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SR 16988 Requirements
Distribution of Payroll Expense – Senior Management Supplement

Objective:

In reference to the modifications to the Payroll/Personnel System announced in Release 1670, this request asks that the Distribution of Payroll Expense process bypass the benefits offset routine for the Senior Management Supplement (SMS) Contribution expensed to the fund range 19900 through 19999.

Project Type:

This is an enhancement to the PPS.

Requested by:

Senior Management Compensation and Benefits

Analyst:

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Due Date:

Campuses should install this release in time to affect the Distribution of Payroll Expense reporting process that reflects the first SMS Contributions that will be processed in the December 1, 2005 check write. This release is Date Mandated.

Background:

The current Senior Management Compensation Policy prohibits use of 19900-19999 funds to support and pay for Senior Management Severance Pay program. The same restriction applies to the new SMS.

Current Process:

During the Distribution of Payroll Expense process, fund range 19900-19999 typically receives a benefits offset in sub-account 6 for all University contributions to retirement, health, life, disability, workers compensation, and unemployment insurance.

Proposed Process:

During the Distribution of Payroll Expense process for all fund sources, the system should bypass the benefits offset routine for the SMS contributions. Further, the process should expense the contributions associated with fund range 19900 – 19999 to a locally assigned Full Accounting Unit (FAU).

Modifications:

Before the benefits offset routine in the expense process, the system must isolate the SMS Contribution from other benefits. Once the SMS Contribution amount has been isolated, the system should continue to provide the benefits offset to the other benefits expenditures as applicable. The SMS Benefit should not be assigned to Leave taken (VAC and TRM) GL relief entries. To do so would inappropriately credit departmental accounts to the detriment of the Leave Reserve account.

If the SMS Contribution will be expensed to a fund in the range of 19900 to 19999, the Distribution of Payroll Expense process should redirect the SMS Contribution to a locally assigned FAU recorded in a table, such as Installation Constant 5.

If the SMS Contribution will be expensed to a fund other than those in the 19900-19999 fund range, the Distribution of Payroll Expense process should expense FAU without an offset.

Tables, Data Elements, CICS, WEB, History, One-Time Processes, EDB Maintenance, Compute Process, Interface Files, Forms, Reporting, and Notification

No modifications.