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## **SR 81460 Requirements**

### **Objective:**

After reviewing the changes presented in Release 1669, campuses find that the selection and presentation of the complete earnings detail pertaining to the employee with a salary cap error is in cumbersome. Therefore, this SR requests that only the distribution records directly associated with the salary cap error be presented in the warning report.

### **Project Type:**

This change will affect the Salary Cap Error Reporting File.

### **Requested by:**

Campus Payroll Managers

### **Analyst:**

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### **Due Date(s):**

Not urgent

Various government agencies, including the National Institute of Health (NIH), have established guidelines that restrict charging payroll expenses at pay rates in excess of the Executive Level II of the Federal Executive Pay Scale.

Release 1647 implemented a front-end process to provide pay rate compliance within the EDB File Maintenance edit process. Most payments to individuals are based on these EDB normal pay attributes.

Release 1669 implemented a process that examines the actual earnings issued during the process month and reports warning conditions that indicate possible non-compliance with the stipulated cap guidelines. Modifications allowed Program PPP531 to read the DB2 PAR and screen these earnings for payments with FAUs that fall within the salary limitation categories identified on the Fund Group Table. When any of these restricted payments contain a warning condition, the employee's earnings are included on the tab delimited "Salary Cap Error Reporting" output file. The three warning conditions are:

- The pay rate exceeds the limit.
- The payment is a Retroactive Rate Adjustment (RAI).
- The payment is for a By Agreement (BYA) amount.

For Federal Funds (for example, Fund Group Code "FEDC" – NIH), compliance is associated with only those payments pertaining to the restricted fund. However, for certain other restricted funds, not associated with FEDC, pay limit restrictions may apply to all payments received by the individual for that period of time.

Currently, employees, who have at least one payment with an FAU that is subject to Salary Cap limitations and also receives a by agreement payment through another non-restricted FAU, will be included in the warning file. This should be modified for the Federal restriction warnings because non-restricted FAUs have no bearing on whether the pay rate paid from Federal Funds is in compliance. Therefore, for Federal restricted fund payments, only those pay distributions themselves should determine their inclusion in the warning report.