

# **To-Be Process Review Workshop**

## **Human Resources**

### **Deductions, Taxable (Fringe) Benefits, and University Contributions**

Location: ROSS Building

Room: 130

Time: 1:00 pm - 5:00 pm

Date: 8/10/05

# Welcome!

- Introductions of Group
  - Representatives from:
    - » HR & Payroll West Lafayette
    - » HR & Payroll Calumet
    - » HR & Payroll Ft. Wayne
    - » HR & Payroll North Central
    - » One Purdue HR team members
    - » Business Managers
    - » Physical Facilities
    - » Housing & Food Services
  - Facilitated by:
    - » Troy Markusson (BearingPoint)
      - With input from:
        - Rick Miller (Purdue)
        - Julie Gregory (Purdue)
        - Greg Gick (Purdue)



# Workshop Logistics

- Sign In
- Tent Cards
- Rest Rooms
- Break
- Parking Lot



# Workshop Agenda

1. Discuss Workshop Objectives, Rules, and Principles
2. Deductions
3. Break
4. Deductions (continued)
5. Taxable (Fringe) Benefits
6. University Contributions
7. Discuss Next Steps
8. Adjourn



# Why Are We Here?

Our objective today is to...

- Discover
  - SAP terminology, definitions, and capabilities.
  - Specific opportunities for business transformation.
  - Best practices in the context of the SAP implementation.
  - Documented future process and any system gaps.
  
- Validate
  - “To-Be” data and business processes.
  - Required policy changes (if any).
  - Process acceptance by core process owners, advisory committees, and University leadership.
  
- Facilitate Communication and Change Management
  - The future state of Purdue University
  - How people, processes, and technology will Integrate in the future.

# What Have We Done to Prepare?

To prepare for this workshop, we have...

- Researched Best Practices
  - SAP software is the best practice source.
  - As stated in the One Purdue Guiding Principles, the SAP software WILL NOT be modified.
- Developed Proposed Business Processes
  - The “To-Be” business processes were developed utilizing the best practices found in the SAP software.
- Reviewed and Refined the Proposed Processes with Knowledgeable Staff in Key Operational Positions.
  - Presented the proposed processes.
  - Gathered feedback, learned of gaps, implemented changes as necessary.

# What is Your Role?

Today, we need you to...

- Review and Validate the Proposed Process.
- Identify Gaps in the Proposed Process.
- Identify Organizational Challenges.
- Help Us Facilitate Change Management.

# What will come from this Meeting?

The output from this meeting includes...

- A Business Process Review Report.
- To-Be Process Flowcharts.
- Gap Analysis Report.
- Functional Specifications Report



# Workshop Ground Rules

- Respect Time
- Respect Process
  - Stick to agenda topics.
  - One subject discussed at a time.
- Respect One Another
  - One conversation at a time.
  - Cell phones and Blackberrys turned off.
  - Listen.
- Stretch
- Keep the end in sight
- Work to gain consensus on terminology
- Silence means agreement
- Issues will be parked and resolved outside the meeting



# BPR Guiding Principles

1. “OnePurdue Guiding Principles” will apply.
2. Scope: Critical business processes for HR, Finance and Campus Management.
3. Primary best-practice source = SAP and third-party bolt-on solutions (return-on-investment opportunity).
4. SMEs will be empowered by process owners to make key decisions regarding processes.
5. Enterprise processes will adhere to software best-practices – flexibility in implementation.
6. Disposition for exceptions to best practices:
  - a. Termination of process
  - b. Work-Around: “User Exit” w/o code modification
  - c. Off-the-shelf bolt-on
  - d. Offline operation
7. Process owners and key stakeholders “buy-in” validation required.
8. All best practices (5) and exceptions (6) must be integrated into the OnePurdue system.
9. Successful BPR also requires:
  - a. Executive commitment
  - b. Effective change agents to drive best practices and overcome resistance
  - c. Appropriate organization structure
  - d. Institutional willingness to consider radical change

# What Is the OnePurdue Project Timeline?

OnePurdue SAP Implementation Timeline	2005												2006											
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Financials and Procurement	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	
HR/Payroll 1	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	
HR/Payroll 2	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	
HR/Payroll 3	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	
Campus Management 1	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	
Campus Management 2	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	
Campus Management 3	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	

**Finance and Procurement:** Accounts payable, Account receivable, Work Effort Reporting, purchasing  
**HR/Payroll 1:** e-Recruitment

**HR/Payroll 2:** Organizational Management, Personnel Administration, Payroll, Benefits, Time Entry and Evaluation, ESS, Workflow

**HR/Payroll 3:** Personnel Development, Open Enrollment, Year-End Payroll Processing

**Campus Management 1:** Student Recruitment, Admissions, PFAE/ADMS, Transfer Articulation and Equivalency Rules

**Campus Management 2:** Financial Aid

**Campus Management 3:** Course Catalog, Student Master, Academic History, Grading, Degree Audit, Graduation, Student Accounting Master Data, Cashiering, Account Management, Billing, Payment Plans, Classroom Scheduling, Registration, Academic Calendar, Academic Progression



# Let's Get Started!

Our topics today are...

- *Deductions*
- *Taxable (Fringe) Benefits*
- *University Contributions*



# Deduction Calculation in SAP

# What is Considered a Deduction?

- Any wage type that is not a part of gross pay but is included in net pay

# Where are Deduction Wage Types Entered in SAP?

- Benefits infotypes (0167 – 0170)
- Recurring payment/deduction infotype (0014)
- Additional payment/deduction infotype (0015)

# Benefits Deductions

- Employee enrolls in appropriate benefit plans
- Benefits holds employee and employer costs, and the taxable benefit of the plans
- Payroll maps the employee, employer, and imputed income wage types to the benefit plan
- Payroll determines the payroll frequency of the plan being processed



# Health Plan Infotype (0167)

**Create Health Plans**

Person ID: 21    Pers.Assgn: 00000021 Calumet Regular FT ...

Personnel No: 21    Name: Fulltime Troy Test

EE group: 1 Active    Personnel ar: Z001 Calumet

EE subgroup: Z3 Nonexempt    Status: Active

Start: 09/01/2005 to 12/31/9999

Plan: MED Standard Medical

Plan data   Administration   **Costs**   Dependents   Additional data

**Calculated costs**

Period	Semi-monthly	Calculation Date	09/01/2005
Employee costs	13.13	USD	<input type="checkbox"/> Deductions Pre-Tax
Additional Post-Tax	0.00	USD	
Employer costs	74.40	USD	<input checked="" type="checkbox"/> Credits Allowed
Provider Cost	87.53	USD	Imp.income 0.00 USD

**Individual employee costs**

Period			
Alternative Cost Amt		USD	Bonus Cost <input type="text"/> USD

- Federal Employee Health Benefit – Pre/Post Tax
- Grad Health Insurance – Pre/Post Tax
- M Plan HMO – Pre/Post Tax
- Arnett Managed Care – Pre/Post Tax
- Purdue 500 – Pre/Post Tax
- Medical PPO – Pre/Post Tax
- Dental – Pre/Post Tax

- Deduction amount is based on plan enrolled and number of people covered under the employee's election

# Insurance Plan Infotype (0168)

- Term Life
- Dependant Life – Pre/Post Tax
- Long Term Disability
- Short Term Disability
- Personal Accident Insurance

**Create Insurance Plans**

Person ID: 21      Pers.Assgn: 00000021 Calumet Regular FT ...

Personnel No: 21      Name: Fulltime Troy Test

EE group: 1 Active      Personnel ar: Z001 Calumet

EE subgroup: Z3 Nonexempt      Status: Active

Start: 09/01/2005 to 12/31/9999

Plan: DLIF Dependent Life

Plan data   Administration   Insurance cov.   **Costs**   Beneficiaries

**Calculated costs**

Period: Semi-monthly      Calculation Date: 09/01/2005

Employee costs	2.50	USD	<input type="checkbox"/> Deductions Pre-Tax
Employer costs	0.00	USD	<input type="checkbox"/> Credits Allowed
Provider Cost	2.50	USD	

**Individual employee costs**

Period		
Alternative Cost Amt		USD
Costs for Bonus		USD

- Deduction amount is based on plan enrolled and amount of insurance coverage

# Savings Plan Infotype (0169)

**Create Savings Plans**

Person ID: 21    Pers.Assgn: 00000021 Calumet Regular FT ...

Personnel No: 21    Name: Fulltime Troy Test

EE group: 1 Active    Personnel ar: Z001 Calumet

EE subgroup: Z3 Nonexempt    Status: Active

Start: 09/01/2005 to 12/31/9999

Plan: 401K 401k

Plan data   Administration   **Regular contrib.**   Bonus contribution   Benefic...

Pre-tax contribution		Post-tax contribution	
Amount	0.00 USD	Amount	0.00 USD
Percentage	5.00	Percentage	
Units	0	Units	0
<input type="checkbox"/> Pre-Tax Rollover		<input type="checkbox"/> Start Post-Tax Contributions Immediately	

Reference period for contributions

Period: Semi-monthly

- TIAA/CREF – Pre/Post Tax
- Valic
- American Century
- Lincoln Financial
- Fidelity
- PERF

- Deduction amount is based on percentage or amount elected by employee
- Employee can elect different percentage for regular payroll and bonus payroll

# Savings Plans – Catch-up Contributions

- Employee is allowed to contribute over the annual pre-tax maximum
- Amount allowable determined by IRS
- These amounts are loaded in SAP
- Once employee reaches annual limit catch-up will take over for the legislated amount for that year

# Flexible Spending Account Infotype (0170)

**Create Flexible Spending Accounts**

Person ID: 21    Pers.Assgn: 00000021 Calumet Regular FT ...

Personnel No: 21    Name: Fulltime Troy Test

EE group: 1 Active    Personnel ar: Z001 Calumet

EE subgroup: Z3 Nonexempt    Status: Active

Start: 09/01/2005 to 12/31/9999

Plan: HCAR Medical Care Spending Account

Plan data   Administration   **Employee contribution**

Annual pre-tax contribution

Contribution: 1,500.00 USD

- FSA Medical
- FSA Dependant Care

- Deduction amount is based on annual amount elected by employee divided by the number of pay periods in the year

# Domestic Partner Pre-Tax Plans

- Additional employee deduction to enroll domestic partner is considered post tax
- Additional employer cost for the domestic partner is considered a taxable benefit to the employee
- Domestic partner plans will be set up as separate plans and map to additional post tax and imputed income wage types

# Benefit Deduction Wage Types

- Federal Employee Health Benefit – Pre/Post Tax
- Grad Health Insurance – Pre/Post Tax
- HMO Calumet – Pre/Post Tax
- HMO Ft.Wayne – Pre/Post Tax
- Purdue 500 – Pre/Post Tax
- Medical PPO – Pre/Post Tax
- Term Life
- Dependant Life – Pre/Post Tax
- Arnett Managed Care Health – Pre/Post Tax
- FSA Medical
- FSA Dependant Care
- Long Term Disability
- Short Term Disability
- Personal Accident Insurance
- Dental – Pre/Post Tax
- TIAA/CREF – Pre/Post Tax
- Valic
- American Century
- Lincoln Financial
- Fidelity
- PERF
- AD & D


# Recurring Deductions – Infotype 0014

- Deductions that are recurring in nature
- Recurring deductions can have deduction frequencies default
  - First or last period of the month
  - Both first and second
- These recurring deductions can also be entered as one time deductions on infotype 0015



# Recurring Deductions – Screen Shot

**Create Recurring Payments/Deductions**

Person ID  Pers.Assgn  

Personnel No  Name

EE group  Active Personnel ar  Calumet

EE subgroup  Nonexempt Status

Start  to

**Recurring Payments/Deductions**

Wage Type  Parking Deduction

Amount

Number/unit

Assignment Number

Reason for Change

**Payment dates**

Payment model  First pay period of month

1st payment period  or 1st payment date

Interval in periods  Interval/Unit

- A lot of flexibility around deduction dates
- Payment models
- 1<sup>st</sup> payment period and interval in periods

# Recurring Deductions – Wage Types

- Bonds
- Co Rec Fee
- Miscellaneous
- Parking – Calumet
- Parking – Fort Wayne
- Parking – West Lafayette
- Parking – North Central
- PEP Gifts
- PRF Loans
- Student Loans
- Tickets – Basketball
- Tickets – Baseball
- Tickets – Football
- Tickets – Volleyball
- United Way – Calumet
- United Way – Fort Wayne
- United Way – Lafayette
- United Way – Porter County
- United Way – Laporte County

# Bond Deduction

- Bond Administration is not handled in SAP
  - SAP works with National Bond Treasury (NBT)
- Only thing entered in SAP is the recurring deduction
- NBT manages when a new bond should be purchased
- Employee contacts NBT directly
- At Go Live file is sent to NBT with employee's bond information and how much is owing on the current bond

# Parking Deductions

- All Parking deductions, except West Lafayette, will be entered manually on infotype 0014
- West Lafayette parking will be interfaced into Payroll every pay period with changes only

# Loans Deductions

- Loans need to have a set amount deducted until a certain limit has been reached
- The recurring deduction is entered on infotype 0014, balance owing is entered on infotype 0015 in a separate wage type
- When the balance owing equals \$0.00 the deduction stops
- Example:
  - Employee has a loan for \$600 with \$250 being collected each month
  - Deduction will take \$250 for first two months and \$100 for the third month

# Tickets Deduction

- Tickets will be entered in SAP by appropriate personnel
- Security will be set up so that these personnel can not enter any other earnings or deductions

# United Way Deductions

- United Way deductions will be interfaced into Payroll once a year

# Voluntary Deductions (Future Planning Associates)

- Legal, Universal Life, Auto, Home Owners Insurance, etc
  - Will receive interface from provider every pay period with changes only and will be loaded on infotype 0014








# Additional Deductions – Infotype 0015

- Deductions that are to be processed for one pay cycle only
- Will include all wage types that are also on infotype 0014 (Recurring Deductions)

# Additional Deduction – Screen Shot

**Create Additional Payments**

Person ID  Pers.Assgn  

Personnel No  Name

EE group  Active Personnel ar  Calumet

EE subgroup  Nonexempt Status

**Additional Payments**

Wage Type  Bond Purchase Deduction

Amount

Number/unit

Date of origin

Default Date

Assignment Number

Reason for Change

# Deduction Pro-ration

- Any deduction can be set up to be prorated if the deduction is not effective for the entire pay period
- Employee is monthly and starts in the middle of the period
  - Currently deduction is deducted for entire month
  - SAP can prorate any deduction in the same manner as an earning

# Arrears Processing

- When an employee does not have enough Net Pay to handle all deductions
- Priority is given to all deduction wage types
  - Taxes first, then Garnishments
  - Priority determined by University
- Arrears setting as attached to each deduction wage type
  - Tells the system how to process deduction if that deduction cannot be taken
- If deduction goes into arrears the amount is collected on the employees next pay check

# Arrears Processing - Priority

Change View "Characteristics of arrears deductions"

Expand <-> Collapse Delimit

Wage Type	Wage Type Long Text	Start Date	End Date	Priority
BE36	Pension EE pre-tax	01/01/1900	12/31/9999	B
BE40	Health Care EE pre-tax	01/01/1900	12/31/9999	C
BE41	Dep Care EE pre-tax	01/01/1900	12/31/9999	C
MD00	Deduction, C with advance	01/01/1900	12/31/9999	C
MD02	Deduction, D, absolute	01/01/1900	12/31/9999	C
MD04	Deduction, C w/o arrears	01/01/1900	12/31/9999	D
MD06	Deduction, D with arrears	01/01/1900	12/31/9999	C
MD50	Arrears w. balance recov.	01/01/1900	12/31/9999	D
MD80	Deduction f. MD70 balance	01/01/1900	12/31/9999	D

- All wage types with the same priority will be prioritized by wage type number

# Arrears Processing – Arrears Settings

Arrears characteristics for wage types (1) 13 Entries Found 13 Entries Found

Arrears characteri...	Short text
1	Deduct total amount
2	Deduct what is possible
3	Write remainder to arrears table
4	Garnishment, not a reduction
5	Deduct all or nothing
6	All or nothing, write to arrears table
7	Loan, no reduction
8	Deduct garnishment, what is possible
9	Deduct garnishment, what is possible, rest in arrears
A	Employer advance for mandatory deductions
B	Employer advance repaid, next period
G	Garnishment, write rest to DDNTK and process next period
C	Employer contribution (no deduction)

# Arrears Example

- Hourly employee receives \$100 Gross Pay, \$30 Taxes, \$50 HMO Calumet, \$40 Student Loan, \$10 United Way
- Priority of deductions and arrears setting is as follows:
  1. HMO Calumet – Deduct what is possible place remainder in arrears
  2. Student Loan – Deduct all or nothing, place in arrears
  3. United Way – Deduct all or nothing, do not place in arrears

# Arrears Example - Continued

- Employee will have the following deductions:
  - HMO Calumet \$50
  - Student Loan \$0, \$40 in arrears
  - United Way \$10, nothing in arrears
  - Net Pay \$10
  
- If amount of United way was more than \$20 then United Way would not have gone into Arrears and employee would have received \$20 Net Pay. The missed deduction will not occur in the future.



# Prepaid Deductions

- If employee goes on LOA they may have a large amount of deductions in Arrears when they return
- If employee does not want to be hit with large amount when they return they can send a personal check into Benefits and that will be logged in SAP
- When Payroll runs next it will recognize the personal check and it will offset either what is currently in arrears, or the current period deduction against it
- Prepaid deductions can also be refunded to the employee if they have sent in too large of a check

# Prepaid Deductions - Continued

- The amount of the prepaid deduction is entered on infotype 0015
- Each period the current period amount is processed and reduces the amount of prepaid remaining
- If check is all used up and employee is still on LOA then deductions will start to go into arrears again
- Refund of prepaid deduction overpayment is made also on infotype 0015

# Prepaid Deduction - Example

- Employee has Medical deduction each month of \$100
- Employee is placed on LOA for the next six months
- After three months of arrears the employee sends in a check for \$500
- Next payroll the \$300 in arrears is cleared and the current amount of \$100 is processed
- After the fifth payroll there will be no more money in the prepaid balance and therefore the deduction will start going into arrears again

# Prepaid Deduction – Refund Example

- Employee has Medical deduction each month of \$100
- Employee is placed on LOA for the next six months
- Employee sends in check up front for \$600
- Employee returns to work after the end of the third month
- A refund is entered for \$300 on infotype 0015
- Next time payroll is run the \$300 is refunded to the employee but \$100 is processed through the regular deduction

# Arrears Advances

- In not all cases will employee send in a personal check to cover the arrears
- In some cases the employee owes a large amount of money when they return to work
  - This may be over \$1,000
- University may allow this employee to pay this back over the next ten periods
- SAP will ALWAYS collect as many deductions from arrears as soon as that employee is being paid again

# Arrears Advances - Continued

- Need to set up an Arrears Advance on infotype 0015
  - Setup as a negative deduction so that the employee is now receiving the money
- At the same time the Arrears Advance is setup, an Arrears Payback recurring deduction (infotype 0014) would need to be set up, along with a balance amount on wage type Arrears Balance on infotype 0015

# Arrears Advance - Example

- Employee is on leave for one year and has accumulated \$1,200 into their arrears table for Health coverage
- The first payroll that is run \$1,200 will be collected to get the Health coverage paid up
- Employee is allowed to pay back the \$1,200 over the next year
- Arrears Payback of \$100/month is setup on infotype 0014 and an Arrears Balance of \$1,200 is setup on infotype 0015

# Taxable (Fringe) Benefits Calculation in SAP



# What is Considered a Taxable (Fringe) Benefit?

- Any wage type that is not a part of gross pay, but is included in taxable earnings

# Where are Taxable Benefit Wage Types Entered in SAP?

- Benefits infotypes
- Recurring payment/deduction infotype
- Additional payment/deduction infotype

# Benefits Taxable Benefits

- Employee enrolls in appropriate benefit plans
- Benefits holds employee and employer costs, and the taxable benefit of the plans
- Payroll maps the employee, employer, and imputed income wage types to the benefit plan
- Payroll determines the payroll frequency of the plan being processed

# Domestic Partner Pre-Tax Plans

- Additional employee deduction to enroll domestic partner is considered post tax
- Additional employer cost for the domestic partner is considered a taxable benefit to the employee
- Domestic partner plans will be set up as separate plans and map to additional post tax and imputed income wage types

# Group Term Life Insurance

- Amount of life insurance over \$50,000 paid for by the University is considered taxable
- IRS charges different taxable benefit based on age of the employee
- Amount of taxable benefit is calculated, and processed through Payroll, every pay period

# Group Term Life Insurance - Continued

## Change View "Benefit Calculation Factor for Impu

Expand <-> Collapse New Entries Delimit

Age Group	Description	Start Date	End Date	Factor
01	0 - 29 years	01/01/1900	06/30/1999	0.08
02	30 - 34 years	07/01/1999	12/31/9999	0.08
03	35 - 39 years	07/01/1999	12/31/9999	0.09
04	40 - 44 years	07/01/1999	12/31/9999	0.10
05	45 - 49 years	07/01/1999	12/31/9999	0.15
06	50 - 54 years	07/01/1999	12/31/9999	0.23
07	55 - 59 years	07/01/1999	12/31/9999	0.43
08	60 - 64 years	07/01/1999	12/31/9999	0.66
09	65 - 69 years	07/01/1999	12/31/9999	1.27
10	70 - 99 years	07/01/1999	12/31/9999	2.06
11	< 30	07/01/1999	12/31/9999	0.05
12	< 35 years	07/01/1999	12/31/9999	0.06

- The age groups and taxable amounts are maintained in SAP

# Benefit Taxable Benefit Wage Types

- Federal EE Health Benefit – Tax Ben
- Grad Health Insurance – Tax Ben
- M-Plan HMO – Tax Ben
- Arnett Managed Care
- Purdue 500 – Tax Ben
- Medical PPO – Tax Ben
- Dependant Life – Tax Ben
- Term Life – Tax Ben
- Personal Accident Insurance – Tax Ben

# Recurring Taxable Benefit – Infotype 0014

- Taxable Benefits that are recurring in nature
- Recurring taxable benefits can have payment frequencies default
  - First or last period of the month
  - Both first and second
- These recurring taxable benefits can also be entered as one time taxable benefits on infotype 0015



# Recurring Taxable Benefits – Wage Types

- Housing

# Additional Taxable Benefits – Infotype 0015

- Taxable Benefits that are to be processed for one pay cycle only
- Will include all wage types that are also on infotype 0014 (Recurring Taxable Benefits)

# Additional Taxable Benefits – Wage Types

- Moving
- Automobiles
- Season Tickets
- Bowl Game Paraphernalia
- Airplane
- Fee Remission
- Tips
- Country Club
- Sabbatical Payback
- Spousal Travel

# University Contributions in SAP

# What is considered a university contribution?

- Any wage type that is not a part of either gross pay or net pay, and are not considered taxable
- Needed to be generated for either Accounting purposes or Reporting purposes

# What University contribution wage types will be setup in SAP?

- Benefits
- Fee Remissions
- Liability Charges
- Workers Compensation
- Unemployment Insurance

# Benefits University Contributions

- Employee enrolls in appropriate benefit plans
- Benefits holds employee and employer costs of the plans
- Payroll maps the employee, employer, and imputed income wage types to the benefit plan
- Payroll determines the payroll frequency of the plan being processed

# Benefit University Contribution Wage Types

- Federal EE Health Benefit
- Grad Health Insurance
- Ft.Wayne HMO
- Purdue 500
- Medical PPO
- Arnett Managed Care
- Term Life
- Accidental Life
- Long Term Disability
- Medical Credit
- Dental
- TIAA/CREF
- PERF
- Police/Fire



# Fee Remissions

- Fee Remission percentage is dependent on position
- Fee Remission category will be entered on employee's Organizational Assignment infotype (0001)
- Payroll rule will calculate the percentage based on the category
- Separate Fee Remission Wage type will be generated that can be posted appropriately

# Liability Charge

- Liability Charge percentage will be based off of enterprise structure
- Payroll rule will calculate the percentage based on the enterprise structure
- Separate Liability Charge Wage type will be generated that can be posted appropriately

# Workers Compensation

- Workers Compensation categories are attached to the “Job” the employee holds in Organizational Management
- In Payroll the rates of those categories are mapped
- When Payroll processes a separate Workers Compensation Wage Type is generated that can be posted appropriately

# Unemployment Insurance

- Will be discussed at the Taxes BPR

# QUESTIONS