

PeopleSoft Human Capital Management 9.2

PeopleSoft Global Payroll for United States



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Preface

Understanding the PeopleSoft Online Help and PeopleBooks

The PeopleSoft Online Help is a website that enables you to view all help content for PeopleSoft applications and PeopleTools. The help provides standard navigation and full-text searching, as well as context-sensitive online help for PeopleSoft users.

Hosted PeopleSoft Online Help

You can access the hosted PeopleSoft Online Help on the [Oracle Help Center](#). The hosted PeopleSoft Online Help is updated on a regular schedule, ensuring that you have access to the most current documentation. This reduces the need to view separate documentation posts for application maintenance on My Oracle Support. The hosted PeopleSoft Online Help is available in English only.

To configure the context-sensitive help for your PeopleSoft applications to use the Oracle Help Center, see [Configuring Context-Sensitive Help Using the Hosted Online Help](#).

Locally Installed PeopleSoft Online Help

If you're setting up an on-premises PeopleSoft environment, and your organization has firewall restrictions that prevent you from using the hosted PeopleSoft Online Help, you can install the online help locally. Installable PeopleSoft Online Help is made available with selected PeopleSoft Update Images and with PeopleTools releases for on-premises installations, through the [Oracle Software Delivery Cloud](#).

Your installation documentation includes a chapter with instructions for how to install the online help for your business environment. The documentation zip file may contain a README.txt file with additional installation instructions. See *PeopleSoft 9.2 Application Installation* for your database platform, "Installing PeopleSoft Online Help."

Installable PeopleSoft Online Help now includes PDF versions of each PeopleBook. For more information, see [Understanding Locally Installed PeopleSoft Online Help](#).

Downloadable PeopleBook PDF Files

You can access downloadable PDF versions of the help content in the traditional PeopleBook format on the [Oracle Help Center](#). The content in the PeopleBook PDFs is the same as the content in the PeopleSoft Online Help, but it has a different structure and it does not include the interactive navigation features that are available in the online help.

Common Help Documentation

Common help documentation contains information that applies to multiple applications. The three main types of common help are:

- Application Fundamentals
- Using PeopleSoft Applications
- Using and Managing the PeopleSoft Online Help

Most product families provide a set of application fundamentals help topics that discuss essential information about the setup and design of your system. This information applies to many or all applications in the PeopleSoft product family. Whether you are implementing a single application, some combination of applications within the product family, or the entire product family, you should be familiar with the contents of the appropriate application fundamentals help. They provide the starting points for fundamental implementation tasks.

In addition, the *PeopleTools: Applications User's Guide* introduces you to the various elements of the PeopleSoft Pure Internet Architecture. It also explains how to use the navigational hierarchy, components, and pages to perform basic functions as you navigate through the system. While your application or implementation may differ, the topics in this user's guide provide general information about using PeopleSoft applications.

Finally, *Using and Managing the PeopleSoft Online Help* (this guide) introduces you to the setup, features, and usage of the online help system.

Field and Control Definitions

PeopleSoft documentation includes definitions for most fields and controls that appear on application pages. These definitions describe how to use a field or control, where populated values come from, the effects of selecting certain values, and so on. If a field or control is not defined, then it either requires no additional explanation or is documented in a common elements section earlier in the documentation. For example, the Date field rarely requires additional explanation and may not be defined in the documentation for some pages.

Typographical Conventions

The following table describes the typographical conventions that are used in the online help.

| Typographical Convention | Description |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>Key+Key</u> | Indicates a key combination action. For example, a plus sign (+) between keys means that you must hold down the first key while you press the second key. For <u>Alt+W</u> , hold down the <u>Alt</u> key while you press the <u>W</u> key. |
| . . . (ellipses) | Indicate that the preceding item or series can be repeated any number of times in PeopleCode syntax. |
| { } (curly braces) | Indicate a choice between two options in PeopleCode syntax. Options are separated by a pipe (). |
| [] (square brackets) | Indicate optional items in PeopleCode syntax. |
| & (ampersand) | When placed before a parameter in PeopleCode syntax, an ampersand indicates that the parameter is an already instantiated object. Ampersands also precede all PeopleCode variables. |

| Typographical Convention | Description |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ⇒ | This continuation character has been inserted at the end of a line of code that has been wrapped at the page margin. The code should be viewed or entered as a single, continuous line of code without the continuation character. |

ISO Country and Currency Codes

PeopleSoft Online Help topics use International Organization for Standardization (ISO) country and currency codes to identify country-specific information and monetary amounts.

ISO country codes may appear as country identifiers, and ISO currency codes may appear as currency identifiers in your PeopleSoft documentation. Reference to an ISO country code in your documentation does not imply that your application includes every ISO country code. The following example is a country-specific heading: "(FRA) Hiring an Employee."

The PeopleSoft Currency Code table (CURRENCY_CD_TBL) contains sample currency code data. The Currency Code table is based on ISO Standard 4217, "Codes for the representation of currencies," and also relies on ISO country codes in the Country table (COUNTRY_TBL). The navigation to the pages where you maintain currency code and country information depends on which PeopleSoft applications you are using. To access the pages for maintaining the Currency Code and Country tables, consult the online help for your applications for more information.

Region, Country, and Industry Identifiers

Information that applies only to a specific region or industry is preceded by a standard identifier in parentheses. This identifier typically appears at the beginning of a section heading, but it may also appear at the beginning of a note or other text.

An example of a region-specific heading is: "(Latin America) Setting Up Depreciation"

Region Identifiers

Regions are identified by the region name. The following are examples of region identifiers that may appear in PeopleSoft Online Help:

- Asia Pacific
- Europe
- Latin America
- North America

Country Identifiers

Countries are identified by a three-letter country code. The following are examples of country identifiers that may appear in the PeopleSoft Online Help:

- ARG (Argentina)
- AUS (Australia)
- CAN (Canada)
- NLD (The Netherlands)

Industry Identifiers

Industries are identified by the industry name or by an abbreviation for that industry. The following are examples of industry identifiers that may appear in the PeopleSoft Online Help:

- USF (U.S. Federal)
- E&G (Education and Government)

Translations and Embedded Help

PeopleSoft 9.2 software applications include translated embedded help. With the 9.2 release, PeopleSoft aligns with the other Oracle applications by focusing our translation efforts on embedded help. We are not planning to translate our traditional online help and PeopleBooks documentation. Instead we offer very direct translated help at crucial spots within our application through our embedded help widgets. Additionally, we have a one-to-one mapping of application and help translations, meaning that the software and embedded help translation footprint is identical—something we were never able to accomplish in the past.

Using and Managing the PeopleSoft Online Help

Select About This Help in the left navigation panel on any page in the PeopleSoft Online Help to see information on the following topics:

- Using the PeopleSoft Online Help.
- Managing hosted Online Help.
- Managing locally installed PeopleSoft Online Help.

PeopleSoft HCM Related Links

[Oracle Help Center](#)

[PeopleSoft Online Help Home](#)

[PeopleSoft Information Portal](#)

[My Oracle Support](#)

[PeopleSoft Training from Oracle University](#)

[PeopleSoft Video Feature Overviews on YouTube](#)

Application Fundamentals: HCM Abbreviations





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Please include the applications update image or PeopleTools release that you're using.

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1

Getting Started with PeopleSoft Global Payroll for United States

PeopleSoft Global Payroll for United States Overview

PeopleSoft Global Payroll for United States delivers elements, rules, pages, processes, and reports that work with the PeopleSoft Global Payroll core application to form a complete payroll package for the U.S.

Note

PeopleSoft Global Payroll for United States is not generally available to customers and is no longer available for purchase.

PeopleSoft Global Payroll for United States Business Processes

PeopleSoft Global Payroll for United States provides these business processes:

- Earnings.
- General deductions.
- Benefit deduction calculations.
- Absences.
- Garnishments.
- Federal and state income taxes.
- Payslips.
- Termination processing.
- Paycheck reversals.
- Payment processing.
- Banking.
- Self-service for the payee W-4.
- Self-service for payslips.

We discuss these business processes in the business process topics in this product documentation.

PeopleSoft Global Payroll for United States Integrations

PeopleSoft Global Payroll for United States integrates with these applications through the core Global Payroll application:

- PeopleSoft HCM.
- PeopleSoft Time and Labor.
- PeopleSoft General Ledger.

We discuss integration considerations in the Global Payroll product documentation.

Related Topics

- PeopleSoft Global Payroll: Understanding Payee Data
- PeopleSoft Global Payroll: Understanding How to Compensate Employees in Global Payroll for Time Reported Through Time and Labor
- PeopleSoft Global Payroll: Understanding the General Ledger Interface

PeopleSoft Global Payroll for United States 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 product documentation.

PeopleSoft Global Payroll for United States also provides component interfaces to help you load data from the existing system into PeopleSoft Global Payroll for United States tables. Use the Excel to Component Interface utility with the component interfaces to populate the tables.

This table lists the components that have component interfaces:

| Component | Component Interfaces | References |
|-------------|----------------------|-------------------------------------------|
| GPUS_FWT_EE | CI_GPUS_FWT_EE | See Understanding Taxes . |

Refer to the *PeopleSoft HCM 9.2 - Reorganization of Component Interface Permissions* (Doc ID 2342162.1) article on My Oracle Support for a list of system-delivered CIs and their usage, the mapping of CIs and associated permission lists, and the mapping of CI permission lists and user roles.

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, and data models.

See:

- Application Fundamentals
- *PeopleTools: Setup Manager*
- *PeopleTools: Component Interfaces*

2

Understanding PeopleSoft Global Payroll for United States

PeopleSoft Global Payroll for United States

PeopleSoft Global Payroll for United States is a country extension of the PeopleSoft Global Payroll core application. It provides you with the payroll rules, elements, and absence processes that you need to run a payroll.

Note

PeopleSoft Global Payroll for United States is *NOT* available for purchasing a license. You must license Payroll for North America for paying employees in the United States.

PeopleSoft Global Payroll for United States Business Processes

PeopleSoft Global Payroll for United States supports these business processes:

- Earnings.
PeopleSoft Global Payroll for United States enables you to define and process different earning types. PeopleSoft Global Payroll for United States also delivers common earning types, including those for regular hourly earnings, exception hourly wages, salary earnings, shift differential pay, overtime, premium pay, and bonuses.
See [Understanding Earnings](#).
- General deductions.
PeopleSoft Global Payroll for United States enables you to define and process many common general deductions, including repayment deductions, United Way deductions, and credit union deductions.
See [Understanding General Deductions](#).
- Benefit deduction calculations.
PeopleSoft Global Payroll for United States integrates with PeopleSoft HCM and PeopleSoft Benefits Administration, enabling the system to calculate benefit deductions.
See [Understanding the Delivered Benefit Deduction Processing Flow](#).
- Absences.
PeopleSoft Global Payroll for United States delivers rules that enable you to track vacation, jury leave, sick leave, and bereavement leave.
See [Understanding Absence Elements](#).
- Garnishments.

PeopleSoft Global Payroll for United States enables you to set up and process garnishments. Because garnishment orders can come from different agencies each having different reporting requirements, the system is flexible enough to address the priority of each garnishment received by jurisdiction, type, and timing of receipt. In the case of multiple garnishments being processed at the same time, the system can determine which proration method to use and when. Once the funds are withheld, you can disperse them according to the method and schedule established by the issuing agency.

See [Understanding Garnishments](#).

- Federal and state income taxes.

PeopleSoft Global Payroll for United States enables you to calculate and process federal and state income tax for payees.

See [Delivered Tax Elements](#).

- Payslips.

PeopleSoft Global Payroll for United States enables you to create payslips based on your organization's needs. With payslip templates, you can specify the amount of detail to include on the payslip.

See [Understanding Payslips](#).

- Termination processing.

With PeopleSoft Global Payroll for United States, you can calculate final pay for terminated employees. You can define which earnings and deductions to process in the final payment. You can also define any special processing that should occur for each earning or deduction, such as vacation balance pay out or repayment balance collection.

See [Processing Final Payments](#).

- Paycheck reversals.

PeopleSoft Global Payroll for United States enables you to identify a specific payment by employee and calendar and reverse the payment.

See [Processing Reversals](#).

- Banking.

With PeopleSoft Global Payroll for United States, you can set up banking information for payees and define source bank information. You can define prenote information and manage the prenotification process. You can also create direct deposits and garnishment files. You can run the banking process and create banking reports.

See [Understanding Banking](#).

- Payment processing.

You can use the banking process in PeopleSoft Global Payroll for United States to complete payment processing. The system uses the payment ID number defined in the banking process to assign a payment ID to any type of payment. The payment process also determines the appropriate payment number to assign to each payment.

See [Understanding Payment Processing](#).

- Year-end processing.

With PeopleSoft Global Payroll for United States, you can process and generate the year-end Wage and Tax Statement (W-2), the Corrected Wage and Tax Statement (W-2c), the Transmittal of Wage and Tax Statement (W-3), and the Transmittal of Corrected Wage and Tax Statement (W-3c). Additionally, you can process the year-end forms for all territories, including American Samoa, Guam, Puerto Rico, and the Virgin Islands.

See [Understanding Year-End Processing](#).

- Self-service for the payee W-4.

If you purchased PeopleSoft ePay, payees can update their W-4 tax information, such as marital status, number of allowances claimed, and withholding amounts. Payees can also view and print copies of the W-4 forms for their records.

See [Understanding Taxes](#).

- Self-service for payslips.

If you purchased ePay, payees can view their payslips online.

See [Understanding the View Payslip Self-Service Transaction](#).

Delivered Elements for the U.S.

Global Payroll defines each business process for the United States in terms of delivered elements and rules. Some of these elements and rules are specifically designed to meet legal requirements, while others support common or customary payroll practices.

This topic discusses:

- Delivered element creation.
- Element ownership and maintenance.

Delivered Element Creation

All of the elements that are delivered as part of PeopleSoft Global Payroll for United States were created using the core application.

The core application:

- Consists of a payroll rules engine.

The rules engine is a flexible tool that enables you to define new payroll elements and run payroll and absence calculations using the delivered elements. Global Payroll does not embed payroll computations in application code. Instead, it specifies all business application logic (such as earnings, deductions, absences, and accumulators) in terms of payroll rules. Global Payroll enables you to enter and maintain payroll rules through a set of pages and offers comprehensive features that enable you to work in your preferred language or currency.

- Provides a payroll processing framework.

The payroll processing framework provides a flexible way to define and run payroll and absence processing flows (such as calendars, run types, pay periods, and process lists).

Element Ownership and Maintenance

This topic describes the PeopleSoft approach to element ownership and what this means for the maintenance of U.S. payroll rules.

Element Ownership in PeopleSoft Global Payroll

Five types of element ownership are available in PeopleSoft Global Payroll:

| Term | Definition |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PS Delivered/Maintained | Elements that are delivered and maintained on an ongoing basis by PeopleSoft Global Payroll. |
| PS Delivered/Not Maintained | Elements delivered with PeopleSoft Global Payroll that must be maintained by the customer. This type of element ownership consists primarily of either customary (nonstatutory) rules or statutory elements that customers might want to define according to a different interpretation of the rules. Although PeopleSoft Global Payroll occasionally updates elements that are defined as PS Delivered/Not Maintained, you are not required to apply these updates. |
| Customer Maintained | Elements that are created and maintained by the organization. PeopleSoft Global Payroll does not deliver rules defined as Customer Maintained. |
| PS Delivered/Customer Modified | Elements that are originally PS Delivered/Maintained over which the customer decides to take control (this change is irreversible). |
| PS Delivered/Maintained/ Secure | Delivered elements that the customer can never modify or control. |

Element Ownership in PeopleSoft Global Payroll for United States

Of the five ownership types described in the preceding topic, two are used to define U.S. elements:

- PS Delivered/Maintained.
- PS Delivered/Not Maintained.

Most of the delivered elements for the U.S. are defined as *PS Delivered/Not Maintained*. This enables you to modify, update, and reconfigure delivered elements to meet your own requirements.

This table lists the ownership types that are associated with the delivered elements for the U.S.:

| Element Type | Ownership | Exceptions |
|--------------|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Earning | PS Delivered/Not Maintained. | None. |
| Deduction | PS Delivered/Not Maintained. | Federal taxes (income tax, social security, Medicare, and unemployment), state income tax, garnishments, and bond purchases. |
| Variable | PS Delivered/Not Maintained. | Variables that are used in tax calculations (federal and state) and garnishments. Variables that are used in component interfaces (mainly in pay group parameters). |

| Element Type | Ownership | Exceptions |
|--------------------|----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Bracket | PS Delivered/Not Maintained. | Tax rates and tax bracket ranges. |
| Accumulator | PS Delivered/Not Maintained. | Social security taxes, earned income credits, federal taxes, state taxes, Federal Unemployment Tax Act (FUTA), and garnishments. |
| Element Group | PS Delivered/Not Maintained. | Delivered as sample data. |
| Process List | PS Delivered/Not Maintained. | Delivered as sample data. |
| Section | PS Delivered/Not Maintained. | Taxes and garnishments. |
| Formula | PS Delivered/Not Maintained (varies by functional area). | Federal taxes, state income tax, and garnishments. |
| Array | PS Delivered/Maintained. | None. |
| Writable Array | PS Delivered/Maintained. | None. |
| Historical Rule | PS Delivered/Not Maintained. | Delivered as sample data. |
| Generation Control | PS Delivered/Not Maintained. | Delivered as sample data. |
| Count | PS Delivered/Not Maintained. | Federal taxes, state income tax, and garnishments. |
| Duration | PS Delivered/Not Maintained. | Federal taxes, state income tax, and garnishments. |
| Date | PS Delivered/Not Maintained. | Federal taxes, state income tax, and garnishments. |
| Proration | PS Delivered/Not Maintained. | Federal taxes, state income tax, and garnishments. |
| Rounding rule | PS Delivered/Not Maintained. | Federal taxes, state income tax, and garnishments. |

Element Naming Conventions in the U.S.

Understanding the naming convention used for PeopleSoft-delivered elements can help you determine how an element is used, its element type, and even the functional area it serves.

This topic discusses:

- Naming conventions.
- Functional area codes.
- Element classification.
- Element type codes (PIN_TYPE).

Naming Conventions

This topic discusses the naming conventions for:

- Primary elements.
- Supporting elements.
- Component names (suffixes).

We also discuss common abbreviations used in the names of U.S. elements.

Primary Elements

Primary elements such as earnings, deductions, absence takes, and absence entitlements do not contain functional area codes or element type codes in their names. Primary elements have names that identify their functions and element types without the use of additional codes. For example, the name of the deduction element DENTAL EE identifies this element as a dental deduction and more specifically, as an employee dental deduction (EE).

Supporting Elements

For supporting elements such as variables, formulas, dates, and durations, PeopleSoft Global Payroll uses this naming convention: FFF TT NAME.

- FFF: Functional area code.
See *Functional Area Codes* in [PeopleSoft Global Payroll for United States Business Processes](#).
- TT: Type of supporting element.
See [Delivered Elements for the U.S.](#).
- NAME: Based on a term in English that provides a further means of identifying the element.

For example, in the variable ABS VR SICK ENTIT:

- ABS represents the functional area (absences).
- VR represents the element type (variable).
- SICK ENTIT provides a further means of identifying the element (sickness entitlement).

Note

This naming convention applies to these element types: arrays, brackets, counts, dates, durations, formulas, rate codes, variables, historical rules, fictitious calculation rules, proration rules, rounding rules, writable arrays, and generation control conditions.

Component Names (Suffixes)

Global Payroll automatically names the components in the calculation rule of an earning, deduction, or absence element by appending suffixes to the element's name.

For example, suppose that you define an earning named EARN1 with this calculation rule:

EARN1 = Rate × Unit

The system automatically creates two additional elements for the components in the calculation rule by appending the suffixes `_RATE` and `_UNIT` to the name of the earning:

- Rate component: EARN1_RATE.
- Unit component: EARN1_UNIT.

Global Payroll also generates suffixes to name:

- Auto-generated accumulators for earnings and deductions.

- Deduction arrears components.
- Deduction arrears accumulators.
- Absence entitlement accumulators.

Note

To view all of the suffixes defined for the United States, use the Element Suffixes (GP_SUFFIX) component in Global Payroll.

See PeopleSoft Global Payroll: Understanding Elements.

Functional Area Codes

Many elements include a three-letter functional area code in their names. This code identifies the functional area supported by an element.

This table lists the functional area codes that are used in the names of U.S. elements:

| Functional Area | Description |
|-----------------|-------------------------------|
| ERN | Earnings |
| DED | General deductions |
| BEN | Health and welfare deductions |
| BND | Bonds |
| LNS | Loans and advances |
| GRN | Garnishments |
| ABS | Absences |
| TAX | Taxes |
| GEN | General functional area code |
| TSP | Thrift savings plans |

Element Classification

Categories are a way to further name and classify elements after you define them at the country level. You can use categories to classify elements based on your organization's needs.

Note

You can view all of the categories defined for PeopleSoft Global Payroll for United States on the Categories page (GP_PIN_CATEGORY).

See PeopleSoft Global Payroll: Understanding Elements.

The categories delivered with PeopleSoft Global Payroll for United States are:

| Category Code | Description |
|---------------|-------------------------------|
| ERN | Earnings |
| DED | General deductions |
| BEN | Health and welfare deductions |
| BND | Bonds |
| LNS | Loans and advances |
| GRN | Garnishments |
| ABS | Absences |
| TAX | Taxes |
| GEN | General functional area code |
| TSP | Thrift savings plans |
| PSLP | Payslip |

Element Type Codes (PIN_TYPE)

This table contains codes for all of the element types. Because not all element types are delivered for United States, not all of these codes appear in the names of U.S. elements:

| Element Type | Description |
|--------------|------------------------|
| AE | Absence entitlement |
| AT | Absence take |
| AC | Accumulator |
| AR | Array |
| AA | Auto assigned |
| BR | Bracket |
| CT | Count |
| DT | Date |
| DD | Deduction |
| DR | Duration |
| ER | Earnings |
| EG | Element group |
| EM | Error message |
| FC | Fictitious calculation |
| FM | Formula |
| GC | Generation control |
| HR | Historical rule |
| PR | Process |
| PO | Proration rule |
| RC | Rate code |
| RR | Rounding rule |
| SE | Section |
| SY | System element |

| Element Type | Description |
|--------------|----------------|
| VR | Variable |
| WA | Writable array |

Archiving Data for PeopleSoft Global Payroll for United States

PeopleSoft Global Payroll for United States generates a large amount of result data. To keep the amount of saved data manageable, you may want to archive it periodically. PeopleSoft PeopleTools delivers an archiving tool called the Data Archive Manager. To help you archive your result data using the Data Archive Manager, PeopleSoft Global Payroll for United States delivers a predefined archive object (GPUS_RSLT_ARCHIVE) and archive template (GPUSRSLT). The delivered archive template uses queries that select data by calendar group ID (CAL_RUN_ID field).

Note

Please use extreme caution when making changes to delivered archive objects, queries, or templates. Any modifications can result in the loss of important data.

See PeopleSoft Global Payroll: Archiving Global Payroll Data.

Additional Archiving Considerations

The following PeopleSoft Global Payroll for United States year-end result data is not included in the GPUS_RSLT_ARCHIVE archive object because it is not associated with a calendar group ID:

- GPUS_YEC_AMT table
- GPUS_YEC_AMT_PR table
- GPUS_YEC_DAT table
- GPUS_YEC_DAT_PR table
- GPUS_YE_EE table
- GPUS_YE_DAT table
- GPUS_YE_AMOUNTS table

If you want to archive this data, you can set up new archive objects, queries, and templates using the Data Archive Manager, or you can use your own archiving solution.

See PeopleSoft Data Archive Manager information in the *PeopleTools: Data Management* product documentation.

Viewing Delivered Elements for the U.S.

PeopleSoft Global Payroll for United States delivers a query that you can run to view the names of all delivered elements designed for the United States. Instructions for running the query are provided in PeopleSoft Global Payroll: Understanding How to View Delivered Elements in the PeopleSoft Global Payroll product documentation.

3

Defining Country Data

Understanding Global Payroll Core Functionality in the U.S.

This topic discusses:

- Payment keys
- Retroactivity
- Segmentation
- Rounding rules
- Triggers

Note

Suffixes that are used in PeopleSoft Global Payroll for United States are discussed in this product documentation.

Payment Keys

Payment keys are used with forwarding retroactivity to keep deltas separate in the current pay period. When a payment key exists for recalculated periods and deltas are forwarded to the current period, the system runs a separate gross-to-net calculation for that payment key, thereby creating an additional GP_PYE_SEG_STAT record.

PeopleSoft Global Payroll for United States uses *Company* as a payment key.

Related Topics

- PeopleSoft Global Payroll: Understanding Retroactive Methods

Retroactivity

In PeopleSoft Global Payroll for United States, the default retroactive method is *forwarding*. Using this method, the system creates deltas for each earning, deduction, and segment accumulator recalculated in a prior period, and forwards the deltas to the current period.

See PeopleSoft Global Payroll: Understanding the Core Application Architecture.

The system generates a retroactive trigger every time you enter a change for the following data:

- Pay rate changes.
- Absences.
- Positive input.

- Earning and deduction assignments.
- Schedule assignments.
- Employee actions such as hire, terminate, or transfer.
- Standard hours changes.
- Company changes.
- Department changes.
- Pay system changes.
- Pay group changes.
- Eligibility group changes.
- Holiday changes.
- Grade changes.

See PeopleSoft Global Payroll: Understanding Retroactive Methods.

Segmentation

You can segment components of pay based on events such as changes to compensation, employee status, or a job during a pay period. For example, you can set up the system to trigger segmentation of earnings results on the payslip when a change is made to an employee's job data in PeopleSoft HCM.

Global Payroll provides two types of segmentation:

- Period segmentation (full segmentation).
- Element segmentation (slice segmentation).

Period segmentation occurs when more than one gross-to-net calculation is required. Element segmentation occurs when employee data changes in midperiod, requiring the affected elements to be calculated on either side of the date of change.

In PeopleSoft Global Payroll for United States, period segmentation occurs as a result of:

- Company changes.
- Pay group changes.
- Pay system changes.
- Employee actions, such as hires, terminations, transfers, and additional jobs.

Element segmentation occurs as a result of:

- Pay rate changes.
- Standard hours changes.
- Department changes.

Related Topics

- PeopleSoft Global Payroll: Understanding Segmentation Setup

Rounding Rules

In PeopleSoft Global Payroll, you can apply rounding to any component of an earning or deduction, the resolved amount of an earning or deduction, or within a formula. Rounding is

applied to each of the components first before the resolved amount is rounded. Rounding is applied after proration rules are applied.

PeopleSoft Global Payroll for United States delivers these rounding rules:

| Data to Be Rounded | Rule |
|----------------------|----------------------------------------------------------------------------------------------|
| Compensation | For internal calculations, use six decimal places, but always resolve to two decimal places. |
| Hourly Rates | Always store hourly rates six decimal places. |
| Garnishments | For internal calculations, use six decimal places, but always resolve to two decimal places. |
| Taxes | For internal calculations, use six decimal places, but always resolve to two decimal places. |
| All Other Deductions | Calculate and resolve to six decimal places. |
| Net pay | Calculate and resolve to two decimal places. |

Related Topics

- [PeopleSoft Global Payroll: Defining Rounding Rule Elements](#)

Triggers

Triggers are used to detect online changes to data that should result in some type of system action.

Global Payroll provides three types of triggers:

- **Iterative:** Tells the system to process (or reprocess) an employee in the current period.
- **Segmentation:** Tells the system to segment a period or element.
- **Retro:** Tells the system to perform retroactive processing.

In PeopleSoft Global Payroll for United States, an iterative trigger must be defined for each table containing retroactive or segmentation triggers.

Two segmentation events are delivered with PeopleSoft Global Payroll for United States. One is for full segmentation and the other is for element segmentation.

Two retroactive events are delivered with PeopleSoft Global Payroll for United States. One is for corrective retro processing and the other is for forwarding retro processing.

In addition, PeopleSoft Global Payroll for United States uses mass trigger functionality. This functionality enables you to generate employee payroll triggers based on changes to setup tables. Mass triggers are specified for a certain record on a certain component. A SQL object defines the population affected by the setup table change. After the affected employees are determined, you can review the trigger details before accepting the changes.

PeopleSoft Global Payroll for United States delivers mass triggers for benefit-related tables.

Related Topics

- [Understanding Triggers](#)
This topic discusses:

- [Understanding the Delivered Benefit Deduction Processing Flow](#)
This topic discusses the process for calculating benefit deductions, including:

Understanding PeopleSoft HCM Setup Considerations

To successfully set up PeopleSoft Global Payroll for United States, you need to enter data in PeopleSoft HCM tables. This data includes:

- **Company Information**
In PeopleSoft Global Payroll for United States, the EIN (employer identification number) is defined at the company level. Set up company information on the Company table in PeopleSoft HCM for each federal EIN.
You also need to enter payroll-specific company information on the Pay Entity page in Global Payroll if your pay entity is the same as your company.
See Application Fundamentals: Entering Company Information.
See PeopleSoft Global Payroll: Defining Pay Entities.
See [Understanding Taxes](#).
- **Source Bank Accounts Information**
When you select *USA* as the country code on the Source Bank Account page, you need to define additional information regarding prenotes for the source bank.
See Application Fundamentals: Understanding Bank and Bank Branch Setup.
- **Person Checklist Information**
To ensure that a payee is set up properly, PeopleSoft HCM provides a person checklist. To see what setup is needed for payees in PeopleSoft Global Payroll for United States, navigate to Workforce Administration, Personal Information, Organizational Relationships, Person Checklist and enter *K1GPAY* in the **Checklist** field. A checklist for PeopleSoft Global Payroll for United States payees appears. The **Person Checklist** page provides links to key PeopleSoft Global Payroll for United States setup pages. In particular, the Maintain Tax Profile setup is important. The Tax Profile page must be set up for all payees for taxes to be calculated correctly.
See PeopleSoft Human Resources Administer Workforce: Creating Checklists.
See [Maintaining Payee Tax Information](#).

Understanding Organizational and Processing Frameworks

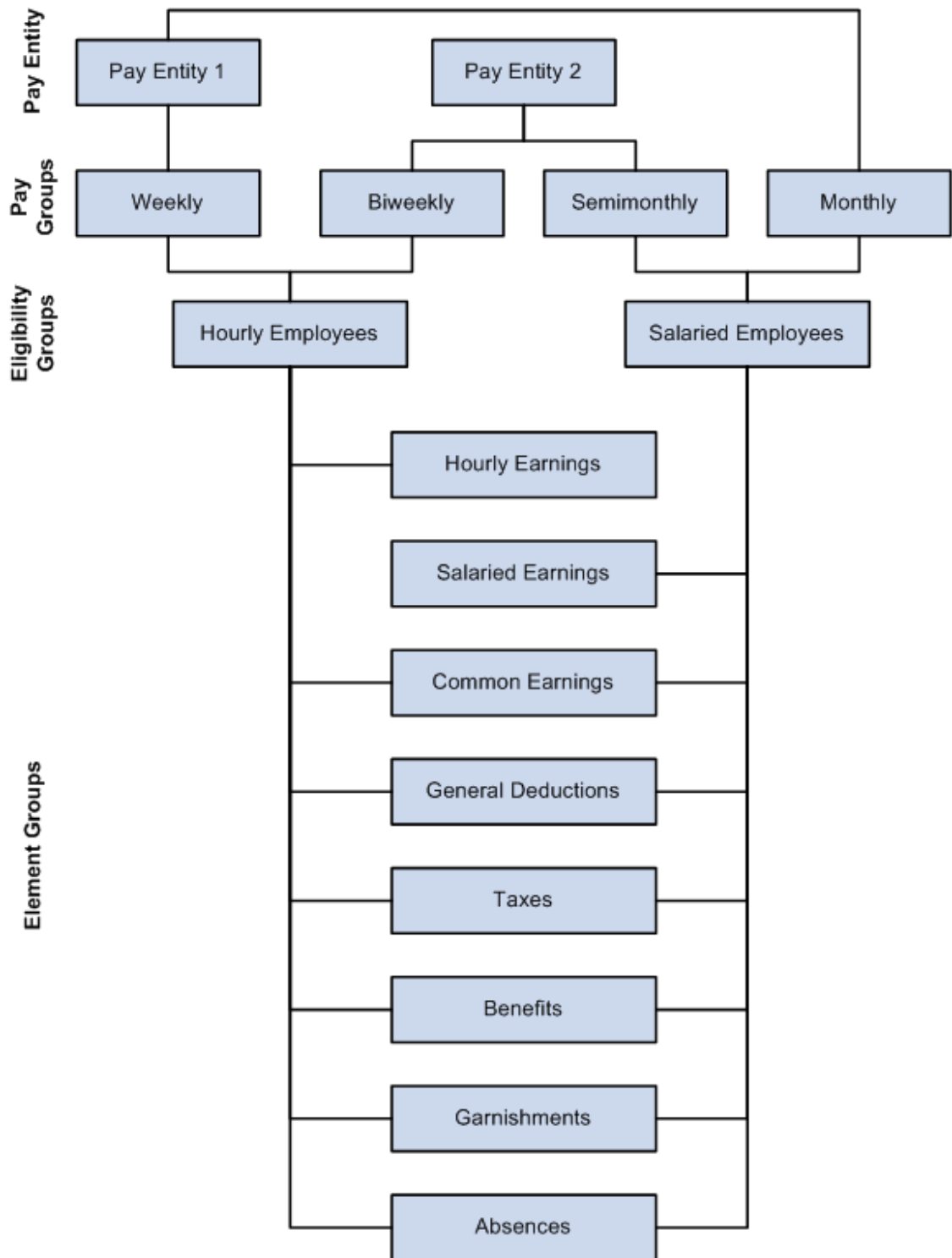
This topic discusses:

- Organizational framework for PeopleSoft Global Payroll for United States.
- Processing framework for PeopleSoft Global Payroll for United States.

Organizational Framework for PeopleSoft Global Payroll for United States

This diagram depicts the organizational framework for PeopleSoft Global Payroll for United States:

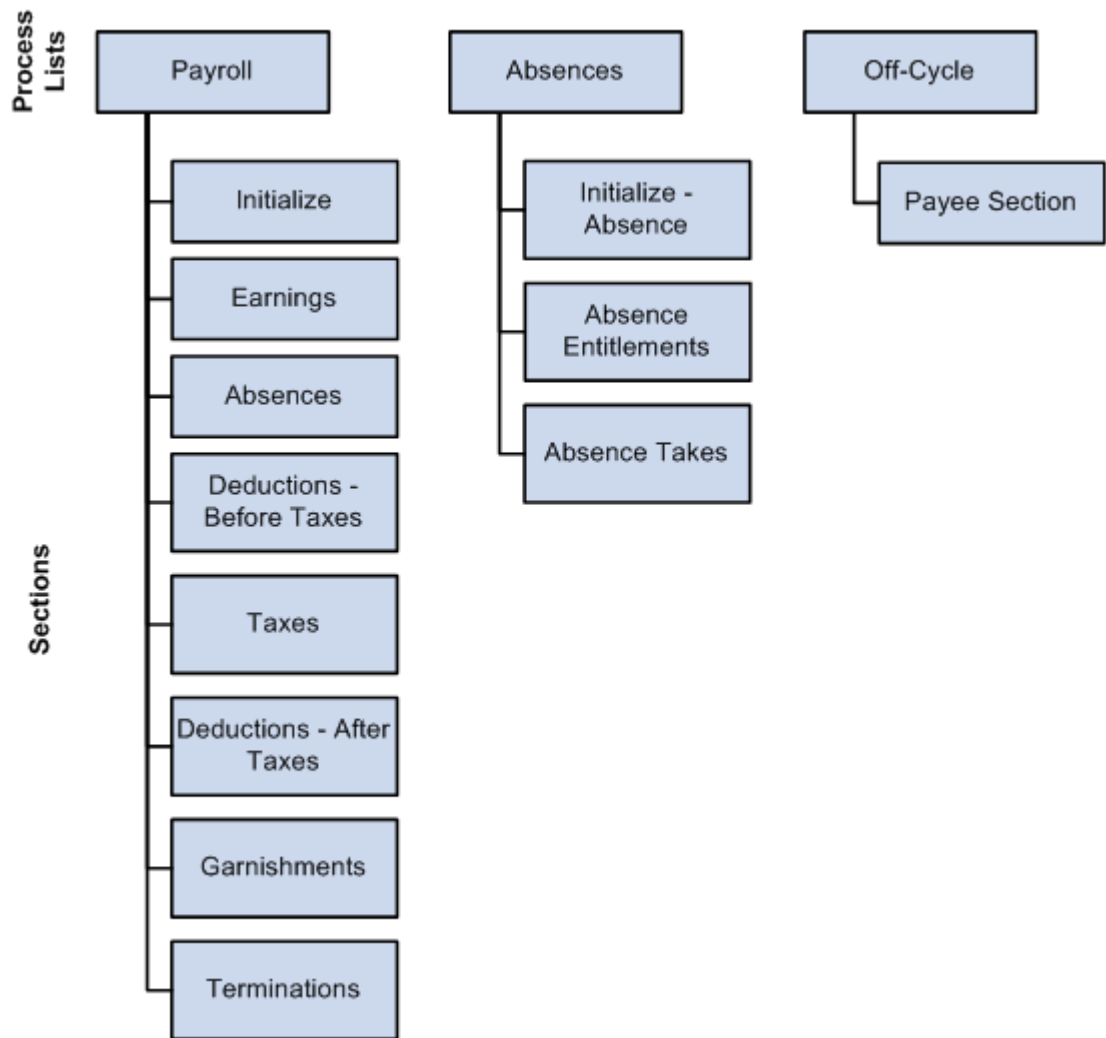
This diagram depicts the organizational framework for PeopleSoft Global Payroll for United States.



Processing Framework for PeopleSoft Global Payroll for United States

This diagram illustrates the processing framework for PeopleSoft Global Payroll for United States:

This diagram illustrates the processing framework for PeopleSoft Global Payroll for United States.



Understanding Users, Roles, and Permission Lists

This topic discusses:

- Users in PeopleSoft Global Payroll for United States.
- Roles in PeopleSoft Global Payroll for United States.
- Permission lists in PeopleSoft Global Payroll for United States.

Users in PeopleSoft Global Payroll for United States

PeopleSoft Global Payroll for United States delivers these user IDs:

| User | Add or Modify |
|-----------|---------------|
| HCRUSA_GP | Add |
| PS | Modify |

Roles in PeopleSoft Global Payroll for United States

PeopleSoft Global Payroll for United States delivers the GP Administrator USA role.

Permission Lists in PeopleSoft Global Payroll for United States

Permission lists enable you to access system pages and processes. Several kinds of permissions are used in PeopleSoft HCM, including:

- Primary permissions.
- Component permissions.
- Data permissions.
- Standard permissions.

PeopleSoft Global Payroll for United States delivers these permission lists:

| Permission List | Type of Permission | Add or Modify | Description |
|-----------------|--------------------|---------------|----------------------------------|
| HCPALL | Primary | Modify | Primary List: All Countries |
| HCPPUSA | Primary | Modify | Primary List: USA |
| HCCPGPUSA | Component | Add | Component Permission List: GPUSA |
| HCDPUSA | Data | Modify | Data Permission USA |

Defining Installation Settings

To define installation settings for the United States, use the Installation Settings USA (GPUS_INSTALLATION) component.

Page Used to Define Installation Settings

| Page Name | Definition Name | Usage |
|------------------------------------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------|
| Installation Settings USA Page | GPUS_INSTALLATION | Specify payee-level tax and banking defaults at the time of installation for PeopleSoft Global Payroll for United States. |

Installation Settings USA Page

Use the Installation Settings USA page (GPUS_INSTALLATION) to specify payee-level tax and banking defaults at the time of installation for PeopleSoft Global Payroll for United States.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **System Settings**, and then **Installation Settings USA**, and then **Installation Settings USA**

This example illustrates the fields and controls on the Installation Settings USA page.

Installation Settings USA

| | |
|-------------------------------------|----------------------------------|
| Tax Location | |
| <input checked="" type="checkbox"/> | Populate Payee Tax Data |
| Prenotification | |
| <input checked="" type="checkbox"/> | Prenote Process Allowed |
| <input type="checkbox"/> | Payee Prenote Required |
| Last Correspondence ID | |
| *Correspondence ID | <input type="text" value="178"/> |

Tax Location

| Field or Control | Description |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Populate Payee Tax Data | Select if you want the system to create default tax data rows in certain situations. For example, a payee changes departments and the department is set up with a default tax location. |

See [Understanding Taxes](#).

Prenotification

Define payee-related prenotification information that is required for banking.

| Field or Control | Description |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Prenote Process Allowed | Select if you want the prenote process to run automatically for payees. If you select this check box, the Prenote Information link becomes available on the Maintain Bank Accounts page. |
| Payee Prenote Required | Select to indicate that banking prenotification is required at the payee level. The Payee Prenote Required check box is available for selection only if you select the Prenote Process Allowed check box. If you select this check box, the Prenotification Required check box on the Bank Prenote Information USA page is automatically selected. Note: The prenotification process is discussed in this product documentation. See Understanding Banking . |

Last Correspondence ID

| Field or Control | Description |
|--------------------------|---------------------------------------------------------|
| Correspondence ID | Track the last correspondence ID used for garnishments. |

Defining the Relationship Between Reports, Report Setup Data, and List Sets

To define the relationship between reports, report setup data, and list sets, use the Define Payroll Reports USA (GPUS_RPT_SETUP) component.

Page Used to Define the Relationship Between Reports, Report Data Setup, and List Sets

| Page Name | Definition Name | Usage |
|-------------------------------------------------|-----------------|----------------------------------------------------|
| Define Payroll Reports USA Page | GPUS_RPT_SETUP | Define parameters used by the payroll report jobs. |

Understanding the Relationship Between Reports, Report Setup Data, and List Sets

For each United States-specific report created by means of the Report Data Generation process, you can:

- Define a job name.
The Application Engine program that prepares report data accesses the table PSPRCSRQST to retrieve the job in which it is run.
- Associate the report data defined on the Define Report Data and Report Data Process Details pages with the job.
- Associate each job with the list set defined for it on the Define List Set (GP_ELN_SET) component.

List sets enable you to define groups of elements and their attributes to associate with an application such as a report or other process.

- In addition, for tax reports, you can define the jurisdiction type (state or federal), and for payslips you can define temporary tables to store payslip data.

Note

The setup steps described here enable you to store information required by some reports or processes rather than hard-coding the data. Note that this setup is defined by job (**Job Name**) and not by process. This enables you to define generic processes that generate different results based on the job (a job is a set of processes).

Note

You are not required to complete these setup steps in all cases. These setup steps are an extension of the job process definition provided by PeopleTools. PeopleSoft Global Payroll for United States uses these steps to store additional information with each job definition. The setup steps and fields described here are not required: some jobs are defined without report data, and others are defined without applications or list sets.

Define Payroll Reports USA Page

Use the Define Payroll Reports USA page (GPUS_RPT_SETUP) to define parameters used by the payroll report jobs.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Reports**, and then **Define Payroll Reports USA**, and then **Define Payroll Reports USA**

This example illustrates the fields and controls on the Define Payroll Reports USA page.

Define Payroll Reports USA

| Payroll Reports | | Personalize | Find | View All | First | 1-11 of 11 | Last | |
|------------------|--------------------------------|-------------|-------------|----------|-------|------------|------|---|
| Job Name | Report Data | List Set | Tax Reports | Payslip | | | | |
| Process Job Name | Description | | | | | | | |
| GPUSFDL | Federal Liability by State | | | | | | + | - |
| GPUSFDS | Tax Summary Report - Federal | | | | | | + | - |
| GPUSFDT | Quarterly Federal Tax Report | | | | | | + | - |
| GPUSSTS | Tax Summary Report - State | | | | | | + | - |
| GPUSSTT | Quarterly State Tax Report | | | | | | + | - |
| GPUSTDP | Tax Deposit Summary | | | | | | + | - |
| GPUSTXS | Federal Tax Data Status | | | | | | + | - |
| GPUSY10 | Pre load Error Report | | | | | | + | - |
| GPUSY20 | Post Load Error Report | | | | | | + | - |
| GPUSY30 | Year End Data Audit Report | | | | | | + | - |
| GPUSYELD | Load Wage & Tax Statement Data | | | | | | + | - |

Job Name

| Field or Control | Description |
|------------------|------------------------------------|
| Process Job Name | Enter the job name for the report. |

Report Data

| Field or Control | Description |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Report Data | Select the report data to associate with the job name. You define report data on the Define Report Data and Report Data Process Details pages. |

List Set

| Field or Control | Description |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Application and List Set | Specify the application and list set associated with the job. Applications and list sets are defined on the Define Application and Define List Set pages. |

Tax Reports

For tax reports, identify whether the report is a state or federal report.

Payslip

Identify the temporary tables used to hold the payroll results data published in the payslip.

Related Topics

- PeopleSoft Global Payroll: Understanding Report Data Generation
- PeopleSoft Global Payroll: Understanding Applications and List Sets

Viewing Delivered Elements

This topic discusses:

- Delivered sections.
- Delivered process lists.

Delivered Sections

This table lists the delivered sections for the for PeopleSoft Global Payroll for United States:

| Section | Description |
|--------------------|----------------------|
| INITIALIZATION | Initialization |
| GENERAL EARNINGS | General earnings |
| DEDUCTIONS | Deductions |
| LOANS | Loans |
| ABSENCES | Absence earnings |
| ABSENCES ENTITL | Absence entitlements |
| TAX INITIALIZATION | Tax initialization |
| FEDERAL TAX ER | Federal tax employer |

| Section | Description |
|---------------------|-------------------------------------------------------------------------|
| GARNISHMENTS | Garnishments |
| 401K DED | 401K deduction |
| BASIC LIFE DED | Basic life deduction |
| BEN DED INIT | Benefit deductions initialization |
| DENTAL DED | Dental deduction |
| HEALTH INIT | Health plans initialization |
| LIFE INIT | Life plans initialization |
| MEDICAL DED | Medical deduction |
| SAVINGS INIT | Savings plan initialization |
| SPOUSE LIFE DED | Spouse life deduction |
| SUP LIFE DED | Supplemental life deduction |
| HOLIDAY SEC | Holiday |
| INIT ABSENCE | Initialization absences |
| STD DED PRC NPV | Standard deductions percent (net processing validation) |
| PAYROLL GUIDE | Payroll report guide |
| GRN PRORATION1 | Garnishment proration |
| GRN PRORATION2 | Garnishment proration |
| BONUS AND OVERTIME | Bonus and overtime |
| SPL DED PRC G NPV | Special deduction percent with garnishments (net processing validation) |
| SPLD DED PRC NG NPV | Special deduction percent no garnishments (net processing validation) |
| PSLP MESSAGES | Payslip messages |
| ABSENCES TAKES | Absence takes |

Delivered Process Lists

This table lists the delivered process lists for the for PeopleSoft Global Payroll for United States:

| Process List | Description |
|--------------------|------------------------------------|
| USA STD PAYROLL | Standard payroll process |
| USA STD ABSENCE | Standard absence process |
| USA SEP PAYROLL G | Separate payroll with garnishments |
| USA SEP PAYROLL NG | Separate payroll no garnishments |

Note

PeopleSoft Global Payroll for United States delivers a query that you can run to view the names of all delivered elements that are designed for United States. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

Related Topics

- [PeopleSoft Global Payroll: Understanding How to View Delivered Elements](#)

4

Setting Up Earnings

Understanding Earnings

This topic discusses:

- Delivered earnings.
- Delivered supporting elements.
- User fields.
- Earnings assignments.
- Required supporting elements.
- Process lists and sections.
- How to viewing delivered elements.

Delivered Earnings

PeopleSoft Global Payroll for United States delivers a number of earnings for the U.S. that demonstrate the flexibility of Global Payroll rules to meet common processing requirements such as the calculation of wages and overtime.

In this table, the first column combines the name and description of the delivered earnings. The other columns indicate the calculation rule components, such as Unit, Rate, Percent, and Amount, and the pre-process and post-process formulas for each earning.

| Name/Descr. | Unit | Rate | % | Amount | Pre- and Post-Process Formula |
|------------------------------------|----------------------------------------|-----------------------------------------------------------|------|--------------------|-------------------------------|
| REGULAR Regular Hourly | Payee-level | K1GCRH (rate code) | NA | NA | NA |
| WAGES Exception Hourly Wages | ERN FM SALARY HOURS (formula) | K1GCRH (rate code) | NA | NA | Post-ERN FM RED HRS/AMT |
| SALARY | NA | NA | NA | K1GCRS (rate code) | Post-ERN FM RED SALARY |
| OVT 1.5 Overtime Pay | Payee-level | ERN FM OVT RATE (formula – monetary and decimal) | 150% | NA | NA |
| OVT 2.0 (D Double - Time Pay | Payee-level | ERN FM OVT RATE (formula – monetary and decimal) | 200% | NA | NA |

| Name/Descr. | Unit | Rate | % | Amount | Pre- and Post-Process Formula |
|----------------------------------------------------|-------------------------------------|-----------------------------------------------------------|--------------------------------------------------|-------------|-------------------------------|
| PREMIUM Premium Over Time | Payee-level | ERN FM OVT RATE (formula – monetary and decimal) | 50% | NA | NA |
| BONUS | NA | NA | NA | Payee-level | NA |
| COMPANY CAR Personal Use of Company Car | NA | NA | NA | Payee-level | NA |
| SHIFT - R Shift Differential - Hourly | SHIFT DIFF UNIT (accumulator) | ERN BR SHIFT DIFF (bracket) | NA | NA | NA |
| SHIFT PCT Shift Differential - Percentage | SHIFT DIFF UNIT (accumulator) | HOURLY RT (system element - numeric) | ERN VR SHIFT D PCT (variable - numeric) | NA | Pre-ERN FM SHIFT D PCT |

Note

These elements are defined as PS Delivered/Not Maintained. This means that you can use them as delivered, modify them, or replace them with new elements.

Note

PeopleSoft Global Payroll for United States also delivers absence-related earnings. These are discussed in a separate topic in this product documentation.

See [Understanding Absence Elements](#).

Regular Hourly Pay and Wages

PeopleSoft Global Payroll for United States delivers two types of earnings for calculating regular pay:

- REGULAR

Use this earning to calculate pay for hourly payees who require positive input.

- WAGES

Use this earning to calculate pay for hourly payees who need to report only exceptions to their standard hours.

The calculation rule for both REGULAR and WAGES is Unit × Rate.

Both earnings use the rate code K1GCRH for the Rate component. This rate code is used to calculate pay for all hourly payees.

The Unit component differs for these two earnings:

- The REGULAR earning assumes that the Unit (time paid) is recorded at the payee level through positive input.
- The WAGES earning assumes that payees are paid a standard set of hours for each pay period, and that only exceptions need to be reported through positive input. The Unit component for this earning includes a formula—ERN FM SALARY HOURS—that calculates the standard hours.

This formula:

1. Multiplies the STD HRS system element by the STD HRS FREQ FACTOR system element to calculate the ANNUAL HOURS (stored as a variable).
2. Divides the ANNUAL HOURS variable by the PRD FREQ FACTOR (pay period frequency factor) system element to calculate the pay period standard hours.

The post-process formula for the WAGES earning, ERN FM RED HRS/AMT, reduces the pay period standard hours by any absence or holiday hours. This formula requires the use of the REDUCE SAL H accumulator to sum up the hours for all earnings, such as vacation, that should reduce the standard hours.

In addition, this formula ensures that the WAGES earning is not reduced by absences to a negative amount.

Salary

Use the SALARY earning to pay salaried employees.

The calculation rule for SALARY is Amount, with the amount defined as the rate code K1GCRH.

The post-process formula for the SALARY earning, ERN FM RED SALARY, performs two functions:

- It calculates standard hours and reduces these hours by the number of absence hours.
- It ensures that the salary amount is not reduced by absences to a negative amount.

Overtime

PeopleSoft Global Payroll for United States delivers two overtime earnings: OVT 1.5 for overtime calculated at 1.5 times the regular pay rate, and OVT 2.0 for overtime calculated at twice the regular pay rate.

The calculation rule for both overtime earnings is $\text{Unit} \times \text{Rate} \times \text{Percent}$, where Unit is the number of overtime hours that a payee works, Rate is the formula ERN FM OVT RATE, and Percent is either 150 or 200. The units are entered at the payee level.

Note

The delivered overtime earnings include a shift differential. This differential is included in the calculation of the earnings only if the employee is associated with a shift group and a shift ID.

Premium Pay

Premium pay refers to the excess over the regular rate of pay that is paid for extended working hours, overtime, or work during holidays. PeopleSoft Global Payroll for United States delivers the PREMIUM earning to calculate premium pay.

The calculation rule for premium pay is $\text{Unit} \times \text{Rate} \times \text{Percent}$, where Unit is the number of extended hours worked, Rate is the formula ERN FM OVT RATE, and Percent is 50. The units are entered at the payee level.

Note

Premium pay includes a shift differential. This differential is included in the calculation of the earnings only if the employee is associated with a shift group and a shift ID.

Bonus

PeopleSoft Global Payroll for United States delivers the BONUS earning to calculate bonus pay. The calculation rule for bonus pay is Amount, where a payee's bonus is entered as a numeric amount at the payee level.

The BONUS earning uses the Supplemental tax method.

Personal Use of a Company Car

PeopleSoft Global Payroll for United States delivers the COMPANY CAR earning to calculate the personal use of a company car. The calculation rule for COMPANY CAR is Amount; the amount is entered at the payee level. The COMPANY CAR earning does not add to gross pay, but to taxable gross.

Shift Differential

PeopleSoft Global Payroll for United States delivers two earnings to calculate shift differentials: SHIFT - R and SHIFT PCT.

The calculation rule for SHIFT R is $\text{Unit} \times \text{Rate}$, where Unit is the accumulator SHIFT DIFF UNIT, and Rate is the bracket ERN BR SHIFT DIFF.

The calculation rule for SHIFT PCT is $\text{Unit} \times \text{Rate} \times \text{Percent}$, where Unit is the Accumulator SHIFT DIFF UNIT, Rate is the system element HOURLY RT, and Percent is the variable ERN VR SHIFT D PCT.

The system processes these earnings only if the accumulator SHIFT DIFF UNIT holds units (hours) processed for the eligible shift earnings. Only two of the delivered earnings—REGULAR and WAGES—are defined as *eligible*. That is, the units of these earnings are the only members of this accumulator. If no units come from these earnings, then SHIFT - R and SHIFT PCT are not processed. In addition, payees must be assigned to shift groups and shift IDs before the system can process SHIFT - R or SHIFT PCT.

Note

The earnings SHIFT - R and SHIFT PCT use the generation control element ERN GC SHIFT EXC to control processing. This formula looks at the accumulator SHIFT DIFF UNIT and the values of the shift group and shift ID. If the value of SHIFT DIFF UNIT is greater than zero and the payee is in a shift group and has a shift ID, the system processes the earnings.

See [Understanding Earnings Assignments](#).

Delivered Supporting Elements

This table lists the key supporting elements that are used to define the delivered earnings:

| Element Type | Element Name | Used By | Where Used |
|--------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Variable | TAX VR METHOD | This variable is a user field for all taxable earnings. It stores the tax method to use when an earning is calculated. | Supporting Element Override page. Values include: <ul style="list-style-type: none"> A - Annualized S - Supplemental C - Cumulative All delivered earnings except BONUS use the Annualized tax method (A). BONUS uses the Supplemental tax method (S). |
| Variable | TAX VR RPT TYPE | This variable is a user field for all taxable earnings. | Determines the year-end form—W2, W2PR, W2AS, and so on—on which an earning element is reported. |
| Variable | TAX VR STATE | This variable is a user field for all taxable earnings. | Determines the state or territory in which each earning is taxed. |
| Variable | ERN VR SHIFT GRP | ERN BR SHIFT DIFF ERN FM OVT RATE This variable is a user field for all earnings except SALARY, BONUS, COMPANY CAR, and HOLIDAY. | ERN VR SHIFT GRP is a search key in the bracket ERN BR SHIFT DIFF. Based on this key, the bracket returns the correct shift differential and percentage to the calculation rule of the earnings SHIFT - R and SHIFT PCT. ERN VR SHIFT GRP is used in the formula ERN FM OVT RATE to define the rate component for the earnings OVT 1.5, OVT 2.0, and PREMIUM. |

| Element Type | Element Name | Used By | Where Used |
|--------------|--------------------|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Variable | ERN VR SHIFT ID | ERN BR SHIFT DIFF This variable is a user field for all earnings except SALARY, BONUS, COMPANY CAR, and HOLIDAY. | ERN VR SHIFT ID is a search key in the bracket ERN BR SHIFT DIFF. Based on this key, the bracket returns the correct shift differential and percentage to the calculation rule of the earnings SHIFT - R and SHIFT PCT. |
| Variable | ERN VR SHIFT D PCT | ERN BR SHIFT DIFF ERN FM OVT RATE | Bracket ERN BR SHIFT DIFF provides the value of the variable ERN VR SHIFT D PCT (this variable is the percent component in the calculation rule of the earning SHIFT PCT). Formula ERN FM OVT RATE uses the value of variable ERN VR SHIFT D PCT to calculate the Rate component for earnings OVT 1.5, OVT 2.0, and PREMIUM. |
| Formula | ERN FM RED SALARY | SALARY | Post process formula. Reduces SALARY earning by Absence and Holiday amounts. |
| Formula | ERN FM RED HRS/AMT | WAGES | Post-process formula. Reduces WAGE hours by Absence and Holiday hours. |
| Formula | ERN FM SALARY HOUR | WAGES | Unit component. Calculates standard hours. |
| Formula | ERN FM OVT RATE | OVT 1.5 OVT 2.0 PREMIUM | Formula calculates Rate components for the earnings OVT 1.5, OVT 2.0, and PREMIUM. |
| Formula | GEN FM SEG COUNT | WAGES | Counts the number of Units (hours) per segment |
| Formula | ERN FM SHIFT EXEC | ERN GC SHIFT EXEC (generation Control) SHIFT - R SHIFT PCT | Controls whether to calculate shift pay. |
| Formula | ERN FM SHIFT D PCT | SHIFT PCT | Used to retrieve the shift differential percentage from the bracket table. |

| Element Type | Element Name | Used By | Where Used |
|--------------|-------------------|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Formula | GP CHECK 1ST SEG | COMPANY CAR GP APPLY 1ST SEG (generation control) | Used by COMPANY CAR to restrict payment to the first segment of a period. |
| Bracket | ERN BR SHIFT DIFF | SHIFT - R SHIFT PCT ERN FM OVT RATE | Bracket provides Rate component to earning SHIFT - R. Bracket provides Percent component to earning SHIFT PCT by populating the value of the variable ERN VR SHIFT D PCT (this variable holds percent values returned by the bracket). Bracket provides shift differential to formula ERN FM OVT RATE, which calculates the Rate component for earnings OVT 1.5, OVT 2.0, and PREMIUM. |

User Fields

All of the delivered earnings are associated with the following user fields:

- TAX VR RPT TYPE

This user field determines the year-end form—W2, W2PR, W2AS, and so on—to use to report an earning element.

Note

You define a default report type for a payee on the Payee Tax Profile page. You can change the default by entering a supporting element override for the variable TAX VR RPT TYPE.

See [Maintaining Payee Tax Information](#).

- TAX VR STATE

This user field determines the state or territory in which each earning is taxed.

Note

The default state or territory for a payee is the one for which the **UI Jurisdiction** check box is selected on the State Tax Data page. You can change the default by entering a supporting element override for the variable TAX VR STATE.

See [Maintaining Payee Tax Information](#).

- TAX VR METHOD

This user field stores the tax method to use when an earning is calculated.

Note

The default tax method is defined at the element level on the Supporting Element Overrides page of the Earnings component (GP_EARNING). You can override the default at the payee level by entering a supporting element override for the variable TAX VR METHOD.

See PeopleSoft Global Payroll: Earnings - Supporting Element Overrides Page.

Two additional user fields are associated with all earnings that process shift differentials:

- ERN VR SHIFT GRP

This user field is used to associate an earning with a shift group.

- ERN VR SHIFT ID

This user field is used to associate an earning with a shift ID.

Note

To assign a *default* shift group and shift ID to a payee, select **Global Payroll & Absence Mgmt**, and then **Payee Data**, and then **Create Overrides**, and then **Supporting Elements** and specify the values of the variables ERN VR SHIFT GRP and ERN VR SHIFT ID (these variables store the shift group and shift ID respectively). You can override the defaults on the One Time (Positive Input) page.

Related Topics

- PeopleSoft Global Payroll: Understanding Multiple Resolutions

Earnings Assignments

Earnings with a component of their calculation rule set to *Payee Level* must be assigned to individual payees before they can be processed, and require positive input for either the Unit, Rate, Base, or Percent component.

The following delivered earnings for the U.S. fall into this category:

| Earning | Description |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BONUS and COMPANY CAR | <p>The earnings BONUS and COMPANY CAR are defined with a calculation rule of Amount, with the Amount Type field set to <i>Payee Level</i>. This means that the earnings are resolved only when:</p> <ul style="list-style-type: none"> • An amount is assigned to a payee on the Element Assignment by Payee (GP_ED_PYE) or Payee Assignment by Element (GP_ED_ELEM) component. • An amount is defined at the payee level using positive input. |
| REGULAR, OVT 1.5, OVT 2.0, and PREMIUM | <p>The earnings REGULAR, OVT 1.5, OVT 2.0, and PREMIUM are defined with a calculation rule of Unit × Rate or Unit × Rate × Amount, with the Unit Type field set to <i>Payee Level</i>. This means that the earnings are resolved only when you define the unit at the payee level through positive input, or specify a flat amount (overriding the calculation rule).</p> |

Related Topics

- PeopleSoft Global Payroll: Understanding Overrides
- [Understanding Earnings Assignments](#)
This topic discusses:

Required Supporting Elements

Many earnings require that you define the value of supporting elements to be processed correctly. This table lists the required supporting elements for the earnings delivered by PeopleSoft Global Payroll for United States, and explains how to define the values of each element.

| Earning | Description |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| REGULAR, OVT 1.5, OVT 2.0, and PREMIUM | <p>The earnings OVT 1.5, OVT 2.0, and PREMIUM calculate shift differentials by using the formula ERN FM VT RATE to retrieve the shift rate or percentage from the bracket ERN BR SHIFT DIFF.</p> <p>Note: This bracket is keyed by shift group and shift ID and returns a rate or a percentage based on the value of the supporting elements ERN VR SHIFT GRP and ERN VR SHIFT ID.</p> <p>To process shift pay, you must assign payees to shift groups and shift IDs.</p> <p>To do this:</p> <ul style="list-style-type: none"> • Select Global Payroll & Absence Mgmt, and then Payee Data, and then Assign Earnings and Deductions, and then One Time (Positive Input) select the Supporting Element Overrides button, and enter the shift group and ID for the payee and earnings element you are assigning. • Alternately, select Global Payroll & Absence Mgmt, and then Absence and Payroll Processing, and then Prepare Payroll, and then Manage Positive Input by Cal select the Supporting Element Overrides button, and enter the shift group and ID for the payee and earnings element you are assigning. <p>Note: You can also define <i>default</i> shift groups and shift IDs for payees by specifying the values of the variables ERN VR SHIFT GRP (shift group) and ERN VR SHIFT ID (shift ID) on the Supporting Elements page. You can then override these values as needed for specific pay periods using positive input.</p> |

| Earning | Description |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| REGULAR and WAGES | <p>The system stores the hours of REGULAR and WAGES (by shift group and shift ID) in the accumulator SHIFT DIFF UNIT. This accumulator serves as the Units component in the calculation rule of the earnings SHIFT R and SHIFT PCT.</p> <p>For payees to receive shift pay based on the hours (units) of REGULAR and WAGES, you must define the values of the supporting elements ERN VR SHIFT GRP (shift group) and ERN VR SHIFT ID (shift ID).</p> <p>Note: The system processes SHIFT R and SHIFT PCT automatically if the value of SHIFT DIFF UNIT is greater than zero and payees are assigned to shift groups and shift IDs.</p> <p>To do this, Select Global Payroll & Absence Mgmt, and then Payee Data, and then Create Overrides, and then Supporting Elements and specify the <i>default</i> values of ERN VR SHIFT GRP and ERN VR SHIFT ID for each payee on the Values tab.</p> <p>To override the default shift group and shift ID for a payee in a specific pay period, access the Positive Input - Details page and specify the shift group and shift ID for the payee and the earnings for which you are calculating the shift differential (WAGES or REGULAR).</p> <p>You can access the Positive Input - Details page in two ways:</p> <ul style="list-style-type: none"> • Select Global Payroll & Absence Mgmt, and then Payee Data, and then Assign Earnings and Deductions, and then One Time (Positive Input) and select the Supporting Element Overrides button. • Select Global Payroll & Absence Mgmt, and then Absence and Payroll Processing, and then Prepare Payroll, and then Manage Positive Input by Cal and select the Supporting Element Overrides button. <p>Note: You can enter overrides for a full period or a partial period. To enter partial period overrides, create multiple rows of data for WAGES or REGULAR with the number of hours associated with each shift, and then specify the shift group and shift ID for each row.</p> |

| Earning | Description |
|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| All Delivered Taxable Earnings | <p>All of the delivered taxable earnings required the definition of the supporting elements TAX VR RPT TYPE (report type), TAX VR STATE (U.S. state/territory), and TAX VR METHOD (tax method) to ensure correct tax processing.</p> <p>You define default values for these supporting elements at the payee or element level, and then override these values as needed:</p> <ul style="list-style-type: none"> Specify the default report type for payees on the Payee Tax Profile page. Specify the default state or territory for a payee by selecting the UI Jurisdiction check box for the payee's state on the State Tax Data page. Define the default tax method at the element level on the Supporting Element Overrides page of the Earnings component. To override the default tax report type, U.S. state and territory, and tax method on a one-time basis, access the Positive Input - Details page of the One Time (Positive Input) component, or the Element Detail page of the Element Assignment by Payee and Payee Assignment by Element components, and enter the override values. <p>See Maintaining Payee Tax Information.</p> <p>See Overriding Tax and Payment Methods.</p> |

Related Topics

- PeopleSoft Global Payroll: Understanding Overrides
- PeopleSoft Global Payroll: Earnings - Supporting Element Overrides Page

Process Lists and Sections

All delivered earnings are members of the GENERAL EARNINGS section.

The GENERAL EARNINGS section is included in the USA STD PAYROLL process list.

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for the U.S. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

Related Topics

- PeopleSoft Global Payroll: Understanding How to View Delivered Elements

Modifying and Updating Delivered Earnings

This topic provides an overview of earnings schedules and discusses how to modify delivered earnings.

Understanding Earnings Schedules

Global Payroll for U.S. delivers several generation control elements that you can use to control the processing of earnings:

| Generation Control Element | Frequency Factor | Description |
|----------------------------|------------------|---------------------------------------------------------------------------------------------------------------|
| GEN GC WEEK 1AND2 | FRST ONLY (12) | Schedules the deduction during the first pay period in the month (for biweekly and semimonthly pay periods). |
| GEN GC WEEK 3AND4 | SCND ONLY (12) | Schedules the deduction during the second pay period in the month (for biweekly and semimonthly pay periods). |
| GEN GC WEEK 1AND2 | FRST SCND (24) | Schedules the deduction during the first and second pay periods in the month (for weekly pay periods). |
| GEN GC WEEK 3AND4 | THRD FRTH (24) | Schedules the deduction during the third and fourth pay periods in the month (for weekly pay periods). |

Note

These elements are discussed in detail in [Understanding General Deductions](#).

PeopleSoft Global Payroll for U.S. delivers two additional generation control elements that you can use to manage the processing of earnings:

| Generation Control Element | Description |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ERN GC SHIFT EXC | This generation control element uses a formula to determine whether shift pay should be processed based on the value of the accumulator SHIFT DIFF UNIT. If SHIFT DIFF UNIT is greater than zero, the earning is processed. Note: Use the delivered deductions SHIFT - R and SHIFT PCT as models for using this generation control element to limit processing. See Delivered Earnings . |
| GP APPLY 1ST SEG | Use this generation control element if you want an earning to be applied to the first segment in a period. |

Related Topics

- [Understanding General Deductions](#)
This topic discusses:

Modifying Delivered Earnings

PeopleSoft Global Payroll for United States delivers earnings elements based on practices that are common to many businesses in the U.S. Although most of the delivered earnings are created according to common industry standards or based on statutory requirements, a company's specific business practices may require modifications to the delivered elements. This topic provides examples of common earnings rules modifications.

Modifying SALARY

If you create new absence-related earnings and want the new earning to reduce the SALARY earning, you must add the automatically generated units accumulator from the new earning to the REDUCE SAL H accumulator. You can add the units accumulator for the new absence-related earnings to the REDUCE SAL H accumulator on the Accumulators - Members page.

See PeopleSoft Global Payroll: Understanding Accumulators.

Modifying BONUS

The delivered BONUS earning is designed to be taxed by means of the supplemental tax method, and is multiplied by the state supplemental rate. Business practices may require that you calculate bonuses as separate payments or process them with regular wages. If you want to use a different supplemental rate for the BONUS earning, you must enter this change on the State Tax Rates USA page.

See [Understanding Taxes](#).

Modifying Shift SHIFT - R and SHIFT PCT

When modifying the delivered shift differential rules, note that:

- The Unit component in the calculation rule of the shift differential earnings SHIFT - R and SHIFT PCT is defined as the accumulator SHIFT DIFF UNIT. As delivered, the members of this accumulator are the units calculated for the earnings WAGES and REGULAR. If you want to include units (hours) from other earnings in the calculation of differential pay, you must add the units from these earnings to SHIFT DIFF UNIT using the accumulator definition component.
- Any additional earnings whose units you add to the accumulator SHIFT DIFF UNIT should be defined with ERN VR SHIFT GRP (shift group) and ERN VR SHIFT ID (shift ID) as user fields. Use the delivered earnings WAGES and REGULAR as models.
- The shift differential earnings use the bracket ERN BR SHIFT DIFF to return the correct differential and percentage. The differential and percentage values in the bracket are defined as sample data; you must modify this data to conform to the rules that apply within your organization. In addition, you may want to add additional search keys to the bracket (the delivered bracket uses shift group and shift ID as search keys).

Creating New Earnings

This topic discusses:

- The accumulator structure of earnings.
- How to create new earnings for shift differentials.
- How to configure earnings/deduction assignments and override components.
- User fields.

Understanding the Accumulator Structure of Earnings

If you create new earnings, make sure that they conform to the accumulator structure of the delivered earnings. This is to ensure that the new elements are processed correctly and are included in the appropriate gross-to-net calculations.

For example, when you create a new earning, you must add the earning to the TOTAL EARNINGS N accumulator so that it can be processed correctly.

Note

For each taxable earning that you create, you must also define the tax method. To do this, associate the variable TAX VR METHOD with the new earning on the Supporting Element Overrides page, and assign it a value of A (annual), S (supplemental), or C (cumulative).

See PeopleSoft Global Payroll: Understanding Earning and Deduction Elements.

Accumulator Structure of Earnings

This table describes the accumulator structure of earnings:

| Accumulator Name | Description | Contributing Elements |
|------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------|
| FWT GRS N | Federal withholding tax gross | All earnings contribute to this accumulator. |
| OAS EE GRS N | Social Security old age, survivors, and disability insurance (OASDI) employee gross | All earnings contribute to this accumulator. |
| OAS ER GRS N | Social Security OASDI employer gross | All earnings contribute to this accumulator. |
| MED EE GRS N | Social Security Medicare employee gross | All earnings contribute to this accumulator. |
| MED ER GRS N | Social Security Medicare employer gross | All earnings contribute to this accumulator. |
| FUT GRS N | Federal unemployment tax gross | All earnings contribute to this accumulator. |
| TOTAL EARNINGS N | Total earnings | All earnings contribute to this accumulator. |
| 401K GROSS N | 401K gross | All 401K eligible earnings contribute to this accumulator. |
| SWT GRS N | State withholding tax gross | All earnings except BONUS contribute to this accumulator. |
| SWT GRS SPC N | State withholding tax gross special | The BONUS earning contributes to this accumulator. |
| SHIFT DIFF UNIT | Shift differential units | REGULAR_UNIT and WAGES_UNIT contribute to this accumulator. |

| Accumulator Name | Description | Contributing Elements |
|----------------------------------|--------------|---------------------------------------------------------------|
| SALARY YTDA | Salary | The SALARY earning contributes to this accumulator. |
| SALARY HRS SEG SALARY HRS YTD | Salary hours | These accumulators store standard hours for a salaried payee. |

Creating New Earnings that Include Shift Differentials

When creating new unit-based earnings that impact or are impacted by shift differentials, you can:

- Add the units (hours) processed for the new earnings to the accumulator SHIFT DIFF UNIT. This accumulator functions as the Unit component in the calculation rule of the delivered SHIFT - R and SHIFT PCT earnings. SHIFT - R and SHIFT PCT are resolved only if units from other earnings are included in the SHIFT DIFF UNIT accumulator.

Note

The generation control element ERN GC SHIFT EXC prevents resolution of these earnings if the SHIFT DIFF UNIT accumulator contains no units. This element looks at the accumulator and the values of the shift group and shift ID. If the value of SHIFT DIFF UNIT is greater than 0 and the payee is in a shift group and has a shift ID, the system processes the earnings.

Note

As delivered, only units from WAGES and REGULAR are included in SHIFT DIFF UNIT.

- Use the formula ERN FM OVT RATE to calculate the shift differential directly in the Rate component of the earnings' calculation rule. Use OVT 1.5, OVT 2.0, or PREMIUM as models for the new elements.

ERN FM OVT RATE is defined in the following way:

```

ERN BR SHIFT DIFF  >>  GP TEMP001 NUM
If ERN VR SHIFT GRP <> '' Then
  If ERN VR SHIFT D PCT <> 0 Then
    HOURLY RT * ( 1 + ERN VR SHIFT D PCT / 100 )  >>  ERN FM OVT RATE
  Else
    HOURLY RT + ERN BR SHIFT DIFF  >>  ERN FM OVT RATE
  Endif
Else
  HOURLY RT  >>  ERN FM OVT RATE
Endif

```

This formula defines the rate in one of three ways:

1. As the system element $\text{HOURLY RT} \times (1 + \text{ERN VR SHIFT D PCT} \div 100)$ if the payee is associated with a shift group and the bracket ERN BR SHIFT DIFF returns a shift percent that is not zero.
2. As the system element $\text{HOURLY RT} + \text{ERN BR SHIFT DIFF}$ if the percent returned by the bracket is zero.
3. If neither a nor b is true, the rate used is the system element HOURLY RT .

Configuring Earnings/Deduction Assignments and Override Components

If you create earnings that use variables or other supporting elements in their calculation, you can modify or replace the standard supporting element override components to facilitate entering the values of these variables and other elements at either the payee or calendar ID override levels.

Note

You can modify the standard supporting element override components by adding or changing field labels, prompt tables, and other page elements to better suit the elements that you want to override.

Related Topics

- PeopleSoft Global Payroll: Understanding Element Override Configurations

Understanding User Fields

This topic discusses:

- User fields for new taxable earnings.
- User fields for new earnings that calculate or affect shift differential pay.

User Fields for New Taxable Earnings

If you create new taxable earnings, you should associate them with the same tax-related user fields used to define the delivered earnings. These are TAX VR RPT TYPE , TAX VR STATE , and TAX VR METHOD . In addition, all taxable earning accumulators should include these variables as user keys.

User Fields for New Earnings that Calculate or Affect Shift Differential Pay

If you define new earnings that calculate or affect shift pay, you should associate them with the same shift-related user fields used to define WAGES , REGULAR , SHIFT - R , SHIFT PCT , and the overtime earnings. These are ERN VR SHIFT GRP and ERN VR SHIFT ID . In addition, all accumulators for earnings that process or affect shift differentials should include these variables as user keys.

Related Topics

- PeopleSoft Global Payroll: Understanding Multiple Resolutions

5

Setting Up General Deductions

Understanding General Deductions

This topic discusses:

- Delivered general deductions.
- Delivered supporting elements.
- Deduction assignments.
- Deduction overrides.
- Process lists and sections.
- Viewing delivered elements.

Delivered General Deductions

The PeopleSoft system delivers a number of general deductions for the U.S. that demonstrate the flexibility of Global Payroll rules to meet common processing requirements such as repayment and garnishment calculations.

In this table, the first column combines the name and description of the delivered deductions. The other columns indicate the calculation rule components, such as Unit, Rate, Percent, and Amount, and the pre-process and post-process formulas for each deduction.

Note

Calculation rule components that do not apply to a general deduction are designated Not Applicable (NA).

| Name/Descr. | Unit | Rate | Base | % | Amount | Pre- and Post-Process Formula |
|----------------------------------------|------|------|------|----|-------------|-------------------------------|
| CREDIT UNION Credit Union | NA | NA | NA | NA | Payee level | |
| UNITED WAY United Way | NA | NA | NA | NA | Payee level | |
| HOLIDAY FUND Holiday Fund | NA | NA | NA | NA | Payee level | |
| LOAN Company Loan | NA | NA | NA | NA | Payee level | Post-LNS FM PYMTS |
| LOAN AD PYMT Company Loan Amount | NA | NA | NA | NA | Payee level | Post-LNS FM ADD PYMT |

| Name/Descr. | Unit | Rate | Base | % | Amount | Pre- and Post-Process Formula |
|------------------------------|--------------------|-----------------|------|----|-------------|---------------------------------------------------|
| GARNISHMENT Garnishment | NA | NA | NA | NA | Payee level | Pre-GRN FM PRE PRCS Post-GRN FM PST PRCS |
| BOND PURCH Purchase Bonds | BND FM PURCHASE | BND VR PRICE | NA | NA | NA | Pre-BND FM SET DRIVER |

Note

Except for BOND and BOND PURCH, the general deductions are defined as PS Delivered/Not Maintained. This means that you can use them as delivered, modify them, or replace them with new elements.

Credit Union

The CREDIT UNION deduction has a calculation rule of Amount and is used to calculate contributions to a company savings plan. Define the amount at the payee level using the Element Assignment by Payee (GP_ED_PYE) and Payee Assignment by Element (GP_ED_ELEM) components, or positive input.

United Way

The UNITED WAY deduction has a calculation rule of Amount and is used to calculate United Way contributions. Define the amount at the payee level using the Element Assignment by Payee (GP_ED_PYE) and Payee Assignment by Element (GP_ED_ELEM) components, or positive input.

Holiday Fund

The HOLIDAY FUND deduction has a calculation rule of Amount and is used to define holiday savings accounts. Define the amount at the payee level using the Element Assignment by Payee (GP_ED_PYE) and Payee Assignment by Element (GP_ED_ELEM) components, or positive input.

Loan

The LOAN deduction has a calculation rule of Amount and is used to calculate regularly scheduled loan payments. Define the amount, the loan repayment schedule, and other information related to the loan at the payee level using the Request Repayments USA page.

Loan Additional Payment

The LOAN AD PYMT deduction is for additional, one-time payments that a loan recipient may choose to make outside of the standard repayment schedule. It has a calculation rule of Amount; define the amount, payment date, and other information related to the additional loan at the payee level using the Request Repayments USA page.

Note

The deduction LOAN AD PYMT is referred to as a *non-payroll loan payment*. Although it is processed by the payroll system, it does not reduce the amount of net pay (it is not included in the standard gross to net calculation); instead, it directly reduces the loan balance.

Garnishment

The GARNISHMENT deduction has a calculation rule of Amount and is used to calculate child, spousal, or dependent support deductions, tax levies, creditor garnishments, delinquent student loans, and other types of garnishments. Define garnishment information at the payee level using the Assign Garnishments USA component.

Delivered Supporting Elements

This table lists the key supporting elements used to define the delivered general deductions:

| Element Type | Element Name | Used By | Where Used |
|--------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Variable | LNS VR ID | LOAN This variable is a user field on the LOAN and LOAN AD PYMT deductions. It enables the system to track each loan assignment separately. | Request Repayments USA page. You define the value of the repayment ID (LNS VR ID) when you assign repayments to payees on the Request Repayments USA page. |
| Variable | LNS VR GOAL AMT | LOAN This variable contains the total amount of the loan (goal amount). | Request Repayments USA page. You define the goal amount (LNS VR GOAL AMT) on the Request Repayments USA page in the Total Amount field. |
| Variable | LNS VR BALANCE | LOAN and LOAN AD PYMT This variable contains the difference between the goal amount and amount paid to date. | |
| Variable | GRN VR ID | This variable is a user field on the GARNISHMENT deduction. | Assignment page of the Assign Garnishments USA component (GPUS_GRN). You define the garnishment ID (GRN VR ID) on the Assignment page when you assign garnishment deductions to payees. |

| Element Type | Element Name | Used By | Where Used |
|--------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Variable | GRN VR TYPE | This variable is a user field on the GARNISHMENT deduction. | Assignment page of the Assign Garnishments USA component (GPUS_GRN). You define the garnishment type (GRN VR TYPE) on the Assignment page when you assign garnishment deductions to payees. |
| Variable | GRN VR RECDT | This variable is a user field on the GARNISHMENT deduction. | Assignment page of the Assign Garnishments USA component (GPUS_GRN). You define the garnishment received date (GRN VR RECDT) on the Assignment page when you assign garnishment deductions to payees. |
| Formula | DED FM REFUND BAL | HOLIDAY FUND This post-process formula is used by the HOLIDAY fund deduction. | |
| Formula | LNS FM PYMTS | LOAN This post-process formula performs limit processing for the LOAN deduction. | |
| Formula | LNS FM ADD PYMTS | LOAN AD PYMT This post-process formula performs limit testing and generates a warning message if an additional payment exceeds the goal amount. | |

 **Note**

Additional information about supporting elements can be found in topics on each of the general deduction types.

Related Topics

- [Understanding Repayment Deductions](#)
This topic discusses:

- [Understanding Garnishments](#)
Because garnishment orders can come from different agencies, each having different reporting requirements, PeopleSoft Global Payroll for United States enables you to address the priority of each garnishment received by jurisdiction, type, and date or time of receipt. In the case of multiple garnishments of the same type, the system can determine which proration method to use and when. When funds are withheld, you can disburse them according to the method and schedule established by the issuing agency.

Deduction Assignments

Deductions with a component of their calculation rule set to *Payee Level* must be assigned to individual payees before they can be processed, and require positive input for the Unit, Rate, Base, or Percent component.

The following delivered deductions for the U.S. fall into this category:

| Deduction | Description |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CREDIT UNION, UNITED WAY, and HOLIDAY FUND | The CREDIT UNION, UNITED WAY, and HOLIDAY FUND deductions are defined with a calculation rule of Amount, with the Amount Type field set to <i>Payee Level</i> . These deductions are resolved only when: <ul style="list-style-type: none"> • An amount is assigned to a payee on the Element Assignment by Payee (GP_ED_PYE) or Payee Assignment by Element (GP_ED_ELEM) components. • An amount is defined at the payee level using positive input. |
| LOAN and LOAN AD PYMT | The LOAN and LOAN AD PYMT deductions are defined with a calculation rule of Amount, with the Amount Type field set to <i>Payee Level</i> . Use the Request Repayments USA page to define repayment and additional repayment amounts. |
| GARNISHMENT | The GARNISHMENT deduction is defined with a calculation rule of Amount, with the Amount Type field set to <i>Payee Level</i> . You define the rules for calculating garnishment amounts using the Assign Garnishments USA component (GPUS_GRN). |

Related Topics

- [Understanding Repayment Deductions](#)
This topic discusses:
- [Understanding Garnishments](#)
Because garnishment orders can come from different agencies, each having different reporting requirements, PeopleSoft Global Payroll for United States enables you to address the priority of each garnishment received by jurisdiction, type, and date or time of receipt. In the case of multiple garnishments of the same type, the system can determine which proration method to use and when. When funds are withheld, you can disburse them according to the method and schedule established by the issuing agency.

Deduction Overrides

You can override the amounts that are regularly processed for a repayment or garnishment deduction by entering one-time positive input. This table explains how to define one-time overrides for these deductions:

| Deduction | Override Instructions |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LOAN and LOAN AD PYMT | <p>When you enter one-time positive input for a regularly scheduled LOAN or LOAN AD PYMT deduction, you must specify the repayment ID of the repayment for which you are entering the override. To do this, enter the appropriate value on the Positive Input - Details page of the One Time (Positive Input) component (GP_PI_MNL_ERNDED).</p> <p>Note: You can also override the total repayment amount on this page. See Understanding Repayment Deductions.</p> |
| GARNISHMENT | <p>When you enter one-time positive input for a regularly scheduled garnishment deduction, you must specify the garnishment ID, garnishment type, and received date of the garnishment for which you are entering the override. To do this, enter the appropriate values in the Garnishment ID, Garnishment Type, and Received Date fields on the Positive Input - Details page of the One Time (Positive Input) component (GP_PI_MNL_ERNDED). See Understanding Garnishments.</p> |

Process Lists and Sections

All general deductions are members of the USA STD PAYROLL process list.

Within this process list, the general deductions are arranged in these sections:

| Section | Elements in Section |
|--------------|----------------------------------------------------------------------------------------------------------|
| DEDUCTIONS | <ul style="list-style-type: none"> CREDIT UNION UNITED WAY HOLIDAY FUND |
| LOANS | <ul style="list-style-type: none"> LOAN LOAN AD PYMT |
| GARNISHMENTS | GARNISHMENT |

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for the United States. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

Related Topics

- PeopleSoft Global Payroll: Understanding How to View Delivered Elements

Modifying and Updating Delivered General Deductions

Pages Used to Modify and Update Delivered General Deductions

| Page Name | Definition Name | Usage |
|----------------------------------|--------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Calculation Page | GP_ERN_DED_CALC | Associate a generation control element with a deduction. Modify the frequency of a deduction at the element definition level. |
| Element Detail Page | GP_ED_PYE_DTL_SEC | Modify the frequency of a deduction at the payee level. Associate a generation control element with a deduction at the payee level. |
| Generation Control Page | GP_CALENDAR3 | Associate a calendar with a frequency factor for generation control. |
| Define Deduction Recipients Page | RECIPIENT | Define general and individual recipients. |
| Recipient Address Page | RECIPIENT_ADR_SP | Define recipient address information. |
| Recipient Deposit Schedule Page | RECIPIENT_DEP_INFO | Select a recipient's deposit schedule. |
| Recipient Page | GP_RCP_DED | Select a general recipient for a deduction. |

Related Topics

- [Understanding Garnishments](#)
Because garnishment orders can come from different agencies, each having different reporting requirements, PeopleSoft Global Payroll for United States enables you to address the priority of each garnishment received by jurisdiction, type, and date or time of receipt. In the case of multiple garnishments of the same type, the system can determine which proration method to use and when. When funds are withheld, you can disburse them according to the method and schedule established by the issuing agency.
- [Understanding Repayment Deductions](#)
This topic discusses:
- [Understanding Garnishments](#)
Because garnishment orders can come from different agencies, each having different reporting requirements, PeopleSoft Global Payroll for United States enables you to address the priority of each garnishment received by jurisdiction, type, and date or time of receipt. In the case of multiple garnishments of the same type, the system can determine which proration method to use and when. When funds are withheld, you can disburse them according to the method and schedule established by the issuing agency.

Understanding Deduction Schedules

This topic discusses:

- Deduction schedules.

- Generation controls for biweekly and semimonthly pay periods.
- Generation controls for weekly pay periods.
- Defining deductions with multiple and single frequencies.
- Using generation control when the frequency is per calendar period frequency
- Using generation control with a specified frequency.
- Processing a deduction in the first segment.

This topic focuses on the CREDIT UNION, UNITED WAY, HOLIDAY FUND, LOAN, and LOAN AD PYMT deductions. Other general deductions are discussed in detail in topics dedicated to specific types of deductions such as garnishments and bonds.

Deduction Schedules

The general deductions are delivered with a frequency option of *Use Calendar Period Frequency*. This means that the deduction amount that the system calculates for an eligible payee is the same regardless of the pay period frequency. For example, suppose that you define a deduction as a flat amount of 100.00 USD with a frequency option of *Use Calendar Period Frequency*. If you process payrolls on a weekly basis, the system deducts 100.00 USD per week for eligible payees. If you process payrolls monthly, the system deducts the same amount each month.

All general deductions delivered with PeopleSoft Global Payroll for United States are set up to be processed every pay period, in the first segment only. If you don't want the system to process a deduction each pay period, you can use one of several delivered generation controls, or define your own generation control frequencies modeled on the delivered generation control elements.

Generation Controls for Biweekly and Semimonthly Pay Periods

This table lists the generation control elements delivered for biweekly and semimonthly pay calendars and the associated frequency factors:

| Generation Control Element | Frequency Factor | Description |
|----------------------------|------------------|--------------------------------------------------------------------|
| GEN GC WEEK 1AND2 | FRST ONLY (12) | Schedules the deduction during the first pay period in the month. |
| GEN GC WEEK 3AND4 | SCND ONLY (12) | Schedules the deduction during the second pay period in the month. |

Note

You can associate these generation control elements with a deduction at the element level, or assign them to specific payees using the Element Assignments by Payee component.

Generation Controls for Weekly Pay Periods

This table lists the generation control elements delivered for weekly pay calendars and the associated frequency factors:

| Generation Control Element | Frequency Factor | Description |
|----------------------------|------------------|-------------------------------------------------------------------------------|
| GEN GC WEEK 1AND2 | FRST SCND (24) | Schedules the deduction during the first and second pay periods in the month. |
| GEN GC WEEK 3AND4 | THRD FRTH (24) | Schedules the deduction during the third and fourth pay periods in the month. |

Note

You can associate these generation control elements with a deduction at the element level, or assign them to specific payees using the Element Assignments by Payee component.

Defining Deductions with Multiple and Single Frequencies

When a deduction has multiple frequencies, you may need to create generation control elements with more than one associated frequency factor. For example, if you define a deduction that can be taken in the first and second weeks of a weekly pay calendar (frequency factor = 24) or in the first period of a biweekly pay calendar (frequency factor = 12), then define a generation control element containing both of the required frequencies (as in the case of the delivered generation control element GEN GC WEEK 1AND2). If you process your deductions on a single frequency, you can define generation control elements with a single associated frequency factor.

Using Generation Control When the Frequency Is Per Calendar Period Frequency

When the frequency of a deduction is *Per Calendar Period Frequency*, the system does not annualize or deannualize amounts to account for different pay period frequencies. This is true even when the deduction is associated with a generation control element. For example, assume that you assign the CREDIT UNION deduction to a payee for 100 USD and that you process payees weekly. If you use the generation control element GEN GC WEEK 1AND2 with a frequency factor of FRST SCND to schedule this deduction in the first and second week of each month, the amount taken each pay period does not change, but the frequency of the deduction does (100 USD is taken only twice a month, rather than every week).

Using Generation Control with a Specified Frequency

Normally, when you define a deduction with a specific frequency such as monthly or weekly, the system annualizes the amount of the deduction using one of the frequencies defined in the HR Frequency table, and deannualizes it using the pay period frequency.

For example, assume that you process payees weekly, and that you define a deduction of 100 USD per month (frequency = monthly). During processing, the system annualizes this amount to 1200 USD (100×12 [monthly frequency factor]), and then deannualizes it into the payroll processing frequency (frequency = 52). The amount paid each period is $1200 \div 52 = 23.076923$.

However, when you use a generation control element with an associated frequency factor, the system deannualizes the deduction amount using the frequency associated with the generation control element, rather than the pay period frequency. For example, assume that you use the delivered generation control element GEN GC WEEK 1AND2 with a frequency factor of FRST SCND to schedule the UNITED WAY deduction in the first and the second week of each

month. The frequency factor associated with this generation control element is 24 (24 separate deductions occur per year if the UNITED WAY deduction is processed in the first and second weeks). If the deduction amount is 100 USD per month (frequency factor = 12), the system calculates the per period amount in the following way: 1200 USD $(100 \times 12) \div 24 = 50$.

Note

When you define a deduction with a specific frequency, PeopleSoft Global Payroll for United States uses this frequency to *annualize* the deduction amount. And it uses either pay period frequencies or generation control frequencies to *deannualize* this amount: if no generation control frequency exists, it uses the pay period frequency; if the element has an associated generation control frequency, it uses the generation control frequency instead.

Note

Although the frequency of the general deductions is *Per Calendar Period Frequency*, you can modify this definition on the element definition page or at the payee level. The system will then annualize and deannualize the deduction based on the selected frequency option and the generation control element.

Processing a Deduction in the First Segment

PeopleSoft Global Payroll for United States delivers an additional generation control element that can be used to manage deduction processing.

| Generation Control Element | Description |
|----------------------------|-------------------------------------------------------------------------------------------------------------|
| GP APPLY 1ST SEG | Use this generation control element if you want a deduction to be applied to the first segment in a period. |

Related Topics

- PeopleSoft Global Payroll: Defining Generation Control Elements
- PeopleSoft Global Payroll: Frequency and Generation Control Calculations

Understanding Deduction Recipients

The CREDIT UNION and UNITED WAY deductions are delivered with deduction recipients identified on the Recipient page of the deduction definition component. If you want to complete, modify, or delete the recipient definitions for these deductions, use the recipient definition pages in Global Payroll.

Related Topics

- PeopleSoft Global Payroll: Defining Recipients
- PeopleSoft Global Payroll: Assigning Recipients to Deductions and Payees

Modifying Deduction Schedules

To modify deduction schedules:

1. Associate the appropriate generation control element with the deduction at the element or payee level.

For example, associate the delivered generation control GEN GC WEEK 1AND2 with the credit union deduction (CREDIT UNION) on the Calculation page of the deduction definition component, or with a specific payee using the Element Assignments by Payee component.

2. Associate the calendar you are processing with the frequency factor of the generation control element you selected.

Do this on the Generation Control page of the Calendar component.

For example, if you process payees weekly and you schedule a credit union deduction to be taken in the first and second week of each month (using the generation control element GEN GC WEEK 1AND2), associate the first and second calendar you process every month with the frequency factor FRST SCND. The generation control element triggers the deduction when the frequency factor associated with the calendar is identical to the frequency factor of the deduction.

See PeopleSoft Global Payroll: Defining Generation Control Elements and PeopleSoft Global Payroll: Understanding Calendars.

Modifying Deduction Recipients

To modify deduction recipients:

1. Define general and individual recipients on the Define Deduction Recipients page.
2. Define recipients' address information on the Recipient Address page.
3. Select recipients' deposit schedule on the Recipient Deposit Schedule page.
4. Link general recipients to a deduction on the Recipient page of the deduction definition component.

Related Topics

- PeopleSoft Global Payroll: Defining Recipients
- PeopleSoft Global Payroll: Assigning Recipients to Deductions and Payees

Creating New General Deductions

This topic focuses on the CREDIT UNION, UNITED WAY, HOLIDAY FUND, LOAN, and LOAN AD PYMT deductions. Other general deductions are discussed in detail in topics dedicated to specific deduction types, such as garnishments and bonds.

Related Topics

- [Understanding Garnishments](#)
Because garnishment orders can come from different agencies, each having different reporting requirements, PeopleSoft Global Payroll for United States enables you to address the priority of each garnishment received by jurisdiction, type, and date or time of receipt. In the case of multiple garnishments of the same type, the system can determine

which proration method to use and when. When funds are withheld, you can disburse them according to the method and schedule established by the issuing agency.

- [Understanding Repayment Deductions](#)
This topic discusses:
- [Understanding Garnishments](#)
This topic discusses:

Understanding the Accumulator Structure of General Deductions

If you create new general deductions, make sure that they conform to the accumulator structure of the delivered deductions. This is to ensure that the new elements are processed correctly and are included in the appropriate gross-to-net calculations.

Accumulator Structure of General Deductions

This table describes the accumulator structure of general deductions:

| Accumulator Name | Contributing Elements |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------|
| TOTAL DEDUCTIONS N | All employee deductions contribute to this accumulator. This accumulator subtracts from net pay (NET). |
| GRN AC FLVYSETUP N | All employee deductions contribute to this accumulator. Note: This accumulator is used to process federal tax levies. |
| FWT PRE TAX N | All pretax deductions contribute to this accumulator. This accumulator reduces the amount of the taxable gross (GROSS). |
| SWT PRE TAX N | All pretax deductions contribute to this accumulator. This accumulator reduces the amount of the taxable gross (GROSS). |

Additional Accumulators

The following additional accumulators have been defined for loan and bond deductions:

| Accumulator Name | Contributing Elements |
|------------------|---------------------------------------------------------------------------------------|
| LOAN PAYMENT | LOAN This accumulator contains the total amount paid towards the loan goal amount. |
| BOND BALANCE | BOND PURCH |
| BOND PURCHASED | BOND PURCH |
| BOND AMOUNT | BOND PURCH |

Note

The system no longer processes savings bond deductions because the U.S. Department of the Treasury has stopped issuing paper savings bonds through traditional payroll savings plans.

Note

Additional accumulators are defined for the general deductions. We discuss these accumulators in topics dealing with specific categories of deductions, such as garnishments and repayments.

See [Understanding Garnishments](#) and [Understanding Repayment Deductions](#).

Understanding Limit Processing

Occasionally, you may need to define a deduction that is limited to an annual or monthly goal or is subject to other limit testing.

If you need to define a limit for one of the delivered general deductions or a deduction that you create yourself, follow these steps:

1. Modify or create the deduction.
2. Create a monetary variable to store the limit amount.
This limit can apply to the deduction itself or to specific payees (if defined at the payee level).
Define the limit as a supporting element override.
3. Create an accumulator to store the amount that has been deducted to date.
This deduction can be for any time period.
The deduction defined in step 1 should be the only member of this accumulator.
4. Create a formula to perform limit processing.
Use the post-process formula LNS FM PYMTS as a model:

```

If LNS FM TERMINATION = 1 Then
  1  >>  SET CURR AMT VAL
  LNS VR GOAL AMT - LOAN PAYMENT - LOAN_ARR  >>  OVRD CURR AMT VAL
  Exit
Else
  If LOAN PAYMENT + LOAN_ARR + CURR AMT VAL > LNS VR GOAL AMT Then
    1  >>  SET CURR AMT VAL
    LNS VR GOAL AMT - LOAN PAYMENT - LOAN_ARR  >>  OVRD CURR AMT VAL
    Exit
  Endif
Endif

```

This formula, which is associated with the LOAN deduction:

- a. Determines the termination status of the loan recipient.

If the loan recipient has a termination status of 1 (YES), the formula calculates the LOAN deduction as the total loan amount (LNS VR GOAL AMT) minus the amount repaid (LOAN PAYMENT) minus the arrears amount (LOAN ARR).

If the loan recipient's termination status is 0 (NO), the formula sums the amount repaid to date (LOAN PAYMENT), the current amount to be deducted (CURR AMT VAL), and the arrears amount (LOAN ARR).

- b. Compares the sum of the preceding elements to the original amount of the loan (LNS VR GOAL AMT). If the sum exceeds the original loan amount, the formula calculates the deduction (loan repayment) as in the following way:

Original amount of loan (LNS VR GOAL AMT) minus amount repaid to date (LOAN PAYMENT) minus amount in arrears (LOAN ARR).

5. Enter the formula in the **Post Process Formula** field on the Calculation page of the Deduction Definition component.

Additional Considerations

When you create a limit testing formula, note that:

- You must replace the variable LNS VR GOAL AMT in the delivered formula LNS FM PYMTS with the variable that you create in step 2.
- You must replace the accumulator LOAN PAYMENT in the formula LNS FM PYMTS with the accumulator that you create in step 3.
- If you allow the deduction you create to go into arrears, the arrears accumulator for your deduction should replace LOAN ARR.
- If termination processing is not required for the deduction you create, you should eliminate the termination check included in the formula LNS FM PYMTS.

Understanding Termination Processing

Some general deductions require special processing when a payee is terminated.

If you create a deduction that requires termination processing, use the LOAN deduction as a model.

The LOAN deduction references the formula LNS FM TERMINATION within the post-process formula LNS FM PAYMENTS to check the termination status of payees.

The formula LNS FM TERMINATION consists of the following actions and conditions:

```
If TERMINATION DT <= PERIOD END DATE And TERMINATION DT >= PERIOD BEGIN DATE
Then
    1    >>  LNS FM TERMINATION
Else
    0    >>  LNS FM TERMINATION
Endif
```

Based on the value returned by LNS FM TERMINATION (1[YES] if the payee was terminated in the current period, and 0 [NO] if the payee continues to be active), the system runs the necessary termination processing for the LOAN deduction.

Note

In the formula LNS FM TERMINATION, the termination date is represented by the database system element TERMINATION DT. The pay period begin and end dates are represented by the system computed elements PERIOD BEGIN DATE and PERIOD END DATE, respectively.

Related Topics

- PeopleSoft Global Payroll: Pre Process and Post Process Formulas
- [Processing Final Payments](#)
To define final payments, use the Final Payment USA (GPUS_FPMT) component.

Understanding How to Configure Earnings/Deduction Assignments and Override Components

If you create deductions that use variables or other supporting elements in their calculations, you can modify or replace the standard supporting element override components to facilitate entering the values of these variables and other elements at either the payee or calendar ID override levels.

Note

You can modify the standard supporting element override components by adding or changing field labels, prompt tables, and other page elements to better suit the elements you want to override.

Related Topics

- PeopleSoft Global Payroll: Understanding Element Override Configurations

Understanding User Fields

When you create a deduction, you can associate it with as many as six different user fields. You can then assign the deduction to the same payee multiple times in a single segment and track each assignment, as well as any associated arrears, separately by user field set.

Related Topics

- PeopleSoft Global Payroll: Understanding Multiple Resolutions

6

Setting Up Repayment Deductions

Understanding Repayment Deductions

This topic discusses:

- Delivered repayment deductions.
- Delivered supporting elements.
- User fields.
- Process lists and sections.
- Viewing delivered elements.

Delivered Repayment Deductions

In this table, the first column combines the name and description of the delivered repayment deductions for the U.S. The other columns indicate the calculation rule components, such as Unit, Rate, Percent, and Amount, and the pre-process and post-process formulas for each deduction.

| Name/Descr. | Unit | Rate | Base | % | Amount | Pre- and Post-Process Formula |
|----------------------------------------------|------|------|------|----|-------------|-------------------------------|
| LOAN Company Loan | NA | NA | NA | NA | Payee level | Post-LNS FM PYMTS |
| LOAN AD PYMT Company Loan Amount | NA | NA | NA | NA | Payee level | Post-LNS FM ADD PYMT |

Note

These deductions are defined as PS Delivered/Not Maintained. This means that you can use them as delivered, modify them, or replace them with new elements.

LOAN

The LOAN deduction has a calculation rule of Amount and is used to calculate regularly scheduled loan payments. Define the amount, the loan repayment schedule, and other information related to the loan at the payee level on the Request Repayments USA page.

LOAN AD PYMT

The LOAN AD PYMT deduction has a calculation rule of Amount and is for additional, one-time payments that a loan recipient may choose to make outside of the standard repayment schedule. Define the amount, the payment date, and other information related to the additional loan payment at the payee level on the Request Repayments USA page.

Note

The deduction LOAN AD PYMT is referred to as a *non-payroll repayment*. Although it is processed by the payroll system, it does not reduce the amount of net pay (it is not included in the standard gross to net calculation); instead, it directly reduces the repayment balance.

Related Topics

- [Understanding General Deductions](#)
This topic discusses:
- [Understanding Repayment Deductions](#)
This topic discusses:

Delivered Supporting Elements

This table lists the key supporting elements used to define the delivered repayment deductions:

| Element Type | Element Name | Used By | Where Used |
|--------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Variable | LNS VR ID | LOAN This variable is a user field on the LOAN and LOAN AD PYMT deductions. It enables the system to track each loan assignment separately. | Request Repayments USA page. You define the value of the repayment ID (LNS VR ID) when you assign repayments to payees on the Request Repayments USA page. |
| Variable | LNS VR GOAL AMT | LOAN This variable contains the total amount of the loan (goal amount). | Request Repayments USA page. You define the goal amount (LNS VR GOAL AMT) on the Request Repayments USA page in the Total Amount field. |
| Variable | LNS VR BALANCE | LOAN and LOAN AD PYMT This variable contains the difference between the goal amount and amount paid to date. | |

| Element Type | Element Name | Used By | Where Used |
|--------------|------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------|
| Formula | LNS FM PYMTS | LOAN | This post-process formula performs limit processing for the LOAN deduction. |
| Formula | LNS FM ADD PYMTS | LOAN AD PYMT | This post-process formula performs limit testing and generates a warning message if an additional payment exceeds the goal amount. |

User Fields

Both LOAN and LOAN AD PYMT are defined with a single user field—LNS VR ID. This field ensures that each loan assigned to a payee is unique. Additionally, all LOAN-related accumulators have this variable as a user key.

Related Topics

- PeopleSoft Global Payroll: Understanding Multiple Resolutions

Process Lists and Sections

The LOAN and LOAN AD PYMT deductions are members of the LOANS process section.

The LOANS section is included in the USA STD PAYROLL process list.

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for the U.S. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

Related Topics

- PeopleSoft Global Payroll: Understanding How to View Delivered Elements

Modifying and Updating Delivered Repayment Deductions

Pages Used to Modify and Update Delivered Repayment Deductions

| Page Name | Definition Name | Usage |
|-------------------------|-----------------|----------------------------------------------------------------------|
| Calculation Page | GP_ERN_DED_CALC | Associate a generation control element with a deduction. |
| Generation Control Page | GP_CALENDAR3 | Associate a calendar with a frequency factor for generation control. |

| Page Name | Definition Name | Usage |
|-----------------------------|-----------------|--------------------------------------------|
| Request Repayments USA Page | GPUS_LOAN_PYE | Assign a repayment and specify its limits. |

Understanding Deduction Schedules and Limit Processing

This topic discusses:

- Deduction schedules.
- Limit processing.

Deduction Schedules

The LOAN deduction is set up to be processed in every pay period, in the first segment only, using the generation control element GP APPLY 1ST SEG. You can use other delivered generation control elements, or create generation controls of your own, to limit processing of this deduction based on a range of criteria.

Note

The LOAN deduction is defined with a frequency option of *Use Calendar Period Frequency*. This means that the system views any amount you enter for a loan as a pay period amount.

The delivered generation controls are:

| Generation Control Element | Frequency Factor | Description |
|----------------------------|------------------|---------------------------------------------------------------------------------------------------------------|
| GEN GC WEEK 1AND2 | FRST ONLY (12) | Schedules the deduction during the first pay period in the month (for biweekly and semimonthly pay periods). |
| GEN GC WEEK 3AND4 | SCND ONLY (12) | Schedules the deduction during the second pay period in the month (for biweekly and semimonthly pay periods). |
| GEN GC WEEK 1AND2 | FRST SCND (24) | Schedules the deduction during the first and second pay periods in the month (for weekly pay periods). |
| GEN GC WEEK 3AND4 | THRD FRTH (24) | Schedules the deduction during the third and fourth pay periods in the month (for weekly pay periods). |

Note

These elements are discussed in detail in the topic *Setting Up General Deductions*.

See [Understanding Deduction Schedules](#).

Limit Processing

To define a loan, you must define and update the deduction limit, the per-period repayment amount, and any additional loan repayments.

Note

The deduction limit is equal to the original amount of the loan. It is stored in the variable LNS VR GOAL AMT.

To ensure that total loan repayments do not exceed the limit, the LOAN deduction uses the post-process formula LNS FM PYMTS.

This formula calculates the current amount of the deduction based on the termination status of the loan recipient:

1. If the loan recipient has a termination status of 1 (YES), the formula calculates the current amount of the loan as the goal amount (LNS VR GOAL AMT) less the amount paid to date (LOAN PAYMENT) less any outstanding arrears (LOAN ARR).
2. If the recipient's termination status is 0 (NO), the formula adds the current deduction amount (CURR AMT VAL) to the amount paid to date (LOAN PAYMENT) and any arrears amount (LOAN ARR), and compares this sum to the goal amount (LNS VR GOAL AMT).
 - a. If this sum is less than the goal amount, no limits are applied and the loan is processed based on the current deduction schedule.
 - b. If this sum is greater than the goal amount, the system calculates the current amount of the loan as the goal amount less the amount paid to date less the arrears payback.

For example, assume that a payee has a goal amount (LNS VR GOAL AMT) of 1000 USD, and that he has paid 900 USD (LOAN PAYMENT) towards the goal. Based on the current deduction schedule, the system deducts 200 USD each pay period. In addition, the payee has 50 USD in arrears.

When processing the deduction, the post-process formula:

1. Determines whether the payee has been terminated (NO).
2. Determines whether $\text{LOAN AMOUNT (900.00) + LOAN_ARR (50.00) + CURR AMT VAL (200.00) > LNS VR GOAL AMT (1,000.00)}$ (YES).
3. Calculates the deductions as $\text{LNS VR GOAL AMT (1,000.00) - LOAN PAYMENT (900.00) - LOAN_ARR (50.00) = OVRD CURR AMT VAL (50.00)}$.

The LOAN AD PYMT deduction uses the post-process formula LNS FM ADD PYMT to perform limit testing. However, instead of reducing the deduction if an unscheduled payment causes the goal amount to be exceeded, the formula generates a message warning that the payee has overpaid the loan.

Related Topics

- PeopleSoft Global Payroll: Pre Process and Post Process Formulas

Modifying Deduction Schedules

To modify deduction schedules:

1. Associate the appropriate generation control element with the LOAN deduction at the element level.

For example, associate the delivered generation control GEN GC WEEK 1AND2 with the deduction (LOAN) on the Calculation page of the Deduction Definition component.

Note

The LOAN AD PYMT deduction is for additional, unscheduled loan repayments. For this reason, you will likely not want to assign a generation control frequency to it.

2. Associate the calendar you are processing with the frequency factor of the generation control element you have selected.

Do this on the Generation Control page of the Calendar component.

For example, if you process payees weekly and have scheduled a loan to be deducted in the first and second week of each month (using the generation control element GEN GC WEEK 1AND2), associate the first and second calendar you process every month with the frequency factor FRST SCND. The generation control element triggers the deduction when the frequency factor associated with the calendar is identical to the frequency factor of the deduction.

Related Topics

- PeopleSoft Global Payroll: Defining Generation Control Elements
- PeopleSoft Global Payroll: Frequency and Generation Control Calculations
- PeopleSoft Global Payroll: Understanding Calendars

Updating Deduction Limits

To update deduction limits:

1. Access the Request Repayments USA page.
2. Assign the repayment deduction to a payee.
3. Enter the total amount of the repayment in the **Total Amount** field.

This amount represents the deduction limit.

Related Topics

- [Understanding Repayment Deductions](#)
This topic discusses:

Creating New Repayment Deductions

This topic provides overviews of accumulator structures and termination processing.

Understanding the Accumulator Structure of Repayment Deductions

If you create new deductions for calculating repayments, make sure that they conform to the accumulator structure that PeopleSoft Global Payroll for United States has defined for the delivered deductions. This is to ensure that the new elements are processed correctly and are included in the appropriate gross-to-net calculations.

Note

All of the delivered general deductions are after-tax deductions. As such, they contribute to the accumulator TOTAL DEDUCTION N that is subtracted from net pay. If you create a pre-tax deduction, you should add it to the SWT PRE TAX N and FWT PRE TAX N accumulators in addition to TOTAL DEDUCTION N. These accumulators reduce the amount of the taxable gross (GROSS).

Accumulator Structure of Repayment Deductions (LOAN)

This table describes the accumulator structure for repayments:

| Accumulator Name | Contributing Elements |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TOTAL DEDUCTION N | <p>The LOAN deduction is a member of TOTAL DEDUCTION N.</p> <p>This accumulator is subtracted from net pay (NET).</p> <p>Include any repayment deductions that you create in the TOTAL DEDUCTION N accumulator.</p> |
| LOAN PAYMENT | <p>The repayment deduction (LOAN) also contributes to the LOAN PAYMENT accumulator.</p> <p>This accumulator is subtracted from the total amount of the loan to calculate the loan balance (LNS VR BALANCE).</p> |
| GRN AC FLVYSETUP N | <p>All employee deductions, including the LOAN and LOAN AD PYMT deductions, contribute to this accumulator.</p> <p>Note: This accumulator is used to process federal tax levies.</p> |

Accumulator Structure of Additional Repayments (LOAN AD PYMT)

Additional loan payments do not subtract from net pay by contributing to the accumulator TOTAL DEDUCTION N; instead, they contribute to the loan payment accumulator LOAN PAYMENT. This accumulator is subtracted from the total amount of the loan to calculate the loan balance (LNS VR BALANCE).

If you define additional nonpayroll repayments, make sure that they have the same accumulator structure as the delivered nonpayroll repayment deduction.

Understanding Termination Processing

The LOAN deduction references the formula LNS FM TERMINATION within the post-process formula LNS FM PAYMENTS to check the termination status of payees.

The formula LNS FM TERMINATION consists of the following conditions and actions:

```

If TERMINATION DT <= PERIOD END DATE And TERMINATION DT >= PERIOD BEGIN DATE
Then
  1  >> LNS FM TERMINATION
Else

```

```
0    >> LNS FM TERMINATION  
Endif
```

If LNS FM TERMINATION returns a value of 1 (meaning the payee was terminated), the post-process formula calculates the current loan amount as the goal amount (LNS VR GOAL AMT) less the amount paid to date (LOAN PAYMENT) less any outstanding arrears (LOAN ARR). If LNS FM TERMINATION returns a value of 0 (meaning the payee was not terminated), then the amount of the pay period deduction is determined by the deduction schedule defined on the Request Repayments USA page (subject to the limit tests described earlier).

If you create new repayment elements, you can use the formula LNS FM TERMINATION to check the termination status of payees so that any remaining repayment balance is deducted from the final paycheck.

Note

In the formula LNS FM TERMINATION, the termination date is represented by the database system element TERMINATION DT. The pay period begin and end dates are represented by the system computed elements PERIOD BEGIN DATE and PERIOD END DATE, respectively.

Related Topics

- [Understanding General Deductions](#)
This topic discusses:
- PeopleSoft Global Payroll: Pre Process and Post Process Formulas
- [Processing Final Payments](#)
To define final payments, use the Final Payment USA (GPUS_FPMT) component.

7

Setting Up Garnishment Processing

Understanding Garnishments

This topic discusses:

- Delivered garnishment deductions.
- Delivered supporting elements.
- Garnishment assignments.
- Process lists and sections.
- Viewing delivered elements.

Related Topics

- [Understanding Garnishments](#)

Because garnishment orders can come from different agencies, each having different reporting requirements, PeopleSoft Global Payroll for United States enables you to address the priority of each garnishment received by jurisdiction, type, and date or time of receipt. In the case of multiple garnishments of the same type, the system can determine which proration method to use and when. When funds are withheld, you can disburse them according to the method and schedule established by the issuing agency.

Delivered Garnishment Deductions

PeopleSoft Global Payroll for United States delivers a single deduction element to calculate all garnishment deductions for the U.S.

In this table, the first column combines the name and description of the garnishment deduction. The other columns indicate the calculation rule components for the delivered garnishment deduction.

| Name | Amount | Pre- and Post- Process Formula |
|----------------------------|-------------|---------------------------------------------|
| GARNISHMENT Garnishment | Payee-level | Pre-GRN FM PRE PRCS Post-GRN FM PST PRCS |

Note

This element is defined as PS Delivered/Maintained. This means that you cannot modify it without losing support for statutory rules changes.

Delivered Supporting Elements

This table lists the key supporting elements used to define the garnishment deduction:

| Element Type | Element Name | Used By | Where Used |
|--------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Variable | GRN VR ID | Garnishment deduction. GRN VR ID (garnishment ID) is a user field on the garnishment deduction. Every garnishment assigned to a payee must have a unique ID. | Assignment page of the Assign Garnishments USA component (GPUS_GRN). On this page you enter the garnishment ID (GRN VR ID). |
| | GRN VR PAY PERIOD | Garnishment deduction. | Supporting Element Overrides page of the Calendars component (GP_CALENDAR). On this page you enter a supporting element override to identify what pay period the calendar is for if you are processing garnishments in some periods but not others. |
| | GRN VR TYPE | Garnishment deduction. GRN VR TYPE (garnishment type) is a user field on the garnishment deduction. | Assignment page of the Assign Garnishments USA component (GPUS_GRN). On this page you define the garnishment type. Values include: <ul style="list-style-type: none"> • AWG - Wage Garnishment • Creditor Garnishment • Dependent Support • Spousal Support • Student Loan • Tax Levy • Wage Assignment |
| Formula | GRN FM SKIP PRCS | Garnishment deduction. GRN GC SKIP PRCS (generation control formula for the garnishment element). This formula determines whether the garnishment should be deducted in the current pay period based on the garnishment setup. | |

| Element Type | Element Name | Used By | Where Used |
|--------------|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| | GRN FM PRE PRCS | GRN FM PRE PRCS is the pre-processing formula for the garnishment element. It gathers information from the garnishment setup to enable calculation of the garnishment. | |
| | GRN FM PST PRCS | GRN FM PST PRCS is the post-processing formula for the garnishment element. This formula determines whether the amount calculated for the garnishment is correct based on the information gathered in the pre-process formula. If it is not correct, the formula overrides the calculated amount. In addition, if the amount available is insufficient to process the garnishment, the formula triggers proration. | |

Garnishment Assignments

The garnishment deduction has a calculation rule of Amount, with the **Amount Type** field set to *Payee Level*. This means that garnishments are resolved only when:

- An amount is assigned to a payee on the Assignment page of the Assign Garnishments USA component (GPUS_GRN).
- Positive input is entered for the deduction.

Note

When you enter one-time positive input for a garnishment deduction, you must specify the Garnishment ID (GRN VR ID), the Garnishment Received Date (GRN VR RECDT), and the Garnishment Type (GRN VR TYPE) of the garnishment you are overriding on the Positive Input - Details page of the One Time (Positive Input) component (GP_PI_MNL_ERNDED).

See [Processing One-Time Garnishment Overrides](#).

Garnishment Accumulator for Federal Tax Levies

Before processing federal tax levies, you must make sure that all employee deductions are set up to contribute to the accumulator GRN AC FLVYSETUP N.

See [Understanding the Accumulator Structure of General Deductions](#).

Process Lists and Sections

The garnishment deduction belongs to the USA STD PAYROLL process list.

It is assigned to the GARNISHMENT section of the process list.

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for the U.S. Instructions for running the query are provided in PeopleSoft Global Payroll: Understanding How to View Delivered Elements in the PeopleSoft Global Payroll product documentation.

Understanding Garnishment Setup Steps

To set up garnishments:

1. Define accumulators to hold disposable earnings.

In PeopleSoft Global Payroll for United States, disposable earnings are defined as accumulators, and are created by means of the core accumulator definition component (GP_ACCUMULATOR).

PeopleSoft Global Payroll for United States delivers many disposable earning accumulators. You can modify them or use them as examples for creating your own accumulators to hold disposable earnings.

2. Define garnishment rules.

The garnishment rules delivered by PeopleSoft Global Payroll for United States specify the amount to exempt from disposable earnings.

Note

PeopleSoft Global Payroll for United States delivers and maintains the formulas for calculating exemption amounts. When PeopleSoft Global Payroll for United States defines an exemption, it specifies the calculation formula and supplies components of the formula's definition. For example, for a garnishment rule based on the exemption calculation formula *Gross Percentage + Amount*, PeopleSoft Global Payroll for United States specifies both the percentage and the amount.

3. Define state garnishment rules.

A state garnishment rule links a disposable earnings definition to an exemption rule so that the system can calculate the garnishment amount allowed by state and garnishment type.

Note

PeopleSoft Global Payroll for United States delivers and maintains state garnishment rules for child support, federal tax levy, state tax levy, student loan, AWG, and creditor garnishments; however, you can modify and update the accumulators that hold disposable earnings, or create new accumulators to hold disposable earnings.

4. Define proration rules.

Proration rules are used to calculate the amount to be deducted for each garnishment when insufficient funds are available to cover all garnishments of the same type.

Note

PeopleSoft Global Payroll for United States delivers and maintains proration rules for child support and creditor garnishments. For other garnishment types, you can create your own proration formulas or accept the default formula GRN FM FIFO ALL.

5. Create document details.

Document details are user-configured fields used to record important information about garnishment orders.

Note

PeopleSoft Global Payroll for United States delivers several document detail fields; you can modify these fields or create new fields as needed

6. Create correspondence types.

Correspondence types are user-configured fields that enable you to document who, when, and how an organization has communicated to payees or the issuing agency regarding a garnishment.

Note

PeopleSoft Global Payroll for United States delivers several correspondence type fields; you can modify these fields or create new fields as needed

The following topics provide detailed information about each of these setup steps.

Defining Disposable Earnings for Garnishments

This topic discusses how to create disposable earnings.

To define disposable earnings for garnishments, use the Accumulators (GP_ACCUMULATOR) component.

Creating Disposable Earnings

In PeopleSoft Global Payroll for United States, disposable earnings are defined as accumulators. PeopleSoft Global Payroll for United States delivers many disposable earning accumulators. You can modify them or use them as examples for creating your own accumulators to hold disposable earnings.

This table lists the delivered accumulators for disposable earnings:

| Name | Description | How Defined |
|-----------------------------------------------------------------------------------------------------------|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRN AC ALLWAGES N | All Wages | Total earnings (equal to accumulator TOTAL EARNINGS N). |
| GRN AC FED N | Federal DE | Federal disposable earnings. |
| GRN AC FEDTAX | Federal Tax Levy DE | Federal disposable earnings less federal tax levy amount deduction and federal tax levy percent deduction. |
| Note: This accumulator is delivered and maintained by PeopleSoft Global Payroll for United States. | | |
| GRN AC FED+401K N | Taxes + 401K DE | Federal disposable earnings less employee 401K contributions. |
| GRN AC FED+DED N | Taxes + Deductions DE | Federal disposable earnings less all deductions. Note: After you create union dues and pension deductions for your organization, enter them on the Accumulator-Members page for this accumulator. |
| GRN AC FED+HI+UD N | Taxes + Health + Union Dues DE | Federal disposable earnings less health insurance and union dues deductions. Note: After you create union dues deductions for your organization, enter them on the Accumulator - Members page for this accumulator. |
| GRN AC FED+HI+PN N | Taxes + Health Ins + Pension DE | Federal disposable earnings less health insurance and pension deductions. Note: After you create a pension deduction for your organization, enter it on the Accumulator - Members page for this accumulator. |
| GRN AC FED+HI N | Taxes + Health Ins DE | Federal disposable earnings less health insurance deductions. |
| GRN AC FED+HIO N | Taxes + Health Ins Order DE | Federal disposable earnings less medical support order amount. |

| Name | Description | How Defined |
|--------------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRN AC FEDINS401 N | Taxes + Insurance + 401K DE | Federal disposable earnings less insurance and deductions and 401K contributions. |
| GRN AC FED+INS N | Taxes + Insurance DE | Federal disposable earnings less all insurance deductions. |
| GRN AC FED+MA+TU N | Taxes + MSA + Tuition DE | Federal disposable earnings less deductions for medical savings accounts (MSAs) and tuition. Note: After you create MSA and tuition deductions, enter them on the Accumulator-Members page for this accumulator. |
| GRN AC FED+UD N | Taxes + Union Dues DE | Federal disposable earnings less union dues deductions. Note: After you create a union dues deduction for your organization, enter it on the Accumulator - Members page for this accumulator. |
| GRN AC FDHIRCOCC N | Taxes+Hlth+Ret+Ordrs+Cntrbs DE | Federal disposable earnings less deductions for health insurance, retirement, court ordered payments (child support), and charitable contributions. Note: After you create court order (child support) and charitable contribution deductions, enter them on the Accumulator-Members page for this accumulator. |
| GRN AC FDINSUDP N | Taxes+Ins+Union+Pension DE | Federal disposable earnings less deductions for medical and life insurance, union dues, and pension contributions. Note: After you create union dues and pension deductions for your organization, enter them on the Accumulator-Members page for this accumulator. |
| GRN AC FMEDLIFP N | Taxes+Med+Life+Pension DE | Federal disposable earnings less deductions for medical and life insurance and for pension contributions. Note: After you create pension deductions for your organization, enter them on the Accumulator-Members page for this accumulator. |

Note

If you create new disposable earnings accumulators, enter *GDE*, Garnishment Disposable Earning, in the **Category** field on the Accumulator Name page.

Related Topics

- PeopleSoft Global Payroll: Understanding Accumulators

Maintaining Garnishment Rules

To maintain garnishment rules, use the Garnishment Rules USA (GPUS_GRN_RUL) component.

Pages Used to Maintain Garnishment Rules

| Page Name | Definition Name | Usage |
|----------------------------------------|------------------|-------------------------------------------------------|
| Garnishment Rule Page | GPUS_GRN_RUL | Enter descriptive information for a garnishment rule. |
| Rule Calculations Page | GPUS_GRN_RULECAL | Enter exemption calculations for the rule ID. |

Garnishment Rule Page

Use the Garnishment Rule page (GPUS_GRN_RUL) to enter descriptive information for a garnishment rule.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Garnishments/Court Orders**, and then **Garnishment Rules USA**, and then **Garnishment Rule**

This example illustrates the fields and controls on the Garnishment Rule page.

The screenshot shows the 'Garnishment Rule' page interface. At the top, there are two tabs: 'Garnishment Rule' (selected) and 'Rule Calculations'. Below the tabs is a title bar that reads 'Garnishment Rule \$125DE'. The main content area is titled 'Garnishment Rule Details' and includes a search bar with 'Find | View All' and navigation controls for 'First', '1 of 1', and 'Last'. The form contains the following fields:

- *Effective Date:** 01/01/2004
- *Status:** Active
- *Description:** \$125 Per Week
- Comments:** \$125 Per Week

Enter the description and comments for this garnishment rule.

Note

PeopleSoft Global Payroll for United States delivers many garnishment rules. These rules are delivered and maintained by Oracle.

Rule Calculations Page

Use the Rule Calculations page (GPUS_GRN_RULECAL) to enter exemption calculations for the rule ID.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Garnishments/Court Orders**, and then **Garnishment Rules USA**, and then **Rule Calculations**

This example illustrates the fields and controls on the Rule Calculations page.

| Field or Control | Description |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Calculation Formula | Select the calculation formula to use to calculate the exemption amount. Valid values are <i>DE Amt*Pct+Amt1*Pct+Amt2*Pct, DE Percent, CS &CG Deductions, DE Percentage + Amount, DE or Amount Percent, Disposable Earnings Percentage, Flat Amount, Flat Amount Percentage, General Calculation, Greater of %DE or Amount, Greater of %Gross or Amount, Gross Percentage, Gross Percentage + Amount, Minimum Hourly Wage, and SWT Gross Percentage.</i> |

Exemption Variable

Depending on the **Calculation Formula**, the appropriate exemption variables appear in the **Exemption Variable** group box. For example, if the calculation formula is *DE Percentage + Amount*, the exemption variables **Flat Amount** and **Disposable Earnings Percent** appear in the group box. You must then define the values of these variables.

| Field or Control | Description |
|----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Frequency | Select the frequency that applies to the exemption variable. Valid values are <i>Biweekly</i> , <i>Monthly</i> , <i>Semi-Monthly</i> , and <i>Weekly</i> . Note: The frequency that you select causes annualization or deannualization to occur so that the calculated value is in line with the pay period frequency. |
| Name | The appropriate variable names automatically appear in this column when the calculation formula is selected. |
| Numeric Value, Monetary Value,, and Currency Code | Enter a numeric or monetary value and a corresponding currency code for each applicable value. |

Maintaining State Garnishment Rules

To maintain state garnishment rules, use the State's Garnishment Rules USA (GPUS_GRN_STRUL) component.

Page Used to Define State Garnishment Rules

| Page Name | Definition Name | Usage |
|--------------------------------------------------|-----------------|---------------------------------------------------|
| State Garnishment Rules USA Page | GPUS_GRN_STRUL | Enter garnishment rules applicable to each state. |

State Garnishment Rules USA Page

Use the State Garnishment Rules USA page (GPUS_GRN_STRUL) to enter garnishment rules applicable to each state.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Garnishment/Court Orders**, and then **State Garnishment Rules USA**, and then **State Garnishment Rules USA**

This example illustrates the fields and controls on the State Garnishment Rules USA page.

State Garnishment Rules USA

Garnish Law Source CA - California

| State Garnishment Rules Details | | | | Personalize | Find | First | 1-6 of 6 | Last |
|---------------------------------|-----------------------|-------------------|------------------------|-------------|------|-------|----------|------|
| 'Garnishment Type | 'Disposable Earning | 'Garnishment Rule | 'Garnishment Rule Name | | | | | |
| Child Support | Taxes + Union Dues DE | 50%DE | SUPPORT 50% | | | | | |
| Spousal Support | Taxes + Union Dues DE | 50%DE | SUPPORT 50% | | | | | |
| Tax Levy | Federal DE | 75%DE,30MINWGW | ST LEVY 75% | | | | | |
| Creditor Garnishment | Federal DE | 75%DE,30MINWGW | WRITS 75% | | | | | |
| Student Loan | Federal DE | 75%DE,30MINWGW | STUDENT LOAN 75% | | | | | |
| Student Loan | Federal DE | 90%DE,30MINWGW | STUDENT LOAN 90% | | | | | |

Note

PeopleSoft Global Payroll for United States delivers and maintains state garnishment rules for child support, federal tax levy, state tax levy, student loan, AWG, and creditor garnishments; however, you can modify the accumulators that hold disposable earnings, or create new accumulators. If you create new disposable earnings accumulators, you will need to update the state garnishment rules to incorporate these accumulators.

| Field or Control | Description |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Garnish Law Source | Select the state that governs the garnishment laws or select <i>Federal</i> for the federal law. |
| Garnishment Type | Select the type of garnishment to associate with a rule. Valid values are <i>AWG - Wage Garnishment, topic 13 Bankruptcy, Child Support, Creditor Garnishment, Dependent Support, Spousal Support, Student Loan, Tax Levy, and Wage Assignment</i> . |
| Disposable Earning | Select the disposable earnings accumulator that applies to the state and garnishment type. Valid values are <i>All Wages, Federal DE, Federal Tax Levy DE, Taxes + 401K DE, Taxes + Deductions DE, Taxes + Health + Union Dues DE, Taxes + Health Ins + Pension DE, Taxes + Health Ins DE, Taxes + Health Ins Order DE, Taxes + Insurance + 401K DE, Taxes + Insurance DE, Taxes + MSA + Tuition DE Taxes + Union Dues DE, Taxes+Hlth+Ret+Ordrs+Cntrbs DE, Taxes+Ins+Union+Pension DE, and Taxes+Med+Life+Pension DE</i> . Note: The only disposable earnings accumulators that are available are those with a category of <i>GDE</i> (Garnishment Disposable Earnings). |
| Garnishment Rule | Select a garnishment rule corresponding to the state, garnishment type, and disposable earnings selected. Note: The garnishment rules available are those defined on the Garnishment Rule and Rule Calculations pages. |
| Garnishment Rule Name | Enter the name of the garnishment rule. This is the name that will be displayed on the Assignment page of the Assign Garnishments USA component (GPUS_GRN). |

Maintaining Garnishment Proration Rules

To maintain garnishment proration rules, use the Proration Formula USA (GPUS_GRN_PRORUL) component.

Page Used to Maintain Garnishment Proration Rules

| Page Name | Definition Name | Usage |
|--------------------------------------------|-----------------|----------------------------------------------------------|
| Proration Formula USA Page | GPUS_GRN_PROUL | Define proration formulas by state and garnishment type. |

Understanding Garnishment Proration Rules

Because garnishments cannot go into arrears, some states require that employers prorate an employee's garnishments when insufficient funds are available to cover all garnishments of the same type. Proration rules are used to calculate the amount to be deducted for each garnishment.

Note

If multiple garnishments of the same type exist and you enter positive input for one of them, proration does not occur automatically. You must manually calculate the proration based on the initial row of positive input and insert a row of positive input for all garnishments of that type.

Proration Formula USA Page

Use the Proration Formula USA page (GPUS_GRN_PRORUL) to define proration formulas by state and garnishment type.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Garnishments/Court Orders**, and then **Proration Formula USA**, and then **Proration Formula USA**

This example illustrates the fields and controls on the Proration Formula USA page.

Proration Formula USA

Garnish Law Source CA Garnishment Type Creditor Garnishment

Proration Formula Details Find | View All First 1 of 1 Last

'Effective Date 01/01/2004 + -

'Proration Formula First Come First Serve All v

'Short Description FIFO-ALL

'Description First Come First Serve All

Comments Pay total amount of first garnishment received, based on Received Date, followed by other garnishments in order of receipt until the maximum is reached. ↗

Note

PeopleSoft Global Payroll for United States delivers and maintains garnishment proration rules for support and creditor garnishments.

| Field or Control | Description |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Proration Formula | Select the formula to use to prorate garnishments for the state and garnishment type displayed at the top of the page. Valid values are all formulas with a category of <i>GPR</i> (Garnishment Proration Formula). Note: In Global Payroll you define formulas using the Formulas component (GP_FORMULA). |

See PeopleSoft Global Payroll: Defining Formula Elements.

Creating Document Details

To create document details, use the Document Details Table USA (GPUS_GRN_DOCTBL) component.

Page Used to Create Document Details

| Page Name | Definition Name | Usage |
|-------------------------------------------------|-----------------|------------------------------------------------|
| Document Details Table USA Page | GPUS_GRN_DOCTBL | Enter garnishment document detail information. |

Document Details Table USA Page

Use the Document Details Table USA page (GPUS_GRN_DOCTBL) to enter garnishment document detail information.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll**, and then **Garnishments/ Court Orders**, and then **Document Details Table USA**, and then **Document Details Table USA**

This example illustrates the fields and controls on the Document Details Table USA page.

Document Details Table USA

Document Detail CASENO

| Document Detail Description | |
|-----------------------------|-------------------------------------------|
| *Short Description | Case No. <input type="checkbox"/> Default |
| *Description | Case Number <input type="text"/> |

On the Document Details Table page, create garnishment order details to document the garnishment.

Note

You define fields to record details of a garnishment order on the Document Details Table page; you specify the value of these fields on the Assignment page of the Assign Garnishments USA component (GPUS_GRN) when you assign a garnishment to a payee. For example, you can define a field called Court Name on the Document Detail Table page; then, when you assign a garnishment, you can enter the name of the court that ordered the garnishment.

Note

Select the **Default** check box on the Document Details Table page to make a document detail field appear by default on the Assignment page of the Assign Garnishments USA component (GPUS_GRN). Only one default selection can exist.

Related Topics

- [Assignment Page](#)
Use the Assignment page (GPUS_GRN_INFO) to enter basic information about the garnishment order, including received date and time, document details, and attorney information.

Creating Correspondence Types

To create correspondence types, use the Correspondence Type Table USA (GPUS_GRN_CRTTBL) component.

Page Used to Create Correspondence Types

| Page Name | Definition Name | Usage |
|----------------------------------------------------|-----------------|----------------------------------------------|
| Correspondence Type Table USA Page | GPUS_GRN_CRTTBL | Enter correspondence types for garnishments. |

Correspondence Type Table USA Page

Use the Correspondence Type Table USA page (GPUS_GRN_CRTTBL) to enter correspondence types for garnishments.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll**, and then **Garnishments/ Court Orders**, and then **Correspondence Type Table USA**, and then **Correspondence Type Table USA**

This example illustrates the fields and controls on the Correspondence Type Table USA page.

Correspondence Type Table USA

Correspondence Type LTSENT

| Type Description | |
|--------------------|-------------------------------------------------------------------------|
| *Short Description | <input type="text" value="Letter ST"/> <input type="checkbox"/> Default |
| *Description | <input type="text" value="Letter Sent"/> |

On the Correspondence Type Table page, create fields to document who, when, and how an organization has communicated to payees or the issuing agency regarding a garnishment order.

Note

You define fields to record your communication about a garnishment order on the Correspondence Type Table page; you specify the value of these fields on the Assignment page of the Assign Garnishments USA component (GPUS_GRN) when you assign a garnishment to a payee. For example, you can define a field called EMSENT (Email Sent) on the Correspondence Type Table page; then, when you assign a garnishment, you can summarize or attach any emails you send.

Note

Select the **Default** check box on the Correspondence Type Table page to make a correspondence type field appear by default on the Assignment page of the Assign Garnishments USA component (GPUS_GRN). Only one default selection can exist.

Related Topics

- [Assignment Page](#)
Use the Assignment page (GPUS_GRN_INFO) to enter basic information about the garnishment order, including received date and time, document details, and attorney information.

8

Setting Up Benefits Integration

Understanding the Benefit Integration Process

To integrate PeopleSoft Global Payroll for United States with PeopleSoft HCM and PeopleSoft Benefits Administration:

1. Set up your benefit programs using the Manage Base Benefits business process in PeopleSoft HR.
See [Understanding the Benefit Integration Process](#).
2. Set up Benefits Administration.
See [Understanding the Benefit Integration Process](#).
3. Set up deduction codes, pay groups, and pay calendars in PeopleSoft Payroll for North America.
See PeopleSoft Payroll for North America: Defining Benefit Deductions.
See PeopleSoft Payroll for North America: Understanding Pay Groups.
See PeopleSoft Global Payroll: Understanding Calendars.
4. Set up pay groups for PeopleSoft Global Payroll for United States.
See PeopleSoft Global Payroll: Defining Pay Groups
PeopleSoft Global Payroll: Defining Pay Groups.
5. Map the PeopleSoft Payroll for North America deduction codes to the PeopleSoft Global Payroll for United States deduction elements.
See [Mapping Benefit Deduction Elements](#).
6. Map the Payroll for North America pay groups to the PeopleSoft Global Payroll for United States pay groups.
See [Mapping Pay Groups](#).
7. Ensure that the **PeopleSoft Global Payroll for United States** and **Benefits Administration** check boxes are selected on the Installation table.
8. Ensure that employees have the following values in Job Data:

| Term | Definition |
|-----------------------|-----------------------------------------|
| Pay System | Must be <i>Global Payroll</i> . |
| Benefit System | Must be <i>Benefit Administration</i> . |

See PeopleSoft Human Resources Administer Workforce: Understanding Job Data.

9. Enroll employees into benefit programs and enter their benefit elections using Benefits Administration.
See [Understanding the Benefit Integration Process](#).

10. Run the Identify Age-50 Extension process, BN_AGE50_RUNCTL, in the Manage Base Benefits business process.

See PeopleSoft Human Resources Manage Base Benefits: Understanding Savings Plan Management.

You are ready to run the PeopleSoft Global Payroll for United States payroll process.

Mapping Benefit Deduction Elements

To map PeopleSoft Global Payroll for United States deduction elements to PeopleSoft Payroll for North America deduction codes, use the Benefit Deduction Mapping (GPUS_BENDEDED_MAP) component.

Page Used to Map Benefit Deduction Elements

| Page Name | Definition Name | Usage |
|----------------------------------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| Benefit Deduction Mapping USA Page | GPUS_BENDEDED_MAP | Link deduction codes created in Payroll for North America to deduction elements created in PeopleSoft Global Payroll for United States. |

Understanding Benefit Deduction Element Mapping

The benefit deduction element map plays a critical role when you are collecting the benefit data that is to be moved to the arrays that are used to calculate benefit deductions. The benefit deduction element mapping is used by the Benefit Summary page to retrieve health, life, and savings enrollment information, deduction codes, and deduction amounts. These mappings are also used by the Benefit Contribution Register and Savings Investment Distribution reports.

When you map a Global Payroll deduction element, you enter the element name, benefit program, plan type, and benefit plan. This combination of values is mapped to the Payroll for North America deduction code and deduction class. The element name, benefit program, plan type, and benefit plan combination can be mapped only once.

Related Topics

- [Reviewing Benefit Deductions](#)
- [Pay Group Assignment USA Page](#)
Use the Pay Group Assignment USA page (GPUS_PYGRP_ASGN) to review employees' assigned pay groups.

Benefit Deduction Mapping USA Page

Use the Benefit Deduction Mapping USA page (GPUS_BENDEDED_MAP) to link deduction codes created in Payroll for North America to deduction elements created in PeopleSoft Global Payroll for United States.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Integration**, and then **Benefit Deduction Mapping USA**, and then **Benefit Deduction Mapping USA**

This example illustrates the fields and controls on the Benefit Deduction Mapping USA page.

Benefit Deduction Mapping USA

| Deduction Information | | | | | | Personalize | Find | View All | First | 1-10 of 44 | Last |
|-----------------------|------------------|------------|---------------|-----------------|---------------------------|-------------|------|----------|-------|------------|------|
| 'Element Name | 'Benefit Program | 'Plan Type | 'Benefit Plan | 'Deduction Code | 'Deduction Classification | | | | | | |
| 401K EE | G1A | 40 | G1401K | G1401K | Before-Tax | | | | | | + - |
| 401K EE | G1C | 40 | G1401 | G1401K | Before-Tax | | | | | | + - |
| 401K EE | G1C | 40 | G1401K | G1401K | Before-Tax | | | | | | + - |
| BASIC LIF EE | G1A | 20 | G1BAS1 | G1LIF1 | After-Tax | | | | | | + - |
| BASIC LIF EE | G1A | 20 | G1BAS2 | G1LIF1 | After-Tax | | | | | | + - |
| BASIC LIF EE | G1A | 20 | G1BAS3 | G1LIF1 | After-Tax | | | | | | + - |
| BASIC LIF EE | G1C | 20 | G1BAS4 | G1LIF1 | After-Tax | | | | | | + - |
| BASIC LIF EE | G1C | 20 | G1BAS5 | G1LIF1 | After-Tax | | | | | | + - |
| BASIC LIF EE | G1C | 20 | G1BAS6 | G1LIF1 | After-Tax | | | | | | + - |
| BASIC LIF EE | G1C | 20 | G1BAS7 | G1LIF1 | After-Tax | | | | | | + - |

| Field or Control | Description |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Element Name | Select a benefit deduction element. Element names available for selection have a country code of USA, a PIN_TYPE of DD, and a PIN_CATEGORY of BEN. |
| Benefit Program | Select a benefit program. Available benefit programs are pulled from the benefit programs defined by the PeopleSoft HR Manage Base Benefit business process. |
| Plan Type | Select a plan type. Available plan types are pulled from the plan types defined by the Manage Base Benefit business process. |
| Benefit Plan | Select a benefit plan. Available benefit plans are pulled from the benefit plans defined by the Manage Base Benefit business process. |
| Deduction Code | Select a deduction code. Available deduction codes are pulled from the deduction codes defined by Payroll for North America. |
| Deduction Class | Select a deduction class. |

Warning

After mapping the deduction elements to the deduction codes, do not delete any entries.

Mapping Pay Groups

To map pay groups, use the Pay Group Mapping (GPUS_PYGRP_MAP) component.

Pages Used to Map Pay Groups

| Page Name | Definition Name | Usage |
|-----------------------------------------------|-----------------|----------------------------------------------------------------------------------------------------------------------------|
| Pay Group Mapping USA page | GPUS_PYGRP_MAP | Link pay groups created in Payroll for North America to pay groups created in PeopleSoft Global Payroll for United States. |
| Pay Group Assignment USA Page | GPUS_PYGRP_ASGN | Review employees' assigned pay groups. |

Understanding Mapping Pay Groups

To calculate benefit deductions, the system requires you to have a pay group for both the PeopleSoft Global Payroll for United States and Payroll for North America systems. When you hire an employee and assign a PeopleSoft Global Payroll for United States pay group, the system automatically uses the mappings defined on the Pay Group Mapping page to determine which Payroll for North America pay group to assign to the employee.

Pay Group Mapping USA page





















































Use the Pay Group Mapping USA page (GPUS_PYGRP_MAP) to link pay groups created in Payroll for North America to pay groups created in PeopleSoft Global Payroll for United States.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Integration**, and then **Pay Group Mapping USA**, and then **Pay Group Mapping USA**

This example illustrates the fields and controls on the Pay Group Mapping USA page.

Pay Group Mapping USA

| Pay Group Information | | Personalize Find View All   First 1-10 of 73 Last | | |
|----------------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 'Global Payroll Pay Group | Description | 'Company | 'Payroll for North America Pay Group | Description |
| <input type="text" value="G1BNK01"/>  | Banking Interfaces Test Paygro | <input type="text" value="G1H"/>  | <input type="text" value="G1H"/>  | GPUS CO G1H   |
| <input type="text" value="G1BNK02"/>  | Banking Files Test Paygroup | <input type="text" value="K1F"/>  | <input type="text" value="G1F"/>  | PayGroup G1F   |
| <input type="text" value="G1GPGA"/>  | GPUS Pay Group for Admin Rslts | <input type="text" value="K1D"/>  | <input type="text" value="G1D"/>  | PayGroup G1D   |
| <input type="text" value="G1GPGA"/>  | GPUS Pay Group for Admin Rslts | <input type="text" value="K1F"/>  | <input type="text" value="G1F"/>  | PayGroup G1F   |
| <input type="text" value="G1GPGA"/>  | GPUS Pay Group for Admin Rslts | <input type="text" value="K1G"/>  | <input type="text" value="G1G"/>  | PayGroup G1G   |
| <input type="text" value="G1GPGB"/>  | GPUS Pay Group for HR COR chgs | <input type="text" value="K1D"/>  | <input type="text" value="G1D"/>  | PayGroup G1D   |
| <input type="text" value="G1GPGC"/>  | GPUS Pay Group C - RR | <input type="text" value="K1F"/>  | <input type="text" value="G1F"/>  | PayGroup G1F   |
| <input type="text" value="G1UTPGP"/>  | GP US UT Pay Group P | <input type="text" value="K1A"/>  | <input type="text" value="G1A"/>  | PayGroup G1A   |
| <input type="text" value="K1GPERFPG"/>  | Performance Test Pay Group | <input type="text" value="K1G"/>  | <input type="text" value="G1G"/>  | PayGroup G1G   |
| <input type="text" value="K1GPG1"/>  | GP US Pay Group 1 | <input type="text" value="K1G"/>  | <input type="text" value="K1A"/>  | PayGroup K1A   |

| Field or Control | Description |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Global Payroll Pay Group | Select the PeopleSoft Global Payroll for United States pay group you want to map. |
| Company | Select the company associated with the Payroll for North America pay group that you want mapped to the PeopleSoft Global Payroll for United States pay group. |
| Payroll for North America Pay Group | Select the Payroll for North America pay group that you want mapped to the PeopleSoft Global Payroll for United States pay group. |

 **Warning**

After mapping the pay groups, do not delete any entries.

Pay Group Assignment USA Page

Use the Pay Group Assignment USA page (GPUS_PYGRP_ASGN) to review employees' assigned pay groups.




Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Pay Group Assignment USA**, and then **Pay Group Assignment USA**

This example illustrates the fields and controls on the Pay Group Assignment USA page.

Pay Group Assignment USA

Employee ID G1AKN001 Empl Record 0 Name Bob Conway

| Job Data | | Personalize Find View All   | | | First  1 of 1  Last |
|----------------|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Effective Date | Effective Sequence | Company | Pay Entity | Global Payroll Pay Group | Payroll for North America Pay Group |
| 01/01/2004 | | 0 K1B | K1GPED | K1GPGK | G1B |

This page shows the Global Payroll and Payroll for North America pay group assignments for the selected employee. The automatically assigned Payroll for North America pay group is hidden in the Job Data component when the employee is assigned a payroll system of *Global Payroll* and a Global Payroll pay group is entered.

9

Setting Up Benefit Deductions

Understanding the Delivered Benefit Deduction Processing Flow

This topic discusses the process for calculating benefit deductions, including:

- The general framework.
- Benefit deduction initialization.
- Health plan processing.
- Savings plan processing.
- Life insurance processing.
- Delivered benefit deduction elements.
- Delivered benefit arrays.
- Scheduling deductions using generation control.

General Framework

PeopleSoft Global Payroll for United States is designed to integrate with the Manage Base Benefits business process of PeopleSoft HR and PeopleSoft Benefits Administration to calculate benefit deductions. We have provided a number of benefit deductions—medical, dental, basic life, supplemental life, spouse life, and 401k—that meet common processing requirements.

Benefit deductions are processed according to the section definition called STD DED PRC NPV. Within the STD DED PRC NPV definition, benefit deductions are grouped according to plan type. In addition, the placement of the plan types is based on whether the deduction is taken before or after federal and state taxes. Medical, dental, and savings plan deductions are defined as before-tax deductions. Basic life, supplemental life, and spouse life are defined as after-tax deductions.

Note

Federal employee taxes, state employee taxes, repayments, general deductions, and garnishments are not part of benefit deductions and are not discussed in this topic.

Benefit Deduction Initialization

The benefit deduction initialization process, BEN DED INIT, is designed to process the arrays BEN AR PRIMARY JOB and BEN AR BEN PROG.

The BEN AR PRIMARY JOB loads the **Primary Job** and **Include Deductions** fields from the Primary Jobs Flags page located in PeopleSoft HR into variables.

BEN AR BEN PROG loads the **Benefit Program** field from the Ben.Prog.Partic page in PeopleSoft HR into a variable.

Health Plan Processing

When processing health plans, the system is designed to process:

1. An eligibility check.
2. Medical deductions.
3. Dental deductions.

Eligibility Check

To perform the eligibility check, the system:

1. Processes BEN FM BASIC ELIG.

BEN FM BASIC ELIG looks at the **Primary Job** and **Include Deductions** check boxes. If the check boxes are not selected, then zero is assigned to the formula BEN FM BASIC ELIG and to the variable BEN VR BASIC ELIG.

2. If BEN FM BASIC ELIG equals one, the system processes the section HEALTH INIT.

HEALTH INIT calls the array BEN AR HLTH PLANS. BEN AR HLTH PLANS uses the formula BEN FM HLTH PLANS to retrieve the employee's health benefit enrollment information for plan types 10 and 11 from the Health Benefit Election page in PeopleSoft HR.

Medical Deductions

To calculate medical deductions, the system:

1. Performs another eligibility check using the formula BEN FM MED ELIG.

If retroactive adjustments exist, and if the employee's plan type 10 election coverage is not blank, then one is assigned to the formula BEN FM MED ELIG.

If the value of BEN VR BASIC ELIG equals zero, then zero is assigned to the formula BEN FM MED ELIG.

If the employee's plan type 10 election coverage equals blank, T, or W, then zero is assigned to the formula BEN FM MED ELIG.

If the **Primary Job** check box for this employee is selected, then one is assigned to the formula BEN FM MED ELIG.

2. If BEN FM MED ELIG equals one, the system processes the section MEDICAL DED. MEDICAL DED uses:

- a. The formula BEN FM PLN TYP 10 to set plan type 10-specific search criteria.
- b. The array BEN AR BEN PRG DEF to retrieve benefit option and cost information from the Benefit Program page in PeopleSoft HR.
- c. The arrays BEN AR RATE TBL and BEN AR RATE DAT2 to retrieve benefit rate data from the BN_RATE_TBL and BN_RATE_DATA tables respectively.
- d. The array BEN AR CALC RULE to retrieve the calculation rules from the Calculation Rules page in PeopleSoft HR.
- e. The deduction MEDICAL EE to calculate the employee's portion of the deduction. MEDICAL EE uses the formula BEN FM MED EE COST.

- f. The deduction MEDICAL ER to calculate the employer's portion of the deduction. MEDICAL ER uses the formula BEN FM MED ER COST.

Dental Deductions

To calculate dental deductions, the system:

1. Performs another eligibility check using the formula BEN FM DEN ELIG.
 - If retroactive adjustments exist, and if the employee's plan type 11 election coverage is not blank, then one is assigned to the formula BEN FM DEN ELIG.
 - If the value of BEN VR BASIC ELIG equals zero, then zero is assigned to the formula BEN FM DEN ELIG.
 - If the employee's plan type 11 election coverage equals blank, T, or W, then zero is assigned to the formula BEN FM DEN ELIG.
 - If the **Primary Job** field for this employee is selected, then one is assigned to the formula BEN FM DEN ELIG.
2. If BEN FM DEN ELIG equals one, the system processes the section DENTAL DED. DENTAL DED uses:
 - a. The formula BEN FM PLN TYP 11 to set plan type 11-specific search criteria.
 - b. The array BEN AR BEN PRG DEF to retrieve benefit option and cost information from the Benefit Program page in PeopleSoft HR.
 - c. The arrays BEN AR RATE TBL and BEN AR RATE DAT2 to retrieve benefit rate data from the BN_RATE_TBL and BN_RATE_DATA tables respectively.
 - d. The array BEN AR CALC RULE to retrieve the calculation rules from the Calculation Rules page in PeopleSoft HR.
 - e. The deduction DENTAL EE to calculate the employee's portion of the deduction. DENTAL EE uses the formula BEN FM DED EE COST.
 - f. The deduction DENTAL ER to calculate the employer's portion of the deduction. DENTAL ER uses the formula BEN FM DEN ER COST.

Savings Plan Processing

When processing savings plans, the system is designed to process:

1. An eligibility check.
2. 401k deductions.

Eligibility Check

To perform the eligibility check, the system:

1. Processes BEN FM BASIC ELIG.
 - This is the same eligibility check performed by the health plan process.
2. If BEN FM BASIC ELIG equals one, the system will process the section SAVINGS INIT.
 - SAVINGS INIT calls the array BEN AR SAV PLANS. BEN AR SAV PLANS uses the formula BEN FM SAV PLANS to retrieve the employee's savings plan enrollment information for plan type 40 from the Savings Plan Election page in PeopleSoft HR.
 - SAVINGS INIT also calls the date element GP SEG END DT EXTR to extract the year, month, and day based on the segment end date.

401k Deductions

To calculate savings plan deductions, the system:

1. Performs another eligibility check using the formula BEN FM SAV ELIG.

If retroactive adjustments exist, and if the employee's plan type 40 election coverage is not blank, then one is assigned to the formula BEN FM SAV ELIG.

If the employee's plan type 40 election coverage equals blank, T, or W, then zero is assigned to the formula BEN FM SAV ELIG.

If the **Primary Job** and **Include Deduction** check boxes are selected, then one is assigned to the formula BEN FM SAV ELIG.

If the **Primary Job** check box is selected, but the **Include Deduction** check box is not selected, and the **Flat Amount** field in the **Before Tax Investment** group box on the Saving Plan Elections page has a value greater than zero, then one is assigned to the formula BEN FM SAV ELIG.

If the **Primary Job** check box is not selected, but the **Include Deductions** check box is selected, and the **Percent of Earnings** field in the **Before Tax Investment** group box on the Saving Plan Elections page has a value greater than zero, one is assigned to the formula BEN FM SAV ELIG.

2. If BEN FM SAV ELIG equals one, the system processes the section 401K DED. 401K DED uses:

- a. The formula BEN FM PLN TYP 40 to set plan type 40-specific search criteria.
- b. The array BEN AR BEN PRG DEF to retrieve benefit option and cost information from the Benefit Program page in PeopleSoft HR.
- c. The array BEN AR SAV MGMT retrieves the **402G Ext Amt** field from the Savings Mgt page in PeopleSoft HR.
- d. The array BEN AR SAV PLN PRM to retrieve the **Before-Tax** field in the **Up-To-Limit** group box on the Savings Plan Table - Employee Limit on Investments page in PeopleSoft HR.
- e. The array BEN AR LIMIT to retrieve limit information from the Limit Table page in PeopleSoft HR.
- f. The deduction 401K EE to calculate the employee's savings deduction.

401K EE uses the formula BEN FM 401K EE. The 401K EE deduction uses the following accumulators:

| Accumulator | Description |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 401K GROSS N | Segment accumulator that accumulates earnings that need to be considered in the 401k deduction calculation. This is a Not Maintained accumulator and is defined as <i>As Contributing</i> . |
| 401K GROSS YTD N | YTD accumulator that accumulates YTD earnings that need to be considered in the 401k deduction calculation. The 401K GROSS N accumulator is a member of this accumulator. This is a Not Maintained accumulator and is defined as <i>As Contributing</i> . |

| Accumulator | Description |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 401K PRE CTB N | Segment accumulator that accumulates the employee's 401k pre-tax contributions. The 401K EE deduction is a member of this accumulator. This is a Not Maintained accumulator and is defined as <i>As Contributing</i> . |
| 401K PRE CTB YTD N | YTD accumulator that accumulates the employee's YTD 401k pre-tax contributions. The 401K PRE CTB N accumulator is a member of this accumulator. This is a Not Maintained accumulator and is defined as <i>As Contributing</i> . |
| 415C AMT | Segment accumulator that accumulates the employee's 401k contributions that are subject to the 415c limits. The 401K PRE CTB N accumulator is a member of this accumulator. This accumulator is defined as <i>As Contributing</i> . |
| 415C AMT YTD | YTD accumulator that accumulates the employee's 401k YTD contributions that are subject to the 415c limits. The 415C AMT accumulator is a member of this accumulator. This accumulator is defined as <i>As Contributing</i> . |

Life Insurance Processing

When processing life insurance plans, the system is designed to process:

1. An eligibility check.
2. Basic life deductions.
3. Supplemental life deductions.
4. Spousal life deductions.

Eligibility Check

To perform the eligibility check, the system:

1. Processes BEN FM BASIC ELIG.
This is the same eligibility check performed by the health plan process.
2. If BEN FM BASIC ELIG equals one, the system will process the section LIFE INIT.
LIFE INIT calls the array BEN AR LIFE PLANS. BEN AR LIFE PLANS uses the formula BEN FM LIFE PLANS to retrieve the employee's life insurance enrollment information for plan types 20, 21, and 25 from the Life/ADD Elections page in PeopleSoft HR.

Basic Life Deductions

To calculate life insurance deductions, the system:

1. Performs another eligibility check using the formula BEN FM BAS LIF ELG.
If retroactive adjustments exist, and if the employee's plan type 20 election coverage is not blank, then one is assigned to the formula BEN FM BAS LIF ELG.

If the value of BEN VR BASIC ELIG equals zero, then zero is assigned to the formula BEN FM BAS LIF ELG.

If the employee's plan type 20 election coverage equals blank, T, or W, then zero is assigned to the formula BEN FM LIF ELIG.

If the **Primary Job** field for this employee is selected, then one is assigned to the formula BEN FM BAS LIF ELG.

2. If the formula BEN FM BAS LIF ELG equals one, the system will process the section BAS LIF DED. BAS LIF DED uses:
 - a. The formula BEN FM PLN TYP 20 to set plan type 20 specific search criteria.
 - b. The array BEN AR BEN PRG DEF to retrieve benefit option and cost information from the Benefit Program page in PeopleSoft HR.
 - c. The arrays BEN AR RATE TBL and BEN AR RATE DAT2 to retrieve benefit rate data from the BN_RATE_TBL and BN_RATE_DATA tables respectively.
 - d. The array BEN AR CALC RULE to retrieve the calculation rules from the Calculation Rules page in PeopleSoft HR.
 - e. The array BEN AR LIFE PARM to retrieve the group coverage code from the Life/Accidental page in PeopleSoft HR.
 - f. The array BEN AR DEP COV ELG to retrieve covered person type data from the BN_DEP_COV_ELG_LIF table.
 - g. The array BEN AR BN FORMULA to retrieve benefit formula data from the BN_FORMULA table.
 - h. The array BEN AR BN FORM DEF to retrieve benefit formula definition data from the BN_FORM_DEF table.
 - i. The array BEN AR COV GRP to retrieve the maximum coverage for the group coverage code from the Coverage Group Tbl page in PeopleSoft HR.
 - j. The formula BEN FM CVGRPCD DAT to check that the employee does not exceed the maximum amount allowed for all life insurance plans.
 - k. The formula BEN FM BAS COV AMT to calculate the basic life coverage amount taking into consideration the limits that may apply.
 - l. The deduction BASIC LIF EE to calculate the actual basic life insurance deduction. BASIC LIF EE uses the formula BEN FM BAS EE COST.

Supplemental Life Deductions

To calculate supplement life deductions, the system:

1. Performs another eligibility check using the formula BEN FM SUP LIF ELG.

If retroactive adjustments exist, and if the employee's plan type 21 election coverage is not blank, then one is assigned to the formula BEN FM SUP LIF ELG.

If the value of BEN VR BASIC ELIG equals zero, then zero is assigned to the formula BEN FM SUP LIF ELG.

If the employee's plan type 21 election coverage equals blank, T, or W, then zero is assigned to the formula BEN FM BAS LIF ELG.

If the **Primary Job** field for this employee is selected, then one is assigned to the formula BEN FM SUP LIF ELG.

2. If the formula BEN FM BAS LIF ELG equals one, the system will process the section SUP LIFE DED. SUP LIFE DED uses:
 - a. The formula BEN FM PLN TYP 21 to set plan type 21 specific search criteria.
 - b. The array BEN AR BEN PRG DEF to retrieve benefit option and cost information from the Benefit Program page in PeopleSoft HR.
 - c. The arrays BEN AR RATE TBL and BEN AR RATE DAT2 to retrieve benefit rate data from the BN_RATE_TBL and BN_RATE_DATA tables respectively.
 - d. The array BEN AR CALC RULE to retrieve the calculation rules from the Calculation Rules page in PeopleSoft HR.
 - e. The array BEN AR LIFE PARM to retrieve the group coverage code from the Life/Accidental page in PeopleSoft HR.
 - f. The array BEN AR BN FORMULA to retrieve benefit formula data from the BN_FORMULA table.
 - g. The array BEN AR BN FORM DEF to retrieve benefit formula definition data from the BN_FORM_DEF table.
 - h. The array BEN AR COV GRP to retrieve the maximum coverage for the group coverage code from the Coverage Group Tbl page in PeopleSoft HR.
 - i. The formula BEN FM CVGRPCD DAT to check that the employee does not exceed the maximum amount allowed for all life insurance plans.
 - j. The formula BEN FM SUP COV AMT to calculate the supplemental life insurance coverage amount taking into consideration the limits that may apply.
 - k. The deduction SUPL LIF EE to calculate the actual basic life insurance deduction. SUPL LIF EE uses the formula BEN FM SUP EE COST.

Spousal Life Deductions

To calculate spousal life insurance plan deductions, the system:

1. Performs another eligibility check using the formula BEN FM SPS LIF ELG.

If retroactive adjustments exist, and if the employee's plan type 25 election coverage is not blank, then one is assigned to the formula BEN FM SPS LIF ELG.

If the value of BEN VR BASIC ELIG equals zero, then zero is assigned to the formula BEN FM SPS LIF ELG.

If the employee's plan type 25 election coverage equals blank, T, or W, then zero is assigned to the formula BEN FM SPS LIF ELG.

If the **Primary Job** field for this employee is selected, then one is assigned to the formula BEN FM SPS LIF ELG.
2. If the formula BEN FM SPS LIF ELG equals one, the system will process the section SPOUSE LIFE DED. SPOUSE LIFE DED uses:
 - a. The formula BEN FM PLN TYP 25 to set plan type 25 specific search criteria.
 - b. The array BEN AR BEN PRG DEF to retrieve benefit option and cost information from the Benefit Program page in PeopleSoft HR.
 - c. The array BEN AR CALC RULE to retrieve the calculation rules from the Calculation Rules page in PeopleSoft HR.
 - d. The array BEN AR DEP BIRTH to retrieve the spouse's birth date from the Update Dependent/Beneficiary - Name and Personal Profile pages in PeopleSoft HR.

- e. The date GP PRD END DT EXTR to extract the current year based on the period-end-date.
- f. The formula BEN FM SPOUSE AGE to calculate the spouse's age.
- g. The formula BEN FM RT SMKR ST to determine rates based on smoker status.
- h. The array BEN AR LIFE PARM to retrieve the group coverage code from the Life/Accidental page in PeopleSoft HR.
- i. The array BEN AR BN FORMULA to retrieve benefit formula data from the BN_FORMULA table.
- j. The array BEN AR BN FORM DEF to retrieve benefit formula definition data from the BN_FORM_DEF table.
- k. The array BEN AR COV GRP to retrieve the maximum coverage for the group coverage code from the Coverage Group Tbl page in PeopleSoft HR.
- l. The formula BEN FM CVGRPCD DAT to check that the employee does not exceed the maximum amount allowed for all life insurance plans.
- m. The formula BEN FM SPS COV AMT to calculate the supplemental life insurance coverage amount taking into consideration the limits that may apply.
- n. The deduction SPSE LIF EE to calculate the actual spousal life insurance deduction. SPSE LIF EE uses the formula BEN FM SPS EE COST.

Delivered Benefit Deduction Elements

The following table lists the delivered benefit deduction elements:

| Element Name | Description | Amount | Accumulator |
|--------------|----------------------------------------------|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| 401K EE | Employee deduction amount for 401k plans. | BEN FM 401K EE | Auto-generated MTD and YTD amounts. 401K GROSS N 401K GROSS YTD N 401K PRE CTB N 401K PRE CTB YTD N 415C AMT 415C AMT YTD |
| BASIC LIF EE | Employee cost of basic life insurance. | BEN FM BAS EE COST | Auto-generated MTD and YTD amounts. |
| DENTAL EE | Employee portion of dental deduction. | BEN FM DEN EE COST | Auto-generated MTD and YTD amounts. |
| DENTAL ER | Employer portion of dental deduction. | BEN FM DEN ER COST | Auto-generated MTD and YTD amounts. |
| MEDICAL EE | Employee portion of medical deduction. | BEN FM MED EE COST | Auto-generated MTD and YTD amounts. |
| MEDICAL ER | Employer portion of medical deduction. | BEN FM MED ER COST | Auto-generated MTD and YTD amounts. |
| SPSE LIF EE | Employee cost for spouse life insurance. | BEN FM SPS EE COST | Auto-generated MTD and YTD amounts. |
| SUPL LIF EE | Employee cost of supplemental life insurance | BEN FM SUP EE COST | Auto-generated MTD and YTD amounts. |

Related Topics

- PeopleSoft Global Payroll: Deductions
- PeopleSoft Global Payroll: Accumulators

Delivered Benefit Arrays

This table lists the delivered benefit arrays:

| Array Name | Description |
|--------------------|---------------------------------------------------------------------------------------------------------------|
| BEN AR BEN PRG DEF | Retrieves plan data from the benefit's BEN_DEFN_OPTN and BEN_DEFN_COST tables. |
| BEN AR BEN PROG | Retrieves the benefit program in which the employee is enrolled from the benefit's BEN_PROG_PARTIC table. |
| BEN AR BN FORM DEF | Retrieves benefit formula definition data from the BN_FORM_DEF table. |
| BEN AR BN FORMULA | Retrieves benefit formula data from the BN_FORMULA table. |
| BEN AR CALC RULE | Retrieves the calculation rule data from the benefit's CALC_RULES_TBL table. |
| BEN AR COV GRP | Retrieves the coverage group's maximum amount from the benefit's COVG_GROUP_TBL table. |
| BEN AR DEP BIRTH | Retrieves the employee's dependent birth date information from the benefit's DEP_BEN table. |
| BEN AR DEP SEX SMK | Retrieves the employee's dependent gender and smoker status information from the benefit's DEP_BEN_EFF table. |
| BEN AR HLTH PLANS | Retrieves the employee's medical plan data from the benefit's HEALTH_BENEFIT table. |
| BEN AR LIFE PARM | Retrieves life insurance parameters from the benefit's LIFE_ADD_TBL table. |
| BEN AR LIFE PLANS | Retrieves the employee's life insurance data from the benefit's LIF_ADD_BENEF table. |
| BEN AR LIMIT | Retrieves limit data from the benefit's LIMIT_TBL table. |
| BEN AR PRIMARY JOB | Retrieves the employee's primary job data from the benefit's PRIMARY_JOB table. |
| BEN AR RATE DATA | Retrieves benefit rate data from the BN_RATE_DATA table using three keys. |
| BEN AR RATE DAT2 | Retrieves benefit rate data from the BN_RATE_DATA table using two keys. |
| BEN AR RATE TBL | Retrieves benefit rate data from the BN_RATE_TBL table. |
| BEN AR SAV MGMT | Retrieves the employee's 402G extension amount from the benefit's SAVINGS_MGT_EE table. |
| BEN AR SAV PLANS | Retrieves the employee's savings plan enrollments from the benefit's SAVINGS_PLAN table. |

| Array Name | Description |
|--------------------|--------------------------------------------------------------------------------------|
| BEN AR SAV PLN PRM | Retrieves the 401k pretax percentage limit from the benefit's SAVINGS_PLN TBL table. |
| BEN AR SPS LIF DEP | Retrieves spouse's ID from the benefit's LIF_ADD_BENEF table. |

Related Topics

- PeopleSoft Global Payroll: Understanding Array Elements

Scheduling Deductions Using Generation Control

Generation control elements enable you to define when a deduction element is processed according to defined criteria.

This table shows the generation control elements associated with the benefit deductions:

| Element Name | Generation Control |
|--------------|--------------------|
| MEDICAL EE | GEN GC WEEK 1AND2 |
| MEDICAL ER | GEN GC WEEK 1AND2 |
| DENTAL EE | GEN GC WEEK 1AND2 |
| DENTAL ER | GEN GC WEEK 1AND2 |
| BASIC LIF EE | GEN GC WEEK 3AND4 |
| SUPL LIF EE | GEN GC WEEK 3AND4 |
| SPSE LIF EE | GEN GC WEEK 3AND4 |
| 401K EE | BEN GC 401K DED |

You can override or assign a different generation control frequency to an individual payee using the Element Assignment by Payee component.

Note

PeopleSoft Global Payroll for United States delivers a query that you can run to view the names of all delivered elements designed for the U.S. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

Related Topics

- PeopleSoft Global Payroll: Understanding How to View Delivered Elements
- PeopleSoft Global Payroll: Defining Generation Control Elements

Creating New Benefit Deductions

This topic discusses tips for creating a new benefit deduction for a:

- Delivered plan type.
- New plan type.

Delivered Plan Types

If you are adding another benefit deduction within the delivered plan types of health, life, and savings, you may need to:

- Modify the formula that retrieves the employee's benefit enrollment information so that it includes the new plan type.
 - For health plans, you will need to modify the formula BEN FM HLTH PLANS.
 - For life plans, you will need to modify the formula BEN FM LIFE PLANS.
 - For savings plans, you will need to modify the formula BEN FM SAV PLANS.
- Create a new section to process the deduction and add the new section within the particular plan type defined on the STD DED PRC NPV section.
 - For health plan, you will need to add it after DENTAL DED.
 - For life plans, you will need to add it after SPOUSE LIFE DED.
 - For savings plans, you will need to add it after 401K DED.
- Create a new eligibility check for the specific plan type.
- Create a new deduction element for the specific plan type. Answer these questions:
 - Does this deduction have both an employee and employer portion? If an employer portion exists, you will need to create a separate deduction element for it.
 - Is this a before or after-tax deduction?
 - Are limits involved?
 - Does this deduction contribute to any accumulators?

New Plan Types

If you are adding any other type of benefit deduction, you will need to consider the guidelines discussed in Delivered Plan Types. In addition to those, you need to:

- Create a new section in the STD DED PROCESS list.
- Decide whether this new deduction section goes before the federal tax section or after state taxes.

Understanding Triggers

This topic discusses:

- Supported benefit triggers.
- Delivered mass triggers.

Supported Benefit Triggers

Triggers are used to detect online changes that should result in some type of action. PeopleSoft Global Payroll for United States delivers both iterative and retro triggers for benefit related data. When a trigger is generated by a change to a record, it writes the required data necessary to process the trigger to a table.

- Iterative triggers are written to GP_ITER_TRGR.

- Retro triggers are written to GP_RTO_TRGR.

Note

Retro triggers are processed using the forwarding method.

Three applications create triggers:

- Manage Base Benefits business process in PeopleSoft HR.
- Administer Workforce business process in PeopleSoft HR.
- Benefits Administration.

Manage Base Benefits Business Process

An iterative and retro trigger is written when administration changes the following pages:

- Benefit Program Participation.
- Health Benefit Elections.
- Life/ADD Elections.

Administer Workforce Business Process

An iterative and retro trigger is written when administration changes the **Benefit Program** field on the Benefit Participation page.

Benefits Administration

In Benefits Administration, a trigger is written to the BAS_ACTIVITY table whenever an employee has a qualified life event. The Benefits Administration process, BAS_RUNCTL, will evaluate that event and determine whether a new benefit enrollment record should be written for that employee.

If a new benefit enrollment record is written that affects the employee's benefit program, health plan enrollment, or life enrollment, a retroactive and iterative trigger is written to the GP_RTO_TRGR and GP_ITER_TRGR tables.

Related Topics

- PeopleSoft Global Payroll: Understanding Triggers

Delivered Mass Triggers

Mass triggers enable you to generate employee payroll triggers based on changes to setup tables. Mass triggers are specified for a certain record on a certain component. A SQL object defines the population affected by the change to the setup table. When the affected employees are determined, you can review the trigger details before accepting the changes.

PeopleSoft Global Payroll for United States delivers one mass trigger event definition, BEN MT, for the following components:

- BEN_PROG_DEFN
- BN_FORMULA
- BN_RATE_TABLE
- CALC_RULES_TABLE

- COVERAGE_GROUP_TBL
- LIFE_ADD_TABLE

Related Topics

- PeopleSoft Global Payroll: Setting Up Mass Triggers

Reviewing Benefit Deductions

Pages Used to Review Benefit Deductions

| Page Name | Definition Name | Usage |
|-------------------------------------------|-----------------|--------------------------------------------------------------------------------------------------------------------------------|
| Benefits Summary USA Page | GPUS_BEN_SMRY | View a summary of the employee's benefit enrollments and deduction amounts. |
| Benefit Contribution Register Page | GPUS_RUN_BEN003 | Generate the Benefit Contribution Register report. You specify the date as of which you want to generate the monthly report. |
| Savings Investment Distribution Page | GPUS_RUN_BEN004 | Generate the Savings Investment Distribution report. You specify the date as of which you want to generate the monthly report. |

Related Topics

- PeopleSoft Global Payroll: Global Payroll Reports: A to Z

Benefits Summary USA Page

Use the Benefits Summary USA page (GPUS_BEN_SMRY) to view a summary of the employee's benefit enrollments and deduction amounts.

Navigation:

Benefits, and then **Review Employee Benefits**, and then **Benefits Summary USA**, and then **Benefits Summary USA**

This example illustrates the fields and controls on the Benefits Summary USA page.

Benefits Summary USA

Sabine D'Hardcastle

Employee

ID K1GSMK01

Benefit Record Number 0

From Date 01/01/2004

To Date 01/31/2004

Create Benefits Summary

Health Benefits Personalize | Find | View All | [Print] [Calendar] First 1-4 of 4 Last

| Benefit Program | Plan Type | Coverage Election | Benefit Plan | Coverage | Coverage Begin Date |
|-----------------|-----------|-------------------|--------------|---------------|---------------------|
| K1A | Medical | Elect | K1MED | Employee Only | 01/01/2004 |
| K1A | Medical | Elect | K1MED | Employee Only | 01/01/2004 |
| K1A | Dental | Elect | K1DEN | Employee Only | 01/01/2004 |
| K1A | Dental | Elect | K1DEN | Employee Only | 01/01/2004 |

Life Benefits Personalize | Find | View All | [Print] [Calendar] First 1-3 of 3 Last

| Benefit Program | Plan Type | Coverage Election | Benefit Plan | Coverage Begin Date |
|-----------------|-------------------|-------------------|--------------|---------------------|
| K1A | Life | Elect | K1BAS | 01/01/2004 |
| K1A | Supplemental Life | Elect | K1SUP | 01/01/2004 |
| K1A | Dependent Life | Elect | K1SPO | 01/01/2004 |

Savings Plans Personalize | Find | View All | [Print] [Calendar] First 1 of 1 Last

| Benefit Program | Plan Type | Coverage Election | Benefit Plan | Flat Deduction Amount | Percent of Gross | Coverage Begin Date |
|-----------------|-----------|-------------------|--------------|-----------------------|------------------|---------------------|
| K1A | 401(k) | Elect | K1401K | | 5.000 | 01/01/2004 |

Complete the **From Date** and **To Date** fields, and then select the **Create Benefit Summary** button. The results will appear.

10

Understanding Tax Processing

Delivered Tax Elements

This topic discusses:

- Delivered federal tax elements.
- Delivered state income tax elements.

Delivered Federal Tax Elements

This topic discusses:

- Delivered federal tax arrays.
- Delivered federal tax brackets.
- Delivered federal tax supporting elements.
- Delivered federal tax variables.
- Delivered federal tax formulas.
- Delivered federal tax deductions.
- Delivered federal tax accumulators.
- Delivered federal tax sections.
- Delivered federal tax element groups.

Delivered Federal Tax Arrays

This table lists the federal tax-related arrays delivered with PeopleSoft Global Payroll for United States:

| Array | Description |
|--------------------------|---------------------------------------------------------------------------------------------------------------|
| TAX AR EE FED OTH | Retrieves federal employee tax information from the payee tax profile. |
| TAX AR ER COM DATA | Retrieves employer tax data from the COMPANY table. |
| TAX AR ER FED DATA | Retrieves employer federal tax data from the Company Federal Tax Data table. |
| TAX WA EE FED DATA | Writable array that stores federal employee tax information. |
| TAX AR REPORTING COMPANY | Retrieves the Employer Identification Number (EIN) information from the Year End Tax Reporting Company table. |

Delivered Federal Tax Brackets

This table lists the federal tax-related brackets delivered with PeopleSoft Global Payroll for United States:

| Bracket | Description |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TAX BR FED EX ALL | Provides federal withholding Exemption Allowance Amounts based on Filing Status. |
| TAX BR FWT ALT RT | Provides federal withholding tax (FWT) rates based on standard taxable income and Federal Withholding Elements AND Multi Job or Spouse Works option is selected. |
| TAX BR FWT RATES | Provides federal withholding tax (FWT) rates based on standard taxable income and Federal Withholding Elements. |

Delivered Federal Tax Supporting Elements

This table lists the federal tax-related supporting elements delivered with PeopleSoft Global Payroll for United States:

| Supporting Element | Description |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TAX DT PRD DATE | From the period begin date, extracts three distinct numbers for year, month, and day. |
| TAX DT ST YEAR | Calculates the first day of the year. |
| TAX DR YR DAYS | A duration representing the number of days from the first day of the year. |
| TAX RR 1/100 CENT | Rounding rule that causes the system to disregard any fractional part of a cent of collected tax unless it amounts to one-half cent or more, in which case it increases it to 1 cent. |
| TAX DT EN YEAR | Calculates the end-of-year date. |
| TAX DT HIR DATE | Calculates the hire date. |
| TAX DR HIRE DAYS | Calculates the days from hire. |
| TAX DR YEAR DAYS | Calculates days from start of year. |

Delivered Federal Tax Variables

This table lists the federal tax-related variables delivered with PeopleSoft Global Payroll for United States:

| Variable | Description |
|--------------------|---------------------------------------|
| TAX VR AD AMT FWT | Additional amount to withhold. |
| TAX VR AD PCT FWT | Additional percent to withhold. |
| TAX VR ADMDEE RT | Additional Medicare tax rate. |
| TAX VR ADMDEE THLD | Additional Medicare threshold amount. |
| TAX VR BALANCES | Balances initialized. |
| TAX VR DEP AMT | W-4 Dependent Amount (Box 3). |
| TAX VR EE FWT DED | W-4 Deduction Amount (Box 4b). |

| Variable | Description |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| TAX VR EXEMPT AMT | Exemption Amount returned by the Exemption Bracket (TAX BR FED EX ALL) for 2020. |
| TAX VR FORM VERSION | W-4 Form version. |
| TAX VR FWT S | FWT supplemental. |
| TAX VR FWT SAV | Saved value for FWT calculation. |
| TAX VR FWT STATUS | Federal tax status. |
| TAX VR HIR DY | Hire day. |
| TAX VR HIR MO | Hire month. |
| TAX VR HIR YR | Hire year. |
| TAX VR MAR SAV | Marital status saved. |
| TAX VR MULT JOBS | W-4 Multi Job or Spouse Works Indicator. |
| TAX VR REP COMPANY | Reporting company. |
| TAX VR RPT TYPE | Report type. |
| TAX VR RSLT AMT | Tax amount. |
| TAX VR RSLT GRS | Tax gross. |
| TAX VR RSLT NL GRS | Non limited tax gross. |
| TAX VR RSLT PIN | Tax element number. |
| TAX VR RSLT RATE | Tax rate. |
| TAX VR CRD PCT | Tax rate credit. |
| TAX VR EIN | Federal employer identification number (EIN). |
| TAX VR CPAY MST ID | Common Paymaster Tax ID |
| TAX VR METHOD | Tax method (A = Annualized, C = Cumulative, S = Supplemental). |
| TAX VR PMT | Payment option (R = Supplemental wages paid with regular wages, S = Separate payment). |
| TAX VR EXP FUT | Exempt from federal unemployment tax (FUTA) indicator (Y/N). |
| TAX VR MAR STAT | Payee marital status used for tax calculation (S = Single, M = Married, W = Married but withhold at higher single rate) as indicated on the W-4 form. |
| TAX VR NB ALLOW | Number of allowances as indicated on the W-4 form. |
| TAX VR FICA EE | Federal Insurance Contributions Act (FICA) status for employee (N = Subject, E = Exempt, M = Medicare only). |
| TAX VR FICA ER | FICA status for employer (N = Subject, E = Exempt, M = Medicare only). |
| TAX VR TIP EE | Tipped status (N = Not tipped, D = Directly, I = Indirectly). |
| TAX VR GRS | Gross given by payroll. |
| TAX VR GRS A | Annualized gross given by payroll. |
| TAX VR GRS C | Cumulative gross given by payroll. |
| TAX VR GRS S | Supplemental gross given by payroll. |

| Variable | Description |
|--------------------|----------------------------------------------------------------------------|
| TAX VR GRS TOT | Non limited gross given by payroll. |
| TAX VR FWT PRE TAX | Pre-tax deductions. |
| TAX VR BASE GRS | Base gross given by payroll. |
| TAX VR FWT MAR | Payee marital status for the purpose of federal tax calculation. |
| TAX VR FREQ TYPE | Frequency type. |
| TAX VR FREQ FACT | Calculated frequency factor based on pay period. |
| TAX VR AN GRS | Calculated annualized gross. |
| TAX VR AN EXE | Calculated annualized exemption. |
| TAX VR BRK GRS | Bracket gross from tax brackets. |
| TAX VR LOW GRS | Low gross amount from tax brackets. |
| TAX VR RATE | Tax rate from tax brackets. |
| TAX VR LOW TAX | Low tax from tax brackets. |
| TAX VR LOW CREDIT | Low credit from tax brackets. |
| TAX VR AN FWT TOT | Calculated total annualized tax amount. |
| TAX VR PRD FACT | Tax period. |
| TAX VR FWT | Calculated FWT. |
| TAX VR FWT A | Calculated annualized FWT. |
| TAX VR FWT C | Calculated cumulative FWT. |
| TAX VR AMT | Calculated tax amount. |
| TAX VR PRD YR | Period year. |
| TAX VR PRD MO | Period month. |
| TAX VR PRD DY | Period day. |
| TAX VR FED EX ALL | Federal exemptions allowances. |
| TAX VR FED SUP R | Federal supplemental wage rate. |
| TAX VR OAS EE LIM | Old age, survivors, and disability insurance (OASDI) employee gross limit. |
| TAX VR OAS EE RATE | OASDI employee tax rate. |
| TAX VR OAS EE PY L | OASDI employee payment limit. |
| TAX VR OAS ER LIM | OASDI employer gross limit. |
| TAX VR OAS ER RATE | OASDI employer tax rate. |
| TAX VR OAS ER PY L | OASDI employer payment limit. |
| TAX VR OTHER INC | W-4 Other Income value (Box 4a). |
| TAX VR MED EE RATE | Medicare employee tax rate. |
| TAX VR MED ER RATE | Medicare employer tax rate. |
| TAX VR FUT GRS LIM | FUTA gross limit. |
| TAX VR FUT RATE | FUTA tax rate. |
| TAX VR EE TXSCL | Employee income type. |
| TAX VR EE OV SL RT | EE Override student loan rate |

Delivered Federal Tax Formulas

This table lists the federal tax-related formulas delivered with PeopleSoft Global Payroll for United States:

| Formula | Description |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TAX FM ADMED EE | Calculates Additional Medicare Tax |
| TAX FM ADMEE POST | Post Process Additional Medicare Employee |
| TAX FM FUT POST | Post-process FUTA. |
| TAX FM FWT POST | Post-process FWT. |
| TAX FM FWT PRE | Pre-process FWT. This formula manages exemption statuses and the gross accumulators. |
| TAX FM FWT S/AGGR | Supplemental FWT aggregate. |
| TAX FM FWT S/PCT | Supplemental FWT percent. |
| TAX FM INIT EVENT | Tax initialization event list. |
| TAX FM MED EE POST | Post-process medicare employee. |
| TAX FM MED ER POST | Post-process medicare employer. |
| TAX FM OAS EE POST | Post-process OASDI employee. |
| TAX FM OAS ER POST | Post-process OASDI employer. |
| TAX FM FED POST | Federal post-process formula. |
| TAX FM INIT | Tax initialization. Runs before all earnings resolution to set the values required before any calculation: frequency factor, common paymaster ID, marital status, and technical initialization for OASDI, Medicare, and FUTA balances. |
| TAX FM FWT | Calculates the total FWT based on regular, cumulative, and supplemental wages. |
| TAX FM FWT AN | Calculates withholding tax based on an annual gross and the tax brackets. |
| TAX FM FWT A | Calculates withholding tax using the annualized method. |
| TAX FM FWT C | Calculates withholding tax using the cumulative method. |
| TAX FM FWT SP | Calculates withholding tax using the supplemental method when supplemental wages are combined with regular wages. |
| TAX FM FWT SA | Calculates withholding tax using the supplemental method when supplemental wages are paid separately from regular wages. |
| TAX FM OAS EE | Calculates OASDI employee tax. |
| TAX FM OAS ER | Calculates OASDI employer tax. |
| TAX FM MED EE | Calculates Medicare employee tax. |
| TAX FM MED ER | Calculates Medicare employer tax. |
| TAX FM FUT | Calculates the FUTA employer tax. |
| TAX FM PERIOD | Sets the period number. |

Delivered Federal Tax Deductions

This table lists the federal tax-related deductions delivered with PeopleSoft Global Payroll for United States:

| Deduction | Description |
|------------------|----------------------------|
| ADDL MED EE | Additional Medicare EE Tax |
| FWT | Federal withholding tax. |
| OASDI EE | OASDI employee tax. |
| OASDI ER | OASDI employer tax. |
| MEDICARE EE | Medicare employee tax. |
| MEDICARE ER | Medicare employer tax. |
| FUTA | FUTA tax. |

Note

All of the tax deductions use post-process formulas to manage manual payments (the taxable gross must be calculated based on the tax amount entered manually) and to trigger writable arrays containing tax amounts and grosses.

Delivered Federal Tax Accumulators

This table lists the federal tax-related accumulators delivered with PeopleSoft Global Payroll for United States:

| Accumulator | Description |
|--------------------|-------------------------------------------------------|
| ADDL MEDEE AMT YTD | Additional Medicare Employee YTD. |
| AD MEDEE GRS L | Additional Medicare Employee Taxable Gross. |
| AD MEDEE GRS L YTD | Additional Medicare Employee YTD Taxable Gross. |
| ADDL MEDEE AMT | Additional Medicare Employee Amount. |
| FWT ARR | Federal Income Tax (FIT) withholding. |
| FWT PTDA | FIT withholding. |
| FWT YTDA | FIT withholding. |
| FWT GRS N | Taxable gross (subject to FWT) - Customer Maintained. |
| FWT GRS | Taxable gross for FWT. |
| FWT GRS PTD | Period-to-date taxable gross for FWT. |
| FWT GRS TOT | Taxable gross total for FWT. |
| FWT GRS TOT YTD | Year-to-date taxable gross total for FWT. |
| FWT PRE TAX N | Before tax deductions - Customer Maintained. |
| FWT PRE TAX | Before tax deductions. |
| FWT PRE TAX PTD | Period-to-date before tax deductions. |
| MED EE FULL AMT | Combined Medicare Employee Amount. |

| Accumulator | Description |
|---------------------|-----------------------------------------------------------------------|
| MED EE FULL AMT YTD | Combined Medicare Employee YTD Amount. |
| OAS EE AMT CUR | OASDI employee amount. |
| OAS EE AMT PREV | OASDI employee amount. |
| OAS EE AMT TOT | OASDI employee amount. |
| OAS EE AMT YTD | Year to date OASDI amount for employee (used in year-end reports). |
| OAS EE GRS CUR | OASDI employee gross. |
| OAS EE GRS LIM | OASDI employee taxable gross. |
| OAS EE GRS PREV | OASDI employee gross. |
| OAS EE GRS TOT | OASDI employee gross. |
| OAS EAR AMT CUR | OASDI employer amount. |
| OAS ER AMT PREV | OASDI employer amount. |
| OAS ER AMT TOT | OASDI employer amount. |
| OAS ER GRS CUR | OASDI employer gross. |
| OAS ER GRS LIM | OASDI employer taxable gross. |
| OAS ER GRS PREV | OASDI employer gross. |
| OAS ER GRS TOT | OASDI employer gross. |
| OASDI EE ARR | OASDI employee tax. |
| OASDI EE YTDA | OASDI employee tax. |
| OASDI ER ARR | OASDI employer tax. |
| OASDI ER YTDA | OASDI employer tax. |
| OAS EE GRS N | OASDI employee gross - Customer Maintained. |
| OAS EE GRS | OASDI employee gross. |
| OAS EE GRS YTD | Year-to-date OASDI employee gross. |
| OAS EE GRS LIM YTD | Year-to-date OASDI employee gross limited. |
| OAS ER GRS N | OASDI employer gross - Customer Maintained. |
| OAS ER GRS | OASDI employer gross. |
| OAS ER GRS YTD | Year-to-date OASDI employer gross. |
| OAS ER GRS LIM YTD | Year-to-date OASDI employer gross limited. |
| MED EE AMT CUR | Medicare employee amount. |
| MED EE AMT PREV | Medicare employee amount. |
| MED EE AMT TOT | Medicare employee amount. |
| MED EE AMT YTD | Medicare employee YTD. |
| MED EE AMT YTD | Year to date Medicare amount for employee (used in year-end reports). |
| MED EE GRS CUR | Medicare employee gross. |
| MED EE GRS LIM | Medicare employee taxable gross. |
| MED EE GRS LIM YTD | Medicare employee YTD taxable gross. |
| MED EE GRS PREV | Medicare employee gross. |
| MED EE GRS TOT | Medicare employee gross. |
| MED ER AMT CUR | Medicare employer amount. |

| Accumulator | Description |
|--------------------|------------------------------------------------|
| MED ER AMT PREV | Medicare employer amount. |
| MED ER AMT TOT | Medicare employer amount. |
| MED ER GRS CUR | Medicare employer gross. |
| MED ER GRS LIM | Medicare employer taxable gross. |
| MED ER GRS LIM YTD | Medicare employer YTD taxable gross. |
| MED ER GRS PREV | Medicare employer gross. |
| MED ER GRS TOT | Medicare employer gross. |
| MEDICAL EE ARR | Medical. |
| MEDICAL EE MTDA | Medical. |
| MEDICAL EE PTDA | Medical. |
| MEDICAL EE QTDA | Medical. |
| MEDICAL EE YTDA | Medical. |
| MEDICAL ER ARR | Medical employer paid. |
| MEDICAL ER MTDA | Medical employer paid. |
| MEDICAL ER PTDA | Medical employer paid. |
| MEDICAL ER QTDA | Medical employer paid. |
| MEDICAL ER YTDA | Medical employer paid. |
| MEDICARE EE ARR | Medicare employee tax. |
| MEDICARE EE YTDA | Medicare employee tax. |
| MEDICARE ER ARR | Medicare employer tax. |
| MEDICARE ER YTDA | Medicare employer tax. |
| MED EE GRS N | Medicare employee gross - Customer Maintained. |
| MED EE GRS | Medicare employee gross. |
| MED EE GRS YTD | Year-to-date Medicare employee gross. |
| MED ER GRS N | Medicare employer gross - Customer Maintained. |
| MED ER GRS | Medicare employer gross. |
| MED ER GRS YTD | Year-to-date medicare employer gross. |
| FUT AMT CUR | FUTA amount. |
| FUT AMT PREV | FUTA amount. |
| FUT AMT TOT | FUTA amount. |
| FUT GRS CUR | FUTA gross. |
| FUT GRS LIM | FUTA taxable gross. |
| FUT GRS PREV | FUTA gross. |
| FUT GRS TOT | FUTA gross. |
| FUTA ARR | Federal unemployment tax. |
| FUTA TYDA | Federal unemployment tax. |
| FUT GRS N | FUTA gross - customer maintained. |
| FUT GRS | FUTA gross. |
| FUT GRS YTD | Year-to-date FUTA gross. |

| Accumulator | Description |
|-----------------|----------------------------------|
| FUT GRS LIM YTD | Year-to-date FUTA gross limited. |

Delivered Federal Tax Sections

This table lists the federal tax-related sections delivered with PeopleSoft Global Payroll for United States:

| Section | Description |
|--------------------|----------------------------------------|
| TAX INITIALIZATION | Tax initialization. |
| FEDERAL TAX ER | Federal tax calculation for employers. |

Delivered Federal Tax Element Groups

PeopleSoft Global Payroll for United States delivers the following federal tax-related element groups: TAX EG FED EE.

| Element Group | Description |
|---------------|----------------------------------|
| TAX EG FED ER | Federal tax deductions employer. |
| TAX EG W-2AS | W-2AS YTD accumulators. |
| TAX EG W-2GU | W-2GU YTD accumulators. |
| TAX EG W-2PR | W-2PR YTD accumulators. |
| TAX EG W-2VI | W-2VI YTD accumulators. |
| TAX EG YE IND | Year-end indicators. |

Delivered State Income Tax Elements

This topic discusses:

- Delivered state income tax arrays.
- Delivered state income tax brackets.
- Delivered state income tax variables.
- Delivered state income tax formulas.
- Delivered state income tax deductions.
- Delivered state income tax accumulators.
- Delivered state income tax sections.
- Delivered state income tax element groups.

Delivered State Income Tax Arrays

This table lists the state income tax-related arrays delivered with PeopleSoft Global Payroll for United States:

| Array | Description |
|-------------------|----------------------------------------------------|
| TAX AR ER ST DATA | Retrieves employer tax data (Company/State Table). |

| Array | Description |
|--------------------|------------------------------------------------------------------------------------------------|
| TAX AR SWT TBL | Retrieves state calculation method and other special tax information from the State Tax table. |
| TAX AR SWT WAG BRK | State tax rates. |
| TAX AR SWT STD DED | State tax standard deductions. |
| TAX AR SWT ALLOW | State tax allowances. |
| TAX AR SWT PERSCR | State tax personal credit. |
| TAX AR SWT EXCL | State pre-tax deductions exclusions. |
| TAX AR SWT WG BR 2 | State tax wage bracket. |
| TAX AR EE WRK ST | Work state. |
| TAX AR LOCAL TAX | Retrieves local tax rate data. |

Delivered State Income Tax Brackets

This table lists the state income tax-related brackets delivered with PeopleSoft Global Payroll for United States:

| Bracket | Description |
|-----------------|---------------------------------------------------------------------------------------------------------------|
| TAX BR ANN MTHD | Returns the formula for calculating taxes using the annualized tax method. |
| TAX BR REG MTHD | Returns the formula for calculating taxes for supplemental income paid with regular wages or paid separately. |

Delivered State Income Tax Variables

This table lists the state income tax-related variables delivered with PeopleSoft Global Payroll for United States:

| Variable | Description |
|-------------------|-----------------------------------------------------------------------------------------|
| TAX VR AD AMT SWT | Additional amount to withhold. |
| TAX VR AD PCT SWT | Additional percent to withhold. |
| TAX VR SWT EIN | State income tax EIN (Employer Identification Number) from the Company State Tax table. |
| TAX VR STATE | U.S. state or territory. |
| TAX VR GRS S SPC | Gross given by payroll. |
| TAX VR GRS S TOT | Gross given by payroll. |
| TAX VR FORM REG | Formula for regular wages. |
| TAX VR FORM SEP | Formula for separate payment. |
| TAX VR SWT | Calculated State Withholding Tax (SWT). |
| TAX VR SWT A | Calculated SWT annualized. |
| TAX VR SWT C | Calculated SWT cumulative. |
| TAX VR SWT S | Calculated SWT supplemental. |
| TAX VR SWT MAR | Payee's marital status used for state tax calculation. |

| Variable | Description |
|--------------------|---------------------------------------------------------------------------------|
| TAX VR SWT PRE TAX | Pre-tax deductions for SWT. |
| TAX VR AD ALLOW | Additional allowances (payee level). |
| TAX VR NBR DEPEND | Number of dependents. |
| TAX VR FWT CR LIM | State tax FWT credit limit. |
| TAX VR SWT STD DED | State tax standard deductions. |
| TAX VR PCT OF FWT | State tax percent of FWT. |
| TAX VR AN FICA | Calculated annualized FICA. |
| TAX VR FICA CR LIM | State tax FICA credit limit. |
| TAX VR SWT ALLOW | State tax exemption allowances. |
| TAX VR SWT ALL 2D | State tax exemption, more than two allowances. |
| TAX VR SWT ALL ADD | State tax additional allowances. |
| TAX VR SWT PERSCR | State tax personal credit. |
| TAX VR SWT GRS LIM | State taxable gross limit. |
| TAX VR SWT DED MIN | State tax standard deductions minimum. |
| TAX VR SWT EX AMT | State tax annual exemption amount. |
| TAX VR SWT SPC EX | State tax special annual exemption amount. |
| TAX VR SWT DED 2D | State tax standard deductions for two dependents or more. |
| TAX VR SWT ALL LIM | State tax exemption allowances limit (high income allowance). |
| TAX VR SWT ROUND | State tax rounding rule (nearest dollar). |
| TAX VR SWT EX LIM | State tax gross limit (threshold). |
| TAX VR SWT EX BPCT | State tax exemption percentage below. |
| TAX VR SWT EX APCT | State tax exemption percentage above. |
| TAX VR SWT WK AMT | State tax work amount. |
| TAX VR SWT WK DED | State tax work deduction. |
| TAX VR SWT WK EX | State tax work exemption amount. |
| TAX VR SWT MLTPY | State tax special multiplier. |
| TAX VR AN SWT TOT | Calculated total annualized tax amount. |
| TAX VR PCT SUP SPC | State tax percentage on special supplemental wages (bonuses and stock options). |
| TAX VR PCT SUP | State tax percentage on supplemental wages. |
| TAX VR JURISDICT | UI jurisdiction. |
| TAX VR ANN MTHD | Annualized method. |
| TAX VR REG MTHD | Supplemental, paid with regular wages method. |
| TAX VR SEP MTHD | Supplemental, paid separately method. |
| TAX VR PRE STATUS | Previous status. |
| TAX VR SWT MAX FWT | Maximum FWT exemption. |
| TAX VR CATEGORY | Tax category. |
| TAX VR DED NUM | Before tax deduction pointer. |
| TAX VR BRK TYP | Bracket type. |

| Variable | Description |
|--------------------|--------------------------------------|
| TAX VR SWT ALL 2D | Allowance, two dependents. |
| TAX VR SWT ADD ADJ | Additional amount adjustment. |
| TAX VR SWT DED MAX | Standard deduction maximum. |
| TAX VR SWT DED PC1 | Standard deduction percent 1. |
| TAX VR SWT DED PC | Standard deduction percent. |
| TAX VR SWT DEP CR | State tax dependent credit. |
| TAX VR SWT GRS LI2 | State taxable gross limit 2. |
| TAX VR SWT SAV | Saved value for SWT calculation. |
| TAX VR SWT STATUS | State tax status. |
| TAX VR EFFDT | Tax rates effective date. |
| TAX VR LOWTAX AMT | Amount for a low-income tax credit. |
| TAX VR LOWTAX PCT | Percent for a low-income tax credit. |
| TAX VR OPT DED | Optional deduction amount. |
| TAX VR STD DED ALW | Standard deduction allowable amount. |
| TAX VR TAX LOC CD | Tax location code. |
| TAX VR LOCALITY | County code. |
| TAX VR RES TAX RT | Resident tax rate. |

Delivered State Income Tax Formulas

This table lists the state income tax-related formulas delivered with PeopleSoft Global Payroll for United States:

| Formula | Description |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TAX FM ST POST | State post-process formula. |
| TAX FM SWT A/P FWT | SWT — Ann/Percent of FWT. |
| TAX FM SWT POST | Post-process SWT. |
| TAX FM SWT PRE | Pre-process SWT. This formula manages exemption statuses and the gross accumulators. In addition, it retrieves payee tax data information such as marital status and allowances. |
| TAX FM SWT S/+PCTS | SWT — Multiple rates. |
| TAX FM SWT S/P FWT | SWT — Sup/Percent of FWT. |
| TAX FM SWT S/PCT | SWT — Percent of tax gross. |
| TAX FM SWT | Calculates SWT based on regular and supplemental wages. |
| TAX FM SWT AN | Calculates SWT based on an annual gross and the tax brackets. |
| TAX FM SWT A | Calculates SWT using the annualized method. |
| TAX FM SWT C | Calculates SWT using the cumulative method. |
| TAX FM SWT A/BRK | Calculates SWT on Regular Wages - States using state tax rates. |

| Formula | Description |
|--------------------|---------------------------------------------------------------------------------------------------------------------------|
| TAX FM SWT A/FWT | Calculates SWT on Regular Wages - States using an FWT wage bracket. |
| TAX FM SWT A/F-CR | Calculates SWT on Regular Wages - States using an FWT credit in the tax calculation. |
| TAX FM SWT A/F/ALL | Calculates SWT on Regular Wages - States using an FWT credit in the tax calculation and a specific allowance calculation. |
| TAX FM SWT A/F-CR2 | Calculates SWT on Regular Wages - States using an FWT credit in the tax calculation (2nd method). |
| TAX FM SWT A/PFWT | Calculates SWT on Regular Wages - States using a percent of FWT only in the tax calculation. |
| TAX FM SWT A/FICA | Calculates SWT on Regular Wages - States using a FICA Credit in the tax calculation. |
| TAX FM SWT A/SPC* | Calculates SWT on Regular Wages - States using a special multiplier in the tax calculation. |
| TAX FM SWT A/SPC*E | Calculates SWT on Regular Wages - States using a special exemption table in the tax calculation. |
| TAX FM SWT A/STDED | Calculates SWT on Regular Wages - States using a standard deduction threshold in the tax calculation. |
| TAX FM SWT A/EX-CR | Calculates SWT on Regular Wages - States using a special formula to calculate the "Exempt/Personal Credit" amount. |
| TAX FM SWT A/ANEX | Calculates SWT on Regular Wages - States using an annual exemption amount in the tax calculation. |
| TAX FM SWT A/+ALW | Calculates SWT on Regular Wages - States using an additional allowance number. |
| TAX FM SWT S/AGGR | Calculates SWT on Supplemental Wages - Aggregate. |
| TAX FM SWT S/%GRS | Calculates SWT on Supplemental Wages - Percent of taxable gross. |
| TAX FM SWT S/%FWT | Calculates SWT on Supplemental Wages - States using a percent of FWT only in the tax calculation. |
| TAX FM SWT S/+PCTS | Calculates SWT on Supplemental Wages - Multiple Rates. |
| TAX FM SWT S/NO-AN | Calculates SWT on Supplemental Wages - Aggregate - No Annualize. |
| TAX FM SWT S/T/PCT | Calculates SWT on Supplemental Wages - Aggregate - No Tax else percent. |
| TAX FM SWT S/SPC | Calculates SWT on Supplemental Wages - Special Table. |
| TAX FM SWT DED | Look-up formula that retrieves standard deduction rates. |
| TAX FM SWT ALL | Look-up formula that retrieves allowance rates. |
| TAX FM SWT CRD | Look-up formula that retrieves credit rates. |

| Formula | Description |
|--------------------|------------------------------------------------------------------------------------------|
| TAX FM SWT EXCL | Look-up formula that retrieves the elements excluded from the taxable gross calculation. |
| TAX FM SWT WG BR 2 | Calculates annualized SWT based on state wage bracket data. |
| TAX FM SWT PR ALW | Calculates Puerto Rico-specific allowances using the Automatic or Optional methods. |

Delivered State Income Tax Deductions

This table lists the state income tax-related deductions delivered with PeopleSoft Global Payroll for United States:

| Deduction | Description |
|-----------|-----------------------------|
| SWT | State withholding tax (SWT) |

Note

All of the tax deductions use post-process formulas to manage manual payments (the taxable gross must be calculated based on the tax amount entered manually) and to trigger writable arrays containing tax amounts and grosses.

Delivered State Income Tax Accumulators

This table lists the state income tax-related accumulators delivered with PeopleSoft Global Payroll for United States:

| Accumulator | Description |
|-----------------|-------------------------------------------------------------------------------------------------------------|
| SWT GRS N | Taxable gross subject to SWT - Customer Maintained. |
| SWT GRS | Taxable gross subject to SWT. |
| SWT GRS PTD | Period-to-date taxable gross subject to SWT. |
| SWT GRS SPC N | Taxable gross supplemental special earnings (bonus and stock options) subject to SWT - Customer Maintained. |
| SWT GRS SPC | Taxable gross supplemental special earnings (bonus and stock options) subject to SWT. |
| SWT GRS SPC PTD | Period-to-date taxable gross supplemental special earnings (bonus and stock options) subject to SWT. |
| SWT GRS TOT | Taxable gross total for SWT. |
| SWT GRS TOT YTD | Year-to-date taxable gross total for SWT. |
| SWT PRE TAX N | Before tax deductions - Customer Maintained. |
| SWT PRE TAX | Before tax deductions. |
| SWT PRE TAX PTD | Year-to-date before tax deductions. |
| SWT GRS S | SWT gross. |

| Accumulator | Description |
|-----------------|----------------------------|
| SWT GRS SPC S | SWT special gross. |
| SWT PRE TAX EXC | SWT before tax exclusions. |
| SWT PRE TAX S | SWT before tax. |
| SWT ARR | State income tax. |
| SWT PTDA | State income tax. |
| SWT YTDA | State income tax. |

Delivered State Income Tax Sections

This table lists the state income tax-related sections delivered with PeopleSoft Global Payroll for United States:

| Section | Description |
|--------------------|--------------------------------------|
| TAX INITIALIZATION | Tax initialization. |
| STATE TAX EE | State tax calculation for employees. |

Federal Tax Calculation

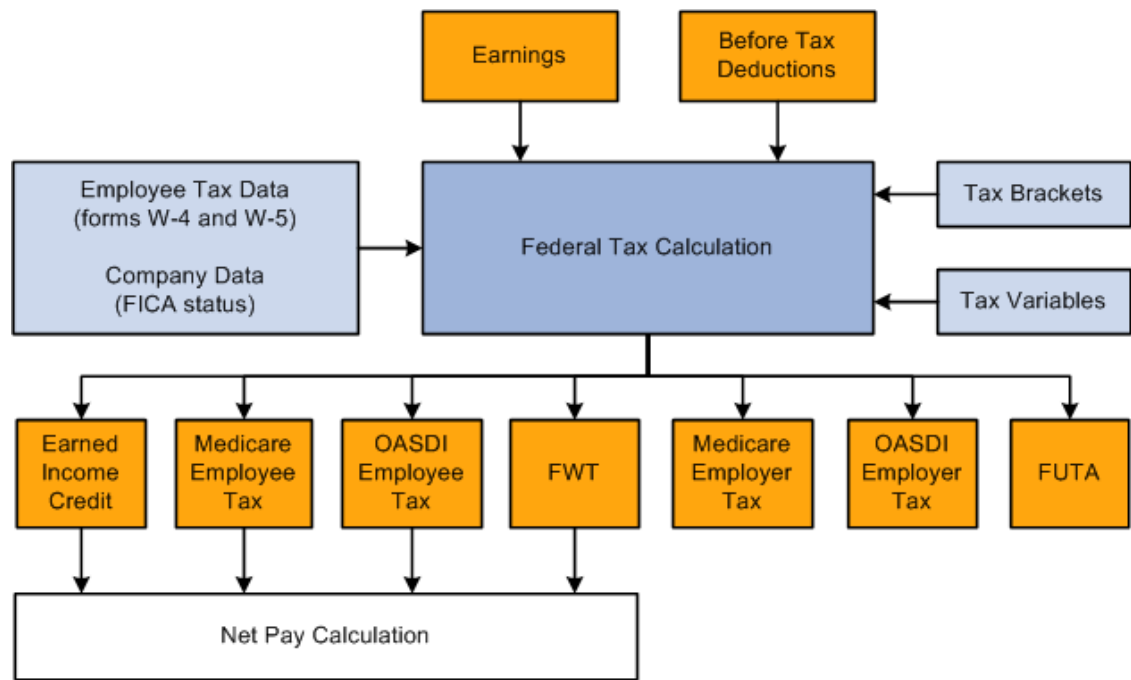
This topic discusses how to:

- Calculate federal tax.
- Calculate FWT.
- Calculate OASDI.
- Calculate Medicare tax.
- Calculate FUTA.

Calculating Federal Tax

This diagram illustrates the flow of federal tax calculation:

This diagram illustrates the flow of federal tax calculation.

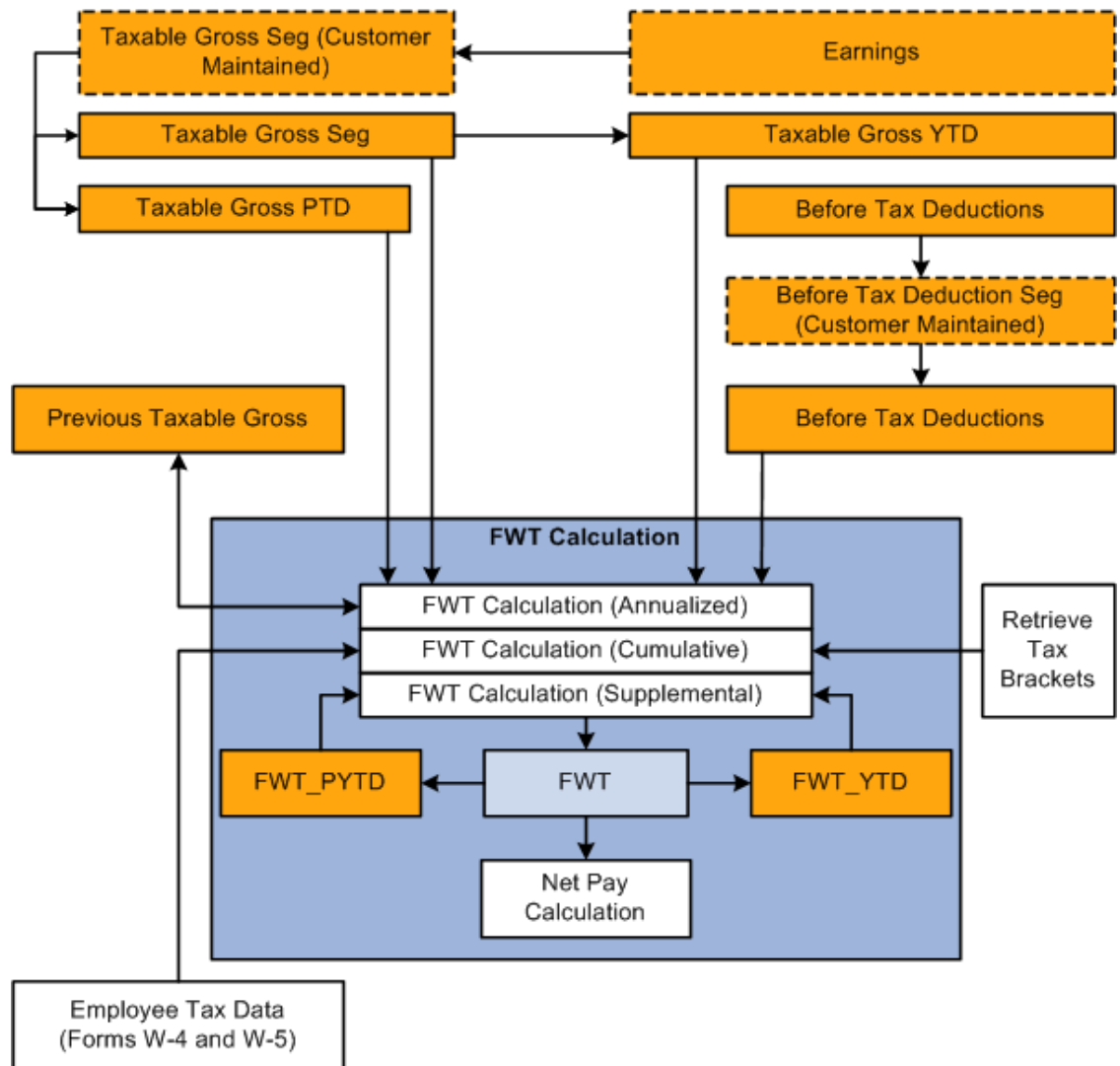


This diagram presents an overall view of the calculation of federal income tax. It shows how the system uses employee data, company data, earnings, deductions, and supporting elements to calculate the various federal taxes and credits for payees and employers. The system then uses the taxes and credits calculated for payees to calculate net pay.

Calculating FWT

This diagram illustrates the flow of FWT calculation:

This diagram illustrates the flow of FWT calculation.



The system calculates FWT as a deduction (FWT) using the formula $TAX - FWT$. The system includes this deduction in net pay calculation.

The calculation has three phases, based on tax method:

1. Annualized
2. Cumulative
3. Supplemental (aggregate/percent)

The calculations are based on the bracket $TAX - BR - FWT - RATES$, which contains the tax rates and set of variables that store key values such as exemption allowances and supplemental wage rate.

Note

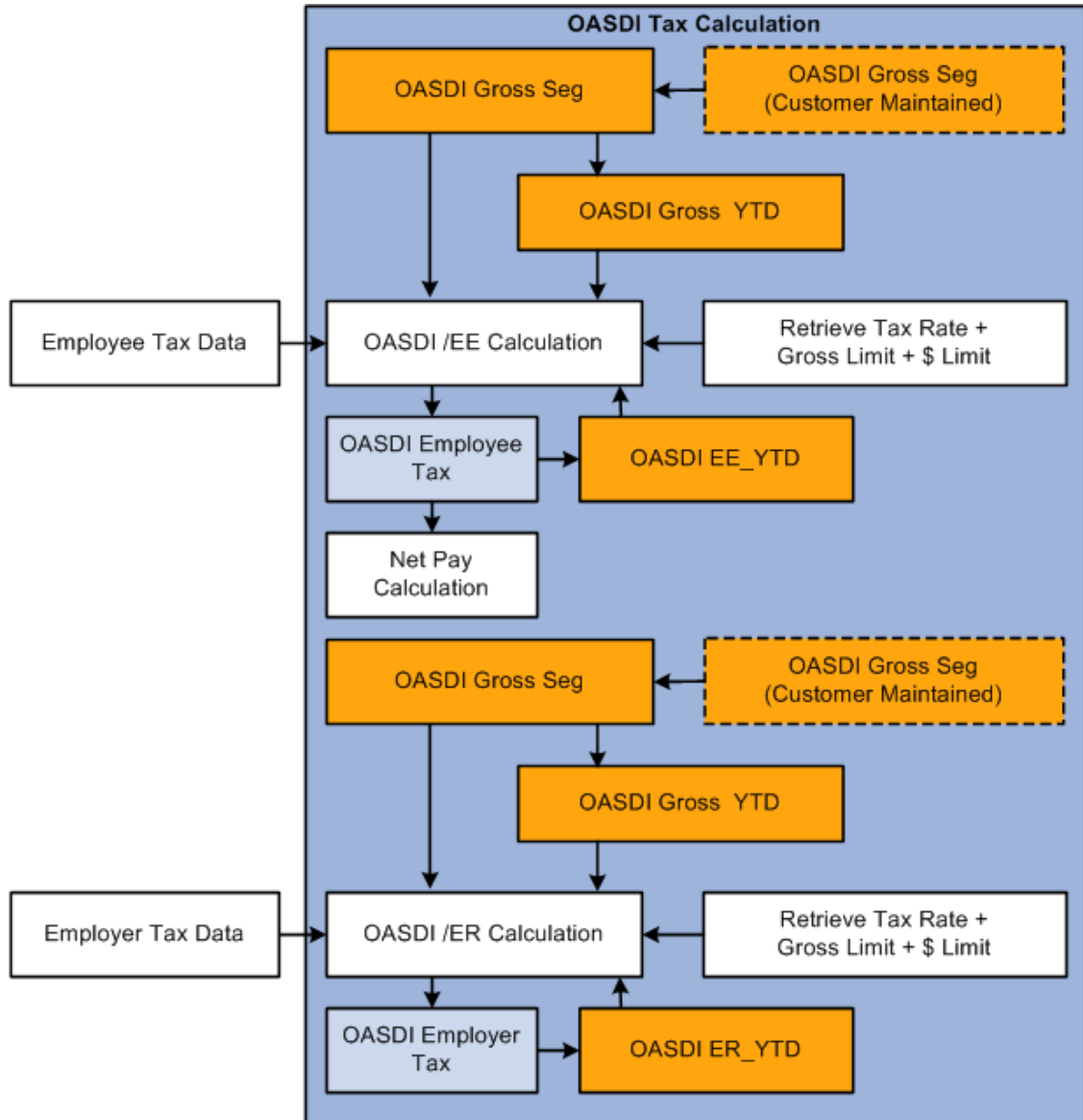
The default tax method is *annualized*. You can override the method that the system uses to calculate FWT.

See [Overriding Tax and Payment Methods](#).

Calculating OASDI

This diagram illustrates the flow of the OASDI calculation:

This diagram illustrates the flow of the OASDI calculation.



The system calculates OASDI employee tax as a deduction (OASDI EE) using the formula TAX FM OAS EE. The system includes this deduction in the net pay calculation. The calculations are based on a set of variables that store key values such as gross limits, tax rates, and payment limits for OASDI. Year-to-date OASDI tax for a payee is stored in the OASDI EE YTD accumulator. The system then refers to this accumulator to enforce the yearly OASDI limit during calculation.

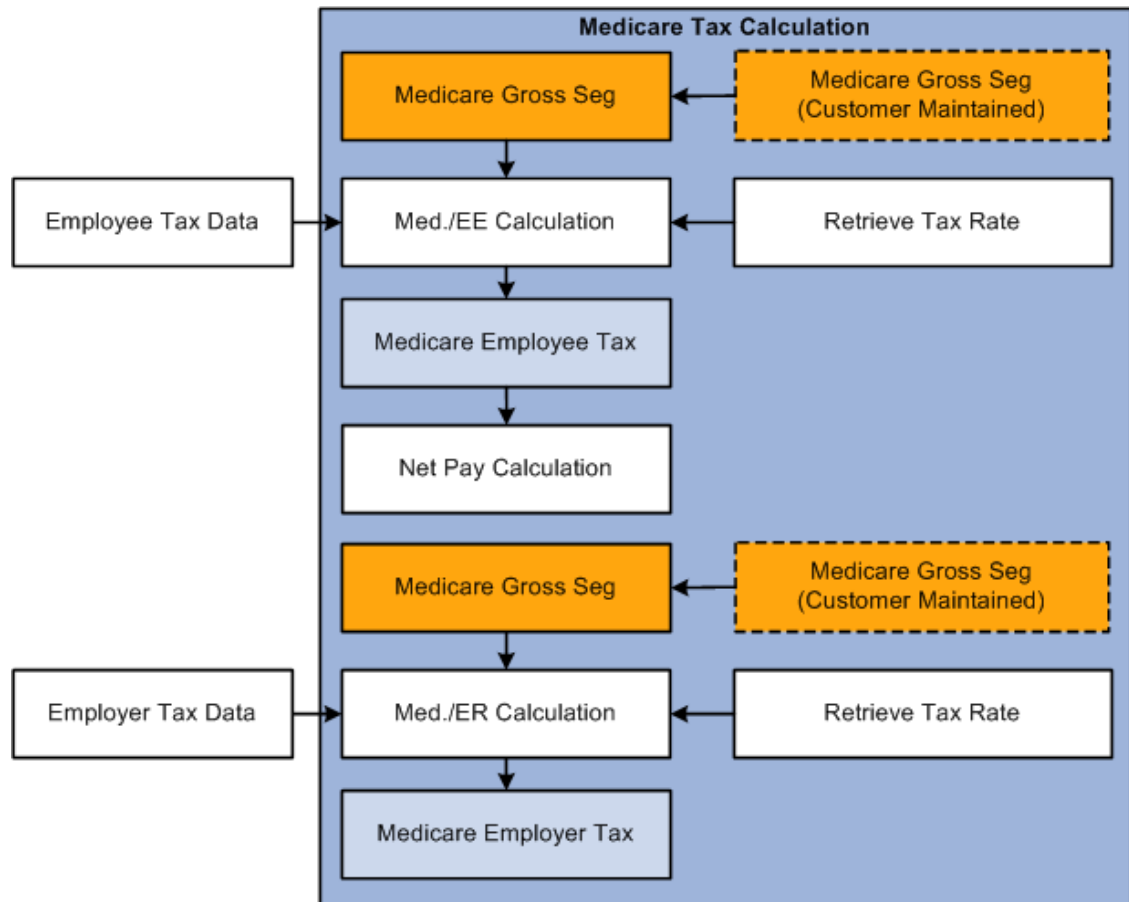
The system calculates OASDI employer tax as a deduction (OASDI ER) using the formula TAX FM OAS ER. Because this deduction applies only to employers, the system does not include it

in net pay calculation. The system stores year-to-date OASDI employer tax in an accumulator (OASDI ER YTDA), just as it does for year-to-date OASDI employee tax. Likewise, the system uses the accumulator to enforce yearly limits on OASDI employer tax.

Calculating Medicare Tax

This diagram illustrates the flow of Medicare tax calculation:

This diagram illustrates the flow of Medicare tax calculation.



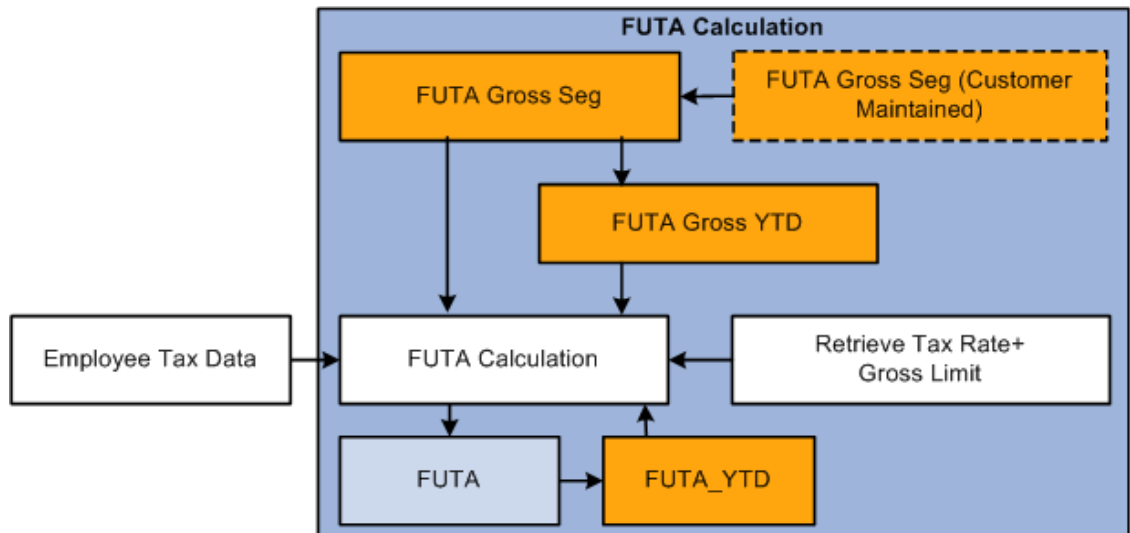
The system calculates Medicare employee tax as a deduction (MEDICARE EE) using the formula TAX FM MED EE. The system includes this deduction in net pay calculation. The calculations are based on a variable that stores the tax rate for Medicare.

The system calculates Medicare employer tax as a deduction (MEDICARE ER) using the formula TAX FM MED ER. Because this deduction applies only to employers, the system does not include it in net pay calculation.

Calculating FUTA

This diagram illustrates the flow of FUTA calculation:

This diagram illustrates the flow of FUTA calculation.



The system calculates FUTA as a deduction (FUTA) using the formula TAX FM FUT. The system includes this deduction in net pay calculation. The calculations are based on a variable that stores the tax rate for FUTA.

Year-to-date FUTA for a payee is stored in the FUTA_YTDA accumulator. The system then refers to this accumulator to enforce the yearly FUTA limit during calculation.

State Tax Calculation

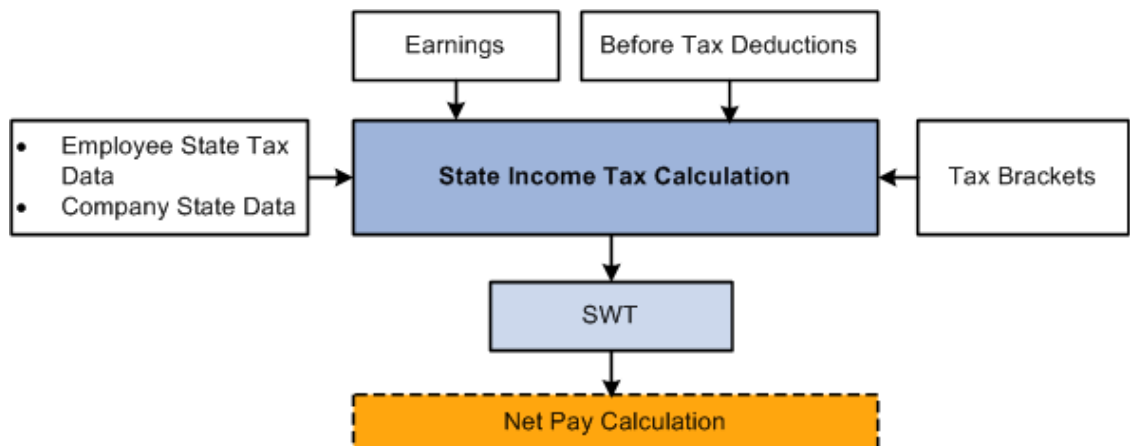
This topic discusses how to:

- Calculate state income tax.
- Calculate SWT.

Calculating State Income Tax

This diagram illustrates the flow of state income tax calculation:

This diagram illustrates the flow of state income tax calculation.

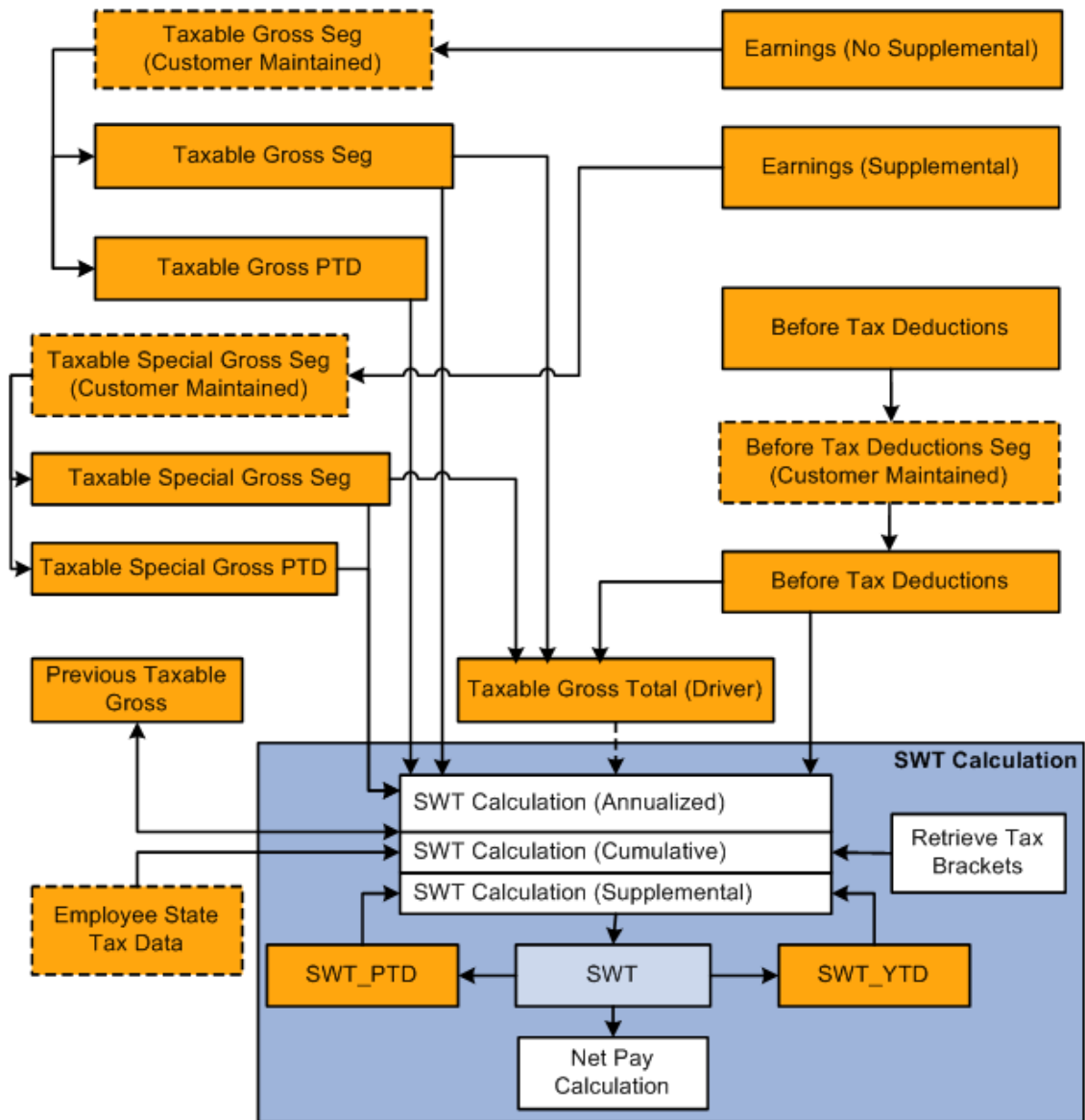


This diagram presents an overall view of the calculation of state income tax. It shows how the system uses employee data, company data, earnings, deductions, and supporting elements to calculate SWT for payees. The system then uses the taxes and credits to calculate net pay.

Calculating SWT

This diagram illustrates the flow of SWT calculation:

This diagram illustrates the flow of SWT calculation.



The system calculates SWT as a deduction (SWT) using the formula TAX FM SWT. The system includes this deduction in net pay calculation. Because a payee may possibly earn income from multiple states during the year, the system uses an accumulator driver (SWT GRS TOT) to generate multiple resolutions of the deduction. For every state that applies to a payee, SWT GRS TOT drives a separate resolution of the SWT deduction. The calculation has three phases, based on the tax method and payment method for supplemental wages:

1. Annualized
2. Cumulative
3. Supplemental (paid with regular wages or in a separate payment)

The calculations are based on the State Tax table that determines which formula to apply for each state.

This table returns:

- The formula to apply for regular wages.
- The formula to apply for supplemental income paid with regular wages.
- The formula to apply for supplemental income paid separately.
- The rounding rule to apply.

Note

You can override the tax method and payment method that the system uses to calculate SWT.

See [Overriding Tax and Payment Methods](#).

Related Topics

- PeopleSoft Global Payroll: Generating Multiple Resolutions Using Accumulator Drivers

Overriding Tax and Payment Methods

PeopleSoft Global Payroll for United States supports three tax calculation methods: annualized, cumulative, and supplemental. For taxes calculated using the supplemental method, the two supported payment methods that affect tax calculation are Paid with Regular Wages and Separate Payment. The tax calculation method and payment method are controlled by the variables TAX VR METHOD and TAX VR PMT, respectively. All of the earnings and deductions delivered with PeopleSoft Global Payroll for United States are associated with a default tax method and payment method. To make one-time or recurring changes to these values, you must use supporting element overrides (SOVRs).

Overriding Tax Methods

The variable TAX VR METHOD, which controls the tax calculation method used by the system for each earning and deduction, has three possible values: A (annualized), C (cumulative), and S (supplemental). Most of the earnings delivered with PeopleSoft Global Payroll for United States have a default tax method of A. Exceptions exist, such as the BONUS earning, which has a tax method of S. You can change the tax method for an earning at the payee level on the Element Detail page of the Element Assignment By Payee component (GP_ED_PYE) for a recurring modification, and on the positive input component (GP_PI_MNL_ERNDED) for a one-time modification.

This example illustrates the fields and controls for tax method override on Element Detail page.

Additional Overrides - Other

US State / Terr

Tax Method

Report Type

Shift Group

Shift Differential Id

Related Topics

- PeopleSoft Global Payroll: Defining Payee Overrides
- PeopleSoft Global Payroll: Entering Positive Input

Overriding Payment Methods

The variable TAX VR PMT, which controls the payment method that the system uses when calculating taxes on supplemental income, has two possible values: R (Paid with Regular Wages) and S (Separate Payment). This variable has a default value of R for all supplemental tax calculations, but you can override the payment method at the calendar level. You must create a separate calendar with a unique run type using the Calendars component (GP_CALENDAR).

This example illustrates the fields and controls on the Example of a payment method override on the Supporting Element Overrides page (GP_CALENDAR2) of the Calendars component.

Definition | Generation Control | **Supporting Element Overrides** | Excluded Elements

Pay Group G1GPAB GP US Pay Group B - Unit test Calendar ID G1_CAL_JUN04_UT
 Pay Entity K1GP EE GP US Pay Entity E Country USA

Calendar Supporting Element Overrides Personalize | Find | View All | First 1 of 1 Last

| Element Type | Element Name | Description |
|--------------|--------------|----------------|
| Variable | TAX VR PMT | Payment Option |

Related Topics

- PeopleSoft Global Payroll: Calendars - Supporting Element Overrides Page

Overriding State Codes and Tax Report Types

The variables TAX VR STATE (U.S. state and territory code) and TAX VR RPT TYPE (report type) control how the system processes and reports tax data at the state level. You can override the state and territory code and report type for a payee on the Element Detail page of the Element Assignment By Payee component (GP_ED_PYE) for a recurring modification, and on the positive input component (GP_PI_MNL_ERNDED) for a one-time modification.

This example illustrates the fields and controls on the Example of state code and report type override on the Element Detail page.

▼ Additional Overrides - Other

| | |
|-----------------------|-------------------------------------------|
| US State / Terr | <input type="text" value="CA"/> |
| Tax Method | <input type="text" value="Supplemental"/> |
| Report Type | <input type="text" value="W-2GU"/> |
| Shift Group | <input type="text"/> |
| Shift Differential Id | <input type="text"/> |

Generating Tax Reports

Pages Used to Generate Tax Reports

| Page Name | Definition Name | Usage |
|----------------------------------------------------|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tax Deposit and Liability USA Page | GPUS_RC_TAXDEPLIAB | Generate pay period details on federal and state taxes withheld from employees. |
| Tax Summary Reports USA Page | GPUS_RC_TAXSUMRPT | Summarize period-to-date income tax, other federal taxes, and state taxes. |
| Quarterly Tax Reports USA Page | GPUS_RC_QTRTAXRPT | Summarize quarterly federal and state withholding tax details for employees. |
| Federal Tax Data Status USA Page | GPUS_RC_FEDTAXSTA | View a list of employees with federal withholding exemption or those with more than 10 allowances. (If the Do Not Maintain Taxable Gross and Do Not Withhold Tax option is selected on the Federal Tax Data page, these employees will appear in the report.) This report summarizes exemptions for the selected employees. |
| W-4 IRS Report USA Page | GPUS_RC_W4IRSRPT | Generate the W-4 IRS report, which lists employees with federal withholding exemption or those with more than 10 allowances. |
| W-4 Exempt Payees Report USA Page | GPUS_RC_W4EXEMP | List employees who fail to complete new W-4 forms by the due date. |
| Identify W-4 Exempt Payees USA Page | GPUS_RC_SELW4EXEMP | List employees whose federal tax data includes specified parameters. (If the Maintain Taxable Gross; FWT Zero Unless Specified in FWT Additional Withholding option and the Do Not Maintain Taxable Gross and Do Not Withhold Tax option are selected on the Federal Tax Data page, these employees will appear in the report.) |

| Page Name | Definition Name | Usage |
|----------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------|
| Reset W-4 Exempt Payees USA Page | GPUS_RC_W4RSTEXEMP | Update future-dated records that currently specify W-4 exempt status. |
| W-4 ePay Audit Report USA Page | GPUS_RC_W4EPAYRPT | List employees who enter W-4 information through self-service. This report is available if you purchased ePay. |

Tax Deposit and Liability USA Page

Use the Tax Deposit and Liability USA page (GPUS_RC_TAXDEPLIAB) to generate pay period details on federal and state taxes withheld from employees.

Navigation:

Global Payroll & Absence Mgmt, and then **Taxes**, and then **Tax Deposit and Liability USA**, and then **Tax Deposit and Liability USA**

This example illustrates the fields and controls on the Tax Deposit and Liability USA page.

Tax Deposit and Liability USA

Run Control ID PS Report Manager Process Monitor Run

Report Request Parameters

'Report Run By' Year and Quarter
 Tax Year 2012 Tax Quarter 1st Quarter

Population

Selection Reporting Company
 Reporting Company K1A
 Payroll Cycle All Cycles

Report Request Parameters

| Field or Control | Description |
|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| Report Run By | Define what you want the report run by. Values are <i>Calendar Group ID</i> , <i>Payment Date Range</i> , and <i>Year and Quarter</i> . |
| Tax Year | Enter the tax year for which you want to run the report. |

| Field or Control | Description |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tax Quarter | Select the tax quarter for which to run the report. Values are <i>1st Quarter</i> , <i>2nd Quarter</i> , <i>3rd Quarter</i> , and <i>4th Quarter</i> . |
| Population | |
| Field or Control | Description |
| Selection | Select the population for which to run the report. Values are <i>Federal EIN</i> and <i>Reporting Company</i> . |
| Federal EIN | Select the Federal EIN. This field appears only if you select <i>Federal EIN</i> in the Selection field. |
| Reporting Company | Select the reporting company. This field appears only if you select <i>Reporting Company</i> in the Selection field. |
| Payroll Cycle | Select the payroll cycle when the report is run. Values are <i>All Cycles</i> , <i>Off-Cycle Only</i> , and <i>On-Cycle Only</i> . |

W-4 IRS Report USA Page

Use the W-4 IRS Report USA page (GPUS_RC_W4IRSPT) to generate the W-4 IRS report, which lists employees with federal withholding exemption or those with more than 10 allowances.

Navigation:

Global Payroll & Absence Mgmt, and then **Taxes**, and then **W-4 IRS Report USA**, and then **W-4 IRS Report USA**

This example illustrates the fields and controls on the W-4 IRS Report USA page.

W-4 IRS Report USA

Run Control ID PS Report Manager Process Monitor Run

Report Request Parameters

Tax Year Tax Quarter

Electronic Processing Transmitter Control Code

Population

Report Type Payee

Employee ID

Report Exemption Allowances

Report Request Parameters

| Field or Control | Description |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tax Year | Enter the tax year for which you want to run the report. |
| Tax Quarter | Select the quarter for which you want to run the report. Values are <i>1st Quarter</i> , <i>2nd Quarter</i> , <i>3rd Quarter</i> , and <i>4th Quarter</i> . |
| Electronic Processing | Select if you want to process the report electronically. If you select this check box, the Population group box becomes unavailable for entry. |
| Transmitter Control Code | If you select the Electronic Processing check box, this field becomes available for entry. Enter a code for the electronic processing. |

Population

The **Population** group box is available for entry if the **Electronic Processing** check box is deselected.

| Field or Control | Description |
|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Report Type Payee | Select the category of payees for which the report is run. Values are <i>All Payees</i> , <i>Payees using ePay</i> , and <i>Single Payee</i> . |
| Employee ID | If you select <i>Single Payee</i> in the Report Type Payee field, enter the employee ID for which the report is run. |
| Report Exemption Allowances | Select the type of exemption allowance for the payee population being defined. Values are <i>All</i> , <i>Claim Exempt</i> , <i>Exempt or > 10 Allowances</i> , and <i>More than 10 Allowances</i> . |

Related Topics

- [PeopleSoft Global Payroll for United States Reports: A to Z](#)
The table in this topic lists the PeopleSoft Global Payroll for United States reports, sorted by report ID.

11

Setting Up Taxes

Understanding Taxes

This topic discusses:

- Federal taxes.
- State and territory taxes.

Related Topics

- [Understanding Taxes](#)
This topic discusses:

Federal Taxes

PeopleSoft Global Payroll for United States enables you to calculate and process:

- Federal withholding tax (FWT).
- Old age, survivors, and disability insurance (OASDI) tax.
- Medicare tax.

Setting Up Year-End Reporting Companies

To define year-end reporting companies, use the Year End Reporting Company USA (GPUS_YE_CO_TBL) component.

Page Used to Set Up Year-End Reporting Companies

| Page Name | Definition Name | Usage |
|-------------------------------------|-----------------|--------------------------------------|
| Year End Reporting Company USA Page | GPUS_YE_CO_TBL | Set up year-end reporting companies. |

Setting Up Tax Location Information

To set up tax location information, use the Tax Location USA (GPUS_TAX_LOCATION) and Department USA (GPUS_DEPT) components.

Pages Used to Set Up Tax Location Information

| Page Name | Definition Name | Usage |
|---------------------------------------|-------------------|-----------------------|
| Tax Location USA Page | GPUS_TAX_LOCATION | Define tax locations. |

| Page Name | Definition Name | Usage |
|-------------------------------------|-----------------|-------------------------------------------|
| Department USA Page | GPUS_DEPT | Assign tax location codes to departments. |

Tax Location USA Page

Use the Tax Location USA page (GPUS_TAX_LOCATION) to define tax locations.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **Tax Location USA**, and then **Tax Location USA**

This example illustrates the fields and controls on the Tax Location USA page.

Tax Location USA

Tax Location K1GTLAK *Status Active

*Description Alaska Short Description Alaska

| State Information | | |
|-------------------|------------|------------------|
| *State | State Name | Alaska Area Code |
| AK | Alaska | |

| Field or Control | Description |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| State | Enter the work state for the location that you are defining. |
| Alaska Area Code | Select the appropriate area code if you are defining a tax location that includes the state of Alaska. This code appears on certain Alaska quarterly reports. |
| County | Select the county for the location that you are defining. This field is available only if you select <i>MD</i> in the State field. |
| County Name | Displays the name of the county you select. |
| Rate | Displays the tax rate for the county you select. |

Department USA Page

Use the Department USA page (GPUS_DEPT) to assign tax location codes to departments.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Framework**, and then **Organizational**, and then **Department USA**, and then **Department USA**

This example illustrates the fields and controls on the Department USA page.

Department USA

Set ID SHARE

Department 10000 Human Resources

| Department Information | | Find View All | First | 1 of 1 | Last |
|------------------------|-----------------------------------------|-----------------|-------|--------|-------------------------------------------------------------------|
| 'Effective Date | <input type="text" value="01/15/2013"/> | | | | <input type="button" value="+"/> <input type="button" value="-"/> |
| Tax Location | <input type="text" value="K1GTLAK"/> | | | | |

| Field or Control | Description |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tax Location | Enter a tax location code for the department. Newly hired payees from this department automatically have this tax location associated with their tax profile if the Populate Payee Tax Data check box is selected on the Installation Table USA page. In addition, if you enter a new location for a department on this page, the system creates a new tax profile row for payees associated with the department. |

Note

For default tax location to be provided, Integration Broker must be set up, and Workforce_Sync and GPUS_JobSync must be active.

Related Topics

- Application Fundamentals: (USA) Setting Up the Company State Tax Table
- [Defining Installation Settings](#)
To define installation settings for the United States, use the Installation Settings USA (GPUS_INSTALLATION) component.

Defining State Withholding Tax Marital Statuses

To define state withholding tax (SWT) marital statuses for individual states, use the SWT Marital Status USA component (GPUS_SWT_MAR_STAT).

Page Used to Define SWT Marital Statuses

| Page Name | Definition Name | Usage |
|---------------------------------------------|-------------------|------------------------------|
| SWT Marital Status USA Page | GPUS_SWT_MAR_STAT | Define SWT marital statuses. |

SWT Marital Status USA Page

Use the SWT Marital Status USA page (GPUS_SWT_MAR_STAT) to define SWT marital statuses.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **SWT Marital Status USA**, and then **SWT Marital Status USA**

This example illustrates the fields and controls on the SWT Marital Status USA page.

SWT Marital Status USA

State CA California
Marital Status M Married

SWT Marital Status Information Find | View All First 1 of 1 Last

*Effective Date Status

*Short Description

Comments

Enter the effective date and a description of the marital status.

📘 Note

The **Comments** are supplied by default from the **Description** field on the State Tax Data page.

⚠ Important

The PeopleSoft system delivers all existing marital statuses for each state. These should not be modified. You can use this page to create a new marital status to test an upcoming change in tax legislation.

Defining State and County Income Tax Rates

To define state and county income tax rates, use the State Tax Rates USA (GPUS_TAX_ST_TBL) and County Tax Rates USA (GPUS_LOCAL_TAX) components.

! Important

The PeopleSoft system delivers all existing tax rate information for each state. Do not modify this information. Use pages of this component to view tax rate information and test upcoming changes in tax legislation that affect tax rates.

Pages Used to Define State and County Income Tax Rates

| Page Name | Definition Name | Usage |
|-------------------------------------------|------------------|----------------------------|
| State Tax Rates USA Page | GPUS_TAX_ST_TBL2 | Define state tax rates. |
| Withholding Tables Page | GPUS_TAX_ST_TBL | Define withholding rates. |
| Other State Rates Page | GPUS_TAX_ST_TBL3 | Define other tax rates. |
| County Tax Rates USA Page | GPUS_LOCAL_TAX | Maintain county tax rates. |

State Tax Rates USA Page

Use the State Tax Rates USA page (GPUS_TAX_ST_TBL2) to define state tax rates.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **State Tax Rates USA**, and then **State Tax Rates USA**

This example illustrates the fields and controls on the State Tax Rates USA page (1 of 2).

State Tax Rates USA | Withholding Tables | Other State Rates

State CA California

Withholding Rates Find | View All First 1 of 1 Last

'Effective Date 01/01/2013

'FICA Method None

State EIC Percent

'Annualized Formula Additional Allowance Number

Round to Nearest Whole Dollar

Supplemental Method

'Paid with Regular Wages Aggregate

'Separate Payment Multiple Rates

Supplemental Rate 6.600

Special Rate 10.23

Standard Deductions Personalize | Find | View All First 1-4 of 4 Last

| Marital Status | Definition | Amount | Percent |
|----------------|------------------------------|----------------|---------|
| H-of-H | Standard Deduction | \$7,682.000000 | |
| Married | Standard Deduction | \$3,841.000000 | |
| Married | Std Ded 2 or more Exemptions | \$7,682.000000 | |
| S/M-2 inc | Standard Deduction | \$3,841.000000 | |

This example illustrates the fields and controls on the State Tax Rates USA page (2 of 2).

Allowances and Exemptions Personalize | Find | View All First 1-9 of 9 Last

| Marital Status | Definition | Amount | Percent |
|----------------|--------------------------|-----------------|---------|
| H-of-H | Allowance Amount | \$1,000.000000 | |
| H-of-H | Max SWT Base | \$25,537.000000 | |
| H-of-H | Max SWT Base more than 2 | | |
| Married | Allowance Amount | \$1,000.000000 | |
| Married | Max SWT Base | \$12,769.000000 | |
| Married | Max SWT Base more than 2 | \$25,537.000000 | |
| S/M-2 inc | Allowance Amount | \$1,000.000000 | |
| S/M-2 inc | Max SWT Base | \$12,769.000000 | |
| S/M-2 inc | Max SWT Base more than 2 | | |

Credits Personalize | Find | View All First 1 of 1 Last

| Marital Status | Definition | Amount | Percent |
|----------------|-----------------|--------------|---------|
| | Personal Credit | \$114.400000 | |

Note

Many of the fields and field values on this page apply only to specific states.

| Field or Control | Description |
|-----------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Annualized Formula | Indicates the formula that the system uses to calculate annualized state income tax. |
| FICA Method (Federal Insurance Contributions Act method) | Indicates the method that the system uses to calculate FICA credits. |
| Round to Nearest Whole Dollar | Selected to specify that the system round calculated state income tax to the nearest whole dollar. |

Standard Deductions

This group box contains the state-specific standard deductions that the system references when calculating state income tax.

Allowances and Exemptions

This group box contains the state-specific allowances, exemptions, and maximum SWT base and limits that the system references when calculating state income tax.

Credits

This group box contains the state-specific credits that the system references when calculating state income tax.

Supplemental Method

| Field or Control | Description |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Paid with Regular Wages and Separate Payment | Indicates the method by which the system determines the tax for supplemental income. Many states have a supplemental method for the Paid with Regular Wages payment method that differs from the supplemental method specified for the Separate Payment payment method. If either of these fields has a value of <i>Multiple Rates</i> , the Special Rate field becomes available. |

| Field or Control | Description |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Supplemental Rate | Indicates the percentage by which the system multiplies the taxable gross when calculating tax for supplemental income. This field applies only to the payment methods with a supplemental method of <i>Aggregate-No Tax else Percent</i> or <i>Percent of Taxable Gross</i> . For example, for the state of Colorado, the supplemental method specified in the Separate Payment field is <i>Percent of Taxable Gross</i> and the supplemental rate is 4.63. That means that for supplemental payments, such as bonuses, that are paid separately from regular wages, the system multiplies the taxable gross of the supplemental payment by 4.63 percent to determine the state tax. |
| Special Rate | Indicates the percentage by which the system multiplies special supplementary income, such as stock. This field applies only to the payment method with a supplemental method of <i>Multiple Rates</i> . |

Withholding Tables Page

Use the Withholding Tables page (GPUS_TAX_ST_TBL) to define withholding rates.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **State Tax Rates USA**, and then **Withholding Tables**

This example illustrates the fields and controls on the Withholding Tables page.

State Tax Rates USA | **Withholding Tables** | Other State Rates

State CA California

Withholding Rates Find | View All First 1 of 1 Last

Effective Date 01/01/2013

| Rate Table | Personalize | Find | View All | First | 1-15 of 29 | Last |
|----------------|--------------|--------------------|------------------|---------|------------|------|
| Marital Status | Bracket Type | Annual Wages | Amount | Percent | Factor | |
| H-of-H | Tax | | | 1.100 | | + - |
| H-of-H | Tax | \$14,920.000000 | \$164.120000 | 2.200 | | + - |
| H-of-H | Tax | \$35,351.000000 | \$613.600000 | 4.400 | | + - |
| H-of-H | Tax | \$45,571.000000 | \$1,063.280000 | 6.600 | | + - |
| H-of-H | Tax | \$56,400.000000 | \$1,777.990000 | 8.800 | | + - |
| H-of-H | Tax | \$66,618.000000 | \$2,677.170000 | 10.230 | | + - |
| H-of-H | Tax | \$340,000.000000 | \$30,644.150000 | 11.330 | | + - |
| H-of-H | Tax | \$408,000.000000 | \$38,348.550000 | 12.430 | | + - |
| H-of-H | Tax | \$680,000.000000 | \$72,158.150000 | 13.530 | | + - |
| H-of-H | Tax | \$1,000,000.000000 | \$115,454.150000 | 14.630 | | + - |
| Married | Tax | | | 1.100 | | + - |
| Married | Tax | \$14,910.000000 | \$164.010000 | 2.200 | | + - |
| Married | Tax | \$35,352.000000 | \$613.730000 | 4.400 | | + - |
| Married | Tax | \$55,794.000000 | \$1,513.180000 | 6.600 | | + - |
| Married | Tax | \$77,452.000000 | \$2,942.610000 | 8.800 | | + - |

This page lists all of the state-specific wage brackets and withholding rates referenced by the SWT calculation process.

Other State Rates Page

Use the Other State Rates page (GPUS_TAX_ST_TBL3) to define other tax rates.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **State Tax Rates USA**, and then **Other State Rates**

This example illustrates the fields and controls on the Other State Rates page.

Enter elements here that you want excluded from the calculation of taxable gross. For example, if a deduction is a member of the before tax deduction accumulator for all states, you can exclude the deduction from the calculation for a specific state using this page.

County Tax Rates USA Page

Use the County Tax Rates USA page (GPUS_LOCAL_TAX) to maintain county tax rates.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **County Tax Rates USA**

This example illustrates the fields and controls on the County Tax Rates USA page.

County Tax Rates USA

Use this page to maintain the resident tax rate for a county within a given state.

Maintaining Company Tax Information

To maintain company tax information, use the Company Federal Tax Data USA (GPUS_FWT_ER) and Company State Tax USA (GPUS_CO_STATE_TAX) components.

Pages Used to Maintain Company Tax Information

| Page Name | Definition Name | Usage |
|---------------------------------------------------|-------------------|-----------------------------------------------|
| Company Federal Tax Data USA Page | GPUS_FWT_ER | Define company-level federal tax information. |
| Company State Tax Data USA Page | GPUS_CO_STATE_TAX | Define company-level state tax information. |

Company Federal Tax Data USA Page

Use the Company Federal Tax Data USA page (GPUS_FWT_ER) to define company-level federal tax information.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **Company Federal Tax Data USA**, and then **Company Federal Tax Data USA**

This example illustrates the fields and controls on the Company Federal Tax Data USA page.

Company Federal Tax Data USA

Company K1A GP US Company A

Company Federal Tax Information Find | View All First 1 of 1 Last

Effective Date *Status

FICA Status Employer

Subject
 Exempt
 Medicare Only

FICA Status Employee

Subject
 Exempt
 Medicare Only

FUTA Status

Exempt from FUTA

FICA Status Employer

Select whether the company is subject to OASDI and Medicare taxes.

| Field or Control | Description |
|----------------------|--------------------------------------------------------------------------------------------|
| Subject | Select for companies subject to both OASDI and Medicare taxes. This is the default option. |
| Exempt | Select for companies exempt from OASDI and Medicare taxes. |
| Medicare Only | Select for companies subject to Medicare taxes only. |

FICA Status Employee

Select the default FICA status for the payees of the company. You can override the FICA status of individual payees on the Maintain Tax Profile USA page.

See [Maintain Tax Profile USA Page](#).

| Field or Control | Description |
|----------------------|-----------------------------------------------------------------------------------------------------|
| Subject | Select to designate payees as subject to both OASDI and Medicare taxes. This is the default option. |
| Exempt | Select to designate payees as exempt from OASDI and Medicare taxes. |
| Medicare Only | Select to designate payees as subject to Medicare taxes only. |

FUTA Status

Select whether the company is exempt from FUTA. By default, all companies are not exempt.

Note

The system sets the default FUTA status for a payee for the initial hire row only.

Company State Tax Data USA Page

Use the Company State Tax Data USA page (GPUS_CO_STATE_TAX) to define company-level state tax information.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **Company State Tax USA**, and then **Company State Tax Data USA**

This example illustrates the fields and controls on the Company State Tax Data USA page.

Company State Tax Data USA

Company K1A GP US Company A
State AK Alaska

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

'Effective Date' Status

State Withholding

Employer ID

Enter the employer identification number (EIN) that the company uses to report and pay SWT.

Maintaining Payee Tax Information

To maintain payee tax information, use the Maintain Tax Profile USA (GPUS_EE_TAX), Maintain Tax Data USA (GPUS_EE_FWT), and W-4 Tax Information USA (GPUS_W4_DATA) components.

Pages Used to Maintain Tax Information

| Page Name | Definition Name | Usage |
|-------------------------------------------------------------------------------------------------------|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Maintain Tax Profile USA Page | GPUS_EE_TAX | Create and maintain payee tax profiles. |
| Federal Tax Data Page | GPUS_FWT_EE | Maintain federal tax information for individual payees. |
| State Tax Data Page | GPUS_SWT_EE | Maintain state tax information for individual payees. |
| Arizona Withholding Update USA Page | GPUS_AZ_WHLD_UPD | Run the Arizona Withholding Update Application Engine (GPUS_AZ_WHLD) process. For payees with Arizona SWT data, this process updates the Arizona percentage of federal withholding based on the current state-defined values. |
| W-4 Employee's Withholding Certificate Page | GPUS_W4_DATA | Maintain W-4 tax information. |
| W-4P Employee's Withholding Certificate for Periodic Pension or Annuity Payments Page | GPUS_W4_DATA | Maintain W-4P tax information. |
| Submit Confirmation Page | EO_SUBMIT_CONFIRM | Confirm changes to W-4 tax information. |
| URL Maintenance Page | URL_TABLE | Maintain the URLs for links that access official tax forms on third-party servers. |

Understanding Federal Form W-4 Versions

Global Payroll for United States supports these Form W-4 versions:

- *W-4 - 2020 or Later*: For payees who are either hired, or wish to make withholding adjustments on or after January 1, 2020.

With Form W-4 (2020), allowances are no longer used to calculate federal income tax withholding.

- *W-4P - 2022 or Later*: For payees (with the *1099-R* tax report type selected on the [Maintain Tax Profile USA Page](#)) who are either hired, or wish to make withholding adjustments on or after January 1, 2022.

With Form W-4P (2022), *Withholding Certificate for Periodic Pension or Annuity Payments*, allowances are no longer used to calculate federal income tax withholding.

For payments made on or after January 1, 2022, payees should complete Form W-4P in order to have the correct amount of federal tax from periodic pension, annuity, profit-sharing and stock bonus plan, or individual retirement arrangement (IRA) payments.

- *W-4 - 2019 or Earlier*: For payees who completed Form W-4 before year 2020 and do not wish to make changes.

When adding or updating tax data for a payee, it is very important to select the right Form W-4 version and fill out the rest of the W-4 tax information on the [Federal Tax Data Page](#) based on the Form W-4 that the payee filed or has on file, so the federal income tax withholding will be withheld correctly.

Note

The method used to calculate the federal income tax withholding is determined by the form version, and not necessarily by the effective date of the Employee Tax Data record. For example, the payee may have submitted an updated state withholding form without submitting a new Form W-4 for 2020 (or Form W-4P for 2022). This would add a new effective-dated row to Employee Tax Data in 2022, but federal tax will still be calculated using the old formula because the current federal form version has not changed, which is *W-4 - 2019 or Earlier*.

Example: Updating Federal and State Tax Data Effective 01/01/2022 or Later

1. In this example, a payee requests an update to the federal and state tax data, effective 01/01/2022. The payee is currently set up with federal form version *W-4 - 2019 or Earlier*.

To update the tax data for this payee, insert a new row effective 01/01/2022. In this row, change the federal form version to *W-4 - 2020 or Later*. Complete the other fields as indicated on the Form W-4 2020. Make the changes to the state tax page as needed.

This example displays the new Form W-4 version selection when updating the federal and state tax data for a payee on or after January 1, 2020 (January 1, 2022 in this example) on the Federal Tax Data page.

Federal Tax Data
State Tax Data

Leeza DePass
ID K1GSMK08

Company K1G
Company Name GP US Company G

Federal Tax Data
Q | < < 1 of 2 > >
View All

*Effective Date
01/01/2022
+ -

Last Updated By
Online User
Update Date
08/06/2004

Form Version
W-4 - 2020 or Later

Federal Withholding Elements

*Special Withholding Tax Status
None

*Filing Status
Single

Multiple Jobs or Spouse Works

Dependent Amount

Other Income

Deductions

Extra Withholding

- In this example, a payee with the 1099-R tax reporting type requests an update to the federal and state tax data, effective 01/01/2022. The payee is currently set up with federal form version *W-4 - 2019 or Earlier*.

To update the tax data for this payee, insert a new row effective 01/01/2022. In this row, the federal form version is set to *W-4P - 2022 or Later* automatically, which is the only applicable value. Complete the other fields as indicated on the Form W-4P 2022. Make the changes to the state tax page as needed.

This example displays the new Form W-4 version selection when updating the federal and state tax data for a payee on or after January 1, 2022 on the Federal Tax Data page.

Federal Tax Data
State Tax Data

Sabine D'Hardcastle
ID K1GSMK01

Company K1G
Company Name GP US Company G

Federal Tax Data
Q | < < 1 of 2 > >
View All

*Effective Date
01/01/2022
+ -

Last Updated By
Online User
Update Date
08/06/2004

Form Version
W-4P - 2022 or Later

Federal Withholding Elements

*Special Withholding Tax Status
None

*Filing Status
Single

Job/Multiple Pension Income

Dependent Amount

Other Income

Deductions

Extra Withholding

Example: Updating State Tax Data Effective 01/01/2020 or Later

In this example, a payee requests an update of the state allowances, effective 01/01/2022. The payee did not submit a Form W-4 2020, therefore; there are no changes to the Federal Tax Data page.

To update the tax data for this payee, insert a new row effective 01/01/2022. In this row, make the changes on the State Tax Data page as needed. *Do not* make any changes on the Federal Tax Data page.

Note

If you change the W-4 version from *W-4 - 2019 or Earlier* to *W-4 - 2020 or Later*, the calculation of the federal taxes is changed inadvertently. The federal taxes will be calculated on the Form W-4 2020 elections, which is not valid in this scenario.

This example displays the unchanged Form W-4 version selection when updating state tax data on or after January 1, 2020 (January 1, 2022 in this example) on the Federal Tax Data page.

The screenshot shows the Oracle HR system interface for maintaining payee tax information. At the top, there are two tabs: "Federal Tax Data" (selected) and "State Tax Data". Below the tabs, the payee's name "Kristy Corington" and ID "K1GSMK07" are displayed, along with the company "GP US Company G". The main section is titled "Federal Tax Data" and contains several fields:

- *Effective Date: 01/01/2022 (with a calendar icon)
- Last Updated By: Online User
- Update Date: 08/06/2004
- Form Version: W-4 - 2019 or Earlier (dropdown menu)

 Below these fields is a section titled "Federal Withholding Elements" which includes:

- *Special Withholding Tax Status: None (dropdown)
- *Filing Status: Single (dropdown)
- Check here and select Single status if married but withhold at higher Single rate
- Withholding Allowances: 2 (input field)
- Additional Amount: (input field)
- Additional Percentage: (input field)

 Navigation controls like search, back, forward, and page indicators are visible at the top of the form area.

Maintain Tax Profile USA Page

Use the Maintain Tax Profile USA page (GPUS_EE_TAX) to create and maintain payee tax profiles.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Taxes**, and then **Maintain Tax Profile USA**, and then **Maintain Tax Profile USA**

This example illustrates the fields and controls on the Maintain Tax Profile USA page.

Maintain Tax Profile USA

Loring James Employee Empl ID K1GSMK06 Empl Record 0

Payee Tax Profile 1 of 1 | View All

*Effective Date: 01/01/2004 Status: Active

*Tax Location: K1GTLCA Description: California

FICA Status: Subject *Tax Report Type: W-2

Retirement Plan Indicator

Employee Tax Distribution 1-1 of 1

| State | State Name | Distribution Percentage |
|-------|------------|-------------------------|
| CA | California | 100.00 |

[View Federal Tax Data](#)
[View State Tax Data](#)

| Field or Control | Description |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tax Location | Enter a tax location for the payee. The system populates the fields in the Employee Tax Distribution group box with the state and distribution percentage associated with the tax location that you select. If the payee belongs to a department with which you associated a tax location using the Department Table USA page, the system automatically populates this field. Note: When you save this page, the Federal and State Tax Data pages are populated. You can then access these pages to update or modify the data. See Department USA Page . |
| FICA Status (Federal Insurance Contribution Act status) | By default, the value of this field is based on the FICA Status Employee option selected on the Company Federal Tax Data USA page. You can override the default value by selecting: <i>Subject:</i> For payees subject to both OASDI and Medicare taxes. <i>Exempt:</i> For payees exempt from OASDI and Medicare taxes. <i>Medicare Only:</i> For payees subject to Medicare taxes only. |
| Tax Report Type | Select the report type that indicates which year-end form the system uses to report annual earnings and taxes. The system also uses this value to determine the Form W-4 version applicable to the payee. Specially, if the selected tax report type is W-2, both W-4 versions are available for selection when a new tax data row is added. If the selected tax report type is 1099-R, the W-4P version is used. |

Employee Tax Distribution

This group box displays the state and tax distribution information associated with the tax location that you select for the payee. If you select a tax location that includes a specified county, the system displays the **County**, **County Name**, and **Rate** fields in this group box.

| Field or Control | Description |
|------------------------------|-----------------------------------------------------------|
| View Federal Tax Data | Select to access the Federal Tax Data page for the payee. |
| View State Tax Data | Select to access the State Tax Data page for the payee. |

Note

Federal tax data and state tax data records are created after the Tax Profile page is saved. When a payee's tax profile is saved, links to the Federal/State Tax Data pages become available, enabling you to modify the tax information.

Federal Tax Data Page

Use the Federal Tax Data page (GPUS_FWT_EE) to maintain federal tax information for individual payees.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Taxes**, and then **Maintain Tax Data USA**, and then **Federal Tax Data**

This example illustrates the fields and controls on the Federal Tax Data page (1 of 2).

Federal Tax Data
State Tax Data

Loring James
ID K1GSMK06

Company K1G
Company Name GP US Company G

Federal Tax Data
1 of 2
View All

*Effective Date

Last Updated By Update Date

Form Version

Federal Withholding Elements

*Special Withholding Tax Status

*Filing Status

Multiple Jobs or Spouse Works

Dependent Amount

Other Income

Deductions

Extra Withholding

This example illustrates the fields and controls on the Federal Tax Data page (2 of 2).

Federal Unemployment Tax

Exempt from FUT

W-4 Processing

None

Notification Sent

New W-4 Received

Lock-in Details

Letter Received

| Field or Control | Description |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Effective Date | <p>Note that the effective date on the Federal Tax Data page is not used to calculate federal income tax withholding. For example, a payee submitted a state W-4 that added a new row to employee tax data in 2020, but did not fill out a new Form W-4 for 2020 (no changes on the Federal Tax Data page for the same row). In this scenario, the system uses the old formula for 2019 to calculate federal income tax withholding.</p> <p>If you wish to use the W-4 version for 2020 or later, enter an effective date that is on or after January 1, 2020, and select the W-4 - 2020 or Later version of Form W-4.</p> |
| Last Updated By and Update Date | <p>Indicates whether the payee's federal tax data was last updated by an online system user, or by the payee in Employee Self-Service. The date of the most recent update appears.</p> |

Form Version

Select the appropriate Form W-4 version in the **Form Version** field. The system determines the federal tax calculation to use to calculate the payee's federal income tax withholding based on the version you select.

| Field or Control | Description |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>W-4 - 2020 or Later</i> | <p>Select (or displays as the only available value) when creating or inserting an employee tax data record that will include new or changed federal tax data from Federal Form W-4. The system calculates tax based on the Form W-4 2020 elections.</p> <p>This option became effective as of 01/01/2020.</p> |
| <i>W-4 - 2019 or Earlier</i> | <p>Leave this option unchanged (if it already exists) when creating or inserting an employee tax data record that will include only new or changed state tax data for a payee who has not yet submitted Federal Form W-4 for tax year 2020 or later (or Form W-4P for tax year 2022 or later). The system calculates tax based on the prior Form W-4, in which allowances are part of the calculation.</p> |
| <i>W-4P - 2022 or Later</i> | <p>Displays as the only value when creating or inserting an employee tax data record that will include new or changed federal tax data from Federal Form W-4P.</p> <p>Effective on or after 01/01/2022, this is the only option applicable to payees with the <i>1099-R</i> tax report type.</p> |

Federal Withholding Elements

| Field or Control | Description |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Special Withholding Tax Status | <p>Specify the payee's special withholding tax status. The system calculates the withholding tax based on the value you select here and other factors.</p> <ul style="list-style-type: none"> <p><i>Maintain taxable gross; no FWT</i>: Select this option to maintain taxable gross data without withholding any federal tax. Use this option for payees who claim exemption from withholding on their Form W-4.</p> <p>Note:(For W-4 - 2019 or Earlier) An additional amount or percentage should not be entered when the Special Withholding Tax Status is <i>Maintain taxable gross; no FWT</i>. The system issues a warning if you enter an additional amount or percentage, but does not prevent you from saving the data. (For W-4 - 2020 or Later) The same behavior results when you enter an extra withholding amount for the <i>Maintain taxable gross; no FWT</i> special withholding tax status. The system takes a flat dollar amount for federal tax withholding on the payee's paycheck.</p> <p><i>No taxable gross; no tax taken</i>: With this option, the system does not track federal taxable gross balance at all.</p> <p><i>None</i>: Select this option if no special tax status exists.</p> |
| Filing Status | <p>Select the appropriate tax status for federal withholding taxes (FWT) as indicated on the payee's completed Form W-4 or Form W-4P in line 1(c). Values are:</p> <p><i>Head of Household</i>. This value appears when <i>W-4 - 2020 or Later</i> or <i>W-4P - 2022 or Later</i> is selected.</p> <p><i>Married</i></p> <p><i>Single</i></p> <p>The selected filing status cannot change when a lock-in letter is on file.</p> |

These fields appear when either the *W-4 - 2020 or Later* or *W-4P - 2022 or Later* option is selected.

| Field or Control | Description |
|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Multiple Jobs or Spouse Works | <p>Select if the check box in line 2 (c) of the payee's Form W-4 is selected.</p> <p>This field appears for form version <i>W-4 - 2020 or Later</i>. It becomes editable when the Special Withholding Tax Status field is set to <i>None</i>.</p> <p>The system selects this field automatically when a lock-in letter is on file and the withholding rate is <i>Higher withholding rate</i>. Do not clear this field unless you select <i>Standard withholding rate</i>.</p> |
| Job/Multiple Pension Income | <p>Enter the total job and multiple pension income amount in line 2(b)(iii) of the payee's Form W-4P. It can be a positive or negative amount.</p> <p>This field appears for form version <i>W-4P - 2022 or Later</i>.</p> |
| Dependent Amount | <p>Enter the dependent amount in line 3 of the payee's Form W-4 or Form W-4P. The line 3 amount may include other tax credits indicated by the payee.</p> <p>This field becomes editable when the Special Withholding Tax Status field is set to <i>None</i>.</p> <p>When a lock-in letter is on file, the dependent amount can only be equal to or less than the value in the Annual Withholding Reductions field (lock-in letter).</p> |
| Other Income | <p>Enter the other income amount in line 4(a) of the payee's Form W-4 or Form W-4P.</p> <p>This field becomes editable when the Special Withholding Tax Status field is set to <i>None</i>.</p> <p>When a lock-in letter is on file, the other income amount can only be equal to or greater than the value in the Other Income field (lock-in letter).</p> |
| Deductions | <p>Enter the deduction amount in line 4(b) of the payee's Form W-4 or Form W-4P.</p> <p>This field becomes editable when the Special Withholding Tax Status field is set to <i>None</i>.</p> <p>When a lock-in letter is on file, the deductions amount can only be equal to or less than the value in the Deductions field (lock-in letter).</p> |

| Field or Control | Description |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Extra Withholding | <p>Enter the extra withholding amount in line 4(c) of the payee's Form W-4 or Form W-4P.</p> <p>This field becomes editable when the Special Withholding Tax Status field is <i>not</i> set to <i>No taxable gross; no tax taken</i>.</p> <p>Leave the amount as \$0 if the selected special withholding tax status is <i>Maintain taxable gross; no FWT</i>. If federal income tax should not be withheld, do not enter an amount for extra withholding.</p> <p>When a lock-in letter is on file, the extra withholding amount can only be equal to or greater than the value in the Additional Amount field (lock-in letter).</p> |

These fields appear when the *W-4 - 2019 or Earlier* option is selected.

| Field or Control | Description |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Check here and select Single status if married but withhold at higher Single rate | <p>Select the appropriate tax marital status for federal withholding taxes as indicated on the payee's completed Form W-4.</p> <p>If the payee has selected "Married, but withhold at higher Single rate" on Form W-4, you must select <i>Single</i> as the tax status and this check box. This setting results in the payee being reported with marital status <i>W</i>.</p> <p>Note: If you select this check box, the tax status automatically becomes <i>Single</i> when you save.</p> |
| Withholding Allowances | <p>Enter the number of allowances that the payee claims for FWT purposes. This number should match the number on the payee's Form W-4.</p> |
| Additional Amount and Additional Percentage | <p>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.</p> <p>The effect of this field depends on the option that you select in the Special Withholding Tax Status field.</p> |

Federal Unemployment Tax

This section does not apply to the *W-4P - 2022 or Later* form version.

| Field or Control | Description |
|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Exempt from FUT (exempt from Federal Unemployment Tax Act) | <p>Select this check box if the payee is exempt from FUT (Federal Unemployment tax). The default value comes from the Exempt from FUTA check box on the Company Federal Tax Data USA Page, for the associated company.</p> |

W-4 Processing

This section does not apply to the *W-4P - 2022 or Later* form version.

| Field or Control | Description |
|--------------------------|---------------------------------------------------------------------------|
| None | Indicates that W-4 processing does not apply to the payee. |
| Notification Sent | Indicates that you notified the payee that he must submit a new Form W-4. |
| New W-4 Received | Indicates that you received a new Form W-4 from the payee. |

Lock-In Details

Use the Lock-In Details group box to process lock-in letters from the IRS that limit employee withholding allowances.

This section does not apply to the *W-4P - 2022 or Later* form version.

| Field or Control | Description |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Letter Received | <p>Select this check box if a letter has been received from the Internal Revenue Service (IRS) specifying the allowances a payee is allowed to take.</p> <p>When selected, the system generates a message, stating that the Lock-in Letter Received status will be set to <i>Y</i> for the current row and all other federal data rows with a higher effective date than the current row.</p> <p>When the W-4 - 2020 or Later option is selected, the system generates another message, indicating that federal withholding elements will be changed to the values specified in the Lock-in Details section.</p> |

This field appears when the *W-4 - 2019 or Earlier* option is selected.

| Field or Control | Description |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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. |

These fields appear when both the *W-4 - 2020 or Later* and **Letter Received** options are selected.

Use these fields to specify the withholding status, withholding rate and any annual reductions to withholding or additional amount to withhold per pay period. These values will be available in the lock-in letters to employers.

Federal withholding elements will be changed to the values specified in these fields.

| Field or Control | Description |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Withholding Status | Specify the permitted withholding status. Values are: <i>H-of-H</i> (Head of Household) <i>Married</i> <i>Single</i> The system updates the value in the Filing Status field (federal withholding element) automatically at save with the selected withholding status. |
| Withholding Rate | Specify the permitted withholding rate. Values are: <i>Higher withholding rate</i> . If selected, the Multiple Jobs or Spouse Works check box (federal withholding element) is selected automatically. <i>Standard withholding rate</i> . If selected, the system clears the Multiple Jobs or Spouse Works check box (federal withholding element) automatically. |
| Annual Withholding Reductions | Enter the maximum value permitted for annual withholding reductions (Form W-4 line 3). The system updates the value in the Dependent Amount field (federal withholding element) automatically with the specified annual withholding reductions value. |
| Other Income | Enter the minimum value permitted for other income (Form W-4 line 4(a)). The system updates the value in the Other Income field (federal withholding element) automatically with the other income value specified here. |
| Other Deductions | Enter the maximum value permitted for deductions (Form W-4 line 4(b)). The system updates the value in the Deductions field (federal withholding element) automatically with the deductions value specified here. |
| Additional Amount | Enter the minimum value permitted for additional amount (Form W-4 line 4(c)). The system updates the value in the Extra Withholding field (federal withholding element) automatically with the additional amount value specified here. |

State Tax Data Page

Use the State Tax Data page (GPUS_SWT_EE) to maintain state tax information for individual payees.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Taxes**, and then **Maintain Tax Data USA**, and then **State Tax Data**

This example illustrates the fields and controls on the State Tax Data page.

State Information

| Field or Control | Description |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| State | Enter the state for which you are entering tax data. Normally, the system populates this field automatically based on the tax location selected on the Payee Tax Profile page. |

Colorado-Specific Page Element

| Field or Control | Description |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form DR 0004 Received | Select if the payee submitted Form DR 0004. When selected, the Annual Allowance Based On field appears, and these fields become unavailable for edit: Special Tax Withholding Status (set to <i>None</i>), Tax Status (set to <i>N/A</i>), and Description (set to <i>Not Applicable</i>). |

Oregon-Specific Page Element

| Field or Control | Description |
|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Do not withhold Oregon Statewide Transit Tax | <p>Select this check box if you do not wish to withhold Oregon Statewide Transit Tax from payments that are made to the payee. For example, if the payee is an Oregon resident who works outside of the state, the out-of-state employer can, as a courtesy, withhold transit tax for the payee but it is not required. If the withholding is disabled, it is the payee's responsibility to pay the tax while filing for personal income tax return.</p> <p>Note: Retirees are exempted from the Oregon Statewide Transit Tax. No tax will be withheld from payments to individuals with the <i>1099-R</i> tax report type selected on the Maintain Tax Profile USA Page.</p> |

State Withholding Elements

Use these fields to enter state-specific withholding information.

| Field or Control | Description |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Override Withholding Status | <p>Select this checkbox to change the default special tax withholding status set by the administrator. Once you check it, the Special Tax Withholding Status field will be editable, allowing you to choose the desired value from the drop-down menu.</p> <p>For details on setting up default tax withholding status, see Setting Up Default Special Tax Withholding Status and Override Reasons.</p> |
| Reason | <p>Select the reason for overriding the default special tax withholding status. For details on defining reason codes, see Setting Up Default Special Tax Withholding Status and Override Reasons.</p> |

| Field or Control | Description |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Special Tax Withholding Status | <p><i>None.</i> Select if the payee has no special tax status. With this option, the system calculates SWT based on the payee's taxable gross, marital status, and withholding allowances. If you select this option and specify an additional amount or percentage, the system calculates taxes based on the information in the tax table and withholds the additional withholding amount indicated.</p> <p><i>No taxable gross; no tax taken.</i> Select to disable the tracking of state taxable gross balance for the payee.</p> <p><i>Maintain taxable gross; no SWT.</i> Select to override the normal tax calculation with the additional amount or percentage indicated. The system determines taxable gross for SWT using the individual earnings paid to the payee. The tax withheld becomes either a flat amount or a percentage of the state taxable wages.</p> <p>The default special tax withholding status set by the administrator is displayed in this field. You can override this value based on requirements by means of Override Withholding Status checkbox.</p> |
| Tax Status and Description | <p>Select the appropriate tax status for SWT. The description for the status is displayed after the selection.</p> <p>Note: This field is has a value of <i>N/A</i> (not applicable) for states that do not use marital status for tax calculation.</p> |
| Withholding Allowances | <p>Enter the number of allowances that the payee claims for SWT. This number should match the number on the payee's state withholding allowance certificate.</p> <p>This field applies to many but not all states.</p> |
| Additional Amount | <p>Enter an additional flat amount to withhold. The effect of this field depends on the option that you select in the Special Tax Withholding Status field.</p> |
| Additional Percentage | <p>Enter an additional percentage to withhold. The system calculates the additional withholding using a percentage of the payee's taxable wages.</p> |
| Additional Allowances | <p>(CA, IL, IN, GA, PR, and VA) Enter any additional allowance that the payee claims for SWT.</p> <p>(VA) This field is applicable if the specified tax status is not <i>65/Blind</i>.</p> |
| Arizona-Specific Page Element | |
| Field or Control | Description |
| Withholding Percent | Enter the percentage of taxable gross that constitutes the Arizona state withholding. |

Colorado-Specific Page Element

| Field or Control | Description |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Annual Allowance Based On | <p>Specify where to locate the annual withholding allowance amount.</p> <p>This field appears if the Form DR 0004 Received option is selected.</p> <p>Values are:</p> <p><i>Specified Amount.</i> It refers to the value specified in the Annual Allowance Amount field.</p> <p><i>Use Federal Tax Status Values.</i> Use this value if Box 2 on Form DR 0004 is blank. The system uses the filing status (on the Federal Tax Data page) to identify the associated allowance amount from the Allowances and Exemptions section on the State Tax Rates USA Page.</p> <p><i>Zero Amount.</i> Use this value if the payee specified the zero amount (not blank) in Box 2 on Form DR 0004.</p> |
| Annual Allowance Amount | <p>Enter the annual allowance amount that is entered in Box 2 on Form DR 0004.</p> <p>This field appears if the annual allowance is based on <i>Specified Amount</i>.</p> |

Connecticut-Specific Page Element

| Field or Control | Description |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Adjustment | <p>Indicate whether the withholding adjustment amount is an increase or decrease amount.</p> <p>The system increases or decreases the employee's 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.</p> <p>Values are:</p> <p><i>Decrease Additional Amount</i></p> <p><i>Increase Additional Amount</i></p> |

Louisiana-Specific Page Element

| Field or Control | Description |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Adjustment | Indicate whether the withholding adjustment amount is an increase or decrease amount. The system increases or decreases the employee's 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. Values are: <i>Decrease Additional Amount</i> <i>Increase Additional Amount</i> |

Mississippi-Specific Page Element

| Field or Control | Description |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Annual Exemption Amount | Enter the annual exemption amount from the payee's completed Mississippi withholding exemption certificate. This exemption amount reduces the payee's taxable gross before the SWT calculation for each pay period. |

Lock-In Details

| Field or Control | Description |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Letter Received | Select if you received a letter from the state taxing authority that specifies the number of allowances that the payee can claim. |
| Limit on Allowances | Enter the maximum number of allowances that the payee can claim. The value that you enter in the Withholding Allowances field is not allowed to exceed this number. |

W-4 Employee's Withholding Certificate Page

Use the W-4 Employee's Withholding Certificate page (GPUS_W4_DATA) to maintain W-4 tax information.

Navigation:

Self-Service, and then **Payroll and Compensation**, and then **W-4 Tax Information USA**, and then **W-4 Employee's Withholding Certificate**

This example illustrates the fields and controls on the W-4 Employee's Withholding Certificate page (1 of 2).

W-4 Employee's Withholding CertificateRosanna Channing
Global Business Institute

Social Security Number 21 [REDACTED]

Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay.
Your withholding is subject to review by the IRS.

[Official Form W-4](#)**Step 1: Personal Information****Address**1430 North West Blvd
Apt B215
Guttenberg NJ 07093

Does your name match the name on your social security card? If not, to ensure you get credit for your earnings, contact SSA at 800-772-1213 or go to www.ssa.gov

Filing Status

- Single or Married filing separately
 Married filing jointly (or Qualifying widow(er))
 Head of household (Select only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualified individual)

Complete Steps 2–4 ONLY if they apply to you; otherwise, skip to Step 5. To see if you are exempt from withholding or if you have concerns about your privacy, see instructions.

Step 2: Multiple Jobs or Spouse Works[▶ Step 2 Instructions](#) Multiple Jobs or Spouse Works

Complete Steps 3–4(b) on Form W-4 for only ONE of these jobs. Leave those steps blank for the other jobs. (Your withholding will be most accurate if you complete Steps 3–4(b) on the Form W-4 for the highest paying job.)

This example illustrates the fields and controls on the W-4 Employee's Withholding Certificate page (2 of 2).

Step 3: Claim Dependents

▶ Step 3 Instructions

If your income will be \$200,000 or less (\$400,000 or less if married filing jointly):

Multiply the number of qualifying children under age 17 by \$2,000

Multiply the number of other dependents by \$500

Other tax credits

Total

Step 4: Other Adjustments

▶ Step 4 Instructions

a) Other Income

b) Deductions

c) Extra Withholding

Step 5: Exemption from Withholding

You may claim exemption from withholding for if you meet both of the following conditions:

Exemption Conditions

- Last year I had no federal income tax liability and
- This year I expect to have no federal income tax liability

Check if you meet both conditions and are claiming Exemption from Withholding

If claiming Exemption from Withholding complete only Steps 1 and 5. Do not complete any other steps on Form W-4

Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete

This self-service page enables payees to update their Federal W-4 tax information. They can change their filing status, dependents, other income, and other current elections. If they want to view or print a copy of the official Form W-4, they can select the **Official Form W-4** link to access the form in PDF format. They may also access the official Social Security website.

Note

Both links go to a third-party server. Therefore, you must use the [URL Maintenance Page](#) to update the link periodically to make sure it is still valid.

W-4P Employee's Withholding Certificate for Periodic Pension or Annuity Payments Page

Use the W-4P Employee's Withholding Certificate for Periodic Pension or Annuity Payments page (GPUS_W4_DATA) to maintain W-4P tax information.

Navigation:

Self-Service, and then **Payroll and Compensation**, and then **W-4 Tax Information USA**, and then **W-4P Employee's Withholding Certificate for Periodic Pension or Annuity Payments**

This example illustrates the fields and controls on the W-4P Employee's Withholding Certificate for Periodic Pension or Annuity Payments page (1 of 2).

W-4P Employee's Withholding Certificate for Periodic Pension or Annuity Payments

Fabio Fabiano
GP US Company G Social Security Number 58 [REDACTED]

Complete Form W-4P so that your employer can withhold the correct federal income tax from your pay. Your withholding is subject to review by the IRS [Official Form W-4P](#)

Step 1: Personal Information

Address

2345A Derby Rd
Oakland CA 91234

Does your name match the name on your social security card? If not, to ensure you get credit for your earnings, contact SSA at 800-772-1213 or go to www.ssa.gov

Filing Status

- Single or Married filing separately
- Married filing jointly (or Qualifying widow(er))
- Head of household (Select only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualified individual)

Complete Steps 2-4 ONLY if they apply to you; otherwise, skip to Step 5. To see if you are exempt from withholding or if you have concerns about your privacy, see instructions.

Step 2: Income from a Job and/or Multiple Pensions/Annuities

▶ **Step 2 Instructions**

| | |
|------------------------------------------------|--|
| Total Taxable Annual Pay for all Jobs from W-4 | |
| Total Taxable Pension/Annuity Payments | |
| Total | |

If you (or your spouse) have a job, do not complete Steps 3-4(b)
If you (or your spouse) do not have a job, complete Steps 3-4(b) on Form W-4P for only the pension/annuity that pays the most annually

This example illustrates the fields and controls on the W-4P Employee's Withholding Certificate for Periodic Pension or Annuity Payments page (2 of 2).

Step 3: Claim Dependents

▶ Step 3 Instructions

If your income will be \$200,000 or less (\$400,000 or less if married filing jointly):

Multiply the number of qualifying children under age 17 by \$2,000

Multiply the number of other dependents by \$500

Other tax credits

Total

Step 4: Other Adjustments

▶ Step 4 Instructions

a) Other Income

b) Deductions

c) Extra Withholding

Step 5: Exemption from Withholding

You may claim exemption from withholding for if you meet both of the following conditions:

Exemption Conditions

- Last year I had no federal income tax liability and
- This year I expect to have no federal income tax liability

Check if you meet both conditions and are claiming Exemption from Withholding

If claiming Exemption from Withholding complete only Steps 1 and 5. Do not complete any other steps on Form W-4

Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete

This self-service page enables payees with the *1099-R* tax report type to update their Federal W-4P tax information. They can change their filing status, dependents, other income, and other current elections. If they want to view or print a copy of the official Form W-4P, they can select the **Official Form W-4P** link to access the form in PDF format. They may also access the official Social Security website.

Note

Both links go to a third-party server. Therefore, you must use the [URL Maintenance Page](#) to update the link periodically to make sure it is still valid.

URL Maintenance Page

Use the URL Maintenance page (URL_TABLE) to maintain the URLs for links that access official tax forms on third-party servers.

Navigation:

PeopleTools, and then **Utilities**, and then **Administration**, and then **URLs**, and then **URL Maintenance**

This example illustrates the fields and controls on the URL Maintenance page.

URL Maintenance

URL Identifier: GPUS_W4_FORM

***Description:**

***URLID:**

Comments:

URL Properties

Use this page to maintain the URL accessed by the **Official Form W-4** link on the W-4 Tax Information self-service page. The URL identifier for the link is GPUS_W4_FORM. Make changes to the URL field to update the link.

Setting Up Default Special Tax Withholding Status and Override Reasons

This topic provides an overview of setting up default values for the special tax withholding status for each state and corresponding reason codes,

Pages Used to Setup Default Special Tax Withholding Status

| Page Name | Definition Name | Usage |
|-----------------------------------------------|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Default Special Withholding Tax Status | GPUS_SPWH_STAT | To set the value of the Special Tax Withholding Status based on the current State rules, regarding taxability of earnings, at the employee level. |

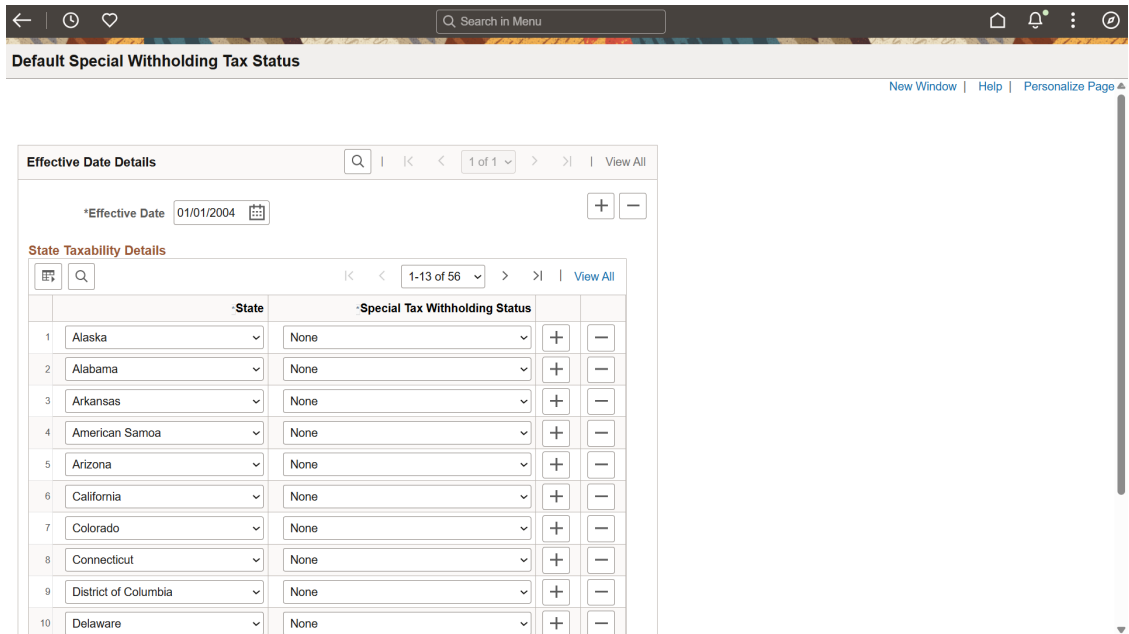
Default Special Withholding Tax Status Page

Use the Default Special Withholding Tax Status page to set the value of the Special Tax Withholding Status based on the current State rules, regarding taxability of earnings, at the employee level.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Taxes**, and then **Default Tax Status USA**

This example illustrates the fields and controls on the Default Special Withholding Tax Status Page.



Field or Control

Description

Effective Date

Select the date on which the special tax withholding status is applicable for each state.

State

Select the required state for which the default special tax withholding status to be set.

| Field or Control | Description |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Special Tax Withholding Status | <p>Select the required special tax withholding status from the drop-down list.</p> <p>Available options are:</p> <ul style="list-style-type: none"> • None: Select if the payee has no special tax status. With this option, the system calculates SWT based on the payee's taxable gross, marital status, and withholding allowances. If you select this option and specify an additional amount or percentage, the system calculates taxes based on the information in the tax table and withholds the additional withholding amount indicated. • No taxable gross; no tax taken: Select to disable the tracking of state taxable gross balance for the payee. • Maintain taxable gross; no SWT. Select to override the normal tax calculation with the additional amount or percentage indicated. The system determines taxable gross for SWT using the individual earnings paid to the payee. The tax withheld becomes either a flat amount or a percentage of the state taxable wages. <p>The value selected in this field is set as the default value for special tax withholding status in the Maintain Tax Data USA page. This value can be modified at the employee level within the Maintain Tax Data page. For details on overriding default tax status, see Maintaining Payee Tax Information.</p> |

Special Withholding Tax Status Override Reasons Page

Use Special Withholding Tax Status Override Reasons page (GPUS_SP_ST_OVD_RSN) to define the override reasons for the Special Withholding Tax Status.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence MgmtTaxesDefault Tax Status USA**

This example illustrates the Special Withholding Tax Status Override Reasons page.

Special Withholding Tax Status Override Reasons

Reason Code KY-USNA

Override Reason Details
Q | < | > | 1 of 1 | View All

***Effective Date**

***Description**

Short Description

Comments

+ -

Save
Notify

Add
Update/Display
Include History
Correct History

| Field or Control | Description |
|--------------------------|---------------------------------------------------------|
| Reason Code | Displays the code for tax status override. |
| Effective Date | Select the date on which the reason becomes effective. |
| Description | Enter a meaningful description for the override reason. |
| Short Description | Enter a short description for the override reason. |
| Comments | Enter additional remarks, if any. |

12

Setting Up Absence Elements

Understanding Absence Elements

This topic discusses:

- Delivered absence entitlements and takes.
- Delivered absence earnings.
- Process lists and sections.
- Viewing delivered elements.

Related Topics

- PeopleSoft Global Payroll: Understanding Absence Element Setup
- PeopleSoft Global Payroll: Understanding Absence Setup and Management Tasks
- PeopleSoft Global Payroll: Entering Maintaining and Approving Absence Events

Delivered Absence Entitlements and Takes

The PeopleSoft system delivers a set of entitlements and takes for absences. You can use these elements as delivered, modify them, or create new elements.

This table lists the entitlements and takes that the PeopleSoft system delivers:

| Absence | Entitlement | Take |
|-------------------|----------------|-------------|
| Vacation | VACATION | VAC TAKE |
| Sick Leave | SICK | SICK TAKE |
| Jury Leave | Not Applicable | JURY TAKE |
| Bereavement Leave | BEREAVEMENT | BEREAV TAKE |

Vacation

For the delivered VACATION entitlement, full-time payees scheduled to work 20 hours or more per week accrue vacation time based on their job status and years of service.

This table summarizes the vacation entitlement according to job status and years of service:

| Job Status | Years of Service | Annual Vacation |
|-------------------|------------------|-----------------|
| Executive Officer | 0+ | 192 hours |
| Exempt | 0+ | 80 hours |
| Exempt | 2+ | 120 hours |
| Exempt | 4+ | 160 hours |
| Exempt | 6+ | 192 hours |

| Job Status | Years of Service | Annual Vacation |
|------------|------------------|-----------------|
| Non-exempt | 0+ | 48 hours |
| Non-exempt | 2+ | 104 hours |
| Non-exempt | 11+ | 144 hours |
| Non-exempt | 16+ | 168 hours |
| Non-exempt | 20+ | 184 hours |

The system calculates vacation entitlement every pay period using the formula ABS FM ENTITLEMENT. The amount of vacation that accrues each pay period is prorated depending on the period frequency. For example, suppose that a payee earns 96 hours of vacation per year and is paid monthly. The system divides the annual vacation earned (96) by the number of pay periods in the year (12), resulting in a total of 8 hours of vacation per month. For payees who work fewer than 40 but at least 20 hours per week, the system prorates the number of vacation hours accrued. For example, suppose that a full-time payee accrues 2 hours of vacation per week, but a part-time payee works only 32 hours in one week. The system prorates the payee's vacation accrual based on the payee's work hours ($32 \div 40 \times 2$ hours per week) so that the payee earns 1.6 hours of vacation. Payees who work more than the normal 40-hour work week do not accrue extra vacation. The maximum accrual is always based on a 40-hour work week. The system carries a payee's vacation balance over to subsequent years, but the balance cannot exceed the annual number of hours that a payee earns.

Absence entries using the absence take VAC TAKE discount from the VACATION entitlement and generate the VAC PAID earning. Holidays and nonworked hours are not discounted from the vacation balance. The system allows a negative vacation balance of up to the granted time for the next service year for all employees. Non-exempt employees cannot have a negative vacation balance. The system generates the VAC UNPAID earning for vacation balances that exceed the allowed negative balance.

Note

Payees who are on paid absence accrue vacation time, but payees who are absent without pay do not.

Note

Payees who work fewer than 20 hours per week do not receive vacation entitlement.

Sick Leave

The system calculates the SICK entitlement on a monthly basis. Payees who work full time (40 hours per week) accrue 8 hours (one full work day) of sick leave per month. Payees who are on paid absence accrue sick leave, but payees who are absent without pay do not.

Absence entries using the absence take SICK TAKE discount from the SICK entitlement and generate the SICK PAID earning. Holidays and nonworked hours are not discounted from a payee's sick leave balance. The system does not allow payees to have a negative sick leave balance, and sick leave can be charged against any available vacation hours (up to the employee's annual vacation entitlement). If SICK TAKE hours remain after the sick and vacation balances are used, the system processes the SICK UNP earning.

For example, assume that an employee who is paid monthly has an annual vacation entitlement of 48 hours:

- Sick Balance as of 1 October = 8 hrs.
- Sick Entitlement on 4 October = 8 hrs.
- Vacation Balance as of 1 October = – 45 hrs.
- Vacation Entitlement on 4 October = 4 hrs.

The employee in this example is assigned a Sick Take of 32 hrs for the month of October. As a result, he is paid the following as of the 31 October pay period end date:

- Sick Paid = 23 hrs (Sick Bal, 8 hrs + Sick Entlmt, 8 hrs + Vac Hrs Available, 7 hrs)
- Sick Unpaid = 9 hrs (Sick Take hrs not covered by Sick Balance and vacation hours)

As of 31 October, the employee's Sick and Vacation balances are:

- Sick Balance = 0 hrs (Sick Beginning Balance, 8 hrs + Sick Entlmt, 8 hrs – Sick Take, 16 hrs)
- Vacation Balance = – 48 hrs (Vac Beginning Balance, – 45 hrs + Vac Entlmt, 4 hrs – Vac used for Sick Take, 7 hrs)

Note

Sick time is prorated the same as vacation time for payees working between 20 and 40 hours. Payees working fewer than 20 hours do not accrue sick leave. The sick leave balance does not carry forward to the next calendar year.

Jury Leave

PeopleSoft Global Payroll for United States does not deliver an entitlement for jury leave. That means that no limit exists to the amount of jury leave that a payee can take. Absence entries using the absence take JURY TAKE generate the JURY PAID earning.

Bereavement Leave

The system calculates the BEREAVEMENT entitlement on an as-needed basis. The system grants 24 hours (three working days) of bereavement leave to payees for each death of a family member. In the event that a payee has more than one death in the family in a given year, unused bereavement leave from a previous death in the family does not carry over to the payee's bereavement leave balance. When the system calculates the entitlement for the second death in the family, it deletes any previous bereavement leave balance and grants a new balance of 24 hours.

Absence entries using the absence take BEREAV TAKE discount from the BEREAVEMENT entitlement and generate the BEREAV PAID earning. The system does not allow a negative balance of bereavement leave. The system discounts any bereavement takes beyond the 24 hours granted from the VACATION entitlement.

Delivered Absence Earnings

The PeopleSoft system delivers earnings elements for absences and vacations. You can use these elements as delivered, modify them, or create new elements.

This table summarizes the absence earnings:

| Name | Unit | Rate | Accumulators |
|---------------------------------|-------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BEREAV PAID (bereavement pay) | Payee-level | HOURLY RT (system element) | TOTAL EARNINGS N BEREAV PAID_YTDA FWT GRS N OAS EE GRS N OAS ER GRS N MED EE GRS N MED ER GRS N FUT GRS N 401K GROSS N SWT GRS N REDUCE SAL AMT |
| BEREAV UNP (unpaid bereavement) | Payee-level | HOURLY RT (system element) | BEREAV UNP_YTDA REDUCE SAL AMT |
| SICK PAID (sick pay) | Payee-level | HOURLY RT (system element) | TOTAL EARNINGS N SICK PAID_YTDA FWT GRS N OAS EE GRS N OAS ER GRS N MED EE GRS N MED ER GRS N FUT GRS N 401K GROSS N SWT GRS N REDUCE SAL AMT |
| SICK UNP (unpaid sick) | Payee-level | HOURLY RT (system element) | SICK UNP_YTDA REDUCE SAL AMT |
| JURY PAID (jury leave) | Payee-level | HOURLY RT (system element) | TOTAL EARNINGS N JURY PAID_YTDA FWT GRS N OAS EE GRS N OAS ER GRS N MED EE GRS N MED ER GRS N FUT GRS N 401K GROSS N SWT GRS N REDUCE SAL AMT |
| JURY UNP (unpaid jury duty) | Payee-level | HOURLY RT (system element) | JURY UNP_YTDA REDUCE SAL AMT |

| Name | Unit | Rate | Accumulators |
|-----------------------------------|----------------------------|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| VAC PAID (paid vacation) | Payee-level | HOURLY RT (system element) | TOTAL EARNINGS N VAC PAID_YTDA FWT GRS N OAS EE GRS N OAS ER GRS N MED EE GRS N MED ER GRS N FUT GRS N 401K GROSS N SWT GRS N REDUCE SAL AMT |
| VAC UNP (unpaid vacation) | Payee-level | HOURLY RT (system element) | REDUCE SAL AMT |
| VAC PAYOUT (vacation pay balance) | VACATION_BAL (accumulator) | HOURLY RT (system element) | TOTAL EARNINGS N VAC PAYOUT_YTDA FWT GRS N OAS EE GRS N OAS ER GRS N MED EE GRS N MED ER GRS N FUT GRS N 401K GROSS N SWT GRS N |

All of the delivered absence-related earnings have a calculation rule of $Unit \times Rate$. All absence earnings except VAC PAYOUT subtract from the SALARY earning to maintain the same pay rate for salaried payees. They do not, however, subtract from the REGULAR earning because earnings for hourly payees are based on the actual number of hours they worked during the period. For example, if a payee were absent for 8 hours during a 40-hour work week, the entered work hours would be 32. The system generates the earning VAC PAYOUT upon the termination of a payee. Vacation Payout (VAC PAYOUT) is also generated for a negative vacation balance up to the net pay available.

The generation control element associated with the VAC PAYOUT earning is GEN GC TERMINATED.

The system processes the delivered earnings elements each time you run a payroll. You can change the processing schedule as needed.

Related Topics

- [Understanding Earnings](#)
This topic discusses:

Process Lists and Sections

PeopleSoft Global Payroll for United States delivers these absence-related process sections:

- INIT ABSENCE
- ABSENCES

- ABSENCE ENTITL
- ABSENCES TAKES
- HOLIDAY SEC

INIT ABSENCE Section

The INIT ABSENCE section is a member of the USA STD ABSENCE process list and contains the following elements:

- GEN FM WORKED HRS (formula)
- GEN DT SRVC EXT (date)
- GP PRD END DT EXTR (date)
- ERN CT HOLIDAY (count)

ABSENCES Section

The ABSENCES section contains nine absence-related earnings:

- VAC PAID
- VAC UNPAID
- BEREAV PAID
- BEREAV UNP
- SICK PAID
- SICK UNP
- JURY PAID
- JURY UNP

The ABSENCES section is a member of the USA STD PAYROLL process list.

ABSENCES ENTITL, ABSENCES TAKES, and HOLIDAY SEC Sections

The ABSENCES ENTITL section contains two entitlements:

- VACATION
- SICK

The ABSENCES ENTITL section is a member of the USA STD ABSENCE process list.

The ABSENCES TAKES section contains four takes:

- VAC TAKE
- SICK TAKE
- BEREAV TAKE
- JURY TAKE

The ABSENCES TAKES section is a member of USA STD ABSENCE process list.

The HOLIDAY SEC section contains the HOLIDAY earning.

It is a member of the USA STD ABSENCE process list.

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for the U.S. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

See PeopleSoft Global Payroll: Understanding How to View Delivered Elements.

Modifying and Creating Absence Elements

PeopleSoft Global Payroll for United States delivers absence elements based on practices that are common to many businesses in the U.S. Your specific business practices, however, may require you to modify the delivered elements or create your own. This topic provides some examples of common absence rules modifications and additions. Of course, many other ways are available in which you might want to set up absence elements. These examples illustrate the kinds of changes that are possible and how you implement them.

Modifying Vacation Accrual

The system determines how much vacation a specific payee should accrue each pay period based on job status and years of service. This information is stored in the ABS BR ENTITLE bracket. By changing the return values for this bracket, you can modify how much vacation the system assigns to payees.

See PeopleSoft Global Payroll: Defining Bracket Elements.

Modifying Bereavement Leave Allotment

The system assigns 24 hours (three working days) of bereavement leave to a payee per death that occurs. This allotment is based on the ABS VR BER ENTIT variable. By changing the value of this variable, you can modify the amount of bereavement leave that the system grants.

See PeopleSoft Global Payroll: Defining Variable Elements.

Establishing an Annual Limit for Jury Leave

PeopleSoft Global Payroll for United States does not deliver an entitlement for jury leave. This means that no limit exists to the amount of jury leave that a payee can take. If you want to establish an annual limit for paid jury leave, you must create a new jury leave entitlement.

See PeopleSoft Global Payroll: Defining Absence Entitlement Elements.

Adding New Types of Absences

A business may provide payees with types of absences that are not delivered with PeopleSoft Global Payroll for United States, such as maternity leave or personal leave. To implement new absences, you must create a variety of new elements, including entitlements, supporting elements, takes, and earnings.

See PeopleSoft Global Payroll: Understanding Absence Element Setup.

13

Defining Banking

Understanding Banking

This topic discusses:

- Banking in the United States.
- Banking setup.
- The CI_BANK_EC component interface.
- Banking preparation process.

Banking in the United States

In the United States, employees can choose to be paid by check, direct deposit, or a combination of the two. If an employee chooses to be paid by direct deposit, the funds are transferred electronically to the employee's bank account. A prenote may be required before the first electronic transfer. You can create a prenote and generate a check while waiting for the prenote to be processed.

You can use the banking process in PeopleSoft Global Payroll for United States to complete paycheck processing. During source bank setup, you define and assign payment IDs to any type of payment. Because organizations offer their employees several different payment methods, such as checks and bank transfers, assigning unique payment IDs to payment types is important. During bank processing, the system determines the type of payment and the appropriate payment number to assign to each paycheck.

In the United States, direct deposits are distributed to banks through the National Automated Clearing House Association (NACHA). For NACHA to electronically transfer money, companies must send direct deposit files, using the formats required by NACHA. PeopleSoft Global Payroll for United States supports the PPD file format used for payee net pay distribution.

Garnishments can be submitted electronically as part of payment processing. PeopleSoft Global Payroll for United States supports the CTX file format used for garnishments.

With PeopleSoft Global Payroll for United States, you can generate the Net Payment report, the Net Distribution Exception report, and the transmittal report for child support garnishments.

Banking Setup

For PeopleSoft Global Payroll country extensions, banking setup starts in the core application and continues in PeopleSoft Global Payroll for United States. Oracle strongly recommends that before reading this topic, you read the banking feature in the PeopleSoft Global Payroll core documentation.

See PeopleSoft Global Payroll: Understanding Banking.

These steps summarize the banking setup in PeopleSoft Global Payroll for United States:

1. Define bank information, such as bank name and ID.

Note

In Global Payroll, bank information must be defined for all banks, including those that are to be used as source banks and those that are used by payees. Because you may need to set up a large volume of bank information, you can simplify the process by importing bank information from a Microsoft Excel spreadsheet into the bank setup tables with the use of the CI_BANK_EC component interface that PeopleSoft Global Payroll provides.

See [The CI_BANK_EC Component Interface](#).

2. Define and assign district information for banks in the United States.
3. Define funding such as the electronic funds transfer (EFT) formats and source bank account information.
4. Define additional source bank information for the United States.
5. Define a deposit schedule.
6. Define recipients.

A recipient can be general (for example, a government agency) or individual.

7. Define a payee's bank account information and net pay distribution details.

On the Maintain Bank Accounts page, you also define prenote information for U.S. payees.

Note

Bank information setup and general source bank setup are discussed in the PeopleSoft HCM Application Fundamentals product documentation. All other aspects of banking setup, such as deposit schedules, recipients, and payee bank account information, are discussed in the Global Payroll core documentation, with the exception of bank district setup, additional U.S. source bank setup, and prenote information, which are discussed in this topic.

See Application Fundamentals: Understanding Bank and Bank Branch Setup.

See PeopleSoft Global Payroll: Understanding Banking.

See [Understanding Source Bank Setup in the United States](#).

See [Managing the Prenotification Process](#).

The CI_BANK_EC Component Interface

Bank information can change frequently due to mergers and changes in bank locations or bank IDs (also known as routing numbers).

Because a large volume of bank information may need to be set up, you can simplify the process by importing bank information from a Microsoft Excel spreadsheet into the bank setup tables using the banking component interface that PeopleSoft Global Payroll provides.

These steps summarize the setup and use of the CI_BANK_EC component interface:

1. You download bank information from a website or service that provides bank information to a Microsoft Excel spreadsheet.
2. You import the bank information from the Microsoft Excel spreadsheet to the CI_BANK_EC component interface using the Excel to Component Interface utility.
3. The CI_BANK_EC component interface loads bank information into the BANK_EC table and BANK_BRANCH_TBL in HCM.

Note

You are responsible for determining which rows to update and which rows to add to the HCM database when using the Excel to Component Interface utility.

See *PeopleTools: Component Interfaces*

Banking Preparation Process

Once you've set up banking and assigned recipients to deductions, you can run the PeopleSoft Global Payroll for United States banking preparation process.

The PeopleSoft Global Payroll for United States banking preparation process includes:

- The core banking preparation process.
- U.S.-specific payment processes.
- Combine payments process.
- Payment ID and number assignment process.

Related Topics

- [Processing Payments](#)
This topic provides overviews of the payment preparation process flow, the payment preparation process, and payment renumbering, and discusses how to:

Defining and Assigning Bank Districts

To define bank districts, use the Define Bank Districts USA (GPUS_DSTRCT_TBL) component. To assign a district ID to a bank, use the Assign Bank Districts USA (GPUS_BNK_DSTRCT) component.

Pages Used to Define and Assign Bank Districts

| Page Name | Definition Name | Usage |
|------------------------------------------------|-----------------|------------------------------------------------|
| Define Bank Districts USA Page | GPUS_DSTRCT_TBL | Define district ID information for U.S. banks. |
| Assigning Bank Districts | GPUS_BNK_DSTRCT | Assign bank districts to U.S. banks. |

Understanding Bank District Setup

Bank district information must be printed on pay slips as part of the ABA fractional number. In PeopleSoft Global Payroll for United States, you set up district IDs and then assign them to banks.

Define Bank Districts USA Page

Use the Define Bank Districts USA page (GPUS_DSTRCT_TBL) to define district ID information for U.S. banks.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Banking**, and then **Define Bank Districts USA**, and then **Define Bank Districts USA**

This example illustrates the fields and controls on the Define Bank Districts USA page.

Define Bank Districts USA

District ID 90
 *Description
 *Bank District

| Field or Control | Description |
|----------------------|-------------------------------------------------------------------|
| District ID | The district ID entered in the entry dialog box appears. |
| Description | Enter a description for the district. |
| Bank District | Enter a bank district number that corresponds to the district ID. |

Assigning Bank Districts


Use the Assign Bank Districts USA page (GPUS_BNK_DSTRCT) to assign bank districts to U.S. banks.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Banking**, and then **Assign Bank Districts USA**, and then **Assign Bank Districts USA**

This example illustrates the fields and controls on the Assign Bank Districts USA page.

Assign Bank Districts USA

| District ID | |
|--------------|-------------------------------------------------------------------------------------------------------------------|
| Country Code | USA United States |
| Bank ID | 009824567 |
| Bank Name | State Bank |
| Address | 56 Montgomery St. San Francisco CA 94123 |
| *District ID | <input type="text" value="90"/>  |
| | Description Bank District |

| Field or Control | Description |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| District ID | Select the district ID that corresponds to the bank. The district ID is defined on the District Table USA page. When you select the district ID, the description and bank district information that is defined on the District Table USA page appears. |

Setting Up Source Banks in the United States

To set up source banks in the United States, use the Pay Entity Source Bank USA (GPUS_PYENT_SBNK) component.

Pages Used to Set Up Source Banks in the United States

| Page Name | Definition Name | Usage |
|-------------------------------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| Pay Entity Source Bank USA Page | GPUS_PE_SBNK_OVRD | Select the pay entity for which you will override the source bank. |
| Source Bank Override USA Page | GPUS_PE_SBNK_SEC | Define the payment method and ID for the source bank override, if necessary. The override option is used when multiple source banks are used. |

Understanding Source Bank Setup in the United States

Source banks are the funding sources for payroll disbursements.

To set up source banks in PeopleSoft Global Payroll for United States:

See Application Fundamentals: Understanding Bank and Bank Branch Setup, and PeopleSoft Global Payroll: Understanding Banking.

1. Define source bank information on the Source Bank Accounts page.
The Source Bank Accounts page is discussed in the PeopleSoft HCM Application Fundamentals product documentation.
2. Define additional setup information on the US Bank Additional Data page.

Note

If *USA* is selected in the **Country Code** field on the Source Bank Accounts page, the **Other Required Information** link appears. This link goes to the US Bank Additional Data page, where you define the number of business days required by the source bank for prenoting.

The US Bank Additional Data page is discussed in the PeopleSoft HCM Application Fundamentals product documentation.

3. Link the default source bank account to the pay entity and define the level of funding on the Pay Entity - Source Bank Link page.

Some companies may fund their entire organization from a single bank, while others may define funding at a lower level, such as by department.

The Pay Entity - Source Bank Link page is discussed in the Global Payroll core documentation.

4. (Optional) Select the pay entity to override the default source bank on the Pay Entity Source Bank USA page.

Some companies prefer to define different source banks for different payment methods, such as checks versus direct deposits. If you want to have multiple source banks, you must first select the pay entity for which you will override the default source bank.

5. (Optional) Override the default source bank on the Source Bank Override USA page.

If you want to have multiple source banks, you can override the default source bank by defining payment methods and IDs for the additional source banks.

Note

In addition to setting up source banks, you need to define and assign payment IDs. A payment ID is a unique identifier that you can use to determine which payments have been processed.

You define the payment ID on the Payment ID Definition page. Because the same payment ID can be associated with multiple payment methods and can be used by multiple source banks, you need to associate the appropriate payment ID with a specific payment method. You define this as part of the source bank account on the Payment ID Assignment page.

The Payment ID Definition page and the Payment ID Assignment page are discussed elsewhere in this product documentation.

See [Processing Payments](#).

Pay Entity Source Bank USA Page

Use the Pay Entity Source Bank USA page (GPUS_PE_S BANK_OVRD) to select the pay entity for which you will override the source bank.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Framework**, and then **Organizational**, and then **Pay Entity Source Bank USA**, and then **Pay Entity Source Bank USA**

This example illustrates the fields and controls on the Pay Entity Source Bank USA page.

Pay Entity Source Bank USA

Pay Entity K1GPEC GP US Pay Entity C

Organization Link Option Company

Definition Find | View All First 1 of 1 Last

Effective Date 01/01/2004

| Source Bank Override | | Personalize Find | | First 1 of 1 Last |
|----------------------|-----------------|------------------------|------------------------------|--------------------------|
| Organization Unit | Description | Default Source Bank ID | Description | |
| K1C | GP US Company C | K1GBNKC | K1C Payroll Acct - PE K1GPEC | Override |

| Field or Control | Description |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Organization Unit | Displays the organization unit that you defined on the Pay Entity - Source Bank Link page. See PeopleSoft Global Payroll: Understanding Banking. |
| Default Source Bank ID | Displays the source bank ID that you defined on the Pay Entity - Source Bank Link page. If your organization has multiple source banks, you can override the default source bank on the Source Bank Override USA page. |
| Override | Select the Override link to access the Source Bank Override USA page. |

Source Bank Override USA Page

Use the Source Bank Override USA page (GPUS_PE_SBANK_SEC) to define the payment method and ID for the source bank override, if necessary.

Navigation:

Select the **Override** link on the Pay Entity Source Bank USA page.

This example illustrates the fields and controls on the Source Bank Override USA page.

Source Bank Override USA

Pay Entity K1GPEC GP US Pay Entity C
 Organization Unit K1C GP US Company C
 Source Bank ID K1GBNKC K1C Payroll Acct - PE K1GPEC
 Effective Date 01/01/2004

| Source Bank Payment Method | | | Personalize | Find | First | 1 of 1 | Last |
|----------------------------|-----------------|----------------|-------------|------|-------|--------|------|
| Payment Method | *Source Bank ID | Description | | | | | |
| Bank Transfer | 44 | TC Source Bank | | | | | |

The override option is used when multiple source banks are used.

| Field or Control | Description |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Payment Method | Select the payment method to be used with the additional source bank. Options are <i>Bank Transfer, Cash, Check, Postal Order, and Wire Transfer</i> . Note: You cannot have two rows with the same payment method. |
| Source Bank ID | Select the ID for the additional source bank. |

Managing the Prenotification Process

Page Used to Manage the Prenotification Process for Payees

| Page Name | Definition Name | Usage |
|---------------------------------------------------|-----------------|-----------------------------------------------------------------------------------------------------------|
| Bank Prenote Information USA Page | GPUS_PRENOTE | If a payee's bank account information changes and prenoting is required, update prenote dates and status. |

Understanding Prenotification

In the United States, payees who elect to receive direct deposits may be subject to prenoting. Prenoting is the process of verifying routing numbers and account number information for an electronic transfer through a zero-dollar transaction. Typically, the prenote period is 10 days. During this time, the employer pays the payee with a check instead of a deposit, and a zero-dollar deposit is sent to the payee's bank account. This way, if the payee entered an invalid transit or account number, the bank rejects the transaction, but the payee is still paid on time.

Prenotification is optional. If you decide to use prenotification, you can set it up to run when you define PeopleSoft Global Payroll for United States installation settings.

You can also set up different prenotification periods for each source bank, if needed. For one source bank, the prenote wait days can be 10 days, and for another source bank, it can be 8 days. You can define this in PeopleSoft Global Payroll for United States during source bank account setup.

To set up and update prenotification for payees:

1. Indicate whether prenotification is required at the payee level on the Installation Settings USA page.

This setting controls whether the default for the **Prenotification Required** check box is selected or deselected on the Bank Prenote Information USA page.

The Installation Settings USA page is discussed in this product documentation.

See [Defining Installation Settings](#).

2. Indicate the prenote wait days for a United States source bank on the US Bank Additional Data page.

What you enter at the source bank level determines whether the prenotification process is required. If you enter 0 wait days, a prenote will not be generated at the payee level.

Note

The US Bank Additional Data page is discussed in the PeopleSoft HCM Application Fundamentals product documentation.

See Application Fundamentals: Understanding Bank and Bank Branch Setup.

3. Set up bank account information for a payee on the Maintain Bank Accounts page.

Note

The Maintain Bank Account page is discussed in the Global Payroll core documentation.

See PeopleSoft Global Payroll: Understanding Banking.

4. Define prenote information for a payee on the Bank Prenote Information USA page.

Note

If *USA* is selected as the country code on the Maintain Bank Accounts page, the **Prenote Information** link appears. This is where you can manually update a payee's prenotification status.

Prenotification and Installation Considerations

If you previously installed a Global Payroll country extension other than PeopleSoft Global Payroll for United States and you have payees with United States bank accounts, and then you install PeopleSoft Global Payroll for United States, you may need to generate a prenote record for those payees with existing United States bank accounts or update prenote information online through the payee Maintain Bank Accounts (PYE_BANKACCT) component for the process to run properly.

Prenotification Processing

The prenotification process is part of the PeopleSoft Global Payroll for United States banking process.

See [Processing Payments](#).

Bank Prenote Information USA Page

Use the Bank Prenote Information USA page (GPUS_PRENOTE) to if a payee's bank account information changes and prenoting is required, update prenote dates and status.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Net Pay/Recipient Elections**, and then **Maintain Bank Accounts**, and then **Maintain Bank Accounts**

Select the **Prenote Information** link on the Maintain Bank Accounts page. This link is available only if you select the **Prenote Process Allowed** check box on the Installation Settings USA page.

This example illustrates the fields and controls on the Bank Prenote Information USA page.

[Prenote Information](#)

Bank Prenote Information USA

| Prenotification Information | | |
|--------------------------------------------------------------|----------------------|----------------------|
| Account ID | Employee ID K1GCA001 | CA California |
| <input checked="" type="checkbox"/> Prenotification Required | | |
| Prenotification Status | Not Submitted | Prenotification Date |
| Last Update User ID | | Updated on |

| Field or Control | Description |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Prenotification Required | <p>Select if the prenotification process is required for the payee's bank account. This field determines whether prenotes are generated.</p> <p>Note: If you selected the Prenote Process Allowed check box on the Installation Settings USA page, this field is automatically selected. However, if this field is selected but the prenote wait days is defined as 0 at the source bank level, no prenote exists. Prenote definition at the source bank level can override prenote information defined elsewhere.</p> <p>See Defining Installation Settings.</p> |

| Field or Control | Description |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Prenotification Status | Indicate the status of the prenotification process for the selected bank account. Values are <i>Completed</i> , <i>Not Submitted</i> , <i>Rejected</i> , and <i>Submitted</i> . The prenote process automatically updates this field, but you can also update it manually. The <i>Rejected</i> field value indicates that the source bank rejected the payee bank account information. The <i>Rejected</i> status is not set by the prenote process; it can only be set manually. See Processing Payments . |
| Prenotification Date | Enter the date of the prenote if you want to override the date when the prenotification was last run. Overriding the prenote date may cause prenotification to occur again unless the prenotification status is set to <i>Complete</i> . Prenote days are counted according to this date. Typically, prenote information is updated if the bank ID or bank account information changes for a payee. Prenote information is not updated for payee banking details, such as changes to net pay distribution. |
| Last Update User ID | Displays the user ID of the person who last updated prenote information. |
| Updated On | Displays the date and time that the prenote was last updated. Prenote days are counted according to this date. Typically, prenote information is updated if the bank ID or bank account number changes for a payee. |

Note

To activate the prenote fields for a bank account, you must select the **Apply** button at the bottom of this page.

Running the Banking Process

This topic provides overviews of the PeopleSoft Global Payroll for United States banking process and banking subprocesses.

The PeopleSoft Global Payroll for United States Banking Process

These steps summarize the PeopleSoft Global Payroll for United States banking process:

1. Finalize the payroll using the Payroll/Absence Run Control page.
2. Run the PeopleSoft Global Payroll for United States banking preparation process using the Run Payment Prep Process USA page.

3. Create direct deposit file.
4. Generate child support garnishment file.

Related Topics

- PeopleSoft Global Payroll: Understanding Payroll Processing
- [Run Payment Prep Process USA Page](#)
Use the Run Payment Prep Process USA page (GPUS_PMT_PREPARE) to run the banking payment preparation process for PeopleSoft Global Payroll for United States.
- [Creating Direct Deposits](#)
- [Creating Garnishment Files](#)
To set up garnishment files, use the Company USA (GPUS_COMPANY) and Create Garnishment File USA (GPUS_CTX_RC) components.

Banking Subprocesses

The PeopleSoft Global Payroll for United States banking preparation process can be run in two phases, Calculate and Finalize. Different subprocesses run for each phase.

During the Calculate phase, the following processes are run:

- Core banking preparation.
- Prenotification (does not update the Prenotification Status on the **Maintain Bank Accounts** page).
- Source bank override.

During the Finalize phase, the following processes are run:

- Core banking preparation.
- Prenotification.
- Source bank override.
- Combine payments.
- Payment ID and number assignment.

Note

The banking subprocesses and the Run Payment Prep Process USA page are discussed in detail in another topic in this product documentation.

Related Topics

- [Processing Payments](#)
This topic provides overviews of the payment preparation process flow, the payment preparation process, and payment renumbering, and discusses how to:

Creating Direct Deposits

Page Used to Create Direct Deposit Files

| Page Name | Definition Name | Usage |
|-----------------------------------------------------|-----------------|------------------------------------------|
| Create Direct Deposit File USA Page | GPUS_PPD_RC | Create the PPD file for direct deposits. |

Understanding the Direct Deposit File Process

You use the Create Direct Deposit File USA page to define the parameters for the direct deposit file and to run the direct deposit file process.

The direct deposit file is formatted according to the EFT format specified for the source bank of the pay entity, which is in the PPD format.

During the direct deposit file process, the system performs these steps:

1. Gets data from the GP_PAYMENT and GP_PYMT_BNK_TBL tables.

The GP_PAYMENT table is the base from which a company pays its payees. This table contains one entry for every net pay distribution from every payment included in a calendar run. Another table used for payment processing is GP_PYMT_BNK_TBL. This table contains summary information for a payee's net pay.

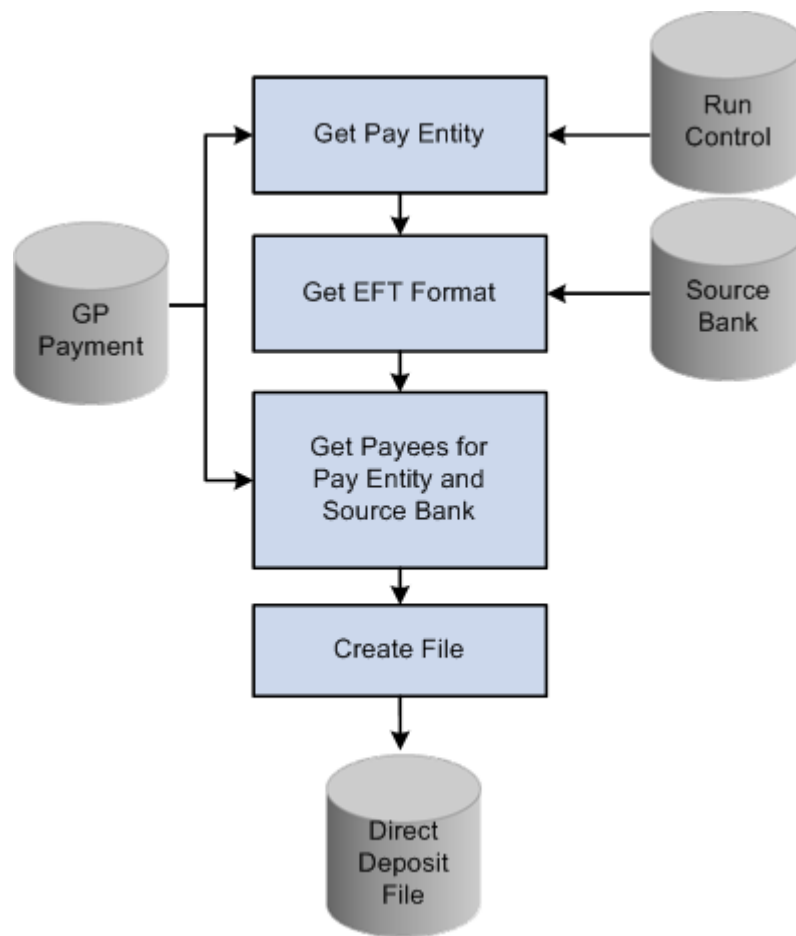
2. Runs the PPD EFT process.
3. Creates the PPD001.txt file to be submitted to NACHA.

Note

If you select data that includes multiple source banks, multiple PPD files are created, one PPD file for each source bank. The PPD files are named PPD001.TXT, PPD002.TXT, and so forth.

This diagram shows the direct deposit file process:

This diagram shows the direct deposit file process.



Create Direct Deposit File USA Page

Use the Create Direct Deposit File USA page (GPUS_PPD_RC) to create the PPD file for direct deposits.

Navigation:

Global Payroll & Absence Mgmt, and then **Payment Processing**, and then **Create Direct Deposit File USA**, and then **Create Direct Deposit File USA**

This example illustrates the fields and controls on the Create Direct Deposit File USA page.

Create Direct Deposit File USA

Run Control ID PS Report Manager

Process Monitor

Run

| Selection Criteria | |
|---------------------|------------------------------------------|
| EFT Format | PPD Prearranged Payments and Deposits |
| *Calendar Group ID | K1G_SMPL_APR04M Apr 04 - Monthly |
| Pay Entity | GF1PYENT01 Pay Entity GF1 |
| Source Bank ID | 44 TC Source Bank |
| File Header Company | |
| *Company | ACC State of Accord Federal EIN994654321 |

| Field or Control | Description |
|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| EFT Format (electronic funds transfer format) | The EFT format always appears as <i>PPD</i> . |
| Calendar Group ID | Select the calendar group ID to be used with this direct deposit file. Only those calendars that are ready for banking are available for selection. |
| Pay Entity | (Optional) Select the pay entity to be used with this direct deposit file. Only those pay entities that are ready for banking and are in the selected calendar are available for selection. |
| Source Bank ID | (Optional) Select a source bank ID. |
| Company | Select the company for the file header record in the PPD file. Once the company is selected, the Federal EIN number for the company appears. This is the company that is creating the PPD file, not the company for which the PPD file is being created. Note that the PPD file might include payment information for multiple companies. |

Related Topics

- PeopleSoft Global Payroll: Understanding Payroll Processing

Creating Garnishment Files

To set up garnishment files, use the Company USA (GPUS_COMPANY) and Create Garnishment File USA (GPUS_CTX_RC) components.

Pages Used to Create Garnishment Files

| Page Name | Definition Name | Usage |
|--------------------------------------------------|-----------------|----------------------------------------------------------------------------------------|
| Company USA Page | GPUS_COMPANY | Indicate whether the company included in the pay run provides the Family Medical Plan. |
| Create Garnishment File USA Page | GPUS_CTX_RC | Create the CTX file for garnishments. |

Related Topics

- [Understanding Garnishments](#)

Because garnishment orders can come from different agencies, each having different reporting requirements, PeopleSoft Global Payroll for United States enables you to address the priority of each garnishment received by jurisdiction, type, and date or time of receipt. In the case of multiple garnishments of the same type, the system can determine which proration method to use and when. When funds are withheld, you can disburse them according to the method and schedule established by the issuing agency.

Understanding the Garnishment File Process

To create a garnishment file:

1. Set up company information for garnishments.

To set up company information for the United States, use the Company Table USA (GPUS_COMPANY) component.

Note

You use this component to indicate that the company included in the pay run provides family medical leave plan information.

2. Define parameters for the garnishment file.

Use the Create Garnishment File USA page to define the parameters for the garnishment file and to run the garnishment file process.

The garnishment file process is similar to the direct deposit file process, except that only information retrieved from the GP_PAYMENT table is needed to generate the garnishment file.

See [Understanding the Direct Deposit File Process](#).

Note

The garnishment file is formatted according to the EFT format specified for the source bank of the pay entity, which is in the CTX format.

During the garnishment file process, the system performs these steps:

1. Gets data from the GP_PAYMENT table.
2. Runs the CTX EFT process.
3. Creates a CTX001.txt file.

Note

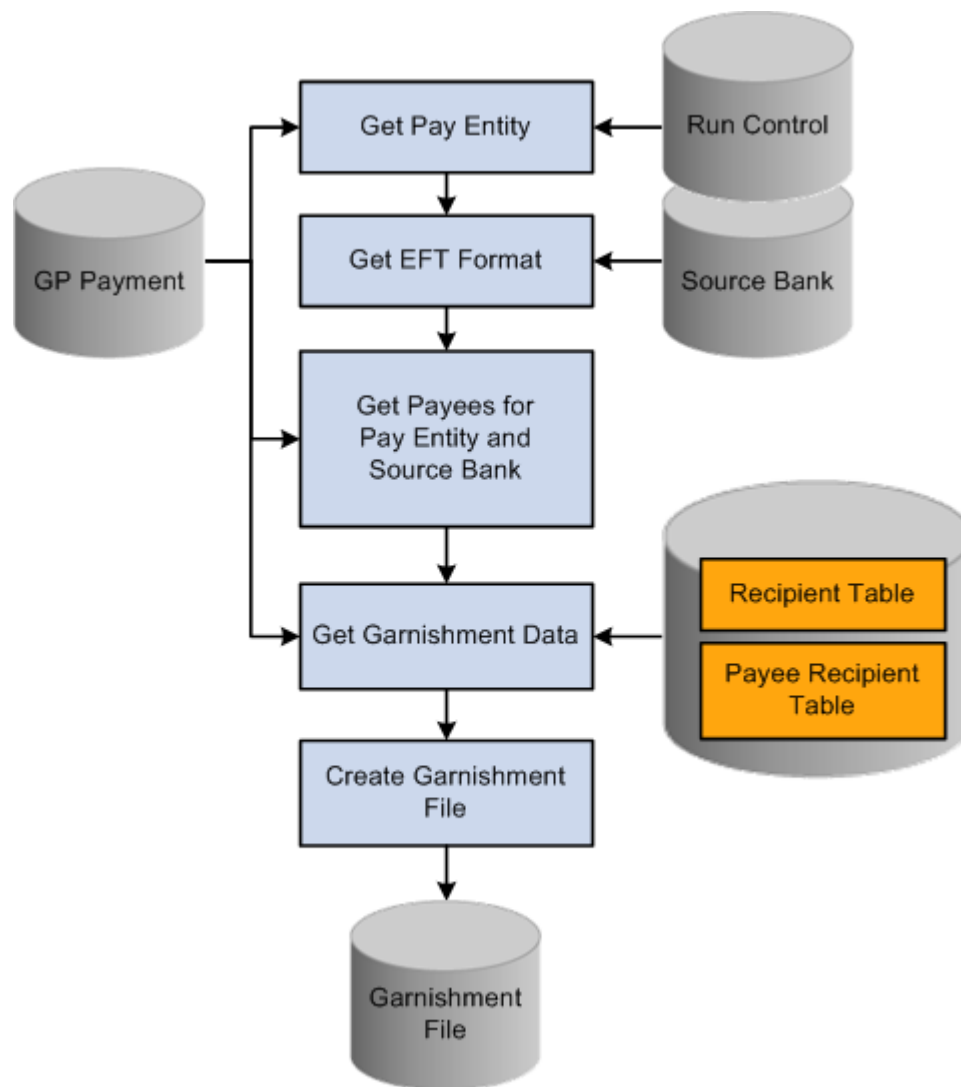
If you select data that includes multiple source banks, multiple CTX files are created, one CTX file for each source bank. The CTX files are named CTX001.TXT, CTX002.TXT, and so forth.

Note

A transmittal report for child support garnishment payments is automatically generated after the CTX file process. After the CTX file is successfully generated, the transmittal report is created based on the data selected from the Create Garnishment File USA page.

This diagram shows the garnishment file process:

This diagram shows the garnishment file process.



Company USA Page

Use the Company USA page (GPUS_COMPANY) to indicate whether the company included in the pay run provides the Family Medical Plan.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Framework**, and then **Organizational**, and then **Company USA**, and then **Company USA**

This example illustrates the fields and controls on the Company USA page.

Company USA

Company ACC State of Accord

Company Information Find | View All First 1 of 1 Last

*Effective Date 01/16/2013

Family Medical Plan Provided

| Field or Control | Description |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| Family Medical Plan Provided | Select this check box for a company to be included in the pay run for garnishments. If you don't select this check box, you will get an empty CTX file. |

Create Garnishment File USA Page

Use the Create Garnishment File USA page (GPUS_CTX_RC) to create the CTX file for garnishments.

Navigation:

Global Payroll & Absence Mgmt, and then **Payment Processing**, and then **Create Garnishment File USA**, and then **Create Garnishment File USA**

This example illustrates the fields and controls on the Create Garnishment File USA page.

Create Garnishment File USA

Run Control ID PS Report Manager Process Monitor Run

Selection Criteria

EFT Format CTX Corporate Trade Exchange

Pay Entity G1PED G1PED used for GP US

Debit Date 06/30/2003

Payment Date

*Recipient Selection Illinois SDU

File Header Company

*Company ACC State of Accord Federal EIN 994654321

| Field or Control | Description |
|-----------------------------------------------|---------------------------------------|
| EFT Format (electronic funds transfer format) | The EFT format always appears as CTX. |

| Field or Control | Description |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pay Entity | Select the pay entity to be used with this garnishment file. Only those pay entities that are ready for banking and are in the selected calendar are available for selection. |
| Debit Date | Select the date that the payee's account will be debited. Only dates that are ready for banking are available for selection. If you enter information in this field, the Payment Date field is left blank. |
| Payment Date | Enter the date that the garnishment will be paid. If you enter information in this field, the Debit Date field is left blank. Note: You must enter information in either the Debit Date field or the Payment Date field, but not both. Note: The EFT process retrieves garnishment information for the value that you select for the specified debit date (or payment date) that is ready for banking. |
| Recipient Selection | Specify the type of recipient. Values are <i>All</i> , <i>Illinois SDU</i> , <i>Indiana SDU</i> , and <i>Massachusetts SDU</i> . |
| Company | Select the company for which this garnishment file is being created. Once this company is selected, the Federal EIN number for the company appears. This company is used in the File Header record when the payroll file is sent. |

Generating Banking Reports

Pages Used to Generate Banking Reports

| Page Name | Definition Name | Usage |
|-----------------------------------------------------|------------------|----------------------------------------------------------------------------|
| Net Payment Report USA Page | GPUS_RC_GPUSBK02 | Create a report that lists net pay distributions for a calendar group. |
| Net Distribution Exception USA Page | GPUS_RC_GPUSBK01 | Create a report that lists payees who have not provided net pay elections. |

Understanding Banking Reports for the United States

PeopleSoft Global Payroll for United States provides three banking reports:

- Net Payment report.
The Net Payment report lists net pay distributions for a calendar group.
- Distribution Exceptions report.
The Distribution Exceptions report lists payees who have not provided net pay elections.

- Transmittal report for child support garnishments.

The Transmittal report lists recipients of child support garnishment payments in the states of Illinois, Indiana, and Massachusetts.

Note

Unlike other banking reports, the Transmittal report does not have a unique run control page. Instead, this report is automatically generated after the CTX file process is run on the Create Garnishment File USA page.

See [Understanding the Garnishment File Process](#).

Net Payment Report USA Page

Use the Net Payment Report USA page (GPUS_RC_GPUSBK02) to create a report that lists net pay distributions for a calendar group.

Navigation:

Global Payroll & Absence Mgmt, and then **Payment Processing**, and then **Net Payment Report USA**, and then **Net Payment Report USA**

This example illustrates the fields and controls on the Net Payment Report USA page.

Net Payment Report USA

Run Control ID PS Report Manager Process Monitor Run

Language ▼

Report Request Parameters

Calendar Group ID Apr 04 - Monthly

Payment Date

Payment Option ▼

Report Level ▼

Pay Entity List Personalize | Find | View All | | First ◀ 1 of 1 ▶ Last

| Pay Entity | Description | | |
|-----------------------------------------|----------------|--|--|
| <input type="text" value="GF1PYENT01"/> | Pay Entity GF1 | | |

Source Bank List Personalize | Find | View All | | First ◀ 1 of 1 ▶ Last

| Source Bank ID | Description | | |
|---------------------------------|----------------|--|--|
| <input type="text" value="44"/> | TC Source Bank | | |

| Field or Control | Description |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| Calendar Group ID | Select the calendar group for this report. |
| Payment Date | (Optional) Enter a payment date for this report. |
| Payment Option | Select the payment option to be included in the report. Values are <i>All, Bank Transfer, Check, Prenote,</i> and <i>Transfer and Prenote.</i> |
| Report Level | Select the level of detail you want in the report. Values are <i>Detail</i> and <i>Summary.</i> |

Pay Entity List

Select the pay entities to be included in the Net Payment report. The Pay Entity List is optional and can be used with the Source Bank List.

Source Bank List

Select the source banks to be included in the Net Payment report. The Source Bank List is optional and can be used with the Pay Entity List.

Net Distribution Exception USA Page

Use the Net Distribution Exception USA page (GPUS_RC_GPUSBK01) to create a report that lists payees who have not provided net pay elections.

Navigation:

Global Payroll & Absence Mgmt, and then **Payment Processing**, and then **Net Distribution Exception USA**, and then **Net Distribution Exception USA**

This example illustrates the fields and controls on the Net Distribution Exception USA page.

Net Distribution Exception USA

Run Control ID PS Report Manager Process Monitor Run

Language English

Report Request Parameters

Pay Entity GF1PYENT01 Pay Entity GF1

Pay Group GFPGMEN101

| Field or Control | Description |
|-------------------|-----------------------------------------------------------------------------|
| Pay Entity | (Required) Select the pay entity for the Net Distribution Exception report. |
| Pay Group | (Optional) Select the pay group for the Net Distribution Exception report. |

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Setting Up Payslips

Understanding Payslips

Payslips are documents that summarize a payee's payroll data. Typically, a payslip includes the following information:

- Gross pay.
- Net pay.
- Earnings.
- Deductions.
- Taxes.

Note

A payslip can be a check or a deposit advice.

After you've defined payslips, you can generate and reprint payslips.

Related Topics

- [Processing Payslips](#)

Prerequisites

Payslips contain groups of elements. These groups are called list sets. List sets are sets of element groups placed in a set for a specific application. Before you define payslips, you must define list sets for the payslip application.

See PeopleSoft Global Payroll: Understanding Applications and List Sets.

In addition, before you define payslips, you should define the populations or groups to which you will assign payslip messages and templates. You can do this in one of two ways:

- By creating Global Payroll group lists.
Group lists are created in PeopleSoft Global Payroll based on manually entering payees or creating custom SQL to populate a list with payees.
- By creating PeopleSoft HR group IDs.
Group IDs are created in PeopleSoft HR based on flexible criteria to populate a list with payees.

See PeopleSoft Global Payroll: Group Lists Page.

See Application Fundamentals: Setting Up Group Definitions.

Defining Payslip Messages

To define payslip messages, use the Define Payslip Messages (GP_PSLP_MSG) component.

Page Used to Define Payslip Messages

| Page Name | Definition Name | Usage |
|----------------------------------------------|-----------------|------------------------------------------------------------|
| Define Payslip Messages Page | GP_PSLP_MSG | Define messages and assign them to a population of payees. |

Understanding Payslip Messages

Payslip messages are text messages placed on the payslip for a payee or a set of payees. The Define Payslip Messages page enables the user to specify:

- How the message is assigned (Assignment Method).
- Who gets the message (Population).
- What message text is used (Message).
- When the message is available (Duration).
- Why the message was created (Long and Short Description).

Assignment Methods

On the Define Payslip Messages page, you can choose from two assignment methods: Payslip Processing or Payroll Calculation.

If you select **Payslip Processing**, the system assigns a message to all payees. Only one message is stored permanently in the payroll tables—the message definition itself.

If you select **Payroll Calculation**, one message for each payee for each segment for every payroll run is stored in the payroll tables.

Messages assigned during payslip processing can be created after payroll calculations and before payslip processing. Messages assigned during payroll calculation must be created before the payroll is calculated. Payslip processing of messages enables last-minute additions.

Define Payslip Messages Page

Use the Define Payslip Messages page (GP_PSLP_MSG) to define messages and assign them to a population of payees.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Payslips**, and then **Define Payslip Messages**, and then **Define Payslip Messages**

This example illustrates the fields and controls on the Define Payslip Messages page.

Define Payslip Messages

Country USA United States

Message Number 11

'Description Cost of Living Raises

'Status Active

Short Description COL Raises

'Priority 10

Message
 Raises will be in effect on the next payroll cycle.

Assignment Method
 Payslip Processing Payroll Calculation

Duration
 'Selection Calendar Group ID
 As of Date
 From Date
 To Date
 Calendar Group ID K1G_GRP_JAN04M Jan 04 - Monthly

Population
 'Selection All Payees
 Payee
 Global Payroll Payee List
 Human Resources Group
 Element Name

| Field or Control | Description |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Priority | This optional field determines the priority of the message. It is used to determine the order of the message if more than one message has been assigned to a payee. Additionally, if all of the messages do not fit in the space allotted on the payslip, the higher priority messages appear on the payslip and the lower priority messages are dropped from the payslip. |
| Message | Enter the message text. The field length is 254 characters. The message text can be translated on a related language table. |

Assignment Method

| Field or Control | Description |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Payslip Processing | Select if you want the message to be assigned to the population when the payslip process is run. Messages assigned during payslip processing are processed more efficiently and are not permanently stored. |

| Field or Control | Description |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Payroll Calculation | Select if you want the message to be resolved for the population during the Global Payroll calculation process. Messages resolved through payroll calculation add processing time to payroll calculation and are stored permanently in payroll data. |
| Duration | |
| Field or Control | Description |
| Selection | Select the method to determine when or for how long a message is in effect for a population. Valid values are: <ul style="list-style-type: none"> • <i>Always Active</i>: Message is always available. • <i>Calendar Group</i>: Message is valid for all calendars in the calendar group selected. This option is available only when the country of the messages is a country other than <i>ALL</i>. • <i>Date Range</i>: Message is active from a specified date to a specified date for a particular as of date type. |
| As of Date | If the value in the Duration field is <i>Date Range</i> , enter the as of date. Valid values are <i>Payment Date</i> , <i>Calendar Period Begin Date</i> , and <i>Calendar Period End Date</i> . |
| From Date | If the value in the Duration field is <i>Date Range</i> , enter the start date of the range. This field is required. |
| To Date | If the value in the Duration field is <i>Date Range</i> , enter the end date of the range. This field is optional. |
| Calendar Group ID | If the value in the Selection field is <i>Calendar Group</i> , enter a calendar group ID. |
| Population | |
| Field or Control | Description |
| Selection | Select the population for which you want the message to be displayed on the payslip. Valid values are <i>All Payees</i> , <i>Global Payroll Payee List</i> , <i>Human Resources Group</i> , and <i>Payee</i> . An additional value of <i>Formula Element</i> is available when the value in the Assignment Method field is <i>Payroll Calculation</i> . |
| Payee | If the population selection is <i>Payee</i> , select the payee for which you want this message to appear on the payslip. |
| Global Payroll Payee List | If the population selection is <i>Global Payroll Payee List</i> , select the list of payees for which you want the message to appear on the payslip. |

| Field or Control | Description |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Human Resources Group | If the population selection is <i>Human Resources Group</i> , select the group of payees for which you want this message to appear on the payslip. |
| Element Name | This field is available only when the Assignment method is <i>Payroll Calculation</i> and the population selection is <i>Formula Element</i> . Enter the name of the formula element. Only formula elements that have been defined with a category of <i>Payslip (PSLP)</i> are available. |

Defining Payslip Sections

To define payslip sections, use the Define Payslip Sections (GP_PSLP_SECT) component.

Pages Used to Define Payslip Sections

| Page Name | Definition Name | Usage |
|----------------------------------------------------------------------------|-------------------|---------------------------------------------------------------------|
| Define Payslip Sections Page | GL_PSLP_SECT | Define size and style attributes of a payslip. |
| Payslip Section Information Page | GP_PSLP_SECT_INFO | Enter comments or additional information about the payslip section. |
| Template Usage Page Template Usage Page | GP_PSLP_SECT_INQ | View templates for which the section has been defined. |

Understanding Payslip Sections

Payslip templates are made up of groups of formatted data called sections. A given section may include one or more blocks of data. Sections are then used in small programs, which make up the payslip batch program .

Sections include printing guidelines that the payslip batch program uses to determine whether a given section fits on a single page. If the data in the blocks within the section are permitted to print to the end, then the section should be defined as dynamic; otherwise, a static section must summarize data after printing a given number of lines.

For example, a heading section is static because the heading always remains the same and contains the exact same number of lines for all payees. But a section that is used to display deduction data for a payee is probably dynamic. Because each payee may have any number of combinations of deductions, you cannot determine the amount of lines needed to display this data.

Oracle recommends that if you create new sections, you name them based on the data that they contain.

Note

The payslip batch program contains a base program as well as a series of subprograms that contain the programming statements used to generate data for the section. One of the subprograms (called the *country driver* subprogram) contains statements that list all the sections defined for a country. This subprogram must be updated to include the name of a new section when that section is created. The individual section subprograms and the country driver subprogram must be kept in sync with the sections that are defined in order for the batch payslip program to produce the expected results on the payslips.

PeopleSoft Global Payroll for United States delivers the following payslip data sections:

| Country | Section Description | Section Style |
|---------|---------------------------------------|-------------------------|
| ALL | Company Header | Static |
| ALL | Earnings | Dynamic |
| ALL | Deductions | Dynamic |
| ALL | Taxes | Dynamic |
| ALL | Employer Paid Deductions | Dynamic |
| ALL | Messages | Both Static and Dynamic |
| ALL | Absences | Dynamic |
| ALL | Net Distribution | Dynamic |
| USA | Employee Header | Static |
| USA | Earnings/Hours/Taxes | Static |
| USA | Deductions and Employer Paid Benefits | Static |
| USA | Gross to Net | Static |
| USA | Absences and Net Distribution | Static |
| USA | Check | Static |

Note

If you change significant fields in a section (**Status, Style, Number of Lines, Number of Detail Lines, Enable Block Content**) that are used in at least one template, a warning is issued when you save. The warning indicates that templates are affected and asks whether you want to continue to save. Before agreeing to save, use the **Template Usage** link to view the templates that are affected by this change.

Note

The system issues an error message for static sections in which the number of detail lines is greater than the total number of lines.

Define Payslip Sections Page

Use the Define Payslip Sections page (GL_PSLP_SECT) to define size and style attributes of a payslip.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Payslips**, and then **Define Payslip Sections**, and then **Define Payslip Sections**

This example illustrates the fields and controls on the Define Payslip Sections page.

Define Payslip Messages

Country USA United States

Message Number 11

'Description Cost of Living Raises Short Description COL Raises

'Status Active Priority 10

'Message

Raises will be in effect on the next payroll cycle.

Assignment Method

Payslip Processing Payroll Calculation

Duration

'Selection Calendar Group ID

As of Date

From Date

To Date

Calendar Group ID K1G_GRP_JAN04M Jan 04 - Monthly

Population

'Selection All Payees

Payee

Global Payroll Payee List

Human Resources Group

Element Name

Field or Control

Description

Enable Block Content Hyperlink

Select to allow block content information to be defined at the template level for this section. (See Defining Block Details for the type of information that can be defined.)



(Secondary page icon)

Select to open a secondary page where you can enter comments or additional information about the section.

| Field or Control | Description |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Template Usage | Select to access a secondary page listing all templates that use this section. On this page, each template name acts as a link to the Define Payslip Templates page. The Template Usage link is not available in <i>Add</i> mode. |
| Style | |
| Field or Control | Description |
| Section Style | Select the section style. Valid values are <i>Static</i> , <i>Dynamic</i> , and <i>Allows Both Static and Dynamic</i> . The default is <i>Static</i> . |
| Includes Bank Draft | Select to indicate that this section includes bank draft (or check) information on the payslip. This flag is used by the payslip batch process to ensure proper placement and spacing on the payslip. |
| Number of Lines | Enter the total number of lines used in a static section. Or enter the minimum number of lines that is used by a dynamic section. |
| Number of Detail Lines | Enter the number of detail lines (excluding graphics and totals) available for data in a static section. This field is not displayed when the style is defined as <i>Dynamic</i> . |

Payslip Section Information Page

Use the Payslip Section Information page (GP_PSLP_SECT_INFO) to enter comments or additional information about the payslip section.

Navigation:

Select the **Section Information** button on the Define Payslip Sections page.

This example illustrates the fields and controls on the Payslip Section Information page.

Payslip Section Information

Define Payslip Sections

Payslip Section Information

Enter additional information about the payslip section. The information entered here appears in display-only mode on the Template Definition page when you select the I (information) button.

Template Usage Page

Use the Template Usage page (GP_PSLP_SECT_INQ) to view templates for which the section has been defined.

Navigation:

Select the **View Template Usage** link on the Define Payslip Sections page.





This example illustrates the fields and controls on the Template Usage page.

Templates Where Section Used

Define Payslip Sections

Template Usage

Section CHECK

| Where Used | | Personalize Find   | First  1-3 of 3  Last |
|------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Country | Payslip Template | Description | |
| USA | G1CHKSTAT | Static Check | |
| USA | CHECK | Check | |
| USA | G1ADVSTAT | Static Advice | |

This page lists all the templates that the section displayed at the top of the page.

Select the **Description** link to access the Template Definition page for the template. The country of the user determines whether the template page is opened in edit or display-only mode. An *ALL* country user can edit any country's template page. A country-specific user can edit only his or her own country's template page, but can view an *ALL* country template page in display-only mode.

Defining Payslip Templates

To define payslip templates, use the Define Payslip Templates (GP_PSLP_TMPL) component.

Page Used to Define Payslip Templates

| Page Name | Definition Name | Usage |
|-----------------------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| Define Payslip Templates Page | GL_PSLP_TEMPL | Define the usage and additional attributes of payslip sections. |
| Blocks Page | GP_PSLP_TEMPL_SEC | Enter element group, address, or other information for the blocks of data in the section if the section requires this type of information. |

Define Payslip Templates Page

Use the Define Payslip Templates page (GL_PSLP_TEMPL) to define the usage and additional attributes of payslip sections.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Payslips**, and then **Define Payslip Templates**, and then **Define Payslip Templates**

This example illustrates the fields and controls on the Define Payslip Templates page.

Define Payslip Templates

Country USA United States
 Payslip Template CHECK
 *Description Check Short Description Check
 *Page Type Letter
 *List Set Country USA *List Set PSLP Payslip
 *Definition As Of Date Payment Date Generate Payslip Options

Definition Find | View All First 1 of 1 Last
 *Effective Date 01/01/2011 Status Active
 *Default Delivery Address Mailing Address

Layout Personalize Find First 1-7 of 7 Last

| *Start Line | *Country | *Section | Description | Number of Lines | *Style | *Type | Recalculate Start Line | Block Content |
|-------------|----------|-------------|-------------|-----------------|--------|-------|-------------------------------------|---------------|
| 1 | ALL | COHDR | Co Header | 6 | Static | Body | <input checked="" type="checkbox"/> | Disabled |
| 7 | USA | EMPLHDR | Empl Hdr | 5 | Static | Body | <input checked="" type="checkbox"/> | Details |
| 12 | USA | ERN HRS TAX | Em Hrs Tx | 15 | Static | Body | <input checked="" type="checkbox"/> | Disabled |
| 27 | USA | DED | Deduct | 13 | Static | Body | <input checked="" type="checkbox"/> | Disabled |
| 40 | USA | GROSS | Gross | 4 | Static | Body | <input checked="" type="checkbox"/> | Disabled |
| 44 | USA | NETABS | Net Abs | 9 | Static | Body | <input checked="" type="checkbox"/> | Disabled |
| 53 | USA | CHECK | Check | 20 | Static | Body | <input checked="" type="checkbox"/> | Disabled |

Field or Control

Description

Page Type

Select the page size of the payslip. Valid values are *Letter* and *A4*.

The payslip program reads this setting to establish the page size when printing payslips.

Definition As of Date

Select the date on which the system is to retrieve the payslip template definition during a process run. Valid values are *Calendar Period Begin*, *Calendar Period End*, *Payment Date*, *Process Begin Date*, and *Process End Date*.

Definition

Field or Control

Description


List Set

Enter the set of element groups to be used in this template. The prompt table for the list set shows sets created with the application type defined on the Global Payroll Country setup page.

Default Delivery Address

Select a default delivery address for the payslip in the event that the payee does not have a delivery option defined at the employee level on the Payee Options page. Valid values are *Mailing Address*, *Home Address*, *Department Address*, and *Location Address*.

Layout

| Field or Control | Description |
|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Start Line | <p>Define the page line number on which to place the section. This number also serves to determine the order of the sections. The sections is sorted in ascending start line order when the page is saved.</p> <p>A dynamic section can grow beyond the start position of a subsequent section. This means that the start line may not be accurate for sections defined after a dynamic section. All sections defined after the first dynamic section have relative start positions, except for <i>Footer</i> type sections. The footer's start line is an absolute line position. Start lines are calculated or recalculated at save time for all sections that have Recalculate Start Line selected.</p> |
| Country | <p>Enter the country associated with the section. The country of the template determines which sections can be selected. A country-specific template can include sections for that country as well as sections with a country identifier of <i>ALL</i>. However, a template country of <i>ALL</i> can include only sections defined with a country identifier of <i>ALL</i>.</p> <p>For example, a template created for country <i>FRA</i> can include only sections for country <i>FRA</i> or <i>ALL</i>.</p> |
| Section | Enter sections to appear on the payslip. Only active sections for the country selected are available. A section cannot be used more than once in the same template. |
| Number of Lines | Displays the number of lines as defined on the Section definition page. This field is display-only. |
|  (Information icon) | Select to view the comments entered on the Define Payslip Sections page. The comments cannot be edited on this page. If no comments exist for this section, the button is not visible. |
| Style | <p>Displays the style of the section. This field appears only when the section is defined as Static or Dynamic on the Define Payslip Section page. If the section is defined as Both, then choose either Static or Dynamic from the available options.</p> <p>Note: A dynamic section can cause unexpected multiple pages to be produced. If every section needs to be in a specific location or the payslip cannot exceed one page, do not set any section to dynamic. When payslips are processed, static sections that have result data that does not fit inside the area of the section are summarized. The remaining numeric data values in the section are summed and the description of the summarized line is set to Other (translated).</p> |

| Field or Control | Description |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Type | <p>Select a type to control whether a section is to be repeated on multiple pages. Valid values are <i>Header</i>, <i>Body</i>, and <i>Footer</i>. If a section is defined as a <i>Header</i> or <i>Footer</i>, you must set up the section differently when coding the payslip process program.</p> <p>If a section is defined as a <i>Header</i>, it must be the first section in the template layout. If a section is defined as a <i>Footer</i>, it must be the last section in the template layout.</p> <p>Sections that are headers or footers can have a style of <i>Static</i> only.</p> |
| Recalculate Start Line | <p>Select if you want the system to recalculate the start line of this section when a change is made to the template and the template is saved.</p> <p>Recalculation establishes start lines using a formula that compares the number of lines in the section with the number of lines already used by previous sections.</p> |
| Details | <p>Select to go to the Blocks secondary page. This link is visible only if the section has Define Block Content for Section selected in its section definition.</p> |
| Description | <p>Select to go to the Section Definition page for the section. The country of the user determines whether the section page is opened in edit or display-only mode. An <i>ALL</i> country user can edit any country's section page. A specific country user can edit only his or her own country's section page, but can view an <i>ALL</i> country section page in display-only mode.</p> |

Blocks Page

Use the Blocks page (GP_PSLP_TEMPL_SEC) to enter element group, address, or other information for the blocks of data in the section if the section requires this type of information.

Navigation:

Select the **Details** link on the Define Payslip Templates page.

This example illustrates the fields and controls on the Blocks page.

Payslip Template Blocks

Define Payslip Templates

Blocks

Country USA Section EMLPHDR

| Block Details | | | | Personalize | Last |
|---------------|---------------|--------------------|--------------------------------|-------------|------|
| Element Group | | Address | Other | | |
| 'Block Number | 'Type | Element Name | Description | | |
| 1 | Address | | | + | - |
| 2 | Element Group | PSLP EG EE BEN BTX | Payslip Empl Before Tax Deduct | + | - |

Note

Entering data on this page is optional and is a way for the functional user to communicate to the technical developer the type of information that should appear in the section on the printed payslip.

| Field or Control | Description |
|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Block Number | Enter a number that is referenced in the payslip program section. Payroll administrators use block numbers to build payslips; therefore, the developer of the blocks should leave comments in the section definition for the administrator (visible from the template) to indicate which block numbers the developer coded and the content type of the blocks (element groups, addresses, and so on). For instance, a developer might code block number 10 for earnings, 20 for deductions, and 30 for leave balances. The developer should indicate that these block numbers refer to these types of data. |
| Type | Select a type to determine the block content that can be entered. Valid values are <i>Element Group</i> , <i>Address</i> , and <i>Other</i> . |
| Element Name, Address Type Code and Other | Depending on the type selected, enter the appropriate value. If the type is <i>Element Group</i> , enter an element group name in the Element Name field. If the type is <i>Address</i> , enter an address type in the Address Type Code field. If the type is <i>Other</i> , enter free-form text in the Other field. |
| Description | Displays the description of the element name if <i>Element Name</i> was selected as the type. |

This table describes the content of the Blocks page based on the type entered:

| Type | Content |
|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Element Group | Displays element groups that are members of the list set selected at the template level. |
| Address | <p>Displays delivery location plus a list of address types defined in PeopleSoft HCM such as <i>Home</i>, <i>Work</i>, and <i>Mailing Address</i>.</p> <p>If the block in the payslip program calls for an address, the address selected here is the address that appears in the block.</p> <p>You must specify in the payslip program what address appears if the address selected in this block does not exist for the payee.</p> |
| Other | Free-form text specified for each section. |

Defining Payslip Assignments

To assign payslip templates, use the Assign Payslip Templates (GP_PSLP_ASGN) component. To define payslip assignment sets, use the Define Payslip Assignment Sets (GP_PSLP_ASGN_SET) component. To view template payslip assignments, use the View Payslip Assignments (GP_PSLP_ASGN_INQ) component.

Pages Used to Define Payslip Assignments

| Page Name | Definition Name | Usage |
|-----------------------------------------------------|------------------|---------------------------------------------------------------------------------------|
| Assign Payslip Templates Page | GP_PSLP_ASGN | Specify which format to use when printing the payslip for a payee population. |
| Define Payslip Assignment Sets Page | GL_PSLP_ASGN_SET | Group assignments in priority order that are to be processed when you print payslips. |
| View Payslip Assignments Page | GP_PSLP_ASGN_INQ | View all payslip assignments by a specific pay group or run type. |

Assign Payslip Templates Page

Use the Assign Payslip Templates page (GP_PSLP_ASGN) to specify which format to use when printing the payslip for a payee population.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Payslips**, and then **Assign Payslip Templates**, and then **Assign Payslip Templates**

This example illustrates the fields and controls on the Assign Payslip Templates page.

Assign Payslip Templates

Country USA United States

Assignment G1ADVICE

'Description Short Description

Population

'Selection

Payee List

Pay Group

Run Type

Default Templates

'Country 'Payslip Template Advice

'Country 'ePay Template Advice

Payment Method Templates Personalize | Find | First 1 of 1 Last

| Sequence | Payment Method | Country | Payslip Template | |
|----------------------|----------------------|----------------------------------|----------------------|-----|
| <input type="text"/> | <input type="text"/> | <input type="text" value="USA"/> | <input type="text"/> | + - |

| Field or Control | Description |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Country | The country of the assignment determines which templates can be used. A specific assignment country can include templates from that country as well as templates with a country identifier of <i>ALL</i> . However, an assignment country of <i>ALL</i> can include only templates defined for all countries. |
| Assignment | Enter a name for the assignment. |

Population

| Field or Control | Description |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Selection | Enter the population assigned to the payslip template. Valid values are <i>All Payees</i> , <i>Global Payroll Payee List</i> , and <i>Other Criteria</i> . |
| Payee List | Specify a list if the Selection value is <i>Global Payroll Payee List</i> . |
| Pay Group or Run Type | Enter a pay group or run type if the Selection value is <i>Other Criteria</i> . This determines the population linked to the payslip template. |

Default Templates

| Field or Control | Description |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Country | Enter the country associated with the section. The country of the template determines which sections can be selected. A country-specific template can include sections for that country as well as sections with a country identifier of <i>ALL</i> . However, a template country of <i>ALL</i> can include only sections defined with a country identifier of <i>ALL</i> . For example, a template created for country <i>FRA</i> can include only sections for country <i>FRA</i> or <i>ALL</i> . |
| Description | Displays the description of the element name if <i>Element Name</i> was selected as the type. |
| Payslip Template | Select a default template to use for printing payslips when a payment method template is not provided. |
| ePay Template | Select a template to use to create payslips that can be viewed in self-service. |

Payment Method Templates

Payment method templates enable you to assign a template based on the payment method. However, the system cannot generate a separate payslip for each payment method. When multiple payment methods exist, the system determines which template to use based on the order of the rows. The highest row in the grid is the one assigned.

Note

Oracle recommends that you enter the payment method and payslip template used for pay checks in the first sequence.

| Field or Control | Description |
|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sequence | Enter a sequence number. This number establishes the order in which the assignments are processed. Only payees who did not meet the criteria of the first assignment are available as a population in the second assignment, and so forth. Just as with payment methods in the assignment, assignments in the assignment set are processed in the sequence provided. |
| Payment Method | Select a payment method to control how payees are paid. Valid values are <i>Bank Transfer</i> , <i>Cash</i> , <i>Check</i> , <i>Postal Order</i> , <i>Wire Transfer</i> , and <i>Zero Net</i> . |

| Field or Control | Description |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Country | Enter the country associated with the section. The country of the template determines which sections can be selected. A country-specific template can include sections for that country as well as sections with a country identifier of <i>ALL</i> . However, a template country of <i>ALL</i> can include only sections defined with a country identifier of <i>ALL</i> . For example, a template created for country <i>FRA</i> can include only sections for country <i>FRA</i> or <i>ALL</i> . |
| Description | Displays the description of the element name if <i>Element Name</i> was selected as the type. |
| Payslip Templates | Select the template to use with each payment method. |

Define Payslip Assignment Sets Page

Use the Define Payslip Assignment Sets page (GL_PSLP_ASGN_SET) to group assignments in priority order that are to be processed when you print payslips.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Payslips**, and then **Define Payslip Assignment Sets**, and then **Define Payslip Assignment Sets**

This example illustrates the fields and controls on the Define Payslip Assignment Sets page.

Define Payslip Assignment Sets

Country USA

Assignment Set G1ADVICE

'Description' Advices Only Short Description Advices On

| Assignment Priority | | | | Personalize | Find | First | 1 of 1 | Last |
|---------------------|----------|-------------|-------------|-------------|------|-------|--------|------|
| 'Sequence | 'Country | 'Assignment | Description | | | | | |
| 1 | USA | G1ADVICE | Advices | | | | | |

| Field or Control | Description |
|------------------|-------------------------------------------------------------------------------|
| Sequence | Enter a sequence number. This number establishes the priority of assignments. |

| Field or Control | Description |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Country | <p>Enter the country associated with the section. The country of the template determines which sections can be selected. A country-specific template can include sections for that country as well as sections with a country identifier of <i>ALL</i>. However, a template country of <i>ALL</i> can include only sections defined with a country identifier of <i>ALL</i>.</p> <p>For example, a template created for country <i>FRA</i> can include only sections for country <i>FRA</i> or <i>ALL</i>.</p> |
| Assignment | Specify the payslip assignments to use in this set. |
| Country | <p>Enter the country associated with the section. The country of the template determines which sections can be selected. A country-specific template can include sections for that country as well as sections with a country identifier of <i>ALL</i>. However, a template country of <i>ALL</i> can include only sections defined with a country identifier of <i>ALL</i>.</p> <p>For example, a template created for country <i>FRA</i> can include only sections for country <i>FRA</i> or <i>ALL</i>.</p> |
| Description | Displays the description of the element name if <i>Element Name</i> was selected as the type. |

View Payslip Assignments Page

Use the View Payslip Assignments page (GP_PSLP_ASGN_INQ) to view all payslip assignments by a specific pay group or run type.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Payslips**, and then **View Payslip Assignments**, and then **View Payslip Assignments**

This example illustrates the fields and controls on the View Payslip Assignments page.

View Payslip Assignments

Selection Criteria

Pay Group

Run Type

Template Assignments Personalize | Find | | First 1 of 1 Last

| Country | Assignment | Description |
|---------|------------|-------------|
| | | |

Use this page to view all assignments by a specific pay group or run type. After entering the selection criteria, select **Select with Matching Criteria** to display the assignments. Select the **Description** link of each assignment to view the assignment setup. The behavior of the **Description** link is the same as described previously.

Defining Payee Payslip Options

This topic discusses how to define payslip payee options.

Page Used to Define Payee Payslip Options

| Page Name | Definition Name | Usage |
|--------------------------------------------|-------------------|------------------------------------------------|
| Payee Payslip Options Page | GP_PSLP_PAYEE_OPT | Indicate payslip delivery options for a payee. |

Payee Payslip Options Page

Use the Payee Payslip Options page (GP_PSLP_PAYEE_OPT) to indicate payslip delivery options for a payee.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Payslips**, and then **Payee Payslip Options**, and then **Payslip Payee Options**

This example illustrates the fields and controls on the Payee Payslip Options page.

Payee Payslip Options

Terry Lewingston Employee **Empl ID** G1AR0002 **Empl Record** 0

Payee Information Find | View All First 1 of 1 Last

Effective Date 01/16/2013 **'Status** Active

Mail Drop _____

Check Name Override _____

Payee Address Options

'Delivery Address Option None

Address Type _____

Other Location _____

Other Mail Drop _____

Issue Paper Copy of Payslip

Updated on _____ Last Update User ID _____

| Field or Control | Description |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Mail Drop | Indicate where internal mail for a payee should be delivered. This is a free-form field. |
| Check Name Override | If the payee asks that checks be made out to his or her spouse or to an accountant, enter the name of that person here. For example, the administrator can enter <i>To the Estate Of <Payee Name></i> . |
| Delivery Address Option | <p>Select the address to use for delivering paper copies of the payslip.</p> <p>Valid values are:</p> <ul style="list-style-type: none"> <i>Department:</i> The address of the payee's current department on the JOB record. <i>Location:</i> The address of the payee's current JOB location. <i>Address Type:</i> Addresses set up in PeopleSoft HCM such as home, mailing, and so on. <i>Mail Drop:</i> The current mail drop for the payee as defined in the Mail Drop field. <i>None:</i> No special delivery address is indicated. (Instead the payee will be assigned the default delivery address as defined on the Define Payslip Template page for the template that is assigned to the payee when the payslip job is run.) <p>Note: The value of Delivery Address Option is <i>None</i> by default.</p> <ul style="list-style-type: none"> <i>Other Department Address:</i> An address associated with the other department. <i>Other Location Address:</i> An address associated with the specified location. <i>Other Mail Drop:</i> Free-form text. |

| Field or Control | Description |
|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Address Type, Other Department, Other Location, and Other Mail Drop | Enter the value in the appropriate field based on the delivery address option. |
| Issue Paper Copy of Payslip | Select to have the payee receive a paper copy of the payslip. If ePay is installed, this selection overrides the Issue Paper Copy of Payslip option in the payee's self-service page (and vice versa). |

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Assigning Earnings

Understanding Earnings Assignments

This topic discusses:

- Delivered earnings.
- Earnings processing rules.
- Viewing delivered earnings.

Delivered Earnings

PeopleSoft Global Payroll for United States delivers a number of earnings to demonstrate the flexibility of rules used to meet common processing requirements. These include:

- REGULAR (for hourly payees).
- WAGES (for exception hourly payees).
- SALARY (for salaried payees).
- OVT 1.5 (overtime at 1.5 times regular rate).
- OVT 2.0 (overtime at 2.0 times regular rate).
- PREMIUM (premium pay).
- BONUS (bonus pay).
- COMPANY CAR (personal use of company car).
- SHIFT - R (shift differential - hourly).
- SHIFT PCT (shift differential - percent).

PeopleSoft Global Payroll for United States also delivers absence-related earnings. These include:

- HOLIDAY.
- BEREAVE PAID (paid bereavement leave).
- BEREAVE UNP (unpaid bereavement leave).
- SICK PAID (paid sick leave).
- SICK UNP (unpaid sick leave).
- JURY PAID (paid jury duty leave).
- JURY UNP (unpaid jury duty leave).
- VAC PAID (paid vacation).
- VAC UNPAID (unpaid vacation).
- VAC PAYOUT (pay vacation balance).

Note

Absence-related earnings are discussed in a separate topic in this product documentation.

See [Understanding Absence Elements](#).

Earnings Processing Rules

In PeopleSoft Global Payroll for United States, REGULAR, WAGES, and SALARY earnings are added to the process list before other earnings. In general, when processing earnings, be sure to order your earnings based on the impact they'll have on each other.

Viewing Delivered Earnings

PeopleSoft Global Payroll for United States delivers a query that you can run to view the names of all delivered elements designed for the United States. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

Related Topics

- [PeopleSoft Global Payroll: Understanding How to View Delivered Elements](#)

Assigning Earnings and Supporting Element Overrides

Pages Used to Assign Earnings and Supporting Element Overrides

| Page Name | Definition Name | Usage |
|----------------------------------|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Element Assignment by Payee Page | GP_ED_PYE | Assign an earning to a payee (recurring basis). |
| Payee Assignment by Element Page | GP_ED_ELEM | Assign an earning to a payee (recurring basis). |
| Element Detail Page | GP_ED_PYE_DTL_SEC | Enter values for components of an earning's calculation rule. Enter an amount to override the calculation rule of an earning. Define or override supporting elements used in the calculation of an earning. |
| Supporting Elements Page | GP_PAYEE_SOVR | Define or override the value of a supporting element for a payee. |
| Positive Input Page | GP_PI_MNL_ERNDED | Assign an earning to a payee (one-time). |
| Positive Input By Calendar Page | GP_PI_GRP_ERNDED | Enter, edit, or view positive input for payees in the same pay group and calendar. |

| Page Name | Definition Name | Usage |
|-------------------------------|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Positive Input - Details Page | GP_PI_MNL_SEC | <p>Enter values for components of an earning's calculation rule.</p> <p>Enter an amount to override the calculation rule of an earning.</p> <p>Define or override supporting elements used in the calculation of an earning.</p> |

Understanding Earnings Assignments and Overrides

Many of the delivered earnings require that you enter element assignment, positive input, or supporting element override information before they can be processed. These earnings fall into four groups:

- BONUS and COMPANY CAR

The earnings BONUS and COMPANY CAR are defined with a calculation rule of Amount, with the **Amount Type** field set to *Payee Level*. This means that the earnings are resolved only when:

- You assign an amount to a payee on the Element Assignment by Payee (GP_ED_PYE) page or Payee Assignment by Element (GP_ED_ELEM) page.
- You assign an amount at the payee level using positive input.

See [Assigning BONUS and COMPANY CAR Earnings](#).

- REGULAR, OVT 1.5, OVT 2.0, and PREMIUM

The earnings REGULAR, OVT 1.5, OVT 2.0, and PREMIUM are defined with a calculation rule of Unit × Rate, or Unit × Rate × Amount, with the **Unit Type** field set to *Payee Level*. This means that the earnings are resolved only when:

- You assign a unit value at the payee level on the Positive Input page (GP_PI_MNL_ERNDED), or specify a flat amount (overriding the calculation rule).
- In addition, the earnings OVT 1.5, OVT 2.0, and PREMIUM are designed to process shift differentials. To calculate shift pay, you must assign payees to shift groups and shift IDs on the Positive Input - Details page (GP_PI_MNL_SEC) of the One Time (Positive Input) component (GP_PI_MNL_ERNDED).

See [Assigning REGULAR, OVT 1.5, OVT 2.0, and PREMIUM Earnings](#).

- REGULAR and WAGES

The system stores the hours of REGULAR or WAGES (by shift group and shift ID) in the accumulator SHIFT DIFF UNIT. This accumulator serves as the Units component in the calculation rule of the earnings SHIFT R and SHIFT PCT.

For payees to receive shift pay based on the hours (units) of REGULAR and WAGES, you must define the values of the supporting elements ERN VR SHIFT GRP (shift group) and ERN VR SHIFT ID (shift ID).

Note

The system processes SHIFT R and SHIFT PCT automatically if the value of SHIFT DIFF UNIT is greater than zero and payees are assigned to shift groups and IDs.

See [Defining Supporting Element Overrides for Shift Pay Earnings](#).

- All Delivered Taxable Earnings

All of the delivered taxable earnings require the definition of the supporting elements TAX VR RPT TYPE (report type), TAX VR STATE (U.S. state/territory), and TAX VR METHOD (tax method) to ensure correct tax processing.

See [Defining Supporting Element Overrides for Taxable Earnings](#).

Assigning BONUS and COMPANY CAR Earnings

To assign BONUS or COMPANY CAR earnings:

1. Assign the earnings to specific payees on the Element Assignment by Payee page (GP_ED_PYE) or Positive Input page (GP_PI_MNL_ERNDED).
2. Define the amount of the earnings on the Element Detail page of the Element Assignment by Payee page (GP_ED_PYE) and Payee Assignment by Element page (GP_ED_ELEM), or on the Positive Input page (GP_PI_MNL_ERNDED).

Assigning REGULAR, OVT 1.5, OVT 2.0, and PREMIUM Earnings

To assign REGULAR, OVT 1.5, OVT 2.0, or PREMIUM earnings:

1. Assign the earnings to specific payees on the Positive Input page (GP_PI_MNL_ERNDED) or the Positive Input by Calendar (GP_PI_GRP_ERNDED) page.
2. Define the Unit component of the earnings on the Positive Input - Details page (GP_PI_MNL_SEC) of the One Time (Positive Input) component or the Manage Positive Input by Calendar component, or specify a flat amount.

Note

You can also assign these earnings and specify their units or amounts on the Element Assignment by Payee and Element Detail pages.

In addition, to process shift differentials for the OVT 1.5, OVT 2.0, or PREMIUM earnings, you must specify the payees' shift groups and shift IDs.

To define a payee's shift group and shift ID:

- Select **Global Payroll & Absence Mgmt**, and then **Payee Data**, and then **Assign Earnings and Deductions**, and then **One Time (Positive Input)** select the **Supporting Element Overrides** button, and enter the shift group and ID on the Positive Input - Details page for the element that you are assigning (OVT 1.5, OVT 2.0, or PREMIUM).
- Alternatively, select **Global Payroll & Absence Mgmt**, and then **Absence and Payroll Processing**, and then **Prepare Payroll**, and then **Manage Positive Input by Cal** select the **Supporting Element Overrides** button, and enter the shift group and ID on the

Positive Input - Details page for the element that you are assigning (OVT 1.5, OVT 2.0, or PREMIUM).

Note

You can define *default* shift groups and shift IDs for payees by specifying the values of the variables ERN VR SHIFT GRP (shift group) and ERN VR SHIFT ID (shift ID) on the Supporting Elements page. You can then override these values as needed for specific pay periods using positive input.

Note

If you override the calculation rule of OVT 1.5, OVT 2.0, or PREMIUM by entering a flat amount through positive input, these earnings will not calculate shift pay.

Defining Supporting Element Overrides for Shift Pay Earnings

SHIFT – R and SHIFT PCT calculate shift differentials based on the units (hours) of WAGES and REGULAR pay processed by the system. For example, if 10 units (hours) of REGULAR earnings exist, the system processes 10 units of SHIFT - R. If no units of REGULAR pay exist, the system does not process SHIFT - R.

For payees to receive shift pay based on the hours of REGULAR and WAGES, you must define the values of the supporting elements ERN VR SHIFT GRP (shift group) and ERN VR SHIFT ID (shift ID).

To do this:

1. Access the Supporting Elements page (GP_PAYEE_SOVR) and define a *default* shift group and ID for each payee.

Select **Global Payroll & Absence Mgmt**, and then **Payee Data**, and then **Create Overrides**, and then **Supporting Elements** and specify the default values of the variables (supporting elements) that store the shift group and ID: ERN VR SHIFT GRP and ERN VR SHIFT ID.

2. If needed, use one of the following pages to override the default values of ERN VR SHIFT GRP and ERN VR SHIFT ID for specific payees in a specific pay period:

- Positive Input page. (GP_PI_MNL_ERNDED).

Select **Global Payroll & Absence Mgmt**, and then **Payee Data**, and then **Assign Earnings and Deductions**, and then **One Time (Positive Input)** select the **Supporting Element Overrides** button, and enter the override values of the shift group and shift ID for the element for which shift pay is being calculated (WAGES or REGULAR).

- Positive Input By Calendar page (GP_PI_GRP_ERNDED).

Select **Global Payroll & Absence Mgmt**, and then **Absence and Payroll Processing**, and then **Prepare Payroll**, and then **Manage Positive Input by Cal** select the **Supporting Element Overrides** button, and enter the override values of the shift group and shift ID for the element for which shift pay is being calculated (WAGES or REGULAR).

Note

You can enter overrides for a full period or a partial period. To enter partial period overrides, create multiple rows of data for WAGES or REGULAR with the number of hours associated with each shift, and then specify the shift group and shift ID for each row.

Defining Supporting Element Overrides for Taxable Earnings

All of the delivered taxable earnings require the definition of the supporting elements TAX VR RPT TYPE (report type), TAX VR STATE (U.S. state/territory), and TAX VR METHOD (tax method) to ensure correct tax processing.

Typically, you define *default* values for these supporting elements at the payee or element level, and then override these values as needed:

- Specify the default report type for payees on the Payee Tax Profile page.
- Specify the default state or territory for a payee by selecting the **UI Jurisdiction** check box for the payee's state on the State Tax Data page.
- Define the default tax method at the element level on the Supporting Element Overrides page of the Earnings component.
- To override the default tax report type, U.S. state and territory, and tax method on a one-time basis, access the Positive Input - Details page of the One Time (Positive Input) component, or the Element Detail page of the Element Assignment by Payee and Payee Assignment by Element components, and enter the override values.

Related Topics

- [Understanding Taxes](#)
This topic discusses:

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Assigning Repayment Deductions

Understanding Repayment Deductions

This topic discusses:

- Delivered repayment deductions.
- Deduction processing rules.
- Repayment deductions and multiple resolutions.
- Viewing delivered elements.

Delivered Repayment Deductions

PeopleSoft Global Payroll for United States delivers the following repayment deductions:

- **LOAN (company loan)**
Use the LOAN deduction to calculate regularly scheduled loan payments. You must define the loan amount, the repayment schedule, and other information related to the loan at the payee level.
- **LOAN AD PYMT (additional loan payment)**
Use the LOAN ADD PYMT deduction to process additional payments that a loan recipient may choose to make outside of the standard repayment schedule. You must define the amount, the payment date, and other information related to the additional loan payment at the payee level.

Note

The delivered repayment deductions for the United States are defined as PS Delivered/Not Maintained. This means that you can modify them to fit your needs.

Related Topics

- [Understanding General Deductions](#)
This topic discusses:
- [Understanding Repayment Deductions](#)
This topic discusses:

Deduction Processing Rules

PeopleSoft Global Payroll for United States processes repayment deductions following these rules:

- Repayments are deducted after taxes.

- At termination, the system automatically deducts any remaining repayment balance.
- PeopleSoft Global Payroll allows partial deductions for repayments.
- The system processes repayment deductions during regular payroll runs only.
- The LOAN deduction can go into arrears; arrears are tracked separately for each repayment.

Repayment Deductions and Multiple Resolutions

You can use the Global Payroll multiple resolution functionality to process multiple repayment assignments for the same payee in a single period. To trigger more than one resolution of the element, attach a different repayment ID to each assignment of the repayment.

Note

We discuss multiple resolution functionality in detail in the PeopleSoft Global Payroll product documentation.

Related Topics

- [PeopleSoft Global Payroll: Understanding Multiple Resolutions](#)

Viewing Delivered Elements

Oracle delivers a query that you can run to view the names of all delivered elements designed for the United States. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

Related Topics

- [PeopleSoft Global Payroll: Understanding How to View Delivered Elements](#)

Assigning Repayment Deductions and Amounts

Page Used to Assign Repayment and Deductions and Amounts

| Page Name | Definition Name | Usage |
|---------------------------------------------|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Request Repayments USA Page | GPUS_LOAN_PYE | Define repayment deductions. When repayment information is saved on this page, a component interface automatically populates the Element Assignment by Payee and Payee Assignment by Element components with the repayment data and supporting element values (repayment ID). All changes and updates to repayment assignments must be made here and not on the Element Assignment by Payee component or the Payee Assignment by Element component. |

Understanding Repayment Assignments

The repayment deductions have a calculation rule of amount with the **Amount Type** field set to *Payee Level*. This means that the system does not process repayments unless deduction amounts are assigned to specific payees on the Request Repayments USA page.

This page is used to:

- Assign repayments and amounts.
- Define payback schedules.
- Process additional, non-payroll repayments.
- Track and view the status of previously assigned repayments.
- Adjust for interest payments.
- Forgive existing repayments.
- Cancel existing repayments.

Assigning Deductions and Amounts

To assign a repayment and define repayment amounts:

1. Use the Request Repayments USA page to assign the repayment to a payee.
2. Enter the total amount of the repayment.

This is the amount that must be paid back in increments as specified in the repayment schedule (see step 3).

3. Define the repayment schedule.

The repayment schedule tells the payroll system how much to deduct in each pay period. For example, 100 USD per period, 300 USD per period, and so on.

On the Request Repayments USA page, you also specify:

- The deduction used to process the repayment.

You can use the delivered LOAN deduction, or select one that you have created.

- Additional payments (if any).

You can use the delivered LOAN AD PYMT deduction to process additional payments, or select one that you have created.

Note

Additional payments are non-payroll payments made outside of the normal repayment schedule. They do not reduce the amount of gross pay; instead, they directly reduce the amount of the repayment balance (LNS VR BALANCE).

Request Repayments USA Page

Use the Request Repayments USA page (GPUS_LOAN_PYE) to define repayment deductions.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Loans**, and then **Request Repayments USA**, and then **Request Repayments USA**

This example illustrates the fields and controls on the Request Repayments USA page.

Request Repayments USA

Employee ID K0G001

Empl Record 0

Name Rebekah Jones

Repayment Assignment Find | View All | First 1 of 1 | Last

'Element Name Company Loan + -

'Repayment ID 'Status

'Issue Date 'Currency Code US Dollar

'Total Amount Reason

Repayment Schedule Find | View All | First 1 of 1 | Last

Process Order + -

'Effective Date End Date

'Schedule Amount

Other Overrides

Non-Payroll Repayment Event Find | View All | First 1 of 1 | Last

'Effective Date

'Pay Group Monthly Pay Group

'Calendar ID

Adjustment Element Add Pymt Loan

'Amount

Reason

Reference

| Field or Control | Description |
|-----------------------------|--------------------------------------------------------------------------------|
| Employee ID and Name | Displays the ID and name of the payee to whom you are assigning the repayment. |

Repayment Assignment

Use the fields in the **Repayment Assignment** group box to define unique instances of a repayment deduction and to define the total repayment amount.

| Field or Control | Description |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Element Name | Enter the name of the repayment deduction that you want to assign to the payee. You can use the delivered repayment deduction (LOAN), or a deduction that you have created. Note: The prompt table displays only deductions with an element category of <i>LNS</i> . See PeopleSoft Global Payroll: Defining Industries and Categories. |
| Repayment ID | Enter a repayment ID. The ID must be unique for each repayment. Note: A single payee can have multiple repayments; the system uses the repayment ID to track repayments separately. |

| Field or Control | Description |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Issue Date | Enter the date on which the repayment was issued. This field is for information only. It does not affect processing. |
| Total Amount | Enter the total amount of the repayment. This is the amount to be repaid in increments based on the pay period frequency. Note: The LOAN deduction is defined with a frequency of <i>Use Calendar Period Frequency</i> . This means that the amount you enter in the Schedule Amount field (defined below) is deducted each pay period, regardless of the pay period frequency (weekly, biweekly, monthly, and so on). |
| Reason | Enter the reason for the repayment. |
| Status | Specify the current status of the repayment. Values are: <ul style="list-style-type: none"> • <i>In Progress</i> Used for repayments that are in the process of being repaid. • <i>Cancelled</i> A repayment is canceled when it has been repaid, forgiven, or canceled. Note: This is for information only. To stop or cancel a loan, you must enter a loan end date. |
| Currency Code | Specify the currency of the loan deduction. |

Repayment Schedule

Use the fields in the **Repayment Schedule** group box to define the amount to be repaid each pay period.

| Field or Control | Description |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Effective Date | Enter an effective date. This date determines when the repayment schedule becomes effective. Note: You can define different effective-dated schedules for the same repayment by entering additional rows of data. |
| Schedule Amount | Enter the amount to deduct each pay period. Note: Use the fields in the Repayment Schedule group box to define a standard repayment schedule. If you want to define a one-time override to the scheduled repayment amount, enter the override amount using positive input. |
| End Date | Enter a date after which the repayment deduction should no longer be processed. |

Other Overrides

Use the fields in this group box to override values associated with the selected repayment deduction element on the Deduction Name page.

See PeopleSoft Global Payroll: Understanding Calculation Elements, PeopleSoft Global Payroll: Defining Element Names.

Non-Payroll Repayment Event

Use the fields in the **Non-Payroll Repayment Event** group box to record additional, non-payroll repayments made by a payee. These are deductions that are not included in the regular schedule of repayments and that do not reduce the amount of net pay.

Note

Do not use the fields in the **Non-Payroll Repayment Event** group box to deduct additional, one-time repayments through the regular gross to net process. If you want to define an additional, one-time repayment to be included in the regular gross to net process, create a positive input entry for the repayment deduction with an action type of *Additional*.

| Field or Control | Description |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Effective Date | Enter an effective date. This date determines when the additional repayment payment is processed by the system. |
| Pay Group | Specify the pay group of the payee for whom you are processing the additional repayment deduction. |
| Calendar ID | Specify the calendar in which you want the additional repayment to be processed. The calendars available for selection are those associated with the pay group identified in the Pay Group field. |
| Adjustment Element | Identify the deduction you have defined to process the additional repayment. You can use the delivered deduction (LOAN AD PYMT) or one that you have defined yourself. |
| Payment Amount | Enter the amount of the additional repayment. This amount reduces the repayment balance but has no effect on net pay. |
| Payment Reason | Enter a reason for the additional loan payment. Valid values are: <ul style="list-style-type: none"> • <i>Employee Payment</i> • <i>Loan Forgiven</i> • <i>Interest Adjustment</i> • <i>Loan Cancelled</i> |
| Payment Reference | Enter a payment reference. The payment reference is typically the number on the additional repayment check. It enables you to identify the payment. |

Entering One-Time Overrides

When entering overrides for repayment deductions using the One Time (Positive Input) component, you must specify the repayment ID (LNS VR ID) of the loan for which you are entering the override.

This example illustrates the fields and controls on the Example of a loan override on the Positive Input - Details page of the One Time (Positive Input) component.

PI Manual SOVR

One Time (Positive Input)

Positive Input - Details

| | | |
|------------------------------|--------------------------------------|----------------------------|
| Employee ID K1GSMK01 | Name Sabine D'Hardcastle | Empl Record 000 |
| Pay Group K1GPG1 | Description GP US Pay Group 1 | |
| Calendar ID K1GAPR04M | Begin Date 04/01/2004 | End Date 04/30/2004 |
| Element LOAN AD PYMT | Element Name Add Pyrmt Loan | Instance 001 |

Specify Values OR Elements

| | |
|--------------------------------------------------|--------------------------------------|
| Unit Value <input type="text"/> | Unit Element <input type="text"/> |
| Rate Value <input type="text"/> | Rate Element <input type="text"/> |
| Base Value <input type="text"/> | Base Element <input type="text"/> |
| Percent Value <input type="text"/> | Percent Element <input type="text"/> |
| Amount Value <input type="text" value="700.00"/> | Amount Element <input type="text"/> |
| Begin Date <input type="text"/> | End Date <input type="text"/> |

Currency USD

Absence Dates

| | |
|-----------------------------------------|---------------------------------------|
| Absence Begin Date <input type="text"/> | Absence End Date <input type="text"/> |
| Period Begin Date <input type="text"/> | Period End Date <input type="text"/> |

Other Data

| | |
|----------------------------------------------------|----------------------------------------|
| Batch Code <input type="text" value="2004-04-01"/> | Description of PI <input type="text"/> |
|----------------------------------------------------|----------------------------------------|

Supporting &Element Overrides

Business Unit

Additional Repayment Data

*Repayment ID

Assigning Garnishments

Understanding Garnishments

Because garnishment orders can come from different agencies, each having different reporting requirements, PeopleSoft Global Payroll for United States enables you to address the priority of each garnishment received by jurisdiction, type, and date or time of receipt. In the case of multiple garnishments of the same type, the system can determine which proration method to use and when. When funds are withheld, you can disburse them according to the method and schedule established by the issuing agency.

This topic discusses:

- Delivered garnishment deductions.
- Garnishment types.
- Garnishment processing.
- Garnishment files.
- Viewing delivered elements.

Related Topics

- [Understanding Garnishments](#)
This topic discusses:

Delivered Garnishment Deductions

PeopleSoft Global Payroll for United States delivers the GARNISHMENT deduction to process all types of garnishments. This deduction has a Calculation Rule of Amount, with the **Amount Type** set to *Payee Level*.

You assign garnishments payee by payee on the Assign Garnishments USA component (GPUS_GRN).

Garnishment Types

PeopleSoft Global Payroll for United States can process several types of garnishments:

- Child, spousal, or dependent support.
Court-ordered deductions for support of another person, whether it is a child, ex-spouse, or dependent.
- Tax levies.
Federal-mandated or state-mandated deductions for delinquent tax payments.
- Creditor garnishments.
Deductions derived from an employee not paying an obligation to a creditor.
- Administrative wage garnishments.

- Federal-mandated deductions for delinquent non-tax debts owed to the U.S. government.
- Student loans.
Deductions for delinquent loans for education granted under the Federal Family Education Program.
- Bankruptcy order.
Deductions for employee-declared bankruptcy, which are paid to a trustee of the federal court handling the payments to the employee's creditors.
- Wage assignments.
Voluntary employee deduction based on an agreement to directly transfer part of the employee's wages to another party.

Garnishment Processing

When processing garnishments, the system must take into account many aspects of the garnishment:

- Garnishment processing for a single garnishment.
- Company fees and recipient fees.
- Garnishment priority.
- Garnishment proration.

Garnishment Processing for a Single Garnishment

The PeopleSoft Global Payroll system performs the following steps to process a single garnishment order:

1. Check the garnishment order type.
2. Calculate disposable earnings.
3. Determine the exemption rule.
4. Calculate the exempted amount using exemption rule.
5. Calculate the amount available by subtracting the exemption amount from disposable earnings.
6. Calculate the total amount required based on the garnishment order.
7. Calculate the deduction as the lesser of the amounts in steps 5 and 6.

Company Fees and Recipient Fees

Employers and garnishment recipients may charge administrative fees for processing garnishment orders. PeopleSoft Global Payroll for United States enables you to define deductions for these fees and assign them to payees on the Fees page of the Assign Garnishments USA component (GPUS_GRN).

Garnishment Priority

When an employee has *more than one type* of garnishment order, processing priority is based on the value of the **Priority** field on the garnishment Assignment page. The lower the priority number, the higher the priority.

Note that the system does not assign priorities automatically when a payee has more than one type of garnishment (priorities must be defined manually). However, it does restrict the relative priorities of garnishments under certain conditions:

- When a child support garnishment is already in place, and you enter a federal tax levy, the system does not allow you to assign a higher priority to the tax levy than to the child support garnishment.
- Similarly, when a federal tax levy is in place, and you enter a bankruptcy order, the system does not allow you to assign a higher priority to the bankruptcy order than to the tax levy.

In these cases, the system uses the **Date Established** field on the garnishment Assignment page to control the priorities. For example, if a federal tax levy is established on 1 March 2004, and a child support garnishment is established on 1 January 2004, you cannot give the tax levy priority over the child support garnishment.

Garnishment Proration

Proration occurs when an employee has more than one garnishment of the *same type* and the total amount available to pay those garnishments is insufficient. Proration occurs most often for child support and writ of garnishment. As a result, states have issued rules about what to do when an employee has more than one child support order or more than one writ of garnishment.

PeopleSoft Global Payroll for United States delivers all of the necessary proration rules for all of the states. For states that do not specify proration rules for a specific garnishment type, the system automatically withholds based on the default proration formula GRN FM FIFO ALL (First Come First Serve All). The rule for this proration formula is *Pay total amount of first garnishment received, based on Received Date, followed by other garnishments in order of receipt until the maximum is reached.*

Note

You can view the delivered proration formulas defined for each type of garnishment at the state level on the Proration Formula page. For garnishment types for which a state does not provide a rule, you can override the default proration formula (GRN FM FIFO ALL) by creating your own proration rules.

See [Maintaining Garnishment Proration Rules](#).

Garnishment Files

In PeopleSoft Global Payroll for United States, you use the Create Garnishment File USA page to set up and run the garnishment file process for all states that require electronic funds transfer (EFT) transfer of garnishment data.

See [Creating Garnishment Files](#).

Viewing Delivered Elements

PeopleSoft Global Payroll for United States delivers a query that you can run to view the names of all delivered elements designed for the U.S. Instructions for running the query are provided in the PeopleSoft Global Payroll product documentation.

Related Topics

- PeopleSoft Global Payroll: Understanding How to View Delivered Elements

Assigning Garnishments

Pages Used to Assign Garnishments

| Page Name | Definition Name | Usage |
|-----------------------------------|-------------------|------------------------------------------------------------------------------------------------------------------------------------|
| Assignment Page | GPUS_GRN_INFO | Enter basic information about the garnishment order, including received date and time, document details, and attorney information. |
| Calculations Page | GPUS_GRN_CALC | Define the deduction schedule and deduction limits. |
| Fees Page | GPUS_GRN_FEES | Define garnishment fees and limits. |
| Rules Page | GPUS_GRN_RULEINFO | Specify the exemption rule state and the garnishment rule for the garnishment order. |
| Recipient Page | GPUS_GRN_PAYINFO | Identify the recipient of the garnishment. |

Assignment Page

Use the Assignment page (GPUS_GRN_INFO) to enter basic information about the garnishment order, including received date and time, document details, and attorney information.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Garnishments/Court Orders**, and then **Assign Garnishments USA**, and then **Assignment**

This example illustrates the fields and controls on the Assignment page.

Assignment Calculations Fees Rules Recipient

Scott Acres ID G1KSM602

Garnishments Find | View All First 1 of 1 Last

*Garnishment ID CS01 *Status Active + -

*Garnishment Type Child Support Support Type Current

*Priority *Date Established 01/29/2013

*Received Date 01/29/2013 Received Time

Response Date Response Time

Agency Name

Comments

Document Details Personalize | Find | View All First 1 of 1 Last

| Name | Value |
|-------------|-------|
| Case Number | |

Correspondence History Find | View All First 1 of 1 Last

*Correspondence Type Phone Call *Date 01/29/2013 Time + -

Comments

Attached File

Add Attachment

Attorney Information

Note

Define one garnishment assignment for each garnishment order that you receive for a payee. Each garnishment assignment must have a unique garnishment ID.

Field or Control

Description

Garnishment ID

Enter a value that uniquely identifies the garnishment order or notice.

| Field or Control | Description |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Garnishment Status | <p>Update this field when the status changes throughout the life of the garnishment. The status affects the processing of the garnishment deduction. Valid values are:</p> <ul style="list-style-type: none"> • <i>Active</i>: Select this value when the garnishment is active for the payee. • <i>Completed</i>: Select this value when the garnishment amount is paid in full or the court notifies the employer to stop deductions from the payee. • <i>Rejected</i>: Select this value if you cannot comply with the garnishment. • <i>Suspended</i>: Select this value to stop processing the garnishment deduction in payroll while preserving the garnishment assignment data. <p>Note: The system processes only garnishments with a status of <i>Active</i>. The system ignores garnishments with a status of <i>Completed</i>, <i>Rejected</i>, or <i>Suspended</i>.</p> |
| Garnishment Type | <p>Select the type of garnishment received by the employer. Valid values are <i>Writ of Garnishment</i>, <i>Tax Levies</i>, <i>topic 13 Bankruptcy</i>, <i>Wage Assignment</i>, <i>Child Support</i>, <i>Spousal Support</i>, <i>Dependent Support</i>, and <i>Student Loan</i>.</p> |
| Support Type | <p>Support types apply only to child support, spousal support, and dependent support. Valid values are <i>Current</i> and <i>Arrears</i>.</p> |
| Priority | <p>Enter the garnishment processing priority. The priority number that you enter here determines the order in which garnishments of <i>different types</i> are processed. The lower the number, the higher the priority.</p> <p>Note: The system determines the order in which to process garnishments of the <i>same type</i> by using proration formulas.</p> <p>See Garnishment Processing.</p> |
| Date Established | <p>This is the date that the court approved the garnishment.</p> <p>Note: The priority of a tax levy in relation to a child support order is based on the day that the orders were established. Similarly, the priority of a tax levy in relation to a bankruptcy order is based on the establishment date.</p> <p>See Garnishment Processing.</p> |
| Received Date and Received Time | <p>Enter the date and time that the garnishment is received from the court, authorized agency, or government agency.</p> |
| Response Date and Response Time | <p>Enter the date and time by which you must let the court, authorized agency, or government agency know whether you can comply with the garnishment order.</p> |

| Field or Control | Description |
|--------------------|------------------------------------------------------------------------------------------------------------------------|
| Agency Name | Enter the name of the court, authorized agency, or government agency that has legal jurisdiction over the garnishment. |
| Comments | Enter any notes related to the garnishment. |

Document Details

Enter information about garnishment documents by selecting a garnishment detail name and entering the corresponding information in the **Value** field. For example, select *Case Number* in the **Name** field, and enter the number in the **Value** field.

Note

You define document detail fields on the Document Details Table page, and specify the values of these fields when you assign garnishments to payees on the Assignment page of the Assign Garnishments USA component (GPUS_GRN).

See [Creating Document Details](#).

Correspondence History

Use the **Correspondence History** group box to document who, when, and how your organization has communicated to payees or the issuing agency regarding a garnishment.

Note

You define fields to record your communication about a garnishment order on the Correspondence Type Table page; you specify the values of these fields on the Assignment page of the Assign Garnishments USA component (GPUS_GRN) when you assign a garnishment to a payee.

See [Creating Correspondence Types](#).

| Field or Control | Description |
|----------------------------|------------------------------------------------------------|
| Correspondence Type | Select the type of correspondence. |
| Date and Time | Enter the date and time of the correspondence. |
| Comments | Enter comments related to the correspondence. |
| Attached File | View attached documents related to the garnishment order. |
| Add Attachment | Select to attach correspondence regarding the garnishment. |

Attorney Information

Enter the name, country, and address of the attorney representing the payee.

Calculations Page

Use the Calculations page (GPUS_GRN_CALC) to define the deduction schedule and deduction limits.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Garnishments/Court Orders**, and then **Assign Garnishments USA**, and then **Calculations**

This example illustrates the fields and controls on the Calculations page.

Assignment | **Calculations** | Fees | Rules | Recipient

Scott Acres ID: G1KSM602

Garnishments Find | View All First 1 of 1 Last

Garnishment ID: CS01 Garnishment Type: Child Support

Deduction Start Date: 01/29/2013

Deduction Schedule Find | View All First 1 of 1 Last

'Deduction Schedule: All Payrolls 'Pay Period: 1-All

Withholding Calculation

'Calculation Formula: Flat Amount

| Formula Details | | | | |
|-----------------|-----------|---------------|----------------|----------|
| Name | Frequency | Numeric Value | Monetary Value | Currency |
| Flat Amount | Monthly | | | USD |

Garnishment Limits

Goal Amount: Currency: USD Refresh Goal Balance

Start Date: 01/29/2013 Stop Date: Stop Days:

▶ Monthly Limits

| Field or Control | Description |
|-----------------------------|---------------------------------------|
| Deduction Start Date | Enter a start date for the deduction. |

Deduction Schedule

| Field or Control | Description |
|---------------------------|------------------------------------------------------------|
| Deduction Schedule | Select a deduction schedule applicable to the garnishment. |

| Field or Control | Description |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pay Period | <p>Specify the pay periods in which you want the garnishment deducted. Valid values are <i>All</i> and the pay period number as determined by the deduction schedule. For example, if the deduction schedule is <i>Biweekly</i>, the pay period values are <i>First</i>, <i>Second</i>, and <i>Third</i> (a maximum of three biweekly periods can be in a month). And if the deduction schedule is <i>Weekly</i>, the pay period values are <i>First</i>, <i>Second</i>, <i>Third</i>, <i>Fourth</i>, and <i>Fifth</i> (a maximum of five weeks can be in a month).</p> <p>Note: You must specify a value for the variable GRN VR PAY PERIOD on the Calendars - Overrides page for the calendar in which you are processing the garnishment. Enter a value of 1, 2, 3, 4, or 5, or a value of 0 for monthly calendars. For example, if the deduction schedule is <i>BiWeekly</i>, and you select <i>Second</i> as the pay period value, you must define the value of GRN VR PAY PERIOD as 2 when you process the second pay period each month.</p> <p>See PeopleSoft Global Payroll: Calendars - Supporting Element Overrides Page.</p> |

Withholding Calculation

In the **Withholding Calculation** group box, specify the formula to use to calculate the amount for the garnishment based on the court order.

| Field or Control | Description |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Calculation Formula | <p>Enter the formula to use to calculate the garnishment. Valid values are:</p> <ul style="list-style-type: none"> • <i>DE Percentage + Amount</i>: Percent of disposable earnings plus an additional amount. • <i>Disposable Earnings Percentage</i>: Percent of disposable earnings. • <i>Flat Amount</i>: • <i>Flat Amount Percentage</i>: Percent of a flat amount. • <i>Greater of % DE or Amount</i>: Greater of a percent of disposable earnings or an amount. • <i>Greater of % Gross or Amount</i>: Greater of a percent of gross or an amount. • <i>Gross Percentage</i>: Percent of gross pay. • <i>Gross Percentage + Amount</i>: Percent of gross pay plus an additional amount. |
| Name | <p>Displays the names of the variables that must be defined based on the calculation formula. For example, if you select a calculation formula of <i>DE Percentage + Amount</i>, you must specify the percentage and the amount.</p> |

| Field or Control | Description |
|----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Frequency | Enter the frequency of the garnishment deduction. Valid values are <i>All</i> , <i>Weekly</i> , <i>Biweekly</i> , <i>Semi-monthly</i> , and <i>Monthly</i> . |
| Numeric Value, Monetary Value, and Currency | Enter a numeric value or a monetary value with its corresponding currency code for each variable populated based on the Calculation Formula . |

Garnishment Limits

| Field or Control | Description |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Goal Amount, Currency, and Goal Balance | Enter a goal amount and its corresponding currency code to establish the maximum total amount for the garnishment. After the payroll is finalized, the system updates the goal balance, displaying the amount of the garnishment that has been paid to date. When the goal balance equals the goal amount, the system automatically stops taking the deduction. If you do not want to set a goal, leave the fields blank. The goal balance appears only after you select Refresh . |
| Start Date | Enter a start date. |
| Stop Date | Enter a stop date, or have the system generate a stop date by entering the number of days that the garnishment should remain active in the Stop Days field. |
| Stop Days | Enter the number of days the garnishment should remain active. If you enter a value in this field, the system automatically calculates the stop date based on the start date. However, if the start date is before the calendar period start date (as the result of a proration rule, for example, or the stacking of garnishments), the system uses the period start date to calculate the stop date. |

Monthly Limits

If limits apply to the amount that can be deducted each month, enter the limit calculation formula and the corresponding values for each variable displayed.

Fees Page

Use the Fees page (GPUS_GRN_FEES) to define garnishment fees and limits.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Garnishments/Court Orders**, and then **Assign Garnishments USA**, and then **Fees**

This example illustrates the fields and controls on the Fees page.

Assignment Calculations **Fees** Rules Recipient

Scott Acres ID G1KSM602

Garnishments Find | View All First 1 of 1 Last

Garnishment ID CS01 Garnishment Type Child Support

Deduction Schedule Find | View All First 1 of 1 Last

Deduction Schedule All Payrolls Pay Period 1-All

Company Fee Calculation

*Calculation Formula Flat Amount Deduct Fee When Insufficient Funds

Formula Details

| Name | Frequency | Numeric Value | Monetary Value | Currency |
|-------------|-----------|---------------|----------------|----------|
| Flat Amount | Monthly | | | USD |

Recipient Fee Calculation

*Calculation Formula Flat Amount Deduct Fee When Insufficient Funds

Formula Details

| Name | Frequency | Numeric Value | Monetary Value | Currency |
|-------------|-----------|---------------|----------------|----------|
| Flat Amount | Monthly | | | USD |

Company Fee Monthly Limit

Recipient Fee Monthly Limit

Company Fee Calculation

In the **Company Fee Calculation** group box, enter the calculation formula, frequency, and name, and the numeric or monetary value of the company fee. Also, specify what to do when insufficient funds are available to cover the company fee.

| Field or Control | Description |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Deduct Fee When Insufficient Funds | If this check box is selected and not enough funds are available to cover both the garnishment and the fee, the garnishment amount is reduced by the amount of the fee. |

Recipient Fee Calculation

In the **Recipient Fee Calculation** group box, enter the calculation formula, frequency, and name, and the numeric or monetary value of the recipient fee. Also, specify what to do when insufficient funds are available to cover the recipient fee.

| Field or Control | Description |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Deduct Fee When Insufficient Funds | If this check box is selected and not enough funds are available to cover both the garnishment and the fee, the garnishment amount is reduced by the amount of the fee. |

Company Fee Monthly Limit

In the **Company Fee Monthly Limit** group box, enter the calculation formula and the numeric or monetary value of the monthly company fee limit.

Recipient Fee Monthly Limit

In the **Recipient Fee Monthly Limit** group box, enter the calculation formula and the numeric or monetary value of the monthly recipient fee limit.

Rules Page

Use the Rules page (GPUS_GRN_RULEINFO) to specify the exemption rule state and the garnishment rule for the garnishment order.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Garnishments/Court Orders**, and then **Assign Garnishments USA**, and then **Rules**

This example illustrates the fields and controls on the Rules page.

Assignment Calculations Fees **Rules** Recipient

Scott Acres ID G1KSM602

Garnishments Find | View All First 1 of 1 Last

Garnishment ID CS01 Garnishment Type Child Support

Rule Information

'Exemption Rule State

Garnishment Rule

Proration Formula

Parameters ? Personalize | Find | View All | First 1 of 1 Last

| Variable Name | Frequency | Numeric Value | Monetary Value | Currency |
|----------------------|----------------------|----------------------|----------------------|----------------------|
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |

Federal Tax Levy Deductions ? Personalize | Find | View All | First 1 of 1 Last

| Adj | Deduction | Deduction Date | Numeric Value | Monetary Value | Currency |
|-----|-----------|----------------|---------------|----------------|----------|
| | | | | | |

Adjustment

| Field or Control | Description |
|-----------------------------|-----------------------------------------------------------------------------------------------|
| Exemption Rule State | Identify the state that issued the garnishment. Or select <i>Federal</i> for a federal order. |

| Field or Control | Description |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Garnishment Rule | <p>Select the garnishment rule that applies to this garnishment.</p> <p>Note: The garnishment (exemption) rules available for selection for the state and garnishment type you are assigning are those that have been linked to the garnishment on the State Garnishment Rules page. For example, if the garnishment type you are assigning is <i>Child Support</i>, and two garnishment rules (exemption rules) are tied to child support garnishments on the State Garnishment Rules page, both exemption rules will appear in the drop-down list.</p> <p>See Maintaining State Garnishment Rules.</p> |
| Proration Formula | <p>The proration rule displayed here is based on the selected exemption rule state, garnishment type, deduction start date, and the effective date of the proration rule. If no proration rules are defined for the selected state and garnishment type combination, this field displays <i>Default Proration</i>.</p> |

Parameters

In the **Parameters** group box, enter the variable name and **frequency**, and the numeric or monetary value for the garnishment rule, for example, the number of dependents for a federal tax levy.

Federal Tax Levy Deductions

The first time that a federal tax levy is processed, the existing deductions are captured and displayed here. The values displayed depend on how the deductions are calculated. For deductions such as 401K that are set up as percentages, the percentage is displayed. For nonpercentage deductions, the amount is displayed.

Although these system-generated values cannot be changed, they can be adjusted by selecting the **Adjustment** button. An adjustment row is added to the page for entering the adjustment value.

For example, a payee has an existing health insurance deduction of 35.00 USD. The health insurance company increases the deduction by 10.00 USD. To adjust this amount, select the **Adjustment** button. On the new row, enter the deduction name, the effective date of the adjustment, and a monetary value of 10.00 USD. If the employee deduction is reduced by 10.00 USD, a negative amount, -10.00 USD, can be entered.

Recipient Page

Use the Recipient page (GPUS_GRN_PAYINFO) to identify the recipient of the garnishment.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Garnishments/Court Orders**, and then **Assign Garnishments USA**, and then **Recipient**

This example illustrates the fields and controls on the Recipient page.

Assignment Calculations Fees Rules **Recipient**

Scott Acres ID G1KSM602

Garnishments Find | View All First 1 of 1 Last

Garnishment ID CS01 Garnishment Type Child Support

Recipient Information

Recipient ID K1GREC1 Recipient Name Garnishment Recipient 1

Payment Information

Payment Method Bank Transfer Currency Code USD
 Country Code USA Country United States
 Bank ID F21782676 Bank Name CitiBank
 Account Nbr 3421455 Account Name Fabio D'Hardcastle Jr
 Deposit Schedule MONTHLY Description Monthly Deposit Schedule

Add Recipient

| Field or Control | Description |
|---------------------------------------|------------------------------------------------------------------------------------------------------------|
| Recipient ID and Add Recipient | Enter the recipient ID or select Add Recipient to indicate where to send the garnishment deduction. |

Note

After all the payee's garnishment information is entered on the Garnishment Assignment component, a component interface populates the Global Payroll core element assignment and Supporting Element Overrides pages with the information needed to process each garnishment.

Viewing Garnishment Information

This topic discusses how to view garnishment information.

Page View Garnishment Information

| Page Name | Definition Name | Usage |
|----------------------------------------------|-----------------|------------------------------------------------------|
| Garnishment Summary USA Page | GPUS_GRN_SUMM | View summarized garnishment information for a payee. |

Garnishment Summary USA Page

Use the Garnishment Summary USA page (GPUS_GRN_SUMM) to view summarized garnishment information for a payee.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Garnishments/Court Orders**, and then **Garnishment Summary USA**, and then **Garnishment Summary USA**

This example illustrates the fields and controls on the Garnishment Summary USA page.

Garnishment Summary USA

Select link to see the garnishment details

Max Mc Gee

ID K1GSMK04

| Garnishments | | | | | | | Personalize | Find | First | 1-2 of 2 | Last |
|----------------|----------|--------|-----------------|--------------|---------------|---------------|-------------|------|-------|----------|------|
| Garnishment ID | Priority | Status | Type | Support Type | Received Date | Received Time | | | | | |
| SS01 | 10 | Active | Spousal Support | Current | 01/01/2004 | | | | | | |
| TL17 | 23 | Active | Tax Levy | Current | 01/01/2004 | | | | | | |

Add Garnishment

This page provides a one-line summary of every garnishment that a payee has assigned to him or her. It offers a quick way to view the priority and status of each of the payee's garnishments.

Each garnishment ID is a link that takes you to that exact garnishment instance on the Assignment page, where you can make changes to the garnishment's priority or status.

| Field or Control | Description |
|------------------|------------------------------------------------------------------------------|
| Add Garnishment | Select to access the Assignment page, where you can enter a new garnishment. |

Processing One-Time Garnishment Overrides

Pages Used to Enter One-Time Garnishment Overrides

| Page Name | Definition Name | Usage |
|------------------------------------------------|------------------|---------------------------------------------------|
| One Time (Positive Input) Page | GP_PI_MNL_ERNDED | Enter positive input for an earning or deduction. |
| Positive Input - Details Page | GP_PI_MNL_SEC | Enter supporting element overrides. |

Understanding One-Time Garnishment Overrides

One-time garnishment overrides provide a way to override the regular calculation of a garnishment order and replace it with a new calculation for a specific pay period. Use positive input to enter one-time overrides for garnishments.

See PeopleSoft Global Payroll: Understanding Positive Input.

Refunding a Garnishment on a One-Time Basis

Garnishment amounts withheld in error must be refunded to the payee. To refund a garnishment amount, specify the name of the garnishment deduction, and enter a negative amount using an action type of *Add*.

Note

When you refund a garnishment using positive input, you must specify the garnishment ID (GRN VR ID), the garnishment received date (GRN VR RECDT), and the garnishment type (GRN VR TYPE) of the deduction you are refunding on the Positive Input - Details page of the One Time (Positive Input) component (GP_PI_MNL_ERNDED).

Overriding Garnishment Amounts

Garnishment amounts can be overridden with a new amount for a specific pay period. To override a garnishment amount, specify the name of the garnishment deduction, and enter the amount to withhold using an action type of *Override*.

Note

When you override a garnishment amount using positive input, you must specify the garnishment ID (GRN VR ID), garnishment type (GRN VR TYPE), and garnishment received date (GRN VR RECDT) of the deduction you are overriding on the One Time (Positive Input) - Details page.

Suspending a Garnishment on a One-Time Basis

Positive input can be used to suspend a garnishment calculation for a specific pay period. To suspend a garnishment, specify the name of the garnishment deduction using an action type of *Do Not Process*.

Note

When you suspend a garnishment using positive input, you must specify the garnishment ID (GRN VR ID), the garnishment received date (GRN VR RECDT), and the garnishment type (GRN VR TYPE) of the deduction on One Time (Positive Input) - Details page (GP_PI_MNL_SEC).

One Time (Positive Input) Page

Use the One Time (Positive Input) page (GP_PI_MNL_ERNDED) to enter positive input for an earning or deduction.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Assign Earnings and Deductions**, and then **One Time (Positive Input)**, and then **One Time (Positive Input)**

This example illustrates fields and controls on the One Time (Positive Input) page, Main Components tab.

One Time (Positive Input)

Employee ID K1GSMK01 Name Sabine D'Hardcastle Empl Record 0
 Pay Group K1GPG1 Description GP US Pay Group 1 Pay Entity K1GP EE
 Calendar ID K1GAPR04M Begin Date 04/01/2004 End Date 04/30/2004

This Calendar is finalized. Any changes will be considered during retro processing.

| Earnings and Deductions | | | | | | | Personalize | Find | View All | 1-4 of 4 | First | Last |
|-------------------------|-----------------|-----------|------|--------|---------------|-------------------------------------|-------------|------|----------|----------|-------|------|
| Action | Main Components | Source | | | | | | | | | | |
| Entry Type | Element Name | Unit | Rate | Amount | Currency Code | Details | | | | | | |
| Deduction | DENTAL EE | | | 45.00 | USD | <input type="checkbox"/> | | | | | | |
| Earnings | OVT 2.0 | 10.000000 | | | USD | <input type="checkbox"/> | | | | | | |
| Deduction | LOAN AD PYM | | | 700.00 | USD | <input checked="" type="checkbox"/> | | | | | | |
| Deduction | GARNISHMEN | | | 100.00 | USD | <input checked="" type="checkbox"/> | | | | | | |

Positive Input - Details Page

Use the Positive Input - Details page (GP_PI_MNL_SEC) to enter supporting element overrides.

Navigation:

Select the details button on the One Time (Positive Input) page, Main Components tab.

This example illustrates the fields and controls on the Positive Input - Details page (1 of 2).

PI Manual SOVR

One Time (Positive Input)

Positive Input - Details

Employee ID K1GSMK01 Name Sabine D'Hardcastle Empl Record 000
 Pay Group K1GPG1 Description GP US Pay Group 1
 Calendar ID K1GAPR04M Begin Date 04/01/2004 End Date 04/30/2004
 Element LOAN AD PYMT Element Name Add Pymt Loan Instance 001

Specify Values OR Elements

| | |
|--------------------------------------------------|--------------------------------------|
| Unit Value <input type="text"/> | Unit Element <input type="text"/> |
| Rate Value <input type="text"/> | Rate Element <input type="text"/> |
| Base Value <input type="text"/> | Base Element <input type="text"/> |
| Percent Value <input type="text"/> | Percent Element <input type="text"/> |
| Amount Value <input type="text" value="700.00"/> | Amount Element <input type="text"/> |
| Begin Date <input type="text"/> | End Date <input type="text"/> |

Currency

Absence Dates

| | |
|-----------------------------------------|---------------------------------------|
| Absence Begin Date <input type="text"/> | Absence End Date <input type="text"/> |
| Period Begin Date <input type="text"/> | Period End Date <input type="text"/> |

Other Data

| | |
|----------------------------------------------------|----------------------------------------|
| Batch Code <input type="text" value="2004-04-01"/> | Description of PI <input type="text"/> |
|----------------------------------------------------|----------------------------------------|

Supporting & Element Overrides

Business Unit

Additional Repayment Data

'Repayment ID

This example illustrates the fields and controls on the Positive Input - Details page (2 of 2).

Supporting &Element Overrides

Business Unit

Additional Garnishment Data

*Garnishment ID

*Garnishment Type

*Received Date

Note

If multiple garnishments of the same type exist and you enter an override for one of them, proration does not occur automatically. You must manually calculate the proration based on the initial row of positive input and insert a row of positive input for all garnishments of that type.

18

Processing Payments

Understanding Payment Processing

PeopleSoft Global Payroll for United States provides several processes to generate payments. These processes are all part of the PeopleSoft Global Payroll for United States banking preparation process and include:

- Global Payroll core banking preparation.
- Prenotification.
- Source bank override.
- No allocation.
- Payment combination.
- Payment ID and number assignment.

Related Topics

- [Understanding the Payment Preparation Process](#)
Payment preparation requires running several processes. Each process has a unique purpose in preparing payments for banking and payment.

Defining and Assigning Payment IDs

To define payment IDs, use the Payment ID Definition (GP_PYMT_ID_DEFN) component. To assign payment IDs, use the Source Bank Accounts (SRC_BANK) component. To combine payments, use the Combine Payments (GP_PYENT_GBL) component.

Pages Used to Define and Assign Payment IDs

| Page Name | Definition Name | Usage |
|--------------------------------------------|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Payment ID Definition Page | GP_PYMT_ID_DEFN | Define a payment ID that is unique by bank account number. If you have two different bank accounts, you will have two different payment IDs for each bank account, for example, one for direct deposits and another for checks. |
| Payment ID Assignment Page | GP_PYMT_ID_ASGN | Associate a payment ID with a payment method. |
| Combine Payments Page | GP_PYENT_COMB | Assign appropriate rules for combining payments and payslips to a pay entity. |

Understanding Payment IDs

A payment ID is a unique identifier that you can use to determine which payments have been processed.

You define the payment ID on the Payment ID Definition page. Because the same payment ID can be associated with multiple payment methods and can be used by multiple source banks, you need to associate the appropriate payment ID with a specific payment method. You define this as part of the Source Bank account on the Payment ID Assignment page.

When you have defined payment IDs and assigned them to a payment method, you can use this information to run the Payment Number Assignment process.

Payment ID Definition Page

Use the Payment ID Definition page (GP_PYMT_ID_DEFN) to define a payment ID that is unique by bank account number.

Navigation:

Set Up HCM, and then **Common Definitions**, and then **Banking**, and then **Payment ID Definition**, and then **Payment ID Definition**

This example illustrates the fields and controls on the Payment ID Definition page.

Payment ID Definition

Country USA United States

Payment Identification ADVICE

*Description

Short Description

Last Payment Number Used

If you have two different bank accounts, you will have two different payment IDs for each bank account, for example, one for direct deposits and another for checks.

| Field or Control | Description |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Country | Select the country that uses the payment ID. |
| Payment Identification | Enter a unique definition for the payment ID. |
| Last Payment Number Used | Enter the last payment number used for the payment identification. For example, the last number used for advices. Note: The last payment number determines the starting number for checks and advices during the payment process. |

Payment ID Assignment Page

Use the Payment ID Assignment page (GP_PYMT_ID_ASGN) to associate a payment ID with a payment method.

Navigation:

Set Up HCM, and then **Common Definitions**, and then **Banking**, and then **Source Bank Accounts**, and then **Payment ID Assignment**

This example illustrates the fields and controls on the Payment ID Assignment page.

Source Bank Accounts | **Payment ID Assignment**

Source Bank ID B04 West America Bank

| Assignment | | | | Personalize Find View All [?] [] | | 1-3 of 3 Last | |
|----------------|------------|-------------|-------------------------------|-----------------------------------------|--|-----------------|---|
| Payment Method | Payment ID | Description | Default Reconciliation Status | | | | |
| Check | CHECK | Check Pymt | Unreconciled | | | + | - |
| Bank Transfer | ADVICE | Advice Pmt | Reconciled | | | + | - |
| Zero Net | ZERONT | Zero Net | Reconciled | | | + | - |

| Field or Control | Description |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Payment Method | Select the payment method to use. Values are <i>Bank Transfer</i> , <i>Cash</i> , <i>Check</i> , <i>Postal Order</i> , <i>Wire Transfer</i> , and <i>Zero Net</i> . If the bank associated with the bank account requires prenotes, enter a payment method of <i>Zero Net</i> and a payment ID of <i>ZERONT</i> . Note: You can use the <i>Zero Net</i> payment method whenever a zero dollar payment is generated. Using the <i>Zero Net</i> payment method is not restricted only to the use of prenotes. |
| Payment ID | Select the payment ID to associate with the specific payment method for the source bank. |
| Default Reconciliation Status | Identify the default reconciliation status. This is used to create rows in the GP_PYMT_BNK_TBL. Typically, if you selected a payment method of <i>Check</i> , you will select <i>Unreconciled</i> here. If you selected a payment method of <i>Bank Transfer</i> , you will select <i>Reconciled</i> here. Note: This field is used by the Global Payroll core bank reconciliation process. If you use another method to reconcile your payments, the value entered here is irrelevant. |

Note

The first page in this component, the Source Bank Accounts page, is discussed in the PeopleSoft HCM Application Fundamentals product documentation.

Related Topics

- Application Fundamentals: Specifying Source Banks

Combine Payments Page

Use the Combine Payments page (GP_PYENT_COMB) to assign appropriate rules for combining payments and payslips to a pay entity.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Framework**, and then **Organizational**, and then **Pay Entities**, and then **Combine Payments**

This example illustrates the fields and controls on the Combine Payments page.

In PeopleSoft Global Payroll, an employee may have multiple segments generated for a given calendar group as a result of segmentation or multiple jobs. Each of these segments may produce a separate payment based on the employee's net pay elections. If you want an employee to receive a single payslip, use the **Combine Payments** page to control how payslips and payments are combined.

| Field or Control | Description |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Combine Segments | Select if segments should be combined for banking and payslips. If you don't select this check box, all other options will be deselected and unavailable for entry. |
| Combine Multiple Jobs | Select to combine multiple jobs into a single payment. |

Date Criteria

Use this group box to specify criteria for combining payments. You must select one of the two options.

| Field or Control | Description |
|---------------------|--------------------------------------------------------|
| Payment Date | Select to combine segments with the same payment date. |

| Field or Control | Description |
|------------------|-----------------------------------------------------------|
| Period End Date | Select to combine segments with the same period end date. |

Processing Payments

This topic provides overviews of the payment preparation process flow, the payment preparation process, and payment renumbering, and discusses how to:

- Run payment preparation.
- Renumber payments.

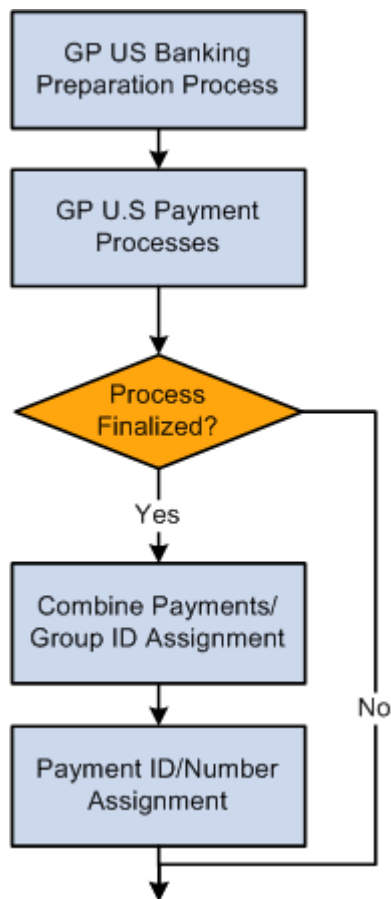
Pages Used to Process Payments

| Page Name | Definition Name | Usage |
|---------------------------------------------------|------------------|----------------------------------------------------------------------------------------------|
| Run Payment Prep Process USA Page | GPUS_PMT_PREPARE | Run the banking payment preparation process for PeopleSoft Global Payroll for United States. |
| Payment Renumber USA Page | GPUS_PYMT_RNB | Run the payment renumber process. |

PeopleSoft Global Payroll for United States Payment Preparation Process Flow

This diagram illustrates the PeopleSoft Global Payroll for United States payment preparation process flow:

This diagram illustrates the PeopleSoft Global Payroll for United States payment preparation process flow.



Understanding the Payment Preparation Process

Payment preparation requires running several processes. Each process has a unique purpose in preparing payments for banking and payment.

Global Payroll Core Banking Preparation

The Global Payroll core banking preparation process, GP_PMT_PREP, populates a table, GP_PAYMENT, that contains payment information. The process creates payments for each segment and stores net pay by calendar period ID for each employee ID, employee record, and run type. The system does not store net pay if the value is zero, except for manual payments.

Prenotification

The prenotification process, GPUS_PRENOTE, prepares a prenote that is sent to the bank along with direct deposits for all other payees. The amount of the prenote is paid to the payee on a check for the pay period. This process runs whenever a payee makes a bank account change. The prenote process does not occur if a payee changes the amount to be deposited into an existing direct deposit account.

Note

Although the payment ID (PYMT_ID) is defined as a unique identifier, it is updated during the Prenote process (part of the GPUSPMTP AE found under Run Payment Prep Process USA) with a status of *PRENOT* when a transaction is prenoted.

Prenotification is optional. If you decide to use prenotification, you can set it up to run when you define PeopleSoft Global Payroll for United States installation settings.

See [Defining Installation Settings](#).

See [Managing the Prenotification Process](#).

You can also set up different prenotification periods for each source bank, if needed. For one source bank, the prenote wait days can be 10 days, and for another source bank, it can be 8 days. You can define the wait days in PeopleSoft Global Payroll for United States during source bank account setup.

See Application Fundamentals: Specifying Source Banks.

Source Bank Override

The source bank override process, GPUS_SRCBKOV, overrides the source bank listed on the Pay Entity table. If an organization has multiple companies, each company might pay their payees from a unique bank account, but have one common account for direct deposits. The source bank override allows payees receiving paychecks to have their funds derive from a different source bank from those who receive direct deposit.

No Allocation

The no allocation process, GPUS_UPD_ALLOC, assigns a payment status of *No Active Allocation* with a payment method of *Check* if a payee has not defined net pay elections.

This process sets the payment status to *Finalize* if the process is run in the Finalize phase, and to *Prepared* if the process is run in the Calculate phase. A payee cannot be paid unless the payment status is *Finalized*.

Payment Combination

The payment combination process, GP_PYMT_COMB, has two distinct purposes:

- It groups the payment rows generated by the Global Payroll core banking preparation process according to the rules defined on the Pay Entity - Combine Payments page.
- It further groups payment rows if the same payment method and bank account are used.

Note

This condition occurs when a payee has multiple segments grouped together.

Payment ID and Number Assignment

The payment ID and number assignment process, GP_PYMT_ASGN, assigns payment numbers to payee payments based on the last payment number assigned. It retrieves this number from the Payment ID table. When the process is complete, the system updates the

Payment ID table with the last value assigned. Because of this, payment numbers cannot be unassigned or reassigned—in other words, they can be used only once.

For example, assume that the last payment number assigned in the current payroll is 10,000. When the next payroll runs, the process first reads the Payment ID table to obtain a value of 10,000. It then assigns the numbers 10,001, 10,002, 10,003, and so on until all payments have been assigned. If a total of 100 payments are assigned, the process updates the Payment ID table to a value of 10,100.

Understanding Payment Renumbering

Use the payment renumbering process to renumber payments when a payee asks for a replacement check or other payment and cannot provide the original. Reissuing a new check with the same number is not possible. Instead, a stop payment needs to be placed on the original payment and a new number needs to be assigned to the new payment that will be made to the payee.

Note

When you renumber a payment, you can reprint the payslip, but this is not mandatory.

Run Payment Prep Process USA Page

Use the Run Payment Prep Process USA page (GPUS_PMT_PREPARE) to run the banking payment preparation process for PeopleSoft Global Payroll for United States.

Navigation:

Global Payroll & Absence Mgmt, and then **Payment Processing**, and then **Run Payment Prep Process USA**, and then **Run Payment Prep Process USA**

This example illustrates the fields and controls on the Run Payment Prep Process USA page.

Run Payment Prep Process USA

Run Control ID PS Report Manager Process Monitor Run

Payroll Run

*Calendar Group

Description GD1 Dezember 2004

Stream Number Process Streams

Processing Phases and Options

Calculate

Update Statistics

Finalize

| Calendar List | | | Personalize Find View All First 1-2 of 2 Last |
|---------------|----------------|--------------|--------------------------------------------------------|
| Pay Group | Calendar ID | Payment Date | |
| GD1PG1 | GD11 GD2004M12 | 12/31/2004 | |
| GD1PG2 | GD12 GD2004M12 | 12/31/2004 | |

| Streams | | | | Personalize Find View All First 1 of 1 Last |
|---------------|--------------|------------|--------------------------|------------------------------------------------------|
| Stream Number | Empl ID From | Empl ID To | Calculated | |
| | | | <input type="checkbox"/> | |

Payroll Run

| Field or Control | Description |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Calendar Group | Select the calendar group on which to run the process. The system processes any items (segments) that are approved or finalized by the payroll process. |
| Stream Number | If the Process Streams check box is selected and you select Calculate in the Processing Phases and Options group box, you must select the stream number to process. Each stream number represents a predefined range of payees. |
| Process Streams | The Process Streams check box is selected automatically if you select the stream processing option when defining the calendar group. |

See PeopleSoft Global Payroll: Creating Process Streams.

Processing Phases and Options

| Field or Control | Description |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Calculate | Select to have the system create the payment file by matching the finalized results from the payroll process with information you defined in the banking setup. You can run the Calculate step repeatedly until you finalize the banking process. |
| Update Statistics | Select to have the banking system generate statistics to help the data administrator fine-tune system performance. |
| Finalize | After everything is calculated, select Finalize . (If you used stream processing for the Calculate phase, the system finalizes all streams for the calendar group simultaneously.) Note: If you're not using streams, you can select Calculate and Finalize at the same time. Note: Payment numbers are generated only during the Finalize process. |

Calendar List

After you run the Calculate phase, this group box displays information for each calendar in the calendar run.

Streams

This group box displays all streams associated with the calendar group.

Payment Renumber USA Page

Use the Payment Renumber USA page (GPUS_PYMT_RNB) to run the payment renumber process.

Navigation:

Global Payroll & Absence Mgmt, and then **Payment Processing**, and then **Payment Renumber USA**, and then **Payment Renumber USA**

This example illustrates the fields and controls on the Payment Renumber USA page.

Payment Renumber USA

The screenshot shows the 'Payment Renumber USA' page with the following sections:

- Request Parameters:**
 - 'Calendar Group': G1_GRP_PERF_JUN04 (Jun 04 Performance Testing)
 - 'Payment Identification': CHECK (Check Payment ID)
 - 'Reconciliation Status': Re-Numbered
 - Payment Date: 06/11/2004
 - Print New Payslip
- Payment Renumber Range:**
 - First Number: []
 - Last Number: []
- Payment to Renumber:**
 - Table with columns: Payment Number, Empl ID, Name.
 - Table content: [] [] []
 - Navigation: Personalize | Find | First 1 of 1 | Last

Use this page to run the payment renumbering process. For example, if a payee asks for a replacement of his or her payment and cannot find the original, you can run the payment renumbering process to issue a new payment with a new number.

Request Parameters

| Field or Control | Description |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| Calendar Group | Select the calendar group on which to run the process. The system processes any items (segments) that are approved or finalized by the payroll process. |
| Payment Identification | Enter the payment ID that needs to be renumbered. |
| Reconciliation Status | Indicate the reconciliation status for the payments being renumbered. |
| Payment Date | Enter the payment date for the renumbered payments. |
| Print New Payslip | Select if you need to print a new payslip for the payments being renumbered. |

Payment Renumber Range

| Field or Control | Description |
|-------------------------------------|---------------------------------------------------------------------------------------------|
| First Number and Last Number | If a series of checks need renumbering, enter the first and the last number in this series. |

Payment to Renumber

| Field or Control | Description |
|-----------------------|-------------------------------------------------------------------------------------------------------------|
| Payment Number | If just a few checks need renumbering, enter the payment numbers in the Payment to Renumber section. |

Processing Payslips

Pages Used to Process Payslips

| Page Name | Definition Name | Usage |
|-------------------------------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Generate Payslip Page | GP_PSLP_PRINT_RC | Define parameters to generate a payslip. |
| Draft Options - Generate Payslip Page | GP_PSLP_PRINT_SEC | Define options for a draft payslip. |
| Define Payslip Sort Method Page | GP_PSLP_SORT | Define the sort method details for a payslip. |
| Define Payslip Sort Method Page | GP_PSLP_REPRT1_RC | Generate reprints of payslips. If this page is used to reprint payslips, the assumption is that the payroll information did not change and a copy of the payslip is needed by someone for record-keeping purposes. |
| Reprint Payslip Copy Page | GP_PSLP_REPRT1_RC | Generate reprints of payslips. |
| Regenerate Original Payslip Page | GP_PSLP_REPRT2_RC | Regenerate original payslips. |

Related Topics

- [Understanding Payslips](#)
Payslips are documents that summarize a payee's payroll data. Typically, a payslip includes the following information:

Understanding Payslip Generation

This topic discusses:

- Payslip generation.
- Reproducing Payslips.

Payslip Generation

After payments have been processed, the Generate Payslip process, GPPSLP, enables you to print payslips. The SQR (Structured Query Report) portion of the Job, GP00PSLP, contains the payslip output files.

The GPSSPSLP Job consists of four processes that are run in sequence:

1. The GP_PSLP_PRE Application Engine process gathers information and populates temporary processing tables.
2. The SQR GP00PSLP prints the payslip report and provides self-service related information for ePay if ePay is licensed.
3. The GP_PSLP_POST process populates permanent Payslip guide tables and cleans up temporary processing tables.
4. The GP_EPAY Application Engine process uses the payslip report and self-service related information provided by the earlier processes in this job to create self-service Payslips for each payee. If ePay is not licensed, this process reports that ePay has not been licensed and will finish with success.

On the Generate Payslips page, you can specify the language in which error and status messages are printed. Note that this is not the field in which you indicate the language that the payslip will be printed in. The payslip is printed in the language of the payee for which the payslip is prepared.

Important

When running the GPPSLP job, you can use the following Type and Format options with ePay: *None* and *None* (becomes *Web* and *PDF* by default), *Web* and *PDF*, or *File* and *PDF*. If using *File* and *PDF*. Do not use a custom output destination from the Process Scheduler Request page.

Note

A payslip can be an advice as well as a check.

Reproducing Payslips

The two options that can reproduce payslips recombine payroll result data using the same payslip template that was used when the payslip was originally printed. When storing the template that was used in the original payslip print run, the system also stores the effective date so that the exact template that was used previously can be used again. If the payroll results have changed or the supporting configuration has changed (correct history), the data printed in the payslip may also change.

When the generate payslip process, noted above, creates the payslip files, a unique payslip ID is assigned to each payslip.

If several pages are damaged due to a paper jam at the printer, the payroll administrator can look at the last page before the paper jam and the next page after the paper jam to determine the payslip ID range to reprint.

Two options are available to reproduce payslips:

- Reprint payslip copy.
- Regenerate original payslip.

The payslip reprint copy component reprints payslips as copies, which means that any checks (bank drafts) are printed as nonnegotiable checks. The MICR (Magnetic Ink Character Recognition) and signature portion of the check is omitted. If ePay is installed, ePay payslips are not generated. The payslip ID of the reprinted payslip remains the same.

The payslip reprint copy option assumes that the information did not change and that the payee just wanted to have a copy of the payslip for his or her own record.

See [Reprint Payslip Copy Page](#).

The regenerate original payslips component re-creates standard payslips, ePay payslips, or both for payslips that are selected. When standard payslips are regenerated, the system assumes that data has changed, payments have been renumbered, or other conditions occurred for a new payslip to be regenerated from the payroll data using the exact same template that was used when the original payslip was generated. If the payslips contain checks (bank drafts), the MICR and signature are printed. A new payslip ID is generated for each regular or non-ePay payslip that is generated. If ePay-only payslips are regenerated, then the ePay payslips selected are reproduced only if the original ones are missing, either because of a problem with the ePay process in the Generate Payslip job or an environment problem causing ePay payslips from being transferred to the secure ePay FTP location. If an ePay payslip exists and is viewable in the self-service page, then that ePay payslip is not regenerated.

See [Regenerate Original Payslip Page](#).

Generate Payslip Page

Use the Generate Payslip page (GP_PSLP_PRINT_RC) to define parameters to generate a payslip.

Navigation:

Global Payroll & Absence Mgmt, and then **Payslips**, and then **Generate Payslip**, and then **Generate Payslip**

This example illustrates the fields and controls on the Generate Payslip page.

Generate Payslip

Run Control ID PS Report Manager Process Monitor Run

Language English

*Calendar Group ID K1G_SMPL_JUN04M Jun 04 - Monthly
Draft Options

Assignment Set

*Country United States All Employees

*Assignment Set ALLEMPLS

Templates Processed

*Selection All Templates in Set

Country

Payslip Template

Sort Method

*Country United States Create New Sort Method

*Sort Method EMPLNAME

Population

*Selection All Payees

List Other Selection Criteria Personalize | Find | First 1 of 1 Last

| Organization Unit | Description |
|-------------------|-------------|
| | |

| Field or Control | Description |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Language | Select the language in which to produce the error and status messages. Note that this is not the field where you select the language in which the payslip is printed. |
| Calendar Group ID | Select the calendar group ID for which the payslip is generated. |
| Draft Options | Select to access the Draft Options - Generate Payslips page. |

Assignment Set

| Field or Control | Description |
|-----------------------|---------------------------------------------------------------------|
| Country | Select the country for which this payslip is generated. |
| Assignment Set | Select the assignment set for which the payslip is to be generated. |

| Field or Control | Description |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Description | Select to go to the Assignment Set page for the assignment set. The country of the user determines whether the Assignment Set page is opened in edit mode or display-only mode. An ALL country user can edit any country's Assignment Set page. A country-specific user can edit only his or her own country's Assignment Set page, but can view an ALL country Assignment Set page in display-only mode. |

Templates Processed

| Field or Control | Description |
|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Selection | Select the type of template to be used when generating a payslip. Values are <i>All Templates in Set</i> and <i>Specific Template</i> . If you select <i>Specific Template</i> , additional fields appear. |
| Country | Select the country for which the payslip template is processed. The Country field is available only for entry if you select <i>Specific Template</i> in the Selection field. |
| Payslip Template | Select the type of payslip template you want to use. The default is to print all templates. If more than one template is used in a run, multiple files are produced, one for each template. If you want to produce only one of the output files, you can select to have only a specific template printed in the run. After you print the template, you can run the generation again, specifying all payslip templates; however, the payslip that is already printed will be skipped. Examples of typical values are <i>ADVICE</i> and <i>CHECK</i> . The Payslip Template field is available for entry only if you select <i>Specific Template</i> in the Selection field. When a specific template is selected, a link is available to view this template definition. |
| Description | Select to go to the Template page for the template. The country of the user determines whether the Template page is opened in edit mode or display-only mode. An ALL country user can edit any country's Template page. A country-specific user can edit only his or her own country's Template page, but can view an ALL country Template page in display-only mode. |

Sort Method

| Field or Control | Description |
|------------------|-------------------------------------------------------|
| Country | Select the country for which you'll sort the payslip. |

| Field or Control | Description |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sort Method | Select the method by which you want to sort the payslip. Typical values include <i>Employee Name, Company, Department, Name, and Pay Entity</i> . |
| Description | Select to go to the Sort Method page. The country of the user determines whether the Sort Method page is opened in edit or display-only mode. An ALL country user can edit any country's Sort Method page. A country-specific user can edit only his or her own country's Sort Method page, but can view an ALL country section page in display-only mode. |
| Create Sort Method | Select to access the Define Payslip Sort Method page. Note that when you select the Create Sort Method button, you are first taken to a search box, where you can define or select a sort method. The country of the user determines the allowable sort methods. If the user is a specific country, for example, USA, then only USA sort methods can be defined. If the user is an ALL country operator, then any country's sort method can be defined. After you define a sort, select the Add button on the search box, and the Define Payslip Sort Method page appears. |

Population

Use the **Population** group box to narrow the population for which you want to generate payslips.

| Field or Control | Description |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Selection | Define the population for which the payslip is run. Values are <i>All Payees, Global Payroll Payee List, Human Resources Group, and Other Criteria</i> . The value that you select in this field determines which fields appear in this group box. If you select <i>All Payees</i> , no additional fields in this group box are available for entry. |
| Human Resources Group | If you select <i>Human Resources Group</i> in the Selection field, select the group of PeopleSoft HR payees for whom you want to generate the payslip. |
| Global Payroll Payee List | If you select <i>Global Payroll Payee List</i> in the Selection field, select the list of Global Payroll payees for whom you want to generate the payslip. |
| Category | If you select <i>Other Criteria</i> in the Selection field, select the category for the payslip. Values are <i>Company, Department, Establishment, Location, Pay Entity, Pay Group, and Payee</i> . |

Details

If you select *Other Criteria* in the **Selection** field, and then select a value in the **Category** field, you can enter detailed information regarding the value that you selected in the **Category** field. This is a grid that allows you to enter multiple unique values. For example, if you select *Company* in the **Category** field, you can select the company in the **Details** group box.

Draft Options - Generate Payslip Page

Use the Draft Options - Generate Payslip page (GP_PSLP_PRINT_SEC) to define options for a draft payslip.

Navigation:

Select the **Draft Options** link on the Generate Payslip page.

This example illustrates the fields and controls on the Draft Options - Generate Payslip page.

[Generate Payslip](#)

Calendar Group ID K1G_SMPL_JUN04M Jun 04 - Monthly

Draft Options

Draft Copy

Override Preferred Language

Draft Options

| Field or Control | Description |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Draft Copy | Printing in Draft mode has these effects: <ul style="list-style-type: none"> The payslip is not marked as printed or generated, allowing multiple copies to be printed. Once a payslip has been generated, it cannot be generated again from this page. A generated payslip has a system-assigned payslip ID. If a check or bank draft exists on the payslip, then the MICR and signature are omitted and the text <i>Non-negotiable</i> appears on the payslip. If you have ePay installed, no ePay payslips are generated. |

| Field or Control | Description |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Override Preferred Language | This check box is available for selection only when the Draft Copy check box has been selected. If this field is selected, then the printed text output on the payslips is in the language selected on the Generate Payslip page rather than the payee's preferred language. This enables you to print a draft copy of payslips in a single language. |

Define Payslip Sort Method Page

Use the Define Payslip Sort Method page (GP_PSLP_SORT) to define the sort method details for a payslip.

Navigation:

Select the **Create New Sort Method** link on the Generate Payslip page.

This example illustrates the fields and controls on the Define Payslip Sort Method page.

Define Payslip Sort Method

Country USA United States

Sort Method PYENTPYGRP

'Description' Pay Entity, Pay Group, ID

Short Description Pay Entity

'First Sort' Pay Entity

'First Order' Ascending

Second Sort Pay Group

Second Order Ascending

Third Sort Employee ID

Third Order Ascending

Fourth Sort

Fourth Order

Fifth Sort

Fifth Order

Updated on 07/23/2004 6:27:42AM

Last Update User ID PS

| Field or Control | Description |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| First Sort through Fifth Sort | Define your sort order. You can define up to five sort levels. Typical values are <i>Employee ID</i> , <i>Company</i> , and <i>Pay Entity</i> . |
| First Order through Fifth Order | For each sort, select either <i>Ascending</i> order or <i>Descending</i> order. |

Reprint Payslip Copy Page

Use the Reprint Payslip Copy page (GP_PSLP_REPRT1_RC) to generate reprints of payslips.

Navigation:

Global Payroll & Absence Mgmt, and then **Payslips**, and then **Reprint Payslip Copy**, and then **Reprint Payslip Copy**

This example illustrates the fields and controls on the Reprint Payslip Copy page.

Reprint Payslip Copy

Run Control ID PS Report Manager Process Monitor Run

Language English

*Calendar Group ID G1_GRP_PERF_JUN04

Payslip ID Range

From Payslip ID

To Payslip ID

Enter Individual Payslips Personalize | Find | First 1 of 1 Last

| Payslip ID | Empl ID | Name |
|----------------------|---------|------|
| <input type="text"/> | | |

If this page is used to reprint payslips, the assumption is that the payroll information did not change and a copy of the payslip is needed by someone for record-keeping purposes.

| Field or Control | Description |
|--------------------------|--------------------------------------------------------------------------|
| Calendar Group ID | Specify the calendar group for which the original payslip was generated. |

Payslip ID Range

| Field or Control | Description |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| From Payslip ID and To Payslip ID | Specify the range of the calendar group's payslips that you want to reprint. If you enter a value in either of these fields, the other field is required. You cannot specify an open-ended payslip range. |

Enter Individual Payslips

| Field or Control | Description |
|-------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Payslip ID | Enter a specific payslip to reprint. Use this field to reprint one or more specific payslips within the selected calendar group. |

Related Topics

- [Understanding Payslip Generation](#)
This topic discusses:

Regenerate Original Payslip Page

Use the Regenerate Original Payslip page (GP_PSLP_REPRT2_RC) to regenerate original payslips.

Navigation:

Global Payroll & Absence Mgmt, and then **Payslips**, and then **Regenerate Original Payslip**, and then **Regenerate Original Payslip**

This example illustrates the fields and controls on the Regenerate Original Payslip page.

Regenerate Original Payslip

Run Control ID PS Report Manager Process Monitor Run

Language English

*Calendar Group ID G1_GRP_PERF_JUN04

Regenerate Option

Payslip and ePay

Payslip only

ePay only

Issue Paper Copy Option

Use option on original payslip

Use current payee option

Issue paper copy for all

Payslip ID Range

From Payslip ID

To Payslip ID

Enter Individual Payslips Personalize | Find | First 1 of 1 Last

| Payslip ID | Empl ID | Name |
|----------------------|---------|------|
| <input type="text"/> | | |

Regenerate Option

| Field or Control | Description |
|-------------------------|-------------------------------------------------------------------------------|
| Payslip and ePay | Select to regenerate both Global Payroll standard payslips and ePay payslips. |
| Payslip only | Select to regenerate Global Payroll standard (non-ePay) payslips only. |
| ePay only | Select to regenerate ePay payslips only. |

Issue Paper Copy Option

| Field or Control | Description |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Use option on original payslip | The system uses the option selected for the original payslips to determine whether to generate paper copies of the regenerated payslips. |
| Use current payee option | The system uses the current payee-specified options to determine whether to generate paper copies of the regenerated payslips. |
| Issue paper copy for all | The system generates paper copies of all regenerated payslips. |

Payslip ID Range

| Field or Control | Description |
|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| From Payslip ID and To Payslip ID | Specify the range of the calendar group's payslips that you want to regenerate. If you enter a value in either of these fields, the other field is required. You cannot specify an open-ended payslip range. |

Enter Individual Payslips

| Field or Control | Description |
|-------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Payslip ID | Enter a specific payslip to regenerate. Use this field to regenerate one or more specific payslips within the selected calendar group. |

Related Topics

- [Understanding Payslip Generation](#)
This topic discusses:

Processing Final Payments

To define final payments, use the Final Payment USA (GPUS_FPMT) component.

Pages Used to Define Final Payments

| Page Name | Definition Name | Usage |
|----------------------------------------------------|-----------------|----------------------------------------------------------------------|
| Final Payment Definition USA Page | GPUS_FPMT | Enter details about what elements to pay when a payee is terminated. |
| Maintain Termination Data USA Page | GPUS_FPMT_PYE | Assign a final payment definition to a payee. |

Understanding Final Payment Processing

Final payment processing enables you to control which earnings and deductions are processed in a payee's termination pay run, and to settle outstanding balances that need to be collected from, or refunded to, a payee in the final payment.

To process a final payment for a payee:

1. Create a final payment definition on the Final Payment Definition page.

A final payment definition specifies:

- Which earnings and deductions not to process. (By default, all pay elements are processed in the final pay run.)
- Instructions for collecting outstanding goal balances for deductions.
- Instructions for refunding deduction balances, such as for Employee Stock Purchase Plan (ESPP) deductions.

2. Assign the final payment definition to the payee on the Maintain Termination Data page.
3. Process the payee in either an on-cycle or off-cycle calendar.

Note

You may need to create more than one final payment definition, depending on business requirements.

Note

The processing of a final payment does not depend on whether the payee's JOB record has a termination row. A final payment can be created for someone who is still active in the system.

Related Topics

- [Understanding Off-Cycle Processing](#)
This topic discusses:

Final Payment Definition USA Page

Use the Final Payment Definition USA page (GPUS_FPMT) to enter details about what elements to pay when a payee is terminated.

Navigation:

Set Up HCM, and then **Product Related**, and then **Global Payroll & Absence Mgmt**, and then **Terminations**, and then **Final Payment Definition USA**, and then **Final Payment Definition USA**

This example illustrates the fields and controls on the Final Payment Definition USA page.

Final Payment Definition USA

Final Payment KFP1

Final Payment Details Find | View All First 1 of 1 Last

'Effective Date' 01/01/2004 'Status' Active

'Description' FINAL PAYMENT PROGRAM 1 Short Description' FINAL PY1

Excluded Earnings and Deductions Personalize | Find | View All | First 1-2 of 5 Last

| 'Entry Type' | 'Element Name' | Description | | |
|--------------|----------------|--------------|---|---|
| Deduction | DENTAL EE | Dental | + | - |
| Deduction | DENTAL ER | ER PD Dental | + | - |

Deductions to Collect or Refund Balances Personalize | Find | View All | First 1-2 of 3 Last

| 'Element Name' | Description | 'Balance Action' | Accumulator | Description | | |
|----------------|--------------|----------------------|-------------|--------------|---|---|
| LOAN | Company Loan | Collect Goal Balance | LOAN PAYMEN | Loan Payment | + | - |
| BOND | Saving Bonds | Refund Balance | BOND BALAN | Bond Balance | + | - |

Excluded Earnings and Deductions

In this group box, indicate which earnings and deductions not to process.

| Field or Control | Description |
|---------------------|--------------------------------------------------------------------------------------------------------------------------|
| Entry Type | Specify the type of element to exclude from the payroll process. Valid values are <i>Earnings</i> and <i>Deduction</i> . |
| Element Name | Enter the name of the element to exclude from the payroll process. |

 **Note**

If an element is listed in this group box and positive input exists, positive input takes priority.

Deductions to Collect or Refund Balances

In this group box, identify the deductions that have goal balances that you want to collect or refund.

| Field or Control | Description |
|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Element Name | Enter the name of the deduction element with the balance to collect or refund. Note: Any deduction can be entered, whether it has a goal balance or not. If a deduction is entered with no goal balance, then no special processing will occur for that element. If an element is entered and positive input exists, positive input takes priority. |
| Balance Action | Select the balance action. Valid values are: <ul style="list-style-type: none"> • <i>Collect</i> Select to collect the balance. For example, you can collect the unpaid portion of a loan deduction. • <i>Refund</i> Select to refund the balance. For example, you can refund the amount in an employee's Stock Purchase Plan (ESPP) account. |
| Accumulator | Specify the accumulator that holds the balance to collect or refund. |

Maintain Termination Data USA Page

Use the Maintain Termination Data USA page (GPUS_FPMT_PYE) to assign a final payment definition to a payee.

Navigation:

Global Payroll & Absence Mgmt, and then **Payee Data**, and then **Terminations**, and then **Maintain Termination Data USA**, and then **Maintain Termination Data USA**

This example illustrates the fields and controls on the Maintain Termination Data USA page.

Maintain Termination Data USA

Loring James

Employee

Empl ID K1GSMK06

Empl Record 0

| Termination Details | | | | | | Personalize | Find | View All | First | 1 of 1 | Last |
|---------------------|-------------------|-------------|------------------|------------------|-------------------------|-------------|------|----------|-------|--------|------|
| Pay Group | Description | Calendar ID | Termination Date | Final Payment ID | Description | | | | | | |
| K1GPG1 | GP US Pay Group 1 | K1GFEB04M | 02/15/2004 | KFPP1 | FINAL PAYMENT PROGRAM 1 | | | | | | |

| Field or Control | Description |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pay Group | Identify the pay group containing the payee to whom to are assigning the final payment definition. |
| Calendar ID | Identify the calendar you are using to process the final payment. |
| Termination Date | Enter the termination date (final payment date). Note: This component does not update the payee's JOB record with termination data. The termination must be defined separately in the JOB record. |
| Final Payment ID | Identify the final payment definition to assign to the payee. Final payment definitions are created on the Final Payment Definition page. |

Note

You can also assign final payment definitions at the pay entity, pay group, and calendar levels using supporting element overrides. To do this, define the value of the variable that stores the final payment definition - FNL PAY DEFN - at one of these levels.

Related Topics

- [Understanding Off-Cycle Processing](#)
This topic discusses:

Processing Reversals

When a finalized payment is incorrect, you can reverse the payment and create a corrected check using a combination of Global Payroll core application and U.S.-specific pages.

Related Topics

- [Understanding Off-Cycle Processing](#)
This topic discusses:

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Managing Off-Cycle Payments

Understanding Off-Cycle Processing

This topic discusses:

- The off-cycle process.
- Types of off-cycle transactions.

Note

Please refer to the PeopleSoft Global Payroll product documentation for information about off-cycle setup and processing.

The Off-Cycle Process

Off-cycle processing refers to processing payments and making corrections to payroll results outside of the normal payroll schedule. Off-cycle transactions are usually made to correct prior payments, enter manual payments, or make early termination payments that can't wait until the next scheduled payroll.

Types of Off-Cycle Transactions

The four types of off-cycle transactions are:

1. Manual payments

Manual payments enable you to enter payments that you have calculated and paid outside of the payroll system. Examples include paying a new hire with a manual check because his or her pay details were not entered in time for the normal pay run.

2. Corrections

Corrections enable you to correct the results of any finalized payroll. Examples include reversing a sick leave payment when workers compensation should have been paid.

3. Additional payments

Additional payments enable you to enter one-time payments that fall outside the normal payroll process. Examples include one-time bonuses or expense reimbursements.

4. Advances

Advances enable you to pay payees before their normally scheduled pay run. Examples include salary due on termination.

Setting Up Manual Payments

This topic provides overviews of manual payments and manual payment setup steps and lists the pages used to set up manual payments using U.S. delivered rules.

See PeopleSoft Global Payroll: Recording Manual Payments.

Pages Used to Set Up Manual Payments

| Page Name | Definition Name | Usage |
|----------------------------|-------------------|------------------------------------------------------------------------------------------------|
| Off Cycle Request Page | GP_OFFCYCLE_REQ | Use the detail pages of the off-cycle transaction types for the employee IDs that are entered. |
| Manual Payment Detail Page | GP_OFFCYCLE_M_SEC | Enter instructions for processing manual payments. |
| Calendar Group Page | GP_CALENDAR_RUN | Define off-cycle calendar groups. |

Understanding Manual Payments

Manual payments are defined on PeopleSoft Global Payroll core application pages. However, you should remember some U.S.-specific issues when setting up manual payments.

Oracle recommends that when entering manual payments for U.S. payees, you manually calculate all calculations outside the system before entering them.

In addition, you should consider the consequences of:

- Selecting the payment date on the Manual Payment Detail page.
 The selection of the payment date needs to be considered carefully. The selection of the payment date directly affects how elements are accumulated. For example, if you have an accumulator that accrues based on period end date, the payment date may not update the accumulator balances at the right time.
- Defining processing controls on the Manual Payment Detail page.
 The period begin date and period end date should be supplied by default after you select the target period ID. Oracle recommends that these dates not be changed because the delivered U.S. rules are designed to calculate using whole periods and may not automatically segment if a partial period is entered.
- Entering the run type on the Manual Payment Detail page.
 Select your run type carefully. To ensure that the payee's manual payment is processed by the system, the *Allow Duplicates* check box must be selected on the run type; otherwise, the payee may not be processed again if the system detects that he or she has already been processed in the period.
- Selecting an element selection value on the Manual Payment Detail page.
 Selecting the **Limited Element Set** option enables you to stop the resolution of all elements on the process list except those contained in the element set that you enter for the manual payment. If you use a limited element set, you need to ensure that all elements calculate independently of pre-processing or post-processing formulas because these do not resolve during off-cycle processing.

If you select the **All** option, an analysis needs to be made to understand the impact on your supporting elements.

① Note

For manual payments, PeopleSoft Global Payroll for United States delivers a limited element set, TAX EG FED ER, that enables you to enter employee taxes. The limited element set automatically calculates what should be withheld for employer taxes.

① Note

Manual payments are used to record monetary values only; absence accumulators are not updated when you use this method.

Understanding Manual Payment Setup Steps

To set up a manual payment:

1. Use the Off Cycle On Demand page or the Off Cycle Request page to create the off-cycle group.
2. Use the Manual Payment Detail page to enter instructions for processing the manual payment.
3. Create an off-cycle calendar on the Calendar Group page of the Off Cycle Calendar Group component (GP_CALENDAR_RUN).
Use this calendar to process the manual payment.
4. Process the manual payment on the Calculate Absence and Payroll run control page.

Submitting Reversals

This topic provides overviews of reversals and reversal setup steps, lists prerequisites, and explains how to submit reversals.

See PeopleSoft Global Payroll: Correcting or Reversing Finalized Results.

Pages Used to Submit Reversals

| Page Name | Definition Name | Usage |
|------------------------------------|-----------------|----------------------------------------------------------------|
| Off Cycle Request Page | GP_OFFCYCLE_REQ | Create an off-cycle group. |
| Calendar Group Page | GP_CALENDAR_RUN | Define off-cycle calendar groups. |
| Reversals USA Page | GPUS_REVERSAL | Retrieve payments to be reversed. Submit reversal requests. |

Understanding Reversals

Reversals are defined on a combination of Global Payroll core application pages and PeopleSoft Global Payroll for United States pages.

Note

Global Payroll generally handles corrections as a basic part of regular on-cycle payrolls by using its built-in retroactive processing capabilities. Off-cycle processing enables you to quickly address the more critical exceptions.

You need to consider the following issues when entering reversals:

- All earnings and deductions need to have period-to-date logic applied. Reversals use period-to-date logic built into the U.S.-delivered statutory rules.
- This method is used to correct pay accumulators only. Absence accumulators are not corrected.

Understanding Reversal Setup Steps

To reverse a payment for a payee:

1. Use the Off Cycle On Demand page or the Off Cycle Request page to create the off-cycle group.
2. Create an off-cycle calendar on the Calendar Group page of the Off Cycle Calendar Group component (GP_CALENDAR_RUN).
Use this calendar to process the reversal.
3. Use the Reversals page. On this U.S.-specific page you identify:
 - The payee whose payment you are reversing.
 - The calendars to reverse.
 - The payment ID and number of the payment that you want to correct.
 - Other data related to the off-cycle group you are processing.

Note

When you save this page, a component interface updates the Correction Request Detail page of the core Off Cycle Requests component (GP_OFFCYCLE_SETUP). Use the U.S. page for entering reversal and correction data—not the core page.

4. Process the reversal on the Calculate Absence and Payroll run control page.

Prerequisites

Before you can process a reversal for the U.S., you must finalize the payroll calendar and run and finalize the banking process for the calendar group containing the payroll results you are correcting.

Related Topics

- PeopleSoft Global Payroll: Payroll Processing
- PeopleSoft Global Payroll: Understanding Banking
- [Understanding Banking](#)
This topic discusses:

Reversals USA Page

Use the Reversals USA page (GPUS_REVERSAL) to retrieve payments to be reversed or submit reversal requests.

Navigation:

Global Payroll & Absence Mgmt, and then **Absence and Payroll Processing**, and then **Reversals USA**, and then **Reversals USA**

Note

When you save this page, a component interface populates the Correction Request Detail page in the Off Cycle Requests (GP_OFFCYCLE_SETUP) component. In addition, the component interface updates the payment processing status from *Finalized* to *Void*.

This example illustrates the fields and controls on the Reversals USA page.

Reversals USA

Max Mc Gee ID K1GSMK04

Select Reversal Criteria

*Calendar Group ID Apr 04 - Monthly

Payment Identification

Payment Number

Off Cycle Parameters

Results and Payments to Reverse Personalize | Find | View All | First 1 of 1 Last

Calendar Detail Segment Detail

| Calendar ID | Empl Record | Pay Group | Payment ID | Payment Number | Payment Status |
|-------------|-------------|-----------|------------|----------------|----------------|
| K1GAPR04M | | 0 K1GPG1 | CHECK | 5095 | Finalized |

*Pay Group GP US Pay Group 1

*Period ID Apr 04 - Monthly

*Off Cycle Group

*Payment Date

*Type of Correction

Stop Regular Resolution

Reversal Actions

Create Reversal

Void Payment

Cancel Reversal

| Field or Control | Description |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Calendar Group ID | Enter the Calendar Group ID corresponding to the payment that you want to reverse. |
| Payment Identification | Enter a payment ID. Valid values are all payment IDs in the Payment ID Definition table. |
| Payment Number | Enter the number of the payment being reversed. |
| Select Matching Criteria | Select to populate the fields on the Calendar and Segment Detail tabs with detailed information about the calendar associated with the calendar group ID displayed at the top of the page. |
| Clear | Select to clear the fields on the Calendar and Segment Detail tabs. |
| Pay Group | The pay group is supplied by default from the calendar retrieved when you select the Retrieve Calendars button. The pay group is the same for the on-cycle and off-cycle calendars. |
| Period ID | Enter the ID of the target period. This is typically the period in which the reversal is processed. It is the period in which balance accumulators are updated. Note: The target period selection is limited to periods associated with calendars that are defined for this particular pay group. |
| Offcycle Group | Select the off-cycle group for which you want to process the reversal. The groups that are available for selection are those defined on the Off Cycle Requests component (GP_OFFCYCLE_SETUP). |
| Payment Date | Supplied by default from the off-cycle group, but it can be overridden for individual payments. |

| Field or Control | Description |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Type of Correction | <p>Select the type of reversal that you want to use to process the selected calendars. Valid values are:</p> <ul style="list-style-type: none"> Reversal – Replacement Causes the system to use corrective retro to process the reversal and to correct accumulators in the calendar in which the payroll was processed. Note: If you make a correction to a calendar that has already had quarterly returns or year-end forms filed, you may need to produce an amended return. Reversal – Normal Retro Causes the system to use forwarding retro to process the reversal. The system forwards the correction to the next available pay period. You should be aware of the quarter or calendar year to which you are forwarding the delta. Note: If you want to reverse and replace a check because a payee never received payment, select <i>Replacement</i> in the Correction Type field on the Correction Request Detail page and enter positive input for the correct amount. |
| Stop Regular Resolution | Select to stop the resolution of all elements on the process list except those that you specify for the reversal. |
| Reversal Actions | <p>The Create Reversal and Void Payment check boxes are selected by default. When you submit a reversal with these check boxes selected, the system creates a row on the Corrections page and changes the status of the payment to <i>Void</i>.</p> <p>If you submit a reversal with the Void Payment check box deselected, the system creates a row on the Corrections page, but does not update the status of the payment. In this case, the Cancel Reversal check box is available when you return to the Reversals USA page for the same payment. If you select the Cancel Reversal check box and select the Submit button, the system deletes the associated row on the Corrections page.</p> |
| Add Off Cycle Request | Select the link to go to the Off Cycle Requests component (GP_OFFCYCLE_SETUP), where you can define a request for a correction if you have not already done so. |

Making Additional Payments

This topic provides overviews of additional payments and additional payment setup steps and lists the pages used to set up additional payments using U.S. delivered rules.

See PeopleSoft Global Payroll: Making Additional Payments.

Pages Used to Make Additional Payments

| Page Name | Definition Name | Usage |
|--------------------------------|-------------------|---------------------------------------------------------------------------------------------------|
| Off Cycle Request Page | GP_OFFCYCLE_REQ | Access the detail pages of the off-cycle transaction types for the employee IDs that are entered. |
| Additional Payment Detail Page | GP_OFFCYCLE_U_SEC | Enter instructions for processing additional payments. |
| Calendar Group Page | GP_CALENDAR_RUN | Define off-cycle calendar groups. |

Understanding Additional Payments for the U.S.

Additional payments are defined on Global Payroll core application pages. However, you should remember some U.S.-specific issues when setting up additional payments:

- All earnings and deductions need to have period-to-date logic applied.
This method uses period-to-date logic built into the U.S.-delivered statutory rules.
- Oracle recommends that when selecting the period paid, you select the previous finalized calendar or the current open calendar.
- This method is used to record monetary values only. Absence accumulators are not updated.

Understanding Additional Payment Setup Steps

To set up an additional payment:

1. Use the Off Cycle On Demand page or the Off Cycle Request page to create the off-cycle group.
2. Use the Additional Payment Detail page to enter instructions for processing the payment.
3. Create an off-cycle calendar on the Calendar Group page of the Off Cycle Calendar Group component (GP_CALENDAR_RUN).
Use this calendar to process the additional payment.
4. Process the additional payment on the Calculate Absence and Payroll run control page.

Advancing Payments

Pages Used to Advance Payments

| Page Name | Definition Name | Usage |
|------------------------|-----------------|---------------------------------------------------------------------------------------------------|
| Off Cycle Request Page | GP_OFFCYCLE_REQ | Access the detail pages of the off-cycle transaction types for the employee IDs that are entered. |

| Page Name | Definition Name | Usage |
|------------------------------------|-------------------|-----------------------------------------------|
| Advance Request Detail Page | GP_OFFCYCLE_A_SEC | Enter instructions for processing advances. |
| Calendar Group Page | GP_CALENDAR_RUN | Define off-cycle calendar groups. |
| Final Payment Definition USA Page | GPUS_FPMT | Create a final payment definition. |
| Maintain Termination Data USA Page | GPUS_FPMT_PYE | Assign a final payment definition to a payee. |

Understanding Advances

You set up most advances on Global Payroll core application pages. However, you set up final (termination) payments that need to be paid in off-cycle runs using a combination of core and U.S. specific pages.

Observe the following guidelines when you define advances:

- Always select the next open calendar, because skipping calendars may update accumulators incorrectly.
- Global Payroll automatically calculates absence accumulators for the calendar group selected.

See PeopleSoft Global Payroll: Processing Advances.

Understanding Advance Setup Steps

Global Payroll for U.S. uses the advance functionality in the Global Payroll core application as the basis for the delivered termination (final payment) process. However, advances can be made outside of this process for reasons other than termination.

- To set up an advance for a termination that needs to be processed immediately, before the next scheduled on-cycle pay run, use a combination of core and Global Payroll for U.S.-specific pages.
- To set up advances for reasons other than off-cycle termination, use the pages in the core Off Cycle Requests component (GP_OFFCYCLE_SETUP).

Advances for Off-Cycle Termination

To set up an advance for an off-cycle termination:

1. Use the Off Cycle On Demand page or the Off Cycle Request page to create the off-cycle group.
2. Use the Advance Request Detail page to enter instructions for processing the advance.

In the **Calculate From Date** and **Calculate Thru Date** fields, enter the days for which you want to pay the employee. For example, if you are terminating an employee who is part of a monthly pay group on March 6, the from and thru dates would be March 1 and March 6 respectively.

3. Create an off-cycle calendar on the Calendar Group page of the Off Cycle Calendar Group component (GP_CALENDAR_RUN).

Use this calendar to process the advance.

4. Enter instructions for processing the final (termination) payment on the Final Payment Definition page in Global Payroll for U.S.
5. Define the termination date and assign the final payment definition created in step 4 to the payee receiving the advance. Do this on the Maintain Termination Data page in Global Payroll for the U.S.
6. Process the additional payment on the Calculate Absence and Payroll run control page.
When you run the standard, on-cycle calendar after processing the off-cycle termination, the terminated payee is not picked up for processing.

Note

You must enter a termination row in the payee's JOB record to clear the payee from the system entirely. The information that you enter on the Maintain Termination Data page does not update the JOB record.

Advances for Reasons Other Than Off-Cycle Termination

To set up advances unrelated to a termination:

1. Use the Off Cycle On Demand page or the Off Cycle Request page to create the off-cycle group.
2. Use the Advance Request Detail page to enter instructions for processing the advance.

To set up an advance payment for a partial period (for example, March 1 *through* March 15), specify the calendar group ID, the calculate from date, and the calculate thru date. The system prorates the SALARY earning and takes all scheduled deductions. When you process the following on-cycle calendar, the system automatically calculates the payment for the remainder of the period and takes all scheduled deductions.

To make an advance payment for an entire period (for example, March 1 *through* March 31), enter the target calendar group ID. You do not need to complete the **Calculate From Date** and **Calculate Thru Date** fields.

Note

Deductions are not prorated when you process partial periods.

3. Create an off-cycle calendar on the Calendar Group page of the Off Cycle Calendar Group component (GP_CALENDAR_RUN).
Use this calendar to process the advance.
4. Process the advance on the Calculate Absence and Payroll run control page.

Note

These pages and setup steps are described in greater detail in the PeopleSoft Global Payroll: Off Cycle Processing topic in the PeopleSoft Global Payroll product documentation.

Note

If you enter positive input in connection with an off-cycle advance, make sure that the positive input dates match the **Calculate From Date** and **Calculate Thru Date** values on the Advance Request Detail page. Otherwise, the system may process positive input in more than one segment. For example, if you define an advance for the segment March 1 *through* March 15, and enter 10 hours of overtime using positive input, the system will process 10 overtime hours in the off-cycle calendar. Later, when you run the standard on-cycle calendar for March, the system will try to process the same 10 hours of overtime for the segment March 16 *through* March 31 unless you specify the begin and end dates of the positive input as March 1 and March 15.

Creating a Final Payment Definition

The information that you enter on the Final Payment Definition page tells the system which earnings and deductions to process in a final payment, and how to process them. You can use the Final Payment Definition page to create final payment programs for use with both on-cycle and off-cycle calendars.

Note

We discuss the Final Payment Definition page in detail in the topic on processing payments.

See [Understanding Payment Processing](#).

Assigning Final Payment Definitions

Use the Maintain Termination Data page to assign final payment instructions defined on the Final Payment Definition page. You can assign final payment definitions to payees processed in off-cycle as well as on-cycle calendars.

Note

We discuss the Maintain Termination Data page in detail in the topic on processing payments.

See [Understanding Payment Processing](#).

Viewing Payslips Using ePay

Understanding the View Payslip Self-Service Transaction

PeopleSoft Global Payroll enables employees to view their payslips online using View Payslip in ePay. The files used to view payslips are created when you run the Generate/Regenerate Payslip process. As part of the Generate/Regenerate Payslip process, the system launches a series of Application Engines that:

- Gather information and create a temporary file to store payees' payslip data.
- Create a PDF file from this data on which the payslip view is based.

If ePay is licensed, this process uses a utility to split the PDF file into individual PDF files for each employee. These individual PDF files are stored on a secure server.

Prerequisites

Before you can set up the View Payslips transaction, you must:

1. Set up a secure server and FTP to store the individual PDF payslip files.
2. Identify the URL address for the server.
3. Set up payslips.

See [Understanding Payslips](#).

Setting Up View Payslip

To define self-service payslip options, use the Self Service Payslip Options component (GP_SS_PSLP_OPTIONS).

Pages Used to Set Up View Payslip

| Page Name | Definition Name | Usage |
|---------------------------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------|
| URL Maintenance Page | URL_TABLE | Stores URL addresses. |
| Self Service Payslip Options Page | GP_SS_PSLP_OPTIONS | Enable online payslip printing using View Payslip self-service transaction. Define payslip availability by run type. |

Understanding the View Payslip Transaction Setup

To set up the View Payslip transaction:

- Using the URL Maintenance page, define the URL identifier for the server that will store the individual PDF files. The URL identifier that is used for payslips is GP_SS_PSLP_FTP by default; however, a different URL identifier may have been created depending on your installation instructions.

The Generate/Regenerate Payslip process uses this URL to identify where the PDF files are stored.

- Define the parameters for the View Payslip transaction on the Payslip Options By Country page.

On this page you define:

- The default payslip URL.
- Whether employees can choose to have their payslip printed. Additionally, you define the default for all employees (print payslip or suppress printing).

Note

Checks are always printed through the Generate Payslip page, regardless of these options.

- The number of days after the payment date that payslip information is available for employees to view.
- Payslip availability by run type.

URL Maintenance Page

Use the URL Maintenance page (URL_TABLE) to stores URL addresses.

Navigation:

PeopleTools, and then **Utilities**, and then **Administration**, and then **URLs**, and then **URL Maintenance**

This example illustrates the fields and controls on the URL Maintenance page.

URL Maintenance

URL Identifier: GP_SS_PSLP_FTP

Description: Payslip File attachments

URLID: ftp://

Comments: URL used to attach Payslip PDF Files for Self Service. Add your ftp location in the URL field. Example: ftp://<userid>:<password>@<machine name>/PAYSLIPS/

URL Properties

| Field or Control | Description |
|------------------|------------------------------------------------------------------------|
| URL | Enter the address for the location of the stored individual PDF files. |

Self Service Payslip Options Page

Use the Self Service Payslip Options page (GP_SS_PSLP_OPTIONS) to enable online payslip printing using View Payslip self-service transaction.

Define payslip availability by run type.

Navigation:

Set Up HCM, and then **Product Related**, and then **ePay**, and then **Self Service Payslip Options**, and then **Self Service Payslip Options**

This example illustrates the fields and controls on the Self Service Payslip Options page.

Self Service Payslip Options

Country USA United States

Default URL Identifier Payslip File attachments

| <p>Default Payslip Print Options</p> <p><input type="checkbox"/> Suppress Payslip Printing</p> | <p>ePay Availability Options</p> <p><input checked="" type="checkbox"/> Enabled in Self Service Days after Payment Date <input type="text"/></p> | | | | | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------------------|----------------------------------|--|--|----------------------|--|----------------------|----------------------------------|----------------------------------|
| <p>Payslip Availability By Run Type Personalize View All First 1 of 1 Last</p> <table border="1"> <thead> <tr> <th>Run Type</th> <th>Description</th> <th>Days after Payment Date</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td><input type="text"/></td> <td></td> <td><input type="text"/></td> <td><input type="button" value="+"/></td> <td><input type="button" value="-"/></td> </tr> </tbody> </table> | | Run Type | Description | Days after Payment Date | | | <input type="text"/> | | <input type="text"/> | <input type="button" value="+"/> | <input type="button" value="-"/> |
| Run Type | Description | Days after Payment Date | | | | | | | | | |
| <input type="text"/> | | <input type="text"/> | <input type="button" value="+"/> | <input type="button" value="-"/> | | | | | | | |

Default Payslip Print Options

| Field or Control | Description |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Suppress Payslip Printing | Select if you don't want payslips to be printed by default Note: This option does not affect the printing of payslips that contain a check. Checks are always printed. |

ePay Availability Options

| Field or Control | Description |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enabled in Self Service | <p>Select to enable employees to override the Suppress Payslip Printing option. If this option is selected, the Paper Payslip Instructions group box appears on the View All Payslips page of the View Payslip transaction. Employees can choose whether to have their payslip printing suppressed.</p> <p>Note: This option does not affect the printing of payslips that contain a check. Checks are always printed.</p> |
| Days after Payment Date | <p>Enter a value to limit the number of days before or after the payment date that payslips are available to payees online. You can enter:</p> <ul style="list-style-type: none"> • 0 to indicate that the payslips become available on the payment date. • A number greater than zero to indicate the days after the payment date that payslips become available. For example, entering a value of 2 would indicate that payslips become available two days after the payment date. • A negative number to indicate the number of days before the payment date that the payslips become available. For example, entering a value of -2 would indicate that the payslips become available two days before the payment date. |

Payslip Availability By Run Type

If you want to override the **Days After Payment** date by run type, specify the run types in the **Payslip Availability By Run Type** group box and enter the number of days to limit the availability for that run type. For example, you may want payslips for regular pay runs to be viewable online two days before the payment date; however, bonus runs should become viewable two days after the payment date to give managers two extra days to inform employees that they will be receiving a bonus. If you enter nothing in the **Payslip Availability By Run Type** group box, the system assumes that payslips for all run types should be made available for online viewing. To limit the number of days before or after the payment date that payslips are available for a specific run type, enter a value in the **Days after Payment Date** field.

Note

This field works in the same way as the **Days after Payment Date** field in the **ePay Availability Options Group Box**.

Related Topics

- [PeopleSoft ePay: Self Service Payslip Options Page](#)

Viewing Payslips Online

Page Used to View Payslips Online

| Page Name | Definition Name | Usage |
|--------------------|-----------------|-------------------------------------------------------------------------------------------------------------------------|
| View Payslips Page | GP_SS_EE_PSLP | Select the payslip that the employee wants to display and instruct payroll whether to print a hard copy of the payslip. |

Understanding the View Payslip Transaction

Employees can view their payslips using the View Payslip transaction. When an employee views his payslips, the system displays a list of all available payslips, 10 at a time. To display the detailed payslip, the employee selects the date link.

If the **Enable Option in Self Service** field is selected on the Self Service Payslip Options page, the employee can indicate whether he or she wants to receive a printed copy of the employee's payslip.

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Defining Year-End Processing

Understanding Year-End Processing

This topic discusses:

- Year-end processing functionality.
- Wage and Tax Statement filing.
- Electronic W-2 and W2c filing.

Year-End Processing Functionality

PeopleSoft Global Payroll for United States enables employers to complete all required year-end processing tasks:

- Process and print the Wage and Tax Statement.
- Prepare and create electronic output for the Wage and Tax Statement (EFW2).
- Process and print the Corrected Wage and Tax Statement.
- Prepare and create electronic output for the Corrected Wage and Tax Statement (EFW2C).

Year-End Forms

PeopleSoft Global Payroll for United States enables organizations to set up and generate the following year-end forms:

| Region | Wage and Tax Statement Form | Corrected Wage and Tax Statement Form | Transmittal of Wage and Tax Statement | Transmittal of Corrected Wage and Tax Statement |
|----------------|-----------------------------|---------------------------------------|---------------------------------------|-------------------------------------------------|
| U.S. | W-2 | W-2c | W-3 | W-3 |
| American Samoa | W-2AS | W-2c | W-3SS | W-3 |
| Guam | W-2GU | W-2c | W-3SS | W-3 |
| Puerto Rico | W-2PR | W-2cPR | W-3PR | W-3cPR |
| Virgin Islands | W-2VI | W-2c | W-3SS | W-3 |

Wage and Tax Statement Filing

Employers must file a year-end Wage and Tax Statement with the Social Security Administration for wages paid to each employee from whom:

- Income, social security, or Medicare taxes were withheld.
- Income tax would have been withheld if the employee had claimed no more than one withholding allowance or had not claimed exemption from withholding on Form W-4 (employee's Withholding Allowance Certificate).

Steps Required to Set Up and Process Wage and Tax Statements

The following steps are required to set up and process Wage and Tax Statements:

1. Define tax forms.

Define what boxes are contained in the Wage and Tax Statement (W-2, W-2PR, W-2AS, and so on), what each box represents, and the data source for each box. For example, in the W-2, Box 01 is for wages, tips, and other compensation, and the data source is the Federal Wage Accumulator (FWT GRS TOT YTD).

2. Define tax form print parameters.

Define the form ID of each Wage and Tax Statement (laser form, impact printer form, pressure seal laser form, and so on), the layout style, margins, box print positions, and print text.

3. Define tax reporting parameters.

Define the general parameters of the process run: the calendar year, transmitter ID, form ID, and so on.

4. Define the W-2 company.

Define company information used to generate the W-2 report: W-2 reporting company, company name, address, and terminating business indicator.

5. Update retirement plan and third-party sick pay flags.

6. Generate the Pre-Load Error report.

This predata-load report identifies probable errors in the Wage and Tax Statement.

7. Load Wage and Tax Statement data.

This process loads Wage and Tax Statement form information into tables so that it can be corrected and the Wage and Tax Statement printed from the corrected information.

Note

Various sources are available for the data loaded into this table, including the Reporting Company table (GPUS_YE_CO_EIN), W-2 Company table (GPUS_YE_CO_TBL), and employee accumulators.

8. Generate the Post-Load Error report.

This report allows for correction of the loaded W-2 data. The report can be run for selected employees, all employees, selected reporting companies, or all reporting companies, and includes various sort options.

9. Review and correct Wage and Tax Statement data.

Review and correct data using an online component.

10. Generate the Year-End Data Audit report.

Use this report to audit the corrected Wage and Tax Statement data.

11. Generate the State Tax Totals report.

Use this report to audit state tax totals. It shows:

- The grand total per company with all states combined.
- The grand total of all companies by state.

- The grand total of all states for all companies.
12. Print the Wage and Tax Statement.
 13. Generate the W-3/W-3SS Transmittal Totals report.
Use this report to help prepare the W-3 and W-3SS forms.
 14. Generate the W-3PR Transmittal Totals report.
Use this report to help prepare the W-3PR form.
 15. Process the Corrected Wage and Tax Statement.
This step consists of three components:
 - a. Prepare W-2c/W-2cPR data.
 - b. Audit W-2c/W-2cPR data and generate form W-3c/W-3cPR transmittal totals.
 - c. Print W-2c/W-2cPR forms.

Further details for each step are discussed subsequently.

Electronic W-2 and W2c Filing

Employers filing 250 or more W-2s or corrected W-2s must file them electronically unless granted a waiver from the IRS.

PeopleSoft Global Payroll for United States enables you to generate the following files:

| File | Usage |
|-------|---------------------------------------------|
| EFW2 | Transmit W-2 data electronically. |
| EFW2C | Transmit corrected W-2 data electronically. |

Note

Employers filing electronically don't have to file a transmittal of Wage and Tax Statement.

Steps Required to Prepare and Create Electronic Output

The following steps are required to prepare and create electronic output files:

1. Define EFW2 reporting parameters.
2. Create the EFW2 file.
3. Run the EFW2 Federal Audit report
4. Create the state EFW2 file.
5. Run the EFW2 State Audit report.
6. Create the EFW2C file.
7. Run the EFW2C Federal Audit report.

Further details for these steps are discussed subsequently.

Defining Tax Forms

Page Used to Define Tax Forms

| Page Name | Definition Name | Usage |
|------------------------------|-----------------|-------------------|
| Tax Form Definition USA Page | GPUS_YE_TXFRM | Define tax forms. |

Understanding Tax Form Definition

Tax form definition identifies the valid boxes for the tax forms and the description for the boxes to be printed during the tax form print process.

Note

PeopleSoft Global Payroll for United States delivers and maintains definitions for the following forms: W-2, W-2AS, W-2GU, W-2PR, W-2VI, W-2c, W-2cAS, W-2cGU, W-2cPR, W-2cVI.

Defining Tax Form Print Parameters

Pages Used to Define Tax Form Print Parameters

| Page Name | Definition Name | Usage |
|--------------------------------|-----------------|-----------------------------------|
| Preprinted Forms Page | GPUS_YE_FORMS | Define preprinted forms. |
| Tax Form Print Parameters Page | GPUS_YE_PRT_FRM | Define tax form print parameters. |

Understanding Tax Form Print Parameters

Tax form print parameters define the form ID of each Wage and Tax Statement (laser form, impact printer form, pressure seal laser form), the layout style, margins, box print positions, print text, and so forth.

Note

PeopleSoft Global Payroll for United States delivers sample tax form print parameters for the W-2s. You can modify and update the sample parameters, or create new ones.

Defining Tax Reporting Parameters

Page Used to Define Tax Reporting Parameters

| Page Name | Definition Name | Usage |
|-------------------------|-----------------|----------------------------------|
| Year End Print USA Page | GPUS_RC_YEPRINT | Define tax reporting parameters. |

Understanding Tax Reporting Parameters

Tax reporting parameters define the general parameters of the process run for each tax form: the calendar year, preprinted format, number of employees to print per page, sort options for the reports, and so on.

The available sort options are:

- Department
- Mail Drop
- Pay Group
- State
- Zip Code
- None

Defining the W-2 Company

To define the W-2 company, use the Year End Reporting Company USA component (GPUS_YE_CO_TBL).

Page Used to Define the W-2 Reporting Company

| Page Name | Definition Name | Usage |
|-------------------------------------|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Year End Reporting Company USA Page | GPUS_YE_CO_TBL | Define W-2 reporting companies. Except for the Other Federal EIN and Business Termination Date fields, the data on the Year End Reporting Company USA page is supplied by default from the Company Table. |

Understanding the W-2 Company Definition

The W-2 company is the company that reports year-end data. Any correction in company address or additional details such as business termination date should be specified as part of the W-2 company definition. This information is the source of employer data printed on W-2s and is included in transmitter (RA) records and employer (RE) records in electronic reporting.

Note

Define the W-2 reporting company when you set up taxes at the beginning of the year. Do not wait to do this until the end of the year.

Updating Retirement Plan and Third-Party Sick Pay Flags

Pages Used to Update Retirement Plan and Third-Party Sick Pay Flags

| Page Name | Definition Name | Usage |
|-------------------------------|-----------------|--------------------------------------------------------|
| Define List Set Page | GP_ELN_SET | Define list sets. |
| Element Group Attributes Page | GP_ELN_SET_SEC | Update retirement plan and third-party sick pay flags. |

Related Topics

- PeopleSoft Global Payroll: Understanding Applications and List Sets

Understanding Retirement Plan and Third-Party Sick Pay Flags Updates

If your organization provides retirement plans or third-party sick pay to employees, you must update the retirement and sick pay attributes of the Year End Indicators element group.

To do this, access the YE_LOAD list set for PeopleSoft Global Payroll for United States in the Define List Set component (GP_ELN_SET), and update the Year End Indicators element group on the Element Group Attributes page. Select the **Retirement Plan** check box for the accumulator 401K EE_YTDA if your organization provides a retirement plan, and the **3rd Party Sick Pay** check box for the accumulator SICK PAID_YTDA if your organization offers third-party sick pay.

When you load Wage and Tax Statement data, the system uses this information to update employees' federal tax data.

Generating the Pre-Load Error Report

Page Used to Generate the Pre-Load Error Report

| Page Name | Definition Name | Usage |
|-----------------------------------|-----------------|-------------------------------------|
| Year End Pre-Load Report USA Page | GPUS_RC_YEPRLD | Generate the Pre-Load Error report. |

Understanding the Pre-Load Error Report

This report lists employees who have negative amounts (except Earned Income Credit) and also checks for a variety of other error conditions including:

- Missing federal tax data records.
- Missing Social Security numbers.

- Invalid Social Security numbers.

Note

Social Security numbers should be numeric, should not be 111111111 or 123456789 or 333333333, and should not begin with 000.

- Negative amounts for accumulators that are set up in the Element List Names (ELN) for W-2s.
- Missing EINs.
- Invalid EINs.

Note

EINs should not begin with 00, 07, 08, 09, 17, 18, 19, 28, 29, 49, 69, 70, 78, 79, or 89.

The input parameter for this run control page is **Calendar Year**.

Loading Wage and Tax Statement Data

Page Used to Load Wage and Tax Statement Data

| Page Name | Definition Name | Usage |
|-----------------------------|-----------------|-----------------------------------|
| Year End Data Load USA Page | GPUS_RC_YELOAD | Load Wage and Tax Statement data. |

Understanding Load Wage and Tax Statement Process

This process loads year-end data into tables so that it can be corrected and the Wage and Tax Statement printed using the amended information. The sources of this data include federal tax data, the reporting table, the W-2 company table, employee accumulators, and writable arrays.

Loaded data is stored in three records:

- Employee Record

This record stores the company ID, calendar year of the W-2, the employee ID (EmplID), tax form ID, and process flag. The system sets the process flag to *Complete* when data is loaded.

- Data Record

This record is a child of the Employee Record. It stores address details, Social Security numbers, and state information. This record is keyed by sequence number.

When only one state is involved, only one row will exist per employee for the tax year.

- Amounts Record

This record is a child of the Data Record and contains the box, state, and amount information. All federal amounts are stored with a sequence value of 1. If more than one

state is involved, the first state amounts are stored with a sequence value of 1, and other states are stored with their own sequence numbers.

The run control page for this process enables you to specify the calendar year for which the load needs to be run and the scope of processing: *All Reporting Companies*, *Selected Reporting Companies*, and *All or Selected Employees*.

Generating the Post-Load Error Report

Pages Used to Set Up and Generate the Post-Load Error Report

| Page Name | Definition Name | Usage |
|-------------------------------|-----------------|--------------------------------------------------|
| Define List Set Page | GP_ELN_SET | Define list sets. |
| Element Group Attributes Page | GP_ELN_SET_SEC | Define variables for the Post-Load Error report. |
| Year End Post-Load Report USA | GPUS_RC_YEPOLD | Generate the Post-Load Error report. |

Understanding the Post-Load Error Report

This report checks for the same errors as the Pre-Load Error report, as well as the following, additional error conditions:

- Box 11 non-qualified plans are greater than Box 1 wages.
- Incomplete employer or employee address.
- Invalid social security number for spouse (Form W-2PR only).
- Social security wages and tips are greater than the annual maximum social security wage base.
- Social security tax withheld does not equal the lower of 6.2% of social security wages and tips or the annual maximum social security tax.
- Medicare wages and tips are not equal to or greater than social security wages.
- Non-employees with taxable gross and/or tax withheld.
- U.S. federal withholding tax balance for Puerto Rico or U.S. territory employees.

Note

On the run control page for the Post-Load Error report, you can choose to void forms containing one or more of the errors listed here. Forms for nonemployees or payees with negative amounts are voided automatically.

Prerequisites

Before running the Post-Load Error report, update the variables used to identify the different error conditions.

This table lists the variables that must be defined before running the Post-Load Error report:

| Variable | Description |
|--------------------|------------------------|
| TAX VR OAS EE LIM | OASDI/EE Gross Limit |
| TAX VR OAS EE RATE | OASDI/EE Tax Rate |
| TAX VR OAS EE PY L | OASDI/EE Payment Limit |
| TAX VR MED EE RATE | Medicare/EE Tax Rate |

To specify the values of these variables, access the YE_POSTLOAD list set for PeopleSoft Global Payroll for United States in the Define List Set component (GP_ELN_SET), and select the **Element Group Details** link for Year End Variables. The Element Group Attributes page appears, where you can update the variables in the **Variable Type** field.

Related Topics

- PeopleSoft Global Payroll: Understanding Applications and List Sets

Reviewing and Correcting Wage and Tax Statement Data

Pages Used to Review and Correct Wage and Tax Statement Data

| Page Name | Definition Name | Usage |
|--------------------------------------------------------------------------|-----------------|----------------------------------|
| Details By Company Page | GPUS_YE_EE | Review and correct W-2 tax data. |
| Details By FEIN Page (details by federal employer identification number) | GPUS_YE_EE_2 | Review and correct W-2 tax data. |

Understanding Tax Data Review and Correction

PeopleSoft Global Payroll for United States enables you to correct data for the Wage and Tax Statement on the Details by Company and Details by FEIN pages.

Note

The information on these pages is what is reported on the W-2 form.

You can correct:

- Employee names.
- Addresses.
- W-2 Box-13 information including the statutory employee check box.

Box details other than employee name, address, and Box-13 information can be reviewed but not corrected on these pages. To correct other information, make the required adjustments, rerun the payroll process, and then rerun the data load process for the Wage and Tax Statement.

Note

If a W-2c exists for the W-2 being viewed, a link appears on the Details by Reporting Company page to give access to the W-2c component.

Note

If more than one company has the same EIN, a link appears on the Details by Federal EIN page that takes you to a list of companies sharing the EIN.

Generating the Year-End Data Audit Report

Page Used to Generate the Year-End Data Audit Report

| Page Name | Definition Name | Usage |
|-------------------------------------|-----------------|------------------------------------------|
| Year End Data Audit Report USA Page | GPUS_RC_YEAUDIT | Generate the Year-End Data Audit report. |

Understanding the Year-End Data Audit Report

The Year-End Data Audit report creates a list of the amounts to be reported on employee W-2 forms. The data for this report comes from the year-end data records loaded by the load program and corrected using the W-2 online form.

When you run the report, you can:

- Sort by department, mail drop, pay group, state, or zip code, or select the no sort option.
- Within a specific sort option, order the results by employee ID (EmplID), employee last name, or Social Security number.

Note

The default is employee last name.

- In addition, you can run the report for all reporting companies, selected reporting companies, or selected employees only.

Generating the State Tax Totals Report

Page Used to Generate the State Tax Totals Report

| Page Name | Definition Name | Usage |
|--------------------------------|-----------------|---------------------------------------|
| Year End State Totals USA Page | GPUS_RC_YESTAUD | Generate the State Tax Totals report. |

Understanding the State Tax Totals Report

Use this report to reconcile W-2 state tax data. It lists:

- The state tax grand total per company with all states combined.
- The grand total of all companies by state.
- The grand total of all states for all companies.

In addition, depending on the options selected on the Year End State Totals USA page, the report provides the following details by company and state:

| Check Box Option | Details Provided |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Print Employee Details selected. | W2 Reporting Company, Tax Year, Federal EIN, State, SSN, Name, Total State Wages, and Total State Income Tax. |
| Print Employee Details deselected. | W2 Reporting Company, Tax Year, Federal EIN, State, Number Of W-2 Statements, Total State Wages, and Total State Income Tax |

Printing Wage and Tax Statements

Page Used to Print Wage and Tax Statements

| Page Name | Definition Name | Usage |
|-------------------------|-----------------|-------------------------------|
| Year End Print USA Page | GPUS_RC_YEPRINT | Print Wage and Tax Statement. |

Understanding Wage and Tax Statement Printing

The Wage and Tax Statement print process combines all of the data loaded for employees by reporting company and prints the W-2 for the calendar year specified in the W-2 parameters.

When you run this process for the W-2 report, you can:

- Sort by department, mail drop, pay group, state, zip code, or none of these.
- Within a sort option, you can order the W-2 report by employee ID (EmplID), employee last name, or Social Security number.

Note

The default is employee last name.

- Run the report for all reporting companies, selected reporting companies, or selected employees.
- Reprint the report with a reprint description on the report.
- Identify the W-2 Form ID to use for printing.
- Specify how many pages filled with alignment characters to print prior to the first live form.

- Specify the number of employees to print per page.

Note

The default value is *1*.

If you need to print employer copies (Copy D) of laser W-2s for future reference, you can include results for as many as four employees on a single page.

Generating W-3/W-3SS Transmittal Totals

Page Used to Generate W-3/W-3SS Transmittal Totals

| Page Name | Definition Name | Usage |
|-----------------------------|-----------------|---------------------------------------------------|
| Transmittal Totals USA Page | GPUS_RC_W3TLS | Generate the W-3/W-3SS Transmittal Totals report. |

Understanding W-3/W-3SS Transmittal Totals

The W-3/W-3SS Transmittal Totals report summarizes the W-2s and gives the total taxable wage and tax amounts for reporting companies. It is designed to help customers complete the W-3 and W-3SS forms, and can be used to reconcile totals with the Year End Data Audit report (see step 10).

Note

Employers are required to send Form W-3 (Transmittal Totals) along with Forms W-2 if submitting the W-2 in paper form. And employers are required to send Form W-3SS (Transmittal Totals) along with Forms W-2AS, W-2GU, and W-2VI if submitting the W-2 in paper form.

Generating W-3PR Transmittal Totals

Page Used to Generate W-3PR Transmittal Totals

| Page Name | Definition Name | Usage |
|-----------------------------|-----------------|-----------------------------------------------|
| Transmittal Totals USA Page | GPUS_RC_W3TLS | Generate the W-3PR Transmittal Totals report. |

Understanding W-3PR Transmittal Totals

The W-3PR Transmittal Totals report summarizes the W-2PRs and gives the total taxable wage and tax amounts for reporting companies. It is designed to help customers complete the W-3PR form, and can be used to reconcile totals with the Year-End Data Audit report.

Note

Employers are required to send Form W-3PR (Transmittal Totals) along with Form W-2PR if submitting the W-2PR in paper form.

Note

The W-3PR is the equivalent of the W-3, but is designed for Puerto Rico.

Processing Corrected Wage and Tax Statements

Pages Used to Process Corrected Wage and Tax Statements

| Page Name | Definition Name | Usage |
|--------------------------------------|------------------|----------------------------------------------------------------------------------|
| W-2c Data Page | GPUS_YEC_DAT | Enter W-2 corrections for the U.S., American Samoa, Guam, and Virgin Islands. |
| W-2c Puerto Rico Data Page | GPUS_YEC_DAT_PR | Enter W-2 corrections for Puerto Rico. |
| Audit Correction Data USA Page | GPUS_RC_YECAUDIT | List details to report in the correction statement for the U.S. and territories. |
| Print Year End Correction Forms Page | GPUS_RC_YECPRT | Print the year-end correction statement for the U.S. and territories. |

Understanding Corrected Wage and Tax Statement Processing

This topic discusses:

- Corrected W-2 forms.
- Steps for preparing W-2c and W-2cPR forms.

Corrected W-2 Forms

Two Corrected Wage and Tax Statements are used for reporting corrections to originally reported W-2s:

- Form W-2c: The purpose of this form is to correct errors on Forms W-2, W-2AS, W-2GU, and W-2VI filed with the Social Security Administration and to provide the corrected information to employees.

Note

Because the data contained in each box of the W-2 varies by territory, PeopleSoft Global Payroll for United States provides tax form definitions for each territory: W-2c, W-2cAS, W-2cGU, and W-2cVI.

- W-2cPR: This form is the equivalent of the W-2c form, but is designed for Puerto Rico tax reporting.

Note

Employers required to file 250 or more W-2c forms during a calendar year must file them electronically, unless granted a waiver by the IRS.

Steps for Preparing W-2c and W-2cPR Forms

To prepare the corrected forms:

1. Prepare the W-2c/W-2cPR data.
For states and territories other than Puerto Rico, do this on the W-2c Data page. For Puerto Rico, do this on the W-2c Puerto Rico Data page.
2. Audit W-2c/W-2cPR data and generate Form W-3c/W-3cPR transmittal totals.
Do this on the Audit Correction Data USA page.
3. Run the W-2c/W-2cPR print process.
Do this on the Print Year End Correction Forms page.

Preparing and Creating EFW2 and EFW2C Files

Pages Used to Prepare and Create EFW2 and EFW2C Files

| Page Name | Definition Name | Usage |
|-------------------------------------------------|--------------------|-----------------------------------------------------------------------------|
| EFW2 Reporting Page | GPUS_YE_MMREFPARM | Define parameters for EFW2 processing. |
| Contact Info Page (contact information) | GPUS_YE_MMREFPARMC | Define contact information for EFW2 processing. |
| Puerto Rico Info Page (Puerto Rico information) | GPUS_YE_MMREFPARMP | Define Puerto Rico-specific information for EFW2 processing. |
| Create Federal EFW2 USA Page | GPUS_RC_MMREFFED1C | Generate EFW2 files. |
| Audit Federal EFW2 USA Page | GPUS_RC_MMREFFED1A | Run an audit report on federal EFW2 with data reported for various records. |
| Create State EFW2 USA Page | GPUS_RC_MMREFSTC | Generate the state EFW2 file. |
| Audit State EFW2 USA Page | GPUS_RC_MMREFSTA | Run an audit report on state EFW2 with data reported for state records. |

| Page Name | Definition Name | Usage |
|-------------------------------|------------------------|------------------------------------------------------------------------------|
| Create Federal EFW2C USA Page | GPUS_RC_MMREFFED2C | Generate the federal EFW2C file. |
| Audit Federal EFW2C USA Page | GPUS_RC_MMREFFED2A | Run an audit report on federal EFW2C with data reported for various records. |

Understanding EFW2 and EFW2C Files

PeopleSoft Global Payroll for United States enables you to generate state and federal W-2 and federal W-2c data files in electronic format:

- To transmit W-2 data, set up and generate the EFW2 file.
- To transmit corrected W-2 data, set up and generate the EFW2C file.

PeopleSoft Global Payroll for United States Reports A to Z

PeopleSoft Global Payroll for United States Reports: A to Z

The table in this topic lists the PeopleSoft Global Payroll for United States reports, sorted by report ID.

For more information about running these reports, refer to:

- The corresponding topic in this product documentation.
- *PeopleTools: Process Scheduler*
- *PeopleTools: BI Publisher for PeopleSoft*.
- *PeopleTools: SQL Language Reference for PeopleSoft*

For samples of these reports, see the Report Samples that are published with this online documentation.

| Report ID and Report Name | Description | Navigation | Run Control Page |
|----------------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|------------------|
| GPPMTRNB Payment Renumber USA | Initiates a process to renumber payments. | Global Payroll & Absence Mgmt , and then Payment Processing , and then Payment Renumber USA | GPUS_PMT_RNBR |
| GPUS_CTX Create Garnishment File USA | Creates the CTX file for garnishments. | Global Payroll & Absence Mgmt , and then Payment Processing , and then Create Garnishment File USA | GPUS_CTX_RC |
| GP_US_PPD_EFT Create Direct Deposit File USA | Creates the direct deposit PPD file for net pay distribution. | Global Payroll & Absence Mgmt , and then Payment Processing , and then Create Direct Deposit File USA | GPUS_PPD_RC |
| GPUSBK01 Net Distribution Exception USA | Creates a report that lists payees who have not provided net pay elections. | Global Payroll & Absence Mgmt , and then Payment Processing , and then Net Distribution Exception USA | GPUS_RC_GPUSBK01 |

| Report ID and Report Name | Description | Navigation | Run Control Page |
|-----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------|
| GPUSBK02 Net Payment Report USA | Creates a report that lists net pay distributions for a calendar group. | Global Payroll & Absence Mgmt , and then Payment Processing , and then Net Payment Report USA | GPUS_RC_GPUSBK02 |
| GPUSFDL Federal Liability by State | Determines when to deposit state withholding tax in those states that associate the frequency of state deposits with the schedule of the employer for federal tax deposits. This report inserts a grand total and totals for company, pay period, and payment date. | Global Payroll & Absence Mgmt , and then Taxes , and then Tax Deposit and Liability USA | GPUS_RC_TAXDEPLIAB |
| GPUSFDS Federal Tax Summary Report | Summarizes period-to-date income tax withheld, disability, FICA, and unemployment taxes at the federal level. | Global Payroll & Absence Mgmt , and then Taxes , and then Tax Summary Reports USA | GPUS_RC_TAXSUMRPT |
| GPUSFDT Quarterly Federal Tax Report | Summarizes employee quarter-to-date federal withholding, FICA, and unemployment taxes. This report lists employees by social security number and name, and provides page and company totals. | Global Payroll & Absence Mgmt , and then Taxes , and then Quarterly Tax Reports USA | GPUS_RC_QTRTAXRPT |
| GPUSFM1A Audit Federal EFW2 USA | Generates an audit report on the federal EFW2 file. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Audit Federal EFW2 USA | GPUS_RC_MMREFFED1 A |
| GPUSFM1C Create Federal EFW2 USA | Generates the federal EFW2 file. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Create Federal EFW2 USA | GPUS_RC_MMREFFED1 C |
| GPUSFM2A Audit Federal EFW2C USA | Generates an audit report on the federal EFW2C file. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Audit Federal EFW2C USA | GPUS_RC_MMREFFED2 A |

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| GPUSFM2C Create Federal EFW2C USA | Generates the federal EFW2C file. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Create Federal EFW2C USA | GPUS_RC_MMREFFED2 C |
| GPUSPMT Run Payment Prep Process USA | Runs the banking process for PeopleSoft Global Payroll for United States. | Global Payroll & Absence Mgmt , and then Payment Processing , and then Run Payment Prep Process USA | GPUS_PMT_PREPARE |
| GPUSM1A Audit State EFW2 USA | Generates an audit report on the state EFW2 file. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Audit State EFW2 USA | GPUS_RC_MMREFSTA |
| GPUSM1C Create State EFW2 USA | Generates the state EFW2 file. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Create State EFW2 USA | GPUS_RC_MMREFSTC |
| GPUSSTS State Tax Summary Report | Summarizes period-to-date income tax withheld, disability, FICA, and unemployment taxes at the state level. | Global Payroll & Absence Mgmt , and then Taxes , and then Tax Summary Reports USA | GPUS_RC_TAXSUMRPT |
| GPUSSTT Quarterly State Tax Report | Summarizes employee quarter-to-date state withholding, disability, and unemployment taxes. This report lists employees by social security number and name, and provides page and company totals. | Global Payroll & Absence Mgmt , and then Taxes , and then Quarterly Tax Reports USA | GPUS_RC_QTRTAXRPT |
| GPUSTDP Tax Deposit Summary | Provides pay period details of federal and state taxes withheld from employees, and liabilities incurred for employer-paid taxes. | Global Payroll & Absence Mgmt , and then Taxes , and then Tax Deposit and Liability USA | GPUS_RC_TAXDEPLIAB |
| GPUSTXS Federal Tax Data Status USA | Lists employees with federal withholding exemption or more than 10 allowances. | Global Payroll & Absence Mgmt , and then Taxes , and then Federal Tax Data Status USA | GPUS_RC_FEDTAXSTA |

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| GPUSW4A W-4 IRS Report USA | Lists employees with federal withholding exemption or more than 10 allowances. This report is sent to the IRS. | Global Payroll & Absence Mgmt , and then Taxes , and then W-4 IRS Report USAA | GPUS_RC_W4IRSRPT |
| GPUSW4E W-4 Exempt Payees Report USA | Lists employees who fail to complete new W-4 forms by the due date. | Global Payroll & Absence Mgmt , and then Taxes , and then W-4 Exempt Payees Report USA | GPUS_RC_W4EXEMP |
| GPUSW4I Identify W-4 Exempt Payees USA | Lists employees whose federal tax data includes specified parameters. | Global Payroll & Absence Mgmt , and then Taxes , and then Identify W-4 Exempt Payees USA | GPUS_RC_SELW4EXEMP |
| GPUSW4R Reset W-4 Exempt Payees USA | Updates future-dated records that currently specify W-4 exempt status. | Global Payroll & Absence Mgmt , and then Taxes , and then Reset W-4 Exempt Payees USA | GPUS_RC_W4RSTEXEMP |
| GPUSW4U W-4 ePay Audit Report USA | Lists employees who enter W-4 information through self-service. | Global Payroll & Absence Mgmt , and then Taxes , and then W-4 ePay Audit Report USA | GPUS_RC_W4EPAYRPT |
| GPUSYELD Year End Data Load USA | Loads data from payroll results into wage and tax data statements. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Data Load USA | GPUS_RC_YELOAD |
| GPUSY10 Year End Pre-Load Report USA | Lists employees who have negative amounts and checks for other errors. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Pre-Load Report USA | GPUS_RC_YEPRLD |
| GPUSY20 Year End Post-Load Report USA | Lists errors in wage and tax data statements loaded in the system. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Post-Load Report USA | GPUS_RC_YEPOLD |
| GPUSY30 Year End Data Audit Report USA | Lists the year end data with box and amount data for selected parameters. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Data Audit Report USA | GPUS_RC_YEAUDIT |

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| GPUSY31 Year End State Totals USA | Audits and prints state tax totals. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End State Totals USA | GPUS_RC_YESTAUD |
| GPUSY40 Year End Print USA – W-2 Print | Prints year-end forms. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Print USA | GPUS_RC_YEPRINT |
| GPUSY41 Year End Print USA – W-2 American Samoa Print | Prints year-end forms for American Samoa. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Print USA | GPUS_RC_YEPRINT |
| GPUSY42 Year End Print USA – W-2 Guam Print | Prints year-end forms for Guam. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Print USA | GPUS_RC_YEPRINT |
| GPUSY43 Year End Print USA – W-2 Puerto Rico Print | Prints year-end forms for Puerto Rico. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Print USA | GPUS_RC_YEPRINT |
| GPUSY44 Year End Print USA – W-2 Virgin Islands Print | Prints year-end forms for U.S. Virgin Islands. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Print USA | GPUS_RC_YEPRINT |
| GPUSY50 Transmittal Totals USA - W-3/W-SS Transmittal Totals | Lists details for year-end statements. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Transmittal Totals USA | GPUS_RC_W3TLS |
| GPUSY51 Transmittal Totals USA - W-3PR Transmittal Totals | Lists details for year-end statements for Puerto Rico. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Transmittal Totals USA | GPUS_RC_W3TLS |
| GPUSY60 Audit Correction Data USA - US | Lists details of the correction report. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Audit Correction Data USA | GPUS_RC_YECAUDIT |

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| GPUSY61 Audit Correction Data USA - PR | Lists details of the correction report for Puerto Rico. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Audit Correction Data USA | GPUS_RC_YECAUDIT |
| GPUSY70 Print Year End Correction Forms - W-2c Print | Prints the year-end correction statement. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Correction Forms USA , and then Print Year End Correction Forms | GPUS_RC_YECPRT |
| GPUSY71 Print Year End Correction Forms - W-2cPR Print | Prints the year-end correction statement for Puerto Rico. | Global Payroll & Absence Mgmt , and then Year-End Processing , and then Year End Correction Forms USA , and then Print Year End Correction Forms | GPUS_RC_YECPRT |