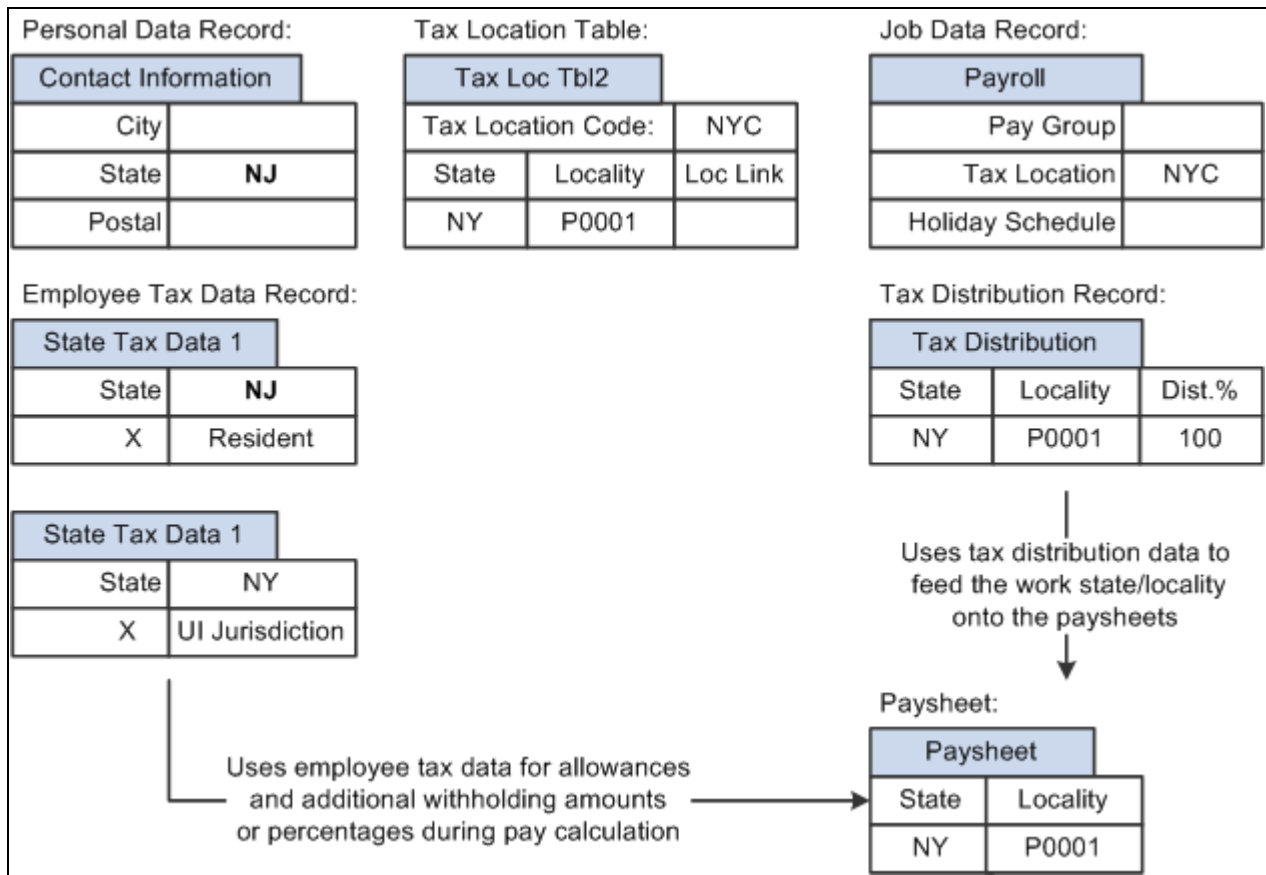


Illustration of how system pulls in information from various personal and tax data records automatically and uses that information on the paysheet

(USA) State Taxes for Multistate Employees

This is an example of how the system determines state taxes for multistate employees based on the distribution percents that you enter on the Tax Distribution pages.

Employee A is paid weekly and receives 1000 USD per week. The employee works 70 percent of the time in New York and 30 percent in Connecticut.

1. The system annualizes the pay period taxable earnings.

Employee A earns 1,000 USD for this pay period. Thus, the employee's annual taxable earnings are annualized by multiplying the week's earnings by 52 weeks: $1,000 \text{ USD} \times 52 = 52,000 \text{ USD}$.

2. The system calculates the annual tax for the taxable earnings for each state using the appropriate rate from the state's corresponding tax tables.

New York Annual Tax Calculation:

Because Employee A works 70 percent in New York, his annual taxable earnings is $52,000 \text{ USD} \times 70\% = 36,400 \text{ USD}$. Assume that New York's tax rate from the tax table is 4.5%. Thus, the New York annual taxes are $4.5\% \times 36,400 \text{ USD} = 1,638 \text{ USD}$.

Connecticut Annual Tax Calculation:

Because Employee A works 30 percent in Connecticut, his annual taxable earnings is $52,000 \text{ USD} \times 30\% = 15,600 \text{ USD}$. Assume that Connecticut's tax rate from the tax table is 6%. Thus, the employee's Connecticut annual taxes are $6\% \times 15,600 \text{ USD} = 936 \text{ USD}$.

3. The system converts each state's annual tax amounts to weekly amounts and then applies these amounts to each state.

New York Weekly Tax Calculation:

$1,638 \text{ USD} \div 52 \text{ weeks} = 31.50 \text{ USD per week}$

Connecticut Weekly Tax Calculation:

$936 \text{ USD} \div 52 \text{ weeks} = 18 \text{ USD per week}$

Note. The Create Paysheet COBOL SQL process (PSPPYBLD) uses tax distribution information to set the state and locality by default on the paysheet and to distribute the employee's hours and/or earnings as specified. If this tax distribution data is changed after the paysheet is created, you must manually update the paysheet with the distribution changes.

Note. If you want the earnings in the Other Earnings section of the paysheet to be distributed according to the tax distribution, you must set up and add the earnings as additional pay (either manually or through an interface) before paysheet creation. If you add the earnings directly to the payline, the system does not apply tax distribution.

Pages Used to Enter Tax Distribution Information

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Update Tax Distribution	TAX_DISTRIBUTION	- Payroll for North America, Employee Pay Data USA, Tax Information, Update Tax Distribution, Update Tax Distribution - Payroll for North America, Employee Pay Data USF, Tax Information, Update Tax Distribution, Update Tax Distribution	Enter the employees work state or localities percentages for US employees. This information will be used in the Create Paysheet Process and create a payline for each state/locality combination.
Update Tax Distribution	TAX_DIST_CAN	Payroll for North America, Employee Pay Data CAN, Tax Information, Update Tax Distribution, Update Tax Distribution	Enter tax distribution information for Canadian employees.
Default Tax Data Report	RUNCTL_FRMTHRU_PAY	- Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Default Tax Data Report, Default Tax Data Report - Payroll for North America, Year-End Processing CAN, Year-End/New Year Preparation, Default Tax Data Report, Default Tax Data Report	Run TAX016 (TAX016CN for Canada) to print employee tax and other hire data automatically generated by the system.

(USA) Entering U.S. Tax Distribution Information

Access the Update Tax Distribution page (Payroll for North America, Employee Pay Data USA, Tax Information, Update Tax Distribution, Update Tax Distribution; or Payroll for North America, Employee Pay Data USF, Tax Information, Update Tax Distribution, Update Tax Distribution).

Update Tax Distribution

Douglas Lewis EMP ID: KU0001 Empl Record: 0

Tax Distribution Find | View All | First 1 of 1 Last

*Effective Date: 01/01/1980

Country: USA

☐ Insert Pre-filled Tax Location

States/Localities Customize Find View All 1 of 1 Last			
*State	Locality	Locality Name	Percent of Distribution
NY	P0001	NEW YORK	100.000 + -

Update Tax Distribution page

Tax Distribution

Insert Pre-filled Tax Location

When a tax location code contains multiple states, select this check box to have the system:

- Search for the employee's Job record for the tax location code.
- Determine all states/provinces and localities that are associated with that code.

Create the appropriate number of tax distribution rows.

States/Localities

Percent of Distribution

Enter the percent of the employee's time or earnings that apply to the selected state/locality in the State and Locality fields. This tax distribution is for work location-based taxes only; this does not include resident-based taxes. If the employee works in one state or locality, the distribution percent should be 100 for that row. However, if an employee is hired or transferred into a tax location that represents more than one state or locality, you must distribute taxes among the different states or localities. All the percentages must total 100. You cannot save the page until the distribution percent values total 100.

Note. You can distribute taxes for salaried and exempt hourly employees only. If you select the Use Total Wages for Multi-State Employee check box on the Federal Tax Data 2 page, the system uses 100 percent of the employee's wages to determine the tax rate.

(CAN) Entering Canadian Tax Distribution Information

Access the Update Tax Distribution page (Payroll for North America, Employee Pay Data CAN, Tax Information, Update Tax Distribution, Update Tax Distribution).

Canada doesn't allow distribution to more than one province.

Note. All fields on this page have the same functionality as the fields on the U.S. version except for the following fields.

Province	Enter the province in which the employee works.
Distribution % (distribution percent)	For Canadian payroll, the distribution percent must be <i>100</i> for a single row. The default value is <i>100</i> .

(USA) Entering U.S. Employee Tax Data

This section provides overviews of state tax considerations, split local tax distribution for Kentucky (KY), Alabama (AL), and Oregon (OR), and discusses how to:

- Enter federal tax data.
- Enter state tax data.
- Enter local tax data.

Note. (USF) All pages in this section apply to both the generic Payroll for North America and U.S. federal government functionality, unless stated otherwise. The only difference between the two is their corresponding navigation.

Understanding State Tax Considerations

If the employee is a resident of a state other than the primary work state, you must create an additional State entry and select only one of the states as the state of residence.

Use the Non-Residency Statement Filed check box to record whether the employee has completed the necessary nonresidency certificate that some states require when an employee lives in one state and works in another.

For example, employees who reside in Wisconsin but work in Minnesota must file a certificate of nonresidence for Minnesota with their employer in order to avoid having both Minnesota and Wisconsin income taxes withheld from their wages. When employees do not file this certificate, their wages must be fully taxed in both Wisconsin and Minnesota. Employees who fail to file this certificate when required are supposed to be fully taxed in both resident and work states.

For employees who work in multiple states, most states have adopted a set of rules to determine a *state of jurisdiction* for unemployment and disability purposes. The employee's state of jurisdiction is indicated by the UI Jurisdiction check box.

The system performs the following edits to determine state of jurisdiction:

- If an employee has only one state (the resident state), that state is the default state of jurisdiction.
- If an employee has two states (one resident, the other nonresident), the nonresident state is the default state of jurisdiction.
- If an employee has multiple nonresident states, and no state is indicated as the state of jurisdiction, the system issues a message requiring you to select the UI Jurisdiction check box on one record.

Other Factors Affecting State Tax Calculation

Enter the employee's SWT marital/tax status in the SWT Marital/Tax Status field for each state where the employee pays taxes. This is the marital status that is used for calculating SWT in each state for the employee. It indicates which tax rates the system should use for the SWT calculation. SWT marital status options are located on the SWT Marital Status table, which is maintained by PeopleSoft.

Note. For Guam (GU), Virgin Islands (VI), and American Samoa (AS): Employees in these territories are subject to territory withholding at the same rate as federal. You must enter the marital status and withholding allowances claimed on their withholding certificates on this page and on the Federal Tax Data page.

Understanding Split Local Tax Distribution for KY, AL, and OR

The interaction of the Tax Location table, the employee's Local Tax Data table and the employee's Tax Distribution table enables employees to be paid in any of the tax locations comprising a chain of linked localities. When an employee is paid in such a locality, the employee's earnings are included in the taxable grosses of all localities further down the chain. The Other Work Locality field on the following pages provides the links in the chain of localities.

Tax Location Table

The Tax Location table associates any number of states, localities and linked localities with a tax location code. The tax location code is used on the Job Data - Payroll page and automatically generates information on the employee's State Tax Data page and Local Tax Data page when the Automatic Employee Tax Data check box has been selected on the Installation table.

In the absence of (or to override) automatic employee tax data, state, locality and locality-link data may be set up directly on the employee's State Tax Data and Local Tax Data pages. The use of the Other Work Locality field described below is identical on both the Tax Location table and the Local Tax Data pages.

Local Tax Data

The Other Work Locality field on the Local Tax Data table is used where one or more taxes apply to a single location. A school district within a city within a county is such an example. In this case, there would be one chain with three rows. Row one would have the school district as the locality and the city as a link; row two would have the city as the locality and the county as a link; and row three would have the county as the locality only.

The Other Work Locality field on the Local Tax Data table may also be used where one or more taxes apply to multiple locations. Several cities within a county is such an example. In this case, there could be several chains. There would be a separate row for each city with the county as the link. The county, however, would appear only once in the Locality field of a row without a link.

Note. Linked localities may have either the same (congruent) or different (noncongruent) physical boundaries.

When linked localities have the *same* physical boundaries, there should be earnings in only one locality in a chain—namely, the locality at the beginning of the chain (the school district in the above example). Likewise, if the employee is a resident of any one locality, he/she should be a resident of all the localities. Unless the earnings are taxable to residents only, and the employee is not a resident, then all of the localities should have the same *taxable* earnings.

Note. We recommend that a chain of linked localities with the same physical boundaries start with a locality that taxes both residents and nonresidents.

When linked localities have *different* physical boundaries, there could be earnings in any locality in a chain. Likewise, an employee may be a resident of only some of the linked localities (and all of the localities down the chain). Unless the earnings are taxable to residents only, and the employee is not a resident, any earnings in locality with a link will be included in the taxable earnings of all localities further down the chain. They will not be included in the taxable earnings of localities further up the chain.

Important! A chain of linked localities with different physical boundaries should start with the smallest locality and progressively work up to the largest locality.

Employee Tax Distribution

The Employee Tax Distribution table allocates the work-location earnings of salaried and exempt hourly employees. Using this table, 100 percent of total earnings are allocated to states and localities during the Create Paysheet process.

When earnings are allocated to linked localities having the *same* physical boundaries, the allocation should be to the locality at the beginning of the chain. When earnings are allocated to linked localities having *different* physical boundaries, the allocation may be to any or all localities in the chain. As stated earlier, when earnings are allocated to linked localities, the earnings will be included in the taxable earnings of all localities further down the chain.

Example of Special City and County Withholding Tax Situations

In some states, such as Kentucky, both cities and counties can impose payroll withholding taxes on wages for work performed within their jurisdictions. If an employee works in a city that imposes a tax, and that city is located within a county which also imposes a tax, the employee is subject to payroll withholding for both the city and county taxes.

For example, the city of Covington, Kentucky is located within Kenton County, Kentucky. Both the city of Covington and Kenton County impose payroll taxes. In all three of the following situations, the employee is subject to the withholding taxes imposed by both the city of Covington and Kenton County:

- A resident of Covington who also works in Covington.
- A resident of Kenton County (outside of Covington) who works in Covington.
- A resident of another county who works in Covington.

To ensure that both the city and the county local taxes are correctly calculated and withheld in these situations, you must set up the city as the first or primary work locality, and the county as the secondary/linked work locality on both the Tax Location table and in the employee local tax data setup.

See Also

Chapter 11, "Maintaining Payroll Data," Entering Local Tax Data, page 348

Chapter 11, "Maintaining Payroll Data," (USA) Entering U.S. Tax Distribution Information, page 328

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Company Tax Tables for North America," Associating Provinces, States, and Localities with the Tax Location Code

Pages Used to Enter U.S. Employee Tax Data

Page Name	Definition Name	Navigation	Usage
Federal Tax Data	TAX_DATA1	- Payroll for North America, Employee Pay Data USA, Tax Information, Update Employee Tax Data, Federal Tax Data - Payroll for North America, Employee Pay Data USF, Tax Information, Update Employee Tax Data, Federal Tax Data	Enter and maintain the federal tax information that the system uses to calculate federal taxes for employees.
State Tax Data	TAX_DATA3	- Payroll for North America, Employee Pay Data USA, Tax Information, Update Employee Tax Data, State Tax Data - Payroll for North America, Employee Pay Data USF, Tax Information, Update Employee Tax Data, State Tax Data	Enter and maintain state tax information that the system uses to calculate state taxes for employees.

Page Name	Definition Name	Navigation	Usage
Local Tax Data	TAX_DATA5	- Payroll for North America, Employee Pay Data USA, Tax Information, Update Employee Tax Data, Local Tax Data - Payroll for North America, Employee Pay Data USF, Tax Information, Update Employee Tax Data, Local Tax Data	Enter employee tax data for each locality in which an employee lives or works.
Employee Tax Information Report	RUNCTL_TAX019	- Payroll for North America, Employee Pay Data USA, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report - Payroll for North America, Employee Pay Data USF, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report	Run Employee Tax Information Report (TAX019) to print employee tax withholding information.

Entering Federal Tax Data

Access the Federal Tax Data page (Payroll for North America, Employee Pay Data USA, Tax Information, Update Employee Tax Data, Federal Tax Data; or Payroll for North America, Employee Pay Data USF, Tax Information, Update Employee Tax Data, Federal Tax Data).

Federal Tax DataState Tax DataLocal Tax Data

Douglas Lewis

Person ID: KU0001

Tax Data

Find | View All | First | 1 of 1 | Last

Company:GBI

Global Business Institute 9999

*Effective Date:01/01/1980

Updated By:Online User

Date Last Updated:11/02/2000

Federal Withholding Elements

*Special Withholding Tax Status:None

*Tax Marital Status:MarriedMarried

☐ Check here and select Single status if married but withholding at single rate.

Withholding Allowances:0

Additional Amount:\$0.00

Additional Percentage:0.000

*Earned Income Credit Status:Not applicable

☐ Exempt from FUT

W-4 and W-5 Processing Status

W-4 Processing Status

☐ None

☐ Notification Sent

☐ New W-4 Received

W-5 Processing Status

☐ None

☐ Notification Sent

☐ New W-5 Received

Lock-In Letter Details

☐ Letter Received

Limit On Allowances:0

State Tax Options

☐ Use Total Wage for Multi-State Taxation

☐ Always Create W-2 for PA NQDC Reporting

Federal Tax Data page (1 of 2)

▼ Tax Treaty/Non-Resident Data

Country:

Treaty ID:

*Form W-9 Received:

No

Form W-9 Effective Date:

Taxpayer ID Number:

NRA Withholding Rule:

Subj Rule

▼ Education and Government

Date of Entry:

Treaty Expiration Date:

*Form 8233 Received:

No

Form 8233 Effective Date:

Form 8233 Expiration Date:

*Form W-8 Received:

No

Form W-8 Effective Date:

Form W-8 Expiration Date:

Allowable Earnings Codes

Customize | Find | View All | First 1 of 1 Last

Income Code (for 1042-S)	Eligible Earnings Per Year	Tax Rate After Form Received	Tax Rate Before Form Received

Federal Tax Data page (2 of 2)

Federal taxes include federal income tax, FICA, and FUT. If the employee works for multiple companies, the tax data is defined by company.

Note. Federal, state, and local taxes are implemented as a set of chained pages. To add a new effective-dated row for state or local tax data, you must insert a row on the first page in the chain, the Federal Tax Data page.

Note. For Guam (GU), Virgin Islands (VI), and American Samoa (AS): Although employees in these territories are not subject to federal withholding, they are subject to territory withholding at the same rate as federal. The system uses the tax marital status and withholding allowances information on the Federal Tax Data page to calculate the territory withholding required by each of these territories.

Date Last Updated

This display-only field indicates whether the employee's federal tax data was last updated by an online system user or by a web user, using the PeopleSoft self-service web application. The date of the most recent update appears.

Federal Withholding Elements

Special Withholding Tax Status Specify the employee's special withholding tax status. The system calculates the withholding tax based on the value you select here and other factors.

See [Appendix F, "\(USA\) U.S. Tax Methods and Calculations," Special Withholding Tax Status, page 1207.](#)

- *None*: Select this option if no special tax status exists.
- *Maintain taxable gross*: Select this option to maintain taxable gross data without withholding any federal tax.

Use this option for employees who claim exemption from withholding on their W-4 form.

Note. An additional amount or percentage should not be entered when the Special Withholding Tax Status is *Maintain taxable gross*. The system issues a warning if you enter an additional amount or percentage, but does not prevent you from saving the data.

- *No taxable gross; no tax taken*: With this option, the system does not track federal taxable gross balance at all.
- *Nonresident alien*: Select this option if the employee is a non-resident alien as indicated on the W-4 form.

For nonresident alien (NRA) employees in commercial organizations (not E&G), the system calculates the withholding tax based on the taxable gross, additional tax amount for NRA added to the taxable gross, and withholding allowances.

See [Chapter 2, "Setting Up Payroll Tax Tables," Viewing Special Tax Amounts, page 18.](#)

(E&G) For nonresident alien employees in education and government organizations, the system determines the taxable gross for FWT based on earnings that exceed the treaty maximum amount defined on the Tax Treaty table. The system calculates FWT based on the taxable gross, additional amount for NRA added to the taxable gross, and withholding allowances.

Tax Marital Status and Check here and select Single status if married but withholding at single rate Select the appropriate tax marital status for federal withholding taxes as indicated on the employee's completed Form W-4.

If the employee has selected "Married but withhold at single rate" on the W-4 form, you must select both the Single option and the check box marked "Check here and select Single status if married but withholding at single rate." This setting results in the employee being reported with marital status W.

Note. If you select the check box, the tax marital status automatically becomes *Single* when you save.

Withholding Allowances Enter the number of allowances that the employee claims for FWT purposes. This number should match the number on the employee's W-4 form.

Additional Amount and Additional Percentage

Use these fields to indicate that additional FWT taxes are to be taken. You can specify both an amount and a percentage, if appropriate. When you enter an additional percentage, the additional withholding is calculated by taking a percentage of the taxable wages.

The effect of this field depends on the option that you select in the Special Withholding Tax Status field.

See [Appendix F, "\(USA\) U.S. Tax Methods and Calculations," Special Withholding Tax Status, page 1207.](#)

Earned Income Credit Status

Earned Income Credit (EIC) is a payment from the government that is available to individuals who meet a number of qualifications related to family and income status.

Select from these options:

- *Not applicable:* Select this option if the employee is not eligible for this credit. No payment is made.
- *Single, or Head of Household:* Select this option if the employee is eligible for the credit and is single.
- *Married without spouse filing:* Select this option if the employee is eligible for the credit and is married without the spouse filing.
- *Married, both spouses filing:* Select this option if the employee is eligible for the credit and is married with both spouses filing.

Note. The payment amounts are determined by rates in the Federal/State Tax table under \$E.

Exempt from FUT

Select this check box if the employee is exempt from FUT (Federal Unemployment tax). The default value comes from the FICA/Tax Details (Federal Insurance Contributions Act/tax details) page. You can override the default from the Company table for an employee.

W-4 Processing Status

The system resets this indicator automatically when the employee's status is updated through the Determine W-4 Exempt Renewal Application Engine Process (PY_W4_EE) or the Reset W-4 Exempt List process (TAX103). You can also update this status manually.

See [Chapter 11, "Maintaining Payroll Data," \(USA\) Processing Forms W-4 and W-5, page 362.](#)

None

Select this option if W-4 processing does not apply to the employee. This is the default value, which TAX103 resets automatically for those who fail to resubmit the W-4.

Notification Sent

Indicates that the employee has been notified to submit a new Form W-4. This option is set by PY_W4_EE or manually.

New W-4 Received Indicates that a new Form W-4 has been received. This option is set manually or through the W-4 Tax Information self-service transaction in PeopleSoft Enterprise ePay.

W-5 Processing Status

The system resets this indicator automatically when the employee's status is updated through the Determine W-5 Eligibility Application Engine process (PY_W5_EE) or the Reset W-5 Eligibility List process (TAX113). You can also update this status manually.

See [Chapter 11, "Maintaining Payroll Data," \(USA\) Processing Forms W-4 and W-5, page 362.](#)

Note. Advance EIC payments and W-5 processing are discontinued as of January 1, 2011. Pages, fields, and processes are available for use in supporting Advance EIC through tax year 2010.

None	Select this option if W-5 processing does not apply to the employee. This is the default value, which TAX113 resets automatically for exempt employees who do not resubmit the W-5.
Notification Sent	Indicates that the employee has been notified to submit a new Form W-5. Set manually or by the PY_W5_EE process.
New W-5 Received	Select when you receive a new Form W-5.

Lock-In Letter Details

Letter Received	Select this check box if a letter has been received from the Internal Revenue Service (IRS) specifying the allowances an employee is allowed to take.
Limit on Allowances	Enter the maximum number of allowances possible. The value that you enter in the Withholding Allowances field cannot exceed the value that you enter in this field.

State Tax Options

Use Total Wage for Multi-State Taxation

Select this check box to use taxable wages from all work states in the calculation of state taxes.

For states, such as Arizona, that base their calculation on a percentage of federal withholding tax (FWT):

- Select this check box to apply allocation or distribution percentage to the tax calculated.
- Select this check box to base the state withholding tax (SWT) on the allocated portion of FWT.
- Deselect this check box to not apply allocation or distribution percentage to the tax calculated.

Deselect this check box to base the SWT on the entire amount of FWT.

For states, such as Alabama, Iowa, Missouri, and Oregon, that include a credit for FWT in their SWT calculation:

- Select this check box to use the allocated portion of the FWT as the credit in the SWT calculation.
- Deselect this check box to use the entire amount of FWT as the credit in the SWT calculation.

Always create W2 for PA NQDC Reporting (always create W-2 for Pennsylvania nonqualified deferred compensation reporting)

Select this check box if the employee has Pennsylvania W-2 reportable nonqualified deferred compensation amounts but does not have any Pennsylvania state taxable wages or state tax withheld for the tax year being reported.

Selecting this check box ensures that the system reports the Pennsylvania nonqualified deferred compensation on the employee's W-2 even though the employee doesn't have any reportable Pennsylvania earnings.

See Year End Processing: U.S., Puerto Rico, and the U.S. Territories Guide

Tax Treaty/Non-Resident Data

Use these fields to enter information for nonresident alien employees. All nonresident alien employees (including those not governed by tax treaties) must be identified as nonresident alien employees on the Federal Tax Data record to invoke the nonresident alien withholding tax calculation.

Country

Select a country from the list, or select one of the generic entries that are prefixed with \$ that you may have established on the NR Alien Tax Treaty table (nonresident alien tax treaty table).

Note. You must set up countries that do not have treaties with the U.S. on the NR Alien Tax Treaty table.

See [Chapter 2, "Setting Up Payroll Tax Tables," \(E&G\) Setting Up 1042 Processing for Non-resident Aliens, page 54.](#)

Treaty ID	Select the appropriate treaty ID. If the employee is from a country with which the U.S. does not have a treaty, select <i>NO TREATY</i> .
Form W9 Received and Form W9 Effective Date	If the NRA employee is a resident for tax purposes and files a W9, select <i>Yes</i> and enter the appropriate date in the Form W9 Effective Date field. Employees who file a Form W9 that takes effect before the end of the current pay period are processed as if they did not have a treaty; their earnings are taxed as W-2 earnings instead of 1042 earnings. Select <i>No</i> if the employee is from a country with which the U.S. does not have a treaty.
Taxpayer ID Number	Enter the taxpayer ID number of the employee. If you enter a value here, the system uses this value instead of the social security number when producing the 1042 forms/magnetic media.
NRA Withholding Rule	Select from these options: • <i>Subj Rule</i>: (subject to rule): This is the default value for nonresident alien employees. • <i>Exempt</i>: Select if the non-resident alien employee is exempt from the NRA withholding rule based on IRS specifications, such as a student or business apprentice from India. • <i>N/A</i> (not applicable): Select for nonresident alien employees who are taxed as U.S. citizens.

(E&G) Education and Government

The information in this group box enables the eligible employee to be subject to a reduced tax treaty rate. To claim benefits of a treaty, an employee must have a visa and be a resident of one of the treaty countries. An employee can claim benefits for only one treaty at any particular time. Employees who want to claim benefits under a tax treaty must submit a written statement to their employer, along with applicable forms.

Use the *Form 8233 Received* and *Form W8 Received* options to determine the employee's eligibility for reduced tax treaty rates. You must mark the correct form for the specified income code by the end of the current pay period. Otherwise, the affected earning will be taxed as W-2 earnings instead of 1042 earnings.

Treaty Expiration Date	The treaty expiration date appears. The system calculates the date based on the date of entry and rules that are established on the Tax Treaty/NR Data table.
Form 8233 Received	If the NRA employee filed a Form 8223, select <i>Yes</i> and enter the appropriate dates in the Form 8233 Effective Date and Form 8233 Expiration Date fields. Form 8223 is required for all income codes except 12 (royalties) and 15 (scholarships and fellowships).
Form W8 Received	If the NRA employee filed a Form W8 for scholarship and fellowship income or royalties, select <i>Yes</i> and enter the appropriate dates in the Form W8 Effective Date and Form W8 Expiration Date fields.

(E&G) Allowable Earnings Codes

The system populates the Allowable Earnings Codes group box with information entered on the Treaty/NR Alien Table page according to the country and treaty ID that you specify.

Eligible Earnings Per Year	The earnings caps that apply to each earnings type as per the tax treaties for nonresident aliens.
Tax Rate After Form Received	For nonresident aliens, whose forms (8223 or W8-BEN) have been completed and are in effect, this is the tax rate that is applied to their income until the income exceeds the maximum earnings specified.
Tax Rate Before Form Received	The tax rate that is applied to the nonresident alien employee's income if their forms (8223 or W8) have not been completed.

See Also

Chapter 11, "Maintaining Payroll Data," (USA) Processing Forms W-4 and W-5, page 362

Chapter 19, "Working with Paysheets," Entering One-Time Taxes, page 657

Entering State Tax Data

Access the State Tax Data page (Payroll for North America, Employee Pay Data USA, Tax Information, Update Employee Tax Data, State Tax Data; or Payroll for North America, Employee Pay Data USF, Tax Information, Update Employee Tax Data, State Tax Data).

Federal Tax Data		State Tax Data		Local Tax Data	
Antonio Santos			Person ID: KU0010		
Tax Data Find View All First 1 of 1 Last					
Company: GBI		Global Business Institute 9999		Effective Date: 09/12/1997	
State Information Find View All First 1 of 2 Last					
*State:	CA	California			
☒ Resident		☐ UI Jurisdiction			
☐ Non-Residency Statement Filed		☐ Exempt From SUT			
*SDI Status:	Not Applicable				
State Withholding Elements					
*Special Withholding Tax Status:	None				
*Tax Marital Status:	M	Married (one income)			
Withholding Allowances:	2				
Additional Amount:	\$0.00				
Additional Percentage:	0.000				
Additional Allowances:	0 (CA Form DE 4 line 2)				
Lock-In Letter Details					
☐ Letter Received	Limit On Allowances: 0				
California Wage Plan Code					
*Disability/Unemployment Plan:	State/State				

State Tax Data page

If an employee works for multiple companies, tax data is defined by company. If the employee works in multiple states or lives in a state other than the state of employment, each state must be identified on these pages.

Note. For Guam (GU), Virgin Islands (VI), and American Samoa (AS): Although employees in these territories are not subject to federal withholding, they are subject to territory withholding at the same rate as federal. The system uses the marital status and withholding allowances information on the Federal Tax Data page to calculate the territory withholding required by each of these territories.

State Information

State Select the state. Certain state-specific page elements are shown or hidden depending on the state that you select.

Resident	Select this check box if the state selected in the State field is the state of residence. Note. The work state is derived from the employee's tax location on the Job Data table and is used by paysheets when calculating state tax deductions. This check box indicates whether the employee is a resident of the work state; the determination of resident state is made from the employee's home address.
Non-Residency Statement Filed	Select this check box if the employee has completed the necessary nonresidency certificate.
UI Jurisdiction (unemployment insurance jurisdiction)	Select this check box if the state selected in the State field is the state of jurisdiction for unemployment insurance tax. Note. State unemployment tax (SUT), and state disability insurance (SDI) if applicable, are usually calculated for the employee's primary work state.
Exempt from SUT (exempt from state unemployment taxes)	Select this check box if the employee's earnings are exempt from SUT. This field reflects the value entered in the Company Exempt from SUT (company exempt from state unemployment taxes) field on the Company table.
SDI Status (state disability insurance status)	This field reflects the value of the SDI deduction on the State Tax table and is derived from the employee's SDI status entered on the Company table. Select <i>Exempt</i> if the employee's earnings are exempt from SDI or Voluntary Disability Insurance tax. Select <i>Not Applicable</i> if the state does not have state disability or does not require employers to carry private disability plans. Select <i>Subject</i> if the employee's earnings are subject to SDI tax. Select <i>Voluntary Disability Plan</i> if the company has a voluntary disability plan that covers the employee.

State Withholding Elements

Use these fields to enter state-specific withholding information.

Special Withholding Tax Status Specify the employee's special withholding tax status. The system calculates the withholding tax based on the value you select here and other factors.

See [Appendix F, "\(USA\) U.S. Tax Methods and Calculations," Special Withholding Tax Status, page 1207.](#)

- *None*: Select this option if no special tax status exists.
- *Maintain taxable gross*: Select this option to override the normal tax calculation with the amount and percentage indicated in the Additional Amount and Additional Percentage fields. If those fields are clear, no state tax is withheld.

Note. Use this option for employees claiming exemption from withholding on the state equivalent of Form W-4.

- *No taxable gross; no tax taken*: With this option, the system does not withhold SWT and does not track state taxable gross balance at all.
- *(E&G) Nonresident alien (Fed Rules)* (nonresident alien; federal rules): Select this option to calculate state taxes using the same treaty rule as used for federal tax calculations.

Tax Marital Status Select the appropriate tax marital status for SWT. The system displays the associated description.

Note. Depending on the state that you selected in the State field, different field values for this field appear.

Withholding Allowances Enter the number of allowances that the employee claims for SWT purposes. This number should match the number on the employee's state withholding allowance certificate.

For states that have their own withholding allowances form, the system displays informational text explaining where this information appears on the state form.

Additional Amount Enter an additional flat amount to withhold. The effect of this field depends on the option that you select in the Special Tax Status group box.

Additional Percentage Enter an additional percentage to withhold. The additional withholding is calculated by taking a percentage of the taxable wages.

Additional Allowances If applicable, enter any additional allowances that the employee claims for SWT purposes.

For states that have their own withholding allowances form, the system displays informational text explaining where this information appears on the state form.

Arizona-Specific Page Element

AZ Withholding Percent Enter the percentage of taxable gross that constitutes the Arizona state withholding.

California-Specific Page Element

The California Wage Plan Code group box appears only when the state is CA.

The California Wage Plan Code is used only by employees of the California Public Employees Retirement System (PERS) to identify a wage continuation plan for employees in the public sector - such as schools and government - or religious organizations that are exempt from state unemployment or disability plans, or have voluntary plans instead.

Disability/Unemployment Plan Leave the value set at the default State/State (state disability plan and state unemployment) unless otherwise instructed by your organization's tax professionals.

Values are: *DI Exempt/State* (disability unemployment exempt/state), *None/None*, *None/State*, *State/Exempt*, *State/State*, *Voluntary/Exempt*, and *Voluntary/State*.

Connecticut-Specific Page Element

CT Only Indicate whether the withholding adjustment amount is an *Increase* or *Decrease* amount.

The system increases or decreases the employee's CT withholding only on payments of regular wages. If regular and supplemental wages are paid concurrently, the system applies the increase or decrease to the regular earnings only, and not to the supplemental wages.

Indiana-Specific Page Element

Earned Income Credit Select to trigger the processing of Indiana Advance EIC payments for Indiana employees who are eligible for Advance EIC payments and who have completed the Indiana Earned Income Credit Advance Payment Certificate (state WH-5 form).

Note. Advance EIC payments are discontinued as of January 1, 2011. This field is available for use in supporting Advance EIC through tax year 2010.

Louisiana-Specific Page Element

LA Only Indicate whether the withholding adjustment amount is an *Increase* or *Decrease* amount.

The system increases or decreases the employee's Louisiana withholding only on payments of regular wages. If regular and supplemental wages are paid concurrently, the system applies the increase or decrease to the regular earnings only, and not to the supplemental wages.

Mississippi-Specific Page Element

MS Annual Exemption Amount Enter an annual exemption amount for the employee from the employee's completed Mississippi withholding exemption certificate. This exemption amount reduces the employee's taxable gross before the SWT calculation for each pay period.

New Jersey-Specific Page Element

FLI Status (family leave insurance status) Indicate the employee's status for the New Jersey Family Leave Insurance tax:

Select *Exempt* if the employee's earnings are exempt from the FLI tax.

Select *Subject* if the employee's earnings are subject to FLI tax.

Select *Voluntary Plan* if the company has a voluntary family leave insurance plan that covers the employee.

Puerto Rico-Specific Page Element

PR Retirement Plan (E&G) This check box is visible only if Education and Government is selected on the Installation table - Products page. Select to indicate that the employee is a participant in a government pension or retirement plan of the Commonwealth of Puerto Rico. The employee's government or retirement plan contribution is factored into the withholding calculations.

Vermont-Specific Page Element

VT Health Coverage Indicator Select from the following values:

- *Eligible/Accepted*
- *Eligible/Not Accepted/Covered*
- *Eligible/Not Accepted/No Cover*
- *Not Applicable*
- *Not Eligible*
- *Seasonal*

Wisconsin-Specific Page Element

WI WT-4A Filed	This check box appears only if the state is <i>WI</i> and the Special Tax Status is <i>Maintain Taxable Gross</i>. Select this check box if you want the amount entered in the Additional Amount field to be treated as a flat withholding amount and used in reciprocity calculations. For example, if an employee lives in California and works in Wisconsin and files a WI WT-4A indicating that \$100 be deducted as a Wisconsin additional amount, then selecting this check box ensures that employee's California withholding is reduced by \$100 as required by the reciprocity rules.
Earned Income Credit	Select to trigger the processing of Wisconsin Advance EIC payments for Wisconsin employees who are eligible for Advance EIC payments and who have completed the Wisconsin Earned Income Credit Advance Payment Certificate (state WT-5 form). Note. Advance EIC payments are discontinued as of January 1, 2011. This field is available for use in supporting Advance EIC through tax year 2010.

Lock-In Letter Details

Letter Received	Select this check box if a letter has been received from the state taxing authority that specifies the allowances an employee is allowed to take.
Limit On Allowances	Enter the maximum number of allowances possible. The value that you enter in Withholding Allowances field cannot exceed the value that you enter in this field.

See Also

[Chapter 19, "Working with Paysheets," Entering One-Time Taxes, page 657](#)

[Chapter 2, "Setting Up Payroll Tax Tables," \(E&G\) Setting Up 1042 Processing for Non-resident Aliens, page 54](#)

Entering Local Tax Data

Access the Local Tax Data page (Payroll for North America, Employee Pay Data USA, Tax Information, Update Employee Tax Data, Local Tax Data; or Payroll for North America, Employee Pay Data USF, Tax Information, Update Employee Tax Data, Local Tax Data).

Federal Tax Data		State Tax Data		Local Tax Data	
Douglas Lewis			Person ID: KU0001		
Tax Data Find View All First 1 of 1 Last					
Company:	GBI	Global Business Institute 9999	Effective Date:	01/01/1980	+ -
State Information Find View All First 1 of 2 Last					
State:	NJ	New Jersey	+ -		
Local Information Find View All First 1 of 1 Last					
*Locality:		+ -			
☒ Resident	Other Work Locality:				
Local Withholding Elements					
Special Withholding Tax Status:	None ▼				
Tax Marital Status:					
Withholding Allowances:	0				
Additional Amount:	\$0.00				
Additional Percentage:	0.000				

Local Tax Data page

Local Information**Locality**

Select the locality that the employee lives or works in. If the employee lives or works in multiple localities, enter a row for each different locality an employee pays taxes in. Define localities on the Company Local Tax Table page.

Resident

Select this check box if the locality selected in the Locality field is a resident locality. An employee can have more than one resident tax locality. You may need more than one resident locality entry in cases where two different taxes exist for the same locality, such as a municipality tax and a school district tax.

Note. In Indiana, the employee's county of residence is the first determining factor for tax withholding. If the county in which an employee resides on January 1 of any year imposes a tax, you must withhold that tax. The employee is liable for the tax for the entire year, even if he or she moves to a nontaxing county. If the county of residence does not impose a tax, but the county in which the principal place of work is located does, you must withhold at the appropriate nonresident rate. For employees moving from out of state into a taxing Indiana locality, withholding does not begin until the next January 1, when residence determination is made.

Other Work Locality Select another work locality if you have more than one work tax for a given locality. The entry in this field is used to link to another local work tax code.

See [Chapter 11, "Maintaining Payroll Data," Understanding Split Local Tax Distribution for KY, AL, and OR, page 331.](#)

Local Withholding Elements

Special Withholding Tax Status Specify the employee's special withholding tax status. The system calculates the withholding tax based on the value you select here and other factors.

See [Appendix F, "\(USA\) U.S. Tax Methods and Calculations," Special Withholding Tax Status, page 1207.](#)

- *None*: Select this option if no special tax status exists.
- *Maintain taxable gross*: Select this option to override the normal tax calculation with the amount and percentage indicated in the Additional Amount and Additional Percentage fields. If those fields are clear, no local tax is withheld.
- *No taxable gross; no tax taken*: With this option, the system does not track local taxable gross balance at all.

Tax Marital Status Enter the marital tax status for local withholding taxes. Depending on the locality that you selected, different field values appear.

Withholding Allowances Enter the number of allowances that the employee claims for local withholding tax purposes.

Additional Amount and Additional Percentage Use these fields to indicate that additional LWT taxes are to be taken. You can specify both an amount and a percentage, if appropriate. The effect of this field depends on the special tax status option that you select.

See [Appendix F, "\(USA\) U.S. Tax Methods and Calculations," Special Withholding Tax Status, page 1207.](#)

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Company Tax Tables for North America," Associating Provinces, States, and Localities with the Tax Location Code

[Chapter 19, "Working with Paysheets," Entering One-Time Taxes, page 657](#)

(CAN) Entering and Maintaining Canadian Income Tax Data

This section lists common elements and discusses how to:

- Specify federal income tax data.
- Enter Quebec income tax (QIT) information.
- Enter provincial income tax data.

See Also

Appendix E, "(CAN) Canadian Tax Method Calculations," page 1197

Common Elements Used in this Section

Non-Indexed Amount	Full indexation is in effect for federal, Quebec, and provincial taxes. Enter amounts not eligible for indexing such as pension income and tuition and education fees. The non-indexed amount is the component of the net claim amount that is not subject to indexing. For example, if the applicable taxing authority specifies an indexation factor of 3%, the new net claim amounts for all the affected employees would be recalculated as follows: $\text{Net claim amount} + [0.03 (\text{net claim amount} - \text{non-indexed amount})]$ The Non-Indexed Amount field is not considered during the Pay Calculation COBOL SQL process (PSPPYRUN). However, it is required by the year-end Update Source Deductions SQR Report process (TAX103CN), which calculates and inserts new net claim amounts. This process applies a specified percentage and/or fixed amount increase or decrease as illustrated in the example noted above.
Other Tax Credits	Enter other authorized tax credits for the year as approved by the relative government agency. If other tax credits are entered mid-year, the amount must be prorated by the number of pay periods remaining in the year.
Prescribed Area	Enter an annual deduction from gross allowed for those employees who live in designated areas of Canada (such as the Northwest Territories, Nunavut, and the Yukon Territory). If an amount is entered mid-year, it must be prorated by the number of pay periods remaining in the year.
Special Letters	If the employee is eligible for annual deductions authorized by a taxation office, but not deducted at source from the employee's pay (such as childcare expenses), enter that amount here. Note that if a special letter is entered mid-year, the amount must be prorated by the number of pay periods remaining in the year.

Pages Used to Enter and Maintain Canadian Income Tax Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Canadian Income Tax Data	TAX_DATA_CAN1	Payroll for North America, Employee Pay Data CAN, Tax Information, Update Employee Tax Data, Canadian Income Tax Data	Specify special CIT withholding status, TD1 exemptions and adjustments, and other tax credits.
Quebec Income Tax Data	TAX_DATA_CAN3	Payroll for North America, Employee Pay Data CAN, Tax Information, Update Employee Tax Data, Quebec Income Tax Data	Enter QIT withholding status, exemption, and tax credit information for employees based in Quebec.
Provincial Income Tax Data	TAX_DATA_CAN4	Payroll for North America, Employee Pay Data CAN, Tax Information, Update Employee Tax Data, Provincial Income Tax Data	Enter provincial TD1 personal tax credit amounts.
Exemption Report	RUNCTL_TAX100CN	Payroll for North America, Year-End Processing CAN, Year-End/New Year Preparation, Exemption Report, Exemption Report	Generate the TAX100CN report that lists all employees whose Canadian or Quebec Tax Data records indicate that they are exempt from income tax withholding, exempt from unemployment insurance payments, exempt from Quebec Parental Insurance Plan (QPIP) contributions, or have fewer than 12 months subject to Canada Pension Plan (CPP) or Quebec Pension Plan (QPP) contributions.
Employee Tax Information Report	RUNCTL_TAX019	Payroll for North America, Employee Pay Data CAN, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report	Run TAX019 to print employee tax withholding information.

Specifying Federal Income Tax Data

Access the Canadian Income Tax Data page (Payroll for North America, Employee Pay Data CAN, Tax Information, Update Employee Tax Data, Canadian Income Tax Data).

Canadian Income Tax Data

Quebec Income Tax Data

Provincial Income Tax Data

Martina Griffiths

Person ID: KC0001

Company: GBI Global Business Institute 9999

Tax Information

Find | View All | First 1 of 1 Last

*Effective Date: 04/01/2009

*Special CIT Status: None

Net Claim Amount: \$10,375.00

Months Subject to CPP/QPP: 12

Prescribed Area: \$0.00

Non-Indexed Amount: \$0.00

Special Letters: \$0.00

Other Tax Credits: \$0.00

CIT Y Factor: \$0.00

LCF Amount: \$0.00

CIT TH Factor: \$0.00

☐ Status Indian

☐ Payroll Tax Exempt

☐ Cross Province

Additional Withholding

Amount: \$0.00 Percentage: 0.000

Commission

Income: \$0.00 Expenses: \$0.00

RPP/RRSP Limit: \$0.00

Employment Insurance

*Calculation Status: EI Rules Yearly Maximum:

Balances from Previous Company

Canada Pension Plan

Tax Year-to-Date: \$0.00 Taxable Gross Year-to-Date: \$0.00

No Limit Gross Year-to-Date: \$0.00

Employment Insurance

Tax Year-to-Date: \$0.00 Taxable Gross Year-to-Date: \$0.00

Wage Loss Plan Information

Customize | Find | View All | First 1 of 1 Last

Empl Record

*Wage Loss Plan

0 KRG

Canadian Income Tax Data page

Special CIT Status (special Canadian income tax status)	Select options in this field to indicate whether an employee's withholding tax status deviates from the norm: <i>Exempt (Not Subject to CIT)</i> (exempt [not subject to Canadian income tax]): Select if the employee is exempt from CIT. The taxable base for CIT, however, will still reflect the taxable pay the employee receives to ensure that proper employment income is reported on the year-end T4 slip. <i>Maintain gross</i> (maintain gross): Select to override the normal tax calculation with an amount or percentage indicated in the Additional Withholding group box. <i>None</i>: Select if no special status exists. If you select this option, the system calculates income tax based on the employee's net taxable gross (the norm).
Net Claim Amount	Enter the total sum of all federal income tax exemption amounts from the employee's federal TD1 form (including the non-indexed amount). The system uses this field during the Pay Calculation COBOL SQL process.
Months Subject to CPP/QPP (months subject to Canada Pension Plan/Quebec Pension Plan)	Enter the month that represents the last month, in which the employee is eligible for CPP/QPP contributions. Use the number that corresponds with the desired month of the calendar year (for example 1 for January). For example, if an employee was subject to CPP/QPP for nine months of the calendar year ending in September, and exempt for the remaining three months, enter 9. If the employee was exempt for the entire year, enter 0. Because employees are usually subject to CPP/QPP contributions for the entire year, the default is 12. CPP/QPP contributions will continue to be collected until the month defined in the Months Subject to CPP/QPP field has been met, or the prorated yearly maximum contribution amount has been reached, whichever comes first. Note. The system will not take CPP/QPP contributions if the employee is under the minimum age of 18 or over the maximum age of 70, as determined by the birthdate entered on the Personal Data - Eligibility/Identity page, unless you specify months subject to CPP/QPP on this page. Effective January 1, 1998, the maximum age exemption of 70 has been removed for QPP contribution calculations.
CIT Y Factor (Canadian income tax Y Factor)	The CIT Y Factor is used in the calculation of the provincial tax reduction for employees in the provinces of Manitoba and Ontario. You must enter a dollar amount for the CIT Y Factor and not the number of dependents. If you leave this field blank for employees who work in Manitoba, the provincial tax will be based on the net claim amount that you have entered from the employee's TD1 form. If you leave this field blank for employees who work in Ontario, no provincial tax reduction is calculated.
LCF Amount (federal labour-sponsored funds tax credit)	Enter the purchase amount of shares in Labour-Sponsored Venture Capital Corporations (LSVCC). This amount is used to calculate and apply the federal and provincial tax credits at source, for employees who purchase LSVCC shares. The PeopleSoft Canadian Tax tables maintain the maximum federal and provincial tax credit amounts and rates.

Status Indian

Select this check box to identify a Status Indian employee who is wholly tax-exempt. When this check box is selected, the Special CIT Status field on this page and the Special QIT Status (special Quebec income tax status) field on the Quebec Income Tax Data page become unavailable for entry and automatically set to an *Exempt* status.

Payroll for North America provides system processing to support the year-end T4 and RL-1 reporting of employment income for Status Indian employees whose total remuneration received in the reporting year is based on Status Indian requirements.

When the Status Indian check box is selected, the relevant tax form definition boxes of the T4 and RL-1 forms, will facilitate the reporting of Status Indian tax-exempt employment income for year-end slip reporting purposes. For further information, refer to the document titled Year-End Processing: Canada located on My Oracle Support.

Note. If your company does not elect to provide CPP coverage to the Status Indian employees, update the Months Subject to CPP/QPP field to 0 (zero).

CIT TH Factor
(Canadian income tax TH
Factor)

Note. This field is no longer used, but is maintained for history data.

The CIT TH Factor is the threshold amount used to calculate the provincial net income surtax for employees in the province of Manitoba. If you leave this field blank for an employee in Manitoba, the threshold amount is based on the net claim amount that you have entered from the employee's TD1 form.

Note. You should review the CIT Y Factor and CIT TH Factor amounts when provincial tax legislation changes the values of these factors or when a change in the employee's number of dependents would affect these amounts.

Payroll Tax Exempt

Select this check box if the employee should not be subject to the Northwest Territories or Nunavut payroll tax. Effective July 1, 1993, the Northwest Territories imposed a one-percent payroll withholding tax on specified remuneration paid for work performed in the Northwest Territories. Effective April 1, 1999, part of the Northwest Territories split off to form the new territory of Nunavut. Only employees who earn more than 5,000 CAD in one calendar year in the Northwest Territories or Nunavut are subject to this tax. The tax is payable on the full amount of specified remuneration earned while working in the Northwest Territories or Nunavut in the year.

If an employee's Northwest Territories or Nunavut earnings will not be more than 5,000 CAD for the calendar year, they are eligible for exemption from this tax. You can stop the tax withholding for this employee by selecting the Payroll Tax Exempt check box. The system continues to maintain the payroll tax gross for the employee, but the tax is not withheld. If you find later in the year that the employee should be subject to the tax, deselect the Payroll Tax Exempt check box. On the next system-generated paycheque for the employee, the system will retroactively deduct the tax not previously withheld on all year-to-date Northwest Territories or Nunavut wages.

Note. Before running the final payroll for the calendar year, review the tax balance records of any employees whose Northwest Territories or Nunavut payroll tax status may be in doubt. Employees whose total Northwest Territories or Nunavut earnings will be more than 5,000 CAD for the year should not be identified as exempt from the tax. Employees whose total earnings will be 5,000 CAD or less for the year, but for whom tax has been withheld, should be designated as exempt from the tax, and the tax already withheld should be refunded.

Cross Province

An employee who resides in one province or territory and is employed in another, may be subject to excessive tax deductions. If the CRA approves a written request for tax relief in this instance, the employer is required to limit the employee's tax liability to the amount based upon that employee's province of residence. Payroll for North America refers to this type of situation as *cross-province taxation* as it applies only between provinces or territories.

Select this check box to generate cross-province tax processing. If you select this check box, the Use Province of Residence check box becomes available for selection.

Use Province of Residence

Select this check box to use the employee's province of residence for calculating the employee's tax liability. The default for this check box is selected. If you deselect this check box, the Or Override field becomes available for selection.

Or Override

Use this field to override the employee's province of residence. Specify the applicable province to use for tax calculation if province of residence is not to be used.

Note. When the province of employment for taxation purposes is Quebec (QC), the reduction in the tax liability is applied to the federal portion.

Additional Withholding

Amount and Percentage Indicate additional CIT taxes that should be taken. The affect of this field depends on the option that you select in the Special CIT Status field:

If you select *None*, you can specify only an amount for additional withholding. The system calculates taxes based on the information on the tax table and adds the additional withholding amount indicated. The amount you enter is always applied against CIT(T4).

If you select *Maintain gross* you can specify an amount or a percentage, or both, for withholding income taxes. The system overrides the normal tax calculation and takes only the amount and/or percentage entered in the Amount and/or Percentage fields. The amount you enter applies against the associated taxable gross on the paycheck. If multiple taxable grosses are applicable, the system allocates/distributes taxes (amount and/or percentage) based on total taxable grosses.

Note. If you do not want to take additional withholding from a particular cheque, deselect the Additional Taxes check box on the By Paysheet - One-Time Taxes page.

Commission

Income For individuals paid on a commission basis, enter the employee's annual estimated commission income.

Expenses For individuals paid on a commission basis, enter the employee's annual expenses.

RPP/RRSP Limit
(Registered Pension Plan/Registered Retirement Savings Plan limit) Enter the RPP/RRSP limit. This limit overrides the legislated annual RPP/RRSP limit maintained by PeopleSoft on the Canadian Tax table. These fields are used during the commission tax method calculation to arrive at taxable gross. Note: In order to complete this information, the employee must complete the required government form (TD1x).

Employment Insurance

Calculation Status The only options applicable as of January 1, 1997 are *EI Rules* (Employment Insurance rules) and *EI Exempt* (Employment Insurance exempt). The Pay Calculation process uses this field to determine whether to deduct EI premiums. Pre-January 1, 1997 the only options available were the UI Yearly (unemployment insurance yearly) and UI Period (unemployment insurance period) options.

Select *EI Rules* if the employee is subject to EI premiums. This is the default premium calculation formula.

Select *EI Exempt* if the employee is exempt from paying EI premiums.

Yearly Maximum

When a calculate status of *UI Yearly* is selected, the system displays the current year's annual maximum insurable earnings amount in the Yearly Max field as listed in the Canadian Tax table. Note that you must review and update this value if the employee starts after the beginning of the year or terminates before the end of the year.

Note. *UI Yearly* and *UI Period* cannot be selected on records dated later than January 1, 1997. The only valid calculate status selections effective after January 1, 1997 are *EI Rules* and *EI Exempt*.

Balances from Previous Company

If the employee meets the guidelines set forth by the CRA for the continuation of CPP/QPP contributions and EI premiums as the result of a merger, acquisition, or company restructuring, use the fields in the Balances from Previous Company group box to enter the employee's year-to-date carryover amounts that were brought forward to the new company.

Enter the employee's year-to-date CPP and EI contribution amounts from the previously acquired/merged company into the appropriate fields.

Wage Loss Plan Information**Wage Loss Plan**

Select the appropriate wage loss plan code. This applies the correct employer EI premium rate as determined by the benefit coverage level of the wage loss replacement plan for short-term disability.

You define valid wage loss replacement plan codes in the Canada Wage Loss Plan Table component (WAGELS_PLN_TBL) in Define Payroll Taxes. You must create these codes *before* you use them elsewhere in the system.

Note. If the Multiple Jobs feature is enabled, you can enter multiple wage loss plans per employee. If the Multiple Jobs Allowed check box is deselected, you can enter only one wage loss plan per employee.

If the Automatic Employee Tax Data check box on the Installation Table - Products Specific page is selected, the system automatically creates employee tax data records whenever you hire an employee or transfer an employee to a new company.

The wage loss plan default that you specify on the Pay Group Table - Definition page becomes the default wage loss plan on the Canadian Income Tax Data page whenever the system automatically creates employee tax data records.

Entering QIT Information

Access the Quebec Income Tax Data page (Payroll for North America, Employee Pay Data CAN, Tax Information, Update Employee Tax Data, Quebec Income Tax Data).

Canadian Income Tax Data		Quebec Income Tax Data		Provincial Income Tax Data	
Martina Griffiths			Person ID: KC0001		
Company: GBI Global Business Institute 9999					
Tax Information Find View All First 1 of 1 Last					
Effective Date:	04/01/2009	*Special QIT Status:	None		
Net Claim Amount:	\$0.00	Non-Indexed Amount:	\$0.00		
Prescribed Area:	\$0.00	Other Tax Credits:	\$0.00		
Special Letters:	\$0.00	Other Deductions:	\$0.00		
☐ QPIP Exempt					
Additional Withholding			Commission		
Amount:	\$0.00	Income:	\$0.00		
Percentage:	0.000	Expenses:	\$0.00		
Balances from Previous Company					
Quebec Pension Plan			Quebec Parental Insurance Plan		
Tax Year-to-Date:	\$0.00	Tax Year-to-Date:	\$0.00		
Taxable Gross Year-to-Date:	\$0.00	Taxable Gross Year-to-Date:	\$0.00		
No Limit Gross Year-to-Date:	\$0.00				

Quebec Income Tax Data page

Tax Information

- Special QIT Status** (special Quebec income tax status) These options are similar to those on the Canadian Income Tax Data page. Your selection indicates whether the employee has any special tax status for QIT purposes.
- Net Claim Amount** Enter the total sum of all Quebec income tax exemption amounts from the employee's Source Deductions Return (form TP-1015.3-V).
- Other Deductions** Enter other authorized Revenu Quebec annual deductions—such as the deduction representing alimony or maintenance payments.
- QPIP Exempt** (Quebec Parental Insurance Plan exempt) Select if the employee is exempt from QPIP premium deductions.

Additional Withholding

Amount and Percentage Indicate additional QIT taxes that should be taken. The effect this field has depends on the option you select in the Special QIT Status field:

If you select *None*, you can only specify an amount for additional withholding. The system calculates taxes based on the information on the tax table and adds the additional withholding amount indicated.

If you select *Maintain gross*, you can specify an amount or a percentage, or both, for withholding Quebec income taxes. The system overrides the normal calculated tax and takes only the amount and/or percentage entered in the Amount and Percentage fields.

Note. If you do not want to take additional withholding from a particular check, deselect the Additional Taxes check box on the By Paysheet - One-Time Taxes page.

Commission

Income For individuals paid on a commission basis, enter the employee's estimated annual commission income.

Expenses For individuals paid on a commission basis, enter the employee's estimated annual expenses for individuals paid on a commission basis. Note: In order to complete this information, the employee must complete the required government form (TP-1015.R.13.1–V).

Balances from Previous Company

For merged or acquired companies that have employees that worked in Quebec, enter the employee's year-to-date carryover amounts to the Quebec Pension Plan (QPP) and the Quebec Parental Insurance Plan (QPIP) in the appropriate fields in the Balances from Previous Company group box.

Note. Enter the federal portion of the year-to-date Employment Insurance premiums on the Canadian Income Tax Data page.

Entering Provincial Income Tax Data

Access the Provincial Income Tax Data page (Payroll for North America, Employee Pay Data CAN, Tax Information, Update Employee Tax Data, Provincial Income Tax Data).

Canadian Income Tax Data		Quebec Income Tax Data		Provincial Income Tax Data	
Martina Griffiths		Person ID:		KC0001	
Company:		GBI Global Business Institute 9999			
Tax Information Find View All First 1 of 1 Last					
Effective Date:		04/01/2009			
Details Find View All First 1 of 1 Last					
*Province:					
Prov Tax Credit Amount (TCP):		\$0.00			
Labour Sponsored Shares Amount:		\$0.00			
Dependant Claim Amount (Y):		\$0.00			
Other Provincial Credits (K3P):		\$0.00			
Non-Indexed Amount:		\$0.00			

Provincial Income Tax Data page

Province

Enter the employee's tax location province for calculating provincial income taxes.

Prov Tax Credit Amount (TCP)

(provincial tax credit amount)

Enter the total net claim amount from the employee's or pensioner's provincial or territorial Form TD1. This is the sum of all of the individual personal tax credit amounts reported on the provincial Form TD1 contributing to the total claim amount.

Labour Sponsored Shares Amount

Enter the provincial or territorial labour-sponsored funds tax credit amount.

Note. If a Provincial Income Tax Data record exists, the value that specified in the Labour Sponsored Shares Amount field (including zero) is used for the provincial income tax calculation and the LCF Amount field on the Canadian Income Tax Data page is used for the federal income tax calculation. If no Provincial Income Tax Data record exists, by default the system uses the federal labour-sponsored funds tax credit amount indicated in the LCF Amount field of the Canadian Income Tax Data page for both federal and provincial income tax calculations.

Note. (Employers Paying Employees in the Province of Saskatchewan). Investment amounts in venture capital corporations that are registered federally only must be entered into the LCF Amount field of the employee's Canadian Income Tax Data page. Investment amounts in venture capital corporations that are registered in Saskatchewan must be entered into the Labour Sponsored Shares Amount field of the employee's Provincial Income Tax Data page.

Dependant Claim Amount (Y)	Where applicable, calculate and enter the total dependent claim amount (Y). This is the total sum of the calculated reduction factor Y amounts applicable to Manitoba and Ontario used in determining the provincial tax reduction (factor S).
Other Provincial Credits (K3P)	This field is currently not in use. Currently, although factor K3P is referenced in the TONI formulas, the details of the other provincial tax credits authorized by a tax services office or tax centre related to this factor have not yet been determined by the government.

Important! For cross-province taxation to be calculated correctly, entries should be created on the Provincial Income Tax Data page for both the province of employment *and* the province of residence. If entries do not exist for one or both provinces, the provincial basic personal amounts from the Canadian Tax table will be applied.

(USA) Processing Forms W-4 and W-5

This section provides overviews of W-4 exemption processing and W-5 advance earned income credit (EIC) eligibility processing and discusses how to:

- Identify and notify W-4 exempt employees.
- Process employees who fail to resubmit Form W-4.
- Identify and notify W-5 eligible employees.
- Process employees who fail to resubmit Form W-5.

Note. Advance EIC payments and W-5 processing are discontinued as of January 1, 2011. Pages, fields, and processes are available for use in supporting Advance EIC only through tax year 2010.

Understanding W-4 Exemption Processing

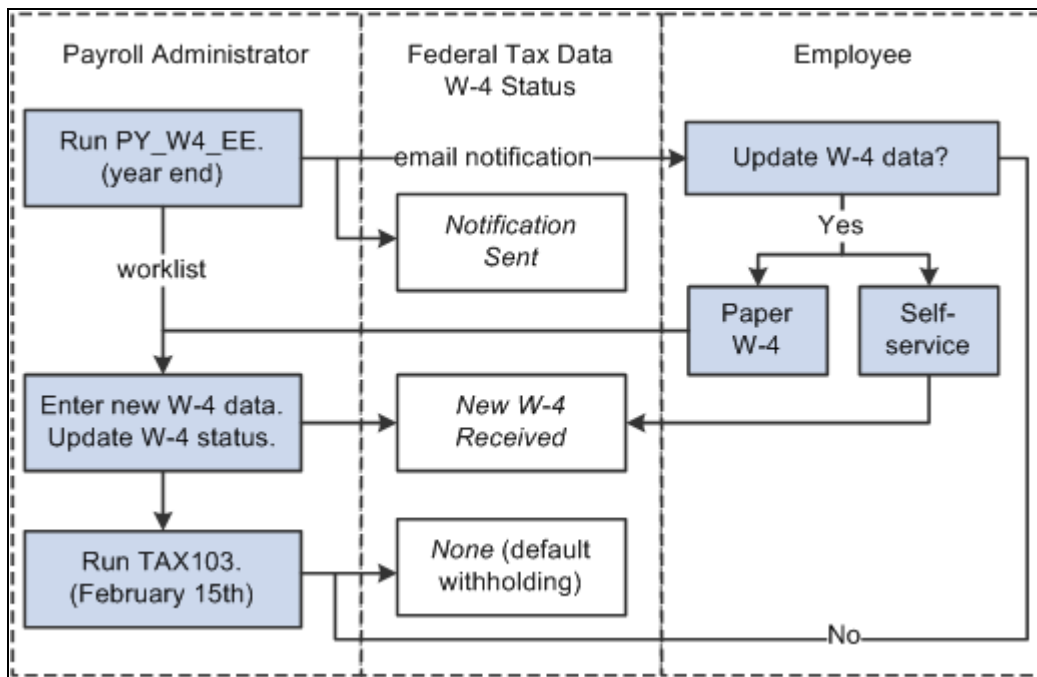
Employees who claim exemption from federal withholding must submit a new Form W-4 each year by February 15 to maintain their exemption status. On February 15 of each tax year, the payroll administrator must reset the W-4 status of any employee who claimed exemption from federal withholding in the previous year and failed to file a new W-4 requesting the exemption for the current year.

Payroll for North America provides:

- The PY_W4_EE workflow-enabled process that you can run at the end of each year to identify and notify employees who should complete a new Form W-4.
- The TAX103 process to update the Federal Tax Data record of employees who were notified through workflow but did not update their W-4 data.
- The TAX100 report to use for manual processing as an alternative to the workflow-enabled processing.
- The TAX 107 and TAX108 reports for monitoring and printing W-4 data that employees submit through self-service transaction.

W-4 Workflow Processing Steps

This diagram illustrates how workflow processing is used by both the payroll administrator and employee to manage W-4 exemption processing:



Workflow processing diagram showing how the payroll administrator and employee use the system to manage W-4 exemptions

To process W-4 exemptions using workflow processing, the payroll administrator:

1. Runs the Determine W-4 Exempt Renewal Application Engine process (PY_W4_EE) to identify and notify employees who must submit a new Form W-4.
2. Selects the *New W-4 Received* W-4 Processing Status option on the employee's Federal Tax Data page and updates the other special tax withholding information after receiving the updated Form W-4.

A workflow link on the worklist provides easy access to the Federal Tax Data page to enter the data.

Note. If a notified employee uses the W-4 Tax Information self-service transaction in PeopleSoft Enterprise ePay to update W-4 tax information, the system selects the *New W-4 Received* W-4 Processing Status option on the Federal Tax Data page and updates the other withholding information. The payroll administrator's worklist notification remains active so that the administrator can verify that the employee submitted a new current-year Form W-4 stating that the employee is still exempt.

3. Runs the Report/Update W-4 Exempt Employees SQR Report process (TAX103) to reset the withholding information to default values for employees who fail to resubmit.

PY_W4_EE Process Description

Run the Determine W-4 Exempt Renewal process (PY_W4_EE) at year-end to:

- Determine which employees must resubmit the Form W-4.

- Notify these employees by email that they must resubmit.
- Set the W-4 processing status to Notification Sent for employees identified.
- Add a worklist instance to the payroll administrator's workflow role to process the new forms as they are received.

The process also produces a list of employees who must resubmit the Form W-4.

TAX103 Process Description

The Report/Update W-4 Exempt Employees process (TAX103) selects employees whose W-4 processing status is *Notification Sent* on Federal Tax Data rows dated on or after the due date specified in the process run parameters.

You can run the process in either Report Only mode or Update mode:

- Report Only mode lists employees who failed to submit a new W-4.
- Update mode resets the withholding information for employees who failed to submit a new W-4.

It inserts a new Federal Tax Data record to reset the employee federal withholding status, marital status, and withholding allowances to the default values. It sets the W-4 processing status to *None*.

It also updates future-dated records that currently specify exemption from withholding.

Other W-4 Reports

Payroll for North America provides these additional reports to track employees' W-4 information:

- W-4 Exemptions SQR Report (TAX100).

Lists all employees in each company who are exempt from federal income tax withholding.

- W-4 Audit SQR Report (TAX107).

Lists employees who either created or updated their W-4 information through the ePay self-service transaction.

- W-4 Print Self-Service SQR Report (TAX108).

Prints employee W-4 information submitted electronically in PeopleSoft Enterprise ePay.

See Also

Chapter 11, "Maintaining Payroll Data," Entering Federal Tax Data, page 334

Understanding W-5 Advance EIC Eligibility Processing

Employees who receive advance EIC payments must complete a new Form W-5 each year to maintain their eligibility.

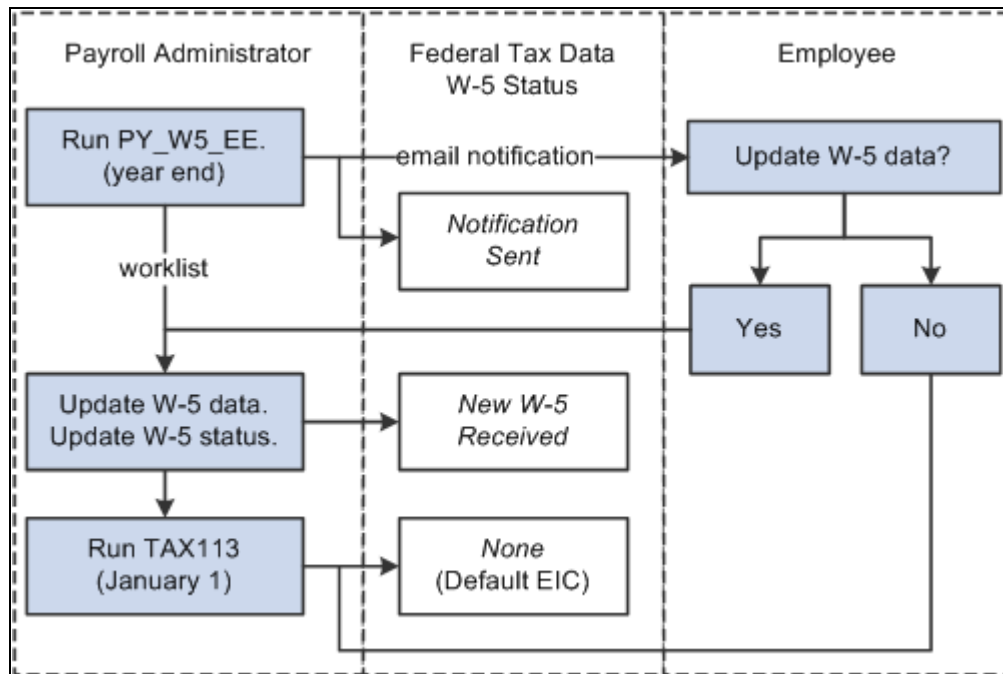
Note. Advance EIC payments and W-5 processing are discontinued as of January 1, 2011. Pages, fields, and processes are available for use in supporting Advance EIC only through tax year 2010.

Payroll for North America provides:

- The PY_W5_EE workflow-enabled process that you can run at the end of each year to identify and notify employees who should complete a new Form W-5.
- The TAX113 process to update the Federal Tax Data record of employees who were notified but did not update their W-5 data.
- Use this report in list mode to manage W-5 data manually.

W-5 Workflow Processing Steps

This diagram illustrates how workflow processing is used by both the payroll administrator and employee to manage W-5 eligibility processing:



Workflow processing diagram showing how the payroll administrator and employee use the system to manage W-5 eligibility

To process W-5 eligibility using workflow processing, the payroll administrator:

1. Runs the Determine W-5 Eligibility Application Engine process (PY_W5_EE) to identify and notify employees who must submit a new Form W-5.
2. Selects the *New W-5 Received* W-5 Processing Status option on the employee's Federal Tax Data page and updates the other earned income credit information after receiving the updated Form W-5.

A workflow link on the worklist provides easy access to the Federal Tax Data page to enter the data.

3. Runs the Reset W-5 Eligibility List SQR Report process (TAX113) to reset the EIC information to default values for employees who fail to resubmit the W-5.

PY_W5_EE Process Description

Run the Determine W-5 Eligibility process (PY_W5_EE) at year-end to:

- Determine which employees must resubmit the Form W-5.
- Notify these employees by email that they must resubmit.
- Set the W-5 processing status to *Notification Sent* for employees identified.
- Add a worklist instance to the payroll administrator's workflow role to process the new forms as they are received.

The process also produces a list of employees who must resubmit the Form W-5.

TAX113 Process Description

The Reset W-5 Eligibility List process (TAX113) selects employees whose W-5 processing status is *Notification Sent* on Federal Tax Data rows dated on or after the due date specified in the process run parameters.

You can run the process in either Report Only mode or Update mode:

- Report Only mode lists employees who failed to submit a new W-5.
- Update mode resets the EIC information for employees who failed to submit a new W-5.

It inserts a new Federal Tax Data record to reset the employee EIC status to *Not Applicable* and sets the W-5 processing status to *None*.

It also updates future-dated records that currently specify EIC eligibility.

See Also

Chapter 11, "Maintaining Payroll Data," Entering Federal Tax Data, page 334

Pages Used to Process W-4 Exemptions and W-5 Eligibility

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Determine W-4 Exempt Renewal	RUNCTL_PAY_W4W5	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Determine W-4 Exempt Renewal, Determine W-4 Exempt Renewal	Run the Determine W-4 Exempt Renewal process (PY_W4_EE) to identify and notify employees who need to file a new W-4.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Reset W-4 Exempt List	RUNCTL_TAX103	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Reset W-4 Exempt List, Reset W-4 Exempt List	Run the Reset W-4 Exempt List report process (TAX103) in update or report only mode. If run in update mode, the SQR inserts a new row into employee tax data with default values for employees who do not submit a new W-4 form.
W-4 Audit Report	RUNCTL_TAX107	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, W-4 Audit Report, W-4 Audit Report	Generate the W-4 Audit Report (TAX107) that lists all employees who either created or updated their W-4 information through the ePay self-service transaction.
W-4 Print - Self Service	RUNCTL_TAX108	- Payroll for North America, Payroll Processing USA, Pay Period Reports, W-4 Print - Self Service, W-4 Print - Self Service - Payroll for North America, Payroll Processing USF, Pay Period Reports, W-4 Print - Self Service, W-4 Print - Self Service	Run the W-4 Print Self-Service SQR Report (TAX108) to print Form W-4 information submitted by the employee in the ePay self-service transaction.
W-4 Exemptions Report	RUNCTL_TAX100	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, W-4 Exemptions Report, W-4 Exemptions Report	Generate the W-4 Exemptions Report (TAX100) that lists all employees in each company who have elected a federal special withholding tax status.
Determine W-5 Eligibility	RUNCTL_PAY_W4W5	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Determine W-5 Eligibility, Determine W-5 Eligibility	Run the Determine W-5 Eligibility process (PY_W5_EE) to identify and notify employees who need to file a new W-5. Note. Advance EIC payments and W-5 processing are discontinued as of January 1, 2011. Pages, fields, and processes are available for use in supporting Advance EIC only through tax year 2010.

Page Name	Definition Name	Navigation	Usage
Reset W-5 Eligibility List	RUNCTL_TAX103	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Reset W-5 Eligibility List, Reset W-5 Eligibility List	Run the Reset W-5 Eligibility List report (TAX113) in update or report only mode. If run in update mode, the SQR inserts a new row into employee tax data with default values for employees who do not resubmit Form W-5. Note. Advance EIC payments and W-5 processing are discontinued as of January 1, 2011. Pages, fields, and processes are available for use in supporting Advance EIC only through tax year 2010.

Identifying and Notifying W-4 Exempt Employees

Access the Determine W-4 Exempt Renewal page (Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Determine W-4 Exempt Renewal, Determine W-4 Exempt Renewal).

Determine W-4 Exempt Renewal

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Enter date of first day of new year (Example 01/01/2009): 

If processing by company, enter Company. Otherwise leave field blank.

Company: 

Determine W-4 Exempt Renewal page

Company Select a company to run the process for all employees in that company only. To run the process for all employees in all companies, leave this field blank.

Processing Employees Who Fail to Resubmit Form W-4

Access the Reset W-4 Exempt List page (Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Reset W-4 Exempt List, Reset W-4 Exempt List).

Reset W-4 Exempt List page

Note. Run the Reset W-4 Exempt List process on February 15 of each new tax year.

Due date for W-4 forms	Enter the due date for the W-4 forms. The report uses this date to check for Federal Tax Data records with an effective date on or after the date specified.
Date to be used for Effective date on inserted records	Enter the effective date to enter on new Federal Tax Data records created by the process for employees who failed to refile.
All Employees	Select this option to include all employees in this process.
By Company and Company	Select this option to include specific companies, and enter the company name.
Report Only	Select this option to identify employees who, although notified by the Determine W-4 Exempt Renewal process, have not filed a new W-4 by February 15 to continue their exemption from withholding. The report also identifies future-dated records.
Update	Select this option to insert a new Tax record to reset the employee's federal special withholding tax status to <i>None</i> , tax marital status to <i>Single</i> , and withholding allowances to <i>0</i> .

Identifying and Notifying W-5 Eligible Employees

Access the Determine W-5 Eligibility page (Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Determine W-5 Eligibility, Determine W-5 Eligibility).

Note. Advance EIC payments and W-5 processing are discontinued as of January 1, 2011. Pages, fields, and processes are available for use in supporting Advance EIC only through tax year 2010.

Determine W-5 Eligibility

Run Control ID: RB [Report Manager](#) [Process Monitor](#)

Enter date of first day of new year (Example 01/01/2009): 

If processing by company, enter Company. Otherwise leave field blank.

Company: 

Determine W-5 Eligibility page

Company

Select a company to run the process for all employees in that company only. To run the process for all employees in all companies, leave this field blank.

Processing Employees Who Fail to Resubmit Form W-5

Access the Reset W-5 Eligibility List page (Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Reset W-5 Eligibility List, Reset W-5 Eligibility List).

Note. Advance EIC payments and W-5 processing are discontinued as of January 1, 2011. Pages, fields, and processes are available for use in supporting Advance EIC only through tax year 2010.

Reset W-5 Eligibility List

Run Control ID: RB [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

Due Date for W-4/W-5 Forms (e.g. 2/15/1997, 1/1/1997):

Date to be Used for Effective Date on Inserted Records:

Scope

☐ All Employees

☐ By Company

Company: 

Report Mode

☐ Report Only

☒ Update

Reset W-5 Eligibility List page

Note. Run the Reset W-5 Eligibility List report on January 1 of each new tax year.

Due date for W-5 forms	Enter the due date for the W-5 forms. The report uses this date to check for Federal Data Tax records with an effective date after the date specified.
Date to be Used for Effective Date on Inserted Records	Enter the effective date to be entered on new records created by the process for employees who failed to refile.
All Employees	Select this option to include all employees in this process.
By Company and Company	Select this option to include specific companies, and enter the company name.
Report Only	Select this option to identify employees who, although notified by the Determine W-5 Eligibility process, have not filed a new W-5 by January 1 to continue their advance payments of EIC. The report also identifies future-dated records.
Update	Select this option to insert a new Federal Tax Data record to reset the employee's EIC status to <i>Not Applicable</i> .

Setting Up Employee General Deductions

This section provides an overview of deduction overrides and discusses how to:

- Specify the calculation method for general deductions.

- (USF) Specify the calculation method for general deductions.
- (USF) Enter employee deduction distribution information.
- Override general deduction code processing parameters for an employee.

Understanding Deduction Overrides

The system computes regular deductions based on deduction data at the company level and the employee level. You can make permanent or one-time changes to deduction data.

Permanent Deduction Overrides

To make a permanent change to deduction data:

- Use the Deduction Table pages to change the basic attributes of a deduction, such as:
 - Processing priority.
 - Classification (before-tax, nontaxable benefit).
 - Effect on FICA gross and FUT gross.
 - Maximum yearly deduction.
 - Deduction frequency.
 - Pay periods in which the deduction is taken.
- Use one of the Benefits Table pages (for benefit deductions) or the General Deduction Table page (for nonbenefit deductions) to change how the system calculates a deduction.
- Use the Override General Deductions page (for nonbenefit deductions) or the Override Benefits Deductions page (for benefit deductions) to override processing parameters at the employee level that are normally controlled by the Deduction table:
 - Pay periods in which the deduction is taken.
 - Information on maximum arrears payback.
- Use the Create General Deductions page to change employee-specific deduction data not governed by the Deduction table. This data includes:
 - The calculation option, with related dollar amounts, rates, or percentages.
 - Start and stop dates.
 - A goal amount and current goal balance.

One-Time Deduction Overrides

Enter one-time deduction overrides on the paysheet.

See [Chapter 19, "Working with Paysheets," Recording One-Time Deductions, page 641.](#)

See Also

Chapter 19, "Working with Paysheets," Understanding Deduction Override Processing, page 596

Pages Used to Set Up Employee General Deductions

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create General Deductions	GENL_DED_DATA	- Payroll for North America, Employee Pay Data USA, Deductions, Create General Deductions, Create General Deductions - Payroll for North America, Employee Pay Data CAN, Deductions, Create General Deductions, Create General Deductions	Assign general (nonbenefit-related) deductions to an employee and specify the calculation method for a general deduction.
Create General Deductions	GVT_GENL_DED_DATA	Payroll for North America, Employee Pay Data USF, Deductions, Create General Deductions, Create General Deductions	Assign general (nonbenefit-related) deductions to an employee and specify the calculation method for a general deduction for a federal-specific general deduction.
Employee Distribution	GVT_EMPE_DIST_SEC	Click the Distribution Information link on the Create General Deductions page.	Enter employee distribution information, such as payment method, electronic funds transfer info and check address.

Page Name	Definition Name	Navigation	Usage
Override General Deductions	GENL_DED_OVERRIDE	- Payroll for North America, Employee Pay Data USA, Deductions, Override General Deductions, Override General Deductions - Payroll for North America, Employee Pay Data CAN, Deductions, Override General Deductions, Override General Deductions - Payroll for North America, Employee Pay Data USF, Deductions, Override General Deductions, Override General Deductions	Override deduction code settings contained on the Deduction table for a particular employee.

Specifying the Calculation Method for General Deductions

Access the Create General Deductions page (Payroll for North America, Employee Pay Data USA, Deductions, Create General Deductions, Create General Deductions; or Payroll for North America, Employee Pay Data CAN, Deductions, Create General Deductions, Create General Deductions).

Create General Deductions

Douglas Lewis Person ID: KU0001

Company: GBI Global Business Institute 9999

General Deduction Find | View All First 1 of 1 Last

*Deduction Code: KUWAY1 United Way

Deduction Details Find | View All First 1 of 1 Last

*Effective Date: 01/01/1999 ☐ ☐

*Calculation Routine: Flat Amount

Deduction End Date: ☐

Loan Interest %:

Goal Amount: \$100.00

☒ Take on all Paygroups

☐ Ded stopped by Self Serv User

Deduction Rate or %:

Flat/Addl Amount: \$5.00

Current Goal Balance: \$80.00

This data was last updated by System Data last updated on 09/04/2008

Create General Deductions page

General Deduction

Deduction Code

Select the code for the general deduction that the system should take for this employee. The prompt table lists only those deductions defined for the employee's company on the Company General Deductions page.

(CAN) For Canada Payroll Savings (CPS) programs, if both non-RRSP and RRSP options are offered, two deduction codes are necessary. Employees may elect to contribute to both types of accounts concurrently. In this event, two separate general deduction data records must be created; one for non-RRSP contributions and the other for RRSP contributions.

Deduction Details

Effective Date

Enter an effective date.

(CAN) For CPS plans, this date is validated against the election period(s) specified on the Canada Payroll Savings Campaign table to ensure that changes to contribution information are entered for allowable periods.

Take on all Paygroups

This option applies only to employees who have jobs in more than one pay group. It instructs the system whether to take the deduction when the employee's pay group is not being processed. This field works in conjunction with the Single Check for Multiple Jobs (single check for multiple jobs) field on the Company - Default Settings page and the Priority Number field on the Pay Group Table - Definition page.

If the Single Check for Multiple Jobs option is selected, and you select Take on all Paygroups, the system processes this deduction each time a check is issued for the employee, regardless of whether the employee's job in the primary pay group is being paid.

If the Single Check for Multiple Jobs option is not selected, and you select Take on all Paygroups, the deduction is always taken when the job in the primary pay group is paid. If you have not defined a primary pay group for the employee, the system takes the deduction only if the job with the lowest priority number, as designated on the Pay Group Table - Definition page, is being paid.

Calculation Routine

The deduction calculation routine determines how a deduction is calculated for an employee. Values are:

Default to Deduction Table: Select to use the deduction calculation routine that is specified on the Deduction table. If you select this option, the system takes the amount or percent from the Deduction table; thus, the Flat/Addl Amount (flat/additional amount) field and the Deduction Rate or % (deduction rate or percent) field on this page are not available for entry. To specify a different amount or percent, you must select an alternate deduction calculation routine and the appropriate amount or percent.

Flat Amount: Select to establish the deduction as a flat amount. Enter the amount in the Flat/Addl Amount field, which is treated as an amount per pay period.

(CAN) Select *Flat Amount* for Canada Payroll Savings programs.

Percent of Federal Gross: Select to calculate the deduction as a percent of federal gross income. Enter the percent in the Deduction Rate or % field.

Percent of Net Pay: Select to calculate the deduction as a percent of net pay. Enter the percent in the Deduction Rate or % field.

Percent of Special Earnings: Select to calculate the deduction as a percent of a special accumulator, such as 401(k). Enter the percent in the Deduction Rate or % field. Special accumulator codes are defined on the General Deduction table.

Percent of Total Gross: Select to calculate the deduction as a percent of total gross income. Enter the percent in the Deduction Rate or % field.

Rate x Hours Worked: Select to calculate the deduction as rate multiplied by hours worked (hours with the Fair Labor Standards Act flag selected). Enter the rate in the Deduction Rate or % field.

Rate x Special Hours: Select to calculate the deduction as a rate multiplied by hours that have a special accumulator associated with them. Enter the rate in the Deduction Rate or % field. The special accumulator code is defined on the General Deduction table.

Rate x Total Hours: Select to calculate the deduction as a rate multiplied by total hours. Enter the rate in the Deduction Rate or % field.

Special Deduction Calculation: Select to indicate that you have written a special calculation that you want to use. This option requires assistance from an IT person.

Ded stopped by Self Serv User (deduction stopped by self-service user)

If the employee stops a voluntary deduction using the Voluntary Deductions transaction in the ePay self-service application, the system will automatically select this check box.

Distribution Information

(USF) Click to access the Employee Distribution page. This link is visible only for U.S. Federal Government users.

Deduction Rate or % (deduction rate or percent)

Depending on the value that you select for the Deduction Calculation Routine field, you may need to enter a rate or percent in this field. This will determine how much to take out for the deduction.

(CAN) Loan Interest % (loan interest percent)	If this deduction is for payback for a low-interest loan, enter the interest rate here. If the loan interest percent specified here is less than the prescribed interest percent in the Canadian Company Tax table, the system calculates a low-interest loan taxable benefit for the employee. If the field is left empty, it is assumed that the interest rate is zero.
Flat/Addl Amount (flat/additional amount)	Depending on the value that you select for the Deduction Calculation Routine field, you may need to enter a flat or additional amount in this field. Note. The system maintains the maximum yearly deduction amount for the deduction in the Deduction table. The system checks this maximum before processing the deduction during the Pay Calculation process.
Goal Amount	Enter the limit for the total amount of the deduction. After this goal is met, the deduction ends. However, if there is a maximum yearly deduction, and the maximum has been reached, the system does not take the deduction, regardless of whether the goal amount has been reached. For example, if the maximum yearly deduction amount allowed for United Way is 80 USD, and an employee's goal amount for United Way is 100 USD, the system stops taking the deduction when 80 USD is reached.
Current Goal Balance	Displays the total amount taken to date from the employee's pay for this deduction. The system updates this amount after every payroll run, during the Pay Confirmation COBOL SQL process (PSPCNFRM). When the current goal balance equals the goal amount for this deduction, the system automatically stops taking the deduction. If you want the deduction to start again, you must increase the goal amount to the new total to be deducted.
This data was last updated by and Data last updated on	Each time the general deduction is updated, the system indicates whether an online user or a self-service web user made the update, and it displays the date of the most recent update. Online users can make updates online using the Create General Deductions page. The employee, also known as the web user, can update using the Voluntary Deductions transaction in the ePay self-service application.

(USF) Specifying the Calculation Method for General Deductions

Access the Create General Deductions page (Payroll for North America, Employee Pay Data USF, Deductions, Create General Deductions, Create General Deductions).

Note. All fields on this page have the same functionality as the fields on the Create General Deductions page (commercial version), except for the following fields.

Deduction Code	For military deposits, select the military deposit deduction reporting code that you defined in the Deduction table.
Effective Date	The effective date populated is the system date. You may need to change it.

Distribution Cd (distribution code)	If distribution has been set up for this deduction in the General Deduction Distribution table, the available distribution codes are visible. If the deduction does not have a distribution code, the field is unavailable for entry.
Distribution Information	Click this link to access the Employee Distribution page, which holds the details of the deduction distribution.
Deduction End Date	When a military deposit is closed or canceled, update the deduction end date to stop the deduction from being taken during payroll processing.
Flat/Addl Amount (flat/additional amount)	For military deposits, the pay period deduction amount that is defined on the Military Deposit Earning Information page. After an employee has been enrolled in military deposits and has chosen to use payroll deductions, the General Deduction Data table is automatically updated with the flat amount and goal amount.
Goal Amount	For military deposits, the total military deposit liability (the sum of all open deposit accounts, interest, and unscheduled payments). After an employee has been enrolled in military deposits and has chosen to use payroll deductions, the General Deduction Data table is automatically updated with the flat amount and goal amount.

(USF) Entering Employee Deduction Distribution Information

Access the Employee Distribution page (click the Distribution Information link on the Create General Deductions page).

Employee Distribution

Employee Distribution Info
 Payment Method:

Electronic Funds Transfer Info
 Routing Number:
 Account Number:
 Account Type:

Check Address Information
 Country:  United States
 Payee Name:
 Address 1:
 Address 2:
 City:
 State: 
 Zip:

Employee Distribution page

If a distribution code was selected on the Create General Deductions page, the information from the General Deduction Distribution page appears. If the deduction is an allotment, you must enter the distribution details. If the deduction has a unique distribution for the employee, you must enter the information here. If the deduction does not have a distribution, leave these fields blank.

Electronic Funds Transfer Info

If you select *EFT* (Electronic Funds Transfer) as the payment method, you must enter the following information:

Routing Number	Enter the routing number (bank transit number). The number must be nine digits. If the account type is <i>Checking</i> or <i>Savings</i> , the system validates the bank transit number that you enter.
Account Number	Enter the account number.
Account Type	Enter the type of account: <i>Checking</i> , <i>Expense</i> , <i>Issue Check</i> , <i>Liability</i> , <i>NA</i> (not applicable), and <i>Savings</i> .

Check Address Information

If you select *Check* as the payment method, you must enter the check address information.

Overriding General Deduction Code Processing Parameters for an Employee

Access the Override General Deductions page (Payroll for North America, Employee Pay Data USA, Deductions, Override General Deductions, Override General Deductions; or Payroll for North America, Employee Pay Data CAN, Deductions, Override General Deductions, Override General Deductions; or Payroll for North America, Employee Pay Data USF, Deductions, Override General Deductions, Override General Deductions).

Override General Deductions

Douglas Lewis

EMP

ID: KU0001

Empl Record: 0

Company: GBI Global Business Institute 9999

Pay Group: KU4 US Monthly

Deduction Override Settings

Find | View All First 1 of 1 Last

Deduction Code:

Deduction Taken In

☒ First Pay Period

☐ Second Pay Period

☐ Third Pay Period

☐ Fourth Pay Period

☐ Fifth Pay Period

Arrears Payback

☐ Maximum

Maximum Amount:

Override General Deductions page

If you've defined general deductions on the General Deduction table, you can also use this page to override general deductions. For most companies, you rarely use this page unless you have a policy that offers employees flexibility to take deductions out of a different pay period than the one specified on the Deduction table. Before you can set up employee deductions, you must establish the deductions on the General Deduction Table page and the Deduction Table pages before you can use them anywhere else in the system.

Note. If the multiple jobs feature is enabled, and you've selected the Single Check for Multiple Jobs option on the Company - Default Settings page, enter the override instructions for the employee's primary pay group.

Deduction Taken In

The default pay periods are specified on the Deduction table. To use the default pay periods in the Deduction table, do not select any of these check boxes. To override the default pay periods in the Deduction table, select all of the appropriate check boxes for the pay periods in which this deduction should be taken.

Select the corresponding period check box that you want the system to take the deduction in.

Arrears Payback

Maximum Select this check box to specify a limit on how much the system deducts from the employee's pay each pay period to reduce an arrears balance.

Maximum Amount Indicate a limit for how much the system takes when a deduction amount goes into arrears. The amount that you specify here becomes the maximum amount that can be deducted from the employee's pay each pay period to reduce an arrears balance.

An arrears balance is created when an employee's net pay in a pay period is insufficient to cover a deduction. In the subsequent pay period, the system may attempt to recapture the arrears balance from the employee's pay during payroll processing; this depends on how you set up deduction payback rules on the Deduction table.

There are several ways to use the maximum arrears payback fields:

- To use the payback settings on the Deduction table, leave both fields blank.
- To override the payback settings on the Deduction table, select the Maximum check box and specify the maximum payback amount per pay period in the Maximum Amount field.
- To stop the system from taking the deduction for the arrears, select the Maximum check box, and leave the Maximum Amount field blank.

Note. The system will always try to take any outstanding arrears on the employee's next check—even if the next check is a separate check or a final check.

See Also

[Chapter 5, "Defining Deductions," page 125](#)

[Chapter 19, "Working with Paysheets," Understanding Deduction Override Processing, page 596](#)

Specifying Employee-Level Benefit Deduction Overrides

This section provides an overview of benefit deduction overrides and discusses how to define employee-level benefit deduction overrides.

Understanding Benefit Deduction Overrides

Benefit deduction processing override applies to benefit deductions only and overrides the benefit deductions taken value on the Pay Calendar table at the employee level. Multiple job employees can have multiple benefit records and each benefit record can have its own deduction override set up. These are reflected on separate paylines.

Page Used to Specify Employee-Level Benefit Deduction Overrides

Page Name	Definition Name	Navigation	Usage
Override Benefits Deductions	DED_SUBSET_BENF	- Payroll for North America, Employee Pay Data USA, Deductions, Override Benefits Deductions, Override Benefits Deductions - Payroll for North America, Employee Pay Data CAN, Deductions, Override Benefits Deductions, Override Benefits Deductions - Payroll for North America, Employee Pay Data USF, Deductions, Override Benefits Deductions, Override Benefits Deductions	Specify overrides to benefit deductions at the employee level.

Defining Employee-Level Benefit Deduction Overrides

Access the Override Benefits Deductions page (Payroll for North America, Employee Pay Data USA, Deductions, Override Benefits Deductions, Override Benefits Deductions; or Payroll for North America, Employee Pay Data CAN, Deductions, Override Benefits Deductions, Override Benefits Deductions; or Payroll for North America, Employee Pay Data USF, Deductions, Override Benefits Deductions, Override Benefits Deductions).

Override Benefits Deductions

Douglas Lewis EMP ID: KU0001 Empl Record: 0

Pay Status: Active

Deductions Taken

***Deductions Taken:** No Override

Deduction Subset ID:

Override Benefits Deductions page

Deductions Taken

Select a value to indicate how to take benefit deductions for this employee. The default value is *No Override*. Selections made on this page override the values that are entered for the pay run in the Benefit Deductions Taken field on the Pay Calendar table:

- *No Override*: This is the default value. If this is unchanged, the deductions that are specified on the Pay Calendar table are not overridden on the paysheet at this stage in deduction override evaluation processing.
- *Deduction Table Governs*: Select this value to process the standard benefit deductions for this employee as set up on the Deduction table.
- *None*: Select this value if no benefit deductions should be taken out of the paycheck.
- *Deduction Table Subset Governs*: Select this value to take only those benefit deductions included in the deduction subset that you specify in the Deduction Subset ID field.

Deduction Subset ID

You must specify the subset ID if you select *Deduction Table Subset Governs* in the Deductions Taken field.

Setting Up Direct Deposits

This section provides an overview of direct deposits and discusses how to enter direct deposit information.

Understanding Direct Deposit Setup

In Payroll for North America, direct deposit distributions are performed during the Pay Confirmation process. Enter employee direct deposit distribution data on the Request Direct Deposit page.

Multiple Direct Deposit Distributions

Each direct deposit can be stated as either a percent of net pay or a dollar amount. For example, suppose that an employee wants 100 CAD deposited to a savings account, a 200 CAD check for pocket money, and 100 percent of the remaining net pay deposited to a checking account. To do this, you set up three rows of distribution data:

<i>Objective</i>	<i>Priority</i>	<i>Account Type</i>	<i>Amount</i>
100 CAD to Savings	300	Savings	100 CAD
200 CAD Check	350	Issue Check	200 CAD

Objective	Priority	Account Type	Amount
Deposit remainder in Checking	400	Checking	100% Net Pay

In this case, make sure that you assign the savings and separate check entries lower priority numbers than the checking account direct deposit; this ensures that they are taken out first. Otherwise, 100 percent of the employee's net pay goes into checking before the system checks the other direct deposit guidelines.

Designate one direct deposit account to receive the remaining funds after all of the other direct deposits are made. To designate an account to receive remaining funds, select *Balance* as the deposit type. If you do not do this, the remaining balance is issued through a check.

Changing or Discontinuing Direct Deposit

To change or discontinue direct deposits, set up the appropriate effective-dated rows on the Request Direct Deposit page.

Note. You can stop direct deposits for a single paycheck by selecting the Disable Direct Deposit check box on an employee's paysheet. This causes the system to produce an actual paycheck for the employee, rather than a direct deposit.

(USA) Understanding Prenotification

The prenote process is an optional, but strongly recommended, test run for direct deposits to verify that bank IDs and employee account numbers are valid.

Payroll for North America provides these reports that you can use to notify employees of new direct deposit requests so that they can verify the information:

Report Name	Report ID	Description
Direct Deposit Prenotification	DDP005	For each company and pay period, this reports lists employees that you have added to the direct deposit instructions since the last pay period. It includes Employee ID, priority of the types of deposits, account type, bank ID, and account number.
Direct Deposit Prenote Memo	DDP006	This report prints a memo on your company stationery or memo forms. The text of the memo informs the employee of the direct deposit and lists bank ID, account number, account type, and deposit instructions.

If you're running the DDP Prenotification report (DDP005) and DDP Prenote Memo report (DDP006), you must run them prior to running the Create Direct Deposit Transmit SQR Report process (DDP001).

Prenote Wait Period

Here is how you manage the prenotification wait period to enable employees to verify new direct deposit information:

- On the US Bank Additional Data page, define the number of days required for a prenotification wait period (one-time setup).
- Specify the start date of the prenote wait period in the Prenote Date field when you run the Create Direct Deposit Transmit process (DDP001).

U.S. employees who request a new direct deposit continue to receive checks until the prenote period has passed. For example, if the prenote wait period is 10 days and you're running a weekly payroll, employees might receive two paychecks before direct deposit starts.

Prenotification Status and Prenote Date

This table describes prenotification data the system enters on the Request Direct Deposit page during creation and processing of new direct deposits:

<i>Processing Step</i>	<i>Prenotification Status</i>	<i>Prenote Date</i>
Save new direct deposit record .	<i>Not Submtd</i> (not submitted)	Blank
Run the Create Direct Deposit Transmit process (DDP001).	<i>Submitted</i>	The date entered in DDP001 process run parameters (blank if no date entered).
Prenote wait period ends.	<i>Completed</i>	Remains the same as the value entered in DDP001 process run parameters.

For example, on January 31 you confirm the payroll for period January 1 to January 31. You run DDP001 on the same day and enter a prenote date of January 31. Ten working days from that date (or whatever time interval you've specified on the Source Bank table), the system changes the prenotification status from *Submitted* to *Completed* and direct deposits go into effect.

Prenotification of Changed Direct Deposit Data

To change direct deposits, set up the appropriate effective-dated rows on the Request Direct Deposit page. When you insert a new data row, all values of the previous row are carried over to the new row as default values. You can update most values, but the availability of the Prenotification Req'd (prenotification required) check box depends upon the type of data updated. In addition, the Prenote Date and Prenotification Status values are always system-generated.

This table describes the results of updating and saving the direct deposit record when the Prenotification Req'd check box is selected on the employee's previous data row and the prenotification status of the previous row is *Completed*:

Description of Change	Prenotification Req'd	Prenote Date	Prenotification Status
Changed bank ID or account information.	Selected and unavailable for change upon saving. To update the check box, exit the page and re-enter in Correction mode. The check box is now selected and available for change.	Blank	<i>Not Submitted</i>
Changed percent, amount, or priority with no change in bank ID or account information.	Selected and unavailable for change. You cannot update this check box if the bank ID or account information has not changed.	Same as the previous row	<i>Completed</i>
Changed account type to <i>Issue Check</i> and deleted bank ID and account information.	Deselected upon saving. If you do not deselect the check box, the system deselects it when you save.	Blank	<i>Not Submitted</i>

See Also

Chapter 22, "Working with Checks and Direct Deposit," Generating a Direct Deposit File, page 741

Pages Used to Set Up Direct Deposits

Page Name	Definition Name	Navigation	Usage
Request Direct Deposit	DIRECT_DEPOSIT	- Payroll for North America, Employee Pay Data USA, Request Direct Deposit, Request Direct Deposit - Payroll for North America, Employee Pay Data USF, Request Direct Deposit, Request Direct Deposit	Enter the information to enable the direct deposit of employee pay to checking or savings bank accounts.
Request Direct Deposit	DIRECT_DEPOSIT_CAN	Payroll for North America, Employee Pay Data CAN, Request Direct Deposit, Request Direct Deposit	Enter the information to enable the direct deposit of employee pay to chequing or savings bank accounts.

Page Name	Definition Name	Navigation	Usage
US Bank Additional Data	SRC_BANK_PY_SP	Set Up HRMS, Common Definitions, Banking, Source Bank Accounts Click the Other Required Information link on the Source Bank Accounts page.	(USA) Specify the number of days in the prenote wait period.
Direct Deposit Prenotification	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Prenotification Report, Direct Deposit Prenotification - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Prenotification Report, Direct Deposit Prenotification	(USA) Run the Direct Deposit Prenotification report (DDP005). The report lists direct deposit information for employees who will have their pay deposited directly into their bank account for the first time.
Direct Deposit Prenote Memo	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Prenote Memo, Direct Deposit Prenote Memo - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Prenote Memo, Direct Deposit Prenote Memo	(USA) Run the Direct Deposit Prenote Memo report (DDP006). The report produces a memo to each employee who has added a new direct deposit. The memo lists the direct deposit information for verification.

Entering Direct Deposit Information

Access the Request Direct Deposit page (Payroll for North America, Employee Pay Data USA, Request Direct Deposit, Request Direct Deposit; or Payroll for North America, Employee Pay Data CAN, Request Direct Deposit, Request Direct Deposit; or Payroll for North America, Employee Pay Data USF, Request Direct Deposit, Request Direct Deposit).

Request Direct Deposit

Douglas Lewis Person ID: KU0001

Deposit Information Find | View All | First 1 of 1 Last

*Effective Date: 10/11/2010 *Status: + -

☐ Suppress DDP Advice Print

Distribution Information Find | View All | First 1 of 1 Last

Your Bank Information + -

Country Code: USA United States Add New Bank

Bank ID: 009824567

Bank Name: State Bank

Address: 56 Montgomery St.
San Francisco
CA 94123

☐ International ACH Bank Account ☐ Prenotification Required

Distribution

*Account Type: Checking	*Deposit Type: Percent
Net Pay Percent: 100.00	Net Pay Amount:
*Priority: 1	Account Number: 883912837
Prenote Date: 	Prenote Status: Not Submtd

This data was last updated by Data last updated on

Request Direct Deposit page

Suppress DDP Advice Print (suppress direct deposit advice print)

Select this check box to indicate that the employee has elected to receive their pay advice electronically, through the ePay self-service transaction, rather than in print.

If part of an employee's check is direct deposited and part is issued in a live check, the live check would also show the direct deposit information.

(USA) Your Bank Information**Country Code**

Enter the country of the bank where the direct deposit is to be sent.

Bank ID

Enter the identifier for the bank where the direct deposit is to be sent. When you select a bank, its name and address appear.

Add New Bank

If the employee's bank has not yet been set up in the system, click the Add New Bank button to add the bank to the bank table.

International ACH Bank Account (international automated clearing house bank account)	If the bank is in the United States, select this check box to indicate that funds are actually going to a non-US bank. This information is included in the direct deposit file that you create with the Direct Deposit Create File process (DDP001). If the bank is not in the United States, the system selects this check box and makes it read-only.
Prenotification Required	Select this check box if prenotification is required. By default, the check box is deselected. You must select it if prenotification is required. Note. The Prenotification Required check box is available for entry when you make a change to the Bank ID or Account Number fields and only after you save the page and re-enter with Correct History selected.
Distribution	
Account Type	Select the applicable value to indicate a direct deposit to a checking or savings account, or if the system will issue a check: <i>Checking</i> , <i>Savings</i> , and <i>Issue Check</i> .
Deposit Type	Select <i>Amount</i> if the employee wants a fixed dollar amount to be deposited in this account type. Select <i>Balance</i> if the balance of an employee's pay is to be deposited in this account type. Select <i>Percent</i> if the employee wants a specific percentage of his net pay to be deposited in this account type.
Net Pay Percent and Net Pay Amount	Enter a specific dollar amount if you selected <i>Amount</i> in the Deposit Type field. Enter a percent if you selected <i>Percent</i> in the Deposit Type field.
(CAN) Bank ID and Branch ID	Enter a bank ID and enter the five digit branch ID. Note. You must enter a bank ID and account number for each account type.
Priority	Enter a priority number for this distribution. During direct deposit processing, distributions are made to accounts in order of their priority number—the lower the priority number, the higher the priority. Priority becomes important when an employee's net pay isn't enough to cover all direct deposits—in this case, only the higher priority deposits are made.
Account Number (account number)	Enter the employee's account number. The account number represents the employee's checking or savings account into which the money should be deposited.
(USA) Prenote Date	The system enters here the prenote date that you enter in the run parameters for the Create Direct Deposit Transmit process (DDP001).

(USA) Prenote Status

The system enters a value to indicate the status of the prenotification process:

- *Not Submtd* (not submitted): The status when you save a new direct deposit request row.
- *Submitted*: The status after you run the Create Direct Deposit Transmit process (DDP001).
- *Completed*: The status when the prenote wait period has passed.

Note. (CAN) The prenotification process does not apply to Canada.

Last Updated Page Elements**This data was last updated by**

Each time direct deposit data is updated, the system indicates whether an online user or a self-service web user made the update, and it displays the date of the most recent update. Online users can make updates online using the Request Direct Deposit page. The employee, also known as the web user, can make updates using the Direct Deposit transaction in the ePay self-service application.

Defining Additional Pay Earnings

This section provides an overview of additional pay earnings and discusses how to enter additional pay earnings information.

Understanding Additional Pay Earnings

Additional pay refers to earnings that an employee will be paid on a regular basis *in addition* to regular pay—a car allowance, for example.

If you want the earnings in the Other Earnings section of the paysheet to be distributed according to automatic tax distribution, you must set up and add the earnings as additional pay (either manually or through an interface) before paysheet creation. If you add the earnings directly to the payline, the system does not apply automatic tax distribution.

Note. Do not confuse additional pay with a one-time payment, such as overtime or an expense reimbursement, which you enter directly on the paysheet.

Page Used to Define Additional Pay Earnings

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create Additional Pay	ADDITIONAL_PAY1	- Payroll for North America, Employee Pay Data USA, Create Additional Pay, Create Additional Pay - Payroll for North America, Employee Pay Data CAN, Create Additional Pay, Create Additional Pay - Payroll for North America, Employee Pay Data USF, Create Additional Pay, Create Additional Pay	Override the current job data for each additional pay earning, change default additional pay settings, and override the employee tax data for additional pay earnings.

Entering Additional Pay Earnings Information

Access the Create Additional Pay page (Payroll for North America, Employee Pay Data USA, Create Additional Pay, Create Additional Pay; or Payroll for North America, Employee Pay Data CAN, Create Additional Pay, Create Additional Pay; or Payroll for North America, Employee Pay Data USF, Create Additional Pay, Create Additional Pay).

Create Additional Pay

Douglas Lewis EMP ID: KU0001 Empl Record: 0

Additional Pay Find | View All First 1 of 4 Last

*Earnings Code: C01 General Credits + -

Effective Date Find | View All First 1 of 1 Last

Effective Date: 01/01/2005 + -

Payment Details Find | View All First 1 of 1 Last

*Addl Seq Nbr: 1 End Date: + -

Rate Code: Reason: BAS Credit

Earnings: \$416.67

Hours: Hourly Rate:

Goal Amount: Goal Balance:

Sep Check Nbr: ☐ Disable Direct Deposit

☒ OK to Pay ☐ Prorate Additional Pay

Applies To Pay Periods

☒ First ☒ Second ☒ Third ☒ Fourth ☒ Fifth

Job Information

Employee Type: Salaried Standard Hours: 40.00

Compensation Rate: \$21,666.666667 Frequency: Monthly

Default Job Data

Position: 19000001

Business Unit: GBIBU Global Business Institute BU

Department: ADMIN President

Job Code: 700005 President & CEO

Combination Code:

GL Pay Type:

Shift: N/A

Job Data Override

Position: Business Unit: Department: Job Code: Combination Code: [Edit ChartFields](#) GL Pay Type: *Addl Shift: Use Job

Tax Information

State: Tax Periods: 1 Locality: *Tax Method: Annualized *Tax Frequency: Use Pay Group Frequency *Benefit Deductions Taken: No Override Benefit Ded Subset ID: *General Deductions Taken: No Override General Ded Subset ID:

Create Additional Pay page

Note. (USF) This page can be populated automatically through the USF Hire - Data Control page in PeopleSoft Enterprise Administer Workforce. On the Hire pages, a PeopleSoft Human Resources user can designate compensation data to be pushed to this page. Awards and bonus processing also push earnings codes for additional pay to this page.

Changes that you make to an employee's Additional Pay record can initiate the Retro Pay function. Retro Pay is initiated by any additional pay change with an effective date that is earlier than or equal to the latest pay end date of a check that has already been paid to the employee.

Payment Details

Addl Seq Nbr (additional sequence number) Every additional pay entry that you set up requires an additional sequence number. The system uses this number to uniquely identify the additional pay and, if necessary, to distinguish it from other rows of data that you set up. For example, you may charge the additional pay to different departments. The additional sequence number you enter here is brought forward to the Paysheet pages. The additional sequence number should always be 1, unless there are multiple Additional Pay records for an earnings type.

End Date Specify the date on which the additional pay should end. If the additional pay end date is equal to a pay period begin date, the system does not add the additional pay to the paysheet for that pay period. If the additional pay end date is not equal to a pay period begin date, the additional pay will apply for that pay period.

For example, the employee is on a monthly pay frequency and will be working in the Controller's office for only six months, January 2 through June 30. The employee's pay period begin date is June 1 and the pay period end date is June 30. If you enter June 30 as the additional pay end date, it will be paid for the month of June. It will stop effective July 1. If you enter July 1 as the additional pay end date, it will not show up on the July paysheet. If you enter July 2 as the additional pay end date, it will continue to be paid for the month of July and will stop with the August payroll.

Rate Code You can apply a compensation rate code to an Additional Earnings record by selecting a rate code. If you select a rate code for the additional earnings, the system uses the rate or percent defined for the rate code on the Compensation Rate Code table, Job Code table, or Employee Compensation table. Therefore, after you've selected your rate code, the system makes the Earnings and Hourly Rate fields unavailable on this page.

Reason Indicate the reason the employee is receiving additional pay. Although this field is not used for payroll processing, the system generates a new Pay Earnings record for each additional pay earnings code where you have defined a different reason. You create your own reason codes according to your business needs. Payroll for North America delivers one reason code, *BAS Credit*. This reason code is populated by data from PeopleSoft Enterprise Benefits Administration.

Earnings	Enter a flat amount for the additional pay earnings. Each additional pay entry must either be a fixed or a variable amount, but not both. If the additional pay entry is a fixed amount, you must enter the fixed earnings amount in this field.
Hours	Enter the number of hours that are payable for the additional pay earnings. Each additional pay entry must either be a fixed or a variable amount, but not both. If the additional pay entry is variable, depending on the number of payable hours, then you must enter those hours in the field and the hourly rate in the Hourly Rate field. For example, assume there is a nurse that, aside from her normal routine, works eight hours in the Intensive Care Unit (ICU). Her regular rate of pay is 25 USD per hour. However, when she works in the ICU, she is paid an additional 10 USD per hour, thus, making 35 USD per hour. In this scenario, to account for this additional pay, enter <i>8</i> in the Hours field and enter <i>10</i> in the Hourly Rate field.
Hourly Rate	Enter the hourly rate. The hourly rate comes from the Job record if this field is blank.
Goal Amount	Enter a goal amount. This causes the system to stop the additional pay after the amount has been reached.
Goal Balance	The system updates the balance every time you run the Pay Confirmation process.
Sep Check Nbr (separate check number)	Enter a check number from 1 to 99 in this field, if you want the additional pay to be paid on a separate check. In one payroll run, the system can produce up to nine separate checks per employee, in addition to the regular paycheck. The additional pay is put on the check that you specify here. If you leave this field blank, the additional pay is included with regular pay in one paycheck. If the employee has multiple jobs, and you plan to select a deduction subset in the Tax Information group box, enter a check number in this field. Otherwise, the deduction subset is ignored and the standard deductions are taken.
Disable Direct Deposit	Select this check box if the additional pay will be paid by check versus direct deposit to the employee's bank account. In this case, a separate check is processed for the additional pay amount when a sequence number is entered in the Sep Chk Nbr field.
Prorate Additional Pay	Select this check box if you want the system to prorate the additional pay, based on the employee's Job record. If the employee has a mid-period, effective-dated change on their Job record, the system prorates the additional pay. The system does not prorate the additional pay based on the effective date of this Additional Pay record.
Important! Always select this check box if the additional pay earnings code is based on another earnings code.	

OK to Pay

Select this check box if the employee is to be paid automatically. In contrast, if the employee's additional pay must be approved before payment, do not select this check box. In this case, after approving the payment, the person manually selects the OK to Pay check box on the Paysheet page. If the employee is set up to receive more than one check, each check has its own OK to Pay check box on the Paysheet pages.

Applies to Pay Periods

Select the pay periods in which this additional pay should be identified on the paysheets. For example, if an employee is paid twice a month, there are only two pay periods. Thus, you can select only the First or Second check box or both of those check boxes. If you selected both, the employee would receive the additional pay on each of his or her semimonthly checks.

When processing a payroll, the system checks the pay calendar and then the additional pay data to determine what applies to the pay period.

Default Job Data

This group box displays the accounting information as entered on the employee's Job record. By default, additional pay is charged to the same department, job code, and general ledger account as the employee's regular pay. You can override this information in the Job Data Override group box.

Job Data Override

The fields in this group box enable you to make adjustments to individual additional pay earnings. You also use this section of the page for other reasons. For example, you may have an employee who works a few hours a week in a department other than the one on that employee's Job record. To ensure that the department shown on the Job record is not charged for the time the employee spends in the other department, you could create an additional pay entry and enter the applicable information for the other department. If you enter information in any of these fields, the system creates a separate Pay Earnings record on the paysheet.

Position, Business Unit, Department, Job Code, Combination Code, and GL Pay Type (general ledger pay type) Select any of these fields to override the default value.

Addl Shift (additional pay shift) Select 1 for the first shift.
 Select 2 for the second shift.
 Select 3 for the third shift.
 Select N/A (not applicable) for no shift.
 Select *Use Job* to use the shift specified on the employee's Job record.

Tax Information

State	Enter the state that the employee worked in, if different from the employee's regular pay. This field is validated against the employee's state and local tax data.
Tax Periods	Enter the number of pay periods over which to spread the tax for these earnings. The system uses this field in conjunction with the Tax Frequency field to determine how much tax to withhold each pay period. For example, if the employee's additional pay earnings were set up as biweekly, and you entered 3 in this field, the taxes are calculated as if they were earned over a six-week period.
Locality	Enter the locality the employee worked in, if different from the employee's regular pay. This field is validated against the employee's state and local tax data.
Tax Method	The tax method indicates the tax calculation method to be used for the additional pay. For example, for a U.S. employee receiving a monthly bonus payment in a state other than California, select <i>Supplemental</i>. In contrast, for a Canadian employee receiving the same bonus payment, select <i>Bonus</i>. Select one of these values: (USA) <i>Aggregate</i>: Select to tax the lump sum of the current payment with a previous payment. The system takes the last confirmed paycheck for that pay period and adds the current payment to it. Taxes are calculated on that lump sum amount, the taxes that were withheld on the confirmed check are subtracted, and the resulting tax difference is the tax for the current payment. <i>Annualized</i>: Select to annualize the earnings, calculate the tax on the annualized amount, and divide the tax by the number of pay periods in the year. The result is the withholding for the pay period. This is the most common tax method. (CAN) <i>Bonus</i>: Select to tax bonus payments. (CAN) <i>Commission</i>: Select to tax commission payments. <i>Cumulative</i>: Select to add together the year-to-date earnings and the earnings for this pay period, annualize the result, and calculate the annualized tax. The system deannualizes the tax by dividing it by the number of tax periods you specified on the paysheet. The result is compared to the year-to-date withholding; if it is greater than the year-to-date withholding, the difference becomes the withholding for the pay period. You generally use this for employees whose wages vary significantly from pay period to pay period, such as salespeople on commission. (CAN) <i>Lump Sum</i>: Select to tax lump sum payments. <i>Paysheet</i>: This is not a valid tax method for additional pay. If you select a tax method of <i>Paysheet</i>, the system generates an online error message. (USA) <i>Supplemental</i>: Select to calculate taxes as a straight percentage of earnings. This method is typically used for one-time pays, such as bonuses. For example, federal supplemental withholding is 25 percent of earnings. Some states vary the percentage based on annual income, while some states require PeopleSoft-maintained tax tables to calculate withholding. (USA) <i>Special Supplemental</i>: Select to calculate California state taxes on bonus and stock option payments. The California tax percentage is higher for these payment types than for other types of supplemental wage payments, such as commissions and overtime pay.

Tax Frequency

Select the frequency for calculating taxes for the additional pay if the tax frequency is different from the pay frequency set up in the Job record: *Annual, Biweekly, Daily, Monthly, Quarterly, Semimonthly, Use Pay Group Frequency, Weekly.*

Benefit Deductions Taken

Select a value to indicate how to take benefit deductions for this additional pay that is paid on a separate check. The default value is *NoOverride*.

Selections made on this page override the values entered for the pay run in the Benefit Deductions Taken field on the Pay Calendar table and any employee-level overrides entered on the Benefit Deduction Processing Override page:

- *NoOverride*: This is the default value. If this is unchanged, the deductions specified on the Pay Calendar table, and Benefit Deduction Processing Override pages are not overridden on the paysheet for this additional pay on a separate check.
- *Deduction*: Select to take an employee's normal deductions when additional pay is paid on a separate check. This does not apply if it is added to a regular check.
- *None*: Select to take no deductions when additional pay is paid on a separate check. This does not apply if it is added to a regular check.
- *Subset*: Select to take only the deductions defined in the Subset ID field when additional pay is paid on a separate check. This does not apply if it is added to a regular check.

Benefit Ded Subset ID
(benefit deductions subset ID)

You must specify the subset ID if you select *Subset* in the Benefit Deductions Taken field.

If the employee has multiple jobs, and you are entering more than one set of additional pay instructions with the same separate check number, select the same benefit deduction subset ID. If you select different subsets, the system applies the deduction subset associated with the lowest additional sequence number with the same separate check number.

General Deductions Taken

Select a value to indicate how to take general deductions for this additional pay that is paid on a separate check. The default value is *NoOverride*.

Selections made on this page override the values entered for the pay run in the General Deductions Taken field on the Pay Calendar table and any employee-level overrides entered on the Payroll Options 2 page:

- *NoOverride*: This is the default value. If this is unchanged, the deductions specified on the Pay Calendar table and Payroll Options 2 pages are not overridden on the paysheet for this additional pay on a separate check.
- *Deduction*: Select to take an employee's normal deductions when additional pay is paid on a separate check. This does not apply if it is added to a regular check.
- *None*: Select to take no deductions when additional pay is paid on a separate check. This does not apply if it is added to a regular check.
- *Subset*: Select to take only the deductions defined in the Subset ID field when additional pay is paid on a separate check. This does not apply if it is added to a regular check.

General Ded Subset ID You must specify the subset ID if you select *Subset* in the General Deductions Taken field.
(general deductions subset ID)

If the employee has multiple jobs, and you are entering more than one set of additional pay instructions with the same separate check number, select the same deduction subset ID. If you select different subsets, the system applies the deduction subset associated with the lowest additional sequence number with the same separate check number.

See Also

[Appendix E, "\(CAN\) Canadian Tax Method Calculations," Understanding Canadian Tax Methods, page 1197](#)

[Chapter 19, "Working with Paysheets," page 589](#)

[Chapter 28, "Processing Retro Pay," page 903](#)

Maintaining Optional Payroll Data

This section discusses how to:

- Enter optional employee payroll processing information.
- Enter other optional employee payroll processing information.

Note. The following payroll data pages are not required for payroll processing, with the exception of multiple jobs processing when the single check option has been selected.

Pages Used to Maintain Optional Payroll Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Payroll Options 1	PAYROLL_DATA1	- Payroll for North America, Employee Pay Data USA, Update Payroll Options, Payroll Options 1 - Payroll for North America, Employee Pay Data CAN, Update Payroll Options, Payroll Options 1 - Payroll for North America, Employee Pay Data USF, Update Payroll Options, Payroll Options 1	Enter optional employee distribution mail options and address.
Payroll Options 2	PAYROLL_DATA2	- Payroll for North America, Employee Pay Data USA, Update Payroll Options, Payroll Options 2 - Payroll for North America, Employee Pay Data CAN, Update Payroll Options, Payroll Options 2 - Payroll for North America, Employee Pay Data USF, Update Payroll Options, Payroll Options 2	Enter paycheck location options, deduction options and primary pay group data.

Entering Optional Payroll Processing Information

Access the Payroll Options 1 page (Payroll for North America, Employee Pay Data USA, Update Payroll Options, Payroll Options 1; or Payroll for North America, Employee Pay Data CAN, Update Payroll Options, Payroll Options 1; or Payroll for North America, Employee Pay Data USF, Update Payroll Options, Payroll Options 1).

Payroll Options 1 Payroll Options 2

Douglas Lewis ID: KU0001 Company: GBI

Paycheck Delivery Option

☒ Company Distribution ☐ Postal Service

Distribution Mail Option

☒ Home Address ☐ Mailing Address ☐ Check Address [Update Check Address](#)

Employee's Current Address

Country: USA United States

Address: 3569 Malta Ave
Newark, NJ 07112

Payroll Options 1 page

Paycheck Delivery Option

This field is used by the check print program to indicate what address it should print under the employee's name on the check stub.

Company Distribution Select to indicate that the check should be handed out as part of a regular company distribution.

Postal Service Select to indicate that the check should be mailed using the Postal Service.

Distribution Mail Option

Home Address Select this option to send checks to the employee's home address. The system automatically displays the home address from the employee's personal data in PeopleSoft Human Resources.

Mailing Address Select this option to send checks to the employee's mailing address. The system automatically displays the mailing address from the employee's personal data in PeopleSoft Human Resources.

Check Address Select this option to send checks to the employee's check address. The system automatically displays the check address from the employee's personal data in PeopleSoft Human Resources.

Update Check Address Click to update the employee's check address here, rather than on the Personal Data component (PERSON).

Note. Do not use this link to update addresses of payees or beneficiaries paid through PeopleSoft Enterprise Pension Administration.

See *PeopleSoft Enterprise Pension Administration 9.1 PeopleBook*, "Establishing Pension Payees," Creating Payees.

Entering Other Optional Payroll Processing Information

Access the Payroll Options 2 page (Payroll for North America, Employee Pay Data USA, Update Payroll Options, Payroll Options 2; or Payroll for North America, Employee Pay Data CAN, Update Payroll Options, Payroll Options 2; or Payroll for North America, Employee Pay Data USF, Update Payroll Options, Payroll Options 2).

The screenshot displays the 'Payroll Options 2' page for employee Douglas Lewis. At the top, there are tabs for 'Payroll Options 1' and 'Payroll Options 2'. Below the tabs, the employee's name 'Douglas Lewis' is shown, along with their ID 'KU0001' and Company 'GBI'. The 'Primary PayGroup' is 'KU4'. The 'Paycheck Location Option' section has three radio buttons: 'Home Department Location' (selected), 'Job Location', and 'Other Location'. Below this is the 'Other Location Information' section, which contains two input fields: 'Set ID' and 'Location Code'. The 'Mail Drop ID' and 'Paycheck Name' fields are empty. The 'Deductions Taken' section has a dropdown menu for '*Deductions Taken' set to 'NoOverride' and an empty field for 'Deduction Subset ID'.

Payroll Options 2 page

Note. When a new PAYROLL_DATA record is created, for example when an employee transfers companies, the Payroll Options 2 page displays default values of *Home Department Location* selected as the paycheck location option and *NoOverride* selected as the Deductions Taken option. the Mail Drop ID and Paycheck Name fields are blank. You are responsible for verifying that all values on this page, including the primary pay group, are correct for each employee.

Primary PayGroup	Identifies the pay group for which a consolidated paysheet will be created when an employee is being paid in different pay groups during the same pay run. The primary pay group also controls whether deductions or additional pay should be taken for the pay period. For employees with multiple jobs, PeopleSoft recommends that you select, as the primary pay group, the one in which the employee is paid most often. If you leave this field blank, the system uses the default pay group that is associated with the first job into which the employee was hired.

Paycheck Location Option

These fields specify which location code is used as a sort option for printing paychecks for this pay group. These options are used only if:

- The Company Distribution Order option is selected as the paycheck sequence option on the Pay Group Table - Check Distribution page.
- The Select on Payroll Data Panel option is selected as the paycheck location option on the Pay Group Table - Check Distribution page.
- The location is entered as a check print sequence on the Pay Group Table - Check Sequencing page.

Note. You must create location codes in the Location table before you can use them here or elsewhere in the system.

Home Department Location	The location code (in the Department table) that is associated with the department ID on the employee's Job record is used as a sort option for printing checks.
Job Location	The location on the employee's Job record is used as a sort option for printing checks.
Other Location	Enter a different location code to use as a sort option for printing checks. In this case, the system uses the Designated Agent Address and transmits the check for office delivery. If you select the Other Location option, you also must select a setID and a location code.
SetID	Select the setID for the location code.
Location CD (location code)	Select a location code to indicate this location as a sort option for printing checks. Use this option only if the <i>Select on Payroll Data Panel</i> option is selected as the paycheck location option on the Pay Group Table - Check Distribution page.
Mail Drop ID	Enter the employee's mail drop ID.

Paycheck Name Use this field to indicate a name, other than the employee name entered on the Personal Data record, to whom the paycheck should be made out. This field is not formatted, so enter the name exactly as you want it to appear on the paycheck.

Deductions Taken

Deductions Taken Select a value to indicate how to take deductions for this employee. Selections made on this page override the values entered for the pay run in the General Deductions Taken field on the Pay Calendar table. Values include:

- *NoOverride*: This is the default value. If this is unchanged, the deductions that are specified on the Pay Calendar table are not overridden on the paysheet at this stage in deduction override evaluation processing.
- *Deduction*: Select this value to process the standard general deductions for this employee as set up on the Deduction table.
- *None*: Select this value if no general deductions should be taken out of the paycheck.
- *Subset*: Select this value to take only those general deductions included in the deduction subset that you specify in the Deduction Subset ID field.

Deduction Subset ID You must specify the subset ID if you select *Subset* in the Deductions Taken field.

Maintaining Garnishments, Savings Bonds, and Other Payroll Data

This section discusses how to:

- Administer garnishment data.
- Administer savings bond data.
- (E&G) Administer employee contract data.
- (CAN) Administer Canadian low interest loan payroll data.
- (CAN) Administer Canada Payroll Savings plan data.
- (USA) Administer employee tip allocation data.
- (USF) Administer military deposit payroll data.
- (USF) Administer employee Individual Retirement Record data.
- (USF) Administer employee accrual enrollment.
- (USF) Administer W-2 and W-2C information.

Administering Garnishment Data

See [Chapter 12, "Administering Garnishments," page 407.](#)

Administering Savings Bond Data

Savings bonds are addressed separately for the U.S. and Canada.

See Also

[Chapter 13, "\(CAN\) Administering Additional Canadian Payroll Functionality," Administering the Canada Savings Bond Program, page 439](#)

[Chapter 14, "\(USA\) Administering Additional U.S. Payroll Functionality," Reviewing U.S. Savings Bonds Purchases, page 460](#)

(E&G) Administering Employee Contract Data

See [Chapter 16, "\(E&G\) Administering Contract Pay," Adjusting Contract Employee Prepay Balances, page 536.](#)

(CAN) Administering Canadian Low Interest Loan Payroll Data

See [Chapter 13, "\(CAN\) Administering Additional Canadian Payroll Functionality," Administering Canadian Low-Interest Loans, page 445.](#)

(CAN) Administering Canada Payroll Savings Program Data

See [Chapter 13, "\(CAN\) Administering Additional Canadian Payroll Functionality," Administering Canada Payroll Savings Programs, page 443.](#)

(USA) Administering Employee Tip Allocation Data

See [Chapter 14, "\(USA\) Administering Additional U.S. Payroll Functionality," Allocating Tips, page 449.](#)

(USF) Administering Military Deposit Payroll Data

See [Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Crediting Military Service to Civilian Retirement, page 486.](#)

(USF) Administering Employee Individual Retirement Record Data

See [Chapter 32, "\(USF\) Generating IRR and ROST Reports," page 1017.](#)

(USF) Administering Employee Accrual Enrollment

See [Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Managing Leave Accrual, page 475.](#)

(USF) Administering W-2 and W-2C Information

W-2 functionality is documented with year-end tax updates.

See [Chapter 33, "Accessing Year-End Processing Instructions," page 1039.](#)

Chapter 12

Administering Garnishments

This chapter lists prerequisites and discusses how to:

- Specify employee garnishment data.
- (USF) Specify garnishment data for U.S. federal government employees.
- Verify garnishment data compliance.
- Process one-time garnishment deduction overrides.
- (USA) Produce an EFT transmittal for child support garnishments.
- (USF) Process a child support EFT transmittal.
- View garnishment information.

Prerequisites

Before you can administer garnishments for employees, you must set up garnishment processing. Setup includes the following tasks:

- Set up a garnishment deduction.
- Define disposable earnings for garnishments not provided by PeopleSoft.
- Define garnishment rules not provided by PeopleSoft.
- (USA) Ensure garnishment proration rules are available.

See Also

[Chapter 7, "Setting Up Garnishments," page 235](#)

Specifying Employee Garnishment Data

This section provides an overview of garnishment limit processing, lists common elements, and discusses how to:

- Enter garnishment order information.

- Enter garnishment payee information.
- Define garnishment deduction parameters and limitations.
- Specify deduction defaults when deducting from all payrolls.
- Specify a garnishment payment schedule and defaults.
- (CAN) Apply garnishment rules.
- (USA) Apply garnishment rules.
- (USA) Specify EFT information for child support garnishments.
- Override garnishment proration and specify pay mode.
- Split garnishment orders.
- Enter Colorado child and spousal support orders.

See Also

Chapter 12, "Administering Garnishments," (USF) Specifying Garnishment Data for U.S. Federal Government Employees, page 430

Understanding Garnishment Limit Processing

This section discusses:

- Garnishment limit processing.
- Monthly limit specification.

Garnishment Limit Processing

The Pay Calculation process selects only active garnishments for processing. To determine whether a garnishment is active, the system verifies that the garnishment meets all of the following conditions:

- The status of the garnishment on Garnishment Spec Data 1 page is set to Approved or Received.
- The Start Date field on the Garnishment Spec Data 3 page is blank or the date entered is less than or equal to the check date of the paycheck being processed.

Note. If the paycheck being processed is an adjustment check, the system uses an adjustment date (the highest earnings end date) instead of check date when it verifies the start date.

- The Stop Date field on Garnishment Spec Data 3 page is blank or the date entered is greater than the check date of the paycheck being processed.

Note. If the paycheck being processed is an adjustment check, the system uses an adjustment date (the highest earnings end date) instead of check date when it verifies the stop date.

- The Limit Amount field on the Garnishment Spec Data 3 page is blank (zero) or the value is greater than the value in the Limit Balance field on the Garnishment Spec Data 3 page.

If a garnishment meets all of these selection criteria, the system proceeds in calculating an amount for the garnishment.

Pay calculation ensures that the garnishment amount calculated plus the YTD garnishment balance maintained by the Pay Confirmation process does not exceed the limit amount specified on Garnishment Spec Data 3 page.

Note. The system does not use the limit balance displayed on the Garnishment Spec Data 3 page for limit processing. For garnishment limit processing, the Pay Calculation process refers to the YTD (year-to-date) balance across all CY (calendar year) balance years for that employee ID and garnishment ID combination. You can view the YTD Garnishment Balance on the Garnishment Balances page.

See [Chapter 29, "Reviewing, Adjusting, and Deleting Employee Balances," Reviewing and Adjusting Garnishment Balances, page 962.](#)

Monthly Limit Specification

Some courts impose monthly limitations on the garnishment and the company and payee fees. When processing monthly limitations, the system uses the actual paycheck date—not the pay period end date, which might be in a different month. For example, a pay period might end on January 31, but the paycheck date might be February 1.

Payroll for North America normally calculates deductions, including garnishments, as follows:

1. Annualizes a monthly amount (multiplying it by 12).
2. Divides by the appropriate number of pay periods (for example, 52 in the case of weekly pay periods).

In months of the year containing 5 weekly pay periods instead of 4, this can result in deductions of more than the original intended monthly amount. In months containing 4 pay periods, the system deducts less than the intended monthly amount.

For example, a company employee, Steven, has been ordered to pay spousal support of 1,000 USD per month. Ordinarily, the system:

1. Annualizes this amount to 12,000 USD per year.
2. Divides by 52 to arrive at a weekly garnishment of 230.77 USD.

If January has 5 weekly pay periods, the system takes 1153.85 USD of Steven's pay. If February has 4 pay periods, the system takes 923.08 USD.

To avoid exceeding the monthly limit in situations like the above, use one of these methods:

- Define a flat amount for the deduction calculation on the Garnishment Spec Data 5 page.

You must also select *Deduct by Schedule* in the Deduction Schedule field on the Garnishment Spec Data 3 page.

- Enter the monthly limit amount in the Garnishment field in the Monthly Limit Amounts group box on the Garnishment Spec Data 3 page.

This establishes a monthly garnishment limitation. The system stops taking the deduction after the limit amount is reached in the month.

Common Elements Used in This Section

% DE + Amount
(percent of disposable earnings plus amount)

Select this option to calculate:

Deduction = percent of disposable earnings + flat amount

Use for garnishments such as child support.

% Gross + Amount
(percent of gross plus amount)

Select this option to calculate:

Deduction = percent of earnings subject to garnishment + flat amount

Greater of % DE or Amount (greater of percent of disposable earnings or amount)

Select this option to calculate:

Deduction = greater of a percent of disposable earnings OR the flat amount

Greater of % Grs or Amount (greater of percent of gross or amount)

Select this option to calculate:

Deduction = greater of a percent of earnings subject to garnishment OR the flat amount

DE % (disposable earnings percent)

If the deduction is a flat amount only, leave this field blank to indicate that the percent is zero.

Pages Used to Specify Employee Garnishment Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Garnishment Spec Data 1 (garnishment specification data 1)	GARNISH_SPEC1	Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 1	(USA) Enter garnishment order information.
Garnishment Spec Data 1 (garnishment specification data 1)	GARNISH_SPEC1_CN	Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 1	(CAN) Enter garnishment order information.

Page Name	Definition Name	Navigation	Usage
Garnishment Spec Data 2 (garnishment specification data 2)	GARNISH_SPEC2	- Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 2 - Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 2	Enter garnishment payee and address information.
Garnishment Spec Data 3 (garnishment specification data 3)	GARNISH_SPEC3	- Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 3 - Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 3	Select a deduction schedule and enter limit information.
Garnishment Spec Data 4 (garnishment specification data 4)	GARNISH_SPEC4	- Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 4 - Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 4	When deducting from all payrolls, define deduction defaults and processing fee defaults. Before using this page, select <i>Deduct on All Payrolls</i> in the Deduction Schedule field on the Garnishment Spec Data 3 page.
Garnishment Spec Data 5 (garnishment specification data 5)	GARNISH_SPEC5	- Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 5 - Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 5	Define the payment schedule for the garnishment and define deduction defaults and processing fee defaults. Before using this page, select <i>Deduct by Schedule</i> in the Deduction Schedule field on the Garnishment Spec Data 3 page.

Page Name	Definition Name	Navigation	Usage
Garnishment Spec Data 6 (garnishment specification data 6)	GARNISH_SPEC6_CN	Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 6	Specify the garnishment rule and enter employee-level exemption and deduction overrides.
Garnishment Spec Data 6 (garnishment specification data 6)	GARNISH_SPEC6	Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 6	Specify the garnishment rule and enter employee-level exemption and deduction overrides.
Deduction Distribution Information	GARN_SPEC2_SEC	(USA) Click the EFT – Child Support link on the Garnishment Spec Data 6 page.	Enter EFT information for child support garnishments.
Garnishment Spec Data 7 (garnishment specification data 7)	GARNISH_SPEC7	Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 7	Enter proration overrides if the proration rule either CRTORD or CRTDET. Also specify the pay mode for integration with PeopleSoft Enterprise Payables.
Garnishment Spec Data 7 (garnishment specification data 7)	GARNISH_SPEC7_CN	Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 7	Specify the pay mode for integration with PeopleSoft Payables.
Garnishment Prorations Report	RUNCTL_PAY719	Payroll for North America, Payroll Processing USA, Pay Period Reports, Garnishment Prorations, Garnishment Prorations Report	(USA) Generate PAY719 that provides a listing by court ID of employees whose garnishment amounts were prorated.

Entering Garnishment Order Information

Access the Garnishment Spec Data 1 page (Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 1; or Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 1).

Garnishment Spec Data 1		Garnishment Spec Data 2		Garnishment Spec Data 3		Garnishment Spec Data 4	
Antonio Santos				Person ID: KU0010			
Company: GBI Global Business Institute 9999							
Garnishments Find View All First 1 of 1 Last							
*Garnishment ID: KCATX				*Status: Approved			
Received On *Date: 11/01/1999 *Hours: 12 *Minutes: 00				Respond By *Date: 11/01/1999 *Hours: 12 *Minutes: 00			
*Garnishment Type: Tax Levy				Support Type: Current			
*Court Document ID 1: 578290482				Court Document ID 2:			
*Court Name: Franchise Tax Board							
Remarks:							

Garnishment Spec Data 1 page

Garnishment ID

In general, define only one garnishment specification for each garnishment order that you receive for an employee. Each garnishment specification must have a unique garnish ID.

See [Chapter 12, "Administering Garnishments," Splitting Garnishment Orders, page 429.](#)

Note. Never reuse the same garnishment ID for an employee because the system calculates garnishment balances across all CY balance years for the combination of employee ID and garnishment ID.

Status

Update this field as the status changes throughout the life of the garnishment. This is important because it affects the payroll processing of the garnishment deduction.

If you select *Received* or *Approved*, the system processes the garnishment when you run the Pay Calculation COBOL SQL process (PSPPYRUN). If you select *Completed*, *Rejected*, *Cancelled*, *Released*, or *Suspended*, the system ignores the garnishment during the Pay Calculation process.

Received: Select this value when you establish a new Garnishment record, or to define an off-cycle entry for the employee to test the garnishment deduction before you put it into production.

Approved: Select this value when you inform the court, authorized agency, or government agency that you will comply with the garnishment or levy.

Cancelled: Select this status if the garnishment order is cancelled by the issuing agency, such as the U.S. Department of Education for Student Financial Assistance.

Completed: Select this value when the garnishment is paid in full. The system automatically selects this status during pay confirmation processing when the garnishment reaches its limit or stop date.

Note. If you run the Pay Unconfirm COBOL SQL process (PSPUNCNF) after confirming a payroll in which the system set the garnishment status to *Completed*, the unconfirm does not reset the garnishment status. You must keep this in mind and reset the status if you unconfirm the payroll.

Rejected: Select this value if you cannot comply with the garnishment or levy. For example, if you have terminated the employee and there are no wages to garnish, you can reject the garnishment.

Released: Select this status if the garnishment order is released by the issuing agency, such as the IRS (internal revenue service).

Suspended: Select this value to stop the garnishment deduction in payroll while preserving the garnishment specification data.

Terminated: Select this status if the garnishment order is terminated by the issuing agency, such as the California Franchise Tax Board.

(CAN) Deduction Code

This field is visible for Canada only. Select a valid before-tax or after-tax garnishment deduction code.

If you select a before-tax deduction code:

- The following warning appears: Before-tax garnishment requires separate general deduction(s) for Company and Payee Fees.
- The fields that are associated with the processing of garnishment fees (on the Garnishment Spec Data 3, 4, and 5 pages) become unavailable for entry.

Because the system must process company and payee fees that are associated with garnishments as after-tax deductions, you must define them separately as general deductions. When defining these general deductions, deselect the Garnishment Process indicator in the Deduction table.

Received On	Enter the date and time that you received the writ of garnishment or tax levy from the court, authorized agency, or government agency.
Respond By	Enter the date and time by which you must tell the court, authorized agency, or government agency whether you can comply with the garnishment order. For example, if the employee is no longer employed, you cannot garnish wages.
Garnishment Type	Select the type of garnishment or levy: <i>Writ of Garnishment:</i> Typical garnishment type for failure to pay. <i>Tax Levy:</i> Failure to pay taxes. <i>Chapter 13 Bankruptcy:</i> Bankruptcy in Canada, or Chapter 13 bankruptcy in the U.S. <i>Wage Assignment:</i> Similar to a writ, signifying a failure to pay. <i>Social Security (AWG):</i> Social Security Administrative Wage Assignments. <i>Child Support, Spousal Support, and Dependent Support:</i> Typically ordered by a family court .(USA) If you select one of these types, also select a value in the Garnishment Support Type field. <i>Student Loan Repayment:</i> The garnishment type for delinquent student loans.
(USA) Support Type	Applies only for child support, dependent support, and spousal support garnishment types. For these garnishment types, select <i>Current</i> or <i>Arrears</i> .
Court Name	Enter the name of the court, authorized agency, or government agency that has legal jurisdiction over the garnishment.
Court Document ID 1 and Court Document ID 2	Enter any codes with which you identify the garnishment documents from the court or reports that you send back to the court or government agency. For example, garnishment documents might carry a file or case number, but a tax levy usually uses a date and the employee's social security number or social insurance number.

Entering Garnishment Payee Information

Access the Garnishment Spec Data 2 page (Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 2; or Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 2).

Garnishment Spec Data 1Garnishment Spec Data 2Garnishment Spec Data 3Garnishment Spec Data 4

Antonio SantosPerson ID: KU0010Company: GBI Global Business Institute 9999

GarnishmentsFind | View All First1 of 1Last

Garnishment ID: KCATXTax Levy

Set ID: SHARE

Vendor ID: USAKU00019Sheffield County Sheriff's Department

Location: HRMSSDHRMS

Remit Address: 1

Payee Name:

Contact

Name:Phone:

Country:Address: 345 Forest DriveHarrisburg, PA 17128Edit Address

Garnishment Spec Data 2 page

Note. (USF) These instructions do not apply to U.S. federal government employers.

See Chapter 12, "Administering Garnishments," Entering Garnishment Payee Information, page 432.

Note. To process payments through the Payables interface, you must enter a setID, vendor ID, vendor location, and remit address. You should maintain vendor addresses on the Vendor table in the Payables database.

- Vendor ID

(USA) This field must be blank if you're processing the garnishment as an EFT payment. Otherwise, select the vendor ID of the garnishment payee.
- Location

If you selected a vendor ID, select the specific location for this garnishment from among the locations set up for the payee on the Vendor table.
- Remit Address
(remittance address)

If you selected a location, select the address sequence number that represents the garnishment remittance address in the Vendor table.

Note. When you enter the setID, vendor ID, location, and remit address number, the page displays the complete address.

Edit Address

If you're using the EFT process, you can enter the country in the Country field and click Edit Address to enter address data for information purposes only.

If you're using the Payables interface, you should make all address updates in the Vendor table.

See [Chapter 25, "Integrating with PeopleSoft Payables," Maintaining Vendor Information, page 852.](#)

Defining Garnishment Deduction Parameters and Limitations

Access the Garnishment Spec Data 3 page (Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 3; or Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 3).

The screenshot displays the 'Garnishment Spec Data 3' page. At the top, there are tabs for 'Garnishment Spec Data 1', 'Garnishment Spec Data 2', 'Garnishment Spec Data 3' (selected), and 'Garnishment Spec Data 4'. Below the tabs, the user 'Antonio Santos' is listed with 'Person ID: KU0010'. The company is 'GBI Global Business Institute 9999'. The 'Garnishments' section shows 'Garnishment ID: KCATX' and 'Tax Levy'. The 'Deductions' section includes a '*Schedule:' dropdown set to 'Deduct on All Payrolls', a 'Priority:' field, and two checked boxes: 'Include Company Fee Within DE' and 'Include Payee Fee Within DE'. The 'Limitations' section contains 'Start Date:' (11/11/1999), 'Stop Date:', 'Calculate Stop Date' (unchecked), 'Stop Date Days:', 'Limit Amount:', 'Limit Balance:', and a 'Monthly Limit Amounts' table with 'Garnishment:', 'Company Fee:', and 'Payee Fee:' fields.

Garnishment Spec Data 3 page

Deductions

Schedule

Specify how to deduct garnishments:

Deduct on All Payrolls: If you select this value, use the Garnishment Spec Data 4 page to complete the deduction information.

Deduct by Schedule: If you select this value, use the Garnishment Spec Data 5 page to create the deduction schedule and complete the deduction information.

Priority	Select the processing priority of the garnishment in relation to other garnishments for the employee. This is not the same as the deduction priority in the General Deduction table. The system uses this value to process garnishments to which proration rules do not apply. If you leave this field blank, or assign the same priority number to more than one garnishment specification, the system determines the processing priority by garnish ID. The lower the number, the higher the priority. For example, 100 is a higher priority than 200.
Include Company Fee Within DE (include company fee within disposable earnings) and Include Payee Fee Within DE (include payee fee within disposable earnings)	Select the check boxes to deduct fees from the employee's disposable earnings before taking garnishment deductions.

Note. Payroll for North America provides a garnishment proration option for states that permit proration of garnishments when an employee has more than one of the same type. If you use this option, the system uses the value in the Priority field only for garnishments to which proration does not apply.

Limitations

The fields in this group box impose time and amount restrictions on the garnishment deduction. This functionality is useful when you handle multiple garnishment orders from states where regulations prohibit the collection of more than one garnishment order at a time, or where they impose time limits on the collection of a garnishment.

Start Date	To start the garnishment deduction immediately, leave this field blank.
Stop Date	Leave the Stop Date field blank if you want the garnishment deduction to go on until the garnishment is satisfied. Otherwise, enter the date the deduction should stop. This date must be greater than the check date for a pay period to withhold the garnishment for that pay period. For example, if the pay period has an end date of March 10, 2000 and a check date of March 12, 2000, then the garnishment stop date must be greater than March 12, 2000 to withhold the garnishment in the March 10, 2000 pay period.

Calculate Stop Date or Stop Date Days

Select this check box to have the system calculate a stop date when you don't know the exact stop date. For example, Tennessee currently has a rule for garnishments of the Writ type, specifying a term of 90 days. In other words, you can only garnish money for 90 days. The 90-day term does not begin until you actually begin taking money from the employee (that is, until the employee has money available to garnish). For example, you might receive a garnishment order on September 1. If the employee has another garnishment of a higher priority, there might be no money available to garnish until November.

In this situation, you cannot enter a stop date because you don't know what the exact start date is. Instead, select the Calculate Stop Date check box and enter the length of the garnishment term (90 for Tennessee) in the Stop Date Days field. As soon as the system can take money for this garnishment, it:

1. Calculates the stop date by adding 90 days to the processing date of the current pay period.
2. Enters that date in the Stop Date field.
3. Deselects the Calculate Stop Date check box.

From this point on, the system takes the garnishment until the end of the term, or until other limits are satisfied.

Limit Amount

Enter a limit amount to establish a maximum total amount for the garnishment deduction. Each time you run the Pay Confirmation COBOL SQL process (PSPCNFRM), the system updates the limit balance, displaying how much of the garnishment has been paid to date. When the limit balance equals the limit amount, the system automatically stops taking the deduction. To not set a limit, leave the limit amount blank.

Limit Balance

This field does not automatically reflect adjustments that you make to garnishment balances. If you make an online balance adjustment to garnishments, make the same update in this field.

Calculations for limit processing use the value displayed in the YTD Garnishment Balance (year-to-date garnishment balance) field on the Garnishment Balances page. Update the Limit Balance field with that value after making any adjustments to garnishment balances.

See [Chapter 12, "Administering Garnishments," Understanding Garnishment Limit Processing, page 408.](#)

Monthly Limit Amounts

Use the fields in this group box to enter monthly limits imposed by the court on the garnishment amount, company fee, or payee fee.

Note. Your company or the payee might charge voucher fees, which are handling fees related to garnishments. Enter the fees owed to your company or to the payee in the Processing Fees Defaults group box on the Garnishment Spec Data 4 page or Garnishment Spec Data 5 page, depending on which deduction option you use.

See Also

[Chapter 19, "Working with Paysheets," Entering One-Time Garnishments, page 652](#)

[Chapter 12, "Administering Garnishments," Overriding Garnishment Proration and Specifying Pay Mode, page 428](#)

[Chapter 12, "Administering Garnishments," Understanding Garnishment Limit Processing, page 408](#)

Specifying Deduction Defaults When Deducting From All Payrolls

Access the Garnishment Spec Data 4 page (Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 4; or Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 4).

The screenshot displays the 'Garnishment Spec Data 4' page. At the top, there are tabs for 'Garnishment Spec Data 1' through '4', with '4' being the active tab. Below the tabs, the user 'Antonio Santos' is identified with 'Person ID: KU0010'. The company is listed as 'GBI Global Business Institute 9999'. The main section is titled 'Garnishments' and includes a search bar with 'Find | View All | First | 1 of 1 | Last'. A table lists a single garnishment with ID 'KCATX' and type 'Tax Levy'. Below the table, the 'Deduct on All Payrolls Option' is selected. The 'Deduction Calculation Routine' section contains two dropdown menus: '*Deduction Calculation Routine' set to 'Maximum Allowed' and '*Frequency' set to 'Monthly'. The 'Processing Fees' section has two side-by-side panels. The 'Flat Amount' panel has input fields for 'To Company' and 'To Payee'. The 'Deduction Percent' panel also has input fields for 'To Company' and 'To Payee'. A note at the bottom of the 'Processing Fees' section states: 'To compare a flat amount with a percentage of the deduction and to take the greater of the two, enter both flat amounts and deduction percents.'

Garnishment Spec Data 4 page

Deduction Calculation Routine

Deduction Calculation Routine Select *Maximum* to calculate:

Deduction = disposable earnings – exemptions

The system takes all it can get. Use for garnishments such as tax levy and bankruptcy.

Note. If you select this option, the DE Percent and Flat Amount options become unavailable for entry and the system deletes any data existing there.

Frequency

If you specify a flat amount, enter a deduction frequency. The system uses this frequency to adjust the flat amount to the employee's pay frequency to calculate the deduction amount per pay period.

See [Chapter 12, "Administering Garnishments," Common Elements Used in This Section, page 410.](#)

Processing Fees

Based on the details of the court order, enter processing fees consisting of a percentage of the deduction or a flat amount to be paid to the company or to the payee. On the Garnishment Spec Data 2 page, you specified whether to include the company and payee fees in the employee's disposable earnings.

Some garnishment orders might require that you compare a flat amount with a percentage of the deduction and take the greater of the two. In that case, enter both, and the system automatically takes the greater amount.

Note. If there are company fees, be sure that a General Ledger account for the fees has been established on the General Ledger Liability Accts page in the Company component.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Organization Foundation Tables," (Payroll for North America) Entering General Ledger Account Codes

Specifying a Garnishment Payment Schedule and Defaults

Access the Garnishment Spec Data 5 page (Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 5; or Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 5).

Antonio Santos Person ID: KU0010
 Company: GBI Global Business Institute 9999

Garnishments Find | View All First 1 of 1 Last
 Garnishment ID: KCATX Tax Levy

Deduct by Schedule Option Find | View All First 1 of 1 Last
 Deduction Schedule
 *Pay Frequency: W Weekly *Pay Period: First

Deduction Calculation Routine
 *Deduction Calculation Routine: % DE + Amount
 Disposable Earnings Percent: Flat Amount: 100.00

Processing Fees
 To compare a flat amount with a percentage of the deduction and to take the greater of the two, enter both flat amounts and deduction percents.

Flat Amount		Deduction Percent	
To Company:		To Company:	
To Payee:		To Payee:	

Garnishment Spec Data 5 page

Deduction Calculation Routine

Deduction Calculation Routine

Select *Maximum Allowed* to calculate:

Deduction = disposable earnings – exemptions

The system takes all it can get. Use for garnishments such as tax levy and bankruptcy.

Note. If you select this option, the Disposable Earnings Percent and Flat Amount options become unavailable for entry and the system deletes any data existing there.

See [Chapter 12, "Administering Garnishments," Common Elements Used in This Section, page 410.](#)

Specifying Different Garnishment Amounts in Different Pay Periods

Suppose you receive a garnishment order for an employee who you pay weekly. The order specifies that you garnish 150 USD in the first pay period of the month, 200 USD in the second, 250 USD in the third, 200 USD in the fourth, and nothing in the fifth (for those months that have five pay periods). To set this up:

1. Enter a pay frequency of *Weekly* and a pay period of *First* to define what to deduct in the first weekly pay period.

2. In the Deduction Calculation Routine group box, select the %DE + Amount option and enter a flat amount of 150.00 USD. Leave the DE Percent field blank.
3. Insert a row for the second pay period.
4. Select a pay period of *Second* and enter a flat amount of 200.00 USD.
5. Repeat these steps for the remaining pay periods.

(CAN) Applying Garnishment Rules

Access the Garnishment Spec Data 6 page (Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 6).

Garnishment Spec Data 6

Martina Griffiths Person ID: KC0001
Company: GBI Global Business Institute 9999

Garnishments Find | View All First 1 of 2 Last
Garnishment ID: KCON1 Dependent Support

Assignments Find | View All First 1 of 1 Last
*Law Source: ON Ontario
*Rule ID: MAINT/SUPP Maintenance & Support
DE Definition ID: FEDCANEXBN Canadian Federal Definition

Exemption Parameters
Dependent/Exemption Count: Minimum Exemption:
Allowance Count: Maximum Exemption:
Exemption Amount: *Amount Frequency: Monthly

Deductions Allowed in DE Calculation Customize | Find | View All First 1 of 1 Last

Plan Type	Benefit Plan	Deduction Code	Deduction Class	Limit Amount	Limit Percent

(CAN) Garnishment Spec Data 6 page

Assignments

Select the jurisdictional entity (law source) and unique rule ID for the garnishment rule that you're applying. This information is maintained in the Garnishment Rules table.

You typically enter only the Law Source (province code or ZZ for federally supported rules).

You can use any rule if it applies to a garnishment situation, regardless of the original province designation (Garnish Law Source).

Exemption Parameters

If you need to override the values for the exemption amount, minimum and maximum, or frequency that are already established in the calculation formula for the garnishment rule, enter the override values here for the corresponding variables.

If you enter an exemption override, you might also have to change the value in the Amount Frequency field; the system uses this amount frequency to calculate the disposable earnings. The default is *Monthly*.

Note. To ensure that you enter values in the correct fields, we recommend that you review the calculation formula for the rule. The system ignores values that you enter here for exemption variables that are not already included in the garnishment rule's calculation formula.

See [Chapter 7, "Setting Up Garnishments," \(CAN\) Entering Exemption Amounts, page 249.](#)

- Dependent/Exemption Count**
- Enter the number of dependents or exemptions claimed by the employee.
- Allowance Count**
- Enter the number of allowances claimed by the employee.

Deductions Allowed in DE Calculation

The fields in this section are not available for entry for users in Canada.

(USA) Applying Garnishment Rules

Access the Garnishment Spec Data 6 page (Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 6).

Antonio Santos Person ID: KU0010
 Company: GBI Global Business Institute 9999

Garnishments Find | View All | First 1 of 1 Last
 Garnishment ID: KCATX Tax Levy [EFT - Child Support](#) + -

Assignments Find | View All | First 1 of 1 Last
 *Law Source: CA California + -
 *Rule ID: LEVY State Tax Levy + -
 DE Definition ID: FEDERAL Federal Definition

Exemption Parameters

Exemption Percent 1:		Exemption Percent 2:	
Exemption Percent 3:		Exemption Percent 4:	
Exemption Hours 1:		Exemption Hours 2:	
Exemption Amount 1:		Exemption Amount 2:	
Exemption Amount 3:			
Dependent/Exemption Count:		Allowance Count:	
Minimum Exemption:		Maximum Exemption:	
*Amount Frequency:	Monthly		

Deductions Allowed in DE Calculation Customize | Find | View All | First 1 of 1 Last

Plan Type	Benefit Plan	Deduction Code	Deduction Class	Limit Amount	Limit Percent		
						+	-

(USA) Garnishment Spec Data 6 page

EFT- Child Support

(electronic file transfer – child support)

Click this link to access the Deduction Distribution Information page, where you can enter the necessary information to process a child support garnishment as an electronic file transfer (EFT)

Assignments

Law Source and Rule ID Select the jurisdictional entity (garnish law source) and unique rule ID for the garnishment rule that you're applying.

This information is maintained in the Garnishment Rules table.

You can enter multiple garnish law sources and rule IDs for each employee. Typically, you enter the federal code (*\$U*), then insert a row for each applicable state.

Note. When an employee has more than one garnishment in a single state, the system determines proration rules based on the garnish law source. If multiple garnishments of the same type are received from different states, enter the state where the employee works for all of the garnishments.

Note. For proration rules CRTORD and CRTDET, the courts supply amounts or percents for prorating garnishments. For multiple garnishments with either of these proration rules, enter the court-ordered proration amount or percent on the Garnishment Spec Data 7 page.

Exemption Parameters

If you need to override the values for the exemption percent, amount, hours, or minimum and maximum that are already established in the calculation formula for the garnishment rule, enter the override values here for the corresponding variables.

If you enter an exemption override, you might also have to change the value in the Amount Frequency field; the system uses this amount frequency to calculate the disposable earnings. The default is *Monthly*.

Note. To ensure that you enter values in the correct fields, we recommend that you review the calculation formula for the rule. The system ignores values that you enter here for exemption variables that are not already included in the garnishment rule's calculation formula.

See [Chapter 7, "Setting Up Garnishments," \(USA\) Entering Exemption Amounts, page 247.](#)

Dependent/Exemption Count	Enter the number of dependents or exemptions claimed by the employee.
Allowance Count	Enter the number of allowances claimed by the employee.
Amount Frequency	If the court determines an exemption amount frequency (daily, weekly, or monthly) that differs from the frequency defined for the calculation rule, select the override frequency here.
Form 668–W Effective Year	This field appears on the page when the garnishment is a U.S. tax levy or Arizona tax levy. For these tax levies, the exemption amount is calculated using the year in which the levy was received unless the employee files a new Form 668-W with the employer. If the employee files a new Form 668-W, enter the year of the new Form 668-W here. The system calculates the exemption amount using the exemption values for the specified year.

Deductions Allowed in DE Calculation

For U.S. tax levies, the system populates this group box when you run the first payroll that includes the tax levy deduction. This identifies the deductions that were in place before the tax levy was received and that are included in the calculation of the disposable earnings for the levy. Deductions established for the employee after the levy was received are not included in the disposable earnings calculation and are deducted from the net pay remaining after the deduction of the tax levy.

For other garnishments, you can enter additional deductions for this garnishment to modify the disposable earnings definition used by the calculation rule.

(USA) Specifying EFT Information for Child Support Garnishments

Access the Deduction Distribution Information page (click the EFT – Child Support link on the Garnishment Spec Data 6 page).

Deduction Distribution Information			
Electronic Funds Transfer Info			
☒ EFT Payment			
Routing Number:	123456	Account Number:	456789456
Account Type:	Checking	Case Identifier:	545466
FIPS Code:	12365	Remittance State:	IL

Deduction Distribution Information page

EFT Payment

Select this check box if the payment is processed as an EFT payment rather than a check through accounts payable. When selected, the remaining fields on the page are available for entry.

Note. The Vendor ID field on the Garnishment Spec Data 2 page must be blank if you process the payment as an EFT.

Routing Number

Enter the bank ID of the distribution bank source used for processing the payments, as specified on the Bank table.

Account Number

Enter the account number of the distribution bank source used for processing the payments.

Account Type

Select either the Savings or Checking account type. Illinois accepts only the Checking account type.

Case Identifier

Enter the case number provided by the court.

FIPS Code (Federal Information Process Standard code)

Enter the state and county code of the state disbursement unit (SDU) receiving the transfer.

FIPS Code (Federal Information Process Standard code)

This code is required for Illinois and Massachusetts. Enter the state and county code of the state disbursement unit (SDU) receiving the transfer.

Remittance State

Select the SDU that receives the distribution and sends the payment to the recipient. Only states that accept EFT payment are available for selection.

See Also

Chapter 12, "Administering Garnishments," (USA) Producing an EFT Transmittal for Child Support Garnishments, page 434

Overriding Garnishment Proration and Specifying Pay Mode

Access the Garnishment Spec Data 7 page (Payroll for North America, Employee Pay Data USA, Deductions, Create Garnishments, Garnishment Spec Data 7; or Payroll for North America, Employee Pay Data CAN, Deductions, Create Garnishments, Garnishment Spec Data 7).

Garnishment Spec Data 4Garnishment Spec Data 5Garnishment Spec Data 6Garnishment Spec Data 7

Antonio SantosPerson ID: KU0010

Company: GBI Global Business Institute 9999

GarnishmentsFind | View All First1 of 1Last

Garnishment ID: KCATX Tax Levy

Proration Rule State:

Proration Rule ID:

Proration Override

Court Ordered Percent: Court Ordered Amount:

Pay Mode

Pay Mode: AP Payment Date Type:

☐ Separate AP Payment

Garnishment Spec Data 7 page

(USA) Proration Override

If the proration rule of the garnish law state is either CRTORD or CRTDET and the court specified a proration amount or percent:

- 1. Enter the state code and select the valid proration rule ID that applies to the garnishment.
- 2. Enter the percent or amount of override in the respective field.

Pay Mode

Use this group box to interface with PeopleSoft Enterprise Payables.

Pay Mode

Specify how Payables makes the garnishment payment:

Pay as Deducted: Select this value to pay the vendor each time Payroll for North America calculates this deduction.

Pay at Specified Date: Select this value to pay the vendor on a date that you specify in the AP Payment Date Type field.

Pay when Bond Price met: This value does not apply to garnishment processing.

Pay when Collection Completed: Select this value to pay the vendor only when you reach the goal amount or deduction end date. (This pay mode is valid for general deductions and garnishments).

AP Payment Date Type
(accounts payable payment date type)

Specify which type of date to use when creating the accounts payable voucher. This field becomes available when you select *Pay at Specified Date* in the Pay Mode field.

Separate AP Payment
(separate accounts payable payment)

Select this check box if the payment for this garnishment should be on a separate check when Payables makes the payment.

Note. The system selects this option automatically if it is not already selected and the employee has multiple garnishments for the same vendor with different vendor location and/or remit address. This ensures that an employee's garnishments for the same vendor with different locations and/or remit addresses are paid on separate invoices/vouchers and sent to the correct addresses.

Splitting Garnishment Orders

You can split complex orders such as:

- One-time handling fees.

For example, a court might want a one-time 10 USD fee in conjunction with a garnishment. You can define separate garnishment specifications to handle:

- The fee.
- The garnishment itself.
- Multiple payees.
- Multiple document IDs.

For example, when a child support order for an employee with three children requires you to report to the court by child.

Entering Colorado Child and Spousal Support Orders

Colorado requires the following proration of child and spousal support orders:

- If the spousal support is included with the child support order, they both have the same priority.

- If the spousal support is on a separate order, then child support has priority.

This section discusses how to enter child and spousal support orders in Colorado to ensure that proration is correct in each of these situations.

Child and Spousal Support on the Same Court Order

If child support and spousal support are on the same court order:

1. Enter one garnishment for the combined withholding amounts.
2. Select *Child Support* as the garnishment type

The system processes withholding as one garnishment according to the garnishment rule applied. If there is not enough money to withhold the whole amount, there is no proration processing.

Child and Spousal Support on Two Court Orders

If child support and spousal support are on two court orders: .

1. Enter two garnishments.
2. Enter the corresponding garnishment type for each garnishment.
3. Specify the Colorado child support proration rule.

The system processes both garnishments according to the garnishments rules applied. If there is not enough money to withhold both amounts, the system applies the CBFRSP proration rule to prorate withholding accordingly.

(USF) Specifying Garnishment Data for U.S. Federal Government Employees

This section discusses how to:

- Enter garnishment payee information.
- Enter garnishment deduction distribution information.

Note. The Create Garnishments component (GVT_GARNISH_SPEC) for Federal users is very similar to the component of the same name for the U.S. and Canada, but retains unique object names and provides slight variations in fields.

See Also

Chapter 12, "Administering Garnishments," Specifying Employee Garnishment Data, page 407

Pages Used to Specify Garnishment Data for U.S. Federal Government Employees

Page Name	Definition Name	Navigation	Usage
Garnishment Spec1 (garnishment specification 1)	GVT_GARNISH_SPEC1	Payroll for North America, Employee Pay Data USF, Deductions, Create Garnishments, Garnishment Spec1	Enter garnishment order information.
Garnishment Spec2 (garnishment specification 2)	GVT_GARNISH_SPEC2	Payroll for North America, Employee Pay Data USF, Deductions, Create Garnishments, Garnishment Spec2	Enter information regarding the payee.
Deduction Distribution Information	GVT_GARN_SPEC2_SEC	Select the Distribution Information link on the Garnishment Spec2 page.	Enter the payee's garnishment deduction distribution information.
Garnishment Spec3 (garnishment specification 3)	GVT_GARNISH_SPEC3	Payroll for North America, Employee Pay Data USF, Deductions, Create Garnishments, Garnishment Spec3	Define garnishment deduction parameters and limitations.
Garnishment Spec4 (garnishment specification 4)	GVT_GARNISH_SPEC4	Payroll for North America, Employee Pay Data USF, Deductions, Create Garnishments, Garnishment Spec4	Define deduction information when deducting from all payrolls. Before using this page, select <i>Deduct on All Payrolls</i> in the Deduction Schedule field on the Garnishment Spec3 page.
Garnishment Spec5 (garnishment specification 5)	GVT_GARNISH_SPEC5	Payroll for North America, Employee Pay Data USF, Deductions, Create Garnishments, Garnishment Spec5	Define the payment schedule for the garnishment. Before using this page, select <i>Deduct by Schedule</i> in the Deduction Schedule field on the Garnishment Spec3 page.
Garnishment Spec6 (garnishment specification 6)	GVT_GARNISH_SPEC6	Payroll for North America, Employee Pay Data USF, Deductions, Create Garnishments, Garnishment Spec6	Indicate which garnishment rule governs each garnishment.

Page Name	Definition Name	Navigation	Usage
Garnishment Spec7 (garnishment specification 7)	GVT_GARNISH_SPEC7	Payroll for North America, Employee Pay Data USF, Deductions, Create Garnishments, Garnishment Spec7	Enter the court-ordered amount or percent by which to prorate the employee's garnishments. Use this page only if the proration rule of the garnish law state is either CRTORD or CRTDET.
Garnishment Prorations Report	RUNCTL_PAY719	Payroll for North America, Payroll Processing USF, Pay Period Reports, Garnishment Prorations, Garnishment Prorations Report	Generate PAY719 that provides a listing by court ID of employees whose garnishment amounts were prorated.

Entering Garnishment Payee Information

Access the Garnishment Spec2 page (Payroll for North America, Employee Pay Data USF, Deductions, Create Garnishments, Garnishment Spec2).

Garnishment Spec1 Garnishment Spec2 Garnishment Spec3 Garnishment Spec4 Garnishment Spec5 Garnishment Spec6

[Rebekah Jones](#) Person ID: K0G001

Company: KCY GBI - Cayman Islands

Garnishments Find | View All First 1 of 1 Last

Garnishment ID: Writ of Garnishment

Garnishment Payee Name:

Payee Name (No Table Edit):

Contact

Name: Phone:

Address Information

Address Line 1:

Address Line 2:

Address Line 3:

Address Line 4:

City: County:

State: Country: Postal Code:

[Distribution Information](#)

Garnishment Spec2 page

Payee Name (No Table Edit) Enter a payee's name that is not from an existing table.

**Distribution
Information**

Select this link to access the Deduction Distribution Information page where you enter distribution information for this garnishment.

Entering Garnishment Deduction Distribution Information

Access the Deduction Distribution Information page (Select the Distribution Information link on the Garnishment Spec2 page).

For EFT distributions, select EFT as the payment method and specify the remittance state and FIPS code in addition to the account information.

See Also

[Chapter 12, "Administering Garnishments," \(USA\) Specifying EFT Information for Child Support Garnishments, page 426](#)

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Vendors," (USF)
Entering Garnishment Payee Distribution Information

Verifying Garnishment Data Compliance

When you receive a garnishment order for an employee, Payroll for North America enables you to determine quickly whether you can comply.

To verify that the system can withhold the garnishment deduction as required by the garnishment order:

1. Enter the garnishment information for the employee.
2. Use the Online Check feature to enter the payroll information for that employee as if you are going to create a single check.
3. Create a paysheet.
4. Calculate pay.

Note. Delete the online check before you run the payroll.

See Also

[Chapter 22, "Working with Checks and Direct Deposit," page 727](#)

Processing One-Time Garnishment Deduction Overrides

Enter one-time garnishment deduction overrides on the paysheet.

See [Chapter 19, "Working with Paysheets," Entering One-Time Garnishments, page 652.](#)

(USA) Producing an EFT Transmittal for Child Support Garnishments

This section provides an overview of producing the EFT transmittal for child support garnishments and discusses how to run the Child Support – EFT process (PAY040).

Understanding EFT Processing for Child Support Garnishments

Payroll for North America enables EFT processing of child support payments for states that accept EFT payment. For these states, the EFT file replaces the process of generating a check through the accounts payable system.

The Child Support – EFT process (PAY040) generates the electronic funds transmittal report. For the pay run ID specified on the Create Child Support EFT page, the process generates an EFT file for each financial institution associated with the pay run ID. In one EFT file, there can be multiple states that receive garnishment payments.

The output file is generated in the CCD file format. The file name is CCDrunid.nnn. For example, if there were two output files for pay run ID 74X, the files would be named CCD74X.001 and CCD74X.002.

A separate CCD file is created for each source bank identified on the Create Child Support EFT run control page.

The process also produces output in PDF format.

See Also

[Chapter 12, "Administering Garnishments," \(USA\) Specifying EFT Information for Child Support Garnishments, page 426](#)

Page Used to Produce the EFT Transmittal

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create Child Support EFT	RUNCTL_PAY040	Payroll for North America, Payroll Processing USA, Create Direct Deposits, Create Child Support EFT	Generate an EFT transmittal file for child support garnishments.

Running the Create Child Support EFT process (PAY040)

Access the Create Child Support EFT page (Payroll for North America, Payroll Processing USA, Create Direct Deposits, Create Child Support EFT).

Create Child Support EFT

Run Control ID: PS [Report Manager](#) [Process Monitor](#) [Run](#)

Process Request Parameter(s)

*Pay Run ID:

US Wk04-08

Description:

☒ ACH Offset Record

File Header Company [Customize](#) | [Find](#) | [View All](#) | | First **1 of 1** Last

	Bank ID	Company	Description		
1	009824567	GBI	GBI		

Child Support - EFT page

- Pay Run ID** Select the pay run ID of the payroll run. The process retrieves garnishment payments for the specified pay run ID.
- Description** Enter any information you would like to appear with the company identification information in the transmittal file header. You may leave this blank.
- ACH Offset Record (automated clearing house offset record)** Select if you want PAY040 to generate one offset (627) record after all the employees/states have been reported and after the last 722 record is generated. When this check box is deselected, the offset (627) record is not generated and the debit amount on record 8 is zero filled.
- File Header Company** Enter the source bank ID and company ID. The system uses this information to populate the bank and company information in the file header. If you leave these fields blank, the system uses the company information from the Pay Calendar table.

(USF) Processing a Child Support EFT Transmittal

U.S. Federal Government users process a child support EFT transmittal through the Treasury/Federal Reserve Bank Bond interface.

See Also

Chapter 26, "(USF) Setting Up and Processing Agency Interfaces," Setting Up the Treasury and FRB Bond Interface, page 875

Chapter 12, "Administering Garnishments," Entering Garnishment Deduction Distribution Information, page 433

Viewing Garnishment Information

This section discusses how to:

- Review garnishments.
- Review garnishment balances and adjustments.

Page Used to Review Garnishments

Note. (USF) This page is not available for U.S. federal government employers.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Review Garnishments	GARN_REVIEW	• Payroll for North America, Employee Pay Data USA, Deductions, Review Garnishments, Review Garnishments • Payroll for North America, Employee Pay Data CAN, Deductions, Review Garnishments, Review Garnishments	Review the garnishment history of the selected employee.

Reviewing Garnishments

Access the Review Garnishments page (Payroll for North America, Employee Pay Data USA, Deductions, Review Garnishments, Review Garnishments; or Payroll for North America, Employee Pay Data CAN, Deductions, Review Garnishments, Review Garnishments).

Review Garnishments

[Evelyn Sims](#)
Person ID: KU0043

Garnishment Information

Find | View All | First 1 of 4 Last

Garnishment ID: KUCHA2
Garnishment Type: Child Support
Court Name: Tarrant County Family Court
Court Document ID 1: TC60011-A
Court Document ID 2:
Payee Name: [Garnishment Spec Pages](#)

Paycheck Information

Customize | Find | View All | First 1-8 of 15 Last

Pay Period End Date	Garn Disposable Earnings Amt	Exempted Amount	Garnishment Amount	Company Fee	Payee Fee	Deducted Amount	Garnishment Refund	Review Paycheck
04/11/2008	2813.71	1406.86	100.00			100.00		Review Paycheck
03/14/2008	2813.71	1406.86	100.00			100.00		Review Paycheck
02/01/2008	2813.71	1406.86	100.00			100.00		Review Paycheck
01/04/2008	2813.71	1406.86	100.00			100.00		Review Paycheck
12/07/2007	2770.38	1385.19	100.00			100.00		Review Paycheck
11/09/2007	2770.37	1385.19	100.00			100.00		Review Paycheck
10/12/2007	2770.38	1385.19	100.00			100.00		Review Paycheck
04/01/2005	2744.76	1372.38	100.00			100.00		Review Paycheck

Review Garnishments page

Garnishment Spec pages Click this link to access the employee's garnishment specification data. The (garnishment specification system opens a new window and displays the Garnishment Spec Data component (GARNISH_SPEC) or (GARNISH_SPEC_CN). The component opens to the employee's first garnishment ID; from there you can scroll to the data that you want to view.

Review Paycheck Click this link to access the employee's paycheck data. The system opens a new window and displays the Paycheck Deductions page for the selected pay end date. The paycheck data opens to the employee's first garnishment ID; from there you can scroll to the garnishment that you want to view.

See Also

[Chapter 20, "Calculating Pay," Viewing Paycheck Deductions, page 702](#)

Reviewing Garnishment Balances and Adjustments

This section provides a link to discussions of how to:

- View garnishment deduction balances using the Garnishment Balances page.
- View online adjustments to garnishment balances using the Garn Balance Adjustment page.

See Also

Chapter 29, "Reviewing, Adjusting, and Deleting Employee Balances," Reviewing and Adjusting Garnishment Balances, page 962

Chapter 13

(CAN) Administering Additional Canadian Payroll Functionality

This chapter discusses how to:

- Administer Canada Savings Bonds.
- Administer Canada Payroll Savings (CPS) plans.
- Administer Canadian low-interest loans.

See Also

[Chapter 30, "\(CAN\) Setting Up and Processing Business Payrolls Survey Reporting," page 981](#)

[Chapter 31, "\(CAN\) Generating a Canadian Record of Employment," page 991](#)

[Chapter 12, "Administering Garnishments," page 407](#)

[Chapter 8, "\(CAN\) Setting Up Additional Canadian Payroll Functionality," page 257](#)

Administering the Canada Savings Bond Program

This section provides an overview of Canada Savings Bond deductions, lists prerequisites, and discusses how to register employees in the Canada Savings Bond program.

Note. The Canada Savings Bond (CSB) functionality is different from the Canada Payroll Savings (CPS) functionality. The documentation for the Canada Savings Bond functionality describes the setup for the original Canada Savings Bond program, while the documentation for the Canada Payroll Savings plan describes the setup for the new Canada Savings Bond program.

Understanding Canada Savings Bond Deductions

The system automatically generates a row of general deduction data for the employee when you save a bond registrant enrollment record. However, corrections to the data are not automatic. Whenever you correct the Canada Savings Bond table or Canada Savings Bond Spec data, you must make corresponding corrections to the general deduction data, when applicable.

If an employee transfers to a different pay group and the transfer results in a change to the bond deduction amount, enter a new General Deduction data record to reflect the effective date of the change, the new flat or additional amount, the new goal amount, and the current goal balance.

Just as for any other deduction with a goal amount, special handling is required for employees who leave the company or change to an unpaid status.

See Also

Chapter 11, "Maintaining Payroll Data," Setting Up Employee General Deductions, page 371

Prerequisites

Before you can administer Canada Savings Bonds, you must first:

- Define deductions for Canada Savings Bonds.
- Enter Canada Savings Bond denominations.

See Also

Chapter 8, "(CAN) Setting Up Additional Canadian Payroll Functionality," Setting Up Canada Savings Bonds, page 257

Pages Used to Administer the Canada Savings Bond Program

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Purchase Canada Savings Bonds	CSB_REG_DATA	Payroll for North America, Employee Pay Data CAN, Deductions, Purchase Canada Savings Bonds, Purchase Canada Savings Bonds	Register employees participating in the Canada Savings Bond program.

Page Name	Definition Name	Navigation	Usage
Canada Savings Bond Purchase Report	RUNCTL_PAY131CN	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Canada Savings Bond Purchase, Canada Savings Bond Purchase Report	Run PAY131CN, which generates a listing of employees' Canada Savings Bond purchases through payroll deduction for the specified Canada Savings Bond series code. It provides detailed information for each employee, such as registrants, bond quantities, denominations, par values, carrying charges, goal amounts, deduction amounts, and cancellation dates.

Registering Employees in the Canada Savings Bond Program

Access the Purchase Canada Savings Bonds page (Payroll for North America, Employee Pay Data CAN, Deductions, Purchase Canada Savings Bonds, Purchase Canada Savings Bonds).

Purchase Canada Savings Bonds

[Kirby Dunbar](#) EMP ID: KC0002 Empl Record: 0

Savings Bond Information Find | View All First 1 of 1 Last

*Effective Date: 10/01/1999 *CSB Series Code: C53 Series Code 53

*Deduction Start Date: 10/01/1999 Deduction Cancel Date:

Registrant Details Find | View All First 1 of 1 Last

☐ Employee

*Dependent/Beneficiary ID: 01 Caroline Dunbar

Joint Registrant:

Bond Specifications Find | View All First 1-3 of 3 Last

Quantity		*Denomination	Par Value	Deduction Amount	Goal Amount	
2	X	100	200	7.94	206.44	
1	X	300	300	11.92	309.92	
1	X	500	500	19.86	516.36	
Total for Registrant(s):			1000	39.72	1032.72	

Purchase Canada Savings Bonds page

Savings Bond Information

CSB Series Code (Canada Savings Bond series code) Select the Canada Savings Bond series code for which you're registering the employee.

Registrant Details

Employee Select this check box if the principal registrant is the employee. If you select this check box, the Dependent/Beneficiary ID field becomes unavailable for entry.

Dependent/Beneficiary ID Enter the dependent/beneficiary ID if the principal registrant is a dependent or beneficiary of the employee.

Joint Registrant Enter any joint registrant.

Bond Specifications

Quantity Enter the quantity of the bonds to be purchased.

Denomination Enter the denomination of the bonds to be purchased.

Par Value The par value is maintained by the system. Par value represents the face value of the bonds.

Deduction Amount This is the par value multiplied by the deduction factor from the Canada Savings Bond table. The deduction amount total is maintained by the system and is sent to the employee's Create General Deductions page for payroll processing.

Goal Amount The goal amount is the deduction amount multiplied by the number of deductions from the Canada Savings Bond table. The goal amount total is maintained by the system and is sent to the employee's Create General Deductions page for payroll processing.

Total for Registrant(s) Represents the total amount for all registrants.

Note. You may want to start keying future-dated registrant information before the Canada Savings Bond series effective date to balance your workload. Because of the PeopleSoft effective-dating logic, the effective date on the Canada Savings Bond table must be dated early enough to enable selection of the series code on the registrant page. For example, if the bond series code is effective October 1, 2001, but you want to start keying Canada Savings Bond registrant information on September 1, 2001, the Canada Savings Bond series code effective date must be entered as September 1, 2001.

Administering Canada Payroll Savings Programs

This section provides an overview of Canada Payroll Savings (CPS) programs, lists prerequisites, and discusses how to:

- Maintain CPS employee contributions.
- Process the CPS transmittal file.

Note. For further information, see the published guides that are available through your Canada Savings Bonds representative.

Understanding Canada Payroll Savings Programs

Payroll for North America provides functionality to support the Canada Payroll Savings program and helps you effectively manage the activities as a participating organization.

After the CPS plan is set up, the employee specifies a contribution amount, the employer automatically deducts that amount from the employee's paycheque on a regular basis, and the contribution details are transmitted electronically to the Bank of Canada for credit to the employee's savings plan account.

Canada Payroll Savings Transmittal File and Report

The Payroll Savings Create File Structured Query Report (SQR) Report process (PAY132CN) produces the CPS transmittal file that includes detailed employee contribution information (by pay run ID) for transmission to the Bank of Canada. At the same time, the system produces a transmission summary report for your reference. The detailed employee deduction information to support this summary report is available on the corresponding Deduction Register (SQR program PAY001CN).

Create this file once per pay period, and only after the corresponding Pay Confirmation COBOL SQL process (PSPCNFRM) is complete. The system automatically maintains a record of the pay run IDs that have been processed to prevent duplication of the file.

The system also uses the Last CPS Transmission ID # (last Canada Payroll Savings transmission ID number) field in the Installation table to ensure that each transmission ID number that it generates is unique.

Note. See the Canada Payroll Savings Program Technical Specifications booklet for further information regarding the technical aspects of creating or transmitting files to the Bank of Canada.

Canada Payroll Savings Transmittal File Output Location

The Payroll Savings Create File process creates the CPS transmittal file in the PeopleSoft report output directory. The following list identifies the naming convention of the output files for each platform:

- DB2/AS400: File Name is CPSCN(D0001)
- MVS: File Name is CPSC0001

- Others: File Name is CPS_0001

Here, 0001 is a uniquely generated CPS transmission ID number.

Prerequisites

Before you can administer employees' contribution amounts, you must perform the following setup steps:

1. Define a CPS organization ID.
2. Specify CPS campaign information.
3. Define CPS deductions.

See Also

[Chapter 8, "\(CAN\) Setting Up Additional Canadian Payroll Functionality," Setting Up Canada Payroll Savings Programs, page 259](#)

Pages Used to Administer Canada Payroll Savings Programs

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create General Deductions	GENL_DED_DATA	Payroll for North America, Employee Pay Data CAN, Deductions, Create General Deductions, Create General Deductions	Enroll employees in the CPS program, specify the calculation method, and set up each employee's contributions.
Canada Payroll Savings File	RUNCTL_PAY132CN	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Canada Payroll Savings File, Canada Payroll Savings File	Run the PAY132CN report to create a CPS electronic data transmission file and a transmission summary report for your reference. The system produces the transmission file in accordance with the format that is provided by the Bank of Canada.

Maintaining Canada Payroll Savings Employee Contributions

Access the Create General Deductions page (Payroll for North America, Employee Pay Data CAN, Deductions, Create General Deductions, Create General Deductions).

See [Chapter 11, "Maintaining Payroll Data," Setting Up Employee General Deductions, page 371](#).

Processing the Canada Payroll Savings Transmittal File

Access the Canada Payroll Savings File page (Payroll for North America, Payroll Processing CAN, Pay Period Reports, Canada Payroll Savings File, Canada Payroll Savings File).

Pay Run ID	Enter the pay run ID for the data that you're transmitting.
Reference ID	Enter optional reference information that you require to recognize the transmission.

Administering Canadian Low-Interest Loans

This section provides an overview of Canadian low-interest loans, lists prerequisites, and discusses how to specify the loan percentage.

Understanding Canadian Low-Interest Loans

When an organization provides an employee with an interest-free or low-interest loan, the employee receives a taxable benefit equal to the amount of interest that would have been paid for the year at the government-prescribed interest rates, minus the amount of interest that the employee pays in the year, or within 30 days after the end of the year. This benefit has no taxable goods and services tax component.

The value of the taxable benefit changes throughout the year as the prescribed rate (which is set each quarter by the federal government) changes, and as the employee pays down the loan (and/or any interest).

Note. A loan also includes any other indebtedness. For example, if the employer purchases a computer for the employee and the employee proceeds to have payroll deductions for that computer, the company has made a loan for the computer's price less any employee down payments.

Taxable Benefit Calculation Example

Payroll for North America calculates the low-interest loan taxable benefit as follows:

Loan Balance x Prescribed Interest Rate % on Canadian Company Tax table

minus

Loan Balance x Loan Interest Rate % on Create General Deductions page for employee

equals

Annual low-interest loan taxable benefit for the employee

To calculate the actual amount of the taxable benefit on an employee's individual paycheck, the system divides the annual low-interest loan taxable benefit by the number of the employee's pay periods per year.

For example, on January 1, 2004, company VNB lends Joan Avery 10,000 CAD at a rate of 5 percent. The government-prescribed rates for 2004 are:

Quarter	Percent
1st quarter	8%
2nd quarter	7%
3rd quarter	6%
4th quarter	5%

Joan chooses to pay back the loan through payroll deductions at 500 CAD per monthly pay period starting February. The system calculates the monthly low-interest loan taxable benefit as follows:

Pay Period	Loan Balance	Prescribed Interest Percent (Government Rate)	Loan Interest Percent (Company Rate)	Monthly Taxable Benefit
January	10,000 CAD	8%	5%	25 CAD
February	9,500 CAD	8%	5%	23.75 CAD
March	9,000 CAD	8%	5%	22.50 CAD
April	8,500 CAD	7%	5%	14.17 CAD
May	8,000 CAD	7%	5%	13.33 CAD
June	7,500 CAD	7%	5%	12.50 CAD
July	7,000 CAD	6%	5%	5.83 CAD
August	6,500 CAD	6%	5%	5.42 CAD
September	6,000 CAD	6%	5%	5 CAD
October	5,500 CAD	5%	5%	0 CAD
November	5,000 CAD	5%	5%	0 CAD

<i>Pay Period</i>	<i>Loan Balance</i>	<i>Prescribed Interest Percent (Government Rate)</i>	<i>Loan Interest Percent (Company Rate)</i>	<i>Monthly Taxable Benefit</i>
December	4,500 CAD	5%	5%	0 CAD
Total				127.50 CAD

The total taxable benefit for the year in this example is 127.50 CAD.

Home Purchase or Home Relocation Loan Calculation

The system does not calculate the taxable benefit of low-interest home purchase or home relocation loans. For these types of loans, the prescribed rate in effect at the time the loan is made (not the current quarterly adjusted prescribed rate) should be used to calculate the taxable benefit throughout the loan period, for up to five years. If the prescribed rate is lowered during the five-year period, the lower prescribed rate is used until such time as the rate goes up again. After five years, the prescribed rate at that time is used for the next five years, and so on.

Note. Home purchase or home relocation loan calculation is subject to change depending on legislated requirements.

Prerequisites

Before you can specify an employee's loan percentage, you must perform and maintain the following setup steps:

- Maintain prescribed interest rates and loan data.
- Activate loan processing.
- Establish loan deductions.

See Also

[Chapter 8, "\(CAN\) Setting Up Additional Canadian Payroll Functionality," Setting Up Canadian Low-Interest Loans, page 264](#)

Page Used to Administer Canadian Low-Interest Loans

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create General Deductions	GENL_DED_DATA	Payroll for North America, Employee Pay Data CAN, Deductions, Create General Deductions, Create General Deductions	Assign low-interest loan deductions to an employee and specify the calculation method for the deduction.

Specifying the Loan Percentage

Access the Create General Deductions page (Payroll for North America, Employee Pay Data CAN, Deductions, Create General Deductions, Create General Deductions).

See [Chapter 11, "Maintaining Payroll Data," Setting Up Employee General Deductions, page 371.](#)

Chapter 14

(USA) Administering Additional U.S. Payroll Functionality

This chapter discusses how to:

- Allocate tips.
- Adjust imputed income for U.S. group-term life insurance.
- (E&G) Certify time and effort.

See Also

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," page 271](#)

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Setting Up for FLSA Calculation, page 286](#)

[Chapter 12, "Administering Garnishments," page 407](#)

Allocating Tips

This section provides overviews of the tip allocation process and tip allocation calculation methods, lists prerequisites, and discusses how to:

- Enter employee tip allocation data.
- Select the tip allocation end date.
- Calculate allocated tips.
- Update allocation balances.
- View allocations for an establishment.
- Review the tips allocation process status.

Understanding the Tip Allocation Process

Most large hospitality industry employers must report additional information to the Internal Revenue Service (IRS) concerning the establishment's receipts and the employees' tip incomes, by establishment. A large establishment is one that employs more than 10 people on a typical business day.

Tip allocation is required when the amount of tips reported by tipped employees for a pay period is less than a specified percentage of the establishment's gross receipts for that period. The amount that you allocate is the difference between the total reported tips and the specified percent of the establishment's gross receipts. You can apply for a lower percentage, if you can show, in writing, that the tip rate at the establishment is less than the specified percent.

Each tip establishment allocates tips. An establishment is an individual restaurant, hotel, and so on, at a unique location. If a company has 15 restaurants, it allocates tips separately for each restaurant. In addition, allocated tips are not subject to withholding; therefore, the system does not withhold taxes. However, the system maintains the year-to-date allocated tips shortfall balance and reports it on the employee's Form W-2. Also, the system reports allocated tips on the paycheck stub as memo earnings because memo earnings do not add to the check gross and are not included in taxable grosses.

The tip allocation process consists of four steps:

1. Calculate the allocated tips.
2. Use the Structured Query Report (SQR) reports to check the results.

You can calculate allocated tips any number of times for an allocation date before approving the calculation.

3. Approve the tip allocation results.

After you approve the calculation for an allocation date, you cannot recalculate for that date.

4. Update the allocated tip balances.

Allocated tips must be approved before the balances can be updated.

Reporting on the Tip Allocation Process

The system provides the following tip allocation reports:

- Allocation Earnings (PAY052)
- Employee Gross Receipts (PAY055)
- Allocation by Establishment (PAY050)
- Allocation by Employee (PAY051)

See Also

[Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223](#)

Understanding Tip Allocation Calculation Methods

There are three acceptable tip allocation calculation methods:

- Gross receipts
- Hours worked
- Good faith agreement

In each method, the company allocates tips once per month, quarterly, annually, or for each pay period.

Gross Receipts Method

This method calculates an allocation amount for each directly tipped employee, using the gross receipts that are attributable to directly tipped employees. These steps are based on Form 8027.

To use the gross receipts method:

1. Calculate the allocation base for an allocation period:

$$\text{gross receipts in that period} \times \text{specified percent}$$
2. Calculate the tipped employee allocation base:

$$\text{allocation base} - \text{total tips reported by indirectly tipped employees}$$
3. For each directly tipped employee, calculate the employee's gross receipt ratio:

$$\text{total gross receipts for all tipped employees} / \text{gross receipts attributable to the employee}$$
4. Calculate the employee's share of the allocation base:

$$\text{tipped employee allocation base} \times \text{employee's gross receipt ratio}$$
5. Calculate the employee's shortfall:

$$\text{employee's share of the allocation base} - \text{employee's reported tips}$$

If the amount is less than zero, it is considered zero.
6. Calculate the total shortfall by summing all employees' shortfall amounts.
7. Calculate the total tips by summing all the tips that are reported by directly and indirectly tipped employees.
8. Calculate the total allocation amount:

$$\text{allocation base} - \text{total tips}$$
9. Calculate the employee's shortfall ratio:

$$\text{employee's shortfall} / \text{total shortfall}$$

10. Calculate the employee's allocated amount:

total allocation $\times$ employee's shortfall ratio

Hours Worked Method

This method calculates an allocation amount for each directly tipped employee using the hours that are worked by the employee.

Note. Only establishments that employ fewer than 25 employees (tipped and nontipped) during a pay period can use this method.

To use the hours worked method:

1. Calculate the allocation base for an allocation period:

gross receipts in that period $\times$ specified percent

2. Calculate the tipped employee allocation base:

allocation base – total amount of tips reported by indirectly tipped employees

3. For each directly tipped employee, calculate the employee's hours worked ratio:

employee's total hours worked during this period / total hours worked by all tipped employees that worked during this period

4. Calculate the employee's share of the allocation base:

tipped employee allocation base $\times$ employee's hours worked ratio

5. Calculate the employee's shortfall:

employee's share of the allocation base – employee's reported tips

If the amount is less than zero, it is considered zero.

6. Calculate the total shortfall by summing all employees' shortfall amounts.

7. Calculate the total tips by summing all tips that are reported by both directly and indirectly tipped employees.

8. Calculate the total allocation amount:

allocation base – total tips

9. Calculate the employee's shortfall ratio:

employee's shortfall / total shortfall

10. Calculate the employee's allocated amount:

total allocation amount $\times$ employee's shortfall ratio

Good Faith Agreement Method

A good faith agreement is a written agreement between the employer and at least two-thirds of the employees in each occupational category that receives tips (for example, waiters, waitresses, and bus persons). The agreement must provide an allocation of the difference between total tips reported and the specified percent of the gross receipts among the tipped employees. The company decides how to configure the system to allocate tips; however, the formula the company creates must allocate tips based on the actual distribution of tip income among the employees.

Prerequisites

Before you can allocate tips, you must set up the following information for tipped employees:

- Company table.
- Pay Group table.
- Federal and state Tax table.
- Tip Establishments table.
- General earnings code information.
- Earnings code tax information.
- Earnings code tax calculation information.
- Job Data record.
- Form W-2.

See Also

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Setting Up the Payroll System for Tip Allocation, page 271](#)

Pages Used to Allocate Tips

Page Name	Definition Name	Navigation	Usage
Update Employee Gross Receipts	TIPS_EMPL_INPUT	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Update Employee Gross Receipts, Update Employee Gross Receipts	Specify the gross receipts to which an employee's tips apply in each tip establishment.

Page Name	Definition Name	Navigation	Usage
Tip Allocation End Date	TIPS_ALLOC_PD	Set Up HRMS, Product Related, Payroll for North America, Tip Allocation, Allocation End Date, Tip Allocation End Date	Select the end date for the tip allocation. Use the same pay end date as your allocation end date.
Calculate/Approve Tip Allocation	RUNCTL_TIPS_ALLOC	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Calculate/Approve Allocation, Calculate/Approve Tip Allocation	Run the Run Tip Allocation COBOL SQL process (PSPTARUN), and (after you are satisfied with the results) approve the allocated tips.
Update Tip Allocation Balances	RUNCTL_TIPS_ALLOC	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Update Allocation Balances, Update Tip Allocation Balances	Run the Update Allocation Balances SQR Report process (PAY053) and produce the Update Allocations Balances audit report. The report lists, by employee, the current allocation amount, the year-to-date (YTD) allocation amount after the current update, the YTD hours (if tip allocation method is hours), and the allocated tips earnings code that is updated. Before using this page, you must approve the allocated tips calculation.
Review Tips Allocation by Employee	TIPS_EMPL_PD	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Review Allocation by Employee, Review Tips Allocation by Employee	View the record of an individual employee's allocations.
Tip Allocation by Employee Report	RUNCTL_TIPS_ALLOC	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Allocation by Employee Report, Tip Allocation by Employee Report	Generate the PAY051 report, which lists tip employees, sorted by establishment. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY051 - Allocation By Employee, page 1280.

Page Name	Definition Name	Navigation	Usage
Tip Allocation by Establishment Report	RUNCTL_TIPS_ALLOC	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Allctn by Establishment Report, Tip Allocation by Establishment Report	View tip allocation data, by employee, for an establishment. Use the subtotals on this page for troubleshooting.
Employee Receipt Report	RUNCTL_TIP_PAY055	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Employee Receipt Report, Employee Receipt Report	Generate the PAY055 report, which lists gross receipts for each employee in a selected time period, sorted by input date. Also provides subtotals for each tip establishment and total receipts for the company.
Review Tips Allocations by Establishment	TIPS_ESTAB_PD	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Review Allctns by Establishment, Review Tips Allocations by Establishment	Generate the PAY050 report, which lists tip allocation information for establishments. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY050 - Allocation By Establishment, page 1280.
Review Tips Allocation Status	TIPS_ALLOC_ST	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Review Allocation Status, Review Tips Allocation Status	Review the status of the tip allocation process for a company.
Balance Verification Report	RUNCTL_TIP_PAY	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Balance Verification Report, Balance Verification Report	Generate the PAY052 report, which lists directly tipped employees and their YTD and pending allocated tips. This is a point-in-time report of all employees with allocated tips, sorted by company.

Entering Employee Tip Allocation Data

Access the Update Employee Gross Receipts page (Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Update Employee Gross Receipts, Update Employee Gross Receipts).

Update Employee Gross Receipts

Company: TC7 ST - Test Company 7
Business Unit: TBTC7
Tips Establishment ID: TC7TIPG

Details Find | View All First 1 of 1 Last

Input Date: 

***Employee ID:** 
Employment Record:

Name: Betty Locherty

Receipts Data

Gross Receipts:	\$0.00	Charge Receipts:	\$0.00
Gross Tips:	\$0.00	Charge Tips:	\$0.00

Update Employee Gross Receipts page

Input Date Enter the input date, which should be between the start date and the end date (posted date) of the period for which you're calculating or approving the tip allocations.

Employment Record (employment record number) Enter an employment record number for employees with multiple jobs.

Receipts Data

Gross Receipts Enter the gross receipts to which the employee's tips apply.

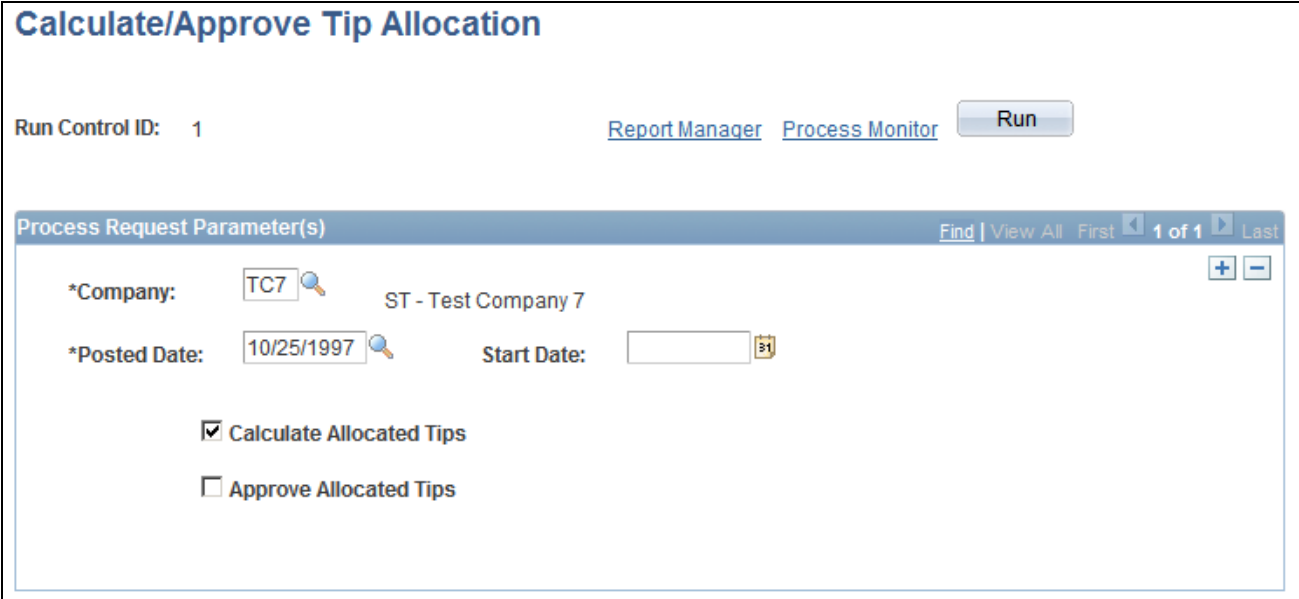
Selecting the Tip Allocation End Date

Access the Tip Allocation End Date page (Set Up HRMS, Product Related, Payroll for North America, Tip Allocation, Tip Allocation End Date, Tip Allocation End Date).

Posted Date This date must match the date that is entered on the run controls for calculating allocated tips and for updating the balances.

Calculating Allocated Tips

Access the Calculate/Approve Tip Allocation page (Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Calculate/Approve Allocation, Calculate/Approve Tip Allocation).



Calculate/Approve Tip Allocation

Run Control ID: 1 [Report Manager](#) [Process Monitor](#) [Run](#)

Process Request Parameter(s) Find | View All First 1 of 1 Last

*Company: TC7 ST - Test Company 7

*Posted Date: 10/25/1997 Start Date: 31

☒ Calculate Allocated Tips

☐ Approve Allocated Tips

Calculate/Approve Tip Allocation page

- Posted Date** Select the end date of the period for which you're calculating or approving the tip allocations.
- Start Date** Select the start date of the period for which you're calculating or approving the tip allocations.
- Calculate Allocated Tips** Select to run or rerun the calculation process. You can run the calculation process as many times as you like *until* you run the approve process. After you run the approve process, you cannot run the calculation process again for that company and allocation date.
- Approve Allocated Tips** After you check the results of the calculation process, and you are satisfied with the calculation, select this check box to run the approve process.

Viewing Employee Allocations

Access the Review Tips Allocation by Employee page (Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Review Allocation by Employee, Review Tips Allocation by Employee).

Review Tips Allocation by Employee

Douglas Lewis

EMP

ID: KU0001

Empl Record: 0

Details

Find | View All | First 1 of 1 Last

Company:	
Business Unit:	
Tips Establishment ID:	
YTD Gross Tippable Hours:	0.00
YTD Gross Receipts:	\$0.00
YTD Receipts or Hours Ratio:	0.00000
YTD Employee Share:	\$0.00
YTD Employee Shortfall:	\$0.00
Posted:	
YTD Gross Tips:	\$0.00
YTD Shortfall Ratio:	0.00000
YTD Total Alloc Amount:	\$0.00
YTD Previous Alloc Tips:	\$0.00
Current Allocation:	\$0.00

Review Tips Allocation by Employee page

Note. You can view all the allocations of an individual employee even if that employee has allocations for more than one establishment. This page is display-only.

Updating Allocation Balances

Access the Update Tip Allocation Balances page (Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Update Allocation Balances, Update Tip Allocation Balances).

Update Tip Allocation Balances

Run Control ID: 1

Report Manager | Process Monitor

Run

Process Request Parameter(s)

Find | View All | First 1 of 1 Last

*Company:

TC7

ST - Test Company 7

*Posted Date:

10/25/1997

Update Tip Allocation Balances page

Company Enter the company which you are updating tip allocation balances.

Posted Date

Select the end date of the period for which you're updating tip allocation balances. The value comes from the Tip Allocation End Date page.

Viewing Allocations for an Establishment

Access the Review Tips Allocations by Establishment page (Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Review Allctns by Establishment, Review Tips Allocations by Establishment).

Review Tips Allocations by Establishment

Company:TC7ST - Test Company 7

Business Unit:TBTC7

Tips Establishment ID:TC7TIPG

Tips Establishment Data

Find | View All | First1 of 1Last

Posted:

Employee Count:

+

-

YTD Gross Receipts:

YTD Direct Tip Allocation Base:

\$0.00

YTD Gross Tips:

\$0.00

YTD Total Shortfall:

\$0.00

YTD Gross Indirect Tips:

\$0.00

YTD Total Alloc Amount:

\$0.00

YTD Allocation Base:

\$0.00

YTD Gross Tippable Hours:

Allocation by Employee

Find | View All | First1 of 1Last

Employee ID:

Employment Record:0

YTD Gross Tippable Hours:

0.00

YTD Gross Tips:

\$0.00

YTD Gross Receipts:

\$0.00

YTD Shortfall Ratio:

0.00000

YTD Receipts or Hours Ratio:

0.00000

YTD Total Alloc Amount:

\$0.00

YTD Employee Share:

\$0.00

YTD Previous Alloc Tips:

\$0.00

YTD Employee Shortfall:

\$0.00

Current Allocation:

\$0.00

Review Tips Allocations by Establishment page

Note. Access the Review Tips Allocation by Employee page to view allocations for an individual employee.

Reviewing the Tips Allocation Process Status

Access the Review Tips Allocation Status page (Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Review Allocation Status, Review Tips Allocation Status).

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Review Tips Allocation Status

Company: TC7 ST - Test Company 7

Details

Find | View All First 1 of 1 Last

Posted Date: 10/25/1997

Tips Allocation Status

☐ Calculated
 ☐ Approved
 ☐ Balances Updated

Review Tips Allocation Status page

Tips Allocation Status

This group box indicates the company's tip allocation status as of the allocation end date.

Note. At the end of the process, all boxes should be selected as complete for that cycle.

Reviewing U.S. Savings Bonds Purchases

This section discusses how to review previous U.S. Savings Bonds purchases:

The U.S. Department of the Treasury has stopped issuing paper savings bonds through traditional payroll savings plans. Employees who want to purchase U.S. Savings Bonds with payroll deductions will be required set up a direct deposit deduction for the TreasuryDirect bond purchase process.

Consult the TreasuryDirect website for information. The TreasuryDirect website at the time of this publication provided:

See http://www.treasurydirect.gov/indiv/products/prod_tdpayrollinfo.htm.

Pages Used to Review U.S. Savings Bonds Purchases

Page Name	Definition Name	Navigation	Usage
Review U.S. Savings Bonds	SAVINGS_BOND_LOG	- Payroll for North America, Employee Pay Data USA, Deductions, Review U.S. Savings Bonds, Review U.S. Savings Bonds - Payroll for North America, Employee Pay Data USF, Deductions, Review U.S. Savings Bonds, Review U.S. Savings Bonds	Display the previous activity of bond purchases and amounts collected.

Viewing Previous Bond Purchases and Amount Activity

Access the Review U.S. Savings Bonds page (Payroll for North America, Employee Pay Data USA, Deductions, Review U.S. Savings Bonds, Review U.S. Savings Bonds).

Review U.S. Savings Bonds

Carmichael Espinosa Person ID: KU0015

Company Information Find | View All First 1 of 30 Last

Bond ID: 100 Series EE \$100
 Owner: 01 Espinosa,Louisa
 Other Registrant: Beneficiary
 Other Registrant ID: EE
 Bond Activity Seq Nbr: 30
 Bond Activity Status: Funds Ready to Disburse ☐ Reversed
 Paycheck Number: 6776 Paycheck Issue Date: 04/11/2008
 Amount Collected: \$50.00 Amount Disbursed: \$50.00
 Number of Units Purchased: 1 Remaining Balance: \$0.00
 AP Status:

Purchase Details Find | View All First 1 of 1 Last

Bond Purchase Units: Bond Purchased Date:

Review U.S. Savings Bonds page

This display-only page is maintained by the system to show the status of previous savings bond activity. The page shows how much money was deducted toward bond purchases and how many units that money purchased.

Bond Activity Status	The status of the bond activity appears: <i>Funds Not Ready:</i> Indicates that there are insufficient funds to purchase the bond. <i>Funds Ready to Disburse:</i> Indicates that there are sufficient funds to purchase the bond when you run the Bond Purchases report. <i>Funds Disbursed:</i> Indicates that you have run the Bond Purchases report and that the funds have been disbursed for every employee whose record showed <i>Funds Ready to Disburse</i> prior to running the report. <i>Refunded Balance:</i> Indicates that a transaction has been processed to initiate an Additional Pay transaction to refund to the employee any remaining undisbursed funds associated with a suspended bond purchase. <i>Suspended Due to Annual Limit:</i> Indicates that bond purchases for the Bond ID/Owner combination have been suspended as a result of reaching the annual purchase limit, and the amount in the Remaining Balance field represents undisbursed funds due to be refunded to the employee. (USF) This field is updated by the Treasury/Bond Interface. Details are presented in the Purchase Details group box.
AP Status (accounts payable status)	This is system-maintained and indicates whether bond monies were sent to PeopleSoft Enterprise Payables for payment. This is not applicable to U.S. federal organizations.

(USF) Purchase Details

These fields are updated after the Treasury/Bond Interface is run. This group box applies to U.S. federal organizations only.

Bond Purchase Units	The number of units purchased in the pay period.
Bond Purchased Date	The paycheck issue date of the pay period in which units were purchased.

Adjusting Imputed Income for U.S. Group-Term Life Insurance

This section provides an overview of the Imputed Income COBOL SQL process (PSPIMRUN), lists a prerequisite, and discusses how to

- Run the Imputed Income process.
- View imputed income calculation results.

See Also

Chapter 9, "(USA) Setting Up Additional U.S. Payroll Functionality," Setting Up Group-Term Life Insurance in the U.S., page 279

Understanding the Imputed Income COBOL SQL Process

Payroll for North America addresses imputed income every pay period. Although imputed income calculations are accurate with the information available in a pay period, you might require adjustments at the end of the year, as a result of changes in coverage or an employee being terminated. To make adjustments, use the Imputed Income Adjustment process.

The Imputed Income process performs calculations and creates a file containing one-time adjustment records for all employees who require them.

Review the calculation results using the Imputed Income Adjustment report before loading the transactions into paysheets.

When you're ready to load the imputed income transactions into paysheets, run the Imputed Income process in Update Paysheets mode, and the system makes the adjustments as one-time deductions with a taxable benefit deduction classification. The system establishes these one-time deductions as off-cycle manual checks (paylines).

The manual checks that the Imputed Income process creates do not have an amount in the Total Gross and Net Pay fields. This is not necessary, because the imputed income adjustment that the process creates is a taxable benefit deduction class, and it does not affect gross or net pay.

When the Imputed Income process creates the adjustment paysheet, it changes the Deductions Taken field value on the By Paysheet - One-Time Deductions page to *None*. This prevents the system from taking normal taxable benefits and employer deductions on the adjustment check.

You cannot rerun the Imputed Income process. For example, suppose you run the process once and it produces an error after loading some paysheets. If you run it again using the same run control information (the same company, pay group, pay end date, date range, and so on), you receive another error, because the system attempts to insert duplicate rows into the database. Therefore, if you must rerun the process, delete the paysheets that the process added previously.

Attach your adjustment paysheets to a pay calendar that does not contain any other off-cycle paysheets. In other words, there should be no other off-cycle paysheets entered for the same calendar in which you create the imputed income adjustments.

Example

Joanne is a CCB employee in a monthly pay group. Her coverage changes in the middle of the year. From January 1 to June 30, she has basic and supplemental life. Her basic life is fully employer-paid; her supplemental life is fully employee-paid:

<i>Plan Type</i>	<i>Description</i>	<i>Coverage</i>	<i>Premium</i>
20	Life	25,000 USD	Employer-paid premium: 15 USD
21	Supplemental Life	25,000 USD	Employee-paid premium: 1.25 USD

1. Because the IRS does not consider the first 50,000 USD of coverage taxable, the system performs no imputed income calculations for Joanne during the first half of the year.
2. On July 1, however, Joanne suddenly gets a big increase in her basic life coverage:

<i>Plan Type</i>	<i>Description</i>	<i>Coverage</i>	<i>Premium</i>
20	Life	50,000 USD	Employer-paid premium: 30 USD
21	Supplemental Life	25,000 USD	Employee-paid premium: 1.25 USD

3. Because Joanne now has coverage totaling 75,000 USD, starting with the next payroll after July 1, 25,000 USD is considered taxable as imputed income.

Joanne is 37 years old. In this age bracket, the Uniform Premium table calls for a calculation of .11 USD per month per 1,000 USD of coverage:

$$25,000 \text{ USD} / 1,000 \text{ USD} \times .11 \text{ USD} = 2.75 \text{ USD}$$

4. The system subtracts Joanne's employee-paid, after-tax contribution to the coverage:

$$2.75 \text{ USD} - 1.25 \text{ USD} = 1.50 \text{ USD taxable benefit.}$$

These calculations are correct beginning with the end-of-July payroll. However, the IRS stipulates that any contributions that are made by the employee must be factored into the equation. In Joanne's case, you must include all her contributions from January 1 to June 30. The result is a reduction in her true tax liability for the year as a whole.

At the end of the year, Imputed Income processing:

1. Recalculates Joanne's imputed income (without subtracting her monthly contributions) for every month of the year.
2. Adds up the monthly figures to arrive at a total.
3. Adds up her monthly contributions.

This table shows the process:

<i>Month</i>	<i>Imputed Income</i>	<i>Employee Contribution</i>
January	0 USD	1.25 USD
February	0 USD	1.25 USD
March	0 USD	1.25 USD

<i>Month</i>	<i>Imputed Income</i>	<i>Employee Contribution</i>
April	0 USD	1.25 USD
May	0 USD	1.25 USD
June	0 USD	1.25 USD
July	2.75 USD	1.25 USD
August	2.75 USD	1.25 USD
September	2.75 USD	1.25 USD
October	2.75 USD	1.25 USD
November	2.75 USD	1.25 USD
December	2.75 USD	1.25 USD
<i>Totals:</i>	<i>16.50 USD</i>	<i>15 USD</i>

Joanne's total imputed income for the year is 16.50 USD; her contributions amount to 15 USD. On this basis, her taxable benefit for the year should be only 1.50 USD (16.50 – 15 USD). However, because the system calculates her taxable benefit on a month-by-month basis, her taxable benefit is 9 USD (6 months × 1.50 USD per month). Therefore, the system must reduce Joanne's taxable benefit for the year by 7.50 USD:

Total taxable benefit from month-by-month calculations (9.00 USD) – total taxable benefit from end-of-year calculation (1.50 USD) = end-of-year adjustment (1.50 USD).

See Also

Chapter 9, "(USA) Setting Up Additional U.S. Payroll Functionality," Understanding Imputed Income Calculation for U.S. Group-Term Life Insurance, page 280

Prerequisite

Before running imputed income adjustment processing, you must establish the taxable benefit deduction that you plan to use for adjustments. You can use either an existing deduction code or establish a new deduction code only for adjusting imputed income. The deduction code should have plan type in the range 20–29, 2Y, or 2Z.

See Also

Chapter 9, "(USA) Setting Up Additional U.S. Payroll Functionality," Setting Up Group-Term Life Insurance in the U.S., page 279

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits, "Setting Up Benefit Plans"

Pages Used to Adjust Imputed Income for U.S. Employees

Page Name	Definition Name	Navigation	Usage
Calculate Imputed Income Adjustments	RUNCTL_IMP_CALC	- Payroll for North America, Periodic Payroll Events USA, Imputed Income Adjustments, Calculate Adjustments, Calculate Imputed Income Adjustments - Payroll for North America, Periodic Payroll Events USF, Imputed Income Adjustments, Calculate Adjustments, Calculate Imputed Income Adjustments	Calculate imputed income adjustments and update paysheets with the adjustment amounts.
Imputed Income Adjustment Report	RUNCTL_PAYINIT2	- Payroll for North America, Periodic Payroll Events USA, Imputed Income Adjustments, Adjustment Report, Imputed Income Adjustment Report - Payroll for North America, Periodic Payroll Events USF, Imputed Income Adjustments, Adjustment Report, Imputed Income Adjustment Report	Generate the PAY033 report, which contains the results of imputed income adjustments.

Calculating Imputed Income adjustments

Access the Calculate Imputed Income Adjustments page (Payroll for North America, Periodic Payroll Events USA, Imputed Income Adjustments, Calculate Adjustments, Calculate Imputed Income Adjustments).

Calculate Imputed Income Adjustments

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Report Request Parameter(s)

Off-Cycle Pay Calendar		
*Company:	GBI	GBI
*Pay Group:	KU2	US Biwly
*Pay End Date:	05/05/2000	
*Tax Year:	2000	
*Process From Month:	1	
*Thru Month:	12	

Processing Mode

☐ Calculate Impute Adjust Only
 ☐ Update Paysheets Only
 ☒ Both

Apply GLT/DPL adjustments to [Customize](#) | [Find](#) | [View All](#) | | First 1 of 1 Last

DPL Effect	Plan Type	Benefit Plan	Deduction Code		
Add to DPL	Supp Life	KUSL1X	KUNYLF		

Calculate Imputed Income Adjustments page

Process From Month and Thru Month Enter a numerical value for the first and last months in the date range. (Ordinarily, this is 1 through 12—January through December).

Processing Mode

Calculate Impute Adjust Only (calculate imputed adjustment only) Calculates imputed income for the selected period and creates transaction files, but does not load the transactions into paysheets.

Update Paysheets Only Loads calculated imputed income transactions that are created in a previous run into paysheets as one-time deductions.

Both Calculates imputed income and creates transaction files, then loads the transactions into paysheets as one-time deductions.

Use these options as follows:

1. Run the process in Calculate Impute Adjust Only mode.
2. Run SQR PAY033, the Imputed Income Adjustment report, and review the results.
3. If the results are acceptable, run the process in Update Paysheets Only mode to load the transactions into paysheets.
4. If the results are not acceptable, fix the problems and go back to step one.

Apply GTL/DPL adjustments to

Use this group box to designate the deduction codes to which you want the system to apply the imputed income transactions when it loads the transactions into paysheets.

DPL Effect (dependent life effect)

Select the type of adjustment.

You must have one row for *Add to DPL* (add to dependent life) and one row for *Add to GTL* (add to group-term life).

Note. Under ordinary circumstances, the run control has only two rows in the Apply GTL/DPL adjustments to (apply group-term life/dependent life adjustments to) group box. Even if some employees have more than one GTL or DPL plan, the process applies their adjustments to a single plan—one for GTL and one for DPL.

Deduction Code

Deduction codes must be valid for all employees in the run.

Important! This COBOL process takes one or two minutes to process each employee. If you have many employees, the process could take hours or even a full day.

Viewing Imputed Income Calculation Results

Access the Imputed Income Adjustment Report page (Payroll for North America, Periodic Payroll Events USA, Imputed Income Adjustments, Adjustment Report, Imputed Income Adjustment Report).

Note. If you used the process to load adjustment transactions into paysheets, use the Paysheet or Payline pages to view the one-time deductions.

(E&G) Certifying Time and Effort

This section provides an overview of time and effort certification and discusses how to:

- Specify time and effort earnings codes.
- Run the time and effort report.

Understanding Time and Effort Certification

Higher education organizations can use the Grants Time and Effort Certification report (GMTEC002) to satisfy A-21 Certification requirements. Time and effort certification applies to any individual who receives funding through your institution's sponsored programs office and to anyone who charges more than one funding source or project/grant. Each institution handles this reporting requirement differently.

See Also*PeopleSoft Grants PeopleBook***Pages Used to Certify Time and Effort**

Page Name	Definition Name	Navigation	Usage
Grants Time and Effort Certification	GM_TEC_OT_ERNCD	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Grants Time and Effort Certif, Grants Time and Effort Certification	Select earnings codes to include in time and effort certification.
Time/Effort Certification Report	RC_GM_TE	Payroll for North America, Payroll Distribution, Additional Integrations, Time/Effort Certification Rpt, Time/Effort Certification Report	Run the GM Time and Effort Certification report.

Specifying Time and Effort Earnings Codes

Access the Grants Time and Effort Certification page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Grants Time and Effort Certif, Grants Time and Effort Certification).

Grants Time and Effort Certification

Company: ACC State of Accord

Effective Date: 07/23/2008 *Status: Active

Eligible Earnings

*Earnings Code	Description

Grants Time and Effort Certification page

Earnings Code

Select the earnings code to include in the time and effort certification.

The SQR normally includes all regular earnings hours and amounts, but each employee can have a number of other earnings (additional pay, overtime, bonus, parking allowance, expense reimbursement, and so on). You will not want all of these earnings to be included in the GM Grants Time and Effort Certification report. You can control which of these other earnings to include in the report by listing the specific earnings codes on this page.

Running the Time and Effort Report

Access the Time/Effort Certification Report page (Payroll for North America, Payroll Distribution, Additional Integrations, Time/Effort Certification Rpt, Time/Effort Certification Report).

This page is identical to the common run control page used for many payroll processes and reports.

See [Chapter 27, "Reporting Payroll," Using the RUNCTL PAYINIT and RUNCTL PAYINIT2 Pages, page 886.](#)

Chapter 15

(USF) Administering Additional U.S. Federal Payroll Functionality

This chapter discusses how to:

- Administer pay caps and limits.
- Manage leave accrual.
- Process within grade increase (WGI), tenure, and probation nonpay hours.
- Report on Federal Employees Family Friendly Leave Act (FEFFLA) and Family Medical Leave Act (FMLA) leave.
- Credit military service to civilian retirement.
- View reemployed annuitant information.
- View semiannual headcount report details.

Administering Pay Caps and Limits

This section provides an overview of pay caps and limits, lists prerequisites, and discusses how to:

- Review results of pay caps and limits processing.
- Pay out deferred earnings.
- Change a pay limit to an emergency limit.

See Also

[Chapter 10, "\(USF\) Setting Up Additional U.S. Federal Payroll Functionality," Establishing Pay Plans, page 297](#)

Understanding Pay Caps and Limits

This section describes how the system processes the following four earning process types that are used to set up pay caps and limits:

- Pay Cap – Basic Pay

- Pay Limit – Premium Pay
- Pay Limit – Total Annual
- Overtime

Pay Cap – Basic Pay

The cap is applied when you change the Pay Plan/Table/Grade/Step values on the Compensation Data page in PeopleSoft Human Resources. If compensation reaches the defined cap, the system:

- Reduces base, law enforcement officer, or locality pay.
- Issues a message on the Expected Pay page - "Pay Cap has been reached. Pay was reduced."

Pay Limit – Premium Pay

The pay limit is applied during pay calculation. The Pay Calculation COBOL SQL process (PSPPYRUN) compares the pay period earnings to the pay limit that is defined on the Pay Plan table. If the pay period compensation exceeds the limit, the system:

- Reduces earnings.
- Lists a payroll error message—"Pay Limit has been exceeded."

Note. This message does not appear if you use the Only Calculate Where Needed option and the employee was not calculated.

- Creates a Pay Limit record that displays the limit and earnings reduced.
- Deferred earnings will be paid out in the first pay period of the next calendar year.

When employees have two premium pay limits, and the employees' earnings are greater than both limits, the highest limit will be used to reduce the paycheck. If the earnings are greater than only one limit, that limit will be processed.

Pay Limit – Total Annual

Total annual earnings are subject to an annual pay limit.

The pay limit is applied during pay calculation. The Pay Calculation process estimates total annual earnings and compares that to the annual limit that is defined on the Pay Plan table. If the estimated total annual earnings are greater than the limit, the system:

- Reduces current pay.
- Lists a payroll error message - "Pay Limit has been exceeded."

Note. This message does not appear if you use the Only Calculate Where Needed option and the employee was not calculated.

- Creates a Pay Limit record that displays the limit and earnings reduced.

- Deferred earnings will be paid out in the first pay period of the next calendar year.

Overtime

Overtime hourly rate is subject to an overtime rate limit.

- During pay calculation the system reduces pay to the limit.
- No message is issued.

Prerequisites

To set up for administering pay caps and limits you must:

- Set up pay caps and limits by pay plan.

See [Chapter 10, "\(USF\) Setting Up Additional U.S. Federal Payroll Functionality," Establishing Pay Plans, page 297.](#)

- Define the earnings codes that are subject to the caps and limits.

See [Chapter 4, "Defining Earnings Codes and Earnings Programs," \(USF\) Specifying Pay Limit Processing, page 121.](#)

Pages Used to Administer Pay Caps and Limits

Page Name	Definition Name	Navigation	Usage
Pay Plan Process Control	GVT_PAYPLAN_TBL2	Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Pay Plan Table USF, Pay Plan Process Control	Establish pay caps and limits, specify disposition of reduced pay, and change to and from emergency limit.
Other Pay Information	GVT_OTH_PAY_SEC	Workforce Administration, Job Information, Add Employment Instance USF, Compensation Data Click the Other Pay Information link on the Compensation page.	Warning is issued if the additional pay is applicable for pay limits.
Expected Pay	GVT_LOC_PAY_SEC	Workforce Administration, Job Information, Add Employment Instance USF, Compensation Data Click the Expected Pay link on the Compensation page.	View the message indicating that pay has been reduced due to the pay cap on base pay.

Page Name	Definition Name	Navigation	Usage
Review Pay Limits	GVT_PAY_LIMITS	Payroll for North America, Payroll Processing USF, Produce Payroll, Review Pay Limits, Review Pay Limits	View the results and status of pay limits transactions. This page is display-only.
Review Payroll Error Messages	PAY_MESSAGES	Payroll for North America, Payroll Processing USF, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages	View messages about pay limits that are applied during payroll processing.

Reviewing Results of Pay Caps and Limits Processing

Access the Review Pay Limits page (Payroll for North America, Payroll Processing USF, Produce Payroll, Review Pay Limits, Review Pay Limits).

Review Pay Limits

Agency: DC
Page Number:

Pay Group:
Line Number:

Pay Period End Date:
Off cycle:

Employee ID:
Employment Record: 0

Name:

Pay Limit Details

Find | View All First 1 of 1 Last

Earning Process Type:

Earnings Code:

Disposition:

Amount Adjusted:

Pay Limit Flag:

Date Completed:

Review Pay Limits page

Earnings Code	The page displays a row of data for each earning code that has been reduced during the pay period.
Disposition	Values are <i>Forfeit</i> or <i>Defer</i> , as defined on the Pay Plan table.
Amount Adjusted	The reduction in earnings.
Pay Limit Flag	The status of the limit. The values are <i>Calculated</i> , <i>Confirmed</i> , <i>Processed</i> , or <i>Calendar Year Unconfirm</i> .

Paying Out Deferred Earnings

Access the Pay Plan Process Control page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Pay Plan Table USF, Pay Plan Process Control).

To pay out deferred earnings, select *Defer* in the Disposition field for the earnings process type on the Pay Plan Process Control page when you set up the pay plan. The deferred earning will be paid out on the first pay period of the next calendar year. The system determines the pay period and year by the settings in the pay calendar.

See Also

Chapter 10, "(USF) Setting Up Additional U.S. Federal Payroll Functionality," Establishing Pay Caps/Limits and Exempt Overtime Rates, page 300

Changing a Pay Limit to an Emergency Limit

Access the Pay Plan Process Control page (Set Up HRMS, Product Related, Payroll for North America, Compensation and Earnings, Pay Plan Table USF, Pay Plan Process Control).

To change a pay limit to the emergency limit, select the Emergency check box on the Pay Plan Process Control page. You may make this change at any time. To remove the emergency limit, deselect the Emergency check box.

See Also

Chapter 10, "(USF) Setting Up Additional U.S. Federal Payroll Functionality," Establishing Pay Caps/Limits and Exempt Overtime Rates, page 300

Managing Leave Accrual

This section provides an overview of leave accrual, lists prerequisites, and discusses how to:

- View an employee's leave balance information.
- Update restored hours of leave expiration dates.
- View an employee's individual leave accrual transactions.
- Change individual leave accrual transactions.

Understanding Leave Accrual

After confirming pay, run the Leave Accruals Processing COBOL SQL process (FGPACCRL) to calculate employees' leave accrual awards and resulting leave balances. View and adjust balances as necessary.

Prerequisites

Before you can process, adjust, and report on leave accrual you must:

1. Set up leave accrual classes.

See [Chapter 10, "\(USF\) Setting Up Additional U.S. Federal Payroll Functionality," Defining Earnings Accrual Classes, page 302.](#)

2. Enroll employees in leave plans.

See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce*, "(USF) Managing Leave."

Pages Used to Manage and Report on Leave Accrual

Page Name	Definition Name	Navigation	Usage
Update Leave Accrual Elections	GVT_ACCR_PLAN	Payroll for North America, Employee Pay Data USF, Update Leave Accrual Elections, Update Leave Accrual Elections	Specify information to track employee leave accruals.
Calculate Leave Accruals	RUN_FGPACCRL	Payroll for North America, Payroll Processing USF, Produce Payroll, Calculate Leave Accruals, Calculate Leave Accruals	Run the Leave Accruals Processing process to process employee leave accruals.
Accrual Summary	GVT_ACCR_SUMM	Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Accruals, Accrual Summary	View an employee's leave balances summary and leave activity.
Accrual Restore	GVT_REST_HRS_SEC	Click the Restored Hrs (restored hours) link on the Accrual Summary page.	Update the expiration dates of restored hours.
Accrual Ledger	GVT_ACCR_LDGR	Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Accruals, Accrual Ledger	View an employee's individual leave accrual transactions.
Accrual Adjustments	GVT_ACCR_ADJ_SEC	Click the Adjustment button on the Accrual Ledger page.	Change an individual leave accrual transaction.
Accrual Nonpay	GVT_ACCR_NPAY	Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Accruals, Accrual Nonpay	View the employee's nonpay hour details.

Page Name	Definition Name	Navigation	Usage
Leave Accruals Report	PRCSRUNCNTL	Payroll for North America, Payroll Processing USF, Pay Period Reports, Leave Accruals, Leave Accruals Report	Generate the FGPY013 report, which lists employee accrual detail for each earnings accrual class, including leave accrual, usage, transfer, and adjustment activity.
Leave Audit SF1150 Report	RUNCTL_FGSF1150	Payroll for North America, Payroll Processing USF, Produce Payroll, Leave Audit SF1150 Report, Leave Audit SF1150 Report	Print the FGSF1150 Leave Audit report, which the system prepares for the employee upon separation or transfer from an agency. Use this information to validate the leave hours that you forward to the gaining agency, or that you pay out to employees if they are leaving the federal government.

Viewing an Employee's Leave Balance Information

Access the Accrual Summary page (Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Accruals, Accrual Summary).

Accrual Summary Accrual Ledger Accrual Nonpay			
<u>Anna Rodriguez</u>		EMP	ID: L00001 Empl Record: 0
Earnings Accrual Class:	ALFT	Annual Leave – Full Time	
Accrual Balances Find View All First 1 of 20 Last			
Effective Date:	10/06/2001	Leave Type:	Annual
Hours Balance:	60.000	Unprocessed Service Hours:	
Projected Next Period Hours:	66.000	Hours Taken Year-to-Date:	64.000
Projected Annual Hours:	100.000	Hours Sold Year-to-Date:	
Carryover Hours:		Hours Non-Pay Year-to-Date:	
Hours Earned Year-to-Date:	124.000000	Grandfathered Carryover:	
Hours Bought Year-to-Date:		Reduction Hours Year-to-Date:	
Hours Adjusted Year-to-Date:		Must-Use Hours Year-to-Date:	
Service Hours Year-to-Date:	1600.000	Maximum Carryover Excess:	
Forfeit Hours Year-to-Date:		☐ Adjustment Applied	Restored Hours

Accrual Summary page

Hours Balance

The accrual that the employee has earned up to and including the pay period end date.

Projected Next Period Hours	The accrual earnings that the employee will have after the next pay period.
Project Annual Hours	The entitlement that the employee has earned and will earn during the remainder of the year.
Carryover Hours	Total hours that are carried over from the previous year for leave accruals that allow carryover.
Hours Earned Year-to-Date	Hours that are earned within the year.
Hours Bought Year-to-Date	Not currently used by U.S. federal government customers.
Hours Adjusted Year-to-Date	Total hours that are adjusted for the year. Earnings class adjustments are processed prior to rates, ceilings, and carryovers.
Service Hours Year-to-Date (service hours year-to-date)	Total hours that are added to service hours for the year.
Forfeit Hours Year-to-Date (forfeit hours year-to-date)	Total hours that are forfeited for the year.
Leave Type	Set by default from the Earnings table according to your selection.
Unprocessed Service Hours	Excess service hours remaining to be used for leave calculation at the next leave accrual processing.
Hours Taken Year-to-Date	Accrued hours that are taken within the year.
Hours Sold Year-to-Date	Not currently used by U.S. federal government customers.
Hours Non-Pay Year-to-Date (hours nonpay year-to-date)	Total nonpay hours for the year. The result of standard hours less the service earning codes paid YTD that are defined in Earnings Accrual Class.
Grandfathered Carryover	Total hours of grandfathered carryover. Displays only when an employee transfers from one leave accrual to another such as ANN240 to ANN720.
Reduction Hours Year-to-Date (reduction hours year-to-date)	Total credit reduction hours. Credit reduction is a credit offset that reduces leave hours that are accrued by employees on nonpay status.
Must-Use Hours Year-to-Date (must-use hours year-to-date)	Total hours that must be used by the end of the year for leave accruals that have expirations.
Adjustment Applied	After leave accrual processing has been run and an adjustment has been made, the system selects this check box. See the Accrual Ledger page for adjustment details.

Restored Hours (restored hours)

Click to access the Accrual Restore page. This button is active only for the Restored accrual type.

Note. To ensure that the annual leave entitlement calculations are correct, you must have the Annual Entitlement option selected on the Earnings Accruals USF - Class page.

Updating Restored Hours of Leave Expiration Dates

Access the Accrual Restore page (click the Restored Hrs (restored hours) link on the Accrual Summary page).

Accrual Restore

Restored Hours Balance	Restored Hours Taken	Expiration Date
		31
		31
		31

OK

Cancel

Accrual Restore page

- Restored Hours Balance** The original number of hours restored.
- Restored Hours Taken** The number of restored hours used since they were restored. The current balance is the difference between Restored Hours Balance and Restored Hours Taken.
- Expiration Date** Make any changes to the expiration date.

Restored leave, such as restored annual leave, is reinstated on the paysheet. When payroll processes restored leave, the expiration date is set by default to 24 months from the process date. You cannot enter or change restored hours on the Accrual Restore page. You can only modify the expiration date.

Number

You can accumulate up to three sets of restored hours. The Leave Accruals Processing process uses the restored leave with the oldest date first.

The Leave Accruals Processing process places the restored hours and expiration date on the first line. If another restored leave is processed, for another year, for example, the process moves the original restored leave information down to the second line and places the new restored leave information on the first line. If a third restored leave must be processed, the restored leave information from the second line moves to the third line and the restored leave information from the first line moves to the second line. The process places the most recent restored leave on the first line.

Viewing an Employee's Individual Leave Accrual Transactions

Access the Accrual Ledger page (Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Accruals, Accrual Ledger).

Accrual Summary

Accrual Ledger

Accrual Nonpay

Anna Rodriguez

EMP

ID: L00001

Empl Record: 0

Earnings Accrual Class: ALFT Annual Leave -- Full Time

Effective Dated Accrual Ledgers

Effective Date: 10/06/2001

Earnings Code	Effective Sequence	Description	Carryover Hours	Hours Earned	Hours Taken	Hours Bought	Hours Sold	Service Hours	Non-Pay Hours	Hours Cascaded	Credit Reduction Hours	Forfeited Hours	Must Use Hours	Cost
		ACCRUAL AWARDED		6.000000										

Accrual Ledger page

Note. Not all page elements are visible on this page. Depending on the page arrangement, you see additional elements by scrolling either vertically or horizontally.

Description	The COBOL process that created the ledger row.
Hours Bought (hours bought)	Not currently used by U.S. federal government customers.
Hours Sold (hours sold)	Not currently used by U.S. federal government customers.
Service Hours (service hours)	Hours that are added to service hours.
Hours Cascaded	Hours that are cascaded from another accrual class.
Credit Reduction Hours	A credit offset that reduces leave hours that are accrued by employees on nonpay status.
Must Use Hours (must use hours)	Hours that must be used by the end of the year for leave accrual classes that have expirations.
Rate Amount	Dollars-per-hour rate at the time the leave accrual was earned.
Expiration Date	Expiration date of the leave accrual, for leave accrual classes that have expirations.
Adjustment	Click this button at the end of a row to access the Adjustment page. The accrual class does not allow adjustments if this button is unavailable for entry. You can only make adjustments to the earnings code that is displayed. To change the earnings code for the transaction, enter a separate adjustment directly on the paysheets, rather than using these pages.

Note. All individual accrual classifications can be viewed on the Accrual Ledger page except for Restored Hours.

Changing Individual Leave Accrual Transactions

Access the Accrual Adjustments page (click the Adjustment button on the Accrual Ledger page).

Accrual Adjustments													
Adjustment Records													Customize Find View
Effective Sequence	Sequence	Adjustment Date	Adjustment Reason	Carryover Hours	Hours Earned	Hours Taken	Hours Bought	Hours Sold	Service Hours	Non-Pay Hours	Credit Reduction Hours	Forfeited Hours	Expiration Date
	1	07/23/2009											

Accrual Adjustments page

Note. Not all page elements are visible on this page. Depending on the page arrangement, you see additional elements by scrolling either vertically or horizontally.

Effective Sequence	If you made multiple transactions for an earnings code and an effective date, this field displays the sequence in which the transactions occurred.
Sequence	If you made multiple adjustments for a particular ledger entry, this field displays the sequence in which the adjustments occurred.
Adjustment Date	This system-generated, display-only field displays the pay end date.
Hours Bought	Not currently used by U.S. federal government customers.
Hours Sold	Not currently used by U.S. federal government customers.
Service Hours	Hours added to service hours.
Credit Reduction Hours	A credit offset that reduces leave hours accrued by employees on nonpay status.
Expiration Date	Expiration date of the leave accrual, for leave accrual classes that have expirations.
Rate Amount	Dollars an hour rate at the time the leave accrual was earned.
Adjustment Applied	After the adjustment is processed, <i>Y</i> or <i>N</i> appears, to indicate whether the adjustment was applied.

Processing WGI, Tenure, and Probation Nonpay Hours

This section provides overviews of WGI, tenure, and probation dates with nonpay hours, and the WGI/tenure update process and report, and lists the pages used to process WGI, tenure, and probation nonpay hours.

Understanding WGI, Tenure, and Probation Dates with Nonpay Hours

Federal employees' WGI due date, tenure conversion date, and probation date may be impacted when they are on leave without pay (LWOP) for an extended period of time. Payroll for North America links with PeopleSoft Human Resources to report employees who have WGI, tenure, or probation dates that are impacted by LWOP.

Prerequisites

Perform the following to set up the WGI threshold and to track the nonpay hours for WGI:

- On the Salary Step table, define the threshold number of LWOP hours that an employee may have before their WGI due date is extended.

See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Compensation and Budgeting*, "Setting Up Base Compensation and Budgeting," (USF) Establishing Salary Steps Within a Salary Grade.

- On the Earnings Accrual Class page, select Check Nonpay Hours and Track Nonpay Hours for accrual classes that have Accrual Calculation Type set to *Annual*.

This setup causes the employee's nonpay hours to be tracked on the Accrual Nonpay page.

See [Chapter 10, "\(USF\) Setting Up Additional U.S. Federal Payroll Functionality," Defining Accrual Class Properties, page 306.](#)

Note. The nonpay hours are tracked on the existing annual leave classes; you do not need a separate LWOP earnings accrual class.

WGI Date Management

Here are the steps for managing WGI dates:

1. Hire employees and enroll them in an annual accrual class.

The system calculates the WGI due date based on the step increment type and the pay group's pay calendar pay period dates. WGI increase data is recorded on the Employment 1 page.

2. Calculate and Pay Confirmation with nonpay (LWOP) hours.
3. Run the Leave Accruals Processing process to update the Accrual Nonpay page.
4. Run the Federal Nonpay Hrs Adjustment (federal nonpay hours adjustment) Application Engine process (FGHR031).

5. Review the Accrual Nonpay page for the annual leave class.

This page displays the nonpay activity within the pay period.

6. Review the WGI/Tenure Update report (FGHR031).
7. Submit a PAR to update the employee's Job record.

Use information from the WGI/Tenure Update report to update the WGI Due Date (within grade increase due date) and Nonpay Hours WGI (nonpay hours within grade increase) fields on the Employment 1 page.

Tenure and Probation Date Management

Here are the steps for managing tenure and probation dates:

1. Hire employees and enter tenure status and conversion dates and probation dates.

Enter tenure conversion dates on the Employment 1 page. Enter probation dates and tenure status on the Employment 2 page.

2. The employee takes a leave of absence without pay and returns.
3. Run the Federal Nonpay Hrs Adjustment process.
4. Review the WGI/Tenure Update report.
5. Submit a PAR to adjust the tenure and probation dates and enter the LWOP hours.

Use information from the WGI/Tenure Update report to update the Job record as follows:

- Tenure: Enter the extended date in the Service Conversion Dates group box on the Employment 1 page.

Enter the LWOP hours in the Career Tenure Hours field on the Non Pay Data page.

- Probation: Enter the extended date in the Probation Dates group box on the Employment 2 page.

Enter the LWOP hours in the Probation Hours field on the Non Pay Data page.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Adding an Employment Instance," Entering Current and Historical Employment Information

Understanding the WGI/Tenure Update Process and Report

Run the Federal Nonpay Hrs Adjustment process after every payroll is confirmed and accruals are processed. The Federal Nonpay Hrs Adjustment process performs different steps for WGI due date reporting than for tenure and probation date reporting.

WGI Due Date Processing

When processing WGI, the Federal Nonpay Hrs Adjustment process performs the following steps for WGI due date reporting:

1. Sums all unprocessed nonpay hours for each employee within the pay period on the employee's annual leave Accrual Nonpay page.
2. Compares the sum of unprocessed nonpay hours to the threshold.
3. Prepares the WGI/Tenure Update report listing employees whose sum of nonpay hours is greater than the threshold.
4. Updates each impacted employee's annual Accrual Nonpay page to indicate that the hours that are used to extend the WGI due date have been processed.

For example, if an employee had 50 unprocessed nonpay hours in pay period 1 and 50 in pay period 2, the Federal Nonpay Hrs Adjustment process adds the hours from both pay periods and determines that they were over the 80 hour threshold defined on the Salary Step table. The process uses 80 hours to extend the WGI due date, 50 from pay period 1 and 30 from pay period 2. It records the remaining 20 nonpay hours as unprocessed hours on the Accrual Nonpay page for the annual class.

Tenure Conversion Date and Probation Date Processing

When processing tenure or probation dates, the Federal Nonpay Hrs Adjustment process selects all employees who have returned from leave without pay within the pay period. The report lists each employee who was on leave for over 30 calendar days.

Report Description

The WGI/Tenure Update report lists the following for employees whose dates are impacted:

- Employee ID.
- The number of nonpay (LWOP) hours.
- The current WGI due date, tenure conversion date, or probation date.
- The extended WGI due date, tenure conversion date, or probation date.
- Text to state which date has been impacted.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Processing Automatic Actions for Probation, Tenure, and WGIs"

Pages Used to Process WGI, Tenure, and Probation Nonpay Hours

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Update WGI/Tenure Nonpay Hours	RUN_FGNONPAY	Payroll for North America, Payroll Processing USF, Produce Payroll, Update WGI/Tenure Nonpay Hours, Update WGI/Tenure Nonpay Hours	Run this process each pay period after leave accrual to determine the amount of nonpay hours an employee has accumulated.
Accrual Nonpay	GVT_ACCR_NPAY	Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Accruals, Accrual Nonpay	If Track Nonpay Hours is selected on the Earnings Accrual USF - Class page, the Leave Accruals Processing process adjusts the nonpay hours on the Accrual Nonpay page.
Employment 1	GVT_EMPLOYMENT1	Workforce Administration, Job Information, Add Employment Instance USF, Employment Data 1	Enter current and historical employment information, such as employee service computation and conversion dates, and WGI data.
Employment 2	GVT_EMPLOYMENT3	Workforce Administration, Job Information, Add Employment Instance USF, Employment Data 2	Enter additional employment data including union, probation, Reductions In Force, tenure, and security data. Also record the retained grade and reports to information.
Non Pay Data	GVT_NONPAY_SEC	Click the Non Pay Data link on the Employment 2 page.	Track information that is related to a status of nonpay. Information on this page affects Federal Employee Health Benefits (FEHB) eligibility and Federal Employee Group Life Insurance (FEGLI).

Reporting on FEFFLA and FMLA Leave

This section lists the pages used to generate FEFFLA and FMLA reports.

Pages Used to Generate FEFFLA and FMLA Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
FEFFLA (Federal Employees Family Friendly Leave Act)	RUNCTL_FEFFLA	Workforce Administration, Leave Administration USF, Reports, FEFFLA, FEFFLA	Generate Report FGPY023 that lists the FEFFLA hours, both paid and nonpaid, that the employee took during the requested calendar year and during the employee's FMLA year. Generate Report FGPY024 that summarizes all employees who have used more than 480 FEFFLA hours of nonpaid entitlement in their FMLA year
FMLA (Family Medical Leave Act)	RUNCTL_FGFMLA	Workforce Administration, Leave Administration USF, Reports, FMLA, FMLA	Generate Report FGPY025 that lists the FMLA hours that the employee took, both paid and nonpaid, in the requested calendar year and the hours that are taken in the employee's FMLA year. Generate Report FGPY026 that lists the FMLA hours that are taken in the requested calendar year and the hours that are taken in the employee's FMLA year, using the employee's FMLA and FEFFLA accrual class ledger to accumulate paid and nonpaid FMLA hours taken. Generate Report FGPY027 that lists all employees who have used more than 480 hours of nonpaid entitlement in their FMLA year.

Crediting Military Service to Civilian Retirement

This section provides an overview of military service crediting, lists prerequisites, and discusses how to:

- Enter military service deposit information.
- Enter service period earnings and deduction information.

- View deposit and interest information.
- Run the Calculate Military Service Deposit Interest process (FGPY020).
- List closed accounts.
- Generate an Office of Personnel Management (OPM) Military Deposit worksheet.
- Process closed military service deposit accounts.

Understanding Military Service Crediting

Federal civilian employees with prior military service, whose military service is not otherwise creditable for the purposes of civilian retirement, may in certain cases choose to *buy into* or *buy back* that military service so that it will be creditable for civilian retirement. This applies to military service after December 31, 1956. Military service may not otherwise be creditable for civilian retirement because the employee did not make their required contributions to the selected civilian retirement system (Federal Employee Retirement System [FERS] or Civil Service Retirement System [CSRS]) while they were in military service. Therefore, to make their military service creditable, they must get their contributions to their civilian retirement account up-to-date. Military service deposits are subject to interest accruals.

This feature enables you to:

- Record past service details required for OPM Form 1514.
- Process military service payroll deductions using Payroll for North America.
- Calculate interest adjustments and add them to the military deposit register.
- Process accounts through automatic payroll deductions or unscheduled deposits that you track manually.
- Maintain current balance records of scheduled and unscheduled payments and annual interest assessments.
- Identify closed military service deposit accounts that require a PAR (FGPY012).
- Generate the required Individual Retirement Record (IRR) for military service payments.
- Create and print OPM Military Deposit Worksheet (Form 1514).

Military Deposit Interest

The Calculate Military Service Deposit Interest process (FGPY020) is generally run weekly to calculate military deposit interest and post the values to the military deposit ledger. The process determines who has interest due and reads the interest rate that is stored on the Military Deposit Interest page to determine the correct amounts.

See [Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Running the Calculate Military Service Deposit Interest Process \(FGPY020\), page 493.](#)

Closed Accounts

Use the Military Deposits Closed Accounts report (FGPY012) to identify accounts that were closed during RITS (Reserve Bank Information and Transfer System) Interface processing. For the accounts identified, you must:

- Process a PAR to change the SCD-Retire.
- Print OPM Form 1514.
- Generate an IRR.

You can produce the OPM Military Deposit Worksheet, a report (FG1514), for reporting to OPM when the military service deposit is completed.

See [Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Processing Closed Military Service Deposit Accounts, page 494.](#)

Prerequisites

Before you can credit military service, you must:

- Define a deduction code for military deposit.
- Enter the military deposit interest rate on the Military Deposit Interest page.

See Also

[Chapter 10, "\(USF\) Setting Up Additional U.S. Federal Payroll Functionality," Setting Up Military Deposits, page 318](#)

Pages Used to Credit Military Service to Civilian Retirement

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Service Information	GVT_MILDEP_PNL	Payroll for North America, Employee Pay Data USF, Military Deposits, Military Service Deposit, Service Information	Enter information about the type and dates of military service.
Earnings Information	GVT_SVCPER_PNL	Payroll for North America, Employee Pay Data USF, Military Deposits, Military Service Deposit, Earnings Information	Enter service period earnings and deduction information.
Transaction Information	GVT_SVCTRN_PNL	Payroll for North America, Employee Pay Data USF, Military Deposits, Military Service Deposit, Transaction Information	View dated deposit and interest information.

Page Name	Definition Name	Navigation	Usage
Calc Military Service Interest (calculate military service interest)	GVT_RUN_FGPY020	Payroll for North America, Employee Pay Data USF, Military Deposits, Calc Military Service Interest, Calc Military Service Interest	Run the Calculate Military Service Deposit Interest process.
Military Deposit Closed Accts	RUN_FGPY012	Payroll for North America, Employee Pay Data USF, Military Deposits, Military Deposit Closed Accts, Military Deposit Closed Accts	Run the FGPY012 report, which lists closed military service deposit accounts that need a retirement date adjustment PAR for the date range that is specified.
Military Deposit OPM-1514 Report	RUN_FG1514	Payroll for North America, Employee Pay Data USF, Military Deposits, Military Deposit OPM-1514 Rpt, Military Deposit OPM-1514 Report	Run the FG1514 process, which creates an OPM report listing closed military service deposit accounts.

Entering Military Service Deposit Information

Access the Service Information page (Payroll for North America, Employee Pay Data USF, Military Deposits, Military Service Deposit, Service Information).

The screenshot displays the 'Service Information' page for employee Felicia Rodriguez (Empl ID: LE0017, Empl Record: 0). The page is divided into several sections:

- Retirement Plan:** FERS and FICA - Reserve Tech
- Service Comp Date - Retire:** 03/10/2003
- Account Information:**
 - *Account Number: 1
 - Status: Open
 - Buy Back Retirement Plan: CS
 - Status Date: 07/23/2004
- Period of Service:**
 - Military Service Agency: [Dropdown]
 - Start Date: 01/01/1991
 - End Date: 01/01/1995
 - Total Days in Service: 1461 * not including any days lost
 - Interest Accrual Date: 01/17/2001

Service Information page

The information that is entered here appears on the military service IRR and on OPM Form 1514.

Retirement Plan The retirement plan is set by default from the employee's election on the FEGLI/Retirement Data (Federal Employee Group Life Insurance/retirement data) page of the PAR Job Data page.

Service Comp Date - Retire (service computation date - retire) The date is set by default from the Employee Data 1 page.

Account Information

Account Number The system automatically assigns an account number, in sequence, for each military service period; you can override it. If, for example, an employee served in Panama, Grenada, and Desert Storm, when you define the three different accounts, the system assigns them account numbers: 1, 2, and 3, in that respective order.

Status Select *Open* if the account record is active.
Select *Cancelled* if the employee chooses to stop payments and cancel the previously opened record.
Select *Closed* if the employee paid the full amount. If the employee has a balance, the system does not let you select *Closed*. When the account is closed, the system opens the Data Control page to create the PAR request to adjust the service computation dates.

Status Date The default is the system date when you establish the account and is used as the date of computation on OPM Form 1514. The system will not change the date when the status changes, but you can update it when the account closes or leave the original date.

Buy Back Retirement Plan Select the retirement plan that the employee is buying into for military service credit. Values are:
CS: CSRS (Civil Service Retirement System)
FS: FERS (Federal Employees Retirement System)

Period of Service

Start Date/End Date Select the start and end date for the service period. You obtain period of service information from the employee's military documentation, and the system prints it on the IRR and on OPM Form 1514.

Total Days in Service The total days in service appears. The system calculates the total days in service between the start and end dates. If an employee's DD-214 was produced before 1979 and therefore indicates lost days, you must manually adjust the end date to account for the lost days.

Interest Accrual Date	The Interest Accrual Date (IAD) is the annual date when interest is added to the deposit that is owed by the employee. It is recorded on OPM Form 1514. The initial IAD for CSRS employee is three years from the date the employee returns to a position subject to CSRS retirement deductions. The FERS law provides a two-year interest free grace period on deposits. The initial date must be entered manually. The Calculate Military Service Deposit Interest process updates the IAD for the remaining years.

Entering Service Period Earnings and Deduction Information

Access the Earnings Information page (Payroll for North America, Employee Pay Data USF, Military Deposits, Military Service Deposit, Earnings Information).

Retirement Plan	This field value is set by default from the employee's election on the FEGLI/Retirement Data page.
Service Comp Date-Retire (service computation date-retire)	This field value is set by default from the Employee Data 1 page.

Service Period Earnings Information

Amount of Earnings	Enter earnings (in dollars) for each service period, based on verified documentation that is supplied by the employee. This is the cumulative total amount that the employee earned while in the service branch for this account. This field value appears on OPM Form 1514.
Withhold % (withholding percent)	Enter the withholding percent, either 3 percent for FERS or 7 percent for CSRS, determined by the retirement service that is in effect during the military service period. This field value appears on OPM Form 1514.
Amount Balance	The system multiplies earnings amount by withholding percent to calculate the amount balance. This field value appears on OPM Form 1514.
Take Deduction	Select this check box if the employee elects to pay military deposits through a payroll deduction. If this check box is not selected, enter the promissory amount in the Deduction Amount field.
Deduction Amount	Enter a deduction amount that is greater than 50 USD if the employee elects to pay military deposits through a payroll deduction. The system creates a new row in the employee's Create General Deductions page with the deduction code that you previously set up (for example, MILDEP) and populates the Flat/Addl Amount (flat/additional amount) field with the deduction amount that you enter on this page.

Multiple Military Service Deposit Accounts

For multiple Military Service deposit accounts, the employee can only pay one account at a time through payroll deductions. If you have multiple accounts and select the Take Deduction check box, the system makes the Deduction Amount field and Take Deduction check box unavailable for entry for all other accounts.

When an account closes, the system applies deductions to the next account. It makes the Take Deduction check box and Deduction Amount field unavailable on the closed account and makes available for entry these fields on the next account. For this next account, the system selects the Take Deduction check box and populates the Deduction Amount field with the amount from the most recently closed account. You can enter a different deduction amount if necessary. When you save the page, the system automatically reflects the value on the Create General Deductions page.

Viewing Deposit and Interest Information

Access the Transaction Information page (Payroll for North America, Employee Pay Data USF, Military Deposits, Military Service Deposit, Transaction Information).

The first transaction is type A which is the account opening information including the status date and deposit balances. As payroll is processed, transaction information is updated with the pay period end date, transaction type S, deduction amount, and remaining balances. Interest adjustments and unscheduled payments can be added in the Transaction Information, which will update the balance in the Transaction page and the General Deduction page.

For employees with military deposit payroll deductions, the system maintains current values of the goal amount and current goal balance for military deposit deductions on the employee's Create General Deductions page. The goal amount value is the total amount to be paid by payroll deductions: the sum of the initial deposit amount and interest adjustments, less any unscheduled payments, for all military service accounts. This automatic updating occurs when you save the Military Service Deposit component. The system also adjusts the current goal balance during pay confirmation after posting the military service deduction. Current goal balance displays the total amount already paid by payroll deduction.

Trans Date (transaction date)	The transaction date is the status date when the account was opened. The date is populated differently depending on the type of transaction; for scheduled payments it is the pay period end date, for unscheduled payments it is the system date, for interest adjustments it is pay end date of the last confirmed payroll. You can change this date because it might not be the true historical date that the employee started making deposits.

Trans Type (transaction type)	Select a transaction from the available options. The system creates A the first row to record the initial balance. The transaction date is the status date when the account was opened. You can change this date, because it might not be the true historical date that the employee started making deposits. Both the Begin Balance and End Balance fields show the amount balance from the previous page. The Trans Amount (transaction amount) field is left blank. Select I if this is an interest adjustment. Enter the interest calculation date in the Trans Date column and the manually calculated interest amount in the Trans Amount column. You must enter this information, the system does not calculate interest. Transaction type S is a scheduled payment. The system enters automatic payroll deductions here during pay confirmation. The transaction date is the date the deduction is posted. The transaction amount comes from the employee's Create General Deductions page. Select U if this is an unscheduled payment. Enter the transaction date and transaction amount for all other payments, for example, check payments. For employees transferring into your agency, use this transaction type to document payments that are made while with the previous federal employer.
Trans Amount (transaction amount)	This is the dollar amount the employee owes.
Begin Balance	Displays the previous row's end balance. The beginning balance is first calculated from the amount of earnings and withhold percent that you defined for the deposit on the Earnings Information page.
End Balance	The system calculates this by subtracting the transaction amount from the begin balance, or for interest payments, adding the transaction amount to the begin balance.
Comments	Enter comments here. When the system enters a scheduled payment row, it inserts a comment that the row is a payroll deduction.

Running the Calculate Military Service Deposit Interest Process (FGPY020)

Access the Calc Military Service Interest page (Payroll for North America, Employee Pay Data USF, Military Deposits, Calc Military Service Interest, Calc Military Service Interest).

Select the appropriate pay run ID. The pay run ID identifies the next open pay period.

Interest is calculated for employees with an IAD that is within the next open pay period. The interest is calculated on the ending balance, reporting in the transaction field, and then added to the end balance. The transaction date is the pay end date of the last payroll the RITS Interface was run.

If the interest period crosses multiple years, the process calculates accordingly. The process increases the IAD date by one year, if applicable.

Listing Closed Accounts

Access the Military Deposit Closed Accts page (Payroll for North America, Employee Pay Data USF, Military Deposits, Military Deposit Closed Accts, Military Deposit Closed Accts).

Use the Military Deposits Closed Accounts report (FGPY012) to identify accounts that were closed during RITS Interface processing. For the accounts identified, you must process a PAR to change the SCD-Retire, print OPM Form 1514, and generate an IRR. You can produce the OPM Military Deposit Worksheet report (FG1514), for reporting to OPM when the military service deposit is completed.

As of Date The report identifies military deposit accounts closed on, or before, this date. The default value is the system date.

Generating an OPM Military Deposit Worksheet

Access the Military Deposit OPM-1514 Report page (Payroll for North America, Employee Pay Data USF, Military Deposits, Military Deposit OPM-1514 Rpt, Military Deposit OPM-1514 Report).

Status Account *Cancelled:* Prints canceled Military Service Deposit reports.

Closed: Prints closed Military Service Deposit reports.

Open: Prints open Military Service Deposit reports.

None: Prints all reports.

Print All Status 1514 Reports Select to print a report for each employee of the designated status.

EmplID (employee ID) Select the employee ID of each employee for whom you want to print a report.

Processing Closed Military Service Deposit Accounts

When the end balance on the Transaction Information page reaches zero, the military deposit account must be closed.

If the balance drops to zero when a payroll deduction is posted during RITS Interface processing, the system changes the status account to *Closed*. To identify accounts that have closed during RITS Interface processing, run the Military Deposits Closed Accounts report (FGPY012) as often as you need to, most likely after your payroll runs are completed for the pay period. This report alerts you to take further action to fulfill your regulatory requirements. You must process a PAR to change the employee's service computation date for Retirement (SCD-Retire). Use a Nature of Action (NOA) Code 882 and adjust the date earlier by the total days in service listed on the Service Information page.

If you enter an unscheduled payment that zeroes the account balance online, the system changes the status account on the Service Information page to *Closed* and makes the field unavailable for entry when you save the page. It then transfers you to the HR Processing USF page, where you create a PAR with NOA code 882.

When the system changes the status to *Closed*, it also creates a Military Deposit IRR control record. This IRR is separate from any other that the employee may have, and each different period of military service has its own IRR. The IRR includes military deposit payroll deductions by year and service period information. Print the final IRR for transfer to OPM. Consult the OPM CSRS/FERS Handbook for guidance on preparing the Military Deposit IRR.

Process the Military Deposit (OPM1514) report to print the OPM Military Deposit Worksheet.

See Also

[Chapter 32, "\(USF\) Generating IRR and ROST Reports," page 1017](#)

Viewing Reemployed Annuitant Information

This section discusses how to:

- View annuity report details.
- View annuity report totals.

See Also

[Chapter 10, "\(USF\) Setting Up Additional U.S. Federal Payroll Functionality," Setting Up Retirement Annuity Offsets, page 319](#)

Pages Used to View Reemployed Annuitant Information

Page Name	Definition Name	Navigation	Usage
Annuity Report Details	GVT_ANNUIITY_DTL	Payroll for North America, Payroll Processing USF, Pay Period Reports, Employed Retired Annuitant, Annuity Report Details	View details about reemployed annuitants (federal retirees that are reemployed by the U.S. federal government) to ensure that they are not receiving pay from more than one U.S. federal government source. This page is display-only.
Annuity Report Totals	GVT_ANNUIT_TOT	Payroll for North America, Payroll Processing USF, Pay Period Reports, Employed Retired Annuitant, Annuity Report Totals	View totals pertaining to reemployed annuitants. This page is display-only.

Viewing Annuity Report Details

Access the Annuity Report Details page (Payroll for North America, Payroll Processing USF, Pay Period Reports, Employed Retired Annuitant, Annuity Report Details).

Hire Date, Rehire Date, and Termination Date Displays the hire or termination date if the date is equal to, or between, the pay period start and end dates.

FEHB Participant (Federal Employee Health Benefits participant) This check box is selected if the employee belongs to a health plan.

Viewing Annuity Report Totals

Access the Annuity Report Totals page (Payroll for North America, Payroll Processing USF, Pay Period Reports, Employed Retired Annuitant, Annuity Report Totals).

Total Reemployed Annuitants Displays the total number of employees reported.

Total New Hires Displays the total number of newly hired employees. A date also displays in the Hire Date field on the Annuity Report Details page.

Total Separations Displays the total number of employees who have separated. A date also displays in the Termination Date field on the Annuity Report Details page.

FERS Reemployed Annuitants (Federal Employee Retirement System reemployed annuitants) Displays the total number of employees who have a retirement type of K, L, M, or N.

CSRS Reemployed Annuitants (Civil Service Retirement System reemployed annuitants) Displays the total number of employees who have a retirement plan type of 1, 6, C, E, R, or T.

Total Annuity Amount — FERS Displays the FERS annuity offset amount.

Total Annuity Amount — CSRS Displays the CSRS annuity offset amount.

Viewing Semiannual Headcount Report Details

This section provides an overview of semiannual headcount reports and lists the pages used to generate various semiannual headcount reports.

Understanding Semiannual Headcount Reports

Public law 105-33 requires that, for headcounting purposes, you must produce a 2812-A report that separates enrollees who pay the full FEHB premium amount from those for whom the employing agency pays a portion. When you run the Temp Employees buying FEHB (temporary employees buying Federal Employee Health Benefits) Structured Query Report (SQR) Report process (FGPY019), the system creates a separate report for each of the following categories:

- Employee and annuitants
- Former spouses
- Temporary continuation of coverage
- Temporary employees

The Semi-Annual Headcount report (FGPY021) provides the OPM with a snapshot of agency-wide enrollment in FEHB, FEGLI, and retirement programs semiannually.

The report extracts data from the last payroll period that you paid during the first 15 days of March and September. If you paid two payrolls during the period, report the headcount data for the second payroll period that you paid.

You must attach and submit this report with SF2812 and SF2812A.

Pages Used to Generate Various Semiannual Headcount Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Temporary Employees Buying FEHB Report (temporary employees buying federal employee health benefits report)	GVT_RUN_FGPY019	Payroll for North America, Payroll Processing USF, Pay Period Reports, Temp Employees Buying FEHB, Temporary Employees Buying FEHB Report	Run the Temp Employees buying FEHB process, which provides up to four separate 2812A reports, based on four categories of employees. The Temporary Employee Buying FEHB report (FGPY019) differentiates enrollees for whom the employing agency contributes a portion of the FEHB premium from those for whom it does not.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Semi-Annual Headcount Report	GVT_RUN_FGPY021	Payroll for North America, Payroll Processing USF, Pay Period Reports, Semi-Annual Headcount, Semi-Annual Headcount Report	Generate the Semi-Annual Headcount report (FGPY021), which details life insurance and health benefits withholding contribution data for the CSRS and FERS. Additionally, the report provides aggregate base salary amounts for each category of CSRS and FERS coverage.

Chapter 16

(E&G) Administering Contract Pay

This chapter provides overviews of contract pay processing and contract earnings, and provides examples of contract pay calculations. This chapter then discusses how to:

- Set up contract pay.
- Enter employee contract pay settings.
- Process contract pay.
- Administer contract prepay.
- Adjust contract employee prepay balances.

Understanding Contract Pay Processing

This section discusses:

- Employee contract pay setup.
- Contract pay calculations
- Contract renewals.

Employee Contract Pay Setup

To set up employee contract pay, you must

- Select the *C* (contract) compensation frequency on the Job Data - Compensation page, and enter the total contract amount as the compensation amount.

See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce*, "Increasing the Workforce," Entering Compensation Information.

- Ensure that the employee's pay group has earnings codes for the contract earnings types shown on the Education and Government Additional Earnings Codes page.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Defining Contract Earnings Codes for a Pay Group, page 513.](#)

- Define contract pay settings on the Contract Pay page.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Defining Contract Pay for an Employee, page 515.](#)

Contract Pay Calculations

This section discusses:

- Payment terms.
- Calculation processes.
- Prepay for benefit deductions.
- Back to back contracts.
- Contract pay taxation.

Payment Terms

Employers in higher education often process payroll and benefits over a period of time that differs from the employee's contract period. When you define contract pay, you provide start and end dates for the contract work and for the contract payments. These dates define the *contract term* and the *payment term*.

PeopleSoft Payroll for North America levels contract pay over the payment term you specify.

For example, consider a contract for 36,000 USD with a contract term of nine months and a monthly payment frequency:

- If the payment term is the same as the contract term, you pay 4,000 USD per month for nine months.
- If the payment term is twelve months, you pay 3,000 USD per month for twelve months.

There are two exceptions to payment leveling that you can set up for your employees:

- You can pay the entire value of the contract in a lump sum that is paid on a day you specify.
- You can make a balloon payment by specifying a last payment date.

The system levels payments across the entire payment term, but on the last payment date, it makes a lump sum payment for the remaining value of the contract.

Calculation Processes

There are two processes that you run each pay period:

- Run the Contract Projected Payment (CNTPAY01) SQR process to generate contract pay data that can be loaded to paysheets.

This process uses your contract pay settings to calculate contract earnings for all remaining pay periods in the payment term. The calculated values are considered projections until they are paid.

Note. Always run the Contract Projected Payment process before creating paysheets to ensure that the system loads the most current contract pay calculations to paysheets.

- Run the Contract Discrepancy Report (CNTPAY05) for a specific pay period to find any discrepancies between the projected payment for the pay period and the actual payment.

If there are discrepancies and the pay run is not confirmed, you can make adjustments on the paysheet. If there are discrepancies and the pay run is confirmed, you can make manual adjustments to the contract pay schedule for future pay periods.

Contract projections can change when there are certain changes to the employee's job data or contract pay settings. When any of these changes occur, the system marks the existing payment schedule for recalculation. (You can also manually mark a payment schedule for recalculation.) The next time you run the Contract Projected Payment process, the system creates a new payment schedule based on the actual payments to date and the future projected payments.

Changes that can trigger recalculation include changing the contract term (for example, if the employee starts work after the original contract term begins or stops work before the original contract term ends), a mid-contract leave of absence, or a change to the employee's contract compensation amount. (Unpaid sick leave affects the amount of the current check, but does not cause the system to recalculate future payments.)

When you make changes to the contract amount on the Job Data - Compensation page, you also choose how to prorate the changes across the payment term and, if the change is an increase, whether to make a retroactive payment for the portion of the increase that is allocated to periods that have already been worked.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Defining Proration Options for Contract Changes, page 521.](#)

Prepay for Benefit Deductions

Employees who are paid only during their contract term can prepay their deductions for benefits that extend past the term of their contract. For example, if benefits coverage is 12 months and an employee has a six-month contract and is paid only during the contract term, the employee can choose to prepay the remaining six months benefits deductions during the contract (and pay) period. This prepayment option is only available to employees who are paid over the contract term.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Administering Contract Prepay, page 532.](#)

Back to Back Contracts

If an employee has back-to-back contracts, and the change over occurs in the middle of a pay period, the system includes pay from both contracts on a single paycheck.

When a single paycheck includes pay from back-to-back contracts, only the newer contract is considered by the prepay process.

Contract Pay Taxation

To calculate taxes for contract pay, the system annualizes the contract earnings according to the option you select:

1. *Annualize Over 12 Months:* the earnings are annualized over 12 months, regardless of the length of the payment term.
2. *Annualize Over Payment Periods:* the earnings are annualized over the number of pay periods in the payment term.
3. *User Specified:* the system uses an annualization factor that you enter.

Contract Renewals

Use the Use the Batch Renewal of Pay Contracts (CNTPAY02) process to renew contracts.

The Contract Renewal process completes the following tasks:

- Generates a new contract ID on the Contract Pay (CONTRACT_PAY) component for the next contract term.

The new data row uses the same information from the old contract, but advances the contract and payment dates.

- Generates a new effective-dated entry on the Job Data (JOB_DATA) component for the next contract term.
- Decreases the number of allowed renewals on the Contract Pay page by one (unless 99 is specified, in which case it is left untouched).

Understanding Contract Earnings

This section discusses:

- Worked earnings.
- Other earnings for contract pay.

Worked Earnings

If an employee completes a contract without interruption, then by the end of the payment term, the employee has performed all of the contract work and thus earned the entire amount paid. However, if the employee does not complete the entire contract, you need to know how much the employee has actually earned so that you can adjust the contract pay accordingly. This amount that the employee has actually earned is considered the *worked* earnings.

Worked Earnings Calculation Methods

The system provides two methods for tracking worked earnings:

- *Actual* divides the total contract pay by the number of *work days* in the contract to produce a daily rate for worked earnings.

In pay periods with no unpaid leave, the worked earnings are the daily rate multiplied by the number of work days in the period. Because pay periods don't always have the same number of work days, the worked earnings vary by pay period.

- *Prorate* divides the total contract pay by the number of *pay periods* in the contract term to produce a pay period rate for worked earnings.

In pay periods with no unpaid leave, the pay period rate is also the amount of worked earnings.

The Prorate method uses the daily rate (the same daily rate that the Actual method uses) to reduce pay for unpaid leave and to allocate earnings for paid leave.

Determination of Actual Work Days

The system determines the actual work days in the contract term and in the pay period by looking at these three elements:

- The employee's work schedule: selected days of the week are work days.
- The school schedule: school breaks are not considered work days.
- The holiday schedule: holidays are considered work days unless the contract pay settings exclude holidays.

Even though employees don't actually work on holidays, paid holidays are treated like paid work days for purposes of tracking the employee's actual earnings.

Other Earnings for Contract Pay

Regardless of the method for calculating worked earnings, the contract pay calculation process tracks these three types of earnings:

Contract Regular (CRG) Contract regular earnings are the portion of worked earnings, as calculated by the Prorate method, that are attributed to actual work days rather than paid leave.

For example, if a contract for 60,000 CAD has a contract term of ten months and a monthly frequency, and there are no paid holidays, then the projected contract regular earnings for each of the ten months is 6,000 CAD, regardless of the payment term.

In a month where the employee takes two days of unpaid leave, the actual contract regular earnings are reduced by two times the daily earnings rate.

Note. When worked earnings are calculated using the Prorate method, the worked earnings are the sum of contract regular earnings and paid leave earnings.

When worked earnings are calculated using the Actual method, the contract regular earnings are not used in the calculation; the worked earnings can be either more or less than the contract regular earnings, depending on the number of days in the pay period.

Paid Not Earned (PNE) If the payment term begins before the contract term, earnings for the periods before the contract starts are paid, but not yet earned and therefore allocated to the Paid Not Earned earnings code. The system then reduces the PNE balance over the course of the contract term by prorating the amount of PNE across the contract term and creating corresponding negative PNE earnings during each pay period. At the end of the contract term, the PNE balance is zero.

For example, there is a contract for 60,000 CAD with a payment term from July 1 to June 30 (12 months), and a contract term from September 1 to April 30 (eight months). The level payments are 5,000 CAD per month for twelve months.

During July and August, there are no contract regular earnings, so the entire 5,000 CAD per month is allocated to PNE, for a total of 10,000 CAD at the time the contract term starts. To reduce this to zero by the end of the contract, the system divides 10,000 CAD by the eight months of the contract, with the result that -1,250 CAD is then applied to PNE during each of the next eight monthly pay periods.

Earned Not Paid (ENP) This is the amount by which the worked earnings exceed the amount paid, adjusted for any Paid Not Earned amounts.

If worked earnings are greater than the adjusted actual pay, this is a negative amount. If worked earnings are less than the adjusted actual pay, this is a positive amount.

For each pay period, the total paid is the sum of the contract regular, PNE, and ENP amounts.

Note. You assign specific earnings codes for contract regular pay, PNE, and ENP in the Pay Group Table component.

Contract Pay Calculation Examples

This section provides examples showing worked earnings, contract regular earnings, PNE earnings, and ENP earnings in various scenarios. All examples use a monthly pay frequency.

Note. In these examples, the contract regular (CRG) earnings shown have not yet been reduced by the amount of holiday pay.

Example 1: Payment Term Begins Before and Ends After Contract Term

In this example, the payment term begins before the contract term, and the payment term ends after the contract term.

Contract Settings

These are the parameters that determine the daily pay rate in this example:

Parameter	Value
Contract Salary	60,000
Work Days	147
Paid Holidays	25
Total Paid Days (work days + paid holidays)	172
Daily Pay Rate (contract salary / total paid days)	348.83721 per day

These are the parameters that determine the pay period rates in this example:

Parameter	Contract Term	Payment Term
Dates	September 1 to April 30	July 1 to June 30
Number of monthly pay periods	8	12
Pay Period Rates	Contract regular earnings (not adjusted for holidays) 60,000 over 8 months = 7,500 per month	Amount paid: 60,000 over 12 months = 5,000 per month

Prorate Method

In the following table, worked earnings are calculated using the Prorate (pay period rate) method.

Pay Period	CRG	PNE	ENP	Total Paid	Worked - Prorated	Holiday (reduce from CRG)	Work Days	Hol
Jul		5,000.00		5,000.00				
Aug		5,000.00		5,000.00				
Sep	7,500.00	(1,250.00)	(1,250.00)	5,000.00	6,802.33	697.67	19	2
Oct	7,500.00	(1,250.00)	(1,250.00)	5,000.00	6,802.33	697.67	20	2
Nov	7,500.00	(1,250.00)	(1,250.00)	5,000.00	6,453.49	1,046.51	19	3
Dec	7,500.00	(1,250.00)	(1,250.00)	5,000.00	5,755.81	1,744.19	16	5
Jan	7,500.00	(1,250.00)	(1,250.00)	5,000.00	5,406.98	2,093.02	17	6
Feb	7,500.00	(1,250.00)	(1,250.00)	5,000.00	7,151.16	348.84	19	1
Mar	7,500.00	(1,250.00)	(1,250.00)	5,000.00	7,500.00		22	
Apr	7,500.00	(1,250.00)	(1,250.00)	5,000.00	5,406.98	2,093.02	15	6
May			5,000.00	5,000.00				
Jun			5,000.00	5,000.00				
Total	60,000.00			60,000.00	51,279.08	8,720.92	147	25

Payment term begins before and ends after contract term: proration method

Actual Method

In the following table, worked earnings are calculated using the Actual (daily rate) method:

Pay Period	CRG	PNE	ENP	Total Paid	Worked - Actual	Holiday (reduce from CRG)	Work Days	Hol
Jul		5,000.00		5,000.00				
Aug		5,000.00		5,000.00				
Sep	7,500.00	(1,250.00)	(1,250.00)	5,000.00	6,627.91	697.67	19	2
Oct	7,500.00	(1,250.00)	(1,250.00)	5,000.00	6,976.74	697.67	20	2
Nov	7,500.00	(1,250.00)	(1,250.00)	5,000.00	6,627.91	1,046.51	19	3
Dec	7,500.00	(1,250.00)	(1,250.00)	5,000.00	5,581.40	1,744.19	16	5
Jan	7,500.00	(1,250.00)	(1,250.00)	5,000.00	5,930.23	2,093.02	17	6
Feb	7,500.00	(1,250.00)	(1,250.00)	5,000.00	6,627.91	348.84	19	1
Mar	7,500.00	(1,250.00)	(1,250.00)	5,000.00	7,674.42		22	
Apr	7,500.00	(1,250.00)	(1,250.00)	5,000.00	5,232.56	2,093.02	15	6
May			5,000.00	5,000.00				
Jun			5,000.00	5,000.00				
Total	60,000.00			60,000.00	51,279.08	8,720.92	147	25

Payment term begins before and ends after contract term: actual method

Example 2: Employee Starts Work Late and Partial Period is Prorated

In this example, payments begin on September 1 for a contract term that starts on November 1. On October 1, the contract begin date changes to November 13.

Original Contract Settings

These are the parameters that determine the daily pay rate in this example:

<i>Parameter</i>	<i>Value</i>
Original Contract Salary	60,000
Work Days	130
Paid Holidays	22
Total Paid Days (work days + paid holidays)	152
Daily Pay Rate (contract salary / total paid days)	394.73684

These are the parameters that determine the pay period rates in this example:

<i>Original Settings</i>	<i>Original Contract Term</i>	<i>Original Payment Term</i>
Dates	November 1 – May 31	September 1 – August 31
Number of monthly pay periods	7	12
Pay Period Rates	Contract regular earnings (not adjusted for holidays) 60,000 over 7 months = 8,571.42857 per month Note. This will be adjusted before the contract term begins.	Amount paid: 60,000 over 12 months = 5,000 per month

Prorate Method for Adjusting Contract and Calculating Worked Earnings

The system performs these recalculations because of the late start.

New Value of Contract 56,883.12

Starting November 13 instead of November 1 means that the employee is working only 14 of the 22 work days in November. (The two holidays are paid holidays and count as work days.) The original monthly value of the contract (60,000 / 7) is multiplied by the new number of months (6 + 14/22) for a new total contract value of 56,883.12.

New Monthly Payments 4,716.65

The contract change is entered on October 1, at which point there are 11 pay periods left in the contract. The new contract value is 56,883.12, but 5,000 was already paid in September, so 51,883.12 remains to be paid over the 11 remaining pay periods. The new level payment amount is 4,716.65.

New Monthly CRG 8571.43

The contract is now for 6 + 14/22 months. The new contract value of 56,883.12 is divided by (6 + 12/22), for a new monthly CRG of 8,571.43.

Note. This is also the worked earnings per pay period.

November CRG, PNE, and ENP

- $CRG = 8,571.43 \times 14/22 = 5,454.55$
- $PNE \text{ for } 11/1 - 11/12 \text{ is prorated} = 4,716.65 \times 8/22 = 1,715.15$
- $PNE \text{ for } 11/13 - 11/30 \text{ is offset at } (5,000 + 4,716.65 + 1,715.15) / (6 + 14/22) \times 14/22 = 1,096.20$
- $PNE = 1,715.15 - 1,096.20 = 618.95$
- $ENP \text{ is offset at } (4,716.65 \times 3) / (6 + 14/22) \times 14/22 = 1,356.85$

December through May CRG, PNE, and ENP

- $CRG = 56,883.12 / (6 + 14/22) = 8,571.43$
- $PNE = (5,000 + 4,716.65 + 618.95) / 6 = 1,722.60$
- $ENP = (4,716.65 \times 3) / (6 + 14/22) = 2,132.18$

The following table shows the recalculated contract pay projections with worked earnings calculated using the Prorate method. The total worked earnings for each pay period is the sum of the Worked - Prorate earnings and the Holiday earnings. Because CRG shown in this table hasn't been reduced for holiday pay, the CRG also represents the worked earnings.

Pay Period	CRG	PNE	ENP	Total Paid	Worked - Prorate	Holiday (reduce from CRG)	Work Days	Hol
Sep		5,000.00		5,000.00				
Oct		4,716.65		4,716.65				
Nov	5,454.55	618.95	(1,356.85)	4,716.65	4,665.08	789.47	12	2
Dec	8,571.43	(1,722.60)	(2,132.18)	4,716.65	6,597.75	1,973.68	16	5
Jan	8,571.43	(1,722.60)	(2,132.18)	4,716.65	6,203.01	2,368.42	17	6
Feb	8,571.43	(1,722.60)	(2,132.18)	4,716.65	8,176.69	394.74	19	1
Mar	8,571.43	(1,722.60)	(2,132.18)	4,716.65	8,571.43		22	
Apr	8,571.43	(1,722.60)	(2,132.18)	4,716.65	6,203.01	2,368.42	15	6
May	8,571.43	(1,722.60)	(2,132.18)	4,716.65	8,176.69	394.74	22	1
Jun			4,716.65	4,716.65				
Jul			4,716.65	4,716.65				
Aug			4,716.65	4,716.65				
Total	56,883.13		0.02	56,883.15	48,593.66	8,289.47	123	21

Employee starts work late and partial period is prorated: proration method

Actual Method for Adjusting Contract and Calculating Worked Earnings

The system performs these recalculations because of the last start.

New Value of Contract 56,842.11

From November 1 – 12, there were eight work days. Therefore, the value of the contract worth is reduced by eight times the daily rate for the contract: $60,000 - (394.73684 * 8) = 56,842.11$.

New Monthly Payments 4,712.92

The contract change is entered on October 1, at which point there are 11 pay periods left in the contract. The new contract value is 56,842.11, but 5,000 was already paid in September, so 51,842.11 remains to be paid over the 11 remaining pay periods. The new level payment amount is 4,712.92

New Monthly CRG 8,565.24

The contract is now for $6 + 14/22$ months. The new contract value of 56,842.11 is divided by $(6 + 14/22)$, for a new monthly CRG of 8,565.24

November CRG, PNE, and ENP

- $CRG = 8,565.24 * 14/22 = 5,450.61$
- $PNE \text{ for } 11/1 - 11/12 \text{ is prorated} = 4,712.92 * 8/22 = 1,713.79$
- $PNE \text{ for } 11/13 - 11/30 \text{ is offset at } (5,000 + 4,712.92 + 1,713.79) / (6 + 14/22) * 14/22 = 1,095.71$
- $PNE = 1,713.79 - 1,095.71 = 618.08$
- $ENP = (4,712.92 * 3) / (6 + 14/22) * 14/22 = 1,355.77$

- December through May CRG, PNE, and ENP**
- $CRG = 5,6842.11 / (6 + 14/22) = 8,565.25$
 - $PNE = (5,000 + 4,712.92 + 6,18.08 / 6 = 1,721.83$
 - $ENP = (4,712.92 * 3) / (6 + 14/22) = 2,130.50$

Worked Earnings per Pay Period

The daily rate for the contract is unchanged, so the worked earnings per pay period are reduced for November, when the employee worked fewer days than the original contract called for, but are the same for all other months.

The following table shows the recalculated contract pay projections with worked earnings calculated using the Actual method. The total worked earnings for each pay period is the sum of the Worked - Actual earnings and the Holiday earnings.

Pay Period	CRG	PNE	ENP	Total Paid	Worked - Actual	Holiday (reduce from CRG)	Work Days	Hol
Sep		5,000.00		5,000.00				
Oct		4,712.92		4,712.92				
Nov	5,450.61	618.08	(1,355.77)	4,712.92	4,736.84	789.47	12	2
Dec	8,565.25	(1,721.83)	(2,130.50)	4,712.92	6,315.79	1,973.68	16	5
Jan	8,565.25	(1,721.83)	(2,130.50)	4,712.92	6,710.53	2,368.42	17	6
Feb	8,565.25	(1,721.83)	(2,130.50)	4,712.92	7,500.00	394.74	19	1
Mar	8,565.25	(1,721.83)	(2,130.50)	4,712.92	8,684.21		22	
Apr	8,565.25	(1,721.83)	(2,130.50)	4,712.92	5,921.05	2,368.42	15	6
May	8,565.25	(1,721.83)	(2,130.50)	4,712.92	8,684.21	394.74	22	1
Jun			4,712.92	4,712.92				
Jul			4,712.92	4,712.92				
Aug			4,712.92	4,712.92				
Total	56,842.11	0.02	0.01	56,842.12	48,552.63	8,289.47	123	21

Employee starts work late and partial period is prorated: actual method

Setting Up Contract Pay

To set up contract pay, use the School Schedule Table (HP_SCHOOL_SCHD_TBL), Contract Pay Type (CONTRACT_PAY_TYPE), and Pay Group Table (PAYGROUP_TABLE) components.

This section lists the pages used to set up contract pay and discusses how to:

- Define school schedules.
- Define contract pay types.
- Define contract earnings codes for a pay group.

Pages Used to Set Up Contract Pay

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
School Schedule	HP_SCHOOL_SCHD_TBL	Set Up HRMS, Product Related, Workforce Administration, Contract Administration, School Schedule, School Schedule	Define school schedules to use when calculating the number of work days in a contract. Days during the breaks that you define on the School Schedule page are not considered work days. See Chapter 16, "(E&G) Administering Contract Pay," Defining School Schedules, page 511.
Contract Pay Type	CONTRACT_PAY_TYPE	Set Up HRMS, Product Related, Workforce Administration, Contract Administration, Contract Pay Type, Contract Pay Type	Define contract pay types to provide default values for the Contract Pay page, where you set up pay details for a specific employee contract. See Chapter 16, "(E&G) Administering Contract Pay," Define Contract Pay Types, page 512.
Education and Government Additional Earnings Codes	PAYGRP_TBL3_HP_SEC	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Calc Parameters Click Addl Educ/Govt Earnings Codes on the Calc Parameters page.	Define earnings codes for contract regular, earned not paid, and paid not earned earnings.

Defining School Schedules

Access the School Schedule page (Set Up HRMS, Product Related, Workforce Administration, Contract Administration, School Schedule, School Schedule).

School Schedule

School Schedule: PCVSCH

Schedule Information

*Description: Vancouver School Calendar

Short Description: CN Sch Cal

School Break Details

Customize | Find | View All | | First 1-7 of 13 Last

*Break Start Date	*Break End Date	*Description		
10/08/2007	10/08/2007	Thanksgiving Day		
11/12/2007	11/12/2007	Remembrance Day		
12/21/2007	01/04/2008	Winter Vacation		
03/14/2008	03/21/2008	Spring Vacation		
03/24/2008	03/24/2008	Easter Monday		
05/19/2008	05/19/2008	Victoria Day		
10/13/2008	10/13/2008	Thanksgiving Day		

School Schedule Page

School Break Details

Break Start Date and
Break End Date

Enter the first and last date of the school break. For one-day breaks, these values are the same. Breaks cannot overlap.

A school schedule can cover multiple school years. As your school's schedule becomes available for each new school year, add the break information to the existing school schedule definition.

Define Contract Pay Types

Access the Contract Pay Type page (Set Up HRMS, Product Related, Workforce Administration, Contract Administration, Contract Pay Type, Contract Pay Type).

Contract Pay Type

Contract Pay Type: Act 9/12

Contract Information		Find View All First 1 of 1 Last
*Effective Date:	01/01/1990	
*Description:	Actual over 12 Months	
Short Description:	Act 12	
*Payment Term:	Pay Over 12 Months	
Monthly Frequency:	M9MTH Cont- 9 mt	Calculation Method: Actual
Contract Begin Date:		Contract End Date:
Payment Begin Date:		Payment End Date:
Pay Period Hours:		Daily Hours:
Assign Hours To:	Not Applicable	☐ Prorate Hrs in Partial Period
School Schedule:	PUK12 US K12 Cal	☐ Exclude Holiday Schedule

Annualization Options

☐ Annualize Over 12 months
☒ Annualize Over Payment Periods
☐ User Specified

Contract Pay Type page

The settings on this page determine the default values of the corresponding fields on the Contract Pay page and the Contract Pay Options page, where you configure payment options for a specific employee contract. Users can override any of these values on the Contract Pay page.

When you create a contract pay type, you must select a default payment term and calculation method. Entering additional default values is optional.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Defining Contract Pay for an Employee, page 515.](#)

Defining Contract Earnings Codes for a Pay Group

Access the Education and Government Additional Earnings Codes page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table, Calc Parameters, then click the Addl Educ/Govt Earnings Codes button on the Calc Parameters page).

Education and Government Additional Earnings Codes page

Enter the earnings codes for contract regular earnings, earned not paid and paid not earned

Entering Employee Contract Pay Settings

This section discusses how to:

- Define contract pay for an employee.
- Define pay annualization and funding options for contract pay.
- Define proration options for contract changes.

Pages Used to Set Up Employee Contract Pay

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Contract Pay	CONTRACT	Workforce Administration, Job Information, Contract Administration, Update Contract Pay NA, Contract Pay	Define contract pay for an employee.
Contract Pay Options	HP_CONTRACT_ACTUAL	Workforce Administration, Job Information, Contract Administration, Update Contract Pay NA, Contract Pay Options	Define pay annualization and funding options for contract pay.
ChartField Detail	HMCF_HRZNTL_CFLD	Click the Edit Chart Fields link on the Contract Pay Options page.	See Identify the ChartField Combo Codes to use for Paid Not Earned and Earned Not Paid contract pay.

Page Name	Definition Name	Navigation	Usage
Contract Change Prorate Options	JOB_CNT_CHG_SEC	Workforce Administration, Job Information, Job Data, Compensation Click the Contract Change Prorate Option link on the Compensation page.	Choose how to prorate contract pay when there is a change to the contract amount.

Defining Contract Pay for an Employee

Access the Contract Pay page (Workforce Administration, Job Information, Contract Administration, Update Contract Pay NA, Contract Pay).

Contract Pay

Contract Pay Options

David Collingwood

EMP

ID: PU131

Empl Record: 0

Contract ID: 0000001

Status: Active

Recalculate Contract

Contract Information

Find | View All First 1 of 1 Last

*Effective Date: 08/01/2007

Contract Pay Type:

Payment Term: Pay over "X" months

*Monthly Frequency: M Monthly

Calculation Method: Actual

Pay Period Hours:

*Daily Hours: 8.00

*Assign Hours To: Not Applicable

*Contract Begin Date: 08/16/2007

*Contract End Date: 05/16/2008

Payment Begin Date: 08/01/2007

Payment End Date: 06/30/2008

Actual Start Date: 08/16/2007

Termination Date: 05/16/2008

Last Payment Date:

School Schedule: PUK12 US K12 Cal

☐ Exclude Holiday Schedule

Work Days in Contract: 175

☐ Prorate Hrs in Partial Period

Nbr of Renewals: 10

☒ Renew Contract Automatically

Contract Pay page

Contract ID Displays an automatically-generated number that is unique for the employee and record number. This contract ID is not connected to a contract number from the Update Contracts component.

When you renew a contract for another term, create a new contract ID. The system then creates a new set of projections for the new contract ID.

When you change the terms of an existing contract (for example, by adjusting the contract begin date if the employee starts late), use a new effective dated row for the current contract ID. The resulting calculation then supersedes the existing calculation, and rolls up any actuals that are associated with the previous effective-date.

Recalculate Contract Click this button to flag the contract for recalculation when you next run the Contract Projected Payment process.

This button is unavailable if the system has already flagged the contract for recalculation. The system flags the contract for recalculation when you make certain contract pay changes or job data changes.

Contract Information

Effective Date The contract effective date must be within the contract payment term (between the Payment Begin Date and the Payment End Date).

Contract Pay Type Select a contract type to populate the contract with default settings from the selected contract type. Using a contract type helps you enter data quickly and consistently, but it does not force you to accept any of the associated settings; you can override values that come from the contract type.

Selecting a contract type overrides existing data on the Contract Pay page.

Payment Term Choose the payment term for the contract. Contract pay is always levelled over the payment term you select. For example, consider a contract for 36,000 USD with a contract term of 9 months. If the payment frequency is monthly and the payment term is the same as the contract, you pay 4,000 USD per month for nine months. If you choose a 12 month payment term, you pay 3,000 USD per month for 12 months.

Select from the these payment term options:

- *Pay Over 12 Months:* Pay the contract amount over 12 months, starting on or before the contract begin date. Because the maximum contract term is 12 months, the payment term cannot extend beyond the contract end date.
- *Pay Over Contract:* Pay the contract amount over the length of the contract, as defined in the Contract Begin Date and Contract End Date fields.
- *Pay Over X Months:* Pay the contract amount over a period of time longer than the contract term, but no more than one year.
- *Pay with Lump Sum:* Pay the entire contract amount in one lump sum.

Monthly Frequency

Select a monthly payment frequency to be used when calculating the monthly pay rate for the contract. Typically, you select the delivered frequency *M* (monthly), but you can choose any frequency definition with whose frequency type is *Monthly*.

Note. This is *not* the employee's pay frequency. Pay frequency is established in the employee's pay group.

Calculation Method

Select a method for calculating worked earnings. This information is necessary so that you can properly calculate final pay if the person does not complete the contract.

These are the available calculation methods:

- *Prorate:* Worked earnings are prorated across pay periods from the contract start date to the contract end date.

For example, a contract gives an employee 36,000 USD over a nine month contract term and a 12 month payment term. Although the employee is paid 3,000 USD per month during the payment term, the employee's worked earnings are 4,000 USD per month during the contract term.

- *Actual:* Worked earnings are based on a daily rate that the system calculates by dividing the contract amount by the number of work days during the contract term.

For example, a contract gives an employee 34,000 USD over a 9 month contract term and a 9 month payment term that begin the same day. The contract term includes 170 work days, resulting in a daily rate of 200 USD. Even though the contract term and the payment term are the same, the fact that there are a different number of work days each month means that at any point in time before the final payment, the worked earnings might be either more or less than actual pay.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Understanding Contract Earnings, page 502](#) and [Chapter 16, "\(E&G\) Administering Contract Pay," Contract Pay Calculation Examples, page 504](#).

Pay Period Hours

If you require hours data for other processes such as leave accruals, enter the number of hours per pay period. When the system loads contract pay to the paysheet, it loads the hours into the payline.

Daily Hours

Enter the number of hours worked per day. The system uses this to calculate an hourly pay rate for the contract.

Assign Hours To

If you enter pay period hours, use the Assign Hours To field to indicate how to assign hours to contract earnings codes:

- Select *Not Applicable* if you do not distribute hours to contract earnings codes.
- Select *Contract Earnings Only* to assign all hours to the contract regular earnings code.
- Select *All Earnings (Contract+PNE+ENP)* to assign the full number of hours to all three types of contract earnings codes.

Contract Begin Date and Contract End Date,

The maximum length for a contract is 12 months.

Payment Begin Date and Payment End Date

The payment term must begin on or before the contract begin date and must end on or after the contract end date.

Follow these guidelines for defining the begin and end dates for the different types of payment terms:

- *Pay Over 12 Months:* Enter the payment begin date; the system calculates the end date and makes it read-only.
- *Pay Over Contract:* The system enters the contract dates in both payment date fields and makes them read-only.
- *Pay Over X Months:* Enter both a payment begin date and a payment end date.
- *Pay with Lump Sum:* Enter the lump sum payment date in the Payment Begin Date field. The system hides the Payment End Date field.

Note. If an employee has more than one contract, the payment terms can not overlap.

Actual Start Date

Enter the date the employee actually starts work. The default is the contract begin date. The usual reason for changing this default is if the employee starts working later than originally contracted.

Termination Date

Enter the date the employee terminates the contract, if different from the contract end date. The usual reason for entering a date here is if the employee stops working earlier than originally contracted.

Last Payment Date

To set up a balloon payment, enter the date of the payment here. All payments after the last payment date are rolled up and paid on the last payment date.

A common use of this option is if you pay contract employees as though they were paid over 12 months, except that the summer pay is paid as a balloon payment at the end of the school year.

School Schedule

Select the school schedule to use when calculating actual work days. The schedule lists the school break periods; break days are not counted as work days.

Exclude Holiday Schedule	Select this check box to exclude holidays from the count of actual work days in the contract term (that is, if holidays are considered unpaid leave rather than paid leave).
Work Days in Contract	Displays the number of work days in the contract term. The system calculates work days based on the employee's work schedule, the school schedule, and the holiday schedule. Holidays counts as work days unless the Exclude Holiday Schedule check box is selected.
Prorate Hrs in Partial Period (prorate hours in partial period)	If you enter pay period hours so that hours can be loaded to paysheets, you can select this check box to prorate the pay period hours during partial periods. If you allocate hours to contract earnings, partial periods occur when the contract term begins or ends in the middle of the pay period. If you allocate hours to all earnings (contract regular, paid not earned, and earned no paid), partial periods occur when the payment term begins or ends in the middle of the pay period. The proration calculation depends on the calculation method you are using: • If the calculation method is <i>Prorate</i>, the system prorates the pay period hours based on the number of contract days in the pay period. • If the calculation method is <i>Actual</i>, the number of hours for the partial period is the number of daily hours multiplied by the number of work days in the pay period.
Renew Contract Automatically	Select to allow the Contracts Renewal process to renew this contract.
Nbr of Renewals (number of renewals)	Enter the maximum number of automatic renewals for the contract. If the contract can be renewed indefinitely, enter 99.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up and Working with Frequencies"

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "Entering Additional Data in Human Resources Records," Adding Basic Contract Information

Defining Pay Annualization and Funding Options for Contract Pay

Access the Contract Pay Options page (Workforce Administration, Job Information, Contract Administration, Update Contract Pay NA, Contract Pay Options).

Contract Pay Options

Mackenzie King EMP ID: QCE53 Empl Record: 0

Contract ID: 0000001 Status: Active [Recalculate Contract](#)

Contract Information Find | View All First 1 of 1 Last

Effective Date: 06/01/2007

Annualization Options

☐ Annualize Over 12 months

☒ Annualize Over Payment Periods

☐ User Specified

Funding Options

☐ Same as Contract Regular

Combo Code for Paid Not Earned: [Edit ChartFields](#)

Combo Code for Earned Not Paid: [Edit ChartFields](#)

Contract Pay Options page

Annualization Options

Select an annualization option for taxable gross and for imputed income calculations for contract pay employees who are paid over less than a full year.

Annualize Over 12 Months,

The earnings are annualized over 12 months, regardless of the length of the payment term.

Annualize Over Payment Periods

The earnings are annualized over the number of pay periods in the payment term.

User Specified and Annualization Factor

The system uses the annualization factor that you enter.

Funding Options**Same as Contract Regular**

Select this check box to use the contract regular earnings funding source for the Paid Not Earned and Earned Not Paid earnings as well. When you select this check box, the system hides the other page elements in this group box.

Combo Code for Paid Not Earned and Combo Code for Earned Not Paid,

If the Same as Contract Regular check box is not selected, these fields show the Combo Codes that you use for Paid Not Earned and Earned Not Paid earnings.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up and Working with ChartFields and ChartField Combinations," Editing ChartField Combinations in HRMS Transactions.

Edit ChartFields

Click to access the ChartField Detail page, where you select Combo Codes for Paid Not Earned and Earned Not Paid earnings.

Defining Proration Options for Contract Changes

Access the Contract Change Proration Options (click the Contract Change Prorate Option link on the Compensation page).

Access this page for the row of job data where you are entering the compensation change.



The image shows a dialog box titled "Contract Change Prorate Options". Inside the dialog, there is a section titled "Prorate Change" with four radio button options: "No Proration of Change Amt.", "Prorate Over Contract Period", "Prorate Over Payment Period", and "Prorate Using Effective Date". The "Prorate Using Effective Date" option is selected. Below this section is a checkbox labeled "Lump Sum Retro Payment" which is currently unchecked. At the bottom of the dialog are three buttons: "OK", "Cancel", and "Refresh".

Contract Change Prorate Options page

When an employee's contract pay changes, the settings on this page control how the new pay rate is to be applied.

No Proration of Change Amt. (no proration of change amount)

Select if you do not want to prorate the change; the person receives the entire amount of the increase.

For example, if a contract amount increases by 4,000 USD, the employee receives all 4,000 USD, regardless of the effective date of the increase.

Prorate Over Contract Period	Select to prorate the change over the number of pay periods in the contract term (determined by the contract start and end dates). For example, if the contract term is ten months, and the contract amount increases by 4,000 USD after five months (with five months remaining in the contract term), the employee receives half of the increase, or 2,000 USD more than the original contract amount.
Prorate Over Payment Period	Select to prorate the change over the payment term (determined by the payment start and end dates). For example, if the contract term is ten months, the payment term is twelve months, and the contract and payment terms start at the same time, and the contract amount increases by 4,000 USD after five months (with seven months remaining in the payment term), the employee receives 7/12 of the increase, or 2,333.33 USD more than the original contract amount.
Prorate Using Effective Date	Note. This option is only applicable if the calculation method is <i>Actual</i>. Select to prorate the compensation change over the number of work days in the contract term. For example, if the contract term includes 150 work days, and the contract amount increases by 3,000 USD effective the 51st day (so the change is effective for 100 days), the employee receives two thirds of the increase, or 1,000 USD more than the original contract amount.

Select Lump Sum Retro Payment (lump sum retroactive payment)

Choose whether to issue a lump sum retro payment for salary increases. The amount of the increase is determined by the proration option that you choose; this check box controls only whether the increase is paid over the remainder of the payment term or whether it is allocated across all months in the payment term, with retro pay for completed months.

- When this check box is selected, the system allocates the increase across the *entire* payment term, then issues a lump sum retro payment for the pay periods that have already been paid.

For example, if the payment term is twelve months, and the increase occurs after five months (with seven months remaining in the payment term), the increase is allocated across the twelve months of the payment term, and the system makes a lump sum payment for the amount allocated to the first five months.

- If this check box is not selected, the system adjusts the payment amount over the *remainder* of the payment term.

For example, if the payment term is twelve months, and the increase is effective after five months, the increase is paid over the remaining pay periods in the payment term, or seven months.

Regardless of whether the increase is allocated to the entire payment term or only the remaining pay periods, the exact amount allocated to each pay period depends whether your contract pay calculation method is *Prorate*, which in our example would mean that 1/12 of the increase is paid each month, or *Actual*, which allocates the amount based on the number of work days in each month.

Note. This setting is relevant only for salary increases, not for reductions in salary.

Processing Contract Pay

This section discusses how to:

- Calculate contract pay.
- Review contract payment details.
- Run the contract discrepancy report
- Recalculate contract work days
- Run the contract renewal process.

Pages Used to Process Contract Pay

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create Contract Projected Pay	RUNCTL_PAYINIT3	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Contract Projected Pay, Create Contract Projected Pay - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Contract Projected Pay, Create Contract Projected Pay	Run the Contract Additional Pay process to generate Contract Pay records. Run this process before creating paysheets.
Contract Payment Details	HP_CONTRACT_PYMT	- Payroll for North America, Employee Pay Data CAN, Contract Payment Details, Contract Payment Details - Payroll for North America, Employee Pay Data USA, Contract Payment Details, Contract Payment Details	Review projected and actual earnings over the entire payment term of a contract.
Work Schedule	HP_WRK_SCHDLE_SEC	Click the Work Schedule link on the Contract Payment Details page.	Review which days of the week are included in the employee's work schedule.
Contract Discrepancy Report	HP_RUNCTL_CNTDISP	- Payroll for North America, Payroll Processing CAN, Pay Period Reports, Contract Discrepancy Report, Contract Discrepancy Report - Payroll for North America, Payroll Processing USA, Pay Period Reports, Contract Discrepancy Report, Contract Discrepancy Report	Run the Contract Discrepancy Report (CNTPAY05) to identify discrepancies between actual payments and projected payments.

Page Name	Definition Name	Navigation	Usage
Recalc Contract Work Days (recalculate contract work days)	RUNCTL_CNTPAY04	Workforce Administration, Job Information, Contract Administration, ReCalc Contract Work Days NA, Recalc Contract Work Days	Run the Update Work Days/Daily Rt process to recalculate the number of work days in contracts.
Contract Renewals	RUNCTL_CNTPAY02	Workforce Administration, Job Information, Contract Administration, Renew Pay Contracts NA, Contract Renewals	Run the Contracts Renewal process. This process enables you to automatically renew contracts that meet the criteria that you specify.

Calculate Contract Pay

Access the Create Contract Projected Pay page (Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Contract Projected Pay, Create Contract Projected Pay; or Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Contract Projected Pay, Create Contract Projected Pay).

Create Contract Projected Pay

Run Control ID: PS [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

Pay Run

Pay Run ID:

Pay Calendar

Company:
Pay Group:
Pay End Date:

or

☐ Select All Employees

Lump Sum Retro Payments

☐ Separate Check

Create Contract Projected Pay page

Pay Run

Pay Run ID If you are running the process by on-cycle run, enter the pay run ID that you are processing.

Pay Calendar

Company, Pay Group, and Pay End Date If you are running the process by off-cycle pay calendar, enter the company, pay group, and pay end date of that you are processing.

Select All Employees

Select All Employees Select this check box to force a recalculation of the contract projected payment for all employees in the pay run.

Lump Sum Retro Payments

Separate Check Indicate if you are running this process for a lump sum payment to be paid using a separate check.

Reviewing Contract Payment Details

Access the Contract Payment Details page (Payroll for North America, Employee Pay Data CAN, Contract Payment Details, Contract Payment Details; or Payroll for North America, Employee Pay Data USA, Contract Payment Details, Contract Payment Details).

Contract Payment Details			
<u>David Collingwood</u>		EMP	ID: PU131 Empl Record: 0
Contract ID: 0000001	Status: Active	Recalculate Contract: Yes	
Contract Payment Sequence Find View All First 1 of 2 Last			
Contract Sequence: 1		Effective: 01/01/2008	
Contract Information			
Company:	PSU PeopleSoft University		
Pay Group:	PUB ASU Biweekly		
Contract Begin Date:	08/16/2007	Contract End Date:	05/16/2008
Payment Begin Date:	08/01/2007	Payment End Date:	06/30/2008
Contract Worth:	50485.75		
Contract Calendar			
Holiday Schedule:		School Schedule: PUK12 US K12 Cal Work Schedule	
Pay Rates			
Annual Rate:	48,000.000	Daily Rate:	274.286
Monthly Rate:	4,000.000	Hourly Rate:	34.285750

Contract Payment Details page: (1 of 4)

Payment Summary			
Carry Over Amounts		Adjustments To Carry Over Amt	
Contract Regular:	24482.18	Contract Regular:	0.00
Paid Not Earned:	1312.49	Paid Not Earned:	0.00
Earned Not Paid:	-3175.51	Earned Not Paid:	0.00
Actual Worked:	26045.73	Actual Worked:	0.00
Leave of Absence:	0.00		
Projected Payment Totals		Actual Earnings Totals	
Contract Regular:	26003.57	Contract Regular:	1904.59
Paid Not Earned:	-1312.49	Paid Not Earned:	-123.82
Earned Not Paid:	3175.51	Earned Not Paid:	-295.29
		Paid Leave:	548.57
Total Paid:	27866.59	Earnings Total:	2034.05
Leave of Absence:	0.00	Unpaid Leave:	0.00
Worked:	24440.02	Worked:	302.86

Contract Payment Details page: Payment Summary (2 of 4)

Projected Payments and Actual Earnings											
Customize Find View All First 1-3 of 14											
Projected Earnings Actual Earnings											
Status	Pay Period End Date	Off Cycle	Separate Check	Work Days	Contract Regular	Paid Not Earned	Earned Not Paid	Total Paid	Worked	Leave of Absence	
1 Payroll Confirmed	01/03/2008	N	0	1	2453.16	-123.82	-295.29	2034.05	302.86		+
2 Active	01/17/2008	N	0	9	2453.16	-123.82	-295.29	2034.05	2468.57		+
3 Active	01/31/2008	N	0	9	2453.16	-123.82	-295.29	2034.05	2468.57		+

Contract Payment Details page: Projected Earnings tab (3 of 4)

Projected Payments and Actual Earnings											
Customize Find View All First 1-3 of 14											
Projected Earnings Actual Earnings											
Status	Pay Period End Date	Off Cycle	Separate Check	Work Days	Contract Regular	Paid Not Earned	Earned Not Paid	Paid Leave	Earnings Total	Unpaid Leave	Worked
1 Payroll Confirmed	01/03/2008	N	0	1	1904.59	-123.82	-295.29	548.57	2034.05	0.00	302.86
2 Active	01/17/2008	N	0	9	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 Active	01/31/2008	N	0	9	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Contract Payment Details page: Actual Earnings tab (4 of 4)

This page displays information about various types of contract pay earnings, including contract regular, paid not earned, earned not paid, and worked earnings. Earlier sections of this chapter explain these earnings types.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Understanding Contract Earnings, page 502.](#)

Recalculate Contract Displays Yes if:

- The system detected changes to job data or contract pay settings that might affect the contract payments.
- A user manually clicked the Recalculate Pay button on the Contract Pay page.

When the contract is marked for recalculation, the Contract Projected Payment Process recalculates the contract pay the next time it processes this contract.

Contract Payment Sequence

The Contract Projected Payment process adds a new contract sequence number and effective date if contract data changes affect previously calculated pay rates.

Contract Information

This group box displays key information about the contract, including the value of the contract as of the last recalculation, the contract term, and the payment term.

Contract Calendar

This group box displays information about the data that is used to determine work days during the contract term.

The holiday schedule and school schedule appear on this page. Click the Work Schedule link to view the employee's individual work schedule.

Pay Rates

This group box displays the annual, monthly, daily, and hourly pay rates that correspond to the contract pay. To calculate this information, the system uses the Monthly Frequency and the Daily Hours settings from the Contract Pay page.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Defining Contract Pay for an Employee, page 515.](#)

Payment Summary

Carry Over Amounts and Adjustments to Carry Over Amounts

Use these group boxes when the contract has been recalculated.

The Carry Over Amounts group box displays the contract regular, paid not earned, earned not paid, and actual worked amounts from the previous contract sequence.

The Adjustments to Carry Over Amt's group box enables you to enter positive or negative adjustments (not overrides) for any of these amounts.

The Carry Over Amounts group box also shows the amount of leave from the previous contract sequence, but you cannot adjust this.

Projected Payment Totals and Actual Earnings Totals

The Projected Payment Totals group box displays projected totals for the entire payment term. It displays totals for contract regular, paid not earned, earned not paid, total paid, leave of absence, and worked earnings.

The Actual Earnings Totals group box shows the same earnings types, but shows only the actual amounts to date.

Projected Payments and Actual Earnings: Projected Earnings Tab

This grid provides pay period details for projected and actual contract pay.

Status

Displays the status of the contract earnings for the given pay period:

- *Active* indicates that the row contains the original projected earnings, and that the earnings have not yet been loaded to paysheets. When the status is *Active*, you can make adjustments to the data in the row.
- *Adjustment* indicates the system generated an entry to the payment details in order to correct the worked amount. This will happen when changes made to contract term after the contract already began.
- *Payroll in Progress* indicates that the earnings have been loaded to paysheets but have not yet been confirmed.
- *Payroll Confirmed* indicates that the earnings have been confirmed and paid.

Projected Payments and Actual Earnings: Actual Earnings Tab

The Actual Earnings tab displays the actual contract pay amounts for confirmed payments. Active rows (rows for payments that haven't been confirmed) show zero earnings in all columns.

The Actual Earnings tab includes all of the same columns as the Projected Earnings tab, along with two more columns related to actual leave taken:

Paid Leave Displays the actual amount of paid leave earnings for the pay period.

Unpaid Leave Displays the earnings that were lost due to unpaid leave during the pay period.

Running the Contract Discrepancy Report

Access the Contract Discrepancy Report page (Payroll for North America, Payroll Processing CAN, Pay Period Reports, Contract Discrepancy Report, Contract Discrepancy Report; or Payroll for North America, Payroll Processing USA, Pay Period Reports, Contract Discrepancy Report, Contract Discrepancy Report).

Contract Discrepancy Report

Run Control ID: PS [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

On-Cycle Run	or	Off-Cycle Pay Calendar
Pay Run ID:		Company:
		Pay Group:
		Pay End Date:

Contract Discrepancy Report page

Run the Contract Discrepancy Report for a specific pay period to find any discrepancies between the projected payment for the pay period and the actual payment. If there are discrepancies and the pay run is not confirmed, you can make adjustments on the paysheet. If there are discrepancies and the pay run is confirmed, use the Contract Payment Details page to make manual adjustments to the contract pay schedule for future pay periods.

Recalculating Contract Work Days

Access the Recalc Contract Work Days page (Workforce Administration, Job Information, Contract Administration, ReCalc Contract Work Days NA, Recalc Contract Work Days).

Recalc Contract Work Days

Run Control ID: PS [Report Manager](#) [Process Monitor](#) Run

Report Request Parameters

Company: 

Pay Group: 

Effective Date: 

Recalc Contract Work Days

When you modify a holiday schedule, a school schedule, or employee work days, run the Update Work Days/Daily Rt process to recalculate the actual number of work days for contracts and for contract pay periods.

Running the Contract Renewal Process

Access the Contract Renewals page (Workforce Administration, Job Information, Contract Administration, Renew Pay Contracts NA, Contract Renewals).

Contract Renewals

Run Control ID: PS [Report Manager](#) [Process Monitor](#) Run

Report Request Parameters

Company:  GBI

Pay Group:  Cdn Weekly

Number of Days to Contract Expiry:

Contract Renewals page

Run the Batch Renewal of Pay Contracts (CNTPAY02) process to renew contracts that are configured for automatic renewal and that expire in the specified number of days.

See [Chapter 16, "\(E&G\) Administering Contract Pay," Contract Renewals, page 502.](#)

Administering Contract Prepay

This section provides an overview of contract prepay and discusses how to use the prepay option.

Understanding Contract Prepay

The Contract Prepay Options page enables employees who are paid only during their contract term to prepay their deductions for benefits that extend past the term of their contract. For example, if benefits coverage is 12 months and an employee has a six-month contract and is paid only during the contract term, the employee can choose to prepay the remaining six months benefits deductions during the contract (and pay) period. This prepayment option is only available to employees who are paid over the contract term and who have *Pay Over Contract* selected as the payment term on the Contract Pay page.

The contract prepay option functionality does not allow for gross-up checks.

Note. The contract prepay option is not recommended for employees that have multiple contracts that, taken together, span the benefits period.

The balance that is accrued with the prepayment deductions covers benefits deductions after the contract term ends. The system doesn't take the prepay deductions to cover them if there are insufficient funds in the paycheck. The system takes all current deductions first. The following situations outline when the system takes deductions and when it uses the prepay balance to cover deductions:

- If there are sufficient funds in the paycheck to take the prepay deductions, the system takes the prepay deductions, but only up to the prepay limit (a percentage of the net pay).
- If there are funds in the paycheck for the prepay limit to cover some of the prepaid deduction, the system takes a partial deduction, if the prepay deduction is set up for partial deductions.
- If there are insufficient funds in the paycheck to cover the prepaid deduction, the system does not take the deduction.
- If there are insufficient funds to cover all of the current deduction, the system takes as much as possible of the deduction from the prepaid balance.
- When the employee no longer receives a paycheck (the contract and payment term have ended), the system takes current deductions from the prepaid balance.

It is possible to prepay too much or too little in some circumstances, such as:

- The deduction rates are based on age.
- The deductions are based on current pay earnings, and there is a pay change.
- The deduction rate changes after the contract is over.
- The prepayment factor causes over payment.

If an employee prepays too much for benefits, use paysheets to make a one-time deduction refund. If an employee prepays too little, make a one-time benefits payment.

Prerequisite

You must set up the Company General Deductions page to use PREPAY as a deduction code.

See Also

Chapter 5, "Defining Deductions," Assigning General Deductions to a Company, page 161

Page Used to Prepay Deductions

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Contract Prepay Options	CONTRACT_PREPAY	Workforce Administration, Job Information, Contract Administration, Contract Prepay Options NA, Contract Prepay Options	Enable a contract employee to prepay benefits over the course of the contract and pay period when the employee's benefits coverage extends past the term of the contract.

Using the Prepay Option

Access the Contract Prepay Options page (Workforce Administration, Job Information, Contract Administration, Contract Prepay Options NA, Contract Prepay Options).

Contract Prepay Options

Mackenzie King

Person ID: QCE53

Company: QC4 ActsDist Cdn Co.

Contract Information

Find | View All First 1 of 1 Last

*Effective Date: 07/17/2008

*Status: Active

Contract Number of Days: 92

Prepay Limit %: 10

Employee Deduction Pre-Payment Options

Find | View All First 1 of 1 Last

*Plan Type	*Begin Date	End Date	*PrePay Option	PrePay Factor	Flat Amt
	07/17/2008		Contract		

Contract Prepay Options page

- Contract Number of Days**

The default value is the length of the contract term for the contract that is effective on the prepay options effective date. You can override this field.
- Prepay Limit %** (prepay limit percent)

Enter the percentage of the net pay amount that you can use to prepay benefits. For example, if this value is 15, then you can use a maximum of 15 percent of the net pay amount to prepay benefits. If the prepay benefits amount exceeds 15 percent of the net pay amount, the system takes up to the 15 percent limit.

Employee Deduction Pre-Payment Options

PrePay Option

Indicate how to calculate the prepaid deductions for this benefit:

Contract: The system prorates the deductions that extend past the term of the contract across the contract pay period.

Factor: The system adds a factor of the regular deduction to each pay period that falls in the time period in the Begin Date and End Date fields.

The following are three possible prepay scenarios in the case of a 9-month contract with monthly payroll and 12-month benefits coverage. Assume the monthly benefits deductions are 60 USD:

- If you select *Contract*, the system prorates the cost of the remaining three months of benefits deductions over the course of the contract. In our example, the total pay period benefits deductions are 80 USD, which is calculated as:

$$60 \text{ USD} \times \text{frequency factor} / \text{number of days in contract}$$

Use the frequency factor of the monthly frequency on the Contract Pay page.

- If you select *Factor*, indicate the time period during which the system should apply the prepayment calculations. If you decide to pay the benefits deductions for the remaining three months of the year in the first six months of the contract, indicate the dates of those months in the Begin Date and End Date fields. Then decide the factor of the deduction to add to the regular benefits deduction for each month in the period. If you enter 0.5 in the PrePay Factor field, the system adds 30 USD ($0.5 \times 60 \text{ USD}$) to the regular monthly deductions of 60 USD for the first six months, for a total of 90 USD. For the remaining three months of the contract and pay period, the system deducts only the regular benefits deduction of 60 USD.
- You can also indicate a prepay factor and a flat amount. If you indicate the middle seven months of the contract in the Begin Date and End Date fields, you might use a factor and a flat amount to spread the prepaid deductions across those seven months. If you enter 0.4 in the PrePay Factor field and 1.72 USD in the Flat Amt (flat amount) field, the system deducts 24 USD ($0.4 \times 60 \text{ USD}$) and 1.72 USD, for a total of 25.72 USD, for each of the seven months.

PrePay Factor

Enter the prepay factor of the deductions that you are prepaying. For example, if you enter 2, the system deducts twice the pay-period deduction amount, in addition to the regular pay-period deduction, for each pay period between the begin and end dates. Use this field only when you select *Factor* in the PrePay Option field.

Note. Using the PrePay Factor option might cause an overpayment of deductions.

Adjusting Contract Employee Prepay Balances

This section provides an overview of contract employee prepay balance adjustments and discusses how to:

- Review contract prepay balances.
- Review contract prepay balance adjustments.
- Enter a reason for prepay balance adjustments.
- Change prepay balances.

Understanding Contract Employee Prepay Balance Adjustments

The system creates a prepay balance record when the Pay Confirmation process is run, and it shows a benefits deduction prepayment. The Pay Confirmation process continues to update the prepay balance record with each run. When the prepay balance reaches zero, the system deletes the record.

You cannot make an adjustment to issue a refund for overpayment using the PrePays component (ADJ_PREPAY_BAL). Use paysheets to make a one-time deduction refund.

Note. You must set up a PREPAY deduction code on the Company General Deductions Table to use PREPAY as a deduction code.

Pages Used to Adjust Contract Prepay Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Prepay Balances	BALANCES_PREPAY1	• Payroll for North America, Periodic Payroll Events USA, Balance Reviews, PrePays, Prepay Balances • Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, PrePays, Prepay Balances	Review a contract employee's benefits deduction prepay balances if you use the Contract Prepay feature. Before using this page, you must set up the Contract Prepay Options page.

Page Name	Definition Name	Navigation	Usage
Prepay Balance Adjustments	BALANCES_PREPAY2	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, PrePays, Prepay Balance Adjustments - Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, PrePays, Prepay Balance Adjustments	Review a contract employee's benefits deduction prepay balance and balance history if you use the Contract Prepay feature. Before using this page, you must set up the Contract Prepay Options page.
Adjust Prepay Balance1	ADJ_PREPAY_BAL1	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, PrePays, Adjust Prepay Balance1 - Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, PrePays, Adjust Prepay Balance1	Enter a reason for adjustments to an employee's benefits prepayment balance.
Adjust Prepay Balance2	ADJ_PREPAY_BAL2	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, PrePays, Adjust Prepay Balance2 - Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, PrePays, Adjust Prepay Balance2	Adjust an employee's benefits prepayment balance.

Reviewing Contract Prepay Balances

Access the Prepay Balances page (Payroll for North America, Periodic Payroll Events USA, Balance Reviews, PrePays, Prepay Balances; or Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, PrePays, Prepay Balances).

Company The company that issued the contract.

PrePay Balance The employee's benefits deduction prepay balance (how much the employee has overpaid in anticipation of benefits coverage that extends past the pay period).

Reviewing Contract Prepay Balance Adjustments

Access the Prepay Balance Adjustments page (Payroll for North America, Periodic Payroll Events USA, Balance Reviews, PrePays, Prepay Balance Adjustments; or Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, PrePays, Prepay Balance Adjustments).

Sequence Number The sequence number of the adjustment reason. If more than one adjustment occurs in a day, the number in this field indicates which adjustment took place first.

Prepay Balance Adjustment

Adjustment The amount of the prepay balance adjustment. For example, if you increase prepayments by 20 USD per month for the remaining six months of the contract term, this field displays *120.00 USD* (20 USD * 6 months = 120 USD).

PrePay Balance,Before and After Displays the prepay balance before and after the adjustment.

Entering a Reason for Prepay Balance Adjustments

Access the Adjust Prepay Balance1 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, PrePays, Adjust Prepay Balance1; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, PrePays, Adjust Prepay Balance1).

Adjustment Reason Enter the reason for the adjustment to the benefits deduction prepayments.

Changing Prepay Balances

Access the Adjust Prepay Balance2 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, PrePays, Adjust Prepay Balance2; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, PrePays, Adjust Prepay Balance2).

PrePay Enter the amount of the prepay adjustment in either positive or negative amounts.

Balance Displays the balance of the prepaid deduction amount after taking into consideration the prepay adjustment amount.

Chapter 17

Integrating with PeopleSoft Enterprise Time and Labor

This chapter provides an overview of the interface with Time and Labor and discusses how to:

- Set up the interface with Time and Labor.
- Load payable time into paysheets.
- Extract time and labor costs.

Understanding the Interface with Time and Labor

This section discusses:

- Processing steps.
- Processing summary.
- Consolidation.

Processing Steps

To process a payroll in Payroll for North America using Time and Labor data:

1. Set up the interface between Time and Labor and Payroll for North America.
2. Load time and labor data into paysheets.

PeopleSoft recommends executing the Load Time and Labor COBOL SQL process (PSPLDTL1) immediately before executing the payroll calculation. This ensures that the payroll system receives the most current information for processing.

3. Review error messages in the Review Time and Labor Load component (PY_LDCTL_TBL).

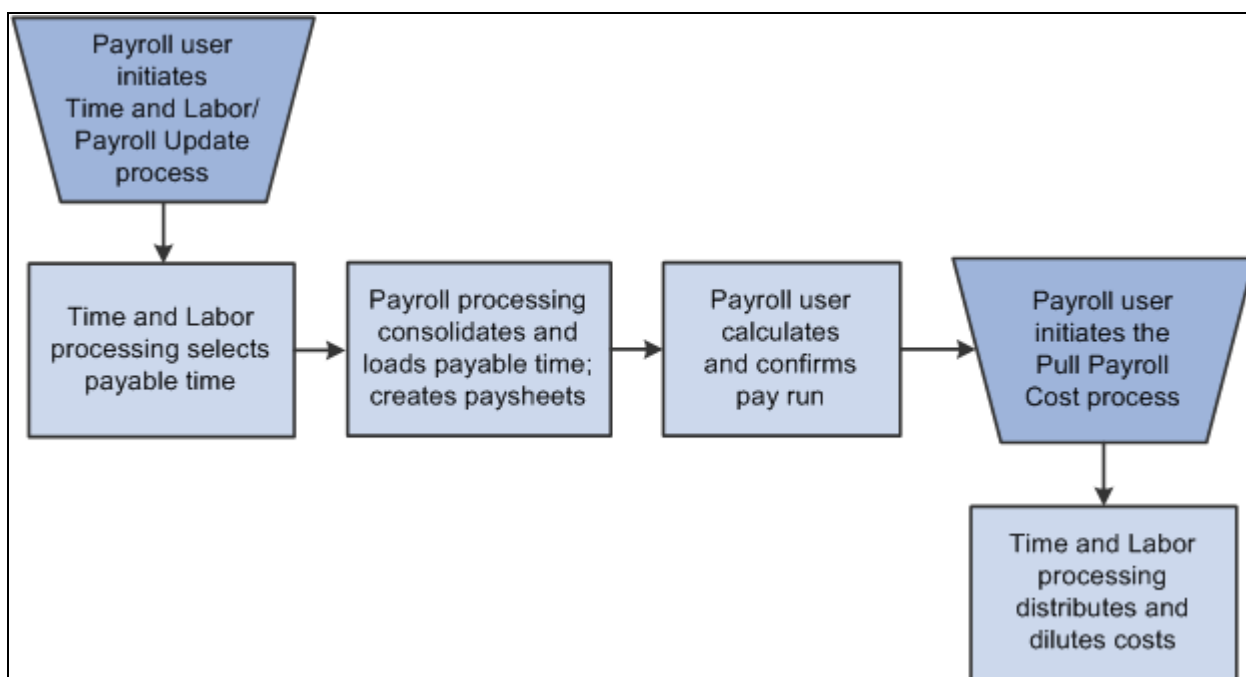
You can locate and view all errors for each employee that has errors.

If errors result from payable time, resolve them in Time and Labor and load data again.

4. Run the Pay Calculation COBOL SQL process (PSPPYRUN) and the remaining phases of the payroll cycle through confirmation.

5. Run the Extract Time and Labor Costs Application Engine process (PY_PULL_COST) to extract time and labor costs from Payroll for North America into Time and Labor.

This diagram illustrates the responsibilities of the Payroll User in the Payroll for North America and Time and Labor interface:



Responsibilities of Payroll User in the Payroll for North America and Time and Labor interface

Time and Labor generates payable time that can be transmitted to a payroll application by using an integration feature between the two applications. All interactions between Time and Labor and Payroll for North America are initiated from the payroll pages.

Note. The system excludes non-employee data from being updated in Payroll for North America.

Setting Up the Interface with Time and Labor

This section discusses how to:

- Select Installation Table options.
- Select task elements for the pay group.
- Select final check options.
- View the pay calendar indicator.

Pages Used to Set Up the Time and Labor Interface

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Product Specific	INSTALLATION_TBL1A	Set Up HRMS, Install, Installation Table, Product Specific	Select Time and Labor options for paysheet load.
Pay Group Table - Time and Labor	PAYGROUP_TABLE9	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 7–9 link. Select the Time and Labor page.	Select time and labor task elements that you want to load into paysheets for the pay group.
Final Check Program Table - Program Definition	TERM_PGM_TBL	- Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Program Definition - Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table USF, Program Definition	Specify whether to include Time and Labor payable time during final check processing.
Pay Calendar Table	PAY_CALENDAR_TABLE	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Calendar Table, Pay Calendar Table	View whether the Labor Distribution process has been run.

Selecting Installation Table Options

Access the Installation Table - Product Specific page (Set Up HRMS, Install, Installation Table, Product Specific).

Options in the T&L/NA Payroll Paysheet Opt (Time and Labor and North American payroll paysheet options) group box relate specifically to the functioning of the integration between Time and Labor and Payroll for North America.

Change Final Check, Change Online Check, and Change Reversal Adjustments

We recommend that you do not select these options because they control whether users can make paysheet changes to data that is retrieved from Time and Labor. If you select these options, any changes made directly to the paysheets aren't transmitted back to Time and Labor.

Load in Preliminary Calc(load in preliminary calculations)

The Pay Calculation process uses the value of the Load in Preliminary Calc field to determine whether to load new available time (additional time that was worked before the job change but not previously entered on paysheets):

- If you select this check box, the system loads all valid available time to the new paysheets, including new available time.
- If you deselect this check box, the process does not load any new available time to paysheets except as noted below.

Note. If an employee had a Job data change that caused paysheets to be rebuilt, the Pay Calculation process attempts to reload all valid time and rejects time that is no longer valid as a result of the job change. This is true regardless of the setting of the Load in Preliminary Calc field. As a result, some new time might be loaded for employees who had a Job data change, even when this option is not selected on the Installation table.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up and Installing PeopleSoft HRMS," Entering Application- and Industry-Specific Installation Information

Selecting Task Elements for the Pay Group

Access the Pay Group Table - Time and Labor page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table) Click the Pages 7–9 link. Select the Time and Labor page.

Report Parameters		Bank/Tip Info		Time and Labor	
Company:	GBI	Global Business Institute 9999			
Pay Group:	KU2	US Biweekly			
Pay Group Information					
Find First 1 of 2 Last					
Effective Date:	12/26/2004	Status:	Active		
Task Elements to Load to Payroll					
Customize Find View All First 1-4 of 4 Last					
*Task Elements					
Locality				+	-
State				+	-
Project ID				+	-
PC Business Unit				+	-
Pages 1 - 3 Pages 4 - 6 Pages 7 - 9					

Pay Group Table - Time and Labor page

Task Elements to Load to Payroll

Insert a row for each time and labor element that you want to be loaded onto paysheets: *Account Code*, *Business Unit*, *Department*, *Job Code*, *Locality*, *Position Number*, and *State*.

Separate lines are created on the paysheets whenever a new set of time and labor elements is encountered. For example, if you select *Business Unit* and then put a different business unit on the regular hours reported for each day (for five days), five lines would be created on the paysheet. However, if you select *Business Unit* and *Department*, then enter the same business unit and department on all hours reported for the pay period, one line would be created on the paysheet.

Certain values also have dependencies. If you select *Department*, you must also select *Business Unit*. If you select *Job Code*, you must also select *Business Unit*. If you select *Locality*, you must also select *State*.

Note. The Payroll for North America system is delivered with the default values of *State* and *Locality* already inserted on this page. If you designate multiple task elements on this page, it may cause problems with the array size. Take this into consideration when setting up this page.

Selecting Final Check Options

Access the Final Check Program Table - Program Definition page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Final Check Program Table, Program Definition).

Select the Include T&L Payable Time (include time and labor payable time) check box if you want to include time and labor payable time during a Final Check process.

See Also

Chapter 6, "Setting Up the Payroll Process," Defining the Final Check Process, page 189

Viewing the Pay Calendar Indicator

Access the Pay Calendar Table page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Calendar Table, Pay Calendar Table).

The T&L Extract costs (time and labor extract costs) display-only check box indicates whether labor distribution has been run for this pay calendar. The system selects this check box if the labor distribution process has been run.

Loading Payable Time into Paysheets

This section provides overviews of processing steps and guidelines, run control options, and consolidation, lists prerequisites, and discusses how to:

- Select processing parameters.
- Filter the load processing.
- Select earnings for on-cycle separate checks.

Understanding Processing Steps and Guidelines

Use the following guidelines to ensure an accurate transfer of time and labor data to Payroll for North America paysheets.

Processing Steps

To process a payroll in Payroll for North America using time and labor data:

1. Load time and labor data into paysheets.
2. Review results and correct errors.
3. Start the pay calculation processing and the remaining phases of the payroll cycle.

Payroll Processes That Load Time and Labor Time

The following Payroll for North America processes load payable time from Time and Labor:

- Load Time and Labor COBOL SQL process (PSPLDTL1).

- Pay Calculation.
- Online Check.
- Final Check.

Iterative Processing

Initiate the loading of the time and labor data from the Load Time and Labor component (PY_LDTL_RC), where you specify the pay run ID and additional criteria to filter data you want to load. Based on the options that you select in this component, the process selects appropriate payable time from Time and Labor records. You can also identify which data should be loaded to separate checks.

You can run and rerun the update process on an iterative basis. The first time that you run the update process, the system updates all time and labor earnings on the paysheets for the employees selected by the run parameters. Then, any subsequent load runs under the same parameters update only data that needs to be updated, such as earnings for employees who have a Job change or whose time and labor earnings have changed since the last pay update process was run. Data is also updated if there are new rows of time and labor data that are eligible to be transferred to paysheets.

Running the Load Time and Labor process iteratively makes sense if you administer a salaried group of employees who have a very low exception rate. In this situation, you can run the Load Time and Labor process after you create time at the beginning of a pay period, then run a preliminary pay calculation and do some cleanup. Then, at the end of the pay period, you can run the Load Time and Labor process again to select only those employees who have reported exceptions during the period, such as the odd vacation or sick leave. Even with the odd exception time, remember that the Load Time and Labor process performs a complete reupdate of the employee's time to ensure that the time is properly summarized.

Time and Labor as Other Earnings

After selecting payable time, the Load Time and Labor process consolidate the payable time and creates or updates the appropriate paysheets. It loads time and labor data into the paysheets as Other Earnings and marks the paysheets as Other Earnings. After processing is complete, the system identifies the time and labor data in Pay Other Earnings by selecting the TL Records (time and labor records) check box on the parent Pay Earnings record.

Additional paysheet transactions, unique other earnings lines on the paysheet, are generated for time and labor data based on any of the following information in effect for the employee during the pay period:

- Tax distribution.
- Earnings distribution.
- Prior period adjustments.
- Task element overrides to paysheets.
- (USA) Fair Labor Standards Act (FLSA) adjustments.
- Job change (pay group, department, rate change, and so on).

If a paysheet already exists for the employee, that paysheet is updated. If the paysheet does not exist for the employee, the Create Paysheet COBOL SQL process (PSPPYBLD) creates one for both on-cycle and off-cycle runs.

Hourly and Exception Hourly Employees

For hourly or exception hourly employees, any regular hours that are created by the Create Paysheet process, posted in the Reg Hrs (regular hours) field on the paysheet, are set to zero during the loading of time and labor payable time to paysheets.

You should report the hours, units, or dollars that represent regular time through Time and Labor.

Salaried Employees

Because salaried employees are not paid on an hourly basis, it is not appropriate to pay them based on the number of regular hours that are reported in Time and Labor. In this case, the Load Time and Labor process does not set to zero any regular earnings that are created by the Create Paysheet process, nor does it load paysheets with any time and labor earnings mapped to the default regular earnings code for the salaried employee's pay group. Salaried employees are paid the amount that is posted in the Reg Salary (regular salary) field on the paysheet earnings line. However, the payroll costs for salaried employees can be distributed in Time and Labor.

Holiday Hours

Prior to loading time and labor earnings through the Load Time and Labor process, the system removes any holiday hours that are created by the Create Paysheet process, regardless of employee type. It is expected that all holiday time be reported through Time and Labor or created by Time and Labor system processes.

Prior Period Adjustments

The Load Time and Labor process automatically updates prior period adjustments in Time and Labor. The process populates the paysheet with both the negative and positive hours, amounts, or unit in Other Earnings. It summarizes all negative and positive adjustment entries by date and by earnings code.

The Load Time and Labor process creates a new earnings entry for each prior period adjustment and sets the pay earning's begin/end dates equal to the prior period adjustments date under report.

(CAN) EI Prior Period Corrections

The system does not determine whether prior period time is a prior period correction for EI (employment insurance) purposes or a prior period adjustment. After loading prior period time from Time and Labor, you must select the EI Period Correction check box on the paysheet only for pay corrections, not for pay adjustments.

Use these definitions to determine whether the prior period time is a pay adjustment or pay correction for EI purposes:

- Pay adjustments are situations where there has been a delay in recognizing, implementing, or processing a change in an employee's pay.

For example, an increase in wages under a union contract, agreed to three months after the end of the previous contract, gives rise to a retroactive pay increase or adjustment.

- Pay corrections involve errors such as hours missed when a previous pay period was processed, incorrectly keyed pay rates affecting previous pay periods processed, or back wages paid to an employee who was wrongfully dismissed.

The insurable earnings and hours for pay corrections must be allocated to the prior pay periods for which they are paid, not the pay periods in which they are paid.

Single Online Check

When you request a single online check, you first see a message box that asks if you want to use the Create Paysheet process. If you answer Yes, and the Time and Labor application is installed, you get a second message box that asks if you want the process to retrieve available time and labor data. If you answer Yes to this message, the system displays the Filter Options page where you can filter available time by earnings code or date range.

Final Check

You can use an existing on-cycle calendar to run the Final Check process. The Final Check process takes any existing paysheets, including Time and Labor, and copies them to an off-cycle paysheet. Then it marks the source paysheets as Not OK to Pay. In effect, the Final Check process generates an off-cycle request for one employee. It uses the same logic as the final check currently uses to determine the pay end date to use for the creation of the Time and Labor paysheets. The system always asks if you want to use existing paysheets or create new ones.

The Request Final Check page includes the Include T&L Payable Time check box which you select if you want to include time and labor payable time in the Final Check Paysheet Creation process. This option brings a separate Pay Other Earnings Rows sourced from Time and Labor.

Pay Unsheet

If you run the Payroll Unsheet SQR Report process (PAYUNSHT) after loading payable time from Time and Labor, the system sets the payable status to *Rejected* with a reason of *Cancelled*.

See Also

Chapter 22, "Working with Checks and Direct Deposit," page 727

PeopleSoft Enterprise Time and Labor 9.1 PeopleBook, "Integrating with Payroll Applications"

Understanding Consolidation

Time and Labor maintains employee time information at the work day and task levels to meet a variety of requirements such as project costing and various accounting functions. However, this level of detail is not required for payroll processing. Because such detail is not necessary, and to minimize payroll processing time, the Load Time and Labor process selects and consolidates time and labor data to load into paysheets.

Consolidation of Time and Labor Data for Paysheets

The system uses the Time and Labor date under report (the date for which time was reported) and pay calendar pay begin and end dates to identify which daily time transactions to select for consolidation to the paysheets. Any current period information that has been paid in a previous off-cycle pay run is not included in an on-cycle pay run for the current period.

Only daily Time and Labor time records with the following criteria are selected:

- A payable status of *Estimate, Approved, Rejected by Payroll, Taken by Payroll, Paid-Labor Distributed, or Paid-Labor Diluted*.
- Prior period adjustments that have a date under report less than the pay begin date.
- Payable status of *Sent to Payroll* or *Closed* and payroll request number is zero (time has not already been paid) and record-only adjustment is "N" (No).

Both the corresponding adjustment amounts for prior period adjustments and any offsets are updated to the paysheets.

Consolidation Criteria

Time and Labor selects the appropriate payable time and transfers the data to Payroll for North America and consolidates the data. Consolidation of data entries takes place when the following criteria are met:

- The date under report (the date for which time was reported) is the same for multiple rows of payable time (the rows are consolidated).
- The employee's Job information has not changed during the pay period.
- The earnings codes are the same.
- The payment types for the earnings code match (Either Hours or Amount OK; and Hourly Only).
- The state, locality, override rate, and compensation rate code, if entered for the payable time, match.
- The account code, business unit, department, job code, and position number, if entered for the payable time, match.

Payroll for North America only checks these five task-related elements if they have been defined on the Pay Group Table - Time and Labor page. For example, if Entry 1 has an account code of 123, and Entry 2 has an account code of 456, the system combines these entries if all of the other consolidation requirements are met, unless account code has been defined on the Pay Group Table - Time and Labor page.

Prior period adjustments are consolidated separately from current period earnings. In addition, positive and negative prior period adjustments are consolidated separately.

Prior period adjustments are always consolidated one day at a time, so the earnings begin and end dates in Payroll for North America are always equal to the adjustment's date under report in Time and Labor. This provides Payroll for North America with enough information to recalculate FLSA rates.

Consolidated Entries Linked to Original Entries

The system keeps track of how it consolidates payable time and informs Time and Labor which entries are combined by passing back a set of sequence and cross-reference numbers for each time entry. This information is important to the labor distribution process.

Understanding Run Control Options

The Load Time and Labor page enables you to specify parameters that determine:

- Whether to load time to an on-cycle or off-cycle pay run.
- Whether to load all available time, only prior period time, or to filter time by:
 - Employee

Use this filter if, for example, you need to process a time adjustment for a single employee after the regular payroll is loaded.
 - Earnings code

You can use earnings code filters in conjunction with all other filters.
 - Pay group

Use this filter if you need to resolve issues with particular pay groups but not all.
 - Date range

Use this filter if, for example, the regular payroll is loaded but new time adjustments are required. You can load the adjustments without picking up any new time.
- Whether to load time to a separate check:
 - Use the On-Cycle Separate Check page to select up to three sets of earnings codes grouped for separate checks in an on-cycle pay run.
 - Use the Load Time to Separate Check indicator with on-cycle or off-cycle pay runs to load all prior period time for all employees in the pay run to a separate check or to load all filtered time for the designated filters in the pay run to a separate check.

Some of these options are mutually exclusive.

Availability of Options

This table summarizes the availability of the Load Time to Separate Check field, the Filter page, and the On-Cycle Separate Check page in the Load Time and Labor run control component under various conditions:

<i>Pay Run</i>	<i>Processing Option</i>	<i>Load to Separate Check field</i>	<i>Filter page</i>	<i>On-Cycle Separate Check page</i>
On-Cycle	All Time	Unavailable	Hidden	Visible

Pay Run	Processing Option	Load to Separate Check field	Filter page	On-Cycle Separate Check page
On-Cycle	Filtered Time	Available	Visible	Hidden if Load to Separate Check is selected. Visible if Load to Separate Check is deselected.
On-Cycle	Prior Period	Available	Visible	Hidden if Load to Separate Check is selected. Visible if Load to Separate Check is deselected.
Off-Cycle	All Time	Unavailable	Hidden	Hidden
Off-Cycle	Filtered Time	Unavailable	Visible	Hidden
Off-Cycle	Prior Period	Unavailable	Visible	Hidden

On-Cycle Separate Check Page Usage

This table provides examples of how the On-Cycle Separate Check page might be used for some of the load processing options:

Processing Option	Example of On-Cycle Separate Check Page Usage
Load All Time	Indicate that overtime is to be paid on a separate check, but all other time is paid on the regular check.
Load Filtered Time	Load only one employee for only one earnings to a separate check.

Understanding Refresh Request

A refresh request is a method of recapturing lost data. It is not generally a normal stage in the regular processing cycle.

A refresh request enables you to reselect all of the data that was passed in the original request, current and prior period adjustments, plus any new unclaimed payable time entries (where payable status is set to *Estimate*, *Closed*, *Sent to Payroll*, or *Rejected by Payroll*).

Use the Review Time and Labor Load component (PY_LDCTL_TBL) to determine the correct run to refresh prior to running the refresh process.

The selection process for refresh requests is the same as an original request. The only difference is that prior to the loading of data, a process runs that performs the following functions:

- Deletes the payroll request number and pay system value on the Payable Time record.
- Deletes all applicable transactions in Pay Earnings and Pay Other Earnings.
- Resets payable status.

Prerequisites

In addition to other setup steps previously discussed, you must define the pay run ID and pay calendars prior to running this process.

See Also

[Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," Setting Up the Interface with Time and Labor, page 540](#)

Pages Used to Load Payable Time Into Paysheets

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Load Time and Labor	PY_LDTL_RC	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Time and Labor, Load Time and Labor - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Time and Labor, Load Time and Labor - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Time and Labor, Load Time and Labor	Select processing options then run the Load Time and Labor process to load payable time from Time and Labor into Payroll for North America paysheets for processing.

Page Name	Definition Name	Navigation	Usage
Filters	PY_LDTLEMP_RC	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Time and Labor, Filters - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Time and Labor, Filters - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Time and Labor, Filters	Select employees, earnings codes, pay groups, or range of dates to load payable time from Time and Labor into Payroll for North America paysheets for processing.
On-Cycle Separate Check	PY_LDTL_SEP_CHK_RC	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Time and Labor, On-Cycle Separate Check - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Time and Labor, On-Cycle Separate Check - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Time and Labor, On-Cycle Separate Check	Select up to three groupings of earnings codes for separate checks.

Selecting Processing Parameters

Access the Load Time and Labor page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Time and Labor, Load Time and Labor; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Time and Labor, Load Time and Labor; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Time and Labor, Load Time and Labor).

Load Time and Labor
Filters
On-Cycle Separate Check

Run Control ID: PS
[Report Manager](#)
[Process Monitor](#)
Run

Process Request Parameter(s)

*Pay Run ID: KU1-00-18 US Wk18-00

*Description: load TL

*On or Off-Cycle: On-Cycle

*Processing Option: Load Filtered Time

☐ Load Time to Separate Check
☒ OK to Pay

☐ Refresh Request
Request Source: User

Load Time and Labor page

- Pay Run ID** Select the pay run ID that identifies the pay calendars that you want to process. Each pay calendar identifies a company, pay group, and the start and end dates of the pay period. This selects employees that have been active any time during the pay period.
- Description** Use this field to discriminate between multiple instances of loading time and labor data when using the Review Time and Labor Load - Load Time Labor page and Review Time and Labor Load - Off-Cycle Data page.
- On or Off-Cycle** Values are:
On-Cycle: Select to process a regularly scheduled pay run.
Off-Cycle: Select to process a payroll outside the pay group's normal pay period schedule.

Processing Options

Select the processing option:

- *Load All Time*: Select to load all available payable time for the pay run ID.
- *Load Filtered Time*: Select to make the Filters page available where you can enter selection criteria in conjunction with the pay run ID to filter the payable time that is loaded.

For on-cycle runs, you can also select Load to Separate Check to load the filtered time to a separate check for each employee being processed.

- *Load Prior Period Time*: Select to load payable time for dates prior to the pay period begin date.

Selecting this option makes the Filters page available where you can enter selection criteria in conjunction with the pay run ID to filter the payable time that is loaded.

For on-cycle runs, you can also select Load to Separate Check to load the prior period time to a separate check for each employee being processed.

Note. (CAN) After loading prior period time from Time and Labor, you must select the EI Period Correction check box on the paysheet *only* for pay corrections, not for pay adjustments.

See [Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," Understanding Processing Steps and Guidelines, page 544.](#)

Load Time to Separate Check

Select to load all prior period time or filtered time to a separate check for all employees included in the selection criteria.

This field is not available for off-cycle runs or if the on-cycle processing option is *Load All Time*.

OK to Pay

Select if you want all time and labor earnings to be marked as OK to Pay on the paysheet. If you do not select this check box, you must manually mark every paysheet as OK to Pay on the Paysheet page.

Refresh Request

Select to restart the selection process for all employees in the pay run. This should be used only when you must recover data if paysheets have been corrupted. This option should not be used on a normal rerun of the Load Time and Labor process, when more time is to be updated.

A refresh request enables you to reselect all of the data that was passed in the original request, current and prior period adjustments, plus any new unclaimed payable time entries (where payable status is set to *Estimate*, *Closed*, *Sent to Payroll*, or *Rejected by Payroll*).

Request Source

This is a display-only field. It displays the source of the request: *Pay Calc* (pay calculation), *Final Calc* (final calculation), *Online Check*, or *User*. It indicates whether you or someone else generated the loading of time and labor data or if the system did it automatically through the Pay Calculation, final Pay Calculation, or Online Check process.

Note. If you do not want to run labor distribution and dilution and do not select these options on the Pay System page in Time and Labor, then when the Load Time and Labor process runs to completion, it sets the payable status to *Closed* in Payable Time. When time is set to *Closed*, it can be published to PeopleSoft Projects as actuals.

See Also

[Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," Reviewing Results and Correcting Errors, page 557](#)

[Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," Understanding Run Control Options, page 549](#)

Filtering the Load Processing

Access the Filters page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Time and Labor, Filters; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Time and Labor, Filters; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Time and Labor, Filters).

Load Time and Labor
Filters
On-Cycle Separate Check

Run Control ID: PS
[Report Manager](#)
[Process Monitor](#)
Run

Employees			Customize	Find	First	1 of 1	Last
*Employee ID	Empl Record	Name					
KU0035	0	James Fung					

Earnings Codes		Customize	Find	First	1 of 1	Last
*Code	Description					
REG	Regular					

Paygroups				Customize	Find	First	1 of 1	Last
*Company	Description	*Pay Group	Description					
GBI	Global Business Institute 9999	KU1	US Weekly					

Date Range

From Date: 05/07/2000
Through Date: 05/10/2000

Filters page

Note. This page is not visible if you select *Load All Time* in the Processing Option field on the Load Time and Labor page. It is visible for off-cycle runs only if you select *Load Filtered Time* in the Processing Option field on the Load Time and Labor page.

Employees	Enter the employee ID for the employees that you want to process. The employee must be in a company and pay group within the selected pay run ID. Paysheets are created only for employees who have available payable time. The employee record number value is set by default to 0 (zero). If the employee has multiple jobs within the company, and you want to load time and labor data for that employee for a particular job, enter the employee record number corresponding to that job.
Earnings Codes	Enter earnings codes to load data for a special payment, such as a bonus run. If no earnings codes are selected, the system assumes that you want to load data for all earnings codes.
Paygroups	Select pay groups if you want to restrict the load by company and pay group. If no pay groups are selected, the system assumes that you want to load data for all pay groups.
Date Range	Select dates to restrict the load to a date range. To load all time prior to a particular date, enter only an end date and leave the from date blank. If you enter a from date but leave the through date blank, the system enters the pay end date as the default through date.

See Also

[Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," Reviewing Results and Correcting Errors, page 557](#)

Selecting Earnings for On-Cycle Separate Checks

Access the On-Cycle Separate Check page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Time and Labor, On-Cycle Separate Check; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Time and Labor, On-Cycle Separate Check; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Time and Labor, On-Cycle Separate Check).

Load Time and Labor

Filters

On-Cycle Separate Check

Run Control ID: PS

[Report Manager](#) [Process Monitor](#)

Run

Separate Check Grouping 1

[Customize](#) | [Find](#) | | First 1 of 1 Last

Earnings Code	Description	Prior Period Adjustments Only		
REG	Regular	☐	+	-

Separate Check Grouping 2

[Customize](#) | [Find](#) | | First 1 of 1 Last

Earnings Code	Description	Prior Period Adjustments Only		
		☐	+	-

Separate Check Grouping 3

[Customize](#) | [Find](#) | | First 1 of 1 Last

Earnings Code	Description	Prior Period Adjustments Only		
		☐	+	-

On-Cycle Separate Check page

Note. This page is not visible for off-cycle pay runs or if Load to Separate Check is selected on the Load Time and Labor page.

You can select up to three sets of earnings codes to group onto separate checks.

Earnings Code	Select the group of earnings codes that you want to pay on each separate check.
Prior Period Adjustments Only	Select to load the selected earnings code to a separate check only for prior period time. This field is not available for data entry if you select the <i>Load Prior Period Time</i> processing option.
Note. If you select the <i>Load Prior Period Time</i> processing option and want to load prior period time to separate checks, use the Load Time to Separate Check option on the Load Time and Labor page.	

Reviewing Results and Correcting Errors

This section provides an overview and discusses how to:

- View load process request parameters.
- Identify load messages by employee.
- View load messages by employee.

Understanding Load Process Errors and Corrections

Payroll for North America provides the Review Time and Labor Load component (PY_LDTL_TBL) in which you can review the load parameters and view:

- One row for each employee that has error messages for the selected pay run ID and last payroll request number.
- Details of all load messages for a selected employee.

Review errors in the Review Time and Labor Load component after each run of the Load Time and Labor process. You can also view the same error messages on the Review Payroll Error Messages page. You can check the status of the process with Process Monitor. However, the only error conditions that Process Monitor recognizes are those that affect the successful completion of the programs.

Note. If you encounter errors or discrepancies after you run pay calculation, we recommend that instead of making corrections on the paysheets, you make any time and labor corrections in Time and Labor, then rerun the Load Time and Labor process. The Time and Labor records and Payroll for North America records will then be synchronous.

Interpreting and Correcting Errors

For payable time that does not map to an earnings code, the system changes the payable time status to *Rejected* and generates an error message.

If you receive an "Invalid Mapping of TRC to NA Earnings Code" error message during processing, you must correct the time reporting code (TRC) to NA earnings code mapping and rerun the Load Time and Labor process.

If you receive an "Invalid Currency of TRC for the NA Pay Group" error message during processing, you have a conflict between the default currency for the pay group and the TRC currency. You must resolve this conflict, then rerun the Load Time and Labor process.

If you unsheet the payroll, the time and labor load error messages disappear because paysheets are required for the display of error messages.

Pages Used to Detect Errors and Review Load Results

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Time and Labor Load	PY_LDTL_TBL	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Review Time and Labor Load, Time and Labor Load - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Review Time and Labor Load, Time and Labor Load - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Review Time and Labor Load, Time and Labor Load	View the processing parameters selected for the time and labor data that has been loaded. You must have already loaded the time and labor data using the Load Time and Labor page.
Filters	PY_LDTLEMP_TBL	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Review Time and Labor Load, Filters - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Review Time and Labor Load, Filters - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Review Time and Labor Load, Filters	View the filters applied to time and labor data that has been loaded. You must have already loaded the time and labor data using the Filters page.

Page Name	Definition Name	Navigation	Usage
On-Cycle Separate Check	PY_LDTL_SEPCHK_TBL	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Review Time and Labor Load, On-Cycle Separate Check - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Review Time and Labor Load, On-Cycle Separate Check - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Review Time and Labor Load, On-Cycle Separate Check	View earnings code groupings for separate checks.
Load Messages	PY_TL_PAY_MSG	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Review Time and Labor Load, Load Messages - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Review Time and Labor Load, Load Messages - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Review Time and Labor Load, Load Messages	View one data row for each employee that has error messages for the selected pay run ID and last payroll request number. Click a details link to view all messages for the selected employee.
Payroll Load Messages	PY_TL_PAY_MSG2	Click the Details link on the Load Messages page.	View details of all load messages for the employee selected on the Load Messages page.

Viewing Load Process Request Parameters

Access the Review Time and Labor Load - Time and Labor Load page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Review Time and Labor Load, Time and Labor Load; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Review Time and Labor Load, Time and Labor Load; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Review Time and Labor Load, Time and Labor Load).

Time and Labor Load			Filters	On-Cycle Separate Check	Load Messages
Last Payroll Request Number:		489			
Load Process Date & Time:		04/26/2006 4:41AM			
Process Request Parameter(s)					
Pay Run ID:	BRD2	Ret FEB 04			
On or Off-Cycle:	On-Cycle				
Processing Option:	Load All Time				
☐ Load Time to Separate Check	☒ OK to Pay				
☐ Refresh Request	Request Source:		Pay Calc		

Review Time and Labor Load - Time and Labor Load page

This page is a display-only version of the Load Time and Labor page.

Cleanup for Restart

This check box appears only if the Load Time and Labor process does not complete, and the payable time from Time and Labor remains in a *SP* (sent to payroll) payable status.

By selecting this check box, you can refresh the payable status to *RP* (rejected by payroll). You also need to save the page to complete the refresh of payable time. If you reenter the page for the same payroll request number, the check box should no longer appear if the payable time refresh is complete. This enables you to reload the payable time to paysheets when the Load Time and Labor process is run again.

Identifying Load Messages by Employee

Access the Load Messages page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Review Time and Labor Load, Load Messages; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Review Time and Labor Load, Load Messages; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Review Time and Labor Load, Load Messages).

Time and Labor Load	Filters	On-Cycle Separate Check	Load Messages
Last Payroll Request Number:		1970	
Load Process Date & Time:		06/25/2009 1:46PM	
Payroll Load Messages Find View All First 1 of 1 Last			
Company	Pay Group	Pay Period End	Empl ID
			Empl Record
			0
Details			

Load Messages page

Payroll Load Messages

The page lists each employee who has at least one load error message.

Details Click to access the Payroll Load Messages page where you can view load messages by employee.

Viewing Load Messages by Employee

Access the Payroll Load Messages page (click the Details link on the Load Messages page).

Review and resolve each error for the selected employee.

Extracting Time and Labor Costs

This section provides an overview of how to extract time and labor costs and discusses how to extract time and labor costs from Payroll for North America to Time and Labor.

Understanding Time and Labor Cost Extraction

After you have loaded time and labor payable time into Payroll for North America and then run the Pay Calculation and Pay Confirmation processes, you can extract the time and labor costs from Payroll for North America into Time and Labor. The Extract Time and Labor Costs Application Engine process (PY_PULL_COST) updates the Payable Time record in Time and Labor and flags the data with an indicator that the data originated from Payroll for North America. "Labor distribution" is another term for this extracting of time and labor costs.

Note. You define that you want labor distribution and labor dilution to be processed on the Pay System page in Time and Labor.

The following Payroll for North America processes call the Extract Time and Labor Costs process to return costs to Time and Labor:

- Pay Calculation (on-cycle and off-cycle).
- Online Check.
- Final Check.

See Also

PeopleSoft Enterprise Time and Labor 9.1 PeopleBook, "Understanding Payable Time"

PeopleSoft Enterprise Time and Labor 9.1 PeopleBook, "Integrating with Payroll Applications," Reversing or Adjusting a Paycheck

Page Used to Extract Time and Labor Costs

Page Name	Definition Name	Navigation	Usage
Time and Labor Cost Extract	PY_TL_XTRACT_COST	• Payroll for North America, Payroll Distribution, Additional Integrations, Time and Labor Cost Extract, Time and Labor Cost Extract • Payroll for North America, Payroll Distribution, Additional Integrations USF, Time and Labor Cost Extract, Time and Labor Cost Extract	Run the Extract Time and Labor Costs process (PY_PULL_COST) to extract time and labor costs from Payroll for North America to Time and Labor. You must have already loaded time and labor data and confirmed the payroll calculation before you can extract the costs.

Extracting Time and Labor Costs from Payroll for North America to Time and Labor

Access the Time and Labor Cost Extract page (Payroll for North America, Payroll Distribution, Additional Integrations, Time and Labor Cost Extract, Time and Labor Cost Extract; or Payroll for North America, Payroll Distribution, Additional Integrations USF, Time and Labor Cost Extract, Time and Labor Cost Extract).

Time and Labor Cost Extract

Run Control ID: PS [Report Manager](#) [Process Monitor](#) Run

Process Request Parameter(s)

Commitment Accounting

☐ Run Actuals Distribution

On-Cycle Run

Pay Run ID:

WkPy52-00

or

Off-Cycle Pay Calendar

Company:

Pay Group:

Pay End Date:

Process Page: Thru:

Actuals Distribution Parameter

*Distribution Prorate Option:

Payroll Cycle

☐ On-Cycle
 ☐ Off-Cycle
 ☒ Both

Time and Labor Cost Extract page

Commitment Accounting

Run Actuals Distribution

If you use the Manage Commitment Accounting business process in PeopleSoft Enterprise Human Resources, select to have the labor distribution process run first from Time and Labor, which then triggers the Actuals Distribution COBOL SQL process (PSPPFUND), which summarizes the rows of payable time that are linked to a Manage Commitment Accounting account code (funding source) and prepares it for the interface to PeopleSoft Enterprise General Ledger. After the Actuals Distribution process runs, then the ACTUAL_TIME_BATCH_ADD service operation is sent to PeopleSoft Projects, if that application is installed.

See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Commitment Accounting*, "Creating and Posting Actuals Data to PeopleSoft Enterprise Financials," Running the Actuals Distribution Process.

On-Cycle Run

Use this group box for on-cycle or off-cycle earnings. If you use this group box, the process references the pay run ID and not all of the associated pay calendars that are attached to the pay run ID. The pay run ID can be attached to on-cycle and off-cycle pay calendars. The process extracts all of the pay calendars that are related to the pay run ID and checks the earnings that are attached.

The Extract Time and Labor Costs process can be run for on-cycle earnings, off-cycle earnings, or both.

Pay Run ID	Select the pay run ID that identifies the pay calendars from which you want to extract time and labor costs.
On-Cycle	If you select this option, on-cycle earnings are distributed only once.
Off-Cycle	If you select this option, off-cycle pay earnings that are attached to an on-cycle pay calendar are rerun again, as there might be additional off-cycle pay earnings that have been added. If the off-cycle pay earnings are associated to an off-cycle pay calendar, the T&L Extract costs check box on the Pay Calendar Table page is selected when it is first run, and those costs aren't rerun through labor distribution.
Both	If you select this option for an on-cycle pay calendar, any associated off-cycle earnings to that calendar are resent, but on-cycle earnings aren't resent.

Off-Cycle Pay Calendar

Use this group box to specify the selection criteria for the extraction of time and labor costs for an off-cycle run. With this group box you can control the extraction of time and labor costs for multiple off-cycle runs that are attached to a single on-cycle run.

Process Page and Thru	Enter the page numbers that correspond to the paysheets from which you want to extract time and labor costs.

Note. If you receive a "Multiple currencies cannot be distributed" error message during processing, you have a conflict between currencies. You must correct the conflict, then rerun the process.

Chapter 18

Integrating with PeopleSoft HRMS and Enterprise Expenses

This chapter provides an overview of interfaces with PeopleSoft Human Resources Management (PeopleSoft HRMS) and Expenses and discusses how to:

- Integrate with PeopleSoft Enterprise Human Resources Manage Variable Compensation.
- Integrate with PeopleSoft Enterprise Talent Acquisition Manager.
- Integrate with PeopleSoft Enterprise Stock Administration.
- Integrate with PeopleSoft Enterprise Expenses.
- Integrate with PeopleSoft Enterprise Sales Incentive Management.
- Integrate with PeopleSoft Enterprise Absence Management.
- Integrate with PeopleSoft Enterprise Student Financials.

See Also

[Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616](#)

[Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," page 539](#)

[Chapter 23, "Integrating with Enterprise General Ledger," page 795](#)

[Chapter 25, "Integrating with PeopleSoft Payables," page 847](#)

PeopleSoft Enterprise Human Resources PeopleBook: Enterprise Components

Understanding Integration with PeopleSoft HRMS and Expenses

When you use the corresponding integration, you can load the following types of data directly into paysheets:

- Monetary and nonmonetary awards (with the exception of stock).
- Refunds for stock purchase contributions.
- Taxes related to stock options.
- Expense advances and reimbursements.

- Absence Management payment.
- Student Financials payment.

Load data into paysheets using the Load Paysheets Transactions PSJob process (PYLOAD). Both on-cycle and off-cycle processing is fully supported. Payroll performs gross-ups and issues payments in a separate check or consolidated check, according to the instructions that are entered in the source application. After a pay cycle is confirmed, with the exceptions of Stock Administration, Absence Management and Student Financials, you can send processed data back to the originating application, keeping records in all your applications complete and up-to-date.

Integration

Communication between Payroll for North America and Expenses and Human Resources is accomplished through the use of PeopleSoft Integration Broker, which works in the background to quickly transfer data back and forth. Communication with Stock Administration, Absence Management, and Student Financials is accomplished through the use of shared tables.

Integrating with Manage Variable Compensation

This section provides an overview of the interface with the Manage Variable Compensation business process in PeopleSoft Human Resources, lists prerequisites, and discusses how to:

- Validate or reject award data.
- Load Manage Variable Compensation data into paysheets.
- Notify Manage Variable Compensation of paid awards.

Understanding the Interface with Manage Variable Compensation

If you're using the Manage Variable Compensation business process in PeopleSoft Human Resources, you can load data for monetary awards and nonmonetary/nonstock awards into Payroll for North America before a pay run. Payment is always made in the currency that is associated with the employee's pay group.

The interface begins when the Manage Variable Compensation administrator publishes awards to Payroll for North America. The following procedure explains what to do after the records are sent:

1. Access Integration Broker Service Operations Monitor to confirm receipt of the award records.
2. Run the validation process from the Validate Variable Comp Awards page.
3. Load data into paysheets using the Load Paysheet Transactions process.

See [Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616.](#)

4. Run the rest of the payroll process and issue checks or advices.
5. Publish a verification of payment to the Manage Variable Compensation administrator using the Notify Var Comp of Payments page.

Validation of Awards

During the Process VC Awards Application Engine process (PY_200_VC), Payroll for North America validates the records, rejecting records that are not acceptable. The validation process publishes an acknowledgement of rejected or errored awards to the Manage Variable Compensation administrator. The administrator makes any corrections that are necessary and resubmits the revised records to payroll.

The following are the valid payroll rejection reason codes:

- Invalid Earning Code.
- Invalid Employee ID & Record#.
- Invalid Currency Code.
- Transaction already exists.
- Amount Exceeds Payroll Maximum (If the converted value of the amount is longer than 8.2 digits, it should be split into smaller amounts).
- Reject All – Requested by User.

After an award passes the validation process, it cannot be changed or canceled other than rejecting all records for the selected Variable Compensation plan ID and payout period ID.

You can view any error messages that are produced during the validation process through the Integration Broker Service Operations Monitor, though these messages are intended for the Manage Variable Compensation administrator. The administrator also receives an email notice if there are any errors.

Rejection of All Award Records

If the Manage Variable Compensation administrator submits the wrong set of awards records to payroll, use the Reject All option on the Validate Variable Comp Awards page to reject all records for a selected plan ID and payout period before running the Load Paysheets process. This prevents further processing of the data and should be used only at the request of the administrator.

Notification

The Notify Variable Compensation Application Engine process (PY_300_VC) publishes the following information to PeopleSoft Human Resources with a status of paid:

- Employee ID and employee record number.
- Variable compensation plan ID.
- Variable compensation payout period.
- Group Build group ID.
- Variable compensation award payment date (pay period end date).

Prerequisites

Before using the integration between Payroll for North America and the Manage Variable Compensation business process, configure the Integration Broker node and activate the appropriate queues, handlers, and routings for these service operations:

<i>Service Operation</i>	<i>Description</i>
VAR_COMP_PAYMENT_REQUEST	The PeopleSoft Human Resources application publishes variable compensation award data to the PS_PYVC_RQT_SUB table for subscription by the Payroll for North America application.
VAR_COMP_PAYMENT_ACKNOWLEDGE	The Payroll for North America application publishes validation and payment data to the PS_PYVC_ACK_PUB table for subscription by PeopleSoft Human Resources.

Note. To research the technical details of any integration point used by PeopleSoft applications, refer to the Interactive Services Repository on My Oracle Support.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Working with Integration Points in Enterprise HRMS."

See Also

Interactive Services Repository in the Implementation Guide section of My Oracle Support.

Enterprise PeopleTools PeopleBook: Integration Broker

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Variable Compensation, "Managing Awards Approval and Payout"

Pages Used to Administer Variable Compensation Payouts

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Validate Variable Comp Awards (validate variable compensation awards)	RUNCTL_VCAWARD	Payroll for North America, Payroll Distribution, Additional Integrations, Validate Variable Comp Awards, Validate Variable Comp Awards	Run the Process VC Awards process to validate award data submitted by Manage Variable Compensation and send acknowledgement of validation. Also use to reject an entire transmission of awards data.

Page Name	Definition Name	Navigation	Usage
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load Manage Variable Compensation data into paysheets. Use after you receive data from Manage Variable Compensation.
Variable Comp Payment Notif (variable compensation payment notification)	RUNCTL_PAYSHEET	Payroll for North America, Payroll Distribution, Additional Integrations, Variable Comp Payment Notif, Variable Comp Payment Notif	Run the Notify Variable Compensation process to send a verification of payment to the Manage Variable Compensation administrator, notifying them that awards have been paid.

Validating or Rejecting Award Data

Access the Validate Variable Comp Awards page (Payroll for North America, Payroll Distribution, Additional Integrations, Validate Variable Comp Awards, Validate Variable Comp Awards).

Validate Variable Comp Awards

Run Control ID: 1 [Report Manager](#) [Process Monitor](#) [Run](#)

Report Request Parameter(s)

☒ **Reject Award Data for Plan ID**

Variable Compensation Plan ID: ENN2000 2000 Plan using ISO Options

Payout Period ID: EMONTH1

Validate Variable Comp Awards page

Reject Award Data for Plan ID Select this option only if you want to reject award data for a selected plan ID and payout period that has been sent by the Manage Variable Compensation administrator since you last ran the Load Paysheets process.

You cannot save this page if any awards for the plan ID and payout period that you select in the next two fields have already been processed through payroll, regardless of the stage of payroll processing.

Variable Compensation Plan ID This field appears only if you select the Reject Award Data for Plan ID check box. Select the variable compensation plan for which you want to reject awards.

Payout Period ID This field appears only if you select the Reject Award Data for Plan ID check box. Select the payout period for which you want to reject awards.

Loading Manage Variable Compensation Data into Paysheets

Access the Load Paysheet Transactions page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions; Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions).

See [Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616](#).

Notifying Manage Variable Compensation of Paid Awards

Access the Variable Comp Payment Notif page (Payroll for North America, Payroll Distribution, Additional Integrations, Variable Comp Payment Notif, Variable Comp Payment Notif).

Pay Run ID

Select the pay run ID that is associated with awards data that you want to send to PeopleSoft Human Resources. This process runs successfully only if on-cycle and off-cycle are confirmed for the selected pay run ID. If necessary, you can start this process more than once for the same pay run ID.

Integrating with Talent Acquisition Manager

This section provides an overview, lists prerequisites, and lists the page used to send notification of payment data to Talent Acquisition Manager.

Understanding the Integration with Talent Acquisition Manager

If you're using the employee referral program functionality of Talent Acquisition Manager, you can load data for monetary awards and nonmonetary/nonstock awards into Payroll for North America before a pay run. Payment is always made in the currency that is associated with the employee's pay group. The earnings begin and end dates on the paysheet are set based on the on-cycle pay run or an off-cycle pay run selected on the run control page.

The interface begins when the employee referral program administrator publishes employee referral program awards to payroll. The following procedure explains what to do after the records are sent:

1. Check asynchronous services in the Service Operations monitor to confirm receipt of validated records.
2. Load data into paysheets using the Load Paysheet Transactions process.

See [Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616.](#)

3. Run the rest of the payroll process as usual and issue checks and advices.
4. Publish a verification of payment to the employee referral program administrator using the Notify Recruiting of Payment page.

Validation of Awards

The payroll system receives the employee referral program records, validates them, and posts a message on Integration Broker Service Operations Monitor to inform you that the records have arrived. Records that do not pass the validation for any of the following reasons are returned to the employee referral program administrator automatically so they can be corrected and resent:

- Invalid Earning Code.
- Invalid Employee ID & Record#.
- Invalid Currency Code.
- Transaction already exists.
- Amount Exceeds Payroll Maximum (If the converted value of the amount is longer than 8.2 digits, it should be split into smaller amounts).

Notification of Payment

The eRecruit Payment Notification Application Engine process (PYER_NOTIFY) publishes the following information to Talent Acquisition Manager when awards have been paid:

- Employee ID and employee record number.
- Applicant ID.
- Award amount.

If a paycheck has been reversed, the reversed amount is returned. Resources Talent Acquisition Manager is not notified if a paycheck is adjusted.

- Award date.
- Award currency.
- Earnings code.
- Department ID.
- Gross-up indicator.
- Separate check indicator.

If gross-up is requested, a separate paycheck is for the award.

- Paycheck status.
- Paycheck number and check date.

Prerequisites

Before using the integration between Payroll for North America and Talent Acquisition Manager, configure the Integration Broker node and activate the appropriate queues, handlers, and routings for these service operations:

<i>Service Operation</i>	<i>Description</i>
PAYMENT_ERECRUIT_REQUEST	Employee referral programs publish award data to the PYER_RQT_SUB staging table where Payroll for North America subscribes.
PAYMENT_ERECRUIT_ACKNOWLEDGE	Payroll for North America validates the requested awards and publishes the results of validation to the PYER_ACK_PUB staging table, where Talent Acquisition Manager subscribes.
PAYMENT_ERECRUIT_ISSUED	Payroll for North America publishes notification of payment to the PYER_ISS_PUB staging table, where Talent Acquisition Manager subscribes.

Note. To research the technical details of any integration point used by PeopleSoft applications, refer to the Interactive Services Repository on My Oracle Support.

See Also

Interactive Services Repository in the Implementation Guide section of My Oracle Support.

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Working with Integration Points in Enterprise HRMS"

Enterprise PeopleTools PeopleBook: Integration Broker

PeopleSoft Enterprise Talent Acquisition Manager 9.1 PeopleBook, "Managing Employee Referral Programs," Approving and Paying Referral Awards

Page Used to Administer the Interface with Talent Acquisition Manager

Page Name	Definition Name	Navigation	Usage
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load employee referral award data into paysheets after receiving the data from Talent Acquisition Manager.
Notify Recruiting of Payment	PRCSRUNCNTL	Payroll for North America, Payroll Distribution, Additional Integrations, Notify Recruiting of Payment, Notify Recruiting of Payment	Run the eRecruit Payment Notification (PYER_NOTIFY) application engine process to populate the staging table PYER_ISS_PUB with employee referral program payment data and publish the payment notification.

Integrating with Stock Administration

This section provides an overview of the integration with Stock Administration and lists the pages used to administer the interface with Stock Administration.

Understanding the Integration with Stock Administration

Integration with Stock Administration is accomplished through table sharing.

Loading Refunds to Stock Purchase Contributions

To load data for refunds to stock purchase contributions:

1. Confirm that your Stock Administration administrator has prepared the refund data.

Before you initiate the load process, check with your administrator to ensure the refund data has been generated.

2. Use the Load Paysheets process to load data into the paysheets.
3. Run the rest of the payroll process as usual.

Calculating Taxes for Stock Options

Stock Administration enables users to calculate the taxes that result from the exercise of stock options. The Stock Administration administrator clicks the Calculate Taxes button on the Exercise Taxes page and the employee's tax liability is calculated by Payroll for North America and displayed on the Exercise Taxes page.

Loading Tax Data for Exercised Stock Options

To load tax data for exercised stock options:

1. Confirm that your Stock Administration administrator has sent the tax data to Payroll for North America.

After the administrator is satisfied with the tax amounts that appear in the Stock Administration system's Exercise Taxes page, the administrator clicks the Update Payroll button to send the tax data to Payroll for North America. Before you initiate the load process, check with the administrator to ensure the tax data has been sent.

2. Use the Load Paysheets process to load tax data into the paysheets.
3. Run the rest of the payroll process as usual.

The payroll system updates the employee's balances, but does not issue a check.

See Also

PeopleSoft Enterprise Stock Administration 9.1 PeopleBook, "Administering Exercises"

Pages Used to Administer the Interface with Stock Administration

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load Stock Administration data into paysheets. Use after you receive data from Stock Administration.

Integrating with Enterprise Expenses

This section provides an overview of the interface with Expenses, lists prerequisites, and lists the pages used to notify Expenses.

See Also

PeopleSoft Expenses PeopleBook

Understanding the Integration with Expenses

When you use the Expenses with Payroll for North America interface, you can pay approved expense advances and reimbursements in on-cycle or off-cycle pay runs. Payroll for North America processes the unique taxation and reporting requirements of each type of reimbursement based on the transactions that are received from Expenses. The earnings code indicates the tax status of each payment.

The interface begins when someone enters a request in Expenses to send expense data to payroll. The following procedure explains what to do after the records are sent:

1. Check Integration Broker Service Operations Monitor to confirm receipt of records.

2. Load data into paysheets using the Load Paysheet Transactions process.

See [Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616.](#)

3. Run the rest of the payroll process.
4. If you use PeopleSoft General Ledger interface, you must generate and load accounting lines after the pay run is confirmed.
5. Publish payment data back to Expenses using the Expenses Payment Notification page.

Validation of Data

The payroll system receives the expense records, validates them, and posts a message on Integration Broker Service Operations Monitor to inform you that the records have arrived. Records that do not pass the validation for any of the following reasons are returned to Expenses automatically so that they can be corrected and resent:

- Invalid Earning Code.
- Invalid Employee ID & Record#.
- Invalid Currency Code.
- Transaction already exists.
- Expenses Sheet in Error (If an Empl ID/Empl Rcd # has one or more error in the Expense Document ID, Expense Document Type being processed).
- Amount Exceeds Maximum (If the converted value of the amount is longer than 11.2 digits, it should be split into smaller amounts).

Rules for Processing

Processing rules for expenses are as follows:

- If gross-up instructions have been entered in Expenses, payroll creates a separate check for the expense.
Gross-up items cannot be combined with other earnings that are not to be grossed-up.
- Negative adjustments to expenses previously sent to payroll must be processed in an on-cycle pay run with other items that offset the negative amount.

GL Interface

Running GL interface before sending payroll data to Expenses enables you to send the GL account number along with the expense data sent to Expenses. If you use GL Interface, you must run both the GL Interface PSJob process (PAYGL01A) and the HR Accounting Line Report Structured Query Report (SQR) Report process (PAY039) before sending payment notification to Expenses.

See [Chapter 23, "Integrating with Enterprise General Ledger," Preparing and Transferring Payroll Data to General Ledger, page 815.](#)

Notification of Payment

The Expenses Payment Notification Application Engine process (PYEX_NOTIFY) publishes the following payment data back to Expenses:

- Employee ID and employee record number.
- Reimbursement amount.
- Reimbursement currency.
- Document ID (sheet ID or advance ID).
- Document type (sheet or advance).
- Sequence number.
- Status (paid).
- Check status (confirmed, reversed, etc).
- Check number.
- Check date.
- Check/advice stock.
- GL account (if using PeopleSoft General Ledger Interface).

Prerequisites

Before using the integration between Payroll for North America and Expenses, configure the Integration Broker nodes and activate the appropriate queues, handlers, and routings for these service operations:

<i>Service Operation</i>	<i>Description</i>
PAYMENT_EXPENSES_REQUEST	Expenses publishes data.
PAYMENT_EXPENSES_ACKNOWLEDGE	Payroll for North America validates the data and publishes the results of validation.
PAYMENT_EXPENSES_ISSUED	Payroll for North America publishes notification of payment.

Configure corresponding service operations for the Expenses side of the integration.

Note. To research the technical details of any integration point used by PeopleSoft applications, refer to the Interactive Services Repository on My Oracle Support.

See Also

Interactive Services Repository in the Implementation Guide section of My Oracle Support.

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Working with Integration Points in Enterprise HRMS"

Enterprise PeopleTools PeopleBook: Integration Broker

PeopleSoft Enterprise Expenses PeopleBook

Pages Used to Administer the Interface with Expenses

Page Name	Definition Name	Navigation	Usage
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load Expenses data into paysheets. Use after you receive data from Expenses.
Expenses Payment Notification	PRCSRUNCNTL	Payroll for North America, Payroll Distribution, Additional Integrations, Notify Expenses of Payments, Expenses Payment Notification	Run the Expenses Payment Notification process, which publishes a verification of payment to Expenses. Use this page after you confirm a pay run.

Integrating with Sales Incentive Management

This section provides an overview of the interface with the Sales Incentive Management business process in PeopleSoft Human Resources and lists the page used to send notification of payment data to Sales Incentive Management.

Understanding the Integration with the Sales Incentive Management Business Process in PeopleSoft Human Resources

The interface begins when the compensation administrator or payroll manager runs routine Sales Incentive Management processing. Sales Incentive Management transmits approved Incentive Payout Amounts and/or adjustments to Payroll for North America for processing. Payroll for North America will then transmit a message back to Sales Incentive Management either accepting or rejecting these transactions. All accepted transactions will be added to paysheets and calculated with the proper tax withholdings withheld. Payments can be processed with the next scheduled on-cycle or off-cycle pay run and included with another check or on a separate check.

After the paycheck is confirmed a payment message is transmitted to Sales Incentive Management advising that the monies have been successfully paid.

The interface begins when someone enters a request in Sales Incentive Management to send approved payout amounts to Payroll for North America. The following procedure explains what to do after the records are sent:

1. Check Integration Broker Service Operations Monitor to confirm receipt of validated records.
2. Load data into paysheets using the Load Paysheets process.

See [Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616.](#)

3. Run the rest of the payroll process as usual and issue checks and advices.
4. Publish a verification of payment to Sales Incentive Management.

Validation of Awards

Payroll for North America receives the approved Incentive Payout Amounts and/or adjustments, validates them, and posts a message on Integration Broker Service Operations Monitor to inform you that the records have arrived. Records that do not pass the validation for any of the following reasons are returned to the Sales Incentive Management automatically so they can be corrected and resent:

- Invalid Earning Code.
- Invalid Employee ID & Record#.
- Invalid Currency Code.
- Transaction already exists.
- Amount Exceeds Payroll Maximum (If the converted value of the amount is longer than 8.2 digits, it should be split into smaller amounts).
- Negative amount.

Notification of Payment

The Sales Incentive Management Notification process (PYEIM_NOTIFY) publishes the following information to PeopleSoft Human Resources when awards have been paid:

- SIM Sequence Number.
- Employee ID.
- Employment record number.
- Earnings code.
- Incentive amount.
- Currency code.
- Earnings begin date.
- Earnings end date.
- Department ID.
- SIM payout date.
- Separate check indicator.

If gross-up is requested, a separate paycheck is for the award.

- Check date.
- Check or advice number.
- Check type.
- Paycheck reprint.

See Also

Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616

Prerequisites

Before using the integration between Payroll for North America and Sales Incentive Management, configure the Integration Broker nodes and activate the appropriate queues, handlers, and routings for these service operations:

<i>Service Operation</i>	<i>Description</i>
PAYMENT_EIM_REQUEST	SIM publishes incentive payout amounts to the PAY_EIM_RQT_SUB staging table.

Service Operation	Description
PAYMENT_EIM_ACKNOWLEDGE	Payroll for North America validates the requested incentive payouts and publishes the results of validation to the PAY_EIM_ACK_PUB staging table.
PAYMENT_EIM_ISSUE	Payroll for North America publishes notification of payment to the PAY_EIM_ISS_PUB staging table.

See Also

Interactive Services Repository in the Implementation Guide section of My Oracle Support.

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Working with Integration Points in Enterprise HRMS"

Enterprise PeopleTools PeopleBook: Integration Broker

Pages Used to Administer the Interface with Sales Incentive Management

Page Name	Definition Name	Navigation	Usage
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load incentive payment data into paysheets. Use after you receive data from Sales Incentive Management.

Page Name	Definition Name	Navigation	Usage
SIM Payment Notification	RUNCTL_EIM_NOTIFY	Payroll for North America, Payroll Distribution, Additional Integrations, Notify SIM of Payments, SIM Payment Notification	Run the SIM Payment Notification process to populate the staging table PAY_EIM_ISS_PUB with payment data and publish the payment notification.

See Also

PeopleSoft Enterprise Sales Incentive Management PeopleBook

Integrating with Absence Management

This section provides an overview of the interface with the Absence Management business process in PeopleSoft Human Resources and lists the pages used to configure Absence Management to work with Payroll for North America.

Understanding the Integration with the Absence Management Business Process in PeopleSoft Human Resources

Integration with Absence Management and Payroll for North America is accomplished through table sharing. The integration can occur either directly or through Time and Labor. Absence Management delivers the ability to export computed absence results, by Reported Time, to enable direct integration between Absence Management and Payroll for North America.

The interface begins when the Absence Conversion process run is complete and the Absence Management data resides in the Paysheet Load Holding Record (PSHUP_TXN) in Payroll for North America.

Load paysheet transactions by selecting *Absence Management* in the Paysheet Update Source field in the Calculate Options group box on the Load Paysheet Transactions page in Payroll for North America.

Calculate and confirm paysheets containing absence management payout using the normal payroll process.

Time and Labor Processes

If your organization uses Time and Labor in conjunction with Payroll for North America, Absence Management exports computed absence results to Time and Labor. Time and Labor converts this information into payable time and adds sequence and reference numbers for eventual cost distribution.

When payees are enrolled in Time and Labor, the system creates Time and Labor Reported Time when you run the Absence Conversion process, instead of creating PSHUP data, as is the case for employees who are not enrolled in Time and Labor.

The Time Administration process uses the Time and Labor reported time to generate payable time, which the payroll administration can load to paysheets to complete the Paysheet process.

See Also

PeopleSoft Enterprise Absence Management 9.1 PeopleBook, "Integrating Absence Management and the Payroll System," Configuring Absence Management Integration with PeopleSoft Payroll Systems

Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616

Pages Used to Administer the Interface with Absence Management

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load Absence Management data into paysheets. Use after you receive data from Absence Management.
Job Data — Payroll	JOB_DATA2	Workforce Administration, Job Information, Job Data. Payroll page	Identify Absence Management as the absence system for a payee.

Integrating with Student Financials

This section provides an overview of the interface with the Student Financials business process in PeopleSoft Human Resources and lists the pages used to configure Student Financials to work with Payroll for North America.

Understanding the Integration with the Student Financials Business Process in PeopleSoft Human Resources

The interface between Student Financials and Payroll for North America enables you to refund desired amounts to students in the form of physical checks or direct deposit and process those refunds in both batch and online (real-time) modes.

The interface begins when refund requests are validated and processed in Student Financials. The refund data is then made available and resides in the Paysheet Load Holding Record (PSHUP_TXN) in Payroll for North America.

Load paysheet transactions by selecting *Other Sources* in the Paysheet Update Source field in the Calculate Options group box on the Load Paysheet Transactions page.

Calculate and confirm the paysheets using the normal payroll process.

See Also

[Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616](#)

Pages Used to Administer the Interface with Student Financials

Page Name	Definition Name	Navigation	Usage
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load refund data into paysheets after you receive data from Student Financials.

See Also

PeopleSoft Enterprise Student Financials PeopleBook

Chapter 19

Working with Paysheets

This chapter provides overviews of compensation rates, paysheets and paylines, and deduction override processing, and discusses how to:

- Create paysheets automatically.
- Enter hours or amounts using rapid entry paysheets.
- Load paysheet transactions.
- View and update paysheets and paylines.
- Record one-time deductions.
- Record one-time garnishments.
- Record one-time tax deductions.
- Set up and process payback deductions.
- Process gross-ups.
- Create final check paysheets.
- Review paysheet balances.
- Generate paysheet reports.

Understanding Compensation Rates

You base employee compensation on various rates of pay, including:

- Basic compensation:
 - Normally paid each payroll period.
 - Might involve multiple components, such as regular pay and merit pay.
 - Normally defined as an hourly or salary amount.

- Additional rates of pay:
 - Not necessarily paid each period.
 - Might include pay for working under hazardous conditions, working in a different job, or completing a certain task.

You typically assign compensation rates to an employee, a job code, or the general employee population. Each rate might represent an hourly rate, a flat amount, or an addition to the base hourly rate. Use the Compensation Rate Code table to establish compensation rate codes that identify the compensation rates you assign to employees and their job codes.

Because compensation rates are independent of earnings codes, you have the flexibility to associate any earnings code with a rate. You can also associate all employee-specific rates with each job change.

You can view totals of:

- All base compensation.
- All components that comprise base pay and additional pay.

Paysheets reflect total base compensation and any rate code that you specify on an Additional Pay record to indicate an alternate rate of pay. You can apply an alternate rate of pay to various earnings (such as regular, overtime, other earnings). This rate can represent earnings from a prior or future period. You can enter this rate manually on the paysheet or derive it from the compensation rate codes specifically defined for the job code, employee ID, or the general employee population.

The payroll calculation derives the necessary rates to calculate earnings.

All types of check processing, except manual checks, support additional rates. This includes:

- On-cycle
- Off-cycle
- Online
- Reversal
- Reversal and adjustment
- Gross-up
- Final check

All rates of pay used during the Pay Calculation COBOL SQL process (PSPPYRUN) are available for reviewing, reporting, and audit trails.

See Also

PeopleSoft Enterprise Human Resources PeopleBook: Administer Compensation

Understanding Paysheets and Paylines

This section discusses:

- Paysheets.
- Differences between paylines and paysheets.
- Paysheet page messages.

Paysheets

Before you run payroll calculations, you must create paysheets. Paysheets contain the data required to calculate employee pay for each pay period.

To create a paysheet automatically, use the Create Paysheet COBOL SQL process (PSPPYBLD). This process gathers information about the employees for whom to process payroll from system tables and generates the pay earnings information for each payline.

To create a paysheet manually, create a blank paysheet with only the pay begin and end dates specified.

Use the paysheets in the Payroll Processing menu to enter time and any additional payroll-related information for the current pay period (such as earnings, frequency, one-time deductions, one-time garnishments, one-time taxes, accounting data, and tax periods) before you run the Pay Calculation process.

Use the rapid entry paysheet functionality to quickly input basic payroll data entry information based on hours worked, amounts, or a combination of both.

After you create paysheets, you can print them for review.

This diagram illustrates how paysheets fit into the payroll process, from setting up HRMS tables to producing payroll reports and sending data to general ledger:

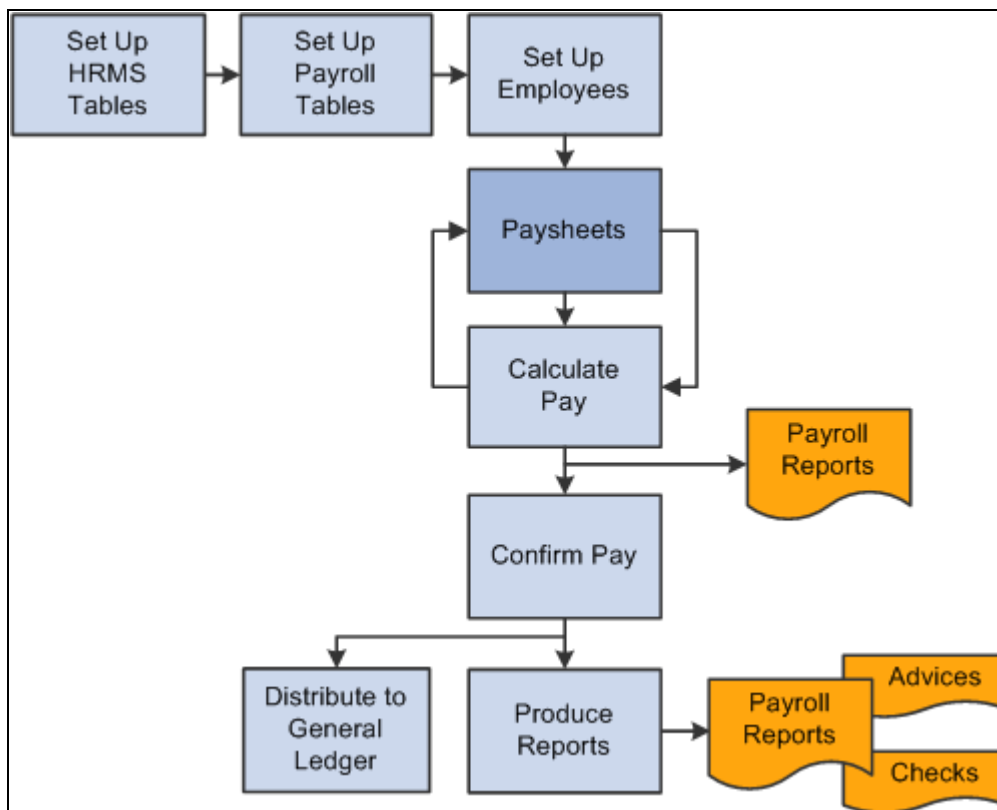


Illustration showing how paysheets fit into the payroll process from setting up HRMS tables to producing payroll reports and sending data to general ledger

See [Appendix A, "Configuring Batch Processes," Payroll Processes, page 1065.](#)

Differences Between Paylines and Paysheets

Before automated data processing, payroll departments used sheets of ruled paper to compile the information required to calculate pay and produce paychecks for the employees scheduled to be paid in a pay period. These were called paysheets, and each horizontal row of data on the paysheet, typically representing one employee, was called a line or payline. Payroll for North America uses an online version of the pencil-and-paper paysheets and paylines.

Before running the Pay Calculation process, you can make pay-related adjustments for the current pay period. Paysheet and Payline pages display the same content, but you access them differently. The Paysheet page includes many paylines. You can view only one payline at a time on the Payline page.

Use the Paysheet pages to scroll through paylines for a paysheet run, entering any required data. After the initial calculation run, use the Payline pages to enter corrections and last-minute adjustments for employees, because you can access the employee much faster through the individual payline.

If you use paysheet reports to enter payroll information, use one of the Paysheet pages. However, to review pay earnings entries for an employee or group of employees, use one of the Payline pages.

Paysheets

The By Paysheet - Paysheet page brings together information from many different sources in the system. The default information appears as a payline for each employee when you access the page. Paysheets are arranged by pages and lines. A paysheet contains many lines. Each employee appears on a separate line that contains standard pay information, such as the amount of regular pay, number of regular hours, and job data.

When you view a printed paysheet report, several paylines appear on the same page. When you view paysheets online, you only see one payline per page on the By Paysheet - Paysheet page. Specify the number of paylines to appear on a paysheet in the Company table. Specify the sort sequence for paysheets in the Pay Group table.

During the Create Paysheet process, the system creates one payline for each employee to be paid:

- Active employees.
- Employees who are on leave with pay.
- Employees who were terminated or on unpaid leave for only part of the pay period.

For terminated employees or new hires who did not appear on the paysheet, create a new By Paysheet - Paysheet page to include last-minute pay data for the terminated employee, or to indicate how much to pay a new hire who you hired after creating the paysheets. If you select the Automatic Paysheet Update check box on the Pay Group Table - Paysheets page, the system creates paysheets for new hires and updates paysheets with employee job, deduction, and other changes during the Pay Calculation process.

In some cases, depending on the data provided, the system automatically creates multiple pay earnings. Otherwise, enter additional records manually before running the calculation. The system automatically creates the following:

- Multiple paylines, if the employee has multiple Job records and additional Employment records.
- Multiple Pay Earnings records, if the following criteria are valid:
 - The pay is charged to different departments and account codes as specified in the Job Data record in the Workforce Administration menu.
 - The employee has different rates of pay due to a pay rate change during the pay period.
 - The employee worked in multiple departments, states, or locations during the pay period, resulting from a Job record or location change.
- Other Earnings records, if the employee has additional pay entries.

Paylines

A payline consists of:

- Line number.
- Employee ID.
- Employment record number (used for multiple jobs).
- Benefit record number.

- Employee name.
- Manual check indicator.

A payline is associated with one or more Pay Earnings records. Each Pay Earnings record that is associated with a payline contains the following information:

- Amount of regular pay.
- Number of regular hours.
- Additional pay.
- Other earnings.
- Tax information.
- Job data, such as department and job code.

Note. Each employee who you scheduled to pay during a pay period must have at least one payline and one Pay Earnings record. Otherwise, the system has no information with which to calculate earnings, taxes, and deductions.

Paysheet Page Messages

Paysheet pages display messages that might appear for each pay earnings on the paysheet. The messages indicate either the status of the pay earnings, or what the pay earnings represent.

Normal Payroll Processing Messages

The following table lists the normal payroll processing messages:

<i>Message</i>	<i>Explanation</i>
No Message	The standard message indicates that nothing unusual has happened.
Partial Period	Indicates that the employee was not active for the entire pay period, or that the employee's Job record was updated with an effective date that falls between the pay period begin and end dates.

Message	Explanation
Pay Data Change	Indicates that one or more of the employee's records was updated since the last time you ran the Pay Calculation process. If you haven't already recalculated the employee's pay, the system recalculates it the next time you run the Pay Calculation process. To select all employees whose pay data changed and requires recalculating, select the <i>Calculation Required</i> value in the Job Pay Data Change field on the Payline Update/Display page. Entering Y in the same field selects all employees whose pay was recalculated due to a change in one of their pay-related records.
Pay Data Change - Partial Period	Indicates, for employees who received a Pay Data Change message, that a change was made to their Job records with an effective date falling between the pay period begin and end dates, and they have already been recalculated.

Reversal Message

This reversal message appears in the Payline record when you run the Reversal Processing COBOL SQL process (PSPPYREV) for a check reversal:

Message	Explanation
Reversal	Indicates that the check is a reversal check.

Reversal and Adjustment Messages

The following messages might appear when you run the Reversal batch process for a check adjustment:

Message	Explanation
Reversing Adjustment	Indicates that a Pay Earnings record was adjusted. It appears in the original Pay Earnings record.
Adjustment	Indicates that the Reversal Processing process created a Pay Earnings record. It appears in the Pay Earnings record that you use to recalculate an employee's pay.

Message	Explanation
Adjustment - Partial Period	Indicates that the employees with the adjusted Pay Earnings record had changes to their Job records, with an effective date that falls between the pay period begin and end dates prior to running the Reversal/Adjustment process.
Adjustment - Pay Data Change	Indicates that at least one of the employee's adjusted records was updated since the last time you ran the Pay Calculation process. The system recalculates this employee during the next Pay Calculation process if it hasn't already. To select all employees whose pay data changed and requires recalculating, enter <i>R</i> in the Job Pay Data Change field on the Payline Update/Display page. Entering <i>Y</i> in the same field selects all employees whose pay was recalculated due to a change in one of their pay-related records. (See the previous example).
Adj - PayChg - Partl Period (adjustment - pay change - partial period)	Indicates, for an employee who received an Adjustment - Pay Data Change message, that a change was made to that Job record, with an effective date falling between the pay period begin and end dates, and has already been recalculated.

Manual Check Message

The following table lists the manual check message:

Message	Explanation
Manual Check	This message appears when you selected the Manual Check option.

Understanding Deduction Override Processing

This section discusses:

- Fields for specifying deductions.
- Deduction override evaluation hierarchy.
- Deduction override processing in paysheet creation.
- Deduction override status indicators.
- Deduction override processing in pay calculation.

- Deduction override processing related to unconfirmed pay runs.

Note. If some method other than the delivered Create Paysheet process is used to create/load paysheets into the system, this other method will need to be modified to mirror the paysheet with the latest information, including setting the new deduction status indicator to *I* (initial).

Fields For Specifying Deductions

Specify general deductions and benefit deductions separately. The following are the four fields used for specifying deductions:

- General Deductions Taken.
- General Ded Subset ID (general deduction subset ID).
- Benefit Deductions Taken.
- Benefit Ded Subset ID (benefit deduction subset ID).

Note. These fields are collectively referred to as *deduction taken* fields. Which of these fields appear on a particular page and the values available for selection vary according to the purpose of the page.

Deduction Override Evaluation Hierarchy

To determine deduction overrides, the Create Paysheet and Pay Calculation processes use a deduction override evaluation process, which reads values entered in the General Deductions Taken, General Ded Subset ID, Benefit Deductions Taken, and Benefit Ded Subset ID fields on a succession of pages.

This diagram illustrates the deduction override evaluation process:

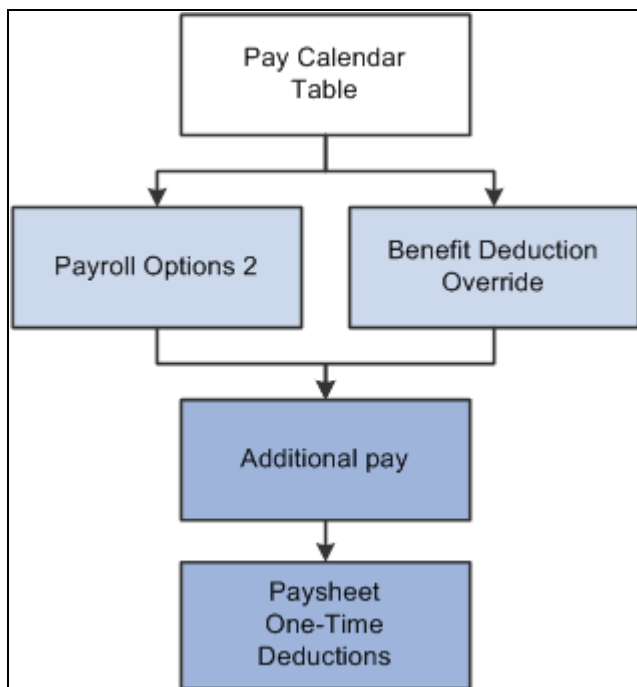


Illustration of deduction hierarchy using the deduction override evaluation process

The following list presents the order of deduction override evaluation. The value listed on each successive page overrides the value on the previous pages in this list:

1. Pay Calendar Table page: general and benefits deductions at the pay calendar level.
2. Payroll Options 2 page: general deductions at the employee level.
3. Override Benefits Deductions page: benefit deductions at the employee level.
4. Create Additional Pay component (ADDITIONAL_PAY): general and benefit deductions at the employee level for a separate check only.
5. One-Time Deductions page: general and benefit deduction manual overrides on the paysheet at the employee level.

Note. For off-cycle runs, select the Off-Cycle Ded Override (off-cycle deduction override) check box on the Pay Calendar Table page to enable the deduction taken fields on the Pay Calendar to be overridden by employee level overrides.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Pay Calendars," Building Pay Calendars Manually.

Deduction Override Processing in Paysheet Creation

The Create Paysheet process enters and overrides the values in the general and benefits deduction taken fields on the paysheet from the values in the Pay Calendar table page, Payroll Options 2 page, Override Benefits Deductions page, and Create Additional Pay component (for separate check) respectively. The deduction taken fields are then accessible for manual overrides on the By Paysheet - One-Time Deductions overrides page at the employee level.

Example of Deduction Override Evaluation Processing in the Create Paysheet COBOL SQL Process (PSPPYBLD)

The details of deduction override evaluation processing in the Create Paysheet process are outlined below in the form of an example.

1. Pay Calendar Table

The default deduction taken values on the paysheet are the Pay Calendar settings as defined on the Pay Calendar Table page. This example assumes the following values:

General Deductions Taken *Deduction*

Benefit Deductions Taken *Subset*

Benefit Ded Subset ID *ABC*
(benefit deduction subset ID)

2. Payroll Data

The process reviews each employee's payroll data for overrides, as established on the Payroll Options 2 page:

<i>Deductions Taken Value</i>	<i>Effect on Paysheet</i>
<i>NoOverride</i>	No change to the General Deductions Taken field.
<i>Deduction</i>	The General Deductions Taken field is overridden with <i>Deduction</i> .
<i>Subset</i> with the subset ID of <i>XYZ</i>	The General Deductions Taken field is overridden with <i>Subset</i> and the Subset ID field is overridden with <i>XYZ</i> .
<i>None</i>	The General Deductions Taken field is overridden with <i>None</i> .

3. Benefit Deduction Processing Overrides

The Create Paysheet process reviews the values established on the Override Benefits Deductions page. For employees with multiple jobs that have different benefit plans, each payline is processed separately for benefit deduction overrides:

<i>Deductions Taken Value</i>	<i>Effect on Paysheet</i>
<i>NoOverride</i>	No change to the Benefit Deductions Taken field.
<i>Deduction</i>	The Benefit Deductions Taken field is overridden with <i>Deduction</i> .
<i>Subset</i> with the subset ID of <i>LMN</i>	The Benefit Deductions Taken field is overridden with <i>Subset</i> and the Subset ID field is overridden with <i>LMN</i> .
<i>None</i>	The Benefit Deductions Taken field is overridden with <i>None</i> .

4. Additional Pay

The Create Paysheet process pulls in the values established on the Create Additional Pay component.

- If the Create Additional Pay component is not set up for a separate check (the Sep Chk # [separate check number] field is empty), the general and benefit deductions taken values for the additional pay on the paysheet default to the values that are established for the regular pay payline.
- If the Create Additional Pay component is set up for a separate check (the Sep Chk # field has a value from 1 to 99) the payline for regular pay remains at the override(s) determined in the review of payroll data and benefit deduction processing override in steps two and three.

The process then reviews the Deductions Taken values on the Create Additional Pay component for the override(s) to apply on that additional pay payline only.

a. General Deductions Taken on the Create Additional Pay Component

<i>General Deductions Taken Value</i>	<i>Effect on Paysheet</i>
<i>NoOverride</i>	No change to the General Deductions Taken field.
<i>Deduction</i>	The General Deductions Taken field is overridden with <i>Deduction</i> .
<i>Subset</i> with a subset ID of <i>GHI</i>	The General Deductions Taken field is overridden with <i>Subset</i> and the Subset ID field is overridden with <i>GHI</i> .
<i>None</i>	The General Deductions Taken field is overridden with <i>None</i> .

b. Benefit Deductions Taken on the Create Additional Pay Component

<i>Benefit Deductions Taken Value</i>	<i>Effect on Paysheet</i>
<i>NoOverride</i>	No change to the Benefit Deductions Taken field.
<i>Deduction</i>	The Benefit Deductions Taken field is overridden with <i>Deduction</i> .
<i>Subset</i> with a subset ID of <i>RST</i>	The Benefit Deductions Taken field is overridden with <i>Subset</i> and the Subset ID field is overridden with <i>RST</i> .
<i>None</i>	The Benefits Deductions Taken field is overridden with <i>None</i> .

5. Paysheet One-Time Manual Overrides

The final general deduction and benefit deduction value established for the paysheet in the Create Paysheet process remains available to be manually overridden on the By Paysheet - One-Time Deductions page. Any manual override to the General Deductions Taken or Benefit Deductions Taken field on a paysheet sets the corresponding deduction status indicator to *U* (user update), so that the calculation process will not override this manual value.

The manual override on the By Paysheet - One-Time Deductions page overrides individual deduction codes to be taken on this check only.

Deduction Override Status Indicators

The system uses two invisible deduction status indicators to tell the Pay Calculation process whether the benefit and/or general deduction taken information has been modified after running the Create Paysheet process. The two indicators are the General Deduction Status (GENL_DED_STATUS) and Benefit Deduction Status (BEN_DED_STATUS) fields on the PAY_EARNINGS record.

The Create Paysheet process initially sets the status of both deduction status indicators to *I* (initial). The status of the appropriate indicator changes when you save a modification of the deduction taken fields after the initial paysheet creation.

The Pay Calculation process performs the deduction override evaluation process to determine if deduction overrides apply to the paysheets being processed. The following table shows the deduction status indicator values and the response in the Pay Calculation process:

<i>Status</i>	<i>Explanation</i>
<i>I</i> (initial)	This value is set by the Create Paysheet process or by manually adding a paysheet. This status indicates that no modifications have been made to deduction taken values. The Pay Calculation process does not check for possible update to paysheets.

Status	Explanation
<i>U</i> (user update)	Deduction taken value(s) have been manually updated on the One-Time Deductions page. The Pay Calculation process does not modify the values on the paysheet.
<i>L</i> (pay calendar update)	Deduction taken value(s) on the Pay Calendar Table page have been modified. The Pay Calculation process checks the deductions taken values for possible update to paysheets.
<i>D</i> (employee data update)	Deduction taken value(s) on the Payroll Options 2 page or the Override Benefits Deductions page have been modified. The Pay Calculation process checks the deduction taken values for possible update to paysheets.
<i>A</i> (additional pay update)	Deduction taken value(s) on the Create Additional Pay page have been modified. The Pay Calculation process checks the deduction taken values for possible update to paysheets only for additional pays to be paid on a separate check.
<i>C</i> (calculated)	Update to the deduction taken value(s) on the paysheet has been processed by the Pay Calculation process.

If you change and save the value in the General Deductions Taken, General Ded Subset ID, Benefit Deductions Taken, or Benefit Ded Subset ID field, then restore the original value, the value of BEN_DED_STATUS and GENL_DED_STATUS will still indicate that a modification has been made and processing will proceed accordingly.

Deduction Override Processing During Pay Calculation

The Pay Calculation process first uses the deduction override evaluation and the paysheet update processes to update the Benefit Deductions Taken, Benefit Ded Subset ID, General Deductions Taken, and General Ded Subset ID on the paysheets. The Pay Calculation process uses these values on the paysheet to select deductions for pay calculation.

Paysheet Update Process

During the paysheet update process in pay calculation, the program accesses the deduction status indicators to determine if the General Deductions Taken and/or Benefit Deductions Taken field(s) have been manually overridden (*U*). If a field has been manually overridden, the paysheet update process does not override the field. If a field has not been manually overridden, the paysheet update process performs the override evaluation process to pick up any changes that may have occurred in Payroll Data, Benefit Deduction Processing Override, or Additional Pay.

Deduction Calculation Process

After the paysheet update process has determined which deduction codes to apply, the deduction calculation process uses the selections on the General Ded Code Override (general deduction code override) page to calculate deductions. The options that are selected for each individual deduction code are the final override for that code in the deduction calculation and no changes are made to the Deductions Taken field on the paysheet.

See Also

Chapter 20, "Calculating Pay," page 681

Deduction Override Processing During Pay Unconfirmation

After a paycheck is confirmed, if you continue to make changes to the deduction taken fields on the Pay Calendar Table, Payroll Options 2, Override Benefits Deductions, or Additional Pay (for a separate check) pages, then paysheets for that paycheck would not be marked for deduction override evaluation (deduction override status indicators are not set to tell the system to process overrides).

Consequently, if this paycheck is unconfirmed later and the paycheck recalculated, benefit and general deductions for this paycheck would be calculated based on the deduction taken values on the paysheet, rather than on the updated deduction taken value on the Pay Calendar Table, Payroll Options 2, Override Benefits Deductions, or Additional Pay (for a separate check) pages.

Specifying Deduction Overrides for Additional Pay on a Separate Check

Deduction override processing applies only to additional pay that is paid on a separate check. The Create Paysheet process and the Pay Calculation process first determine whether the additional pay is to be paid on a separate check, then proceeds as follows:

- Not a separate check.

If the additional pay is not to be paid on a separate check, then there is no override to the paysheet as the deductions taken value for additional pay follows the value selected for the regular pay line.

- Separate check.

If the additional pay is to be paid on a separate check, then the deductions taken value on the Create Additional Pay component overrides the appropriate paysheet deductions taken value (either the original Pay Calendar default or overrides from Payroll Data and/or Benefit Deduction Processing Override) for that payline only.

Employees with Multiple Additional Pays

In the case of employees with multiple additional pays with the same separate check number and varying deductions taken values, the deductions taken value used for the paysheet is the deductions taken value from the additional pay with the lowest additional pay sequence number with the same separate check number.

For example, an employee's additional pay data is represented in the following table:

<i>Additional Pay Sequence Number</i>	<i>Separate Check Number</i>	<i>General Deduction Taken</i>	<i>Benefit Deduction Taken</i>
1	1	Subset (ABC)	NoOverride
2	1	None	NoOverride

For this employee's separate check number one, the general deductions taken value on the paysheet is *Subset* and the general deduction subset ID is *ABC*. The benefit deductions taken value is as specified on the Pay Calendar table.

See Also

[Chapter 11, "Maintaining Payroll Data," Defining Additional Pay Earnings, page 390](#)

[Chapter 6, "Setting Up the Payroll Process," Handling Employees with Multiple Jobs in the Same Organization, page 227](#)

Creating Paysheets Automatically

This section provides overviews of the Create Paysheet process and pay run IDs and discusses how to:

- Run the Create Paysheet process.
- Check for payroll errors.

Note. You can run the Create Paysheet process only for on-cycle pay runs. You must enter paysheets for off-cycle pay runs individually.

See Also

[Chapter 19, "Working with Paysheets," Understanding Deduction Override Processing, page 596](#)

Understanding the Create Paysheet COBOL SQL Process (PSPPYBLD)

During the Create Paysheet process, the system scans all employees and selects the employees that are scheduled to be paid for the specified pay period. It recognizes them because their pay groups are assigned to a pay calendar entry that is associated with the pay run ID.

When you create paysheets, the system performs the following tasks:

- Initializes input for salary or hourly rates, hours, additional earnings, tax methods, and accounting information.

- Provides a data entry point for hours, additional earnings, one-time deductions, one-time garnishments, one-time taxes, and overrides to previously established employee-level data (such as the department to which it charges earnings).
- Provides for earnings and hours to be divided among two or more departments, accounts, or locations.
- Uses the pay calendar and holiday schedule to automatically set up the holiday earnings code and hours for pay periods that contain holidays, using the holiday earnings code from the Pay Group Table - Calc Parameters (Pay Group table - calculation parameters) page.
- Establishes prorations for employees who work for only part of a pay period or have a data change (such as a pay increase or department change).
- Creates multiple lines for employees who work at multiple jobs during a pay period (if you use the Multiple Job feature and established multiple jobs, or employment record numbers, for the employees).
- Provides for printing turn-around or data-entry documents, which you can distribute to department managers or supervisors.
- Automatically approves paysheet data, as specified by the Confirmation Required check box on the Pay Group Table - Process Control page.
- Automatically creates multiple lines for Fair Labor Standards Act (FLSA) employees when the FLSA period is smaller than the pay period.

Understanding Pay Run IDs

To indicate for whom you want to create paysheets, specify a pay run ID on the Create Paysheets page. This pay run ID groups together pay calendar entries from different pay groups for payroll processing.

When you set up the payroll process tables, you assigned a pay run ID to each pay calendar entry. At this point, you already know how to organize the payroll cycles, and whether to run paysheets for multiple pay groups and companies at the same time by combining them under the same pay run ID.

All pay calendar entries that share a pay run ID generally have the same pay period end date, but not necessarily the same pay frequency. In most cases, you set up a different pay run ID for each pay period end date on the Pay Calendar Table page.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Understanding Pay Calendars

Pages Used to Create Paysheets Automatically

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Presheet Audit Report	RUNCTL_PRESHEET	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Presheet Audit Report, Presheet Audit Report - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Presheet Audit Report, Presheet Audit Report - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Presheet Audit Report, Presheet Audit Report	Run PAY034 to generate a report to verify the integrity of the payroll and benefits setup and the employee data. Before creating paysheets, run this optional report. This report scans all the tables required by the Create Paysheet process and identifies orphan records and codes.
Create Paysheets	RUNCTL_PAYSHEET	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Paysheets, Create Paysheets - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Paysheets, Create Paysheets - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Create Paysheets, Create Paysheets	Specify a pay run ID and create a paysheet. This page is also used to confirm a pay run that processed paysheets loaded with variable compensation data.

Page Name	Definition Name	Navigation	Usage
Review Payroll Error Messages	PAY_MESSAGES	- Payroll for North America, Payroll Processing USA, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages - Payroll for North America, Payroll Processing CAN, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages - Payroll for North America, Payroll Processing USF, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages	View payroll error messages that arise when creating paysheets.

Running the Create Paysheet COBOL SQL Process (PSPPYBLD)

Access the Create Paysheets page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Paysheets, Create Paysheets; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Paysheets, Create Paysheets; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Create Paysheets, Create Paysheets).

Create Paysheets

Run Control ID: PS [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

*Pay Run ID: 

Create Paysheets page

Pay Run ID

You already set up pay run IDs and associated them with pay calendar entries.

Note. Use the Pay Run table to verify the accuracy of the selected group to be processed. This table displays every company and pay group calendar entry that you linked to the pay run ID.

Checking for Payroll Errors

Access the Review Payroll Error Messages page (Payroll for North America, Payroll Processing USA, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages; or Payroll for North America, Payroll Processing CAN, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages; or Payroll for North America, Payroll Processing USF, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages).

Review Payroll Error Messages

Company:DCPay Group:LE2Pay Period End:12/31/2008Off Cycle

Page:Line:Process Instance:706

Empl ID:Empl Record:0

MessageFind | View All First1 of 1Last

Separate Check:

Message ID:000207

Description:

The entry for Balance ID was not found in Balance_ID_TBL. To create Balance ID entry, go to 'Set Up HRMS', 'Product Related', 'Payroll for North America', 'Payroll Processing Controls' and 'Balance ID Table'. Select 'Add a New Value' and enter selected Balance ID. If Balance ID is for calendar year processing, press the check box for 'Bal For Calendar Year' and save the data.

Message Data:F12008-12-31

Review Payroll Error Messages page

Page

If the error is for a specific employee, this field displays the paysheet page number.

Line

If the error is for a specific employee, this field displays the paysheet payline number.

Message

Separate Check #

(separate check number)

This field appears if the error is for an employee and the error occurred on a separate check.

Message ID The Management Information Systems department uses this to find and correct errors.

Message Data If the error is associated with an object, such as an earnings code, this field displays the object ID.

Note. The Payroll Error Messages report (PAY011) also lists errors related to employee data.

See Also

Chapter 20, "Calculating Pay," Understanding Corrections in Pay Calculation, page 707

Entering Hours or Amounts Using Rapid Entry Paysheets

This section provides an overview of rapid entry paysheets, lists prerequisites and common elements, and discusses how to:

- Use the rapid entry paysheet based on hours.
- Use the rapid entry paysheet based on amounts.
- Use the rapid entry paysheet based on hours or amounts.
- View validation results.
- Load or reset payroll data from rapid entry paysheets into paysheets.

Understanding Rapid Entry Paysheets

Rapid entry paysheets enable you to quickly input hours worked, amounts, or a combination of both for any number of employees. These are the steps to use rapid entry paysheets:

1. Access the Rapid Entry Paysheet page using the template that has the earnings codes that you plan to enter.
2. Enter employees and their earnings.
3. Run the validation process and view validation results.
4. Use the Load Paysheets PSJob process (PYLOAD) to load this information into the standard paysheets created within Payroll for North America.

Fields Displayed on the Rapid Entry Paysheet Page

The fields available for entering earnings information on the Rapid Entry Paysheet page vary according to the type of template that you select to enter the page. The following table lists the important fields that vary by template type:

<i>Rapid Entry Template Type</i>	<i>Fields on the Rapid Entry Paysheet Page</i>
Hours	Up to three columns for the earnings codes defined on the template. Optional Earnings Code field for an additional earnings code. Hours: Use with the optional additional earnings code.
Amounts	Up to two columns for the earnings codes defined on the template. Optional Earnings Code field for an additional earnings code. Earnings Amount: Use with the optional additional earnings code.
Hours or Amounts	Up to three columns for the earnings codes defined on the template.

Prerequisites

Before you can use rapid entry paysheets, you must:

- Define the rapid entry paysheet templates for the type of earnings you are entering.

See [Chapter 6, "Setting Up the Payroll Process," Setting Up Rapid Entry Paysheet Templates, page 183.](#)

- Define a Pay Run ID for the payroll that you're processing.

For example, if you're processing payroll for the month ending December 2009, you should have defined a Pay Run ID for this timeframe.

- (Optional) If you plan to load employees into the rapid entry paysheet by groups, you must first create the groups using Group Build pages.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up and Working with Group Definitions."

Common Elements Used in This Section

Earnings Code (optional) Use this field to select an additional earnings code not defined on the Rapid Entry Template.

Note. You can add an additional earnings code to a Rapid Entry Template based on Hours only or Amounts only.

Earnings Begin Date and Earnings End Date	Enter applicable dates in these fields. Both are required fields. Note. For FLSA employees, the beginning and end dates must fall within the same FLSA period. When adding entries to on-cycle paysheets from rapid entry paysheets, the earnings begin/end dates entered here must match the existing paysheet. If there is not a match, then a new pay earnings row will be created using these earnings beginning and ending dates.
Group ID (optional)	To load the employees in a group that has been defined in Group Build pages, select a predefined group ID. After you've entered the Group ID, click the Get Group button to populate the EmplID, Empl Rcd#, and Name fields.
EmplID (employee ID)	To load individual employees, manually enter the EmplID.
Sep Chk # (separate check number)	Enter a check number from 1 to 99 in this field if you want the earnings to be paid on a separate check. In one payroll run, the system can produce up to 99 separate checks per employee in addition to the regular paycheck. The earnings are put on the check that you specify here. If you leave this field blank, the earnings are included with regular pay in one paycheck.
Gross-Up	Select this check box to gross-up a check for this pay earnings.
Validate on Save	Select this check box to have the system validate entries for each employee when you save. After the validation process is complete, the Validation Results page displays. Note. If you do not validate entries when you save, the Load Paysheet Transaction process performs the validation. Invalid entries are not loaded and can be reviewed on the Validation Results page. The validation process will not execute a second time if you click the Save button after a Validate on Save has just been performed. If you update the Rapid Paysheet rows after the validation, then you can re-validate on save as many times as you need.

Pages Used to Enter Hours or Amounts Using Rapid Entry Paysheets

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Rapid Entry Paysheet Creation	PYRE_AMT_ENTRY PYRE_HRS_ENTRY PYRE_BOTH_ENTRY	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation	Enter hours, amounts, or a combination of both for the earnings codes defined in a template. Use the Hours or Amounts combination if you want to include earnings defined as Hours Only and earnings defined as Amounts Only in the same template.
Validation Results	PYRE_INVALID	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Rapid Entry Paysheets, Validation Results - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Rapid Entry Paysheets, Validation Results - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Create Rapid Entry Paysheets, Validation Results	View employee and earning code errors relating to rapid entry paysheets. Use this page to identify errors to be corrected. You are automatically transferred to this page upon save if you have selected the Validate on Save check box. If you do not validate entries when you save, the Load Paysheet Transaction process performs the validation. Invalid entries are not loaded and can be reviewed on the Validation Results page.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load data from rapid entry paysheets into paysheets.

Using the Rapid Entry Paysheet Based on Hours

Access the Rapid Entry Paysheet Creation page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation).

Rapid Entry Paysheet Creation

Validation Results

Template Type:Hours

Template ID:T2HOURS

Pay Run ID:TGH-09-02

Overtime and Sick Pay

TGH-2009 BW 02

Off Cycle

Paysheet Details

Find | View All | First | 1 of 1 | Last

*Earnings Begin Date:01/01/2009

*Earnings End Date:01/15/2009

Group ID:EI002

Get Group

Exception Hours

Customize | Find | First | 1-8 of 8 | Last

	*Employee ID	Empl Record	Name	TOV	TSK	TOD	Earnings Code	Hours	Separate Check	Gross-Up		
1	EVC006	0	Ernesto,Cancino	0.00	0.00	8.00		0.00	0			
2	EVC05	0	Samuel,Foster	0.00	2.00	0.00		0.00	0			
3	EVC07	0	Willebaido,Bucio	0.00	0.00	0.00		0.00	0			
4	EVC08	0	Patricia,Murilo	2.50	0.00	0.00		0.00	0			
5	EVC10	0	John,Anderson	0.00	8.00	0.00		0.00	0			
6	EVC11	0	Emilla,Moreno	0.00	0.00	0.00		0.00	0			
7	EVC12	0	Linda,Moloney	3.00	0.00	0.00		0.00	0			
8	EVC13	0	Ryan,Stich	5.00	0.00	0.00		0.00	0			
Total				10.50	10.00	8.00		0.00				28.50

☒ Validate on Save

Rapid Entry Paysheet Creation page

Exception Hours

Hours Enter the number of hours for the additional earnings code.

Using the Rapid Entry Paysheet Based on Amounts

Access the Rapid Entry Paysheet Creation page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation).

Exception Amount

Earnings Code Enter dollar amounts in the columns for earnings codes defined on the template.

Earnings Amount Use this column to enter the appropriate dollar amount that is associated with the additional earnings code.

FLSA Employees Being Paid Bonuses

When bonuses paid to FLSA employees need to be spread over several FLSA periods, enter the earnings begin and end dates to reflect the *entire* period covered by the bonus. The Pay Calculation process spreads the bonus amount over the FLSA periods encompassed by the earnings begin and end dates.

See Also

Chapter 3, "Setting Up Pay Groups," page 69

Using the Rapid Entry Paysheet Based on Hours or Amounts

Access the Rapid Entry Paysheet page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Create Rapid Entry Paysheets, Rapid Entry Paysheet Creation).

Exception Amount

Enter the appropriate hours or amounts for each earnings code.

Viewing Validation Results

Access the Validation Results page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Rapid Entry Paysheets, Validation Results; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Rapid Entry Paysheets, Validation Results; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Create Rapid Entry Paysheets, Validation Results).

Rapid Entry Paysheet Creation

Validation Results

Template Type:

Hours

Template ID:

T2HOURS

Overtime and Sick Pay

Pay Run ID:

TGH-09-02

TGH-2009 BW 02

Off Cycle

Rapid Paysheet Entry Errors

Find | View All | First 1 of 1 Last

Earnings Begin Date:

01/01/2009

Earnings End Date:

01/15/2009

Rows with uncorrected errors will not be loaded to standard paysheets and will be deleted in Payroll Confirmation.

Error Details

Employee ID	Empl Record	Name	Earnings Code	Message
	0			

Validation Results page

Note. If no errors are found, a *No errors found in validation process* message displays on this page.

Loading or Resetting Payroll Data from Rapid Entry Paysheets into Paysheets

See [Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616.](#)

Loading Paysheet Transactions

This section provides an overview of the Load Paysheets PSJob process (PYLOAD) and discusses how to:

- Use the Load Paysheets process with rapid entry paysheets.
- Use the Load Paysheets process with Expenses and PeopleSoft HRMS applications.
- Use the Load Paysheets process with sources other than PeopleSoft applications.
- Load data into paysheets.
- Review and inactivate preloaded transactions
- View loaded and preloaded transactions.

Understanding the Load Paysheets PSJob Process (PYLOAD)

This section discusses:

- The Load Paysheets process.

- On-cycle and off-cycle processing.
- Resetting transactions.
- Maintaining the PSHUP_TXN record.

The Load Paysheet Process

The Load Paysheets process (PYLOAD) runs:

1. An Application Engine program (PYRE_PRELOAD) that validates rapid entry paysheet transactions and loads the valid transactions into the PSHUP_TXN record.

Transactions that are successfully loaded into the PSHUP_TXN record are then removed from the rapid entry transaction table (PYRE_DETAIL). Invalid transactions are marked as inactive and are available for review on the Validation Results page.

2. A COBOL SQL process (PSPPSHUP) that loads active transactions that are in the PSHUP_TXN record onto paysheets.

The records in PSHUP_TXN include transactions from other update sources, such as Expenses and other HRMS applications.

After transactions have been loaded to paysheets, this process changes the transaction status from *Active* to *Inactive*.

On-Cycle and Off-Cycle Processing

When you run the Load Paysheets process, you specify whether you are loading on-cycle or off-cycle data.

When you load data from rapid entry paysheets, the choice of on-cycle or off-cycle controls which transaction rows are loaded. For example, if you choose to load rapid entry paysheets for on-cycle transactions, then only on-cycle transactions are loaded. If you choose to load rapid entry paysheets for off-cycle transactions, then only off-cycle transactions are loaded.

For all other sources, the transactions do not have their own on-cycle or off-cycle designation, so all transactions for that source are loaded, and they become on-cycle or off-cycle according to the parameters you selected on the Load Paysheet Transactions page.

Reviewing and Inactivating Transactions

You can use the Update Paysheet Transactions process to review data from the PSHUP_TXN record. When you review active transactions (transactions that have not been loaded), you can manually inactivate the transaction to prevent it from being loaded. The system updates the PSHUP_TXN record with the new status and with an indicator that the status has been manually changed.

Because transactions are also made inactive when they are loaded, you can only activate an inactive transaction if the transaction was manually inactivated.

Resetting Transactions

The reset transactions process option performs differently for rapid entry paysheets than for other transaction sources:

- Rapid entry paysheets.

The reset transactions process option resets rapid entry paysheets transactions from inactive to active, and then re-creates the paysheets.

- Transaction sources other than rapid entry paysheets.

In the event of a pay unsheet, use the reset transactions process option to reset transactions from inactive to active, then run the Load Paysheets process again.

Note. If you want to reload transactions from sources other than rapid entry paysheets, in addition to running the reset transactions process, you must either unsheet the pay run or remove the previously loaded transactions from the paysheets. If you reset the transactions but do not delete the previously loaded transactions from the paysheets, the system views the reloaded transactions as duplicates and will not process the load.

Maintaining the PSHUP_TXN Record

Transaction records remain in the PSHUP_TXN record in the system until you delete them. When you run the load process, their status is converted from active to inactive. Only active records are loaded to paysheets.

You are responsible for deleting the data in record PSHUP_TXN according to your organization's business practices. You can archive the data that has been loaded into paysheets after a period of time that you determine based on such factors as:

- The volume of transactions being processed.
- Performance.
- Disk storage requirements.

You can use Data Mover or PeopleSoft Archive Manager to manage the data.

Using the Load Paysheets Process with Rapid Entry Paysheets

Keep the following in mind if you're loading rapid entry paysheet records:

- You must validate the earnings codes before running the Load Paysheets process; otherwise the load process will not select the rapid entry paysheets.

Use the Validate on Save check box on the Rapid Entry Paysheet page.

- On-cycle paysheets must have been created prior to running an on-cycle load process.
- For off-cycle processing, the Load Paysheet Transaction process will automatically create an off-cycle paysheet.

To create rapid entry paysheets for off-cycle processing, select the Off-Cycle? check box at the same time as you enter the key values for the new rapid entry paysheet. You cannot change this setting after you continue to the Rapid Entry Paysheet Creation page.

Then, when you load the off-cycle rapid entry paysheets, select Off-Cycle in the On or Off Cycle field on the left side of the Load Paysheet Transactions page.

- All valid employee-level rapid entry paysheet records are deleted at the end of the load process.

- For on-cycle rapid entry paysheet records, invalid rows are deleted when the on-cycle payroll is being confirmed.
- For off-cycle rapid entry paysheet records, invalid rows are deleted when the calendar is closed for off-cycle processing (at the confirm of the next on-cycle payroll).
- Rapid entry paysheets are the only source where the earnings begin and end dates must match the existing pay earning row for the amount to be added to that Pay Earning record.

If there is not an exact match of earnings begin and end dates, then a new pay earnings row is added to the employee's existing paysheet pay line row with the new beginning and ending earnings dates from the rapid entry paysheet.

Using the Load Paysheets Process with Expenses and PeopleSoft HRMS Applications

You can load earnings and expense data into Payroll for North America from the following PeopleSoft applications:

- Absence Management
- Expenses.
- Human Resources: Manage Variable Compensation.
- Talent Acquisition Manager.
- Sales Incentive Management.
- Stock Administration.

Before you can load earnings and expense data into Payroll for North America, you must map items in the source application to payroll earnings or deduction codes. For example, if you use the Manage Variable Compensation business process of PeopleSoft Human Resources, you map each compensation plan to the appropriate earnings code. If you use Talent Acquisition Manager to pay employee referral awards, you provide an earnings code in the award schedule.

Mapping instructions and any other setup requirements that must be met before data can be loaded are discussed in the documentation for the source application.

Communication between Payroll for North America, Expenses, PeopleSoft Human Resources, Talent Acquisition Manager, and Sales Incentive Management is accomplished through the use of PeopleSoft Integration Broker messaging, which works in the background to quickly transfer data back and forth. Communication with Stock Administration is accomplished through the use of shared tables.

Expenses, Talent Acquisition Manager, Sales Incentive Management, and PeopleSoft Human Resources always initiate communication with payroll by sending data, such as awards or expense advances, to a temporary file that can be accessed by payroll. Payroll validates the data and returns records that do not pass the validation process so they can be updated and resent. A payroll clerk then uses the Load Paysheet Transactions run control page to start a batch process that loads the validated records into existing paysheets or creates new paysheets, as needed.

This diagram illustrates how data is loaded into the payroll system and validated along the way:

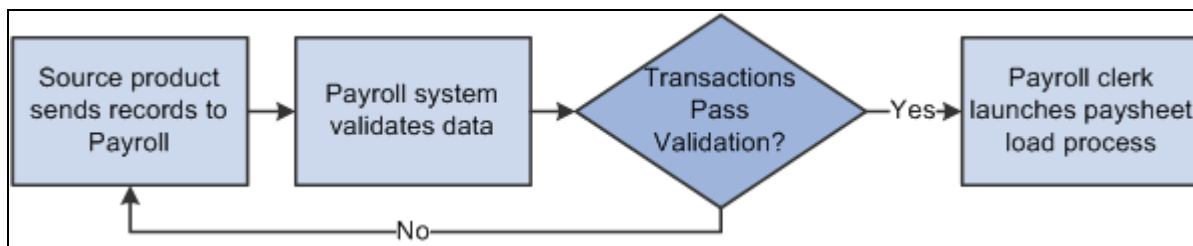


Illustration of how payroll data is loaded into the system and validated before the payroll clerk launches the paysheet load process

When you run the Load Paysheets process, Payroll for North America selects Job data for each active employee in the transaction file. Transactions for inactive employees are not processed.

Regular pay and hours are not loaded from Job; instead, all amounts are pulled from the transactions created in the source application. The contents of the transaction record determine whether the system creates a Pay Other Earnings record or a Tax/Deduction Override record. The system creates a new paysheet for the employee or loads data into the current paysheet, if one exists.

Transaction records remain in the system until you delete them. When you run the Load Paysheets process, their status is converted from active to inactive. Only active records are loaded to paysheets.

See Also

[Chapter 18, "Integrating with PeopleSoft HRMS and Enterprise Expenses," page 567](#)

Using the Load Paysheets Process with Sources Other than PeopleSoft Applications

You can load paysheet data into Payroll for North America from sources outside of PeopleSoft applications, such as stock option payments, positive time reporting entries, or bonus payments.

Data Entry Requirements for Third-Party Transactions

If you plan to use the process to load third-party transactions without investing in customization, you must populate record PSHUP_TXN following the data input requirements for a paysheet update source of Other Sources.

See [Appendix A, "Configuring Batch Processes," Data Input Requirements for Third-Party Paysheet Data, page 1096.](#)

If you have third-party transaction data in a Microsoft Excel spreadsheet, you can use the *CI_PY_PSHUP_LOAD* component interface to load the data into the PSHUP_TXN record. The component interface simplifies the process of loading your data and performs certain validations during the process.

See *Enterprise PeopleTools PeopleBook: PeopleSoft Component Interfaces*

Multiple Third-Party Source Codes

Oracle delivers one source code for other sources: *OT* (other). If you load transactions from multiple third parties and you need the ability to tag those transactions with separate source codes, you can add additional translate values to the PU_SOURCE field. To prevent collisions between your custom source codes and any future enhancements to Payroll for North America, your custom source codes *must* begin with the uppercase letter *O* and may be followed by at most one alphanumeric character other than the letter *T*. Once a new translate value is added, it should not be deleted.

The payroll system processes these O% values exactly as it processes OT values. You still populate the PSHUP_TXN record following the same set of data input requirements. Also, O% transactions, like OT transactions, are excluded when you run the Load Paysheets process without selecting a specific transaction source.

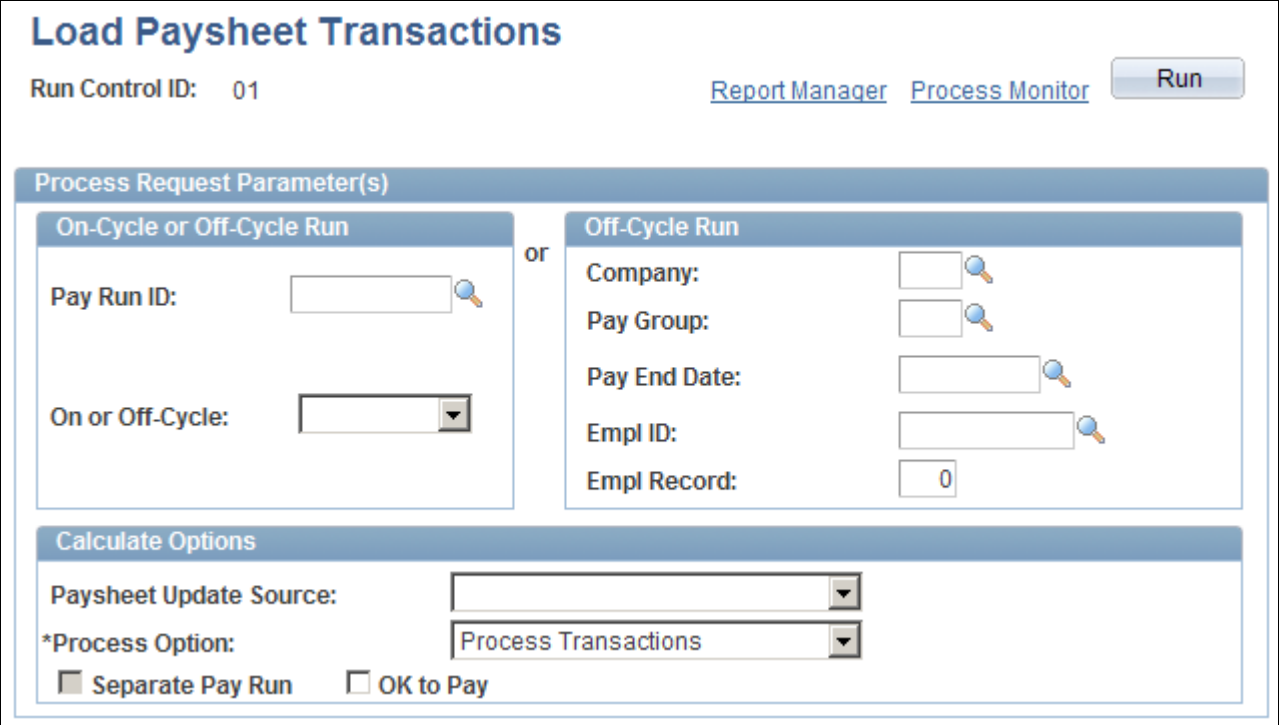
Pages Used to Load Paysheet Transactions

Page Name	Definition Name	Navigation	Usage
Load Paysheet Transactions	RUNCTL_PSHUP	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions	Load data into paysheets or reset previously sent transactions from inactive to active status. Use after you receive data from Human Resources: Manage Variable Compensation, Expenses, Stock Administration, Absence Management, Talent Acquisition Manager, or third-party applications, or to load data from rapid entry paysheets.

Page Name	Definition Name	Navigation	Usage
Update Paysheet Transactions	PY_PSHUP_TXN	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Update Paysheet Transactions, Update Paysheet Transactions - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Update Paysheet Transactions, Update Paysheet Transactions - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Update Paysheet Transactions, Update Paysheet Transactions	Review data from the PSHUP_TXN record, inactivate selected transactions, and reactivate transactions that were manually inactivated.
Paysheet Transactions Report (load paysheet transaction report)	RUNCTL_PSHUPLD	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report	Generate the PAY305RT report that lists transactions loaded from other applications or from Rapid Entry Paysheets. If run before the load process, the report lists transactions that originated in other applications that are being loaded into paysheets.

Loading Data into Paysheets

Access the Load Paysheet Transactions page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions; or Payroll for North America, Payroll Processing USE, Create and Load Paysheets, Load Paysheet Transactions, Load Paysheet Transactions).



Load Paysheet Transactions

Run Control ID: 01 [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

On-Cycle or Off-Cycle Run or **Off-Cycle Run**

On-Cycle or Off-Cycle Run

Pay Run ID:

On or Off-Cycle:

Off-Cycle Run

Company:

Pay Group:

Pay End Date:

Empl ID:

Empl Record:

Calculate Options

Paysheet Update Source:

*Process Option:

☒ Separate Pay Run ☐ OK to Pay

Load Paysheet Transactions page

On-Cycle or Off-Cycle Run

Use this group box or the Off-Cycle Run group box to the right to specify which transactions you want to load into paysheets. For on-cycle runs, you must use the On-Cycle or Off-Cycle Run group box; for off-cycle runs, you can use either group box.

Pay Run ID

Select the pay run ID that identifies the pay calendars for which you want to load data. The system loads data for all employees in the companies and pay groups represented by the pay run ID.

On or Off-Cycle

Your selection here performs differently depending on whether you're loading rapid entry paysheet transactions or transactions from other sources.

See Chapter 19, "Working with Paysheets," Understanding the Load Paysheets PSJob Process (PYLOAD), page 616.

Off-Cycle Run

For off-cycle runs, use this group box if you want to load data for a single employee. If you complete the fields in this group box, you cannot use the On-Cycle or Off-Cycle Run group box to the left.

Note. Do not use the fields in this group box when loading data from rapid entry paysheets.

Pay End Date	Select the pay end date through which you want to retrieve data for the employee. The date that you select in this field appears as the pay end date on the paysheet.
Empl ID (employee ID)	Enter the employee's EmplID. (You must complete the Company, Pay Group, and Pay End Date fields before you can enter the EmplID).
Empl Record (employee record number)	Enter the employee's record number. (You must complete the Empl ID field before you can enter the employee record number).

Calculate Options

Paysheet Update Source Select the source of the data from which you want to create paysheets. These sources are available:

- *Absence Management*: Load absence data from Absence Management.
- *Expense Interface*: Load expense data from Expenses.

When you select *Expense Interface*, the Separate Pay Run check box becomes available.

- *Other Sources*: Load data from third-party applications.

See [Appendix A, "Configuring Batch Processes," Data Input Requirements for Third-Party Paysheet Data, page 1096.](#)

- *Rapid Paysheets*: Load data from rapid entry paysheets.
- *SIM Interface* (Sales Incentive Management Interface): Load sales incentive pay data from Sales Incentive Management.
- *Stock Admin - ESPP Refunds* (stock administration - employee stock purchase plan refunds): Load data for issuing refunds of ESPP contributions from Stock Administration.
- *Stock Admin - Options & ESPP* (stock administration - options and employee stock purchase plan): Load tax data for stock purchased and stock options exercised through Stock Administration.
- *Variable Compensation*: Load data from the Manage Variable Compensation business process of PeopleSoft Human Resources.
- *What If*: Load tax data through Stock Administration. Calculated taxes will be written to stock tax record and the paysheet will be deleted.
- *Recruiting Interface*: Load award data from Employee Referral Programs in PeopleSoft Human Resources.

Note. Leave this field blank to load data from all sources *except* Rapid Paysheets, Variable Compensation, What-If, and Other Sources (including any custom sources that you define with O% source codes). These types of transactions must always be loaded separately.

Process Option

Choose one of these options for creating, loading, or resetting transactions:

- *Process Transactions*: Select this option to load data and create paysheets.
- *Reset Transactions*: Select this option to reset transactions from inactive to active so that you can create paysheets again.

For rapid entry paysheets, this option re-creates the paysheets after changing the status. For other transaction sources, you must either unsheet the pay run or remove the previously loaded transactions from the paysheets in addition to resetting the status.

Separate Pay Run

If you select *Expense Interface* or *Variable Compensation* as the paysheet update source, and you're running an off-cycle process, select this check box to create a separate pay run for expense or variable compensation payments.

OK to Pay

Select if you want the load process to automatically mark the paysheets as OK to Pay. The Pay Calculation process processes only those transactions that are marked OK to Pay.

Leave this check box deselected to review the paysheets and manually mark them OK to Pay.

Reviewing and Inactivating Preloaded Transactions

Access the Update Paysheet Transactions page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Update Paysheet Transactions, Update Paysheet Transactions; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Update Paysheet Transactions, Update Paysheet Transactions; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Update Paysheet Transactions, Update Paysheet Transactions).

Update Paysheet Transactions

Employee ID: 

Search

Paysheet Update Source:

Clear

Transaction Status:

Delete

Transaction Data											
Customize Find View All First 1-8 of 18 Last											
Transaction Detail Paysheet Detail 1 Paysheet Detail 2 Deduction Tax Account Garnishment											
	*Transaction Status	Employee ID	Source	Creation Date	Company	Pay Group	Off Cycle	Employment Record	Sequence	Paysheet Transaction Type	Override Only
1	Active	KC0004	OT	03/01/2006	GBI	KC2	☐	0	1	E	Y
2	Active	KC0004	OT	03/01/2006	GBI	KC2	☐	0	2	E	Y
3	Active	KC0004	OT	03/01/2006	GBI	KC2	☐	0	3	C	Y
4	Active	KC0004	OT	03/01/2006	GBI	KC2	☐	0	4	D	Y
5	Active	KC0004	OT	03/01/2006	GBI	KC2	☐	0	5	G	Y
6	Active	KC0011	OT	03/01/2006	GBI	KC2	☐	0	6	D	Y
7	Active	KC0014	OT	03/01/2006	GBI	KC2	☐	0	7	C	Y
8	Active	KC0017	OT	03/01/2006	GBI	KC2	☐	0	8	E	Y

Update Paysheet Transactions page

Page Elements for Filtering Transactions

To populate the Transaction Data grid, search for transactions for any combination of employee ID, paysheet update source, and transaction status.

Transaction Data

This grid displays complete data from the PSHUP_TXN record so that you can review the data and optionally update its status.

Transaction Status

The initial status for all transactions is *Active*, indicating that the transaction is ready to be loaded to paysheets.

To prevent a transaction from being loaded, change its status to *Inactive*. The system updates the PSHUP_TXN record with the new status and with an indicator that the status has been manually changed.

Because transactions are also made inactive when they are loaded, you can only change the status from *Inactive* back to *Active* if this indicator (the PU_TXN_MANUAL_CHG field) has a Y (yes) value.

Viewing Loaded and Preloaded Transactions

Access the Paysheet Transactions Report page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report; or Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report).

Paysheet Transactions Report

Run Control ID: 01 [Report Manager](#) [Process Monitor](#)

Report Request Parameter(s)

PaySheet Update Source:

Transaction Status: (Leave Blank for ALL)

Paysheet Transactions Report page

Use the Paysheet Transactions report to see the contents of the file that holds the transactions that are loaded into the paysheets.

PaySheet Update Source Select a source for the transactions to include in the report.

Note. For rapid entry paysheet transactions, you must load the transactions to paysheets before running this report.

Transaction Status	Transactions that have an active status have not yet been loaded to paysheets; transactions with an inactive status have been loaded or manually inactivated to prevent loading.

Viewing and Updating Paysheets and Paylines

This section provides an overview of paysheet and payline updates and an overview of options for job pay changes and hourly rate overrides. This section then discusses how to:

- View and update a paysheet.
- Change default information.
- View and update a payline.

Understanding Paysheet and Payline Updates

Because the Pay Calculation process uses paysheets, it is important to use caution when entering data on a paysheet. The amount of data that you enter on a paysheet is contingent upon whether it is a final or online check, and whether you automatically or manually created the paysheet.

For example, if you modify a paysheet that you created automatically, you must add only additional earnings to it, as opposed to a manual check paysheet, which requires more extensive data entry.

PeopleSoft provides several ways to access and view paysheet and payline information.

See [Chapter 19, "Working with Paysheets," Pages Used to View and Update Paysheets and Paylines, page 631](#)

:

The search criteria vary for the pages. On the search page, the Off Cycle check box is selected if the pay period end date that you enter is not current.

Accessing Payline Data

The By Payline - Payline page offers some search criteria not available for other paysheet and payline pages:

Job Pay Data Change	<i>Calculation Required:</i> Selects all employees whose pay data changed and requires recalculating. <i>Yes:</i> Selects all employees whose pay was recalculated due to a change in one of their pay-related records.

Partial Pay Period

Select to display a list of all employees who were not active for the entire pay period, or whose Job record was updated with an effective date that falls between the pay period begin and end dates.

The system activates the partial pay period flag when a new Job record is created for an employee during the pay period, assuming paysheets are built. When you select the Partial Pay Period field, the search results include only those employees for whom the partial pay period flag is activated.

See Also

[Chapter 19, "Working with Paysheets," Recording One-Time Deductions, page 641](#)

[Chapter 19, "Working with Paysheets," Understanding Paysheets and Paylines, page 591](#)

Understanding Options for Job Pay Changes and Hourly Rate Overrides

The employee's pay rate used in the pay calculation depends upon these factors:

- Whether you select the Override Hourly Rate check box on the payline.

The Override Hourly Rate check box is deselected by default on the payline when you create the paysheets.

- Whether you deselect the Automatic Paysheet Update check box on the Pay Group Table - Paysheets page.

The Automatic Paysheet Update check box is selected by default.

- Whether you select or deselect the Job Pay check box on the payline.

The Job Pay check box is selected by default on the payline if you create the paysheet automatically.

The Job Pay check box is deselected by default on the payline if you create the paysheet manually, because the system assumes that you want the manual pay information to prevail over job data.

Example Pay Calculation Scenario

This section describes the results of pay calculation for the following scenario:

1. The employee has one row of Job data, with the action of Hire and the initial pay rate.
2. On December 31, 2005, you use the Paysheet Creation process to create on-cycle paysheets for the period January 1, 2006 to January 15, 2006.

The pay rate from the employee's Job data is shown on the payline after paysheet creation.

3. On January 1, 2006, you run a preliminary calculation.

4. On January 3, 2006, HR enters a new row of Job data:
 - Changed the employee's pay rate.
 - Reduced the employee's standard hours from 40 to 32 hours in a week.
5. On January 4, 2006, you run another preliminary calculation.

Note. In the examples, where the Override Hourly Rate option is selected, the change was made after the row was inserted into job data.

Pay Calculation Results

For the example scenario, this table describes the results of the Pay Calculation process for the various combinations of pay group and paysheet settings for each employee type:

Pay Group	Paysheet		Hourly and Exception-Hourly		Salaried		
Auto Paysheet Update	Job Pay	Override Hourly Rate	Hours	Hourly Rate	Hours	Hourly Rate Displayed	Pay Period Amount
Selected	Cleared	Cleared	No change	Pay rate change applied to the entire pay period	Job std hrs	New hourly rate reflected for the entire pay period	No change
Selected	Cleared	Selected	No change	Override rate	Job std hrs	Override rate	No change
Selected	Selected	Cleared	Prorated Job std hrs	Old and new rates	Prorated Job std hrs	Old and new rates	Prorated*
Selected	Selected	Selected	Prorated Job std hrs	Override rate	Prorated Job std hrs	Override rate	Prorated*
Cleared	Cleared	Cleared	No change	No change	Job std hrs	No change	No change
Cleared	Cleared	Selected	No change	Override rate	Job std hrs	Override rate	No change
Cleared	Selected	Cleared	No change	No change	Job std hrs	No change	No change
Cleared	Selected	Selected	No change	Override rate	Job std hrs	Override rate	No change

Example pay calculation results for pay rate change for various combinations of pay group and paysheet settings for each employee type

* The system calculates prorated salary for salaried employees and prorated hours for hourly employees based on the proration rule set up on the Pay Group table. If the pay rate change is effective at the beginning of the pay period, proration is 100%.

Note. The results shown in the table would apply to any preliminary calculation or final calculation performed after entering the job increase or paysheet update.

See Also

Chapter 20, "Calculating Pay," Understanding Online Updates and Final Calculation, page 713

Pages Used to View and Update Paysheets and Paylines

Page Name	Definition Name	Navigation	Usage
By Paysheet - Paysheet	PAY_SHEET_ADD_S	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, Paysheet - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, Paysheet - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, Paysheet	View and update the paysheet to affect the Pay Calculation process. Normally, you run the Create Paysheet process before accessing this page, but it is not required. You can create one paysheet using these pages.
By Payline - Payline	PAY_SHEET_LINE_S	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline, Payline - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline, Payline - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paylines, Payline	View and update employee paylines.
Additional Data	PAY_SHEET_ADD_S1	- Click the Additional Data link on the By Paysheet - Paysheet page. - Click the Additional Data link on the By Payline - Payline page.	Alter default information, such as department and taxes.

Page Name	Definition Name	Navigation	Usage
Payline Earnings (Account)	PAY_SHEET_LINE_S	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline Earnings, Payline Earnings (Account) - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline Earnings, Payline Earnings (Account) - Payroll for North America, Payroll Processing USF, Update Paysheets, By Payline Earnings, Payline Earnings (Account)	Access payline information by account code.
Paysheet Earnings (Short Form)	PAY_SHEET_MULT_S	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet Earns Short Form, Paysheet Earnings (Short Form) - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet Earns Short Form, Paysheet Earnings (Short Form) - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheet Earns Short Form, Paysheet Earnings (Short Form)	Make changes to the paysheet that affect the Pay Calculation process. This page provides an abbreviated view of the By Paysheet - Paysheet page. It limits the number of items you can change for an employee, but provides less complicated data entry.

Page Name	Definition Name	Navigation	Usage
Payline Earns (Acct) Security	PAY_SHEET_LN_S	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline Earnings Security, Payline Earns (Acct) Security - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline Earnings Security, Payline Earns (Acct) Security - Payroll for North America, Payroll Processing USF, Update Paysheets, By Payline Earnings Security, Payline Earns (Acct) Security	Identify paysheet data for review by company, pay group, and pay end date.
By Payline Security - Payline	PAY_SHEET_LN_S	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline Security, Payline - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline Security, Payline - Payroll for North America, Payroll Processing USF, Update Paysheets, By Payline Security, Payline	Identify paysheet data for review by company, pay group, and pay end date.

Page Name	Definition Name	Navigation	Usage
Pay Unsheet	RUNCTL_PAY_UNSHT	- Payroll for North America, Payroll Processing USA, Update Paysheets, Pay Unsheet, Pay Unsheet - Payroll for North America, Payroll Processing CAN, Update Paysheets, Pay Unsheet, Pay Unsheet - Payroll for North America, Payroll Processing USF, Update Paysheets, Pay Unsheet, Pay Unsheet	Initiate the Payroll Unsheet SQR Report process (PAYUNSHT), typically as an emergency measure only or during testing. See Appendix A, "Configuring Batch Processes," Payroll Processes, page 1065.

Viewing and Updating a Paysheet

Access the By Paysheet - Paysheet page (Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, Paysheet; or Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, Paysheet; or Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, Paysheet).

Paysheet		One-Time Deductions		One-Time Garnishment		One-Time Taxes		Page Balances	
Company: GBI		Pay Group: KU4		Pay Period End Date: 05/31/2008		Page: 31			
Paysheet Details Find First 1 of 1 Last									
Line: 1	Empl ID: KU0057	Luis, Jennifer							
Empl Record: 0	Benefit Record: 0	☐ Manual Check							
Check Number:	Check Date:	Total Gross:				Net Pay:			
Transaction Message: No Message									
Earnings Find View All First 1 of 10 Last									
☒ OK to Pay		☒ Job Pay		☐ Override Hourly Rate		☐ No Direct Deposit			
				☐ Gross-Up		☐ TL Records			
Reg Hours:	OT Hours:			Hourly Rate:	28.850000	Reg Salary:		1,136.52	
Reg Rate Code:	OT Rate Code:								
Shift: N/A	State: WV	Locality:							
Earnings Begin: 05/26/2008	Earnings End: 05/31/2008	Additional Data							
Other Earnings Customize Find View All 1 of 1 Last									
Job Pay	Code	Seq Nbr	Rate Code	Hours	Rate	Amount	Source		
☒	HOL			8.00					

By Paysheet - Paysheet page

Note. If one of the paylines on the paysheet is a reversal payline, you cannot add or delete paylines on the page.

Paysheet Details

Payline details are displayed in this area.

Manual Check

Select this check box to identify that the paysheet was prepared outside of the payroll system. If you select this check box, the Check Number, Check Date, Total Gross, and Net Pay fields become available for entry.

Earnings

OK to Pay

You must select this check box to calculate pay for this record. If you deselect the check box, the system bypasses the record and does not perform a calculation. Then, the Pay Confirmation process deletes this record. If you have an employee who is not receiving pay, select this check box to calculate deductions only.

The default depends on how you set up employee types for pay groups on the Pay Group Table - Process Control page.

Job Pay

If you select this option, the Pay Calculation process automatically compares paysheet data to the Job record if the Automatic Paysheet Update check box is selected on the Pay Group table and the Override Hourly Rate check box is deselected on the paysheet.

See [Chapter 19, "Working with Paysheets," Understanding Options for Job Pay Changes and Hourly Rate Overrides, page 629.](#)

If you deselect this check box, it disappears from the page and the Reg Hours (regular hours for hourly employees) Reg Rate Code (regular rate code), OT Rate Code (overtime rate code), Hourly Rate, Reg Salary (regular salary), Earnings Begin, Earnings End, Shift, State, and Locality fields become available for entry, as do the fields on the Additional Data page.

The check box disappears from the page because the system assumes that you deselected it to enter data other than that specified in the Job record (to do a one-time override of the Job record). The system assumes that you don't want the next Pay Calculation process to replace your manual entries with the default Job Data.

Note. If the Automatic Paysheet Update check box is selected on the Pay Group table, the system calculates hourly and exception hourly employees using the corresponding rate from Job data for the hours, regardless of whether Job Pay is selected on the paysheet.

Override Hourly Rate

Select this check box to override an employee's current hourly rate for this pay. If you select this check box, the Hourly Rate field becomes available for entry.

Note. The new rate replaces the rate from Job data, and is used in the payroll calculations for this particular paysheet for hourly and exception-hourly employees.

Do not select the Override Hourly Rate option for salaried employees. If you select it for salaried employees, the paycheck displays the override rate, but the pay calculation uses the compensation rate in Job data.

See [Chapter 19, "Working with Paysheets," Understanding Options for Job Pay Changes and Hourly Rate Overrides, page 629.](#)

No Direct Deposit

The default setting for this check box depends on the type of transaction. For off-cycle transactions, it is initially selected if the source is rapid paysheets or other (0%). For on-cycle transactions, it is initially deselected.

Gross-Up

Select this check box to gross-up a check for this pay earnings. The default is deselected.

TL Records (time and labor records)

The system automatically selects this check box when paysheets are created by the process that loads time from PeopleSoft Enterprise Time and Labor.

Reg Hours (regular hours)

Enter the number of regular hours worked (for hourly employees only). The system calculates hours by frequency. If the employee is exception hourly, this field is populated, but unavailable for entry. The default comes from Job Data.

Reg Rate Code (regular rate code)	Select a rate code to override the regular rate from the Job for regular hours. To specify a regular hours rate code, deselect the Job Pay check box and select Override Hourly Rate.
OT Rate Code (overtime rate code)	Select a rate code to override the regular rate from the Job for overtime hours. To specify an overtime hours rate code, deselect the Job Pay check box and select Override Hourly Rate.
Hourly Rate and Reg Salary (regular salary)	The default comes from Job Data.
Earnings Begin and Earnings End	The default dates come from the pay calendar (Job Data for prorated pay). Select pay calendar begin and end dates for this payline, or split dates if a change took place mid-period. You can also enter a prior or future period, and the system automatically obtains the appropriate rate for that period. If you add a prior period payline for an earnings (such as REG) that contributes to a special accumulator when there is an existing payline for a companion earnings based on the special accumulator (such as SHF), you must change the begin and end dates for the companion earnings payline (SHF) to cover both the prior and current periods of the special accumulator earnings (REG). Note. The system automatically creates these dates, based on the pay calendar for the current pay period. Only enter them if the paysheet is used to record a manual check or to enter time for a prior or future pay period.
Shift	Select the appropriate shift associated with the earnings: <i>N/A</i> (not applicable), 1, 2, 3, <i>Compressed</i> , or <i>Rotating</i> . The default comes from Job Data.
(CAN) Province	Select the work province associated with the earnings. The default comes from Job Data.
(CAN) EI Period Correction (Employment Insurance period correction)	Select this check box to allocate the insurable earnings and hours for the pay corrections to the prior pay periods for which they are paid (not the pay periods in which they are paid). Note. When you load prior period time from Time and Labor, you must distinguish between pay adjustments and pay corrections. Select this option only for pay corrections.
(USA) Locality	The system enters the work locality from the employee's tax distribution unless the employee lives and works in the same Indiana locality, in which case the system leaves the Locality field blank.

Other Earnings

Information in this group box can come from the Create Paysheet process, additional pay data, or from loading transactions via the Load Paysheets process. You enter additional other earnings by adding rows.

Note. If you want the earnings in the Other Earnings section of the paysheet to be distributed according to automatic tax distribution, you must set up and add the earnings as additional pay (either manually or through an interface) before paysheet creation. If you add the earnings directly to the payline, the system does not apply automatic tax distribution.

Earnings based on special accumulators are calculated depending on the paysheet's earnings begin and end dates. This is important to remember when you add such an earning for a prior period.

For example, Shift (SHF) is based on the special accumulator to which REG contributes. The system uses the paysheet begin and end dates entered for SHF to determine the REG amount to be used to calculate SHF. The paysheet shows two rows for REG:

- First row: current pay period (February 15 – February 28).
- Second row: previous pay period (February 1 – February 14).

When you add a payline and enter SHF as other earnings, the earnings begin and end dates must include both periods of REG—the current pay period as well as the previous pay period. In this example, the earnings begin date should be February 1 and the earnings end date should be February 28. With this setup, the system calculates SHF for both the current and previous pay periods.

Note. (USF) The Other Earnings group box can contain awards and bonuses or other earnings codes designated on the Compensation page of the Personnel Action Request.

Seq Nbr (sequence number)	The sequence number on the By Paysheet - Paysheet page corresponds to the additional sequence number on the Create Additional Pay page. The system does not require you to enter a sequence number, but if you don't, the system does not update the employee's current goal balance on the Create Additional Pay page when you run the Pay Confirmation process.
Rate	Enter the rate that you want to pay for the earnings. If you leave the rate blank, the system uses the rate in Job data if the Automatic Paysheet Update check box is selected on the Pay Group table. If the Automatic Paysheet Update check box is not selected, the system uses the Hourly Rate on the payline.

Source

Displays the source of the paysheet data: *RP* (rapid paysheets), *AM* (Absence Management), *ER* (Talent Acquisition Manager), *EX* (Expenses), *IM* (Sales Incentive Management), *ST* (Stock Administration - Options and ESPP), *SP* (Stock Administration - ESPP refunds), *WI* (Stock Administration - What-If), *VC* (Administer Variable Compensation), and *OT* (other third-party sources). If you create additional O% codes to support multiple third-party sources, those codes appear for the associated transactions.

When the source is *AM*, the paysheet data that comes from PeopleSoft Absence Management is not editable.

This field is blank for paysheets that were loaded with releases prior to PeopleSoft Payroll for North America 9.1.

Note. If you load transactions from multiple sources at once, the system consolidates transactions. In this situation, the source code reflects the source of the last contributing source that was processed.

See Also

[Chapter 17, "Integrating with PeopleSoft Enterprise Time and Labor," page 539](#)

[Chapter 18, "Integrating with PeopleSoft HRMS and Enterprise Expenses," page 567](#)

Changing Default Information

Access the Additional Data page (click the Additional Data link on the By Paysheet - Paysheet page).

Additional Data

Business Unit:	US004	Department:	55000
Job Code:	600195	Position:	19000046
Tax Periods:	1		
Pay Frequency:	M	Tax Method:	Annualized
FICA Status:	N		
GL Pay Type:			
Combination Code:			

Additional Data page

Note. The fields on this page are editable only if you deselected the Job Pay check box on the By Paysheet - Paysheet page. Changes to any information on this page might require that you insert an additional payline if the changes do not apply to the entire period covered by the begin and end dates on the payline.

Note. Unless otherwise noted, default values for these fields come from the Job Data.

Tax Periods and Pay Frequency

The default number of tax periods is 1. The default frequency comes from the pay group. Do not change it unless the payline contains only other earnings (no regular pay).

Note. The Tax Periods field and the Pay Frequency field work together on paysheets to determine how to tax earnings. The tax period refers to how many pay periods this earnings payment covers, and the frequency refers to how often the employee is paid during the year. Normally, use the paysheet defaults for the taxing period and frequency. However, you might change the way you tax earnings in some cases, such as when earnings cover a period of time longer than a standard pay period.

The Tax Periods field can be used in conjunction with the annualized tax method when you want to pay an employee for more than one regular pay period on the same check. For example, a weekly-paid employee is going on vacation for three weeks, and you want to pay the employee his current regular pay plus three weeks of vacation pay in advance. By setting the Tax Periods field to 4, you're indicating that this check represents pay for four regular payroll periods, and withholding taxes will be calculated correctly as if the employee had received four separate regular weekly wage payments.

(CAN) The Tax Periods field is also used in conjunction with the cumulative wages method for calculating withholding tax. When using the cumulative wages tax method, enter in the Tax Periods field the number of payroll periods that have already occurred in the calendar year, including the current payroll period.

Note. (CAN) For Canadian customers, the Pay Frequency field is display-only, and you cannot override it. This maintains the integrity of the application of Canada Pension Plan (CPP) exemptions. The default comes from Job Data.

Tax Method

Select the tax method. The default comes from the paysheet.

Note. This field works together with the Tax Periods field to determine how to tax earnings.

Note. For all tax methods other than *Specified on Paysheet*, the system uses the tax method specified for the earnings code on the Earnings table, regardless of the selection in this field. You can override the tax method only when it is set up as *Specified on Paysheet*.

(E&G) FICA Status (Federal Insurance Contributions Act status)

(E&G) Select *E (exempt)*, *M (Medicare only)*, or *N (subject)*. The default comes from Job Data.

(E&G) Annual Tax Periods	Indicates the number of tax periods for contract pay employees who are paid over less than one year. The system calculates this field from the dates on the Contract Pay page and uses it to annualize taxable gross for contract pay employees.
GL Pay Type (general ledger pay type) and Combination Code	Enter the type and code for the PeopleSoft Enterprise General Ledger account to which the system charges salaries and wages.

Viewing and Updating a Payline

Access the Payline page (Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline, Payline; or Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline, Payline; or Payroll for North America, Payroll Processing USF, Update Paysheets, By Paylines, Payline).

Paylines can be accessed through any of the components for updating paysheets and paylines. The page elements are as defined for paysheets.

Note. You cannot delete a reversal payline.

See Also

[Chapter 19, "Working with Paysheets," Viewing and Updating Paysheets and Paylines, page 628](#)

[Chapter 19, "Working with Paysheets," Understanding Paysheets and Paylines, page 591](#)

Recording One-Time Deductions

This section provides an overview of one-time deduction overrides and discusses how to enter one-time deductions.

See Also

[Chapter 19, "Working with Paysheets," Understanding Deduction Override Processing, page 596](#)

Understanding One-Time Deduction Overrides

The system computes regular deductions based on deduction data at the company level and the employee level. You can make permanent or one-time changes to deduction data.

One-Time Deduction Overrides

While each One-Time Deduction record corresponds to a Pay Earnings record, the one-time deduction is based on all the pay earnings that are associated with the employee. The only exception is when you associate the one-time deduction with a pay earnings that you pay on a separate check.

For example, Jan has two Pay Earnings records:

- One for her regular salary of 1,000 USD.
- One for a bonus of 500 USD.

Assume Jan received the bonus for her work in the Controller's department and you don't want to charge it to her regular department, the Office of the President. Jan also decided to take an additional 10 percent from her regular pay for this pay period to apply to her loan payback.

To accommodate Jan's request:

1. Access her payline, using the Payline Earnings page.
2. In her regular Pay Earnings record, select the By Paysheet - One-Time Deductions page.
3. Enter the 10 percent loan payback.
4. Create a second Pay Earnings record for the 500 USD bonus.
5. Because you don't want the loan payback to affect her bonus check, enter a separate check number of 1 and a Bonus reason code.

Otherwise, the one-time deduction applies to all her Pay Earnings records.

Note. When an employee transfers mid-period, the system creates two paysheets and takes all deductions on both paysheets. To prevent the system from taking deductions on both paychecks, use the one-time deduction override option for one of the paysheets and set the deductions to *None*.

Permanent Deduction Overrides

To make a permanent change to deduction data, use:

- The Deduction Table pages to change the basic attributes of a deduction.
- One of the Benefits Table pages or the General Deduction Table page to change how the system calculates a deduction.
- The General Ded Code Override page (for nonbenefit deductions) or the Override Benefits Deductions page (for benefit deductions) to override processing parameters at the employee level that are normally controlled by the Deduction table.
- The Create General Deductions page to change employee-specific deduction data not governed by the Deduction table.

(CAN) Canadian One-Time Before Tax Deductions

Consultation with the Canada Revenue Agency (CRA) has prompted PeopleSoft to revise our treatment of one-time before-tax deductions associated with specific taxation methodologies.

- PeopleSoft's basic methodology is to derive Pay Period Taxable Gross as: Taxable Earnings plus Taxable Benefits less Before-Tax Deductions.
- The calculation methodology the system uses to derive Annual Taxable Income depends on the tax method that is used (annualized, bonus, or both annualized and bonus on a single cheque).

See [Appendix E, "\(CAN\) Canadian Tax Method Calculations," page 1197.](#)

See Also

[Chapter 11, "Maintaining Payroll Data," Setting Up Employee General Deductions, page 371](#)

Pages Used to Record One-Time Deductions,

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
By Paysheet - One-Time Deductions	PAY_SHEET_ADD_D	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, One-Time Deductions - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, One-Time Deductions - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, One-Time Deductions	Enter a one-time deduction to take in the current pay period only, override an existing deduction, increase an existing deduction, refund a deduction amount, or increase or decrease an arrears payback.
By Payline - One-Time Deductions Payline One-Time Deductions	PAY_SHEET_LINE_D	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline, One-Time Deductions - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline, Payline One-Time Deductions - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paylines, One-Time Deductions	Enter a one-time deduction to take in the current pay period only, override an existing deduction, increase an existing deduction, refund a deduction amount, or increase or decrease an arrears payback.

Page Name	Definition Name	Navigation	Usage
By Payline Security - One-Time Deductions	PAY_SHEET_LN_D	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline Security, One-Time Deductions - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline Security, Payline One-Time Deductions - Payroll for North America, Payroll Processing USF, Update Paysheets, By Payline Security, One-Time Deductions	Enter a one-time deduction to take in the current pay period only, override an existing deduction, increase an existing deduction, refund a deduction amount, or increase or decrease an arrears payback.

See Also

Chapter 19, "Working with Paysheets," Understanding Paysheets and Paylines, page 591

Entering One-Time Deductions

Access the One-Time Deductions page (Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, One-Time Deductions; or Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, One-Time Deductions; or Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, One-Time Deductions)

Paysheet		One-Time Deductions		One-Time Garnishment		One-Time Taxes		Page Balances	
Company: GBI		Pay Group: KU4		Pay Period End Date: 05/31/2008		Page: 31			
Paysheet Details Find View All First 1 of 1 Last									
Line: 1		Empl ID: KU0057		Luis,Jennifer					
Empl Record: 0		Benefit Record: 0							
Transaction Message:		No Message							
Deductions Find View All First 1 of 10 Last									
☒ OK to Pay + -									
*Benefit Deductions Taken:		Deduction		Benefit Deduction Subset ID:					
*General Deductions Taken:		Deduction		General Deduction Subset ID:					
One-Time Deduction Data Override Find View All First 1 of 1 Last									
*Plan Type:				Benefit Plan:					
*Deduction Code:				*Deduction Class:					
*Sales Tax:		B None		*One-Time Code:		Override			
Flat/Addl Amount:				Rate/Percent:					
*Calculation Routine:		Flat Amount							

One-Time Deductions page

Deductions

OK to Pay

The default comes from the paysheet.

Benefit Deductions Taken

During the Create Paysheet process, the initial value comes from the deduction override evaluation processing. When a paysheet is manually entered, the initial value comes from the pay calendar. You can override it after the paysheet is created. Values include:

- *None*: Select to specify no benefit deductions.
- *Deduction*: Select to have the Deduction table govern benefit deductions.
- *Subset*: Select this value if you want to use a specified benefit deduction subset. If you select this value, you must specify the subset in the Benefit Deduction Subset ID field.

General Deductions Taken

During the Create Paysheet process, the initial value comes from the deduction override evaluation processing. When a paysheet is manually entered, the initial value comes from the pay calendar. You can override it after the paysheet is created. Values include:

- *None*: Select to specify no general deductions.
- *Deduction*: Select to have the Deduction table govern general deductions.
- *Subset*: Select this value if you want to use a specified general deduction subset. If you select this value, you must specify the subset in the General Deduction Subset ID field.

One-Time Deduction Data Override**Deduction Code and Deduction Class**

The deduction code must match the code for the deduction type that you are adjusting. To create a one-time override for both the 401(k) before-tax and after-tax deductions, create two entries: one for a deduction classification of after-tax, the other for before-tax.

(CAN) Sales Tax

For one-time deductions that attract sales tax (provincial sales tax on insurance, provincial sales tax, provincial premium tax, Quebec sales tax on insurance, Quebec sales tax, Quebec provincial tax, goods and services tax, or harmonized sales tax), you do not need to enter the sales tax classification here. The Pay Calculation process generates the sales tax amounts. If you enter a one-time sales tax deduction only, the system processes it accordingly.

One-Time Code

Select from the following:

- *Addition*: Select this value to add the calculated amount specified on this page to the regular calculation.
- *Arrears Payback*: Select this value to ignore standard arrears processing and calculate arrears to be processed as specified on this page.

The system limits the arrears payback to the amount that you specify in the Flat/Addl Amt field. For example, if an employee has an arrears balance of 1000 CAD and you specify a one-time arrears payback deduction of 400 CAD, the system takes only up to 400 CAD for that pay period.

Note. The One-Time Arrears Payback feature is not for situations when an employee gives you a check to pay back an owed arrears amount.

- *Override*: Select this value to ignore the regular calculation and replace it with the calculation specified on this page.

To stop a deduction, use this option, set the Calculation Routine to *Flat Amount*, and leave the Flat/Addl Amt field blank. Apply the same technique to stop an arrears payback one time.

- *Refund*: Select this value to calculate the deduction normally, according to Deduction table rules, and apply the refund amount.

For example, if the normal deduction is 100 USD and you entered a one-time deduction refund of 75 USD, the resulting deduction amount is 25 USD. If the normal deduction is 0 USD (the employee does not currently have this deduction), the system refunds the amount that is entered here.

**Calculation Routine,
Flat/Addl Amt** (flat or
additional amount) and
Rate/Percent

Define how to calculate the deduction. The available options include *Calculated by Salary System*, *Default to Deduction Table*, *Flat Amount*, *Percentage of Federal Gross*, *Percent of Net Pay*, *Percent of Special Earnings*, *Percent of Total Gross*, *Percentage*, *Rate x Hours Worked*, *Rate x Special Hours*, *Rate x Total Hours*, or *Special Deduction Calculation*.

If you select *Flat Amount*, enter the amount in the Flat/Addl Amt field.

If you select any of the options that use a percentage or a rate, enter the percentage or rate in the Rate/Percent field.

If you select a calculation routine that uses a rate or percent, you can enter an additional flat dollar amount to deduct.

Recording One-Time Garnishments

This section provides overviews of one-time garnishment overrides and garnishment overrides that ignore exemptions and discusses how to enter one-time garnishments.

Understanding One-Time Garnishment Deduction Overrides

This section discusses how to:

- Make a one-time change in processing a garnishment.
- Take only a garnishment deduction.
- Process only selected garnishments.
- Process a garnishment refund.

Making a One-Time Change in a Garnishment

You cannot override a garnishment deduction on the One-Time Deductions page. Although you can enter and save a garnishment deduction code on the page, the Pay Calculation process generates error message 000010, indicating that the override is invalid.

To change a garnishment, such as overriding the calculation or amount, use the One-Time Garnishment page.

Taking Only a Garnishment Deduction

To take only the garnishment deduction and no other deductions:

1. Select *Subset* in the General Deductions Taken field on the One-Time Deductions page.
2. Enter a deduction subset that you have defined to include only the garnishment deduction code.

Processing Selected Garnishments

Some employees have more than one garnishment. If you want to take one or more but not all of the employee's garnishment deductions, you must suspend the garnishment deductions that you don't want to take.

To process selected garnishments, use the One-Time Garnishment page and enter a garnishment override with the One-Time Code of *Suspend Garnishment* for each active garnishment that you don't want to process.

Processing a Garnishment Refund

To process a garnishment refund:

1. Enter the garnishment ID on the One-Time Garnishment page.
2. Select *Refund Garnishment Amount* as the one-time code.
3. Enter the amount to be refunded for the garnishment and/or for the company and payee fees.
4. If the employee has other garnishments, select *Suspend Garnishment* as the garnishment override for each of them if necessary.

(USA) Understanding Garnishment Overrides That Ignore Exemptions and Limitations

Some U.S. garnishment orders related to support require that all of an employee's bonus or other special payment be garnished, over and above the garnishment rule limitations. The order might require that all or a defined part of a certain check be paid toward the garnishment order, without regard for the normal exemptions and allowances usually permitted. Examples of special payments include checks for bonuses, dividends, commissions, and so forth.

This section discusses how to use two special deduction calculation routines to garnish:

- All of a special payment.
- A specific amount without exemptions.
- The entire special check while garnishing the regular check normally.
- All of a check after taxes and specified other deductions.

Note. To process this type of garnishment override, the earnings to which the garnishment override applies must be on a separate check. The override is applied to all earnings on a check; it cannot be applied to only part of the earnings on a single check.

Example 1: Garnish All of the Special Payment

To process a garnishment when a court has ordered that all of a bonus or special payment check is to go to a support order:

1. Select *Subset* in the General Deductions Taken field on the One-Time Deduction page.
2. Enter a deduction subset that you have defined to include only your garnishment deduction code.
3. If the employee has other garnishments that are not to be taken, on the One-Time Garnishment page, enter a garnishment override with the One-Time Code of *Suspend Garnishment* for each active garnishment that you don't want to process.
4. On the One-Time Garnishment page, select a value in the Deduction Calculation Routine field:
 - If the earnings are taxable, you can select either *No exempt; % of Gross* (no exemptions; percent of gross) or *No exempt; % DE + Amt* (no exemptions; percent of disposable earnings plus amount) and enter 100 percent.

The system calculates and takes all applicable taxes and the remainder of the check then goes to the garnishment.

 - If the earnings are not taxable, select *No exempt; % of Gross* (no exemptions; percent of gross) and enter 100 percent.

Example 2: Garnish a Specific Amount Without Exemptions

To take a specific amount without regard to the limits imposed by exemptions and/or allowances:

1. On the One-Time Garnishment page, select *No exempt; % DE + Amt* (no exemptions; percent of disposable earnings plus amount) in the Deduction Calculation Routine field.
2. Do not enter a percentage.
3. Enter the amount you want to be taken.

If there is not enough net amount of the check to take the specified amount, the system performs the appropriate proration processing.

Example 3: Garnish the Regular Check Normally and Garnish the Entire Special Check

To pay an employee's regular pay from which you take the regular garnishment deduction and also a bonus from which you take the entire amount after taxes for a particular garnishment:

1. On the paysheet, enter the bonus as a separate check.
2. Enter the deduction subset and garnishment overrides as described in Example 1 for the bonus check only.

The system takes the regular garnishment from the regular paycheck and the entire amount from the bonus paycheck.

Example 4: Garnish All of a Check After Taxes and Specified Other Deductions

If you want to take all of a check after taxes and after other deduction such as medical insurance have been deducted, you could:

1. Use a garnishment rule that allows the deduction(s) in calculating the disposable earnings.
2. Use the override of *No exempt; % DE + Amt* and enter 100%.

If the rule does not allow the other deduction(s) you want to take, you could use the override as follows:

1. Set up a deduction override with a deduction subset that includes the garnishment deduction code and any others you want to process.
2. Set up garnishment overrides to suspend all of the garnishments except the one you want to process.
3. Set up an override for the garnishment you want to take using *No exempt; % DE + Amt* and enter a small dollar amount in the Amount box, such as \$10.
4. Calculate the check.
5. Look at the net amount of the check; go back to the One-Time Garnishments page for the garnishment you want to take and add the net check amount to the \$10 you entered previously.
6. When you calculate the check again, you should have the correct garnishment amount and a net check amount of zero.

If your first calculation resulted in some "deduction not taken" amounts, you'll have to hand calculate how much is available for the garnishment and/or for the other deductions on the check and redo your overrides to produce the results you need. You might have to repeat the process until the correct amount is calculated.

Pages Used to Record One-Time Garnishments

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
By Paysheet - One-Time Garnishment	PAY_SHEET_ADD_G	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, One-Time Garnishment - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, One-Time Garnishments - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, One-Time Garnishment	Enter a one-time garnishment to take in the current pay period only, override an existing garnishment, suspend an existing garnishment, and refund an existing garnishment.
By Payline - One-Time Garnishments	PAY_SHEET_LINE_G	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline, One-Time Garnishments - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline, Payline One-Time Garnishments - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paylines, One-Time Garnishments	Enter a one-time garnishment to take in the current pay period only, override an existing garnishment, suspend an existing garnishment, and refund an existing garnishment.

Page Name	Definition Name	Navigation	Usage
By Payline Security - One-Time Garnishments	PAY_SHEET_LN_G	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline Security, One-Time Garnishments - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline Security, Payline One-Time Garnishments - Payroll for North America, Payroll Processing USF, Update Paysheets, By Payline Security, One-Time Garnishments	Enter a one-time garnishment to take in the current pay period only, override an existing garnishment, suspend an existing garnishment, and refund an existing garnishment.

Entering One-Time Garnishments

Access the One-Time Garnishment page (Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, One-Time Garnishment; or Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, One-Time Garnishments; or Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, One-Time Garnishment).

Paysheet		One-Time Deductions		One-Time Garnishment		One-Time Taxes		Page Balances	
Company: GBI		Pay Group: KU4		Pay Period End Date: 05/31/2008		Page: 31			
Paysheet Details Find View All First 1 of 1 Last									
Line: 1		Empl ID: KU0057		Luis, Jennifer					
Empl Record: 0		Benefit Record: 0							
Transaction Message:		No Message							
Garnishments Find View All First 1 of 10 Last									
☒ OK to Pay + -									
One-Time Garnishment Override Find View All First 1 of 1 Last									
*Garnishment ID:				*One-Time Code:		Override Garnishment Amounts + -			
Priority:				*Deduction Calculation Routine:		Maximum Allowed + -			
DE Percent:				Flat Amount:					
Processing Fees									
To compare a flat amount with a percentage of the deduction and to take the greater of the two, enter both flat amounts and deduction percents.									
Flat Amount					Deduction Percent				
To Company:					To Company:				
To Payee:					To Payee:				

One-Time Garnishment page

One-Time Garnishment Override

Garnishment ID Select the Garnishment Specification Data record to override.

Priority Enter the priority to override from the Garnishment Spec Data pages.

Do not apply exemption This check box is visible only for tax levy garnishments.
Select this check box to prevent the system from applying the exemption amount to this check. Use this check box when processing additional checks so that the exemption amount, which is automatically applied to regular checks, is not also applied to the additional checks.

One-Time Code

Select from these values:

- *Override Garnishment Amounts*: Select this value to ignore the regular calculation and replace it with the calculation specified on this page.
- *Refund Garnishment Amount*: Select this value to refund a garnishment amount.

Enter the amount to refund to the employee. The system does not calculate the refund amount.

- *Suspend Garnishment*: Select this value to stop the garnishment deduction for the current pay period.

Note. If you override or refund this garnishment, the system uses all the calculation and processing fees fields on this page to calculate the garnishment, even if they are blank. For example, if you leave the fields in the Processing Fees fields blank, the system treats them as though you entered 0.

Deduction Calculation Routine

Select the deduction calculation routine for the one-time garnishment:

- *% DE + Amount* (percent of disposable earnings plus amount): Deduction = percent of disposable earnings + flat amount.
- *% Gross + Amount* (percent of gross plus amount): Deduction = percent of earnings subject to garnishment + flat amount.
- *Greater of % DE or Amount* (greater of percent of disposable earnings or amount): Deduction = greater of a percent of disposable earnings OR a flat amount.
- *Greater of % Grs or Amount* (greater of percent of gross or amount): Deduction = greater of a percent of earnings subject to garnishment OR a flat amount.
- *Maximum Allowed*: Deduction = disposable earnings – exemptions.
- *No exempt; % of Gross* (no exemptions; percent of gross): (USA) Allows no exemptions and calculates the deduction as a percent of the gross amount subject to garnishment. This value is for U.S. one-time support order garnishment overrides only. The system issues an error message if you select it for Canadian deductions.
- *No exempt; % DE + Amt* (no exemptions; percent of disposable earnings plus amount): (USA) Allows no exemptions and calculates the deduction as a percent of disposable earnings + flat amount. This value is for U.S. one-time support order garnishment overrides only. The system issues an error message if you select it for Canadian deductions.

DE Percent (disposable earnings percent)

Enter the percent of disposable earnings to use in the override calculation.

Flat Amount

Enter the flat amount to use in the override calculation.

Processing Fees

Use this group box to override the normal processing fees. If the order requires you to withhold the greater of the percent of the garnishment amount or a flat amount, enter both; the system withholds the greater of the two.

See Also

Chapter 19, "Working with Paysheets," Understanding One-Time Garnishment Deduction Overrides, page 648

Chapter 19, "Working with Paysheets," (USA) Understanding Garnishment Overrides That Ignore Exemptions and Limitations, page 649

Recording One-Time Tax Deductions

This section provides an overview of one-time tax overrides and discusses how to enter one-time taxes.

Understanding One-Time Tax Overrides

The system computes regular taxes based on tax data at the company level and the employee level. To make a permanent change to tax data, use the appropriate tax page, depending on which data you change.

While each One-Time Tax record corresponds to a Pay Earnings record, the one-time deduction is based on all the pay earnings that are associated with the employee, unless you pay the pay earnings on a separate check. In this case, the one-time deduction that is associated with the pay earnings affects only the pay earnings on that separate check.

To make a one-time tax for the same tax apply to only one pay earnings, pay the pay earnings on a separate check. If you enter more than one one-time tax for the same tax on multiple pay earnings, but don't enter separate check information, the system produces an error message during the Pay Calculation process.

Pages Used to Record One-Time Taxes

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
By Paysheet - One-Time Taxes	PAY_SHEET_ADD_O	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, One-Time Taxes - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, One-Time Taxes - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, One-Time Taxes	Review one-time tax considerations for a single employee, override an existing tax, increase an existing tax, and refund a tax amount.
By Payline - One-Time Taxes	PAY_SHEET_LINE_O	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline, One-Time Taxes - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline, Payline One-Time Taxes - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paylines, One-Time Taxes	Review one-time tax considerations for a single employee, override an existing tax, increase an existing tax, and refund a tax amount.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
By Payline Security - One-Time Taxes	PAY_SHEET_LN_O	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Payline Security, One-Time Taxes - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Payline Security, Payline One-Time Taxes - Payroll for North America, Payroll Processing USF, Update Paysheets, By Payline Security, One-Time Taxes	Review one-time tax considerations for a single employee, override an existing tax, increase an existing tax, and refund a tax amount.

Entering One-Time Taxes

Access the One-Time Taxes page (Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, One-Time Taxes; or Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, One-Time Taxes; or Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, One-Time Taxes).

Paysheet		One-Time Deductions		One-Time Garnishment		One-Time Taxes		Page Balances	
Company: GBI		Pay Group: KU4		Pay Period End Date: 05/31/2008		Page: 31			
Paysheet Details Find View All First 1 of 1 Last									
Line: 1		Empl ID: KU0057		Luis,Jennifer					
Empl Record: 0		Benefit Record: 0							
Transaction Message:		No Message							
Taxes Find View All First 1 of 10 Last									
☒ OK to Pay					☒ Additional Taxes				
One-Time Tax Data Override Find View All First 1 of 1 Last									
*State:				☐ Federal					
Locality:									
*Tax Class:									
*One-Time Code:		Override							
One-Time Tax Amount:									

One-Time Taxes page

Taxes

Additional Taxes

This check box determines whether the system takes, on an individual check, the additional withholding specified on the Federal Tax Data 1 page, State Tax Data 1 page, and the Canadian Income Tax Data pages.

By default, this check box is selected. If you do not want to take the employee's regular additional taxes out of a check, deselect this check box.

The system ignores this check box in the following situations:

- The one-time code is *Override*.
- The Maintain Taxable Gross option on the employee Tax Data page is selected.

One-Time Tax Data Override

(CAN) Canadian Tax Type

Select from the available values:

- *Canada Pension Plan*: Employee's Canada Pension Plan contributions.
- *Canadian Bonus Tax*: Income taxes specific to the Bonus tax method.
- *Canadian Income Tax (T4)*: Income taxes to be reported on the year-end slip T4.
- *Canadian Income Tax (T4A)*: Income taxes to be reported on the year-end slip T4A.
- *Canadian Pension Plan - ER*: Employer's Canada Pension Plan contributions.
- *Employee EI Premium*: Employee's employment insurance premium.
- *Employer EI Premium*: Employer's employment insurance premium.
- *Health Tax*: Provincial health taxes paid by the employer.
- *Payroll Tax*: Territorial payroll taxes paid by the employee.
- *Quebec Bonus Tax*: Income taxes specific to the Bonus tax method for employees taxed in Quebec.
- *Quebec Income Tax*: Provincial income taxes to be reported on the year-end slip RL-1.
- *Quebec Income Tax (RL-2)*: Provincial income taxes to be reported on the year-end slip RL-2.
- *Quebec Parental Insurance - EE*: Employee's Quebec Parental Insurance Plan premium.
- *Quebec Parental Insurance - ER*: Employer's Quebec Parental Insurance Plan premium.
- *Quebec Pension Plan*: Employee's Quebec Pension Plan contributions.
- *Quebec Pension Plan - ER*: Employer's Quebec Pension Plan contributions.
- *Take No CPP/QPP Exemption*: Pay period exemption amounts relative to the Canada or Quebec Pension Plan taxable grosses apply but should only be taken into account once per pay period. Select this value to enable the exemption amount to be bypassed in determining the CPP/QPP taxable gross.

**One-Time Code and
One-Time Tax Amount**

Select from the following one-time codes:

- *Addition:* Select this value to add the amount specified on this page to the regular calculation. You cannot use this value if the system did not take normal taxes. If the system did not take normal taxes, it does not take the additional amount that you enter here.
- *Override:* Select this value to ignore the regular calculation and replace it with the amount specified on this page. Entering 0 (or leaving the One-Time Tax Amount field blank) is a valid override amount.
- *Refund:* Select this value to calculate the taxes normally and then apply the refund amount. For example, if the normal tax is 100 CAD and you entered a one-time tax refund of 75 CAD, the resulting tax amount is 25 CAD. You cannot use this value if the system did not take normal taxes. If the system did not take normal taxes, it does not refund the amount you enter here.

Note. *Arrears Payback* is not a valid option for one-time tax overrides.

Note. (USA) In general, do not use the One-Time Taxes page to change taxes that have wage limits associated with them, such as FICA, state disability, and state unemployment. The system recalculates taxes with maximums every time you run the Pay Calculation process. If you make an adjustment this pay period, the system corrects it in the next pay period.

Note. (CAN) In general, do not use the One-Time Taxes page to change taxes with associated wage limits, such as CPP, Quebec Pension Plan, and Employment Insurance. The system recalculates taxes with maximums every time you run the Pay Calculation process. If you make an adjustment this pay period, the system corrects it in the next pay period.

See Also

[Chapter 11, "Maintaining Payroll Data," page 323](#)

Setting Up and Processing Payback Deductions

This section provides an overview of payback deduction processing and discusses how to:

- Set up payback deduction and earnings codes.
- Use payback deduction and earnings codes on the paysheet.

Understanding Payback Deduction Processing

When you enter an earnings on the paysheet using a payback earnings code, the system associates that amount with the corresponding payback deduction code that you entered on the Earnings Table - Taxes page. The system attempts to recover the arrears that are associated with a payback deduction code during subsequent payrolls until it becomes zero. The actual amount that you deduct each payroll is based on the maximum arrears payback amount, which you enter for the payback deduction code on the Deduction table (or on the General Ded Code Override page at the employee level).

Setting Up Payback Deduction and Earnings Codes

This example illustrates the steps required to set up a payback deduction code and associate it with a corresponding payback earnings code. It describes how to define an earnings code for salary advance (ADV) and create a salary advance payback deduction code (ADVPB):

1. Define the ADVPB deduction code in the Deduction table and indicate arrears information.

Enter a flat dollar amount or a percentage to indicate the maximum amount to deduct.

See [Chapter 5, "Defining Deductions," Setting Up Deductions, page 128.](#)

2. Define the ADVPB deduction code in the General Deduction table with a flat dollar deduction amount of zero, unless you specify a dollar amount to take in addition to the actual payback amount, which you enter in the Deduction table.

See [Chapter 5, "Defining Deductions," Defining General Deductions, page 153.](#)

3. Create the ADV earnings code in the Earnings table.

Enter ADVPB as the payback deduction code on the Earnings Table - Taxes page for the ADV earnings code.

See [Chapter 4, "Defining Earnings Codes and Earnings Programs," Establishing Earnings Codes, page 97.](#)

Note. The system creates the advance payback as a before-tax deduction if the earnings code associated with it has the Subject to FWT (subject to federal withholding tax) check box selected. If you deselect this check box, the deduction is after-tax.

Using Payback Deduction and Earnings Codes on the Paysheet

After you set up the Earnings and Deduction tables to reflect the salary advance earnings and advance payback deduction codes, the first employee to take advantage of the advance program is Terry, who requests a salary advance of 500 USD. Here's how you use the payback deduction and earnings codes that you set up to process Terry's advance:

1. During the first pay period, update Terry's paysheet to include other earnings of 500 USD, with the ADV earnings code.

The Pay Confirmation process automatically creates a payback arrears balance of 500 USD under the ADVPB deduction code because you linked that payback deduction code to the ADV earnings code.

2. In subsequent pay periods, the system automatically tries to recover any outstanding arrears based on the ADVPB deduction code, which you defined with a flat maximum payback amount of 50 USD.

In Terry's case, the system takes the deduction amount of 50 USD as arrears payback in the second pay period, and reduces the payback arrears balance to 450 USD. It continues to take 50 USD each pay period until the arrears balance is zero.

Processing Gross-Ups

This section provides an overview of gross-up processing and discusses how to:

- Select processing options on the paysheet.
- Override taxes for a gross-up.
- Override deductions for a gross-up.

Understanding Gross-Up Processing

Use the gross-up process to create a check for an exact net amount, including zero net amounts, and have the system calculate the taxes and subsequent gross pay.

Gross-ups are processed along with all other paysheet transactions during on-cycle, off-cycle, or online check runs. If, during a normal on-cycle payroll run, you're processing a gross-up for an employee in addition to the regular check, you must create an additional check for the gross-up. All earnings included in the gross-up must be on a separate check; you cannot combine a gross-up with an ordinary check that's calculated gross-to-net.

Net Pay Gross-Ups

A net pay gross-up is paid with an earnings code that is set up with Add to Gross Pay selected on the Earnings Code - Taxes page.

For example, you might want to give an employee a bonus of 1000 CAD net pay. The system would gross up from the net of 1000 CAD by determining which tax method is specified for the earnings and calculating the gross based on the tax variables.

In a gross-up you are indicating, in effect, that the company is paying all employer and employee taxes. That is, the employee is getting an actual net bonus of 1000 CAD, as opposed to 1000 CAD minus taxes.

Zero Net Gross-Ups

A zero net gross-up is paid with an earnings code that is set up with Add to Gross Pay not selected on the Earnings Code - Taxes page.

For example, you might award a vacation cruise worth 1,500 USD to the employee of the year. The 1,500 USD would be added to the employee's taxable wage base, but you would not want the employee to pay the taxes incurred on this additional income. You could do a zero net gross up that calculates the taxes on the 1,500 USD and the additional gross incurred by the employee as a result of the company paying the taxes.

Gross-Up Steps

These are the basic steps in running a gross-up:

1. Add a Paysheet page.
2. Enter tax overrides.
3. Enter deduction overrides.
4. Run the Pay Calculation process.
5. Run the Pay Confirmation process.
6. View results of the gross-up on the Review Paycheck pages.

Note. If you want 100% of Net Pay, Total Gross, Federal Gross or Percentage of Special Earnings to be taken as a before-tax deduction on a gross-up, add this entry as a One-Time deduction on the paysheet. Do not set the employee up for 100% before-tax deduction at the employee benefits enrollment level.

Selecting Processing Options on the Paysheet

With gross-ups, you have a number of processing options with regard to taxes and deductions:

- You can use any earnings code that you need.

It can be Regular, Bonus, Gifts, or any special earnings code that you've set up.

- You can select any tax method.

The default tax method is usually annualized. (The earnings code itself may determine the tax method.) If you select either *Annualized* or *Cumulative*, the system uses the employee's federal and state marital status and number of exemptions.

For the U.S., if you select *Supplemental* or *Special Supplemental*, the system ignores the employee's filing status and uses the supplemental rates in the Federal/State Tax tables.

For Canada, the recommended tax methods to use would be *Annualized* or *Bonus*.

- You can specify the exact tax period for the gross-up.
- The system takes deductions automatically, unless you override them on the One-Time Deductions page.

These deductions *will* reduce the net pay.

- The system may not be able to calculate additional tax amounts or percents.

When calculating gross-ups, the calculation program may go through several iterations to arrive at the requested net. If, after a number of attempts, the gross-up cannot be calculated, you receive an error message. To correct this situation, you should clear the additional tax amounts or percents on the Employee Tax Data pages.

Note. You can not override a tax amount using the Paysheet/Payline One-Time Taxes override pages. You can, however, stop a particular tax from being applied.

Example 1: Paysheet for a Net Pay Gross-Up

Access the By Paysheet - Paysheet page.

1. Select Gross-Up.
2. Use an earnings code that has Add to Gross Pay selected on the Earnings Code - Taxes page.
3. Enter the amount to be grossed up.
4. To enter the tax periods, pay frequency, and tax method that you want to use, click Additional Data.

If the tax method desired is already defined on the earnings code, it is not necessary to enter it in the Additional Data page.

5. If you're ready to pay the employee, select OK to Pay.

Note. (CAN) The gross-up process for Canada considers only legislated deductions (both employee and employer contributions) when determining gross pay. Nonstatutory deductions (both employee and employer contributions) are deducted from the desired net pay unless deductions taken is set to *None*.

Example 2: Paysheet for a Zero Net Gross-Up

Access the By Paysheet - Paysheet page.

1. Select Gross-Up.
2. Use an earnings code that does not have Add to Gross Pay selected on the Earnings Code - Taxes page.
3. Enter the amount to be grossed up.
4. Click Addl Data to display a page where you can select the appropriate tax method.
5. If you're ready to pay the employee, select OK to Pay.

See Also

Chapter 19, "Working with Paysheets," Viewing and Updating Paysheets and Paylines, page 628

Overriding Taxes for a Gross-Up

Access the One-Time Taxes page.

Determine what taxes you want grossed up. By default, the system attempts to take all taxes normally associated with the employee. You may indicate only what taxes not to take. You cannot indicate an override amount, additional amount, or refund amount.

See Also

Chapter 19, "Working with Paysheets," Recording One-Time Tax Deductions, page 655

Overriding Deductions for a Gross-Up

Access the One-Time Deductions page.

The system takes deductions automatically from a grossed-up check unless you override them. So you must determine whether you want deductions taken from net pay. If you do not want any deductions taken, go to the By Paysheet - One-Time Deductions page and select *None* for deductions taken.

Note. If you want 100% of Net Pay, Total Gross, Federal Gross or Percentage of Special Earnings to be taken as a before-tax deduction on a gross-up, add this entry as a one-time deduction on the paysheet. Do not set the employee up for 100% before-tax deduction at the employee benefits enrollment level.

See Also

[Chapter 19, "Working with Paysheets," Recording One-Time Deductions, page 641](#)

Creating Final Check Paysheets

This section provides overviews of the Final Check Build COBOL SQL process (PSPFCBLD), the Create Final Check Paysheet process, the Final Check Extract process, and the Final Check Load Paysheets process, and discusses how to:

- Create final check paysheets.
- Rerun the Final Check Build process.
- Generating the Final Check Requests report.

Understanding the Final Check Build Process

Before you can review paysheet and payline information for final check requests, run the Final Check Build process to create final check paysheets that are associated with the final check requests. You can create final check paysheets only for existing final check requests. You must enter at least one final check request before creating final check paysheets. You can create final check paysheets in either on-cycle or off-cycle processes.

Warning! If you create final check paysheets in an off-cycle process, create your regular paysheets before creating your final check paysheets. The Final Check Build process obtains important information from the regular paysheets.

The Final Check Build process runs three batch processes to create final check paysheets for the Pay Calculation and Pay Confirmation processes:

- The Create Final Check Paysheet process creates final check paysheets for the employee.

- The Final Check Extract process extracts:
 - Leave accruals and deduction refunds to pay to the employee.
 - Deductions to collect from the employee.
- The Final Check Load Paysheets process loads the extracted leave accruals and deductions to the paysheets.

To ensure that the balance records reflect correct information, PeopleSoft recommends that you complete manual checks, reversals, or adjustments before processing a final check. Because the Final Check Build process uses information from regular paysheets, PeopleSoft also recommends that you first run the regular Create Paysheet process.

See Also

Chapter 6, "Setting Up the Payroll Process," Defining the Final Check Process, page 189

Chapter 22, "Working with Checks and Direct Deposit," Processing a Final Check Request, page 760

Understanding the Create Final Check Paysheet Process

The Create Final Check Paysheet process:

- Creates new final check paysheets.

In creating the new final check paysheets, the system calls the Create Paysheet process to generate the standard paysheets with prorated regular earnings.
- Validates earnings on the new paysheets.
- Applies all validated earnings from preexisting paysheets onto the new final check paysheets.

This batch process creates the final check paysheets. It prorates regular earnings for all employees (salaried, exception hourly, and hourly) based on the pay period begin and end dates and the termination date on final check requests.

After creating the new final check paysheets, the system determines whether the earnings on the new paysheets are defined in the employee's final check program. The system deletes from the paysheet earnings that are not defined in the employee's final check program and generates a warning message.

Note. It is your responsibility to verify the regular earnings for hourly employees and to update the paysheets to reflect the actual hours worked.

After verifying the new final check paysheets, the system determines whether the employee has any preexisting uncalculated, or unconfirmed, OK to Pay paysheets (either on-cycle or off-cycle).

If so, the system determines whether the pay end date on the paysheet equals the current final check pay end date for any earnings codes that are not on the newly created final check paysheets (but are in the preexisting paysheets such as Time and Labor, Retro Pay). If these earnings codes are defined on the final check program, the system copies them to the final check paysheet and marks the preexisting paysheet as Not OK to Pay.

If the pay end date on the existing paysheet is earlier than the current pay end date of the final check paysheet, and the earnings code is defined on the final check program, the system copies all appropriate earnings from the preexisting paysheets to the final check paysheet and marks the preexisting paysheet as Not OK to Pay. If the pay end date on the paysheet is later than the current pay end date, the system generates a warning message.

Note. The system generates a warning message for every earnings code on the preexisting paysheets that is not defined in the final check program, and marks the existing paysheets as Not OK to Pay.

The Create Final Check Paysheet process copies all one-time garnishments and one-time taxes that are associated with the processed, preexisting paysheets to the final check paysheets. The system verifies one-time deductions against the final check program and copies only those one-time deductions that are in the final check program.

After creating the final check paysheets and copying the preexisting paysheets, the system validates all the earnings codes on the paysheets to determine the correct earnings amount. Depending on the payout option on the Program Earnings Definition page of the final check program, the payout amount is either the flat earnings amount on the paysheet or the difference between the goal amount and the goal balance.

If you defined a dollar override limit for an earnings code on the Earnings Definition page of the final check program and the payout amount is greater than the dollar override limit, the system overrides the payout amount with the dollar override limit and displays a message to inform you. If there are multiple occurrences of the same earnings code associated with a dollar override limit, the system prorates the dollar override limit proportionately among those earnings.

The system deselects the Job Pay check box at the earnings level on all final check paysheets. On all preexisting paysheets where the system modified information through validation when copying it to the final check paysheets, the system also deselects the Job Pay check box at either the earnings level or the other earnings level, depending on the level at which the modification was applied.

Warning! All final check paysheets are created with OK to Pay activated, regardless of how you defined the Pay Group Table - Process Control page or the Additional Pay table. Even if an earning was defined as Not OK to Pay, that earnings becomes OK to Pay when you create the final check paysheet.

Special Considerations for Time and Labor Paysheets

These processes are generally the rule for handling preexisting paysheets in the Final Check Build process. Preexisting paysheets that are created by Time and Labor, however, require special considerations.

Time and Labor enters all pay information onto the payroll paysheets as other earnings. Therefore, for salaried employees whose pay end date equals the current pay end date, the system does not enter Time and Labor REG other earnings from the current pay period into the new final check paysheets as regular earnings.

However, when processing Time and Labor REG other earnings for exception hourly and hourly employees when the pay end date equals the current pay end date, the system uses those REG other earnings and overlays the regular earnings on the new final check paysheet.

The system copies Time and Labor prior period adjustments (represented as Other Earnings records with identical earnings begin and end dates) as they are, if the earnings codes are identified in the final check program.

The system adds to the final check paysheet any earnings codes (other than regular or holiday) from preexisting, unconfirmed Time and Labor paysheets, if the pay end date is the same for both the Time and Labor paysheet and the final check paysheet. The system does not replace the earnings code amount if it already exists on the final check paysheet, but adds to it.

The system does replace holiday pay and hours earnings codes on the final check paysheet with the information from preexisting, unconfirmed Time and Labor paysheets, if the earnings code is for holiday and the Time and Labor paysheet and the final check paysheet have the same pay end date.

When copying Time and Labor paysheets onto the final check paysheets, the system selects the TL Records check box on the paysheets.

After copying preexisting Time and Labor pay earnings onto final check paysheets, the system marks the Time and Labor paysheets as final check paysheets. It does this by changing the paysheet source on the paysheets to either *Batch Final Check* or *Online Final Check*. Additionally, it marks the Time and Labor paysheet as Not OK to Pay. Any paysheet marked Not OK to Pay is an original—it was copied from a prior Time and Labor upload.

After creating the final check paysheets and copying onto them the preexisting paysheets, the system validates the earnings codes on the paysheets to arrive at the correct earnings amount.

Depending on the payout option in the final check program earnings definition, the payout amount is either the flat earnings amount as defined on the paysheet, or the difference between the goal amount and the goal balance.

If you defined a dollar override limit for an earnings code in the earnings definition of the final check program, and the payout amount is greater than the dollar override limit, the system overlays the payout amount with the dollar override limit and generates a message to inform you.

If the dollar override limit applies to multiple occurrences of the same earnings code, the system prorates the dollar override limit proportionately among those earnings.

Manual Check and Reversal Paysheets

The system does not copy manual check paysheets onto final check paysheets, and it does not mark them as Not OK to Pay. If they meet all the conditions described in this section, the system copies reversal and reversal/adjustment paysheets to the final check paysheets, marks the original paysheets Not OK to Pay, and generates a message to inform you.

PeopleSoft recommends that you complete all manual check, reversal, and reversal/adjustment processing for an employee before processing a final check paysheet. Otherwise, the balance records might not contain the correct information. This could be a problem for items that have limits, such as FICA.

Understanding the Final Check Extract Process

The Final Check Extract process:

- Extracts leave accruals
- Extracts deductions

This batch program extracts all leave accruals and deductions for an employee's final paycheck. The system checks the processing status on the final check request and processes only those employees whose status is *Created*. The system writes the extracts to a work table, which it loads to the paysheets. After extracting an employee's deductions and accruals, the system sets the processing status in both the final check request and final check extracts to *Extracted*. When the system loads the extracts to paysheets in the Final Check Load Paysheets process, it deletes the extracts in the work table and updates the final check request processing status to *Loaded to Paysheets*.

Extract Leave Accruals

The system extracts all leave accruals for which the plan type and benefit plan are defined in the final check program. The payout hours include either or both:

- Fully earned and awarded leave accruals.

These are always paid if they are defined in the final check program. The system uses the following formula to determine the number of available hours to be paid:

hours carried over from previous year

+ earned year-to-date

– taken year-to-date

+ adjusted year-to-date

+ bought year-to-date

– sold year-to-date

– unprocessed hours taken

+ unprocessed hours adjusted

+ unprocessed hours bought

– unprocessed hours sold

- Accrued, but not awarded, leave accruals.

Pay from these accruals (the months or hours incurred from the last leave accruals run until the present) is optional. If you do this, define a proration method for the system in the Final Check Program table.

Extract Deductions

You can refund or collect all deductions, both general and benefit, for an employee upon termination. Specify a processing rule for each deduction that you include on the Deduction Definition page of a final check program. The final check processing rule that you specify for a deduction determines whether the system refunds or collects that deduction. The processing rule also specifies how the system calculates this deduction.

If the plan type and deduction code are not defined in the final check program, the system creates a one-time deduction override extract row with a zero amount to override the deduction that it collects in the Pay Calculation process.

Final check processing extracts all deductions in which an employee is enrolled and processes each according to the final check program, regardless of whether the deduction is scheduled for processing.

Understanding the Final Check Load Paysheets Process

The Final Check Load Paysheets process:

- Loads other earnings.
- Loads deductions to collect to one-time deductions.
- Loads deductions to refund to one-time deductions.

This batch program loads all the extracted leave accruals, deduction refunds, and deduction collections to paysheets. This process is driven by the processing status in the Final Check Extract table. It selects only those rows from the extract table for which the status is *Extracted*. The system adds all deductions and accruals from the Final Check Extract process to the final check paysheets. Leave accruals are added as other earnings. Deductions are added as one-time deductions (overrides or refunds).

If the system copied a one-time deduction override from a preexisting paysheet onto the final check paysheets, and the Final Check process creates another one-time deduction override for the same deduction, you receive a message informing you of the amount calculated for the deduction. In this case, make adjustments before you run the Pay Calculation process, because multiple one-time deductions for the same deduction are not allowed.

The system performs all FLSA distributions, job earnings distributions, and tax distributions for the paysheets created in the Create Paysheet process. However, for earnings associated with leave accruals that were extracted in the Final Check Extract process, this program performs only the tax distributions as defined on the Update Tax Distribution page. The system does not perform FLSA distributions and job earnings distributions. It is your responsibility to perform distributions.

After loading the paysheets for an employee, the system sets the processing status in the final check request to *Loaded* and deletes final check extracts from the worktable.

If a preexisting paysheet displays a company or pay group that differs from the one currently in effect for the employee, the system uses the currently effective company and pay group when copying that paysheet to the final check paysheet. It also displays a message to inform you. You can change any final check component before running the Pay Calculation process.

Pages Used to Create Final Check Paysheets

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create Final Check Paysheet	RUNCTL_TERM	- Payroll for North America, Payroll Processing USA, Create Final Checks, Create Final Check Paysheet, Create Final Check Paysheet - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Create Final Cheque Paysheet, Create Final Cheque Paysheet - Payroll for North America, Payroll Processing USF, Create Final Checks, Create Final Check Paysheet, Create Final Check Paysheet	Run the Final Check Build process to create final check paysheets.
Request Final Check	TERM_RQST	- Payroll for North America, Payroll Processing USA, Create Final Checks, Request Final Check, Request Final Check - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Request Final Cheque, Request Final Cheque - Payroll for North America, Payroll Processing USF, Create Final Checks, Request Final Check, Request Final Check	Run the online or batch Final Check Request process.

Page Name	Definition Name	Navigation	Usage
Final Check Requests Report	RUNCTL_PAY056	- Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Requests Report, Final Check Requests Report - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Final Cheque Requests Report, Final Cheque Requests Report - Payroll for North America, Payroll Processing USF, Create Final Checks, Final Check Requests Report, Final Check Requests Report	Generate the PAY056 report that lists final check requests for which an employee's final check processing status is either N (not processed) or P (loaded to paysheets).
Final Check Reconciliation Report	RUNCTL_PAYINIT	- Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Reconcile Report, Final Check Reconciliation Report - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Final Cheque Reconcile Report, Final Cheque Reconciliation Report - Payroll for North America, Payroll Processing USF, Create Final Checks, Final Check Reconcile Report, Final Check Reconciliation Report	Generate the PAY057 report that reconciles employees who have final checks processed, based on pay calendar information that you specify with data from their Employment records. A warning message appears in the report when an employee is not really terminated, but has a final check produced.

Creating Final Check Paysheets

Access the Create Final Check Paysheet page (Payroll for North America, Payroll Processing USA, Create Final Checks, Create Final Check Paysheet, Create Final Check Paysheet; or Payroll for North America, Payroll Processing CAN, Create Final Cheques, Create Final Cheque Paysheet, Create Final Cheque Paysheet; or Payroll for North America, Payroll Processing USF, Create Final Checks, Create Final Check Paysheet, Create Final Check Paysheet).

Create Final Check Paysheet page

On-Cycle or Off-Cycle Run

If you use this group box, the Off-Cycle Run group box becomes unavailable for entry.

Pay Run ID Select a pay run ID to create final check paysheets for the pay calendars that are associated with the ID.

Off-Cycle Run

If you use this group box, the On-Cycle or Off-Cycle Run group box becomes unavailable for entry.

Note. The Final Check Build process gathers information from system tables about the employees for whom you processed final check requests and generates the pay earnings information for each payline.

Note. After creating final check paysheets, run the normal Pay Calculation and Pay Confirmation processes.

See Also

Chapter 20, "Calculating Pay," page 681

Chapter 26, "(USF) Setting Up and Processing Agency Interfaces," page 867

Rerunning the Final Check Build COBOL SQL Process (PSPFCBLD)

To rerun the Final Check Build process:

1. Select the Reprocess check box on the Request Final Check page.

Note. This check box does not appear on the page unless the employee has an unconfirmed final check paysheet.

2. Mark preexisting paysheets as OK to Pay.
3. Run the Final Check Build process again.

After reprocessing the request, the system hides the Reprocess check box.

See Also

Chapter 22, "Working with Checks and Direct Deposit," Processing a Final Check Request, page 760

Generating the Final Check Requests Report

Access the Final Check Requests Report page (Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Requests Report, Final Check Requests Report; or Payroll for North America, Payroll Processing CAN, Create Final Cheques, Final Cheque Requests Report, Final Cheque Requests Report; or Payroll for North America, Payroll Processing USF, Create Final Checks, Final Check Requests Report, Final Check Requests Report).

Final Check Processing Status Select one of these options:

- *Extracted:* All employees whose final check request processing status is *Not Processed* or *Loaded to Paysheets*.
- *Loaded to Paysheets:* All employees whose final check processing status is *Loaded to Paysheets*.
- *Not Processed:* All employees whose final check processing status is *Not Processed*.
- *Paysheet Created:* All employees whose final check processing status is *Paysheet Created*.

Reviewing Paysheet Balances

This section discusses how to review paysheets for accuracy.

Pages Used to Review Paysheet Balances

Page Name	Definition Name	Navigation	Usage
Paysheet Add Balance Page	PAY_SHEET_ADD_PAGE	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Add Balance Page, Paysheet Add Balance Page - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Add Balance Page, Paysheet Add Balance Page - Payroll for North America, Payroll Processing USF, Update Paysheets, By Add Balance Page, Paysheet Add Balance Page	Audit paysheets for accuracy.

Page Name	Definition Name	Navigation	Usage
Paysheet Page Bal (Short Form) (paysheet page balances [short form])	PAY_SHEET_MULT_P	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet Earns Short Form, Paysheet Page Bal (Shrt Form) - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet Earns Short Form, Paysheet Page Bals (Shrt Form) - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheet Earns Short Form, Paysheet Page Bals (Shrt Form)	Display the Paysheet - Page Balances page from the Paysheet Earnings (Short Form) page.
By Paysheet - Page Balances	PAY_SHEET_ADD_P	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, Page Balances - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, Page Balances - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheets, Page Balances	Display paysheet balances.

Reviewing Paysheets for Accuracy

Access the Paysheet Add Balance page (Payroll for North America, Payroll Processing USA, Update Paysheets, By Add Balance Page, Paysheet Add Balance Page; or Payroll for North America, Payroll Processing CAN, Update Paysheets, By Add Balance Page, Paysheet Add Balance Page; or Payroll for North America, Payroll Processing USF, Update Paysheets, By Add Balance Page, Paysheet Add Balance Page).

Paysheet Add Balance Page			
Company:	TQ5	Pay Group:	TQR
Pay Period End Date:	02/23/2008		Page: 2
			☐ Off Cycle
Page Balances			
Total Lines:	13	Total Lines OK to Pay:	13
Total Regular Hours:	960.00	Total Regular Earnings:	
Total Overtime Hours:		Total Other Earnings:	
Total Other Hours:	10.00	Total Hourly Rate:	\$407.211539

Paysheet Add Balance page

Generate Paysheet Reports

This section provides overviews of multiple pay earnings on paysheet reports and preprinted paysheet forms and lists the pages used to generate paysheet reports.

See Also

[Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223](#)

Understanding Multiple Pay Earnings on Paysheet Reports

When you read paysheet reports, the information that you see on the By Paysheet - Paysheet page is reduced to one line in a report.

If an employee has additional earnings on the paysheet, the payline number doesn't change; it is merely extended. The second pay earnings entry becomes a second line in the report and is prefaced with the employee's payline number and a hyphen (for example, 1, 1-1, 1-2, 1-3).

The first number (in this example, 1) represents the initial pay earnings information for the payline, which is entered in the Job record. Subsequent pay earnings (1-1, 1-2) refer to additional data defined by that person's Job record or Additional Pay Earnings records.

Understanding Preprinted Paysheet Forms

The standard Paysheets report (PAY009) displays all the information that is associated with paylines. Each line on this report represents a different payline or pay earnings entry, identified by employee ID. In the Company table, indicate how many lines should appear on each page. On the Pay Group table, determine how to sort the pages (by employee ID, department).

For each By Paysheet - Paysheet page, the system creates a By Paysheet - Page Balances page that includes the total number of:

- Paylines
- Regular hours
- Regular pay

This By Paysheet - Page Balances control provides a total based on what the paysheet batch process creates. These totals are not updated by paysheet entries that you make after you create paysheets.

Pages Used to Generate Paysheet Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Print Paysheets	RUNCTL_PAYINIT2	• Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Print Paysheets, Print Paysheets • Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Print Paysheets, Paysheet Print • Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Print Paysheets, Print Paysheets	Generate the PAY009 report that details the results of the Create Paysheet process.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Print Paysheet Earnings Distribution	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Print Paysheet Earnings Dist, Print Paysheet Earnings Distribution - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Print Paysheet Earnings Dist, Print Paysheet Earnings Distribution - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Print Paysheet Earnings Dist, Print Paysheet Earnings Distribution	Generates paysheets for distributed earnings. PAY017 is similar to PAY009 (Print Paysheets), but it scans employee records for paylines related to distributed earnings.

Chapter 20

Calculating Pay

This chapter provides overviews of the pay calculation business process and pay calculation parameters and discusses how to:

- Run pay calculation.
- Review pay calculation results.
- Review payroll messages and correct errors.
- Run final pay calculation.

Understanding the Pay Calculation Business Process

This section discusses:

- Business process summary.
- General processing information.
- Deduction priority and deduction classification.
- (USA) Insufficient net pay and pay calculation.
- (CAN) Insufficient net pay and pay calculation.
- (USA) Fair Labor Standards Act (FLSA) calculations.
- Imputed income for group-term life insurance calculations.

See Also

[Chapter 19, "Working with Paysheets," Deduction Override Processing During Pay Calculation, page 602](#)

Business Process Summary

In Payroll for North America, pay calculation is an iterative process. You can run and rerun calculations repeatedly until you're confident that the payroll data is correct. Here are the basic steps:

1. Enter employee payroll information, create paysheets, and make updates and adjustments for the pay period.

2. (Optional) Identify and fix potential errors using the Precalculation Audit Report (PAY035).
3. Run the Pay Calculation COBOL SQL process (PSPPYRUN).
4. Review calculation results and check for errors.

Check payroll error messages online or print the Payroll Error Messages report (PAY011).

View the results of paycheck earnings, deductions, and taxes using the Paycheck pages and various standard reports that you can print to verify the results of the pay calculation.

5. Make adjustments on the paysheets.
6. Repeat these steps until you're confident that the payroll data is correct, then run the final calculation and confirm pay.

This diagram illustrates where pay calculation fits into the payroll process from setting up HRMS tables to producing payroll reports, advices and checks:

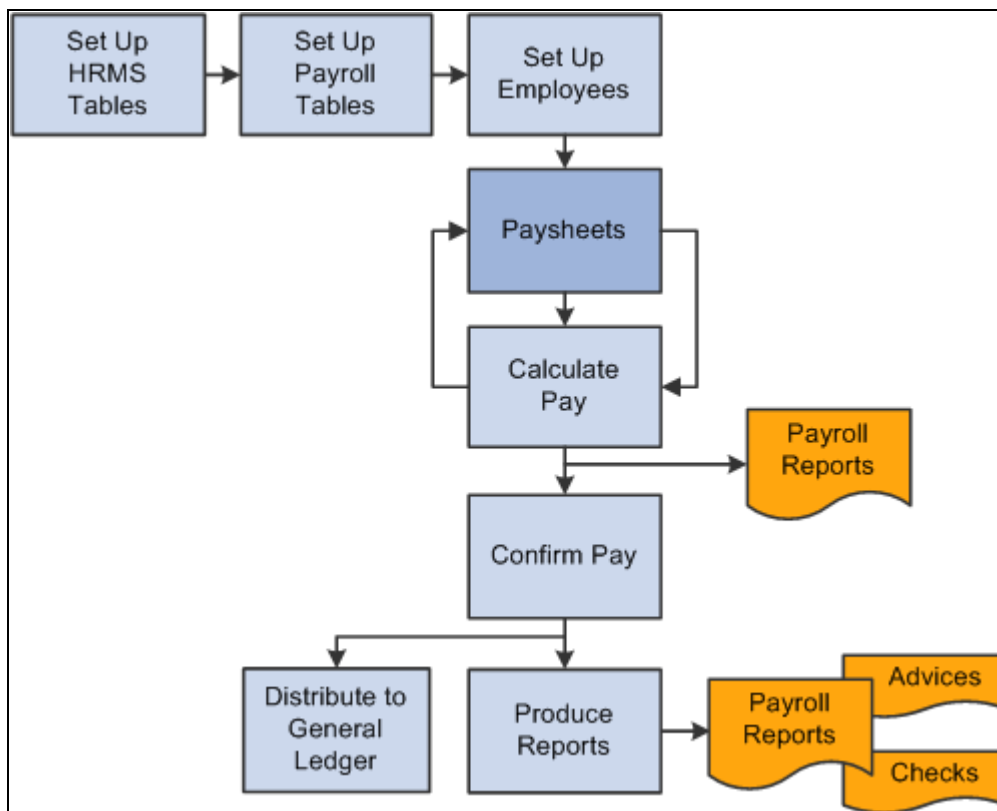


Illustration showing how pay calculation fits into the payroll process from setting up HRMS tables to producing payroll reports, advices and checks

The steps for processing an off-cycle payroll are similar to the steps for processing a normal on-cycle payroll. Specify off-cycle processing run parameters.

General Processing Information

This section discusses:

- Pay information processed.
- Calculation processing description.
- Calculation processing options.

Pay Information Processed

Pay calculation processes information that you set up in the PeopleSoft Human Resources Management (PeopleSoft HRMS) and Payroll for North America setup tables and employee setup tables, as well as additional information that is provided on paysheets.

This diagram shows what payroll and HRMS information is used in the pay calculation process:

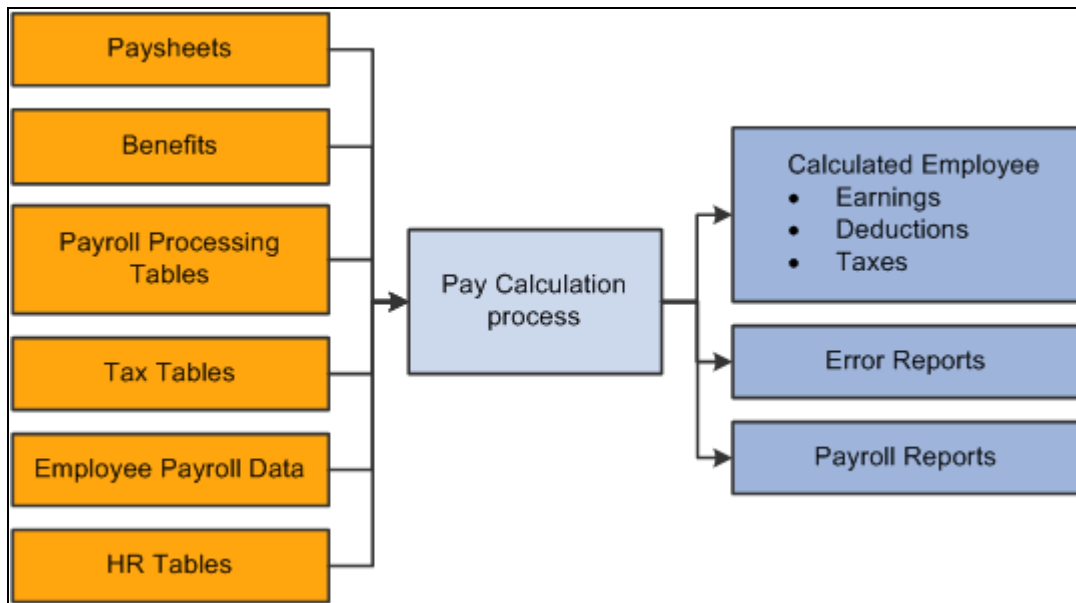


Illustration showing what payroll and HRMS information is used in the pay calculation process

Calculation Processing Description

During the pay calculation, the system determines earnings, deductions, taxes, and net pay for all employees with pay earnings in a payline marked OK to Pay.

The system processes one company at a time, and within each company, every pay group that is assigned to that pay run ID. As it processes each pay group, the system indicates the number of checks to be calculated and how many have already been calculated.

The system commits the calculations after processing the number of employees that are specified in the Installation table. In other words, it updates the physical database with the results of the calculations.

Note. Any online change to an employee's pay data that deletes rows or alters an OK to PAY check box may not be reflected in an updated paysheet. In these cases, you must verify that the paysheet reflects the desired change and, if it does not, change the paysheet directly.

Off-Cycle Processing

Off-cycle payroll processing refers to calculating and creating a paycheck for one or more employees outside the normally scheduled (on-cycle) payroll run for their pay group. You typically use off-cycle payroll processing to create checks for the following employees:

- Employees who are being terminated.
- New hires that were not entered into the system in time for the last on-cycle payroll run.
- Employees who received an incorrect payroll check during a normal payroll.

The steps for processing an off-cycle payroll are similar to the steps for processing a normal on-cycle payroll. Specify off-cycle processing run parameters.

Calculation Processing Options

To make the pay calculation as efficient as possible, the system contains safeguards and options. For example, you can specify whether to:

- Calculate pay in preliminary or final mode.
- Calculate for all employees, or only for employees with changes to their payroll data.
- Transfer calculation errors if you use the Continue with Errors feature.

See [Chapter 20, "Calculating Pay," Continue with Errors, page 693](#).

You can select any combination of options, and you can run payroll calculation as many times as you need in any mode. The only restriction is that before transferring errors, you must recalculate for all employees to ensure that untransferrable errors are corrected.

Warning! You must correct all pay calculation errors that are not included in the Continue With Errors definition before beginning the pay confirmation.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Understanding Pay Calendars

Deduction Priority and Deduction Classification

The system uses the deduction priority number and deduction classification to determine the order in which it takes deductions in a pay calculation. Define deduction priority numbers on the Deduction Table - Setup page and deduction classifications on the Deduction Table - Tax Class page.

The deduction priority and deduction classification function in a pay calculation as follows:

1. The system builds a temporary table that enables it to run calculations and store information.

The system stores the deduction code, classification (before-tax, after-tax, or taxable benefit), priority number, and deduction amount in the table.

For example, Mark receives 401(k), medical, dental, and life insurance benefits. He also contributes a portion of his earnings to union dues and a charity. The system interprets the information and stores it in a temporary table:

Type	Deduction Amount	Classification	Priority
401(k)	7%	Before-tax	5
Medical	100 USD (flat amount)	Before-tax	7
Dental	50 USD (flat amount)	Before-tax	8
Life insurance	100 USD (flat amount)	Before-tax	6
Union dues	2%	After-tax	9
Charity	25 USD (flat amount)	After-tax	10

- The system locates all deductions (not including taxes) and calculates their value.

The system calculates the value of the deduction, based on gross earnings or a special accumulator.

Note. Taxes are not included with deductions. Although taxes reduce gross pay, they are distinct in their categorization.

Mark receives 2000 USD in gross earnings. The system calculates the deductions, based on the 2000 USD gross earnings:

<i>Type</i>	<i>Deduction Amount</i>	<i>Classification</i>	<i>Priority</i>
401(k)	$7\% \times 2000 \text{ USD} = 140 \text{ USD}$	Before-tax	5
Medical	100 USD	Before-tax	7
Dental	50 USD	Before-tax	8
Life insurance	100 USD	Before-tax	6
Union dues	$2\% \times 2000 \text{ USD} = 40 \text{ USD}$	After-tax	9
Charity	25 USD	After-tax	10

3. The system calculates the employee's taxable gross income.

To calculate an employee's taxable gross income, the system locates only those deductions with before-tax classifications and subtracts them from the gross income.

Note. The system does not actually deduct anything from the employee's gross income; it only runs a calculation.

<i>Type</i>	<i>Deduction Amount</i>	<i>Classification</i>	<i>Priority</i>
401(k)	Subtract 140 USD	Before-tax	5
Medical	Subtract 100 USD	Before-tax	7
Dental	Subtract 50 USD	Before-tax	8
Life insurance	Subtract 100 USD	Before-tax	6
	Total deduction: 390 USD		

2000 USD (gross income) – 390 USD (total of all before-tax deductions) = 1610 USD (taxable gross income).

Note. Seriously consider the deduction priority of before-tax deductions, because it affects the tax calculation.

4. The system calculates taxes, based on the taxable gross income:

<i>Type</i>	<i>Priority</i>	<i>Deduction Amount</i>
Federal tax	1	$31\% \times 1610 \text{ USD} = 499.10 \text{ USD}$
State tax	2	$12\% \times 1610 \text{ USD} = 193.20 \text{ USD}$
Local tax	3	$3\% \times 1610 \text{ USD} = 48.30 \text{ USD}$

Note. As you assign deduction priorities, remember that PeopleSoft assigned priorities for federal, state or provincial, and local taxes on payroll tax tables. These taxes have a higher priority to ensure that taxes take precedence over other deductions.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Company Tax Tables for North America."

5. The system withholds taxes, before-tax deductions, and after-tax deductions from gross pay.

The system calculates only the deductions. After the system completes these calculations, it withholds all of the deductions and taxes from an employee's gross pay in sequential order, using deduction priority numbers.

The system withholds all of Mark's precalculated deductions and taxes from his 2000 USD gross pay as follows:

<i>Type</i>	<i>Classification</i>	<i>Priority</i>	<i>Sequence</i>	<i>Withholding Amount</i>
Federal tax	NA	1	First	499.10 USD
State tax	NA	2	Second	193.20 USD
Local tax	NA	3	Third	48.30 USD
401(k)	Before-tax	4	Fourth	140 USD
Life insurance	Before-tax	5	Fifth	100 USD
Medical	Before-tax	6	Sixth	100 USD
Dental	Before-tax	7	Seventh	50 USD
Union dues	After-tax	8	Eighth	40 USD
Charity	After-tax	9	Ninth	25 USD
				Total withholdings: 1195.60 USD

2000 USD (gross income) – 1195.60 USD (total of all withholdings) = 804.40 USD (net pay).

Note. At this point, the system takes deductions that have both a before-tax and after-tax classification in the following order: before-tax deduction, then after-tax deduction.

The final result is the employee's net pay.

(USA) Insufficient Net Pay and Pay Calculation

At times, there might be insufficient net pay to cover all withholdings during pay calculation. If the system encounters such a deficiency during pay calculation, it identifies the first deduction that it cannot completely withhold and recalculates new tax values to compensate for the lack of net pay.

Using the previous example, suppose Mark has insufficient net pay to cover all withholdings during pay calculation. The system withholds all of the deductions and taxes from an employee's gross pay, in sequential order, using deduction priority numbers. In this example, Mark has insufficient net pay to withhold all deductions starting with his 401(k):

<i>Type</i>	<i>Classification</i>	<i>Priority</i>	<i>Deduction Sequence</i>	<i>Amount To Withheld</i>	<i>Actual Amount Withheld</i>
Federal tax	NA	1	First	241.50 USD	499.10 USD
State tax	NA	2	Second	161 USD	193.20 USD
Local tax	NA	3	Third	48.30 USD	-48.30 USD
401(k)	Before-tax	4	Fourth	140 USD	-70 USD
Life insurance	Before-tax	5	Fifth	100 USD	0 USD
Medical	Before-tax	6	Sixth	100 USD	0 USD
Dental	Before-tax	7	Seventh	50 USD	0 USD
Union dues	After-tax	8	Eighth	40 USD	0 USD
Charity	After-tax	9	Ninth	25 USD	0 USD
				Total withholdings: 810.60 USD	

Using this example, the system takes the following steps when encountering insufficient pay during pay calculation:

1. The system encounters a deduction that it cannot completely withhold and identifies it for tax recalculation.

In the example, 401(k) is the first deduction to have insufficient funds for complete withholding. If you selected the Partial Deductions Allowed check box on the Deduction Table - Process page, the system takes as much of the deduction as it can—in this case 70 USD—and moves the remaining unpaid balance to arrears. Therefore 70 USD goes into arrears, and the system notes that Mark paid 70 USD to the 401(k) deduction.

2. The system also identifies all deductions subsequent to the partial deduction and moves the unpaid balances to arrears.

In the example, the system identifies the life insurance, medical, and dental deductions and sends a total of 250 USD (in before-tax deductions) to arrears. It also notes that Mark paid 0 USD for each of these deductions.

3. The system recalculates taxable gross income.

The system calculates taxable gross income by locating all before-tax deductions and subtracting them from Mark's gross income. It calculates all before-tax deductions by a percentage of Mark's gross income or a flat amount.

This time, however, instead of using the original percentage or flat amount to calculate before-tax deductions, the system uses the amount that it noted in the previous steps (the actual amount Mark paid toward those deductions):

<i>Type</i>	<i>Deduction Amount (Amount Noted By The System)</i>	<i>Classification</i>	<i>Priority</i>
401(k)	70 USD	Before-tax	4
Life insurance	0 USD	Before-tax	5
Medical	0 USD	Before-tax	6
Dental	0 USD	Before-tax	7
	Total Deduction: 70 USD		

Originally, the system subtracted 390 USD (the original total of all before-tax deductions) from Mark's gross income to arrive at his taxable gross income. However, using the amounts noted from previous steps (the amount Mark actually paid towards the deductions), it only subtracts 70 USD from his gross income. Therefore, the system arrives at a new taxable gross income that is larger than the original.

4. The system calculates taxes, based on the new taxable gross income.

The taxes calculated from the new, larger taxable gross income are higher than the first time.

Note. The remaining steps are documented in the Running Pay Calculation section.

See [Chapter 20, "Calculating Pay," Running Pay Calculation Processes, page 693.](#)

(CAN) Insufficient Net Pay and Pay Calculation

For Canadian processing, if a before-tax deduction results in insufficient net pay, the deduction calculation process restarts and processes each deduction in sequential order, based on the deduction priority number. If there is insufficient net pay to cover a before-tax deduction entirely, the deduction is ignored. No partial before-tax deduction amounts are processed.

(USA) FLSA Calculations

The FLSA and Alternative Overtime appendix includes examples of calculations.

See Also

[Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," page 1165](#)

Imputed Income for Group-Term Life Insurance Calculations

Group-term life insurance setup instructions include examples of calculations.

See Also

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Understanding Imputed Income Calculation for U.S. Group-Term Life Insurance, page 280](#)

Understanding Pay Calculation Parameters

This section discusses:

- Pay run ID.
- Only Calculate Where Needed.
- Continue with Errors.

Pay Run ID

The pay calculation is driven by the pay run IDs that you use to group pay groups together for payroll processing.

These are general guidelines for using pay run IDs:

- Pay calendar entries that share a pay run ID have the same pay end date, but not necessarily the same pay frequency.

- All pay groups processed under the same pay run ID must have the same Continue with Errors processing setup.
- Set up different pay run IDs each pay period end date on the Pay Calendar Table page.
- The pay run ID should be identical for the Paysheet Creation COBOL SQL process (PSPPYBLD), the Pay Calculation COBOL SQL process (PSPPYRUN), and the Pay Confirmation COBOL SQL process (PSPCNFRM)

See Also

Chapter 6, "Setting Up the Payroll Process," Setting Up Continue with Errors Processing, page 186

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Creating Pay Run IDs

Only Calculate Where Needed

When you run pay calculation with the Only Calculate Where Needed option selected, the system recalculates employees for whom there are changes since the last pay calculation in the following records:

- Paysheet.
- Additional pay.
- Personal data.
- Employment data.
- Job (if Job pay is selected).
- Job earnings distribution.
- Federal, state, or local tax data.
- Garnishment rule, schedule, or specification.
- General deductions.
- Health benefit.
- Disability benefit.
- Flexible spending account (FSA) benefit.
- Life benefit.
- Pension benefit.
- Retirement benefit.
- Savings benefit.
- Vacation benefit.

- Beneficiaries.

Continue with Errors

After your system is set up to continue with errors, follow these payroll calculation steps:

1. Run preliminary calculations and correct errors as many times as needed.
2. Recalculate with (Re)Calculate All Checks selected prior to the final calculation.

If there are unresolved, untransferable errors, the system does not transfer any paysheets for the entire pay run ID.

3. Run the final calculation, selecting Transfer Calc Errors.

The Pay Calculation process moves paysheets that are flagged with bypassed messages from active paysheets to an off-cycle calendar. The system deselects the OK To Pay option on both the original paysheet and the new transferred paysheet. You must correct the error and select OK to Pay then process the additional payroll.

Warning! After paysheets are transferred to an off-cycle calendar, do not recalculate the paysheets because the system will see that there are employees who are missing and recreate them, and error conditions will occur again.

4. View a list of employees who were bypassed on the Employees Not Processed in Current Payroll report (PAY010).
5. Process paysheets that were transferred to an off-cycle paysheet because of Continue With Errors so that they are confirmed before the next on-cycle payroll.

If you selected the Off-Cycle Calendar option on the Pay Calendar Table - Pay Confirm Options page, you must process the pay calculation for the transferred paysheets using the run parameters on the left side of the run control page. If you did not select the Off-Cycle Calendar option, the system assumes that you are linking the transferred paysheets to an existing off-cycle paysheet that is linked to an on-cycle calendar.

Note. There are payroll tax deposit issues to consider if you do not confirm the off-cycle paysheets with the on-cycle payroll (especially if this is the last payroll of the current quarter or the check date remains the same as the rest of the payroll).

See Also

[Chapter 6, "Setting Up the Payroll Process," Setting Up Continue with Errors Processing, page 186](#)

[Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," Payroll Reports \(PAY or FG\), page 1228](#)

Running Pay Calculation Processes

This section provides an overview of the precalculation audit and discusses how to run pay calculation.

See Also

Chapter 20, "Calculating Pay," Understanding Pay Calculation Parameters, page 691

Understanding the Precalculation Audit

The Precalculation Audit Report (PAY035) is an optional report that you should run before the pay calculation to identify records that could cause errors during pay calculation. The Precalculation Audit Report verifies the integrity of the paysheet entries. It checks employee data for valid company, tax location code, state or provincial tax data, unemployment insurance jurisdiction, and so on.

Pages Used to Run Pay Calculation

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Precalculation Audit Report	RUNCTL_AUDIT	- Payroll for North America, Payroll Processing USA, Produce Payroll, Precalculation Audit Report, Precalculation Audit Report - Payroll for North America, Payroll Processing CAN, Produce Payroll, Precalculation Audit Report, Precalculation Audit Report - Payroll for North America, Payroll Processing USF, Produce Payroll, Precalculation Audit Report, Precalculation Audit Report	Run PAY035, which provides a detailed listing (by company, pay group, and pay end date) of information that might cause problems during the Pay Calculation process.

Page Name	Definition Name	Navigation	Usage
Calculate Payroll	RUNCTL_PAY_CALC	- Payroll for North America, Payroll Processing USA, Produce Payroll, Calculate Payroll, Calculate Payroll - Payroll for North America, Payroll Processing CAN, Produce Payroll, Calculate Payroll, Calculate Payroll - Payroll for North America, Payroll Processing USF, Produce Payroll, Calculate Payroll, Calculate Payroll	Specify pay calculation parameters and run the Pay Calculation process.

Running Pay Calculation

Access the Calculate Payroll page (Payroll for North America, Payroll Processing USA, Produce Payroll, Calculate Payroll, Calculate Payroll; or Payroll for North America, Payroll Processing CAN, Produce Payroll, Calculate Payroll, Calculate Payroll; or Payroll for North America, Payroll Processing USF, Produce Payroll, Calculate Payroll, Calculate Payroll).

Calculate Payroll

Run Control ID: PS [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

On-Cycle or Off-Cycle Run

Pay Run ID:
On or Off-Cycle:

Off-Cycle Run

Company:
Pay Group:
Pay End Date:
Process Page: Thru:

Calculation Options

☒ Preliminary Calculation Run
☐ Transfer Calc Errors

☒ Only Calculate Where Needed
☐ (Re)Calculate All Checks

Calculate Payroll page

Note. The system removes run control data after each run. Therefore, you must recreate control data before each run.

On-Cycle or Off-Cycle Run

Pay Run ID

Select this option to run the pay calculation for the pay calendars that are associated with a pay run ID. Define the values in the Pay Run table. Use this table to verify the accuracy of the groups that you selected for processing. This table displays every company and pay group calendar entry that is associated with each pay run ID.

For an off-cycle run, you can leave this field blank and use the Off-Cycle Run group box to specify parameters for the calculation.

Calculation Options

Preliminary Calculation Run

You can run on-cycle pay calculations in preliminary mode as many times as required to correct errors and adjust payroll information.

Deselect this check box only after you have corrected all errors from the preliminary runs and are ready to process the final pay calculation run. Both preliminary and final modes perform identical calculations. However, final mode signals to the system that you are ready to progress to the pay confirmation and it sets the Locked for Confirm indicator to prevent automatic updates to the paysheet when certain employee pay data are changed, unless final calculation is rerun.

See [Chapter 19, "Working with Paysheets," Understanding Deduction Override Processing, page 596.](#)

Only Calculate Where Needed

Select this option to process the pay calculation only for employees for whom you must recalculate payroll. To minimize processing time, select this option. The system calculates pay for employees who have not yet been calculated, employees with errors, or employees who have had changes since the last pay calculation, even if you have previously run a final pay calculation.

See [Chapter 20, "Calculating Pay," Only Calculate Where Needed, page 692.](#)

(Re)Calculate All Checks

If you select this option, the system calculates or recalculates payroll for all eligible employees. Select this option if this is the first time you are calculating final pay for a payroll run, before running the final calculation with Transfer Calc Errors selected, or if you have changed one of the nonemployee-level tables affecting payroll processing, such as an insurance rate adjustment

When you select the Only Calculate Where Needed option, the system recalculates all employees for whom you made changes in these records since the last pay calculation run. However, after you run the final pay calculation, the system stops automatically updating paysheets. The system processes only changes to the paysheet and does not process most of these record changes.

Transfer Calc Errors
(transfer calculation errors)

This applies to the Continue With Errors feature. If you select this check box when running the final pay calculation, the pay calculation transfers the paylines containing errors that are identified on the Pay Message table as eligible for transfer to an off-cycle pay calendar, according to specifications in the Pay Calendar and Pay Group tables. You can then correct the errors and process these paylines at a later time in an off-cycle pay run.

Warning! You must run the calculation with (Re)Calculate All Checks selected prior to running the final calculation and transferring errors. If there are unresolved, untransferable errors, the system does not transfer any paysheets for the entire Run ID.

See [Chapter 20, "Calculating Pay," Continue with Errors, page 693](#).

Warning! If this check box is selected, you should not rerun the preliminary or final calculation for any reason.

Note. (USF) When an employee has worked less than a full pay period, the pay calculation prorates Federal Employee Health Benefits and Federal Employee Group Life Insurance deductions, according to Office of Personnel Management rules.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Creating Pay Run IDs

[Chapter 22, "Working with Checks and Direct Deposit," page 727](#)

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

[Chapter 20, "Calculating Pay," Understanding the Pay Calculation Business Process, page 681](#)

Reviewing Pay Calculation Results

This section provides an overview of Paycheck pages and discusses how to:

- View paycheck earnings.
- View paycheck deductions.
- (USA) View earnings by FLSA period.

Understanding Paycheck Pages

After running the pay calculation, view the results of paycheck earnings, deductions, and taxes using the Review Paycheck pages in the Payroll for North America, Payroll Processing menu.

Each page displays different information for a check. For example, one page displays earnings data, while another displays deduction data. The pages also contain paysheet data so that you can access the pages by pay group, pay period end date, page number, and line number. You can also access Paycheck pages by employee ID or check number.

Note. Paycheck numbers are not assigned until you complete the confirmation process. The pages also displays the calculation status and the type of check that is being calculated.

You can't view the Paycheck pages for a check that you changed on the paysheets since the last time you ran the pay calculation. If you try, you receive a message stating that no records match your specified keys.

In other words, when you change an employee's pay data on the paysheets, the system doesn't immediately update the corresponding Paycheck page. It updates this information when you run the pay calculation. Until then, you cannot view the Paycheck page. This is to avoid the confusion that might arise if an employee's paysheet contains updated information and the Paycheck page contains information that is not updated.

Pages Used to Review Pay Calculation Results

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Paycheck Earnings	PAY_CHECK_E	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Earnings - Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Earnings	View detailed earnings information and totals for calculated taxes, deductions, and net pay.
Paycheque Earnings	PAY_CHECK_E	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Earnings	View detailed earnings information and totals for calculated taxes, deductions, and net pay.
Paycheck Earnings: Additional Data	PAY_CHECK_E1	Click the Additional Data link on the Paycheck Earnings page.	View paycheck earnings information that does not appear on the Paycheck Earnings page.
Paycheque Earnings: Additional Data	PAY_CHECK_E1	Click the Additional Data link on the Paycheque Earnings page.	(CAN) View paycheck earnings information that does not appear on the Paycheque Earnings page.

Page Name	Definition Name	Navigation	Usage
Paycheck Taxes	PAY_CHECK_T	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Taxes - Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Taxes	View detailed tax information and totals for calculated earnings, deductions, and net pay.
Paycheque Taxes	PAY_CHECK_T	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Taxes	View detailed tax information and totals for calculated earnings, deductions, and net pay.
Paycheck Deductions	PAY_CHECK_D	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Deductions - Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Deductions	View detailed deduction information and totals for calculated earnings, taxes, and net pay.
Paycheque Deductions	PAY_CHECK_D	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Deductions	View detailed deduction information and totals for calculated earnings, taxes, and net pay.
Review Paycheck Summary	PAY_CHECK_SUMM	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck Summary, Review Paycheck Summary - Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck Summary, Review Paycheck Summary	View information such as earnings, taxes, and deductions for a single paycheck. Research problems and respond to employee questions regarding a check without viewing multiple pages.

Page Name	Definition Name	Navigation	Usage
Review Paycheque Summary	PAY_CHECK_SUMM_CN	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque Summary, Review Paycheque Summary	View information such as earnings, taxes, and deductions for a single paycheck. Research problems and respond to employee questions regarding a check without viewing multiple pages.
Review FLSA Pay Data (review fair labor standards act pay data)	FLSA_PAY	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review FLSA Pay Data, Review FLSA Pay Data - Payroll for North America, Payroll Processing USF, Produce Payroll, Review FLSA Pay Data, Review FLSA Pay Data	View an employee's earnings by FLSA period. Only paycheck data eligible for FLSA calculation appears on this page. Before viewing this page, you must run the Pay Calculation COBOL SQL process (PSPPYRUN).
Review/Print Online Check	PAY_OL_CHECK_S	- Payroll for North America, Payroll Processing USA, Create Online Checks, Review/Print Online Check, Review/Print Online Check - Payroll for North America, Payroll Processing CAN, Create Online Cheques, Review/Print Online Cheque, Review/Print Online Cheque - Payroll for North America, Payroll Processing USF, Create Online Checks, Review/Print Online Check, Review/Print Online Check	View the calculation results of the Online Check process. This page appears automatically each time that you submit an online check for calculation.

See Also

Chapter 22, "Working with Checks and Direct Deposit," page 727

Viewing Paycheck Earnings

Access the Paycheck Earnings page (Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Earnings; or Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Earnings) or the Paycheque Earnings page (Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Earnings).

Note. (CAN) The Paycheque Earnings page is similar to the U.S. version.

Paycheck EarningsPaycheck TaxesPaycheck Deductions

Empl ID: KU0056Name: Ng,Edward

Company: GBIPay Group: KU1Pay Period End: 04/10/2005Page: 8Line: 1Separate Check:

Paycheck Information

Paycheck Status: ConfirmedPaycheck Option: Check

Issue Date: 04/12/2005Paycheck Number: 4181

☐ Off Cycle☐ Reprint☐ Adjustment☐ Corrected☐ Cashed

Paycheck Totals

Earnings: 996.81

Taxes: 283.76

Deductions: 54.94

Net Pay: 658.11

▼ EarningsFind | View AllFirst1 of 2Last

Begin Date: 04/04/2005End Date: 04/10/2005Addl Line Nbr:Reason: Not Specified

Empl Record: 0Benefit Record: 0Additional Data

Salaried

Hours: 40.00

Rate: 23.080000

Earnings: 923.20

Hourly

Hours: 0.00

Rate: 0.000000

Earnings: 0.00

Rate Code:

Overtime

Hours: 0.00

Rate: 0.000000

Earnings: 0.00

Rate Code:

Rate Used: Hourly RateShift: N/AShift Rate:

State: NMLocality: NM0001WORK COMP ASSESSMENT

Other EarningsCustomize | Find | View All | First1 of 1Last

Other Earnings Details 1Other Earnings Details 2

Code	Description	Rate Used	Hours	Rate	Amount	Source

Paycheck Earnings page

Paycheck Information

- Off Cycle

Selected if the payment was processed in an off-cycle payroll.
- Reprint

Selected if the Check Reprint COBOL SQL process (PSPRPRNT) was used to renumber the check.
- Adjustment

Selected on the reversal check and the adjustment check processed by the Reversal/Adjustment COBOL SQL process (SPPPYREV). (If processing a reversal only, this indicator is selected on the check reversal.)

Corrected	Selected by the Retro Distribution DB Update PSJob process (HPRETDST) during commitment accounting retroactive distribution processing. This indicator is not related to the payroll adjustment process.
Cashed	Selected by the Check Reconciliation SQR Report process (PAY015A) when the check has been cashed.

(CAN) Province

The province shown on the Paycheque Earnings page is the province of employment.

Viewing Paycheck Taxes

Access the Paycheck Taxes page (Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Taxes; or Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Taxes) or the Paycheque Taxes page (Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Taxes).

Note. (CAN) The Paycheque Earnings page is similar to the U.S. version.

(CAN) Province

Taxation Province	Displays the employee's taxation province.
Employment Province	If the employee is taxed in a province other than the employment province, this field displays the employment province.

Viewing Paycheck Deductions

Access the Paycheck Deductions page (Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Deductions; or Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Deductions) or the Paycheque Deductions page (Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Deductions).

Note. (CAN) The Paycheque Deductions page is identical to the U.S. version, with the addition of sales tax amounts.

Paycheck Earnings		Paycheck Taxes		Paycheck Deductions	
Empl ID:	KU0056	Name:	Ng,Edward		
Company:	GBI	Pay Group:	KU1	Pay Period End:	04/10/2005
		Page:	8	Line:	1
		Separate Check:			
Paycheck Information					
Paycheck Status:	Confirmed	Paycheck Option:	Check		
Issue Date:	04/12/2005	Paycheck Number:	4181		
☐ Off Cycle	☐ Reprint	☐ Adjustment	☐ Corrected	☐ Cashed	
Paycheck Totals					
Earnings:	996.81				
Taxes:	283.76				
Deductions:	54.94				
Net Pay:	658.11				
Deductions					
Customize Find View All First 1-8 of 9 Last					
Deduction Details 1 Deduction Details 2 Deduction Details 3					
Deduction Code	Description	Class	Amount	Calculated Base	
KUMED9	Medical Deductions	Before-Tax	14.95		
KUMED9	Medical Deductions	Nontaxable	19.21		
KUBLIF	Basic Life Premiums	Nontaxable	1.04	50,000.00	
KUSL9X	Supplemental Life (SLX)	After-Tax	3.99	192,000.00	
KUSL9X	Supplemental Life (SLX)	Taxable	0.44	192,000.00	
KUAD99	Accidental Death & Dismmbrmnt	Nontaxable	0.46	25,000.00	
KULTD9	Long Term Disability	After-Tax	3.69	4,000.00	
KUPENS	Standard US Pension	Before-Tax	32.31	923.20	
Garnishments					
Find View All First 1 of 1 Last					
Priority:	ID:	Type:			
Vendor:		AP Status:			
Law Source:		Rule ID:			
Disposable Earnings:		Proration Rule ID:			
Less Exemption:	0.00				
Less Other Garnishments:					
Maximum Deduction:					
Limited Amount:		Limited Type:	Deduct Not Limited		
Garnishment Amount:					
Company Fee:					
Payee Fee:					
Total Deducted:		☐ Adjusted Due To Included Fee			

Paycheck Deductions page

Note. When an employee has child support orders from two or more states, the system uses the Garnishment Proration process to select the maximum deduction that provides the most money for the children. For example, if state A has a maximum deduction of 1200 USD, and state B has a maximum deduction of 900 USD, the system uses the maximum deduction of 1200 USD for both child support orders.

Maximum Deduction	Displays messages indicating the presence or absence of limitations placed on the garnishment after the system calculated the maximum deduction: <i>Deduct Not Limited:</i> Indicates that no further limitations were placed on the garnishment. <i>Deduct Limited by Calculation:</i> Indicates that the deduction was limited by one of the deduction calculation amounts or percentages from the Garnishment Spec Data 4 or 5 pages. <i>Deduct Limited by Total Amount and Deduct Limited by Monthly Amount:</i> Indicate that the system used the limitations from the Garnishment Spec Data 3 page. <i>Deduction Limited by Proration:</i> Indicates that the deduction was limited by the proration rule displayed in the Prorate Rule ID field.
Adjusted Due To Included Fee	If the system adjusted the calculation for fees included in disposable earnings, this check box is selected. There are two ways the system takes fees: • In disposable earnings. • On top of disposable earnings. Specify whether to include the company and payee fees in disposable earnings on the Garnishment Spec Data 3 page. If the sum of the calculated garnishment amount and the fee is greater than the maximum allowed (disposable earnings minus exemptions), the system makes an adjustment. If you take the fees on top of the disposable earnings, then the fees that the system takes have no impact on the garnishment amount. For example, if the system determines that you can take a garnishment of 177.00 CAD, and you have fees that are not included in the disposable earnings, then the garnishment amount remains 177.00 CAD. However, if the order specifies that you take 5.00 CAD for the company fee, but that fee must be included in disposable earnings, then the system adjusts the amount to be garnished and selects the Adjusted Due To Included Fee check box. If the system has adjusted the garnishment amount based on a percentage of the deduction, the Adjusted Due To Included Fee check box is selected, and the garnishment amount differs from the maximum deduction amount by the amount of the adjustment.

See Also

Chapter 7, "Setting Up Garnishments," page 235

Chapter 12, "Administering Garnishments," page 407

(USA) Viewing Earnings by FLSA Period

Access the Review FLSA Pay Data page (Payroll for North America, Payroll Processing USA, Produce Payroll, Review FLSA Pay Data, Review FLSA Pay Data; or Payroll for North America, Payroll Processing USF, Produce Payroll, Review FLSA Pay Data, Review FLSA Pay Data).

Review FLSA Pay Data

Empl ID: KU0009 **Name:** [Turbic, Stephanie](#)
Company: GBI **FLSA End Date:** 04/10/2005

Earnings						Find View All	First	1 of 2	Last
Pay Group:	KU1	Pay Period End:	04/10/2005	Page:	2	Line:	6		
Empl Record:	0	Add Line Nbr:		Reason:	Not Specif				
Paycheck Status:	Confirmed	Issue Date:	04/12/2005	Check Nbr:	4172				
Paycheck Option:	Check	Paysheet Source:	Regular	☐ Off Cycle	Separate Check:				
Begin Date:	04/04/2005	End Date:	04/10/2005						
FLSA Hours Used: Unspecified Salaried Hours									

Salaried	Hourly	Overtime
Hours:	Hours: 40.00	Hours:
Rate: 15.250000	Rate: 15.250000	Rate:
Earnings:	Earnings: 610.00	Earnings:
Rate Code:	Rate Code:	Rate Code:

Rate Used: Hourly Rate **Shift:** N/A **Shift Rate:**
State: CA **Locality:**

Other Earnings							Customize Find View All	First	1 of 1	Last
Code	Description	Rate Used	Other Hours	Comp Rate Used	Earnings	Effect on FLSA				
OTP	Overtime	Hrly Rt.	10.00	22.875000	228.75	Both				

Additional Information				Customize Find View All	First	1 of 1	Last
Additional Information 1		Additional Information 2					
Type	FLSA Hours	Rate	FLSA Earnings				

Review FLSA Pay Data page

Most of the fields on this page are identical to those on the Paysheet page. This section documents only the additional fields.

Note. For employees in multiple jobs, earnings from jobs that belong to pay groups for which FLSA is not required and jobs not having an FLSA status of nonexempt are not visible on the page.

See [Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Setting Up for FLSA Calculation, page 286.](#)

Dynamic Field Display for FLSA Rate and Alternative Rate

When Alternative Overtime processing has been used, the Alternative Rate field label and rate will dynamically display on the employee's pay check inquiry pages instead of FLSA Rate.

Rate Used Displays the rate used to calculate overtime. When the overtime has been calculated by the alternative method, the rate is displayed with the label Alternative Rate rather than FLSA Rate.

Additional Information

Information in the first column identifies the type of calculation. Values are:

Pay Period Average Reg Earns (pay period average regular earnings) Provides additional information when the annualized allocation of standard hours and rate for regular earnings does not reflect the actual hours and rate worked for a monthly or semimonthly period.

The following fields are populated: FLSA Hours (Fair Labor Standards Act hours), Rate, FLSA Earnings, (Fair Labor Standards Act earnings), Days in Period, Work Day Hours, and Pay Period Earn (pay period earnings).

See [Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," FLSA Rates for Hourly and Exception Hourly Employees, page 1171.](#)

Basic Formula Earnings Provides information to help compute the Basic Formula FLSA Rate for salaried employees.

The following fields are populated: Days in Period, Work Day Hours, and Pay Period Earn.

See [Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," Basic Rate Formula for Fixed Salaried Hours, page 1177.](#)

Weekly Wage Equivalent

Provides information to compute the weekly wage equivalent when calculating for semimonthly and monthly salaried employees with fixed or unspecified hours.

For fixed hours calculations, the FLSA Hours field displays the standard hours.

For unspecified hours calculations, the FLSA Hours field is empty because the actual hours in pay check is used.

For both fixed and unspecified hours calculations, the FLSA Earns field displays the weekly wage equivalent earnings.

See [Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," FLSA Rates for Salaried Employees, page 1175.](#)

See Also

[Chapter 19, "Working with Paysheets," Understanding Paysheets and Paylines, page 591](#)

[Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," page 1165](#)

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Setting Up for FLSA Calculation, page 286](#)

Reviewing Payroll Messages and Correcting Errors

This section provides an overview and discusses how to correct errors in pay calculation.

Understanding Corrections in Pay Calculation

There are many reasons why you might correct information on paysheets, in employee data, or in payroll process tables. The system reports processing errors that it detects in the PS_PAY_MESSAGE table. In addition, you might need to correct errors that the system did not detect, such as incorrect pay rate.

This section discusses:

- Error detection and correction.
- Pay Message table.
- Automatic recalculation.

Error Detection and Correction

Depending on the results of the preliminary calculation run, you might take one or more corrective actions.

There are two types of errors that can result from the pay calculation:

- Errors that the pay calculation detects.
- Errors that pay calculation doesn't detect.

An example of an error that pay calculation detects is when an employee is scheduled to have a deduction taken, but no corresponding Benefit or General Deduction table entry exists. If the pay calculation detects an error, *Check Messages* appears after the pay calculation. View messages online, or print the Payroll Error Messages report (PAY011). After you review the messages, take the appropriate action and rerun the pay calculation.

You discover errors that pay calculation does not detect while reviewing the results of the pay calculation.

For example, the system doesn't detect that:

- You forgot to pay an employee for 10 hours of overtime.
- The Health Plan table does not have the new rates.

- The employee's life insurance rate was inaccurate.
- The employee's hourly rate is incorrect.
- Employees are missing specific deductions.
- Taxation is in the wrong state or province.

You can usually correct this type of errors by making changes to any of the following records:

- Pay earnings on a paysheet.
- Benefit rate and calculation tables.
- One-time general and benefit deductions.
- One-time garnishments.
- One-time taxes.
- Job Data table.
- Employee tax data (income tax data, and employee tax distribution).
- Personal data.

Benefit rate and calculation table changes and other errors at the pay group, company, or higher levels require a recalculation using the (Re)Calculate All Checks option.

Pay MessageTable

The system updates the PS_PAY_MESSAGE table with standard payroll error messages for errors that it detects during processing. The system might detect a high-level error, a low-level error, or a combination of high-level and low-level errors for the same employee.

Here is a brief description of how the system reports errors in each of these three conditions:

- High-level error.

If the error that occurred is a high-level error (for example, Deduction Table not found), the system reports the error on the payroll messages for only the first employee in each company/pay group combination for the particular benefit plan, plan type, and deduction code that is not found.

For other employees who have the same setup issue, the system sets the PAY_LINE_STATUS to *E* (error), but does not report that employee in the payroll messages, either online or in the PAY011 report. The assumption is that correcting the Deduction table error will fix the error for all employees. This prevents the Pay Message table from filling up with duplicate messages.

- Low-level error.

The system reports each low-level error in payroll messages for each employee who meets the error condition, such as *Employee tax data not found*.

- Combination of high-level and low-level errors for the same employee.

If an employee has both a high-level and a low-level error, the system errors the employee immediately for the high-level error, such as error 89 (generic benefits setup error), and does not perform any edits at the employee level. As a result, after you correct the high-level error for all employees and rerun the calculation, the system errors the same employee with the low-level error.

Note. We recommend that you run the Presheet Audit report (PAY034) to identify setup issues prior to creating and calculating paysheets.

Automatic Recalculation

The system always automatically recalculates paylines with errors when you rerun the pay calculation. It also automatically recalculates the pay for employees with the following:

- Changes made to paylines when you rerun the Pay Calculation process.
- Changes made to employee data unless you've run the Pay Calculation process in final mode.

Note. It is possible to include employee data changes entered after calculating pay in final mode.

See [Chapter 20, "Calculating Pay," Understanding Online Updates and Final Calculation, page 713.](#)

Pages Used to View and Print Payroll Error Messages

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Error Messages - Review Payroll Error Messages	PAY_MESSAGES	- Payroll for North America, Payroll Processing USA, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages - Payroll for North America, Payroll Processing CAN, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages - Payroll for North America, Payroll Processing USF, Review Processing Messages, Review Payroll Error Messages, Review Payroll Error Messages	View online the error messages generated during payroll processing.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Error Messages Report - Payroll Error Message Report	RUNCTL_RPT_RUNID	- Payroll for North America, Payroll Processing USA, Review Processing Messages, Payroll Error Message Report, Payroll Error Message Report - Payroll for North America, Payroll Processing CAN, Review Processing Messages, Payroll Error Message Report, Payroll Error Message Report - Payroll for North America, Payroll Processing USF, Review Processing Messages, Payroll Error Message Report, Payroll Error Message Report	Generate the PAY011 report, which lists the system error messages generated during the payroll process. Note. Use this report to analyze and resolve payroll problems before you run the Pay Confirmation process. This report lists only errors for individual employees. If an error does not relate to an employee, it is visible online but doesn't appear in the printed report. For example: "Calculation Run Control Missing."

See Also

[Chapter 19, "Working with Paysheets," Checking for Payroll Errors, page 608](#)

[Chapter 6, "Setting Up the Payroll Process," Reviewing and Modifying Payroll Messages, page 225](#)

Correcting Errors

If you receive a system-generated error message indicating that the system detected an error in the Payline record:

1. Check the payline listed in the error message.

2. Make the necessary correction.

Here are some typical errors and corrections:

Error	Action
The deduction code displayed below is not found in the Deduction Table.	Add the corresponding deduction code to the appropriate Benefit or General Deduction table.
There is no birth date provided for this employee. The employee participates in the life plan identified below. That plan uses an age-graded rate table to determine costs and requires a birth date.	Correct the employee's personal data by adding a date of birth.
Too many Earnings	Reduce the number of earnings codes; combine or segregate onto a separate check if acceptable.
Inactive Earnings Type	Activate the applicable earnings type on the Earnings table; or replace with an active earnings type.
Negative Gross Pay	Process as a manual check or increase earnings.
Dependant not enrolled	Enroll the dependant in the required plan type/ benefit plan.

3. Rerun the Pay Calculation process as many times as you need after you address a set of errors.

Remember to set up the run control each time before running the process.

4. After running the pay calculation, run and review the reports to ensure the accuracy of the payroll.

5. Continue processing the pay calculation until you are satisfied with the results.

Note. You must correct pay calculation errors before you begin the pay confirmation. If you cannot correct an error for an employee, or lack information to process the employee, deselect the OK to Pay check box for the employee on the paysheet. The Pay Confirmation process ignores the employee and deletes the paysheet, so you can continue processing the payroll on schedule. You can issue a manual or off-cycle check to the employee with the problem pay earnings.

See Also

Chapter 20, "Calculating Pay," Reviewing Pay Calculation Results, page 697

Chapter 22, "Working with Checks and Direct Deposit," Processing Online Single Checks, page 745

Running Final Pay Calculation

This section provides an overview of online updates and final calculation and discusses how to run the final pay calculation process.

Understanding Online Updates and Final Calculation

PeopleSoft's final calculation functionality enables you to access the database seven days a week, 24 hours a day, without interrupting payroll processing. This means that you can confirm a payroll while people continue to modify employee pay data, even though a final calculation or confirmation is underway. If you want last minute online changes to be included in a payroll for which the final calculation process has already been run (but not confirmed), you can rerun the final calculation process before confirming.

Behind the Scenes Indicators

Payroll for North America uses the following behind-the-scenes indicators to mark paysheets with the final calculation status and with the status of any online changes to employee data:

Locked for Confirm Indicator

The final calculation process for both on-cycle and off-cycle pay runs sets this invisible indicator on the paysheets at the beginning of a final calculation.

The preliminary calculation process deselects this indicator.

Paysheet Recalculation Indicator

This indicator, which is also not visible on the paysheet, is set when online changes are made to employee pay data. Relevant values are:

Available for Update: Indicates online updates made when the Locked for Confirm indicator is set (final calculation has been run) at the time the update is made.

Needs Update: Indicates online updates made when the Locked for Confirm indicator is not set (final calculation has *not* been run) at the time the update is made.

When you make modifications to employee pay data, PeopleCode on the employee data pages reads the paysheet to see if the Locked for Confirm indicator is set. If it is, the system enables you to confirm the payroll without recalculation. If you rerun the final calculation selecting either the Only Calculate Where Needed or (Re)Calculate All Checks option on the Calculate Payroll run control page, the system applies all appropriate changes to the paysheets and ignores the Locked for Confirm indicator.

The Locked for Confirm indicator is set at the beginning of the final calculation process for on-cycle payroll runs. Employee pay data changes made after the indicator is set are not included in the pay calculation unless final calculation is rerun.

The Pay Confirmation process deselects the Locked for Confirm indicator.

Example

Here's an example to show how these indicators work together:

1. You run final calculation.

The Locked for Confirm indicator is set on the paysheets at the beginning of the final calculation run.

2. You make online changes to employee pay data.

You get a message that tells you that the changes will not be picked up until the next payroll calculation (for this pay run or the next).

The Paysheet Recalculation indicator is set to *Available for Update*.

3. You either confirm the payroll or recalculate the payroll.

- If you confirm the payroll, the online changes are not included.

The confirmation process also deselects the Locked for Confirm indicator and the Paysheet Recalculation indicator.

- If you rerun the final calculation, the changes are included.

The changes are included whether you select Only Calculate Where Needed or (Re)Calculate All Checks on the Calculate Payroll run control page.

Payroll Messages

When you change employee pay data, the system reads the paysheet to see if the Locked for Confirm indicator is set. If the Locked for Confirm indicator is set, the following warning message appears:

Warning -- A Payroll is currently in process for this EE. This data will not be processed until next payroll. (2000,478)

The final calc process has been completed for the EE and payroll is currently locked for confirm. This data will not be processed until the next payroll.

This message means that the online changes to payroll data will not be picked up until the next calculation run—either a recalculation of the current payroll run or the initial (preliminary) calculation of the next payroll run. In other words, if you recalculate the same payroll run after running final calculation, the pending changes (with the Paysheet Recalculation indicator set to *Available for Update*) are included in the calculation.

Pages Used to Run Final Pay Calculation

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Calculate Payroll	RUNCTL_PAY_CALC	- Payroll for North America, Payroll Processing USA, Produce Payroll, Calculate Payroll, Calculate Payroll - Payroll for North America, Payroll Processing CAN, Produce Payroll, Calculate Payroll, Calculate Payroll - Payroll for North America, Payroll Processing USF, Produce Payroll, Calculate Payroll, Calculate Payroll	Specify pay calculation parameters and run the Calculate Payroll process.

Running the Final Pay Calculation Process

Access the Calculate Payroll page (Payroll for North America, Payroll Processing USA, Produce Payroll, Calculate Payroll, Calculate Payroll; or Payroll for North America, Payroll Processing CAN, Produce Payroll, Calculate Payroll, Calculate Payroll; or Payroll for North America, Payroll Processing USF, Produce Payroll, Calculate Payroll, Calculate Payroll).

When you are satisfied with the results of the preliminary pay calculation runs, and you have corrected all errors, you can run the final pay calculation and proceed to pay confirmation.

To run final calculation, deselect the On-Cycle Preliminary Calc Run check box on the Calculate Payroll page and run the calculation process again.

If you do not address all the errors found during the pay calculation, you receive the following error message during confirmation:

All of the checks for a pay calendar have not been calculated and therefore cannot be confirmed.

If you forget to run the pay calculation in final mode and try to run the pay confirmation, you receive this error message:

Pay Calculation Is Not Final.

Chapter 21

Confirming Pay

This chapter provides an overview of pay confirmation and discusses how to:

- Confirm pay.
- Unconfirm pay.

Understanding Pay Confirmation

This section discusses:

- Pay confirmation in the payroll process.
- A summary of the Pay Confirmation PSJob process (PAYCONF).
- Balance updates and the order of pay calendar confirmation.

Pay Confirmation in the Payroll Process

After you verify that the payroll calculation is correct and you run the Pay Calculation COBOL SQL process (PSPPYRUN) in final mode, you can run the Pay Confirmation process. Pay confirmation is the final step in running your payroll. Running the Pay Confirmation process indicates that you've reviewed and approved all payroll information for this pay run, and that you're ready to produce paychecks.

After a payroll has been confirmed, you can generate checks, advices, and any other payroll reports. You can also generate the direct deposit, general ledger, or any other interface. You can review an employee's check totals and payroll balances online.

This diagram illustrates where pay confirmation fits into the payroll process, from setting up HRMS tables to producing payroll reports, advices and checks:

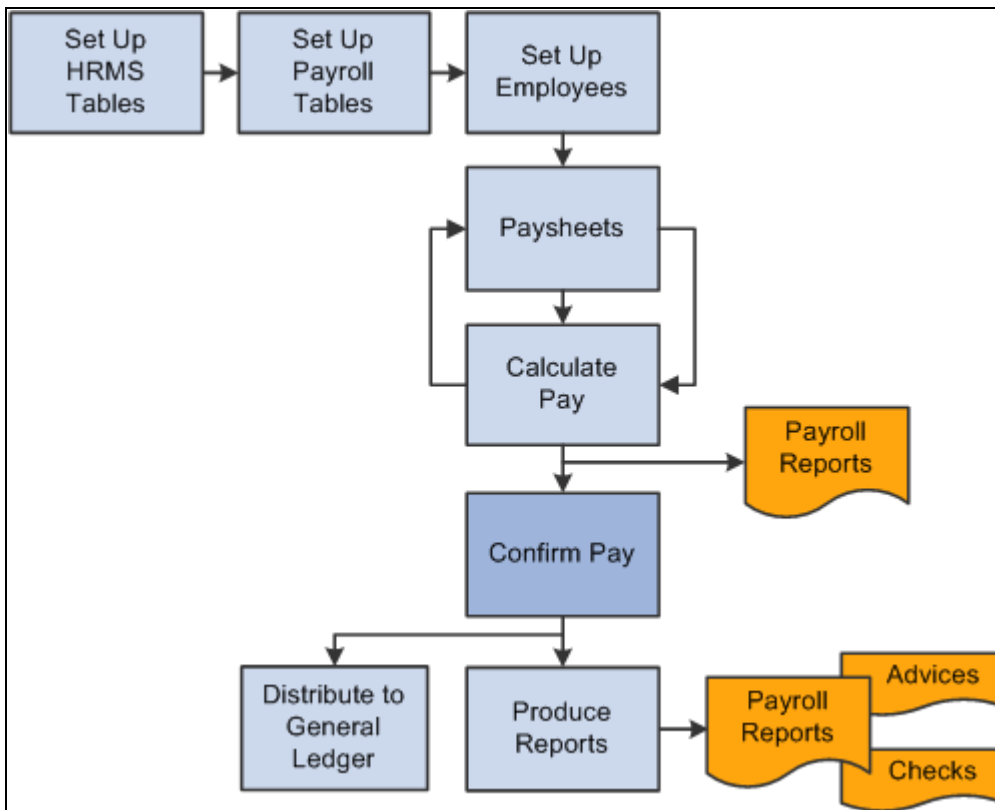


Illustration showing how pay confirmation fits into the payroll process from setting up HRMS tables to producing payroll reports, advices and checks

Warning! Do not run the Pay Confirmation process unless you are confident that the amounts have been calculated properly. After the Pay Confirmation process is complete, you cannot update paysheet information unless you first run the Pay Unconfirm COBOL SQL process (PSPUNCNF).

Summary of the Pay Confirmation PSJob Process (PAYCONF)

Manage the Pay Confirmation process with a pay run ID, just as you do for pay calculation and paysheets. Use the identical pay run ID in the Pay Confirmation process that you used during both the Paysheet Creation COBOL SQL process (PSPPYBLD) and Pay Calculation process.

Note. Do not run the Online Check process while other pay confirmations are running because the processes might not finish in sequential order, causing the Last Form Number Used field to be updated incorrectly. Therefore, running these processes simultaneously might use duplicate check numbers.

The Pay Confirmation PSJob process (PAYCONF) consists of two processing steps:

1. Pay Confirm COBOL SQL process (PSPCNFRM).
2. Time and Labor Pay Reversal process (TL_PAY_REVRS).

Pay Confirm COBOL SQL Process (PSPCNFRM)

The PSPCNFRM process:

- Processes one company at a time and, within each company, every pay group that is assigned to that pay run ID.

As it processes each pay group, the system indicates how many checks are being confirmed and how many have already been confirmed.

- Updates all balances for earnings, deductions, check year-to-date, taxes, garnishments, arrears, and leave accruals.
- Assigns check and/or advice numbers.

It checks the value of the Last Form Number Used field in the Form table, increments that by one, and assigns this number to the first person in the check sequence order. The remaining check or advice numbers are assigned sequentially according to the check print sequence options that you've defined in the Pay Group table.

Time and Labor Pay Reversal Process (TL_PAY_REVRS)

The Time and Labor Pay Reversal process (TL_PAY_REVRS) creates the necessary offset rows and new rows of payable time as required by the payable time reversal type specified on the Reverse/Adjust Paychecks run control page.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Creating Pay Run IDs

Chapter 22, "Working with Checks and Direct Deposit," page 727

PeopleSoft Enterprise Time and Labor 9.1 PeopleBook, "Integrating with Payroll Applications," Reversing or Adjusting a Paycheck

Balance Updates and the Order of Pay Calendar Confirmation

When a check is processed for an employee, the system updates the various balance records (earnings, deductions, taxes, and so on). Balance records are stored by year, quarter, and balance period or month. For Canada, balance records are stored by year, wage loss plan, province, quarter, and balance period or month.

The system updates balances based on the check date of the pay calendar to which they are associated. The actual check date is not a factor.

This table lists dates used to illustrate balance updating:

<i>Period End Date</i>	<i>On-Cycle Check Date On Pay Calendar</i>	<i>Off-Cycle Check Date On Paychecks</i>
December 31, 2006	December 31, 2006	January 2, 2007

Based on the dates in the table:

- On-cycle pay confirmation updates balances for December 2006.

- Off-cycle pay confirmation tied to the December on-cycle calendar updates balances in December 2006, even though the employees' check date is in January 2007.
- If you tie the off-cycle to the first payroll calendar in 2005, Pay Confirmation updates the January 2005 balances.

After you have posted to a month, you cannot post to a previous month. For example, after you have posted an April balance, the system does not allow you to update a March balance of the same type. If you try to post to a previous month, the Pay Confirmation process stops with an error. This may occur for semimonthly and monthly pay groups.

Example - Semimonthly Pay Group

An employee is in a semimonthly pay group for the first three weeks of the month. He is then transferred to a monthly pay group. He has a paysheet for the semimonthly pay group for the third week of the month and a monthly paysheet for the fourth week of the month. The semimonthly pay group has a pay end date of March 31 and a check date of April 5, and therefore a balance Period of 4 on the pay calendar. The monthly pay group has a pay end date of March 31 and a check date of March 31, and therefore a balance Period of 3 on the pay calendar.

If the semimonthly pay group is confirmed before the monthly pay group, the April balance record is created before the March balance is updated. As a result, when you try to confirm the monthly pay group, the Pay Confirmation process stops with an error.

To prevent the problem, you need to confirm the monthly pay group first, because the check date is in March.

Example - Monthly Pay Group

An employee is in the monthly pay group for the month of March. This payroll has a pay end date and check date of March 31. Effective April 1, the employee is transferred to the semimonthly pay group. Before you confirm the March 31 monthly payroll, you confirm an off-cycle check that is attached to the April semimonthly payroll for this employee. This off-cycle check creates an April balance record; when you try to confirm the March monthly payroll, the Pay Confirmation process stops with an error.

To avoid this error, Pay Confirmation calendars in order, by month of the check date.

Confirming Pay

This section provides an overview of pay confirmation results and discusses how to run the Pay Confirmation process.

Understanding Pay Confirmation Results

Review pay confirmation results using hard copy reports or the available online Review Paycheck pages in the Payroll Processing menu.

See Also

Chapter 20, "Calculating Pay," Reviewing Pay Calculation Results, page 697

Chapter 19, "Working with Paysheets," page 589

Chapter 22, "Working with Checks and Direct Deposit," page 727

Pages Used to Confirm Pay

Page Name	Definition Name	Navigation	Usage
Preconfirm Audit Report	RUNCTL_AUDIT	- Payroll for North America, Payroll Processing USA, Produce Payroll, Preconfirm Audit Report, Preconfirm Audit Report - Payroll for North America, Payroll Processing CAN, Produce Payroll, Preconfirm Audit Report, Preconfirm Audit Report - Payroll for North America, Payroll Processing USF, Produce Payroll, Preconfirm Audit Report, Preconfirm Audit Report	Generate the PAY036 report which provides a detailed listing (by company, calendar year, pay group, month code, pay end date, and employee ID) of information that might cause problems during the Pay Confirmation process.

Page Name	Definition Name	Navigation	Usage
Confirm Payroll	RUNCTL_PAY_CONF	- Payroll for North America, Payroll Processing USA, Produce Payroll, Confirm Payroll, Confirm Payroll - Payroll for North America, Payroll Processing CAN, Produce Payroll, Confirm Payroll, Confirm Payroll - Payroll for North America, Payroll Processing USF, Produce Payroll, Confirm Payroll, Confirm Payroll	Enter pay confirmation process parameters and run the Pay Confirmation process.

Running the Pay Confirmation COBOL SQL Process (PSPCNFRM)

Access the Confirm Payroll page (Payroll for North America, Payroll Processing USA, Produce Payroll, Confirm Payroll, Confirm Payroll; or Payroll for North America, Payroll Processing CAN, Produce Payroll, Confirm Payroll, Confirm Payroll; or Payroll for North America, Payroll Processing USF, Produce Payroll, Confirm Payroll, Confirm Payroll).

Confirm Payroll

Run Control ID: PS [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

On-Cycle or Off-Cycle Run

Pay Run ID:

9LA Apr 04

On or Off-Cycle:

Off-Cycle Run

Company:

Pay Group:

Pay End Date:

Process Page: Thru:

or ☐ All Reversals/Adjustments

Confirm Payroll page

On-Cycle or Off-Cycle Run

Pay Run ID	For on-cycle confirmation, enter the pay run ID. Use the identical pay run ID in the Pay Confirmation process that you used during both the Paysheet Creation and Pay Calculation processes.
On or Off-Cycle	To confirm all off-cycle checks that are associated with a particular period, enter a pay run ID and select <i>Off-Cycle</i>. To confirm off-cycle checks by page range, leave the Pay Run ID field blank, select <i>Off-Cycle</i>, and use the Off-Cycle Run group box to specify parameters for the calculation: company, pay group, pay end date, and the page numbers.

Off-Cycle Run

All Reversals/Adjustments	Select to process all reversals and adjustments.

Unconfirming Pay

This section provides an overview and discusses how to:

- Run the Pay Unconfirm process.
- Correct unconfirmed Time and Labor payable time generated by a check reversal.

Understanding Pay Unconfirm Processing

The Pay Unconfirm process is provided primarily for testing and implementation purposes. Unconfirming a payroll is not recommended in the production environment.

Warning! In the production environment, this process is appropriate for emergency use only. Normal production procedure should be to use backup and restore procedures to restore the database to the condition prior to confirmation. If you're considering running the Unconfirm process in production, please discuss it with the Global Support Center first.

Pages Used to Unconfirm Pay

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Unconfirm Payroll	RUNCTL_PAY_UNCONF	- Payroll for North America, Payroll Processing USA, Produce Payroll, Unconfirm Payroll, Unconfirm Payroll - Payroll for North America, Payroll Processing CAN, Produce Payroll, Unconfirm Payroll, Unconfirm Payroll - Payroll for North America, Payroll Processing USF, Produce Payroll, Unconfirm Payroll, Unconfirm Payroll	Run the Pay Unconfirm process to update paysheet information or to make data or table changes that require recalculation after you've run the Pay Confirmation process.
Reverse Time and Labor	RUNCTL_UNCNF_TL	- Payroll for North America, Payroll Processing USA, Produce Payroll, Reverse Time and Labor, Reverse Time and Labor - Payroll for North America, Payroll Processing CAN, Produce Payroll, Reverse Time and Labor, Reverse Time and Labor - Payroll for North America, Payroll Processing USF, Produce Payroll, Reverse Time and Labor, Reverse Time and Labor	Reverse Time and Labor payable time generated by a check reversal. Run the Reverse Time and Labor Application Engine process (TL_UNCONFIRM) to correct the corresponding payable time rows in Time and Labor that were created by the Time and Labor Pay Reversal process (TL_PAY_REVRS) during pay confirmation.

Running the Pay Unconfirm COBOL SQL Process (PSPUNCNF)

Access the Unconfirm Payroll page (Payroll for North America, Payroll Processing USA, Produce Payroll, Unconfirm Payroll, Unconfirm Payroll; or Payroll for North America, Payroll Processing CAN, Produce Payroll, Unconfirm Payroll, Unconfirm Payroll; or Payroll for North America, Payroll Processing USF, Produce Payroll, Unconfirm Payroll, Unconfirm Payroll).

The Unconfirm Payroll page is identical to the Confirm Payroll page.

Correcting Unconfirmed Time and Labor Payable Time Generated by a Check Reversal

Access the Reverse Time and Labor page (Payroll for North America, Payroll Processing USA, Produce Payroll, Reverse Time and Labor, Reverse Time and Labor; or Payroll for North America, Payroll Processing CAN, Produce Payroll, Reverse Time and Labor, Reverse Time and Labor; or Payroll for North America, Payroll Processing USF, Produce Payroll, Reverse Time and Labor, Reverse Time and Labor).

Reverse Time and Labor

Run Control ID: PS [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s) Find | View All First 1 of 1 Last

*Company:

*Pay Group:

*Pay Period End Date:

Selection Criteria

Paycheck Number:

Paycheck Issue Date:

Empl ID:

Net Pay:

or

Alternate Selection Criteria

*Pay Group:

*Pay Period End Date:

☐ Off Cycle

*Page:

*Line:

Separate Check:

Reverse Time and Labor page

If you unconfirm a pay run that includes a reversal of Time and Labor payable time, you must then run the Reverse Time and Labor Application Engine process (TL_UNCONFIRM).

Note. You must know the paycheck number of the reversed paycheck when you run this process.

The Reverse Time and Labor process attempts to delete the payable time rows in Time and Labor that were created by the Time and Labor Pay Reversal process (TL_PAY_REVRS) during confirmation of the reversal.

If a future row of payable time that was created during reversal confirmation has already been loaded to payroll, the system does not delete rows; instead it issues a warning message.

Note. After running the Reverse Time and Labor process, check messages. If the system has issued a warning that payable time rows could not be deleted and must be manually adjusted, you must make manual corrections. Depending upon how much of the payroll process has been completed for that payable time, you might have to coordinate with the Time and Labor administrator to make the corrections.

The fields on this page are identical to the process request parameters and selection criteria fields on the Paycheck Reversal Adjustment page.

You must enter the paycheck number of the original check that you reversed and then unconfirmed.

See Also

PeopleSoft Enterprise Time and Labor 9.1 PeopleBook, "Integrating with Payroll Applications," Reversing or Adjusting a Paycheck

Chapter 22, "Working with Checks and Direct Deposit," Running Paycheck Reversal, page 770

Chapter 22

Working with Checks and Direct Deposit

This chapter discusses how to:

- Print paychecks and direct deposit advices.
- Generate a direct deposit file.
- Process online single checks.
- Record manual checks.
- Process a final check request.
- Determine whether to reverse or adjust a check.
- Reverse paychecks.
- Handle direct deposit reversals.
- Adjust paychecks.
- Reconcile checks.
- Reprint checks.

Printing Paychecks and Direct Deposit Advices

This section provides overviews of checks, advices, and print processes, lists prerequisites, and discusses how to:

- Print checks and direct deposit reports by SQR reports.
- Print checks and direct deposit reports by RTF template using XMLP.
- View PDF print files in the Report Manager.
- View employees' self-service paychecks online.

Understanding Paychecks and Advices

This section discusses the content, sequencing, and sorting of paychecks and advices.

Content of Paychecks and Advices

All printed checks and advices contain balance, pay group, and employee data, including the following:

- Pay group and pay period information.
- Employee home address, job, and personal tax information.
- Current period earnings, taxes, and deduction amounts.
- Year-to-date balances for noncurrent earnings/taxes/deductions, and leave balances.
- Federal taxable gross detail.
- Net pay.
- Pay distribution between check and direct deposit, including payment type, account number, and deposit amount.

The system suppresses the current hours and rate information from printing when you distribute salaried employees' standard hours to earnings codes other than the regular earnings code that is defined in the Pay Group table.

Garnishment Deduction Display on Checks and Advices

The garnishment description generally appears on three lines, itemized by *Amount* (net amount), *Co. Fee* (company fee), and *Payee Fee*. However, because only a maximum of thirteen lines can display on the check or advice, the total garnishment amount appears on one line with the label *Total* if the garnishment description starts on the tenth line. The 13th line displayed on the check/advice is reserved for *Other*.

Bank Microcode

A bank microcode appears at the bottom of the check. This microcode font is provided with your Payroll for North America system. For XMLP printing, you can specify the MICR font in the RTF template. The numbers represent the check number and the bank transit and account numbers. The paycheck SQRs get the Bank ID from the Pay Group table, the transit and account numbers from the Source Bank table, the bank information from the Bank table, and the check number from the paysheet (check numbers are assigned during pay confirmation). You must set up the Bank table to make this work.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Banks and Bank Branches."

Electronic Signature

An electronically produced signature appears at the bottom of the check. Here is information about how to include the electronic signature for each printing method:

- SQR printing:

One way to have a signature print on paychecks electronically is to purchase a custom font cartridge from Hewlett-Packard. You send an electronic copy of the signature to Hewlett-Packard, and they then load it into a font cartridge that you can use on your HP laser jet printer. Because the signature resides in the font cartridge, it can easily be secured; you can keep it locked up except when processing checks.

- XMLP printing of PDFs:

Modify the RTF check or cheque printing template and add the URL to your signature image.

See [Chapter 6, "Setting Up the Payroll Process," Viewing or Modifying the Delivered Report Template, page 201.](#)

Magnetic Ink

For checks to be deemed negotiable legal tender, you must use a special ink when printing them. Banks accept only checks that have been impregnated with magnetically treated ink. The Hewlett-Packard font cartridge MICR provides such ink.

Check Sequencing and Sorting

The Pay Group table pages (Check Distribution and Check Sequencing pages) and employee Payroll Option pages 1 and 2 contain extensive choices for sorting and sequencing employees' paychecks and direct deposit advices. You can also specify which address appears on the check or advice form. The printed information on the check or advice form comes from these pages.

During the Pay Confirmation process, the system sorts the checks according to the options that you've selected on the Pay Group table and the Payroll Options pages and assigns check numbers. The check and advice printing processes format the data from the Paycheck file and print the checks in numerical order, as they exist in the file.

Direct Deposit Advice Suppression

To suppress the printing of an employee's direct deposit advice form, select the Suppress DDP Advice Print (suppress direct deposit advice print) check box on the employees's Request Direct Deposit page.

See Also

[Chapter 11, "Maintaining Payroll Data," Setting Up Direct Deposits, page 383](#)

Understanding Printing Processes

Payroll for North America enables you to select from two methods of printing checks and advices:

- Printing by SQR Reports (PAY003, PAY003CN, DDP003, and DDP003CN).
- Printing in PDF by RTF Templates using XML Publisher (PYCHKUSA, PYCHQCAN, PYDDAUSA, and PYDDACAN).

Note. (USF) As a general rule, federal payments that are certified by a Certifying Officer are issued through the Financial Management Service (FMS), Department of the Treasury. Authority has been delegated to specific agencies to issue payments outside of this requirement, and this is documented in the Treasury Financial Manual (TFM).

See [Chapter 26, "\(USF\) Setting Up and Processing Agency Interfaces," page 867.](#)

Printing by SQR Reports

The Check Print and Cheque Print SQR reports (PAY003 and PAY003CN) and the Direct Deposit Advice Print SQR reports (DDP003 and DDP003CN) extract the payroll data for check and advice printing and format it for printing checks and advices.

These reports are delivered with sample formats that are intended as templates. Your company may have a particular kind of check stock and specific formatting requirements for printed paychecks, so you probably want to modify the SQR to reflect your company's individual in-house style.

Printing in PDF by RTF Template using XMLP

Payroll for North America uses XML Publisher (XMLP) to print checks and advices in PDF and to display individual checks and advices in self-service.

Note. You must set up the XML Publisher to use this feature.

These PSJob processes prepare the check and advice report files:

- Print US Checks PSJob process (PYCHKUSA).
- Print Canadian Cheques PSJob process (PYCHQCAN).
- Print US Direct Deposit Advice PSJob process (PYDDAUSA).
- Print Canadian Direct Deposit Advice PSJob process (PYDDACAN).

Each of these PSJob processes comprises the following:

1. An SQR that generates the XML data for the check or advice print file and individual check or advice files.

The SQRs are modified versions of PAY003, PAY003CN, DDP003, and DDP003CN.

2. An Application Engine process (PY_SSP_BUILD) that inserts individual paycheck data XML files into the database.

XML Publisher generates the self-service check from the XML data when the employee views a paycheck in the ePay View Paycheck transaction or when the payroll administrator views paychecks by employee in an online view page.

3. An Application Engine process (PY_SSP_PRINT) that generates one or more PDF print files containing all of the paychecks in the pay run in batch sizes (optional) that you specify on the print process run control page.

The system posts the print files to the Report Manager. From the Report Manager, open the file in Adobe Acrobat to print the checks.

Payroll for North America delivers RTF templates for printing and displaying checks and advices. If you want to modify the format, you must create a new template file and associate it with the XML Publisher report definition.

See [Chapter 6, "Setting Up the Payroll Process," Viewing or Modifying the Delivered Report Template, page 201.](#)

Paychecks are available for online viewing by employees in the self-service View Paychecks transaction according to the availability specifications on the Paycheck Options Table page. The paychecks are also available for viewing in the administrator's View Self Service Paychecks page as soon as you run the process. Paycheck availability options do not restrict the administrator's online viewing.

Note. If you have enabled viewing of historical paychecks, the paycheck data from the current pay run is visible to employees in self service as soon as you run pay confirmation. Running the XML PDF creation process triggers the paycheck availability option for the PDF paycheck, after which the checks are not available to employees until the availability date that you specify. For this reason, we recommend that you run the XML PDF creation process immediately after confirming the payroll.

See Also

Chapter 6, "Setting Up the Payroll Process," Setting Up to Print and View Paychecks with XML Publisher (XMLP), page 198

Enterprise PeopleTools PeopleBook: XML Publisher for PeopleSoft Enterprise

Prerequisites

This section lists required setup steps for each method of printing paychecks and direct deposit advice forms.

Printing by SQR Reports

Before using the PAY003, PAY003CN, DDP003, or DDP003CN SQR processes to print paychecks and direct deposit advices on check stock, you must set up the Form table with the form ID and the last used form number.

If necessary, you can also modify the SQR to suit your organization's check and advice printing requirements.

Printing in PDF by RTF Template using XMLP

Before using the PYCHKUSA, PYCHQCAN, PYDDAUSA, or PYDDACAN PSJob processes to print PDF forms and display self-service PDF checks and advices:

- Configure Integration Broker and Report Manager.
- Update the XML Publisher templates and form definitions with specifics for your implementation.
- Specify XML Publisher printing and self-service options.
- Set up the Form table with the form ID and the last used form number.

See Also

Enterprise PeopleTools PeopleBook: PeopleSoft Integration Broker

Enterprise PeopleTools PeopleBook: PeopleSoft Process Scheduler

Chapter 6, "Setting Up the Payroll Process," Setting Up the Form Table for Printing Checks and Direct Deposit Advices, page 207

Chapter 6, "Setting Up the Payroll Process," Setting Up to Print and View Paychecks with XML Publisher (XMLP), page 198

Pages Used to Print and View Checks and Direct Deposit Reports

Page Name	Definition Name	Navigation	Usage
Pay Group Table - Check Distribution	PAYGROUP_TABLE5	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 4–6 link. Select the Check Distribution page.	Specify the order in which you want paychecks to be sorted and select address and delivery options.
Pay Group Table - Check Sequencing	PAYGROUP_TABLE6	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Pay Group Table Click the Pages 4–6 link. Select the Check Sequencing page.	Define print sequence options.
Print Pay Checks	RUNCTL_CHK_ADV1	- Payroll for North America, Payroll Processing USA, Produce Checks, Print Pay Checks, Print Pay Checks - Payroll for North America, Payroll Processing USF, Produce Checks, Print Checks, Print Pay Checks	Print U.S. paychecks by the SQR method using the Pay Check Print - US SQR process (PAY003).
Print Pay Cheques	RUNCTL_CHK_ADV	Payroll for North America, Payroll Processing CAN, Produce Cheques, Print Pay Cheques, Print Pay Cheques	Print Canadian paycheques by the SQR method using the Pay Cheque Print - Canada SQR process (PAY003CN).

Page Name	Definition Name	Navigation	Usage
Create PDF Paychecks	RUNCTL_CHK_ADV1_EP	- Payroll for North America, Payroll Processing USA, Produce Checks, Create PDF Paychecks, Create PDF Paychecks - Payroll for North America, Payroll Processing USF, Produce Checks, Create PDF Paychecks, Create PDF Paycheck	Create U.S. paychecks in PDF for printing and self-service viewing using the Print US Checks PSJob process (PYCHKUSA).
Create PDF Paycheques	RUNCTL_CHK_ADV_EP	Payroll for North America, Payroll Processing CAN, Produce Cheques, Create PDF Paycheques, Create PDF Paycheques	Create Canadian paycheques in PDF for printing and self-service viewing using the Print Canadian Cheques process (PYCHQCAN).
Print Advice Forms	RUNCTL_CHK_ADV1	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Print Advice Forms, Print Advice Forms - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Print Advice Forms, Print Advice Forms	Print U.S. direct deposit advice forms by the SQR method using the Direct Deposit Advice Print SQR process (DDP003).
Print Advice Forms	RUNCTL_CHK_ADV	Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Print Advice Forms, Print Advice Forms	Print Canadian direct deposit advice forms by the SQR method using the Direct Deposit Advice Print SQR process (DDP003CN).

Page Name	Definition Name	Navigation	Usage
Create PDF Advice Forms	RUNCTL_CHK_ADV1_EP	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Create PDF Advice Forms, Create PDF Advice Forms - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Create PDF Advice Forms, Create PDF Advice Forms	Create U.S. direct deposit advice forms in PDF for printing and self-service viewing using the Print US Direct Deposit Advice PSJob process (PYDDAUSA).
Create PDF Advice Forms	RUNCTL_CHK_ADV_EP	Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Create PDF Advice Forms, Create PDF Advice Forms	Create Canadian direct deposit advice forms in PDF for printing and self-service viewing using the Print Can Direct Deposit Advice PSJob process (PYDDACAN).
Check Register	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Produce Checks, Check Register, Check Register - Payroll for North America, Payroll Processing USF, Produce Checks, Check Register, Check Register	Run PAY004, which is a template for generating a report that lists all checks, in check number order, written in the pay period for each company in the organization.
Cheque Register	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Produce Cheques, Cheque Register, Cheque Register	Run PAY004, which is a template for generating a report that lists all cheques, in cheque number order, written in the pay period for each company in the organization.

Page Name	Definition Name	Navigation	Usage
Direct Deposit Register	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Direct Deposit Register, Direct Deposit Register - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Direct Deposit Register, Direct Deposit Register	Run DDP002, which generates a report that lists all direct deposits for employees in each company in the organization.
Direct Deposit Register	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Direct Deposit Register, Direct Deposit Register	Run DDP002, which generates a report that lists all direct deposits for employees in each company in the organization.
Direct Deposit Advice Register	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Advice Register, Direct Deposit Advice Register - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Advice Register, Direct Deposit Advice Register	Run DDP004, which generates a report that lists payroll amounts paid directly into the employee's bank account as direct deposits. This report is similar to the Check Register (PAY004) report.
Direct Deposit Advice Register	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Advice Register, Direct Deposit Advice Register	Run DDP004, which generates a report that lists payroll amounts paid directly into the employee's bank account as direct deposits. This report is similar to the Cheque Register (PAY004) report.

Page Name	Definition Name	Navigation	Usage
View Self Service Paycheck	PY_SSP_ADMIN_VIEW PY_SSP_VIEW_DATA	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Self Service Paycheck, View Self Service Paycheck - Payroll for North America, Payroll Processing USF, Produce Payroll, Review Self Service Paycheck, View Self Service Paycheck	View employees' self service paychecks in an online view that replicates the employees' view. Payroll administrators can view all employee paychecks (both PDF and non-PDF), regardless of specifications on the Paycheck Options table.
View Self Service Paycheque	PY_SSP_ADMIN_VIEW PY_SSP_VIEW_DATA	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Self Service Paycheque, View Self Service Paycheque	View employees' self service paycheques in an online view that replicates the employees' view. Payroll administrators can view all employee paycheques (both PDF and non-PDF), regardless of specifications on the Paycheck Options table.

Printing Checks and Direct Deposit Reports by SQR Reports

Access the Print Pay Checks page (Payroll for North America, Payroll Processing USA, Produce Checks, Print Checks, Print Pay Checks; or Payroll for North America, Payroll Processing USF, Produce Checks, Print Checks, Print Pay Checks) or the Print Paycheques page (Payroll for North America, Payroll Processing CAN, Produce Cheques, Print Pay Cheques, Print Pay Cheques).

Print Pay Checks

Run Control ID: 01 [Report Manager](#) [Process Monitor](#)

Report Request Parameter(s)

On-Cycle Run
Pay Run ID:

or

Off-Cycle Pay Calendar
Company:
Pay Group:
Pay End Date:
Process Page: Thru:

Payroll Cycle
☐ On-Cycle ☐ Off-Cycle ☒ Both

Check/Advice Numbers
Starting Number: Ending Number:

Message:

Print Pay Checks page

Note. The Print Pay Checks page is shown here as an example; all of the run control pages used for printing checks and direct deposit reports by the SQR method use the same parameters.

On-Cycle Run

If you specify only a pay run ID, the system selects checks from that run ID that are based on a payroll cycle of only on-cycle, off-cycle, or both.

If you specify a pay run ID and the check range, the system selects only the checks that are in the check number range and based on a payroll cycle of only on-cycle, off-cycle, or both.

Off-Cycle Pay Calendar

If you use this group box, you must enter:

- Company
- Pay group
- Pay end date

Available fields and completed tasks depend on which option you select in the Payroll Cycle group box:

Payroll Cycle

On-Cycle

The page number fields are unavailable for entry. The system selects only the on-cycle checks for the company and pay group with the pay end date that you specify. If you specify a check number range, the system selects only those checks.

Off-Cycle

The page number fields are available for entry. The system selects only the off-cycle checks for the company and pay group with the pay end date that you specify. If you specify the page number range, the system selects all checks in that page range. If you specify a check number range, the system selects only those checks.

Both

The page number fields are available for entry. The system selects both off-cycle and on-cycle checks for the company and pay group with the pay end date that you specify. If you specify the page range, the system selects all checks in that page range. If you specify a check number range, the system selects only those checks.

Check/Advice Numbers

Specify a check or advice number range to print only the specified checks or advices.

Printing Checks and Advices in PDF by RTF Template Using XMLP

Access the Create PDF Paychecks page (Payroll for North America, Payroll Processing USA, Produce Checks, Create PDF Paychecks, Create PDF Paychecks; or Payroll for North America, Payroll Processing USF, Produce Checks, Create PDF Paychecks, Create PDF Paycheck) or the Create PDF Paycheques page (Payroll for North America, Payroll Processing CAN, Produce Cheques, Create PDF Paycheques, Create PDF Paycheques).

Create PDF Paychecks

Run Control ID: 01 [Report Manager](#) [Process Monitor](#)

Report Request Parameter(s)	
On-Cycle Run Pay Run ID:	or
Payroll Cycle ☐ On-Cycle ☐ Off-Cycle ☒ Both	
Sif Serv Availability Override Days From Check Date:	Off-Cycle Pay Calendar Company: Pay Group: Pay End Date: Process Page: Thru:
Batch Size:	Check/Advice Numbers Starting Number: Ending Number:
Message:	

Create PDF Paychecks page

Note. The Create PDF Paychecks page is shown here as an example; all of the run control pages used for creating checks and direct deposit reports by the XMLP method use the same parameters.

The run parameters for the XMLP processes are identical to the parameters for the SQR processes with the addition of these options:

Sif Srvc Availability Override

Days From Check Date Leave this field blank to retain the default value entered on the Paycheck Options Table page. To override the value on the Paycheck Options Table for this check or advice print run, enter a different number of days from check date. The system issues a confirmation message if you enter an override. If you do not confirm the override, the system does not save the value you entered and the field remains blank.

Note. If you have enabled viewing of historical paychecks, the paycheck data from the current pay run is visible in self service as soon as you run pay confirmation. Running the XMLP print process triggers the paycheck availability option for the PDF paycheck, after which the checks are not viewable until the availability date that you specify. For this reason, we recommend that you run the XMLP print process immediately after confirming the payroll.

Batch Size

Enter the number of individual paychecks that you want to batch together into one PDF print file. You can determine the optimum file size in your environment.

Process Scheduler Settings

On the Process Request page, select the type *Web* and the format *PDF*.

Viewing PDF Print Files in the Report Manager

If you ran one of the PDF creation processes to print PDF checks or advice forms through XMLP, you must use the Report Manager to view the PDF print files.

To view the paycheck print files after the report has successfully run and posted:

1. Access the Report Manager.
2. Locate the file that you want to open.

The XMLP reports are the large PDF batch files that contain the number of paychecks for each batch that you specified in run parameters. The description of the report batch files includes the report name with the batch number in brackets.

Example of PDF check print file report description: *PRTUSCHK [BATCH0001] PRINT US CHECKS*.

3. To open the PDF file use one of these methods:

- From the Report Manager - List page.

Click the *XMLP* link in the Report column for the selected batch file.

- From the Report Manager - Administration page.

Click the Details link for the selected batch file.

The system displays another page, where you click the **.pdf* file link to access the PDF report in Adobe Acrobat.

Viewing Employees' Self-Service Paychecks Online

Access the View Self Service Paycheck page (Payroll for North America, Payroll Processing USA, Produce Payroll, Review Self Service Paycheck, View Self Service Paycheck; or Payroll for North America, Payroll Processing USF, Produce Payroll, Review Self Service Paycheck, View Self Service Paycheck) or the View Self Service Paycheque page (Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Self Service Paycheque, View Self Service Paycheque).

View Self Service Paycheck						
Betty Locherty						
Select Paycheck						
Check Date	Company	Pay Begin Date	Pay End Date	Net Pay	Paycheck Number	PDF File
2008-04-11	Global Business Institute 9999	03/29/2008	04/11/2008	\$3608.95	6826	☒
2008-03-28	Global Business Institute 9999	03/15/2008	03/28/2008	\$3608.95	6612	☐
2008-03-14	Global Business Institute 9999	03/01/2008	03/14/2008	\$3608.95	6507	☐
2008-02-29	Global Business Institute 9999	02/16/2008	02/29/2008	\$3608.95	6202	☐
2008-02-15	Global Business Institute 9999	02/02/2008	02/15/2008	\$3608.95	6096	☐
2008-02-01	Global Business Institute 9999	01/19/2008	02/01/2008	\$3608.95	5991	☐
2008-01-18	Global Business Institute 9999	01/05/2008	01/18/2008	\$3608.95	5685	☐
2008-01-04	Global Business Institute 9999	12/22/2007	01/04/2008	\$3608.95	5580	☐
2007-12-21	Global Business Institute 9999	12/08/2007	12/21/2007	\$3638.95	5311	☒
2007-12-07	Global Business Institute 9999	11/24/2007	12/07/2007	\$3638.95	5208	☒

View Self Service Paycheck page

The payroll administrator searches by employee ID on the search page to locate a particular employee's paychecks.

Check Date

Click the check date to access the check.

PDF checks open in a new window. The system displays non-PDF checks on another View Self Service Paycheck page (PY_SSP_VIEW_DATA).

PDF File

The system selects this for checks displayed in PDF.

In accessible mode, the system always displays checks on a PeopleSoft page (and not in a PDF file). Therefore, this column is hidden in accessibility mode.

Generating a Direct Deposit File

This section provides an overview of the Direct Deposit Create File process (DDP001 and DDP001CN) and discusses how to create a direct deposit file.

Understanding the Direct Deposit Create File Process (DDP001 and DDP001CN)

Use the Direct Deposit Create File process to create an electronic transmittal file used to transfer payroll funds directly into an employee's bank account. The file contains direct deposit records for each company and bank/branch combination.

Payroll for North America generates direct deposit transmittals by bank ID and account number. Therefore, regardless of pay run ID and pay group/pay end date, the DDP001 report captures all employees who have a prenotification submitted or a direct deposit to be paid if their pay group has that bank ID and account number assigned.

The report shows the transaction file generated, including the direct payment routing numbers used to direct deposit employee's paychecks, employee name, and all the other information the system needs to complete direct deposits of payroll funds.

Note. (CAN) The program formats direct payment routing numbers according to the routing format that you specify on the Source Bank Accounts – Canadian Bank Additional Data page.

(USA) Prenotification Processing

The prenote process is a test run for direct deposits to verify that bank IDs and employee account numbers are valid. If you're running the Direct Deposit Prenotification report (DDP005) and the Direct Deposit Prenote Memo report (DDP006), you must run them prior to creating the direct deposit transmittal file.

See Also

Chapter 6, "Setting Up the Payroll Process," Setting Up Banks and Direct Deposit, page 208

Chapter 22, "Working with Checks and Direct Deposit," Printing Paychecks and Direct Deposit Advices, page 727

Chapter 11, "Maintaining Payroll Data," Setting Up Direct Deposits, page 383

Chapter 20, "Calculating Pay," Pages Used to Review Pay Calculation Results, page 698

Pages Used to Generate a Direct Deposit Create File

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Direct Deposit Prenotification	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Prenotification Report, Direct Deposit Prenotification - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Prenotification Report, Direct Deposit Prenotification	(USA) Run the Direct Deposit Prenotification report (DDP005). The report lists direct deposit information for employees who will have their pay deposited directly into their bank account for the first time. Note. (CAN) The prenotification process does not apply in Canada.
Direct Deposit Prenote Memo	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Prenote Memo, Direct Deposit Prenote Memo - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Prenote Memo, Direct Deposit Prenote Memo	(USA) Run the Direct Deposit Prenote Memo report (DDP006). The report produces a memo to each employee who has added a new direct deposit. The memo lists the direct deposit information for verification.
Create Direct Deposit File	RUNCTL_DDP001	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File	(USA) Run the Create Direct Deposit Transmit report (DDP001), which creates the direct deposit transmittal file.
Create Direct Deposit File	RUNCTL_DDP001CN	Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File	(CAN) Run the Create Direct Deposit Transmit report (DDP001CN), which creates the direct deposit transmittal file.

Creating a Direct Deposit File

Access the Create Direct Deposit File page (Payroll for North America, Payroll Processing USA, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File; or Payroll for North America, Payroll Processing USF, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File; or Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File).

Create Direct Deposit File

Run Control ID: 01

Report ManagerProcess Monitor

Run

Process Request Parameter(s)

Pay Run

Pay Run ID: KU2-06-22

US Bw22 06

or

Pay Calendar

Company:

Pay Group:

Pay Period End Date:

Processing Options

Prenote Date:

Text (20 Characters):

☐ Create Separate Files For IAT☐ Exclude Debit Offset Records

File Header Company

CustomizeFindView All

First1 of 1Last

Bank ID	Company	Description

Create Direct Deposit File page

Note. (CAN) Although the Canadian page displays with some differences, all fields have the same functionality as the fields shown on the U.S. page.

Pay Run or Pay Calendar

Enter either a pay run ID or pay calendar information for the desired pay period.

Note. Payroll for North America generates direct deposit transmittals by bank ID and account number. Therefore, regardless of pay run ID and pay group/pay end date, the DDP001 report captures all employees who have a prenotification submitted or a direct deposit to be paid if their pay group has that bank ID and account number assigned. You cannot use these fields to produce a direct deposit transmittal for just a selected pay group unless direct deposits for that pay group are paid from a separate bank and account from all other pay groups.

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Additional Process Request Parameters

Prenote Date	(USA) Enter the date that you want the system to use as the starting date of the prenote waiting period.
Text (20 Characters)	Enter text that you would like to appear on the direct deposit file. The character limits are: • (CAN): 15 characters. • (USA): 20 characters.
Create Separate Files for IAT	Select this check box to report domestic (PPD) and international (IAT) transactions in separate direct deposit files. Some banks cannot process both domestic and international transactions together in a single file. When this check box is selected, the program DDP001.SQR will create separate direct deposit files for domestic versus. international transactions.
Exclude Debit Offset Records	Select this check box to exclude debit offset records from the direct deposit files created by DDP001.SQR. Some banks require that employers submit <i>unbalanced</i> files. Unbalanced files contain only the credit transactions that are depositing funds to employee accounts without any corresponding offsetting debit transactions against the employer's accounts. Selecting this check box enables employers to create files that contain no debit offset transactions.

File Header Company

Bank ID and Company	(USA) Enter your bank's transit number and your company. This information appears at the beginning of the transmittal file.

Processing Online Single Checks

This section provides overviews of online single checks and paysheet options and discusses how to:

- Configure the system for online printing.
- Enter and calculate an online check.
- Confirm, change, or delete online check results.
- Reprint an online check.
- Reverse an online check.

Understanding Online Checks

With Payroll for North America, you can calculate, view, and print a single employee check interactively, online.

To process online checks:

1. Configure the system for online check printing.
2. Assign a pay run ID to the appropriate pay calendar.

This is required to access the Create Online Check page.

3. Enter data on the Create Online Check page.
 - a. Enter the hours or an amount.
 - b. If necessary, override Job data, taxes, deductions, or garnishments.
 - c. Click Save and Calculate.

The Review/Print Online Check page appears when the process is complete.

4. View results of the calculation on the Review/Print Online Check page and proceed in one of three ways:
 - Confirm and print the check.

Select whether to use the XMLP or SQR print process.

Note. If you use the XMLP process with the View Paycheck transaction in PeopleSoft Enterprise ePay, the number of days from check date that you specify on the Paycheck Options Table page determines when the employee can view the check online.

If the check is destroyed during printing, you can reassign the check number and reprint.

- Click the Change Data button to return to the Create Online Check page to make changes.
- Delete the check.

Note. (USF) With few exceptions, federal agencies must issue all certified payment vouchers through the Department of the Treasury.

See [Chapter 26, "\(USF\) Setting Up and Processing Agency Interfaces," page 867](#).

This diagram illustrates the step involved in online check processing from configuring online check printing to the printing of checks:

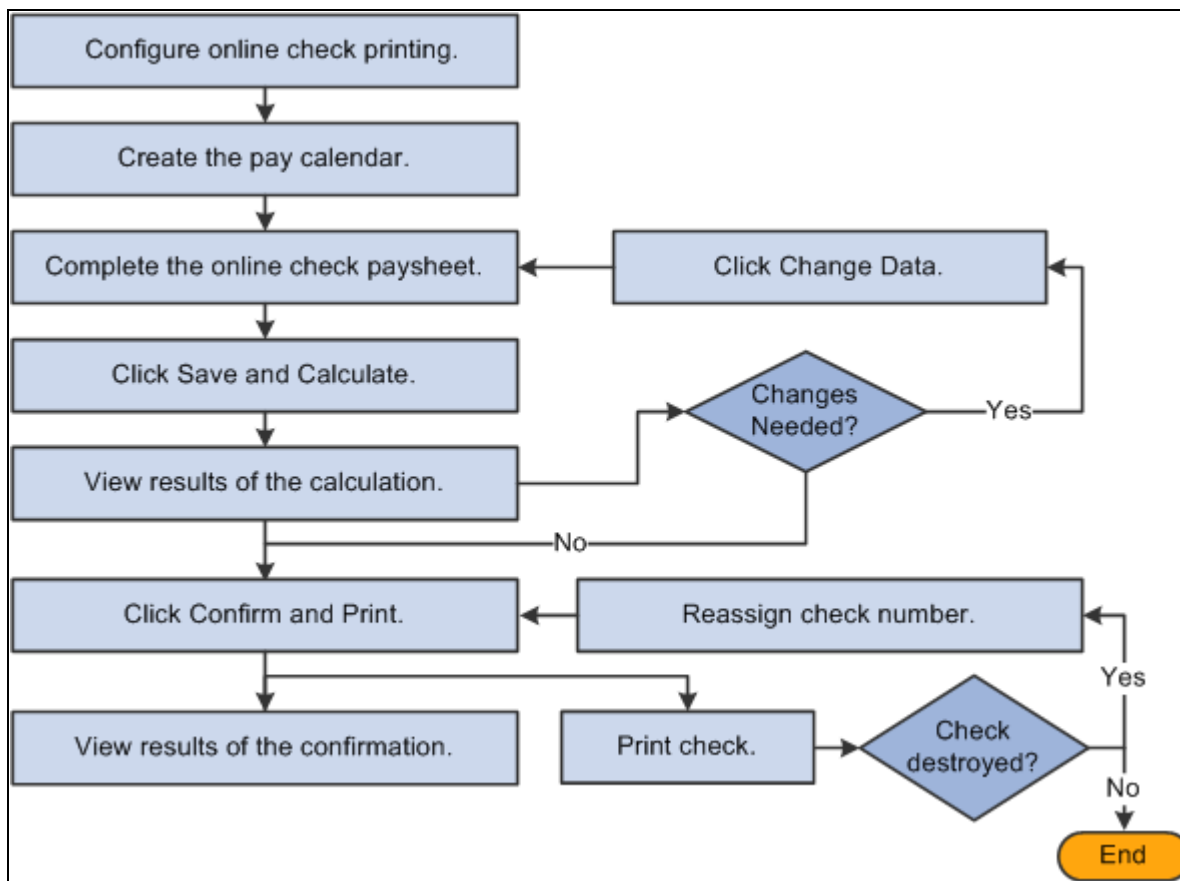


Diagram showing the step involved in online check processing from configuring online check printing to the printing of checks

See [Chapter 26, "\(USF\) Setting Up and Processing Agency Interfaces,"](#) page 867.

Check Modeling

To use this feature for check modeling:

1. On the Create Online Check page, enter data and click Save and Calculate.
2. On the Review/Print Online Check page, either click to change the data or delete the check.

Understanding Online Check Paysheet Options

The system offers several options for using the Paysheet Creation COBOL SQL process (PSPPYBLD) to access the employee's paysheet:

- Process a final check online.

If the employee has a final check request, the system displays a message asking if you want to create the final check online. You can copy an off-cycle final check paysheet or unconfirmed final check to create the final check online.

- Process an unconfirmed online check.

If the employee has an unconfirmed single check with the same company, pay group, pay end date, and employment record number that you specified, the system displays that paysheet.

- Process an unconfirmed off-cycle check.

If the employee has an unconfirmed off-cycle check with the same company, pay group, pay end date, and employment record number that you specified, and this is the only payline on the page, the system displays a message offering you the option of selecting that payline.

- Have the system create the online paysheet.

If neither of the previous two conditions exist, the system displays a message asking if you want to use the Paysheet Creation process to create the data for the employee's online check.

If you click Yes for the paysheet creation process, the Create Online Check page displays the employee's paysheet information for the pay period end date that you specified.

If your organization uses PeopleSoft Enterprise Time and Labor, you can further select whether or not to load available time from Time and Labor. If you select Yes, the system displays the Filter Options page where you can filter available time by earnings code or date range.

- Create the paysheet manually on the Create Online Check page.

If you click No for the paysheet creation process, the Create Online Check page displays only default information for adding a new paysheet.

See Also

[Chapter 19, "Working with Paysheets," page 589](#)

Pages Used to Process Online Checks

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Configure Online Printing	PAY_OL_PRNT	Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Configure Online Printing, Configure Online Printing	Configure the system for online printing.

Page Name	Definition Name	Navigation	Usage
Create Online Check	PAY_OL_SHEET_S1	- Payroll for North America, Payroll Processing USA, Create Online Checks, Create Online Check, Create Online Check - Payroll for North America, Payroll Processing CAN, Create Online Cheques, Create Online Cheque, Online Cheque Paysheet - Payroll for North America, Payroll Processing USF, Create Online Checks, Create Online Check, Create Online Check	Create an employee's online check paysheet and check.
Filter Options	PY_LDTL_OL_SEC	- Payroll for North America, Payroll Processing USA, Create Online Checks, Create Online Check Click Yes for the message asking whether you want to load available time from Time and Labor. - Payroll for North America, Payroll Processing CAN, Create Online Cheques, Create Online Cheque Click Yes for the message asking whether you want to load available time from Time and Labor.	Select options to filter data from Time and Labor by earnings codes or range of dates.

Page Name	Definition Name	Navigation	Usage
Review/Print Online Check	PAY_OL_CHECK_S	- Payroll for North America, Payroll Processing USA, Create Online Checks, Review/Print Online Check, Review/Print Online Check - Payroll for North America, Payroll Processing USF, Create Online Checks, View/Print Online Check, Review/Print Online Check	When you click Save and Calculate on the Create Online Check page, the system performs the calculation and displays the Review/Print Online Check page. You can confirm and print a check, delete the check, or return to the Create Online Check page to change data.
Review/Print Online Cheque	PAY_OL_CHECK_C	Payroll for North America, Payroll Processing CAN, Create Online Cheques, Review/Print Online Cheque, Review/Print Online Cheque	When you click Save and Calculate on the Online Cheque Paysheet page, the system performs the calculation and displays the Review/Print Online Check page. You can confirm and print a check, delete the check, or return to the Online Cheque Paysheet page to change data.
Paycheck Printing/Re-assignment	PAY_OL_RE_ASSGN_S	Select Reassign Check/Advice No (reassign check or advice number) on the Review/Print Online Check page or Review/Print Online Cheque page and click Confirm and Print again.	Enter a different check number to reprint an online check that was destroyed in printing.
Paycheck Reversal	PAY_OL_CHECK_S	Click the Reverse and Confirm button on the Review/Print Online Check page.	Reverse a single check and confirm the results of the check reversal.
Paycheque Reversal	PAY_OL_CHECK_C	Click the Reverse and Confirm button on the Review/Print Online Cheque page.	Reverse a single cheque.

See Also

Chapter 26, "(USF) Setting Up and Processing Agency Interfaces," page 867

Configuring the System for Online Printing

Access the Configure Online Printing page (Set Up HRMS, Product Related, Payroll for North America, Payroll Processing Controls, Configure Online Printing, Configure Online Printing).

Configure Online Printing

User ID:

PS

Server Name:

PSNT

Output Details

Type

☒ (None)

☐ File

☐ Printer

Destination:

File server name\printer name

Format:

(None)

Configure Online Printing page

- Type

Select *Printer*, *File*, or *None*.
- Destination

Enter a printer port or file directory to receive your output.
- Format

Select the format in which you want the report printed.

Entering and Calculating an Online Check

Access the Create Online Check page (Payroll for North America, Payroll Processing USA, Create Online Checks, Create Online Check, Create Online Check; or Payroll for North America, Payroll Processing CAN, Create Online Cheques, Create Online Cheque, Online Cheque Paysheet; or Payroll for North America, Payroll Processing USF, Create Online Checks, Create Online Check, Create Online Check).

Create Online Check

Company:GBI

Pay Group:KU2

Pay Period End Date:04/25/2008

Source:On-line

Empl ID:KU0047

Sharpe,Kenneth

Empl Record:0

Check Date:05/05/2000

Check Number:

Transaction Message:

No Message

Page:5

Line:1

Online Check Request

Find | View All | First | 1 of 4 | Last

☒ OK to Pay

☒ No Direct Deposit

☐ Gross-Up

☐ Override Hourly Rate

☐ TL Records

Reg Hours:20.00

OT Hours:

Hourly Rate:10.000000

Reg Salary:

Reg Rate Code:

OT Rate Code:

* State:IN

Locality:

Earnings Begin:04/22/2000

Earnings End:05/05/2000

Benefit Deductions

*Deductions Taken:None

Deduction Subset ID:

General Deductions

*Deductions Taken:Subset

Deduction Subset ID:B01

Additional Data

One-Time Deductions

One-Time Taxes

One-Time Garnishments

Save and Calculate

Return to Search

Other Earnings

Customize | Find | View All | 1 of 1 | Last

*Code	Seq Nbr	Rate Code	Hours	Rate	Amount
BNS					2,000.00

Create Online Check page

Note. Many of the fields on the Create Online Check page are identical to those on the Paysheet page.

Warning! If you use the Paysheet Creation process for online checks using the same on-cycle pay calendar that's being processed in batch, the employee receives a duplicate check.

Check Number You can either specify a number or have one assigned by the system.

Benefit Deductions

Benefit Deductions Taken The initial value comes from the pay calendar, but you can override it.

- *None*: Select to specify no benefit deductions.
- *Deduction*: Select to have the Deduction table govern benefit deductions.
- *Subset*: Select this value if you want to use a specified benefit deduction subset. If you select this value, you must specify the subset ID in the Deduction Subset ID field.

General Deductions

- Deductions Taken** The initial value comes from the pay calendar, but you can override it.
- *None*: Select to specify no general deductions.
 - *Deduction*: Select to have the Deduction table govern general deductions.
 - *Subset*: Select this value if you want to use a specified general deduction subset. If you select this value, you must specify the subset ID in the Deduction Subset ID field.

Additional Page Elements

- Save and Calculate** When you're ready to calculate the check, click this button to start the calculation process. The system then displays the Review/Print Online Check page.
- Return to Search** If you want to set up a single check for another employee, click Return to Search to redisplay the Create Single Check selection page.

See Also

[Chapter 19, "Working with Paysheets," Viewing and Updating Paysheets and Paylines, page 628](#)

Confirming, Changing, or Deleting Online Check Results

Access the Review/Print Online Check page (Payroll for North America, Payroll Processing USA, Create Online Checks, Review/Print Online Check, Review/Print Online Check; or Payroll for North America, Payroll Processing USF, Create Online Checks, View/Print Online Check, Review/Print Online Check) or the Review/Print Online Cheque page (Payroll for North America, Payroll Processing CAN, Create Online Cheques, Review/Print Online Cheque, Review/Print Online Cheque).

Review/Print Online Check

Empl ID:	FA0872	Name:	George,Edalia R		Page:	2
Company:	PSF	Earnings:	435.00	Employment Record:	0	Line: 1
Pay Group:	PSF	Taxes:	78.86	Paycheck Number:	2402	
Pay Period End:	08/23/2004	Deductions:	0.00	Paycheck Option:	Check	
		Net Pay:	356.14	Paysheet Source:	On-line	

☒ Reassign Check/Advice Nbr
 Confirm and Print

▶ Earnings

▶ Deductions

▶ Taxes

Review/Print Online Check page after calculation

You must assign a pay run ID to the appropriate pay calendar. Otherwise, the system cannot find any employee data for online single check processing. The fields on this page are display-only and are based on the data that was entered on the Create Online Check page.

Important! Any uncalculated or unconfirmed online single checks are automatically calculated or confirmed by an off-cycle pay run if the online check page numbers fall within the range entered for the off-cycle pay run.

Confirm and Print

Click to confirm and print the online check.

Select whether to use XMLP to create a PDF paycheck for this employee for self-service viewing. If you select *No*, the system creates a non-PDF paycheck for the online check using SQR reports.

Note. If you use the XMLP process with the View Paycheck transaction in PeopleSoft Enterprise ePay, the number of days from check date that you specify on the Paycheck Options Table page determines when the employee can view the check online.

After confirming, the system returns you to the Review/Print Online Check page.

Delete

If you fail to confirm and print the online check, you will leave an outstanding paysheet that prevents pay calculation later. Delete the check if you do not complete the process.

Change Data

Click to return to the Create Online Check page to change data and recalculate.

Note. (USF) After confirming, you can proceed to the normal pay certification process and then run the ECS Interface SQR Report process (FGPY004) for this payment, as you would an off-cycle check.

See Also

Chapter 26, "(USF) Setting Up and Processing Agency Interfaces," page 867

Reprinting an Online Check

Access the Review/Print Online Check page (Payroll for North America, Payroll Processing USA, Create Online Checks, Review/Print Online Check, Review/Print Online Check; or Payroll for North America, Payroll Processing USF, Create Online Checks, View/Print Online Check, Review/Print Online Check) or the Review/Print Online Cheque page (Payroll for North America, Payroll Processing CAN, Create Online Cheques, Review/Print Online Cheque, Review/Print Online Cheque).

Review/Print Online Check

Empl ID:	FA0872	Name:	George,Edalia R		Page:	2
Company:	PSF	Earnings:	435.00	Employment Record:	0	Line: 1
Pay Group:	PSF	Taxes:	78.86	Paycheck Number:	2402	
Pay Period End:	08/23/2004	Deductions:	0.00	Paycheck Option:	Check	
		Net Pay:	356.14	Paysheet Source:	On-line	

☐ Reassign Check/Advice Nbr

Confirm and Print

Delete

Reverse and Confirm

Change Data

Earnings

Deductions

Taxes

Return to Search

Previous in List

Next in List

Notify

Review/Print Online Check page after confirmation

- Reassign Check/Advice**
No (reassign check or advice number)

If the online check was destroyed while printing, select this check box to reprint the check with a different check number. When you select this check box, the Confirm and Print button becomes available.
- Confirm and Print**

This button is available if you select Reassign Check/Advice No. Click this button to access the Paycheck Printing/Re-assignment page, where you enter the new check number and click OK to print the check with the new number.
- Reverse and Confirm**

Click to access the Check Reversal page and run the Check Reversal process. You cannot reverse a single check until it has been confirmed and printed. Until then, this button is unavailable.

See Also

Chapter 22, "Working with Checks and Direct Deposit," Reprinting Checks, page 786

Reversing an Online Check

To reverse a confirmed online check:

1. Click Reverse and Confirm on the Review/Print Online Check page.
2. Enter a pay group and a pay end date.

The reversal is posted to the company, pay group, and pay end date specified here.

3. Click OK to run the Check Reversal process.

The system displays the Print Pay Checks page.

4. Review results of the reversal on the Review/Print Online Check page.

Recording Manual Checks

This section provides an overview of manual checks and discusses how to:

- Enter manual check data into the system.
- Create a PDF manual check for employee self service viewing.

Understanding Manual Checks

A manual check is a check prepared outside of the Payroll for North America system. You might have a remote office with no access to Payroll for North America that occasionally needs to write a manual check to process a last-minute payroll adjustment. Or you might correct errors in system-produced paychecks by producing manual checks.

Because manual checks are created outside of the system, you must record them manually into Payroll for North America to update your employees' earnings, deductions, garnishments, and tax balances.

For example, employee 8101 was hired in a remote office on January 1. The clerk didn't notify the central office of the new hire. So, when the payroll was produced for the January run, the new employee didn't receive a check. The payroll clerk therefore calculated and produced a manual check to be processed in an off-cycle run. He then forwarded the check information to the central office to be entered into the system.

Although manual checks are normally processed in off-cycle payroll runs, you can record them as part of your on-cycle payroll process if you choose.

If your organization uses the self-service View Paycheck transaction in the PeopleSoft Enterprise ePay application, you can run a separate process to create the PDF manual check available for self-service viewing by the employee.

Pages Used to Process Manual Checks

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Paysheet	PAY_SHEET_ADD_S	- Payroll for North America, Payroll Processing USA, Update Paysheets, By Paysheet, Paysheet - Payroll for North America, Payroll Processing USF, Update Paysheets, By Paysheet, Paysheet - Payroll for North America, Payroll Processing CAN, Update Paysheets, By Paysheet, Paysheet	Select Manual Check and enter the employee's earnings, taxes, and deductions.
Create Self Service Manual Checks	RUNCTL_CHK_ADV1_MC	- Payroll for North America, Payroll Processing USA, Produce Checks, Create Slf Srv Manual Checks, Create Self Service Manual Checks - Payroll for North America, Payroll Processing USF, Produce Checks, Create Slf Srv Manual Checks, Create Self Service Manual Checks	Run a process to create a PDF manual check that the employee can view in the ePay self-service View Paychecks transaction.
Create Self Service Manual Cheques	RUNCTL_CHK_ADV_MC	Payroll for North America, Payroll Processing CAN, Produce Cheques, Create Slf Srv Manual Cheques, Create Self Service Manual Cheques	Run a process to create a PDF manual cheque that the employee can view in the ePay self-service View Paychecks transaction.

Entering Manual Check Data Into the System

To enter a manual check into the system:

1. Enter information for a specific paysheet on the Paysheet page.
 - When you access the page, we recommend that you use the Add mode.

This keeps your manual checks separate from your regular checks and avoids confusion.
 - You must make a separate payline entry for each manual check.

If you want to enter ten manual checks, for example, you add a paysheet page and then add ten additional paylines to that page.
 - Select the Manual Check check box on the main Paysheets page.
2. Enter the employee's earnings, taxes, and deductions into the paysheet on the One-Time Deductions, One-Time Garnishment, and One-Time Taxes pages.

The system calculates employer-paid taxes and benefits.
3. Run the Pay Calculation COBOL SQL process (PSPPYRUN).

During this process, the system double-checks your entries to ensure that the gross pay minus deductions and taxes equals the net pay for each manual check.
4. Review the results.
5. Run the Pay Confirmation process.

During this process, the system updates all balances for earnings, deductions, and taxes.

See Also

[Chapter 19, "Working with Paysheets," page 589](#)

[Chapter 20, "Calculating Pay," page 681](#)

[Chapter 21, "Confirming Pay," page 717](#)

Creating a PDF Manual Check for Employee Self-Service Viewing

Access the Create Self Service Manual Checks page (Payroll for North America, Payroll Processing USA, Produce Checks, Create Slf Svc Manual Checks, Create Self Service Manual Checks; or Payroll for North America, Payroll Processing USF, Produce Checks, Create Slf Svc Manual Checks, Create Self Service Manual Checks) or the Create Self Service Manual Cheques page (Payroll for North America, Payroll Processing CAN, Produce Cheques, Create Slf Svc Manual Cheques, Create Self Service Manual Cheques).

Create Self Service Manual Checks

Run Control ID: PS [Report Manager](#) [Process Monitor](#) [Run](#)

Report Request Parameter(s)

Payroll Runs

Pay Run ID:

Payroll Cycle

☐ On-Cycle
 ☐ Off-Cycle
 ☒ Both

Off-Cycle Parameters

Company:

 Pay Group:

 Pay End Date:

Employee IDs

Starting Employee ID:

 Ending Employee ID:

or

Check Numbers

Starting Number:

 Ending Number:

Create Self Service Manual Checks page

Note. The Create Self Service Manual Cheques page for Canada is the same.

To make the PDF manual check available for viewing by the employee in the ePay View Paychecks self-service transaction, use this run control page to run the Print US Checks PSJob process or the Print Canadian Cheques PSJob process.

Note. Manual checks of \$0 or negative net pay amounts are available for self-service viewing only if you have selected the \$0 or Negative Manual Checks option on the Paycheck Options Table page.

See [Chapter 6, "Setting Up the Payroll Process," Specifying XMLP Printing and Self-Service Options, page 204.](#)

Payroll Runs

The report request parameters are similar to those on the Print Pay Checks page.

Employee IDs

To process a single employee, enter the starting employee ID and leave the ending ID blank.

Check Numbers

To process a single check number, enter the starting number and leave the ending number blank.

See Also

[Chapter 22, "Working with Checks and Direct Deposit," Understanding Printing Processes, page 729](#)

Processing a Final Check Request

This section lists prerequisites and discusses how to:

- Run the final check request process.
- Create an online final check.
- Run the final check batch process.
- Reprocess final check paysheets.
- Generate a final check request report.

See Also

[Chapter 19, "Working with Paysheets," Understanding the Create Final Check Paysheet Process, page 666](#)

[Chapter 19, "Working with Paysheets," Creating Final Check Paysheets, page 665](#)

[Chapter 6, "Setting Up the Payroll Process," Defining the Final Check Process, page 189](#)

Prerequisites

Before you can begin processing final check requests, you must have completed the following setup steps:

- Define action and action reason code combinations that trigger a final check.
- Establish a final check program.
- Define final check earnings.
- Define final check leave accrual rules.
- Define final check deductions.

See Also

[Chapter 6, "Setting Up the Payroll Process," Defining the Final Check Process, page 189](#)

Pages Used to Process a Final Check Request

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Request Final Check	TERM_RQST	- Payroll for North America, Payroll Processing USA, Create Final Checks, Request Final Check, Request Final Check - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Request Final Cheque, Request Final Cheque - Payroll for North America, Payroll Processing USF, Create Final Checks, Request Final Check, Request Final Check	Run the online or batch final check request process.
Final Check Requests Report	RUNCTL_PAY056	- Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Requests Report, Final Check Requests Report - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Final Cheque Requests Report, Final Cheque Requests Report - Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Requests Report, Final Check Requests Report	Generate the PAY056 report that lists final check requests for which an employee's final check processing status is either <i>N</i> (not processed) or <i>P</i> (loaded to paysheets).

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Final Check Reconciliation Report	RUNCTL_PAYINIT	- Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Reconcile Report, Final Check Reconciliation Report - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Final Cheque Reconcile Report, Final Cheque Reconciliation Report - Payroll for North America, Payroll Processing USF, Create Final Checks, Final Check Reconcile Report, Final Check Reconciliation Report	Generate the PAY057 report that reconciles employees who have final checks processed, based on pay calendar information that you specify with data from their Employment records. A warning message appears in the report when an employee is not really terminated, but has a final check produced

Running the Final Check Request Process

Access the Request Final Check page (Payroll for North America, Payroll Processing USA, Create Final Checks, Request Final Check, Request Final Check; or Payroll for North America, Payroll Processing CAN, Create Final Cheques, Request Final Cheque, Request Final Cheque; or Payroll for North America, Payroll Processing USF, Create Final Checks, Request Final Check, Request Final Check).

Request Final Check

Samuel Givens EMP ID: KUD008 Empl Record: 0

Final Check Request Find | View All First 1 of 1 Last

Company: GBI Global Business Institute 9999 Pay Group: KU2 US Biwklly

*Effective Date: 07/08/2002

*Termination Date: 07/07/2002 ☒ Created From JOB Record

Status: Not Processed ☒ Include TL Payable Time

*Final Check Program ID: KU1

Description:

Create Final Check Online Create Final Check Run Control

Request Final Check page

Note. When you add a final check request for an employee whose status on the Job Data table is not *Terminated*, Final Check Workflow automatically creates a worklist item for the Personnel Administrator role user.

Termination Date	Enter the date of the last day for which the employee is to be paid.
Status	The system displays status of <i>Updated to Paysheets</i> or <i>Not Processed</i> , depending on whether you've processed the request.
Final Check Program ID	Select the final check program ID that identifies the final check rules appropriate to the employee's check.
Reprocess	Select this option to reprocess.
Created From JOB Record	The system automatically creates a final check request when you change an employee's job status to <i>Terminated</i> . The system selects this check box if the final check request you've accessed was created this way.
Include TL Payable Time (include time and labor payable time)	Select this option if you are using data from PeopleSoft Enterprise Time and Labor.
Create Final Check Online	To access the Online Check process for the final check request, click this button.
Create Final Check Run Control	To access the batch payroll process for final check requests, click this button.

Creating an Online Final Check

The process for creating an online final check is similar to the process for creating an online single check.

To create an online final check:

1. Click the Create Final Check Online button on the Request Final Check page.
2. If you want to create a final check for this employee, click the Yes button when prompted.

The Final Check Paysheet Creation process runs and creates an online check paysheet.

3. Update data on the paysheet and click the Save and Calculate button.
4. Confirm and print the final check either as an online check or with the regular checks in the pay run.

If you select to print as an online check, you must select whether to use XMLP to create a PDF paycheck.

Running the Final Check Batch Process

The batch process for final check requests is designed to run before pay calculation. You can run this process either on-cycle or off-cycle. Then you use the Pay Calculation and Pay Confirmation processes to complete the cycle of generating final paychecks. Click the Create Final Check Run Control button on the Request Final Check page to select this process. The system displays the Create Final Check Paysheets page.

Reprocessing Final Check Paysheets

The system displays the Reprocess option on the Request Final Check page only after the employee's final check paysheet has been created and the status of the final check request is *Loaded to Paysheets*. Use this option to recreate an employee's final check paysheet.

Warning! Exercise caution when using the Reprocess option, because when the system originally creates the final check paysheets, it marks the preexisting paysheets Not OK to Pay. So, before you recreate the final check paysheet you must manually select the OK to Pay check box on all preexisting paysheets.

Generating a Final Check Request Report

Access the Final Check Requests Report page (Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Requests Report, Final Check Requests Report; or Payroll for North America, Payroll Processing CAN, Create Final Cheques, Final Cheque Requests Report, Final Cheque Requests Report; or Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Requests Report, Final Check Requests Report).

Final Check Processing Status

Extracted: All employees whose final check request processing status is *Not Processed* or *Loaded to Paysheets*.

Loaded to Paysheets: All employees whose final check processing status is *Loaded to Paysheets*.

Not Processed: All employees whose final check processing status is *Not Processed*.

Paysheet Created: All employees whose final check processing status has paysheets created.

Note. Leave the field blank to report all statuses.

Determining Whether to Reverse or Adjust a Check

This section discusses:

- Run controls.
- Whether to reverse or adjust a check.
- Comparison of reversal and adjustment.
- Messages on the pay record.

Note. The system does not perform adjustments to online checks or manual checks.

Run Controls

Always process both reversals and adjustments using off-cycle payroll runs against an on-cycle pay calendar or a stand alone off-cycle calendar:

1. Initiate processing for both by setting up a run control for the check or checks that you want to reverse or adjust.
 - For a check reversal, select Reversal on the Reverse/Adjust Paychecks page.
 - For a check reversal and adjustment, select Reversal/Adjustment.
2. Run the Paycheck Reversal/Adjustment COBOL SQL process (PSPPYREV).

The Paycheck Reversal/Adjustment process produces different results, depending on whether you selected Reversal or Reversal/Adjustment for your run control.

We discuss both of these processes in greater detail in the following sections.

Whether to Reverse or to Adjust a Check

Use this rule for determining which run control to select:

- If the check has not been cashed or deposited, run a reversal.
- If the check has been cashed or deposited, run an adjustment.

When to Process a Reversal

A reversal is appropriate when you've produced a check that you subsequently realize should not have been produced at all, or should not have been produced how it was, and the check has not been cashed or deposited.

Examples:

- An employee is terminated at the end of the last pay period and receives what should be her final paycheck.

However, the Human Resources department fails to enter her termination into the system. So, when paysheets are created and processed for the next pay period, the system produces a paycheck for her. Her supervisor reports to the Payroll department that she has been terminated, and that no check should have been produced. The Payroll department runs a reversal on her check, backing it out of the system.

- An employee's check mistakenly didn't include overtime.
- An employee's check mistakenly included overtime.
- An employee wasn't paid at the right rate.
- An employee was taxed in the wrong state.

If the paycheck has not been cashed or deposited in any of these situations, you destroy the check, run a reversal, and issue an on-demand or online check for the correct amount.

When to Process an Adjustment

If the paycheck is not available in any of the previous situations—if it's already been cashed, or if it was a direct deposit—you perform an adjustment.

Example: An employee should have been paid for 20 hours of overtime, but deposited his check before realizing the overtime was not on it. He requests his overtime pay.

The adjustment process calculates the check as it should have been calculated in the first place and compares the new calculation to the calculation for the original check. In the example of unpaid overtime, you issue a single check for the difference. In some cases the employee might owe the company money, in which case you process a negative adjustment.

Note. (CAN) When processing an adjustment, a Canada Pension Plan/Quebec Pension Plan pay period exemption may be applied in error to the adjustment cheque.

Comparison of Reversal and Adjustment

The Paycheck Reversal/Adjustment process produces different results, depending on whether you select Reversal or Reversal/Adjustment for your run control:

Reversal	Produces a negative image of the original pay record, with all the amounts changed from positive to negative. This effectively backs the check out of the system.
Adjustment	Produces an off-cycle paysheet page with two pay lines: a Reversing Adjustment with a net pay of zero and an Adjustment record where you enter the information for the check as it should have been originally.

When you reverse a check, you generally either cut a new on-demand check for the correct amount or do nothing after having reversed it (if that check shouldn't have been issued at all).

When you adjust a check, three situations are possible:

- No change in net pay.

For example, an employee's pay is incorrectly charged to Department 10100 instead of Department 10010.

- The company owes the employee money.

The original check is for too small an amount. For example, you pay an employee for 2 hours of overtime instead of 20 hours.

- The employee owes the company money.

The original check was for too large an amount. For example, you pay an employee for 20 hours of overtime instead of 2 hours.

See Also

Chapter 22, "Working with Checks and Direct Deposit," Reversing Paychecks, page 768

Chapter 22, "Working with Checks and Direct Deposit," Adjusting Paychecks, page 774

Messages on the Pay Record

When you reverse or adjust checks, the following messages appear on the payline and paycheck records.

Reversal	Indicates that the check is a reversal.
Reversing Adjustment	Indicates a pay earnings record that has been adjusted. It appears on the original pay earnings record.
Adjustment	Indicates a pay earnings record that is created by the Reversal Processing process. It appears on the pay earnings record that is used to recalculate an employee's pay.
Adjustment – Partial Period	Indicates that the employee with the adjusted pay earnings record has had a job record change, with an effective date that falls between the pay period begin and end dates prior to running the Reversal Processing process.

Adjustment – Pay Data Change	Indicates that one or more of the employee's adjusted records has been updated since the last time paysheets were created or the pay calculation was run. The system recalculates such records during the next pay calculation if they have not already been recalculated. You may select all employees who have had a pay data change and need to be recalculated by selecting <i>Calculation Required</i> in the Job Pay Data Change field of the By Payline - Payline search page. Entering <i>Yes</i> in the same field selects all employees whose pay has been recalculated due to a change in one of their pay-related records.
Adj – PayChg – Partl Period	Indicates, for an employee who had an Adjustment – Pay Data Change message, that a change has been made to the job record, with an effective date falling between the pay period begin and end dates and it has already been recalculated.

Reversing Paychecks

This section provides an overview of paycheck reversal and discusses how to:

- Run paycheck reversal.
- View the effects of reversal.
- Run pay confirmation.
- View confirmed reversed checks.

See Also

Chapter 22, "Working with Checks and Direct Deposit," Determining Whether to Reverse or Adjust a Check, page 765

Understanding Paycheck Reversal

Run paycheck reversal when a system-generated check is incorrect and has not been cashed or deposited. The key to reversing checks is running the Paycheck Reversal/Adjustment COBOL SQL process (PSPPYREV), which eliminates the need to enter each check to be reversed as a manual check. This program locates the checks you've specified on a special run control and creates an off-cycle paysheet page for each reversal. The resulting paylines reflect the original paysheet entries, with negatives in the hours and amount fields. These pages are display-only.

During the Paycheck Reversal/Adjustment process, the system makes a copy of the paycheck record and reverses the signs (plus/minus) on the amount fields. The original paycheck record is retained, not deleted. You can view both the original and the reversed paycheck records from the Paycheck pages. On the reversed check, all of the amounts display as negative numbers, and the message "Calculated Check Reversal" appears in the upper-left corner.

To reverse paychecks, you do not need to run the Pay Calculation process. When you run the Paycheck Reversal/Adjustment process, the system finds the check or checks that you've specified and reverses the plus/minus signs. Because the amounts themselves have already been calculated, no additional calculation is necessary.

Deleting a Reversal

You can delete a reversal if you made a mistake. Select Delete Current Reversal/Adjustment on the Reverse/Adjust Paychecks run control page and run the process again. If you need to make a correction after the reversal has been confirmed, you must process a manual check.

Updating Balance Records

To update the balance records with the final reversal information, run the Pay Confirmation process. After confirmation, when you view the paycheck, the message "Confirmed Check Reversal" appears in the upper-left corner. You can then issue an on-demand or online check for the correct amount.

Reversing Time and Labor Payable Time

If the check you're reversing (not adjusting) includes payable time from Time and Labor, you specify the processing option:

- *Reverse Only*: Generates only an offset row for the payable time row being reversed.
- *Reverse and Generate New Row*: Reverses the check and creates a new payable time row to process later.

Note. If you unconfirm a reversal that includes Time and Labor payable time, you must run a process to correct the corresponding payable time rows in Time and Labor.

See [Chapter 21, "Confirming Pay," Unconfirming Pay, page 723](#).

Pages Used to Reverse Paychecks

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Reverse/Adjust Paychecks	RUNCTL_PAY_REV	• Payroll for North America, Payroll Processing USA, Reverse/Adjust Paychecks, Reverse/Adjust Paychecks • Payroll for North America, Payroll Processing USF, Reverse/Adjust Paychecks, Reverse/Adjust Paychecks	Define the parameters for the check reversal process.

Page Name	Definition Name	Navigation	Usage
Reverse/Adjust Paycheques	RUNCTL_PAY_REV	Payroll for North America, Payroll Processing CAN, Reverse/Adjust Paycheques, Reverse/Adjust Paycheques	Define the parameters for the cheque reversal process.
Paycheck Earnings	PAY_CHECK_E	• Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Earnings • Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Earnings • Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Earnings	View reversed checks.

Running Paycheck Reversal

Access the Reverse/Adjust Paychecks page (Payroll for North America, Payroll Processing USA, Reverse/Adjust Paychecks, Reverse/Adjust Paychecks; or Payroll for North America, Payroll Processing USF, Reverse/Adjust Paychecks, Reverse/Adjust Paychecks) or the Reverse/Adjust Paycheques page (Payroll for North America, Payroll Processing CAN, Reverse/Adjust Paycheques, Reverse/Adjust Paycheques).

Reverse/Adjust Paychecks

Run Control ID: PS [Report Manager](#) [Process Monitor](#) Run

Process Request Parameter(s) Find | View All First 1 of 1 Last

*Company: GBI Global Business Institute 9999 *Pay Group: KU4 US Monthly *Pay Period End Date: 04/30/2000	Pay Run ID:

Selection Criteria Paycheck Number: 1545 Paycheck Issue Date: 03/31/2000 Empl ID: KU0002 Baran, Charles Net Pay: \$9,711.88	or	Alternate Selection Criteria *Pay Group: KU4 *Pay Period End Date: 03/31/2000 ☐ Off Cycle *Page: 21 *Line: 1 Separate Check: 0

☒ Reversal
 ☐ Reversal/Adjustment
 ☐ Delete Reversal/Adjustment

Accounting Period Option

☒ Original
 ☐ Current
 ☐ Specified

Reverse/Adjust Paychecks page

Note. The page is the same for reversals and adjustments.

Run Control ID	For every Reverse/Adjust Paychecks run control you enter, the system sets up a separate off-cycle paysheet page and line.
Company, Pay Group and Pay Period End Date	The pay period end date corresponds to the on-cycle pay calendar with which you want to process the reversal or reversal/adjustment. Check reversals cannot be run if the pay run ID for the specified pay period end date is blank on the Pay Calendar table. Also, the reversal must be associated with a pay calendar that is not closed for off-cycle processing.
Paycheck Number and Paycheck Issue Date	If you know the check number and issue date, you can search for the corresponding check to be reversed.
Pay Period End Date, Off Cycle, Page and Line	If you do not know the check number and issue date, you can locate the check by searching for these values in the fields in the right column.

Separate Check	If the check to be reversed was issued as a separate check, enter a value here. You can also find the paycheck number and paycheck issue date information either online or off-line: Online: Use the Paycheck Data pages. Off-Line: Refer to your Payroll Register or Payroll Check Register reports.
Reversal	Select for a check reversal.
Reversal/Adjustment	Select for a check reversal and an adjustment check.
Delete Reversal/Adjustment	To delete an unwanted reversal or reversal/adjustment, set up a run control with this option selected and run the Paycheck Reversal/Adjustment process.

Accounting Period Option

This option applies to commitment accounting only.

Original, Current, and Specified	Select to process the original, current, or a specified accounting period.
Fiscal Year	This field appears if you select the Specified accounting period option. Select the fiscal year of the specific accounting period that you want to process.

Time and Labor Option

Payable Time Reversal Type	This field becomes visible only if you're processing a reversal without adjustment and the check you're reversing includes payable time from Time and Labor. • <i>Reverse Only</i>: Select if you want to reverse the check and you do not require to reprocess the time at a future date. When you confirm the reversed check, the system creates a new payable time offset row with reversed quantity and costs, status <i>Reversed</i>, and reason <i>Reversed</i>. This time cannot be reprocessed. • <i>Reverse and Generate New Row</i>: Select if you want to reverse the check and you want to reprocess the time later. When you confirm the reversed check, in addition to creating an offset row with status <i>Reversed</i> and reason <i>Reversed</i>, the system also creates a new payable time row to be pulled for future payment. The new future row is an image of the original row that was reversed, and has the default status from Time Administration.

See [Chapter 21, "Confirming Pay," Summary of the Pay Confirmation PSJob Process \(PAYCONF\), page 718.](#)

Viewing the Effects of Reversal

Access the Paycheck Earnings page (Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Earnings; or Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Earnings; or Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Earnings).

You can view the effects of the reversal by looking at the original check and the reversed check on the Paycheck Earnings page.

On the reversed check, all of the amounts display as negative numbers, and the message "Calculated Check Reversal" appears in the upper left corner of the first scroll box.

See [Chapter 20, "Calculating Pay," Pages Used to Review Pay Calculation Results, page 698](#).

If you view the effects of the reversal on any of the Paysheet pages, you will not be able to add or delete any paylines if one of the paylines is a reversal.

If you view the effects of the reversal on any of the Payline pages, you will not be able to add or delete the reversal payline.

See Also

[Chapter 19, "Working with Paysheets," Viewing and Updating Paysheets and Paylines, page 628](#)

Running Pay Confirmation

When you're satisfied that the reversal is correct, confirm the reversal by running the Pay Confirmation process.

After confirming the check reversal, you can issue a check for the correct amount.

Warning! When confirming reversals and adjustments, you must use the right side of the Confirm Payroll run control page and select All Reversals/Adjustments. Running reversal and adjustment confirmation from the left side of the Confirm Payroll page results in calculation errors later in the process.

See Also

[Chapter 21, "Confirming Pay," page 717](#)

Viewing Confirmed Reversed Checks

After you run pay confirmation, you can view information, including updated balances, using the Review Paycheck pages in the Payroll Processing menu, and you can run any required reports.

Note. You cannot update paysheet information after pay confirmation has been completed.

Handling Direct Deposit Reversals

Currently, Payroll for North America does not support reversing direct deposit by sending a reverse wire to the bank (with a negative amount to debit the employee's account), even if the reversal was processed in the same payroll run. You must contact the bank directly to stop the payment.

If the Direct Deposit file has not been transmitted to the bank, you could unconfirm the entire payroll, disable the employee's direct deposit data, rerun the payroll calculations, and rerun the confirmation process.

Reissuing the Payment after Stopping Payment at the Bank

If the direct deposit file has been transmitted to the bank, you have already called the bank to stop the payment, and the direct deposit was 100 percent of the employee's funds, you can use one of the following options to reissue the payment to the employee:

- Use the Reversal/Adjustment process.

On the adjustment check, disable the direct deposit indicator, then calculate and confirm the check.

- Reverse the payment using the Reversal process, and process a manual check or off-cycle check.
- Request the Accounts Payable department to reissue the check for the net amount.

Do not process a reversal.

If the direct deposit was a partial direct deposit, you can issue a manual check for the amount of the advice's net pay. Do not process a reversal or process the manual check through payroll. The employees' balances have not changed; you are just giving them the money.

Adjusting Paychecks

This section provides an overview of paycheck adjustment and discusses how to:

- Set up the NETPAY deduction code.
- Set up to collect negative adjustments.
- Run the paycheck reversal process.
- Enter adjustment information on the paysheet.
- Run pay calculation.
- Continue if you owe the employee.
- Continue if the employee owes you.
- Delete an adjustment payline.

Understanding Paycheck Adjustment

There are two segments to the check adjustment process: a reversal of the incorrectly issued check and an adjustment.

When you adjust a paycheck, there are three possible outcomes:

- No change in net pay (such as correction of taxing locality).
- The company owes the employee money.

In this situation, the system produces a check for the amount owed.

- The employee owes the company money.

In this case, you can put the amount into an arrears balance to be taken out of subsequent paychecks. Or you can attempt to get the money back from the employee by other means.

Use the Reverse/Adjust Paychecks page to both adjust and reverse paychecks.

Note. After being confirmed, adjustment checks cannot be adjusted. The system does not perform adjustments to online checks.

See Also

Chapter 22, "Working with Checks and Direct Deposit," Determining Whether to Reverse or Adjust a Check, page 765

Pages Used to Adjust Paychecks

Page Name	Definition Name	Navigation	Usage
Reverse/Adjust Paychecks	RUNCTL_PAY_REV	• Payroll for North America, Payroll Processing USA, Reverse/Adjust Paychecks, Reverse/Adjust Paychecks • Payroll for North America, Payroll Processing USF, Reverse/Adjust Paychecks, Reverse/Adjust Paychecks	Run the check reversal and adjustment process.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Reverse/Adjust Paycheques	RUNCTL_PAY_REV	Payroll for North America, Payroll Processing CAN, Reverse/Adjust Paycheques, Reverse/Adjust Paycheques	Run the cheque reversal and adjustment process.
Paycheck Earnings	PAY_CHECK_E	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Earnings - Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Earnings - Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Earnings	View adjusted checks.

Setting Up the NETPAY Deduction Code

To process adjustments, the system uses a special deduction called Net Pay Adjustment with a deduction code of NETPAY. Before processing adjustments, you must set up this deduction code on the Deduction and the General Deduction tables and add it to the Company General Deductions table. You can use the NETPAY deduction that is supplied with the demonstration database as an example.

During the reversal step of the adjustment process, the system reverses the original check, producing a calculated check reversal. It does this by subtracting a NETPAY deduction equal to the employee's net pay on the original check.

See Also

[Chapter 5, "Defining Deductions," page 125](#)

Setting Up to Collect Negative Adjustments

If the adjustment results in the employee owing the organization, you must have set up an adjustment deduction code and a corresponding adjustment earnings code that the system uses to process adjustments of this type.

When you set up the adjustment earnings code, you link it to the corresponding adjustment deduction code through the Payback Deduction Code field on the Earnings Table - Taxes page.

Setting Up an Adjustment Deduction Code

An adjustment deduction code is necessary to process check adjustments for which the employee owes the company money. If you have not already done so, you can set up a generic adjustment deduction code, such as PAYADJ. Alternatively, you can establish several such deduction codes, one for each negative adjustment payback situation you're likely to encounter, but each would require a corresponding adjustment earnings code. For example, if you're adjusting checks that were calculated using the wrong taxing jurisdiction, you could set up a tax adjustment deduction code: TAXADJ.

To set up the adjustment deduction code:

1. Set up the Deduction table.

On the Deduction Table - Process page, select the Deduction Arrears Allowed check box and enter the appropriate general ledger expense and or liability accounts.

2. Set up the General Deduction table.

If you use the generic PAYADJ code, the General Deduction table is set by default with the information needed to calculate the payback adjustment deduction.

If you choose to specify your own deduction for this purpose, you must define the code on the General Deduction table with your own calculation routine and specifications.

3. Set up the Company General Deductions table.

For each company, add each adjustment deduction code in the Deduction Code column.

Setting Up an Adjustment Earnings Code

An adjustment earnings code is necessary to process check adjustments for which the employee owes the company money. Use a suitable code to designate this earnings, such as ADJ.

To set up the adjustment earnings code, use the Earnings and the Earnings Program tables.

1. Define the earnings code on the Earnings Table - General page:

Payment Type	Select Either Hours or Amount OK.
Effect on FLSA (effect on Fair Labor Standards Act)	Select None.
Eligible for Retro Pay	Not used for adjustment earnings.

2. Set up the Earnings Table - Taxes Page:

Payback Deduction Code	Enter a deduction code here to link to the earnings code. During the pay calculation process for the paycheck reversal/adjustment, the system creates an arrears balance for this deduction that is equal to the amount of the adjustment. On subsequent payrolls, where the employee is paid, the system attempts to deduct the overpayment from the employee's future check(s) until the entire amount has been collected.
Tax Method	Select Specified on Paysheet. The system selects the default values from the paysheet.
Earnings	Select Add to Gross Pay and Maintain Earnings Balances. Deselect all other check boxes.
(USA) U.S. Only	Clear all fields. This is important, because the adjustment earnings code should not add to any taxable gross fields.
(CAN) Canadian Only	Clear all fields. This is important, because the adjustment earnings code should not add to any taxable gross fields.

See Also

[Chapter 4, "Defining Earnings Codes and Earnings Programs," page 93](#)

[Chapter 5, "Defining Deductions," page 125](#)

Running the Paycheck Reversal/Adjustment COBOL SQL Process (PSPPYREV)

Access the Reverse/Adjust Paychecks page (Payroll for North America, Payroll Processing USA, Reverse/Adjust Paychecks, Reverse/Adjust Paychecks; or Payroll for North America, Payroll Processing USF, Reverse/Adjust Paychecks, Reverse/Adjust Paychecks) or the Reverse/Adjust Paycheques page (Payroll for North America, Payroll Processing CAN, Reverse/Adjust Paycheques, Reverse/Adjust Paycheques).

It is the same page that you use to run paycheck reversals

If you're adjusting more than one check, add a row for each additional check and then run the process.

See Also

[Chapter 22, "Working with Checks and Direct Deposit," Running Paycheck Reversal, page 770](#)

Entering Adjustment Information on the Paysheet

Access the Paysheet page .

When you run the Paycheck Reversal/Adjustment process, the system produces an off-cycle paysheet page. The first paysheet entry appears as a Reversing Adjustment, with all fields unavailable and a net pay of zero (blank).

Use the top scroll area to move to the other system-generated paysheet entry, the Adjustment paysheet. This is where you enter the necessary adjustment information for earnings, deductions, and taxes.

For example, if you forgot to pay the employee for 10 hours of overtime, enter *10* in Overtime Hours; if you taxed her in the wrong taxing jurisdiction, enter the correct state or locality.

Save the paysheet when you finish entering your adjustments.

Running Pay Calculation

Set up a run control and run the Pay Calculation process just as you do for your normal payroll calculation.

Your next steps depend on whether you owe the employee or the employee owes you.

See Also

Chapter 20, "Calculating Pay," page 681

Continuing If You Owe the Employee

If you owe the employee money, the system produces a calculated check for the amount that you owe. You can then complete the following steps:

1. Set up pay confirmation parameters and run the Pay Confirmation process, which updates the employee's balances and assigns a check number.
2. Print the check.

Continuing If the Employee Owes You

If the employee owes you money, the following message appears in the Paysheet, Payroll Messages page (assuming there are no other errors):

The net pay calculated for this check is a negative amount.

The Message Data field at the bottom of the page displays a negative amount, which is the amount the system has calculated the employee owes you. The system treats this as an error because it is designed to produce checks for positive or zero amounts. A negative paycheck amount is not valid.

If the employee is still employed, you can get the money back by putting it in an arrears balance and having the system attempt to take it out of the next paycheck. In effect, you "give" the employee the amount she owes by using an adjustment earnings code on the adjustment paysheet. When you run pay calculation, the system converts the earnings to the corresponding payback deduction code.

Here's how you set up the arrears balance to collect the overpayment:

1. Make sure you have set up the necessary adjustment earnings and adjustment deduction codes.

See [Chapter 22, "Working with Checks and Direct Deposit," Setting Up to Collect Negative Adjustments, page 776.](#)
2. On the adjustment paysheet, enter the overpayment amount as Other Earnings, using the earnings code you set up for negative adjustments.

Save the paysheet.
3. Set up off-cycle pay calculation parameters and run the Pay Calculation process.

The system converts the earnings to a deduction (assigning it to the corresponding payback deduction code) and puts the amount the employee owes into an arrears balance to be processed in the next payroll.
4. Set up off-cycle pay confirmation parameters and run the Pay Confirmation process.
5. View results on the Review Paycheck pages.
6. The overpayment is deducted in the next pay cycle.

Deleting an Adjustment Payline

To delete the adjustment payline of a paysheet that was created with Reversal/Adjustment selected on the Reverse/Adjust Paychecks page:

1. Run the Pay Unsheet SQR process (PAYUNSHT).

See [Chapter 19, "Working with Paysheets," Pages Used to View and Update Paysheets and Paylines, page 631.](#)
2. Run the Paycheck Reversal/Adjustment process with Reversal selected.

Reconciling Checks

This section provides overviews of check reconciliation procedures and an example of check reconciliation and lists the pages used to reconcile checks.

Understanding Check Reconciliation Procedures

Payroll for North America has two SQR programs that, together, enable you to reconcile checks. You can see which paychecks employees have cashed and which are outstanding. You're alerted to checks the bank cashed for an amount other than the amount that your records show.

To reconcile checks:

1. From your bank, get a file on magnetic media showing cashed payroll checks and copy it to C:\TEMP\BANKFILE.TRN.
2. Run the Check Reconciliation (PAY015A) process.

3. Run the Check Reconciliation Report (PAY015B).
4. Review the reports generated by the SQRs.

These steps are further explained in the following sections.

The Bank File

To use the check reconciliation feature, you need to get a magnetic media file from your bank showing which payroll checks they've cashed.

Payroll for North America accepts Bank files in the following format:

<i>Bank File</i>	<i>Number of positions</i>
Transit#	9 positions
Account#	15 positions
Check#	15 positions; numeric
Net Pay	10 positions; numeric; implied decimal point

You can adapt the sample PeopleSoft SQR programs to accommodate a Bank file with a different format. The SQR *must* match the record layout of the Bank file.

Payroll for North America reads this Bank file and attempts to reconcile each check against the check information in your payroll database. In addition, the system verifies its own file of unprocessed manual checks to see if they've been entered into the system since the last time you ran the check reconciliation process.

The two check reconciliation SQR programs are called Check Reconciliation (PAY015A) and Check Reconciliation Report (PAY015B).

Identifying Checks with PAY015A

PAY015A identifies all system-produced and manual checks that are processed for a given pay run ID, attempting to match these checks with the Bank file. It writes entries for each cashed, reversed, or outstanding check into a temporary Check Reconciliation file on the database.

The system assumes that checks for which no match is found on the database are unprocessed manual checks, that is, cashed manual checks that haven't yet been entered into the system. The program places these in an Unprocessed Manual Checks file.

The Error Listing report that is produced by PAY015A shows checks with the wrong net amount, checks flagged as already having been cashed, and checks flagged as having been reversed.

The PAY015A process identifies:

- All computer and manual checks, including check reversals, that the system processed during the current payroll periods for a given pay run ID.

- All outstanding checks—all checks that are confirmed, are not reversing entries, and are not yet cashed.
- All unprocessed manual checks.

It inserts one entry for each check type into the temporary Check Reconciliation file.

Note. (CAN) For Canadian reports, the three-digit bank ID is reported in the Bank Transit Number field.

Note. You *must* adjust the Process-Bank-File in PAY015A to match the record layout of the file from your bank. Your requirements could be different, and the SQR must be modified.

Producing Check Reconciliation Reports with PAY015B

After you run PAY015A, run PAY015B to produce a Check Reconciliation Report listing the entries in the Check Reconciliation file produced by PAY015A. The report provides totals for item count and net pay, and is divided into sections by the following types:

- Issued Checks (Computer).
- Checks Reconciled From Bank Checks File.
- Outstanding Checks.
- Unprocessed Manual Checks.
- Reversed Checks.

Understanding an Example of Check Reconciliation

Here's an example to illustrate the check reconciliation procedures.

Paycheck Files (PS_PAY_CHECK)

Suppose your last payroll run contained six checks, which are on the database in the Paycheck file:

<i>Check #</i>	<i>Date</i>	<i>Amount</i>	<i>Remarks</i>
1	December 31, 2004	100	Normal
2	December 31, 2004	150	Normal
3	December 31, 2004	175	Normal
4	December 31, 2004	200	Normal
5	December 31, 2004	250	Reversed

<i>Check #</i>	<i>Date</i>	<i>Amount</i>	<i>Remarks</i>
99	December 25, 2004	125	Manual

Checks 1-4 are normal on-cycle paychecks. Number 5 is a check that's been reversed. Check 99 is a manual check that you wrote earlier in the month and decided to process with your on-cycle end-of-month payroll. You've handed these checks (except #5) out to employees, some of whom have cashed them.

Bank File

You subsequently receive the Bank file from your bank listing cashed checks drawn against your payroll account:

<i>Check #</i>	<i>Date</i>	<i>Amount</i>	
1	December 31, 2004	100 USD	
2	December 31, 2004	150 USD	
3	December 31, 2004	145 USD	
101	December 31, 2004	200 USD	

Unprocessed Manual Check File (PS_PAY_CHECK_DUE)

Meanwhile, your Unprocessed Manual Check file contains one item:

<i>Check #</i>	<i>Date</i>	<i>Amount</i>	
99	December 15, 2004	125 USD	

The last time you ran Check Reconciliation, check #99 was listed in the Bank file, but not in your Paycheck file. The program consequently put it into the Unprocessed Manual Check file.

Run the SQRs

With this information, you can run the SQRs.

Note. Procedures for running these programs might vary, depending on your database platform environment. If in doubt, ask your systems administrator for detailed instructions.

Error Report (from PAY015A)

PAY015A produces an Error Report flagging Check #3, because the amount is different:

Check #	Date	Amount	
3	December 31, 2004	145 USD	

Check Reconciliation Files (from PAY015B)

When you print the Check Reconciliation Report with PAY015B, you see that three checks have been cashed, one is outstanding, and one is a reversed check:

Check #	Date	Amount	
1	December 31, 2004	100 USD	Cashed
2	December 31, 2004	150 USD	Cashed
4	December 31, 2004	200 USD	Outstanding
5	December 31, 2004	250 USD	Reversed
99	December 15, 2004	125 USD	Cashed

Unprocessed Manual Check Files (PS_PAY_CHECK_DUE)

You end up with five reconciled checks, one error, and one check in the Unprocessed Manual Check file:

Check #	Date	Amount	
101	December 15, 2004	200 USD	

Here's a summary:

Checks #1 and #2 are put in the Check Reconciliation file, because their Bank file entries match their Paycheck file entries.

Check #3 doesn't match on the Bank file and Paycheck file; the amounts were different, so this check gets put on the Error Listing.

Check #4 in the Paycheck file isn't listed on the Bank file, so presumably the employee hasn't cashed it yet. It goes in the Check Reconciliation file as an outstanding check.

Check #5 is a reversed check that never made it to the bank; the system places it into the Check Reconciliation file as a reversed check.

Check #99, which had been sitting in the Unprocessed Manual Check file, is put in the Check Reconciliation file, because it matches Check #99 in the Paycheck file.

Check #101, the one check in the Bank file that isn't in the Paycheck file, gets put in the Unprocessed Manual Check file. When you enter it into Payroll for North America, it's reconciled against the Paycheck file.

Pages Used to Reconcile Checks

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Check Reconciliation	RUNCTL_PAYINIT2	- Payroll for North America, Periodic Payroll Events USA, Check Reconciliation, Request Reconciliation, Check Reconciliation - Payroll for North America, Periodic Payroll Events USF, Check Reconciliation, Request Reconciliation, Check Reconciliation	Use this page to run the PAY015A process that reconciles the checks cleared at your financial institution.
Cheque Reconciliation	RUNCTL_PAYINIT	Payroll for North America, Periodic Payroll Events CAN, Cheque Reconciliation, Request Reconciliation, Cheque Reconciliation	Use this page to run the PAY015A process that reconciles the checks cleared at your financial institution.
Check Reconciliation Report	PRCSRUNCNTL	- Payroll for North America, Periodic Payroll Events USA, Check Reconciliation, Reconciliation Report, Check Reconciliation Report - Payroll for North America, Periodic Payroll Events USF, Check Reconciliation, Reconciliation Report, Check Reconciliation Report	Generate the PAY015B report that lists the entries in the temporary Check Reconciliation file.
Cheque Reconciliation Report	PRCSRUNCNTL	Payroll for North America, Periodic Payroll Events CAN, Cheque Reconciliation, Reconciliation Report, Cheque Reconciliation Report	Generate the PAY015B report that lists the entries in the temporary Check Reconciliation file.

Reprinting Checks

This section provides overviews of reprinting checks and check numbers in the reprint process and discusses how to:

- Run the Check Reprint COBOL SQL process (PSPRPRNT).
- Reprint checks.
- View reprinted checks.

Understanding Reprinting Checks

Occasionally you may need to reprint one or more checks. Some checks may be damaged. The Check Reprint process reassigns the check numbers that were allocated during the Pay Confirmation process so that you may reprint them if necessary.

Suppose you've confirmed a payroll run and are trying to print a run of 15 checks numbered 100082—100096. The printer prints the first three checks, destroys the next five, and then shuts down. Here are the results of the initial print run:

<i>Check Number</i>	<i>Check Status</i>
100082	Printed OK
100083	Printed OK
100084	Printed OK
100085	Destroyed
100086	Destroyed
100087	Destroyed
100088	Destroyed
100089	Destroyed
100090	Not yet printed
100091	Not yet printed

Check Number	Check Status
100092	Not yet printed
100093	Not yet printed
100094	Not yet printed
100095	Not yet printed
100096	Not yet printed

Here's how you reprint the checks:

1. Run the Check Reprint process.

In this example, the first check is # 100085 and the last check # is 100096.

The Check Reprint process moves the ruined checks into the Dead Paycheck file.

2. (Optional) View the ruined checks on the Dead Paychecks page.

3. Reprint the check.

Select the appropriate U.S. or Canadian print method and process.

When you set up the run control, enter a starting check/advice number on the run parameters page. In this example, you enter *100085*, because that's where you want the system to start reassigning check numbers.

4. View reprinted checks.

Understanding Check Numbers in the Reprint Process

Let's examine how the system processes check numbers in the Check Reprint process. You can compare your original and after-reprint Payroll Check Registers to extract this same information, but let's look at the situation from a different viewpoint. Here are the results of running the Check Reprint process and reprinting the checks.

After Confirmation and First Print Run		After Running Reprint Job and Second Print Run	
Check Number	Check status	Check Number	Check status
100082	Printed OK	100082	Already printed

<i>After Confirmation and First Print Run</i>		<i>After Running Reprint Job and Second Print Run</i>	
<i>Check Number</i>	<i>Check status</i>	<i>Check Number</i>	<i>Check status</i>
100083	Printed OK	100083	Already printed
100084	Printed OK	100084	Already printed
100085	Destroyed	100093	Dead
100086	Destroyed	100094	Dead
100087	Destroyed	100095	Dead
100088	Destroyed	100096	Dead
100089	Destroyed	100097	Dead
100090	Not yet printed	100098	Printed OK (Restart printing here)
100091	Not yet printed	100099	Printed OK
100092	Not yet printed	100100	Printed OK
100093	Not yet printed	100101	Printed OK
100094	Not yet printed	100102	Printed OK
100095	Not yet printed	100103	Printed OK
100096	Not yet printed	100104	Printed OK
		100090	Dead—Used for Form Alignment
		100091	Dead—Used for Form Alignment

<i>After Confirmation and First Print Run</i>		<i>After Running Reprint Job and Second Print Run</i>	
<i>Check Number</i>	<i>Check status</i>	<i>Check Number</i>	<i>Check status</i>
		100092	Dead—Used for Form Alignment

This chart shows that the initial print run left checks 100082–100084 printed, checks 100085–100089 destroyed, and checks 100090–100096 unprinted. We then set up a Reprint Checks run control, ran the Check Reprint process, and printed replacements for the destroyed checks, and the checks that hadn't yet been printed.

When we ran the Check Reprint process, the system put the destroyed checks into the Dead Paycheck file. It then continued with the next number, 100090, and assigned numbers through to number 100104. At that point the system took the next available numbers, 100090–100092, and used them for the three form alignment checks we had specified; these were also pronounced dead and put into the Dead Paycheck file. Finally, the system started with the next available number, 100093, and assigned replacement numbers for the five checks that had been destroyed in the initial print run, and the checks that had not yet been printed.

Pages Used to Reprint Checks

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Reprint Checks	RUNCTL_PAY_REPRINT	- Payroll for North America, Payroll Processing USA, Produce Checks, Reprint Checks, Reprint Checks - Payroll for North America, Payroll Processing USF, Produce Checks, Reprint Checks, Reprint Checks	Set the check ranges and run the Check Reprint process.
Reprint Cheques	RUNCTL_PAY_REPRINT	Payroll for North America, Payroll Processing CAN, Produce Cheques, Reprint Cheques, Reprint Cheques	Set the check ranges and run the Cheque Reprint process.

Page Name	Definition Name	Navigation	Usage
Dead Paychecks	PAY_CHECKS_DEAD	- Payroll for North America, Periodic Payroll Events USA, Check Reconciliation, Review Dead Checks, Dead Paychecks - Payroll for North America, Periodic Payroll Events CAN, Cheque Reconciliation, Review Dead Cheques, Dead Paycheque - Payroll for North America, Periodic Payroll Events USF, Check Reconciliation, Review Dead Checks, Dead Paycheck	View dead check numbers and the reasons.
Print Pay Checks	RUNCTL_CHK_ADV1	- Payroll for North America, Payroll Processing USA, Produce Checks, Print Pay Checks, Print Pay Checks - Payroll for North America, Payroll Processing USF, Produce Checks, Print Pay Checks, Print Pay Checks	Print U.S. paychecks by the SQR method using the Pay Check Print - US SQR process (PAY003).
Print Pay Cheques	RUNCTL_CHK_ADV	Payroll for North America, Payroll Processing CAN, Produce Cheques, Print Pay Cheques, Print Pay Cheques	Print Canadian paycheques by the SQR method using the Pay Cheque Print - Canada SQR process (PAY003CN).
Create PDF Paychecks	RUNCTL_CHK_ADV1_EP	- Payroll for North America, Payroll Processing USA, Produce Checks, Create PDF Paychecks, Create PDF Paychecks - Payroll for North America, Payroll Processing USF, Produce Checks, Create PDF Paychecks, Create PDF Paychecks	Create U.S. paychecks in PDF for printing and self-service viewing using the Print US Checks PSJob process (PYCHKUSA).

Page Name	Definition Name	Navigation	Usage
Create PDF Paycheques	RUNCTL_CHK_ADV_EP	Payroll for North America, Payroll Processing CAN, Produce Cheques, Create PDF Paycheques, Create PDF Paycheques	Create Canadian paycheques in PDF for printing and self-service viewing using the Print Canadian Cheques process (PYCHQCAN).
Paycheck Earnings	PAY_CHECK_E	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Earnings - Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Earnings	View reprinted checks.
Paycheque Earnings	PAY_CHECK_E	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Earnings	View reprinted cheques.

Running the Check Reprint COBOL SQL Process (PSPRPRNT)

Access the Reprint Checks page (Payroll for North America, Payroll Processing USA, Produce Checks, Reprint Checks, Reprint Checks; or Payroll for North America, Payroll Processing USF, Produce Checks, Reprint Checks, Reprint Checks) or the Reprint Cheques page (Payroll for North America, Payroll Processing CAN, Produce Cheques, Reprint Cheques, Reprint Cheques).

Reprint Checks page

Form ID	Enter the ID for the type of form that you want reprinted, in this case, select the appropriate form ID.
Form Alignment Count	Indicate how many checks you need for manually aligning the check forms in your printer. These check numbers are inserted into the Dead Paychecks file.
Reprint Range	Enter the first check number and the last check number in the reprint range of the checks you're reprinting.
Paycheck Issue Date	This should be the same as the date on the original check run. If you need to reprint checks for different dates, you must run the Check Reprint process separately for each different date.

Reprint Checks

After running the Check Reprint process, you can reprint the checks as you normally print checks, by running the correct print process for the applicable country and method of printing.

See [Chapter 22, "Working with Checks and Direct Deposit," Understanding Printing Processes, page 729.](#)

When you set up the run control, enter a starting check/advice number on the run parameters page.

Note. You also need to reset the check number in the Form table to the number of the first undamaged check form.

See [Chapter 6, "Setting Up the Payroll Process," Setting Up the Form Table for Printing Checks and Direct Deposit Advices, page 207.](#)

Viewing Reprinted Checks

Access the Paycheck Earnings page (Payroll for North America, Payroll Processing USA, Produce Payroll, Review Paycheck, Paycheck Earnings; or Payroll for North America, Payroll Processing USF, Produce Payroll, Review Paycheck, Paycheck Earnings) or the Paycheque Earnings page (Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Paycheque, Paycheque Earnings).

Note. The system selects the Reprint check box to indicate that the check was issued as a replacement.

Chapter 23

Integrating with Enterprise General Ledger

This chapter provides an overview of the interface with Oracle's PeopleSoft Enterprise General Ledger and discusses how to:

- Set up business units for general ledger integration.
- Group earnings, deduction, and tax expenses.
- Map expense groups to ChartField combinations.
- Prepare and transfer payroll data to General Ledger.

Note. The General Ledger interface provides flexible integration between Payroll for North America and General Ledger. Make sure you work in conjunction with your general ledger staff to use this interface.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Commitment Accounting, "Getting Started with Manage Commitment Accounting"

Understanding the General Ledger Interface

Sending payroll data to General Ledger is one of the final steps in the payroll cycle. When you integrate Payroll for North America and General Ledger, you can automatically post earnings and deductions that are associated with a finalized calendar run to your General Ledger system.

This section discusses:

- Prerequisites.
- Description of the interface with General Ledger.
- Integration points.

Prerequisites

These setup tasks must be completed before you begin the tasks in this chapter:

1. Update the General Ledger fields on the Installation table – Product Specific page.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up and Installing PeopleSoft HRMS," Entering Application- and Industry-Specific Installation Information.

2. Set up the integration with the Financials database.

See *PeopleSoft Enterprise Human Resources PeopleBook: Enterprise Components*

3. Set up the ChartFields and ChartField configuration.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up and Working with ChartFields and ChartField Combinations."

Description of the Interface with General Ledger

With Payroll for North America you can send payroll accounting transactions to General Ledger. The payroll data that is sent to General Ledger includes the following expense and liability account data:

- Earnings.
- Deductions.
- Federal, state/provincial, and local tax and insurance deductions.
- Net pay and direct deposit data.

Integration Points

Integration Points are interfaces between PeopleSoft applications. They enable the transfer of data from one database to another.

The Payroll for North America and General Ledger interface uses two sets of integration points, one to retrieve ChartField and business unit information from General Ledger and one to publish payroll results to General Ledger.

The Payroll for North America interface with PeopleSoft General Ledger uses the following integration points:

<i>Service Operation</i>	<i>Description</i>
BUS_UNIT_GL_FULLSYNC	Financials database initial full table publish of GL business unit IDs.
BUS_UNIT_GL_SYNC	Financials database ongoing incremental publish of GL business unit IDs.
BUS_UNIT_FS_FULLSYNC	Financials database initial full table publish of GL business unit descriptions.
BUS_UNIT_FS_SYNC	Financials database ongoing incremental publish of GL business unit descriptions.

Service Operation	Description
JOURNAL_GEN_APPL_ID_FULLSYNC	Financials database initial full table publish of PeopleSoft Journal Generator templates.
JOURNAL_GENERATOR_APPL_ID_SYNC	Financials database ongoing incremental publish of PeopleSoft Journal Generator templates.
PAYROLL_ACCTG_TRANSACTION	PeopleSoft HRMS database batch publish of HR (payroll) accounting lines.
One service operation for each GL ChartField	See <i>PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook</i> , "Setting Up and Working with ChartFields and ChartField Combinations."

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up and Working with ChartFields and ChartField Combinations"

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Working with Integration Points in Enterprise HRMS"

Setting Up Business Units for General Ledger Integration

To map PeopleSoft HRMS and PeopleSoft General Ledger, use the GL/HR Business Unit Mapping component (BU_GL_HR_LNK).

This section provides an overview and discusses how to:

- View general the ledger business unit definition.
- View journal generator template defaults.
- View the template's summarization options.
- Map business units.

See Also

PeopleSoft General Ledger PeopleBook, "Defining Your Operational Structure"

PeopleSoft Application Fundamentals for Financials and Supply Chain Management PeopleBook

Understanding Business Unit Setup

This section discusses:

- General ledger business units.
- Journal templates.
- Business unit mapping.

General Ledger Business Units

If you're using Enterprise General Ledger, set up General Ledger business units in the Financials database using the General Ledger Definition component. PeopleSoft HRMS subscribes to the General Ledger business unit data and displays it using the Business Unit GL component. The pages are unavailable for entry in HRMS; use them to review the Financials values.

Note. Payroll for North America must post data to at least one PeopleSoft General Ledger business unit so you need to set up at least one business unit.

If your organization does not use Enterprise General Ledger, you must set up a General Ledger business unit directly in PeopleSoft HRMS, using the Business Unit GL component.

Journal Templates

PeopleSoft Enterprise Journal Generator uses the defaults set up in Journal Generator templates to create journals. Most organizations define templates for each application that distributes to the general ledger. If you're using Enterprise General Ledger, set up and maintain Journal Generator templates in PeopleSoft Financials. Enterprise HRMS subscribes to the Journal Generator template data in Financials and displays it using the Review Journal Generator Templ component in Enterprise HRMS.

If your organization does not use Enterprise General Ledger, you must set up a Journal Generator template directly in HRMS, using the Journal Generator Templates component. The system requires that a template ID be assigned, but it does not use the template.

Business Unit Mapping

To share information successfully with PeopleSoft General Ledger, confirm that you've correctly associated (or mapped) your PeopleSoft HRMS business units to General Ledger business units. The system uses this mapping information to determine which General Ledger business unit to use when generating accounting transactions.

Use the GL/HR Business Unit Mapping page to:

- Confirm that a specific Enterprise General Ledger business unit is correctly mapped to the appropriate Enterprise HRMS business unit.
- Associate a journal template and calendar ID.
- If you use commitment accounting, also identify the associated calendar ID.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Organization Foundation Tables," Defining Business Units

Pages Used to Set Up Business Units for General Ledger Integration

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Review GL Business Units - Definition	BUS_UNIT_TBL_GL1	Set Up HRMS, Product Related, Payroll for North America, GL Interface, Review GL Business Units, Definition	If you are using PeopleSoft General Ledger, this page is display only. Use it to view the definition of PeopleSoft General Ledger business units. PeopleSoft HRMS processes use the information in the Unit and Base Currency fields only. If you are not using PeopleSoft General Ledger, the fields on this page are editable. Use this page to set up GL business units.
Review GL Business Units - Currency Options	BUS_UNIT_TBL_GL2	Set Up HRMS, Product Related, Payroll for North America, GL Interface, Review GL Business Units, Currency Options	View the currency options of PeopleSoft General Ledger business units. PeopleSoft HRMS processes do not use the information on this page. This page is display-only.
Review Journal Generator Templ - Defaults	JRNL_GEN_DEFAULTS	Set Up HRMS, Product Related, Payroll for North America, GL Interface, Review Journal Generator Templ, Defaults	View Journal Generator defaults. PeopleSoft HRMS processes use only the SetID and Template fields.
Review Journal Generator Templ - Summarization	JRNL_GEN_SUM	Set Up HRMS, Product Related, Payroll for North America, GL Interface, Review Journal Generator Templ, Summarization	View the template's summarization options. PeopleSoft HRMS processes do not use the information on this page.
GL/HR Business Unit Mapping	BU_GL_HR_LNK	Set Up HRMS, Common Definitions, ChartField Configuration, GL/HR Business Unit Mapping, GL/HR Business Unit Mapping	Verify that the General Ledger business unit is associated with the correct Human Resources business unit. Associate a journal template with each General Ledger business unit.

Viewing the General Ledger Business Unit Definition

Access the Review GL Business Units - Definition page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, Review GL Business Units, Definition).

Definition

Currency Options

Create BU

Unit:

EGUBU

Description:

E&G University

As of Date:

01/01/1990

Short Description:

E&G Univ

Default Set ID:

Base Currency:

USD

US Dollar

Default Led Grp:

RECORDING

Options

☐ Enable Document Sequencing

☐ Enable Payables InterUnit VAT

Consolidations

☐ For Eliminations Only

Review GL Business Units - Definition page

Unit	The PeopleSoft General Ledger business unit you selected to access the page.
Base Currency	The base currency for this PeopleSoft General Ledger business unit. A General Ledger business unit supports one base currency per ledger. This is usually the local currency for the organization, but accounting rules or other circumstances might dictate that it be different.
Options	
Enable Document Sequencing	This check box is selected if document sequencing is required for this business unit.
Enable Payables InterUnit VAT (enable Payables interunit value added taxes)	This check box is selected if payables interunit value added taxes (VAT) is required for transactions between related parties.
Consolidations	
For Eliminations Only	This check box is selected if this business unit is an eliminations entity for consolidations processing.

Viewing Journal Generator Template Defaults

Access the Review Journal Generator Templ - Defaults page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, Review Journal Generator Templ, Defaults).

Defaults		Summarization	
Set ID: TBGEN		Template: TGJGT	
Effective Date		Find View All First 1 of 1 Last	
Effective Date:	01/01/1990	Active	
Description:	Test Payroll Template	☐ Accounting Entry In Sync	
Reversal Code			
☒ Do Not Generate Reversal ☐ Beginning of Next Period ☐ End of Next Period			
Journal Header Fields			
Journal ID Mask:	NEXT	Source:	EXT
	Current Date	Document Type:	
		Date:	
Header Descr:		Reference:	
Journal Line Fields			
Reference:		Line Descr:	

Review Journal Generator Templ - Defaults page

If you are not interfacing with PeopleSoft Enterprise Financials, this page is editable. To set up a journal generator template enter a:

1. Template ID.
2. SetID.

The setID needs to match the setID of the General Ledger business units you created on the Review GL Business Units component (BUS_UNIT_TBL_GL) for the business unit to use a journal generator template.

The remaining fields are not required, so you can enter dummy information or leave them blank.

If you are using PeopleSoft General Ledger, the system displays data in the following fields:

Accounting Entry In Sync This check box is selected if a PeopleSoft application that supports the multibook feature has generated in-sync accounting entries for this template.

Reversal Code The reversal code for this Journal Generator template.

Journal Header Fields

Journal ID Mask The journal naming convention.

Journal Date The date journals are created; for example, *Accounting Date on Transaction* or *Process Date*.

Alt. Journal Date (alternate journal date)	The journal date used for journals created outside of the open accounting periods range.
Header Descr (header description)	Descriptive information about the journal.
Source	Identifies the originating entity responsible for the journal entries.
Document Type	The default general ledger document type assigned to the journal header.
Reference	The transaction source of the journal.

Journal Line Fields

Reference	Refers each journal line back to a document, person, invoice, date, or any other piece of information helpful for tracking the source of the transaction.

Viewing the Template's Summarization Options

Access the Review Journal Generator Templ - Summarization page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, Review Journal Generator Templ, Summarization).

Defaults

Summarization

Set ID: TBGEN

Journal Template: TGJGT

Effective Date

Find | View All | First 1 of 1 Last

Effective Date: 01/01/1990

Status: Active

Description: Test Payroll Template

Primary Summarization Option

Summarize to ChartField Level

All Account Values

Tree Name:Level:

Alternate Summarization Option

Retain Detail

Review Journal Generator Templ - Summarization page

If you are using PeopleSoft General Ledger, review the primary and alternate summarization options for the template on this page.

Mapping Business Units

Access the GL/HR Business Unit Mapping page (Set Up HRMS, Common Definitions, ChartField Configuration, GL/HR Business Unit Mapping, GL/HR Business Unit Mapping).

GL/HR Business Unit Mapping

Business Unit - GL: US001 US001 NEW YORK OPERATIONS **Journal Template:** PTMPLT **Calendar ID:** FY

Business Unit	Description
TBTC1	Business Unit for Company TC1
TBTC2	Business Unit for Company TC2
TBTC3	Business Unit for Company TC3
TBTC4	Business Unit for Company TC4
TBTC5	Business Unit for Company TC5

GL/HR Business Unit Mapping page

- Business Unit - GL** The PeopleSoft General Ledger business unit and description.
- Journal Template** Select the journal template to associate with this PeopleSoft General Ledger business unit from the list of available options. Journal templates are used during the Actuals and Encumbrances processes (PAYGL02 and PAYGL03).
- Calendar ID** If you use commitment accounting, select a calendar ID to associate with this PeopleSoft General Ledger business unit. The system uses calendar IDs to distribute actuals over accounting periods. Review calendars on the Detail Calendar page (DETAIL_CALENDAR1).
See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Commitment Accounting*, "Setting Up GL Interface Tables for Commitment Accounting," Reviewing Detail Calendars and Budget Periods.

HR Business Units

The HR Business Units scroll area displays the Enterprise Human Resources business units and descriptions currently associated with the PeopleSoft General Ledger business unit.

If the PeopleSoft Human Resources and PeopleSoft General Ledger business units aren't correctly mapped, correctly associate them on the Business Unit Reference page. After mapping Human Resources business units to the appropriate General Ledger business units, return to the GL/HR Business Unit Mapping page to associate a journal template and calendar ID with each General Ledger business unit.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Organization Foundation Tables," Defining Business Units

Grouping Earnings, Deduction, and Tax Expenses

To group payroll expense activities, use the GL Activity Grouping component (PYGL_ACTIVITY_GRP).

This section provides an overview of expense grouping and discusses how to:

- Group earnings expenses.
- Group deduction expenses.
- Group tax expenses.

Understanding Expense Grouping

If your organization uses noncommitment accounting, you can track expenses by grouping expense activities into logical definitions that share the same combination of ChartField values. For example, you can group all regular earnings in one group and all overtime earnings in another group.

You can then map the groups to the combination of ChartField values for each group.

Note. Work with your finance office to identify expense activity groups and their members, and to map each group to the correct combination of ChartField values.

The GL Activity Grouping Component

When you add a new value and enter the component, you must select an activity type in the Valid Activity Type(s) group box. The selected activity type determines which page in the component is available for data entry.

You must then access the correct page in the component for the type of expense group that you are creating.

Default Groups

You must create a default group for each activity type. Select Group contains all codes.

During distribution of costs, when the GL Interface process encounters an expense that is not mapped to a valid group, it assigns the expense to the default group for that activity type.

The default group contains all codes so that no expense of this activity type is excluded from this group.

Updating Expense Groups

After you map all expense activities, if you add new earnings, deductions, or taxes, you must add the new codes to an existing group, create a new group, or let the new code be distributed to the existing default group. If you add a group, you must also map it to the correct ChartField combination.

Pages Used to Group Expense Activities

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Earnings Expenses	PYGL_ACTIVE_ERNGRP	Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Earnings Expenses	Group earnings codes into expense groups.
Deduction Expenses	PYGL_ACTIVE_DEDGRP	Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Deduction Expenses	Group deduction codes into expense groups.
Tax Expenses	PYGL_ACTIVE_TAXGRP	Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Tax Expenses	Group taxes into expense groups.

Grouping Earnings Expenses

Access the Earnings Expenses page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Earnings Expenses).

Earnings Expenses Deduction Expenses Tax Expenses

Company: GBI

Group Name: PY AWARDS AND BONUSES

Description: AWARDS AND BONUSES

Valid Activity Type(s)

☒ Earnings Group

☐ Deduction Group

☐ Tax Group

Group Definition Find | View All First 1 of 1 Last

Effective Date: 01/01/1990  ☐ Group contains all codes + -

Codes in Group Definition Customize | Find | View All |  First 1-4 of 5 Last

*Earnings Code	Description		
AWA 	Award -- Cash	+ -	
BNS 	Bonus	+ -	
CMS 	Commission	+ -	
COM 	Commission	+ -	

Earnings Expenses page

Valid Activity Type(s) Select Earnings Group.

Group contains all codes To create the required default earnings group, select Group contains all codes. This group is used for any earnings expenses that are not included in a specific group. When you select this check box, the other fields on the page disappear.

Codes in Group Definition

Earnings Code Select earnings codes to include in this group.

Grouping Deduction Expenses

Access the Deduction Expenses page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Deduction Expenses).

Earnings Expenses		Deduction Expenses		Tax Expenses	
Company:	GBI				
Group Name:	EBGEN DED EXPDEDCCLASS-B				
Description:	EBGEN DED EXPDEDCCLASS-B				
Valid Activity Type(s) ☐ Earnings Group ☒ Deduction Group ☐ Tax Group					
Group Definition Find View All First 1 of 1 Last					
Effective Date:		01/01/1980		☐ Group contains all codes	
Codes in Group Definition Customize Find View All First 1-4 of 6 Last					
*Plan Type	*Deduction Class	*Deduction Code	*Sales Tax Type	Description	
10	N	B10-17	B	Medical Btax Nontaxable	+ -
20	T	B20-14	B	Life Atax, Taxable	+ -
22	T	B22-11	B	AD/D Atax, Taxable	+ -
30	T	B30-10	B	STD Atax, Taxable	+ -

Deduction Expenses page

Valid Activity Type(s) Select Deduction Group.

Group contains all codes To create the required default deduction group, select Group contains all codes. This group is used for any deduction expenses that are not included in a specific group. When you select this check box, the other fields on the page disappear.

Codes in Group Definition

Plan Type, Deduction Class, and Deduction Code Select the appropriate plan type and deduction class for the deduction code you are adding to the group.

For a particular deduction code, all applicable deduction classes must be included in groups. Applicable deduction classes for expenses are:

N: Nontaxable benefit.

P: Nontaxable before-tax benefit.

T: Taxable benefit.

L: Taxable benefit (Canada - Quebec).

Sales Tax Type

Sales tax type applies only to Canada. Available values vary depending upon the deduction code.

Note. (USA) U.S. users must select *B* (none), which is the default.

Grouping Tax Expenses

Access the Tax Expenses page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Tax Expenses).

Earnings Expenses

Deduction Expenses

Tax Expenses

Company:GBI

Group Name:PY OTHER STATES - LWR

Description:OTHER STATES - LWR

Valid Activity Type(s)

Earnings Group

Deduction Group

Tax Group

Group Definition

Find | View All | First1 of 1Last

Effective Date:01/01/1990

Group contains all codes

Codes in Group Definition

Customize | Find | View All | First1-4 of 64Last

*Country	State	Locality	Wage Loss Replacement Plan	Tax Class	Description		
USA	AL	03028		LWR	Employer Local Withholding Tax	+	-
USA	AL	07000		LWR	Employer Local Withholding Tax	+	-
USA	AL	073		LWR	Employer Local Withholding Tax	+	-
USA	AL	44800		LWR	Employer Local Withholding Tax	+	-

Tax Expenses page

- Valid Activity Type(s)

Select Tax Group.
- Group contains all codes

To create the required default tax group, select Group contains all codes. This group is used for any tax expenses that are not included in a specific group. When you select this check box, the other fields on the page disappear.
- Codes in Group Definition
- Country

The country that you select determines the fields that are available for data entry:
USA: The State, Locality, and Tax Class fields are available.
Canada: The Wage Loss Replacement Plan and Tax Class fields are available.
- Stateand Locality

(USA) Use of the State and Locality fields depends upon the type of tax and the location. For example, FICA OASDI is a federal tax that would not require the State and Locality fields.
- Wage Loss Replacement Plan

(CAN) Set up a separate group for each different wage loss plan for purposes of employment insurance (EI).
- Tax Class

Tax Class is always a required field. The values available for selection depend upon the values selected in preceding fields.

Mapping Expense Groups to ChartField Combinations

To map expense groups, use the ChartField Expense Mapping component (PYGL_CF_MAPPING) or (PYGL_CF_MAPPING_CAN).

This section provides an overview of expense mapping and discusses how to:

- Map earnings groups.
- Map deduction groups.
- Map U.S. tax groups
- Map Canadian tax groups.

Understanding Expense Mapping

This section discusses:

- Mapping levels.
- Example of employee-level mapping.
- Component Search page.
- ChartField configuration.

Mapping Levels

When mapping expense groups to ChartField combinations, you can assign ChartField combinations based on these levels:

- Company
- Department
- Position
- Job code
- Employee

When resolving the mapping for a payroll record, the GL Interface PSJob process (PAYGL01) starts at the lowest level--employee--and determines whether there is a definition for the employee and activity group being processed. If it is not found, the search goes one level up, to the job code being processed, and continues up until a mapping for the current payroll record is found. The search stops when an entry is found.

This way, you need only define mapping entries at lower levels where desired. For example, earnings could be assigned at the employee level while the employer expenses for taxes remain at the company level.

Example of Employee-Level Mapping

You might want to map earnings expense at the employee level if an employee is on loan to another department and the originating department wants to charge the temporary department for the time. To do this, you would map the earnings at the employee level on a temporary basis. This also reduces any overhead due to initiating transfers, and so forth.

Note. Note. To assign expenses at the employee level, use the Combination Code field on the employee's Job Data – Payroll page.

Component Search Page

On the search page for the component, you must select a company and business unit. If you select a mapping level more specific than Company, you must further select the particular value, such as the department, position, or employee ID.

ChartField Configuration

The fields displayed on the mapping pages are determined by the ChartField configuration.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up and Working with ChartFields and ChartField Combinations"

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "Increasing the Workforce," Entering Payroll Processing Data

Common Elements Used in This Section

GL Group Name	Select the general ledger group.
Edit ChartFields	Click to search for ChartField combinations by speed type, combination code, or ChartField transaction.

Pages Used to Map Expense Groups to ChartField Combinations

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Earnings Mapping	PYGL_CO_CF_MAPERN	- Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, Earnings Mapping - Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Earnings Mapping	Specify mapping level and map earnings expense groups to ChartField combinations.
Deductions Mapping	PYGL_CO_CF_MAPDED	- Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, Deductions Mapping - Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Deductions Mapping	Specify mapping level and map deduction expense groups to ChartField combinations.
U.S. Tax Mapping	PYGL_CO_CF_MAPTAX	Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, U.S. Tax Mapping	Specify mapping level and map U.S. tax expense groups to ChartField combinations.
Canadian Tax Mapping	PYGL_CO_CF_MAPCTX	Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Canadian Tax Mapping	Specify mapping level and map Canadian tax expense groups to ChartField combinations.
Company ChartField Mapping Report	RUN_PAY752	Payroll for North America, Payroll Distribution, GL Interface Reports, Company ChartField Mapping, Company ChartField Mapping Report	Generate the PAY752 report that lists all of the HR chart keys and their equivalent general ledger accounts and department IDs.

Page Name	Definition Name	Navigation	Usage
Company Report - General Ledger	PRCSRUNCNTRL	Set Up HRMS, Product Related, Payroll for North America, GL Interface, Company GL Data Report, Company Report	Generate the PAY702 report that lists general ledger data from the Company table. This report is a companion to PER707 (the Company Table - General Data report), which lists the payroll-related general ledger information in the Company table.

Mapping Earnings Groups to ChartField Combinations

Access the Earnings Mapping page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, Earnings Mapping; or Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Earnings Mapping).

Earnings Mapping | Deductions Mapping | U.S. Tax Mapping

Company: GBI Global Business Institute 9999
Business Unit: US003 GBI BU for US003

Expense ChartField Level

☒ Company
 ☐ Department
 ☐ Jobcode
 ☐ Position
 ☐ Employee
 + -

Department: 10000 Human Resources

Effective Date: 07/17/2009 31 **Status:** Active

*GL Group Name	Combination Code	Edit ChartFields	Account	Department	Project/Grant
PY AWARDS AND BONUSES	PY0116218	Edit ChartFields	P630003		SAMPLEPROJ - 03
PY FLEX EARNINGS	PY0112160	Edit ChartFields	P630004		SAMPLEPROJ - 03
		Edit ChartFields			

Earnings Mapping page

Note. The whole page is not visible above. The fields displayed on the page are determined by the ChartField configuration.

Mapping Deduction Groups

Access the Deductions Mapping page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, Deductions Mapping; Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Deductions Mapping).

Earnings Mapping
Deductions Mapping
U.S. Tax Mapping

Company: GBI Global Business Institute 9999
Business Unit: US004 GBI BU for US004

Expense ChartField Level

☒ Company
☐ Department
☐ Jobcode
☐ Position
☐ Employee
+ -

Effective Date: 01/01/1990
Status: Active

Chartfields

*GL Group Name	Combination Code	Edit ChartFields	Account	Department	Project/Grant
PY DEFAULT GROUP	PY0001514	Edit ChartFields	P610033	10500	
PY DISABILITY BENEFITS EXPENSE	PY0031034	Edit ChartFields	P600002	10500	SAMPLEPROJ - 01
PY FLEX CREDITS	PY0112563	Edit ChartFields	P600005	11000	SAMPLEPROJ - 04
PY HEALTH BENEFITS EXPENSE	PY0120296	Edit ChartFields	P600000	10500	SAMPLEPROJ - 04
PY LEAVE PLAN EXPENSE	PY0116117	Edit ChartFields	P600004		SAMPLEPROJ - 03
PY LIFE INSURANCE EXP	PY0117590	Edit ChartFields	P600001		SAMPLEPROJ - 03
PY PENSION PLAN EXPENSE	PY0070976	Edit ChartFields	P600007	10500	SAMPLEPROJ - 01
PY RETIREMENT PLAN EXPENSE	PY0117595	Edit ChartFields	P600006		SAMPLEPROJ - 03
PY SAVINGS PLAN EXPENSE	PY0004546	Edit ChartFields	P600003	21100	SAMPLEPROJ - 01

Deductions Mapping page

Note. The whole page is not visible above. The fields displayed on the page are determined by the ChartField configuration.

(USA) Mapping U.S. Tax Groups

Access the U.S. Tax Mapping page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, U.S. Tax Mapping).

Earnings Mapping
Deductions Mapping
U.S. Tax Mapping

Company: GBI Global Business Institute 9999
Business Unit: US004 GBI BU for US004

Expense ChartField Level
☒ Company ☐ Department ☐ Jobcode ☐ Position ☐ Employee + -
Effective Date: 01/01/1990 Status: Active

*GL Group Name	Combination Code	Edit ChartFields	Account	Department	Project/Grant
PY CA STATE DISABILITY TAX-ER	PY0112796	Edit ChartFields	P620005	10500	SAMPLEPROJ - 04
PY CA STATE UNEMPLOYMENT-ER	PY0112793	Edit ChartFields	P620004	10500	SAMPLEPROJ - 04
PY CA STATE VOL DISABILITY	PY0111646	Edit ChartFields	P620006		SAMPLEPROJ - 02
PY DEFAULT GROUP	PY0003062	Edit ChartFields	P620007	10500	
PY FED UNEMPLOY TAX-ER	PY0007346	Edit ChartFields	P620003	10500	SAMPLEPROJ - 01
PY FICA OASDI-ER	PY0032420	Edit ChartFields	P620001	10500	SAMPLEPROJ - 01
PY FICA/MEDICARE-ER	PY0007310	Edit ChartFields	P620002	10500	SAMPLEPROJ - 01
PY NY STATE DISABILITY TAX-ER	PY0119439	Edit ChartFields	P620005	11000	SAMPLEPROJ - 04
PY NY STATE UNEMPLOYMENT-ER	PY0119436	Edit ChartFields	P620004	11000	SAMPLEPROJ - 04
PY NY STATE VOL DISABILITY	PY0119442	Edit ChartFields	P620006	11000	SAMPLEPROJ - 04
PY PA LOCAL WITHHOLDING TAX-ER	PY0003062	Edit ChartFields	P620007	10500	

U.S. Tax Mapping page

Note. The whole page is not visible above. The fields displayed on the page are determined by the ChartField configuration.

(CAN) Mapping Canadian Tax Groups

Access the Canadian Tax Mapping page (Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Canadian Tax Mapping).

Earnings Mapping		Deductions Mapping		Canadian Tax Mapping	
Company:	GBI	Global Business Institute 9999			
Business Unit:	CAN01	CAN01 BU for Canada			
Expense ChartField Level					
☒ Company	☐ Department	☐ Jobcode	☐ Position	☐ Employee	
Effective Date:	01/01/1990	Status:	Active		
Chartfields					
*GL Group Name	Combination Code	Account	Department	Project/Grant	Product
PY COMPANY EIR	PY0114482	P620013		SAMPLEPROJ - 01	
PY COMPANY HTX	PY0115036	P620014	10000	SAMPLEPROJ - 04	
PY COMPANY QPR	PY0113750	P620019		SAMPLEPROJ - 01	
PY DEFAULT GROUP	PY0113742	P620011		SAMPLEPROJ - 01	

Canadian Tax Mapping page

Note. The whole page is not visible above. The fields displayed on the page are determined by the ChartField configuration.

Preparing and Transferring Payroll Data to General Ledger

This section provides overviews of the preparation and transfer of data and the GL reset process, and discusses how to:

- Generate payroll accounting lines.
- Generate The HR Accounting Line report.
- Transfer payroll accounting lines to PeopleSoft General Ledger.

Note. This section applies only to noncommitment accounting.

See Also

PeopleSoft Enterprise Human Resources PeopleBook: Manage Commitment Accounting

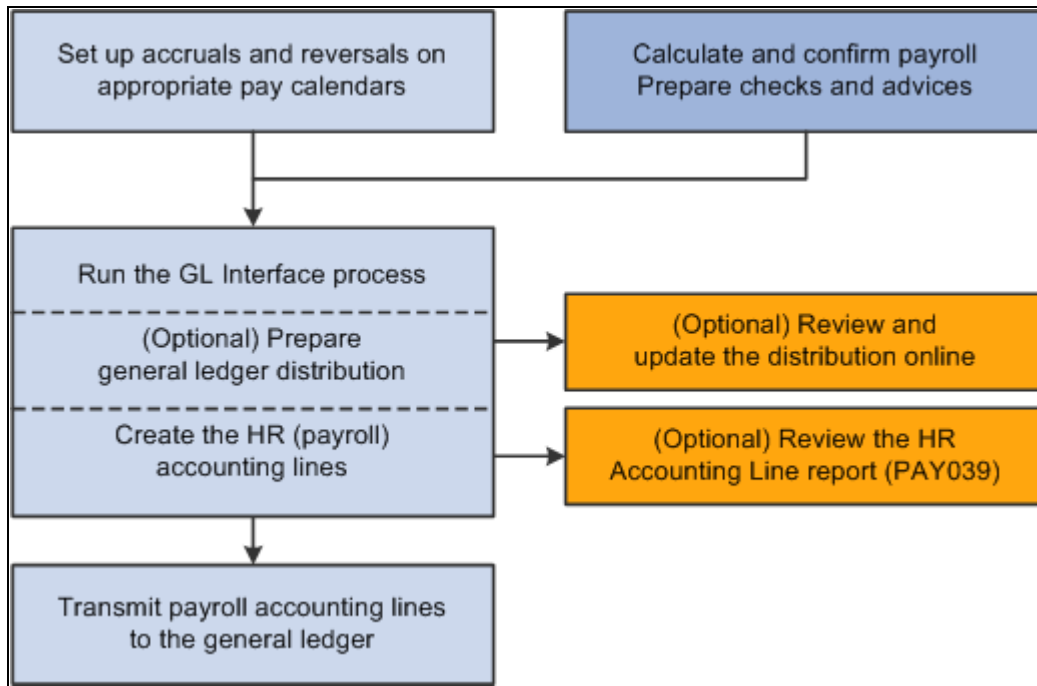
Understanding the Preparation and Transfer of Data

This section discusses:

- Processing steps.
- The GL Reset Run Flag (general ledger reset run flag) SQR Report process (GLXRESET).

Processing Steps

This diagram illustrates the general ledger processing steps to transmit payroll accounting lines to the general ledger:



General ledger processing steps showing how to transmit payroll accounting lines to the general ledger

After the GL interface setup is complete, these are the ongoing steps for each payroll cycle:

1. Verify that the payroll is confirmed.
2. Run the GL Interface process.

You can run the GL Interface Application Engine process (PAYGL01) in one step or two separate steps:

- a. (Optional) Prepare the distribution without generating the HR accounting lines, then review and update the distribution in online pages.
- b. (Required) Generate the HR accounting lines.
3. Publish the contents of the HR Accounting Line table to PeopleSoft Enterprise General Ledger.

Note. Payroll for North America does not subscribe to any post-processing messages that are published by Enterprise General Ledger.

The Review Distribution Option

You can view and update the distribution data in the Review Payroll Distribution component after running the GL Interface process with the Review Distribution before GL option selected.

This table summarizes the review pages on which you can update combination codes:

<i>Page Name</i>	<i>Linked Pages</i>	<i>Description</i>
Earnings	Net Pat Liability	View and update the distribution of net pay liability and expense.
Deductions	Deduction Liability Net Pat Liability	View and update the distribution of deduction liability and expense.
Taxes	Tax Liability Net Pat Liability	Net Pat Liability View and update the distribution of tax liability and expense.

Understanding the GL Reset Run Flag SQR Report Process (GLXRESET)

The system allows you to process only confirmed payrolls that have not yet had the GL Interface process run on them. When you run the GL Interface process, the system selects the GL Interface Run check box on the Pay Calendar table. If you need to rerun the GL Interface process, you must first run the GL Reset Run Flag process. You can run the process only for payrolls that you haven't published to PeopleSoft General Ledger.

This process:

- Deletes all rows on the HR Accounting Line table for the pay run ID that is specified on the reset process run control.
- Deselects the GL Interface Run and GL Distribution Runcheck boxes on the Pay Calendar table for the pay run ID that you specified on the reset process run control page.

Note. Running this process is necessary only if you have made a change that requires rerunning the GL Interface process. If you do not have to rerun the GL Interface process for the pay run ID, then you do not run this reset process.

Pages Used to Prepare and Transfer Payroll Data to General Ledger

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Non Commitment Accounting Information	RUNCTL_PAYGL01	Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Accounting Info, Non Commitment Accounting Information	Run the PAYGL01.SQR process and produce output in the form of accounting lines to be recognized by PeopleSoft Journal Generator.
HR Accounting Line Report	RUN_PAY039	Payroll for North America, Payroll Distribution, GL Interface Reports, HR Accounting Line, HR Accounting Line Report	Generate the PAY039 report that lists the accounting line entries created by running the GL Interface process (PAYGL01).

Page Name	Definition Name	Navigation	Usage
Earnings	PAY_NACHK_DIST_ERN	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Payroll Distribution, Earnings - Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Payroll Distribution, Earnings	View and update the distribution of payroll earnings.
Net Pay Liability	PAY_NACHK_NET_LIA	Click the Net Pay Liability link on the Earnings, Deductions, or Taxes page	View and update the distribution of net pay liability and expense.
Deductions	PAY_NACHK_DIST_DED	- Payroll for North America, Payroll Processing USA, Produce Payroll, Review Payroll Distribution, Deductions - Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Payroll Distribution, Deductions	View and update the distribution of payroll deductions.
Deduction Liability	PAY_NCHK_TAX_LIA	Click the Deduction Liability link on the Deductions page	View and update the distribution of deduction liability and expense.
Taxes	PAY_NACHK_DIST_TAX	Payroll for North America, Payroll Processing USA, Produce Payroll, Review Payroll Distribution, Taxes	(USA) View and update the distribution of payroll taxes.
Taxes (CAN)	PAY_NACHK_DIST_CTX	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Payroll Distribution, Taxes	(CAN) View and update the distribution of payroll taxes.
Tax Liability	PAY_NCHK_TAX_LIA	Click the Tax Liability link on the Taxes page.	Use this page to view and update the distribution of tax liability.

Page Name	Definition Name	Navigation	Usage
Batch Publish	EO_BATCHPUB	Enterprise Components, Integration Definitions, Initiate Processes, Batch Publish, Batch Publish	After running the PAYGL01 process on the PeopleSoft HRMS database to create the Accounting Line table, run the Manual Batch Publish Application Engine process (EOP_PUBLISHM) to transfer Payroll for North America data to PeopleSoft Enterprise General Ledger.
Non-Commit Reset Processing (non-commitment reset processing)	PRCSRUNCNTL_NLC	Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Reset Processing, Non-Commit Reset Processing	Run the GL Reset Run Flag process to reset the pay calendar GL Interface Run check box for any payrolls that you haven't exported to PeopleSoft General Ledger.

Generating Payroll for North America Accounting Lines

Access the Non Commitment Accounting Information page (Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Accounting Info, Non Commitment Accounting Information).

Non Commitment Accounting Information

Run Control ID: PS [Report Manager](#) [Process Monitor](#) [Run](#)

Pay Run

Pay Run ID:

US Wk39-04

or

Pay Calendar

Company:

Pay Group:

Pay End Date:

☐ Review Distribution before GL

Warning

Ensure that all off-cycle payrolls are confirmed before running this program. The specified pay calendar entry will be closed after the GL interface is complete.

Non Commitment Accounting Information page

To run the process:

1. Enter the pay run ID that you want to process. Alternatively, if you have more than one pay calendar for a pay run ID and want to process an individual pay calendar, enter the company, pay group, and pay end date for that pay calendar. The system processes both on-cycle and off-cycle information.
2. Click the Run button to display the Process Scheduler page.
3. Select the GL Interface (general ledger interface) check box and click the OK button to complete the process.

(E&G) If you want to interface E&G 7.5 to PeopleSoft General Ledger 8, then select the GL Interface - EG 7.5 (general ledger interface - education and government 7.5) check box.

Review Distribution before GL

Select the Review distribution before GL (review distribution before general ledger) check box to review the data before creating the lines for General Ledger.

This check box is deselected by default. If you want to stop and review the distribution before creating the accounting lines, you must select this check box. If you don't select it, the process automatically creates the accounting lines.

See Also

Chapter 23, "Integrating with Enterprise General Ledger," Understanding the Preparation and Transfer of Data, page 815

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Creating Pay Calendars and FLSA Calendars

Chapter 23, "Integrating with Enterprise General Ledger," Understanding the GL Reset Run Flag SQR Report Process (GLXRESET), page 817

Generating The HR Accounting Line Report

Access the HR Accounting Line Report page (Payroll for North America, Payroll Distribution, GL Interface Reports, HR Accounting Line, HR Accounting Line Report).

HR Accounting Line Report

Run Control ID: PS [Report Manager](#) [Process Monitor](#) [Run](#)

Optional Report Filters

Run Date Between: and:

GL Business Unit:

HR Accounting Line Report page

Optional Report Filters

You can limit the report results for a specified date range and GL business unit.

**Run Date Between and
GL Business Unit**

You can run the report with these fields blank. If you specify a beginning date but no ending date, the system enters the beginning date as the default ending date value.

Transferring Payroll Accounting Lines to PeopleSoft General Ledger

Access the Batch Publish page (Enterprise Components, Integration Definitions, Initiate Processes, Batch Publish, Batch Publish).

Batch Publish

Run Control ID: PS

[Report Manager](#) [Process Monitor](#)

Run

Process Request

Find | View All First 1 of 1 Last

*Request ID:

Description:

Process Frequency

☐ Once

☐ Always

☒ Don't Run

Parameters

*Process Name:

Batch Publish page

Process Frequency Typically, you select *Always*.

Process Name Select *PAYGL01*.

Note. Before trying to send any transactions to PeopleSoft General Ledger, verify with your IT staff that PeopleSoft Integration Broker nodes, queues, and service operations (routings and handlers) on have been activated .

Chapter 24

Integrating with EnterpriseOne General Ledger

This chapter provides an overview of the interface with EnterpriseOne General Ledger and discusses how to:

- Configure the target product and system.
- Configure and map business units.
- Map cost centers and accounts to the Payroll for North America System.
- Retrieve currency exchange rates.
- Prepare and post accounting lines to EnterpriseOne General Ledger.

Note. Make sure you work in conjunction with your general ledger staff to use this interface.

Understanding the EnterpriseOne General Ledger Interface

This section discusses:

- Prerequisites.
- Description of the interface with General Ledger.
- Integration Points.

Note. This chapter covers only the tasks performed in the Enterprise database. The EnterpriseOne documentation discusses setting up the integration on the EnterpriseOne side and loading EnterpriseOne data into the Enterprise database.

See Also

Chapter 23, "Integrating with Enterprise General Ledger," Understanding the General Ledger Interface, page 795

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Working with Integration Points in Enterprise HRMS"

PeopleSoft EnterpriseOne Application Integrations with PeopleSoft Enterprise Applications 8.11 PeopleBook, *Integrating PeopleSoft Enterprise Payroll Applications with PeopleSoft EnterpriseOne General Ledger*

Prerequisites

These setup tasks must be completed before you begin the tasks in this chapter:

1. Set up the integration with the EnterpriseOne database.

See *PeopleSoft Enterprise Human Resources PeopleBook: Enterprise Components*

2. Set up the ChartFields and ChartField configuration.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up and Working with ChartFields and ChartField Combinations."

Description of the Interface with General Ledger

With Payroll for North America you can send payroll accounting transactions to General Ledger. The payroll data that is sent to General Ledger includes the following expense and liability account data:

- Earnings.
- Deductions.
- Federal, state/provincial, and local tax and insurance deductions.
- Net pay and direct deposit data.

Integration Points

The Payroll for North America and General Ledger interface uses two sets of integration points, one to retrieve ChartField and business unit information from General Ledger and one to publish payroll results to General Ledger.

Before using the integration between Payroll for North America and EnterpriseOne General Ledger, configure the Integration Broker nodes and activate the appropriate queues, handlers, and routings for these service operations:

Service Operation	Description
BUS_UNIT_GL_FULLSYNC	Initial load of EnterpriseOne companies into the Enterprise Business Units GL table (BUS_UNIT_TBL_GL). This service operation additionally: • Spawns the BUS_UNIT_FS_SYNC service operation. • Loads the company code, effective date, effective status, and description into the Controlling Area table (HPYP_CNTRL_AREA).
BUS_UNIT_GL_SYNC	Incremental updates of the Enterprise Business Units GL table. It performs the same additional functions as the corresponding fullsync service operation.
BUS_UNIT_FS_SYNC	Internal Enterprise service operation that is spawned from the subscription to BUS_UNIT_GL_FULLSYNC and BUS_UNIT_GL_SYNC. Imports or updates the company description into the PS/Financials Business Units table (BUS_UNIT_TBL_FS).
COST_CENTER_FULLSYNC	Initial load of EnterpriseOne business units into the Enterprise Cost Center table (HPYP_CC_TBL).
COST_CENTER_SYNC	Incremental updates of the Enterprise Cost Center table.
ACCOUNT_CHARTFIELD_FULLSYNC	Initial load of the EnterpriseOne Account Master table (F0901) to the Enterprise GL Accounts table (GL_ACCOUNTS_TBL).
ACCOUNT_CHARTFIELD_SYNC	Incremental additions to the Enterprise GL Accounts table.
MARKET_RATE_REQ	Enterprise queries EnterpriseOne for currency exchange rate multiplier or divider.
MARKET_RATE_SYNC	EnterpriseOne replies and Enterprise updates the Market Rate Data table (RT_RATE_TBL).
PAYROLL_ACCTG_TRANSACTION	Enterprise Payroll for North America publishes accounting data to EnterpriseOne.
PAYROLL_TRANSACTION_REPLY	EnterpriseOne notifies Enterprise Payroll for North America of success or error in loading table F0911Z1.

Configuring the Target Product and System

This section provides overviews of target product and system configuration and account balancing defaults, lists common elements, and discusses how to:

- Configure the target product.
- Configure the target system.

Understanding Target Product and System Configuration

This table defines the terminology used in this section:

Target system	A specific GL installation that is represented by an Integration Broker node. It indicates to what target system the payroll accounting lines are to be sent, which is the database that runs the general ledger application.
Target product	The target general ledger product to which payroll data is to be posted on the specified target system.

Here is a summary of the configuration steps:

1. Assign processing defaults for a target product on the Configure Target Product page.
2. Associate the target product with a target system by selecting the target product on the Configure Target System page.

You can update the processing options for the target product on this page.

3. Associate the target system with the general ledger business unit by selecting the Integration Broker node (target system) on the Configure GL Business Unit page.

This step associates accounting lines with the target system because each accounting line has the general ledger business unit as a required field.

Understanding Account Balancing Defaults

You specify two default configuration options related to account balancing:

- **Balance Accounting Lines**

Specify whether or not to balance accounts for the business unit before posting them to general ledger.

- **Selected:**

If you select the balancing option, the posting process calculates whether the debits equal the credits for each business unit.

- **Not selected:**

If you do not select the balancing option, the system does not perform balancing calculations before posting the accounts.

- **Book to Suspense Account**

If you select the Balance Accounting Lines option, you further specify whether or not to post unbalanced amounts to a suspense account when the credits do not equal debits for a general ledger business unit.

- **Selected:**

If you select this option, you must specify a suspense account number on the Configure GL Business Unit page. When the debits and credits are not equal, the system creates a new accounting line containing the unbalanced amount and the specified suspense account.

- **Not selected:**

If you did not select this option and the accounts do not balance, no accounts are posted for the entire run ID and an error message informs you that the amounts for the general ledger business unit do not balance.

Note. If you select this option but do not specify a suspense account for the general ledger business unit, the system will issue an error message and no accounts will be posted if the accounts do not balance.

You select the default processing options for the general ledger system on the Configure Target Product page. You can modify the defaults on the Configure Target System page. You can override the target system processing options on the run control page when you run the process to post the accounting lines.

Common Elements Used in this Section

Consolidate Accounting Lines

If you're processing accounting lines in Payroll for North America, select this check box if you want the system to consolidate accounting lines before posting. With consolidation, the data is summarized for lines that are identical other than amount and line number.

Accounting lines are automatically consolidated for Global Payroll.

Balance Accounting Lines

Select this check box if you want the system to calculate whether the debits equal the credits for each general ledger business unit.

Book to Suspense Account

This field is available for entry if you select *Balance Accounting Lines*.

Select *Book to Suspense Account* to post unbalanced amounts to a suspense account when the credits do not equal debits. If selected, you must specify a suspense account number on the Configure GL Business Unit page.

Pages Used to Configure the Target Product and System

Page Name	Definition Name	Navigation	Usage
Configure Target Product	HPIP_CONFIG_PRD	Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Configure Target Product, Configure Target Product	Assign processing defaults for the target product.
Configure Target System	HPIP_TGT_SYS_GL	Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Configure Target System, Configure Target System	Select the target product for the target and update the processing options for the target product.

Configuring the Target Product

Access the Configure Target Product page (Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Configure Target Product, Configure Target Product).

Configure Target Product

Product: Enterprise One
 Product Release: 8.11

Maximum Lines Chunking Limit

☒ **Set Chunking Limit**

Max Number of Accounting Lines: 9999

Default Processing Options

☒ **Consolidate Accounting Lines**
☒ **Balance Accounting Lines**
☒ **Book to Suspense Account**

Configure Target Product page

Maximum Lines Chunking Limit

Set Chunking Limit

Select if you want the system to chunk the data when the number of accounting lines exceeds the maximum of the target product.

Max Number of Accounting Lines
(maximum number of accounting lines)

This field is available for entry if you select *Set Chunking Limit*. Enter the maximum number of accounting lines that the target product can accept.

Configuring the Target System

Access the Configure Target System page (Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Configure Target System, Configure Target System).

When you access the page, select the PeopleSoft Integration Broker node that you defined for the integration with EnterpriseOne. The node represents the target system.

Configure Target System

Message Node Name: PSFT_E1

Target System Details

Find | View All | First | 1 of 1 | Last

*Effective Date: 01/01/2000

*Description: PSFT_E1

*Product: Enterprise One

*Product Release: 8.11

Processing Options

☒ Consolidate Accounting Lines

☒ Balance Accounting Lines

☒ Book to Suspense Account

Configure Target System page

Target System Details

The default processing options that you selected on the Configure Target Product page are the default values on this page. You can update the processing options here. You can also override the processing options on the process run control page when you post the accounting lines.

Product

Select EnterpriseOne as the target general ledger product to which payroll data is to be posted on this target system.

Product Release

Select the release number of the product.

Configuring and Mapping Business Units

This section lists a prerequisite and discusses how to:

- Configure GL business units.

- Map GL business units to HR business units.

Note. In this integration, GL business units are the EnterpriseOne companies that you loaded into the BUS_UNIT_TBL_GL table.

Prerequisite

For each GL business unit (EnterpriseOne company), create a distinct setID that you want to use for the accounts that are received from EnterpriseOne for that company (GL business unit).

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Working with System Data Regulation in HRMS," Understanding PeopleSoft HRMS System Data Regulation

Pages Used to Configure and Map Business Units

Page Name	Definition Name	Navigation	Usage
Configure GL Business Unit	HPIP_ADMIN_GL	Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Configure GL Business Unit, Configure GL Business Unit	Set up additional parameters for the general ledger business unit.
Business Unit Reference	BUS_UNIT_TBL_HR2	Set Up HRMS, Foundation Tables, Organization, Business Unit, Business Unit Reference	Enter the general ledger business unit that corresponds to each of the HR business units.

Configuring GL Business Units

Access the Configure GL Business Unit page (Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Configure GL Business Unit, Configure GL Business Unit).

Configure GL Business Unit

General Ledger Unit: US001 US001 NEW YORK OPERATIONS

GL Business Unit Details

Find | View All First 1 of 1 Last

*Effective Date: 07/20/2007

Target System for Posting

*Node Name: PSFT_E1

PSFT_E1

Accounts

*GL Steed for Accounts: SHARETable Set shared across Corp

Clearing Account: 111100Unrealized Gain ForwardFX

Suspense Account: 120000Accounts Receivable - Control

*Journal Template: PTMPLT

Default Cost Center

Controlling Area: CA1

Cost Center ID: CC_1

Configure GL Business Unit page

General Ledger Unit

Each company that you imported from EnterpriseOne is available as a general ledger unit in the search page.

Target System for Posting

Node Name

Select the PeopleSoft Integration Broker node that you defined as the target system for this integration.

Accounts

GL SetID for Accounts
(general ledger setID for accounts)

Enter the setID that you want to use for the accounts that are received from EnterpriseOne for this company (GL business unit).

Clearing Account

Enter the account to be used for balancing the account when the data must be sent in chunks due to exceeding the maximum lines (9999) that can be sent per posting. The deltas per chunk are held in this clearing account and must balance when all chunks of the posting are posted.

Suspense Account	Enter the account to be used for posting the delta amount if the debits and credits do not balance for each general ledger business unit. The delta is posted to an additional general ledger line with the suspense account code. Available accounts are only those with account type Expense.
Journal Template	You can select a valid template ID or enter a new value. When you save this page: • If the journal template ID did not exist previously, it is generated in the Journal Generator Template table (JRNLGEN_APPL_ID) using the value that you enter here. • In the GL Journal Template table (GL_JRNL_TMPLT), the journal template ID is associated with the GL business unit and effective date that you enter on this page.
Default Cost Center	
Select the default cost center to be assigned when the accounting line does not contain sufficient data to identify the correct cost center.	
Controlling Area	Select the controlling area. Available values are the company codes entered into the Enterprise Controlling Area table when EnterpriseOne companies were imported.
Cost Center ID	Select a cost center. The available values are the EnterpriseOne business units that you imported into the Enterprise Cost Center table.

Mapping GL Business Units to HR Business Units

Access the Business Unit Reference page (Set Up HRMS, Foundation Tables, Organization, Business Unit, Business Unit Reference).

Business Unit

Business Unit Reference

Business Unit:

US001

GBI BU for US001

Business Unit Cross Reference

Asset Management Business Unit:		AR Business Unit:	
Order Management Business Unit:		AP Business Unit:	
Balancing Business Unit:		PO Business Unit:	
Budgeting Business Unit:		Business Unit PC:	US001
Billing Business Unit:		General Ledger Unit:	US001
Inventory Business Unit:			

Business Unit Reference page

General Ledger Unit

Select the general ledger business unit that corresponds to the HR business unit that you selected when you accessed the page. Available GL business units are from the BUS_UNIT_TBL_GL table.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Organization Foundation Tables," Defining Business Units

Mapping Cost Centers and Accounts to the Payroll for North America System

To map cost centers, use the Map Departments to Cost Centers component.

This section discusses how to:

- Map cost centers to department and setID.
- Group expense activities.
- Map expense groups to GL accounts.

Pages Used to Map Cost Centers and Accounts to the Payroll for North America System

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Map Departments to Cost Center	HPIP_DEPT_CC_MAP	Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Map Departments to Cost Center, Map Departments to Cost Center	Map departments and setIDs to cost centers for Payroll for North America.
Earnings Expenses	PYGL_ACTIVE_ERNGRP	Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Earnings Expenses	Group earnings codes into expense groups.
Deduction Expenses	PYGL_ACTIVE_DEDGRP	Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Deduction Expenses	Group deduction codes into expense groups.
Tax Expenses	PYGL_ACTIVE_TAXGRP	Set Up HRMS, Product Related, Payroll for North America, GL Interface, GL Activity Grouping, Tax Expenses	Group taxes into expense groups.
Earnings Mapping	PYGL_CO_CF_MAPERN	- Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, Earnings Mapping - Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Earnings Mapping	Specify mapping level and map earnings expense groups to ChartField combinations.

Page Name	Definition Name	Navigation	Usage
Deductions Mapping	PYGL_CO_CF_MAPDED	- Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, Deductions Mapping - Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Deductions Mapping	Specify mapping level and map deduction expense groups to ChartField combinations.
U.S. Tax Mapping	PYGL_CO_CF_MAPTAX	Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping USA, U.S. Tax Mapping	Specify mapping level and map U.S. tax expense groups to ChartField combinations.
Canadian Tax Mapping	PYGL_CO_CF_MAPCTX	Set Up HRMS, Product Related, Payroll for North America, GL Interface, ChartField Expense Mapping CAN, Canadian Tax Mapping	Specify mapping level and map Canadian tax expense groups to ChartField combinations.

Mapping Cost Centers to Department and SetID

Access the Map Departments to Cost Center page (Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Map Departments to Cost Center, Map Departments to Cost Center).

Map Departments to Cost Center

Controlling Area: KW01 Controlling Area 1

Cost Center ID: 10000 Human Resources

Cost Center Mappings Find | View All | First 1 of 1 Last

*Effective Date: 08/29/2009 

Departments for Cost Center Customize | Find | View All | First 1 of 1 Last

	*Set ID	Description	*Department	Description		
1						

Map Departments to Cost Center page

- Controlling Area** Select a controlling area when you access the page. Available values are the company codes entered into the Enterprise Controlling Area table when EnterpriseOne companies were imported into the Enterprise Business Unit GL table. You can view controlling areas on the View Controlling Areas page in the Common GL Objects menu.
- Cost Center ID** Select a cost center when you access the page. The available values are the EnterpriseOne business units that you imported into the Enterprise Cost Center table. You can view cost centers on the View Cost Centers page in the Common GL Objects menu.
- SetID** Select the setID for the department to be mapped. All setIDs are available for selection.
- Department** Enter the department to be mapped to the cost center selected when you entered the page.

Grouping Expense Activities

See [Chapter 23, "Integrating with Enterprise General Ledger," Grouping Earnings, Deduction, and Tax Expenses, page 804.](#)

Mapping Expense Groups to GL Accounts

See [Chapter 23, "Integrating with Enterprise General Ledger," Mapping Expense Groups to ChartField Combinations, page 809.](#)

Retrieving Currency Exchange Rates

To retrieve currency exchange rates, use the Request Market Rates (HIE1_MKT_RT_RNCTL) component.

This section provides overviews of currency market rates integration and currency rounding and discusses how to request market rates.

Understanding the Currency Market Rates Integration

Currency market rates must be synchronized between Payroll for North America and the EnterpriseOne financial system, which is the master for market rates. Use the same run control page to either schedule the synchronization or manually request it.

Note. Currency cross referencing must be set up in PeopleSoft EnterpriseOne's XPI Cross-Reference database before you use this process to synchronize market rates.

Here is a brief description of the processing:

1. A Payroll for North America user requests market rates, specifying a currency or range of currencies and a date on the run control page.

Use the page in the Set Up HRMS, Common Definitions, GL Integrations, Common GL Objects, Payroll to E1 General Ledger menu.

The Market Rate Import Application Engine process (HI_MKT_RT) creates the MARKET_RATE_REQ service operation, converts it to a synchronous service operation, and publishes it.

2. The Integration Server sends back the MARKET_RATE_SYNC response service operation containing the market rates available for the specified currency pairs and date.

Either the multiplier or divisor is populated in the message, based on the calculation method and currency conversion method in the record. The other rate is initialized to 1.0.

3. The MARKET_RATE_SYNC service operation updates the Enterprise Market Rate Data table (RT_RATE_TBL).

Note. You must set all market rates that you will use in EnterpriseOne and sync up those rates with Enterprise. Processing payroll transactions with currencies for which market rates are set up in Enterprise and not in EnterpriseOne will produce invalid data in EnterpriseOne.

If a query is made to a currency exchange rate that does not exist in EnterpriseOne for the date specified, no data is returned in the reply.

Understanding Currency Rounding

If you are keeping amounts in different currencies on both the detail and sum (balance) level, there is a potential for rounding discrepancies because the system converts single amounts, sums them up for balancing, and then converts the sum. As a result, the converted amount of the sum does not equal the sum of the single conversions. To avoid this, you must select the Balance Accounting Lines check box on the Configure Target Product and Configure Target System pages.

When the Balance Accounting Lines check box is selected:

- All amounts are posted in both the payroll and the GL currency.

Primarily, balancing is enforced in the payroll currency.

Note. This is standard processing, whether or not you select the Balance Accounting Lines check box.

- If the payroll currency differs from the GL currency, a new accounting line for rounding adjustment is created for each segment that is sent to GL.

This prevents rounding differences that might cause the amounts to be out of balance in the GL currency.

- The accounting line is created once per chunk.
- It is created only if the Balance Accounting Lines check box is selected and the payroll currency differs from the currency of the GL business unit.
- The new accounting line contains the rounding adjustment in the GL currency.

The amount in the payroll currency is 0.

- The system assigns to the new accounting line to the suspense account specified on the Configure GL Business Unit page.

If no suspense account has been specified for the GL business unit, the rounding adjustment entry is not created.

- The description field says *Rounding Adjustment Entry*.

See Also

Chapter 24, "Integrating with EnterpriseOne General Ledger," Understanding Account Balancing Defaults, page 826

Chapter 24, "Integrating with EnterpriseOne General Ledger," Configuring GL Business Units, page 830

Page Used to Request Market Rates

Page Name	Definition Name	Navigation	Usage
Request Market Rates	HIE1_MKT_RT_RNCTL	Set Up HRMS, Common Definitions, GL Integrations, Payroll to E1General Ledger, Request Market Rates, Request Market Rates	Query market exchange rates from the EnterpriseOne financials system. Either schedule the request or enter an ad hoc request.

Requesting Market Rates

Access the Request Market Rates page (Set Up HRMS, Common Definitions, GL Integrations, Payroll to E1General Ledger, Request Market Rates, Request Market Rates).

Request Market Rates page

Request Date

Enter the current date.

To accommodate requests scheduled through PeopleSoft Process Scheduler, the system always overrides the entered request date with the current system date.

Rate Type

Select the rate type under which the imported values are to be stored in the Enterprise table. Values are established on the Market Rate Data table (RT_TYPE_TBL).

Market Rate Index	Select the market rate index under which the imported values are to be stored in the Enterprise table. Values are established on the Market Rate Index table (RT_INDEX_TBL). The default value is MODEL.
Target System	Select the node that you established for the integration with EnterpriseOne.
From Currency Range	Define the alphabetical range of currencies from which you're requesting the exchange rate. For example, from GBP – RUR. For a single from currency, select the same currency in both fields.
To Currency Range	Define the alphabetical range of currencies to which you're requesting the exchange rate. For a single to currency, select the same currency in both fields. For example, to EUR – EUR.

The system retrieves the market rate for each currency code pair that falls alphabetically in the from and to currency ranges that you specify.

See Also

PeopleSoft Enterprise Human Resources PeopleBook: Enterprise Components

Preparing and Posting Accounting Lines to EnterpriseOne General Ledger

This section provides an overview of GL Interface processing steps and discusses how to:

- Generate Payroll for North America accounting lines.
- Post Payroll for North America accounting lines.
- View the transaction status.
- Reset Payroll for North America accounting transactions.

Understanding GL Interface Processing Steps

After each confirmed payroll run, you:

1. Calculate and confirm payroll.
2. Synchronize currency exchange rates if needed.
3. Run the GL Interface (general ledger interface) PSJob process (PAYGL01), which creates the payroll accounting lines and enters them on the HR Accounting Line table.

4. 4. Run the PNA Posting for GL Application Engine process (HI_NA_POST) to publish the data to EnterpriseOne General Ledger.

EnterpriseOne General Ledger processes the data when it is received.

GL Interface Process Description

You can run the GL Interface Application Engine process (PAYGL01) in one step or two separate steps:

- (Optional) Prepare the distribution without generating the HR accounting lines.
Review and update the distribution results in the Review Payroll Distribution component.
- (Required) Generate the HR accounting lines.

You can bypass the distribution step and directly create the accounting lines.

Posting for E1 GL Process Description

When you run the PNA Posting for GL process (HI_NA_POST), the system performs the following processing steps:

1. Consolidates accounting lines if the Consolidate Accounting Lines option is selected as a target system default or as a run parameter override.

See [Chapter 24, "Integrating with EnterpriseOne General Ledger," Configuring the Target Product and System, page 826.](#)

2. Determines the cost center:

- Enters the cost center on the accounting line.
- Assigns the default cost center to transactions that do not have the DEPTID chartfield assigned.

3. Checks debit and credit balances if the balancing option is selected:

If they do not match, creates a suspense entry if a suspense account is defined for the GL business unit or generates an error without posting accounts if the suspense account option is not selected or the account is not defined.

If the foreign total amount nets to zero and domestic total amount does not, it assumes currency rounding and forces the domestic amount to net to zero.

See [Chapter 24, "Integrating with EnterpriseOne General Ledger," Understanding Currency Rounding, page 838.](#)

4. Creates and publishes the PAYROLL_ACCTG_TRANSACTION XML service operation.

Note. You must set up the pay run IDs so that GL business units that integrate with EnterpriseOne are not combined in the same pay run ID with GL business units that do not integrate with EnterpriseOne.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Pay Calendars," Creating Pay Run IDs.

Pages Used to Prepare and Post Payroll Accounting Lines

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Non Commitment Accounting Information	RUNCTL_PAYGL01	Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Accounting Info, Non Commitment Accounting Information	Run the GL Interface process (PAYGL01A) to create payroll accounting lines in the HR Accounting Lines table.
Earnings	PAY_NACHK_DIST_ERN	Payroll for North America, Payroll Processing USA, Produce Payroll, Review Payroll Distribution, Earnings Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Payroll Distribution, Earnings	View and update the distribution of payroll earnings.
Net Pay Liability	PAY_NACHK_NET_LIA	Click the Net Pay Liability link on the Earnings, Deductions, or Taxes page.	View and update the distribution of net pay liability and expense.
Deductions	PAY_NACHK_DIST_DED	Payroll for North America, Payroll Processing USA, Produce Payroll, Review Payroll Distribution, Deductions Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Payroll Distribution, Deductions	View and update the distribution of payroll deductions.
Deduction Liability	PAY_NCHK_NET_LIA	Click the Deduction Liability link on the Deductions page.	View and update the distribution of deduction liability and expense.
Taxes	PAY_NACHK_DIST_TAX	Payroll for North America, Payroll Processing USA, Produce Payroll, Review Payroll Distribution, Taxes	(USA) View and update the distribution of payroll taxes.
Taxes (CAN)	PAY_NACHK_DIST_CTX	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review Payroll Distribution, Taxes	(CAN) View and update the distribution of payroll taxes.

Page Name	Definition Name	Navigation	Usage
Tax Liability	PAY_NCHK_NET_LIA	Click the Tax Liability link on the Taxes page.	Use this page to view and update the distribution of tax liability.
Non-Commit Posting for GL	HPIP_NA_PST_RUN	Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Posting for GL, Non-Commit Posting for GL	Run the PNA Posting for GL process to prepare the accounting lines for posting and post them to EnterpriseOne General Ledger.
View GL Transaction Status	HPIP_PRCSTAT	Payroll for North America, Payroll Distribution, Prepare GL Information, Review GL Transaction Status, View GL Transaction Status	View the transaction reply indicating the status of the data load into the EnterpriseOne staging table.
Non-Commit Reset Processing	PRCSRUNCNTL_NLC	Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Reset Processing, Non-Commit Reset Processing	Reset the Payroll for North America GL Interface PSJob process (PAYGL01A) before rerunning the process when reposting is necessary due to errors.

Generating Payroll for North America Accounting Lines

See [Chapter 23, "Integrating with Enterprise General Ledger," Generating Payroll for North America Accounting Lines, page 819.](#)

Posting Payroll for North America Accounting Lines

Access the Non-Commit Posting for GL page (Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Posting for GL, Non-Commit Posting for GL).

Non-Commit Posting for GL

Run Control ID: 001

[Report Manager](#)[Process Monitor](#)

Run

Pay Run

Pay Run ID:

or

Pay Calendar

Company:

Pay Group:

Pay End Date:

Processing Options

☐ Override Indicator

☐ Consolidate Accounting Lines

☐ Balance Accounting Lines

☐ Book to Suspense Account

Non-Commit Posting for GL page

Enter the pay run ID that you want to process or specify the parameters to process an individual pay calendar.

Pay Run ID	You can select only from pay run IDs for which the GL Interface process has been run and the Posting for E1 GL process has not been run. If you need to reprocess a pay run ID, you must first run the GL Reset Run Flag process. The pay run ID cannot contain any GL business units that do not integrate with EnterpriseOne general ledger.
Override Indicator	Select to override the balance options set for the target product on the Configure Target System page. The other fields in this group box are available for entry only if <i>Override Indicator</i> is selected.
Balance Accounting Lines.	Select this check box if you want the system to calculate whether the debits equal the credits for each general ledger business unit.
Book to Suspense Account	This field is available for entry if you select <i>Balance Accounting Lines</i>. Select <i>Book to Suspense Account</i> to post unbalanced amounts to a suspense account when the credits do not equal debits. If selected, you must specify a suspense account number on the Configure GL Business Unit page.

Note. If two instances of the same payroll posting process run in parallel, such as each company within an organization processing Payroll for North America pay groups at the same time, there can be conflicts on the staging tables. To avoid such conflicts, run the posting process in series rather than in parallel.

See Also

Chapter 24, "Integrating with EnterpriseOne General Ledger," Understanding Account Balancing Defaults, page 826

Viewing the Transaction Status

Access the View GL Transaction Status page (Payroll for North America, Payroll Distribution, Prepare GL Information, Review GL Transaction Status, View GL Transaction Status).

Return Code

Possible return codes are:

0: Successful load on E1: No further action is required.

1: Account Number Mismatch: The account number of one of the lines of the payroll transaction does not match an account number previously assigned and cross-referenced during the Account initial or incremental load. No insert into the Z1 staging table was attempted.

2: Inserting Error: The insert of the lines of the payroll transaction into the Z1 staging tables failed due to some problem, such as a primary key was omitted. No lines were inserted into the Z1 staging table.

Resetting Payroll for North America Accounting Transactions

See Chapter 23, "Integrating with Enterprise General Ledger," Understanding the GL Reset Run Flag SQR Report Process (GLXRESET), page 817.

Chapter 25

Integrating with PeopleSoft Payables

This chapter provides an overview of the interface with Payables and discusses how to:

- Set up the Payables interface.
- Maintain vendor information.
- Extract deductions.
- Review and send vouchers.

Understanding the Interface with Payables

This section discusses:

- Processing overview.
- Voucher records.
- Integration points.

Processing Overview

Payroll for North America enables you to send taxes, benefits, garnishments, and voluntary deductions withheld from employee paychecks directly to Payables for payment. Payables issues payments in the form of checks or electronic funds transfers, as required by the third-party, and makes the appropriate general ledger entries.

This diagram illustrates the Payables interface processing for sending deductions to PeopleSoft Payables:

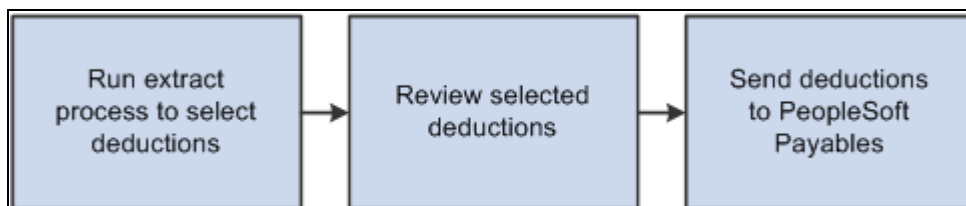


Illustration showing the process for selecting and sending deductions to PeopleSoft Payables

Note. The pay run must be confirmed before extracting deductions. In addition, the Non-Commitment Accounting GL Interface process (PAYGL01 or PAYGL01A), the Commitment Accounting Actuals GL interface process (PAYGL02 or PAYGL02A), or the Distribute Payroll Data for AP process (PAYGL01 or PAYGL01A) must be processed successfully before extracting deductions.

To extract and send deduction vouchers to Payables:

1. Run one or more extract processes to move selected deductions into temporary tables for viewing.

You can extract nontax deductions; U.S. federal, state, or local taxes; or Canadian taxes.

The system updates the AP Status field on the Review Paycheck component (PAY_CHECK) with an *X* to indicate that the deduction has been extracted for payment through Payables.

2. Review and validate proposed payments.

- The Review AP Extract-Headers - Review AP Extract-Lines page displays summary data by vendor.
- The Review AP Extract-Lines - Review AP Extract-Lines page displays details of deductions.
- The AP Extract Audit report (PAYXTRCT) lists details of extracted nontax deductions.

3. Send vouchers to Payables.

Run the Send Vouchers to AP process (PYAP_VCHPOST), which creates and sends the vouchers to Payables.

The system updates the AP Status field on the Review Paycheck component (PAY_CHECK) with an *S* to indicate that the deduction has been sent and clears deductions from the temporary tables.

4. Review the PeopleSoft Integration Broker Service Operations Monitor to confirm that the voucher records were successfully sent.

See Also

[Chapter 25, "Integrating with PeopleSoft Payables," Extracting Deductions, page 852](#)

[Chapter 25, "Integrating with PeopleSoft Payables," Reviewing and Sending Vouchers, page 862](#)

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Voucher Records

The vouchers that are sent to Payables contain three records: VOUCHER, VOUCHER_LINE, and DISTRIB_LINE. Fields of interest in each of these records are listed in the following table. The table lists only a subset of the fields in each record:

<i>VOUCHER</i>	<i>VOUCHER_LINE</i>	<i>DISTRIB_LINE</i>
BUSINESS_UNIT	BUSINESS_UNIT	BUSINESS_UNIT

VOUCHER	VOUCHER_LINE	DISTRIB_LINE
VOUCHER_ID	VOUCHER_ID	VOUCHER_ID
INVOICE_ID	VOUCHER_LINE_NUM	VOUCHER_LINE_NUM
INVOICE_DT	TOTAL_DISTRIBS	DISTRIB_LINE_NUM
VENDOR_SETID	MERCHANDISE_AMT	BUSINESS_UNIT_GL
VENDOR_ID		ACCOUNT
VNDR_LOC		MERCHANDISE_AMT
ADDRESS_SEQ_NUM		
ORIGIN		
VCHR_TTL_LINES		
GROSS_AMT		
DUE_DT		
REMIT_ADDR_SEQ_NUM		
EIN_FEDERAL		
EIN_STATE_LOCAL		

Integration Points

Before using the integration between Payroll for North America and Enterprise Payables, configure the Integration Broker local node and activate the queues, handlers, and routings for these service operations:

Service Operation	Description
VENDOR_FULLSYNC	Payables publishes complete data from the VENDOR and related tables and Payroll for North America subscribes.

<i>Service Operation</i>	<i>Description</i>
VENDOR_SYNC	Payables publishes incremental update data from the VENDOR and related tables and Payroll for North America subscribes.
VOUCHER_BUILD	Payroll for North America publishes data to the VOUCHER, VOUCHER_LINE, and DISTRIB_LINE tables and Payables subscribes.

Note. To research the technical details of any integration point used by PeopleSoft applications, refer to the Interactive Services Repository on My Oracle Support.

See Also

Interactive Services Repository in the Implementation Guide section of My Oracle Support.

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Working with Integration Points in Enterprise HRMS"

Enterprise PeopleTools PeopleBook: Integration Broker

PeopleSoft Enterprise Human Resources PeopleBook: Enterprise Components

Setting Up the Payables Interface

Perform the following setup steps when you implement Payroll for North America and on an ongoing basis, as needed, to maintain the accuracy of your deduction records:

1. (Optional) Specify the invoice prefix on the Installation Table (INSTALLATION_TBL) - Product Specific page.

The character you put in the AP Inv. Prefix field is used as a prefix on all invoices coming from PeopleSoft HRMS.

2. Specify payroll tax extraction on the Company (COMPANY_TABLE) - Default Settings page.

Select the Pay Taxes through AP check box if you plan to use the interface with Payables to extract payroll taxes.

3. Define general and benefit deductions.

For both general and benefit deductions, you must define when each deduction is to be paid. For example, you might want Payables to pay some deductions every time they are calculated and pay other deductions only when the goal balance has been met.

4. Define vendors in Payables and publish them to the PeopleSoft HRMS database.

See [Chapter 25, "Integrating with PeopleSoft Payables," Maintaining Vendor Information, page 852.](#)

5. Link deduction definitions to vendors and define when deductions are to be paid.

All deductions to be paid by Payables must be linked to a vendor.

- To link nontax deductions (benefits, general deductions, garnishments) to vendors, complete the SetID and Vendor ID fields on the Benefit Plan Table page, Garnishment Spec Data 2 page, and General Deduction Table page.
- To determine which deductions to retrieve for Payables, use the Pay Mode and AP Payment Date Type fields on the Benefit Plan Table page, Garnishment Spec Data 7 page, and General Deduction Table page.

The Garnishment Spec Data 7 page also includes a Separate AP Payment check box that you use to control whether to generate separate checks when there are multiple garnishments for the same vendor.

- To link U.S. tax deductions to vendors:

Use the Tax Type Table page to define the tax types paid to a vendor

Link each tax type to the appropriate vendor and tax classes on the AP State Tax Types/Classes Table page or the AP Local Tax Types/Classes page.

- To link Canadian tax deductions to vendors, use the Canadian Tax Type Table page.

6. Set up ChartFields for the GL (general ledger) interface.

If your organization uses noncommitment accounting, set up the grouping and mapping of expense ChartField for PeopleSoft Enterprise GL (General Ledger) Interface

See [Chapter 23, "Integrating with Enterprise General Ledger," page 795.](#)

If your organization uses commitment accounting, set up commitment accounting control tables.

See *PeopleSoft Enterprise Human Resources PeopleBook: Manage Commitment Accounting*

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up and Installing PeopleSoft HRMS"

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Organization Foundation Tables"

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Vendors"

[Chapter 5, "Defining Deductions," page 125](#)

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits, "Setting Up Benefit Plans," Defining Benefit Plans

[Chapter 12, "Administering Garnishments," page 407](#)

[Chapter 2, "Setting Up Payroll Tax Tables," Setting Up Tax Types for PeopleSoft Enterprise Payables Integration, page 62](#)

Maintaining Vendor Information

This section provides an overview of maintaining vendors and discusses how to run the AP Vendor Listing report.

Understanding Vendor Maintenance

Each benefit provider, garnishment collector, tax authority, or other entity that receives employee deductions must have a valid Vendor ID. Vendor IDs created in the PeopleSoft Financials database can be viewed on the AP Vendor Listing report and in the Vendor table.

Note. If you are using Payables, it is highly recommended that you do not set up data in the HRMS Vendor tables. This information should be set up in the Vendor tables in the PeopleSoft Financials database and sent to HRMS through the VENDOR_FULLSYNC and VENDOR_SYNC service operations in PeopleSoft Integration Broker. If updates occur on the HRMS vendor tables and do not get updated on the vendor tables in the PeopleSoft Financials database, the interface outcome could be unpredictable. Corrections and updates to vendor information should occur only in the PeopleSoft Financials database.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Vendors"

Page Used to Run the AP Vendor Listing Report

Page Name	Definition Name	Navigation	Usage
AP Vendor Listing (accounts payable vendor listing)	RUNCTL_PAYVNDR	Payroll for North America, Payroll Distribution, Accounts Payable Information, AP Vendor Listing, AP Vendor Listing	Generate the PAYVNDR report that prints a listing of all vendors, up to a given date.

Extracting Deductions

This section lists prerequisites and common elements and discusses how to:

- Extract nontax deductions.
- (USA) Extract federal tax deductions.
- (USA) Extract state tax deductions.
- (USA) Extract local tax deductions.

- (CAN) Extract Canadian tax deductions.

See Also

Chapter 25, "Integrating with PeopleSoft Payables," Processing Overview, page 847

Prerequisites

Before you can extract deductions, you must:

- Confirm the pay run.
- Run GL interface processing to prepare the data.

The process you run to prepare the data depends upon your organization's system of accounting and general ledger system.

This table describes the required processing under various conditions:

<i>Your Organization Uses</i>	<i>Required Processing</i>	<i>Processing Description</i>
Non-commitment accounting with PeopleSoft GL Interface.	Run the Non Commitment Accounting Information PSJob process (PAYGL01–E&G, or PAYGL01A), after each pay run is confirmed.	Prepares ChartField information for each deduction transaction and stores it in tables such as PAY_NA_DED_LIAB, PAY_NA_TAX_LIAB, and PAY_NA_CTX_LIAB for the tax and non-tax deduction extraction processes to access.
Commitment accounting with PeopleSoft GL Interface.	Run the Commitment Accounting Actuals PSJob process (PAYGL02 — E&G, or PAYGL02A) Actuals GL Interface) after each pay run is confirmed.	Prepares ChartField information for each deduction transaction and stores it in tables such as PAY_DED_LIAB_AP, PAY_TAX_LIAB_AP, and PAY_CTX_LIAB_AP for the tax and non-tax deduction extraction processes to access.
PeopleSoft Enterprise Payables but does not use PeopleSoft GL Interface .	Run the Distribute Payroll Data for AP SQR process (General Ledger Interface - PAYGL01) after each pay run is confirmed.	Prepares ChartField information for each deduction transaction and stores it in tables such as PAY_NA_DED_LIAB, PAY_NA_TAX_LIAB, and PAY_NA_CTX_LIAB for the tax and non-tax deduction extraction processes to access.

See Also

Chapter 23, "Integrating with Enterprise General Ledger," page 795

PeopleSoft Enterprise Human Resources PeopleBook: Manage Commitment Accounting

Common Elements Used in this Section

Tax Period End Date	Enter the end date for the tax period. To be selected for payment, the paycheck date for tax deductions must be equal to or before the tax period end date. (The paycheck date populates the Pay Tax records after a pay run is confirmed).
Payment Date	Enter the date to appear on the voucher in Payables. This is the date when AP actually pays the taxes.

Pages Used to Extract Deductions

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Non Commitment Accounting Information	RUNCTL_PAYGL01	Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Accounting Info, Non Commitment Accounting Information	If you use non-commitment accounting with PeopleSoft general ledger, prepare ChartField information for each deduction transaction and store it in tables for the tax and non-tax deduction extraction processes to access.
Payroll Data Distribution for AP	RUNCTL_PAYGL01	- Payroll for North America, Payroll Processing USA, Produce Payroll, Distribute Payroll Data for AP, Payroll Data Distribution for AP - Payroll for North America, Payroll Processing CAN, Produce Payroll, Distribute Payroll Data for AP, Payroll Data Distribution for AP	If you use PeopleSoft Payables but not PeopleSoft General Ledger, prepare ChartField information for each deduction transaction and store it in tables for the tax and non-tax deduction extraction processes to access.
GL Interface - Commitment Accounting Actuals	RUNCTL_PAYGL02	Payroll for North America, Payroll Distribution, Provide GL Information, Commitment Accounting Actuals, GL Interface - Commitment Accounting Actuals	If you use commitment accounting with PeopleSoft general ledger, prepare ChartField information for each deduction transaction and store it in tables for the tax and non-tax deduction extraction processes to access.

Page Name	Definition Name	Navigation	Usage
Non-Tax Deductions Extract	RC_X_DEDS	Payroll for North America, Payroll Distribution, Accounts Payable Information, Non-Tax Deductions Extract, Non-Tax Deductions Extract	Select the nontax deductions to send to Payables for payment and start the PY-AP Extraction - Deductions (payroll-accounts payable extraction - deductions) Application Engine process (PYAP_XDEDN).
CA Non-Tax Deductions Extract (commitment accounting non-tax deductions extract)	RC_X_DEDS	Payroll for North America, Payroll Distribution, Accounts Payable Information, CA Non-Tax Deductions Extract, CA Non-Tax Deductions Extract	For commitment accounting, select the nontax deductions to send to Payables for payment and start the PY-AP Extraction - Deductions (payroll-accounts payable extraction - deductions) Application Engine process (PYAP_XDEDNCA).
Extract AP Federal Taxes (extract accounts payable federal taxes)	RC_X_TAX_FEDERAL	Payroll for North America, Payroll Distribution, Accounts Payable Information, Extract U.S. Federal Taxes, Extract AP Federal Taxes	(USA) Select the federal tax deductions to send to Payables for payment and to start the U.S. Tax Extract Program Application Engine process (PYAP_XTAX).
Extract AP State Taxes (extract accounts payable state taxes)	RC_X_TAX_STATE	Payroll for North America, Payroll Distribution, Accounts Payable Information, Extract U.S. State Taxes, Extract AP State Taxes	(USA) Select the state tax deductions to send to Payables for payment and start the U.S. Tax Extract Program process (PYAP_XTAX).
Extract U.S. Local Taxes (extract United States local taxes)	RC_X_TAX_LOCALITY	Payroll for North America, Payroll Distribution, Accounts Payable Information, Extract U.S. Local Taxes, Extract U.S. Local Taxes	(USA) Select the local tax deductions to send to Payables for payment and start the U.S. Tax Extract Program process (PYAP_XTAX).
Extract AP Canadian Taxes (extract accounts payable Canadian taxes)	RC_XTAX_CAN	Payroll for North America, Payroll Distribution, Accounts Payable Information, Extract Canadian Taxes, Extract AP Canadian Taxes	Select the tax deductions to send to Payables for payment and to start the Canadian Tax Extract Program Application Engine process (PYAP_XCTAX).

Extracting Nontax Deductions for Payables

Access the Non-Tax Deductions Extract page (Payroll for North America, Payroll Distribution, Accounts Payable Information, Non-Tax Deductions Extract, Non-Tax Deductions Extract).

Non-Tax Deductions Extract

Run Control ID: PS

[Report Manager](#) [Process Monitor](#)

Run

Pay Mode Selection

☒ Deduct/Collect Comp./Bond Met

Pay Run ID:

KU1-04-17

 US Wk17-04

☐ Specified Date

Vendor Selection

☒ Pay All Vendors

Non-Tax Deductions Extract page

Note. The CA Non-Tax Deductions Extract page is identical to the page shown for non-commitment accounting.

Use the parameters to extract nontax deductions for the pay run ID that you specify or extract just those deductions with a pay mode set to the date that you select. You can limit your selection further by specifying particular vendors you want to pay.

Pay Mode Selection

- Deduct/Collect Comp./Bond Met**
(deducted/collection completed/bond price met)

This option is applicable if you selected Pay as Deducted, Pay when Collection Completed, or Pay When Bond Price met as the pay mode on the General Deduction table, Benefit Plan table, or Garnishment Spec (garnishment specification) table and you selected either *Check Date* or *Pay Period End Date* as the AP payment date type.
- Pay Run ID**

This field works in conjunction with the Deduct/Collect Comp./Bond Met option. It enables you to limit the extract process to a single pay run that is associated with this run control ID. Select the pay run. If the pay mode is *Pay When Collection Completed* or *Pay When Bond Price met*, deductions that meet the criteria by the end date of the pay period represented by the pay run ID are extracted.
- Specified Date**

Select to send only those nontax deductions with a check date that's before or the same as the date that you enter in the Payment Due Date field.

This option is appropriate when deductions for more than one pay period must be extracted (for example, benefit deductions that are withheld every pay period and sent to the vendor at the end of the month).

Payment Due Date This field appears only when you select the Specified Date option. Enter the date that you want to appear on the voucher. This is the date on which the Payables system pays the vendor.

Vendor Selection

Pay All Vendors By default, the system selects deductions for all vendors. To pay selected vendors only, deselect this check box. The SetID, Vendor ID, and Name fields then become available.

Vendor Info

This group box appears only if you deselect the Pay All Vendors check box. Select the vendors that you want to pay.

See Also

Chapter 5, "Defining Deductions," Specifying the Deduction Priority, page 138

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits, "Setting Up Benefit Plans"

Chapter 7, "Setting Up Garnishments," Setting up a Garnishment Deduction, page 235

(USA) Extracting Federal Tax Deductions for Payables

Access the Extract AP Federal Taxes page (Payroll for North America, Payroll Distribution, Accounts Payable Information, Extract U.S. Federal Taxes, Extract AP Federal Taxes).

Extract AP Federal Taxes

Run Control ID: PS [Report Manager](#) [Process Monitor](#) [Run](#)

Process Request Parameter(s)

*Company: Global Business Institute 9999

*Tax Period End Date:

*Payment Date:

Tax Type Information [Customize](#) | [Find](#) | [View All](#) | | [First](#) | [1 of 1](#) | [Last](#)

Tax Type	Description		
KUWHTAX	Income W/H Taxes	+	-

Extract AP Federal Taxes page

Specify which tax types to include in the extract. Only those tax deductions with a tax class that belongs to a tax type that you specify are selected for payment through Payables.

Tax Type Information

Tax Type Select the tax type. The prompt table includes only those tax types that you defined on the Tax Type Table page. You can add as many tax types as you like.

See Also

[Chapter 2, "Setting Up Payroll Tax Tables," Setting Up Tax Types for PeopleSoft Enterprise Payables Integration, page 62](#)

(USA) Extracting State Tax Deductions for Payables

Access the Extract AP State Taxes page (Payroll for North America, Payroll Distribution, Accounts Payable Information, Extract U.S. State Taxes, Extract AP State Taxes).

Extract AP State Taxes

Run Control ID: PS

[Report Manager](#) [Process Monitor](#)

Run

Process Request Parameter(s)

*Company: GBI Global Business Institute 9999

*Tax Period End Date: 12/31/2007

*Payment Date: 01/31/2008

State Selection

☐ All States

☒ Specific States

States

Find | View All | First 1 of 1 Last

State: NJ New Jersey

+

-

Tax Type Information

Customize | Find | View All | First 1 of 1 Last

Tax Type	Description		
KUUITAX	Unemployment Taxes	+	-

Extract AP State Taxes page

You can extract deductions for all or specific states. If you choose to extract deductions for a particular state, you can also limit the selection to certain tax types.

State Selection

All States

Select to extract state tax deductions for all states.

Specific States

Select to extract state tax deductions for a particular state. When you select this option, the States group box appears.

States

This group box appears only when you select the Specific States option.

State

The states for which you defined tax types are available in the prompt.

Tax Type

Select the tax type. The prompt table includes only those tax types that you entered for the state on the Fed/State Tax Types/Classes table.

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(USA) Extracting Local Tax Deductions for Payables

Access the Extract U.S. Local Taxes page (Payroll for North America, Payroll Distribution, Accounts Payable Information, Extract U.S. Local Taxes, Extract U.S. Local Taxes).

Extract U.S. Local Taxes

Run Control ID: PS

[Report Manager](#) [Process Monitor](#)

Run

Process Request Parameter(s)

*Company: GBI Global Business Institute 9999

*Tax Period End Date: 12/31/2007

*Payment Date: 01/31/2008

Locality Selection

☐ All Localities ☒ Specific Localities

States/Localities

Find | View All | First 1 of 1 Last

State: OH Ohio

Locality: 16000 CLEVELAND

Tax Type Information

Customize | Find | View All | First 1 of 1 Last

Tax Type	Description		
KUWHTAX	Income W/H Taxes	+	-

Extract U.S. Local Taxes page

You can extract tax deductions for all localities or a subset of localities. As with state tax processing, processing a subset requires that you specify one or more states, one or more localities within each state, and the specific tax types to process.

Locality Selection

All Localities

Select to extract local tax deductions for all localities in all states.

Specific Localities

Select to extract tax deductions for specific localities within the specified state. When you select this option, the State/Localities group box appears.

State/Localities

This group box appears only when you select the Specific Localities option. Select the localities and tax types for which you want to extract tax deductions.

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State	The states for which you defined tax types are available in the prompt.
Locality	The localities for which you defined tax types are available in the prompt.
Tax Type	Select the tax type. The prompt table includes only those tax types that you entered for the state on the Local Tax Types/Classes table.

(CAN) Extracting Canadian Tax Deductions for Payables

Access the Extract AP Canadian Taxes page (Payroll for North America, Payroll Distribution, Accounts Payable Information, Extract Canadian Taxes, Extract AP Canadian Taxes).

Extract AP Canadian Taxes

Run Control ID: PS

Report Manager

Process Monitor

Run

Process Request Parameter(s)

Company:

CFM

Canadian Company CFM

Tax Type Information

CustomizeFindView AllFirst1 of 1Last

*Tax Type	Description	Tax Period End Date	*Payment Date		
QCTX	Source Deductions			+	-

Extract AP Canadian Taxes page

You can extract tax deductions for a single company or all tax deductions for all companies. Indicate the tax types to extract and enter a tax period end date and a period end date for each tax type specified.

Process Request Parameter(s)

Company	Select a company to extract taxes for a single company. To extract tax deductions for all companies, leave this field blank.

Tax Type Information

In this group box, select the tax types for which you want to extract tax deductions and the associated dates. For example, if you select *CTAX* as the tax type and enter a tax period end date of *January 1, 2000*, the system extracts all tax deductions with a tax class or sales tax class belonging to the *CTAX* tax type and with a pay check date of January 1, 2000 or earlier.

Tax Type Select the tax type. The prompt table includes only those tax types that you defined on the Tax Type Table page. You can add as many tax types as you like.

Reviewing and Sending Vouchers

This section discusses how to:

- View the payroll deduction summary record for a vendor.
- View the detailed payroll deduction records for a vendor.
- Send vouchers to Payables.

See Also

[Chapter 25, "Integrating with PeopleSoft Payables," Processing Overview, page 847](#)

Pages Used to Review and Send Vouchers

Page Name	Definition Name	Navigation	Usage
Review AP Extract-Headers - Review AP Extract-Lines (review accounts payable extract-headers - accounts payable extract review)	AP_EXTRACT_RVW_H	Payroll for North America, Payroll Distribution, Accounts Payable Information, Review AP Extract-Headers, Review AP Extract-Lines	View the summary of deductions extracted for a particular vendor. This page displays the header record for each voucher that will be created.
Review AP Extract-Lines	AP_EXTRACT_RVW_L	Payroll for North America, Payroll Distribution, Accounts Payable Information, Review AP Extract-Lines, Review AP Extract-Lines	View details of the deductions to be posted to Payables. This page displays the extracted information that will be used to create the Line & Distribution records of a voucher.

Page Name	Definition Name	Navigation	Usage
AP Extract Audit Report (accounts payable extract audit report)	PRCSRUNCNTL	Payroll for North America, Payroll Distribution, Accounts Payable Information, AP Extract Audit Report, AP Extract Audit Report	Generate the PAYXTRCT report that lists the details of nontax deductions that are to send to Payables.
Send Vouchers to AP (send vouchers to accounts payable)	RC_AP_POST	Payroll for North America, Payroll Distribution, Accounts Payable Information, Send Vouchers to AP, Send Vouchers to AP	Run the Post Dedn Payments to AP process to post the extracted deductions to Payables.

Viewing the Payroll Deduction Summary for a Vendor

Access the Review AP Extract-Headers - Review AP Extract-Lines page (Payroll for North America, Payroll Distribution, Accounts Payable Information, Review AP Extract-Headers, Review AP Extract-Headers).

Review AP Extract-Headers										
Header Records										
Invoice Information Tax/Accounting [F7]										
Send	Review AP Extract-Lines	Set ID	Vendor ID	Invoice Number	Invoice Date	Payment Date	Voucher Sent	Description	Invoicing Location	Extract Type
☒	Review AP Extract-Lines	SHARE	CANKC00002	H0000038	11/30/1999	01/31/2000			1	Tax

Review AP Extract-Headers - Review AP Extract-Lines page

Note. Not all page elements are visible on this page. Depending on the page arrangement, you see additional elements by scrolling either vertically or horizontally.

With the exception of the Description field, all information on this page comes from the Accounts Payable Extract Header table. The Description field displays information that is entered in the More Information field on the Review AP Extract-Lines - Review AP Extract-Lines page.

Send The system automatically selects this option to indicate that the deduction will be sent to Payables when you start the Post Dedn Payments to AP process. To prevent the transaction from being sent, deselect this check box.

Viewing the Detailed Payroll Deduction Records for a Vendor

Access the Review AP Extract-Lines page (Payroll for North America, Payroll Distribution, Accounts Payable Information, Review AP Extract Headers, Review AP Extract-Lines).

Review AP Extract-Lines

Set ID: SHARE **Vendor ID:** CANKC00002 Receiver General for Canada
Invoice Number: H0000038 **AP Business Unit:**
Payment Date: 01/31/2000 **Invoice Date:** 11/30/1999
Federal EIN: **State and Local EIN:** 123456789RP0001
More Information:

Invoice Details

Company: **Pay Group:**

Extract Type:

Empl ID:

Name:

1 to 11 of 11

Line Records

Send to AP	Empl ID	Empl Record	Name	Extract Type	Amount	Pay Mode
☒	KC0028	0	Jacobs,Lisa Leigh	Tax	581.770	
☒	KC0028	0	Jacobs,Lisa Leigh	Tax	91.320	
☒	KC0028	0	Jacobs,Lisa Leigh	Tax	73.970	
☒	KC0028	0	Jacobs,Lisa Leigh	Tax	103.560	
☒	KC0029	0	Valade,Claudia A	Tax	1,541.240	
☒	KC0029	0	Valade,Claudia A	Tax	181.150	
☒	KC0029	0	Valade,Claudia A	Tax	139.420	
☒	KC0029	0	Valade,Claudia A	Tax	195.190	
☒	KC0030	0	Millier,Joseph G	Tax	445.800	
☒	KC0030	0	Millier,Joseph G	Tax	95.250	
☒	KC0030	0	Millier,Joseph G	Tax	133.350	
Page Total:					3,582.020	
Total Amount:					3,582.020	

Review AP Extract-Lines page

Review AP Extract - Headers

Click the Review AP Extract - Headers link to access the Review AP Extract-Lines – Header page.

More Information

Use this field to enter comments that you want to appear on the voucher.

Search Criteria

Use the fields in this group box to search for AP extract lines by company, pay group, extract type, employee ID, or name. You can enter more than one search criteria. You can also sort the results by name or ID.

Refresh	Click the Refresh button to clear the search criteria and make the search criteria fields available for data entry. Then select the criteria that you want to use to limit the data displayed.
Extract Type	You can search on the following extract types: Benefit, Deduction, Garnishment, and Tax.
Sort By	Select the order in which you want the data displayed.
Search	After selecting search and sort criteria, click the Search button to update the display.

Line Records

Use the tabs in this section to view details of extracted information.

Send to AP (send to accounts payable)	The system automatically selects this option to indicate the transaction is sent to Payables when you start the Post Dedn Payments to AP process. To stop a transaction from being sent, deselect the check box. Any records that you remove will be captured the next time the extract process runs.

Sending Vouchers to Payables

Access the Send Vouchers to AP page (Payroll for North America, Payroll Distribution, Accounts Payable Information, Send Vouchers to AP, Send Vouchers to AP).

Send Vouchers to AP

Run Control ID: PS

[Report Manager](#) [Process Monitor](#)

Run

Process Request Parameter(s)

Transaction Type Selection

☐ Non-Tax Deduction Payments

☒ Tax Deduction Payments

Payment Date Selection

Payment Date:

12/31/2007

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Send Vouchers to AP page

Note. Tax deductions and nontax deductions must be sent separately.

Transaction Type Selection

- Non-Tax Deduction Payments**

Select this option to send nontax deductions to Payables.
- Tax Deduction Payments**

Select this option to send tax deductions to Payables.
- Payment Date**

Enter the date to appear on the voucher in Payables. The system will send only those deductions where the payment date on the extract page matches the date that you enter in this field.

Chapter 26

(USF) Setting Up and Processing Agency Interfaces

This chapter discusses how to:

- Set up electronic certification system (ECS) controls.
- Prepare ECS off-cycle disbursements.
- Run the ECS interface.
- Set up the Treasury and Federal Reserve Bank (FRB) Bond interface.
- Set up and run the Thrift Savings Plan (TSP) interface.
- Run the Reserve Bank Information and Transfer System (RITS) interface process.

Setting Up ECS Controls

This section provides an overview of the ECS interface process and discusses how to:

- Establish ECS control information.
- Enter transmission information.
- Enter extract control information.
- Define formats for summary payments.

Understanding the ECS Interface Process

The PeopleSoft Electronic Certification System interface process generates a file that you can load into a U.S. Department of Treasury-provided ECS. Here's a summary of the process:

1. Create the ECS control.
2. Run the Treasury and Bond interface, using the ECS control information.

The Treasury and Bond interface updates the ECS control with DOS file and extension names.

3. Run the ECS interface, using the DOS file and extension names from the ECS control.

Pages Used to Set Up Electronic Certification System Controls

Page Name	Definition Name	Navigation	Usage
Identify ECS Controls (identify electronic certification system controls)	GVT_ECS_CONTRO_TBL	Payroll for North America, Payroll Distribution, Additional Integrations USF, Identify ECS Controls, Identify ECS Controls	Establish ECS control information for payroll schedules.
ECS Transmission Data/Summary (electronic certification system transmission data/summary)	GVT_ECS_TRAN_SEC	Click the ECS Transmission Data/Summary (electronic certification system transmission data/summary) link on the Identify ECS Controls page.	Enter or review schedule control information for the ECS transmittal.
ECS Extract Controls (electronic certification system extract controls)	GVT_ECS_CNTL_SEC	Click the ECS Extract Controls (electronic certification system extract controls) link on the Identify ECS Controls page.	Extract control information for the ECS transmittal.
ECS Schedule Account Information (electronic certification system schedule account information)	GVT_ECS_ACCT_SEC	Click the ECS Schedule Account Info (electronic certification system schedule account information) link on the Identify ECS Controls page.	Enter an account symbol and a total account amount for each ECS transmittal. Enter a maximum of 10 rows per schedule.
ECS Summary Detail (electronic certification system summary detail)	GVT_ECS_SUMM_SEC	Click the ECS Summary Detail (electronic certification system summary detail) link on the Identify ECS Controls page.	Define the schedule and formats for the Treasury interface for summary payments such as check, electronic file transmission (EFT), VENMIS (vendor/miscellaneous), or bonds.
ECS Summary Remarks (electronic certification system summary remarks)	GVT_ECS_REMARK_SEC	Click the ECS Summary Remarks (electronic certification system summary remarks) link on the Identify ECS Controls page.	Add remarks to the ECS transmittal. Use up to seven lines of 72 characters each.
ECS Summary Reel Numbers (electronic certification system summary reel numbers)	GVT_ECS_REEL_SEC	Click the ECS Summary Reel Numbers (electronic certification system summary reel numbers) link on the Identify ECS Controls page.	Enter reel numbers that are provided to you by the treasury to identify the location of your summary payment transactions. This is for your information only.

Establishing ECS Control Information

Access the Identify ECS Controls page (Payroll for North America, Payroll Distribution, Additional Integrations USF, Identify ECS Controls, Identify ECS Controls).

Identify ECS Controls page

- Schedule Number** This field accepts up to 14 characters, but the ECS accepts only the first 10. If you enter more than 10, you receive a warning message.
- Schedule Type** Determines the type of off-cycle distribution of deductions and net salary payments. Select:
- 03 (Salary ACH (Automated Clearing House) Payment Schedule): Select for off-cycle EFT distribution.
 - 05 (Summary Schedule): Select for on-cycle payments.
 - 07 (Misc. Check Payment Schedule): Select for off-cycle check distribution.
 - 08 (Misc. ACH (Automated Clearing House) Payment Schedule).
- Regional Finance Center** Select the U.S. Financial Management Service (FMS) Regional Finance Center that's appropriate for your company.
- Off-Cycle?** You must select this check box for schedule types 03 and 07.

Process Controls

The links in this group box activate a series of pages where you define ECS process controls. The options that are available to you depend on the schedule type.

Entering Transmission Information

Access the ECS Transmission Data/Summary page (click the ECS Transmission Data/Summary (electronic certification system transmission data/summary) link on the Identify ECS Controls page).

Requested Payment Date	For on-cycle (summary) schedules, the system provides this date. For off-cycle schedules, enter this information.
Number of Payments in Schedule and Schedule Total Amount	For summary schedules, the Treasury interface provides this information. For off-cycle schedules, the ECS interface provides this information.

Entering Extract Control Information

Access the ECS Extract Controls page (click the ECS Extract Controls link on the Identify ECS Controls page).

DOS File Name and DOS File Extension	For summary schedules, the Treasury interface updates the DOS file name and extension of the extract file to be transmitted to the treasury. The file name and extension are required on the Electronic Certification System Interface run control.
ECS Transmission Extract Dt (electronic certification system transmission extract date)	Date on which the ECS interface generated the ECS file.
ECS Transmission Generation Dt (electronic certification system transmission generation date)	Date on which the ECS schedule had all of the required information. This depends on the schedule type.

Defining Formats for Summary Payments

Access the ECS Summary Detail page (click the ECS Summary Detail link on the Identify ECS Controls page).

Prenotification Schedule?	Not currently used.
Summary Payment Type 1	Select the type of payments: <i>Salary</i> or <i>Vendor</i> (VENMIS).
Summary Payment Type 2	Select the method of payment: <i>Check</i> or <i>EFT</i> (electronic file transmission).
MAC Payment Data (MAC payment data)	Optional, for your information only.

Preparing ECS Off-Cycle Disbursements

This section provides an overview of ECS off-cycle disbursements and discusses how to:

- Create the ECS control schedule.
- Select net payment transactions.
- Select deductions transactions.

Understanding ECS Off-Cycle Disbursements

Use off-cycle processing to process off-cycle deductions and net payment amounts through ECS and to track deduction disbursements.

To prepare for off-cycle disbursements:

1. Define the deduction as time sensitive.
2. Calculate and confirm the off cycle.
3. Create the ECS control schedule.
4. Select the off-cycle transactions for inclusion in processes.
5. Run the ECS interface.

Pages Used to Prepare ECS Off-Cycle Disbursements

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Identify ECS Controls (identify electronic certification system controls)	GVT_ECS_CONTRO_TBL	Payroll for North America, Payroll Distribution, Additional Integrations USF, Identify ECS Controls, Identify ECS Controls	Create the ECS control schedule.
Off Cycle Net	GVT_ECS_OFF_NET	Payroll for North America, Payroll Distribution, Additional Integrations USF, Process ECS Off Cycle, Off Cycle Net	Select net payments for ECS off-cycle disbursements. You can view data by schedule or by eligible payments.
Off Cycle Net Check Summary Information	GVT_ECS_OFF_N_SEC	Click the Detail button on the Off Cycle Net page.	View off-cycle net check summary information.
Off Cycle Net Payment ID Information	GVT_ECS_NET_SEC	Click the Line ID Data button on the Off Cycle Net page.	View off-cycle payment ID information for each eligible payment.

Page Name	Definition Name	Navigation	Usage
Off Cycle Deduction	GVT_ECS_OFF_DED	Payroll for North America, Payroll Distribution, Additional Integrations USF, Process ECS Off Cycle	Select deductions for ECS off-cycle disbursements. You can view data by schedule or by eligible payments.
Off Cycle Deduction Summary Information	GVT_ECS_OFF_D_SEC	Click the Detail button on the Off Cycle Deduction page.	View off-cycle deduction summary information.
Off Cycle Deduction Payment ID Information	GVT_ECS_DED_SEC	Click the Line ID Data button on the Off Cycle Deduction page.	View off-cycle deduction payment ID information for each eligible payment.

Creating the ECS Control Schedule

Access the Identify ECS Controls page (Payroll for North America, Payroll Distribution, Additional Integrations USF, Identify ECS Controls, Identify ECS Controls).

Use the same Identify ECS Controls page for off-cycles as you do for on-cycle processing. The difference is in the schedule type.

See [Chapter 26, "\(USF\) Setting Up and Processing Agency Interfaces," Establishing ECS Control Information, page 869.](#)

Selecting Net Payment Transactions

Access the Off Cycle Net page (Payroll for North America, Payroll Distribution, Additional Integrations USF, Process ECS Off Cycle, Off Cycle Net).

Off Cycle Net

Agency: NOT
Schedule Number: OFFCYCLECK Test Off Cycle Check Schedule
Off Cycle Schedule Count: 0 Total Amount: 0.00

[View Eligible Payments](#)
Remove Selected
Remove All

Payments Included with Schedule

Data							Customize	Find	View All	1 of 1	Last
	Select	Employee ID	Name	Net Pay	Detail	Line ID Data					
1	☐										

Off Cycle Net page

- Eligible Payment Count** (Visible only in View Eligible Payments mode). This is the total payments that are eligible to be disbursed for this schedule number.
- View Eligible Payments** Click to change to View Eligible Payments mode.
- View Specific Schedule** Click to change to View Schedule mode.
- Remove Selected** (Available in View Eligible Payments mode). Remove payments from the selected schedule. Select the Select check box for each payment that you're removing, then click Remove Selected.
- Remove All** (Available in View Schedule mode). Remove all payments from the selected schedule.
- Add Selected** (Available in View Eligible Payments mode). Add payments to the selected schedule. Select the Select check box for each eligible payment that you're adding then click Add Selected.
- Add All** (Available in View Eligible Payments mode). Add all eligible payments to the selected schedule.

Payments Included with Schedule

Information in this group box depends on which mode you're in:

<i>Mode</i>	<i>Data Displayed</i>
View Specific Schedule	All payments included in the schedule.
View Eligible Payments	All payments eligible to be included in the schedule.

- Select** Select an eligible payment to be added or removed.
- Net Pay** The net pay amount for each payment.
- Detail** Click to display the Off Cycle Net Check Summary Information page.
- Line ID Data** Click to display the Off Cycle Net Payment ID Information page.

Selecting Deductions Transactions

Access the Off Cycle Deductn page (Payroll for North America, Payroll Distribution, Additional Integrations USF, Process ECS Off Cycle, Off Cycle Net).

The fields on this page are the same as the Off Cycle Net page with the following exceptions.

Payments Included with Schedule

Information in this group box depends on which mode you're in:

<i>Mode</i>	<i>Data Displayed</i>
View Specific Schedule	All deductions included in the schedule.
View Eligible Payments	All deductions eligible to be included in the schedule.

Pay Period End Date Pay period end date of the listed deduction.

Plan Type Plan type of the listed deduction.

Deduction Code Identifies the listed deduction.

Current Deduction Current dollar amount of the listed deduction.

Detail Click to display the Off Cycle Deductions Summary Information page.

Line ID Data Click to display the Off Cycle Deduction Payment ID Information page.

Running the ECS Interface

This section discusses how to run the ECS interface.

Page Used to Run the ECS Interface

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Electronic Certification System Interface	RUN_FGPY004	Payroll for North America, Payroll Distribution, Additional Integrations USF, ECS Interface, Electronic Certification System Interface	Creates the ECS interface file for off-cycle disbursements.

Running the ECS Interface

Access the Electronic Certification System Interface page (Payroll for North America, Payroll Distribution, Additional Integrations USF, ECS Interface, Electronic Certification System Interface).

Electronic Certification System Interface

The same Electronic Certification System Interface run control page is used for off-cycles and on-cycles. The output is determined by the ECS control schedule number.

Schedule Number Select all the ECS schedules that are currently available to be formatted for ECS transmission. Eligible schedules are those with a payment date, more than zero records, and an amount greater than zero. After you run this process, you can no longer modify the ECS control information for the selected schedules.

File Name and Extension Enter the exact DOS file name and extension of the schedule from the ECS Extract Controls page on the Identify ECS Controls page.

Click Process Request to run this request. PeopleSoft Process Scheduler runs the ECS Interface (electronic certification system interface) Structured Query Report (SQR) Report process (FGPY004) at user-defined intervals.

Setting Up the Treasury and FRB Bond Interface

This section provides an overview of the Treasury and FRB bond interface and discusses how to set up the Treasury and FRB bond interface.

Understanding the Treasury and FRB Bond Interface

Agencies must process all payments through the Treasury Department/Financial Management Services (FMS). There are four basic payroll transactions to be transmitted to the treasury: check, electronic funds transfer, bonds, and taxes.

Page Used to Set Up the Treasury and FRB Bond Interface

Page Name	Definition Name	Navigation	Usage
Treasury/Federal Reserve Bank Bond Interface	RUN_FGPY003	Payroll for North America, Payroll Distribution, Additional Integrations USF, Treasury/FRB Bond Interface, Treasury/Federal Reserve Bank Bond Interface	Select the control information that identifies the schedules to include in the Treasury Interface SQR Report process (FGPY003).

Setting Up the Treasury and FRB Bond Interface

Access the Treasury/Federal Reserve Bank Bond Interface page (Payroll for North America, Payroll Distribution, Additional Integrations USF, Treasury/FRB Bond Interface, Treasury/Federal Reserve Bank Bond Interface).

Treasury/Federal Reserve Bank Bond Interface

User ID: PS
[Report List](#)
[Process Monitor](#)
[Process Request](#)

Run Control ID: PS

Treasury Interface Control Inf

Pay Run ID:
Salary Check:
Salary EFT:
VENMIS EFT:
VENMIS Check:

Include Eligible Off Cycle

☐ Include Off Cycle Net Pay
☐ Include Off Cycle Deductions

Fed Reserve Bond Processing

☐ Process Bonds

Treasury/Federal Reserve Bank Bond Interface page

Treasury Interface Control Inf

Salary Check	Select the schedule of the checks in the payroll run, and enter the file name and extension.
Salary EFT (salary electronic file transmission)	Select the schedule of the EFT transactions of the payroll run, and enter the file name and extension.
VENMIS EFT (vendor/miscellaneous electronic file transmission)	Select the schedule of the EFT tax payment in the payroll run, and enter the file name and extension.
VENMIS Check (vendor/miscellaneous check)	Select the schedule of the check tax payment of the payroll run.

Include Eligible Off Cycle

Include Off Cycle Net Pay	Select to include unprocessed off-cycle net pay in the Treasury interface processing.
Include Off Cycle Deductions	Select to include unprocessed off-cycle deductions in Treasury interface processing.

Fed Reserve Bond Processing

Process Bonds	Select to process Federal Reserve bonds with the run. The other controls in this group box appear only when you select this check box.

Payroll for North America

Setting Up and Running the TSP Interface

This section discusses how to:

- Set up a TSP voucher.
- Enter off-cycle TSP voucher information.
- Run the TSP interface.

Pages Used to Set Up and Run the TSP Interface

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
TSP Vouchers (Thrift Savings Plan vouchers)	GVT_TSP_VCH_TBL	Payroll for North America, Payroll Distribution, Additional Integrations USF, Identify TSP Voucher Info, TSP Vouchers	Define the header information for a TSP voucher file or to print a cancelled TSP voucher.
TSP Voucher Detail (Thrift Savings Plan voucher detail)	GVT_TSP_V_DET_TBL	Payroll for North America, Payroll Distribution, Additional Integrations USF, Identify TSP Voucher Info, TSP Voucher Detail	View a high-level breakdown of a TSP voucher file and enter information for off-cycle vouchers. For on-cycle vouchers, the TSP Interface SQR Report process (FGPY002) populates this page.
Thrift Savings Plan Interface	RUN_FGPY002	Payroll for North America, Payroll Distribution, Additional Integrations USF, TSP Interface, Thrift Savings Plan Interface	Transfer employee information, TSP deductions, and investment elections to the National Finance Center, the record keeper for the Thrift Board.

Setting Up a TSP Voucher

Access the TSP Vouchers page (Payroll for North America, Payroll Distribution, Additional Integrations USF, Identify TSP Voucher Info, TSP Vouchers).

The screenshot shows the 'TSP Voucher Detail' form. At the top, there are tabs for 'TSP Vouchers' and 'TSP Voucher Detail'. Below the tabs, the form is divided into several sections. The first section contains 'Company: ACC' and 'Agency Location Code:'. The second section, titled 'TSP Voucher', includes a 'Find | View All | First | 1 of 1 | Last' navigation bar. Below this, there are fields for 'TSP Voucher Number: 00 0001', '*TSP Submission Version: Pre 5/1/2000 System Submission', 'Pay Period Begin Date:', 'Pay Period End Date:', 'Paycheck Issue Date:', 'Media Type: Mag Tape', 'Reel Number:', 'Backup Date:', 'Date Reel Created:', and 'Backup:'. There are also checkboxes for 'Routine Pay Submission?' and 'EFT Deposit?'. The 'Total Records:' section is followed by a 'Magnetic Tape/Disk Records' section with fields for 'Employee Data:', 'Current Payment:', 'Late Payment:', and 'Negative Adjustment:'.

TSP Vouchers page

TSP Voucher Number
(Thrift Savings Plan
voucher number)

The system issues and tracks TSP voucher numbers. The first 2 digits indicate the year, which is from the Agency table. The remaining 4 digits are the voucher sequence number in that year. The system automatically increments the voucher sequence for each row that you add.

Note. You must update the Agency table each year to restart the TSP voucher number sequence.

**Routine Pay
Submission?**

This check box is for system use only. The TSP Interface process selects this check box when you process a voucher for a regular, on-cycle payroll.

EFT Deposit? (electronic
file transmission deposit)

This is for your information only.

**Reel Number and Date
Reel Created**

Enter the reel number and date that are provided by the Thrift Savings Board.

**Backup and Backup
Date**

The Thrift Savings Board provides this information.

Total Records

The TSP Interface process provides this number.

Magnetic Tape/Disk Records

For on-cycle TSP vouchers, the system generates the count for each of the categories in this group box. For all other TSP vouchers, you must enter each amount.

Entering Off-Cycle TSP Voucher Information

Access the TSP Voucher Detail page (Payroll for North America, Payroll Distribution, Additional Integrations USF, Identify TSP Voucher Info, TSP Voucher Detail).

TSP Vouchers

TSP Voucher Detail

Company:ACC

Agency Location Code:

TSP Voucher

Find | View All | First1 of 1Last

Number:000001

Adjustment Records

Find | View All | First1 of 1Last

Current and Late Payments	Employee Contribution	Agency Basic	Agency Matching	Total
				0.00
Total:				0.00
Negative Adjustments				0.00
Total:				0.00
Control Total with Adjustments:				0.00

TSP Voucher Detail page

Note. You can enter information only for off-cycle vouchers. For on-cycle vouchers, the TSP Interface SQR Report process (FGPY002) populates this page.

Current and Late Payments

For off-cycle vouchers, select a Thrift Savings Plan and enter contribution amounts.

Negative Adjustments

This group box contains negative adjustment amounts and totals for the same categories as in the Current and Late Payments region.

Running the TSP Interface

Access the Thrift Savings Plan Interface page (Payroll for North America, Payroll Distribution, Additional Integrations USF, TSP Interface, Thrift Savings Plan Interface).

Thrift Savings Plan Interface

User ID: PS

Run Control ID: PS

[Report List](#)

[Process Monitor](#)

Process Request

☐ Reprint TSP Voucher Only

Pay Run ID:

Voucher Year:

Voucher Seq Nbr: 0000

Include Eligible Off Cycle

☐ Include Off Cycle Deductions

Interface File Name:

Thrift Savings Plan Interface page

Interface File Name Enter the file name of the TSP interface destination.

Include Eligible Off Cycle

Include Off Cycle Deductions Select to include unprocessed off-cycle deductions in processing.

Click Process Request to run this request. PeopleSoft Process Scheduler runs the TSP Interface process at user-defined intervals.

Running the RITS Interface Process

This section discusses how to run the RITS Interface SQR Report process (FGPY001).

Page Used to Run the RITS Interface Process

Page Name	Definition Name	Navigation	Usage
Reserve Bank Information and Transfer System interface	RUN_FGPY001	Payroll for North America, Payroll Distribution, Additional Integrations USF, RITS Interface, Reserve Bank Information and Transfer System Interface	Run the RITS Interface process. The output file for the Office of Personnel Management records deduction distributions for retirement Civil Service Retirement System, Federal Employee Retirement System, Federal Employee Health Benefits, health insurance, and Federal Employee Group Life Insurance.

Running the RITS Interface SQR Report Process (FGPY001)

Access the Reserve Bank Information and Transfer System Interface page (Payroll for North America, Payroll Distribution, Additional Integrations USF, RITS Interface, Reserve Bank Information and Transfer System Interface).

Reserve Bank Information and Transfer System Interface

User ID: PS
[Report List](#)
[Process Monitor](#)
[Process Request](#)

Run Control ID: 02

RITS Interface Parameters

Pay Run ID:

Pay Period Code:

Original or Supplemental:

2812 File Name:

Include Eligible Off Cycle

☐ Include Off Cycle Deductions

Reserve Bank Information and Transfer System Interface page

Pay Run ID

Select the pay run ID that identifies the on-cycle payroll for which you want to process the RITS interface.

Pay Period Code	Enter the pay period (1 to 26) for which you want to process the RITS interface.
Original or Supplemental	Indicate whether this is the original or a supplemental submission of this RITS process.
2812 File Name	Enter the name of the output file to which the RITS 2812 transmission is written.

Include Eligible Off Cycle

Include Off Cycle Deductions	Select to include unprocessed off-cycle deductions in processing.

Click Process Request to run this request. PeopleSoft Process Scheduler runs the RITS Interface process at user-defined intervals.

Chapter 27

Reporting Payroll

This chapter discusses how to:

- Use common Payroll for North America report run control pages.
- Prepare annual payroll reports.
- Prepare quarterly payroll reports.
- Prepare pay period tax reports.

Note. Details of other reports that support specific payroll tasks or business processes are documented throughout the chapters of this PeopleBook. Year-end tax reports are documented in the Year End Processing U.S., Puerto Rico, and U.S. Territories guide. The Year End Processing U.S., Puerto Rico, and U.S. Territories guide is updated each year and is included in the year end tax update delivered in the November time frame. The reports appendix provides a complete list of reports documented in this PeopleBook.

See Also

[Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223](#)

[Chapter 33, "Accessing Year-End Processing Instructions," page 1039](#)

Year End Processing: U.S., Puerto Rico, and the U.S. Territories Guide

Using Common Payroll for North America Report Run Control Pages

This section discusses how to:

- Use the PRCSRUNCNTL and PRCSRUNCNTRL pages.
- Use the RUNCTL_RPT_RUNID page.
- Use the RUNCTL_FRMTHRU_PAY page.
- Use the RUNCTL_PAYINIT and RUNCTL_PAYINIT2 pages.

Common Run Control Pages

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Varies	PRCSRUNCNTL	Varies	Run processes and reports.
Varies	PRCSRUNCNTRL	Varies	Run processes and reports.
Varies	RUNCTL_RPT_RUNID	Varies	Run processes and reports.
Varies	RUNCTL_FRMTHRU_PAY	Varies	Run processes and reports.
Varies	RUNCTL_PAYINIT	Varies	Run processes and reports.
Varies	RUNCTL_PAYINIT2	Varies	Run processes and reports.

Using the PRCSRUNCNTL and PRCSRUNCNTRL Pages

Access the PRCSRUNCNTL or PRCSRUNCNTRL page.

These pages have only the Run Control ID field. Select this value when you access the page.

Using the RUNCTL_RPT_RUNID Page

Access the RUNCTL_RPT_RUNID page.

Select a pay run ID.

Using the RUNCTL_FRMTHRU_PAY Page

Access the RUNCTL_FRMTHRU_PAY page.

Enter the from and thru period that you want to process or report.

Using the RUNCTL_PAYINIT and RUNCTL_PAYINIT2 Pages

Access the RUNCTL_PAYINIT page.

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Process Request Parameter(s)

On-Cycle Run	or	Off-Cycle Pay Calendar
Pay Run ID:		Company:
		Pay Group:
		Pay End Date:
		Process Page: Thru:

Payroll Cycle

☐ On-Cycle
 ☒ Off-Cycle
 ☐ Both

RUNCTL_PAYINIT page

Select the run control ID value when you access the page.

- On Cycle Run** Enter the pay run ID, if applicable. The payroll process uses the pay run ID, which is an identifier that is associated with each pay period. This is normally the on-cycle process. The pay run ID enables the system to assign a unique ID to each pay calendar entry, so that payroll for more than one pay group can be run together.
- Off Cycle Pay Calendar** If this request involves an off-cycle pay calendar, enter the company, pay group, and pay end date (pay period end date). When you do so, the Process fields become available and you can enter the page number range of the paysheet.
- Payroll Cycle** Designate whether this run cycle is on-cycle, off-cycle, or both.

Preparing Annual Payroll Reports

Year end processing is documented extensively in the Year End Processing guide, which is updated and issued every year during the November time frame in a tax update.

This section lists the pages used to print annual payroll reports that can be run throughout the year to prepare for the year end processing.

Pages Used to Print Annual Payroll Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Error Listing Report	PRCSRUNCNTRL	Payroll for North America, U.S. Annual Processing, Audit and Error Reports, Error Listing, Error Listing Report	Generate the TAX900 report that lists employees who have negative tax balances or reportable wage amounts that would cause overflow in fields when the system writes W-2 data to magnetic media. It also checks for other error conditions. Normally, you run this report at year-end, but you can run it at other times to verify social security numbers or to check for negative tax balances and other error conditions.
FUTA Wage Reconciliation Rpt (Federal Unemployment Tax Act wage reconciliation report)	PRCSRUNCNTRL	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, FUTA Wage Reconciliation Rpt, FUTA Wage Reconciliation Rpt	Generate the TAX940 report that provides federal unemployment tax wage reconciliation. You normally run this at year-end, but you can run it at other times to verify data.

Preparing Quarterly Payroll Reports

This section lists the pages used to print quarterly payroll reports.

Pages Used to Print Quarterly Payroll Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Multiple Worksite Report	RUNCTL_QTR_YR_PAY	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Multiple Worksite, Multiple Worksite Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Employee Count Report	RUNCTL_TAX004ST	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Employee Count, Employee Count Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Page Name	Definition Name	Navigation	Usage
Federal Tax Summary Report	PRCSRUNCNTRL	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Federal Tax Summary, Federal Tax Summary Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Local Tax Summary Report	PRCSRUNCNTRL	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Local Tax Summary, Local Tax Summary Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
State Tax Summary Report	PRCSRUNCNTRL	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, State Tax Summary, State Tax Summary Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Tax Balance Audit Report	RUNCTL_QTR_YR_PAY	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Tax Balance Audit, Tax Balance Audit Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
State Unemployment Tax Report	RUNCTL_TAX017	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, State Unemployment Tax, State Unemployment Tax Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Form 1042 Audit	RUNCTL_TAX030	Payroll for North America, Pay Period Tax Reports USA, Form 1042 Audit, Form 1042 Audit	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create Qtrly Wage File (create quarterly wage file)	RUNCTL_TAX810XX	- Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File AK-ID - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File IL-NC - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File ND-RI - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File SD-WY	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Preparing Pay Period Reports

This section provides an overview of the Payroll Summary report output and discusses how to:

- Generate the Payroll Summary report.
- (USF) Generate the Pennsylvania (PA) Tax Summary - State report.
- (CAN) Produce a Health Insurance Premium report.
- (CAN) Run the Update Source Deductions process.

Note. Periodic payroll reports can be printed at any time. You may want to print many of these reports after running the payroll for each pay period.

Understanding the Payroll Summary Report Output

Following is a detailed summary of the output of the Payroll Summary report.

Select the Summary by Selection option and populate the Pay Run ID field to create an overall summary of companies and pay end dates in the RUNID. This report is identified as a Summary report in the heading.

If the pay run ID has only one company and only one pay end date, then the company, pay period end date, and pay run ID appear in the report.

If the same pay run ID is associated with multiple companies with the same pay end date, then the pay period end date and pay run ID appear in the report. The company does not appear in the report, and the field is blank.

If the same pay run ID is associated with multiple companies that do not share the same pay end date, then only the pay run ID appears in the report. The Company and Pay End Date fields are blank.

Select the Summary by Selection option and populate the Company, Pay Group, and Pay End Date fields to create an overall summary of companies and pay end dates for this selection. This report is identified as a Summary report in the heading.

The company and pay period end date appear in the report. The Pay Run ID field contains an asterisk (*).

Select the Detail Report option and populate the Pay Run ID field to create a detail report for each company and pay end date in the run ID. This report is identified as a Detail report in the heading.

If the pay run ID is for a single company, the company, pay period end date, and pay run ID appear in the report. A Summary report is not generated.

If the pay run ID is associated with multiple companies with the same pay period end date, the system creates a Detail report for each company and pay end date in the pay run ID. This report is identified as a Detail report in the heading. In the Detail report, the company, pay period end date, and pay run ID appear. A summary of all entries in the RUNID follows with the heading of Summary Report. In the Summary report, only the pay run ID appears.

If the pay run ID is associated with multiple companies with different pay period end dates, the system creates a Detail report for each company and pay end date in the pay run ID. This report is identified as a Detail report in the heading. In the Detail report, the company, pay period end date, and pay run ID are populated. A summary of all entries in the RUNID follows with the heading of Summary Report. In the Summary report, only the pay run ID appears.

Select Detail Report and populate the Company, Pay Group, and Pay End Date fields to create a Detail report for each company, pay group, and pay end date that you selected.

The system creates a Detail report for each company and pay end date in the pay run ID. This report is identified as a Detail report in the heading. In the Detail report, the company and pay period end date appear. The Pay Run ID field contains an asterisk (*) because the report does not know the pay run ID. In this case, a Summary report is not generated.

Pages Used to Print Pay Period Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Tax Submission Summary Report	RUNCTL_PAYINIT	Payroll for North America, Regulatory Reports CAN, Tax Submission Summary, Tax Submission Summary Report	Generate TAX003CN that summarizes tax submission data, sorted by payroll account number.

Page Name	Definition Name	Navigation	Usage
Deduction Register	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Deduction Register, Deduction Register - Payroll for North America, Payroll Processing USF, Pay Period Reports, Deduction Register, Deduction Register	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Deduction Register	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Deduction Register, Deduction Register	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Payroll Register	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Payroll Register, Payroll Register - Payroll for North America, Payroll Processing USF, Pay Period Reports, Payroll Register, Payroll Register	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Payroll Register	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Payroll Register, Payroll Register	Produces a report of pay cheque data by name, employee ID, and department ID for all employees who receive a pay cheque for a pay run and pay calendar.
Cost Center Report	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Cost Center, Cost Center Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Cost Center, Cost Center Report	Generate the PAY005 report that groups employee hours and earnings, sorted by cost center. You might have to modify the Structured Query Report (SQR) to meet your organization's requirements.

Page Name	Definition Name	Navigation	Usage
Cost Center Report	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Cost Center, Cost Center Report	Generate the PAY005 report that groups employee hours and earnings, sorted by cost center. You might have to modify the SQR to meet your organization's requirements.
Other Earnings Register	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Other Earnings Register, Other Earnings Register - Payroll for North America, Payroll Processing USF, Pay Period Reports, Other Earnings Register, Other Earnings Register	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Other Earnings Register	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Other Earnings Register, Other Earnings Register	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Deductions in Arrears Report	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Deductions in Arrears, Deductions in Arrears Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Deductions in Arrears, Deductions in Arrears Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Deductions in Arrears Report	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Deductions in Arrears, Deductions in Arrears Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Page Name	Definition Name	Navigation	Usage
Deductions Not Taken Report	RUNCTL_PAYINIT	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Deductions Not Taken, Deductions Not Taken Report - Payroll for North America, Payroll Processing CAN, Pay Period Reports, Deductions Not Taken, Deductions Not Taken Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Deductions Not Taken, Deductions Not Taken Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Employees Not Processed Report	RUNCTL_RPT_RUNID	- Payroll for North America, Payroll Processing USA, Produce Payroll, Employees Not Processed Report, Employees Not Processed Report - Payroll for North America, Payroll Processing CAN, Produce Payroll, Employees Not Processed Report, Employees Not Processed Report - Payroll for North America, Payroll Processing USF, Produce Payroll, Employees Not Processed Report, Employees Not Processed Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Page Name	Definition Name	Navigation	Usage
Payroll Summary Report	RUNCTL_PAYINIT4	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Payroll Summary, Payroll Summary Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Payroll Summary, Payroll Summary Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Payroll Summary Report	RUNCTL_PAY018CN	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Payroll Summary, Payroll Summary Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Employer Benefit Contributions Report	RUNCTL_PAYINIT2	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Employer Benefit Contributions, Employer Benefit Contributions Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Employer Benefit Contributions, Employer Benefit Contributions Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Employer Benefit Contributions Report (employer benefit contributions report)	RUNCTL_PAYINIT	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Employer Benefit Contributions, Employer Benefit Contributions Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Statistics Canada Non-Educational Institutions Report	RUNCTL_PAY100CN	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Statistics-Non-Educ Institute, Statistics Canada Non-Educational Institutions Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Page Name	Definition Name	Navigation	Usage
Workers Comp Assessments Report (workers compensation assessments report)	RUNCTL_PAY102CN	Payroll for North America, Regulatory Reports CAN, Workers Comp Assessments, Workers Comp Assessments Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Overtime Bank Report	RUNCTL_PAY103CN	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Overtime Bank, Overtime Bank Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Statistics Canada Educational Institute Report	RUNCTL_MO_YR_PAY	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Stats Can Educ Institute, Statistics Canada Educational Institute Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Tax Deposit Summary Report	RUNCTL_PAYINIT2	- Payroll for North America, Pay Period Tax Reports USA, Tax Deposit Summary, Tax Deposit Summary Report - Payroll for North America, Pay Period Tax Reports USF, Tax Deposit Summary, Tax Deposit Summary Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Local Tax Deposit Report	RUNCTL_PAYINIT2	- Payroll for North America, Pay Period Tax Reports USA, Local Tax Deposit, Local Tax Deposit Report - Payroll for North America, Pay Period Tax Reports USF, Local Tax Deposit, Local Tax Deposit Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Federal Tax Summary Report	RUNCTL_TAX010FD	Payroll for North America, Pay Period Tax Reports USA, Federal Tax Summary, Federal Tax Summary Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Page Name	Definition Name	Navigation	Usage
State Tax Summary Report	RUNCTL_TAX010ST	Payroll for North America, Pay Period Tax Reports USA, State Tax Summary, State Tax Summary Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Tax Summary Report-PA LST (tax summary report Pennsylvania - local services tax)	RUNCTL_TAX010PA	- Payroll for North America, Pay Period Tax Reports USA, Tax Summary-PA LST, Tax Summary Report-PA LST - Payroll for North America, Pay Period Tax Reports USF, Tax Summary-PA LST, Tax Summary Report-PA LST	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Reconciliation-Ohio Local Report	RUNCTL_MO_QTR_YR	- Payroll for North America, Pay Period Tax Reports USA, Reconciliation-Ohio Local, Reconciliation-Ohio Local Report - Payroll for North America, Pay Period Tax Reports USF, Reconciliation-Ohio Local, Reconciliation-Ohio Local Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Federal Liability by State Report	RUNCTL_PAYINIT2	- Payroll for North America, Pay Period Tax Reports USA, Federal Liability by State, Federal Liability by State Report - Payroll for North America, Pay Period Tax Reports USF, Federal Liability by State, Federal Liability by State Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Page Name	Definition Name	Navigation	Usage
Default Tax Data Report	RUNCTL_FRMTHRU_PAY	- Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Default Tax Data Report, Default Tax Data Report - Payroll for North America, Employee Pay Data USF, Tax Information, Default Tax Data Report, Default Tax Data Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Default Tax Data Report	RUNCTL_FRMTHRU_PAY	Payroll for North America, Year-End Processing CAN, Year-End/New Year Preparation, Default Tax Data Report, Default Tax Data Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Employee Check Information Employee Cheque Information	RUNCTL_TAX018	- Payroll for North America, Payroll Processing USA, Produce Checks, Employee Check Information, Employee Check Information - Payroll for North America, Payroll Processing CAN, Produce Cheques, Employee Cheque Information, Employee Cheque Information - Payroll for North America, Payroll Processing USF, Produce Checks, Employee Check Information, Employee Check Information	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Page Name	Definition Name	Navigation	Usage
Employee Tax Information Report	RUNCTL_TAX019	- Payroll for North America, Employee Pay Data USA, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report - Payroll for North America, Employee Pay Data CAN, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report - Payroll for North America, Employee Pay Data USF, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Form 1042 Audit	RUNCTL_TAX030	Payroll for North America, Pay Period Tax Reports USA, Form 1042 Audit, Form 1042 Audit	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
EI Rebate Report (employment insurance rebate report)	RUNCTL_TAX101CN	Payroll for North America, Regulatory Reports CAN, EI Rebate, EI Rebate Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Health Insurance Premium Report	RUNCTL_TAX102CN	Payroll for North America, Regulatory Reports CAN, Health Insurance Premium, Health Insurance Premium Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Update Source Deductions	RUNCTL_TAX103CN	Payroll for North America, Year-End Processing CAN, Year-End/New Year Preparation, Update Source Deductions, Update Source Deductions	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Employer Contribution to CNT (employer contribution to Commission des Normes du Travail)	PRCSRUNCNTL	Payroll for North America, Regulatory Reports CAN, Employer Contribution to CNT, Employer Contribution to CNT	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Page Name	Definition Name	Navigation	Usage
NW Territories Payroll Tax Report (Northwest Territories payroll tax report)	RUNCTL_TAX905CN	Payroll for North America, Regulatory Reports CAN, NW Territories Payroll Tax, NW Territories Payroll Tax Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.
Nunavut Payroll Tax Report	RUNCTL_TAX906CN	Payroll for North America, Regulatory Reports CAN, Nunavut Payroll Tax, Nunavut Payroll Tax Report	See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223.

Generating a Payroll Summary Report

Access the Payroll Summary Report page (Payroll for North America, Payroll Processing USA, Pay Period Reports, Payroll Summary, Payroll Summary Report; or Payroll for North America, Payroll Processing CAN, Pay Period Reports, Payroll Summary, Payroll Summary Report; or Payroll for North America, Payroll Processing USF, Pay Period Reports, Payroll Summary, Payroll Summary Report).

Summary by Selection Select this option to report only summary subtotals.

Detail Report Select this option to include detail.

(USA) Generating the Tax Summary - PA LST Report

Access the Tax Summary Report-PA LST page (Payroll for North America, Pay Period Tax Reports USA, Tax Summary-PA LST, Tax Summary Report-PA LST; or Payroll for North America, Pay Period Tax Reports USF, Tax Summary-PA LST, Tax Summary Report-PA LST).

Balances for Year Enter the calendar year for which you want to run this report.

Quarter or Period Enter the quarter or period for which you want to run this report.

Show Employee Detail, Print SSN, and Print Employee Address Select the Show Employee Detail check box to include employee information in the report and to make the Print SSN and Print Employee Address check boxes appear on the page. Select these two additional check boxes to include the specified type of employee data in the report.

If you choose to include employee addresses in the report, the system prints the employees' home addresses.

Sort Option Select *Company Within Locality* or *Locality Within Company*.

(CAN) Producing a Health Insurance Premium Report

Access the Health Insurance Premium Report page (Payroll for North America, Regulatory Reports CAN, Health Insurance Premium, Health Insurance Premium Report).

Balance ID	The default value is the balance ID for the calendar year. This field is unavailable for entry.
Balance Year and Balances for Period	Enter the year and month for which you want to run this report.
Summary Report	Select this option to report summary totals by company and province.
Detail Report	Select this option to include the employee detail listing.

(CAN) Running the Update Source Deductions SQR Report Process (TAX103CN)

Access the Update Source Deductions page (Payroll for North America, Year-End Processing CAN, Year-End/New Year Preparation, Update Source Deductions, Update Source Deductions).

Federal Increase By	Use this group box to perform updates to employees' federal basic claim amounts. Use percent or amount only; specifying the value of the increase.
Quebec Increase By	Use this group box to perform updates to employees' Quebec basic claim amounts. Use percent or amount only; specifying the value of the increase.
Provincial Increase By	Use this group box to perform updates to employees' provincial basic personal amounts. Add rows to enter multiple provinces. Use percent or amount only; specifying the value of the increase.
Reset Special Letters	Enter Y (yes) to reset the special letters amount to zero.
Reset Special Letters (Quebec)	Enter Y to reset the Quebec special letters amount to zero.
Reset CPP Subject Months (reset Canada Pension Plan subject months)	Y: Reset the employee's CPP subject months to 12. N (no): Reset the employee's CPP subject months to zero when the employee's original CPP subject months are fewer than 12 (for example, to reset CPP subject months to zero for employees who no longer contribute to CPP). If the employee's original CPP subject months are 12, they remain 12.
Reset Federal Commission	Enter Y to reset the federal commission amounts to zero.
Reset Quebec Commission	Enter Y to reset the Quebec commission amounts to zero.

Reset Cross Province

Y: The Cross Province check box on the Canadian Income Tax Data 2 page is deselected when the new record is created.

N: The Reset Cross Province check box and associated field values are copied to the newly created record.

Chapter 28

Processing Retro Pay

This chapter provides an overview of retroactive (retro) pay processing and discusses how to:

- Work with retro pay mass requests.
- Review retro pay requests.
- Run and review retro pay calculations.
- Load retro pay into paysheets.
- Update the retro pay process flag.
- (E&G) Generate lump-sum retroactive payments for contractual employees.
- (USF) Manage interest calculations on retro pay.
- Report on retro pay processing.

Note. Retroactive benefit processing is documented in the *PeopleSoft Enterprise Human Resources PeopleBook: Manage Base Benefits*.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits, "Processing Retroactive Benefits and Deductions"

Understanding Retro Pay Processing

This section lists prerequisites and discusses:

- Retro request creation.
- Retro pay processing.
- Retro request process flags
- Payroll processing for retro ray.

Prerequisites

These are the steps for setting up retro pay processing:

1. On the Earnings Table - General page, specify which earnings types are eligible for retro pay and which are used to pay retro pay.

See [Chapter 4, "Defining Earnings Codes and Earnings Programs," Establishing Earnings Codes, page 97.](#)

2. Define retro pay programs in the Retroactive Pay Program component (RETROPAY_PGM_TBL).

See [Chapter 6, "Setting Up the Payroll Process," Defining Retro Pay Programs, page 217](#) and [Chapter 6, "Setting Up the Payroll Process," Defining Earnings for a Retro Pay Program, page 218.](#)

3. Define retro pay triggers in the Retro Pay Monitored Fields (PY_RETROTBL_DEF) component and the Retro Pay Trigger Values (RETRO_TRG_VALUES) component.

See [Chapter 6, "Setting Up the Payroll Process," Defining Retro Pay Fields, page 219](#) and [Chapter 6, "Setting Up the Payroll Process," Defining Trigger Values, page 220.](#)

4. Define trigger programs in the Retro Pay Trigger Program (PY_RETROTRG_DEF) component.

See [Chapter 6, "Setting Up the Payroll Process," Defining Retro Pay Trigger Programs, page 223.](#)

5. Assign retro pay programs and retro pay trigger programs to pay groups in the Pay Group Table component (PAYGROUP_TABLE).

See [Chapter 3, "Setting Up Pay Groups," Defining Pay Groups, page 80.](#)

6. (Optional) Define retro pay cancellations reasons on the Retro Pay Cancellation Reason component (PY_RETROCNL_TBL).

See [Chapter 6, "Setting Up the Payroll Process," Defining Retro Pay Cancellation Reasons, page 224.](#)

Retro Request Creation

The retro pay process begins when a change to job data or additional pay data affects pay for a previous pay period. Changes can be updates, inserts, or deletions. These changes generate retro pay requests.

The data changes that generate retro pay requests can occur two ways: online, or through mass retro.

Online Retro

When you set up retro pay processing, you define retro *triggers*. These are definitions for the specific data changes that generate retro pay requests. When a user makes such a change, the system creates a new retro request or, if there is already an open retro request for the employee and job number, the system adds the new trigger information to the existing request so that it is available for review.

Note. When employees have multiple jobs, the system creates separate retro requests for each job.

Changes made by a component interface (including those made in manager self-service) are treated the same as changes that a user manually enters on a page. Throughout this chapter, all discussions of retro requests that are triggered online also apply to retro requests that are triggered through a component interface.

Mass Retro

At times, you might make retroactive payroll changes in volume, for example, in response to union contracts. To do this, you use SQL to make changes to the Job Data or Additional Pay tables. The SQL updates database tables directly, bypassing online processing, so the system does not automatically create corresponding retro requests. Instead, you must configure and run the Retroactive Pay Mass Process (PSPRPMSS) COBOL SQL process to create the retro requests for the affected employees.

When you review a retro request that was created through mass retro processing, only minimal information is available. You do not see detailed information about the actual changes to the job data or the additional pay data.

See Also

Chapter 6, "Setting Up the Payroll Process," Setting Up Retro Pay Processing, page 211

Retro Pay Processing

To process retro pay requests, you run these processes:

1. The Retroactive Pay Calculations (PSPRPEXT) COBOL SQL process calculates the amount of retro pay to be paid to the employee.

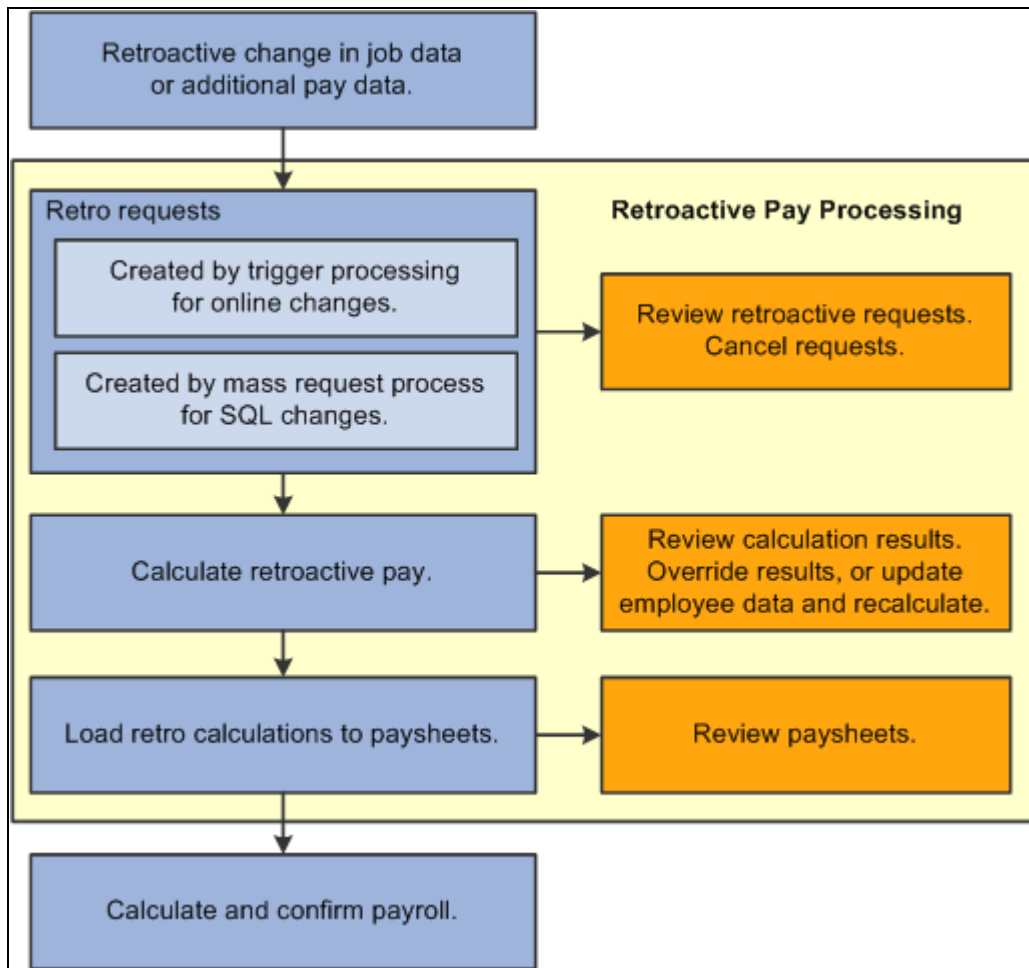
Review and update the calculation results and rerun the calculation as many times as needed.

Note. When calculated, retro pay requests do not always result in a retro pay difference.

2. The Retroactive Pay Load Paysheets (PSPRPPSH) COBOL SQL process loads the calculation results into paysheets.

Retro pay is loaded into paysheets as other earnings; the earnings code comes from the retro pay earnings program that is associated with the employee's pay group.

This diagram illustrates the retroactive pay process:



Retro pay processing process flow.

Retro Request Process Flags

As you process retro pay, the system maintains the retro request status in the Retro Request Process Flag field.

Open and Closed Requests

To understand how the system maintains the status, keep in mind that there can be only one open retro request per employee and job number. If there are additional retro changes for the employee and job number, those changes are incorporated into the open request.

Open requests are those that have not yet been loaded to paysheets (or they have been unsheeted). Open requests have statuses of *Not Processed*, *Calculated*, *Recalculate Request*, *Action Required*, *Suspended*, or *Extracted*.

Closed requests have statuses of *Loaded to Paysheets*, *Manually Loaded to Paysheets*, *Confirmed Payment*, *Paycheck Reversed*, or *Cancelled/Withdrawn*. If all of an employee's retro requests are closed, then the system creates a new retro request when a triggering event occurs.

Process Flag Descriptions

The following table describes the retro request process flag values that are used in the most basic scenario, where the request is created, calculated, loaded to paysheets, and confirmed by the payroll process.

Process Flag	When Used
Not Processed	The retro request has been created, but has not yet been calculated or otherwise processed. This is the default value for newly created retro requests.
Calculated	You have calculated the amount of retro pay, but you have not yet loaded the retro earnings to paysheets. The Retroactive Pay Calculations process applies this status after calculating retro pay for the retro request.
Loaded to Paysheets	You have loaded the retro earnings to paysheets, but the payroll process has not yet paid the earnings. The Retroactive Pay Load Paysheets process applies this status after successfully loading the retro pay to paysheets.
Confirmed Payment	The retro earnings have been paid. The Pay Confirmation PSJob process (PAYCONF) applies this status after it confirms the employee's paycheck.

Additional process flags are available for retro requests that do not follow this standard progression. The following table lists additional process flags for open retro requests:

Process Flag	Description
Recalculate Request	Additional retro changes have been made since the Retroactive Pay Calculations process last ran, and it is necessary to rerun the calculation process before you can load the retro pay to paysheets. This occurs when: - An additional triggering event occurs after you calculate retro pay but before you load the retro pay to paysheets. - The Payroll Unsheet process cancels retro requests for unsheeted pay and rolls older requests into the most recent one (either an existing open request or, if there were no open requests, the most recent of the unsheeted requests); the surviving request must be recalculated because it now incorporates additional retro triggers. See Chapter 28, "Processing Retro Pay," Pay Unsheet and Retro Pay, page 910.

Process Flag	Description
Action Required	A problem prevented successful processing, and manual intervention is required. This occurs under these conditions: - You deselect the OK to Pay check box on the paysheet. - The Retroactive Pay Load Paysheets process cannot load the retro pay to the employee's paysheet because the employee is no longer part of the pay group for which the retro pay was calculated. See Chapter 28, "Processing Retro Pay," Understanding the Retroactive Pay Load Paysheets Process, page 929.
Extracted	The Retroactive Pay Calculations process encountered a problem while extracting earnings data. The Retroactive Pay Calculations process starts by extracting the appropriate earnings from any confirmed checks that were issued during the retro pay period. If a problem occurs during this extraction process, the calculation process does not continue to the calculation routines, and the retro request process flag remains in <i>Extracted</i> status.
Suspended	The retro request was generated by job data changes that are irrelevant because they were made in correct history mode to a row that does not have the highest sequence number for its effective date—and the change was not carried through to the row with the highest sequence number. For example, an employee has two rows of job data with the same effective date. You use correct history mode to make a compensation rate change on the row with the lower sequence number. The row with the higher sequence number still shows the previous compensation rate. Essentially, it is as if the compensation rate change never occurred because it was not in effect for even a single day. The system still creates a retro request, but its initial process flag is <i>Suspended</i>. Note. If you make the changes in the row with the highest sequence number and then later add a row with a higher sequence number to back out the change, the system cancels the retro request rather than suspending it. The retro request remains suspended until you cancel it or until another data change adds active triggers to the request. The addition of active triggers changes the process flag to <i>Not Processed</i>.

The following table lists additional process flags for closed retro requests:

Process Flag	Description
Manually Loaded to Paysheet.	The retro pay process was unable to pay the retro earnings because the employee is no longer in the same pay group as when the original earnings were paid. You manually apply this status after the Retroactive Pay Load Paysheets process sets the process flag to <i>Action Required</i>. Apply this status only if you manually load the retro pay information into paysheets for regular payroll processing, or if you use any other mechanism to make the retro payment outside of the normal retro process. Note. When you manually load the retro pay to paysheets, the paysheet does not include a link to the original retro request.
Paycheck Reversed	The retro earnings were paid, but the paycheck that included the retro earnings was reversed. The Paycheck Reversal/Adjustment COBOL SQL process (PSPPYREV) applies this status when it reverses the check that paid the retro amount. See Chapter 22, "Working with Checks and Direct Deposit," Reversing Paychecks, page 768.
Cancelled/Withdrawn	The retro request was cancelled without being paid. This system applies this status when you reverse all of the employee data changes that were the triggers for the retro request. You can manually cancel retro requests on the Request and Trigger Summary page. This option is available only for requests where the process flag is <i>Not Processed</i>, <i>Suspended</i>, or <i>Action Required</i>. You can cancel retro requests in batch using the Retroactive Pay Undo process. Warning! If you cancel a retro request, you must also back out the data change that triggered the request in the first place. Otherwise, the next time the system creates a retro request for the employee, the retro pay calculation (which looks at the source data and not the triggers) will pick up the original data change. See Chapter 28, "Processing Retro Pay," Cancelling Retro Requests, page 915.

Payroll Processing for Retro Pay

As you load retro pay information into paysheets, you being using the standard PeopleSoft Payroll for North America processes to complete the payment process. This section describes considerations for completing the retro payment process.

Paysheet Processing for Retro Pay

The Load Paysheets (PYLOAD) process does *not* load retro pay; you must load retro pay to paysheets using the Retroactive Pay Load Paysheets process.

You must load on-cycle retro pay into paysheets in conjunction with the regular payroll. So, for on-cycle retro pay, run the Load Retro Pay to Paysheets process after you run the Load Paysheet process for the regular payroll.

Note. You should always load retro requests to paysheets immediately after you create the paysheets, before running any other processes such as the Load Time and Labor (PSPLDTL1) process.

For off-cycle retro pay, you can run the Load Retro Pay to Paysheets process any time because it invokes the paysheet creation process and loads the selected retro entries based on either Run ID or Company/Pay Group/Pay End Date selection on the Load Retro Pay to Paysheets run control page.

On paysheets, you cannot modify retro pay amounts. If you do not want to pay the loaded amount, your only option is to deselect the OK to Pay check box. If you do this, then the system updates the original retro request as follows:

- If an open retro request exists for the same employee and record number, the system cancels the original retro request.

The changes that triggered the cancelled retro request will be processed as part of the open retro request.

- If no open retro request exists, the system changes the process flag of the original retro request to *Action Required*.

Possible actions to take include manually cancelling the request or using the Retroactive Pay Undo (PSRPUND) COBOL SQL process to change the process flag to *Not Processed*, *Calculated*, or *Cancelled/Withdrawn*. If you change the process flag to *Calculated*, you can override the retro earnings amount before reloading it to paysheets.

Pay Unsheet and Retro Pay

When you run the Payroll Unsheet (PAYUNSHT) process, it updates the retro request process flag for all retro requests that get unsheeted.

Note. Remember that the unsheet process is not an option by employee ID; the unsheet is for the entire Run ID.

When the Payroll Unsheet process performs these updates, it must account for the restriction that there can be only one open retro request at a time per employee and job number.

The following table describes how the Payroll Unsheet process updates the retro request process flags in various conditions.

Open Request Exists?	Unsheeting One or Many Requests?	Process Flag Updates
No	One	Set the retro request process flag to <i>Calculated</i> so that it can be reloaded to paysheets.
No	Many	Set all retro requests except the last one to <i>Cancelled/Withdrawn</i> . Requests are cancelled in sequence number order to ensure that each one rolls into the next one. Set the last retro request to <i>Recalculate Request</i> so that it can be recalculated to account for the changes from the requests that were rolled in.

Open Request Exists?	Unsheeting One or Many Requests?	Process Flag Updates
Yes	One or Many	Set all retro requests being unsheeted to <i>Cancelled/Withdrawn</i>. Requests are cancelled in sequence number order to ensure that each one rolls into the next one. Set the existing open retro request to <i>Recalculate Request</i> so that it can be recalculated taking into account the changes from the requests that were rolled in.

At the end of the process, the Retro Pay Effective Date for the open retro request is adjusted to account for any other requests that have rolled into it. Also, retro requests are rolled up, the system populates the Additional Request Included field in each retro request except the oldest; on each retro request, the Additional Request Included field contains a link to an older retro request that was rolled into it.

Note. The retro requests being unsheeted normally start out with a retro request process flag of *Paysheets Loaded*. If, however, someone has changed the status using the Retroactive Pay Undo process, the Payroll Unsheet process does not change the process flag. Instead, it creates a message to alert you to the possibility that the process flags are out of sync.

Pay Calculation and Retro Pay

When the Pay Calculation process processes paysheets with retro earnings, it verifies that the retro request process flag for the corresponding retro request is *Loaded to Paysheets*. If the process flag is not *Loaded to Paysheets*, the Pay Calculation process issues a pay error message.

Pay Confirm and Retro Pay

When the Pay Confirmation process successfully processes a retro payment, it updates the retro request process flag to *Confirmed Payment*. It also adds the check number to the retro request.

Pay Unconfirm and Retro Pay

When a regular paycheck is unconfirmed, the Pay Unconfirm (PSPUNCNF) COBOL SQL process changes the retro request process flag to *Loaded to Paysheets*.

Paycheck Reversal/Adjustment and Retro Pay

When you use the Paycheck Reversal/Adjustment (PSPPYREV) COBOL SQL process, the system updates both the retro request process flag and the link from the retro request to the paycheck. At all stages of the process, the link goes to the last confirmed paycheck.

This table describes the changes to the retro request at various stages of the paycheck reversal process:

Action	Retro Request Process Flag	Link from Retro Request to Paycheck
The original paycheck is confirmed.	<i>Confirmed</i>	Goes to the original paycheck.
The paycheck is reversed (reversal is confirmed).	<i>Paycheck Reversed</i>	Goes to the reversed paycheck.

Action	Retro Request Process Flag	Link from Retro Request to Paycheck
Reversal is unconfirmed.	<i>Confirmed</i>	Goes to the original paycheck.
Reversal is deleted.	<i>Confirmed</i>	Goes to the original paycheck.

This table describes the changes to the retro request at various stages of the paycheck reversal/adjustment process:

Action	Retro Request Process Flag	Link from Retro Request to Paycheck
The original paycheck is confirmed.	<i>Confirmed</i>	Goes to the original paycheck.
The paycheck is reversed/adjusted (reversal/adjustment is confirmed).	<i>Paycheck Reversed</i>	Goes to the adjustment paycheck.
Reversal/adjustment is unconfirmed.	<i>Confirmed</i>	Goes to the original paycheck.
Reversal/adjustment is deleted.	<i>Confirmed</i>	Goes to the original paycheck.

Working With Retro Pay Mass Requests

This section provides an overview of retro pay mass requests and discusses how to:

- Specify retro pay mass request criteria.
- Create mass retro requests.

Understanding Retro Pay Mass Requests

At times, you might make retroactive payroll changes in volume using an SQR to make Job Data or Additional Pay changes. The SQR bypasses online processing, so the changes do not automatically generate retro requests. Instead, you run the Retroactive Pay Mass Request (PSPRPMSS) COBOL SQL process to create retro requests for employees that meet criteria that you specify. It is up to you to make sure that you define the criteria to catch all employees who were affected by the SQR.

If the mass retro selection criteria creates retro requests for people who did not actually get the raise, retro processing will still include the request, but the retro amount will end up being zero, and the Load Paysheets process will ultimately cancel the request with a ZR reason.

Pages Used to Define and Process Retro Pay Mass Requests

Page Name	Definition Name	Navigation	Usage
Retro Pay Mass Request Criteria	MASS_RETRO_PAY	Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Mass Rqst Criteria, Retro Pay Mass Request Criteria	Specify the criteria that the Retroactive Pay Mass Process uses to select the employees for whom it creates retro requests.
Process Mass Retroactive Pay	RUNCTL_MASS_RETRO	Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Process Mass Retroactive Pay, Process Mass Retroactive Pay	Create mass retro requests for employees who meet your selection criteria.

Specifying Retro Pay Mass Request Criteria

Access the Retro Pay Mass Request Criteria page (Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Mass Rqst Criteria, Retro Pay Mass Request Criteria).

Retro Pay Mass Request Criteria

Mass Retro Request ID: 01 Description:

*Retro Pay Program ID: *Start Date: *End Date:

Process End Date: 07/16/2009 First Hire Date: Service Date:

Process Flag: Not Proc. ☐ Delete Request ☐ Eligible for Interest

Comments:

Selection Criteria				Find	View All	First	1 of 1	Last
*Company:		Mass Sequence Number:	1	Full/Part Time:				
Pay Group:		Union Code:		Reg/Temp:				
Business Unit:		Job Elig Wk Days:		Employee Type:				
Job Code:		Un Cd Elig Wk Days:		Employee Class:				
Location Code:		Loc Elig Wk Days:		Pay Status:				

Retro Pay Mass Request Criteria page

Retro Pay Program ID Select the ID that identifies the earnings that this retroactive process calculates. Maintain these values in the Retroactive Pay Program table.

Start Date and End Date The system applies the retro pay mass request to employees with effective dates in their Job records that are both:

- Later than, or equal to, this start date.
- Earlier than, or equal to, this end date.

If the effective date in an employee's Job record does not fall between these start and end dates, the system selects the latest effective date that is earlier than, or equal to, the start date.

First Hire Date and Service Date

If you specify the hire date or service date, the employees' hire date or service date must be earlier than, or equal to, the effective dates of the data in the Selection Criteria group box. If you leave these fields blank, the system uses the end date.

Process End Date

Define the end of this retro period.

Process Flag

Displays the status of the process.

Delete Request

Select this check box to reverse the mass retro request, but only if you have not yet run the Retroactive Pay Calculations process for your mass retro ID. The mass retro request ID and its associated retro requests are deleted the next time you run the Retro Pay Mass Process.

Note. This process works only if the retro requests for the selected mass retro request ID have not been calculated.

(USF) Eligible for Interest

Select to mark the resulting retro requests as eligible for interest.

Selection Criteria

Use this group box to define the criteria that the system uses to select employees for whom to create retro pay requests. When you leave a field blank, all values are included. For example, if you leave the Company field blank, the process includes employees from all companies.

Job Elig Wk Days (job eligible work days), **Un Cd Elig Wk Days** (union eligible work days), and **Loc Elig Wk Days** (location eligible work days)

These fields work with the job code, union code, or location code to enable you to create requests for employees who have been in a job, union, or location for a specified amount of time. The system uses the later of these dates:

- The start date of the Retro Pay Mass Request process.
- The effective date in the Job record.

See Also

Chapter 6, "Setting Up the Payroll Process," Setting Up Retro Pay Processing, page 211

Creating Mass Retro Requests

Access the Process Mass Retroactive Pay page (Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Process Mass Retroactive Pay, Process Mass Retroactive Pay).

Process Mass Retroactive Pay page

Mass Retro Request ID The Retroactive Pay Mass Process creates retro requests for all employees who meet the criteria in the Mass Retro Request ID that you enter here.

Reviewing Retro Pay Requests

This section provides an overview of retro pay request updates and discusses how to review retro pay requests.

See Also

Chapter 6, "Setting Up the Payroll Process," Setting Up Retro Pay Processing, page 211

Understanding Retro Pay Request Updates

Use the Retro Pay and Trigger Summary page to review information about the retro requests. Generally, the information you see on the Retro Pay and Trigger Summary page is not editable. However, in certain circumstances, you can make limited updates.

Cancelling Retro Requests

When a retro request's current process flag is *Not Processed*, *Suspended*, or *Action Required*, you can manually change the process flag to *Cancelled/Withdrawn* to cancel the request.

When you cancel a retro request, it is important that you also back out the data change that triggered the request in the first place. Otherwise, the next time the system creates a retro request for the employee, the retro pay calculation (which looks at the source data and not the triggers) picks up the original data change.

For example, you cancel a retro request that was triggered by a raise, but you do not remove the raise information from the job data. You later make another change that triggers another retro request. When you review the new request, this second event is the only trigger shown. But when the system calculates retro pay, it will pick up the raise for which retro was never paid and incorporate that into the calculation.

Warning! If you cancel a retro request, you must also back out the data change that triggered the request in the first place.

Marking Retro Requests as Manually Loaded to Paysheets

When the current process flag is *Action Required*, you can set the process flag to *Manually Loaded to Paysheets* to indicate that the retro is being paid outside of the standard retro process. This is not a true cancellation, as the retro does, in fact, get paid. But this status change deactivates the request so that it does not get further processed, while retaining data related to the paid retro amount so that the system can use that information in any future retro calculations that affect any of the same pay periods.

See [Chapter 28, "Processing Retro Pay," Understanding Retro Pay Calculations, page 920](#).

(USF) Configuring Interest Eligibility

Use the Eligible for Interest check box on the Retro Pay Request and Trigger Summary page to indicate whether the employee is entitled to receive interest on the retro earnings.

If the request was created through the Retroactive Pay Mass Request process, the setting from the Retro Pay Mass Criteria page is applied to all resulting retro requests, and you cannot change the setting manually.

Page Used to Review and Cancel Retro Pay Requests

Page Name	Definition Name	Navigation	Usage
Retro Pay Request and Trigger Summary	RETROPAY_RQST_SUMM	Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Request and Trigger Summary, Retro Pay Request and Trigger Summary	Review retro pay requests and the triggers that created the requests. If the process request flag is <i>Not Processed</i> , <i>Action Required</i> , or <i>Suspended</i> , you can also use this page to manually cancel the request.

Reviewing and Cancelling Retro Pay Requests

Access the Retro Pay Request and Trigger Summary page (Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Request and Trigger Summary, Retro Pay Request and Trigger Summary).

Retro Pay Request and Trigger Summary

Employee ID: TQ4RP009 [Michael Parachute](#)

Employment Record Number: 0 Process End Date: 03/31/2009

Retro Pay Sequence Number: 1000060 Retro Pay Effective Date: 10/23/2006

Additional Request Included:

*Retro Pay Process Flag: Retro Pay Program ID: TQ4

Retro Cancellation Reason: Retro Pay Trigger Program ID: TQR

Mass Retro Request ID:

Retro Pay Trigger Events		Find View All First 1 of 1 Last	
Trigger Event ID:	1	Sequence:	0
Effective Date:	10/23/2006		
Record Name:	JOB	Action Date:	03/31/2009
Updated By User:	SAMPLE		

Retro Pay Trigger Fields						Customize Find View All 1-2 of 2 Last	
Field Name	Previous Value	New Value	Value Not on Trigger	Trigger Action	Trigger Status		
COMPRATE	20000	24500		Insert	Active		
SHIFT	1	2		Insert	Active		

Retro Pay Request and Trigger Summary page

Retro Request Information

Employment Record Number If the employee has multiple jobs, the system creates separate retro pay requests for each job.

Retro Pay Sequence Number Displays a unique identifier for the retro request. The system assigns sequence numbers based on the value in the Last Retro Pay Request Seq Nbr field on the Last ID Assigned page.

Additional Request Included Displays a link to an earlier retro request that has been rolled into the current retro request. This occurs if because there can only be one open retro request for an employee at a time

Retro requests are rolled up when there is an open retro request when retro pay is unsheeted, or the Payroll Unsheet process unsheets pay from multiple retro requests.

Retro Pay Process Flag Displays the status of the retro request. For example, a newly created retro request is *Not Processed*, and after the Retroactive Pay Calculations process runs, the process flag changes to *Calculated*.

See [Chapter 28, "Processing Retro Pay," Retro Request Process Flags, page 906](#).

In certain situations, you can change the process flag:

- If the current process flag is *Not Processed*, *Suspended*, or *Action Required*, you can change it to *Cancelled/Withdrawn*.
- If the current process flag is *Action Required*, you can change it to *Manually Loaded to Paysheet*.

Retro Cancellation Reason	When you change the process flag to <i>Cancelled/Withdrawn</i>, you can optionally select a cancellation reason. This field prompts against reasons that you create on the Retro Pay Cancellation Reason page, excluding the delivered cancellation reasons that are reserved for system use. See Chapter 6, "Setting Up the Payroll Process," Defining Retro Pay Cancellation Reasons, page 224.
(USF) Eligible for Interest (interest)	Select if the retroactive payment is eligible for interest payment. This check box is unavailable for change if the request was created through the Retroactive Pay Mass Request process.
Process End Date	Displays the date that the system created the retro request. The system uses this date to determine the last pay period to recalculate.
Retro Pay Effective Date	Displays the earliest date that the retro pay is effective. For example, if the retro request incorporates two separate compensation rate increases that are effective on different days, the retro pay effective date is the earlier of the two dates. The system uses this date to determine the earliest pay period to recalculate.
Retro Pay Program ID and Retro Pay Trigger Program ID	These fields identify the retro programs that are associated with the pay group that the employee belonged to at the time the retro request was created.
Mass Retro Request ID	If the request was created by the Retroactive Pay Mass Process, the system displays the mass retro request ID for the process that created it.

Retro Pay Trigger Events

This group box is hidden if there is no trigger data. Requests with no trigger data include those that the Retroactive Pay Mass Process creates and requests that were created in a release prior to PeopleSoft Payroll for North America 9.1.

Trigger Event ID	Identifies an individual trigger event within a retro request. Because employees can have only one open retro request at a time, each retro request has event information for every triggering event that occurs while the request is open. For example, suppose you insert a row of job data with a new compensation rate, then, while the retro request is still open, you correct the compensation rate on that row. Each job data update is a separate triggering event within the retro request.
Sequence	Displays the sequence number of the Job record row or the Additional Pay Data row where the change was triggered. When there are multiple sequence numbers for a trigger event ID, only the last row in the sequence is active; the individual field-level triggers in the earlier rows are superseded by the changes in the last row.

Effective Date and Action Date	The effective date is the date that the retro event became active. This is the effective date of the job data row or the additional pay data row where the change occurs. The action date is the date that the data was saved, triggering the retro request. For example, on June 1 you enter a compensation rate change that was effective on March 1. In the resulting retro request, this event has an effective date of March 1 and an action date of June 1.
Record Name	Displays the record where the triggering event occurred: <i>JOB</i> or <i>ADDL_PAY_DATA</i> .
Updated By User	Displays the user ID of the person who made the change that triggered the retro request.

Retro Pay Trigger Fields

This grid shows the specific field changes that caused the trigger event.

Note. When the retro pay calculation processes a retro request, it uses the actual job and additional pay data. It does *not* use the trigger details to calculate retro pay. The system saves the trigger data for audit purposes only.

Field Name	Displays the name of the field that changed.
Previous Value and New Value	Displays the field values before and after the change that triggered the retro request. Values are formatted as generically as possible, which means that the formatting does not necessarily match the formatting in the page where the values were originally entered. For example, if the trigger field is a currency field such as a shift rate, the previous and new values appear here as plain numbers. Trailing zeros after the decimal point are dropped. For example, <i>1.50</i> is displayed as <i>1.5</i> .
Value Not on Trigger	If the system creates a trigger because a field changed to a specific value, then a subsequent update to the field changes the value to one that would not normally create a trigger, the system creates a new trigger to show that the original value is no longer applicable. In the new trigger, the new value (the one that would not normally create a trigger) appears in the Value Not on Trigger field.
Trigger Action	Displays the type of data change: <i>Insert</i> , <i>Update</i> , or <i>Delete</i> .

Trigger Status

Displays *Active*, *Cancelled*, or *Superseded*.

Triggers are cancelled if the original field change is reversed. Cancelling an individual trigger does not cancel the overall retro request, but if all of the triggers in a retro request are cancelled, the system cancels the overall retro request too.

Only triggers from the job record can be superseded. This occurs when the trigger becomes irrelevant because it occurred in row that does not have the highest sequence number for its effective date—and the change was not carried through to the row with the highest sequence number.

For example, an employee has two rows of job data with the same effective date. You use correct history mode to make a compensation rate change on the row with the lower sequence number. The row with the higher sequence number still shows the previous compensation rate. Essentially, it is as if the compensation rate change never occurred because it was not in effect for even a single day. The trigger for the compensation rate change has a *Superseded* status.

Note. Only active triggers are considered in the determination of the Retro Pay Effective Date.

Running and Reviewing Retro Pay Calculations

This section provides an overview of retro pay calculations and discusses how to:

- Run the Retroactive Pay Calculations process.
- Review and update retro pay calculations.
- Review retro pay summary information for an employee.
- Review calculation messages.

Understanding Retro Pay Calculations

This overview describes retro pay calculations.

The Calculation Process

When you run the Retroactive Pay Calculations process, it processes retro requests with a process flag of either *Not Processed*, *Recalculate Request*, or *Extracted*.

The Retroactive Pay Calculations process performs these steps for each retro request:

1. Extracts the original pay data for the affected pay periods.

If an error occurs during this step, the retro request process flag for the partially processed request is set to *Extracted*

2. Performs the retro calculation.

During this step, the process:

- a. Performs FLSA calculations, if necessary.
- b. Calculates retro pay.
- c. Updates the retro pay earnings table with the retro calculation results.

3. Updates the retro request process flag for each calculated request to *Calculated*.

Pay Period Retro Amount

Here is the formula for calculating the retro pay amount for a specific earnings code for a pay period:

New Earnings Amount – Original Earnings Amount – Prior Retro Paid

In this formula:

- The *Original Earnings Amount* is the amount that was paid on the employee's original pay check.
It is not adjusted for any previous retro payments.
- The *New Earnings Amount* is the amount that the employee should have received if the retro changes had been in effect at the time of the original paycheck.

The system uses the changed employee data to determine the new earnings amount. It does not incorporate any pay rate overrides that were entered on the paysheet for the original paycheck.

- To determine the *Prior Retro Paid*, the system looks for retro requests that resulted in retro pay for the same pay period (the pay period dates must match exactly).

Retro requests are assumed to have resulted in retro pay if the process flag is *Loaded to Paysheets*, *Manually Loaded to Paysheets*, or *Confirmed Payment*.

For example, in one pay period, an employee was paid 1,000 USD of regular pay (his original earnings amount). He received a retroactive pay increase resulting in recalculated pay of 1,100 USD (the new earnings amount), which produced 100 USD of retro pay.

The employee then received another increase for the same period, resulting in recalculated pay of 1,300 USD (the new earnings amount in a new retro request). The original earnings amount is still 1,000 USD, but this time there is also a prior retro paid amount of 100 USD. Therefore the retro pay for this second retro request is 1,300 USD – 1,000 USD – 100 USD, or 200 USD.

Note. If you enter an earnings override while reviewing the calculation results, the system substitutes the override amount for the new earnings amount. The system recalculates the current retro pay amount when you save the override.

Pages Used to Run and Review Retro Pay Calculations

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Calculate Retroactive Pay	RUNCTL_RTROPAYCALC	Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Calculate Retroactive Pay, Calculate Retroactive Pay	Run the Retroactive Pay Calculations process.
Retro Pay Calculation Results	RETROPAY_EARNS	Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Retro Pay Calculation Results, Retro Pay Calculation Results	Check the results of the Retroactive Pay Calculations process, and override the results if necessary.
Retro Pay Calc Summary	RETROPAY_SUMMARY	Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Retro Pay Calc Summary, Retro Pay Calc Summary	Review a summary of the retro pay requests of an individual employee.
Retro Pay Messages	RETROPAY_MESSAGES	Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Retro Pay Messages, Retro Pay Messages	Review retro pay messages.

Running the Retroactive Pay Calculations Process

Access the Calculate Retroactive Pay page (Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Calculate Retroactive Pay, Calculate Retroactive Pay).

Calculate Retroactive Pay page

Note. When you run the Retroactive Pay Calculations process, it processes retro requests with a process flag of either *Not Processed*, *Recalculate Request*, or *Extracted*. After it processes these requests, the Retroactive Pay Calculations process changes the retro request process flag for each calculated request to *Calculated*.

Process Type

Select one of these options to indicate how you will choose which retro requests to process.

Online (All Employees) Select this option if you want to calculate retro pay for all requests that were created by trigger processing. This includes requests that were generated by online data changes and by changes that came from a component interface.

Online (Selected Employees) Select this option if you want to calculate retro pay for retro requests that were generated online, but you want to narrow the process to include only selected employees.

When you select this option, the Employees Selected for Processing grid appears so that you can enter the employees to process.

Mass Retro Select this option if you want to calculate retro pay for requests that were created by the Retroactive Pay Mass Process.

When you select this option, the Mass Request Options grid appears so that you can choose which mass retro request IDs to process.

Online Request Options

This group box appears if the process type is either of the online options.

- Job

Select this check box to process retro requests that were triggered by changes to the job record.
- Additional Pay
(additional pay)

Select this check box to process retro requests that were triggered by changes to the additional pay data record.

Employees Selected for Processing

This group box appears if the process type is Online (Selected Employees).

- Employee ID

Enter the employee IDs for one or more employees to process.

Mass Request Options

Use this group box to process retro requests that created by the Retroactive Pay Mass Process.

Process Type

☐ Online (All Employees)

☐ Online (Selected Employees)

☒ Mass Retro

Mass Request Options

☐ All Mass Retro Request IDs

☒ Selected Mass Retro Request ID

Mass Retro Request ID:



The Mass Request Options group box appears when you choose to process mass retro requests.

- All Mass Retro Request
IDs

Select this option to process all retro requests that were created by the Retroactive Pay Mass Process.
- Selected Mass Retro
Request ID

Select this option to process the retro requests that were created for a particular mass retro request, and use the Mass Retro Request ID field to identify the mass retro request to process.

Reviewing and Updating Retro Pay Calculations

Access the Retro Pay Calculation Results page (Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Retro Pay Calculation Results, Retro Pay Calculation Results).

Note. This page displays retro requests that have a process flag of *Calculated*, *Loaded to Paysheets*, *Confirmed Payments*, *Action Required*, *Paycheck Reversed*, and *Manually Loaded to Paysheet*.

Retro Pay Calculation Results

Calculation Results
Find | View All | First 1 of 5 Last

Employee ID: KU0340 Christine Adams

Employment Record Number: 0

Retro Request

Retro Pay Effective Date:	01/20/2008	Mass Request ID:	
Retro Pay Sequence Nbr:	1000038	Duplicate Flag:	N
Retro Pay Process Flag:	Confirmed Payment	Paycheck Number:	<u>7033</u>

Pay Run

Company:	GBI	Pay End Date:	01/26/2008	Page Number:	1	☐ Exception
Pay Group:	KUR	Earnings Begin Date:	01/20/2008	Line Number:	1	☐ Off Cycle
		Earnings End Date:	01/26/2008	Addl Line Nbr:	0	☒ OK to Pay

Earnings

Earnings Code:	REG Regular	Rate Code:	
Earnings Type:	Reg Hourly	Rate Type:	
Earnings Hours:	32.00		

Original Values	
Earnings Amount:	640.00
Hourly Rate:	20.000000
Rate Used:	20.000000

New Values	
Earnings Amount:	960.00
Earnings Amount Override:	
Hourly Rate:	30.000000
Rate Used:	30.000000

Prior Retro Paid: 160.00

Current Retro Pay Amount: 160.00

Prior Retro Paid

Prior Retro Pay Sequence	New Hourly Rate	New Rate Used	New Earnings Amount	Amount Override	Retro Pay Amount
<u>1000036</u>	25.000000	25.000000	800.00		160.00

Retro Pay Calculation Results

Note. Except for the OK to Pay and Earnings Amount Override fields, which are editable in certain circumstances, all fields on this page are display-only.

Calculation Results

This page displays the results for a single retro request. There are separate rows of data for each earnings code in each pay period.

For example, an employee gets a retroactive pay increase that affects two pay periods. During the first of those pay periods, the employee had only regular earnings. During the other pay period, the employee had both regular and holiday earnings. There will be three rows of data on the Retro Pay Calculation Results page: one row for the first pay period, and two rows for the second pay period.

Retro Request

This group box displays information that identifies and describes the retro request. All rows of data have the same retro request information.

Duplicate Flag

Displays *N* (no) or *Y* (yes) to indicate whether this is a duplicate retro request.

Normally, there can only be one open retro request for an employee and job number. However, duplicate requests can occur when changes made online are also processed in batch. Therefore, when the system creates a new online retro request, it checks to see if there is an open mass retro request. If there is, the system selects the Duplicate Flag for both the mass retro request and the online retro request.

Paycheck Number or Paycheque Number

After the retro pay is paid (the retro request process flag is *Confirmed Payment* or *Paycheck Reversed*), this field displays the check number of the check that includes the retro pay.

The check number is a link that you click to access the Review Paycheck component, where you can review complete payment details. In the Review Paycheck component, retro earnings appear in the Other Earnings grid. The detail information for the retro earnings codes includes the retro pay sequence number; the sequence number is a link back to the Retro Pay Calculation Results page.

Pay Run

This group box displays information about the pay run that is affected by the retro request.

Exception

The system selects this check box if the retro pay calculation is based on a mid-pay period change. This informs you that the system prorates the retroactive pay amount. Run the Retro Pay Summary report (PAY302RT) to verify the proration calculation.

Exception processing can also generate Retro Pay messages that you should review and validate prior to loading the retro calculations to paysheets.

See [Chapter 28, "Processing Retro Pay," Reviewing Calculation Messages, page 928](#).

OK to Pay

The system initially selects this check box for active employees and deselects it for terminated employees. The system also initially deselects this check box if the Duplicate Flag is *Y* (yes).

You can change this setting only if process flag is *Calculated*.

Earnings

This group box displays information about an earnings code for which the employee received retro pay during the pay period.

Original Values and New Values

These group boxes show pay-period specific information about a particular retro-eligible earnings code.

Earnings Amount	The original value is the amount that was paid on the employee's original pay check. It is not adjusted for any previous retro payments. The new value is the amount that the employee would have received if the retro changes had been in effect at the time of the original paycheck.
Earnings Amount Override	To override the calculation, enter the desired new earnings amount. The system uses the manually entered override amount rather than the (calculated) new earnings amount to determine the amount of retro pay. The system recalculates the Current Retro Pay amount when you save the page. The calculated new earnings amount is not updated. You can only enter an override while the retro request is open.
Prior Retro Paid	Displays the sum of all prior retro payments for the employee record number, pay period, and earnings code. If this is non-zero, the Prior Retro Paid grid appears so that you can review the supporting details.
Current Retro Pay Amount	Displays the amount of retro earnings to be paid for this employee record number, pay period, and earnings code. The system calculates the amount as follows: <i>New Earnings Amount – Original Earnings Amount – Prior Retro Paid</i> If you entered an earnings override, the system substitutes the override amount for the new earnings amount: <i>Earnings Amount Override – Original Earnings Amount – Prior Retro Paid</i>
Prior Retro Paid	If the Prior Retro Paid field shows a non-zero amount, this group box appears.
Prior Retro Pay Sequence	Displays the ID of the retro request for the previously paid retro earnings. Click the link to view the calculation details for that retro request.

Reviewing Retro Pay Summary Information for an Employee

Access the Retro Pay Calc Summary page (Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Retro Pay Calc Summary, Retro Pay Calc Summary).

Retro Pay Calc Summary

Employee ID: KU0340 Christine Adams

Retropay Detail								Customize Find View All First 1-4 of 4 Last
Retro Pay Sequence Number	Retro Pay Effective Date	Duplicate Flag	Request Type	Mass Request ID	Earnings Code	Description	Process Flag	Amount
1000038	01/20/2008		Job		RRP	RetroRegPy	Confirmed Payment	600.00
1000036	01/20/2008		Job		RRP	RetroRegPy	Confirmed Payment	200.00
1000036	01/20/2008		Job		ROP	RetroOTPay	Confirmed Payment	37.50
1000038	01/20/2008		Job		ROP	RetroOTPay	Confirmed Payment	37.50

Retro Pay Calc Summary page

Reviewing Calculation Messages

Access the Retro Pay Messages page (Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Retro Pay Messages, Retro Pay Messages).

Retro Pay Messages			
Empl ID:	TRP91021	Ann Retropay	
Empl Record:	0	Retro Pay Sequence:	1000021
Company:	TQ5	Pay Group:	TQR
Page Number:	2	Line Number:	2
Pay End Date:	02/09/2008	Separate Check:	0
	☐ Off Cycle		
Messages			
Message ID:	008010		
Description:	There has been a change in pay periods for this employee and the retro pay program was set to flag this situation as an exception during the calculation of retro pay.		
Message Data:			

Retro Pay Messages page

The system deletes calculation messages when:

- The retro request is cancelled.

To cancel a retro request after it has been calculated, use the Retroactive Pay Undo (PSPRPUND) COBOL SQL process.

See [Chapter 28, "Processing Retro Pay," Updating the Retro Pay Process Flag, page 932.](#)

- The results of the retro calculation are loaded to paysheets.

Warning messages do not prevent the paysheet load.

When there are errors that do prevent the system from loading retro to paysheets, the retro request pay flag is set to *Action Required* to indicate that you need to review the messages for more information about why the paysheet load failed.

Note. Although the Retroactive Pay Calculations process is the source of most messages that you see on this page, certain other processes also insert messages occasionally. For example, the Payroll Unsheet process creates a message if it processes a retro request that did not start out with the process flag *Loaded to Paysheets*.

Loading Retro Pay Into Paysheets

This section provides an overview of the Retroactive Pay Load Paysheets process, lists prerequisites, and discusses how to run the Retroactive Pay Load Paysheets process.

Understanding the Retroactive Pay Load Paysheets Process

To load retro pay into paysheets, run the Retro Pay Load Paysheets process after your on-cycle paysheets have been created.

For off-cycle retro pay, you can run this process any time because it invokes the paysheet creation process and loads the selected retro entries based on either Run ID or Company/Pay Group/Pay End Date selection on the Load Retro Pay to Paysheets run control page.

When processing retro requests that did not produce any retro pay, the Retroactive Pay Load Paysheets process cancels the retro request with a cancellation reason of *ZR* (zero retro).

If the employee has changed pay groups since the original paycheck, the system cannot load the retro pay. Instead, it changes the retro request process flag to *Action Required* and generates an error message explaining the problem. When you get this error, you have these options:

If the employee has changed pay groups since the original paycheck, the system cannot load the retro pay. Instead, it changes the retro request process flag to *Action Required* and generates an error message explaining the problem. When you get this error, you have these options:

- Manually load the retro amount to paysheets to the correct company and pay group so that you can pay the amount outside the retro process, then use the Request and Trigger Summary page to set the retro request process flag to *Manually Loaded to Paysheets*.

Setting the retro pay process flag to *Manually Loaded to Paysheets* deactivates the request so that it does not get further processed, while retaining data related to the paid retro amount so that the system can use that information in any future retro calculations that affect any of the same pay periods.

- On the Retro Pay Calculation Results page, enter manual overrides to zero out the retro amount on the retro request that won't load, then add that same amount to a retro request for the employee's new pay group.

This option is available only if a retro request for the employee's new pay group exists.

To enter manual overrides in a retro request, its process flag must be *Calculated*. Change the retro request process flag back to *Calculated* either by rerunning the calculation process or by running the Retroactive Pay Undo process.

- Use the Request and Trigger Summary page or the Retroactive Pay Undo process to cancel the retro request.

Prerequisites

You must run the Retroactive Pay Calculations process before you load retro pay to paysheets.

Also, it is a good practice to run the Retro Pay Messages Report (PAY304RT) before you load retro pay into paysheets. The system deletes error messages for retro requests that it loads to paysheets, and running the report captures the messages before they are deleted and saves them for future review.

Page Used to Load Retro Pay Into Paysheets

Page Name	Definition Name	Navigation	Usage
Load Retro Pay to Paysheets	RUNCTL_RTROPAYPSHT	Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Load Retro Pay to Paysheets, Load Retro Pay to Paysheets	Run the Retroactive Pay Load Paysheets process.

Running the Retroactive Pay Load Paysheets Process

Access the Load Retro Pay to Paysheets page (Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Load Retro Pay to Paysheets, Load Retro Pay to Paysheets).

Load Retro Pay to Paysheets

Run Control ID: PS [Report Manager](#) [Process Monitor](#)

Processing Options

☐ Process Terminated Employees

On-Cycle or Off-Cycle Run

Pay Run ID:

On or Off-Cycle: ▼

Off-Cycle Run

Company:

Pay Group:

Pay End Date:

Load Retro Pay to Paysheets page

Processing Options

Process Terminated Employees

By default, the system doesn't process paysheets for retro pay for terminated employees. However, you can select this check box to include terminated employees for whom retro pay has been calculated. Only employees who terminated on or before the pay end date are included.

If you select this check box, the Retroactive Pay Load Paysheets process sets a flag for terminated employees who are processed. When you run the Retro Pay Terminations report (PAY303RT), only flagged employees are included.

On-Cycle or Off-Cycle Run

Pay Run ID

If you use this field, all fields in the Off-Cycle Run group box become unavailable for entry.

Off-Cycle Run

Company

If you use this field, all fields in the On-Cycle or Off-Cycle Run group box become unavailable for entry.

Updating the Retro Pay Process Flag

This section provides an overview of batch changes to the retro pay process flag and discusses how to update the retro pay process flag.

Understanding Batch Changes to the Retro Pay Process Flag

In some circumstances, you need to update the process flag of a retro request directly rather than letting the system handle the process flag changes. The Retroactive Pay Undo process enables you to change the retro request process flag to *Cancelled/Withdrawn*, *Calculated*, or *Not Processed*. You can run this process for specified retro requests, for mass retro requests (all, or those associated with specific Mass Retro Request IDs), or for the retro pay requests of a pay run.

Important! Use caution when making batch changes to the retro pay process flag.

These are some considerations for making batch changes to the retro pay process flag:

- If you cancel a retro request, you must also back out the data change that triggered the request in the first place.

Otherwise, the next time the system creates a retro request for the employee, the retro pay calculation (which looks at the source data and not the triggers) will pick up the original data change.

- If you change a retro request from *Calculated* to *Not Processed*, the system clears any error messages that were associated with the retro request.
- If a retro request process flag is *Action Required* because you deselected the OK to Pay check box on the paysheet, you can use this process to return the retro request to *Calculated* status.

Once the retro request process flag is *Calculated*, you can enter an earnings override before reloading the retro request to paysheets.

- In general, you should not change the process flag for a retro request that has been loaded to paysheets.

Using the Retroactive Pay Undo process to change the process flag does not affect paysheets in any way.

If you want to completely remove the posted retro adjustment paysheets from the system, you must run the Payroll Unsheet process and unsheet the complete pay run ID.

- It is not normally necessary to run the Retroactive Pay Undo process to reset the retro request process flag after you unsheet retro pay; the Payroll Unsheet process handles all process flag updates.

However, if the Payroll Unsheet process does not complete successfully, you may need to change a retro request process flag using the Retroactive Pay Undo process. Change the process flag to *Calculated* if the calculation is correct and you just need to reload the retro pay to paysheets.

Note. Remember that the unsheet process is not an option by employee ID; the unsheet is for the entire Run ID.

Page Used to Update the Retro Pay Process Flag

Page Name	Definition Name	Navigation	Usage
Change Retro Pay Process Flag	RUNCTL_RTROPAYUNDO	Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Change Retro Pay Process Flag, Change Retro Pay Process Flag	Change the process flag value in the Retro Pay Request table for retro pay requests.

Updating the Retro Pay Process Flag

Access the Change Retro Pay Process Flag page (Payroll for North America, Retroactive Payroll, Retro Pay, Process and Review Requests, Change Retro Pay Process Flag, Change Retro Pay Process Flag).

Change Retro Pay Process Flag

Run Control ID: PS [Report Manager](#) [Process Monitor](#)

Undo Process Flag To

☐ Calculated
 ☐ Not Processed
 ☒ Cancelled

Processing Options

☒ Selected Sequence Number
 ☐ Mass Retro
 ☐ On or Off-Cycle

Retro Pay Sequence Number [Customize](#) [Find](#) First 1 of 1 Last

*Retro Pay Sequence Number	Employee ID	Empl Record	Name		
1000007	TRP91044	0	Stephen Retropay		

Change Retro Pay Process Flag page

Undo Process Flag To

Indicate the new process flag value to apply to the affected retro requests: Calculated, Not Processed, or Cancelled.

Processing Options

Select one of these options to indicate how you will choose which retro requests to update.

Selected Sequence Number

Select this option if you want to select one or more specific retro requests to update. When you select this option, the Retro Pay Sequence Number grid appears so that you can enter the retro pay sequence numbers (the request IDs) for the requests that you want the system to update.

- Mass Retro**

Select this option if you want to change the process flag for retro requests that were created by the Retroactive Pay Mass Process.
- On or Off-Cycle**

Select this option if you want to change the process flag for the retro pay requests of a pay run.

Retro Pay Sequence Number

This group box is visible only when the process option is Selected Sequence Number.

- Retro Pay Sequence Number**

Select the sequence numbers for the retro requests that you want to update. Although you enter the sequence number, you can use the field prompt to search for sequence numbers based on the EmplID, the employee name, or the current value of the retro pay process flag.

You cannot select retro requests with a retro pay process flag of *Cancelled/Withdrawn*.

Mass Retro Processing Option

This group box is visible only when the selected process option is Mass Retro.

Processing Options

☐ Selected Sequence Number

☒ Mass Retro

☐ On or Off-Cycle

Mass Retro Processing Option

☐ All Mass Retro Request IDs

☒ Selected Mass Retro Request ID

Mass Retro Request ID:

The Mass Retro Processing Option group box appears when you choose to process mass retro

- All Mass Retro Request IDs**

Select this option to change the process flag for all retro requests that were created by the Retroactive Pay Mass Process.
- Selected Mass Retro Request ID and Mass Retro Request ID**

Select the Selected Mass Retro Request ID option to update the process flag in the retro requests that are associated with the mass retro request that you identify.

On-Cycle or Off Cycle Parameters

This group box is visible only when the selected process option is On or Of-Cycle. Use the fields in this group box to specify which pay runs to process. The system changes the process flag of any retro request included in the pay run.

Processing Options	
☐ Selected Sequence Number	☐ Mass Retro
☒ On or Off-Cycle	
On or Off-Cycle Parameters	
Pay Run ID:  On or Off-Cycle: 	Off-Cycle Run Company:  Pay Group:  Pay End Date: 

The On-Cycle or Off Cycle Parameters group box appears when you choose to process on or off-cycle pay runs

Pay Run ID If you use this field, all fields in the Off-Cycle Run group box become unavailable for entry.

Company If you use this field, the Pay Run ID and On or Of-Cycle fields become unavailable for entry.

See Also

[Appendix A, "Configuring Batch Processes," Payroll Processes, page 1065](#)

(E&G) Generating Lump-Sum Retroactive Payments for Contractual Employees

This section provides an overview of lump-sum retroactive payments and discusses how to:

- Set up lump-sum retroactive payments.
- Process additional pay for contractual employees.

Understanding Lump-Sum Retroactive Payments

At times, you might change an employee's contract retroactively. For example, suppose that you have an employee working under a nine-month contract that is paid over a 12-month period. During the contractual period, the employee's compensation rate is increased, and the increase is effective on the first day of the contract. In such instances, you must pay the employee retroactive earnings. With the Lump-Sum Retroactive Payment feature, you can pay the employee's retroactive earnings as a lump sum.

To use this feature, indicate that you want a lump-sum retroactive payment for contract pay by selecting the Lump Sum Retro Payment check box on the Contract Change Proration Option page that appears after you enter a new contract amount in the employee's record. Then, the Contract Additional Pay SQR Report process (CNTPAY01) calculates all the lump-sum retroactive payment data. To deliver the payment in a separate check, select the Separate Check check box on the Contract Additional Pay - Run Parameters page.

The Contract Additional Pay process completes the following tasks:

- Determines what you already paid as:
 - Paid, but not earned (PNE).
 - Earned, but not paid (ENP).
 - Contract regular earnings (CRG).
- Determines what you should have paid as PNE, ENP, and CRG, had the increase (or decrease) been in effect.
- Generates lump-sum entries for each earnings code.
- Processes the lump-sum entries from an on or off-cycle payroll.
- Automatically adjusts the goal balances to reflect the increased amount.

The goal balance of the contract additional pay represents the actual balance of the contract pay. For example, if an employee has 10,000 CAD of contract pay and 500 CAD of lump-sum retroactive pay, contract additional pay with sequence number of 1 represents the employee's normal contract pay, and additional pay with sequence numbers greater than 1 represents the employee's lump-sum retroactive payment. The final goal balance of the sequence 1 additional pay should be 10,000 CAD, and the goal balance of the lump-sum retroactive additional pay should be 500 CAD.

When producing a lump-sum retroactive payment for contract pay, the system:

- Processes the retroactive compensation.
- Provides a lump-sum payment of the retroactive amount to the employee.
- Tracks the effective date of the retroactive changes to the compensation amount of the contract.
- Maintains the integrity of the contract.

This means that the contract begin and end dates, and the payment begin and end dates, do not change to accommodate the retroactive changes.

- Maintains the integrity of the assigned grade and step of the employee.
- Maintains the integrity of the true value of the contract.

The lump-sum retroactive payment for contract pay is optional. However, this capability enables you to deliver earnings to the employees in a manner that best fits your business practices and your employees' needs.

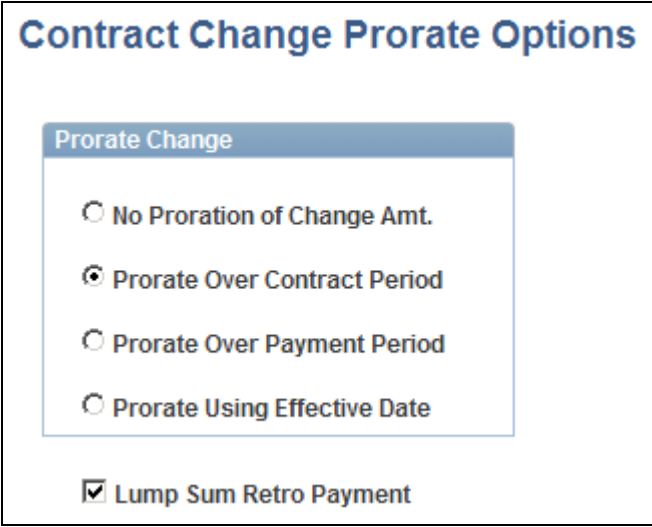
Note. If the compensation rate is changed in Correction mode (that is, no new effective-dated row is added), no lump-sum retroactive amount is calculated.

Pages Used to Generate Lump-Sum Retroactive Payments for Contractual Employees

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Contract Change Prorate Options	JOB_CNT_CHG_SEC	- Workforce Administration, Job Information, Job Data, Compensation Click the Contract Change Prorate Option link on the Compensation page. - Workforce Administration, Job Information, Pay Rate Change, Compensation Click the Contract Change Prorate Option link on the Compensation page.	Select contract proration options and enable the system to process a lump-sum payment of retroactive earnings to the employee.
Create Contract Projected Pay	RUNCTL_PAYINIT3	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Contract Projected Pay, Create Contract Projected Pay - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Contract Projected Pay, Create Contract Projected Pay	Process additional pay for contractual employees. This page executes the CNTPAY01 SQR. The Contract Projected Payment process produces an exception report. The exception report lists corrections that might be required to process contract additional pay.

Setting Up Lump-Sum Retroactive Payments

Access the Contract Change Prorate Options page (Workforce Administration, Job Information, Job Data, Compensation, then click the Contract Change Proration Option link on the Compensation page).



Contract Change Prorate Options

Prorate Change

☐ No Proration of Change Amt.

☒ Prorate Over Contract Period

☐ Prorate Over Payment Period

☐ Prorate Using Effective Date

☒ Lump Sum Retro Payment

Contract Change Prorate Options page

Before running the process to calculate and report on lump-sum retroactive payments for contractual employees, set up the system at the employee level.

Select the Lump Sum Retro Payment check box on the Compensation: Contract Change Proration Option page.

Processing Additional Pay for Contractual Employees

Access the Create Contract Projected Pay page (Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Create Contract Projected Pay, Create Contract Projected Pay; or Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Create Contract Projected Pay, Create Contract Projected Pay).

Create Contract Projected Pay

Run Control ID: PS [Report Manager](#) [Process Monitor](#) Run

Process Request Parameter(s)

Pay Run

Pay Run ID: 

or

Pay Calendar

Company: 

Pay Group: 

Pay End Date: 

☐ Select All Employees

Lump Sum Retro Payments

☐ Separate Check

Create Contract Projected Pay page

Note. You can use the On-Cycle Run group box or the Off-Cycle Pay Calendar group box, but not both.

On-Cycle Run

Pay Run ID

Select a pay run ID that identifies the pay calendars to process. Each pay calendar identifies a company, pay group, and the start and end dates of the pay period. The system uses this information to select employees that have been active during the pay period.

Payroll Cycle

On-Cycle

If you select this option, the system uses the pay run ID that you entered to extract the company, pay group, and pay end date from the pay calendar.

Off-Cycle

If you did not enter a pay run ID, and you select this option, the system accepts the company, pay group, and pay end date that you enter on the page.

Both

The system uses the pay run ID to extract the company, pay group, and pay end date from the pay calendar. If you did not enter a pay run ID, the system accepts the company, pay group, and pay end date that you enter on this page.

Lump Sum Retro Payments

Separate Check Select this option to distribute all lump-sum retroactive payments in the pay cycle as separate checks.

Important! Run this process before you run the Create Paysheet process. This process creates additional pay records that are referenced during a payroll run.

(USF) Managing Interest Calculations on Retro Pay

This section provides an overview of interest on retro pay and discusses how to enter the current interest rate.

Understanding Interest on Retro Pay

Agencies are required to pay interest on retroactive payments that are over 30 calendar days late. Payments are based on Office of Personnel Management (OPM) interest rates. Following are additional setup and processing details for managing interest calculations.

Additional Setup Steps

Follow these steps in addition to the general retro pay setup and processing steps that are documented earlier in this chapter:

- On the Earnings table, define retro earnings interest codes.

Retro interest earnings codes have unique payment requirements. The interest that is paid to employees is classified as income with no federal, Old Age, Survivors and Disability Insurance (OASDI), or Medicare withholdings.

- Assign the retro pay interest earning code at the pay group level.

Enter the interest earning code in the Interest field on the Pay Group Table - Calc Parameters (Pay Group table - Calculation Parameters) page.

- Enter the current interest rate, as stipulated by the OPM, on the Retro Pay Interest page.
- When you define the retro pay mass request on the Retro Pay Mass Request Criteria page, select the Eligible for Interest check box.
- For retro pay requests that are not generated by the Retroactive Pay Mass Process, select the Eligible for Interest check box on the Retro Pay Request and Trigger Summary page.

Interest Processing

During the Retroactive Pay Load Paysheets process, the interest is calculated on the sum of the retro payment and inserted into the paysheet using the interest earnings code that you defined for the employee's pay group.

Page Used to Manage Interest Calculations on Retro Pay

Page Name	Definition Name	Navigation	Usage
Retro Pay Interest	GVT_RETRO_INT	Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Interest USF, Retro Pay Interest	Define the retroactive interest rate as mandated by the OPM.

Entering the Current Interest Rate

Access the Retro Pay Interest page (Set Up HRMS, Product Related, Payroll for North America, Retroactive Payroll, Retro Pay Interest USF, Retro Pay Interest).

Retro Pay Interest

Government Retro Pay Interest Rate Find | View All 1 of 1 Last

Effective Date: 01/01/1980

Interest Rate: 1.000000 + -

Retro Pay Interest page

Interest Rate Enter the interest rate that is specified by the OPM.

Reporting on Retro Pay Processing

This section lists the pages used to report on retro pay processing and discusses how to:

- Generate the Retro Pay Request Summary and Trigger report.
- (USF) Generate the Retro Pay Interest report

Common Elements Used to Report on Retro Pay Processing

Retro Request Type

Choose which types of retro requests to include in the report:

- Select *Additional Pay Request* to view the retro pay requests that are generated by an additional pay change.
- Select *Job Related Request* to view the retro pay requests that are generated by a job change.
- Select *Mass Retro Pay Request* to view a retro pay request that is generated by mass retro.

If you select this option, you must also enter a mass retro ID.

- Select *All Requests* to view all retro pay requests.

Pages Used to Report on Retro Pay Processing

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Retro Pay Request and Trigger Report	RUN_PAY300RT	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Request and Trigger, Retro Pay Request and Trigger Report	Run the PAY300RT report, which reports retroactive pay information from the Retro Pay Request table.
Retro Pay Calculations Report	RUN_PAY301RT	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Calculations, Retro Pay Calculations Report	Generate the PAY301RT report, which provides a detailed listing of the retroactive pay calculations, sorted by employee and by earnings type.
Retro Pay Summary	RUN_PAY302RT	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Summary, Retro Pay Summary	Run the PAY302RT report, which creates a summary of each request type, with a grand total of both request types.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Retro Pay Terminations Report	RUN_PAY303RT	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Terminations, Retro Pay Terminations Report	Generate the PAY303RT report, which lists all terminated employees for whom the system has calculated retro pay. Note. Before generating this report, you must run the Retroactive Pay Load Paysheets (PSRPPSH) COBOL SQL Process with Process Terminated Employees selected on the Load Retro Pay to Paysheets page. This is how the system sets the flag used to identify terminated employees. The Retroactive Pay Load Paysheets process sets the terminated employee flag only for employees who were terminated on or before the pay end date. Therefore, employees who terminated after the pay end date do not appear on the report.
Retro Pay Messages Report	RUN_PAY304RT	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Messages, Retro Pay Messages Report	Generate the PAY304RT report, which lists messages from the Retro Pay Calculations process.
Retro Pay Interest Limit Report	RUNCTL_PAY306RT	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Interest Limit, Retro Pay Interest Limit Report	Run the Retro Pay Interest report (PAY306RT), which lists the name, national ID, and interest earnings for employees who have interest earnings over the limit amount in the reporting year.

Generating the Retro Pay Request and Trigger Report

Access the Retro Pay Request and Trigger Report page (Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Request and Trigger, Retro Pay Request and Trigger Report).

Retro Trigger Detail Select *Exclude Details* if you want the report to include only the overall request information. Select *Include Details* to additionally include detailed information about the triggers for the retro request.

(USF) Generating the Retro Pay Interest Report

Access the Retro Pay Interest Limit Report page (Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Interest Limit, Retro Pay Interest Limit Report).

Reporting Year	The year in which the interest earnings are reported.
Limit Amount	The limit amount for the year in which you are reporting.

Chapter 29

Reviewing, Adjusting, and Deleting Employee Balances

This chapter provides an overview of employee balance adjustments and discusses how to:

- Review and adjust arrears balances.
- Review and adjust year-to-date (YTD) check balances.
- Review and adjust deduction balances.
- Review and adjust earnings balances.
- Review and adjust garnishment balances.
- Review and adjust special accumulator balances.
- (USA) Review and adjust U.S. tax balances.
- (E&G) Review and adjust 1042 tax balances.
- (CAN) Review and adjust Canadian tax balances.
- Review and adjust other balances.
- Generate the Balance Adjustment Report.
- Delete employee balances.

See Also

Appendix B, "Converting Employee Balances," page 1109

Understanding Employee Balance Adjustments

This section lists common elements and discusses:

- Balance adjustments.
- Balance Adjustment component.
- Adjustment processing.

- New balance records.
- Related balances.
- How to view employee balances.

Common Elements Used in this Chapter

Adjustment Reason	Text that you enter here becomes part of the adjustment record and your audit trail.
Balance ID	Identify the type of balance being adjusted, such as calendar year, fiscal year, and so forth.
Period	Identify the period within the balance ID that is to be adjusted. For example, if the calendar year and the fiscal year span different time periods, September would be period nine for the calendar year and could be period one for the fiscal year.
Quarter	The system displays the quarter that corresponds to the balance ID and period that you entered.
Suspend Adjustment	Select to return to the first page in the component to reenter one or more of the keys.

Balance Adjustments

Sometimes it is necessary to adjust employee balances, for example if an employee were taxed in the wrong state or province. To correct the error, you use the Balance Adjustment component to adjust the employee's balance records.

The balance records in the system are cumulative totals of the various deductions, earnings, and taxes for individual employees' paychecks. If an employee works for more than one company, the system maintains separate balance records for each. The system creates a new balance record for each month, updates all balances when you run the Pay Confirmation COBOL SQL process (PSPCNFRM), and maintains monthly, quarterly, and YTD totals.

See Also

[Chapter 6, "Setting Up the Payroll Process," Handling Employees with Multiple Jobs in the Same Organization, page 227](#)

Balance Adjustment Component

Use the Balance Adjustment component to adjust employee balances. Pages are provided for both U.S. and Canadian payroll adjustments.

For each type of balance to be adjusted, there are two pages:

- Adjust Balance 1 page.

On this page you identify the balance that you want to adjust.

Note. After you enter data on page 1, click Save. The system brings up page 2 for entering the adjustment. If you click the page 2 tab before saving page 1, all you will get is the data entered on the first page and blank space where the adjustment fields should be.

- Adjust Balance 2 page.

On this page you enter the adjustment.

When you save the data, the system updates the appropriate employee balance record. You can then make another adjustment to another balance for the employee. You can make multiple adjustments to an employee's balances quickly, without having to retype a lot of information.

Note. (CAN) When there is a separate Canadian version of a page, the fields on that page have the same functionality as those on the U.S. version. However, in addition to company and balance ID, you can view information according to wage loss plan and province.

Adjustment Processing

Suppose it's November, and you need to adjust an employee's deduction balance for the previous March. When you make the adjustment, the system updates the March balance and then rolls the adjusted amount forward, updating all monthly, quarterly, and YTD balance records through November.

If you want to adjust a balance for a particular quarter, you can make the adjustment to any monthly balance in that quarter, and the system rolls the adjusted amount forward to the balance record for that quarter.

For each adjustment, the system creates an audit record that identifies the balance that was updated, the before and after values, and the amount of the adjustment, providing a complete snapshot of the adjustment, including the date and time it was made. You can view the audit trail for this adjustment online, using the balance inquiry pages located under Payroll for North America, Periodic Payroll Events, Balance Reviews.

For multiple adjustments to a balance record, the system stores the adjustments by sequence number. For example, if you adjust a January deduction balance in July and then adjust the April balance of the same deduction in September, the sequence information provided by the system enables you to retrace your steps to get a precise accounting of how the system arrived at the current balance.

Warning! You cannot cross years when adjusting employee balances. To adjust a balance from a previous year, do a check reversal and then make the adjustment in the current year. Also, when you make an adjustment to a previous year's balance, be sure to consider the year-end requirements, for example, whether you need to issue a revised year-end slip.

New Balance Records

You can create new balance records using the balance adjustment pages. For example, an employee has moved from Ohio to Indiana, and wages that were earned in the last pay period should have been in the Indiana tax balance. Using the Adjust Tax Balance pages, you can make an adjustment to reduce the Ohio wages and create a new Indiana tax balance, even though the employee doesn't have a state tax record for Indiana.

Note. Garnishment and Canadian Record of Employment (ROE) balance records cannot be created through the balance adjustment pages. For garnishments, you must first establish a Garnishment Specification Data record for the employee. For Canadian ROE, the balance adjustment process allows only for the reallocation of ROE earnings and hours information from one existing Employment Insurance period to another.

Related Balances

Some employee balance records are related to others. For example, an employee's garnishment balance is a subset of the employee's overall deduction balance. However, the system treats each category of balance records independently. When you make an adjustment to an employee's garnishment balances, the system does not automatically make a corresponding adjustment to the employee's deduction balances.

Similarly, if you adjust earnings, deduction, or tax balances, which are components of the employee's check YTD balance, the system does not automatically adjust the corresponding check YTD balance.

To keep the related balances synchronized, you must do so manually. For example, if you update the taxes on the Adjust Tax Balance page, make a corresponding manual adjustment on the Adjust Check YTD Balance page (and vice versa).

See Also

[Chapter 29, "Reviewing, Adjusting, and Deleting Employee Balances," Reviewing and Adjusting Other Balances, page 975](#)

[Chapter 21, "Confirming Pay," page 717](#)

[Chapter 12, "Administering Garnishments," page 407](#)

How to View Employee Balances

Use the balance inquiry pages to view employee balances for deductions, garnishments, earnings, taxes, arrears, special accumulators, and YTD paycheck totals. You can also use these pages to view the adjustments that are made to employee balances.

Note. The system automatically updates information on the balance adjustment inquiry pages each time you confirm a payroll or make an online adjustment.

Although you can click the page tabs to move from a balance inquiry page to its associated balance adjustment page, there is no correlation between the scroll areas on those two pages. The scroll area on the balance inquiry page moves among monthly balances. The scroll bar on the balance adjustment page moves independently among adjustments.

For example, if you're viewing a particular monthly deduction balance on the Deduction Balances page, the Deduction Balance Adjustments tab takes you to the employee's deduction balance adjustments, but not necessarily the adjustments of that particular monthly deduction balance.

Reviewing and Adjusting Arrears Balances

This section provides an overview of arrears balances and discusses how to:

- Identify arrears balances.
- Change arrears balances.

Understanding Arrears Balances

Typically, the system creates an arrears balance when an employee's net pay in a pay period is insufficient to cover a deduction (provided, that is, that you defined a deduction code in the Deduction table to allow arrears). You can also create a deduction arrears balance as a payback balance for recapture in the next pay period, such as for a draw.

Pages Used to Review and Adjust Arrears Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Arrears Balances	BALANCES_ARREARS	• Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Arrears, Arrears Balances • Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Arrears, Arrears Balances • Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Arrears, Arrears Balances	Review an employee's arrears balances.

Page Name	Definition Name	Navigation	Usage
Arrears Balance Adjustments	BALANCES_ARR	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Arrears, Arrears Balance Adjustments - Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Arrears, Arrears Balance Adjustments - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Arrears, Arrears Balance Adjustments	Review the arrears balance from before and after the adjustment.
Adjust Arrears Balance1	ADJ_ARR_BAL1	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Arrears, Adjust Arrears Balance1 - Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Arrears, Adjust Arrears Balance1 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Arrears, Adjust Arrears Balance1	Identify the deduction arrears for which you're adjusting balances.

Page Name	Definition Name	Navigation	Usage
Adjust Arrears Balance2	ADJ_ARR_BAL2	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Arrears, Adjust Arrears Balance2 - Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Arrears, Adjust Arrears Balance2 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Arrears, Adjust Arrears Balance2	Change the employee's arrears balances.

Identifying Arrears Balances

Access the Adjust Arrears Balance1 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Arrears, Adjust Arrears Balance1; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Arrears, Adjust Arrears Balance1 or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Arrears, Adjust Arrears Balance1).

The screenshot displays the 'Adjust Arrears Balance1' page. At the top, there are two tabs: 'Adjust Arrears Balance1' and 'Adjust Arrears Balance2', with the second tab being active. Below the tabs, the page header shows 'Fisher King' and 'Person ID: TZ029'. The main section is titled 'Balance Information' and contains several fields with search icons:

- *Company: ACC (State of Accord)
- *Plan Type: Survivor Income (dropdown menu)
- Benefit Plan: TSURV1 (Test Survr Inc \$10,000+2*Pay)
- *Deduction Code: B26-01 (Test Survivor Deduction)
- *Deduction Class: A (After-Tax)
- Reason for Adjustment: (empty text box)

Adjust Arrears Balance1 page

Identify the arrears balance that you want to adjust and enter an adjustment reason.

Note. Save this page to move to the next page. Selecting the Adjust Arrears Balance2 tab also takes you to the next page, but the fields are display only.

Changing Arrears Balances

Access the Adjust Arrears Balance2 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Arrears, Adjust Arrears Balance2; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Arrears, Adjust Arrears Balance2; or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Arrears, Adjust Arrears Balance2).

Adjust Arrears Balance1

Adjust Arrears Balance2

Fisher King

Person ID: TZ029

Ben Record:

Balance Adjustment

Company:

State of Accord

Plan Type:

Survivor Income

Benefit Plan:

TSURV1

Test Survr Inc \$10,000+2*Pay

Deduction Code:

B26-01

Test Survivor Deduction

Deduction Class:

After-Tax

Arrears

Adjustment:

Balance:

\$0.00

☐ Suspend Adjustment

Adjust Arrears Balance2 page

Adjustment

Enter the adjustment amount in this field. The system adds the amount that you enter to the balance.

Reviewing and Adjusting YTD Check Balances

This section discusses how to change YTD check balances.

The system stores paycheck balances YTD. They include certain earnings, taxes, deductions, and net pay information.

Pages Used to Review and Adjust YTD Check Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Check Balances Year-to-Date	BALANCES_CHK1	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Check Year-to-Date, Check Balances Year-to-Date - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Check Year-to-Date, Check Balances Year-to-Date	Review an employee's YTD paycheck balances.
Cheque Balances Year-to-Date	BALANCES_CN_CHK1	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Cheque Year-to-Date, Cheque Balances Year-to-Date	Review an employee's paycheque balances.
Check Balance Adjustments	BALANCES_CHK2	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Check Year-to-Date, Check Balance Adjustments - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Check Year-to-Date, Check Balance Adjustments	Review online YTD adjustments to an employee's check balances.
Cheque Balance Adjustments	BALANCES_CN_CHK2	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Cheque Year-to-Date, Cheque Balance Adjustments	Review online YTD adjustments to an employee's cheque balances.

Page Name	Definition Name	Navigation	Usage
Adjust Check YTD Balance 1	ADJ_CHK_BAL1	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Check Year-to-Date, Adjust Check YTD Balance 1 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Check Year-to-Date, Adjust Check YTD Balance 1	Identify the company, balance ID, year, and period for which you're adjusting an employee's YTD check balances.
Adjust Cheque YTD Balance 1	ADJ_CN_CHK_BAL1	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Cheque Year-to-Date, Adjust Cheque YTD Balance 1	Identify the YTD cheque balances that you want to adjust.
Adjust Check YTD Balance 2	ADJ_CHK_BAL2	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Check Year-to-Date, Adjust Check YTD Balance 2 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Check Year-to-Date, Adjust Check YTD Balance 2	Change the employee's YTD check balances.
Adjust Cheque YTD Balance 2	ADJ_CN_CHK_BAL2	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Cheque Year-to-Date, Adjust Cheque YTD Balance 2	Change the YTD cheque balances.

Changing YTD Check Balances

Access the Adjust Check YTD Balance 2 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Check Year-to-Date, Adjust Check YTD Balance 2; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Cheque Year-to-Date, Adjust Cheque YTD Balance 2; or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Check Year-to-Date, Adjust Check YTD Balance 2).

Adjust Check YTD Balance 1

Adjust Check YTD Balance 2

Fisher King

Person ID: TZ029

Balance Adjustments

Company: ST - Test Company 7

Year: 2009

Balance ID: Calendar Year

Quarter: Quarter 4

Period: December

Total Gross

Adjustment to Year-to-Date:

Current Year-to-Date:

Total Taxes

Adjustment to Year-to-Date:

Current Year-to-Date:

Total Deductions

Adjustment to Year-to-Date:

Current Year-to-Date:

Net Pay

Adjustment to Year-to-Date: \$0.00

Current Year-to-Date: \$0.00

☐ Suspend Adjustment

Adjust Check YTD Balance 2 page

- Adjustment to YTD**
(adjustment to year-to-date)

If you enter a value here, the system calculates the new current YTD.
- Current Year-to-Date**
(current year-to-date)

If you enter a new current YTD balance, the system calculates the adjustment to YTD.

Note. To access this page you must first enter identifying criteria on the Adjust Check YTD Balance 1 page and save it.

Reviewing and Adjusting Deduction Balances

This section discusses how to change deduction balances.

Pages Used to Review and Adjust Deduction Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Deduction Balances	BALANCES_DED1	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Deductions, Deduction Balances - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Deductions, Deduction Balances	Review an employee's deduction balances.
Deduction Balances	BALANCES_CN_DED1	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Deductions, Deduction Balances	Review an employee's deduction balances.
Deduction Balance Adjustments	BALANCES_DED2	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Deductions, Deduction Balance Adjustments - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Deductions, Deduction Balance Adjustments	Review online adjustments to an employee's deduction balances.
Deduction Balance Adjustments	BALANCES_CN_DED2	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Deductions, Deduction Balance Adjustments	Review online adjustments to an employee's deduction balances.

Page Name	Definition Name	Navigation	Usage
Adjust Deduction Balance 1	ADJ_DED_BAL1	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Deductions, Adjust Deduction Balance 1 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Deductions, Adjust Deduction Balance 1	Identify the deduction for which you're adjusting balances.
Adjust Deduction Balance 1	ADJ_CN_DED_BAL1	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Deductions, Adjust Deduction Balance 1	Identify which deduction balances you want to adjust.
Adjust Deduction Balance 2	ADJ_DED_BAL2	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Deductions, Adjust Deduction Balance 2 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Deductions, Adjust Deduction Balance 2	Change deduction balances.
Adjust Deduction Balance 2	ADJ_CN_DED_BAL2	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Deductions, Adjust Deduction Balance 2	Change deduction balances.

Changing Deduction Balances

Access the Adjust Deduction Balance 2 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Deductions, Adjust Deduction Balance 2; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Deductions, Adjust Deduction Balance 2; or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Deductions, Adjust Deduction Balance 2).

Adjust Deduction Balance 1

Adjust Deduction Balance 2

Fisher King

Person ID: TZ029

Ben Record:

Balance Adjustment

Company:

ST - Test Company 7

Balance ID:

Calendar Year

Plan Type:

Employee Stock Purchase

Year:

2009

Benefit Plan:

BAS

Employee Stock Purchase Plan

Quarter:

Quarter 4

Deduction Code:

HX06

Employee Stock Purchase Ded

Period:

December

Deduction Class:

After-Tax

Deductions

Adjustment to Month-to-Date:

\$0.00

Current Month-to-Date:

\$0.00

Current Quarter-to-Date:

\$0.00

Current Year-to-Date:

\$0.00

☐ Suspend Adjustment

Adjust Deduction Balance 2 page

- Adjustment to Month-to-Date

If you enter an adjustment, the system calculates the new current month-to-date.
- Current Month-to-Date

If you enter a new current month-to-date balance, the system calculates the adjustment to month-to-date.

Note. To access this page you must first enter identifying criteria on the Adjust Deduction Balance 1 page and save it.

Reviewing and Adjusting Earnings Balances

This section discusses how to change earnings balances.

Pages Used to Review and Adjust Earnings Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Earnings Balances	BALANCES_ERN1	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Earnings, Earnings Balances - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Earnings, Earnings Balances	Review an employee's earnings balances and the associated hours balances for hourly and exception hourly employees. For salaried employees, it displays hour balances for earnings that accumulate hours, such as vacation.
Earnings Balances	BALANCES_CN_ERN1	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Earnings, Earnings Balances	Review an employee's earnings balances and the associated hours.
Earnings Balance Adjustments	BALANCES_ERN2	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Earnings, Earnings Balance Adjustments - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Earnings, Earnings Balance Adjustments	Review online adjustments to earnings balances.
Earnings Balance Adjustments	BALANCES_CN_ERN2	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Earnings, Earnings Balance Adjustments	Review online adjustments to earnings balances.

Page Name	Definition Name	Navigation	Usage
Adjust Earnings Balance 1	ADJ_ERN_BAL1	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Earnings, Adjust Earnings Balance 1 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Earnings, Adjust Earnings Balance 1	Identify the earnings balances you're adjusting.
Adjust Earnings Balance 1	ADJ_CN_ERN_BAL1	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Earnings, Adjust Earnings Balance 1	Identify the earnings for which you're adjusting balances.
Adjust Earnings Balance 2	ADJ_ERN_BAL2	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Earnings, Adjust Earnings Balance 2 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Earnings, Adjust Earnings Balance 2	Change earnings balances.
Adjust Earnings Balance 2	ADJ_CN_ERN_BAL2	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Earnings, Adjust Earnings Balance 2	Change earnings balances.
Employee Earnings Record Rpt	PRCSRUNCNTRL	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Employee Earnings Record Rpt, Employee Earnings Record Rpt - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Employee Earnings Record Rpt, Employee Earnings Record Rpt	Prints the PAY014 report, which is an earnings summary record for each employee selected as of the date specified.

Page Name	Definition Name	Navigation	Usage
Employee Earnings Record Rpt	PRCSRUNCNTL	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Employee Earnings Record Rpt, Employee Earnings Record Rpt	Prints the PAY014CN report, which is an earnings summary record for each employee selected as of the date specified.
Employee Earnings Snapshot Report	RUNCTL_PAY013	• Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Employee Earnings Snapshot Rpt, Employee Earnings Snapshot Report • Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Employee Earnings Snapshot Rpt, Employee Earnings Snapshot Report	Prints the PAY013 report, which reports detailed earnings information for employees as of the date that you specify.
Employee Earnings Snapshot Report	RUNCTL_PAY013CN	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Employee Earnings Snapshot Rpt, Employee Earnings Snapshot Report	Prints the PAY013CN report, which reports detailed earnings information for employees.

Changing Earnings Balances

Access the Adjust Earnings Balances 2 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Earnings, Adjust Earnings Balance 2; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Earnings, Adjust Earnings Balance 2; or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Earnings, Adjust Earnings Balance 2).

Adjust Earnings Balance 1		Adjust Earnings Balance 2	
Fisher King	EMP	ID: TZ029	Empl Record: 0
Balance Adjustments			
Company:	ST - Test Company 7	Year:	2009
Balance ID:	Calendar Year	Quarter:	Quarter 4
Earnings Code:	ST - Regular	Period:	December
Hours		Gross Earnings	
Adjustment to Month-to-Date:	0.00	Adjustment to Month-to-Date:	\$0.00
Current Month-to-Date:	0.00	Current Month-to-Date:	\$0.00
Current Quarter-to-Date:	0.00	Current Quarter-to-Date:	\$0.00
Current Year-to-Date:	0.00	Current Year-to-Date:	\$0.00
☐ Suspend Adjustment			

Adjust Earnings Balance 2 page

Adjustment Month-to-Date and Current Month-to-Date

If you enter a new current month-to-date balance, the system calculates the adjustment to month-to-date; if you enter an adjustment to month-to-date, the system calculates the new current month-to-date.

Note. To access this page you must first enter identifying criteria on the Adjust Earnings Balance 1 page and save it.

Reviewing and Adjusting Garnishment Balances

This section discusses how to:

- Review garnishment balances.
- Change garnishment balances.

Pages Used to Review and Adjust Garnishment Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Garnishment Balances	BALANCES_GRN1	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Garnishments, Garnishment Balances - Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Garnishments, Garnishment Balances - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Garnishments, Garnishment Balances	Review the garnishments that you have taken if you are garnishing an employee's wages.
Garn Balance Adjustment	BALANCES_GRN2	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Garnishments, Garn Balance Adjustment - Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Garnishments, Garn Balance Adjustment - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Garnishments, Garn Balance Adjustment	Review online adjustments to garnishment balances.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Adjust Garnishment Balance 1	ADJ_GRN_BAL1	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Garnishments, Adjust Garnishment Balance 1 - Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Garnishments, Adjust Garnishment Balance 1 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Garnishments, Adjust Garnishment Balance 1	Specify which garnishment balances you're adjusting.
Adjust Garnishment Balance 2	ADJ_GRN_BAL2	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Garnishments, Adjust Garnishment Balance 2 - Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Garnishments, Adjust Garnishment Balance 2 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Garnishments, Adjust Garnishment Balance 2	Change garnishment balances.

Reviewing Garnishment Balances

Access the Garnishment Balances page (Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Garnishments, Garnishment Balances; or Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Garnishments, Garnishment Balances; or Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Garnishments, Garnishment Balances).

Garnishment Balances		Garn Balance Adjustment	
Antonio Santos		Person ID: KU0010	
Garnishment Balances Find View All First 1 of 15 Last			
Company:	Global Business Institute 9999		
Balance ID:	Calendar Year	Year:	2008
Balance Details			
Plan Type:	00	General Deduction	Quarter: Quarter 2
Benefit Plan:			Period: April
Deduction Code:	KUGARN		
Deduction Class:	A	After-Tax	
Garnishment ID:	KCATX	Tax Levy	
Vendor:			
Total Deductions		Garnishments	
Year-to-Date:	\$4,843.60	Year-to-Date:	\$4,843.60
Quarter-to-Date:	\$1,068.54	Quarter-to-Date:	\$1,068.54
Month-to-Date:	\$1,068.54	Month-to-Date:	\$1,068.54
Company Fees		Payee Fees	
Year-to-Date:	\$0.00	Year-to-Date:	\$0.00
Quarter-to-Date:	\$0.00	Quarter-to-Date:	\$0.00
Month-to-Date:	\$0.00	Month-to-Date:	\$0.00

Garnishment Balances page

Garnishments

Calculations for limit processing use this field. Enter this value in the Limit Balance field on the Garnishment Spec Data 3 page if you have adjusted the garnishment balances calculated by the system.

Changing Garnishment Balances

Access the Adjust Garnishment Balance 2 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Garnishments, Adjust Garnishment Balance 2; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Garnishments, Adjust Garnishment Balance 2; or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Garnishments, Adjust Garnishment Balance 2).

Adjust Garnishment Balance 1

Adjust Garnishment Balance 2

Fisher King

Person ID: TZ029

Balance Adjustments

Company: ST - Test Company 7

Plan Type: General Deduction

Deduction Code: TGARN Garnishmnt

Deduction Class: After-Tax

Garnishment ID: TCSCR Child

Balance ID: Calendar Year

Year: 2009

Quarter: Quarter 4

Period: December

Deductions

Adjustment to Month-to-Date: \$0.00

Current Month-to-Date: \$0.00

Current Quarter-to-Date: \$0.00

Current Year-to-Date: \$0.00

Garnishments

Adjustment to Month-to-Date:

Current Month-to-Date:

Current Quarter-to-Date: \$0.00

Current Year-to-Date: \$0.00

Company Fees

Adjustment to Month-to-Date:

Current Month-to-Date:

Current Quarter-to-Date: \$0.00

Current Year-to-Date: \$0.00

Payee Fees

Adjustment to Month-to-Date:

Current Month-to-Date:

Current Quarter-to-Date: \$0.00

Current Year-to-Date: \$0.00

☐ Suspend Adjustment

Adjust Garnishment Balance 2 page

**Deductions,
Garnishments,
Company Fees, and
Payee Fees**

If you enter a new current month-to-date balance, the system calculates the adjustment to month-to-date; if you enter an adjustment to month-to-date, the system calculates the new current month-to-date.

Note. To access this page you must first enter identifying criteria on the Adjust Garnishment Balance 1 page and save it.

Reviewing and Adjusting Special Accumulator Balances

This section discusses how to change special accumulator balances.

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Pages Used to Review and Adjust Special Accumulator Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Special Accumulator Balances	BALANCES_SPC1	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Special Accumulators, Special Accumulator Balances - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Special Accumulators, Special Accumulator Balances	Review an employee's hours and earnings balances for special accumulators, such as 401(k) and Thrift Savings Plan (TSP).
Spcl Accum Balance Adjustment (special accumulator balance adjustment)	BALANCES_SPC2	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Special Accumulator, Spcl Accum Balance Adjustment - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Special Accumulators, Spcl Accum Balance Adjustment	Review online adjustments to special accumulators.
Special Accumulator Balances	BALANCES_CN_SPC1	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Special Accumulators, Special Accumulator Balances	Review an employee's hours and earnings balances for special accumulators, such as 401(k) and TSP.
Spcl Accum Balance Adjustment (special accumulator balance adjustment)	BALANCES_CN_SPC2	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Special Accumulators, Spcl Accum Balance Adjustment	Review online adjustments to special accumulators.

Page Name	Definition Name	Navigation	Usage
Adjust Special Accum Balance1 (adjust special accumulator balance1)	ADJ_SPC_BAL1	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Special Accumulators, Adjust Special Accum Balance1 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Special Accumulators, Adjust Special Accum Balance1	Identify the special accumulator for which you're adjusting balances.
Adjust Special Accum Balance2 (adjust special accumulator balance2)	ADJ_SPC_BAL2	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Special Accumulators, Adjust Special Accum Balance2 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Special Accumulators, Adjust Special Accum Balance2	Change special accumulator balances.
Adjust Special Accum Balance1 (adjust special accumulator balance1)	ADJ_CN_SPC_BAL1	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Special Accumulator, Adjust Special Accum Balance1	Identify the special accumulator for which you're adjusting balances.
Adjust Special Accum Balance2 (adjust special accumulator balance2)	ADJ_CN_SPC_BAL2	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Special Accumulator, Adjust Special Accum Balance2	Change special accumulator balances.

Changing Special Accumulator Balances

Access the Adjust Special Accum Balance2 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Special Accumulators, Adjust Special Accum Balance2; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Special Accumulator, Adjust Special Accum Balance2; or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Special Accumulators, Adjust Special Accum Balance2).

Adjust Special Accum Balance1		Adjust Special Accum Balance2	
Fisher King	EMP	ID: TZ029	Empl Record: 0
Balance Adjustments			
Company:	ST - Test Company 7	Year:	2009
Balance ID:	Calendar Year	Quarter:	Quarter 2
Special Accumulator:	ST - 401(k) Accumulator	Period:	June
Hours		Gross Earnings	
Adjustment to Month-to-Date:	0.00	Adjustment to Month-to-Date:	\$0.00
Current Month-to-Date:	0.00	Current Month-to-Date:	\$0.00
Current Quarter-to-Date:	0.00	Current Quarter-to-Date:	\$0.00
Current Year-to-Date:	0.00	Current Year-to-Date:	\$0.00
☐ Suspend Adjustment			

Adjust Special Accum Balance2 page

Hours and Gross Earnings

If you enter a new current month-to-date balance, the system calculates the adjustment to month-to-date; if you enter an adjustment to month-to-date, the system calculates the new current month-to-date.

Note. To access this page you must first enter identifying criteria on the Adjust Special Accum Balance1 page and save it.

(USA) Reviewing and Adjusting U.S. Tax Balances

This section discusses how to:

- Identify tax balances.
- Change tax balances.

Pages Used to Review and Adjust U.S. Tax Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Tax Balances	BALANCES_TAX1	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Taxes, Tax Balances - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Taxes, Tax Balances	Review an employee's federal, state, and local tax balances.
Tax Balance Adjustments	BALANCES_TAX2	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Taxes, Tax Balance Adjustments - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Taxes, Tax Balance Adjustments	Review online adjustments to an employee's tax balances.
Adjust Tax Balance 1	ADJ_TAX_BAL1	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Taxes, Adjust Tax Balance 1 - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Taxes, Adjust Tax Balance 1	Identify the tax for which you're adjusting balances.

Page Name	Definition Name	Navigation	Usage
Adjust Tax Balance 2	ADJ_TAX_BAL2	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Taxes, Adjust Tax Balance 2 - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Taxes, Adjust Tax Balance 2	Change tax balances.

Identifying Tax Balances

Access the Adjust Tax Balance 1 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Taxes, Adjust Tax Balance).

Adjust Tax Balance 1 page

Identify the tax balances that you want to adjust and enter an adjustment reason.

State

Enter *\$U* if you're adjusting federal tax balances.

Enter *\$E* if you're adjusting advanced Earned Income Credit balances.

Changing Tax Balances

Access the Adjust Tax Balance 2 page (Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Taxes, Adjust Tax Balance 2).

Adjust Tax Balance 1

Adjust Tax Balance 2

Fisher King

Person ID: TZ029

Balance Adjustments

Company: Global Business Institute 9999

State: American Samoa

Locality:

Tax Class: OASDI/EE - tips

Balance ID: Calendar Year

Year: 2007

Quarter: Quarter 4

Period: December

Taxes

Adjustment to Month-to-Date:

Current Month-to-Date:

Current Quarter-to-Date: \$0.00

Current Year-to-Date: \$0.00

Taxable Gross

Adjustment to Month-to-Date:

Current Month-to-Date:

Current Quarter-to-Date: \$0.00

Current Year-to-Date: \$0.00

Tips Earnings

Adjustment to Month-to-Date:

Current Month-to-Date:

Current Year-to-Date: \$0.00

No Limit Gross

Adjustment to Month-to-Date:

Current Month-to-Date:

Current Quarter-to-Date: \$0.00

Current Year-to-Date: \$0.00

☐ Suspend Adjustment

Adjust Tax Balance 2 page

Taxes, Taxable Gross, Tips Earnings, and No Limit Gross

If you enter a new current month-to-date balance, the system calculates the adjustment to month-to-date; if you enter an adjustment to month-to-date, the system calculates the new current month-to-date.

(E&G) Reviewing and Adjusting 1042 Tax Balances

This section discusses how to change 1042 tax balances.

Pages Used to Adjust 1042 Tax Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
1042 Tax Balances	BALANCES_TAX3	Payroll for North America, Periodic Payroll Events USA, Balance Reviews, 1042 Taxes, 1042 Tax Balances	Review an employee's 1042 tax balances.
1042 Tax Balance Adjustments	BALANCES_TAX4	Payroll for North America, Periodic Payroll Events USA, Balance Reviews, 1042 Taxes, 1042 Tax Balance Adjustments	Review online adjustments to an employee's 1042 tax balances.
Adjust 1042 Tax Balance 1	ADJ_TAX_BAL3	Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, 1042 Taxes, Adjust 1042 Tax Balance 1	Identify the country, income code, tax rate, state, and reason for adjustment to an employee's 1042 tax balances.
Adjust 1042 Tax Balances 2	ADJ_TAX_BAL4	Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, 1042 Taxes, Adjust 1042 Tax Balance 2	Change 1042 tax balances.

Changing 1042 Tax Balances

Access the Adjust 1042 Tax Balances 2 page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, 1042 Taxes, Adjust 1042 Tax Balance 2).

Tax, Taxable Gross, WH Allowance, (withholding allowance) and Exemption Code You can make the adjustment either by entering a new current month-to-date balance or by entering the adjustment amount in adjustment to month-to-date. If you enter a new current month-to-date balance, the system calculates the adjustment to month-to-date; if you enter an adjustment to month-to-date, the system calculates the new current month-to-date.

Note. To access this page you must first enter identifying criteria on the Adjust 1042 Tax Balance 1 page and save it.

(CAN) Reviewing and Adjusting Canadian Tax Balances

This section discusses how to change Canadian tax balances.

Pages Used to Review and Adjust Canadian Tax Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Canadian Tax Balances	BALANCES_CN_TAX1	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Taxes, Canadian Tax Balances	Review an employee's tax balances.
Canadian Tax Balance Adjust (Canadian tax balance adjustment)	BALANCES_CN_TAX2	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Taxes, Canadian Tax Balance Adjust	Review online adjustments to an employee's Canadian tax balances.
Adjust Tax Balance 1	ADJ_CN_TAX_BAL1	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Taxes, Adjust Tax Balance 1	Identify the taxes for which you're adjusting balances.
Adjust Tax Balance 2	ADJ_CN_TAX_BAL2	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Taxes, Adjust Tax Balance 2	Change tax balances.

Changing Canadian Tax Balances

Access the Adjust Tax Balance 2 page (Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Taxes, Adjust Tax Balance 2).

Adjust Tax Balance 1		Adjust Tax Balance 2	
Martina Griffiths		Person ID: KC0001	
Balance Adjustments			
Company:	Global Business Institute 9999	Balance ID:	Calendar Year
Wage Loss Plan:	KLO	Year:	2007
Province:	AB	Quarter:	Quarter 4
Tax Class:	Payroll Tax	Period:	December
Tax/PA		Taxable Gross	
Adjustment to Month-to-Date:		Adjustment to Month-to-Date:	
Current Month-to-Date:		Current Month-to-Date:	
Current Quarter-to-Date:	\$0.00	Current Quarter-to-Date:	\$0.00
Current Year-to-Date:	\$0.00	Current Year-to-Date:	\$0.00
No Limit Gross			
Adjustment to Month-to-Date:			
Current Month-to-Date:			
Current Quarter-to-Date:	\$0.00		
Current Year-to-Date:	\$0.00		
☐ Suspend Adjustment			

Adjust Tax Balance 2 page

Tax/PA, Taxable Gross, and No Limit Gross If you enter a new current month-to-date, the system calculates the adjustment to month-to-date. If you enter an adjustment to month-to-date, the system calculates the new current month-to-date.

Note. To access this page you must first enter identifying criteria on the Adjust Tax Balance 1 page and save it.

Reviewing and Adjusting Other Balances

This section discusses how to:

- (E&G) Review and adjust contract prepay balances.
- (CAN) Review and adjust ROE balances.
- (USF) Review and adjust leave accrual balances.

(E&G) Reviewing and Adjusting Contract Prepay Balances

See [Chapter 16, "\(E&G\) Administering Contract Pay," Adjusting Contract Employee Prepay Balances, page 536.](#)

(CAN) Reviewing and Adjusting ROE Balances

See [Chapter 31, "\(CAN\) Generating a Canadian Record of Employment," Reviewing and Updating ROEs Online, page 1008.](#)

(USF) Reviewing and Adjusting Leave Accrual Balances

See [Chapter 15, "\(USF\) Administering Additional U.S. Federal Payroll Functionality," Managing Leave Accrual, page 475.](#)

Generating a Balance Adjustment Report

This section discusses how to generate a Balance Adjustment Report.

Pages Used to Generate the Balance Adjustment Report

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Balance Adjustment Report	RUNCTL_PAY025	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Balance Adjustment Report, Balance Adjustment Report - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Balance Adjustment Rpt, Balance Adjustment Report	Generate the PAY025 report, which details the information recorded with each balance adjustment processed through the balance adjustment pages.
Balance Adjustment Report	RUNCTL_PAY025CN	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Balance Adjustment Report, Balance Adjustment Report	Generate the PAY025CN report, which details the information recorded with each balance adjustment processed through the balance adjustment pages.

Generating a Balance Adjustment Report

Access the Balance Adjustment Report page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Balance Adjustment Report, Balance Adjustment Report; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Balance Adjustment Report, Balance Adjustment Report; or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Balance Adjustment Rpt, Balance Adjustment Report).

Select Date Type

Selecting Use Balance Date reports balance records for periods in the specified date range to which you've applied adjustments. Selecting Use Adjustment Date reports all balance records that you *adjusted* on dates in the specified date range.

Deleting Employee Balances

This section provides an overview of the Delete Balances COBOL SQL process (PSPDLBAL in the U.S. and PSPDLBLC in Canada) and discusses how to run the Delete Balances process.

Understanding the Delete Balances COBOL SQL Process (PSPDLBAL, PSPDLBLC)

The Delete Balances process is an effective way to purge obsolete historical data from the system and free disk space. This process deletes employee payroll balances for the year and period that you specify. Specifically, it deletes balances for earnings, deductions, taxes, and paychecks YTD.

When you run the Delete Balances process depends on when your company no longer has legal or corporate requirements that require it to maintain the information. For example, you might run the process annually after you print W-2s, produce quarterly reports, and so on.

Warning! Running the Delete Balances process deletes balances for earnings, deductions, taxes, and paychecks YTD for the year and period that you specify. Once deleted, this information is not recoverable. Use this process with care.

Page Used to Delete Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Balance Deletion	RUNCTL_PAY_DEL_BAL	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Delete Balances, Balance Deletion - Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Delete Balances, Balance Deletion - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Delete Balances, Balance Deletion	Specify process parameters for the Delete Balances process. You can delete balances for a specific company and a specific balance year and period.

Running the Delete Balances COBOL SQL Process (PSPDLBAL, PSPDLBLC)

Access the Balance Deletion page (Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Delete Balances, Balance Deletion; or Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Delete Balances, Balance Deletion; or Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Delete Balances, Balance Deletion).

Balance ID

Maintain these values in the Balance ID table, and identify the various year types for which you maintain balances (for example, calendar year, or fiscal year). For each balance ID in the Balance ID table, you must also define the following:

- The balance years, or the years included in that balance year type.
- The applicable periods for each balance year in which you maintain balances.

Balance Year and Period For the balance year, the system deletes employee balance records up to but not including:

- The period that you specify in the Period field.
- The period in which the last activity was posted to the balance.

In February 2005, an organization deletes balances for the previous calendar year, specifying December 2004 as the period on the Balance Deletion page. The system:

- Deletes the balance records for the months of January through November 2004.
- Retains the balance records for December 2004.

If an employee had a deduction that met its goal balance in September, the September balance record would be retained, because it is the latest updated balance record for that deduction.

Chapter 30

(CAN) Setting Up and Processing Business Payrolls Survey Reporting

This chapter provides an overview of Business Payrolls Survey (BPS) reporting and discusses how to:

- Set up BPS reporting tables.
- Define BPS reporting units.
- Specify earnings codes for BPS reporting.
- Generate the BPS electronic data report (EDR) file.

Understanding BPS Reporting

Statistics Canada selects employers to participate in the BPS and requires them to report payroll earnings and hours information on a monthly basis.

PeopleSoft supports the survey's EDR format. If you are participating in the survey, see the Business Payrolls Survey Electronic Data Reporting Guide published by Statistics Canada for further information. Statistics Canada requires that you meet certain conditions before being accepted as an EDR respondent.

Setting Up BPS Reporting Tables

To set up BPS reporting tables, use the Business Information (BPS_CONTACT) and Activity Table (BPS_ACT_TBL) components.

This section discusses how to:

- Enter business and contact information.
- Define BPS activity codes.

Pages Used to Set Up BPS Reporting

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
BPS Business Information (Business Payrolls Survey business information)	BPS_CONTACT_CAN	Set Up HRMS, Product Related, Payroll for North America, Business Payrolls Survey CAN, Business Information, BPS Business Information	Enter the business and contact information for Record Type 1 of the survey's EDR file.
BPS Activity Table (Business Payrolls Survey activity table)	BPS_ACT_TBL	Set Up HRMS, Product Related, Payroll for North America, Business Payrolls Survey CAN, Activity Table, BPS Activity Table	Create the business activities (defined by Statistics Canada) to set up the reporting units in the BPS Reporting Unit table.

Entering Business and Contact Information

Access the BPS Business Information page (Set Up HRMS, Product Related, Payroll for North America, Business Payrolls Survey CAN, Business Information, BPS Business Information).

Payroll Account Number The system automatically retrieves this number from the company's Wage Loss Plan record. This field is display-only.

Contact Name Enter the name of your company's BPS contact person in the way it should appear in the transmission file.

Defining BPS Activity Codes

Access the BPS Activity Table page (Set Up HRMS, Product Related, Payroll for North America, Business Payrolls Survey CAN, Activity Table, BPS Activity Table).

Note. Use the Job Code Profile page to link BPS activities to job codes. When defining initial BPS activity codes on the Job Code Table component (JOB_CODE_TBL), apply updates to all relevant current, history, and future-dated records for the reference months required for reporting.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Jobs," Adding New Job Codes

Defining BPS Reporting Units

To define BPS reporting units, use the Reporting Unit Table (BPS_REPORT_UNIT) component.

This section provides an overview of BPS reporting units and discusses how to:

- Specify the pay group and BPS activities.
- Specify BPS locations.

Understanding BPS Reporting Units

A BPS reporting unit represents a group of employees within a company that Statistics Canada has selected for the survey. Each reporting unit, uniquely identified within a company by the reporting unit ID, corresponds to one Payroll record (Record Type 2) in the survey EDR file.

A reporting unit is defined by:

- Business activities.
- Business locations.
- Pay frequencies of employees.

(Statistics Canada refers to pay frequency as *pay period type*.)

Note. To ensure that each employee appears only once per survey, assign a unique combination of pay group, BPS activity, and tax location information for each reporting unit.

Use the BPS Reporting Unit table to establish the relationship between these criteria. For each BPS Reporting Unit record:

- Define the required business activities and locations using the Tax Location Code and Activity ID fields.
- Assign a pay group to ensure that each reporting unit includes only those employees with the same pay frequency (for example, biweekly or monthly) and pay period dates.

The system selects employees whose job data fulfills the criteria that is defined in the BPS Reporting Unit table. It extracts and reports their payroll information in the Payroll record of the EDR file.

This diagram shows the relationship of entities related to the BPS reporting unit:

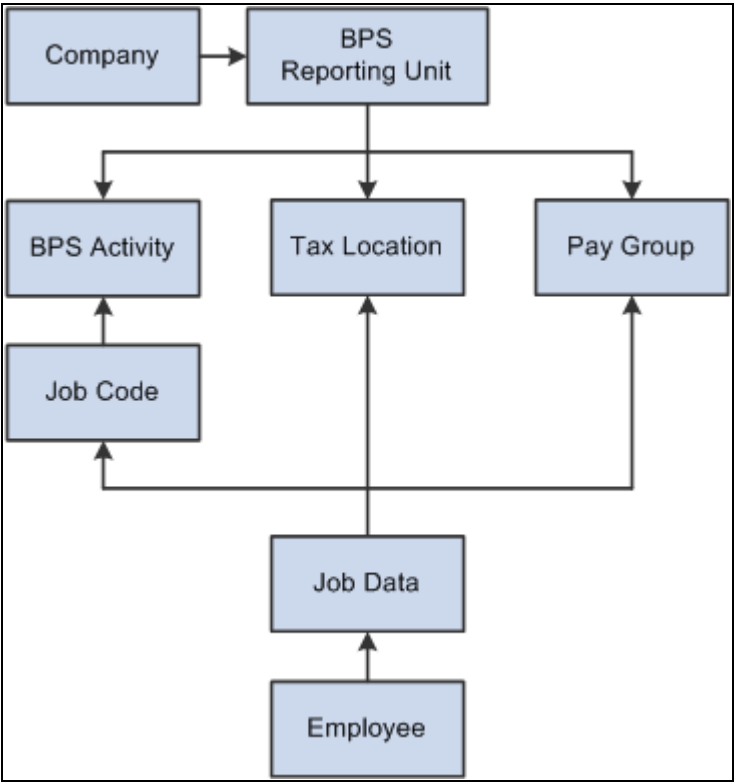


Illustration of entities related to the BPS reporting unit

Pages Used to Define BPS Reporting Units

Page Name	Definition Name	Navigation	Usage
BPS Activities (Business Payrolls Survey activities)	BPS_RU_TBL1	Set Up HRMS, Product Related, Payroll for North America, Business Payrolls Survey CAN, Reporting Unit Table, BPS Activities	Specify the pay group and BPS activities that define a reporting unit.
BPS Locations (Business Payrolls Survey locations)	BPS_RU_TBL2	Set Up HRMS, Product Related, Payroll for North America, Business Payrolls Survey CAN, Reporting Unit Table, BPS Locations	Specify the BPS locations that define a reporting unit.

Specifying the Pay Group and BPS Activities

Access the BPS Activities page (Set Up HRMS, Product Related, Payroll for North America, Business Payrolls Survey CAN, Reporting Unit Table, BPS Activities).

BPS Activities

BPS Locations

Company:

GBI

Global Business Institute 9999

Reporting Unit:

KCRU2

Reporting Unit Information

Find | View All | First 1 of 1 Last

*Effective Date:

01/01/1980

31

*Status:

Active

+

-

*Description:

Resource Management

Short Description:

Res Mgmt

*Pay Group:

KC2

Activity Information

Customize | Find | View All | 1-2 of 2 Last

Activity ID	Description		
100	HR Administration	+	-
200	Payroll Administration	+	-

BPS Activities page

Reporting Unit Information**Pay Group**

Specify the pay group that represents the group of employees selected for the survey. Specify only one pay group for each reporting unit. This ensures that each reporting unit reports on employees of the same pay frequency and pay period dates.

Activity Information**Activity ID**

Select the BPS activity that is required for reporting within the reporting unit. If this field is blank, the system reports all activities.

Specifying BPS Locations

Access the BPS Locations page (Set Up HRMS, Product Related, Payroll for North America, Business Payrolls Survey CAN, Reporting Unit Table, BPS Locations).

BPS Activities

BPS Locations

Company:

GBI

Global Business Institute 9999

Reporting Unit:

KCRU2

Reporting Unit Information

Find | View All | First 1 of 1 Last

Effective Date:

01/01/1980

Status:

Active

Description:

Resource Management

Short Description:

Res Mgmt

Pay Group:

KC2

Location Information

Customize | Find | View All | 1-3 of 3 First Last

Tax Location Code	Description		
KCBC00	British Columbia	+	-
KCON00	Ontario	+	-
KCQC00	Quebec	+	-

BPS Locations page

Location Information

Tax Location Code

Define the tax locations required for reporting within the specified reporting unit.
If this field is blank, the system reports all tax location codes.

Specifying Earnings Codes for BPS Reporting

This section discusses how to specify earnings codes for BPS reporting.

Note. The second page of the Tax Form Definition component (TAXFORM_DEFN_TBL) (Tax Form Footnote page) is not used as part of this process.

Page Used to Specify Earnings Codes for BPS Reporting

Page Name	Definition Name	Navigation	Usage
Tax Form Definitions	TAXFORM_DEFN_TBL	Payroll for North America, Year-End Processing CAN, Define Annual Tax Reporting, Tax Form Definitions, Tax Form Definitions	Specify earnings codes to accumulate the earnings and hours information for BPS reporting.

Specifying Earnings Codes for BPS Reporting

Access the Tax Form Definitions page (Payroll for North America, Year-End Processing CAN, Define Annual Tax Reporting, Tax Form Definitions, Tax Form Definitions).

Select *Business Payrolls Survey - CAN* from the Tax Form Identification field on the search page.

The earnings codes that you specify for each BPS tax form box apply to the respective categories of employees (hourly, salaried, or working owners) for all reporting units.

The tax form box descriptions in the following tables correspond directly to reporting fields of the same descriptions in the EDR record layouts. Ensure that you do not duplicate earnings codes in tax form boxes where you do not want to report those earnings or hours twice (for example, reporting overtime in the OTP [Overtime Pay] box for regular overtime pay versus the reporting of accumulated overtime pay into an SPx [Special Payments x] box).

The following boxes refer to payments made in the last pay period of a reference month:

<i>Tax Form Box</i>	<i>Description</i>	<i>Comments</i>
RGP	Regular Gross Pay	For hourly and salaried employees, and working owners.
OTP	Overtime Pay	For hourly and salaried employees only.
THP	Total Hours Paid for Hourly Employees	For hourly only.
OTH	Overtime Hours Worked by Hourly Employees	For hourly only.

The following boxes refer to payments made at any time during a reference month:

<i>Tax Form Box</i>	<i>Description</i>	<i>Comments</i>
SP1	Special Payments - Monthly Payments	As described.
SP2	Special Payments - Payments made every 2 Months	As described.
SP3	Special Payments - Quarterly Payments	As described.

<i>Tax Form Box</i>	<i>Description</i>	<i>Comments</i>
SP4	Special Payments - Greater than Quarterly Payments	As described.
SP5	Special Payments - Federal Taxable Benefits	As described.
SP6	Special Payments - Retroactive Payments	As described.
TGR	Total Gross Monthly Payroll	For all employees paid in the reference month. Note. For this box, define only the earnings codes to report in addition to the employees' True T4 taxable gross amounts (for example, severance pay).

Warning! It is imperative that you define all applicable earnings for each BPS tax form box before creating the EDR file for transmission to Statistics Canada.

Note. See the Business Payrolls Survey Electronic Data Reporting Guide published by Statistics Canada for further information on the reporting requirements for each box.

Generating the BPS EDR File

This section provides an overview of the Business Payrolls Survey Structured Query Report (SQR) Report process (PAY104CN) and discusses how to generate the BPS EDR file.

Understanding the Business Payrolls Survey SQR Report Process (PAY104CN)

The Business Payrolls Survey process generates the BPS EDR file for transmission to Statistics Canada. At the same time, the system produces a summary report for your reference.

On the run control page you select the reference month (period) and companies for which the system should generate an EDR. Each company that you select corresponds to a Business and Contact Information record (Record Type 1) in the EDR file. The system reports on all the reporting units that are defined in the BPS Reporting Unit table for the company. Each reporting unit corresponds to a Payroll record (Record Type 2).

Note. Create this file for each reference month only after the corresponding Pay Confirmation COBOL SQL process (PSPCNFRM) is complete for all pay periods that are associated with that reference month.

Selecting Payroll Data by Reference Month

A reference month is the month for which you report payroll data in the BPS.

The system processes the selection of payroll information for a reference month as follows:

- Last Pay Period blocks.

The system selects payroll information for the *Last Pay Period* blocks in the report from the pay period with an end date that is closest to, but not later than, the third day of the month following the reference month. For example, for the reference month of October 2004, the system selects the pay period with an end date that is closest to, but not later than, November 3, 2004.

- Gross Monthly Payroll blocks.

The system selects payroll information for the *Gross Monthly Payroll* block in the report from pay periods with end dates that are between the fourth day of the reference month and the third day of the following month. For example, for the reference month of October 2004, the system selects the pay periods with end dates from October 4, 2004 to November 3, 2004 inclusive.

- Blocks 1–6.

The system selects special payment amounts reported in Blocks 1 through 6 in the report from pay periods with cheque dates that are between the fourth day of the reference month and the third day of the following month. For example, for the reference month of October 2004, the system selects the pay periods with cheque dates from October 4, 2004 to November 3, 2004 inclusive.

Classifying Employees

When processing the BPS, the system classifies employees as either hourly or salaried, based on the employee type in Job Data. The system processes exception hourly employees as hourly employees. Employees can also be classified as working owners by the officer code in Job Data, in which case they are excluded from the hourly and salaried categories. Employees that are assigned to the following officer codes are classified as Working Owners and are reported in Category D - Working Owners of Incorporated Businesses:

- Chairman
- Director
- President
- Vice President

Locating the BPS EDR Output

The Business Payrolls Survey process creates the BPS EDR file in the PeopleSoft report output directory. The following table identifies the naming convention of the output files for each platform:

Platform	Output File Name
DB2/AS400	BPS001

Platform	Output File Name
MVS	BPS(D001)
Others	BPS.001

Renaming the File

You must rename the file to meet Statistics Canada requirements for submission. PeopleSoft recommends that you rename the file using the following convention.

BPSyymm.txt:

- BPS: Business Payrolls Survey.
- yyymm: year and reference month for which the file is generated.
- txt: file extension.

Page Used to Generate the BPS EDR File

Page Name	Definition Name	Navigation	Usage
Business Payrolls Survey File	RUNCTL_PAY104CN	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Business Payrolls Survey File, Business Payrolls Survey File	Creates a BPS EDR file for transmission to Statistics Canada and a summary report for your reference. The system produces the transmission file in accordance with the format provided by Statistics Canada.

Generating the BPS EDR File

Access the Business Payrolls Survey page (Payroll for North America, Payroll Processing CAN, Pay Period Reports, Business Payrolls Survey File, Business Payrolls Survey File).

Period Select the year and a month from 1–12. This is the reference month that the system uses to select payroll data for reporting.

Company Each company selected corresponds to a Business and Contact Information record (Record Type 1) in the EDR file.

Chapter 31

(CAN) Generating a Canadian Record of Employment

This chapter provides an overview of Record of Employments (ROEs) and discusses how to:

- Define earnings for translation to the ROE form.
- Create ROE data.
- Review and update ROEs online.
- Review and adjust ROE balances.
- Print ROEs.
- Generate the ROE Summary report.
- Delete ROE data records.

See Also

[Appendix B, "Converting Employee Balances," \(CAN\) Converting ROE Data, page 1151](#)

Understanding ROEs

This section discusses:

- The Record of Employment.
- Tips and techniques for ROE processing.
- ROE data sources.

The Record of Employment

Payroll for North America supports legislated Canadian payroll reporting requirements, including the ROE form. The ROE reports an employee's record of earnings as a result of an interruption of earnings to Human Resources and Skills Development Canada (HRSDC). HRSDC uses the employment history provided on the ROE to:

- Determine whether an applicant qualifies for Employment Insurance (EI) benefits.

- Calculate the EI benefit rate.
- Establish the duration of eligibility for benefits.
- Detect fraud and abuse of the EI program.

Note. The accuracy of the data on the ROE form depends on the integrity and timeliness of the information in the system. You must enter manual cheques that you issued to the employee and final earnings payable before generating a ROE.

Tips and Techniques for ROE Processing

This section provides some tips and techniques to help you in processing ROEs.

Processing Job Status Changes

You must process the human resources data describing returns from leaves of absence and rehires in a timely manner to avoid creating a ROE for an employee who returns to active status without an interruption of earnings (as interpreted by HRSDC).

Moving ROE Balance Amounts

Adjust EI insurable earnings and hours online using the ROE component (ADJ_UI_BAL_CAN). Use the Adjust ROE Balance page to move ROE balance amounts from one period to another. To protect the integrity of the EI earnings and hours balance details, the system does not allow one-sided adjustments that result in the addition or deletion of insurable earnings amounts or hours. For example, you cannot add 50.00 CAD or 5 hours to an EI period on this page. You must enter this type of adjustment by processing manual cheques. The system marks the INS_EARNS_BAL record as amended when it processes an online adjustment, which causes the ROE Mass Create Structured Query Report (SQR) Report process (PAY124CN) to generate a ROE amendment.

Managing Concurrent Multiple Jobs

If an employee has concurrent multiple jobs, the Create Mass ROE Data process generates a ROE reflecting the first date worked (original hire date) and last date worked (termination date minus one day) for the job that you are terminating. The system processes the ROE, although some concurrent jobs might continue to remain active. The system reports the *total* insurable earnings and hours accumulated during the required ROE reporting period for *all* jobs combined. This information assists HRSDC in determining whether the reduction to the employee's work schedule entitles the applicant to receive EI benefits.

When creating ROE data for an employee with multiple jobs, the Create Mass ROE Data process generates an exception report to identify the situation. Review the first date worked and update it to correctly reflect either:

- The hire date of the earliest job.
- The termination date of the most recent job that required the issuance of a ROE.

Reallocating Insurable Earnings and Hours to Prior Pay Periods

Use the EI Period Correction (Employment Insurance period correction) check box on the paysheet to:

- Allocate pay corrections (as defined by HRSDC) to the pay periods for which they are earned.
- Allocate earnings to the last pay period in which you paid regular wages upon termination, layoff, or leave.

If you select this check box, the system allocates insurable earnings and hours to the prior EI periods for which they were earned, according to the dates that you specify in the Earnings Begin and End Dates fields on the paysheet. When allocating the earnings to a prior EI period, the earnings begin and end dates on the paysheet must correspond exactly with the beginning and ending dates of the EI period that you're correcting.

When you use off-cycle payroll transactions to issue final payments or monies that you owe to employees upon an interruption of earnings, the earnings begin and end dates on the off-cycle paysheet must correspond exactly with the beginning and ending dates of the employee's final EI period. If the paysheet reflects earnings beginning and ending dates later than the interruption of earnings date, the system does not include those earnings for reporting on the ROE. The ROE process selects only Insurable Earnings Balance records with a period end date that is equal to, or prior to, the job interruption date.

Reporting Earnings When Pay Frequencies Change

If an employee changed pay frequencies during the ROE reporting period, you must complete the entire ROE form manually. The system's ROE automatic and manual creation processes cannot accommodate this situation. To identify the situation for special handling, the Create Mass ROE Data process creates an exception report containing the message: *ROE not created due to Pay Frequency change*. If you used the manual online data entry method to create the ROE, a message appears in the Comments box of the form to identify this situation.

Recreating ROE Data

Because of updates and corrections to ROE-related information, you might need to recreate the ROE Data pages before you print a ROE (for example, when a termination date is changed or corrected). This situation is different from the ROE amendment process, which occurs when you make changes after you print the ROE in Final Print mode and assign a ROE number.

You can recreate ROE Data pages repeatedly before printing a ROE in Final Print mode and updating it as completed.

ROE Data Sources

The following table describes the sources of all the data that Payroll for North America uses during the Create Mass ROE Data process and ROE Print SQR Report process (PAY101CN):

ROE Block Number	Description	Data Source
1	Serial number	This number is preprinted on the ROE form, and the system stamps it on the Insurable Earnings Balance record (PS_INS_EARNS_BAL) when you print the ROE in Final Print mode. The number comes from either a run parameter in the ROE Print process or the Last ROE # (last Record of Employment number) field (ROE_NBR_LAST), in the Installation table.

ROE Block Number	Description	Data Source
2	Serial number of ROE amended or replaced	Applies to amended ROEs only. The Create Mass ROE Data process retrieves the ROE number of the original ROE record from the ROE_NBR_REPL field in the PS_ROE record.
3	Employer's payroll reference number	The ROE Print process links the ROE payroll reference number on the Report Parameters page in the Pay Group table (PS_PAYGROUP_TBL) with the ROE number for reporting into this block. This block is intended solely for your internal reference purposes.
4	Employer's name and address	Originates from the Company table (PS_COMPANY_TBL).
5	Canada Revenue Agency payroll account number	Originates from the Payroll Account Number field in the Wage Loss Plan table (PS_WAGELS_PLAN_TBL), which is derived from the Wage Loss Plan field in the ROE record. The employment record number on the Canadian Income Tax Data page defines the employee's wage loss plan.
6	Pay period type	Originates from the Frequency table (PS_FREQUENCY_TBL).
7	Postal code	Originates from the Company table (PS_COMPANY_TBL).
8	Social insurance number	Originates from the National ID field in the Personal NID table (PS_PERS_NID). Define this field on the Personal Information Biographical Details page.
9	Employee's name and address	Employee's name originates from the Personal Data table (PS_PERSONAL_DT_FST) table and the address originates from the Person table (PS_PERSON_ADDRESS).
10	First day worked	The system determines this date by retrieving the Insurable Earnings Balance records and identifying the earliest period earnings end date that has not been previously reported on a ROE. The system inspects the Job Data records for the Hire, Rehire, Recall, Return from Leave, or Return from Disability action record with an effective date closest to, but not after, the earliest period earnings end date. It uses the effective date of that action, if found. If no such action is found, the system retrieves the employee's First Start Date field (HIRE_DT) from the Employment Data record (PS_EMPLOYMENT).

ROE Block Number	Description	Data Source
11	Last day for which paid	The system determines this date by retrieving the effective date of the Job Data action that caused the ROE and subtracting one day.
12	Final pay period ending date	Originates from the ROE Print process. It is the EI period date of the latest Insurable Earnings Balance record (PS_INS_EARNS_BAL) reported on the ROE.
13	Occupation	Originates from the Job Title field in the Job Code table (PS_JOBCODE_TBL), derived from the job code in the employee's Job record.
14	Expected date of recall	The Expected Return Date field (EXPECTED_RETURN_DT) is entered into the Job Data component and retrieved from the Employment Data record (PS_EMPLOYMENT) if the employee's status is: L: Leave of absence. P: Leave with pay. S: Suspended.
14	Not returning	The system selects the Not Returning check box if the employee's status is: Q: Retired with pay. R: Retired. T: Terminated. U: Terminated with pay. V: Terminated pension payout. X: Retired-pension administration.
14	Unknown	If the Not Returning check box is deselected and the system cannot retrieve information for the expected date of recall, it selects the Unknown check box.
15A	Total insurable hours	Total number of insurable hours accumulated in the Insurable Earnings Balance record (PS_INS_EARNS_BAL) for the reporting period, as specified by HRSDC. For example, for a biweekly pay period, the system reports the total insurable hours for the last consecutive 27 pay periods (or fewer, if the period of employment is shorter).

ROE Block Number	Description	Data Source
15B	Total insurable earnings	Total insurable earnings accumulated in the Insurable Earnings Balance History record (PS_INS_EARNS_BAL) for the reporting period, as specified by HRSDC. For example, for a biweekly pay period, the system reports the total insurable earnings for the last 14 consecutive pay periods (or fewer, if the period of employment is shorter). All vacation pay and other monies that you pay in the final pay period are included in boxes 15B, 15C, and 17. Statutory holiday pay that you pay in the final pay period appears only in boxes 15B and 15C. See Chapter 31, "(CAN) Generating a Canadian Record of Employment," <u>Entering Additional Employment-Related Information</u>, page 1006.
15C	Insurable earnings by pay period	The system reports a breakdown of the insurable earnings from the Insurable Earnings Balance record (PS_INS_EARNS_BAL) by pay period. For example, for a biweekly pay period, the insurable earnings appear for the last 14 consecutive pay periods (or fewer, if the period of employment is shorter). If the pay period has zero or no insurable earnings, NIL appears. When block 15C is populated, block 15B is also populated.
16	Reason for issuing this ROE	The system retrieves the reason from the Action and Reason fields in the Job Data record that caused the ROE, then translates it to the ROE reason codes that are provided by HRSDC.
16	For further information contact	The system retrieves the contact from the Contact ID field on the Report Parameters page in the Pay Group table that is associated with the employee's pay group.
16	Telephone number	The system retrieves the telephone number of the contact from the employee's Employment Data record (PS_EMPLOYMENT).

ROE Block Number	Description	Data Source
17	Payments or benefits (other than regular pay) paid in, or in anticipation of, the final pay period, or payable at a later date	These boxes (17A, B, and C) require data if you pay benefits (other than regular pay) in, or in anticipation of, the final pay period, or for benefits payable at a later date. The system retrieves this information from the Box 17 (Future Pays Only) group box on the ROE Data 2 page. All vacation pay and other monies that you pay in the final pay period are automatically included in boxes 17, 15B and 15C. For example, if you paid an employee 500 CAD of vacation pay in the final pay period, plus another 200 CAD of vacation pay after the final pay period, box 17A should report a total amount of 700 CAD. To correctly report 700 CAD, you must manually enter the 200 CAD paid at a later date on the ROE Data 2 page. Statutory holiday pay that you pay in the final pay period is not automatically included in box 17, although it is automatically reported in boxes 15B and 15C. Consequently, you must manually enter all statutory holiday pay that you pay or owe to the employee upon the interruption of earnings on the ROE Data 2 page. For example, if you paid an employee 200 CAD of statutory holiday pay in the final pay period, plus another 100 CAD of statutory holiday pay after the final pay period, box 17B should report a total amount of 300 CAD. To correctly report 300 CAD, you must manually enter both the 200 CAD entry plus the 100 CAD entry on the ROE Data 2 page. See Chapter 31, "(CAN) Generating a Canadian Record of Employment," <u>Entering Additional Employment-Related Information</u>, page 1006.
17A	Vacation pay	Originates from the Box 17 (Future Pays Only) group box on the ROE Data 2 page (see the preceding notes).
17B	Statutory holidays: • Holiday date • Amount	Originates from the Box 17 (Future Pays Only) group box on the ROE Data 2 page (see the preceding notes).
17C	Other monies: • Earnings description • Amount	Originates from the Box 17 (Future Pays Only) group box on the ROE Data 2 page (see the preceding notes).
18	Comments	Manually enter on the ROE Data 2 page. Document information that might prevent a phone call from HRSDC.

ROE Block Number	Description	Data Source
19	Paid sick/maternity/parental leave or group wage loss indemnity payment (after the last day worked)	Complete this box if you pay the employee sick, maternity, parental leave, or a group wage loss indemnity payment after the last day worked. The system retrieves this information from the Box 19 (Paid Leave Payments) group box on the ROE Data 2 page.
19	Payment start date	Manually enter on the ROE Data 2 page.
19	Amount	Manually enter on the ROE Data 2 page. This is printed only if the payment start date has been altered.
19	Per day Per week	Select the daily or weekly Frequency on the ROE Data 2 page. This is printed only if the payment start date has been entered.
20	Communication preferred in: • English • French	From the Language Code field in the Personal Data table (PS_PERSONAL_DT_FST) that is associated with the issuer who is defined on the Report Parameters page in the Pay Group table for this employee's pay group.
21	Telephone number	The system retrieves the telephone number of the issuer from the employee's Employment Data record (PS_EMPLOYMENT).
22	Signature of issuer	Left blank for signature.
22	Name of issuer	The system retrieves the issuer from the Issuer ID field on the Report Parameters page in the Pay Group table for the employee's pay group.
22	Date	Left blank for the issuer to complete.

See Also

Chapter 31, "(CAN) Generating a Canadian Record of Employment," Creating a ROE Manually, page 1004

Chapter 31, "(CAN) Generating a Canadian Record of Employment," Entering Additional Employment-Related Information, page 1006

Defining Earnings for Translation to the ROE Form

This section provides an overview of how to define earnings for translation to the ROE form and lists the page used to define earnings for translation to the ROE form.

Understanding How to Define Earnings for Translation to the ROE Form

Define earnings for translation to the ROE form by using the Tax Form Definition page. The system uses this information to determine how to distribute the following information to the boxes in block 17 on the ROE form:

- Earnings information that you enter manually on the ROE Data 2 page.
- Vacation pay and other monies that you pay in the final pay period using the Pay Calculation COBOL SQL process (PSPPYRUN).

The following table describes the earnings information to enter for each ROE box on the Tax Form Definition page:

Box	Earnings Description	Explanation
17A	Vacation pay	Specify the earnings code(s) that you use to pay vacation pay owing to an employee, on an interruption of earnings.
17B	Statutory holiday pay	Specify the earnings code(s) that you use to pay statutory holiday pay for holiday dates occurring after the date in block 11 of the ROE form.
17C	Other monies	Specify the earnings codes for other payments that you might owe to an employee after an interruption of earnings. Earnings that you must report in this box include pension payments, both lump sum and ongoing severance payments or retiring allowances, wages in lieu of notice, and retroactive wage increases.

Page Used to Define Earnings for Translation to the ROE Form

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Tax Form Definitions	TAXFORM_DEFN_TBL	Payroll for North America, Year-End Processing CAN, Define Annual Tax Reporting, Tax Form Definitions, Tax Form Definitions	Define earnings for translation to the ROE form.

Creating ROE Data

This section provides overviews of automatic ROE data creation and manual ROE data creation and discusses how to:

- Create ROE data automatically.
- Create a ROE manually.
- Enter additional employment-related information.

Note. Payroll for North America provides the capability to manually enter ROE information directly in the Update ROE Data component (ROE_DATA) to manage exception circumstances. For normal creation of ROE data, use the electronic Create Mass ROE Data process.

Understanding Automatic ROE Data Creation

Create ROEs automatically for a range of dates using the Create Mass ROE Data process. This process creates ROE data for all employees who had a change in status requiring a ROE during the date range that you specify. The system uses this data to populate the ROE Data 1 and ROE Data 2 pages.

Selecting Amended ROE Records

Through the Pay Calculation process and Pay Confirmation COBOL SQL process (PSPCNFRM), the system:

1. Identifies previously reported employee EI Insurable Earnings Balance records (PS_INS_EARNS_BAL) that you have updated with earnings or hours adjustments.
2. Updates these records to an amended status for reporting by the Create Mass ROE Data process.

The Create Mass ROE Data process scans the employee EI Insurable Earnings Balance records for records that reflect an amended status. If the system finds any that are within the reporting period, it creates a ROE Amendment record.

Selecting New ROE Records

The date range that you specify on the Create Mass ROE Data (Record of Employment mass create) page defines the activity period from which the system selects employees qualifying for a ROE. The Create Mass ROE Data process inspects the database for employees who have *nonactive* Job records (based on the EMPL_STATUS field in the PS_JOB record) and an effective date within the specified date range. The system identifies a record for ROE creation if it has one of the following statuses:

- L: Leave of absence
- P: Leave with pay
- Q: Retired with pay
- R: Retired
- S: Suspended
- T: Terminated
- U: Terminated with pay
- V: Terminated pension payout
- X: Retired-pension administration

Even if the system identifies an employee using the preceding criteria, it suppresses the ROE under either of the following conditions:

- A subsequent, effective-dated Job record becomes active within seven consecutive calendar days of the earnings interruption.
- The Insurable Earnings Balance records do not contain insurable earnings for the period being reported.

Note. The system generates ROE records for all interruptions of employment with or without pay. Examine these ROE records and identify to the system those employees for whom it should issue a ROE. To print and issue a ROE, update the ROE Process (Record of Employment process) field on the ROE Data 1 page from *Hold* to *Generate*.

Calculating Insurable Earnings and Hours

The system calculates insurable earnings and hours during the Pay Calculation process, and it updates the Insurable Earnings Balance records during the Pay Confirmation process. The system determines insurable earnings and their associated hours by the following fields in the Earnings table:

- Subject EI Earn (subject to Employment Insurance earnings).
- Subject EI Hrs (subject to Employment Insurance hours).

Although the EI premium deduction stops when one reaches the annual maximum insurable earnings amount (for example, 39,000 CAD in 2006), the insurable earnings and hours balances continue to accumulate for ROE reporting.

Processing Amended ROE Records

If earnings meet the criteria for amended ROE records processing, the system identifies the earnings that are associated with the original ROE to indicate that they must be reported again, and the Create Mass ROE Data process creates a ROE Amendment record (PS_ROE).

The ROE Amendment record contains data from the original ROE, plus the amended information about insurable earnings and hours. Review and update the original employment data using the Update ROE Data component.

Note. The Create Mass ROE Data process automatically causes the creation of ROE Amendment records. The manual ROE creation process does not support the creation and printing of amended ROEs.

For tracking purposes, the system populates the ROE# Amended (Record of Employment number amended) field in the ROE Amendment record with the original ROE number. The system also populates the Sequence # (sequence number) field in sequential order, starting with the first amendment created. The ROE Process field status is *Hold*.

Processing New ROE Records

If records meet the criteria for new ROE records processing, the Create Mass ROE Data process creates a ROE record with a status of *Hold*. This process uses data from the following records:

- PS_JOB
- PS_EMPLOYMENT
- PS_PAYGROUP_TBL
- PS_PERSON
- PS_PERSON_NAME
- PS_INS_EARNS_BAL

Understanding Manual ROE Data Creation

Payroll for North America provides the capability to manually create ROE data online using the Update ROE Data component for managing exception circumstances. This process requires that you manually enter all employment-related ROE reporting details into the system.

As you load information manually into the Update ROE Data component, be aware that there is no online editing feature to validate your entries. In other words, the data entry fields in the ROE process are free-form edit boxes into which you can enter *any* valid value. Enter information into these fields carefully.

After reviewing your entries for accuracy, select *Generate* in the ROE Process field to indicate that you want to print this ROE when you run the ROE Print process.

Note. The manual ROE creation process does not support the creation and printing of amended ROEs or ROEs for employees who changed pay frequencies during the reporting period.

Reporting of Earnings when Pay Frequencies Change

If an employee changed pay frequencies within the ROE reporting period, you'll need to complete the entire ROE form manually. The system's ROE creation processes, both automated (Create Mass ROE Data process) and manual (online data entry into the Update ROE data component) are unable to accommodate this situation. To identify the situation for special handling, the Create Mass ROE Data process will create an exception report containing the following message: *ROE not created due to Pay Frequency change*.

If the manual online data entry method was used to create the ROE, a message will be printed in the Comments box of the form to identify the situation.

Pages Used to Create ROE Data

Page Name	Definition Name	Navigation	Usage
Create Mass ROE Data (create mass record of employment data)	RUNCTL_FRMTHRU_PAY	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Create Mass ROE Data, Create Mass ROE Data	Run PAY124CN, which creates ROE data automatically for a range of dates.
ROE Data 1 (Record of Employment data 1)	ROE_DATA1	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Update ROE Data, ROE Data 1	Manually create a ROE and enter employment-related details.
ROE Data 2 (Record of Employment data 2)	ROE_DATA2	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Update ROE Data, ROE Data 2	Enter more employment-related details, after you finish entering data on the ROE Data 1 page.

Creating ROE Data Automatically

Access the Create Mass ROE Data page (Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Create Mass ROE Data, Create Mass ROE Data).

Enter the date range that defines the activity period from which the system selects employees qualifying for a ROE.

See Also

Chapter 31, "(CAN) Generating a Canadian Record of Employment," Understanding Automatic ROE Data Creation, page 1000

Creating a ROE Manually

Access the ROE Data 1 page (Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Update ROE Data, ROE Data 1).

ROE Data 1ROE Data 2HRSD Information

Paulette Vaillancourt

Empl ID: KC0016SIN: 997000047

Record of Employment

Find | View All | First1 of 1Last

*Company:GBI

*Wage Loss Plan:KRG

*ROE Date:06/28/2000

*Date EI Payable:12/31/1999

ROE Message:Completed

Internal Original ROE:00000001

Internal Amended ROE:

Sequence Number:0

Job Information

*Business Unit:CAN01

*Job:140065Analyst-Human Resources

*Pay Group:KC2Canadian Biweekly

☐ Multiple Jobs

Pay Frequency:Biweekly

Reason for ROE

*Action:Retirement

Reason Code:RMTNormal Retirement

ROE Reason:Other

*First Date Worked:03/20/1981

*Last Date Worked:12/31/1999

Contacts

ROE Issuer ID:KC0005Catherine Moore

ROE Contact ID:KC0023David Duvall

ROE Data 1 page

Record of Employment

Company	Enter the company as entered in the Job record.
Wage Loss Plan	Enter the wage loss plan as entered in the employee's Canadian Income Tax Data record.
ROE Date (Record of Employment date)	This date is for internal reference only. The default is the current date. During automated ROE creation, the default is the system date.
Date EI Payable (date Employment Insurance payable)	Enter the last date to which the EI premium is paid. During manual ROE creation, the default comes from the Add – ROE Data dialog box. During automated ROE creation, the default is the end date of the last Insurable Earnings Balance record or the last date worked, whichever is earlier.

ROE Message

Displays the status of the ROE:

Delete: The ROE is ready to be deleted.

Hold: The ROE has been created but is not yet ready for printing.

Generate: The ROE is ready to be printed.

Completed: The final ROE has been printed.

Note. After confirming that all information is correct, change the status from *Hold* to *Generate* so that the ROE Print process reports this record. After the ROE has a status of *Complete*, the ROE Process field disappears and a ROE Msg (Record of Employment message) field appears with a value of *Complete*.

Internal Original ROE

The system adds this number when it prints the final ROE and stamps it onto relevant Insurable Earnings Balance records.

Internal Amended ROE

Leave this field empty because the manual ROE creation process does not support amended ROEs. During automated ROE creation, the system generates the original ROE number if the record is an amendment or replacement to an existing ROE.

Sequence Number
(sequence number)

Leave this field empty because the manual ROE creation process does not support amended ROEs. During automated ROE creation, the system assigns a sequential number to identify different versions of an amended ROE.

Job Information**Business Unit, Job, and Pay Group**

Enter this information as entered in the Job record.

Multi-Job (multiple jobs)

Select this check box if the employee has multiple jobs.

Pay Freq (pay frequency)

The system populates this entry according to the pay group.

Reason for ROE**Action and Reason Code**

Enter this information as entered in the Job record.

Note. You *must* make a selection for the Reason Code field. It populates block 16 on the ROE form.

First Date Worked

This date appears in block 10 of the ROE form.

Last Date Worked

This date appears in block 11 of the ROE form.

Contacts

- ROE Issuer ID** (Record of Employment issuer ID)
- Select the employee ID of the person who issued the ROE.
- ROE Contact ID** (Record of Employment contact ID)
- Select the employee ID of the person who can be contacted for additional information.

See Also

Chapter 31, "(CAN) Generating a Canadian Record of Employment," Understanding Manual ROE Data Creation, page 1002

Entering Additional Employment-Related Information

Access the ROE Data 2 page (Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Update ROE Data, ROE Data 2).

ROE Data 1

ROE Data 2

HRSD Information

Paulette Vaillancourt

Empl ID: KC0016

SIN: 997000047

Record of Employment

Find | View All | First 1 of 1 | Last

Company: GBI

Wage Loss Plan: KRG

ROE Date: 06/28/2000

Date EI Payable: 12/31/1999

Internal Original ROE: 00000001

Internal Amended ROE:

Sequence Number: 0

Box 14-Expected Date of Recall

Recall Date:

☐ Not Returning

Box 19-Paid Leave Payments

Start Date:

Amount:

*Frequency: Daily

Leave Type:

Box 15A-Total Insurable Hours

ROE Override Hours:

Box 18-Comments:

ROE Data 2 page

Box 14-Expected Date of Recall

- Recall Date**
- Enter the expected return date as entered in the Employment Data record.
- Not Returning**
- Select this check box if the employee is not returning to work (for example, the employee is retired or terminated).
- If the Not Returning check box is deselected and the Recall Date field is empty, the system selects the Unknown check box in block 14 on the ROE form.

Box 19-Paid Leave Payments

This group box corresponds to block 19 on the ROE form. Complete these fields only if the employee receives paid sick, maternity, parental leave, or group wage loss indemnity payments after the last day worked. These fields appear on the ROE form as you enter them here. The system does not validate them.

Box 15A-Total Insurable Hours

ROE Override Hours Enter the ROE override hours if you must correct the ROE insurable hours.
(Record of Employment
override hours)

Box 18 (Comments)

These comments appear in block 18 on the ROE form.

Box 17 (Future Pays Only)

Enter earnings paid to the employee after the employee's final pay period.

Earnings Type You *must* define the earnings code on the Tax Form Definition page.

Amount Enter the amount that you paid to the employee after the final period.

The system does not automatically add this amount to balances for year-end reporting. When you use this field, you are responsible for ensuring that the applicable balance records are updated to reflect these amounts.

Holiday This field is used for box 17B, Statutory Holiday.

Special Notes About Box 17

Block 17 on the ROE form reports payments or benefits (other than regular pay) paid in, or in anticipation of the final pay period, or payable at a later date.

The following table describes how the system reports these earnings. You must first define all earnings on the Tax Form Definition page:

Box	Earnings Paid in Final Pay Period	Earnings Paid After Final Pay Period
Box 17A Vacation Pay	Earnings are reported in boxes 15B, 15C, and 17A.	You must enter the earnings manually on the ROE Data 2 page, box 17. These earnings are reported in box 17A only.

Box	Earnings Paid in Final Pay Period	Earnings Paid After Final Pay Period
Box 17B Statutory Holiday Pay	Earnings are reported in boxes 15B and 15C only. For the earnings to be reported in box 17B, you must also enter the same earnings information on the ROE Data 2 page.	You must enter the earnings manually on the ROE Data 2 page, box 17. These earnings are reported in box 17B only.
Box 17C Other Monies	Earnings are reported in boxes 15B, 15C, and 17C.	You must enter the earnings manually on the ROE Data 2 page, box 17. These earnings are reported in box 17C only.

See Also

Chapter 31, "(CAN) Generating a Canadian Record of Employment," Creating ROE Data, page 1000

Reviewing and Updating ROEs Online

This section discusses how to review and update ROEs online and lists the pages used to review and update ROEs online.

Understanding How to Review and Update ROEs Online

After you create ROE records, use the ROE Data 1 and ROE Data 2 pages to:

- Review the data.
- Add or update data to complete the ROE—for example, the Box 17 (Future Pays Only) and Box 18 (Comments) group boxes.
- Update all acceptable records from hold to generate status by selecting *Generate* in the ROE Process field on the ROE Data 2 page and saving the records.

See Also

Chapter 31, "(CAN) Generating a Canadian Record of Employment," Creating a ROE Manually, page 1004

Chapter 31, "(CAN) Generating a Canadian Record of Employment," Entering Additional Employment-Related Information, page 1006

Pages Used to Review and Update ROEs Online

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
ROE Data 1 (Record of Employment data 1)	ROE_DATA1	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Update ROE Data, ROE Data 1	Review a ROE and update employment-related details.
ROE Data 2 (Record of Employment data 2)	ROE_DATA2	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Update ROE Data, ROE Data 2	Review and update more employment-related details, after you finish reviewing and updating data on the ROE Data 1 page.
Review ROE Insurable Earnings	ROE_INS_EARNS	Payroll for North America, Payroll Processing CAN, Produce Payroll, Review ROE Insurable Earnings, Review ROE Insurable Earnings	Review ROE Insurable Earnings and Hours Information.

Reviewing and Adjusting ROE Balances

This section provides an overview of ROE balances and discusses how to:

- Identify ROE balances.
- Change ROE balances.

Understanding ROE Balances

The system maintains EI insurable earnings and hours balances by pay period and reports those figures during the Create Mass ROE Data process. We refer to these balances as ROE balances.

The ROE component enables you to process online adjustments to ROE balances. This process adjusts balances and moves or reallocates ROE balances from one period to another, from one wage loss plan to another, or a combination of both. It does not allow for the creation of new balances.

See Also

Chapter 29, "Reviewing, Adjusting, and Deleting Employee Balances," Balance Adjustment Component, page 946

Pages Used to Review and Adjust ROE Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
ROE Balances (Record of Employment balances)	BALANCES_UI1_CAN	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, ROE, ROE Balances	Review an employee's ROE balances.
ROE Balance Adjustments (Record of Employment balance adjustments)	BALANCES_UI2_CAN	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, ROE, ROE Balance Adjustments	Review online adjustments of an employee's ROE balance.
Adjust ROE Balance 1 (adjust Record of Employment balance 1)	ADJ_UI_BAL1_CAN	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, ROE, Adjust ROE Balance 1	Identify the wage loss plan, the EI period, and the earnings end date for both the FROM and TO records.
Adjust ROE Balance 2 (adjust Record of Employment balance 2)	ADJ_UI_BAL2_CAN	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, ROE, Adjust ROE Balance 2	Change earnings and hours balances for the EI periods.

Identifying ROE Balances

Access the Adjust ROE Balance 1 page (Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, ROE, Adjust ROE Balance 1).

Adjust ROE Balance 1

Adjust ROE Balance 2

Paulette Vaillancourt

Person ID: KC0016

Balance Information

*Company:

Adjust Balances (FROM)

*Wage Loss Plan:

*EI Period Date:

31

*Earnings End Date:

31

Adjust Balances (TO)

*Wage Loss Plan:

*EI Period Date:

31

*Earnings End Date:

31

Reason for Adjustment:

Adjust ROE Balance 1 page

Identify the ROE balance that you want to adjust and enter an adjustment reason.

Reason for Adjustment Text that you enter here becomes part of the adjustment record and your audit trail.

Changing ROE Balances

Access the Adjust ROE Balance 2 page (Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, ROE, Adjust ROE Balance 2).

Adjust ROE Balance 1

Adjust ROE Balance 2

Paulette Vaillancourt

Person ID: KC0016

Balance Adjustments

Company:

Adjust Balances (FROM)

Wage Loss Plan:

EI Period Date:

Earnings End Date:

EI Period Earnings

EI Period Hours

Adjust Balances (TO)

Wage Loss Plan:

EI Period Date:

Earnings End Date:

EI Period Earnings

EI Period Hours

Adjust ROE Balance 2 page

Amounts must be entered in the Adjust Balances (FROM) group box representing the source balance.

EI Period Earnings
(Employment Insurance
period earnings) and **EI
Period Hours**
(Employment Insurance
period hours)

If you enter a new current balance, the system calculates the adjustment amount for the source balance record and the adjusted after balance amount of the target balance record. If you enter an adjustment, the system calculates the new current balance for the source balance record and the adjusted after balance amount of the target balance record.

Suspend Adjustment

Select to return to the first page to reenter one or more of the fields.

Printing ROEs

This section provides an overview or ROE printing and discusses how to print ROEs.

Understanding ROE Printing

The ROE Print process prints ROEs that conform to the prescribed form that is supplied by HRSDC. This is a multipart, tractor-feed form that requires an impact printer. You can run this process repeatedly until you select the ROE Final Print option, at which time the system assigns ROE numbers.

The ROE Print process utilizes validation rules to identify potential errors detected while processing the data for reporting. Use the ROE Print Exceptions report (PAY126CN.SQR) to output these error messages for review. The potential errors that are identified by the ROE Print process are treated as warnings only and will not prevent the corresponding ROE forms from being processed. The ROE Print Exceptions report should be executed and reviewed each time the ROE Print process is run. Ensure that all errors have been resolved prior to executing the ROE Print process in Final Print mode to produce the forms for distribution to employees.

The ROE Print process prints only the following:

- ROE records that have a generate status.
- ROE records for employees with no outstanding cheques (that is, all cheques for the employees involved must be calculated and confirmed).

Because the manual ROE creation process is designed for exception circumstances, it bypasses edits that the automatic Create Mass ROE Data program uses. Therefore, the system might print a manually created ROE for an employee who does not actually have an interruption in service, provided that the two criteria are fulfilled.

The ROE Print process extracts data from the ROE data and the Insurable Earnings Balance records to calculate the insurable earnings amounts and hours to report on the ROE forms.

Important! The ROE Print process reports all earnings during the reporting period that you have paid up to the point at which you run the process. If you create the ROEs and wait several days before running the ROE Print process, the ROE Print process includes earnings paid in the interim, including earnings that you input as future earnings on the ROE Data 2 page and have since paid. You must delete the Future Pays row for amounts that should not be included in box 17 at the time of the final print run.

Important! The ROE Print process is *not* designed to *reprint* ROEs after they have been generated. Each employer receives ROEs that have been assigned serial numbers to keep track of the forms. Because of this strict tracking of the forms and the design of the create and print processes, you must issue a ROE amendment instead of reprinting the ROE.

See Also

[Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223](#)

Pages Used to Print ROEs

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Print ROEs	RUNCTL_PAY101CN	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Print ROEs, Print ROEs	Run PAY101CN, which prints ROE data onto preprinted forms that are supplied by HRSDC. You must use line printer (LP) format.
ROE Exceptions Report	RUNCTL_PAY126CN	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, ROE Exceptions Report, ROE Exceptions Report	Generate the PAY126CN exception report of ROE errors detected during the Print ROEs process.

Printing ROEs

Access the Print ROEs page (Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Print ROEs, Print ROEs).

ROE Final Print (Record of Employment final print) Select this option if you intend to distribute these ROEs. During final print, the system assigns ROE numbers to the INS_EARNS_BAL records and marks the ROE records as completed. The system also populates the Last ROE # field in the Installation table.

ROE Start Number (Record of Employment start number) Used only for final printing. Enter a maximum of eight characters. This number should match the serial number preprinted on the ROE form. The system enters it in the Insurable Earnings Balance History records during the final printing.

If you do *not* enter a ROE start number, the process uses the last ROE number defined in the Installation table to determine the next number.

ROE Form Language (Record of Employment form language) The system matches this value with the language code in the employee's Personal Information record for printing purposes only. For example, if you select *French*, the system prints ROEs for those employees with a language code of French. You must load the French forms to print this batch of ROEs.

Alignment Count This optional field specifies the number of alignment pages to print before printing the ROE data. Use this in conjunction with impact printers to ensure the proper positioning of the data in the preprinted boxes on the ROE forms.

Generating the ROE Summary Report

This section discusses how to generate the ROE Summary report:

Page Used to Generate the ROE Summary Report

Page Name	Definition Name	Navigation	Usage
ROE Summary Report	RUNCTL_PAY125CN	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, ROE Summary Report, ROE Summary Report	Produce the PAY125CN summary report of ROE Data records that have a ROE status of hold, complete, delete, or generate. The system deletes all ROE Data records that have a ROE process of delete.

Generating the ROE Summary Report

Access the ROE Summary page (Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, ROE Summary Report, ROE Summary Report).

ROE Process Select *All*, *Complete*, *Delete*, *Generate*, or *Hold* to indicate the status of the data records for which you want to generate the report.

Start Date and End Date Enter the beginning and ending dates of the payable date range.

Sort By Sort the report by employee name or employee ID.

Delete ROEs (delete Records of Employment) Select this check box to delete void ROE Data records that have a ROE process type of *Delete*.

Deleting ROE Data Records

This section provides an overview of ROE data records deletion and lists the pages used to delete ROE data records.

Understanding ROE Data Records Deletion

You can delete extraneous ROE data records that were created in error, providing that those records do not reflect a ROE process status of complete. To protect the history records of valid ROE Data records, this process cannot be used to delete records that were previously used to produce ROE forms in Final Print mode. The process also cannot be used to delete amended ROE Data records.

Deleting ROE Data records is a two-step process.

1. Flag the appropriate records for deletion by using the ROE Data 1 page.

Do this by selecting *Delete* in the ROE Process field.

2. Run the ROE Summary SQR Report process (PAY125CN) to physically delete the flagged records from the database.

Select *Delete* as the ROE process status and select the Delete ROEs check box.

ROE data records with EI payable dates that fall within the specified start date and end date will be selected for deletion.

See Also

Chapter 31, "(CAN) Generating a Canadian Record of Employment," Creating a ROE Manually, page 1004

Pages Used to Delete ROE Data Records

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
ROE Data 1 (Record of Employment data 1)	ROE_DATA1	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Update ROE Data, ROE Data 1	Flag ROE data records for deletion.
ROE Summary Report	RUNCTL_PAY125CN	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, ROE Summary Report, ROE Summary Report	Produce the PAY125CN summary report of ROE Data records that have a ROE status of delete. Delete all ROE Data records that have a ROE process of delete.

Chapter 32

(USF) Generating IRR and ROST Reports

This chapter provides an overview of the Individual Retirement Record (IRR) process and discusses how to:

- View and maintain employee IRR data.
- Create IRR worksheets.
- Generate final IRRs.
- Generate Register of Separations and Transfers (ROST) reports.
- Generate supplemental or correction IRRs.
- Accumulate and adjust fiscal data.

Understanding the IRR Process

This section lists prerequisites and discusses the IRR process.

Prerequisites

Here are some prerequisite tasks that must be completed before you can process IRR and ROST reports:

- Set up IRR remarks.

See [Chapter 10, "\(USF\) Setting Up Additional U.S. Federal Payroll Functionality," Setting Up IRR Remarks, page 321.](#)

- Set up Nature of Action (NOA) codes.

Before you create an IRR, you must define NOA codes to report to the Office of Personnel Management (OPM) on IRRs. Each NOA code has a unique numerical code that identifies the nature of action for statistics and data processing.

PeopleSoft delivers standard NOA codes in the Nature of Action table in PeopleSoft Human Resources. These codes are based on information from the OPM Bulletin Board. You can also create new NOA codes.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "(USF) Setting Up Human Resources Management Tables," Setting Up Nature of Action Codes.

- Define IRR reportability for earnings codes.

See Chapter 4, "Defining Earnings Codes and Earnings Programs," (USF) Specifying Additional Earnings, page 112.

- Define the pay year for every pay calendar that you establish.

The IRR Fiscal Data Accumulation Structured Query Report (SQR) Report process (FGPY006) requires this. We recommend that the pay year match the pay end date.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "Setting Up Pay Calendars," Creating Pay Calendars and FLSA Calendars.

- Associate Personnel Action Request (PAR) remarks with IRRs.

All PAR remarks display on the IRR Service History (Individual Retirement Record service history) page. However, only the PAR remarks that you designate as IRR reportable in the PAR Remarks table appear in the final IRR report.

See *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*, "(USF) Setting Up Human Resources Management Tables," Setting Up PAR Remarks.

The IRR Process

You must maintain an IRR for each employee who is covered by either the Civil Service Retirement System (CSRS) or the Federal Employee Retirement System (FERS). Employees who are covered by CSRS require SF-2806. Employees who are covered by FERS require SF-3100.

Summary of the IRR Process

Here is a summary of the steps in the IRR process:

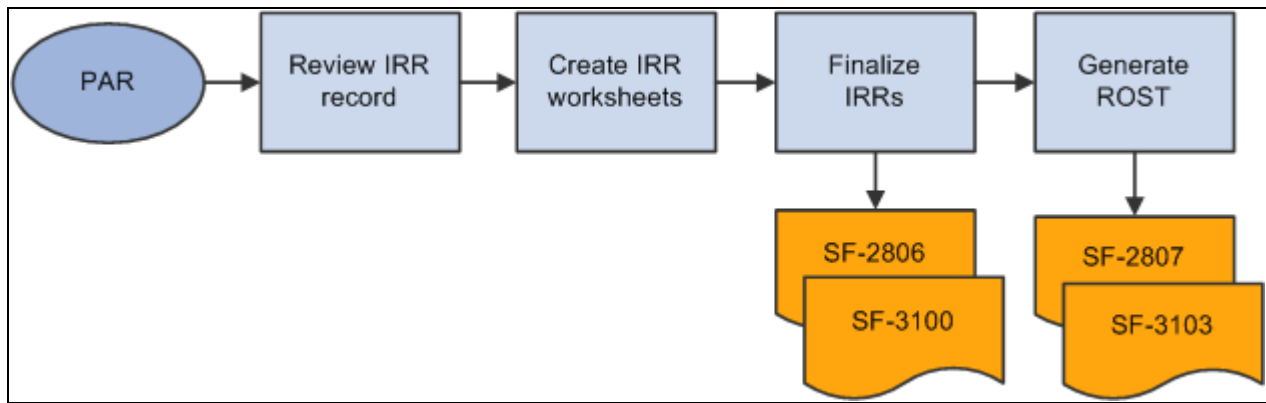
1. Link a separation NOA code to a PAR.

The system generates an IRR control record and the IRR process begins.

2. View and maintain IRR-related information in the IRR component.
3. Create an IRR worksheet to verify the information that is stored on the IRR pages.
4. Run the Individual Retirement Records SQR Report process (FGPY007) to generate the final IRR.
5. Generate a ROST form that summarizes the information in all of the IRRs for that payroll run.
6. Generate a supplemental IRR or correction IRR if adjustments are necessary.
7. Create an IRR Fiscal Data Accum (Individual Retirement Record fiscal data accumulation) report.

Illustration of the IRR Process

This illustration shows an overview of IRR and ROST processing:



Steps for generating IRR records and ROST reports

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Administering Personnel Action Requests"

Viewing and Maintaining Employee IRR Data

This section provides an overview of the IRR component and discusses how to:

- View IRR control information.
- Enter IRR tracking comments.
- View employee service history details.
- View and enter PAR remarks.
- View an employee's fiscal history.
- Enter IRR remarks.

Understanding the IRR Component

After you create a separation PAR with an NOA code that is associated with an IRR type, the system generates an IRR control record. The IRR control record drives the entire IRR process. By creating the IRR control record, the system enables you to view an IRR online and print the final IRR.

When an IRR control record is created, a separation PAR takes effect. You can then monitor all the PARs and fiscal data for an employee in one component. The IRR component is similar to an online version of the SF-2806 and SF-3100 forms:

- The IRR Control (Individual Retirement Record control) page corresponds to the header part of the forms and contains a summary of information for the employee.

- The IRR Service History page corresponds to the left-hand side of the form and contains all the PARs for the employee.
- The Fiscal History page corresponds to the right-hand side of the form and contains a summary, by year, of all retirement deductions for the employee.

Use these pages to track an employee's IRR information and add remarks to a pending IRR before running the final IRR.

The IRR component includes pages to review and update a pending IRR. After a final IRR is created, you can no longer modify it in these pages.

Pages Used to View and Maintain Employee IRR Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
IRR Control (Individual Retirement Record control)	GVT_IRR_CNTRL_HDR	• Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Identify IRR • Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Review IRRs	Track an employee's IRR information, such as the IRR type and status, after you create an IRR control record.
Employee WIP (employee work-in-progress)	GVT_IRR_DTA_TRK	Click the Employee ID link on the IRR Control page.	Enter tracking data comments.
IRR Service History (Individual Retirement Record service history)	GVT_IRR_CNTRL_SERV	• Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Identify IRR, IRR Service History • Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Review IRRs, IRR Service History	View employee service history details.
PAR Remarks	GVT_IRR_PAR_RK_SEC	Click the Information button on the IRR Service History page.	Display the PAR remarks for a specific action.

Page Name	Definition Name	Navigation	Usage
Fiscal History	GVT_IRR_CNTRL_FIN	- Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Identify IRR, Fiscal History - Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Review IRRs, Fiscal History	View an employee's current year and accumulated fiscal data.
IRR Remarks	GVT_IRR_REMARK	- Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Identify IRR, IRR Remarks - Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Review IRRs, IRR Remarks	Enter remarks to an employee's IRR.

Viewing IRR Control Information

Access the IRR Control page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Identify IRR).

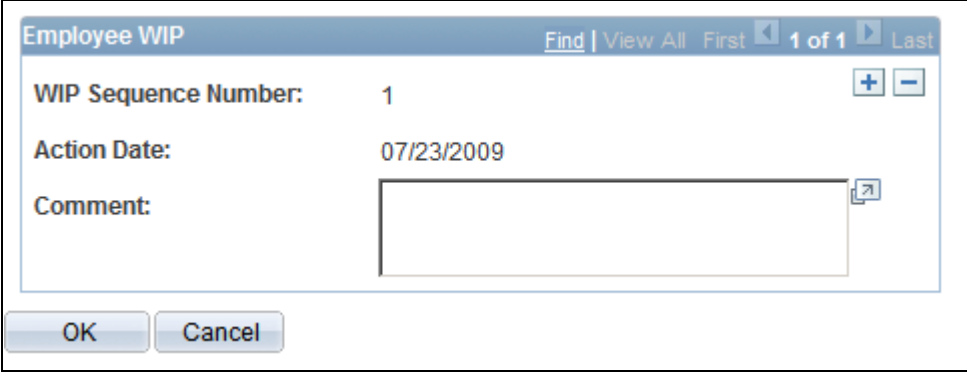
IRR Control IRR Service History Fiscal History IRR Remarks			
<u>Nancy Jackson</u>		EMP	ID: LE0005 Empl Record: 0
Individual Retirement Record Find View All First 1 of 1 Last			
IRR Type: Transfer/Resignation		Effective Date: 01/01/2006	Sequence: 11
IRR Status IRR Status: Pending IRR Retirement Form Number: FERS		ROST Report ROST Page Number: 0 ROST Year: 0 ROST Series Designation:	
Employee ID			

IRR Control page

IRR Status (Individual Retirement Record status)	Indicates the IRR status: <i>Pending:</i> The separation PAR has been generated, but the final IRR process has not been run. <i>Final IRR.:</i> The final IRR process has been run.
IRR Retirement Form Number (Individual Retirement Record form number)	The form type comes from the IRR retirement plan type that you designated on the Retirement Plan table in the PeopleSoft Enterprise Human Resources: Manage Base Benefits business process.
Employee ID	Click to access the Employee WIP page.

Entering IRR Tracking Comments

Access the Employee WIP page (click the Employee ID link on the IRR Control page).



Employee WIP page

You can record the PeopleSoft Human Resources processing information for your agency's internal use as an audit trail for WIP. For example, you can track who makes changes to the IRR.

WIP Sequence Number (work-in-progress sequence number)	The WIP sequence number enables the audit trail entry to be uniquely identified in the system. This value is set by default from the Establishing Job Codes.
Action Date	The current date at time of entry by default.
Comment	Enter comments to track updates to an IRR or to indicate the person who is responsible for processing the IRR.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

Viewing Employee Service History Details

Access the IRR Service History page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Identify IRR, IRR Service History).

IRR Control IRR Service History Fiscal History IRR Remarks

Nancy Jackson EMP ID: LE0005 Empl Record: 0

Individual Retirement Record Service History Find | View All First 1 of 1 Last

IRR Type: Transfer/Resignation Effective Date: 01/01/2006 Sequence: 11

Service History Details Find | View All First 1 of 1 Last

Effective Date	Seq Nbr	Description	Pay Plan	Grade	Step	Base Pay	PAR Remarks
04/27/2005	11	Career Appt	GS	05	02	24878.000000	

IRR Service History page

Base Pay

The base pay that is associated with each PAR.

PAR Remarks (Personnel Action Request remarks)

PARs are reported in the Service History Details group box. Each human resource change (PAR) has a remark associated with it. The remarks can be found in the PAR Remarks Table page.

Viewing and Entering PAR Remarks

Access the PAR Remarks page (click the Information button on the IRR Service History page).

PAR Remarks

SF50 Remark Code:

☐ Insertion Required

☒ IRR Reporting Settings

☒ ROST Reportable

PAR Remarks page

Remark CD (remark code)	This code uniquely identifies the PAR remark. The value comes from the PAR Remarks Table page.
Insertion Required	Select this check box to specify that additional text must be inserted into the remark when it is associated with a PAR.
IRR Reporting Settings (Individual Retirement Record reporting settings)	This check box is selected and unavailable, indicating that this PAR remark will be printed on the IRR report.
ROST Reportable (Register of Separations and Transfers reportable)	This check box is selected and unavailable, indicating that this PAR remark will be printed on the IRR report.

Viewing an Employee's Fiscal History

Access the Fiscal History page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Identify IRR, Fiscal History).

IRR Control	IRR Service History	Fiscal History	IRR Remarks
Nancy Jackson		EMP	ID: LE0005 Empl Record: 0
Individual Retirement Fiscal History			
IRR Type: Transfer/Resignation		Effective Date: 01/01/2006	Sequence: 11
Deductions		LWOP	
Pay Year	Amount	Employee Percent	Year
			Hours per Year

Fiscal History page

Individual Retirement Fiscal History

Amount The basic pay for prior years while not enrolled in the CSRS or FERS retirement plan.

Deductions

As payroll processes run, the system enters information about retirement deductions withheld from employees' earnings into the Fiscal History page for those earnings designated as such on the earnings code. These are summarized yearly in this group box.

Pay Year The year in which the retirement deduction was taken.

Amount The sum of the retirement deductions for that year.

Employee Percent The deduction percentage of the retirement deduction for that year.

LWOP

Hours per Year The hours accumulated for the year.

Basic Pay prior to CSRS/FERS appt (basic pay prior to Civil Service Retirement System or Federal Employee Retirement System appointment) The basic pay for the year before enrollment in CSRS or FERS.

LWOP (leave without pay) The year and corresponding hours accumulated.

Retirement Deductions The year of the contribution, the amount of the deduction, and the percent of the employee contribution.

Entering IRR Remarks

Access the IRR Remarks page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Identify IRR, IRR Remarks).

IRR Remarks page

Remark Description

IRR Remark (Individual Retirement Record remark)

Select an IRR remark code. When you select an IRR remark code for an employee, the system provides a format with which you can complete the employee-specific component.

The components of the IRR remark code, as defined in the IRR Remarks table, appear sequentially. The IRR remark code consists of the sequence number, remark type, field type, and label.

Depending on the remark type selected, different fields appear. For example, fields that have a *Text* remark type have the text appear as display-only on the page, without any user entry fields. Fields that have an *Employee-specific* remark type have user entry fields available. Use these fields to indicate employee-specific remarks, such as specifying the dollar amount of indebtedness (a number) or a reason for the indebtedness (text). As you complete the employee-specific information, the remarks are dynamically generated and displayed in the comment box at the bottom of this page. You can add as many remarks as necessary for an employee.

Note. Values for IRR remarks can be set up in advance in the IRR Remarks table.

Remark Details

These fields provide the association of the defined IRR remark with the separated employee's IRR. In addition, employee-specific text, date, or an amount may be entered, provided the IRR remark has been defined. The design of these remarks is generic and enables the customer to predefine the remark format. Depending upon how the remark is defined (employee specific or text), you may need to enter additional information. If the remark is defined as employee specific, then you may need to enter a date (first field in the Remark Details group box) or an amount (second field) or text (third field).

After you insert a remark, the display changes.

See Also

Chapter 10, "(USF) Setting Up Additional U.S. Federal Payroll Functionality," Setting Up IRR Remarks, page 321

Creating IRR Worksheets

This section provides an overview of IRR worksheets and discusses how to create an IRR worksheet for a separated employee.

Understanding IRR Worksheets

You have 30 days after an employee separates to prepare and submit an IRR to OPM. During that time, you can print an IRR worksheet for a separated employee and review the data. Also, use the IRR worksheet to view service history and fiscal history for a current employee.

The IRR worksheet for a separated employee contains the same information that appears in the final IRR, but the worksheet is not formatted to print on OPM stock and is for internal agency use only. If you find mistakes on an employee's IRR worksheet, you can correct or add remarks using the online pages before generating the final IRR.

Pages Used to Create IRR Worksheets

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create IRR Worksheet - Separated Employee (create individual retirement record worksheet - separated employee)	RUN_FGPY009	Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Create IRR Worksheet-Sep, Create IRR Worksheet - Separated Employee	Run the IRR Worksheet SQR Report process (FGPY009) to produce an IRR worksheet for separated employees.

Page Name	Definition Name	Navigation	Usage
Create IRR Worksheet - Current Employee (create Individual Retirement Record worksheet - current employee)	RUN_FGPY010	Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Create IRR Worksheet-Current, Create IRR Worksheet - Current Employee	Run the IRR Worksheet - Current Empls SQR Report process (FGPY010) to produce an IRR worksheet for current employees.

Creating an IRR Worksheet for a Separated Employee

Access the Create IRR Worksheet - Separated Employee page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Create IRR Worksheet-Sep, Create IRR Worksheet - Separated Employee).

Create IRR Worksheet - Separated Employee

Run Control ID: 22 [Report Manager](#) [Process Monitor](#) [Run](#)

*Form: [Filter](#)

Select	Empl ID	Record	Name	National ID	Eff Date	IRR Type	Form	Cor
☐	FE0054	0	Dolly Parton	567890175	12/31/2005	T	F	

[Add Selected](#)
[Add All](#)
[Remove Selected](#)
[Remove All](#)

Select	Empl ID	Empl Record	Name	National ID	Eff Date	IRR Type	Form	Cor
☐	FRG355	0	Mary Lewis	500000355	07/02/1995	T	F	
☐	FRG705	0	Sebastian Abel	700000705	10/27/1996	T	F	

Create IRR Worksheet - Separated Employee page

Note. The run control parameters for this report are the same as for generating IRRs.

See [Chapter 32, "\(USF\) Generating IRR and ROST Reports," Generating Final IRRs, page 1029.](#)

Generating Final IRRs

This section provides an overview of final IRR generation and discusses how to generate final IRRs.

Understanding Final IRR Generation

When the IRR information is correct, run the Individual Retirement Records process to process the final IRR and print an official SF-2806 or SF-3100 form on OPM stock for transfer to OPM. The system changes the IRR status for an employee to final IRR. After running this process, you can view PARs for an employee only through the Supplemental IRR and Correction IRR components.

Page Used to Generate Final IRRs

Page Name	Definition Name	Navigation	Usage
Process Individual Retirement Records	RUN_FGPY007	Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Process IRRs, Process Individual Retirement Records	Run the Individual Retirement Records process to generate a final IRR or a supplemental or correction IRR.

Generating Final IRRs

Access the Process Individual Retirement Records page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Process IRRs, Process Individual Retirement Records).

Process Individual Retirement Records

Run Control ID: 22 [Report Manager](#) [Process Monitor](#) [Run](#)

*Form: [Filter](#)

Available IRRs								
	Empl ID	Record	Name	National ID	Eff Date	IRR Type	Form	Cor
☐	FE1001	0	Wanda Stone	611859632	05/26/2000	T	F	

[Add Selected](#)
[Add All](#)
[Remove Selected](#)
[Remove All](#)

Selected IRRs								
	Empl ID	Record	Name	National ID	Eff Date	IRR Type	Form	Cor
☐	FRG355	0	Mary Lewis	500000355	07/02/1995	T	F	
☐	FRG705	0	Sebastian Abel	700000705	10/27/1996	T	F	

Process Individual Retirement Records page

Form	Select the IRR retirement form: <i>CSRS</i> (Civil Service Retirement System), <i>FERS</i> (Federal Employee Retirement System), or <i>N/A</i> (not applicable).
Filter	Click to filter out all employees except those relevant to the form that you selected.

Available IRRs

Use the check box to select individual employees.

Add Selected and Remove Selected	Click to add or remove only the selected IRRs that appear in the Available IRRs (available Individual Retirement Records) group box.
Add All and Remove All	Click to add or remove all IRRs that appear in the Available IRRs group box.
Cor (correction)	For generating supplemental or correction IRRs. Select the IRR type that is associated with the original IRR. For example, if the original IRR type was R (retirement), enter <i>R</i> in the Cor field. This links the original IRR that you are changing to the supplemental IRR or correction IRR.

Selected IRRs

Only IRRs listed in this group box print from this run control.

Note. You can select only pending IRRs on this page. After you generate a final IRR, you cannot rerun it.

Generating ROST Reports

This section provides an overview of the ROST reports and discusses how to run the ROST report.

Understanding ROST Reports

The ROST summarizes information in the IRRs. It must accompany the IRRs that you submit to the OPM.

The system generates the following official OPM forms:

- SF-2807 for employees covered by the CSRS.
This report summarizes all SF-2806 and SF-2806-1 IRRs.
- SF-3103 for employees covered by the FERS.
This report summarizes all SF-3100 and SF-3101 IRRs

You can create a ROST only after you generate final IRRs.

Note. The system groups IRR batches together by form type (either SF-2806 or SF-3100). Generate a separate ROST for each IRR batch type.

When you generate the ROST, the system:

1. Selects all the IRRs that are in final IRR status and have not been previously reported to OPM.

By creating the ROST report, the system automatically updates the ROST series, year, and page information in the individual IRR so that you don't report it to OPM again in future ROST runs.

2. Creates summarized information for each IRR.

The ROST report displays one employee per line, with the employee's total current-year retirement deductions and total retirement deductions. The current-year retirement deductions should match those reported in the individual IRRs. The total retirement deductions should match the last cumulative deduction reported in the IRRs.

The system creates a new ROST control record for each ROST page by agency, ROST type, current year, and ROST page number. Page totals for IRRs are also recorded.

Pages Used to Generate ROST Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Separations/Transfers Register (separation and transfers register)	RUN_FGPY008	Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Separations/Transfers Register, Separations/Transfers Register	Generate a ROST report.
ROST Summary (Register of Separations and Transfers summary)	GVT_ROST_SUMMARY	Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Review ROST Summary, ROST Summary	View the cover page that accompanies the IRRs that you submit to OPM. The system generates the ROST summary when you process the ROST. You can also review a processed ROST report online through the ROST summary.

Running the ROST Report

Access the Reg of Separation and Transfer page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Separations/Transfers Register, Separations/Transfers Register).

Agency The default values come from the Agency table.

Series Select *OPM*. This field defines a page-numbering scheme for the form.

Generating Supplemental or Correction IRRs

This section provides an overview of supplemental and correction IRRs and discusses how to:

- Initiate a PAR for supplemental or correction IRR.
- Adjust IRR data.
- Create a supplemental or correction IRR worksheet.
- Generate the final supplemental or correction IRR.

Understanding Supplemental and Correction IRRs

If you discover inaccuracies in an IRR after you send it to OPM, generate a supplemental IRR or correction IRR to make the necessary adjustments. This requires you to create another PAR.

Use a supplemental IRR if you originally under-reported an employee's retirement deductions. The system automatically calculates the difference after processing the payroll adjustments. Create a supplemental IRR to report the difference in the retirement deduction amount to OPM.

Use a correction IRR (SF-2806-1 or SF-3101) to correct the original IRR or if you over-reported retirement deductions.

Summary of Procedures

Here's a summary of the steps to generate a supplemental or correction IRR:

1. Initiate a supplemental or correction IRR PAR.
2. Review the IRR record.
3. Create a supplemental or correction IRR worksheet.
4. Create the final supplemental or correction IRR.
5. Generate a corresponding ROST report.
6. Submit to OPM.

Final Supplemental or Correction IRR Generation

Use the Individual Retirement Records process to generate a supplemental IRR or correction IRR. This is the same process and run control page that you use to generate a final IRR. On the run control page you link the original IRR that you are changing to the supplemental IRR or correction IRR.

When the system generates a supplemental IRR or correction IRR, it prints only the IRR-reportable PARs created since the original IRR, along with IRR remarks and adjustments to fiscal data.

In a correction IRR, IRR remarks appear in the Reason for Correction box. In a correction PAR, IRR remarks appear in the Corrected Data section of the SF-2806-1 (CSRS) or the SF-3101 (FERS) form.

Note. A supplemental IRR reports only the retirement deduction adjustment and IRR Remarks associated with the supplemental action. Unlike a regular IRR, it does not display a full history of all PARs. The Supplemental IRR displays only the difference between the original under-reported amount and the new amount.

Send the Supplemental IRR or Correction IRR, accompanied by a ROST form (SF-2807 or SF3103), to the OPM.

Pages Used to Generate Supplemental or Correction IRRs

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
1st Rqst Authorization USF - Data Control	GVT_JOB0	Workforce Administration, Job Information, 1st Rqst Authorization USF, Data Control	Add IRR PAR information if you under-reported an employee's original deductions.
Correct IRR USF - Data Control	GVT_JOB0	Workforce Administration, Job Information, Correct IRR USF, Data Control	Add IRR PAR information (SF-2806-1 or SF-3101) to correct reported PAR information and over-reported retirement deductions to the OPM. Changes can be related to a PAR or to the payroll.
Process Individual Retirement Records	RUN_FGPY007	Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Process IRRs, Page name changed in 9.1: PIT, index entry already updated. The old page name was	Run the Individual Retirement Records process to generate a supplemental or correction IRR.

Initiating a PAR for Supplemental or Correction IRR

Access the 1st Rqst Authorization USF - Data Control page (Workforce Administration, Job Information, 1st Rqst Authorization USF, Data Control) or the Correct IRR USF - Data Control page (Workforce Administration, Job Information, Correct IRR USF, Data Control).

In the Actual Effective Date field, enter the date that the supplemental IRR or correction IRR becomes effective. When you create the new PAR, the system creates an IRR control record with an IRR type of C (correction) or S (supplemental).

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Administering Personnel Action Requests"

Adjusting IRR Data

Use the same pages that you use to create a new IRR.

See Also

Chapter 32, "(USF) Generating IRR and ROST Reports," Viewing and Maintaining Employee IRR Data, page 1019

Creating a Supplemental or Correction IRR Worksheet

Use the same page that you use to create a new IRR worksheet.

See Also

Chapter 32, "(USF) Generating IRR and ROST Reports," Creating IRR Worksheets, page 1027

Generating the Final Supplemental or Correction IRR

Access the Process Individual Retirement Records page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Process IRRs, Process Individual Retirement Records).

See Also

Chapter 32, "(USF) Generating IRR and ROST Reports," Generating Final IRRs, page 1029

Accumulating and Adjusting Fiscal Data

This section provides an overview of the IRR Fiscal Data Accum report and discusses how to:

- Run the IRR Fiscal Data Accum report.
- Adjust IRR yearly amounts.

Understanding the IRR Fiscal Data Accum Report

Create an IRR Fiscal Data Accum report at the end of the tax year to accumulate and store fiscal information from the IRRs for all employees.

The IRR Fiscal Data Accumulation process uses payroll earnings and deductions for the current year and accumulated fiscal data for all prior years. You do not need to run this process for an employee whose separation occurs mid-year. All IRR pages and reports automatically select and summarize payroll detail earnings and deductions.

This report accumulates all retirement deductions for employees, leave without pay hours, and basic pay that they received when they were not covered by CSRS or FERS retirement plans. Run this process at the end of a tax year.

If you must run this process at any time other than the end of the tax year, or if you must make a correction to an employee's fiscal data, you can do so for employees whose IRRs are affected.

If run regularly at the end of the tax year, this report processes records for all employees in your agency. If run for selected employees, it processes records for those employees only.

Pages Used to Accumulate and Adjust Fiscal Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Individual Retirement Record Fiscal Data Accumulation	RUN_FGPY006	Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Process Accum Fiscal Data, Individual Retirement Record Fiscal Data Accumulation	Run the IRR Fiscal Data Accum report (FGPY006) to transfer all of the fiscal data recorded on an employee's IRR and stored in the payroll system to the fiscal data portion of the IRR.
Adjust Empl Fiscal Yr History (adjust employee fiscal year history)	GVT_ADJ_FISCAL_YR	Payroll for North America, Periodic Payroll Events USF, Update Emp Fiscal Year History, Adjust Empl Fiscal Yr History	Adjust an employee's yearly retirement deduction totals.

Running the IRR Fiscal Data Accum Report

Access the Individual Retirement Record Fiscal Data Accumulation page (Payroll for North America, Periodic Payroll Events USF, Individual Retirement Record, Process Accum Fiscal Data, Individual Retirement Record Fiscal Data Accumulation).

Individual Retirement Record Fiscal Data Accumulation

Run Control ID: 22 [Report Manager](#) [Process Monitor](#) [Run](#)

*Agency: State of Accord

*Pay Year:

Employees			Customize	Find	View All	First	1 of 1	Last
Empl ID	Name	Empl Record						
1 LE0005	Nancy Jackson	0						

Individual Retirement Record Fiscal Data Accumulation page

If an employee has a status of retired and has accumulated retirement amounts in a plan for which that employee is ineligible, you can adjust the employee's fiscal year history.

Pay Year

Enter the pay year for which you're running the fiscal data accumulation.

Note. For every pay calendar that you establish, specify the pay year on the Year Settings page in the Pay Calendar table. This is defined automatically during the pay calendar creation, and it is generally the same as the year of the pay end date. When processing IRRs, the IRR Fiscal Data Accumulation process identifies all monies that come from the pay year.

Note. If you're populating historical data, you must populate pay calendars from prior years.

Employees

Empl ID (employee ID) Enter the employee ID and record number for employees to include in the IRR
and Empl Record Fiscal Data Accumulation process. If you do not enter any employees, this
 (employee record number) process runs for your agency's employee population.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars,"
 Creating Pay Calendars and FLSA Calendars

Adjusting IRR Yearly Amounts

Access the Adjust Empl Fiscal Yr History page (Payroll for North America, Periodic Payroll Events USF, Update Emp Fiscal Year History, Adjust Empl Fiscal Yr History).

Year	Displays the year.
Amount	Displays the current amount balance.
Adjusted Amount	Enter the adjusted amount balance.
Empl Contrib % (employee contribution percentage)	Displays the current value of the employee's contribution percentage.
Adjusted Empl Contrib % (adjusted employee contribution percentage)	Enter the adjusted value of the employee's contribution percentage.
LWOP Hrs (leave without pay hours)	Displays the employee's current balance of leave without pay hours.
Adjusted LWOP Hrs (adjusted leave without pay hours)	Enter the adjusted balance of leave without pay hours.
Reason for Adjustment	Enter a reason.

Chapter 33

Accessing Year-End Processing Instructions

This chapter discusses year-end processing instructions.

Understanding Year-End Processing Instructions

Payroll for North America is designed to help you efficiently organize and process year-end data and reports.

This documentation does not include specific information about year-end processing because, due to legislative changes in your region, year-end processing information usually changes annually.

Download the appropriate documentation from the PeopleSoft My Oracle Support website. The documentation is posted with the year-end tax update. If you do not currently have access to the My Oracle Support website, contact the PeopleSoft Global Support Center.

Year-end processing documentation is available each year for these jurisdictions:

- United States
- Canada
- American Samoa
- Guam
- Virgin Islands
- Puerto Rico

Appendix A

Configuring Batch Processes

This appendix discusses:

- Batch process configuration.
- Payroll-related tables.
- Processes.
- High-level processes.
- Process detail.
- Payroll for North America COBOL program types.
- PeopleSoft SQL application programming interface (API) for batch COBOL.
- Flexible field lengths.
- Data input requirements for a paysheet update source of Other Sources.

Batch Process Configuration

This section lists prerequisites and discusses:

- Batch process configuration considerations.
- True configuration costs.
- Payroll for North America system capabilities.
- The vanilla PeopleSoft system.
- Your modification requirements.
- List of required modifications.
- Proposed modifications review with PeopleSoft.
- Contact with other customers.

Prerequisites

Do you really need to configure Payroll for North America?

Configuration is not to be performed lightly. Before you start to think about adding, deleting, or modifying code, ensure that everyone in the organization understands what configuration entails. Your goal should be to modify the system as little as possible, and preferably not at all.

Remember that companies decide to acquire a software package such as Payroll for North America because it is a package. It's a coherent and self-contained system, already designed and delivered. It runs, it works, it satisfies the demands made upon it, and it does this best—and with the least problem and expense—when you work with the package as it exists.

Before you make a list of required modifications to Payroll for North America, perform the following prerequisite activities:

- Understand what configuration may cost—and this includes hidden maintenance expenses that might not be immediately obvious.
- Understand Payroll for North America system capabilities and design from a functional point of view. For what tasks are you trying to use it?
- Use the vanilla Payroll for North America system extensively; both with the PeopleSoft-supplied Demonstration data and with your own realistic test data.
- Revisit your configuration requirements thoroughly.
- Produce a list of your required modifications.
- Review your proposed modifications with PeopleSoft.
- Contact other PeopleSoft customers to discuss configuration issues you may have in common.

Batch Process Configuration Considerations

Before you modify Payroll for North America batch processes, make a thorough analysis of the business requirements that you're trying to address through configuration and seriously consider the possibility of addressing those requirements through re-engineering the payroll department procedures rather than through changing PeopleSoft COBOL source code. It is almost always more cost-effective to reduce the list of required changes to an absolute minimum. When you configure batch processes, you incur a variety of ongoing maintenance expenses and possible conflicts as the effects of the changes move through the system.

An important configuration consideration is how the system processes the various dates in Payroll for North America: effective dates, begin and end dates, dates on the job record, dates on the General Deduction table, and dates on the Pay Calendar table.

Note. In providing information on this topic, we assume that you have a basic understanding of PeopleSoft online processing flow, PeopleTools, relational databases, and COBOL programming.

See Also

[Chapter 6, "Setting Up the Payroll Process," Understanding Pay Calendar Date Fields, page 165](#)

True Configuration Costs

This section discusses the cost of configuring your batch processes such as upgrading, further documentation, and support limitations.

Future Ongoing Liability: Upgrades

After you configure the PeopleSoft system, upgrades inevitably become more difficult, with the degree of difficulty directly proportional to the extent of the modifications that you make.

You must retrofit all the configured code to the new PeopleSoft application. We supply you with a new, upgraded system, and you've modified the old one. You're going to have to make a careful analysis of the old and new systems, relying to some extent on the documentation you've (hopefully) produced to go along with the configured code. Additionally, you need to decide which modifications to keep (and how to keep them), which to delete, which to record from scratch, and so on.

PeopleSoft maintains our application features from release to release. We may alter the manner in which we provide certain functions. When we do, we deliver the upgraded feature as part of the new system release. When the change requires a new structure for data, we provide you with specific, rigorously tested procedures to change your data or programs to conform to the new release. This, in itself, is a powerful argument against configuration and its associated maintenance costs, because when you make modifications, you may have to reimplement the modifications whenever a new release comes out.

This might be fairly straightforward process: You just add your old modified code into the new system. On the other hand, PeopleSoft may have changed the way we do things from release to release, so you have to look at each modification and technically assess whether it works the way it used to or not. After you make the decision to configure, you have to continue to modify the package each time you implement a new release.

Future Ongoing Liability: Documentation

For every configured feature that you implement, you must produce your own documentation. You have to decide whether to merge the documentation with PeopleSoft's or to keep them separate. And documentation must be maintained. Each time a new release comes out, you have to go through the same process all over again, merging or adapting the documentation as necessary. It's expensive. And this expense will continue. Documentation isn't just a part of your initial configuration project. It's part of your upgrade process with every new release.

Possible Support Limitations

After you modify the system, you face another dilemma: If something in the system doesn't seem to work properly, is the problem due to PeopleSoft or to your configurations? Is the alleged bug in PeopleSoft code or yours?

Can PeopleSoft duplicate the problem you're having? After you've modified the system, PeopleSoft might not be able to do so. It's important to be able to duplicate a given problem, to satisfy yourself that there is indeed a problem, and to know whether you've fixed it.

For PeopleSoft to help you solve the problem, we must be able to duplicate the problem, fix the source code, and rerun the process. This is sometimes very difficult to do, even if you haven't modified the system in any way. We might not be able to do this at all, after you configure the system.

It might be difficult, depending on what you modify, to help you. Such inherent support limitations constitute just one more reason to stay with the core application as much as possible, and if you're going to modify it, to modify only minor aspects.

Payroll for North America System Capabilities

To configure Payroll for North America you must have a rigorous understanding of the system. How is the system put together? What is its component tables, programs, and pages? What is its system architecture and what is it really designed to do? And, of equal importance: How is your organization using it or planning to use it?

The following section provides some tips for training the appropriate people in your organization with Payroll for North America.

Combine Functional and Technical Personnel into One Team

When you're learning about Payroll for North America, the functional and technical personnel should be in close communication with each other, to the point of becoming a single team. Your functional people know how your business runs; your technical people know how your current system is put together. And between the two groups, they can act as an effective team.

Ensure That Team Receives Training

Make sure that the whole team receives training in the PeopleSoft system, as a team, everybody together.

Run PeopleSoft Vanilla Payrolls at Your Site

Before rushing to configure, or even to formulate a list of configuration requirements, PeopleSoft recommends that you install the standard Payroll for North America demonstration software without changes. Have your team start using the demonstration companies, employees, pay groups, pay calendars, deductions, and so on; have everyone read Payroll for North America Business Processes; run Payroll for North America. In this way, everyone becomes familiar with such critical concepts as what paysheets are and what the Create Paysheet COBOL SQL process (PSPPYBLD) is; what the Pay Calculation COBOL SQL process (PSPPYRUN) does, and what checks are in Payroll for North America; what the Pay Confirmation COBOL SQL process (PSPCNFRM) does, what balances are, and so on.

The Vanilla PeopleSoft System

Everyone in the team should be familiar with how Payroll for North America works, because the next step is to try to duplicate your company's payroll with the vanilla Payroll for North America system.

Build Real Earnings/Benefit/Deduction Table Entries

Start configuring your Earnings table, Benefits tables, and Deduction table by creating entries tailored exactly to support your company's payroll operations. As you do this, you will, of necessity, start making some real decisions on how to define the actual earnings, deductions, and benefits that you need, according to the PeopleSoft vanilla style.

Set Up Realistic Test Cases

Set up some realistic employee test data; then use all parts of the system. Hire employees through the normal PeopleSoft Human Resources paths; set them up with realistic earnings, general deductions, and benefits; enable them to be paid; then go ahead and pay them.

Keep the Demonstration System Available

Be sure to keep the original Payroll for North America demonstration system data available, so that as you're going through and modifying earnings, deductions, employees, and other data, you can always refer back to some of our test cases to see how they were set up. Many of the demonstration employees are paid, for example, with fairly complex benefit setups. And if you purge all the PeopleSoft demonstration data, you won't know how they were originally set up. By keeping the demonstration system available, you always have a reference point as you continue to build tables for your own company's real-life needs.

Your Modification Requirements

After you've gone through these exercises, and everyone on the team has a thorough understanding of PeopleSoft system capabilities, we encourage you to go back to your original list of requirements, whether this is in the form of a request for proposal or something else. Based on your new knowledge of the PeopleSoft system, you may find you can significantly refine your requirements, and that some might actually disappear. The following section provides some key questions to ask when revisiting your requirements.

Where Did We Get This Requirement? Is It Real?

Is it really a company requirement that we do payroll in this particular manner? Do we want to do it that way just because we've always done it that way? And, if so, is that sufficient reason to continue with this practice? Or is there another way that's just as easy, just as good, and doesn't require modification of Payroll for North America?

How Much Have Operational Characteristics of the Existing System Influenced Requirements?

When companies revisit and analyze their payroll requirements, they sometimes discover that particular requirements were actually formulated in response to operational characteristics or restrictions in their current (or old) system. A particular procedure came about that was really a compromise or a work-around. Some payroll department procedures may have no basis in any real payroll requirements; they might just reflect some operational characteristic of the current or old system. If so, this is an argument for re-engineering some of your business procedures and practices and not configuring Payroll for North America.

Whose Standards Should We Use, Ours or PeopleSoft's?

Because of your company's in-house standards and conventions, you might discover a discrepancy between the way you ordinarily do things and the way PeopleSoft has delivered the system.

One reason your company decided to use the PeopleSoft system is the high degree of fit between your requirements and our features. Your selection team determined that Payroll for North America has attributes that your company could use.

A system your company builds in-house will in all likelihood conform to your company's standards; but if you bring in a package, it might be more reasonable to adopt the standards set by the vendor of the package.

Decisions having to do with standards start right at the beginning, when you install Payroll for North America. We require a database to be set up, and the tables all have to be named. A database administrator might say, "Our Company does not name tables this way," and suggest renaming all 8000 and some odd PeopleSoft tables and views. Keep in mind the ramifications of renaming all 8000 tables and just how extensive a change that really is.

List of Required Modifications

Now that you've assessed the costs of configuration, acquired a deep understanding of Payroll for North America system capabilities, used the vanilla system extensively both with the DEMO data and your own test cases and thoroughly examined your requirements—you are in a position to come up with a list of required modifications. What remains should consist of changes you absolutely have to make to the Payroll for North America system to make it acceptable for production.

After you've come up with such a list, separate it into two parts:

1. Changes that can be addressed through business re-engineering.
2. Changes that require configuration of the PeopleSoft system.

Examine your list very carefully with the goal of having an absolute minimum of changes that require configuration.

Proposed Modifications Review with PeopleSoft

After compiling your list of modifications, work with your PeopleSoft Account Executive on these proposed changes.

Remember that there might be another way, short of rewriting code, to do what you want to do. It's always useful to reconsider the functional and technical issues, with the help of an experienced expert in the system. Often, they can suggest another way of achieving the functionality that you want, ideally, through the standard system.

And it may be that PeopleSoft is already planning and designing, for a future release, a feature similar or identical to what you have in mind. Particularly if your requirement doesn't represent something unique to your company's individual way of doing things, but is rather a genuine functional requirement typical of many payroll departments, we might have other customers who have requested we add such a feature to our standard system.

PeopleSoft may have already designed the feature that you need. If this is the case, you can work with PeopleSoft, through your Account Executive, so that we can jointly get that feature into your system.

It's always to your advantage to remain in close contact with PeopleSoft on configuration issues. For example, even if you do all the work on designing and implementing a modification, if PeopleSoft subsequently takes it over and makes it part of our standard application, then you'll be free from the ongoing maintenance liability.

Contact with Other Customers

Your company probably has payroll requirements that overlap to a considerable extent with those of other PeopleSoft customers. Another PeopleSoft customer may have requested the same modification that you are contemplating; they might have gone ahead and designed the feature on their own. This might occur even if you think the requirement is absolutely pure or unique to your circumstances.

Other customers might have similar requirements and built it into their systems. By trading design ideas back and forth with other customers, you might be able to come up with a great solution more effectively and efficiently than either of you could on your own.

Use My Oracle Support to Communicate

My Oracle Support, Oracle's web-based communications service consisting of updates and fixes, discussions and SIGs, and news and information about PeopleSoft applications and development plans, is an ideal tool for communicating with other customers about configuration issues.

Payroll-Related Tables

This section discusses:

- Payroll-related tables.
- Employee data input tables.
- Effect of database changes.
- Payroll process input tables.
- Paycheck output tables.

Payroll-Related Tables

Payroll for North America is a set of input tables, processes, and output tables. You set up your input tables, run a process, and the process—in turn—writes new data to the output tables. Here's an example:

<i>Input Tables</i>	<i>Processes</i>	<i>Output Tables</i>
<i>Employee Data</i>	<i>Payroll</i>	<i>Paycheck</i>
Job	Create Paysheet	Checks
Benefits	Pay Calculation	Deductions
Deductions	Pay Confirmation	Taxes

<i>Input Tables</i>	<i>Processes</i>	<i>Output Tables</i>
	Actuals Distribution	Balances
<i>Pay Process</i>	Reversal Processing	Messages
Earnings	Calendar Build	
Deductions	Delete Balances (U.S.), Delete Balances (Canada)	
Taxes	Check Reprint	
	Unconfirm Pay	
	Payroll Unsheet	
	<i>Benefits</i>	
	Calculate Deductions	
	Confirm Deductions	
	Savings Management Balances	
	Leave Accrual	
	<i>Human Resources</i>	
	Batch Encumbrance Process	
	Tenure/Flexible Service Calc'n (tenure/flexible service calculation)	

Note. This chart doesn't list actual table names, but are generic classifications for the various tables in the system.

Running Payroll for North America processes might be labeled a quiet task. The processes start, run, and stop, rarely putting out more than five or ten lines of output, which typically consist of messages to the effect that the process began at a certain time, a certain pay group is being processed, and finally, that the run has finished.

The system writes all results of the Payroll for North America processes back into the database. Any tangible outputs from these processes, such as paychecks, are all reports based on database tables. To get the physical paychecks, for example, you run an Structured Query Report (SQR) against the database.

So what does a typical Payroll for North America process do? It reads some input from various tables, writes new data back into the database, and goes away. A process might send a message that says "Check Messages!!!"; that means it wrote at least one message into the message table. In that case, you need to go back and run a report against the message table to get the messages, or view the messages online on the Paysheets page, Payroll Messages page.

Employee Data Input Tables

As shown in the preceding chart, the employee data input tables can be classified as employee jobs, benefits, and deductions. Online, some of these tables are found in the Workforce Administration menu, others in the Employee Pay Data menu, and some in the Benefits menu.

You hire employees and set up their job data; enroll them in benefits programs and set up their benefits data; set them up for general deductions and enter this information on the database. You insert rows into their various job, benefits, and deduction tables:

<i>Table Name</i>	<i>Online Page Name</i>
ADDL_PAY_DATA ADDL_PAY_EFFDT ADDL_PAY_ERNCD	Additional Pay
CSB_EMPL_SERIES CSB_REGISTRANT CSB_REG_DENOM	Canada Savings Bond Specification Data
DIRECT_DEPOSIT DIR_DEP_DISTRIB	Direct Deposit
EMPL_DED_PROC	General Deduction Override
GENL_DEDUCTION GENL_DED_CD	General Deduction Data

Table Name	Online Page Name
GARN_SPEC GARN_SCHED GARN_RULE GARN_EMPL_DED	Garnishment Specification Data
TAX_DIST_EFFDT TAX_DISTRIB	Update Tax Distribution
JOB	Job
PAYROLL_DATA ADDRESSES	Payroll Data
PERS_DATA_EFFDT PERSON ADDRESSES PERSONAL_PHONE EMAIL_ADDRESSES	Personal Data
BEN_PROG_PARTIC	Assign to Benefit Program
DEP_BEN DEP_BEN_EFF DEP_BEN_NAME DEP_BEN_ADDR	Dependent/Beneficiary Data
DISABILITY_BEN BENEFIT_PARTIC	Disability Benefits
FSA_BENEFIT BENEFIT_PARTIC	FSA Benefits
HEALTH_BENEFIT BENEFIT_PARTIC	Health Benefits
LEAVE_ACCRUAL	Leave Accruals

Table Name	Online Page Name
LEAVE_PLAN BENEFIT_PARTIC	Leave Plans
LIFE_ADD_BEN BENEFIT_PARTIC	Life and AD/D Benefits
RTRMNT_PLAN BENEFIT_PARTIC	Retirement Plans
SAVINGS_PLAN SAVINGS_BENEFIC SAVINGS_INVEST BENEFIT_PARTIC	Savings Plans
VACATION_BEN BENEFIT_PARTIC	Vacation Benefit
PENSION_BENEFIC PENSION_PLAN	Pension Plans
CAN_TAX_DATA CAN_TAX_PRVDATA EMPL_WAGELS_CAN	Canadian Income Tax Data
FED_TAX_DATA STATE_TAX_DATA LOCAL_TAX_DATA TAX_DIST_EFFDT TAX_DISTRIB TREATY_EARN_TBL (E&G only)	Federal Tax Data State Tax Data Local Tax Data Update Tax Distribution
CONTRACT	Contract Pay Data

<i>Table Name</i>	<i>Online Page Name</i>
EG_FLX_SVC_DT	Flexible Service Data
EG_PRIOR_CREDIT	Prior Credit Data
EG_SVC_HIST	Service History Data
EG_SVC_HIST_FLX	Flexible Service History Data
EG_TENURE_DATA	Tenure Data

Employee data tables all have EMPLID as a key, so if you need to find them all, a good way to start is to look at those tables containing EMPLID. To do this, use the Records and Fields PeopleTools Cross Reference Report (XRFFLRC).

Effect of Database Changes

One of the advantages of Payroll for North America is that you can use PeopleTools to easily configure the payroll tables. However, you keep in mind how any changes you make might move through the database, particularly considering the interdependency not only of tables, but also of the batch processes that call them.

Suppose you decide you have to add a column (a field) to PERSONAL_DATA. PeopleSoft batch processes never issue a SQL SELECT statement against a table. The system always selects only the columns that it wants from the table. If it wants to retrieve or update rows of the employee names, for example, it specifically asks for the NAME. It never makes an assumption about what columns are on that table.

Consequently, if you add a column to PERSONAL_DATA, it doesn't affect batch payroll processes, because if a batch process wants something from PERSONAL_DATA, such as the employee's address, it asks for the address by column name. So, in effect, you can add multiple columns, and if you do not need or want your new columns to affect batch processing, that's OK, because the processes ignores them. Any tables that you modify, of course, are maintained by the online system, so you need to modify and store the appropriate records (and possibly pages).

You must be more careful when modifying existing columns that are used by the batch processes. For example, you might decide to alter the HOURLY_RT column on the JOB table. You need seven decimal places instead of the six provided in PeopleSoft. Now, the batch Payroll system is set up to read the HOURLY_RT column from the JOB table; and when it does so, it makes the assumption that it's reading the HOURLY_RT as defined in the standard application. In this case, modifying an existing column affects payroll processing, because the COBOL programs must know the format of the data to be mapped. Because the HOURLY_RT column is used by Payroll, you also have to modify some of the batch processes.

Remember also that if you change the name of the HOURLY_RT column, the batch processes won't be able to find it unless you modify the batch processes accordingly.

Some of the tables—particularly the output tables—are maintained by batch processes (DEDUCTION_BAL, the Deduction Balance table, for example). During normal processing, the system inserts, updates, and possibly even deletes individual rows. When you add new or modify existing columns on these tables, you have to make the corresponding COBOL changes.

Payroll Process Input Tables

For payroll process input tables, you set up much of the controlling information for running payrolls, information having to do with the specifics of particular earnings, deductions, or taxes. You can find these tables online in the Set Up HRMS, Product Related, Payroll for North America menu, unless otherwise indicated.

The fact that an employee works in the state of New York is employee-level data stored in the employee data input tables. But to calculate that employee's taxes, the system checks the appropriate pay process input table that defines tax rates for employees who work in New York:

<i>Table Name</i>	<i>Online Page Name</i>
ACCT_CD_TBL PYCF_VERTGRID_WK	Account Code Table
BALANCE_ID_TBL BALANCE_ID_DEF BALANCE_ID_QTR	Balance ID Table
BANK_EC_TBL BANK_BRANCH_TBL	Bank Table
COMP_RATECD_TBL	Comp Rate Code Table
CSB_SERIES_TBL CSB_FREQ_TBL	Canada Savings Bonds Table
DEDUCTION_TBL DEDUCTION_CLASS DEDUCTION_FREQ EARNES_SPCL_DEDN DED_SUBSET_CD	Deduction Table

Table Name	Online Page Name
DEPT_BUDGET DEPT_BUDGET_DT DEPT_BUDGET_ERN DEPT_BUDGET_DED DEPT_BUDGET_TAX DEPT_BUDGET_CTX DEPTBDGT_SUSPNS	Department Budget Table (found online in the setup menu for the Commitment Accounting business process)
DED_SUBSET_TBL	Deduction Subset Table
EARNINGS_TBL EARNINGS_ACCRL EARNINGS_SPCL	Earnings Table
ENCUMB_DEFN_TBL ENCUMB_DEFN_DED ENCUMB_DEFN_TAX	Encumbrance Definition Table (found online in the setup menu for the Commitment Accounting business process)
ERN_PROGRAM_TBL ERN_PROGRAM_DEF	Earnings Program Table
VENDOR	Garnishment Payee Table
GARN_RULE_TBL GARN_DE_EARN GARN_EXEMPT_TBL GARN_OPERANDS	Garnishment Rules Table
GARN_DE_DEFN GARN_DE_DED GARN_DE_DEF_LNG	Garnishment DE Definition Garnishment DE Definition Related Language Table
GARN_DE_DED	Garnishment Disposable Earnings Deduction Table
GARN_DE_EARN	Garnishment DE Earnings Table

Table Name	Online Page Name
GARN_EXEMPT_TBL	Garnishment Exemption Table
GARN_OPERANDS	Garnishment Operands Table
GARN_PRORATE_DF	Garn Prorate Defn
GARN_PRORATE_RL	Garnishment Proration Rules
GENL_DED_TBL	General Deduction Table
HOLIDAY_TBL HOLIDAY_DATE	Holiday Schedule Table
LIMIT_TBL LIMIT_EXCLD_TBL LIMIT_INCLD_TBL LIMIT_IMPIN_TBL LIMIT_COORD_TBL	Limit Table (found online in the Benefits menu)
PAY_FORM_TBL	Form Table
PAYGROUP_TBL PAYGRP_EMPLTYPE PY_PAYGRP_TASK	Pay Group Table
PAY_CALENDAR	Pay Calendar Table
PAY_MESSAGE_TBL	Pay Message Table
PAY_OL_PRNTCTL	Configure Online Printing
PAY_RUN_TBL	Pay Run Table
COMPRT_GRP_TBL	Rate Code Groups

Table Name	Online Page Name
SAVINGS_PLN_TBL SAVINGS_INV_TBL	Savings Table (found online in the Benefits menu)
SHIFT_TBL	Shift Table
SPCL_EARNS_TBL	Special Accumulator Table
TERM_ACTN_RSN	Final Check Action/Reason
TERM_PGM_TBL	Final Check Program Table
EG_AUDIT	Application Trace (Set Up HRMS, Product Related, Workforce Administration, Flexible Service EG, Service Rules, Application Trace)
EG_CAL_DEFN_TBL EG_CAL_DETP_TBL	Calendar (Workforce Administration, Flexible Service EG, Define Service Rules)
EG_DATE_CNV_OPT	Date Conversion Table (Set Up HRMS, Product Related, Workforce Administration, Flexible Service EG, Service Rules, Date Conversion Option)
EG_DURATION_OPT	Duration Option Table (Set Up HRMS, Product Related, Workforce Administration, Flexible Service EG, Service Rules, Duration Option)
EG_DATE_RND_OPT	Date Round Option Table (Set Up HRMS, Product Related, Workforce Administration, Flexible Service EG, Service Rules, Date Round Option)
EG_DFN_SCAT_CAT EG_DFN_SVC	Service Rules Table (Workforce Administration, Flexible Service EG, Define Service Rules)

Table Name	Online Page Name
EG_HR_ACTION	HR Action/Reason Category Table (Workforce Administration, Flexible Service EG)

Tax Tables	Online Page Name
EG_CALC_GRP_TBL EG_FNC_RSLT_DFN EG_FUNCTN_RESLT	Calculation Group Table
CO_LOCALTAX_TBL	Company Local Tax Table
CO_STATETAX_TBL	Company State Tax Table
LOCTX_RECIP_TBL	Local Tax Reciprocity Table
LCLWK_TXRCP_TBL	Local Work-Work Reciprocity Table
LOCAL_TAX_TBL	Local Tax Table
LOCAL_TAX_TBL2	Local Tax Table - User defined fields
US_SOC_TBL	U.S. SOC Table
STATE_TAX_TBL STATE_TAXRT_TBL ST_OTH_TAX_TBL	Federal/State Tax Table
STTAX_RECIP_TBL	State Tax Reciprocity Table
SWT_MARSTAT_TBL	SWT Marital Status Table
TAXFORM_TBL TAXFORM_BOX TAXFORM_DED TAXFORM_ERN	Tax Form Definition Table Payroll for North America, U.S. Annual Processing, Define Annual Tax Reporting, Tax Form Definitions)

<i>Tax Tables</i>	<i>Online Page Name</i>
TAXGR_BASE_TBL TAXGR_DEFN_TBL TAXGR_CMPNT_TBL	Taxable Gross Definition Table
TREATY_NRA_TBL TREATY_EARN_TBL	Treaty/Non-Resident Alien Table
TAX_LOCATION1 TAX_LOCATION2	Tax Location Table
VENDOR	Tax Collector Table
CO_UI_RPTCD_TBL	UI Report Code Table
VDI_ADMIN_TBL	VDI/FLI Administrator Table
CAN_USR_TAX_TBL CAN_USR_TAX_PRV	Canadian Company Tax Table
CAN_TAX_CITLUMP CAN_TAX_CITRATE CAN_TAX_PROV CAN_TAX_PROVNCT CAN_TAX_PROVTHR CAN_TAX_QITLUMP CAN_TAX_QITRATE CAN_TAX_TBL	Canadian Tax Table
WAGELS_PLAN_TBL WGLS_LIA_GL_ACC WGLS_EXP_GL_ACC	Canadian Wage Loss Plan Table
CAN_WCB_PROV CAN_WCB_RT_GRP CAN_WCB_CU	Canadian WCB Classifications

<i>Tax Tables</i>	<i>Online Page Name</i>
BANK_BRANCH_TBL	Bank Branch Table

Paycheck Output Tables

Paycheck output tables are result tables written to and maintained by the batch processes. Some paycheck output tables are, in turn, inputs to other batch processes:

<i>Payroll Input Tables (Paysheets)</i>	<i>Payroll Output Tables (Balance Tables)</i>
PAY_CTX_OVRD	PAY_CHECK
PAY_EARNINGS	PAY_DEDUCTION
PAY_GARN_OVRD	PAY_DISTRIBUTN
PAY_LINE	PAY_EARNINGS
PAY_ONE_TIME	PAY_GARNISH
PAY_OTH_EARNS	PAY_INS_EARNS (CAN ONLY)
PAY_PAGE	PAY_MESSAGE
PAY_TAX_OVRD	PAY_OTH_EARNS
	PAY_SPCL_EARNS
	PAY_TAX
	PAY_TAX_1042
	PAY_TAX_CAN

The tables on the left are payroll input tables. Often, they are populated with data during the Create Paysheet process, so in that sense they are output tables. But after they are created, they serve as inputs to the other payroll batch processes, such as Pay Calculation and Pay Confirmation. Create Paysheet is a process that goes through the database and forms a proposal to pay someone; it creates the paysheets. When you view paysheets online, you're looking at data from the payroll input tables. When you make one-time tax, deduction, or garnishment changes to an employee's paysheet, you are writing data to these tables, data that the batch processes uses in the next step of converting input to output.

The tables on the right are payroll output tables; most of them also have corresponding balance tables. These tables are the result of running one of the payroll batch processes. These tables are maintained by the Payroll for North America system. That is, these are tables that the system uses to write back to the database during processing.

Notice that the PAY_EARNINGS table functions both as a payroll input table and as a payroll output table. The Create Paysheet process initially generates information in PAY_EARNINGS. Your online users might then update the table. However, the Pay Calculation and Pay Confirmation processes subsequently write results back into PAY_EARNINGS, because PAY_EARNINGS also serves as the history record of the employee's earnings.

PAY_EARNINGS before and after pay confirmation is the same table, but there is a difference. The PeopleCode behind the data-entry paysheets pages doesn't read any data that you've already confirmed. That is, the system considers information on a confirmed PAY_EARNINGS row ineligible to display on a paysheet. The information, however, is still there; it exists until you purge it.

PAY_OTH_EARNS is treated in a similar fashion.

See Also

[Chapter 11, "Maintaining Payroll Data," page 323](#)

[Appendix A, "Configuring Batch Processes," Cross-Reference Reports, page 1064](#)

Processes

This section discusses:

- Upper-level programs.
- Cross-reference (.XRF) files.
- Cross-reference reports.
- One set of COBOL source.

Upper-Level Programs

Having briefly discussed the tables that are either required for online input to Payroll or written to by Payroll, the next step is to discuss the processes by which the system maintains the output tables. This table provides a general view of the upper-level programs of Payroll for North America:

Online Process Name	High-Level Processes	Run Control Programs	Main Programs (COBOL)	Selected Processing Programs (COBOL)
Create Paysheet	PAYSHEET	PSPPYBLD	PSPPYSHY	
Calculate Payroll	CALCPAY	PSPPYRUN	PSPPYCAL (U.S.)	PSPECALC (Earnings Calculator) PSPDEDTN (Deduction Calculator) PSPTCALC (Tax Calculator-U.S.)
		PSPPYRUN	PSPPCAL (Canada)	PSPECALC (Earnings Calculator) PSPDEDTN (Deduction Calculator) PSPXCALC (Tax Calculator-Canada)
Calculate Deductions	DEDCALC	PSPDCRUN	PSPDCCAL	
Confirm Payroll	CONFIRM	PSPCNFRM	PSPPYUPD	
Confirm Deductions	DEDCONF	PSPDCCNF	PSPDCCNF	
Unconfirm Pay	UNCNFRM	PSPUNCNF	PSPPYUNC	
Calendar Build	CALENDAR	PSPCLBLD	PSPCLBLD	
Delete Balances (US)	DLTBALUS (U.S.)	PSPDLBAL	PSPDLBAL	
Delete Balances (Canada)	DLTBALCN (Canada)	PSPDLBLC	PSPDLBLC	
Check Reprint	REPRINT	PSPRPRNT	PSPRPRNT	

Online Process Name	High-Level Processes	Run Control Programs	Main Programs (COBOL)	Selected Processing Programs (COBOL)
Reversal Processing	REVERSAL	PSPPYREV	PSPCKREV	
Leave Accrual	ACCRUAL	PSPACCRL	PSPACCPR	
Payroll Unsheet (SQR)	PAYUNSHT			
Deductions Unconfirm	DEDUNCF	PSPDCUNC	PSPDCUNC	
Final Check Build		PSPFCBLD	PSPFCBLD	
Create Initial FLSA Cal Period (create initial Fair Labor Standards Act calculation period)		PSPIFLSA	PSPIFLSA	
Imputed Income		PSPIMRUN	PSPIMRUN	
Load Time and Labor		PSPLDTL1	PSPLDTL1	
Delete online check data		PSPOLCDL	PSPOLCDL	
Check number reassignment for online checks		PSPOLCRN	PSPOLCRN	
Load Paysheet Transactions		PSPPSHUP	PSPPSHUP	
Retro Deductions Calculate		PSPRDEXT	PSPRDEXT	
Retro Deductions Mass		PSPRDMSS	PSPRDMSS	

Online Process Name	High-Level Processes	Run Control Programs	Main Programs (COBOL)	Selected Processing Programs (COBOL)
Retro Deductions Load		PSPRDPSH	PSPRDPSH	
Retroactive Pay Calculations		PSPRPEXT	PSPRPEXT	
Retroactive Pay Mass Process		PSPRPMSS	PSPRPMSS	
Retroactive Pay Load Paysheets		PSPRPPSH	PSPRPPSH	
Retroactive Pay Undo		PSPRPUND	PSPRPUND	
Run Tips Allocation		PSPTARUN	PSPTARUN	
Calculate Total Compensation		PSPTCRUN	PSPTCRUN	
Actuals Distribution	DISTPAY	PSPPFUND	PSPPFDST	PSPPFDST (Distribute Earnings) PSPPFDED (Distribute Deductions) PSPPFTAX (Distribute Taxes - U.S.) PSPPFCTX (Distribute Taxes - Canada)
Batch Encumbrance Calculation Process	ENC_CALC	ENC_CALC	ENC_CALC	
Tenure/Flexible Service Calc'n		EGPPRCTL	EGPPRCTL	

<i>Online Process Name</i>	<i>High-Level Processes</i>	<i>Run Control Programs</i>	<i>Main Programs (COBOL)</i>	<i>Selected Processing Programs (COBOL)</i>
Savings Management Balances		PSPSV403	PSPSV403	PSPDEDTN (Deduction Calculator) PSPDCOVG (Benefit Coverage Calculator)
				Other Lower-Level COBOL Programs:
				Table Access Programs
				Input Programs
				Utility Programs
				Output Programs
				PTPSQLRT

So, for example, PAYSHEET is a high-level process; its online name is Create Paysheet. If you run DOS, you use the PAYSHEET.BAT file to initiate the process; if you run MVS/DB2, there's a PAYSHEET JCL PROC.

Note. The run control processes on the preceding chart are the only programs that are initiated at the operating-system level. All other programs—including everything to the right of the Run Control Programs column on the chart—are initiated by the high-level process programs through call statements.

Cross-Reference Reports

For further views of the architecture of the application, you can use the PeopleTools cross-reference reports. These are actually predefined SQR reports, not unlike the standard reports that are delivered with the PeopleSoft system. The cross-reference reports scan the PeopleTools tables containing the definitions for application objects, then print them out in a report designed specifically as a PeopleTools configuration reference tool.

As with our other standard reports, you can easily identify cross-reference reports by their three-character prefix: XRF. So, for example, XRFFLPN is the Fields and Pages cross-reference report, which lists all fields in alphabetical order.

One Set of COBOL Source

Payroll for North America has only one set of COBOL source for all platforms. Our COBOL source is ANSI-85-compatible, and it is becoming strictly ANSI-85-compatible.

Note. Each platform does have a few COBOL programs written expressly for that platform, notably a batch API program and a PeopleSoft Process Scheduler program.

High-Level Processes

This section discusses:

- Benefit processes.
- Payroll processes.

Benefits Processes

The following table lists the benefits processes.

DEDCALC*	Calculate Deductions goes through the initial part of the Pay Calculation process, determining which employees are enrolled in which benefits. Where it can, Calculate Deductions determines coverage rates and calculates deductions according to the rules that are stored in the Benefits tables.
DEDCONF*	Confirm Deductions confirms the deductions that are calculated by Calculate Deductions.
ACCRUAL	Leave Accrual (also used by Payroll).

*These constitute PeopleSoft Enterprise Payroll Interface, an interface application for companies using PeopleSoft HRMS for benefits without Payroll for North America.

Payroll Processes

We classify Payroll for North America processes into three types: those that you use on a regular basis, those that you run occasionally, and those that you need only in emergency situations.

Regular Processes

Payroll for North America includes six processes that you run repeatedly as part of your normal payroll procedures:

Process	Description
PAYSHEET	Create Paysheet builds the payroll input tables shown in the previous chart. If you do not have those tables, then the next process, Pay Calculation, doesn't have anything to do.
CALCPAY	Pay Calculation can run, after the payroll input tables are populated on the database, and the pay earnings have been marked as OK to Pay (by Create Paysheet itself, if you've set this up as the default, or by your payroll users through the online Paysheets pages). Pay Calculation checks all the earnings for a particular pay calendar (or group of pay calendars) and starts to produce checks. You can run Pay Calculation repeatedly. Typically, you run it initially to calculate most of your employees, and then you run it again to clean up errors or perhaps to select some late hours that you've just entered. When you run Pay Calculation again, it doesn't have to recalculate everybody; it can calculate only those employees who need to be recalculated.
CONFIRM	Pay Confirmation is the process you run after your final Pay Calculation, after you've corrected all errors and the checks are exactly as you want them. Pay Confirmation completes the preparation of the check distribution information, assigns check numbers, updates the balance tables, and again writes all these results back into the database.
DISTPAY	Actuals Distribution is run after a payroll has been confirmed. It distributes pay earnings, employer-paid deductions, and employer-paid taxes across funding sources and accounting periods in preparation for the Actuals GL Interface (actuals general ledger interface) PSJob process (PAYGL02A).
ACCRUAL	Leave Accrual updates leave accrual information for employees. You typically run this process after you run Pay Confirmation.
REVERSAL	Reversal Processing is for reversing or adjusting confirmed checks. You use this process as you need it.

(E&G) PeopleSoft Human Resources Processes for Education and Government

This table describes PeopleSoft Human Resources processes for education and government:

Process	Description
ENC_CALC	Batch Encumbrance Calculation Process calculates encumbrances.
EGPPRCTL	Tenure/Flexible Service Calc'n is a regular process. It calculates service based on the user-defined time period.

Occasional Processes

Four Payroll for North America processes are for occasional use:

Process	Description
CALENDAR	Calendar Build builds the pay calendars. For example, if you're planning on running monthly payrolls, you can run Calendar Build to generate 12 pay calendars for the next year.
DLTBALUS (U.S.)	Delete Balances (U.S.) deletes balances from the balance table.
DLTBALCN (Canada)	Delete Balances (Canada) deletes balances from the balance table.
REPRINT	Check Reprint is a check reprint facility that works by reassigning check numbers. If your printer destroys a few checks, you can run Check Reprint, telling the program that you want some replacement checks printed, starting and ending at particular check numbers.

Emergency Processes

These three processes are for emergency use only:

Process	Description
UNCNFRM	Unconfirm Pay backs a confirmed payroll out of the database. That is, it backs all of the detail out of the balance tables, so that everything looks as if you had been running pay calculation, but not pay confirmation. Note that after you run Unconfirm Pay, you must manually reset the Last Form Number Used field in the Form table to the last number that was used before you ran Pay Confirmation. Unconfirm Pay does not reset this number automatically. We do not recommend that you use Unconfirm Pay in production. It is available, and it does work, but in production, after you've made your final decision to confirm a payroll, update balances, and distribute checks, you normally do not want to go back and unconfirm. Unconfirm Pay reverses out the entire pay run; use the Reversal Processing process for individual checks. Note. You must recalculate all after running UNCNFRM and before confirming again. Otherwise, the Location field isn't repopulated when you confirm again.
DEDUNCF	Deductions Unconfirm is for use with Calculate Deductions in the Payroll Interface product. Deductions Unconfirm resets the calendar.

<i>Process</i>	<i>Description</i>
PAYUNSHT	Payroll Unsheet effectively erases all records belonging to a specified set of paysheets, including the results of any pay calculations run on those paysheets. When you run Payroll Unsheet, the program prompts you for the pay run ID that you want to unsheet. The source code for Payroll Unsheet consists essentially of a series of deletes; all the tables from which it deletes are PS_PAY_ tables, and the program goes through and erases them all, as though paysheets were never created. You typically use Payroll Unsheet during testing. For example, when testing the system, people may get used to paying people in a particular month, and it upsets them if they have to move to September, for example, if they're running August monthly payrolls. With Payroll Unsheet, they can test an August pay run all the way through pay confirmation, unsheet the pay run to bring everything back to zero, and then rerun the Create Paysheet process for August to test some other option. PeopleSoft customers with automated time-entry systems sometimes use Payroll Unsheet when an error is made that results in, for example, doubling the input to paysheets. Rather than attempting to fix the error manually online, they can just unsheet to get rid of everything and start over. Note. Payroll Unsheet deletes all paysheets that are associated with a particular pay run ID off-cycle and on-cycle. It's important to be aware of this when deciding to unsheet a pay run, because you might have off-cycle paysheet pages that you want to save attached to the pay run that you want to unsheet.

Process Detail

This section discusses:

- Operating systems.
- One common command (PSRUN) referenced by all processes.
- Process example for MVS/DB2.

Operating Systems

How are processes—Create Paysheet, Pay Calculation, and so on—actually implemented in Payroll for North America? At the user level, the user defines process parameters, clicks the Run button, and then tells the system when and where to run the process in the Process Scheduler Request page.

For each process, no matter what the environment, the PeopleSoft system uses operating system-stored commands. PeopleSoft uses whatever method the operating system uses to store operating system commands.

If you run Payroll for North America under environments other than Microsoft Windows:

Operating System	Operating System-Stored Commands
OS/2	PeopleSoft uses .CMD (command) files.
MVS	PeopleSoft uses JCL.
VMS	PeopleSoft uses a combination of command files and logicals.
UNIX	PeopleSoft uses script files to initiate PS batch processes in a shell environment (BOURNE, KORN, OR C). Our script files are compatible with all three shells.

See Also

PeopleTools PeopleBook: PeopleSoft Process Scheduler

One Common Command (PSRUN) Referenced by All Processes

These stored commands have one thing in common: They start another stored procedure called PSRUN. PSRUN, in turn, is the procedure that actually starts the process, initiating a run control COBOL program. (PAYUNSHT, being an SQR, is an exception).

Process Example for MVS/DB2

The following example, delivered in the JCL Library, shows how PeopleSoft implements the Pay Calculation process under MVS:

```
//*
//*****
//* RUN PS PAYROLL CALCULATION
//*****
//*
//PROCLIB DD DISP=SHR,DSN=PROCLIB
//CALCPAY EXEC PSRUN,PSLOAD = 'PSLIB'
//SYSTSIN DD *
DSN SYSTEM (DDD) RETRY (0) TEST (0)
RUN PROGRAM (PSPPYRUN) -
    PLAN (PLANRT)
END
```

```
/*  
//
```

You can see that the program is executing a PROC called PSRUN. In this startup routine, the procedure passes the SYSTSIN input file to the PSRUN procedure, and it indicates that the program to start is PSPPYRUN. PSPPYRUN is the run control program, the driving program for Pay Calculation.

Payroll for North America COBOL Program Types

This section discusses:

- COBOL program naming conventions.
- Run control programs.
- Main programs.
- Table access programs.
- Input programs.
- Utility programs.
- Processing programs.
- Output programs.

COBOL Program Naming Conventions

All Payroll for North America COBOL programs have eight-character names beginning with PS (for PeopleSoft):

<i>COBOL Prefix</i>	<i>Description</i>
PSP	COBOL source (P stands for Program).
PSC	Regular COBOL Copy code.

In general, the five letters following the prefix are an abbreviated form of the program's functional name. These abbreviations are typically formed by removing the vowels.

Table Access Program Names

After PSP or PSC come three letters identifying the table, and then TB (for table):

PSP ERN TB = Earnings table manager (looks up and loads earnings types)

Input Program Names

After PSP or PSC comes one letter identifying the program, and then ARRY (for array):

PSC E ARRY = Earnings Array Input Program (loads the earnings array)

Utility Program Names

After PSP or PSC comes five letters that abbreviate the function of the program:

PSP DTWRK = Date manipulation routine

PSP ANNLZ = Annualizes/deannualizes amounts

Processing Program Names

Processing programs typically end in -CALC, with one letter identifying the type of calculation:

PSP E CALC = Earnings Calculator

PSP D CALC = Deduction Calculator

PSP T CALC = U.S. Tax Calculator (PeopleSoft-maintained)

PSP X CALC = Canadian Tax Calculator (PeopleSoft-maintained)

Output Program Names

Output programs have descriptive names such as the following:

PSP CB UPD = Maintains check balance table (UPDates Check Balances)

PSP DB UPD = Maintains deduction balance table (UPDates Deduction Balances)

PSP C UPDT = Maintains current pay result table (UPDaTes earnings data)

PSP T UPDT = Maintains current pay result table (UPDaTes Tax data)

PSP X UPDT = Maintains current pay result table (UPDaTes Canadian Tax data)

Run Control Programs

Run control programs are the top-level programs started from the stored operating system command files. These are the programs that PSRUN starts. The run control programs fetch parameters from the run control table, which you set up online through the pages in the Paysheets page (or, for benefits processes, the Benefits Tables pages). In the example of process detail in the previous topic, the job of the run control program PSPPYRUN is to read the run control for Pay Calculation that you enter into the database.

Run control programs usually call a main program to initiate the process for the pay calendar or calendars that are associated with a particular pay run ID. The main program then loops through all of the pay calendars in a run.

Here's a list of the run control programs, each with its associated online process name:

<i>Run Control Program</i>	<i>Online Process Name</i>
PSPPYBLD	Create Paysheet
PSPPYRUN	Calculate Payroll
PSPDCRUN	Calculate Deductions
PSPCNFRM	Confirm Payroll
PSPDCCNF	Confirm Deductions
PSPUNCNF	Unconfirm Pay
PSPDCUNC	Deductions Unconfirm
PSPCLBLD	Calendar Build
PSPDLBAL	Delete Balances (U.S.)
PSPDLBLC	Delete Balances (Canada)
PSPRPRNT	Reprint Checks
PSPPYREV	Reversal Processing
PSPACCRL	Leave Accrual
PSPPFUND	Actuals Distribution
ENC_CALC	Batch Encumbrance Calculation Process
EGPPRCTL	Tenure/Flexible Service Calc'n

In most cases, these run control programs call a main program, but there are some exceptions. For example, the Confirm Deductions process is so simple that everything is processed within the run control program, PSPDCCNF, itself so there's no need for a main program, and PSPDCCNF doesn't call anything else. PSPCLBLD (Calendar Build), PSPDLBAL (Delete Balances (U.S.)), PSPDLBLC (Delete Balances (Canada)), and PSPRPRNT (Check Reprint) are processed the same. Other than these exceptions, the run control programs call main programs to do the actual work, or at least to control it.

PSPPYWKS

Three of the run control programs—PSPPYRUN, PSPCNFRM, and PSPUNCNF—call a special controlling program, PSPPYWKS. The purpose of PSPPYWKS is to hold working storage. In the compiler we use, any given section can be a maximum of 64K. To pass more than 64K of data between our programs, PSPPYWKS owns working storage for the programs and passes it to them through linkage.

The arrays owned by PSPPYWKS are EARRY (the Earnings Array), DARRY (the Deduction Array), and DEDT1-6 (the Deduction Table Arrays).

Main Programs

The main COBOL programs are called by most run control programs to process one pay calendar:

<i>COBOL Program</i>	<i>Run Control Program</i>
PSPPYSHT	Create Paysheet
PSPPYCAL	Pay Calculation (U.S.)
PSPCPCAL	Pay Calculation (Canada)
PSPDCCAL	Calculate Deductions
PSPPYUPD	Pay Confirmation
PSPPYUNC	Unconfirm Pay
PSPCKREV	Reversal Processing
PSPACCPR	Leave Accrual (U.S.)
FGPACCRL	Leave Accrual (USF)
PSPPFDST	Actuals Distribution
No main program	Tenure/Flexible Service Calc'n
No main program	Savings Management Balances
No main program	Batch Encumbrance Calculation Process

COBOL Program	Run Control Program
No main program	Confirm Deductions
No main program	Calendar Build
No main program	Delete Balances (U.S.), Delete Balances (Canada)
No main program	Check Reprint

The run control program for Pay Calculation, PSPPYRUN, must call one of the main pay calculation business processes to do the actual work. If PSPPYRUN finds that the pay groups to be calculated is a U.S. pay group, then it calls PSPPYCAL, which is the pay calculation business process for U.S. pay groups. If the pay group to be calculated is Canadian, PSPPYRUN calls PSCPCAL, the pay calculation business process for Canadian pay groups.

The main programs are thus second-level down in the call tree.

Table Access Programs

PeopleSoft table access programs are designed to keep all pay process table information for each pay calendar in memory for the entire run. All the table access programs are identically configured; they're all clones of each other.

Selected Table Access Programs

This table describes selected table access programs:

Table Access Program	Description
PSPERNTB	Earnings Table Manager
PSCERNTB	Earnings Table Copy Section Manager
PSPDEDTB	Deduction Table Manager
PSCDEDT1 through PSCDEDT6	Deduction Table Copy Section Manager

Understanding Table Access Programs

To understand the function of the table access programs, let's look at how a process as Pay Calculation actually works. As Pay Calculation is calculating a pay group, it needs certain information. Among other things, it needs to know who needs to be paid. Pay Calculation bases the answer to the question of who needs to be paid on what earnings and deductions it finds on the database. At the employee level, it takes in all the earnings and all the deductions for a particular employee.

In addition, Pay Calculation must know the details about those deductions and earnings. It gets this information from the Earnings table and the Deduction table. These are pay-process-level tables, not employee-level tables, and when you run a process, they're managed by subroutines in the payroll system, the table access programs.

When Pay Calculation sees an earnings come in for an employee, it reads the employee-level data, and sees, for example, that this employee is going to be paid some regular pay. It then goes to the Earnings table to find out the details of regular pay, reads the information about regular pay once, and stores it in a table array in memory. When the next employee comes along and also has regular pay, it doesn't have to read the Earnings table again.

After the first few checks are calculated, the table access programs typically have all the details about all the earnings and deductions for that particular pay run. Ideally, Pay Calculation reads the Earnings table only once for each earnings type during a given run.

The key to running a process like Pay Calculation quickly is to reduce the number of hits on the database tables. This is why, if you have an Earnings table on the database containing 300 earnings types, we do not want Pay Calculation to read the Earnings table 300 times. For a particular pay group, you might use only 20 earnings types, so the table access programs reads them into the table array once, as they're first encountered.

Increasing the Occurs Count on Table Access Programs

If your company requires it, one fairly safe and easy modification you can make is to increase the occurs count on your table access programs.

The table access programs allocate a specified, limited amount of memory space to store in a table array all the details of particular pay process tables typical for one of your pay runs.

The table access program that manages the Earnings table is called PSERNTB. What happens if the array it stores earnings data in is allocated to 50 earnings types, and your typical pay run requires more than 50? PSERNTB attempts to go find some information about this new earnings code, and get its, but there's no more room in the array.

In this situation, PSERNTB moves something else out of the array and replaces it with the information for the new earnings code. It does this without comment. It replaces one of the entries with a new one.

In this manner, you can encounter problems with the Earnings table, or other tables, on the database, if the amount of storage isn't enough. There are two ways to determine whether you're doing this:

- The easy way.

Make a performance analysis of the payroll process and check the table accesses on particular tables. If the Earnings table, for example, is being hit more than you would expect—more than the number of entries in your Earnings table—then you know that you're starting to stress it.

- The more difficult way.

Insert a display into PSERNTB into the particular piece of code that actually does move one of the earnings codes out and send a message to yourself, saying something to the effect of, "I'm starting to replace entries in the Earnings table, you might want to look at this."

Note. It's important to recognize that this kind of table destruction might be costing you a lot of processing time.

If you determine you're destroying a table, you can increase the occurs count in the appropriate table access program. For example, let's look at a piece of the unmodified code in PSCDEDTB, the Deduction Table Manager

```

02  DEDUCTION-COUNT          PIC 9999  VALUE ZERO  COMP.
      88  DEDUCTION-COUNT-MAX          VALUE 500.
02  DED-CLASS-TABLE-MAX      PIC 9999  VALUE 6      COMP.
02  DEDUCTION-TABLE          OCCURS 500
                                INDEXED BY
                                DEDTB-IDX
                                DEDTB-NEXT-IDX.

03  PLAN-TYPE                PIC XX.
      88  PLAN-TYPE-DEDUCTION          VALUE '00'.
      88  PLAN-TYPE-HEALTH             VALUE '10' THRU '19'
...
03  DEDCD                    PIC X(10).

```

This is saying that you can have 500 deductions total for a pay run for any pay calendar. And if you exceed the 500, PSCDEDTB is going to start quietly replacing them. If you require a larger number of deductions, you want to replace the DEDUCTION-COUNT-MAX VALUE and DEDUCTION-TABLE OCCURS values of 500 with larger values.

PeopleSoft has built the Payroll system so that it runs under DOS; and with DOS there are severe memory constraints. Under MVS/DB2, OS/2, or UNIX, the memory constraints effectively go away. Increasing these two 500s to 999s, for example, isn't going to cost you anything other than storage, and on non-DOS platforms, storage is usually readily available.

This type of modification is not particularly difficult to deal with when you upgrade to a new Payroll for North America release. When you upgrade, PeopleSoft delivers a whole new set of source. At that point, you use your installation Compare utility to compare the new source we send you with the old source.

The code in the previous example is a piece of the copy section called PSCDEDT1, and when you run the Compare utility, you'll see that the new incoming source for PSCDEDT1 contains different values. You'll probably just decide to retain your change to the code.

Input Programs

PeopleSoft input programs are similar to the table access programs. The input programs access employee-level payroll data and store it in arrays. For example, during pay calculation, an input program called PSPEARRY fetches all pay earnings records for an employee and stores them in an array called EARRY.

Understanding Input Programs

The situation is a little different than with the table access programs, because here, to take earnings as an example, before the system can process a given pay run for an employee, it needs to store all the employee's earnings for that payroll in memory. These earnings are taken from the PAY_EARNINGS table and the PAY_OTH_EARNS table.

It's similar with deductions and with a number of other types of employee-level data. All the relevant employee data must be stored in memory for processing to take place.

Such data is stored in Employee Storage Arrays. As delivered in vanilla Payroll for North America, these arrays, as the ones for pay process data, might not be sufficiently large to run your processes. But if they're too small and you overflow the array, the system creates a message for that check, to the effect of, "We haven't got enough space to store the earnings for this employee." And the system bypasses processing of that check.

Increasing the Occurs Count

If you need more memory space in your Employee Storage Arrays, you can perform a modification similar to the modification of the table access programs we've already discussed.

For example, we deliver the Earnings Array with an EARNINGS-COUNT-MAX of 300. That is, you can have up to 300 pay earnings and other earnings for an employee on a check; if you need more, you've got to increase the number.

Here's the relevant code from PSCEARRY:

```

EARNINGS-COUNT          PIC 9999          COMP .
      88  EARNINGS-COUNT-MAX          VALUE 300 .
02  EARNINGS-LIMIT-COUNT          PIC 99          COMP .
      88  EARNINGS-LIMIT-COUNT-MAX          VALUE 25 .
02  EARRY-ERNTB-START-PTR          PIC 9999          VALUE 1          COMP .
02  EARNINGS-DATA          OCCURS 300
                                INDEXED BY
                                EARRY-IDX
                                EARRY-SPEC-IDX
                                EARRY-PREV-IDX
                                EARRY-NEXT-IDX .

      03  ERNTB-PTR          PIC 9999          COMP .
      03  ERNCD          PIC X(10) .
      03  ADDL-NO          PIC 999          COMP .

```

You can increase the values of 300 up to 999.

Utility Programs

Payroll for North America includes a series of utility programs that are called by the COBOL business processes that make up the payroll processes.

This section discusses:

- PTPDTWRK utility
- PSPANNLZ utility

PTPDTWRK Utility

PTPDTWRK is a date manipulation routine used for various date functions:

<i>Date Function</i>	<i>Description</i>
D	Date difference. How many days between?
A	Add days to a date.
G	Age. How old is this employee? Used for deduction calculations.
W	Days of week. Used for Canadian weeks/calendar build.
K	Work days.
M	Month difference. Used for deduction calculations.
C	Converts microseconds to hours, minutes, seconds, and microseconds.
L	Calculates leap days.
T	Calculates the difference between two date/time entries in seconds.
I	For future use.

PSPANNLZ Utility

PSPANNLZ annualizes and deannualizes amounts. The input consists of:

- Amount. What amount is for (for example, weekly, or monthly).
- Old frequency type (for example weekly, or monthly).
- Old frequency factor.

If this value is supplied as zero, then the value will be determined from the old frequency type.

- New frequency type (for example weekly, or monthly).
- New frequency factor.

If this value is supplied as zero, then the value will be determined from the new frequency type.

The output is the amount relating to the output format.

Processing Programs

Processing programs do the actual work. PeopleSoft strongly recommends that you limit your modifications of processing programs to the following types:

- Inserting special earnings and deduction calculation routines in the specific places we've allotted for them.
- Cloning standard PeopleSoft code and using it as the basis for any modifications that you have to make.

Selected Processing Programs

This table describes selected processing programs:

<i>Processing Program</i>	<i>Description</i>
PSPECALC	Earnings Calculator
PSPDEDTN	Deduction Calculator
PSPTCALC	U.S. Tax Calculator (PeopleSoft-maintained)
PSPXCALC	Canadian Tax Calculator (PeopleSoft-maintained)

Special Deduction Calculation Routines

To write your own code to calculate a deduction:

1. On the General Deduction table, select *Special Deduction Calculation* in the Deduction Calculation Routine field.
2. Insert the code in the SPECIAL-DEDUCTION-CALC section of PSPDEDTN.

The following example shows the SPECIAL-DEDUCTION-CALC section from the Deduction Calculator, PSPDEDTN:

```

IF CALC-DED-YES OF W-SW
    EVALUATE TRUE
        WHEN DED-CALC-AMOUNT
            . . .
        WHEN DED-CALC-PCT-TTL
            . . .
        WHEN OTHER
            PERFORM DG200-SPECIAL-DEDUCTION-CALC
    END-EVALUATE
    . . .
/*****
    DG200-SPECIAL-DEDUCTION-CALC SECTION.

    *SPECIAL CALCULATION ROUTINES IDENTIFIED BY DEDUCTION CODE*
    *****/
    MOVE ZERO TO WK-AMT OF W-WORK.

    SPECIAL-DEDUCTION-CALC-EXIT.

```

Notice that we've taken out a number of pieces of code for this example (indicated by the ellipses, "..."). Essentially, the first part consists of a series of WHEN statements that typically take care of all the PeopleSoft radio buttons on the General Deduction Table page. Then, if none of the radio buttons are true, PSPDEDTN goes ahead and performs the special deduction calculation routine DG200.

Further on in the program, the example shows the DG200 special deduction calculation routine supplied with vanilla Payroll for North America: MOVE ZERO TO WK-AMT OF W-WORK. (If, before modifying PSPDEDTN, you've ever clicked on Special Deduction Calculation and run a pay calculation just to see what happens, you know that it always comes out with a zero. Now you know why).

So this is where you put all your special deduction calculation routines.

Special Earnings Calculation Routines

To write your own code to calculate an earnings type:

- On the Earnings Table - Calculation page, select the Special Calculation Routine check box.
- Insert the code in the SPECIAL-EARNINGS-CALC section of PSPECALC.

Cloning Code for Your Modifications

If you're thinking of inserting special calculations for deductions or earnings, PeopleSoft recommends that you first make a thorough study of DEDTN and ECALC, so that you get a feel for how these programs make their calculations, read flags, get their amounts, and so on.

The easiest way of implementing a special routine is to clone some piece of PeopleSoft code. For example, take out the health insurance calculation, play with it all you want, then plug it back into the Special Deduction Calc section. Ideally, when the time comes to do an upgrade, all your modifications are isolated in this section. Then, assuming that the way we did the new DEDTN is the same as the way we did the old DEDTN, make your special calculation routine and insert it into the Special Deduction Calc section in the new release.

Alternatively, of course, instead of cloning some of our code, modifying it, and inserting it into the Special Deduction Calc section, you can modify the appropriate section of our code that actually performs a given calculation. Just be sure to document your modifications carefully and clearly, with plenty of comments that document your reasoning behind the modification. As long as you ensure that the modified code stands out clearly when you do an upgrade, you're usually able to post the same change into our new application.

See Also

Chapter 5, "Defining Deductions," page 125

Chapter 4, "Defining Earnings Codes and Earnings Programs," page 93

Output Programs

PeopleSoft output programs typically maintain balance tables, including year-to-date balance tables; they also maintain current pay result tables.

Selected Output Programs

This table describes selected output programs:

<i>Output Program</i>	<i>Description</i>
PSPCBUPD	Maintains balance table
PSPDBUPD	Maintains balance table
PSPCUPDT	Maintains current pay result table
PSPTUPDT	Maintains current pay result table (PSPXUPDT for Canada)

Do You Really Want to Modify the Output Programs?

If you're looking at modifying some of the output programs, we recommend you take another look at that requirement. Changing deduction and earnings calculation rules is one thing. It is reasonable to expect that you might have business requirements necessitating such modifications. But changing the balances the system maintains is another thing. If you're seriously contemplating that type of change, then talk with your PeopleSoft Account Executive.

PeopleSoft SQL API for Batch COBOL

This section discusses:

- PeopleSoft SQL API for batch COBOL.
- Interface.
- Setup list.
- Data list.
- SQL restrictions/limitations.
- Interface data.
- Dynamic SQL interface.

PeopleSoft SQL API for Batch COBOL

The purpose of PeopleSoft SQL API is to enable PeopleSoft batch COBOL programs to execute SQL commands and control the SQL environment.

Features

These are the features:

- Predefined SQL statements are stored outside of the COBOL program and are identified by name.
- SQL statements are executed dynamically.
- Multiple (up to 254) SQL cursors are available.
- The SQL interface is invoked from the application COBOL program from CALL with parameters.
- Support is provided for SQL statements built dynamically by COBOL programs.

Functions

These are the functions:

- Process Select Statement.
- Fetch Row.
- Process Update Statement: DELETE, INSERT, and UPDATE.
- Commit Run Unit.
- Clear Common Statement (after program CANCEL).
- Disconnect Cursor.

- Disconnect All Cursors.
- Process Fatal Application Error.

Interface

SQL API services are provided through CALLs to program PTPSQLRT, which provides a consistent application interface for COBOL programs running on a variety of database platforms. The call has this general form:

```
CALL 'PTPSQLRT' USING action,
                        sqlrt,
                        cursor,
                        statement,
                        bind-setup,
                        bind-data,
                        select-setup,
                        select-data
```

The actual list of parameters that are needed depends on the action requested. For example, a SELECT statement requires all of the previous parameters, while a FETCH action requires only the first three. Only the first two parameters are required in every case. The following table identifies the parameters, the order coded, and the functions for which they are required:

<i>Parm #</i>	<i>CALL Parameter</i>	<i>Required for Actions</i>
1.	Action	All
2.	SQLRT	All
3.	Cursor	Select, Fetch, Update, Commit, & Disconnect
4.	Statement	Select & Update
5.	Bind-setup	Select & Update
6.	Bind-data	Select & Update
7.	Select-setup	Select
8.	Select-data	Select

Note. Parameter descriptions are provided in the next topic in this section.

Communication Area

To use the SQL interface, copy PTCSQLRT into the WORKING-STORAGE topic of the main program and pass this 01-level data to all subprograms using the SQL interface. This member defines data needed by the SQL interface and supports communication between the SQL interface and the application program.

Parameter Descriptions

The following is a list of parameter descriptions.

1. Action

This is a one-character code representing one of the eight functions supported. Use one of the data names with pattern "ACTION-" from copy member PTCSQLRT.

Example

ACTION-SELECT OF SQLRT

These are the actions provided:

Action Name	Service Provided
ACTION-SELECT	Process a SELECT statement.
ACTION-FETCH	Fetch from a previous SELECT answer set.
ACTION-UPDATE	Process an UPDATE, INSERT, or DELETE statement.
ACTION-COMMIT	Commit a unit of work.
ACTION-ROLLBACK	Roll back the changes since the last COMMIT.
ACTION-DISCONNECT	Disconnect a cursor.
ACTION-DISCONNECT-ALL	Disconnect all cursors.
ACTION-CONNECT	Create a database connection and establish a cursor.
ACTION-ERROR	Process an error condition.

Action Name	Service Provided
ACTION-CLEAR-STMT	Clear common statement (when program CANCELED).

2. SQLRT

This is the 01-level of data division copy member PTCSQLRT and is used to send and return several sub-parameters and to provide work space.

The individual elements in PTCSQLRT are described in the topic Interface Data.

3. Cursor

This is a four-digit computational number representing a resource connection unit. Copy data division SQLRT contains a common cursor for use when resources do not have to be saved for reuse.

Examples

SQL-CURSOR-COMMON OF SQLRT

SQL-CURSOR OF S-CHECK

4. Statement

The 18-character name of a stored SQL statement must conform to the following pattern:

Char 1-8	Program Name
Char 9	Constant "_" (underscore)
Char 10	Constant specifying SQL statement type:
	S for select
	D for delete
	I for insert
	U for update
Char 11	Constant "_" (underscore)
Char 12-17	Unique Statement Name within program

Example

```

01  S-CHECK.
   02  STMT-NAME          PIC X(18)    VALUE 'PSPRPRNT_S_CHECK' .

CALL 'PTPSQLRT' USING ACTION-SELECT OF SQLRT
                      SQLRT
                      SQL-CURSOR-COMMON OF SQLRT
                      STMT-NAME OF S-CHECK
. . . .

```

5. Bind-Setup

This is a list of descriptors for the data that is used by the SQL statement in the WHERE, HAVING, SET, and VALUES clauses. These descriptors tell the API the sizes and types of the corresponding bind variables. The descriptors exactly match the memory layout of the bind variables themselves. Setup strings are the same for both bind and select setup lists.

For details, see the topic Setup List.

Example

```
BIND-SETUP OF S-CHECK
```

6. Bind-Data

This is a list of data elements defined by BIND-SETUP and is described subsequently for both bind and select data lists.

Example

```
BIND-DATA OF S-CHECK
```

7. Select-Setup

This is a list of specifications for the data that is returned by the SQL statement - SELECT.

For details on both bind and select setup lists, see the topic Setup List.

Example

```
SELECT-SETUP OF S-CHECK
```

8. Select-Data

This is a list of data elements defined by SELECT-SETUP. Setup lists are described in the following section for both bind and select data. Select-Data is the buffer area into which data is returned by the Fetch action. Be sure to initialize this area before each Fetch, because character fields are not blank-filled on all platforms. If you do not clear the buffer, a short character value might only partially replace a longer value from a previous fetch.

Example

```
SELECT-DATA OF S-CHECK
```

Setup List

A setup list is a string of codes, terminated with a "Z," fully specifying both the logical and physical characteristics of the data elements in a Data List. Specifications include data type, physical data storage bytes, and decimal places for decimal numbers. Each data element is specified with a character string whose length represents the actual bytes of storage the data element occupies and whose value includes data type codes and decimal positions. All data types except decimal numbers use alphabetic characters preceded a number or special character. Consecutive data elements of the same type alternate one of the two characters representing the data type.

The following table summarizes information for the data types supported:

<i>Data Type</i>	<i>Codes</i>	<i>Length (bytes)</i>	<i>Data List Picture</i>
Character	C, H	1 to 255	X through X(255)
Date	D, A	10	X(10)
Time	T, E	26	X(26)
Small Integer	S, M	2	[S]999 or [S]9999 COMP
Large Integer	I, N	4	[S]9(8) or [S]9(9) COMP
Decimal Number	d[P...]	1 to 8	[S]9(w)[V9(d)], where d is the number of decimal places, and w is the remaining number of whole number digits, deduced from the total length of the field and the number of decimals. See Examples. d = 0-9 for 0-9 decimal places, 0- 5 for 10-15 decimal places. (The vertical bar character represents the tens digit). Note. Packed decimal numbers are stored two digits (including the sign) per byte. For example, the number PIC S9(9)V9(2) occupies 6 bytes.

Examples:

SETUP List	DATA List
PIC X(5) VALUE ALL 'C'	PIC X(5)
PIC X(10) VALUE ALL 'D'	PIC X(10)
PIC XX VALUE ALL 'S'	PIC S9999 COMP
PIC XXXX VALUE ALL 'T'	PIC S9(8) COMP
PIC XX VALUE '0P'	PIC S999 COMP-3
PIC X(5) VALUE '3PPPP'	PIC S9(6)V999 COMP-3
PIC X(8) VALUE '3PPPPPP'	PIC S99V9(13) COMP-3

Data List

This is a list of data elements with COBOL name and pictures. The list must be concluded with a one-character filler containing the value "Z." The Setup List and the Data List must be equal in length.

SQL Restrictions/Limitations

SQL statements must conform to a subset of ISO/ANSI standards common to all vendors. The basic standard used is DB2:

- Use only statements SELECT, DELETE, INSERT, and UPDATE.
- Always use the Fetch Function following a Select Statement, even when only one row is expected.
- No SELECT INTO.
- No SELECT FOR FETCH ONLY.
- LONG VARCHAR columns are not supported.
- Program (Host) variables must be preceded by a colon (":") and represented by numbers ascending from 1 (one) without gaps in the order of specification within the statement and without repetition of any number.

- Code the stored SQL name for the select as the cursor name when using DELETE or UPDATE with positioning. For example:

WHERE CURRENT OF CURSOR PSPRPRNT_S_CHECK

Note. A separate SQL select with FOR UPDATE OF must be coded for DELETE and UPDATE with positioning in DB2.

- The internal (COBOL) select list might be shorter than the external (SQL) select list. Only those columns identified internally are retrieved. An example where this is useful is the requirement that ORDER BY columns be included in the select list. Add the columns to the end of the SQL select list, but do not include in the COBOL source.

Interface Data

COPY member PTCSQLRT contains the following sub-parameters:

<i>Subparameter</i>	<i>Description</i>
RTNCD	A four (4) digit computational number returned with each call indicating results of processing. A zero value means no errors were detected.
ERR-SECTION	A thirty (30) character field used to send the name of the COBOL SECTION issuing a call to process a fatal application error.
OPERID	An eight (8) character field that contains the user ID used to initiate this run.
BATCH-RUN-ID	A thirty (30) character field that contains the batch run ID used to initiate this run or a value of "N" if no batch run ID was required.
SQL-CURSOR-COMMON	A four (4) digit computational number representing a shared resource connection unit.
CURSOR-CNT	Work field—not used by application program.
SQL-CURSOR-SAVES	Work field—not used by application program.
ACTION	Constants described previously in ACTION parameter.

<i>Subparameter</i>	<i>Description</i>
OPTION-SW	A one (1) character code used with the process select statement function to indicate that positioning is required for subsequent UPDATE and DELETE statements.
ERROR-DISC-SW	This field is used for ROLLBACK processing and is not used by application program.
DBTYPE-SW	An eight (8) digit computational number used to define the current database type being accessed.
	00 Not set
	01 SQLBase
	02 DB2
	04 Oracle
	08 SQL Server
	10 ALLBASE
	11 RDB
DB2-WORK-AREA	Work field—not used by application program.
SQLRT-CHECK	Work field—not used by application program.

Dynamic SQL Interface

If it is necessary for the application program to construct SQL statements on the fly at run time, the BIND-SETUP and SELECT-SETUP methods of describing bind and select data are not appropriate. For this case, the SQL API provides an alternative interface in which the bind and select data items are passed in arrays of descriptors, with a data type, length, and pointer for each item. When using this interface, the CALL interface is different:

```
CALL 'PTPSQLRT' USING action,
                        sqlrt,
```

```
cursor,  
statement,  
bind-table,  
bind-table[place-keeper],  
select-table
```

The parameters correspond to the CALL used for executing predefined statements, but different values and formats for the following parameters indicate that this is a dynamic statement.

1. Action

This is a one (1) character code that indicates the type of statement. Use one of the data names with pattern "ACTION-" from copy member PTCSQLRT.

Example

```
ACTION-SELECT OF SQLRT
```

These are the dynamic actions provided:

Action Name	Service Provided
ACTION-SELECT	Process a SELECT statement.
ACTION-UPDATE	Process an UPDATE, INSERT, or DELETE statement.

Other actions, such as ACTION-FETCH, use the same calls as for predefined SQL, as documented previously.

2. SQLRT

This is the 01-level of copy data division PTCSQLRT used to send and return several sub-parameters and to provide work space.

The individual elements in PTCSQLRT are described in the "Interface Data" topic previously.

3. SQL-Cursor

A four (4) digit computational number that represents a resource connection unit. Copy data division SQLRT contains a common cursor for use when resources do not have to be saved for reuse.

Examples

```
SQL-CURSOR-COMMON OF SQLRT
```

```
SQL-CURSOR OF S-CHECK
```

4. Statement

The first three characters of the statement parameter are used to determine if the current statement is a dynamic statement, rather than the name of a predefined statement.

These are the allowable dynamic statements:

SELECT

INSERT

UPDATE

DELETE

5. Bind-Table

Use this parameter to specify a table form of bind setup information. This has the same format as the following Select-Table.

6. Bind-Table (place-keeper)

Because the bind data is supplied through pointers, the address of a bind data area is not applicable to dynamic calls. However, you must pass a parameter as a place-keeper, so provide the bind table a second time.

7. Select-Table

Use this parameter to specify the table form of select setup information. The first character indicates that the table form of setup list is in use. The SETUP-COUNT variable gives the number of entries, that is, the number of bind or select items. Each SETUP-ENTRY gives the address, length, scale (number of decimal places), and type of the corresponding data field.

```

01  SQLSI .
      02  SETUP-FORM          PIC X.
          88  SETUP-FORM-TBL          VALUE 'Y' .
      02  SETUP-COUNT          PIC 999          COMP .
          88  SETUP-COUNT-MAX          VALUE 100 .
      02  SETUP-ENTRY          OCCURS 100
                                INDEXED BY
                                SQLSI-IDX .
          03  SETUP-DATA-PTR          POINTER .
          03  SETUP-LENGTH          PIC 999          COMP .
          03  SETUP-SCALE          PIC 99          COMP .
          03  SETUP-TYPE          PIC X.
              88  SETUP-TYPE-CHAR          VALUE 'C' .

```



```

88 SETUP-TYPE-SMALLINT      VALUE 'S' .
88 SETUP-TYPE-INT           VALUE 'I' .
88 SETUP-TYPE-DEC           VALUE 'P' .
88 SETUP-TYPE-DATE          VALUE 'D' .
88 SETUP-TYPE-TIME          VALUE 'T' .

```

Flexible Field Lengths

This section discusses:

- Flexible field lengths.
- Character fields.
- Number fields.

Flexible Field Lengths

Payroll for North America provides some flexibility of redefining the lengths of certain fields. Whenever you redefine field lengths, you should exercise caution. Because the batch programs used by the system expect certain fields to be the lengths defined in the standard as-shipped application, you should be careful not to increase those field sizes beyond the maximums allowed. Otherwise, you might have to modify the batch programs to reflect the changes.

This section provides a list of the maximum field sizes expected by specific PeopleSoft applications.

Note. For fields that aren't listed here, the applications are programmed to process the length defined in the standard product as the maximum length.

Character Fields

In many cases, Payroll for North America batch programs are designed to process larger-than-standard character field sizes. They can always process smaller-than-standard field sizes. Here's an alphabetical list of the maximum field sizes allowed for character fields used by Payroll for North America programs:

<i>Character Field Name</i>	<i>Maximum Size Defined in the Batch Programs</i>
ACCT_CD	35
CITY	50
COMPANY	10

Character Field Name	Maximum Size Defined in the Batch Programs
COVG_GROUP_CD	10
DEDCD	10
DEPTID	20
EMPLID	20
ERNCD	10
ERNCD_SPCL	10
FORM_ID	10
HOLIDAY_SCHEDULE	10
JOBCODE	20
LOCATION	20
PAYGROUP	10
POSITION_NBR	10
RUN_ID	10
SCHEDULE_ID	10
TAX_GRS_COMPNT	10
WAGE_LOSS_PLAN	10

Number Fields

As with character fields, with certain decimal fields the batch programs in Payroll for North America can accommodate field sizes larger than those defined in the standard application. Here's an alphabetical list of the maximum field sizes allowed for decimal fields:

<i>Number Field Name</i>	<i>Maximum Size</i>
DED_RATE_PCT	9,999.99999
EMPLR_CONTRB_PCT	999.99999
EMPLR_COVRG_RATE	.99999
EMPLR_EMPL_PCT	999.99999
EMPLR_LIMIT_PCT	999.99999
EMPLR_PCT	999.99999
EMPLR_RATE_NONSMOK	99.99999
EMPLR_RATE_SMOKER	99.99999
EMPL_LIMIT_PCT	999.99999
EMPL_PCT	999.99999
EMPL_PCT_ATAH	999.99999
EMPL_PCT_BTAX	999.99999
FACTOR_XSALARY	99.99999
MAXIMUM_MO_BENEFIT	999,999.99
PCT_EMPL_CONTRBUTN	999.99999
PCT_EMPL_INVESTMNT	999.99999
PCT_GROSS	999.99999
PCT_GROSS_ATAH	999.99999

<i>Number Field Name</i>	<i>Maximum Size</i>
SALARY_REPLACE_PCT	999.99999
TOTAL_COVRG_RATE	99999.99999
TOTAL_RATE_NONSMOK	99.99999
TOTAL_RATE_SMOKER	99.99999

Data Input Requirements for Third-Party Paysheet Data

When you use the Load Paysheet Transactions COBOL SQL process (PSPPSHUP) to load paysheet entries from the record PSHUP_TXN with a paysheet update source code (PU_SOURCE) of *OT* (other sources) or your own custom third-party source code *O%*, the following transaction types are supported:

- C - Canadian tax override
- D - deduction override (benefit/general deduction overrides; excludes garnishments)
- E - earnings
- S - garnishment override
- T - U.S. tax override
- G - total gross
- N - net pay

The Load Paysheet Transactions process bypasses paysheet transactions for inactive employees.

The paysheet load holding record (PSHUP_TXN) must contain valid transactions that do not result in payroll error messages. For example, when a manual check is loaded with a paysheet update source of *Other Sources*, transactions for the related total gross and net pay transaction types must also be provided as follows:

- A total gross transaction for each manual check when the total gross is not zero.
- A net pay transaction for each manual check when the net pay is not zero.

The following table provides the data input requirements for a paysheet update source of *OT* or your own custom *O%* source code. The table includes requirements for each of the supported transaction types. Failure to follow the recommended setup may result in unpredictable pay data.

Field Name	Canadian Taxes	Deductions	Earnings	Garnishment Override	U.S. Taxes	Total Gross	Net pay
PU_SOURCE	OT or custom O% code.	OT or custom O% code.	OT or custom O% code.	OT or custom O% code.	OT or custom O% code.	OT or custom O% code.	OT or custom O% code.
CREATION_DT	A valid date	A valid date	A valid date	A valid date	A valid date	A valid date	A valid date
COMPANY	A valid company code	A valid company code	A valid company code	A valid company code	A valid company code	A valid company code	A valid company code
PAYGROUP	A valid pay group	A valid pay group	A valid pay group	A valid pay group	A valid pay group	A valid pay group	A valid pay group
PAY_END_DT	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>
OFF_CYCLE	N for on-cycle Y for off-cycle	N for on-cycle Y for off-cycle	N for on-cycle Y for off-cycle	N for on-cycle Y for off-cycle	N for on-cycle Y for off-cycle	N for on-cycle Y for off-cycle	N for on-cycle Y for off-cycle
EARNNS_BEGIN_DT	<i>Null</i>	<i>Null</i>	A valid date or <i>Null</i> to let system set the date.	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>
EARNNS_END_DT	<i>Null</i>	<i>Null</i>	A valid date or <i>Null</i> to let system set the date.	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>
EMPLID	A valid EmplID	A valid EmplID	A valid EmplID	A valid EmplID	A valid EmplID	A valid EmplID	A valid EmplID
EMPL_RCD	A valid Empl Rcd # for the EmplID	A valid Empl Rcd # for the EmplID	A valid Empl Rcd # for the EmplID	A valid Empl Rcd # for the EmplID	A valid Empl Rcd # for the EmplID	A valid Empl Rcd # for the EmplID	A valid Empl Rcd # for the EmplID

<i>Field Name</i>	<i>Canadian Taxes</i>	<i>Deductions</i>	<i>Earnings</i>	<i>Garnishment Override</i>	<i>U.S. Taxes</i>	<i>Total Gross</i>	<i>Net pay</i>
SEQNO	A unique sequence number for the combination of: PU_SOURCE, CREATION_DT, COMPANY, PAYGROUP, OFF_CYCLE, EMPLID, EMPL_RCD	A unique sequence number for the combination of: PU_SOURCE, CREATION_DT, COMPANY, PAYGROUP, OFF_CYCLE, EMPLID, EMPL_RCD	A unique sequence number for the combination of: PU_SOURCE, CREATION_DT, COMPANY, PAYGROUP, OFF_CYCLE, EMPLID, EMPL_RCD	A unique sequence number for the combination of: PU_SOURCE, CREATION_DT, COMPANY, PAYGROUP, OFF_CYCLE, EMPLID, EMPL_RCD	A unique sequence number for the combination of: PU_SOURCE, CREATION_DT, COMPANY, PAYGROUP, OFF_CYCLE, EMPLID, EMPL_RCD	A unique sequence number for the combination of: PU_SOURCE, CREATION_DT, COMPANY, PAYGROUP, OFF_CYCLE, EMPLID, EMPL_RCD	A unique sequence number for the combination of: PU_SOURCE, CREATION_DT, COMPANY, PAYGROUP, OFF_CYCLE, EMPLID, EMPL_RCD
PU_TXN_TYPE	<i>C</i>	<i>D</i>	<i>E</i>	<i>S</i>	<i>T</i>	<i>G</i> Note. Use this transaction type only for manual check, to populate Gross Pay field.	<i>N</i> Note. Use this transaction type only for manual check, to populate Net Pay field.
PU_TXN_STATUS	<i>A</i>	<i>A</i>	<i>A</i>	<i>A</i>	<i>A</i>	<i>A</i>	<i>A</i>
PAGE_NUM	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>
LINE_NUM	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>
ADDL_NBR	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>	<i>0 (zero)</i>
SEPCHK	<i>0 through 99</i>	<i>0 through 99</i>	<i>0 through 99</i>	<i>0 through 99</i>	<i>0 through 99</i>	<i>0 through 99</i>	<i>0 through 99</i>
DEPTID	blank	blank	blank	blank	blank	blank	blank
JOBCODE	blank	blank	blank	blank	blank	blank	blank
POSITION_NBR	blank	blank	blank	blank	blank	blank	blank
ACCT_CD	blank	blank	blank	blank	blank	blank	blank
GL_PAY_TYPE	blank	blank	blank	blank	blank	blank	blank

Field Name	Canadian Taxes	Deductions	Earnings	Garnishment Override	U.S. Taxes	Total Gross	Net pay
PU_DISTRIBUTE	blank	blank	blank	blank	blank	blank	blank
ERNCD	blank	blank	A valid earnings code	blank	blank	blank	blank
ADDL_PAY_SHIFT	<i>N</i>	<i>N</i>	A valid shift code: <i>J</i> (use job) <i>N</i> (not applicable) <i>1</i> (shift 1) <i>2</i> (shift 2) <i>3</i> (shift 3)	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>
ADDL_SEQ	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)
ADDLPAY_REASON	blank	blank	blank	blank	blank	blank	blank
OTH_HRS	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)
HOURLY_RT	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)	<i>0</i> (zero)
OK_TO_PAY	<i>Y</i> sets pay line to OK to Pay. <i>N</i> sets pay line to Not OK to Pay. Blank sets OK to Pay for pay line based on PSPPSHUP process run control.	<i>Y</i> sets pay line to OK to Pay. <i>N</i> sets pay line to Not OK to Pay. Blank sets OK to Pay for pay line based on PSPPSHUP process run control.	<i>Y</i> sets pay line to OK to Pay. <i>N</i> sets pay line to Not OK to Pay. Blank sets OK to Pay for pay line based on PSPPSHUP process run control.	<i>Y</i> sets pay line to OK to Pay. <i>N</i> sets pay line to Not OK to Pay. Blank sets OK to Pay for pay line based on PSPPSHUP process run control.	<i>Y</i> sets pay line to OK to Pay. <i>N</i> sets pay line to Not OK to Pay. Blank sets OK to Pay for pay line based on PSPPSHUP process run control.	<i>Y</i> sets pay line to OK to Pay. <i>N</i> sets pay line to Not OK to Pay. Blank sets OK to Pay for pay line based on PSPPSHUP process run control.	<i>Y</i> sets pay line to OK to Pay. <i>N</i> sets pay line to Not OK to Pay. Blank sets OK to Pay for pay line based on PSPPSHUP process run control.
DISABLE_DIR_DEP	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>

<i>Field Name</i>	<i>Canadian Taxes</i>	<i>Deductions</i>	<i>Earnings</i>	<i>Garnishment Override</i>	<i>U.S. Taxes</i>	<i>Total Gross</i>	<i>Net pay</i>
STATE	blank	blank	blank	blank	A valid state code for the employee. The state code must exist in employee's tax data.	blank	blank
LOCALITY	blank	blank	blank	blank	A valid locality code for the employee. The locality code must exist in the employee's tax data for the state specified in this record.	blank	blank
TAX_PERIOD S	0 (zero) Note. The value is set by the PSPPSHUP process.	0 (zero) Note. The value is set by the PSPPSHUP process.	A valid tax period or 0 (zero) to use the default.	0 (zero) Note. The value is set by the PSPPSHUP process.	0 (zero) Note. The value is set by the PSPPSHUP process.	A valid tax period or 0 (zero) to use the default.	A valid tax period or 0 (zero) to use the default.
TAX_METHO D	blank Note. The value is set by the PSPPSHUP process.	blank Note. The value is set by the PSPPSHUP process.	A valid tax method or blank to use the default.	blank Note. The value is set by the PSPPSHUP process.	blank Note. The value is set by the PSPPSHUP process.	A valid tax method or blank to use the default.	A valid tax method or blank to use the default.

Field Name	Canadian Taxes	Deductions	Earnings	Garnishment Override	U.S. Taxes	Total Gross	Net pay
DED_TAKEN	Blank or <i>R</i> (no override) for no benefit deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no benefit deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no benefit deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no benefit deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no benefit deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no benefit deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no benefit deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)
DED_SUBSET_ID	A valid subset ID, if the DED_TAKE N value is S	A valid subset ID, if the DED_TAKE N value is S	A valid subset ID, if the DED_TAKE N value is S	A valid subset ID, if the DED_TAKE N value is S	A valid subset ID, if the DED_TAKE N value is S	A valid subset ID, if the DED_TAKE N value is S	A valid subset ID, if the DED_TAKE N value is S
DED_TAKEN_GENL	Blank or <i>R</i> (no override) for no general deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no general deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no general deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no general deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no general deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no general deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)	Blank or <i>R</i> (no override) for no general deduction overrides. Otherwise, one of these benefit deduction override codes: <i>D</i> (deduction) <i>S</i> (subset) <i>N</i> (None) <i>R</i> (No Override)

Field Name	Canadian Taxes	Deductions	Earnings	Garnishment Override	U.S. Taxes	Total Gross	Net pay
DED_SUBSET_GENL	A valid subset ID, if the DED_TAKE_N_GENL value is S	A valid subset ID, if the DED_TAKE_N_GENL value is S	A valid subset ID, if the DED_TAKE_N_GENL value is S	A valid subset ID, if the DED_TAKE_N_GENL value is S	A valid subset ID, if the DED_TAKE_N_GENL value is S	A valid subset ID, if the DED_TAKE_N_GENL value is S	A valid subset ID, if the DED_TAKE_N_GENL value is S
BUSINESS_UNIT	blank	blank	blank	blank	blank	blank	blank
COMP_RATE_CD	blank	blank	blank	blank	blank	blank	blank
TAX_CLASS	blank	blank	blank	blank	A valid U.S. tax class.	blank	blank
ONE_TIME_CD	A valid one-time code: A (addition) O (override) P (arrear payback) R (refund)	A valid one-time code: A (addition) O (override) P (arrear payback) R (refund)	blank	blank	A valid one-time code: A (addition) O (override) P (arrear payback) R (refund)	blank	blank
CTX_CLASS	A valid Canadian tax class.	blank	blank	blank	blank	blank	blank
PLAN_TYPE	blank	A valid plan type	blank	blank	blank	blank	blank
BENEFIT_PLAN	blank	A valid benefit plan	blank	blank	blank	blank	blank
DEDCD	blank	A valid deduction code	blank	A valid deduction code	blank	blank	blank
DED_CLASS	blank	A valid deduction class for the deduction code	blank	A valid deduction class for the deduction code	blank	blank	blank
DED_CALC	blank	A valid deduction calculation routine	blank	A valid deduction calculation routine	blank	blank	blank

Field Name	Canadian Taxes	Deductions	Earnings	Garnishment Override	U.S. Taxes	Total Gross	Net pay
DED_RATE_PCT	0 (zero)	0 (zero) or a position rate/percent	0 (zero)	0 (zero) or a position rate/percent	0 (zero)	0 (zero)	0 (zero)
PU_AMT	An amount greater than zero that represents the Canadian tax additional amount, Canadian tax arrears payback amount, Canadian tax override or refund.	0 (zero) or an amount greater than zero that represents one-time deduction override amount.	A non-zero amount, negative or positive.	blank	An amount greater than zero that represents the U.S. tax additional amount, U.S. tax arrears payback amount, U.S. tax override or refund.	A non-zero amount Note. The amount in this field is used to populate the Total Gross field for the manual check.	A non-zero amount Note. The amount in this field is used to populate the Net Pay field for the manual check.
MANUAL_CHECK	Do not leave blank. <i>N</i> <i>Y</i> when loading transactions from paycheck generated outside of Payroll for North America	Do not leave blank. <i>N</i> <i>Y</i> when loading transactions from paycheck generated outside of Payroll for North America	Do not leave blank. <i>N</i> <i>Y</i> when loading transactions from paycheck generated outside of Payroll for North America	Do not leave blank. <i>N</i> <i>Y</i> when loading transactions from paycheck generated outside of Payroll for North America	Do not leave blank. <i>N</i> <i>Y</i> when loading transactions from paycheck generated outside of Payroll for North America	Do not leave blank. <i>N</i> <i>Y</i> when loading transactions from paycheck generated outside of Payroll for North America	Do not leave blank. <i>N</i> <i>Y</i> when loading transactions from paycheck generated outside of Payroll for North America
PAYCHECK_NBR	0 (zero) if MANUAL_CHECK = <i>N</i> A manual check paycheck number greater than zero if MANUAL_CHECK = <i>Y</i>	0 (zero) if MANUAL_CHECK = <i>N</i> A manual check paycheck number greater than zero if MANUAL_CHECK = <i>Y</i>	0 (zero) if MANUAL_CHECK = <i>N</i> A manual check paycheck number greater than zero if MANUAL_CHECK = <i>Y</i>	0 (zero) if MANUAL_CHECK = <i>N</i> A manual check paycheck number greater than zero if MANUAL_CHECK = <i>Y</i>	0 (zero) if MANUAL_CHECK = <i>N</i> A manual check paycheck number greater than zero if MANUAL_CHECK = <i>Y</i>	0 (zero) if MANUAL_CHECK = <i>N</i> A manual check paycheck number greater than zero if MANUAL_CHECK = <i>Y</i>	0 (zero) if MANUAL_CHECK = <i>N</i> A manual check paycheck number greater than zero if MANUAL_CHECK = <i>Y</i>

<i>Field Name</i>	<i>Canadian Taxes</i>	<i>Deductions</i>	<i>Earnings</i>	<i>Garnishment Override</i>	<i>U.S. Taxes</i>	<i>Total Gross</i>	<i>Net pay</i>
DED_SLSTX_CLASS	blank	A valid sales tax type for Canadian deductions. <i>B</i> (none) for non-Canadian deductions.	blank	blank	blank	blank	blank
EX_DOC_ID	blank	blank	blank	blank	blank	blank	blank
EX_DOC_TYPE	blank	blank	blank	blank	blank	blank	blank
EX_LINE_NUMBER	0 (zero)	0 (zero)	0 (zero)	0 (zero)	0 (zero)	0 (zero)	0 (zero)
CURRENCY_CD	Blank to use default currency code from pay group. Note. If entered, it does not affect the currency in which the employee is paid.	Blank to use default currency code from pay group. Note. If entered, it does not affect the currency in which the employee is paid.	Blank to use default currency code from pay group. Note. If entered, it does not affect the currency in which the employee is paid.	Blank to use default currency code from pay group. Note. If entered, it does not affect the currency in which the employee is paid.	Blank to use default currency code from pay group. Note. If entered, it does not affect the currency in which the employee is paid.	Blank to use default currency code from pay group. Note. If entered, it does not affect the currency in which the employee is paid.	Blank to use default currency code from pay group. Note. If entered, it does not affect the currency in which the employee is paid.
OVERRIDE_ONLY	Y	Y	Y	Y	Y	Y	Y
GROSSUP	N	N	Y or N Note. N for manual check.	N	N	N	N
VC_PLAN_ID	blank	blank	blank	blank	blank	blank	blank
VC_PAYOUT_PRD_ID	blank	blank	blank	blank	blank	blank	blank
GB_GROUP_ID	blank	blank	blank	blank	blank	blank	blank
APPLID	blank	blank	blank	blank	blank	blank	blank

Field Name	Canadian Taxes	Deductions	Earnings	Garnishment Override	U.S. Taxes	Total Gross	Net pay
AWARD_DATE	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>	<i>Null</i>
EIM_KEY	blank	blank	blank	blank	blank	blank	blank
PAYOUT_DT	<i>Null</i> or a valid date that is equal to or less than the check date of the pay calendar being processed.	<i>Null</i> or a valid date that is equal to or less than the check date of the pay calendar being processed.	<i>Null</i> or a valid date that is equal to or less than the check date of the pay calendar being processed.	<i>Null</i> or a valid date that is equal to or less than the check date of the pay calendar being processed.	<i>Null</i> or a valid date that is equal to or less than the check date of the pay calendar being processed.	<i>Null</i> or a valid date that is equal to or less than the check date of the pay calendar being processed.	<i>Null</i> or a valid date that is equal to or less than the check date of the pay calendar being processed.
GARNID	blank	blank	blank	The garnishment ID that is to be overridden.	blank	blank	blank
GARN_ONE_TIME_CD	blank	blank	blank	A valid one-time garnishment override code: O (override) R (refund) S (suspend)	blank	blank	blank
GARN_PRIORITY	blank	blank	blank	Null or a valid priority number	blank	blank	blank

Field Name	Canadian Taxes	Deductions	Earnings	Garnishment Override	U.S. Taxes	Total Gross	Net pay
GARN_DED_CALC	blank	blank	blank	The code for a valid garnishment calculation routine: $G (> \%DE/Amt)$ $H (> \%Grs/Amt)$ M (Maximum) $P (\%DE + Amt)$ $R (\%Grs + Amt)$ $S (X - \%DE/Amt)$ $T (X - Pct\ Grs)$	blank	blank	blank
GARN_DED_PCT	blank	blank	blank	The percent of disposable earnings to use in the override calculation	blank	blank	blank
GARN_DED_AMT	blank	blank	blank	A flat amount to use in the override calculation	blank	blank	blank
CMPNY_FEE_PCT	blank	blank	blank	The percentage to use when calculating the company processing fee	blank	blank	blank
CMPNY_FEE_AMT	blank	blank	blank	The flat amount to use when calculating the company processing fee	blank	blank	blank

<i>Field Name</i>	<i>Canadian Taxes</i>	<i>Deductions</i>	<i>Earnings</i>	<i>Garnishment Override</i>	<i>U.S. Taxes</i>	<i>Total Gross</i>	<i>Net pay</i>
PAYEE_FEE_PCT	blank	blank	blank	The percentage to use when calculating the processing fee paid to the payee.	blank	blank	blank
PAYEE_FEE_AMT	blank	blank	blank	The flat amount to use when calculating the processing fee paid to the payee.	blank	blank	blank
PY_GARN_EXEMPT	blank	blank	blank	<i>N</i> to garnish only earnings above allowable exemptions. <i>Y</i> to garnish all of the earnings Note. Enter a value only for U.S. garnishment overrides.	blank	blank	blank
CHECK_DT	The check date, if MANUAL_CHECK is set to Y. Otherwise, leave this blank.	The check date, if MANUAL_CHECK is set to Y. Otherwise, leave this blank.	The check date, if MANUAL_CHECK is set to Y. Otherwise, leave this blank.	The check date, if MANUAL_CHECK is set to Y. Otherwise, leave this blank.	The check date, if MANUAL_CHECK is set to Y. Otherwise, leave this blank.	The check date, if MANUAL_CHECK is set to Y. Otherwise, leave this blank.	The check date, if MANUAL_CHECK is set to Y. Otherwise, leave this blank.
PU_TXN_MANUAL_CHG	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>

See Also

Chapter 19, "Working with Paysheets," Loading Paysheet Transactions, page 616

Chapter 19, "Working with Paysheets," Recording One-Time Garnishments, page 647

Appendix B

Converting Employee Balances

This appendix provides an overview of employee balance records and discusses how to:

- Generate control totals.
- Use Structured Query Reports (SQRs).
- Use year-end processing.
- (CAN) Convert Record of Employment (ROE) data.

Note. If you go live (begin using the system) at the beginning of a quarter, you need only concern yourself with year-to-date (YTD) balances in most cases. However, for year-end processing, you should also convert check detail for employees in New York City, American Samoa, Guam, Puerto Rico, and Virgin Islands.

See Also

Appendix B, "Converting Employee Balances," (USA) Converting Tax Balances in Mid-Year Conversions, page 1148

Understanding Employee Balance Records

This section discusses:

- A general description of employee balance records.
- A list of record details.

Note. Only those records and fields that need clarification or elaboration are described in detail.

A General Description of Employee Balance Records

These tables list the Payroll for North America records that you might use to convert employee balances, sorted alphabetically by record ID. If you need more information about a record, see the record details at the end of this section.

(USA) Records for U.S. Only

The following table lists U.S. only records:

Record ID	Record Name	Required (R) or Optional (O)	Description
PS_BOND_LOG	Bond Log	O	This record applies only to U.S. conversions and is required if you use the Bond Processing feature in Payroll for North America. The record contains detailed information about each bond that the employee purchases. The only records of concern are those that are still in process—that is, when the employee is making contributions toward a bond, but has not yet accumulated enough to actually purchase it. The system populates this record after producing each paycheck for an employee.
PS_CHECK_YTD	Check YTD	O	This record contains fields that are currently used only in the following standard PeopleSoft reports: • Check Print (PAY003). • Create Check PDF (PYCHKUSA) • Employee Earnings Snapshot (PAY013). • Employee Earnings Record (PAY014). • Direct Deposit Advice Print (DDP003). • Create Advice PDF (PYDDAUSA) PS_CHECK_YTD contains YTD information about total gross, total taxes, total deductions, and net pay. Make sure that these totals represents the correct transition from gross to net. If you don't require this data on your paychecks, don't convert this data.
PS_DEDUCTION_BAL	Deduction Balance	R	This record is required for deductions on which you impose a YTD limit, such as 401(k) deductions. You must also load other deductions that are reported on Form W-2, such as the taxable benefit portion of group-term life insurance (imputed income). Also, if your check design incorporates YTD and current balance information, consider importing YTD data for all deductions.

Record ID	Record Name	Required (R) or Optional (O)	Description
PS_EARNINGS_BAL	Earnings Balance	R	This record is required for earnings types that are necessary for W-2 processing and for earnings on which you impose a YTD limit. Also consider check-printing YTD data requirements. Use this record to load special accumulator data. For example, you might require special accumulators to track earnings for pension calculations or retirement wages. If you do not require full detail of earnings, you might substitute a summary earnings type to record the employee's total YTD earnings.
(USF) PS_GVT_ERN_ACR_C LS	Leave Accrual	O	This information enables the system to record the frequency of accrual and the units of leave time earned by members of the accrual class. It defines rules to place limits on total leave earnings and specify how to handle excess accruals. It defines a leave ceiling to limit leave earnings and rules to trigger various actions when the ceiling has been reached. It defines carryover limits and tells the system what operations to perform when one exceeds the limit. It defines the maximum amount of time that can pass before one must use, forfeit, or convert accrued leave to pay.
(USF) PS_GVT_ACCR_PLAN	Leave Accrual	O	This record contains coverage election, coverage dates, work schedule and grandfather carryover amounts.
(USF) PS_GVT_ACC_ERNCD	Leave Accrual	O	This record contains which earnings will accrue leave, and be used to pay leave.
(USF) PS_GVT_ACC_RT_TB L	Leave Accrual	O	This record defines the schedule for granting leave based on length of service accrual rates values.
(USF) PS_GVT_ACCR_LDGR	Leave Accrual	O	This record contains employee details, like hours earned for the year, hours taken, adjusted hours, forfeited hours, grand fathered hours and hours available.
(USF) PS_GVT_ACCR_SUM M	Leave Accrual	O	Summary record contains employee YTD balances for leave.

Record ID	Record Name	Required (R) or Optional (O)	Description
PS_TAX_BALANCE	Tax Balance	R	Tax balances are the most critical set of records to convert. Without these balances, you could have incorrect tax data and tax reports. YTD data is your biggest concern. If you convert at the beginning of a quarter, you do not need quarter-to-date (QTD) or month-to-date (MTD) data.

(CAN) Records for Canada Only

The following table lists Canadian only records:

Record ID	Record Name	Required (R) or Optional (O)	Description
PS_CAN_CHECK_YTD	Check YTD	O	This record contains fields that are currently used only in the following standard PeopleSoft reports: • Cheque Print (PAY003CN). • Create Cheque PDF (PYCHQCAN) • Statistics Canada, Educational Institutions (PAY110CN). • Direct Deposit Advice Print (DDP003CN). • Create Advice PDF (PYDDACAN) PS_CAN_CHECK_YTD contains YTD information about total gross, total taxes, total deductions, and net pay. Make sure that these totals represents the correct transition from gross to net. If you don't require this data on your paycheques, don't convert this data.
PS_CAN_DED_BALANCE	Deduction Balance	R	This record is required for deductions on which you impose a YTD limit, most frequently your pension deduction. You must also load other deductions that you report at year-end, such as the taxable benefit for company-paid life insurance. Also, if your check design incorporates YTD and current balance information, consider importing YTD data for all deductions.

Record ID	Record Name	Required (R) or Optional (O)	Description
PS_CAN_ERN_BALANCE	Earnings Balance	R	This record is required for earnings types that are necessary for year-end processing and for earnings on which you impose a YTD limit. Also consider cheque-printing YTD data requirements. Use this record to load special accumulator data. For example, you might require special accumulators to track earnings for pension calculations or retirement wages. If you do not require full detail of earnings, you might substitute a summary earnings type to record the employee's total YTD earnings.
PS_CAN_TAX_BALANCE	Tax Balance	R	See the U.S. Tax Balance record, PS_TAX_BALANCE.
PS_INS_EARNS_BAL	Insurable Earnings Balance	O	The system creates this record during payroll processing and tracks Canadian Employment Insurance (EI) insurable earnings balances and related information for employees by company, wage loss plan, EI period, and earnings end date. The system uses this data during the ROE Creation process. You must convert your weekly EI earnings to Insurable Earnings records.
PS_ROE	ROE	O	This is not a balance record. It is a data record that the system uses to print the ROE that you send to the government upon terminating an employee. To use the PeopleSoft ROE Automated Create process, you must enter your submitted ROEs for the past reportable periods. This enables the system to generate amended ROEs. (Only enter data for old ROEs; the system generates new ones). Enter this data on the ROE Data 1 page. PeopleSoft recommends this procedure only if the amount of data is relatively small; alternatively, you can use a conversion process to build the records.

<i>Record ID</i>	<i>Record Name</i>	<i>Required (R) or Optional (O)</i>	<i>Description</i>
PS_ROE_FUTURE_PAY	ROE Future Pay	O	This record contains information about ROE-reportable payments (other than regular pay) to include in the final or future pay for an employee. Note. Use this record only for entering online expected future pay data at the time that you produce a ROE. Do not enter conversion data in this record.

Records for Both U.S. and Canada

The following table lists records for U.S. and Canada:

<i>Record ID</i>	<i>Record Name</i>	<i>Required (R) or Optional (O)</i>	<i>Description</i>
PS_ADDL_PAY_DATA	Additional Pay Data	O	This record operates identically to the GENL_DEDUCTION record, except that it is for earnings instead of deductions. The GOAL_BAL field contains the to-date amount that you've paid to the employee.
PS_ADDL_PAY_EFFDT	Additional Pay Effective Date	O	This record is the effective-dated control record for ADDL_PAY_DATA. It is also the child record of PS_ADDL_PAY_ERNC.
PS_ADDL_PAY_ERNC	Additional Pay Earnings Code	O	This record is the earnings code control record for ADDL_PAY_DATA.
PS_DED_ARREARS	Deduction Arrears	O	Use this record to record employee deductions that are in arrears in the current system. If the number of employees with arrears balances is very small, consider manually converting this information after you go live. Use the By Paysheet - One-Time Deductions page to input the arrears amount as a one-time additional amount. If you decide to load these records, the system attempts to take the amount that is in arrears during the first payroll run. These deductions should be valid for the benefit or deduction program in which the employee is currently enrolled.

Record ID	Record Name	Required (R) or Optional (O)	Description
PS_GARN_BALANCE	Garnishment Balance	O	Use this record to record balance data for each garnishment ID. Before loading garnishment balance data into this record, load the PS_DEDUCTION_BAL record with YTD, QTD, and MTD data for the combined total of all garnishments for an employee. PeopleSoft defines garnishments as tax levies, wage assignments, child, dependent or spouse support, student loan repayments, writs, social security (AWG) and bankruptcies. PeopleSoft identifies each garnishment with a garnishment ID.
PS_GENL_DED_CD	Garnishment Deduction Code	O	This record contains the top level keys for employee general deduction data.
PS_GENL_DEDUCTION	General Deduction Detail	O	This record contains employee-specific deduction limits. The GOAL_BAL field contains the to-date amount that the system deducted toward a goal limit. The system might have already loaded this for a previous conversion. It is also the child record of PS_GENL_DED_CD.
PS_LEAVE_ACCRUAL	Leave Accrual	O	This record contains employee balances for vacation and sick leave.

A List of Record Details

This section lists record details for select records, sorted alphabetically by record ID.

PS_ADDL_PAY_DATA – Additional Payroll Data

Here are details of the PS_ADDL_PAY_DATA record:

Field	Remarks
DEPTID	Indicates the department ID to override department on job data.
JOB CODE	Indicates the job code to override the job code on job data.

Field	Remarks
POSITION_NBR	Indicates the position number to override the position number on job data.
ACCT_CD	Indicates the account code to override the account code on job data.
GL_PAY_TYPE	Indicates the general ledger pay type to override the GL pay type on job data.
ADDL_PAY_SHIFT	Required. Enter the shift the additional pay will be paid at: 1 2 3 J: Use job shift. N: Not applicable.
OTH_HRS	Indicates the number of hours that are payable for the additional pay earnings.
HOURLY_RT	Indicates the hourly rate to override the hourly rate on job data.
OTH_PAY	Indicates the flat amount for the additional pay earnings.
ADDLPAY_REASON	Enter reason for additional pay: A: Anniversary Award. AWD : Award Data. BAS: Benefits Administration Credit. C: Contract Pay. JOB: Job Other Pay. N: Not Specified. O: Outstanding Contribution. P: Performance Award. Q: President's Award. S: Productivity Award.
SEPCHK	Indicates the additional pay to be paid on a separate check. Values are 1 – 9.

Field	Remarks
EARNINGS_END_DT	Indicates an end date if the earnings should be paid for a specified period.
GOAL_AMT	Indicates the goal amount for the earnings.
GOAL_BAL	Indicates the current goal balance for the earnings.
OK_TO_PAY	Required. Indicates if the earnings will be paid automatically without the user manually turning on the OK to Pay flag on the paysheet. The payroll shows the OK to Pay flag selected.
DISABLE_DIR_DEP	Required. Indicates the additional pay will be paid by check versus direct deposit to the employee's bank account.
PRORATE_ADDL_PAY	Required. Indicates the system will prorate the additional pay for mid-period changes, based on the employee's Job record.
PRORATE_CUI_WEEKS	Required. Indicates the CUI weeks will be prorated when there is a mid period job change.
PAY_PERIOD1 PAY_PERIOD2 PAY_PERIOD3 PAY_PERIOD4 PAY_PERIOD5	Required. Indicates which pay periods the additional pay will be paid.
STATE	Enter the state that the employee worked in, if different from the employee's regular pay.
LOCALITY	Enter the locality the employee worked in, if different from the employee's regular pay.
TAX_PERIODS	Enter the number of pay periods over which to spread the tax for these earnings.

Field	Remarks
TAX_METHOD	Required. Enter the tax method: A: Annualized. B: Bonus. C: Cumulative. G: Aggregate. L: Lump Sum. M: Commission. P: Specified on paysheet. S: Supplemental. X: Special Supplemental.
ADDL_PAY_FREQUENCY	Required. Enter the frequency for calculating taxes for the additional pay if the tax frequency is different from the pay frequency set up in the Job record: A: Annually. B: Biweekly. D: Daily. M: Monthly. P: Use Pay Group Frequency. Q: Quarterly. S: Semimonthly. W: Weekly.
DED_TAKEN	Required. Indicates how to take benefit deductions for this additional pay that is paid on a separate check. D: Deduction Table Governs. N: None. R: No Override. S: Deduction Table Subset Govern.
DED_SUBSET_ID	Enter the subset ID if you select Subset in the Benefit Deductions Taken field.

Field	Remarks
DED_TAKEN_GENL	Required. Indicates how to take general deductions for this additional pay that is paid on a separate check. <i>D</i> : Deduction Table Governs. <i>N</i> : None. <i>R</i> : No Override. <i>S</i> : Deduction Table Subset Govern.
DED_SUBSET_GENL	Enter the subset ID if you select Subset in the General Deductions Taken field.
PLAN_TYPE	See PS_DEDUCTION_BAL.
BUSINESS_UNIT	Indicates the business unit to override the business unit on job data.
COMP_RATECD	Enter a compensation rate code to an Additional Earnings record by selecting a rate code.
RECORD_SOURCE	Record Source: <i>B</i> : Batch. <i>O</i> : On-line.

PS_BOND_LOG - Bond Log (USA)

Here are details of the PS_BOND_LOG record:

Field	Remarks
BOND_ID	Required. Value of the bond, such as 100 USD, 500 USD, and so on.
BOND_OWNER_ID	Required. ID of the owner of the bond. If the current system does not contain this information, enter <i>EE</i> (employee). Otherwise, this field represents the ID that is assigned to one of the Dependent or Beneficiary records.
BOND_OTH_REG_TYPE	Required. Indicates whether there are co-owners or beneficiaries. If you do not have this information, enter <i>N</i> (none).
BOND_OTHER_REG_ID	Required. Indicates the co-owner or beneficiary. If you do not have this information, enter <i>EE</i> (employee).

Field	Remarks
BOND_LOG_SEQ	Required. Indicates a sequential number for each bond. Populate with a 1.
BOND_LOG_STATUS	Required. Indicates the status of each record: <i>D</i> : Funds disbursed. <i>N</i> : Funds not ready to disburse. <i>R</i> : Funds ready to disburse. Load only records for funds with a status of <i>N</i> . <i>F</i> : Refunded balance. <i>T</i> : Transferred balance.
REVERSED	Required. Indicates whether the entry has been reversed due to a check reversal. Set to <i>N</i> .
FORM_ID	Required. Form ID from the Pay Group table.
PAYCHECK_NBR	Required. Indicates the PS_PAYCHECK where the system deducted the amount. Enter a dummy check number, such as 999999.
CHECK_DT	Required. The check date of the paycheck when the system deducted the amount. You can use the conversion date.
BOND_COLLECT_AMT	Required. The amount that the system deducted for each bond. If this data is not available, enter 0.
BOND_DISBURSE_AMT	Amount that was used to purchase a bond. Leave blank.
BOND_PURCH_UNITS	Indicates how many bonds were purchased for each paycheck. Leave blank.
BOND_ACCUM_AMT	Balance remaining since the last bond was purchased. Load data into this field.
COMPANY	Company.
PAYGROUP	Pay group.
PAY_END_DT	Pay period end date.

<i>Field</i>	<i>Remarks</i>
OFF_CYCLE	Off-cycle.
AP_STATUS	Indicates if the bond purchase details have been sent to PeopleSoft Enterprise Accounts Payable. Leave blank.

PS_CAN_CHECK_YTD - Check YTD (CAN)

Here are details of the PS_CAN_CHECK_YTD record:

<i>Field</i>	<i>Remarks</i>
TOTAL_GROSS_YTD TOTAL_TAXES_YTD TOTAL_DEDNS_YTD NET_PAY_YTD	See PS_CHECK_YTD.

PS_CAN_DED_BALANCE - Deduction Balance (CAN)

Here are details of the PS_CAN_DED_BALANCE record:

<i>Field</i>	<i>Remarks</i>
PLAN_TYPE BENEFIT_PLAN DEDCD DED_CLASS	See PS_DEDUCTION_BAL.
DED_SLSTX_CLASS	<i>B:</i> None. <i>G:</i> Goods and services tax. <i>H:</i> Harmonized sales tax. <i>I:</i> Provincial sales tax on insurance. <i>P:</i> Provincial sales tax. <i>Q:</i> QC provincial sales tax on insurance. <i>S:</i> QC provincial sales tax. <i>T:</i> Provincial premium tax. <i>U:</i> QC provincial premium tax.

<i>Field</i>	<i>Remarks</i>
DED_YTD DED_QTD DED_MTD	See PS_DEDUCTION_BAL.

Note. When converting deduction balances, generate a CAN_DED_BALANCE row with a DED_SLSTX_CLASS set to *B* (none) for the base deduction amount. If you have sales tax amounts types, generate additional rows for the sales tax.

PS_CAN_ERN_BALANCE - Earnings Balance (CAN)

Here are details of the PS_CAN_ERN_BALANCE record:

<i>Field</i>	<i>Remarks</i>
SPCL_BALANCE ERNCD HRS_YTD HRS_QTD HRS_MTD GRS_YTD GRS_QTD GRS_MTD	See PS_EARNINGS_BAL.

PS_CAN_TAX_BALANCE - Tax Balance (CAN)

Here are details of the PS_CAN_TAX_BALANCE record:

<i>Field</i>	<i>Remarks</i>
TAX_CLASS_CAN	Use the following values for each tax class type: <i>ALL</i> : Total gross. <i>CBT</i> : Canadian bonus tax. <i>CIT</i> : Canadian income tax (T4). <i>CPA</i> : Pension adjustment. <i>CPP</i> : Canada Pension Plan employee. <i>CPR</i> : Canada Pension Plan employer. <i>EIE</i> : Employment Insurance employee. <i>EIR</i> : Employment Insurance employer. <i>HTX</i> : Provincial health tax. <i>PYT</i> : Payroll tax. <i>QBT</i> : Quebec bonus tax. <i>QIT</i> : Quebec income tax (RL-1). <i>QPP</i> : Quebec Pension Plan employee. <i>QPR</i> : Quebec Pension Plan employer. <i>RV2</i> : Quebec income tax (RL-2). <i>T4A</i> : Canadian income tax (T4A). <i>TRV</i> : True RL. <i>TT4</i> : True T4.
NLGRS_YTD* NLGRS_QTD* NLGRS_MTD* TXGRS_YTD TXGRS_QTD TXGRS_MTD TAX_YTD TAX_QTD TAX_MTD	See PS_TAX_BALANCE.

* These fields are required because each imposes a limit, such as CPP and QPP. The no-limit gross is the dollar amount of the taxable gross, as if there are no limits. For example, Mark receives one fully taxable payment this year on January 15 for 50,000 CAD. The taxable gross for CPP is 33,400 CAD, whereas, the no-limit gross is 50,000 CAD.

You must populate the No Limit Gross field for tax types TRV and TT4 with employment income (that is, all income, including taxable benefits). To convert the total gross amounts, populate the No Limit Gross field for tax type *All*. However, with all other taxes, leave these fields blank.

Converting taxable grosses for CPP, QPP, and EI is an important requirement for Payroll for North America processing. These taxes are self-adjusting, and the system keeps the contributions synchronized with the earnings during the payroll calculation throughout the year. If you load the balances incorrectly, a refund can occur.

PS_CHECK_YTD - Check YTD (USA)

Here are details of the PS_CHECK_YTD record:

<i>Field</i>	<i>Remarks</i>
TOTAL_GROSS_YTD	Total of all earnings that add to gross (Earnings table).
TOTAL_TAXES_YTD	Total of all employee-paid taxes.
TOTAL_DEDNS_YTD	All before-tax and after-tax deductions.
NET_PAY_YTD	Remaining amount.

PS_DED_ARREARS - Deduction Arrears

Here are details of the PS_DED_ARREARS record:

<i>Field</i>	<i>Remarks</i>
PLAN_TYPE	(USA) See PS_DEDUCTION_BAL. (CAN) See PS_CAN_DED_BALANCE.
BENEFIT_PLAN	Enter the benefit plan for your benefit deductions only. Leave blank for general deductions (Plan Type = 00).
DEDCD	Enter the deduction code.
DED_CLASS	(USA) See PS_DEDUCTION_BAL. (CAN) See PS_CAN_DED_BALANCE.
ARREARS_BAL	Amount that the employee owes for each deduction.

PS_DEDUCTION_BAL - Deduction Balance (USA)

Here are details of the PS_DEDUCTION_BAL record:

Field	Remarks
PLAN_TYPE	00: General deductions. 01: Benefit program. 10 – 17: Medical plans. 1W: FEBH - Waiver. 20 – 27: Life insurance plans. 2Y : FEGLI – Living Benefits. 2Z: Option A – Standard. 30: Short-term disability. 31: Long-term disability. 40 – 49: Employee investment plans. 4A: Employee stock purchase plan. 50: Sick (no loading required for this record). 51: Vacation (no loading required for this record). 52: Personal (no loading required for this record). 53: Family and medical leave (no loading required for this record). 5A: Company car. 60: Flex Spending Health - U.S. 61: Flex Spending Dependent Care. 65: Flex Spending Health - Canada. 66: Retirement counseling Canada. 70: PERS. 7Z: Retirement – TSP1%. 80: Standard pension. 81: Supplementary pension. 82: USDB pension plan 1. 83: USDB pension plan 2. 84: USDB pension plan 3. 85: USDB pension plan 4. 86: USDB pension plan 5. 87: USDB pension plan 6. 90: Vacation buy. 91: Vacation sell.
BENEFIT_PLAN	Enter the benefit plan for your benefit deductions only. Leave blank for general deductions (Plan Type = 00).

Field	Remarks
DEDCD	Enter the deduction code.
DED_CLASS	<i>A</i> : After-tax. <i>B</i> : Before-tax. <i>L</i> : QC (Quebec) taxable benefit. <i>N</i> : Nontaxable benefit. <i>P</i> : Nontaxable benefit for before-tax match. <i>T</i> : Taxable benefit.
DED_YTD	YTD deduction amount.
DED_QTD	(optional) QTD deduction amount.
DED_MTD	(optional) MTD deduction amount.

PS_EARNINGS_BAL - Earnings Balance (USA)

Here are details of the PS_EARNINGS_BAL record:

Field	Remarks
SPCL_BALANCE	Set to Y if you are loading a special accumulator. Otherwise, set to N.
ERNCD	Enter the earnings code. When loading special accumulators, enter the special accumulator code.
HRS_YTD	YTD hours.
HRS_QTD	QTD hours.
HRS_MTD	MTD hours.
GRS_YTD	YTD amount.
GRS_QTD	QTD amount.

<i>Field</i>	<i>Remarks</i>
GRS_MTD	MTD amount.

PS_GARN_BALANCE - Garnishment Balance

Here are details of the PS_GARN_BALANCE record:

<i>Field</i>	<i>Remarks</i>
PLAN_TYPE	(USA) See PS_DEDUCTION_BAL. (CAN) See PS_CAN_DED_BALANCE.
BENEFIT_PLAN	Enter the benefit plan for your benefit deductions only. Leave blank for general deductions (Plan Type = 00).
DEDCD	Enter the deduction code.
DED_CLASS	(USA) See PS_DEDUCTION_BAL. (CAN) PS_CAN_DED_BALANCE.
GARNID	Unique identifier for each garnishment. It must match the ID in the employee's GARN_SPEC record.
DED_YTD	Total YTD deduction amount, including the deduction and processing fees.
DED_QTD	Total QTD deduction amount, including the deduction and processing fees.
DED_MTD	Total MTD deduction amount, including the deduction and processing fees.
DED_GARN_YTD	Year-to-date amount collected for the garnishment itself, minus processing fees.
DED_GARN_QTD	QTD amount collected for the garnishment itself, minus processing fees.
DED_GARN_MTD	MTD amount collected for the garnishment itself, minus processing fees.

<i>Field</i>	<i>Remarks</i>
DED_CFEE_YTD	YTD processing fees paid to the company.
DED_CFEE_QTD	QTD processing fees paid to the company.
DED_CFEE_MTD	MTD processing fees paid to the company.
DED_PFEE_YTD	YTD processing fees paid to the payee.
DED_PFEE_QTD	QTD processing fees paid to the payee.
DED_PFEE_MTD	MTD processing fees paid to the payee.

PS_GENL_DEDUCTION - General Deduction Detail

Here are details of the PS_GENL_DEDUCTION record:

<i>Field</i>	<i>Remarks</i>
DED_CALC (key)	Required. Indicates the deduction calculation routine that will be used to calculate the deduction: A: Flat amount. B: Percentage. C: Calculated by Salary System. D: Default to Deduction table. E: Percent of Special Earnings. F: Percent of Federal Gross. G: Percent of Total Gross. H: Rate * Total Hours. N: Percent of Net Pay. P: Rate * Special Hours. S: Special Deduction Calculation. W: Rate * Hours Worked.
DEDUCTION_END_DT	Indicates the deduction should stop on a specific date.
DED_ADDL_AMT	Indicates the flat amount for the earnings.

Field	Remarks
DED_RATE_PCT	Indicates the rate or percent of the earnings.
GOAL_AMT	Indicates the total amount of the earnings.
GOAL_BAL	Indicates the total amount taken to date from the employee's pay for this deduction.
LOAN_INT_PCT	Indicates you established a deduction for Canadian low-interest loan paybacks.
BAS_TAXABLE_BEN	Select this check box if you are a Canadian organization using PeopleSoft Enterprise Benefits Administration and want to identify the taxable benefit deduction codes specified on the Credit Allocation Hierarchy table.
DED_STOPPED	Indicates the user in self-service stopped the voluntary deduction.
LAST_ACTION	Indicates who initiated the last action: C: System. D: Hire process. O: Online user. S: Supplier Deduction File (not currently used in PeopleSoft Payroll for North America).. W: Employee Self Service User.
LAST_UPDATE_DATE	Indicates the date of the last update.
PROCESS_DEDN	Indicates if the deduction should be taken.
GVT_DED_DIST_CD	(USF) Deduction distribution code.
GVT_PYMNT_METHOD	(USF) Indicates how the earnings will be transmitted to the agency. C: Check. E: Electronic Funds Transfer. N: None.
GVT_CHK_NAME	(USF) Payee name on check.

Field	Remarks
GVT_ADDRESS1	(USF) Payee address1.
GVT_ADDRESS2	(USF) Payee address2.
GVT_ADDRESS_CITY	(USF) Payee city.
GVT_ADDRESS_STATE	(USF) Payee state.
GVT_ADDRESS_ZIP	(USF) Payee zip code.
GVT_ADDRESS_CNTRY	(USF) Payee country.
BANK_CD	(USF) Enter the routing number (bank transit number).
ACCOUNT_NUM	(USF) Bank account number.
ACCOUNT_TYPE	(USF) Indicates momentary account type: \$: Issue Check. C: Checking. L: Liability. N: Non Applicable. S: Savings. X: Expense.
GVT_PAYEE_ID_NO	(USF) Enter the payee ID of the vendor to whom monies for this deduction should be paid.
GVT_PAYEE_NAME	(USF) Payee name on Electronic Funds Transfer.

PS_GVT_ERN_ACR_CLS - Accrual Class Record (USF)

Here are details of the U.S. federal government PS_GVT_ERN_ACR_CLS record:

Field	Remarks
GVT_EARN_TYPE	Indicates the accrual type: <i>AN</i>: Annual. <i>BM</i>: Bone Mar/Organ Donor. <i>CO</i>: Compensatory Time. <i>CR</i>: Credit Time. <i>DA</i>: Deferred Annual. <i>DS</i>: Deferred Sick. <i>FM</i>: FMLA. <i>HO</i>: Home. <i>LP</i>: Leave Program. <i>LW</i>: LWOP. <i>MA</i>: Military (15R). <i>MB</i>: Military (22LE). <i>MC</i>: Military (44MT). <i>NP</i>: Non-Pay. <i>RC</i>: Religious Comp Time. <i>RE</i>: Restored. <i>SH</i>: Shore. <i>SI</i>: Sick. <i>TO</i>: Time-Off Award.
GVT_ADJ_ALLOWED	Required. Adjustments allowed: yes (<i>Y</i>) or no (<i>N</i>).
ACCRUAL_FREQUENCY	Required. Indicates the rate at which leave is earned and tabulated: <i>H</i>: Hours per hour. <i>M</i>: Hours per month. <i>P</i>: Hours per pay period. <i>W</i>: Hours per week. <i>Y</i>: Hours per year.
GVT_ACCR_YEAR_TYPE	Required. Indicates the type of dates to use as the beginning and ending dates of the year: <i>C</i>: Calendar <i>L</i>: Leave <i>F</i>: Fiscal <i>P</i>: Pay

Field	Remarks
GVT_ACCR_PAY_PD	Required. Indicates the pay period in which you want to grant leave earnings: 1: First. 2: Second. 3: Third. 4: Fourth. 5: Fifth.
SERVICE_INTERVAL	Required. Indicates the service units: H: Hours. M: Months. P: Pay Period. Y: Years.
GVT_EFF_RATE_PAY	Required. Indicates the disposition of excess leave balances: R: Use rate when earned. C: Use current rate. P: Use percentage of current rate.
GVT_EFF_PAY_PER	Required. Indicates the percentage to use as the basis of calculations.
HRS_GO_NEGATIVE	Required. Accrued balances allowed go negative. For your information only.
GVT_CHK_NONPAY_HRS	Required. Select to tabulate the number of nonpay hours to determine whether to grant accrual earnings.
SPECIAL_CALCULATN	Required. Special calculation routine. Not currently used by U.S. federal government users.
YEAR_BEGIN_CALC	Required. Select to calculate leave hours according to length of service as of January 1 of the current year.

Field	Remarks
GVT_EXP_DISP	Required. Indicates how to handle leave upon expiration: <i>P</i> : Convert to pay. <i>F</i> : Forfeit. <i>C</i> : Convert to other.
GVT_ERNCD_EXPIRE	Required. Expiration earnings code.
GVT_EXP_INTERVAL	Required. Indicates the interval with which to measure the expiration period: <i>H</i> : Hours. <i>M</i> : Months. <i>P</i> : Pay Period. <i>Y</i> : Years.
GVT_EXP_INTERVALS	Expiration intervals. Not currently used by U.S. federal government users.
GVT_EXP_ERNCD	Termination earnings code.
GVT_EOY_FLAG	Required. Select to expire restored leave at the end of the expiration year (Dec. 31).
GVT_RLV_INTERVAL	Months until expiration.
GVT_CEILING_SET	Required. Ceiling indicator: <i>Y</i> or <i>N</i> .
GVT_MAX_CEILING	Enter the maximum number of hours, months, years, or pay periods of leave time that an employee in the accrual class can accumulate.
GVT_CEIL_INTERVAL	Required. Enter the interval with which to measure the maximum amount of leave time that members of an accrual class can accumulate: <i>H</i> : Hours. <i>M</i> : Months. <i>P</i> : Pay Period. <i>Y</i> : Years.

Field	Remarks
GVT_CEIL_YEAR_TYPE	Required. Ceiling year type: C: Calendar. L: Leave. F: Fiscal. P: Pay.
GVT_CEIL_PAY_PD	Required. Enter the week of each month in which you apply the accrual ceiling and determine the disposition of excess leave: 1: First. 2: Second. 3: Third. 4: Fourth. 5: Fifth.
GVT_CEIL_INTERVALS	Ceiling intervals. Not currently used by U.S. federal government users.
GVT_CEILING_DISP	Required. Indicates to handle excess leave accruals: A: Allow to exceed. U: Use of lose. P: Convert to pay. F: Forfeit. O: Convert to other.
GVT_CEILING_ERNCD	Indicates how to compensate employees in an accrual class when converting leave to pay.
GVT_MAX_CARRYOVER	Required. Maximum carryover indicator: Y or N.
MAXIMUM_CARRYOVER	Indicates the maximum number of hours, months, years, or pay periods of leave time that an employee in the accrual class can carry over, depending on the unit of measurement that is specified in the Carryover Intervals field.
GVT_COORD_WITH_GF	Required. Indicates that employees can use grand-fathered leave earnings that put them above the carryover limit for their accrual class.

<i>Field</i>	<i>Remarks</i>
GVT_COVR_DISP	Required. Indicates how to handle excess leave accruals: <i>A</i> : Allow to exceed. <i>U</i> : Use of lose. <i>P</i> : Convert to pay. <i>F</i> : Forfeit. <i>O</i> : Convert to other.
GVT_COVR_INTERVAL	Required. Indicates the interval with which to measure the amount of leave employees in the accrual class can carry over from one period to another: <i>H</i> : Hours. <i>M</i> : Months. <i>P</i> : Pay Period. <i>Y</i> : Years.
GVT_COVR_YEAR_TYPE	Required. Carryover year type. <i>C</i> : Calendar. <i>L</i> : Leave. <i>F</i> : Fiscal. <i>P</i> : Pay.
GVT_COVR_PAY_PD	Required. Indicates the week of each month in which you apply the accrual carryover and determine the disposition of excess leave: <i>1</i> : First. <i>2</i> : Second. <i>3</i> : Third. <i>4</i> : Fourth. <i>5</i> : Fifth.
GVT_COVR_INTERVALS	Carryover intervals. Not currently used by U.S. federal government users.
GVT_MAX_COVR_ERNCD	Carryover earnings code.
PAY_TERM_PCT	Enter the percent if your policy is to convert leave to pay at a percentage of the rate that is represented by the termination earnings code.

Field	Remarks
GVT_PAY_TERM_DISP	Required. Indicates how to handle leave upon termination: <i>P</i> : Convert to pay. <i>F</i> : Forfeit.
GVT_PAY_TERM_ERNCD	Enter the earnings for which employees in an accrual class are eligible when converting accruals to pay.
GVT_USE_OLD_FIRST	Required. Use oldest hours first indicator: <i>Y</i> or <i>N</i> .
GVT_TRK_NONPAY	Select to track nonpay hours for a WGI.
GVT_ANN_ENTITLE	Select to activate the annual entitlement calculation.

PS_GVT_ACC_ERNCD - Accrual Earning Codes (USF)

Here are the details of the PS_GVT_ACC_ERNCD record:

Field	Remarks
ERNCD (key)	Required Indicates the earnings code for which you want to keep a leave balance
GVT_HRS_EARN_ADD	Required. Select to add leave to the accumulation of hours earned.
GVT_R_ADJ_HRS_ADD	Required. Select to add to the balance of restored hours taken.
GVT_R_TAK_HRS_ADD	Required. Select to add to the balance of adjusted restored hours: <i>Y</i> or <i>N</i> .
HRS_TAKEN_ADD	Required. Select to add to the accumulation of hours taken.
SERVICE_HRS_ADD	Required. Select to add to the accumulation of service hours on which accrual rates are based.
ADJUST_HRS_ADD	Required. Select to specify the capability to adjust accrual balances by addition or subtraction.

<i>Field</i>	<i>Remarks</i>
BOUGHT_HRS_ADD	Add to hours bought. Not currently used by U.S. federal government users.
SOLD_HRS_ADD	Add to hours sold. Not currently used by U.S. federal government users.

PS_GVT_ACC_RT_TBL – Accrual Rate Table (USF)

Here are the details of the PS_GVT_ACC_RT_TBL record:

<i>Field</i>	<i>Remarks</i>
SERVICE_INTERVALS (key)	Enter the length of service.
HOURS_EARNED	Enter the number of hours that accrue per month, year, or pay period.
GVT_SUPPL_HRS	Indicates a fixed number of leave hours to distribute in the last pay period of the year.

PS_GVT_ACCR_PLAN - Employee Accrual Elections (USF)

Here are the details of the PS_GVT_ACCR_PLAN record:

<i>Field</i>	<i>Remarks</i>
COVERAGE_ELECT	Required. Coverage election: <i>E</i> : Elect. <i>T</i> : Terminate. <i>W</i> : Waive.
COVERAGE_ELECT_DT	Required. Leave plan coverage date.
GVT_ALT_WORK_SCHED	Work schedule.
GVT_GFATH_CYOVER	Grandfather carryover.

PS_GVT_ACCR_LDGR - Accrual Detail Record (USF)

Here are the details of the PS_GVT_ACCR_LDGR record:

Field	Remarks
SERVICE_HRS	Hours that is added to service hours.
HOURS_EARNED	Hours that is earned within the year.
HRS_TAKEN	Hours taken.
GVT_HRS_CASCADED	Hours that are cascaded from another accrual class.
HRS_ADJ	Total hours that are adjusted for the year.
GVT_HRS_BOUGHT	Hours bought. Not currently used by U.S. federal government users.
GVT_HRS_SOLD	Hours sold. Not currently used by U.S. federal government users.
GVT_NONPAY_HRS	Total nonpay hours for the year.
GVT_CR_REDUCE_HR	A credit offset that reduces leave hours that are accrued by employees on nonpay status.
GVT_FORFEIT_HRS	Forfeited hours.
GVT_MUSTUSE_HRS	Hours that must be used by the end of the year for leave accrual classes that have expirations.
EXPIRATN_DT	Expiration date of the leave accrual, for leave accrual classes that have expirations.
RATE_AMOUNT	Dollars-per-hour rate at the time the leave accrual was earned.
GVT_CARRYOVER_HRS	Total hours of grand fathered carryover.
GVT_EXPIRE_STATUS	Required. Expiration status.

<i>Field</i>	<i>Remarks</i>
GVT_EARN_HRS_AVAIL	Earned hours available.
GVT_TAK_HRS_AVAIL	Remaining hours available.

PS_GVT_ACCR_SUMM – Accrual Summary Record (USF)

Here are details of the PS_GVT_ACCR_SUMM record:

<i>Field</i>	<i>Remarks</i>
GVT_EARN_TYPE	Indicates the accrual type: AN: Annual. BM: Bone Mar/Organ Donor. CO: Compensatory Time. CR: Credit Time. DA: Deferred Annual. DS: Deferred Sick. FM: FMLA. HO: Home. LP: Leave Program. LW: LWOP. MA: Military (15R). MB: Military (22LE). MC: Military (44MT). NP: Non-Pay. RC: Religious Comp Time. RE: Restored. SH: Shore. SI: Sick. TO: Time-Off Award.
HRS_CARRYOVER	Hours carried over – previous year.
GVT_SERVICE_YTD	Service Hours YTD.
HRS_EARNED_YTD	Hours earned YTD.

Field	Remarks
HRS_TAKEN_YTD	Hours taken YTD.
HRS_ADJUST_YTD	Hours adjusted YTD.
HRS_BOUGHT_YTD	Hours bought YTD.
HRS_SOLD_YTD	Hours sold YTD.
GVT_NONPAY_YTD	Hours nonpay YTD.
GVT_CR_REDUCE_YTD	Reduction hours YTD.
GVT_FORFEIT_YTD	Forfeit hours YTD.
GVT_MUSTUSE_YTD	Must-use hours YTD.
MAXIMUM_CARRYOVER	Maximum leave carryover.
GVT_GFATH_CYOVER	Grandfather carryover.
GVT_SVC_HRS_REMAIN	Unprocessed service hours.
GVT_R_HRS_1	Restored hours balance.
GVT_R_HRS_TAK_1	Restored hours taken.
GVT_R_EXPIRE_DT_1	Expiration date.
GVT_R_HRS_2	Restored hours balance 2.
GVT_R_HRS_TAK_2	Restored hours taken 2.
GVT_R_EXPIRE_DT_2	Expiration date 2.
GVT_R_HRS_3	Restored hours balance 3.

Field	Remarks
GVT_R_HRS_TAK_3	Restored hours taken 3.
GVT_R_EXPIRE_DT_3	Expiration date 3.
GVT_ADJ_APPLIED	Adjustment made.
GVT_AUDITED	Audited indicator: Y or N.
GVT_HRS_BAL	Hours balance.
GVT_USE_OR_LOSE	Maximum carryover excess.
GVT_ANN_HRS_BAL	Projected annual hours balance.
GVT_NEXT_HRS_BAL	Projected next period hours balance.

PS_INS_EARNS_BAL - Insurable Earnings Balance (CAN)

Here are details of the PS_INS_EARNS_BAL record:

Field	Remarks
UI_PERIOD_DT	Required. EI period date (pay period end date).
EARNES_END_DT	Required. Earnings end date (Saturday of each week in the pay period).
UI_PERIODS_PER_YR	EI pay periods per year.
UI_CALC_SEQ	EI calculation sequence.
UI_USE_WKLY	Required. EI use weekly values. Set to N if entire pay period is insured. Set to Y to revert to weekly rules of insurability. For EI period dates of January 1, 1997, or later, set to N.
UI_EARNES_CUR	Total insurable earnings in this EI period.

Field	Remarks
UI_EQUIV_WEEKS_CUR	Total number of weeks in this insured EI period. If all weeks in a biweekly cycle are insured, this is 2. If all weeks in a monthly cycle are insured, it is 4.33. For EI period dates of January 1, 1997, or later, leave this field blank.
UI_EE_PREMIUM_CUR	Current employee premium.
UI_ER_RT	EI employer rate.
UI_WKLY_EARNS	EI earnings this week (no limit). All earnings that fall between Sunday and Saturday.
UI_WKLY_HOURS	EI hours this week.
ROE_NBR	ROE number (normally blank).
INS_EARNS_AMENDED	Required. Insurable earnings amended: A: Amended. Next run of PAY124CN changes to R. N: Not applicable (normal status). R: Amended and reported.

PS_LEAVE_ACCRUAL - Leave Accrual

Here are details of the PS_LEAVE_ACCRUAL record:

Field	Remarks
PLAN_TYPE	50: Sick. 51: Vacation. 52: Personal. 53: Family and medical leave.
ACCRUAL_PROC_DT	Last time you ran the Leave Accruals Processing COBOL SQL process (FGPACCRL). You can leave this field blank.
SERVICE_HRS	Accumulated service hours used to calculate an employee's accrual. If your accrual is based on length of service, you can leave this field blank.

<i>Field</i>	<i>Remarks</i>
HRS_CARRYOVER	Accrual hours carried over from the previous year.
HRS_EARNED_YTD	Number of hours accrued this year.
HRS_TAKEN_YTD	Number of hours taken for each plan.
HRS_ADJUST_YTD	Number of hours used to adjust an employee's plan balance. Can be left blank.
HRS_BOUGHT_YTD	Number of hours that an employee bought during the year.
HRS_SOLD_YTD	Number of hours that an employee sold during the year.
SERVICE_HRS_UNPROC	Service hours that have accumulated in payroll, but have not yet been updated by the Leave Accruals Processing process. Leave blank.
HRS_TAKEN_UNPROC	Taken hours that have accumulated in payroll, but have not yet been updated by the Leave Accruals Processing process. Leave blank.
HRS_ADJUST_UNPROC	Adjusted hours that have accumulated in payroll, but have not yet been updated by the Leave Accruals Processing process. Leave blank.
HRS_BOUGHT_UNPROC	Bought hours that have accumulated in payroll, but have not yet been updated by the Leave Accruals Processing process. Leave blank.
HRS_SOLD_UNPROC	Sold hours that have accumulated in payroll, but have not yet been updated by the Leave Accruals Processing process. Leave blank.

PS_ROE - ROE (CAN)

Here are details of the PS_ROE record:

<i>Field</i>	<i>Remarks</i>
UI_PAYABLE_DT	Required. EI premium payable up-to-date.

Field	Remarks
ROE_SEQ	ROE sequence number.
ROE_PROCESS	Required. C: Complete. D: Delete. G: Generate. H: Hold.
ROE_NBR	ROE number.
ROE_NBR_REPL	ROE number amended or replaced.
ROE_DT	Required. ROE date created or completed.
MULTIPLE_JOBS	Employee has multiple jobs (Y or N).
PAYGROUP	Required. Pay group on the employee's Job data.
JOBCODE	Required. Job code for extraction of job description.

<i>Field</i>	<i>Remarks</i>
ACTION	Required. Indicates valid action code from PS_ACTION_TBL: <i>ADL</i>: Additional job. <i>ASC</i>: Assignment completion. <i>ASG</i>: Assignment. <i>DEM</i>: Demotion. <i>DTA</i>: Data change. <i>FSC</i>: Family status change. <i>HIR</i>: Hire. <i>INT</i>: Completion of introductory Per. <i>JED</i>: Earnings distribution change. <i>JRC</i>: Job reclassification. <i>LOA</i>: Leave of absence. <i>LOF</i>: Layoff. <i>LTD</i>: Long-term disability with pay. <i>LTO</i>: Long-term disability. <i>PAY</i>: Pay rate change. <i>PLA</i>: Paid leave of absence. <i>POS</i>: Position change. <i>PRB</i>: Probation. <i>PRC</i>: Completion of probation. <i>PRO</i>: Promotion.
ACTION (continued)	<i>REC</i>: Recall from suspension or layoff. <i>REH</i>: Rehire. <i>RET</i>: Retirement. <i>RFD</i>: Return from disability. <i>RFL</i>: Return from leave. <i>RWP</i>: Retirement with pay. <i>STD</i>: Short-term disability with pay. <i>STO</i>: Short-term disability. <i>SUS</i>: Suspension. <i>TER</i>: Termination. <i>TWB</i>: Terminated with benefits. <i>TWP</i>: Termination with pay. <i>XFR</i>: Transfer.

Field	Remarks
ACTION_REASON	Valid Reason Code from PS_ACTN_REASON_TBL.
ROE_ISSUER_ID	EMPLID of issuer.
ROE_CONTACT_ID	EMPLID of contact.
FIRST_DATE_WORKED	Required. First date worked.
LAST_DATE_WORKED	Required. Last date worked.
PD_LEAVE_START_DT	Paid leave start date.
PD_LEAVE_INTERVAL	Required. Paid leave interval. Duration interval: <i>D</i> : Daily. <i>W</i> : Weekly.
PD_LEAVE_AMT	Paid leave amount.
EXPECTED_RETURN_DT	Expected return date.
NOT_RETURNING	Not returning (<i>Y</i> or <i>N</i>).
OVRD_HRS	To override the system-calculated hours for this ROE.
BUSINESS_UNIT	Required. Business unit on the employee's Job data.
SETID_JOBCODE	SetID for the job code.
COMMENTS	Comments.

PS_TAX_BALANCE - Tax Balance (USA)

Here are details of the PS_TAX_BALANCE record:

Field	Remarks
STATE	For federal taxes, use \$U. For state and local taxes, use the two-character state code.
LOCALITY	For federal and state taxes, leave blank. Otherwise, use the PS local tax code.
TAX_CLASS	Use the following values for each tax: A: Non-resident alien (1042). B: Local employer and employee. C: Earned income credit. D: OASDI or disability – employee. E: OASDI or disability – employer. F: FICA Medicare Hospital Insurance - employee. G: OASDI/EE- tips. H: Withholding. J: OASDI/ER- tips. K: Excise. L: NJ Supl Workforce Admin Fund. M: New Jersey WFDP. N: New Jersey HCSF. P: Emergency and Municipal Service tax. Q: FICA Med Hospital Ins/ER. R: Local employer. S: Unemployment - special. T: FICA Med Hospital Ins/EE- tips. U: Unemployment ER. Use for employer-paid federal and state unemployment taxes. V: Unemployment EE. Use for employee-paid state unemployment. W: Voluntary Disability Plan – employee. X: Voluntary Disability Plan – employer. Z: FICA Med Hospital Ins/ER-tips.
NLGRS_YTD*	YTD no-limit gross wages.
NLGRS_QTD* NLGRS_MTD*	Not required, if going live at quarter start.

Field	Remarks
TXGRS_YTD	Enter the amount, up to the taxable limit.
TXGRS_QTD TXGRS_MTD	Not required, if going live at quarter start.
TAX_YTD	Enter the tax amount taken.
TAX_QTD TAX_MTD	Not required, if going live at quarter start.

* These fields are required only for taxes that impose a limit, such as FICA, FUT, SUT, and SDI. Leave these fields blank for all other taxes. The no-limit gross is the dollar amount of the taxable gross, as if there are no limits. For example, Mark receives one fully taxable payment this year on January 15 for 50,000 USD. The taxable gross for FUT is 7,000 USD, whereas the no-limit gross is 50,000 USD. PeopleSoft state quarterly tax reports typically use the No Limit Gross field for reporting wages, so this field is very important.

Generating Control Totals

This section discusses how to generate control totals.

To ensure an accurate conversion, generate control totals from the previous system and accounting records before you begin converting data. The following totals are usually sufficient to detect problems that are encountered during the conversion process:

U.S.	Canada
Gross wages (all payroll-processed earnings).	Gross wages (all payroll-processed earnings).
Federal W-2, FICA and FUTA wages.	Taxable wages.
Withheld tax totals by each tax type (FWT, SWT by state, FICA, SDI, and so on).	Withheld tax totals by each tax type (CIT, QIT, CPP, QPP, and EI).

(USA) Converting Tax Balances in Mid-Year Conversions

This section provides an overview of issues related to converting tax balances mid-year, and discusses how to:

- Convert federal taxable wages for part-year New York City (NYC) residents.

- Convert tax balances for employees paid in multiple tax jurisdictions.

Mid-year conversion of tax balances without converting the actual check detail to Payroll for North America can produce inaccurate year-end results for two SQR processes:

- Year-End NYC Part Year Resident Allocation SQR report (TAX909NY).
- Year-End Jurisdiction Split SQR report (TAX911LD).

These processes use the check detail to determine the amounts for year-end reporting. If you do not convert the check detail, the results from TAX909NY and TAX911LD may not be correct on the W-2 forms or annual magnetic media files.

The level of detail required for these reports is not available on the balance records, and can only be found on the paycheck detail record.

This section provides suggestions for working around this limitation.

Converting Federal Taxable Wages for Part-Year NYC Residents

The TAX909NY.SQR:

- Identifies employees who were part-year New York City residents
- Sums the federal taxable wages paid to these employees from their check detail records that indicate New York City residency status.

The SQR selects only check detail because PeopleSoft can determine resident or non-resident status only from PS_PAY_TAX on each check. The TAX_BAL tables do not store this level of detail.

You can use one of these methods to resolve this issue:

- Update PS_R_TAX909NY.

Calculate the wages and update this temporary table for collection of YTD taxable gross wages for NYC residents before you run TAX910LD.

- Calculate the wages and update the NYC WAGES data in the PS_YE_AMOUNTS after running TAX910LD.

If you run the TAX910LD again after the update, your entries will be overridden.

- Set the NYC wages equal to the NY State wages.

This method would definitely result in some errors but might be acceptable if you have a small number of NYC employees.

Note. Even if you run SQR TAX910LD multiple times, you need to run TAX909NY only once, to load the table PS_R_TAX909NY. These updates must be done before you run TAX910LD. It is not necessary to run TAX909NY multiple times unless you make changes to employees that have NYC year-end data. TAX910LD reads the PS_R_TAX909NY table each time it's run.

Converting Tax Balances for Employees Paid in Multiple Jurisdictions

The TAX911LD SQR:

- Identifies employees who were paid in multiple jurisdictions (United States, Puerto Rico, American Samoa, Guam, or the U.S. Virgin Islands) in the same tax year.
- Allocates earnings and/or deductions to the correct jurisdiction's year-end data record based on the employee check detail.

The SQR selects only check detail because Payroll for North America does not track earnings and deductions by jurisdiction, except from PS_PAY_DED on each check. The DED_BAL tables do not store this level of detail.

To resolve this issue manually (not using the TAX911LD SQR), determine which earnings and deductions need to be reported by each jurisdiction. These earnings and deductions can be found on the Tax Form Definition table for boxes 12 and/or 14. Update the PS_YE_AMOUNTS table by indicating the territory in the State field and the amount of the earnings or deductions in the appropriate boxes 12 and/or 14.

The available values in the State field are:

- \$U: U.S.
- \$UAS: American Samoa
- \$UGU: Guam
- \$UPR: Puerto Rico
- \$UVI: Virgin Islands

If the TAX910LD or TAX911LD are run after the manual changes, your data will be overwritten.

Note. You must run TAX911LD immediately following each and every run of TAX910LD.

Using SQRs

The Tax Summary - Federal report (TAX010FD) provides total U.S. federal W-2, OASDI, and UI wages from the tax balance tables.

The Quarterly Federal Tax Summary report (TAX007) provides detailed quarterly employee data that can be helpful during a mid-quarter conversion.

See Also

Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," page 1223

Using Year-End Processing

PeopleSoft year-end functionality is designed to be available at any time of the year. To verify a successful conversion, run through a mock year-end process, generating the various year-end audit reports.

See Also

Chapter 33, "Accessing Year-End Processing Instructions," page 1039

(CAN) Converting ROE Data

This section discusses how to convert ROE data.

Payroll for North America generates ROEs for your employees, if the data is available. The system updates PS_INS_EARNS_BAL during the Pay Confirmation COBOL SQL process (PSPCNFRM), so after the system has been in production long enough, the ROE Creation process uses data that is generated by Payroll for North America. Until then, you have two options:

- Convert all the necessary data.
- Manually combine the PeopleSoft ROE with the previous system data.

The Create Record of Employment SQR Report process (PAY124CN) uses the following records:

- PS_INS_EARNS_BAL
- PS_JOB
- PS_ROE
- PS_PAYGROUP_TBL
- PS_EMPLOYMENT
- PS_PERSONAL_DATA

Consequently, you must convert all of these records accurately to have the system produce an accurate ROE.

See Also

Chapter 31, "(CAN) Generating a Canadian Record of Employment," page 991

Appendix C

Reviewing the Parallel Test Checklist

This appendix discusses:

- Parallel test guidelines.
- Parallel test checklist.

Parallel Test Guidelines

The following are some guidelines for parallel testing:

- Apply the most recent tax updates before proceeding with parallel testing.
- Rerun each audit procedure after each test run.
- Reconcile the results of each procedure run during parallel testing to your current payroll system.
- Test the direct deposit transmittal process thoroughly.

Create the transmittal file or report and test receipt by processing agency.

- If your organization requires multijob or single check processing, set up your test conditions during parallel testing to reflect this.

Parallel Test Checklist

Use this checklist to ensure that the parallel phase of the payroll implementation is complete.

Note. (CAN) Canadian Structured Query Reports (SQRs) contain the ending CN (for example, PAY001CN).

Note. (USF) Federal SQRs begin with FG (for example, FGPY001).

<i>Process</i>	<i>Task</i>	<i>Program</i>	<i>Expected Result</i>	<i>Target Date</i>	<i>Initials</i>
Preproduction Clean Up				_____	_____

Process	Task	Program	Expected Result	Target Date	Initials
Load Data	Time Input	Runtime Input Process	Job completed	_____	_____
			Data reconciled to current system	_____	_____
Verify Data	Run Audit Programs	PreSheet Audit PAY034	Confirms data complete for creating paysheets	_____	_____
			Paysheets created	_____	_____
On-Cycle Testing	Run Paysheets		Job completes	_____	_____
Verify Data	Run Audit Programs	Precalculation PAY035	Confirms payroll key data correct for running calculations	_____	_____
	Run Preliminary Payroll Calculation	PAY001 Deduction Register PAY001CN		_____	_____
	Run Reports for Payroll Calculation	PAY002 Payroll Register		_____	_____
		PAY006 Other Earnings Register		_____	_____
		PAY008 Deductions Not Taken		_____	_____

<i>Process</i>	<i>Task</i>	<i>Program</i>	<i>Expected Result</i>	<i>Target Date</i>	<i>Initials</i>
		PAY011 Payroll Error Messages		_____	_____
		PAY021 Employer Benefit Contributions PAY021CN		_____	_____
		An iterative series of steps: run until each report is error- free	Data reconciles to current system on subsequent report runs	_____	_____
	Correct invalid data shown by reports		Job completes	_____	_____
	Re-run preliminary payroll calculation			_____	_____
	Re-run reports for payroll calculation		Job completes error free	_____	_____
	Run final payroll calculation		Job completes error free	_____	_____
	Run payroll confirmation	PAY001 Deduction Register PAY001CN	Each report completes	_____	_____
	Run final payroll confirmation reports	PAY002 Payroll Register	Each report reconciles to current system	_____	_____

Process	Task	Program	Expected Result	Target Date	Initials
Verify Data	Run Audit Programs	PAY036 Preconfirm Audit	Confirms that Pay Data is Correct Before Confirming Payroll	_____	_____
		PAY003 Check Print PAY003CN PYCHKUSA Create Check PDF PYCHQCAN	In the required format	_____	_____
		PAY004 Check Register		_____	_____
		DDP005 Direct Deposit Prenotification		_____	_____
		DDP006 Direct Deposit Prenote Memo		_____	_____
		DDP001 Direct Deposit Create file DDP001CN	Transmittal file produced in the correct format	_____	_____
		DDP002 Direct Deposit Register		_____	_____
		DDP003 Direct Deposit Advice Print DDP003CN PYDDAUSA Create Advice PDF PYDDACAN		_____	_____

<i>Process</i>	<i>Task</i>	<i>Program</i>	<i>Expected Result</i>	<i>Target Date</i>	<i>Initials</i>
		DDP004 Direct Deposit Advice Register		_____	_____
	Process Payroll Savings – Canada	PAY132CN Canada Payroll Savings File	Transmittal file produced in the correct format	_____	_____
		PAY005 Cost Center		_____	_____
		PAY006 Other Earnings Register		_____	_____
		PAY007 Deductions in Arrears		_____	_____
		PAY008 Deductions Not Taken		_____	_____
		PAY010 Employees Not Processed		_____	_____
		PAY015A Check Reconciliation		_____	_____
		PAY015B Check Reconciliation Report		_____	_____
		PAY018 Payroll Summary PAY018CN		_____	_____

Process	Task	Program	Expected Result	Target Date	Initials
		PAY021 Employer Benefit Contributions PAY021CN		_____	_____
		TAX001 Tax Deposit Summary TAX003CN		_____	_____
			Check numbers are reassigned	_____	_____
	Perform paycheck reprint process		Balance records are removed from the balance tables	_____	_____
	Delete balances		All payroll records updated with manually derived data	_____	_____
Off-Cycle Processes	Perform manual payroll check print			_____	_____
	Create Online Check			_____	_____
	Disable direct deposit			_____	_____
	Perform gross up process	Override	Jobs complete	_____	_____
	Calculate one- time deductions	Addition		_____	_____
		Refund		_____	_____

<i>Process</i>	<i>Task</i>	<i>Program</i>	<i>Expected Result</i>	<i>Target Date</i>	<i>Initials</i>
		Arrears Payback		_____	_____
		Override	Jobs complete	_____	_____
	Calculate one-time garnishment	Suspend		_____	_____
		Override	Jobs complete	_____	_____
	Calculate one-time tax data	Refund		_____	_____
		Addition		_____	_____
			Balance records show negative entries for reversal	_____	_____
	Perform paycheck reversal			_____	_____
	Perform paycheck adjustment			_____	_____
	Run preliminary payroll calculation for off-cycle	PAY001 Deduction Register PAY001CN		_____	_____
	Run reports for preliminary payroll calculation for off-cycle	PAY002 Payroll Register		_____	_____

Process	Task	Program	Expected Result	Target Date	Initials
	(USF) Run Electronic Certification	FGPY004 ECS Interface		_____	_____
		PAY006 Other Earnings Register		_____	_____
		PAY008 Deductions Not Taken		_____	_____
		PAY010 Employees Not Processed		_____	_____
		PAY011 Payroll Error Message		_____	_____
	Run final payroll calculation for off-cycle			_____	_____
	Run off-cycle confirmation	DDP005 Direct Deposit Prenotification		_____	_____
	Run reports for off-cycle confirmation	DDP006 Direct Deposit Prenote Memo		_____	_____
		DDP001 Direct Deposit Create file DDP001CN		_____	_____
		DDP002 Direct Deposit Register		_____	_____

<i>Process</i>	<i>Task</i>	<i>Program</i>	<i>Expected Result</i>	<i>Target Date</i>	<i>Initials</i>
		DDP003 Direct Deposit Advice Print DDP003CN PYDDAUSA Create Advice PDF PYDDACAN		_____	_____
		DDP004 Direct Deposit Advice Register		_____	_____
		PAY001 Deduction Register PAY001CN		_____	_____
		PAY002 Payroll register		_____	_____
		PAY003 Check Print PAY003CN PYCHKUSA Create Check PDF PYCHQCAN		_____	_____
		PAY004 Check Register		_____	_____
		PAY005 Cost Center		_____	_____
		PAY006 Other Earnings Register		_____	_____
		PAY007 Deductions in Arrears		_____	_____

<i>Process</i>	<i>Task</i>	<i>Program</i>	<i>Expected Result</i>	<i>Target Date</i>	<i>Initials</i>
		PAY008 Deductions Not Taken		_____	_____
		PAY015A Check Reconciliation		_____	_____
		PAY015B Check Reconciliation Report		_____	_____
		PAY018 Payroll Summary PAY018CN		_____	_____
		TAX001 Tax Deposit Summary TAX003CN		_____	_____
	(USF) Run interface programs	FGPY004, ECS Interface; FGPY001, RITS INTERFACE; FGPY002, TSP Interface; FGPY003, Treasury / FRB Bond Interface; FGPY006, FGPY007, FGPY008, FGPY009, Individual Retirement Records		_____	_____

Process	Task	Program	Expected Result	Target Date	Initials
	Compare PeopleSoft and current system data to verify earnings			_____	_____
	Run quarterly reports			_____	_____
	Run general ledger interface			_____	_____
	Run payroll check print			_____	_____
Special Processes	Leave accrual process	Vacation		_____	_____
		Personal		_____	_____
		Process Adjustments		_____	_____
	(USF) Leave Accrual	Cascading Leave, Annual Entitlement, Accrual Summary Ledger		_____	_____
	Set up prior year calendar			_____	_____
	Run year-end processes			_____	_____
	Test other processes (as applicable)			_____	_____

Appendix D

(USA) FLSA and Alternative Overtime Calculations

This appendix discusses:

- Overview of FLSA calculations.
- Multiplication factors in FLSA calculations.
- FLSA rates for hourly and exception hourly employees.
- FLSA rates for hospital employees.
- FLSA rates for salaried employees.
- FLSA rates for monthly and semimonthly exception hourly employees.
- FLSA requirements for public safety employees.
- FLSA rates with mid-period rate changes.
- Single payments over multiple pay periods.
- Seven-day FLSA period with biweekly payroll.
- FLSA rates and double-time pay.
- Alternative overtime calculations.

Overview of FLSA Calculations

FLSA calculations apply only to the U.S. The Fair Labor Standards Act of 1937 requires that you pay overtime to nonexempt employees who work more than 40 hours in a week.

Note. Normally, Payroll for North America does not calculate FLSA if the employee does not have at least 40 FLSA hours in the week. For nonexempt or alternative overtime employees working in California, however, FLSA will be paid on all overtime hours, without first having to verify that employees have at least 40 hours of regular earnings. So, if the paysheet shows 30 REG and 10 OT, FLSA will be paid on the 10 hours of OT (overtime).

How you calculate overtime, prorate bonuses, and handle other earnings (such as shift differentials and tips) depends on whether the employees are subject to FLSA standards or exempt from them.

FLSA calculation is affected by the pay frequency. Supported pay frequencies are weekly, biweekly, monthly and semimonthly. Frequency factors that are defined on the Frequency table may be required in converting the amounts from pay period to FLSA period frequency.

Note. Payroll for North America does not calculate a blended FLSA rate for employees working in multiple companies, because each job would have its own FLSA rate.

Note. Payroll for North America does not calculate an FLSA adjustment on a separate on-cycle check that is processed in the same pay run as the regular check. To calculate FLSA for a separate check in the same pay run, it must be an off-cycle check.

See Also

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Setting Up for FLSA Calculation, page 286](#)

Terms and Definitions

These definitions aid in the discussion of FLSA calculations:

FLSA rate	FLSA rate = (regular period pay + overtime pay at contractual + total other FLSA eligible earnings) / total FLSA eligible hours. Note. If an employee's FLSA rate is less than the minimum wage, the minimum wage (either federal or state, whichever is greater) is used for overtime compensation rather than the FLSA rate.
Contractual rate	Equivalent to the hourly rate or compensation rate.
Premium	The extra amount of the contractual rate paid for overtime, stated as a percentage. The FLSA premium is fixed at 0.5.

Multiplication Factors in FLSA Calculations

This section discusses:

- Example of contractual overtime with a multiplication factor of 0.5.
- Example of contractual overtime with a multiplication factor of 1.5.
- Example of contractual overtime with a multiplication factor greater than 1.5.

Note. The information in these tables is summarized on the employee paysheet by earnings codes. The FLSA function does not determine overtime rules. In all of the examples in this section, the Higher of FLSA/Contractual (higher of Fair Labor Standards Act/contractual) option is selected in the FLSA Rule group box on the FICA/Tax Details page that is accessed from the Company - Default Settings page.

Example of Contractual Overtime with a Multiplication Factor of 0.5

When using a multiplication factor of 0.5 for overtime, you must either set up a companion earnings with a multiplication factor of 1.0 to record the straight-time hours, or include the straight-time hours with the regular hours.

This example includes the straight-time hours in a companion earnings:

Employee	David
Contractual hourly rate	12.00 USD
Workday	8 hours
FLSA period	7 days
Pay period	Weekly

Contractual Calculation

<i>Earnings Code</i>	<i>Hours</i>	<i>Rate</i>	<i>Earnings</i>
Regular	40	12.00 USD	480.00 USD
Overtime at 0.5	6.5	6.00 USD = 12.00 USD × 0.5	39.00 USD
Overtime at 1.0	6.5	12.00 USD	78.00 USD
Shift 2 differential	12	3.25 USD	39.00 USD
Shift 2 overtime at 0.5	2	7.625 USD = (12.00 USD + 3.25 USD) × 0.5	15.25 USD
Shift 2 overtime at 1	2	15.25 USD = 12.00 USD + 3.25 USD	30.50 USD

David's contractual premium pay is 54.25 USD:

- 12.00 USD × 0.5 × 6.5 overtime hours = 39.00 USD.
- 15.25 USD × 0.5 × 2.0 shift overtime hours = 15.25 USD.

FLSA Calculation

Earnings Code	Hours	Straight-Time Rate	Straight-Time Earnings
Regular	40	12.00 USD	480.00 USD
Overtime at 1.0	6.5	12.00 USD	78.00 USD
Shift 2 differential		3.25 USD	39.00 USD
Shift 2 overtime at 1.0	2	15.25 USD	30.50 USD
Totals	48.5		627.50 USD

Calculations:

- FLSA rate:

$$12.9381 = 627.50 \text{ USD} / 48.5 \text{ total weekly hours.}$$

- Premium pay:

$$54.98 \text{ USD} = 12.9381 \text{ USD} \times 0.5 \times 8.5 \text{ overtime hours.}$$

Because the FLSA overtime premium of 54.98 USD is greater than the contractual premium of 54.25 USD, use the FLSA rate to calculate David's overtime for the week.

Example of Contractual Overtime with a Multiplication Factor of 1.5

This example shows the calculation and comparison of the contractual and FLSA premiums:

Employee	Laura
Contractual hourly rate	12.00 USD
Workday	8 hours
FLSA period	7 days
Pay period	Weekly

Contractual Calculation

Earnings Code	Hours	Rate	Earnings
Regular	40	12.00 USD	480.00 USD
Overtime at 1.5	6.5	18.00 USD = 12.00 USD × 1.5	117.00 USD
Shift 2 differential	12	3.25 USD	39.00 USD
Shift 2 overtime at 1.5	2	22.875 USD = (12.00 USD + 3.25 USD) × 1.5	45.75 USD

Laura's contractual premium pay is 54.25 USD:

- 12.00 USD × 0.5 × 6.5 overtime hours = 39.00 USD.
- 15.25 USD × 0.5 × 2.0 shift overtime hours = 15.25 USD.

FLSA Calculation

Earnings Code	Hours	Straight-Time Rate	Straight-Time Earnings
Regular	40	12.00 USD	480.00 USD
Overtime at 1.0	6.5	12.00 USD	78.00 USD
Shift 2 differential		3.25 USD	39.00 USD
Shift 2 overtime at 1.0	2	15.25 USD	30.50 USD
Totals	48.5		627.50 USD

Calculations:

- FLSA rate:
12.9381 USD = 627.50 USD / 48.5 total weekly hours.
- Premium pay:
54.98 USD = 12.9381 USD × 0.5 × 8.5 overtime hours.

Because the FLSA overtime premium of 54.98 USD is greater than the contractual premium of 54.25 USD, use the FLSA rate to calculate Laura's overtime for the week.

Example of Contractual Overtime with a Multiplication Factor Greater Than 1.5

This example shows the calculation and comparison of the contractual and FLSA premiums:

Employee	Jane
Contractual hourly rate	12.00 USD
Workday	8 hours
FLSA period	7 days
Pay period	Weekly

Contractual Calculation

Earnings Code	Hours	Rate	Earnings
Regular	40	12.00 USD	480.00 USD
Overtime at 1.5	3.5	18.00 USD = 12.00 USD × 1.5	63.00 USD
Overtime at 2.0	4.5	24.00 USD (= 12.00 USD × 2)	108.00 USD
Shift 2 differential	16	3.25 USD	52.00 USD
Shift 2 overtime at 1.5	2	22.875 USD = (12.00 USD + 3.25 USD) × 1.5	45.75 USD

Jane's contractual premium pay is 90.25 USD:

- 12.00 USD × 0.5 × 3.5 overtime hours = 21.00 USD.
- 12.00 USD × 1 × 4.5 overtime hours = 54.00 USD.
- 15.25 USD × 0.5 × 2.0 shift overtime hours = 15.25 USD.

FLSA Calculation

<i>Earnings Code</i>	<i>Hours</i>	<i>Straight-Time Rate</i>	<i>Straight-Time Earnings</i>
Regular	40	12.00 USD	480.00 USD
Overtime at 1.0	3.5	12.00 USD	42.00 USD
Overtime at 1.0	4.5	12.00 USD	54.00 USD
Shift 2 differential	0	3.25 USD	39.00 USD
Shift 2 overtime at 1.0	2	15.25 USD	30.50 USD
Totals	50		645.50 USD

Calculations:

- FLSA rate:

$$12.91 \text{ USD} = 645.50 \text{ USD} / 50 \text{ total weekly hours.}$$

- Premium pay:

$$12.91 \text{ USD} \times 0.5 \times 10 \text{ overtime hours} = 64.55 \text{ USD.}$$

Because the contractual overtime premium of 90.25 USD is greater than the FLSA premium of 64.55 USD, use the contractual rates to calculate Jane's overtime.

FLSA Rates for Hourly and Exception Hourly Employees

This section discusses:

- FLSA rates for hourly employees.
- Example of Hourly FLSA calculation.

Note. Calculations are different for exception hourly employees paid monthly or semimonthly.

See [Appendix D, "\(USA\) FLSA and Alternative Overtime Calculations," FLSA Rates for Monthly and Semimonthly Exception Hourly Employees, page 1178.](#)

FLSA Rates for Hourly Employees

The examples in this section compare premium amounts, rather than rates. The premium is the amount over the regular rate that an employee earns by working overtime. The system adds this to the contractual rate for the overtime hours that an employee works.

If an hourly employee has only regular earnings, the FLSA regular rate is the same as the contractual hourly rate (that is, the rate at which you contracted to pay the employee for a job). If the employee has other included earnings (such as bonuses, shift differentials, multiple pay rates in the same FLSA period, or overtime), the system calculates the FLSA regular rate as shown in the examples in this section, with the exception of overtime pay for workweeks with fewer than 40 hours.

Example of Hourly FLSA Calculation

The information in these tables is summarized on the employee paysheet by earnings codes. The FLSA function does not determine overtime rules. In this example, the Higher of FLSA/Contractual option is selected in the FLSA Rule group box on the FICA/Tax Details page that is accessed from the Company - Default Settings page.

This is the general FLSA formula that also applies to exception hourly weekly and biweekly employees:

- $\text{FLSA rate} = (\text{regular period pay} + \text{overtime pay at contractual} + \text{total other FLSA eligible earnings}) / \text{total FLSA eligible hours}$
- $\text{FLSA overtime premium} = \text{overtime hours} \times .5 \times \text{FLSA rate}$

Employee	Sam
Contractual hourly rate	6.00 USD
Workday	8 hours
FLSA period	7 days
Pay period	Weekly
Bonus	12.00 USD

Contractual Calculation

<i>Earnings Code</i>	<i>Hours</i>	<i>Rate</i>	<i>Earnings</i>
Regular	40	6.00 USD	240.00 USD
Overtime at 1.5	6	9.00 USD = 6.00 USD × 1.5	54.00 USD
Bonus			12.00 USD

Sam's contractual premium pay:

18.00 USD = 6.00 USD $\times$ 0.5 $\times$ 6 overtime hours.

If Sam's regular rate is less than the minimum wage, you must calculate his overtime using the higher of the state or federal minimum wage, which is stored in the Federal/State Tax table.

Sam's bonus might cover a work period that exceeds the current pay period.

FLSA Calculation

Earnings Code	Hours	Straight-Time Rate	Straight-Time Earnings
Regular	40	6.00 USD	240.00 USD
Overtime at 1.0	6	6.00 USD	36.00 USD
Bonus			12.00 USD
Totals	46		288.00 USD

Calculations:

- FLSA rate:

6.26 USD = 288.00 USD / 46 total weekly hours.

- Premium pay:

18.78 USD = 6.26 USD $\times$ 0.5 $\times$ 6 overtime hours.

Because the FLSA overtime premium of 18.78 USD is greater than the contractual premium of 18 USD, use the FLSA rate to calculate Sam's overtime.

FLSA Rates for Hospital Employees

Hospitals and nursing homes can enter into agreements with employees under which they use a 14 consecutive day period, rather than a seven-day period, as the basis for calculating overtime. The FLSA formula is the same as hourly employees.

Note. You must select the FLSA calendar with 14 FLSA period in days on the FLSA Period Definition page. For the FLSA feature to work, you must pay the 8/80 employees biweekly. When you pay some employees 8/80 and some on a seven-day period, you must assign employees to separate pay groups, based on the FLSA method of calculating premium pay.

Employee	Bill

Contractual hourly rate	12.00 USD
Workday	8 hours
FLSA period	14 days

Contractual Calculation

Earnings Code	Hours	Rate	Earnings
Regular	76	12.00 USD	912.00 USD
Overtime at 1.5	6.5	18.00 USD = 12.00 USD × 1.5	117.00 USD
Shift 2 differential	40	3.25 USD	130.00 USD
Shift 2 overtime at 1.5	4	22.875 USD = (12.00 USD + 3.25 USD) × 1.5	91.50 USD
Sick pay, shift 2	4	15.25	61.00 USD
Total wages			1311.50 USD

Bill's contractual premium pay is 69.50 USD:

- 12.00 USD × 0.5 × 6.5 overtime hours = 39.00 USD.
- 15.25 USD × 0.5 × 4.0 shift overtime hours = 30.50 USD.

FLSA Calculation

Earnings Code	Hours	Straight-Time Rate	Straight-Time Earnings
Regular	76	12.00 USD	912.00 USD
Overtime at 1.0	6.5	12.00 USD	78.00 USD
Shift 2 differential	0	3.25 USD	130.00 USD

<i>Earnings Code</i>	<i>Hours</i>	<i>Straight-Time Rate</i>	<i>Straight-Time Earnings</i>
Shift 2 overtime at 1.0	4	15.25 USD	61.00 USD
Sick pay, shift 2	0		0.00 USD (not used to calculate FLSA regular rate)
Totals	86.50		1181.00 USD

Calculations (Only use total hours of 86.50 worked for FLSA regular rate. Shift hours are already included in regular, and sick hours are not used):

- FLSA rate:

$$13.653 \text{ USD} = 1181.00 \text{ USD} / 86.50 \text{ total pay period hours.}$$

- Premium pay:

$$71.67 \text{ USD} = 13.653 \text{ USD} \times 0.5 \times 10.5 \text{ total pay period overtime hours.}$$

Because the FLSA overtime premium of 71.67 USD is greater than the contractual premium of 69.50 USD, use the FLSA rate to calculate Bill's overtime.

FLSA Rates for Salaried Employees

This section provides examples of the three ways to calculate FLSA regular rates for salaried, nonexempt employees:

- Rates for fixed salaried hours.
- Rates for unspecified salaried hours.
- Basic Rate Formula for fixed salaried hours.

Note. Do not enter a salaried employee's compensation rate as an hourly rate (hourly frequency) in the Compensation Rate field on the Job Data – Compensation page. Under some conditions, doing so causes the system to pay minimum wage in place of the FLSA rate.

Fixed Salaried Hours

For fixed salaried hours, the FLSA Rate uses Standard Hours from Job Data and uses the Multiplication Factor of 1.5:

- $\text{FLSA Rate} = (\text{Regular Period Pay} + \text{Total Other FLSA Eligible Earnings}) / \text{Standard Hours.}$
- $\text{FLSA Overtime Pay} = \text{Overtime Hours} \times 1.5 \times \text{FLSA Rate.}$

- $\text{Weekly Wage Equivalent} = \text{Regular Period Pay} \times \text{Pay Period Frequency Factor} / \text{Weekly Frequency Factor}$.

If the employee doesn't work the whole FLSA work week, then the Weekly Wage equivalent will be prorated by the number of days worked divided by total work days in the week.

In this example Mary has Standard Hours of 40-hour workweek and work week of five days. The number of actual working days in the month does not matter, because for FLSA premium purposes, Mary's salary is calculated as a weekly wage. With Mary's Monthly Pay Period Earnings of 1200 USD, her Weekly Wage Equivalent is 276.92 USD ($1200 \text{ USD} \times 12 / 52$).

<i>Employee</i>	<i>Pay Period Earns</i>	<i>Weekly Wage Equivalent</i>	<i>Hours Per Week</i>	<i>FLSA Regular Rate</i>
Mary	1200.00 USD	276.92 USD	40	$6.92 \text{ USD} = 276.92 / 40$

Mary worked two hours of overtime in week one and four hours of overtime in week three. She is entitled to overtime pay of 62.28 USD ($6.92 \text{ USD} \times 1.5 \times 6 \text{ hours}$). Her total check for the month is 1262.28 USD.

If Mary receives a bonus of 50 USD for week one, her hourly rate of pay for that week is 8.17 USD ($= 276.92 \text{ USD} + 50 \text{ USD} / 40$). She receives overtime pay of 24.51 USD ($8.17 \text{ USD} \times 1.5 \times 2$) for week one and 41.52 USD ($6.92 \text{ USD} \times 1.5 \times 4$) for week three. Her total check for the month is 1316.03 USD.

Note. The multiplication factor used to calculate the overtime is 1.5, rather than 0.5, because the straight-time portion of the overtime is not used to determine the FLSA rate.

The Additional Information group box of the FLSA Pay Data page displays the standard hours in FLSA Hours and the weekly wage equivalent earnings in FLSA Earns.

Unspecified Salaried Hours

For salaried unspecified hours, FLSA Rate uses actual hours worked and multiplication factor of .5:

- $\text{FLSA Rate} = (\text{Regular Period Pay} + \text{Total Other FLSA Eligible Earnings}) / \text{Total Hours Worked}$.
- $\text{FLSA Overtime Premium Pay} = \text{Overtime Hours} \times .5 \times \text{FLSA Rate}$.

If the employee is paid Monthly or Semimonthly, the Weekly Wage Equivalent needs to be calculated using the same formula as specified for Fixed Hours.

Note. For salaried employees with unspecified hours, the system always ignores the FLSA Rule selected on the Company table and calculates overtime at the FLSA rate, even if it is lower than the contractual rate.

In the following example, Mary receives 1200 USD per month for however many hours her job requires, but she is entitled to overtime if she works more than 40 hours in a week. Her weekly wage equivalent is 276.92 USD ($1200 \text{ USD} \times 12 / 52$). She works three hours of overtime in week one and five hours of overtime in week three.

FLSA Calculation

Earnings	Week 1	Week 2	Week 3	Week 4
Weekly Wage Equivalent	276.92 USD	276.92 USD	276.92 USD	276.92 USD
Total Hours worked	43 (40 Regular + 3 Overtime Hours)	40 Regular Hours	45 (40 Regular + 5 Overtime Hours)	40 Regular Hours
FLSA rate	6.44 USD = 276.92 USD / 43 hours	6.92 USD = 276.92 USD / 40 hours	6.15 USD = 276.92 USD / 45 hours	6.92 USD = 276.92 USD / 40 hours
FLSA overtime premium	9.66 USD = 6.44 USD × 0.5 × 3 overtime hours	0	15.38 USD = 6.15 USD × 0.5 × 5 overtime hours	0
Overtime pay	30.42 USD = (6.92 USD × 3) + 9.66 USD	0	50.00 USD = (6.92 USD × 5) + 15.38 USD	0
Total Pay Earnings	307.35 USD = 276.92 USD + 30.43 USD	276.92 USD	326.92 USD = 276.92 USD + 50.00 USD	276.92 USD

If Mary receives a bonus of 50 USD for week one, her FLSA hourly rate of pay for that week is 7.60 USD $((276.92 \text{ USD} + 50 \text{ USD}) / 43)$. The FLSA overtime premium is 11.40 USD $(7.60 \text{ USD} \times 0.5 \times 3)$. She receives overtime pay of 32.16 USD $((6.92 \text{ USD} \times 3) + 11.40)$.

The Additional Information group box of the FLSA Pay Data page displays the weekly wage equivalent earnings in FLSA Earns.

Basic Rate Formula for Fixed Salaried Hours

The Department of Labor allows the use of a Basic Rate Formula to calculate the regular rate of pay for semimonthly or monthly salaried employees, if the employee agrees. With the Basic Rate Formula, you calculate a salaried employee's FLSA rate using the following formula:

- $\text{FLSA rate} = \text{pay period salary} / \text{number of days in the pay period} / \text{number of hours in a normal workday}.$
- $\text{FLSA overtime pay} = \text{overtime hours} \times 1.5 \times \text{FLSA rate}.$

The workday hours come from the employee's Job Data record:

Employee	Pay Period Earnings	Days in Period	Workday Hours	FLSA Regular Rate
Mary	1200.00 USD	23	8 hours	6.52 USD = 1200 USD / 23 / 8

Mary works two hours of overtime in week one and four hours of overtime in week three. She is entitled to overtime pay of 58.68 USD ($6.52 \text{ USD} \times 1.5 \times 6 \text{ hours}$). Her total check for the month is 1258.68 USD. In a month with only 20 workdays, Mary's FLSA rate is 7.50 USD ($1200 \text{ USD} / 20 / 8$). If she works six hours of overtime, her overtime pay is 67.50 USD ($7.50 \text{ USD} \times 1.5 \times 6 \text{ hours}$) and her total check for the 20-day month is 1267.50 USD.

If Mary receives a bonus of 50 USD in a month with 20 workdays, her FLSA rate is 7.81 USD ($(1200 \text{ USD} + 50 \text{ USD}) / 20 / 8$). If she works six hours of overtime, her overtime pay is 70.29 USD ($7.81 \text{ USD} \times 1.5 \times 6 \text{ hours}$) and her total check for the month is 1320.29 USD.

The Additional Information group box of the FLSA Pay Data page displays the days in period, work day hours, and pay period earnings.

FLSA Rates for Monthly and Semimonthly Exception Hourly Employees

This section discusses:

- Monthly exception hourly FLSA calculation.
- Example of monthly exception hourly FLSA calculation.

Monthly Exception Hourly FLSA Calculation

For a monthly or semimonthly pay period, the annualized allocation of standard hours and rate for regular earnings on the paysheet doesn't reflect the actual hours and rate worked. The system therefore calculates:

- Total hours worked in pay period = work days in pay period $\times$ work day hours from Job Data.
- Pay period average rate = pay period earnings / total hours worked.
- The FLSA regular earnings = pay period average rate $\times$ actual hours worked.
- The calculated FLSA regular earnings is the one used in FLSA rate calculation instead of the regular earnings from paycheck.

This section provides an example of monthly exception hourly FLSA calculation.

Note. For weekly and biweekly pay periods the calculation is the same as the example for hourly employees.

Example of Monthly Exception Hourly FLSA Calculation

This example shows the calculation method when the FLSA period crosses two months.

Period Definitions

This example relates to the following periods:

Period	Begin – End Dates
Pay period (June)	June 1 to June 30
Pay period (July)	July 1 to July 31
Earnings period (June end)	June 28 to June 30
Earnings period (July begin)	July 1 to July 4
FLSA period	June 28 to July 4

Annualized Contractual Allocation

This table shows Mark's annualized allocation of standard hours and rate for regular earnings:

Description	Value	Calculation Formula
Hours per month	173.33	$((40 \text{ standard hours per week} \times 52 \text{ weeks per year}) / 12 \text{ months})$
Regular earnings per month	2,291.67 USD	
Hourly rate	13.221154 USD	$(2,291.67 \text{ USD earnings per month} / 173.33 \text{ hours per month})$

Regular Paycheck Earnings by Earnings Period

Earnings Period	Rate Code	Hours	Rate	Earnings	Overtime Hours
June 28 to June 30	TRG (regular)	16.00	13.221154	211.54	5
July 1 to July 4	TRG (regular)	13.33	13.221154	176.24	4

Additional Information on FLSA Pay Data

On Mark's FLSA Pay Data page the following information appears in the Additional Information group box for the *Pay Period Average Reg Earns* calculation:

Earnings Period	FLSA Hours	Rate	FLSA Earns	Days in Period	Work Day Hours	Pay Period Earn
June 28 to June 30	16.00	13.020852	208.33	22	8.00	2291.67
July 1 to July 4	24.00	12.454728	298.91	23	8.00	2291.67

In the earnings period July 1 to July 4, 13.33 hours are posted for regular earnings. However, from July 1 to July 4, Mark actually worked three eight-hour days, bringing the total FLSA hours worked to 24, instead of the 13.33 hours posted for regular. This illustrates how the annualized allocation of hours doesn't match the actual hours worked.

FLSA Regular Earnings Calculation

Using the FLSA data as shown in the Additional Information group box, the system computes the FLSA regular earnings using pay period average rate as follows:

Calculation	Formula	June	July
Total hours worked in the pay period	work days in pay period × work day hours	$22 \times 8 = 176$	$23 \times 8 = 184$
Pay period average rate	pay period earnings / total hours worked	$2291.67 / 176 = 13.020852$	$2291.67 / 184 = 12.454728$
FLSA regular earnings	FLSA hours worked × pay period average rate	$16 \times 13.020852 = 208.33$ USD	$24 \times 12.454728 = 298.91$ USD

FLSA Rate Calculation

After calculating the pay period average regular earnings, the rest of the FLSA processing remains the same. The system uses the FLSA regular earnings amounts to calculate the FLSA rate as follows:

Earnings Code	Hours	Straight-Time Rate	Straight-Time Earnings
TRG June 28 to June 30	16.00	13.020739 (pay period average rate)	208.33 USD
TRG July 1 to July 4	24.00	12.454565 (pay period average rate)	298.91 USD

<i>Earnings Code</i>	<i>Hours</i>	<i>Straight-Time Rate</i>	<i>Straight-Time Earnings</i>
TOV	9.00	13.221154 (annualized contractual hourly rate)	118.99 USD
TPB			100.00 USD
Totals	49		726.23 USD

In this case, on the earnings end date of July 4, the total FLSA hours are over 40, so the system processes as follows:

- Divides the total earnings by the total hours to compute the new FLSA rate.
 $726.23 \text{ USD} / 49 = 14.821020$.
- Applies the new FLSA rate to the current overtime of four hours, giving overtime premium of 29.64 USD ($14.821020 \text{ USD} \times .5 \times 4 \text{ hours}$).
 Total overtime pay is 82.52 USD ($(4 \text{ hours} \times 13.221154 \text{ USD contractual rate}) + 29.64 \text{ USD FLSA overtime premium}$).
- Creates a new pay line for the previous period overtime of five hours and applies the new FLSA rate.
 $5 \times 14.821020 = 103.16$.
 FLSA overtime premium is 37.05 USD ($14.821020 \text{ USD} \times .5 \times 5 \text{ hours}$) and total overtime pay is 103.16 USD ($(5 \text{ hours} \times 13.221154 \text{ USD contractual rate}) + 37.05 \text{ USD FLSA overtime premium}$).
- Reverses the original overtime paid in the previous period at the contractual rate of 13.221154.
 The reversal amount is 99.16 USD ($13.221154 \text{ USD} \times 1.5 \times 5 \text{ hours}$).

FLSA Requirements for Public Safety Employees

This section provides an overview of FLSA requirements for public safety employees and discusses:

- Maximum nonovertime hours under 7K exemption (public safety).
- 28 day, 212-hour FLSA period example.
- 14 day, 86-hour FLSA period example.

Understanding FLSA Requirements for Public Safety Employees

The FLSA overtime requirements for public safety employees are different from those of other employees, because a specified number of work hours is needed within the FLSA work period before the FLSA rate can be applied to overtime pay. Their work periods vary from seven to 28 days, depending on the work period. Some police officers and fire protection employees have 28-day work periods; some have 14-day work periods. These employees usually receive pay biweekly and have 28-day FLSA pay periods. They can report overtime hours throughout the FLSA period, but FLSA overtime regulations are not invoked until the employee works more than the maximum FLSA hours for the period. After the employee works the maximum FLSA hours for the period, you must pay all overtime over the maximum using the FLSA regular rate.

You must pay overtime to fire protection employees for hours that exceed 212 in a 28-day period. You must pay overtime to law enforcement employees for hours that exceed 171 in a 28-day period. If the work period is fewer than 28 days, the hours are prorated. This enables you to balance work hours over an entire FLSA work period.

Maximum Nonovertime Hours Under 7K Exemption (Public Safety)

For those with work periods of seven to 28 days, the system calculates overtime hours that are reported after an employee's FLSA hours equal the number shown in the following table, published by the Wage and Hour Division, U.S. Department of Labor:

<i>Days in Work Period</i>	<i>Fire Protection</i>	<i>Law Enforcement</i>
28	212	171
27	204	165
26	197	159
25	189	153
24	182	147
23	174	141
22	167	134
21	159	128
20	151	122

<i>Days in Work Period</i>	<i>Fire Protection</i>	<i>Law Enforcement</i>
19	144	116
18	136	110
17	129	104
16	121	98
15	114	92
14	106	86
13	98	79
12	91	73
11	83	67
10	76	61
9	68	55
8	61	49
7	53	43

Example

A firefighter's work period is 28 consecutive days, and she works 80 hours in each of the first two weeks, 52 hours in week three, and none in week four. Her total work hours of 212 ($80 + 80 + 52 + 0$) which does not exceed 212 for the 28-day work period.

Therefore, no overtime pay is due.

If the same firefighter has a work period of 14 days, overtime pay is due for 54 hours (160 minus 106 hours, the amount in the table) for the weeks in which she works two consecutive 80 hour weeks.

Days in work period = 14. Overtime pay is due after 106 hours. Therefore, 54 hours of overtime pay is due.

Example: 28-Day, 212-Hour FLSA Period

Firefighter Jane has a 28-day work period and earns an annual salary of 24,000 USD for all hours worked. For each FLSA period, Jane receives 1,846.15 USD (= 24,000.00 USD / 13).

During the last FLSA period, Jane worked 224 hours (12 more than the maximum of 212). Her regular rate is 8.24 USD (= 1,846.15 USD / 224). Jane's overtime premium is 49.44 USD (= 12 × 8.24 USD × 0.5).

Example: 14-Day, 86-Hour FLSA Period

This police department uses an 86-hour, 14-day work period. Under present city regulations, police officers can receive pay in several earnings codes for hours that exceed 81 in a 14-day period. They can receive:

- Mandatory overtime (MOT)
- Special event overtime (SOT)
- Comp time (CTO)

If the city pays MOT or SOT in the present payment system, this overtime premium for hours up to the FLSA limit of 86 hours can apply as a credit against FLSA liability. For example:

Crediting Overtime Premium Against FLSA Liability

Employee	Joe
Monthly salary	2,631.00 USD
Contractual hourly rate	15.179 USD
Scholastic bonus (biweekly)	18.47 USD
Special assignment pay	30.36 USD
FLSA period	14 day, 86 hours

For a two-week (14-day) pay period, Joe records the following information:

<i>Earnings Code</i>	<i>Description</i>	<i>Hours</i>	<i>Effect on FLSA</i>
REG	Regular	78	Hours and amount
MUP	Move-up	3	Hours and amount

Earnings Code	Description	Hours	Effect on FLSA
MOT	Mandatory overtime	2	Hours and amount
SOT	Special event overtime	4	Hours and amount
CTO	Comp time	2	None
SCK	Sick leave	2	None
Total		91	

Because all of the earnings except SCK and CTO are eligible, the total eligible FLSA hours is 87. Because this is one hour more than the police officer's limit of 86 hours for a 14-day period, Joe has one hour of FLSA liability.

Determining the FLSA Regular Rate

To determine the FLSA regular rate, the system calculates: FLSA eligible earnings / FLSA eligible hours.

Earnings Code	Hours	Rate	Earnings
REG	78	15.179 USD	1,183.96 USD
MUP	3	15.938 USD (= 15.179 USD × 1.05)	47.81 USD
MOT	2	15.179 USD (straight-time only)	30.36 USD
SOT	4	15.179 USD (straight-time only)	60.72 USD
Scholastic bonus			18.47 USD
Special assignment pay			30.36 USD
Total	87		1,371.68 USD

FLSA regular rate = 1371.68 USD / 87 = 15.766436 USD.

Calculate the Overtime Premium

Calculate the overtime premium under FLSA and under the city's method as follows:

- FLSA overtime premium: $1 \times 15.766436 \text{ USD} \times 0.5 = 7.88 \text{ USD}$.
- City overtime premium: $1 \times 15.179 \text{ USD} \times 0.5 = 7.59 \text{ USD}$.

The FLSA premium is greater than the city's premium, so the employee should receive the FLSA rate for the one hour over the 86-hour limit, if the city pays the higher of FLSA or contractual overtime.

Reversing Overtime

If MOT is the main pay group's overtime earnings code (defined in the Pay Group table), then the system reverses the one hour of MOT paid at the contractual rate and pays it at the FLSA rate instead:

<i>Earnings Code</i>	<i>Hours</i>	<i>Rate</i>	<i>Earnings</i>
SCK	2	15.179 USD	30.36 USD
REG	78	15.179 USD	1,183.96 USD
MUP	3	15.938 USD (= 15.179 USD $\times$ 1.05)	47.81 USD
MOT at contractual	2	22.7685 USD (= 15.179 USD $\times$ 1.5)	45.54 USD
MOT contractual reversal	-1	7.59 USD (= 15.179 USD $\times$ 0.5)	-22.77 USD (= 15.179 + 7.59)
MOT at FLSA rate	1	7.88 USD (= 15.766 USD $\times$ 0.5)	23.06 USD (= 15.179 + 7.88)
SOT	4	22.7685 USD (= 15.179 USD $\times$ 1.5)	91.07 USD
Scholastic bonus			18.47 USD
Special assignment pay			30.36 USD
Total wages			1,447.86 USD

Note. The original overtime that you enter on the paysheet does not change during pay calculation. If you must pay part of the overtime at a different rate, then instead of reducing the original overtime hours, the pay calculation generates two new paysheet entries: a reversal for those hours at the original rate, and an adjustment entry for the same number of hours at the new rate. These new entries generated are unavailable for selection, and you cannot modify them. Only you (not the pay calculation) can update the original overtime hours. Therefore, multiple recalculation is possible and the original overtime hours is preserved; adjustments and reversals are generated instead to update overtime at different rates if needed.

If there are multiple overtime earnings (for example, MUP, MOT and SOT), the system reverses the overtime hours in sequence, as follows, until the overtime hours that are eligible at the new FLSA rate are zero:

1. Process the main overtime earnings code defined in the pay group's table for overtime hours.

If you process multiple jobs from multiple pay groups on a single check, use the primary pay group's table overtime earnings code first. If there is a rate change, process the one with the lowest contractual rate first.

2. For processing multiple jobs from multiple pay groups on a single check, process overtime defined in the nonprimary pay group's table for overtime hours.

If there are multiple overtime earnings codes, process the one with the lowest contractual rate first in this group.

3. Process all other overtime hours.

Process the one with the lowest contractual rate first in this group.

FLSA Rates with Mid-Period Rate Changes

This example illustrates how the system calculates the FLSA rate when a rate change occurs mid-period.

An employee is paid weekly. The pay period begin date is May 15, 2000 (Monday) and the end date is May 21, 2000 (Sunday). The employee works a Monday-through-Friday schedule. Her rate is 10 USD per hour, but she gets a pay rate increase, effective May 18, 2000, to 20 USD per hour.

This diagram shows an example of two-payline paysheet with a mid-period rate change:

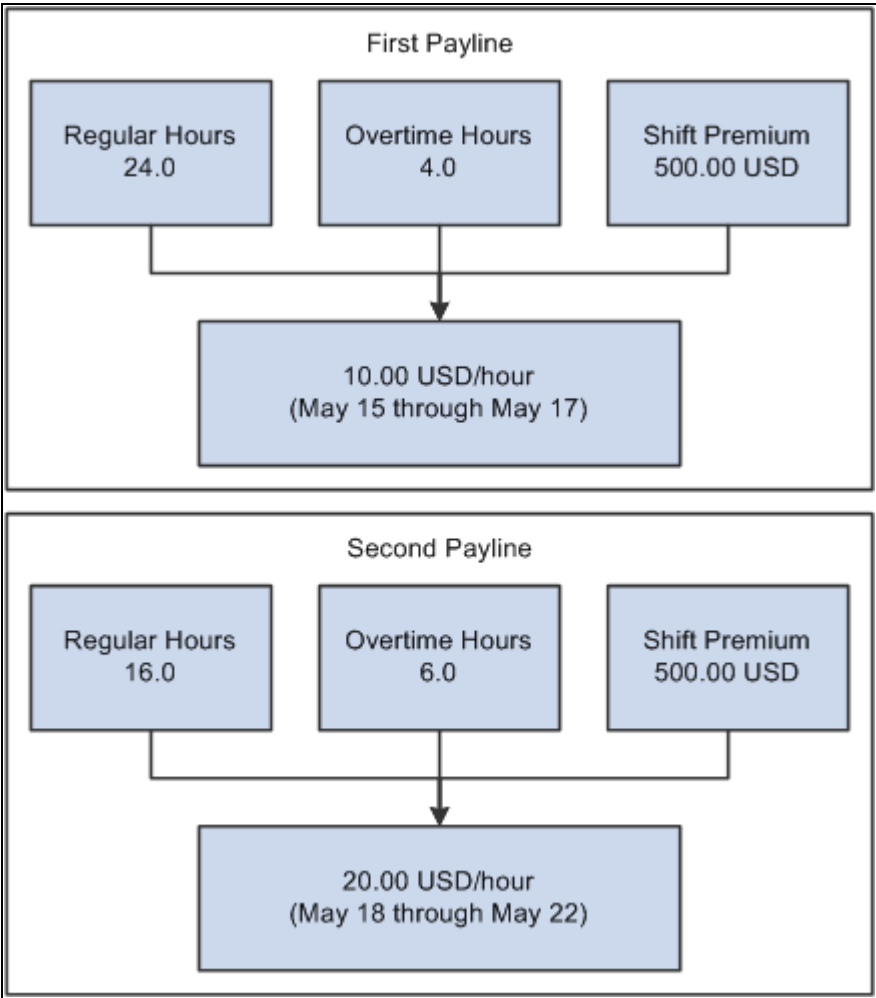


Illustration of a two-payline paysheet for a mid-period rate change

Note. The system's FLSA rate calculation incorporates the entire period. This means that only one FLSA rate exists for the entire period.

FLSA Calculation

The following table displays the FLSA calculation:

Regular hours	24 at 10.00 USD per hour	240.00 USD
Overtime hours	4 at 10.00 USD per hour	40.00 USD
Shift premium		500.00 USD
Regular hours	16 at 20.00 USD per hour	320.00 USD

Overtime hours	6 at 20.00 USD per hour	120.00 USD
Shift premium		500.00 USD
Total	50 hours	1700.00 USD

The FLSA rate equals 34.00 USD per hour, or 1,700 USD for 50 hours.

Paycheck Results

The following table displays the paycheck results:

Regular hours	24.0	240.00 USD (24 hrs × 10 USD per hour)
Overtime hours	6.0	162.00 USD (6 hrs × 10 USD per hour + 6 hrs × 0.5 × 34 USD per hour)
Shift		500.00 USD
Regular hours	16.0	320.00 USD (16 hrs × 20 USD per hour)
Overtime hours	4.0	148.00 USD (4 hrs × 20 USD per hour + 4 hrs × 0.5 × 34 USD per hour)
Shift		500.00 USD

Note. The system calculates the FLSA rate for the entire period, and the overtime premium (the 0.5 part of the overtime) uses the FLSA rate for both.

Single Payments Over Multiple Pay Periods

For a special payment (such as a bonus or commission) that applies to more than one FLSA period, the FLSA requires that you prorate it across all the affected FLSA periods. If the bonus is FLSA-eligible, you must use the portion of it that is attributable to an FLSA period when calculating the FLSA rate for that period. To have the system prorate a bonus over multiple FLSA periods, add a new entry on the paysheet with earnings begin and end dates for the period covered by the special payment. (You must create pay calendars and FLSA calendars for the period covered). The system prorates the amount for every FLSA period and recalculates overtime affected by the special payment. This can include future payments.

When you enter an FLSA eligible payment amount for a period that covers multiple FLSA periods in a paysheet, the system assigns a prorated payment amount to each FLSA period that is affected. The system reverses the original payment on the paysheet and replaces it with multiple FLSA periods that cover the payment periods. Each prorated payment equals: $\text{payment amount} \times \text{percent of the number of workdays in the FLSA period over the total number of workdays in the payment period}$. Thus, the system calculates proration by workday, as defined in the employee's Job record.

Example

Jackie earns a bonus of 2640 USD for a six-month period (July 1 to December 31). The seven-day FLSA period runs Sunday to Saturday, and the number of workdays in each FLSA period is five days, from Monday to Friday. The total number of workdays for the six-month bonus period is 132. July 1 falls on a Thursday, which gives the first FLSA period 2 workdays. For the first FLSA period (June 27 to July 3), the prorated bonus is 40 USD ($= 2640 \text{ USD} \times 2 / 132$). The prorated bonus for the rest of the 26 FLSA-workweek period is 100 USD ($= 2640 \text{ USD} \times 5 / 132$). The system adds the 40 USD or 100 USD to each workweek accordingly, and recalculates overtime pay by including the prorated bonus in the FLSA earnings that it uses to determine the FLSA rate in the workweeks in which Jackie works overtime.

Seven-Day FLSA Period with Biweekly Payroll

When you create a seven-day FLSA period definition and assign it to a pay group with biweekly pay frequency, the system:

- Creates two paylines based on the 7-day FLSA period definition:
 - One payline for the first week.
 - One payline for the second week.
- Divides the total amount of any additional pay between the two paylines.
- Calculates the check as it would for an employee paid weekly.

Note. With the seven-day FLSA period definition and biweekly pay frequency setup, do not enter a salaried employee's compensation rate as an hourly rate (hourly frequency) in the Compensation Rate field on the Job Data – Compensation page. Doing so causes the system to pay minimum wage in place of the FLSA rate.

FLSA Rates and Double-Time Pay

The FLSA process compares the premium overtime amount (the 0.5 in 1.5), as calculated under the FLSA regulations, and the premium overtime amount calculated with the contractual hourly rate. The system then uses whichever rate pays the greater premium amount or always pays at the FLSA rate, according to the specification on the Company table.

In the case of double-time, the FLSA premium amount for overtime is: $\text{overtime hours} \times \text{FLSA regular rate} \times 0.5$.

The contractual premium amount is: $\text{overtime hours} \times \text{contractual rate} \times 1.0$.

In most cases, the contractual premium is more than the FLSA premium.

Example: 10 Overtime Hours, 15.00 USD Per Hour

Contractual premium: 15.00 USD × 1 × 10 = 150.00 USD.

FLSA premium:

- 795.00 USD / 50 hours = 15.90 USD FLSA regular rate.
- 15.90 USD × 0.5 × 10 = 79.50 USD overtime premium.

The contractual premium of 150 USD is greater than the FLSA premium of 79.50 USD.

Alternative Overtime Calculations

This section discusses:

- Important terms and definitions.
- Alternative overtime processing.
- Calculations for hourly employees, exception-hourly employees, and salaried employees with unspecified salary hours.
- Calculations for salaried employees with fixed salary hours.
- Alternative overtime calculation example.
- Exceptions to calculation methods.

See Also

[Chapter 9, "\(USA\) Setting Up Additional U.S. Payroll Functionality," Setting Up for Alternative Overtime Calculation, page 293](#)

Important Terms and Definitions

The following definitions are provided to aid in the discussion of alternative overtime:

Alternative rate	The calculated rate used as the basis for determining the overtime payment. The alternative rate is calculated as (regular period pay + overtime pay at contractual + total other FLSA eligible earnings) / total FLSA eligible hours.
Note. If the employee is eligible for alternative overtime, the alternative rate replaces the FLSA rate subject to the FLSA rule setting on the Company table.	

Contractual rate	Equivalent to the hourly rate or compensation rate.
Premium rate	The extra amount of the contractual rate paid for overtime, stated as a percentage. For example, if overtime is 1.5 times the contractual rate, the premium rate is 50 percent.
Premium amount	The premium amount paid for alternative overtime is paid at the higher of the contractual rate or the alternative rate.

Alternative Overtime Processing

Here are some general principles of alternative overtime calculations and processing:

- For those employees identified as subject to alternative overtime calculation, the system calculates overtime on the alternative basis rather than the usual FLSA method.
- To calculate alternative overtime, the system uses the multiplication factor specified for the overtime earnings code on the Earnings table instead of the fixed 0.5 used in federal FLSA calculation.
- The alternative overtime method follows the FLSA rule setting on the Company table, either always paying the alternative overtime rate or paying the higher of the alternative overtime rate or the contractual rate.

Note. Salaried employees with unspecified hours are always calculated at the Alternative Overtime rate, even if it is lower than the contractual rate.

- FLSA eligible hours for salaried employees differs depending upon the option selected for FLSA Salaried Hours Used:
 - *Unspecified Salaried Hours:* The alternative rate is calculated using the total FLSA-eligible hours worked in the week.
 - *Fixed Salaried Hours.* The alternative rate is calculated using the weekly standard hours in job data.

Note. Select the FLSA salaried hours used option on the FLSA Period Definition page, accessed from the Pay Group Table - Calc Parameters page.

Calculations for Hourly and Exception-Hourly Employees

The system calculates alternative overtime as follows for hourly or exception-hourly employees:

1. Calculates the alternative rate as (regular period pay + overtime pay at contractual + total other FLSA eligible earnings) / total FLSA eligible hours.

2. Continues processing based on the FLSA Rule setting on the Company table:

- If the FLSA rule is *Always Use FLSA Premium*, the system uses the calculated alternative rate to calculate the overtime premium by multiplying the alternative rate by the multiplication factor on the Earnings table minus the straight time factor. (For example, for multiplication factor 1.5 it uses .5, for 2.0 it uses 1.0.).
- If the FLSA rule is *Higher of FLSA /Contractual*, the system compares the calculated alternative rate to the contractual hourly rate in job data.

If the alternative rate is equal to or less than the contractual hourly rate, it uses the contractual hourly rate to calculate the overtime premium by multiplying the rate by the multiplication factor on the Earnings table.

If the alternative rate is greater than the contractual hourly rate, it uses the alternative rate to calculate the overtime premium by multiplying the alternative rate by the multiplication factor on the Earnings table minus the straight time factor. (For example, for multiplication factor 1.5 it uses .5, for 2.0 it uses 1.0.)

3. Adds the calculated overtime premium to the overtime straight time amount to derive the total overtime amount.

Calculations for Salaried Employees with Unspecified Salaried Hours

For salaried employees for whom the salaried hours option is Unspecified Salaried Hours, the system calculates alternative overtime as follows:

1. Calculates the alternative rate as (regular period pay + overtime pay at contractual + total other FLSA eligible earnings) / total FLSA eligible hours.
2. Calculates the overtime premium by multiplying the job hourly rate by the multiplication factor on the Earnings table.
3. Adds the calculated overtime premium to the overtime straight time amount to derive the total overtime amount.

Calculations for Salaried Employees with Fixed Salaried Hours

For salaried employees for whom the salaried hours option is *Fixed Salaried Hours*, the system calculates alternative overtime as follows:

1. Calculates the alternative rate as (regular period pay + total other FLSA eligible earnings) / weekly standard hours.
2. Compares this alternative rate to the hourly rate on job.
 - If the alternative rate is equal to or less than the hourly rate, uses job hourly rate to calculate the overtime premium.
 - If the alternative rate is greater than the hourly rate, uses the alternative rate to calculate the overtime premium.

Alternative Overtime Calculation Example

This table displays the pay data for an hourly employee:

<i>Earnings Code</i>	<i>Hours</i>	<i>Straight-Time Rate</i>	<i>Straight-Time Earnings</i>
Regular	40	6.00 USD	240.00 USD
Overtime at 1.5	6	6.00 USD	36.00 USD
Overtime at 2.0	2	6.00 USD	12.00 USD
Bonus			12.00 USD
Totals	48		300.00 USD

Calculations for the Higher of FLSA /Contractual Rule

This is how the system calculates the overtime when the FLSA rule is *Higher of FLSA/Contractual*:

- Alternative rate:
 $6.25 \text{ USD} = 300.00 \text{ USD} / 48 \text{ total weekly hours.}$
- Contractual Premium:
 Overtime at 1.5: $18.00 \text{ USD} = 6.00 \text{ USD} \times 0.5 \times 6 \text{ overtime hours.}$
 Overtime at 2.0: $12.00 \text{ USD} = 6.00 \text{ USD} \times 1.0 \times 2 \text{ overtime hours.}$
- Alternative Premium:
 Overtime at 1.5: $18.75 \text{ USD} = 6.25 \text{ USD} \times 0.5 \times 6 \text{ overtime hours.}$ This is higher than contractual premium of \$18.00 USD, so the alternative rate is used for overtime premium calculation.
 Overtime at 2.0: $12.50 \text{ USD} = 6.25 \text{ USD} \times 1.0 \times 2 \text{ overtime hours.}$ This is higher than contractual premium of \$12.00 USD, so the alternative rate is used for overtime premium calculation.

Calculations for Always Use FLSA Premium Rule

This is how the system calculates the overtime when the FLSA rule is *Always Use FLSA Premium*:

- Alternative rate:
 $6.25 \text{ USD} = 300.00 \text{ USD} / 48 \text{ total weekly hours.}$

- **Alternative Premium:**

Overtime at 1.5: $18.75 \text{ USD} = 6.25 \text{ USD} \times 0.5 \times 6 \text{ overtime hours}$.

Overtime at 2.0: $12.50 \text{ USD} = 6.25 \text{ USD} \times 1.0 \times 2 \text{ overtime hours}$.

Appendix E

(CAN) Canadian Tax Method Calculations

This appendix discusses:

- Canadian Tax Methods.
- Canadian Tax Method Calculations.

Understanding Canadian Tax Methods

This section discusses:

- Bonus tax method.
- Commission tax method.
- Lump sum tax method.

Bonus Tax Method

This calculation method depends upon whether the bonus payment is included with the regular earnings (using the annualized tax method) or the bonus payment is paid on a separate cheque.

Note. Any payment that is using the bonus tax method is referred to as a "bonus payment" for the purpose of this documentation.

Bonus Included with Regular Earnings

When bonus is included with Regular Earnings (annualized tax method), in addition to the 3 Calculation Steps outlined, the first 2 Steps are to calculate pay period income taxes on the Regular Earnings using the Annualized Tax Method.

Calculation Step 1 – Determine annual taxes payable by annualizing the Regular Earnings.

- Calculation Input - The following will derive annual taxable gross: Regular Earnings X total pay periods in the year.
- Calculation Output - Perform the annualized tax calculation to produce the annual income taxes.

Calculation Step 2 - Determine pay period income taxes for the Regular Earnings.

- Calculation Input - The following will derive pay period income taxes: Annual income taxes (from Step 1) / total pay periods in the year.
- Calculation Output - Pay period income taxes on the Regular Earnings.

The following table shows how the system calculates the tax payable when the bonus is included with regular earnings:

Calculation Step	Calculation Input	Calculation Output
1. Determine annual taxes payable using annualized earnings including the bonus payment.	The following will derive annual taxable gross: (CIT taxable earnings gross year-to-date [YTD], including YTD bonus) + (current annualized tax method earnings X no. of pays remaining in the year including the current period) + (current bonus payment)	Perform tax calculation and the result will be annual income taxes which for this exercise will be Base Amount A.
2. Determine annual taxes payable using annualized earnings excluding the current bonus payment.	The following will derive annual taxable gross: (CIT taxable earnings gross YTD, including YTD bonus) + (current annualized tax method earnings X no. of pays remaining in the year including the current period)	Perform tax calculation and the result will be annual income taxes which for this exercise will be Base Amount B.
3. Determine pay period income taxes payable on the bonus payment.	The following will derive pay period income taxes on the bonus payment: (Base Amount A – Base Amount B)	Pay period income ax payable on bonus payment.
4. Determine pay period income taxes for the Regular Earnings and the Bonus payment.	The following will derive pay period income taxes for both Regular Earnings and the Bonus payment: Pay period income taxes on the Regular Earnings + Pay period income taxes on the Bonus payment	Total pay period income taxes for this combined payment (cheque).

Bonus Paid on a Separate Cheque

This table shows how the system calculates the tax payable when the bonus is paid on a separate cheque with no regular earnings:

Calculation Step	Calculation Input	Calculation Output
1. Determine annual taxes payable based on estimated annualized earnings including the bonus payment.	The following will derive projected annual taxable gross: (CIT taxable earnings gross YTD, including YTD bonus) + (pay period pay rate from the employee's Job Data record X No. of pay periods remaining in the year including the current pay period) + (current bonus payment)	Perform tax calculation and the result will be annual income taxes which for this exercise will be Base Amount A.
2. Determine annual taxes payable based on estimated annualized earnings excluding the current bonus payment.	The following will derive projected annual taxable gross: (CIT taxable earnings gross YTD, including YTD bonus) + (pay period pay rate from the employee's Job Data record X No. of pay periods remaining in the year including the current pay period)	Perform tax calculation and the result will be annual income taxes which for this exercise will be Base Amount B.
3. Determine taxes payable on the bonus payment.	(Base Amount A – Base Amount B)	Tax payable on bonus payment.

The estimated projected earnings from the employee's Job Data record is calculated by this formula: (annual rate from the employee's Job Data record / no. of pays in the year to derive a pay period rate) × number of pays remaining in the year including the current period.

Commission Tax Method

In order for the Commission Tax Method to work as designed, the Commission group boxes must be completed on the Quebec Income Tax Data page.

If the Commission group boxes are not completed, the tax calculation process defaults to the Annualized Tax Method.

The following outlines the method that is used in calculating CIT (federal and provincial excluding Quebec) and QIT using the commission tax method.

Note. Any payment that uses the commission tax method is referred to as a "commission payment" for the purpose of this documentation.

CIT Commission Tax Calculation

This table shows how the system calculates the tax payable (CIT) on a commission payment:

Calculation Step	Calculation Input	Calculation Output
1. Establish the net annual taxable income from the Commission group box on the Canadian Income Tax Data page.	(income reported in the Commission group box) – (expenses reported in the Commission group box)	(after calculation) Annual taxable income.

Calculation Step	Calculation Input	Calculation Output
2. Determine annual taxes payable.	Apply the annualized tax method to the annual taxable income	(after tax calculation) Annual tax payable.
3. Determine pay period taxes payable.	[(commission payment on current cheque) / (income reported in the Canadian Income Tax Data page)] X annual tax payable	(after calculation) Tax payable on the current commission payment.

QIT Commission Tax Calculation

Unlike the federal Statement of Commission Income and Expenses For Payroll Tax Deductions (TD1X) that is used to estimate the net annual taxable income amount, the Quebec Statement of Commissions and Expenses For Source Deduction Purposes (TP-1015.R.13.1-V) establishes a ratio to annualize the current cheque's commission payment.

For Quebec provincial tax, the current cheque's commission earnings is annualized using the ratio determined by the income and expenses reported in the Commission group box on the Quebec Income Tax Data page.

This table shows how the system calculates the QIT payable on a commission payment:

Calculation Step	Calculation Input	Calculation Output
1. Derive the ratio to apply to the current cheque's commission earnings amount to calculate annual income.	[(income reported on the Quebec Income Tax Data page) – (expenses reported on the Quebec Income Tax Data page)] / (income reported on the Quebec Income Tax Data page)	(after calculation) Ratio of commissions to be included.
2. Apply the derived ratio against the current cheque's commission payment to determine the annual taxable income.	(ratio of commissions to be included) X (commission payment on current cheque) X (annual factor)	(after calculation) Annual taxable income.
3. Determine the QIT payable for the pay period.	Apply the annualized tax method on the annual taxable income	(after tax calculation) Tax payable on the current commission payment.

Lump Sum Tax Method

The lump sum tax method determines the withholding for the payment (earnings code set up using the Lump Sum Tax Method) using the corresponding rate(s) specified on the Federal CIT Lump-Sum Rates (federal Canadian income taxes lump-sum rates) group box or Quebec (QIT) Lump-Sum Rates (Quebec [Quebec income taxes] lump-sum rates) group box on the Tax Rates, Credits, and Other page.

This table shows how the system calculates the lump sum tax method:

Calculation Step	Calculation Input	Calculation Output
1. Establish the applicable tax rate to use from the Tax Rates, Credits and Other page - Federal (CIT) Lump Sum Rates and if Quebec applies, also use the Quebec (QIT) Lump Sum Rates.	Select the applicable rate to use based on the amount of the payment; for Quebec, also select the appropriate rates (CIT and QIT)	Selected tax rate(s).
2. Determine the CIT payable for the payment ; if Quebec, determined both CIT and QIT payable for the period.	(Lump-sum payment) X (selected rate(s))	(after tax calculation) Tax payable on the current lump-sum payment; if province is Quebec, both CIT and QIT are calculated.

Canadian Tax Methods Calculations

This section discusses:

- Using Payline one-time deductions for entering before-tax deductions.
- Calculating annual taxable income using the annualized tax method.
- Calculating annual taxable income using the bonus tax method.
- Calculating annual taxable income using the annualized and bonus tax methods.

Using Payline One-Time Deductions for Entering Before-Tax Deductions

Consultation with the Canada Revenue Agency (CRA) has prompted PeopleSoft to revise our treatment of one-time before-tax deductions associated with specific taxation methodologies. This section discusses the revised methods that PeopleSoft uses to handle before-tax one-time deductions and provides examples of each method.

PeopleSoft's basic methodology is to derive Pay Period Taxable Gross as: Taxable Earnings plus Taxable Benefits less Before-Tax Deductions.

The calculation methodology the system uses to derive Annual Taxable Income depends on the tax method that is used (annualized, bonus, or both annualized and bonus on a single cheque).

Calculating Annual Taxable Income Using the Annualized Tax Method

For the regular annualized tax method, the calculated Pay Period Taxable Gross is multiplied by the number of pay periods in the year.

When you use Payline One-time Deductions to enter before-tax deductions for Plan Type 8x (Pension Plans) and Plan Type 4x (Savings Plans) using the Override feature, the system excludes these entries when determining Pay Period Taxable Gross, but reduces Annual Taxable Gross on a one-time basis.

Example: Annualized Tax Calculation

Annualized Tax Calculation (Bi-weekly payroll – 26 pay periods), derive annual taxable gross:

- Regular pay period taxable earnings = 2,500.00 CAD
- Pay period taxable benefits = 75.00 CAD
- Pay period before-tax deductions (these are before-tax deductions the employee is enrolled in) = 200.00 CAD
- Pay Period Taxable Earnings = 2,375.00 CAD
- Annual Taxable Income = \$2,375.00 x 26 pay periods = 61,750.00 CAD
- Payline One-time Deductions (before-tax, Plan Type 4x) = 1,500.00 CAD
- Adjusted Annual Taxable Income = 60,250.00 CAD

The annualized tax calculation uses \$60,250.00 to derive the pay period income taxes.

Note. If one of the pay period before-tax deductions is to be entered as a one-time deduction on Payline One-time Deductions, use the Override feature for the amount to be inclusive of the pay period deduction. If you use Addition instead of Override, the total amount reduces the Pay Period Taxable Income.

Calculating Annual Taxable Income Using the Bonus Tax Method

This section applies to the bonus tax method with no annualized tax method earnings, only the single tax set (bonus). To calculate reasonable results based on the formulas provided, Pay Period Taxable Gross is established from the employee's Job Record (compensation) and multiplied by the number of pay periods remaining in the pay year plus the employee's YTD taxable gross.

When you use Payline One-time Deductions to enter before-tax deductions for Plan Type 8x (Pension Plans), Plan Type 4x (Savings Plans), and Plan Type 00 (General Deductions) using the Override feature, these entries reduce the Annual Taxable Gross on a one-time basis. Although not recommended, if Addition (instead of Override) were used and combined with the employee's enrolled amount, this would also be treated as a one-time reduction to the Annual Taxable Income.

Entries that you create for before-tax deductions for Plan Type 8x (Pension Plans), Plan Type 4x (Savings Plans), and Plan Type 00 (General Deductions) using the Deduction Subset feature reduces Annual Taxable Gross on a one-time basis.

Note. The design is intended to accommodate specific Plan Types (8x, 4x and 00). However, to eliminate the potential creation of Pay Period Taxable Income the design allows for any before-tax deductions to be entered through the Payline One-time Deductions page. ALL (all Plan Types) before-tax deductions that you enter through Payline One-time Deductions reduce Annual Taxable Income. This produces reasonable results in comparison to allowing this scenario to have multiple tax sets (annualized and bonus).

Example: Bonus Tax Method with Payline One-Time Deductions (Single Tax Set Only)

In this scenario, the employee's deductions are likely to be based on a Deduction Subset, however, to simplify this example Benefit and General Deductions Taken is set to None on Paysheets/Paylines for the employee. This stops any deductions the employee is enrolled in from being taken. However, entries that you create for before-tax deductions for Plan Types 8x, 4x and 00 in Payline One-time Deductions, reduce Annual Taxable Income rather than Pay Period Taxable Income.

Note. ALL (all Plan Types) before-tax deductions are treated as a reduction to Annual Taxable Income.

Bonus tax calculation: (Bi-weekly payroll – 26 pay periods); derive annual taxable gross:

- Regular pay period taxable earnings = 0.00 CAD
- Bonus Tax Method taxable earnings = 15,000.00 CAD
- Pay period taxable benefits (Benefit and General Deductions Taken were set to NONE) = 0.00 CAD
- Pay period before-tax deductions (Benefit and General Deductions Taken were set to NONE) = 0.00 CAD
- Pay Period Taxable Earnings are not applicable but the tax calculation process uses the employee's Job Record (Compensation) to derive a pay period taxable income. For this exercise, Pay Period earnings are 2,500.00 CAD and YTD Taxable Income is \$40,000.00 with 10 pays remaining in the year, which includes the current pay period.
- Annual Taxable Income = (Derived Pay Period Taxable Income 2,500.00 CAD x Pays remaining in the year 10) + YTD Taxable Income 40,000.00 CAD + the Bonus Tax Method taxable earnings 15,000.00 CAD = 80,000.00 CAD
- Payline One-time Deductions (before-tax, Plan Type 8x) = 7,250.00 CAD
- Adjusted Annual Taxable Income = 72,750.00 CAD

The \$72,750.00 is used in the tax calculation process, which includes the payment of the Bonus Tax Method earnings. When calculating the income taxes on the payment subject to the Bonus Tax Method, the system performs three tax calculations:

- The regular annualized tax calculation, which in this case would produce zero taxes for the pay period.
- An initial bonus tax calculation including the bonus payment.
- The bonus tax calculation excluding the bonus payment where the net of these two bonus tax calculations is the income tax on the bonus payment that is set up to be taxed on the bonus tax method.

In the case of regular pay period deductions, if Taxable Benefits and/or before-Tax deductions were processed, multiple tax methods (Annualized and Bonus) would be applicable as a Pay Period Taxable Gross would have resulted. Because the Pay Period Taxable Gross would have been negligible, the results would have been distorted and likely inaccurate.

The same example can be applied using a deduction subset for the Benefits and General Deductions Taken fields on the paysheets/paylines. You can enter a deduction subset individually on paysheets/paylines or by creating an Off-Cycle Pay Calendar entry to generate paysheets/paylines with Benefits and General Deductions Taken set to Subset XXX for a pay run for bonus payments specific to the Bonus Tax Method.

The pay calculation process would be the same since the before-tax deductions (Plan Type 8x, 4x and 00) included in the SUBSET, reduce Annual Taxable Income.

Note. Although Payline One-time Deductions is not used, with only the Bonus Tax Method applicable, ALL the before-tax deductions are treated as one-time reductions to Annual Taxable Income.

Calculating Annual Taxable Income Using the Annualized and Bonus Tax Methods

The following describes the calculations when both the annualized and bonus tax methods are applicable on a single cheque. The initial calculation is Annualized, then Bonus and the results from the two are combined and reported on the single cheque.

Annualized tax method

For the Annualized tax method, the system calculates Pay Period Taxable Gross as usual (taxable pay period earnings plus taxable benefits less before-tax deductions). If you use Payline One-time Deductions to enter a before-tax deduction for Plan Type 8x and/or 4x using the Override feature, this deduction is used during the bonus tax method calculation. The deduction is not dependant on the payline that you enter it on if multiple paylines are applicable to segregate annualized tax method earnings versus bonus tax method earnings. This produces accurate 'annualized' pay period income taxes.

Bonus tax method

For the Bonus tax method, the system initially determines Annualized Taxable Income inclusive of the bonus tax method payment by using the employee's pay period taxable gross per the above multiplied by the pay periods remaining in the year (including the pay period that is being run) plus the employee's YTD taxable gross plus the bonus tax method payment. With the Override Payline One-time Deduction entry for Plan Type 8x and/or 4x, this amount reduces Annual Taxable Income. In order to calculate income taxes specific to the bonus payment, the system now determines the Annualized Taxable Income excluding the bonus tax method payment by using the employee's pay period taxable gross per the above multiplied by the pay periods remaining in the year (including the pay period being run) plus the employee's YTD taxable gross. The Override Payline One-time Deduction entry for Plan Type 8x and/or 4x reduces Annual Taxable Income. This process produces accurate results provided the employee's Pay Period Taxable Gross is representative of their normal pay period taxable earnings. The resulting net of the above two calculations is the income tax on the bonus payment.

When multiple tax sets (annualized and bonus) are applicable, during the bonus tax calculations, Plan Type 00 (General Deductions) before-tax deductions when entered as Override entries on Payline One-time Deductions are not treated the same as Plan Type 8x and 4x. These (Plan Type 00) entries reduce Pay Period Taxable Gross. When the Bonus Tax Method is the only tax method applicable, Plan Type 00 before-tax deductions reduce Annual Taxable Income.

Note. To generate the best possible results when one-time reductions to Annual Taxable Income are desired, PeopleSoft recommends that you do not combine tax methods on a single cheque to create a multiple tax set situation where the Bonus Tax Method is one of them.

Example: Annualized and Bonus Tax Method on One Cheque with Payline One-Time Deductions

Provided the Annualized Tax Method earnings are representative of the employee's regular pay period earnings, the resulting income taxes should be considered reasonable and acceptable.

The pay calculation process calculates income taxes based on each tax set and combines the results. The initial tax calculation is the Annualized Tax Method. The process follows the guidelines noted in the "Calculating Annual Taxable Income Using the Annualized Tax Method" section. The Bonus Tax Method follows the steps outlined in the "Calculating Annual Taxable Income Using the Bonus Tax Method" section with an exception in the way the system processes Payline One-time Deductions for Plan Type 00 (General Deductions). With the inclusion of the Annualized Tax Method, any before-tax deduction (Plan Type 00) entries entered as Override are applied against the Pay Period Taxable Income during the calculation of the Annualized Tax Method. Therefore, when this multiple tax set situation is applicable, only Payline One-time Deduction entries for Plan Type 8x and 4x reduce Annual Taxable Income during the Bonus Tax Method calculation.

Annualized tax calculation: (Bi-weekly payroll – 26 pay periods); derive annual taxable gross:

- Regular pay period taxable earnings = 2,500.00 CAD
- Pay period taxable benefits = 75.00 CAD
- Pay period before-tax deductions (these are before-tax deductions the employee is enrolled in) = 200.00 CAD
- Pay Period Taxable Earnings = 2,375.00 CAD
- Annual Taxable Income = (2,375.00 CAD – 450.00 CAD) x 26 pay periods = 50,050.00 CAD
- Payline One-time Deduction (before-tax, Plan Type 8x) = 1,500.00 CAD (to be applied in the Bonus Tax Calc)
- Payline One-time Deduction (before-tax, Plan Type 00) = 450.00 CAD (to be applied against Pay Period Taxable Income)
- Adjusted Annual Taxable Income = 50,050.00 CAD

The annualized tax calculation uses 50,050.00 CAD to derive the pay period income taxes.

Bonus tax calculation:

- Regular pay period taxable earnings = 2,500.00 CAD
- Bonus Tax Method taxable earnings = 15,000.00 CAD
- Pay period taxable benefits (Benefit and General Deductions Taken are set to NONE) = 75.00 CAD
- Pay period before-tax deductions (Benefit and General Deductions Taken are set to NONE) = 200.00 CAD
- Payline One-time Deduction (before-tax, Plan Type 8x) = 1,500.00 CAD (to be applied in the Bonus Tax Calculation)
- Payline One-time Deduction (before-tax, Plan Type 00) = 450.00 CAD (to be applied against Pay Period Taxable Income)
- Pay Period Taxable Earnings are applicable and the tax calculation process uses this information to derive a pay period taxable income. For this example, the Pay Period earnings are 2,500.00 CAD and the YTD Taxable Income is 40,000.00 CAD with 10 pays remaining in the year, which would include the current pay period.

- Annual Taxable Income = (regular pay period taxable earnings 2,500.00 CAD + taxable benefits 75.00 CAD – before-tax deductions 200.00 CAD – Payline One-time Deduction for Plan Type 00 450.00 CAD) x Pays remaining in the year 10) + YTD Taxable Income 40,000.00 CAD + the Bonus Tax Method taxable earnings 15,000.00 CAD = 74,250.00 CAD
- Payline One-time Deductions (before-tax, Plan Type 8x) = 1,500.00 CAD
- Adjusted Annual Taxable Income = 72,750.00 CAD

The 72,750.00 CAD is used in the initial tax calculation process, which includes the payment of the Bonus Tax Method earnings. The next tax calculation process will use the same as itemized above but exclude the Bonus Tax Method taxable earnings (15,000.00 CAD). The net result of these two tax calculations determines the income taxes specifically on the Bonus Tax Method taxable earnings.

Combine the annualized pay period income taxes with the income tax on the bonus payment subject to the Bonus Tax Method to derive the income taxes applicable to the single cheque.

Appendix F

(USA) U.S. Tax Methods and Calculations

This appendix discusses:

- Special tax withholding status.
- Supplemental tax calculations.
- Aggregate taxation of multiple checks.

Special Withholding Tax Status

You specify the special withholding tax status for each employee in the Special Withholding Tax Status field on the Federal, State, or Local Tax Data page, referred to in the table below as the "Employee Tax Data page."

This table shows how Payroll for North America withholds tax based on the value selected in the Special Tax Status field for the Annualized Taxation method and the Supplemental Taxation method:

<i>Special Withholding Tax Status</i>	<i>Annualized Tax Method</i>	<i>Supplemental Tax Method</i>
None	Withholding tax is calculated based on the employee's marital status and number of allowances. The system also withholds any additional withholding amount or percentage specified for the employee on the Employee Tax Data page. On the paysheet, you can: • Suppress additional tax withholding. • Enter a one-time tax override to withhold a specific tax amount.	Withholding tax is calculated based on the supplemental tax method specified on the Federal/State/Local Tax Table - General page for the tax jurisdiction being processed. The system ignores any additional withholding amount or percentage specified for the employee on the Employee Tax Data page .On the paysheet, you can: • Suppress additional tax withholding. • Enter a one-time tax override to withhold a specific tax amount.

<i>Special Withholding Tax Status</i>	<i>Annualized Tax Method</i>	<i>Supplemental Tax Method</i>
No Taxable Gross; No Tax Taken	No tax will is withheld, and no dollars are accumulated to taxable gross balances. The system ignores any additional withholding amount or percentage specified for the employee on the Employee Tax Data page.	No tax will is withheld, and no dollars are accumulated to taxable gross balances. The system ignores any additional withholding amount or percentage specified for the employee on the Employee Tax Data page.
Maintain Taxable Gross	The system withholds only the additional withholding amount or percentage specified for the employee on the Employee Tax Data page. On the paysheet, you can: • Suppress the additional tax withholding amount or percent. • Enter a one-time tax override to withhold a different specific tax amount. Note. On the Federal Tax Data page, an additional amount or percentage should not be entered when the Special Withholding Tax Status is <i>Maintain taxable gross</i>.	The system does not withhold any tax based on the supplemental tax method specified on the Federal/State Tax Table - General page for the tax jurisdiction being processed. The system ignores any additional withholding amount specified for the employee on the Employee Tax Data page. The system withholds any additional withholding percentage specified for the employee on the Employee Tax Data page. On the paysheet, you can: • Suppress the additional tax withholding amount or percent. • Enter a one-time tax override to withhold a different specific tax amount.

Special Withholding Tax Status	Annualized Tax Method	Supplemental Tax Method
Non-Resident Alien; Tax Treaty/NR Data	For nonresident alien employees in commercial organizations (not E&G), the system calculates the withholding tax based on the taxable gross, additional amount for NRA added to the taxable gross, and withholding allowances. (E&G) For nonresident alien employees in education and government organizations, the system determines the taxable gross for FWT based on earnings that exceed the treaty maximum amount defined on the Tax Treaty table. The system calculates FTW based on the taxable gross, additional amount for NRA added to the taxable gross, and withholding allowances. The system also withholds any additional withholding amount or percentage specified for the employee on the Employee Tax Data page. On the paysheet, you can: • Suppress additional tax withholding. • Enter a one-time tax override to withhold a specific tax amount.	Withholding tax is calculated based on the supplemental tax method specified on the Federal/State/Local Tax Table - General page for the tax jurisdiction being processed. The system ignores any additional withholding amount or percentage specified for the employee on the Employee Tax Data page. On the paysheet, you can: • Suppress additional tax withholding. • Enter a one-time tax override to withhold a specific tax amount.

See Also

[Chapter 11, "Maintaining Payroll Data," \(USA\) Entering U.S. Employee Tax Data, page 330](#)

[Appendix F, "\(USA\) U.S. Tax Methods and Calculations," Supplemental Tax Calculations, page 1209](#)

Supplemental Tax Calculations

This section provides an overview of supplemental tax calculations and discusses these supplemental tax methods:

- Aggregate – No Annualize
- Aggregate
- Aggregate – No Tax else Percent
- Percent of Taxable Gross

- Non-resident Supplemental
- Special Table

Understanding Supplemental Tax Calculations

This section discusses:

- Two-tiered U.S. federal supplemental tax rates.
- Supplemental Tax Methods.

Two-Tiered U.S. Federal Supplemental Tax Rates

Any supplemental wage payments paid after an employee's YTD taxable supplemental payments have exceeded \$1 million during the calendar year must be taxed at a higher federal supplemental tax rate.

Create a special accumulator code to store each employee's taxable gross for supplemental payments to identify the correct point at which the higher federal supplemental withholding tax rate should be applied. Enter this special accumulator on the Earnings Table - Special Process Page with *T* selected in the Effect on Special Balance field for each earnings code identified as using the supplemental tax method.

If you have multiple companies, you must use the same special accumulator for every company's supplemental earnings. This setup enables the system to make the determination of whether an employee's annual supplemental wage payments have exceeded \$1 million across all companies (active or inactive), regardless of whether Common Paymaster functionality has been invoked among the companies. As long as companies share the same calendar year balance ID, the YTD earnings balances for all companies is evaluated to determine which federal supplemental rate should be applied. There is no special setup required on the Company Table.

See [Chapter 6, "Setting Up the Payroll Process," Establishing Special Accumulator Codes, page 181.](#)

Note. If you did not specify the supplemental payment special accumulator for all supplemental earnings codes, you can run the 2 Tiered Supplemental Adjustment Program SQR report (TAX5162T) to correct the special accumulator balances.

See [Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," \(USA\) TAX5162T – Two-Tiered Supplemental Adjustment Program, page 1291.](#)

Supplemental Tax Methods

PeopleSoft Payroll for North America tax processing supports the various tax calculation methods required by some states for supplemental earnings, including the use of aggregate tax methods.

The methods used for calculating withholding tax on supplemental payments may differ depending on the following criteria that you specify on the Federal Tax Table - General page:

Paid With Regular Wages	The employee receives a supplemental payment paid with regular wages.
Separate Payment	The employee receives a supplemental payment as a separate payment.

PeopleSoft delivers the required value in these fields for each state. The possible values are:

- *Aggregate – No Annualize*
- *Aggregate*
- *Aggregate – No Tax else Percent*
- *Percent of Taxable Gross*
- *Special Table with Exemptions*
- *Special Table*
- *Non-Resident Supplemental*

This section provides an explanation and examples of each of these methods.

Note. PeopleSoft uses the term "normal wages" to mean the employee's pay from regular (REG) earnings taxed using the annualized tax method.

Aggregate – No Annualize

This method is valid only for Delaware and is used only for supplemental wages paid separately from normal wages.

Normal wages are annualized, but supplemental wages are not annualized, as follows:

- Annualize the employee's normal wages and compute tax on this amount.
- Annualize normal wages, add in the supplemental wages, and compute tax on the total.
- Subtract the difference in the tax amounts. The remainder is the withholding on the supplemental wages.

Example

A Delaware employee, single with one allowance, earning \$500 per week, is paid a \$5000 bonus as a separate check.

<i>Without Bonus</i>		<i>With Bonus</i>
\$26,000.00	Annualize Gross Wages	\$31,000.00
1,104.55	Annual Delaware Tax	1,426.15
	Tax on Wages without Bonus	(1,104.55)
	Tax to Withhold on Bonus	321.60

Aggregate

For supplemental wages paid with normal wages, calculate withholding (using the annualized method) as if the aggregate of supplemental and normal wages were a single wage payment for the normal payroll period.

Example for Payment with Regular Wages

A Maine employee, single with one allowance, is paid a \$1000 bonus on the same paycheck as his normal weekly earnings of \$500:

Normal Wages	\$500.00
Supplemental Wages	1,000.00
Total Wages	1,500.00
Annualized (x 52)	\$78,000.00
Annual Maine Tax	5,720.75
Tax to Withhold (/52)	110.01

For supplemental wages paid separately from normal wages, calculate withholding by aggregating supplemental wages with normal wages from the current payroll, if any, or with any other wages paid (confirmed checks only) in the prior on-cycle period. Using the annualized method, compute the tax on the combined total. Subtract the annualized tax on the normal wages. The deannualized remainder is the withholding on the supplemental wages.

Note. If the employee has not been paid any annualized wages this year, the supplemental earnings will be taxed at the employee's pay frequency specified on the pay group table. If there are multiple supplemental earnings for the same period (earnings paid in the same on-cycle timeframe), compute the tax on the combined total. Subtract the annualized tax on the wages paid in that period. The deannualized remainder is the withholding on the current supplemental wages.

Example for Separate Payment

A Maine employee, single with one allowance, is paid a \$1000 bonus as a separate check. No normal wages are paid in the current payroll. The employee's last previous on-cycle confirmed paycheck in the current year was for normal weekly earnings of \$500:

<i>Normal Wage</i>		<i>Reg + Bonus</i>
\$26,000.00	Annualize Gross Wages	\$78,000.00
1,300.75	Annual Tax	5,720.75

Normal Wage		Reg + Bonus
	Annualized Tax on Normal Wages	(1,300.75)
	Remainder	4,420.00
	Tax to Withhold on Bonus (/52)	85.00

Multiple Supplemental Wage Payments

The aggregate method accumulates all supplemental wage payments made after the last regular wage payment in order to perform tax calculations.

For example, if an employee is paid on a monthly payroll cycle on the first day of each month and the employee is also paid supplemental wages throughout the month, the system considers the employee's regular wages and the supplemental wages paid throughout the month when computing withholding using the aggregate method.

For example, Frank Smith is paid regular wages of \$2000 on July 1, commissions of \$500 on July 5, commissions of \$400 on July 15, and commissions of \$600 on July 25. When calculating the withholding on the July 25 payment using the aggregate method, the system adds the \$600 paid on July 25, the \$400 paid on July 15, the \$500 paid on July 5 and the regular wage amount of \$2000 paid on July 1 in order to determine the true tax bracket for the monthly payroll period.

Aggregate – No Tax else Percent

When supplemental wages are paid separately from normal wages, withholding depends on whether tax was withheld on the employee's current payment of normal wages, if any, or on previous on-cycle payments (in the same pay group).

If no tax was withheld on either condition, calculate tax on supplemental wages using the Aggregate Method described previously for supplemental wages paid separately.

If tax was withheld on either condition, calculate tax using a flat percent rate as specified by the state, without regard for marital status or allowances.

Example

A Connecticut employee, single with one allowance, is paid a \$1000 bonus as a separate check. The employee's last previous on-cycle normal paycheck in the current year was for normal weekly earnings of \$500, from which \$10.92 Connecticut tax was withheld. Using the flat rate of 4.5 percent specified by Connecticut, calculate the Connecticut tax to be withheld on the bonus:

$$4.5\% \times \$1000 = \$45$$

Percent of Taxable Gross

Calculate the tax to be withheld on supplemental wages by using the special flat rate specified by the state, without regard for marital status or allowances.

This method may apply both to supplemental wages paid with normal wages and to supplemental wages paid separately.

Example

An employee subject to Indiana withholding is to be paid a \$4000 bonus. Using the flat rate of 3.4 percent specified by Indiana for supplemental wages, calculate the Indiana tax to be withheld on the bonus:

$$3.4\% \times \$4000 = \$136$$

Non-resident Supplemental

When supplemental wages are paid separately from normal wages to a nonresident employee, calculate tax using a flat percent rate specified for nonresidents, without regard for marital status or allowances.

Example

A nonresident of Yonkers employed in Yonkers and subject to Yonkers tax is to be paid a \$2000 bonus as a separate payment. Using the flat rate of .5 percent specified by Yonkers for nonresidents, calculate the Yonkers tax to be withheld on the bonus:

$$0.5\% \times \$2000 = \$10$$

Special Table

This method is for Georgia and West Virginia only. The system uses the annual rate computed from the job record.

Aggregate Taxation of Multiple Checks

Aggregate taxation of multiple checks is appropriate when you need to pay an employee more than once (multiple confirmed pays) within a single pay period, such as a weekly employee who is paid for several different jobs or assignments within the week. Aggregate taxation prevents the system from taxing each payment as if the earnings were for the entire week, which would result in underpayment of taxes.

The aggregate tax method works by totaling the payments identified for aggregate taxation, calculating what the withholding tax should be on the aggregate total for the period, subtracting what's already been withheld in previous payments, and withholding the difference on the paycheck currently being processed.

To aggregate taxation of multiple checks:

1. Verify that the tax method specified for the earnings code on the Earnings Table – Taxes page is Specified on Paysheet.
2. Enter the identical value in the Aggregate ID field on the pay calendars for all pay runs that you want to aggregate.

To aggregate taxation across multiple checks, the pay calendar Aggregate ID field must be populated with a value. The system aggregates together all pay calendars with the same aggregate ID value (including off-cycle payrolls) for the purposes of tax calculations. All wages paid on calendars with the same aggregate ID are combined, then annualized and taxed accordingly. This is the only purpose for the Aggregate ID field on the pay calendar.

Note. If you are processing an off-cycle against the on-cycle calendar, you need to enter the aggregate ID only on the on-cycle calendar. To add standalone off-cycle calendars to be aggregated together, the pay period end date must be the day after the first confirmed check's pay period end date.

If you enter the same aggregate ID on multiple pay calendars, then for a given employee, each succeeding check (whether off-cycle or on-cycle) calculated under each of these pay calendars is aggregated with all of the already-calculated qualifying checks of the previous pay calendars which were set up using the same aggregate ID.

If a pay calendar has a unique aggregate ID, then for a given employee, succeeding off-cycle and on-cycle checks are aggregated with any already-confirmed qualifying off-cycle checks for that pay calendar.

3. On the off-cycle paysheet, change the tax method to Aggregate.

This step is not required for on-cycle checks that are processed against on-cycle calendars using the same aggregate ID. When the paysheet is system-generated, the tax method is set to aggregate, and can be viewed in the Additional Data link on the payline.

Note. When you set up the pay calendar with an aggregate ID, the system does not withhold from the succeeding checks processed any additional tax amounts or percentages entered in the employee's tax data. However, if you have already processed a check with additional tax withholding before entering an aggregate ID on the pay calendar, the additional taxes that have already been withheld will be aggregated with succeeding checks. No additional tax withholding will be taken from any check processed with an aggregate ID on the pay calendar.

See Also

Chapter 4, "Defining Earnings Codes and Earnings Programs," Entering Special Options and Tax Methods for Earnings Codes, page 104

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Pay Calendars," Building Pay Calendars Manually

Chapter 19, "Working with Paysheets," Viewing and Updating Paysheets and Paylines, page 628

Appendix G

Delivered Workflow for Payroll for North America

This appendix discusses the delivered workflow for Payroll for North America.

(USA) Processing All W-4 Exempt Employees

This section discusses processing W-4 Exempt Employees workflow.

Description

Event Description	When the W-4 Exempt Employees Process is run, all employees who have filed Exempt on their W-4 forms are notified.
Action Description	A worklist item is sent to notify the Payroll Supervisor that a notification was sent to the employee. After the W-4 Exempt Employees process is run, an email notification is sent to employees that their Exempt status will expire and that they need to file a new W-4 form with the Payroll department.
Notification Type	Email and worklist

Workflow Objects

Event	W4
Workflow Action	Automatic
Role	Payroll Administrator and Roleuser by EMPLD
Email Template	Payroll Supervisor and Email Employee
Business Process	Maintain Payroll Data U.S.
Business Activity	Process all W4 Employees
Business Event	Inform Payroll and Notify Employee

(USA) Processing W-5 Employees

This section discusses processing W-5 Employees workflow.

Note. Advance EIC payments and W-5 processing are discontinued as of January 1, 2011. Pages, fields, and processes are available for use in supporting Advance EIC only through tax year 2010.

Description

Event Description	After the Process W-5 Employees process is run, an email is sent to notify all employees who have are receiving Advance Payments of Earned Income (EIC) and have to file new W-5 forms.
Action Description	Once the employees are notified, a worklist item is sent to notify the Payroll Supervisor that a notification was sent to the Employee.
Notification Type	Email and worklist

Workflow Objects

Event	W5
Workflow Action	Automatic
Role	Payroll Administrator and Roleuser by EMPLD
Email Template	Payroll Supervisor and Email Employee
Business Process	Maintain Payroll Data U.S.
Business Activity	Process EIC W5 Employees
Business Event	Notify Employee and Notify Payroll

(CAN) Processing an Online Final Cheque

This section discusses processing an Online Final Cheque workflow.

Description

Event Description	The Final cheque processing is performed to calculate and create a cheque for one or more employees based on a Final Cheque Request.

Action Description	An email and worklist item is sent to the Personnel Administrator for review if any employees with final cheque requests do not have a status of <i>Terminated</i> in Job Data.
Notification Type	Email and worklist

Workflow Objects

Event	TERM_RQST
Workflow Action	Automatic
Role	Personnel Administrator
Email Template	Notify HR About Employee Termination and Active Employee Final Cheque Request
Business Process	Manage Payroll Process Canada
Business Activity	Process Online Final Chq Can
Business Event	Final Chq Rqst Active Empl

(CAN) Processing Batch Final Cheques

This section discusses processing a batch Final Cheque workflow.

Description

Event Description	The final cheque processing is performed to calculate and create a cheque for a batch of employees based on a Final Cheque Request.
Action Description	An email and worklist item is sent to the Personnel Administrator for review if any employees with final cheque requests do not have a status of <i>Terminated</i> in Job Data.
Notification Type	Email and worklist

Workflow Objects

Event	TERM_RQST
Workflow Action	Automatic
Role	Personnel Administrator
Email Template	Notify HR About Employee Termination and Active Employee Final Cheque Request.

Business Process	Manage Payroll Process Canada
Business Activity	PROCESS_BATCH_FINAL_CHQ_CAN
Business Event	Final Chq Rqst for Active Empl

(USA) Processing an Online Final Check

This section discusses processing a Final Check workflow.

Description

Event Description	Final check processing is performed (online) to calculate and create a paycheck for one or more employees based on a Final Check Request.
Action Description	A worklist item is sent to the Personnel Administrator for review if any employees with final check requests do not have a status of <i>Terminated</i> in Job Data.
Notification Type	Worklist

Workflow Objects

Event	TERM_RQST
Workflow Action	Automatic
Role	Personnel Administrator
Email Template	Active Employee Final Check Request
Business Process	Manage Payroll Process U.S.
Business Activity	Process Online Final Check
Business Event	Final Chk Rqst Active Empl

(USA) Processing Batch Final Checks

This section discusses processing batch Final Checks workflow.

Description

Event Description	Final check processing is performed (via a batch process) to calculate and create a paycheck for one or more employees based on a Final Check Request.
Action Description	A worklist item is sent to the Personnel Administrator for review if any employees with final check requests do not have a status of <i>Terminated</i> in Job Data.
Notification Type	Worklist

Workflow Objects

Event	TERM_RQST
Workflow Action	Automatic
Role	Personnel Administrator
Email Template	Active Employee Final Check Request
Business Process	Manage Payroll Process U.S.
Business Activity	Process Batch Final Check(s)
Business Event	Final Chk Rqst for Active Empl

Appendix H

PeopleSoft Enterprise Payroll for North America Reports

This appendix discusses:

- PeopleSoft Enterprise Payroll for North America reports: A to Z.
- PeopleSoft Enterprise Payroll for North America selected reports.

Note. For samples of these reports, see the PDF files that are published on CD-ROM with your documentation.

See Also

PeopleTools PeopleBook: PeopleSoft Process Scheduler

PeopleSoft Enterprise Payroll for North America Reports: A to Z

These tables list the Payroll for North America reports, sorted alphanumerically by report ID. If you need more information about a report, refer to the report details at the end of this appendix or in the documentation of the related business process in this PeopleBook.

This section discusses:

- Direct deposit reports (DDP).
- Payroll reports (PAY or FG).
- Tax reports (TAX).

Note. The special numerical series in the tax reports are as follows:

TAX000–099: Related to quarterly and periodic tax reporting.

TAX100-199: Related to tax status, exemption, eligibility.

TAX500–599: Typically run on-time for a specific purpose to update or create employee tax balances.

TAX700-799: Tax tables.

TAX800-899: Processes to create files for states that must submit quarterly state wage listings on electronic/magnetic media.

TAX900-999: Related to annual wage reporting processes.

Note. This appendix does not document reports that you run only at year-end. You can find documentation of year-end reports and processes in the Year-End Processing guide provided with Payroll Tax Update documentation at year-end.

See Also

[Chapter 33, "Accessing Year-End Processing Instructions," page 1039](#)

Direct Deposit Reports (DDP)

<i>Report ID and Report Name</i>	<i>Description</i>	<i>Navigation</i>	<i>Run Control Page</i>
DDP001 Create Direct Deposit Transmit	Creates an electronic transmittal file to transfer payroll funds directly into a U.S. employee's bank account.	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File	RUNCTL_DDP001
DDP001CN Create Direct Deposit Transmit	Creates an electronic transmittal file to transfer payroll funds directly into a Canadian employee's bank account.	Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Create Direct Deposit File, Create Direct Deposit File	RUNCTL_DDP001CN

Report ID and Report Name	Description	Navigation	Run Control Page
DDP002 Direct Deposit Register	Produce a report that lists all direct deposits for employees in each company in the organization.	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Direct Deposit Register, Direct Deposit Register - Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Direct Deposit Register, Direct Deposit Register - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Direct Deposit Register, Direct Deposit Register	RUNCTL_PAYINIT RUNCTL_PAYINIT2
DDP003 Payroll Advice Print - US	A template for printing U.S. paycheck and pay stub information onto direct deposit advice forms using the SQR method. Run this report after you perform pay confirmation for a payroll run. See Chapter 22, "Working with Checks and Direct Deposit," Content of Paychecks and Advices, page 728.	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Print Advice Forms, Print Advice Forms - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Print Advice Forms, Print Advice Forms	RUNCTL_CHK_ADV1
DDP003CN Payroll Advice Print - Canada	A template for printing Canadian paycheque and pay stub information onto direct deposit advice forms using the SQR method. Run this report after you perform pay confirmation for a payroll run. See Chapter 22, "Working with Checks and Direct Deposit," Content of Paychecks and Advices, page 728.	Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Print Advice Forms, Print Advice Forms	RUNCTL_CHK_ADV

Report ID and Report Name	Description	Navigation	Run Control Page
DDP004 Payroll Advice Register	Produce a report of payroll amounts paid directly into the employee's bank account as direct deposits. This report is similar to PAY004 - Payroll Check Register. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," DDP004 - Payroll Advice Register, page 1272.	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Advice Register, Direct Deposit Advice Register - Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Advice Register, Direct Deposit Advice Register - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Advice Register, Direct Deposit Advice Register	RUNCTL_PAYINIT RUNCTL_PAYINIT2
DDP005 Direct Deposit Prenotification	Produces a report that displays employees who will have their pay deposited directly into their bank account for the first time.	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Prenotification Report, Direct Deposit Prenotification - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Prenotification Report, Direct Deposit Prenotification	RUNCTL_PAYINIT2
DDP006 Direct Deposit Prenote Memo	Produces a memo to each employee who has added a new direct deposit. The memo lists the direct deposit information for verification purposes.	- Payroll for North America, Payroll Processing USA, Create Direct Deposits, Prenote Memo, Direct Deposit Prenote Memo - Payroll for North America, Payroll Processing USF, Create Direct Deposits, Prenote Memo, Direct Deposit Prenote Memo	RUNCTL_PAYINIT2

Report ID and Report Name	Description	Navigation	Run Control Page
PYDDACAN Print Can Direct Deposit Advc	A template for printing Canadian paycheque and pay stub information onto advice forms in PDF. The report also creates self-service advice forms for display in PDF in the ePay self-service View Paycheck transaction. Run this report after you perform pay confirmation for a payroll run. See Chapter 22, "Working with Checks and Direct Deposit," Content of Paychecks and Advices, page 728.	Payroll for North America, Payroll Processing CAN, Create Direct Deposits, Create Advice PDF Forms, Create Advice PDF Forms	RUNCTL_CHK_ADV_EP
PYDDAUSA Print US Direct Deposit Advice	A template for printing U.S. paycheck and pay stub information onto advice forms in PDF. The report also creates self-service advice forms for display in PDF in the ePay self-service View Paycheck transaction. Run this report after you perform pay confirmation for a payroll run. See Chapter 22, "Working with Checks and Direct Deposit," Content of Paychecks and Advices, page 728.	• Payroll for North America, Payroll Processing USA, Create Direct Deposits, Create Advice PDF Forms, Create Advice PDF Forms • Payroll for North America, Payroll Processing USF, Create Direct Deposits, Create Advice PDF Forms, Create Advice PDF Forms	RUNCTL_CHK_ADV1_EP

Payroll Reports (PAY or FG)

Report ID and Report Name	Description	Navigation	Run Control Page
BUD002 Reconciliation	Provides reconciliation details. <i>See PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Commitment Accounting, "Defining Fiscal Year Budgets."</i>	- Payroll for North America, Payroll Distribution, Commitment Accounting USA, Reconciliation Report, Reconciliation Report - Payroll for North America, Payroll Distribution, Commitment Accounting CAN, Reconciliation Report, Reconciliation Report - Payroll for North America, Payroll Distribution, Commitment Accounting USF, Reconciliation Report, Reconciliation Report	RUNCTL_FISCAL_YR
FG1514 Military Deposit OPM-1514 Service Deposit Worksheet	Creates an OPM Military Deposit worksheet for service credit payments for post-1956 military service.	Payroll for North America, Employee Pay Data USF, Military Deposits, Military Deposit OPM-1514 Rpt, Military Deposit OPM-1514 Report	RUN_FG1514
FGPY001 RITS Interface	Produce a summary report of the output file for The Office of Personnel Management (OPM) that records deduction distributions for retirement Civil Service Retirement System (CSRS), Federal Employee Retirement System (FERS), Federal Employee Health Benefits (FEHB), health insurance, and Federal Employee Group Life Insurance.	Payroll for North America, Payroll Distribution, Additional Integrations USF, RITS Interface, Reserve Bank Information and Transfer System Interface	RUN_FGPY001

Report ID and Report Name	Description	Navigation	Run Control Page
FGPY003 Treasury Interface and Federal Reserve Bond Summary Report	Produces a summary report of the treasury interface data	Payroll for North America, Payroll Distribution, Additional Integrations USF, Treasury/FRB Bond Interface, Treasury/Federal Reserve Bank Bond Interface	RUN_FGPY003
FGPY004 ECS Interface (electronic certification system interface)	Creates a ECS interface file for off cycle disbursements.	Payroll for North America, Payroll Distribution, Additional Integrations USF, ECS Interface, Electronic Certification System Interface	RUN_FGPY004
FGPY012 Military Deposits Closed Accounts	Creates an OPM Military Deposit worksheet for service credit payments for post-1956 military service for all closed accounts. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (USF) FGPY012 - Military Deposits Closed Accounts, page 1273.	Payroll for North America, Employee Pay Data USF, Military Deposits, Military Deposit Closed Accts, Military Deposit Closed Accts	RUN_FGPY012
FGPY013 Leave Accruals	Lists employee accrual detail for each earnings accrual class, including leave accrual, usage, transfer, and adjustment activity.	Payroll for North America, Payroll Processing USF, Pay Period Reports, Leave Accruals, Leave Accruals Report	PRCSRUNCNTL
FGPY021 Semi-Annual Headcount	Produces a report with details of life insurance and health benefits withholding contribution data for the CSRS and FERS. Additionally, the report provides aggregate base salary amounts for each category of CSRS and FERS coverage.	Payroll for North America, Payroll Processing USF, Pay Period Reports, Semi-Annual Headcount, Semi-Annual Headcount Report	GVT_RUN_FGPY021
FGPY023 FEFFLA Summary (Federal Employees Family Friendly Leave Act summary)	Produces a report of FEFFLA hours, both paid and unpaid, that the employee took during the requested calendar year and during the employee's Family Medical Leave Act (FMLA) year.	Workforce Administration, Leave Administration USF, Reports, FEFFLA, FEFFLA	RUNCTL_FEFFLA

Report ID and Report Name	Description	Navigation	Run Control Page
FGPY024 FEFFLA Limit (Federal Employees Family Friendly Leave Act limit)	Produces a report of employees who have used more than 480 FEFFLA hours of nonpaid entitlement in their FMLA year.	Workforce Administration, Leave Administration USF, Reports, FEFFLA, FEFFLA	RUNCTL_FEFFLA
FGPY025 FMLA History Summary (Family Medical Leave Act history summary)	Produces a report of FMLA hours that the employee took, both paid and nonpaid, in the requested calendar year and the hours taken in the employee's FMLA year.	Workforce Administration, Leave Administration USF, Reports, FMLA, FMLA	RUNCTL_FGFMLA
FGPY026 FMLA Summary (Family Medical Leave Act summary)	Produces a report of FMLA hours taken in the requested calendar year and the hours taken in the employee's FMLA year, using the employee's FMLA and FEFFLA accrual class ledger to accumulate paid and nonpaid FMLA hours taken.	Workforce Administration, Leave Administration USF, Reports, FMLA, FMLA	RUNCTL_FGFMLA
FGPY027 FMLA Limit (Family Medical Leave Act limit)	Produces a report of all employees who have used more than 480 hours of nonpaid entitlement in their FMLA year.	Workforce Administration, Leave Administration USF, Reports, FMLA, FMLA	RUNCTL_FGFMLA
FGPY028 Leave Acceptance Notifications	Prints leave acceptance notifications for employees whose donor or recipient applications have been approved. <i>See PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Managing Leave."</i>	Workforce Administration, Leave Administration USF, Reports, Leave Acceptance Notifications, Leave Acceptance	GVT_RUNCTL_LEAVE
FGPY029 Leave Bank Participants	Produces a listing of leave bank participants. <i>See PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Managing Leave."</i>	Workforce Administration, Leave Administration USF, Reports, Leave Bank Participants, Leave Bank Participants Report	GVT_RUNCTL_LEAVE

Report ID and Report Name	Description	Navigation	Run Control Page
FGPY030 Leave Transfer Participants	Produces a listing of leave transfer participants. <i>See PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Managing Leave."</i>	Workforce Administration, Leave Administration USF, Reports, Leave Transfer Participants, Leave Transfer Participants Report	GVT_RUNCTL_LEAVE
FGPY031 Leave Denial Notifications	Prints leave denial notifications for employees whose donor or recipient applications have been denied. <i>See PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "(USF) Managing Leave."</i>	Workforce Administration, Leave Administration USF, Reports, Leave Denial Notifications, Leave Denial Notification	GVT_RUNCTL_LEAVE
FGSF1150 Leave Audit SF1150	Produces a leave audit report, which the system prepares for the employee upon separation or transfer from an agency. Use this information to validate the leave hours that you forward to the gaining agency, or that you pay out to employees if they are leaving the federal government.	Payroll for North America, Payroll Processing USF, Produce Payroll, Leave Audit SF1150 Report, Leave Audit SF1150 Report	RUNCTL_FGSF1150
GMTEC002 GM Time & Effort Certification	Produces a report that Higher education institutions use to complete the A-21 Certification requirements for grants.	Payroll for North America, Payroll Distribution, Additional Integrations, Time/Effort Certification Rpt, Time/Effort Certification Report	RC_GM_TE
PAY001 Deductions Register	Generate the PAY001 register that lists the amount of money deducted from each employee's paycheck for general deductions, garnishments, and benefits, including sales taxes, as of the end of a pay period. <i>See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY001 - Deduction Register, page 1273.</i>	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Deduction Register, Deduction Register - Payroll for North America, Payroll Processing USF, Pay Period Reports, Deduction Register, Deduction Register	RUNCTL_PAYINIT2

Report ID and Report Name	Description	Navigation	Run Control Page
PAY001CN Deduction Register	Generate the PAY001CN register that lists the amount of money deducted from each employee's paycheck for general deductions, garnishments, and benefits, including sales taxes, as of the end of a pay period.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Deduction Register, Deduction Register	RUNCTL_PAYINIT
PAY002 Payroll Register	Produces a report of paycheck data by name, employee ID, and department ID for all employees who receive a paycheck for a pay run and pay calendar. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY002 - Payroll Register, page 1273.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Payroll Register, Payroll Register - Payroll for North America, Payroll Processing CAN, Pay Period Reports, Payroll Register, Payroll Register - Payroll for North America, Payroll Processing USF, Pay Period Reports, Payroll Register, Payroll Register	RUNCTL_PAYINIT RUNCTL_PAYINIT2
PAY003 Pay Check Print - US	A template for printing U.S. paychecks and accompanying check stubs on check stock using the SQR method. Run this report after you perform pay confirmation for a payroll run. See Chapter 22, "Working with Checks and Direct Deposit," Content of Paychecks and Advices, page 728.	- Payroll for North America, Payroll Processing USA, Produce Checks, Print Pay Checks, Print Pay Checks - Payroll for North America, Payroll Processing USF, Produce Checks, Print Pay Checks, Print Pay Checks	RUNCTL_CHK_ADV1

Report ID and Report Name	Description	Navigation	Run Control Page
PAY003CN Pay Cheque Print - Canada	A template for printing Canadian paycheques and accompanying cheque stubs on cheque stock using the SQR method. Run this report after you perform pay confirmation for a payroll run. See Chapter 22, "Working with Checks and Direct Deposit," Content of Paychecks and Advices, page 728.	Payroll for North America, Payroll Processing CAN, Produce Cheques, Print Pay Cheques, Print Pay Cheques	RUNCTL_CHK_ADV
PAY004 Check Register	Produces a report of all checks, in check number order, written in the pay period for each company in the organization. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY004 - Check Register, page 1274.	• Payroll for North America, Payroll Processing USA, Produce Checks, Check Register, Check Register • Payroll for North America, Payroll Processing CAN, Produce Cheques, Cheque Register, Cheque Register • Payroll for North America, Payroll Processing USF, Produce Checks, Check Register, Check Register	RUNCTL_PAYINIT RUNCTL_PAYINIT2

Report ID and Report Name	Description	Navigation	Run Control Page
PAY005 Cost Center Report	Produces a report of employee hours and earnings, sorted by cost center. Reports information for each company in the organization, sorted by pay period. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY005 - Cost Center, page 1274.	• Payroll for North America, Payroll Processing USA, Pay Period Reports, Cost Center, Cost Center Report • Payroll for North America, Payroll Processing CAN, Pay Period Reports, Cost Centre, Cost Centre Report • Payroll for North America, Payroll Processing USF, Pay Period Reports, Cost Center, Cost Center Report	RUNCTL_PAYINIT RUNCTL_PAYINIT2
PAY006 Other Earnings Register	Produces a report of detailed wages other than regular and overtime earnings, such as automobile allowances or expense reimbursements. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY006 - Other Earnings Register, page 1275.	• Payroll for North America, Payroll Processing USA, Pay Period Reports, Other Earnings Register, Other Earnings Register • Payroll for North America, Payroll Processing CAN, Pay Period Reports, Other Earnings Register, Other Earnings Register • Payroll for North America, Payroll Processing USF, Pay Period Reports, Other Earnings Register, Other Earnings Register	RUNCTL_PAYINIT RUNCTL_PAYINIT2

Report ID and Report Name	Description	Navigation	Run Control Page
PAY007 Deductions in Arrears	Produces a report of all deductions in arrears that you take from employee paychecks at a date later than the regularly scheduled pay period. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY007 - Deductions in Arrears, page 1275.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Deductions in Arrears, Deductions in Arrears Report - Payroll for North America, Payroll Processing CAN, Pay Period Reports, Deductions in Arrears, Deductions in Arrears Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Deductions in Arrears, Deductions in Arrears Report	RUNCTL_PAYINIT RUNCTL_PAYINIT2
PAY008 Deductions Not Taken	Produces a report of employee deductions not were not taken for the pay period. Also shows the deductions and amounts that went into arrears. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY008 - Deductions Not Taken, page 1275.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Deductions Not Taken, Deductions Not Taken Report - Payroll for North America, Payroll Processing CAN, Pay Period Reports, Deductions Not Taken, Deductions Not Taken Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Deductions Not Taken, Deductions Not Taken Report	RUNCTL_PAYINIT

Report ID and Report Name	Description	Navigation	Run Control Page
PAY009 Paysheets	Print the paysheets created in the Create Paysheet process (PSPPYBLD). See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY009 - Paysheets, page 1276.	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Print Paysheets, Print Paysheet - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Print Paysheets, Paysheets Print - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Print Paysheets, Paysheets Print	RUNCTL_PAYINIT2
PAY010 Employees Not Processed	Produces a report of employee hours and earnings that were not processed for the pay period. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY010 - Employees Not Processed, page 1276.	- Payroll for North America, Payroll Processing USA, Produce Payroll, Employees Not Processed Report, Employees Not Processed Report - Payroll for North America, Payroll Processing CAN, Produce Payroll, Employees Not Processed Report, Employees Not Processed Report - Payroll for North America, Payroll Processing USF, Produce Payroll, Employees Not Processed Report, Employees Not Processed Report	RUNCTL_RPT_RUNID

Report ID and Report Name	Description	Navigation	Run Control Page
PAY011 Payroll Error Messages	Provides a list of the system error messages generated during the COBOL payroll processes — calendar creation, paysheet creation, pay calculation and pay confirmation. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY011 - Payroll Error Messages, page 1276.	• Payroll for North America, Payroll Processing USA, Review Processing Messages, Payroll Error Message Report, Payroll Error Message Report • Payroll for North America, Payroll Processing CAN, Review Processing Messages, Payroll Error Message Report, Payroll Error Message Report • Payroll for North America, Payroll Processing USF, Review Processing Messages, Payroll Error Message Report, Payroll Error Message Report	RUNCTL_RPT_RUNID
PAY013 Employee Earnings Snapshot	Produces a report of detailed information for U.S. employees as of the date that you specify. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY013 - Employee Earnings Snapshot, page 1277.	• Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Employee Earnings Snapshot Rpt, Employee Earnings Snapshot Report • Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Employee Earnings Snapshot Rpt, Employee Earnings Snapshot Report	RUNCTL_PAY013

Report ID and Report Name	Description	Navigation	Run Control Page
PAY013CN Employee Earnings Snapshot	Produces a report of detailed employee information for Canadian employees as of the date you specify. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY013CN - Employee Earnings Snapshot, page 1277.	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Employee Earnings Snapshot Rpt, Employee Earnings Snapshot Report	RUNCTL_PAY013CN
PAY014 Employee Earnings Record	Prints an earnings summary record for each U.S. employee that is selected as of the date specified. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY014 - Employee Earnings Record, page 1278.	- Payroll for North America, Periodic Payroll Events USA, Balance Reviews, Employee Earnings Record Rpt, Employee Earnings Record Rpt - Payroll for North America, Periodic Payroll Events USF, Balance Reviews, Employee Earnings Record Rpt, Employee Earnings Record Rpt	PRCSRUNCNTRL
PAY014CN Employee Earnings Record	Prints an earnings summary record for each Canadian employee that is selected as of the date specified. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY014CN - Employee Earnings Record, page 1278.	Payroll for North America, Periodic Payroll Events CAN, Balance Reviews, Employee Earnings Record Rpt, Employee Earnings Record Rpt	PRCSRUNCNTRL

Report ID and Report Name	Description	Navigation	Run Control Page
PAY015A Check Reconciliation	Reconciles the checks cleared at your financial institution and inserts data into a temporary Check Reconciliation file. It also produces an error listing that shows checks with the wrong net amount, checks flagged as already being cashed, and checks flagged as having been reversed. See Chapter 22, "Working with Checks and Direct Deposit," Reconciling Checks, page 780.	- Payroll for North America, Periodic Payroll Events USA, Check Reconciliation, Request Reconciliation, Check Reconciliation - Payroll for North America, Periodic Payroll Events CAN, Check Reconciliation, Request Reconciliation, Cheque Reconciliation - Payroll for North America, Periodic Payroll Events USF, Check Reconciliation, Request Reconciliation, Check Reconciliation	RUNCTL_PAYINIT RUNCTL_PAYINIT2
PAY015B Check Reconciliation	Produce a report that lists the outstanding check entries in the temporary Check Reconciliation file. See Chapter 22, "Working with Checks and Direct Deposit," Reconciling Checks, page 780.	- Payroll for North America, Periodic Payroll Events USA, Check Reconciliation, Reconciliation Report, Check Reconciliation Report - Payroll for North America, Periodic Payroll Events CAN, Check Reconciliation, Reconciliation Report, Cheque Reconciliation Report - Payroll for North America, Periodic Payroll Events USF, Check Reconciliation, Reconciliation Report, Check Reconciliation Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PAY017 Paysheets Distributed Earnings	Print the paysheets created in the Create Paysheet process (PSPPYBLD) for distributed earnings. PAY017 is similar to PAY009 (Print Paysheets), but it scans employee records for paylines related to distributed earnings.	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Print Paysheet Earnings Dist, Print Paysheet Earnings Distribution - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Print Paysheet Earnings Dist, PPrint Paysheet Earnings Distribution - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Print Paysheet Earnings Dist, Print Paysheet Earnings Distribution	RUNCTL_PAYINIT2
PAY018 Payroll Summary	Produces a summary of U.S. paycheck detail by Run ID. It includes amounts, earnings, employee deductions, employer contributions, employee and employer taxes. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY018 - Payroll Summary, page 1279.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Payroll Summary, Payroll Summary Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Payroll Summary, Payroll Summary Report	RUNCTL_PAYINIT4
PAY018CN Payroll Summary	Produces a summary of Canadian paycheque detail by Run ID. It includes amounts, earnings, employee deductions, employer contributions, employee and employer taxes.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Payroll Summary, Payroll Summary Report	RUNCTL_PAY018CN

Report ID and Report Name	Description	Navigation	Run Control Page
PAY021 Employer Benefit Contribution	Produces a report of U.S. employer-paid benefits, sorted by plan type. It includes both taxable and nontaxable amounts for the selected pay period and year-to-date (YTD) month, quarter, and year.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Employer Benefit Contributions, Employer Ben Contributions Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Employer Benefit Contributions, Employer Ben Contributions Report	RUNCTL_PAYINIT2
PAY021CN Employer Benefit Contribution	Produces a report of Canadian employer-paid benefits, sorted by plan type. It includes both taxable and nontaxable amounts for the selected pay period and YTD month, quarter, and year.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Employer Benefit Contributions, Employer Ben Contributions Report	RUNCTL_PAYINIT
PAY025 Balance Adjustment	Produces a listing of balance adjustments that were processed through the Balance Adjustment pages for US employees. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY025 - Balance Adjustments, page 1279.	- Payroll for North America, Periodic Payroll Events USA, Balance Adjustments, Balance Adjustment Report, Balance Adjustment Report - Payroll for North America, Periodic Payroll Events USF, Balance Adjustments, Balance Adjustment Report, Balance Adjustment Report	RUNCTL_PAY025
PAY025CN Balance Adjustments	Produces a listing of balance adjustments that were processed through the Balance Adjustment pages for Canadian employees.	Payroll for North America, Periodic Payroll Events CAN, Balance Adjustments, Balance Adjustment Report, Balance Adjustment Report	RUNCTL_PAY025CN

Report ID and Report Name	Description	Navigation	Run Control Page
PAY033 Imputed Income Adjustment	Provides a detailed listing of the imputed income adjustments generated in the Imputed Income process (PSPIMRUN).	- Payroll for North America, Periodic Payroll Events USA, Imputed Income Adjustments, Adjustment Report, Imputed Income Adjustment Report - Payroll for North America, Periodic Payroll Events USF, Imputed Income Adjustments, Adjustment Report, Imputed Income Adjustment Report	RUNCTL_PAYINIT2
PAY034 Presheet Audit	Provides a detailed error listing of set up data (employee, benefit, deductions) that can cause errors in the Create Paysheet process (SPPPYBLD).	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Presheet Audit Report, Presheet Audit Report - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Presheet Audit Report, Presheet Audit Report - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Presheet Audit Report, Presheet Audit Report	RUNCTL_PRESHEET

Report ID and Report Name	Description	Navigation	Run Control Page
PAY035 Paysheet Records Audit Prior to Calc Pay (paysheet records audit prior to calculate pay)	Provides a detailed error listing (by company, pay group, and pay end date) of information that might cause problems during the Pay Calculation process (PSPPYRUN). It check employment taxes, and identifies orphan records. This report is usually run after the paysheets are created, and before the calculation. Also as a troubleshooting tool, it can be run after calculation to help identify errors.	- Payroll for North America, Payroll Processing USA, Produce Payroll, Precalculation Audit Report, Precalculation Audit Report - Payroll for North America, Payroll Processing CAN, Produce Payroll, Precalculation Audit Report, Precalculation Audit Report - Payroll for North America, Payroll Processing USF, Produce Payroll, Precalculation Audit Report, Precalculation Audit Report	RUNCTL_AUDIT
PAY036 Paysheet Records Audit Prior to Confirm	Provides a detailed listing (by company, calendar year, pay group, month code, pay end date, and employee ID) of information that might cause problems during the Pay Confirmation process. It checks for potential duplicate keys, no active job record found, prior unconfirmed payroll runs, and outstanding off-cycle checks. This reports is usually run before confirm. Also as a troubleshooting tool, it can be run after confirm to help identify errors.	- Payroll for North America, Payroll Processing USA, Produce Payroll, Preconfirm Audit Report, Preconfirm Audit Report - Payroll for North America, Payroll Processing CAN, Produce Payroll, Preconfirm Audit Report, Preconfirm Audit Report - Payroll for North America, Payroll Processing USF, Produce Payroll, Preconfirm Audit Report, Preconfirm Audit Report	RUNCTL_AUDIT

Report ID and Report Name	Description	Navigation	Run Control Page
PAY039 HR Accounting Line Report (human resources accounting line report)	Produces a listing of the accounting line entries that are created by running the GL Interface process. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY039 - HR Accounting Line Report, page 1280.	Payroll for North America, Payroll Distribution, GL Interface Reports, HR Accounting Line, HR Accounting Line Report	RUN_PAY039
PAY040 Child Support – EFT	Creates an electronic transmittal file to transfer garnishment payments directly to the state disbursement unit. It also produces output in PDF format.	Payroll for North America, Payroll Processing USA, Create Direct Deposits, Create Child Support EFT, Create Child Support EFT	RUNCTL_PAY040
PAY050 Allocation By Establishment	Produces a listing of tip allocation information for establishments. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY050 - Allocation By Establishment, page 1280.	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Allctn by Establishment Report, Tip Allocation by Establishment Report	RUNCTL_TIPS_ALLOC
PAY051 Allocation By Employee	Produces a listing of tip employees, sorted by establishment. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY051 - Allocation By Employee, page 1280.	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Allocation by Employee Report, Tip Allocation by Employee Report	RUNCTL_TIPS_ALLOC
PAY052 Allocation Earnings	Produces a report of directly tipped employees and their YTD and pending allocated tips. This is a point-in-time report of all employees with allocated tips, sorted by company.	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Balance Verification Report, Balance Verification Report	RUNCTL_TIP_PAY

Report ID and Report Name	Description	Navigation	Run Control Page
PAY055 Employee Receipts	Produces a report of gross receipts for each employee in a selected time period, sorted by input date. Also provides subtotals for each tip establishment and total receipts for the company.	Payroll for North America, Periodic Payroll Events USA, Tip Allocation, Employee Receipt Report, Employee Receipt Report	RUNCTL_TIP_PAY055
PAY056 Final Check Request	Produces a report of final check requests for which an employee's final check processing status is either N (not processed) or P (loaded to paysheets).	- Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Requests Report, Final Check Requests Report - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Final Cheque Requests Report, Final Cheque Requests Report - Payroll for North America, Payroll Processing USF, Create Final Check, Final Check Requests Report, Final Check Requests Report	RUNCTL_PAY056
PAY057 Final Check Reconcile Report	Produces a report of reconciled employees who have final checks processed, based on pay calendar information that you specify with data from their Employment records. A warning message appears in the report when an employee is not really terminated, but had a final check produced.	- Payroll for North America, Payroll Processing USA, Create Final Checks, Final Check Reconcile Report, Final Check Reconcile Report - Payroll for North America, Payroll Processing CAN, Create Final Cheques, Final Cheque Reconcile Report, Final Cheque Reconcile Report - Payroll for North America, Payroll Processing USF, Create Final Checks, Final Check Reconcile Report, Final Check Reconcile Report	RUNCTL_PAYINIT

Report ID and Report Name	Description	Navigation	Run Control Page
PAY058 U.S. Savings Bond Suspensions	List employees who have one or more bond purchases that have been suspended due to reaching the annual bond purchase limit. When the Show Suspension Detail check box is selected, the report lists the complete bond purchase history for employees with one or more suspended bond purchases. When the Show Suspension Detail check box is not selected, the report lists only the specific bond purchases that have been suspended.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Bond Purchase Suspensions, Bond Purchase Suspensions - Payroll for North America, Payroll Processing USF, Pay Period Reports, Bond Purchase Suspensions, Bond Purchase Suspensions	RUNCTL_PAY058
PAY060 Payroll Accounting Line	Print details of payroll transactions that interface with PeopleSoft Enterprise General Ledger or Commitment Control.	Payroll, Payroll Distribution, GL Interface Reports, Payroll Accounting Line, Payroll Accounting Line Report	RUN_PAY060
PAY100CN Statistics Canada, Non-Educational Institutions	Prints an accepted report format for the <i>Survey of Employment for Non-Educational Institutions, Payrolls, and Hours</i>, that is required by the Canadian Labour Division of Statistics. It conforms to Canadian wage reporting requirements. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY100CN - Statistics Canada, Non-Educational Institutions, page 1281.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Stats Can Non-Educ Institute, Statistics Canada Non-Educational Institutions Report	RUNCTL_PAY100CN

Report ID and Report Name	Description	Navigation	Run Control Page
PAY101CN ROE Print (Record of Employment print)	Prints ROE data onto preprinted forms that are supplied by Human Resources Development Canada (HRSDC). You must use either line printer (LP) or HP format. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY101CN - ROE Print, page 1281.	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Print ROEs, Print ROEs	RUNCTL_PAY101CN
PAY102CN Workers Compensation	Produces a report for Workers Compensation Board (WCB) payroll reporting. It meets Canadian requirements. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY102CN - Workers Compensation, page 1282.	Payroll for North America, Regulatory Reports CAN, Workers Comp Assessments, Workers Comp Assessments Report	RUNCTL_PAY102CN
PAY103CN Overtime Bank	Produces a report that includes the union or nonunion employees for a date range that you specify, sorted by department, and lists the total number of overtime hours for each employee, sorted by employment record number for Canadian employees.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Overtime Bank, Overtime Bank Report	RUNCTL_PAY103CN

Report ID and Report Name	Description	Navigation	Run Control Page
PAY104CN Business Payrolls Survey (BPS)	Creates a BPS electronic data report (EDR) file for transmission to Statistics Canada and a summary report for your reference. The system produces the transmission file in accordance with the format that is provided by Statistics Canada. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY104CN - Business Payrolls Survey (BPS) Electronic Data Transmission File, page 1282.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Business Payrolls Survey File, Business Payrolls Survey File	RUNCTL_PAY104CN
PAY110CN Statistics Canada, Educational Institutions	Prints an. accepted report format for the <i>Survey of Employment for Educational Institutions, Payrolls, and Hours</i> , that is required by the Canadian Labour Division of Statistics. It conforms to Canadian wage reporting requirements. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY110CN - Statistics Canada, Educational Institutions, page 1282.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Stats Can Educ Institute, Statistics Canada Educational Institute Report	RUNCTL_MO_YR_PAY
PAY124CN ROE Mass Create (Record of Employment mass create)	Creates ROE data for a range of dates for Canadian employees. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY124CN - ROE Mass Create, page 1283.	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, Create Mass ROE Data, Create Mass ROE Data	RUNCTL_FRMTHRU_PAY

Report ID and Report Name	Description	Navigation	Run Control Page
PAY125CN ROE Summary (Record of Employment summary)	Produces a summary report of ROE Data records that have a ROE status of hold, complete, delete, or generate. The system deletes all ROE Data records that have a ROE status of delete.	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, ROE Summary Report, ROE Summary Report	RUNCTL_PAY125CN
PAY126CN ROE Print Exceptions (Record of Employment print exceptions)	Produces an exception report of ROE errors that are detected during the ROE Print SQR Report process (PAY101CN). See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY126CN - ROE Print Exceptions, page 1283.	Payroll for North America, Periodic Payroll Events CAN, Record of Employment Forms, ROE Exceptions Report, ROE Exceptions Report	RUNCTL_PAY126CN
PAY131CN Canada Savings Bond Purchase	Produces a report of employees' Canada Savings Bond purchases through payroll deduction. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY131CN - Canada Savings Bond Purchase, page 1283.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Canada Savings Bond Purchase, Canada Savings Bond Purchase Report	RUNCTL_PAY131CN
PAY132CN Payroll Savings Create File	Creates a Canada Payroll Savings electronic data transmission file and a Transmission Summary report for your reference. The system produces the transmission file in accordance with the format that is provided by the Bank of Canada. See Chapter 13, "(CAN) Administering Additional Canadian Payroll Functionality," Administering Canada Payroll Savings Programs, page 443.	Payroll for North America, Payroll Processing CAN, Pay Period Reports, Canada Payroll Savings File, Canada Payroll Savings File	RUNCTL_PAY132CN

Report ID and Report Name	Description	Navigation	Run Control Page
PAY300RT Retro Pay Request and Trigger	Creates a summary of retro requests that includes the request type (job or additional pay), the employee's ID, name, status, and pay group, the retro programs associated with the pay group, and the retro request's status, effective date, and process end date. You can optionally include the trigger details for each retro request. Trigger details include the effective date, the field that changed, and the field's before and after values.	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Request and Trigger, Retro Pay Request and Trigger Report	RUN_PAY300RT
PAY301RT Retro Pay All Calculated	Produces a detailed report of the retroactive pay calculation, sorted and subtotaled according to the sort option you select. You can use this report as a printed audit report. The same information is available online.	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Calculations, Retro Pay Calculations Report	RUN_PAY301RT
PAY302RT Retro Pay Summary	Produces a retro pay summary broken down by request type, with a grand total for all request types. The summary shows the amounts used in the retro pay determination: the old earnings amount, new earnings amount, any override amount, prior retro paid, and the final retro pay amount.	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Summary, Retro Pay Summary	RUN_PAY302RT

Report ID and Report Name	Description	Navigation	Run Control Page
PAY303RT Retro Pay Terminations Report	Produces a report of terminated employees for whom the system has calculated retro pay. This report lists the same information as PAY301RT. Note. Before generating this report, you must run the Retroactive Pay Load Paysheets (PSPRPSSH) COBOL SQL Process with Process Terminated Employees selected on the Load Retro Pay to Paysheets page. This is how the system sets the flag used to identify terminated employees. The Retroactive Pay Load Paysheets process sets the terminated employee flag only for employees who were terminated on or before the pay end date. Therefore, employees who terminated after the pay end date do not appear on the report.	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Terminations, Retro Pay Terminations Report	RUN_PAY303RT
PAY304RT Retro Pay Message Report	Provides complete message text for the messages produced by retro pay processes, and counts the number of messages.	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Messages, Retro Pay Messages Report	RUN_PAY304RT

Report ID and Report Name	Description	Navigation	Run Control Page
PAY305RT Load Paysheet Trans (load paysheet transactions)	If run after the Load Paysheets (PYLOAD), the report lists transactions that are loaded from other applications or from rapid entry paysheets. If run before the Load Paysheets process (PSPPYBLD), the report lists transactions that originated in other applications that are being loaded into paysheets. See <i>PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce</i>, "(USF) Managing Leave."	- Payroll for North America, Payroll Processing USA, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report - Payroll for North America, Payroll Processing CAN, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report - Payroll for North America, Payroll Processing USF, Create and Load Paysheets, Paysheet Transactions Report, Paysheet Transactions Report	RUNCTL_PSHUPLD
PAY306RT Retro Pay Interest	(USF) Produces a report of Retro Interest Pay by employee name, national ID, and interest earnings for employees who have interest earnings over the limit in the reporting year.	Payroll for North America, Retroactive Payroll, Retro Pay, Reports, Retro Pay Interest Limit, Retro Pay Interest Limit Report	RUNCTL_PAY306RT
PAY701 Bank Table	Produces a listing of Bank table information, which is an edit table for Federal Reserve transit numbers. It identifies every banking institution where your company has accounts that are established for paychecks and direct deposits. Note. (CAN) For Canadian reports, the three-digit bank ID is reported in the Bank/Transit # (bank/transit number) field and the branch ID is reported in the Branch field.	Set Up HRMS, Common Definitions, Banking, Bank/Branch Report, Bank/Branch Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PAY702 Company Table - GL Data	Produces a listing of the GL Data on the Company table, where you establish the individual companies in the corporate structure. This report is a companion to PER707 (the Company Table - General Data report), which lists the payroll-related general ledger information in the Company table.	Set Up HRMS, Product Related, Payroll for North America, GL Interface, Company GL Data Report, Company Report	PRCSRUNCNTRL
PAY703 General Deduction/Deduction Frequency Table	Produces a listing of the General Deduction/Deduction Frequency table, which contains payroll deductions that do not fit into a category that is covered by a benefit table, such as United Way, union dues, or parking fees. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY703 - General Deduction/Deduction Frequency Table, page 1284.	Set Up HRMS, Product Related, Payroll for North America, Deduction Table Reports, General Deduction/Frequency, General Ded/Frequency Report	PRCSRUNCNTL
PAY704 Deduction/Deduction Frequency Table	Produces a listing of the Deduction/Deduction Frequency table, which contains deduction priority, tax effect, and frequency of both benefit and non-benefit deductions. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY704 - Deduction/Deduction Frequency Table, page 1284.	Set Up HRMS, Product Related, Payroll for North America, Deduction Table Reports, Deduction/Frequency, Deduction/Frequency Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PAY705 Deduction Classes	Produces a listing of the Deduction table in two parts; you must request each report separately by ID number. 705A contains processing the GL information for deduction classes. PAY705B contains the effect of deduction classes on taxes. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY705 - Deduction Classes, page 1284.	Set Up HRMS, Product Related, Payroll for North America, Deduction Table Reports, Deduction Class, Deduction Class Report	PRCSRUNCNTL
PAY708 Shift Table	Produces a listing of the Shift table, which contains effective dates, rates and factors. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY708 - Shift Table, page 1284.	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Shift, Shift Report	PRCSRUNCNTL
PAY709 Wage Loss Plan Table	Produces a listing of the Wage Loss Plan table for Canadian employers.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Wage Loss Plan CAN, Wage Loss Plan Report	PRCSRUNCNTL
PAY710 ChartField Transaction Report	Produces a listing of the ChartField transaction Account Code table. IT is used as an edit table for paysheet processing.	Set Up HRMS, Common Definitions, ChartField Configuration, ChartField Transaction Report, ChartField Transaction Report	PRCSRUNCNTL
PAY711 Pay Group Table	Produces a listing of the Pay Group table, which contains effective dates, and other processing characteristics from the Pay Group table. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY711 - Pay Group Table, page 1285.	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Pay Group, Pay Group Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PAY712 Earnings Table	Produces a list of the Earnings table, which contains earnings types and their payroll characteristics. This report comes in three parts; you must request each report separately by ID number. 712A and 712B contain information on the USA tax effects related to earnings. 712C contains the Canadian requirements for earnings types. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY712 - Earnings Table, page 1285.	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Earnings, Earnings Report	PRCSRUNCNTL
PAY713 Special Accumulator Table	Produces a listing of the Special Accumulator table, which is an edit table for payroll processing. It groups together earnings/deduction to be use in the calculation of deduction amounts, such as deductions that are stated as a percent of gross (for example, 401[k]).	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Special Accumulator, Special Accumulator Report	PRCSRUNCNTL
PAY714 Pay Calendar Table	Produces a listing of the Pay Calendar table, which contains the cycles that you create for payroll processing by pay group. Each entry in the table corresponds to a pay period for a pay group.	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Pay Calendar, Pay Calendar Report	PRCSRUNCNTL
PAY715 Garnishment Rules Table	Produces a listing of the Garnishment Rules table, sorted by state. It lists rules in three sections—(1) rule description and exemption variables, (2) formula details, and (3) rule references.	Set Up HRMS, Product Related, Payroll for North America, Garnishment Table Reports, Garnishment Rules, Garnishment Rules Report	PRCSRUNCNTL
PAY715CN Garnishment Rules Table	Produces a listing of the Garnishment Rules table, sorted by province and territory.	Set Up HRMS, Product Related, Payroll for North America, Garnishment Table Reports, Garnishment Rules CAN, Garnishment Rules Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PAY716 Disposable Earnings Definition	Produces a listing of the Disposable Earnings Definition table, where you define disposable earnings that are subject to garnishment and garnishment exemption parameters.	Set Up HRMS, Product Related, Payroll for North America, Garnishment Table Reports, Disposable Earnings Definition, Disposable Earnings Defn Rpt	PRCSRUNCNTL
PAY717 Earnings Program Table	Produces a list of Earnings Program table, where you specify benefit plan and deductions data.	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Earnings Program, Earnings Program Report	PRCSRUNCNTL
PAY718 Tax Location Table	Produces a listing of tax location data by location from the Tax Location table.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Tax Location, Tax Location Report	PRCSRUNCNTL
PAY719 Garnishment Proration Report	Produces a listing of the Garnishment Proration table, which is sorted by court ID of employees whose garnishment amounts were prorated.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Garnishment Prorations, Garnishment Prorations Report - Payroll for North America, Payroll Processing USF, Pay Period Reports, Garnishment Prorations, Garnishment Prorations Report	RUNCTL_PAY719
PAY720 Garnishment Proration Rule Listing	Produces a listing of the Garnishment Proration Rule Listing table, which contains proration rules from the Garnishment table.	Set Up HRMS, Product Related, Payroll for North America, Garnishment Table Reports, Garnishment Proration Rules, Garn Proration Rules Report	PRCSRUNCNTL
PAY750 Tip Establishment Table	Produces a listing of the Tip Establishment table, where it displays data related to allocating tips to tipped employees.	Set Up HRMS, Product Related, Payroll for North America, Tip Allocation, Tip Establishment Report, Tip Establishment Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PAY751 Final Check Program Table	Provides a listing of the Final Check Program table, which contains processing rule definitions for earnings, leave accruals, and deductions.	Set Up HRMS, Product Related, Payroll for North America, Comp/Earnings Table Reports, Final Check Program, Final Check Program Report	RUNCTL_PAY751
PAY752 Company ChartField Mapping	Produces a listing of the Company Chartfield Mapping table for all of the human resources (HR) ChartKeys and their equivalent general ledger accounts and department IDs. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," PAY752 - Company ChartField Mapping, page 1285.	Payroll for North America, Payroll Distribution, GL Interface Reports, Company ChartField Mapping, Company ChartField Mapping Report	RUN_PAY752
PAY760 Combination Code	Produces a listing of the Combination Code table which displays all valid combinations.	SetUp HRMS, Common Definitions, ChartField Configuration, Combination Code Report, Combination Code Report	PRCSRUNCNTL
PAYGL01 Payroll General Ledger Interface	For employers using the GL Interface process, this produces accounting lines for PeopleSoft Enterprise General Ledger. This does not produce a report.	Payroll for North America, Payroll Distribution, Prepare GL Information, Non-Commit Accounting Info, Non Commitment Accounting Information	RUNCTL_PAYGL01
PAYVNDR AP Vendor Listing (accounts payable vendor listing)	Produces a listings of the AP Vendor Listing table, which displays all vendors, address and other information up to a given date.	Payroll for North America, Payroll Distribution, Accounts Payable Information, AP Vendor Listing, AP Vendor Listing	RUNCTL_PAYVNDR
PAYXTRCT AP Extract Audit (accounts payable extract audit)	Produce a listing of the AP Extract Audit table, that contains non-tax deductions that are sent to PeopleSoft Enterprise Payables.	Payroll for North America, Payroll Distribution, Accounts Payable Information, AP Extract Audit Report, AP Extract Audit Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PYCHKUSA Print US Checks	A template for printing U.S. paychecks and accompanying check stubs in PDF using XML Publisher. The report also creates self-service paychecks for display in PDF in the ePay self-service View Paycheck transaction. Run this report after you perform pay confirmation for a payroll run. See Chapter 22, "Working with Checks and Direct Deposit," Content of Paychecks and Advices, page 728.	- Payroll for North America, Payroll Processing USA, Produce Checks, Create PDF Paychecks, Create PDF Paychecks - Payroll for North America, Payroll Processing USF, Produce Checks, Create PDF Paychecks, Create PDF Paychecks	RUNCTL_CHK_ADV1_E P
PYCHQCAN Print Canadian Cheques	A template for printing Canadian paycheques and accompanying cheque stubs in PDF using XML Publisher. The report also creates self-service paycheques for display in PDF in the ePay self-service View Paycheck transaction. Run this report after you perform pay confirmation for a payroll run. See Chapter 22, "Working with Checks and Direct Deposit," Content of Paychecks and Advices, page 728.	Payroll for North America, Payroll Processing CAN, Produce Cheques, Create PDF Paycheques, Create PDF Paycheques	RUNCTL_CHK_ADV_EP

Tax Reports (TAX)

Report ID and Report Name	Description	Navigation	Run Control Page
TAX001 Tax Deposit Summary	Produces pay period details of federal, state, and local taxes that are withheld from employees, and liabilities incurred for employer-paid taxes. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX001 - Tax Deposit Summary, page 1285 .	Payroll for North America, Pay Period Tax Reports USA, Tax Deposit Summary, Tax Deposit Summary Report	RUNCTL_PAYINIT2
TAX002LC Quarterly Local Tax Summary - Employee Detail	Produce a summary report of employee QTD local wages and withholding. This report lists employees by SSN and name.	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Local Tax Summary, Local Tax Summary	PRCSRUNCNTRL
TAX003CN Tax Submission Summary	Produces a report that summarizes tax submission data, sorted by payroll account number. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) TAX003CN - Tax Submission Summary, page 1285 .	Payroll for North America, Regulatory Reports CAN, Tax Submission Summary, Tax Submission Summary Report	RUNCTL_PAYINIT
TAX004 Multiple Worksite	Produces a listing of each tax location, that is used to calculate the employees work taxes. The tax location is considered a worksite when completing the information on the federally mandated Multiple Worksite report (BLS-3020) or state variations. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX004 - Multiple Worksite, page 1286 .	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Multiple Worksite, Multiple Worksite Report	RUNCTL_QTR_YR_PAY

Report ID and Report Name	Description	Navigation	Run Control Page
TAX004ST Employee Count	Produce a report of employment count totals, sorted by gender, as of the 12th of each month in the quarter for the states of Connecticut, Maine, New Jersey, and Vermont.	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Employee Count, Employee Count Report	RUNCTL_TAX004ST
TAX007 Quarterly Federal Tax Summary	Produce a report by employee, quarter-to-date (QTD), federal withholding, Federal Insurance Contributions Act (FICA), and unemployment taxes. It lists employees by social security number (SSN) and name, and it provides page and company totals.	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Federal Tax Summary, Federal Tax Summary Report	PRCSRUNCNTRL
TAX008 Quarterly State Tax Summary	Produce a summary report of employee QTD state withholding, disability, and unemployment taxes. It lists employees by SSN and name, and it provides page and company totals.	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, State Tax Summary, State Tax Summary Report	PRCSRUNCNTRL
TAX009 Local Tax Deposit Summary	Provides a tax summary report of local taxes withheld, and provides more detail than TAX001. This pay period report lists total taxes withheld for residents and nonresidents separately for each locality. It lists the number of employees in each category and counts only once those employees who receive more than one check.	Payroll for North America, Pay Period Tax Reports USA, Local Tax Deposit, Local Tax Deposit Report	RUNCTL_PAYINIT2
TAX010FD Tax Summary - Federal	Produces a summary report of period-to-date income tax withheld, FICA, and unemployment taxes at the federal level. Run the report monthly or quarterly.	Payroll for North America, Pay Period Tax Reports USA, Federal Tax Summary, Federal Tax Summary Report	RUNCTL_TAX010FD

Report ID and Report Name	Description	Navigation	Run Control Page
TAX010ST Tax Summary - State	Produces a summary report of period-to-date income tax withheld, disability, and unemployment taxes at the state and local levels. Run the report monthly or quarterly.	Payroll for North America, Pay Period Tax Reports USA, State Tax Summary, State Tax Summary Report	RUNCTL_TAX010ST
TAX010PA PA Local Services Tax Report	Produces a summary report of period-to-date local services taxes deducted for Pennsylvania.	Payroll for North America, Pay Period Tax Reports USA, Tax Summary-PA LST, Tax Summary Report-PA LST	RUNCTL_TAX010PA
TAX012 Ohio Local Tax Reconciliation	Provides the information for completing the Ohio Form W-3 and local variations. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX012 - Ohio Local Tax Reconciliation, page 1286.	Payroll for North America, Pay Period Tax Reports USA, Reconciliation-Ohio Local, Reconciliation-Ohio Local Report	RUNCTL_MO_QTR_YR
TAX014 Federal Liability by State	Produces a report of federal withholding and liability (ER and EE FICA plus withholding) for each state. Use this report to determine when to deposit state withholding in those states that associate the frequency of state deposits with the employer's schedule for federal tax deposits. Run TAX014 after each pay period. It inserts a grand total and totals for company, pay period, and check date.	Payroll for North America, Pay Period Tax Reports USA, Federal Liability by State, Federal Liability by State Report	RUNCTL_PAYINIT2

Report ID and Report Name	Description	Navigation	Run Control Page
TAX015 Quarterly Tax Balances Audit	Produces a report that compares the employee QTD tax balance with the sum of Tax Detail records from each payroll run for each tax class and tax jurisdiction, making it possible to verify that system computations are correct for these balances. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX015 - Quarterly Tax Balances Audit, page 1287.	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, Tax Balance Audit, Tax Balance Audit	RUNCTL_QTR_YR_PAY
TAX016 Default Tax Data	Produces a listing of the auto-generated data created by the system, such as the employee's hire date, federal marital status and allowances, state marital status and allowances, and local allowances and residence locality for U.S. employees. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX016 - Default Tax Data, page 1287.	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Default Tax Data Report, Default Tax Data Report	RUNCTL_FRMTHRU_PA Y
TAX016CN Default Tax Data	Produces a listing of the auto-generated data by the system, such as the employee's hire date, default net claim amounts from the Canadian tax tables, and provincial tax credit amounts from the Canadian Income Tax Data record. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) TAX016CN - Default Tax Data, page 1287.	Payroll for North America, Year-End Processing CAN, Year-End/New Year Preparation, Default Tax Data Report, Default Tax Data Report	RUNCTL_FRMTHRU_PA Y

Report ID and Report Name	Description	Navigation	Run Control Page
TAX017 Quarterly State Unemployment Tax Verification	Produce a report to verify that the appropriate employer unemployment tax for the quarter being reported has been calculated and posted to employees' Tax Balance records. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX017 - Quarterly State Unemployment Tax Verification, page 1288.	Payroll for North America, U.S. Quarterly Processing, Quarterly Reports, State Unemployment Tax Report, State Unemployment Tax Report	RUNCTL_TAX017
TAX018 Employee Check Information	Produce a listing of individual employee pay check information.	- Payroll for North America, Payroll Processing USA, Produce Checks, Employee Check Information, Employee Check Information - Payroll for North America, Payroll Processing CAN, Produce Cheques, Employee Cheque Information, Employee Cheque Information - Payroll for North America, Payroll Processing USF, Produce Checks, Employee Check Information, Employee Check Information	RUNCTL_TAX018

Report ID and Report Name	Description	Navigation	Run Control Page
TAX019 Employee Tax Information	Produces an individual listing of the employee's tax withholding information. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX019 - Employee Tax Information, page 1288.	• Payroll for North America, Employee Pay Data USA, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report • Payroll for North America, Employee Pay Data CAN, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report • Payroll for North America, Employee Pay Data USF, Tax Information, Employee Tax Information Rpt, Employee Tax Information Report	RUNCTL_TAX019
TAX030 Form 1042-S Tax Liability Data by Pay Period	Produces tax liability 1042 data for a company and period that you specify.	Payroll for North America, Pay Period Tax Reports USA, Form 1042 Audit, Form 1042 Audit	RUNCTL_TAX030
TAX100 W-4 Exemptions Report	Produces a listing of all employees whose U.S. Tax Data records indicate that they are exempt from federal income tax withholding (W-4). See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX100 - W-4 Exemptions Report, page 1289.	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, W-4 Exemptions Report, W-4 Exemptions Report	RUNCTL_TAX100

Report ID and Report Name	Description	Navigation	Run Control Page
TAX100CN Exemption Report	Produces a listing of all employees whose Canadian or Quebec Tax Data records indicate that they are exempt from income tax withholding, exempt from unemployment insurance payments, exempt from Quebec Parental Insurance Plan premiums, or have fewer than 12 months subject to Canada or Quebec Pension Plan contributions. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) TAX100CN - Exemption, page 1289.	Payroll for North America, Year-End Processing CAN, Year-End/New Year Preparation, Exemption Report, Exemption Report	RUNCTL_TAX100CN
TAX101CN EI Rebate (Employment Insurance rebate)	Produces a listing of information for employers with private income replacement plans. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) TAX101CN - EI Rebate, page 1290.	Payroll for North America, Regulatory Reports CAN, EI Rebate, EI Rebate Report	RUNCTL_TAX101CN
TAX102CN Health Insurance Premium	Produces a report of calculated health insurance premiums for provinces with a health insurance tax levied as a percent of payroll: Manitoba, Newfoundland, Ontario, and Quebec. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) TAX102CN - Health Insurance Premium, page 1290.	Payroll for North America, Regulatory Reports CAN, Health Insurance Premium, Health Insurance Premium Report	RUNCTL_TAX102CN

Report ID and Report Name	Description	Navigation	Run Control Page
TAX103 Reset W-4 Exempt List	Produces a listing of employees who have not yet filed a new Form W-4 by the due date to continue their tax exemption status. If the report is run in update mode, it will insert a new tax record to reset the federal withholding status, marital status and withholding allowances.	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Reset W-4 Exempt List, Reset W-4 Exempt List	RUNCTL_TAX103
TAX103CN Update Source Deductions	Produces a listing of employees who have not yet filed a new form. It updates federal, Quebec, and provincial basic source deductions for employees by generating a new Canadian Income Tax Data record for each employee who is active as of the effective date specified.	Payroll for North America, Year-End Processing CAN, Year-End/New Year Preparation, Update Source Deductions, Update Source Deductions	RUNCTL_TAX103CN
TAX105CN Employer Contribution to CNT (employer contribution to Commission des Normes du Travail)	Produces a report of the calculated annual payment of the contribution to the financing of the CNT by employers with employees working in the province of Quebec.	Payroll for North America, Regulatory Reports CAN, Employer Contribution to CNT, Employer Contribution to CNT	PRCSRUNCNTL
TAX107 W-4 Audit Report	Produces a listing of all employees who either created or updated their W-4 information through self-service.	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, W-4 Audit Report, W-4 Audit Report	RUNCTL_TAX107
TAX108 W-4 Print Self-Service	Produces a printed version of the electronic Form W-4 information submitted by the employee in the PeopleSoft Enterprise ePay self-service transaction.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, W-4 Print - Self Service, W-4 Print - Self Service - Payroll for North America, Payroll Processing USF, Pay Period Reports, W-4 Print - Self Service, W-4 Print - Self Service	RUNCTL_TAX108

Report ID and Report Name	Description	Navigation	Run Control Page
TAX109 SSN Verification (social security number verification)	Creates an electronic file that you can use to submit employee name and SSN information to the Social Security Administration for verification.	- Payroll for North America, Payroll Processing USA, Pay Period Reports, Employee SSN Verification, Employee SSN Verification - Payroll for North America, Payroll Processing USF, Pay Period Reports, Employee SSN Verification	RUNCTL_TAX109
TAX113 Reset W-5 Eligibility List	Produces a listing of employees who have not refiled EIC eligibility by the due date. If run in update mode, it resets the employee EIC status to none and updates the EIC status on future-dated records.	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, Reset W-5 Eligibility List, Reset W-5 Eligibility List	RUNCTL_TAX103
TAX516AZ Arizona Tax Percentage Update	Updates Arizona employees' tax percentages. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (USA) TAX516AZ - Arizona Tax Percentage Update, page 1290.	- Payroll for North America, Periodic Payroll Events USA, Mass Employee Updates, Update Mass Tax Data, Update Mass Tax Data - Payroll for North America, Periodic Payroll Events USF, Mass Employee Updates, Update Mass Tax Data, Update Mass Tax Data	RUN_MASS_EE_UPD

Report ID and Report Name	Description	Navigation	Run Control Page
TAX516OK Oklahoma Marital Status Update	Change Oklahoma state marital status from B to the employee's federal tax marital status value. Note. TAX516OK.SQR was delivered specifically for Oklahoma withholding tax effective January 1, 2006. It has no general purpose.	- Payroll for North America, Periodic Payroll Events USA, Mass Employee Updates, Update Mass Tax Data, Update Mass Tax Data - Payroll for North America, Periodic Payroll Events USF, Mass Employee Updates, Update Mass Tax Data, Update Mass Tax Data	RUN_MASS_EE_UPD
TAX5162T 2 Tiered Suppl Adj Pgm (two-tiered supplemental adjustment program)	Update the special accumulator that tracks taxable wages to calculate taxes when the employee is paid over 1 million USD. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (USA) TAX5162T – Two-Tiered Supplemental Adjustment Program, page 1291.	- Payroll for North America, Periodic Payroll Events USA, Mass Employee Updates, Update Two-Tier Suppl Data, Update Two-Tier Supplemental Data - Payroll for North America, Periodic Payroll Events USF, Mass Employee Updates, Update Two-Tier Suppl Data, Update Two-Tier Supplemental Data	RUNCTL_MASS_UPD2
TAX702 Federal/State Tax Table	Produces a report of the State Tax table and the State Other Tax table, which store the most current tax rates and other parameters used in calculating state and federal withholding, disability, and unemployment taxes.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Federal/State Tax, Federal/State Tax Report	PRCSRUNCNTRL
TAX703 Local Tax Table	Produces a report of the Local Tax table, which contains calculations for local income taxes.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Local Tax, Local Tax Report	PRCSRUNCNTRL

Report ID and Report Name	Description	Navigation	Run Control Page
TAX704 Company State Tax Table	Produces a report of information from the Company State Tax table, which identifies the states in which your company collects and pays taxes.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Company State Tax, Company State Tax Report	PRCSRUNCNTRL
TAX705 Company Local Tax Table	Produces a report of information from the Company Local Tax table, which identifies the localities for which your company collects and pays taxes.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Company Local Tax, Company Local Tax Report	PRCSRUNCNTRL
TAX706 Taxable Gross Definition Table	Produces a report of the Taxable Gross Definition table, which contains definitions that the system uses during payroll calculation to determine state and local taxable grosses and/or income taxes that deviate from the normal federal withholding. It specifies the base for taxable gross and indicates modifications to that base.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Taxable Gross Definition, Taxable Gross Definition Rpt	PRCSRUNCNTRL
TAX707 State Tax Rate Table	Produces a report of the State Tax Rate table, which contains bracket rates that are needed for calculating state and federal taxes.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, State Tax Rate, State Tax Rate Report	PRCSRUNCNTRL
TAX708 State Reciprocity Rules Table	Produces a report of the State Reciprocity Rules table, which contain the rules that determine where to withhold income taxes when an employee works in one state and lives in another.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, State Reciprocity Rules, State Reciprocity Rules Report	PRCSRUNCNTRL
TAX709 Local Reciprocity Rules Table	Produce a report of the Local Reciprocity Rules table, which contain the rules that determine where to withhold income taxes when an employee works in one locality and lives in another.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Local Reciprocity Rules, Local Reciprocity Rules Report	PRCSRUNCNTRL

Report ID and Report Name	Description	Navigation	Run Control Page
TAX711 Marital Status Codes	Produces a report of the Marital Codes Status table, which contains all valid marital status codes, sorted by state.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, SWT Marital Status Codes, SWT Marital Status Codes Rpt	PRCSRUNCNTRL
TAX713 Work-Work Reciprocity Rules Table	Produce a report of the Work-Work Reciprocity Rules table, where contain the reciprocal rules that determine local income tax withholding when an employee works in a location that has multiple taxing jurisdictions that share a reciprocal agreement.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Work Locality Reciprocity, Work Locality Reciprocity Rpt	PRCSRUNCNTRL
TAX715 VDI/FLI Administrator Table (Voluntary Disability Insurance/Family Leave Insurance Administrator)	Produce a report of the VDI/FLI Administrator table.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, VDI Administrator, VDI Administrator Report	PRCSRUNCNTRL
TAX720 Tax Treaty Table	Produce a report of the Tax Treaty table.	Set Up HRMS, Product Related, Payroll for North America, Tax Table Reports, Treaty/Non Resident Alien, Treaty/Non Resident Alien Rpt	PRCSRUNCNTRL

Report ID and Report Name	Description	Navigation	Run Control Page
TAX810XX Quarterly UI Wage Tape (quarterly unemployment insurance wage tape)	Creates a file for states that must submit quarterly state wage listings on electronic/magnetic media, not using the EFW2 format. The XX in the report ID is a two-character state abbreviation. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," TAX810XX and TAX860XX - Quarterly UI Wage Tape, page 1291.	- Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File AK-ID - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Magnetic Media IL-NC - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File ND-SC - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File SD-WY	RUNCTL_TAX810XX
TAX860XX Quarterly UI Wage Tape (quarterly unemployment insurance wage tape)	Creates a file for states that must submit quarterly state wage listings on electronic/magnetic media using the EFW2 format. The XX in the report ID is a two-character state abbreviation.	- Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File AK-ID - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File IL-NC - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File ND-RI - Payroll for North America, U.S. Quarterly Processing, State Quarterly Wage Reporting, Create Qtrly Wage File SD-WY	RUNCTL_TAX810XX

Report ID and Report Name	Description	Navigation	Run Control Page
TAX900 Annual Reporting Error Listing	Lists employees who have negative tax balances or reportable wage amounts that would cause overflow in fields when the system writes W-2 data to magnetic media. It also checks for other error conditions. Normally, you run this report at year-end, but you can run it at other times to verify SSNs, or to check for negative tax balances and other error conditions.	Payroll for North America, U.S. Annual Processing, Audit and Error Reports, Error Listing, Error Listing Report	PRCSRUNCNTRL
TAX905CN NW Territories Payroll Tax (Northwest Territories payroll tax)	Produces a report of the Northwest Territories Payroll Taxes table. See Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) TAX905CN - NW Territories Payroll Tax, page 1292.	Payroll for North America, Regulatory Reports CAN, NW Territories Payroll Tax, NW Territories Payroll Tax Report	RUNCTL_TAX905CN
TAX906CN Nunavut Payroll Tax Annual	Produces a report of the Nunavut payroll taxes.	Payroll for North America, Regulatory Reports CAN, Nunavut Payroll Tax, Nunavut Payroll Tax Report	RUNCTL_TAX906CN
TAX940 FUTA Wage Reconciliation (Federal Unemployment Tax Act wage reconciliation)	Produces a report that provides federal unemployment tax wage data that is used to complete the Form 940. You normally run this at year-end, but you can run it at other times to verify data.	Payroll for North America, U.S. Annual Processing, Year-End/New Year Preparation, FUTA Wage Reconciliation Rpt, FUTA Wage Reconciliation Rpt	PRCSRUNCNTL

PeopleSoft Payroll for North America Selected Reports

This section provides detailed information on selected individual reports listed alphabetically by report ID.

DDP004 - Payroll Advice Register

This report lists the direct deposit transactions, sorted by advice number. It includes:

- Check date for each advice.

- Net amount deposited.
- Employee name and ID.
- Employee department information.
- Pay group.
- Employee choice for delivery address.

The report totals the advice amounts at the company level and prints a grand total of all companies reported.

(USF) FGPY012 - Military Deposits Closed Accounts

Use this report to identify accounts that were closed during RITS interface processing. For the accounts identified, you must:

- Process a Personnel Action Request to change the SCD-Retire.
- Print the OPM Form 1514.
- Generate an IRR.

See Also

Chapter 15, "(USF) Administering Additional U.S. Federal Payroll Functionality," Crediting Military Service to Civilian Retirement, page 486

PAY001 - Deduction Register

The system defines deductions and all nontaxable amounts that are subtracted from employee pay. If the current deduction amount contains adjustments for refunds, amounts paid in arrears, or amounts excluded, the report lists them in separate columns and provides column totals. The report includes:

- Totals for month-to-date (MTD), QTD, and YTD deductions, sorted by employee.
- Grand total for the pay period.
- Goal amounts.

The report lists each deduction type on a separate page and the cumulative totals on the last page.

PAY002 - Payroll Register

This report groups the employees by pay group and provides totals, sorted by department ID. It provides totals at the company, pay period, and pay group levels on the last page and a grand total for all paychecks. The report inserts page breaks after each pay group. For each employee listed, the report includes:

- Check date and number.
- Hours worked.

- Earnings.
- Gross and net amounts of the check.

Note. The check number appears only if you run the report after confirmation. Before confirmation, you do not see a check number.

The report further groups the number of hours worked and the associated earnings into regular, overtime, and other pay types. It contains a column for the gross amount of the check and the net amount.

There are also columns reducing the gross amount by tax type and each separate deduction. Each net amount is labeled with the type of payment document given to employee:

- Check (C)
- Direct deposit advice (A)

PAY004 - Check Register

This report includes the following information about checks:

- Date.
- Amount.
- Name of payee employee.
- Employee ID.
- Department name and ID.
- Location name and ID.
- Pay group.
- Address option for the employee.

Each company in the organization has its own register page. The report totals the check amounts and number of checks that are written by the company and includes a grand total for all companies included in the report.

PAY005 - Cost Center

This report provides totals at the cost center level. In the cost center, the report lists employee name and ID and the hours and earnings that are represented in the current pay period.

The hours and earnings are further grouped into regular, overtime, and other types, including a total earnings column for each employee line.

PAY006 - Other Earnings Register

This report includes each Other Earnings type on a separate page and totals, sorted by hours and amounts. It groups earnings information by pay periods for each company in the organization, and it groups pay periods by pay groups. Under each earnings type, the report lists the names and ID numbers of employees in employee ID order. It includes amounts and hours for the current pay period and sorted by MTD, QTD, and YTD totals. The report includes a grand total of hours and amounts for the following:

- All earnings types for the pay group.
- Pay period.
- Company.
- All companies.

PAY007 - Deductions in Arrears

This report includes the type of deduction and the associated benefit plan type for each employee affected. A balance column displays the amount still due in arrears. The report includes totals for the following:

- The deduction listed.
- All deductions for the company.
- All companies in the report.

PAY008 - Deductions Not Taken

For each employee, this report lists:

- Pay group.
- Deduction name and code.
- Amount omitted.

If this amount is in arrears, the report displays a Y in the Added to Arrears column and the new total of the arrears amount for that employee.

The report also includes the number and date of the check affected. It provides totals for the following:

- All deductions not taken in the pay period.
- Each company.
- All companies (grand total).

PAY009 - Paysheets

The system creates paysheets in a batch process, during which it scans all employee records and selects the ones that it must pay in the pay period that you specify. For each set of applicable employee records that it finds, it creates a payline displaying payroll information.

You can view the results of this process online or print them (usually on a preprinted form). You might want to modify this report for your organization's unique needs. Specify the paysheet contents on Pay Group Table pages 4–6 and Payroll Data pages 1–2. Each payline consists of information, such as:

- Amount or hours of regular pay.
- Job data such as department, location, and job code.
- Additional pay.
- Tax information.

For each page, the system creates a paysheet balance, which counts total number of paylines, total number of regular hours, and total amount of regular pay.

PAY010 - Employees Not Processed

For each employee listed, this report sorts the unprocessed hours and earnings by regular, overtime, and other earnings. It provides totals for the following:

- Pay group.
- Pay period.
- Each company.
- All companies (grand total).

PAY011 - Payroll Error Messages

If the system encounters errors during processing, it creates a message describing the condition causing the error. The system displays *Check Messages!!!* and stores the message for viewing online or in a printed report. The report includes the messages, sorted by company, for all pay groups in a pay period. It includes the following information in employee ID order:

- Employee name and ID.
- Department ID.
- Page and line.
- Separate check indicator.
- Message ID number and its text.

PAY013 - Employee Earnings Snapshot

The system prompts you for the employee name. You can specify any number of employees. This report includes the following information for each employee:

- Employee name and ID.
- Date hired.
- Date rehired.
- Service date.
- Termination date.
- Leave return date.
- Status.
- Regular or temporary.
- Full-time or part-time.
- Fair Labor Standards Act status.
- Employee type.

If the job action dates do not apply to the selected employee, the column remains blank. The report includes the following job information:

- Job code and title.
- Department name and ID.

Earnings information includes:

- Pay group.
- Pay rate.
- Monthly rate.
- Annual rate.
- Earnings code.
- Earnings for the current month, QTD, and YTD.

The report lists earnings codes separately and as total amounts.

(CAN) PAY013CN - Employee Earnings Snapshot

This report includes the following job information:

- Job code and title.

- Department name and ID.
- Business unit.

Earnings information includes:

- Pay group.
- Pay rate.
- Monthly rate.
- Annual rate.
- Earnings code.
- Earnings for the current month, QTD, and YTD.

The earnings display balances across all wage loss plans and provinces. The report lists earnings codes separately and as total amounts.

PAY014 - Employee Earnings Record

Each employee appears on a separate page and includes the following information:

- Pay period end date.
- Department ID.
- Check and advice numbers written in the quarter.
- Hours and earnings for regular, overtime, and other earnings.
- Gross pay amounts.
- Federal and provincial tax types and amounts.
- Deduction amounts and their codes.
- Net pay for the quarter.

A new page starts for each different employee, but an employee might have multiple pages, depending on the volume of data.

(CAN) PAY014CN - Employee Earnings Record

Report details are the same as PAY014 - Employee Earnings Record report.

Note. Use the Calendar Year and Quarter fields on the Tax Reporting Parameters page to determine the period of data to include.

PAY015A - Check Reconciliation Process

Use PAY015A and PAY015B to perform check reconciliation.

See [Chapter 22, "Working with Checks and Direct Deposit," Reconciling Checks, page 780.](#)

PAY015B - Check Reconciliation

Use PAY015A and PAY015B to perform check reconciliation.

See [Chapter 22, "Working with Checks and Direct Deposit," Reconciling Checks, page 780.](#)

PAY018 - Payroll Summary

This report summarizes, on separate pages, information about:

- Paycheck amounts.
- Regular earnings amounts.
- Special accumulator amounts.
- Employee deduction amounts.
- Employer contribution amounts.
- Employee and employer tax amounts.
- Other earnings amounts.

See Also

[Chapter 27, "Reporting Payroll," Generating a Payroll Summary Report, page 900](#)

PAY025 - Balance Adjustments

Adjusted balance information is reported on separate pages in the following order:

1. Checks.
2. Earnings and special accumulators.
3. Deductions.
4. Garnishments.
5. Taxes.
6. (CAN) ROE insurable earnings and hours.

7. 7. Arrears

PAY039 - HR Accounting Line Report

This report includes the following accounting line information:

- Line description.
- General ledger account and department ID.
- Check number.
- Payroll check date and foreign amount.
- General ledger monetary amount.
- Payroll and general ledger currency codes.
- Conversion rate multiplier and divisor.

You must first run the PAYGL01 process.

See Also

Chapter 23, "Integrating with Enterprise General Ledger," Preparing and Transferring Payroll Data to General Ledger, page 815

PAY050 - Allocation By Establishment

This report includes the following information for each tip establishment:

- To-date totals for gross receipts (if tip allocation method is gross receipts).
- Direct tips.
- Indirect tips.
- Allocation base.
- Direct tipped allocation base.
- Total shortfall.
- Total allocation.
- Tip hours (if tip allocation method is hours).
- Employee count.

PAY051 - Allocation By Employee

For each employee, this report includes:

Hours or receipts and the reported tips used to calculate the allocated tips.

- YTD allocated tips.
- Previously allocated tips.
- Current allocated tips.

The report includes subtotals for each establishment and a grand total for the company.

(CAN) PAY100CN - Statistics Canada, Non-Educational Institutions

This report is similar to PAY110CN, except that it groups employees by hourly, salaried, and other pay types. For each type, it totals:

- Employees in the group and their regular gross pay.
- Overtime pay.
- Hours paid.
- Overtime hours paid.

The first part of this report applies to the last pay period of the month. In the second part, it includes information for the complete month at the bottom of the page and includes details about irregular payments, total payroll, and employees absent without pay. It further sorts the irregular payments and employees absent without pay by payment type and employee category, respectively.

See Also

Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY101CN - ROE Print, page 1281

(CAN) PAY101CN - ROE Print

The ROE reports an employee's interruption of earnings to HRSDC.

The ROE Print process extracts data from the ROE Data pages and the EI Insurable Earnings Balance records. The output conforms to the prescribed format, and you must print it on multi-part, tractor-feed forms that are supplied by HRSDC. The system assigns the ROE number during the final ROE Print process.

See Also

Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY124CN - ROE Mass Create, page 1283

(CAN) PAY102CN - Workers Compensation

Based on the date range or pay run ID that you enter when requesting the report, this report includes the following information, sorted by province:

- Number of employees.
- Employees' total unlimited assessable earnings.
- Total assessed earnings.
- Assessment rate.
- Assessment amount.
- Any limits that apply.

If there are employees who exceed the limit, the report includes the total number with the total amount of their excess earnings.

In accordance with WCB requirements, this report excludes certain employees, based on the status of their officer code in the Job record. For the Northwest Territories, Nunavut, Ontario, and Prince Edward Island, employees whose officer code is other than N (none) are excluded. For Alberta, Manitoba, and Quebec, employees with an officer code of D (director) and C (chairman) are excluded.

(CAN) PAY104CN - Business Payrolls Survey (BPS) Electronic Data Transmission File

This program creates the BPS EDR file for transmission to Statistics Canada, as well as the BPS Summary report for your reference.

Create this file for each reference month only after the corresponding Pay Confirmation process is complete for all pay periods that are associated with that reference month.

See Also

Chapter 30, "(CAN) Setting Up and Processing Business Payrolls Survey Reporting," Generating the BPS EDR File, page 988

(CAN) PAY110CN - Statistics Canada, Educational Institutions

PAY110CN is similar to PAY100CN, with the exception that PAY110CN groups employees into teaching staff, nonteaching staff, and supply or substitute teachers (rather than hourly, salaried, and other employees).

(CAN) PAY124CN - ROE Mass Create

The Create Record of Employment SQR Report process (PAY124CN) creates ROE data for all employees who had, during the specified date range, a change in employee job status requiring an ROE. It generates entries in the ROE Data 1 and 2 pages for your review and makes updates as applicable.

This process does not produce a printed report unless the system generates an exception message, in which case the system produces an exception report.

See Also

Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY101CN - ROE Print, page 1281

(CAN) PAY126CN - ROE Print Exceptions

This program produces an exception report of potential errors detected during the ROE Print process. The errors will not prevent the corresponding ROE forms from being processed. However, it is your responsibility to review the exceptions after each run of the ROE Print program, to ensure that all errors have been resolved prior to printing the ROE forms in Final Print mode.

See Also

Appendix H, "PeopleSoft Enterprise Payroll for North America Reports," (CAN) PAY101CN - ROE Print, page 1281

(CAN) PAY131CN - Canada Savings Bond Purchase

The report includes the following information for each participating employee:

- Employee ID and name.
- Principal registrant and social insurance number (SIN).
- Number of bonds, sorted by denomination.
- Bond value.
- Carrying charge.
- Goal amount.
- Employee deduction.
- Bond cancel date.

The report also includes the total value of bonds, sorted by denomination, for all employees of the Canada Savings Bond series code.

(CAN) PAY132CN - Payroll Savings Create File

Details of this report are discussed with the business process.

See [Chapter 13, "\(CAN\) Administering Additional Canadian Payroll Functionality," Administering Canada Payroll Savings Programs, page 443.](#)

PAY703 - General Deduction/Deduction Frequency Table

This report lists valid general deduction codes and their effective dates. It includes:

- Calculation type code for each deduction.
- Flat rate or percentage.
- Special accumulator code.
- Employee pay frequency.
- Additional flat deduction amount.

PAY704 - Deduction/Deduction Frequency Table

This report includes:

- Each deduction plan type, its description, and effective date.
- Codes that determine how the system handles deductions during payroll processing.

PAY705 - Deduction Classes

This report comes in two parts; you must request each report separately by ID number. PAY705A contains processing and GL information for deduction classes. PAY705B contains the effect of deduction classes on taxes.

PAY708 - Shift Table

This report lists the shifts for each Earnings table ID. It includes:

- Date on which the shift became effective.
- Flag indicating whether you must specify the rate and factor at the employee level.
- Shift rate and factor.
- Shift time in hours and minutes.

PAY711 - Pay Group Table

Lists information from the Pay Group table.

Note. (CAN) For Canadian reports, the three-digit bank ID is reported in the Bank Transit # field and the branch ID is reported in the Bank Branch field.

PAY712 - Earnings Table

This report comes in three parts:

- PAY712A: Lists selected tax effects related to earnings.
- PAY712B: Lists selected tax effects related to earnings.
- PAY712C: Contains the Canadian requirements for earnings types.

PAY752 - Company ChartField Mapping

For every ChartField mapping, this report includes:

- Company
- HR Business Unit
- Mapping Level
- Effective Date
- ChartFields
- Line description

TAX001 - Tax Deposit Summary

The primary page break for this report is check date, because it usually determines when you must deposit the taxes. For each check date, the report includes taxable gross amounts and taxes, sorted by taxing jurisdiction. Federal taxes are first, followed by states and localities. There are separate sections for withholding, FICA and disability, and unemployment amounts on this report. It lists employee contributions to unemployment insurance separately, with a tax type of UI-EE. The report lists special employer unemployment taxes—such as the medical Security Tax in Massachusetts and Louisiana's special assessment—separately under the Unemployment columns of the report, with a tax type of UI-SP.

(CAN) TAX003CN - Tax Submission Summary

This report includes:

- Income tax

- Payroll tax
- Canada Pension Plan (CPP)
- Quebec Pension Plan (QPP)
- EI deductions
- Quebec Parental Insurance Plan premiums (QPIP)
- Total remittance amounts

TAX004 - Multiple Worksite

This report includes:

- Company name and address.
- Location name and address.
- Count of employees working at each worksite.
- Total wages paid at each worksite.
- Employee and wage totals are for the quarter. The report extracts employee information that is related to the tax location code.

TAX012 - Ohio Local Tax Reconciliation

For each taxing locality, this report lists:

- Employee counts.
- Taxable gross amount.
- Tax withheld.

It lists separately employees paying resident and nonresident taxes, providing a total for each.

The report also includes taxes withheld for residents working in other taxing jurisdictions. Ohio taxing authorities apply credit for work tax paid to the residence tax liability (up to the rate of the residence tax). The report lists these work credits by locality name and includes the work tax rate. The report displays an asterisk next to the work tax rate if it exceeds the residence locality rate. In this case, the system calculates the credit based on the residence rate.

A summary line includes:

- Total taxable gross for the locality.
- Calculated tax based on the residence tax rate.
- Actual tax withheld.
- Total credit amount.

- Sum of actual tax withheld and credits.
- The calculated tax should be within pennies of the withheld tax and credits.

TAX015 - Quarterly Tax Balances Audit

This is an exception report; that is, it lists only employees whose balances are not equal to the sum of the detail records. The report includes:

- Tax class.
- Balance type.
- Payline detail sum.
- QTD balance.
- Discrepancy between the balance and the detail sum.

Normally, you should have no employees listed on this report. If they appear, investigate the source of the discrepancy immediately. TAX015, which you can run for any quarter of any year, is a more comprehensive report, because it is not restricted to a pay run ID or pay calendar, but runs across all companies.

TAX016 - Default Tax Data

When you hire an employee using PeopleSoft Human Resources Management (PeopleSoft HRMS), the system automatically sets up the following Tax records for the employee:

- Federal
- State
- Local

The system uses information, such as the employees' home address and job location from their Personal Data and Job Data records, as the default in their Tax Data records, with a marital status of single and withholding allowances of zero. As a safeguard against incorrect default data slipping through unchecked, you can run SQR TAX016 - Default Tax Data. This report identifies which employees have such default data in their Tax records. The report reviews records from a date range that you specify.

(CAN) TAX016CN - Default Tax Data

When you hire someone using PeopleSoft HRMS, the system automatically sets up Income Tax Data records for that employee. Run TAX016CN as a safeguard against incorrect default data slipping through unchecked.

TAX017 - Quarterly State Unemployment Tax Verification

In the case of an employee who, for reasons such as termination, stops being paid during a quarter in which a tax rate change *later* occurs, you might need to adjust the tax in the Balance record, because the quarterly tax should have been based on the later rate. Employees who continue to be paid throughout the quarter are self-adjusting.

The report lists, for employees whose balances are not what they should be:

- Current YTD, QTD, and latest MTD employer unemployment tax balances.
- Amounts of the adjustments.
- Adjusted balance amounts.

If you run the SQR in R (report only) mode, the system performs the verification only, without actually updating system balances. To update the balances, run the report in U (update and report) mode.

TAX019 - Employee Tax Information

This report includes:

- Company.
- Effective date.
- State.
- Local.
- Resident.
- Special status.
- Additional amount and annual exempt.
- Additional percent.
- Marital status.
- Allowances.
- Additional allowances.
- State unemployment tax exempt.
- FICA status.
- EIC status.
- State disability insurance status.

For Canada, it includes:

- Wage loss plan.

- CPP and QPP subject months.
- EI calculation status.
- Special status.
- Net claim amount.
- TD1 adjustment.
- Prescribed area.
- Special letters.
- Additional amounts.
- Payroll tax exempt.
- Registered Pension Plan and Registered Retirement Savings Plan limit.
- Commission amounts.
- Other tax credits.

TAX100 - W-4 Exemptions Report

For each employee listed, the report includes:

- Employee ID.
- Name.
- Effective date of the exemption.
- Department information.
- Social security number.
- Federal taxable gross YTD earnings.
- Number of allowances.
- Special federal withholding tax status.
- Election of additional federal withholding.

(CAN) TAX100CN - Exemption

Lists all employees whose Canadian or Quebec Tax Data records indicate that they are exempt from income tax withholding, exempt from unemployment insurance payments, exempt from Quebec Parental Insurance Plan premiums, or have fewer than 12 months subject to Canada or Quebec Pension Plan contributions.

(CAN) TAX101CN - EI Rebate

Canadian employers use this annual report with private income replacement plans. These employers pay EI premiums at a reduced rate and, by law, must pass at least 5/12 of the premium reduction along to employees, either as cash or in the form of increased benefits.

For each employer wage loss plan for which the premium rate differs from the standard employer rate, rebates the system calculates rebates as follows:

employee's YTD EI premium $\times$ (standard rate – employer rate) $\times$ 5/12

For each employee, the report includes:

- Employee rate and premium.
- Employer rate and premium.
- Calculated employee rebate amount.

(CAN) TAX102CN - Health Insurance Premium

This report provides monthly or pay period reporting totals as specified in the report request parameters. It inserts page breaks after each company.

(USA) TAX516AZ - Arizona Tax Percentage Update

The Arizona Tax Percentage Update SQR process (TAX516AZ) is a special process that assists in implementing Arizona state income tax withholding rate changes. It inserts new effective-dated employee tax data records with the required new Arizona withholding percentages for employees subject to Arizona withholding tax.

The process updates employee tax data records for employees who meet all of the following conditions:

- Are currently subject to Arizona state withholding tax.
- Are not terminated (PS_JOB.ACTION = TER) prior to the TAX516AZ.SQR run date.
- Have an Arizona withholding percentage rate that was valid prior to the Arizona withholding percentage rate changes.

You can run TAX516AZ in audit mode or update mode. The process creates a TAX516AZ.LIS audit or update report. The report lists the employee ID, company, name, the effective-date of the new employee tax data record (if updated), prior , new percent of taxable gross, and any error conditions. The rows newly inserted into State_Tax_Data reflect the process run date.

There are three possible entries in the Errors column:

- Error: FED and ST tax row EFFDT not equal - No Update. This message indicates that the process could not find FEDERAL_TAX_DATA and STATE_TAX_DATA record with corresponding effective dates.

This error condition occurs in cases where the files are out of sync and should be investigated.

- Error: Existing AZ Tax Percent Invalid - No Update.

The process could not determine the appropriate percentage to change.

- Informational Message: Found tax row dated => Eff Date. Updated.

The process has encountered a future-dated AZ row. If the data passes the above edits, it will be updated with the new percentages.

(USA) TAX5162T – Two-Tiered Supplemental Adjustment Program

TAX5162T was provided to implement the new two-tiered federal supplemental tax rates in tax year 2005. You can also use it if you did not specify the supplemental payment special accumulator for all supplemental earnings codes and must correct the balances.

Note. As a prerequisite to running this report, you must create a special accumulator code to store each employee's taxable gross for supplemental payments. Enter this special accumulator on the Earnings Table - Special Process page with T selected in the Effect on Special Balance field for each earnings code identified as using the supplemental tax method.

TAX5162T relies on the special accumulator for supplemental payments to determine the taxable gross (as opposed to the total gross) amounts from confirmed payments of supplemental wages. It populates the to-date balances of the special accumulator by overriding existing period-to-date balance amounts with the cumulative period-to-date taxable gross portions of supplemental wage payments.

Note. The TAX5162T process cannot determine the taxable gross if supplemental payments were issued as part of the employee's regular paycheck. In this case, it updates the special accumulator with the total gross rather than the taxable gross.

TAX5162T produces a report to document the override to the special accumulator. From the run control page, run the process in either audit or update mode.

- Audit mode creates a preliminary report that you can review for accuracy.

Audit mode does not update the database.

- Update mode updates the special accumulator balances in the database.

Run the program only once in update mode. If previously calculated but unconfirmed payrolls exist, rerun the Pay Calculation process with the calculation option *Recalculate All Checks* selected so that the new special accumulator balances are accessed.

TAX810XX and TAX860XX - Quarterly UI Wage Tape

The output is produced in the electronic/magnetic media format. It can be copied to diskette, tape, or cartridge before filing, and some states allow the file to be submitted electronically. Some states use the TAX860XX format, which creates the file using the EFW2 format.

The state-specific versions of this report have self-explanatory prompts. You can specify the calendar year and quarter on the Define Tax Reporting Parameters page, found under the Quarterly Processing menu.

Where applicable, choose between the TAX810XX and TAX860XX formats from the choices displayed in the process list that appears after you click the Run button on the run control page.

(CAN) TAX905CN - NW Territories Payroll Tax

This report prints the following information for employees who reside in the specified area:

- Employee name.
- SIN.
- Total remuneration.
- Taxable remuneration.
- Tax withheld.

Total remuneration in the report is set to True T4 Total Gross YTD. A company total appears at the end of the report.

Employees who are exempted from payroll tax at the end of the report year do not appear in the report, even if their Tax Balance records indicate nonzero YTD tax or YTD taxable gross. An employee is exempted from payroll tax if the Payroll Tax Exempt check box in the employee's Canadian Income Tax Data record is selected.

You normally run this report at year-end, but you can run it at other times for data verification purposes.

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