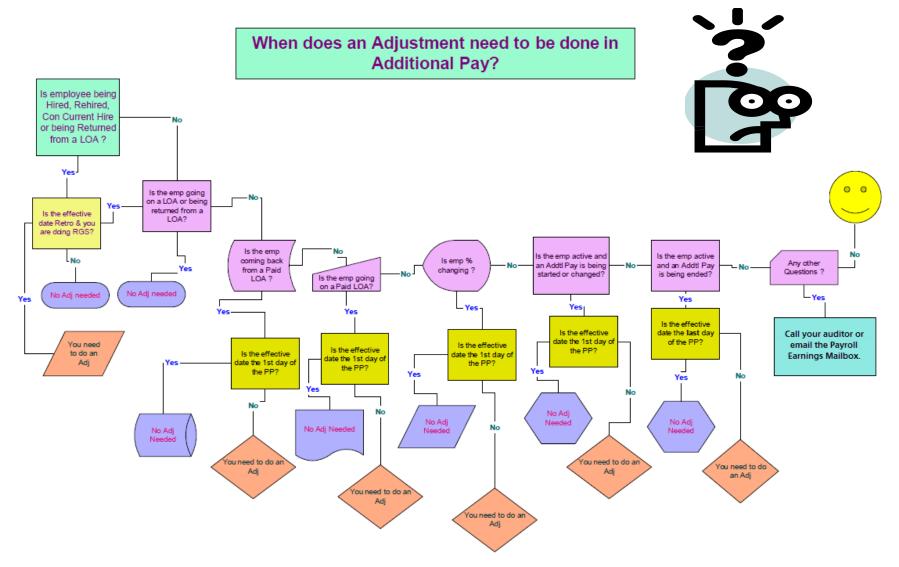
## State of Collaboration Additional Pay Adjustments with Retroactive Transactions and Overpayments

Lori Murray, Courtney Pugliese, Christine Lombard & Kavitha Pradeep

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#### It's Confusing ???



## **Topics in Additional Pay Adjustments**

• What are Additional Pay adjustments? (Pg.7)

 Why are they necessary? (Pg.8)



## Topics, continued

- When are they required?
  - Mid pay period percent changes as a result of Job transactions. (Pg.9 – Pg.14)
  - Additional pay started on a day other than the first day of a pay period. (Pg.18 – Pg.21)
  - Additional pay ended on a day other than the last day of a pay period. (Pg.22 – Pg.24)
  - Retro Transactions:
    - When PayServ will *not* pay Additional pay retroactively (Pg.25 – Pg.27)
    - When PayServ will pay Additional pay retroactively, but adjustments are still needed. (Pg.28 – Pg.34)

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## Topics, continued

- When are additional adjustments not needed?
  - Employee goes from a non-paid status to a paid status or vice versa. As long as these changes are in the current pay period.(Pg.35 – Pg.36)
  - Additional Pay is started on the first day of a pay period or ended on the last day of a pay period.(Pg.37)
  - Overpayments (Q codes) should be used for excessive amounts not being recovered all at once. (Pg.38 – Pg.42)

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> AC230s (Pg.43)

## Topics, continued

- When to contact your auditor?
  - Some Additional Pay Adjustments must be manually loaded to paycheck by OSC. (Pg.44)
- Short Review(Pg.45)
- Questions(Pg.46)



#### What are Additional Pay Adjustments?

 Positive or negative changes manually entered by the agency to correct an employee's Additional Pay earnings which were, or will be, received for a particular pay period.



## Why Are Adjustments Necessary?

• PayServ does not always pay Additional Pay correctly when Job and/or Additional Pay changes occur in the middle of a pay period.

>This could lead to inaccurate payments.

 Exceptions to this will be discussed later. Refer to "When Adjustments Are Not Needed." (Pg.35 – Pg.40)

## When Adjustments are Required...Mid Pay Period Changes

- Employee has a change in work percent on a date other than the first day of the pay period
  - PayServ will pay the entire pay period based on the last change.
  - >Adjustment may be positive or negative.
  - ➢ The system will base this calculation off of the work schedule of each individual employee.

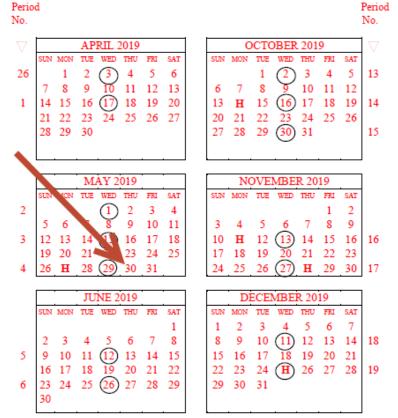
## Mid Pay Period Change from 50% to 100% Pay

Employee Hi	istory Informat	tion Additi	onal Pay Sumr	nary					
:									
Effdt Seq # EE Status	Act / Rea Agency Act Dt	Pos # NYS Pos# Line#	NYS Title Grade BU	Anniv Dt Inc Cd FIS Sal	Salary PBC Comp Rt	EE% / Ind Jur CL Wk Sch	Pay Grp	EE Type Earn Prog Company	Long NYS Title Long Agency Name Position Loc Code
History Infor	rmation							<u>Find</u>	View 1 First I 1-41 of 41 Last
06/10/2019	TA CPF	96013258	SR CT CLK	03/31/1987	\$68897.00	1.0000/F	PERM	S	SR CT CLK
0	05657	96013258	521	0001	ANN	0	AL2	NS9	Supreme Court Kings County
A	06/24/2019	07272	S9		\$2635.38	NYYYYYN	1.00	NYS	2410
04/18/2019	DTÁ CPT	96013258	SR CT CLK	03/31/1987	\$68897.00	0.5000/ P	PERM	s	SR CT CLK
1	05657	96013258	521	0001	ANN	0	AL2	NS9	Supreme Court Kings County
A	05/10/2019	07272	S9		\$1317.69	NYYYYYN	1.00	NYS	2410
04/18/2019	PO\$ UPM	96013258	SR CT CLK	03/31/1987	\$68897.00	1.0000/F	PERM	s	SR CT CLK
0	05657	96013258	521	0001	ANN	0	AL2	NS9	Supreme Court Kings County
A	04/29/2019	07272	S9		\$2635.38	NYYYYYN	1.00	NYS	2410
04/04/2019	PAY SAC	96013213	SR CT CLK	03/31/1987	\$68897.00	0.5000/P	CONT	S	SR CT CLK
1	05657	96013213	521	0001	ANN	0	AL2	NS9	Supreme Court Kings County
A	04/18/2019	07152	S9		\$1317.69	NYYYYYN	1.00	NYS	2410

#### **Payroll Calendar**

#### Office of the State Comptroller BUREAU OF STATE PAYROLL SERVICES ADMINISTRATION PAYROLL CALENDAR APRIL 1, 2019 – APRIL 30, 2020

LAG



http://www.osc.state.ny.us/payroll/jobaids.htm

#### Additional Pay Summary in Employee History Screen

Employ	ree History In	formation	Additional Pay St	ummary					
ErnCd	Eff Dt	Earnings	Biw Pmt	OT Eff Dt	End Dt	Goal Amt	Goal Bal	Action Dt	OkPay
Additio	nal Pay Sun	nmary				E	nd   <u>View 1</u> First	1-42 of 42	Last
ALP	06/13/2019		\$-56.23			\$-56.23	\$-56.23	06/27/2019	~
LOC	06/10/2019	\$4,200.00	\$160.65					06/24/2019	<b>V</b>
LOC	04/18/2019	\$4,200.00	\$80.33					04/29/2019	V
CLS	04/06/2006	\$1,950.00	\$74.79					10/03/2008	~
JLO	04/04/2019	\$1,125.00	\$1,125.00	04/04/2019	04/01/2020	\$1,125.00	\$1,125.00	04/18/2019	~
JLO	04/05/2018	\$2,200.00	\$2,200.00	04/05/2018	04/03/2019	\$2,200.00	\$2,200.00	04/19/2018	$\checkmark$
JLO	04/06/2017	\$2,150.00	\$2,150.00	04/06/2017	04/04/2018	\$2,150.00	\$2,150.00	08/24/2017	$\checkmark$

#### **Additional Pay Panel**

*Earnings Code:	LOC		Location Pay	+ -
Effective Date				Find View 1 First 1-23 of 23 D Las
Effective Date:	06/10/2019	at.		+
Payment Details				Find View All First 🖬 1 of 1 🖻 Las
*Addl Seq Nbr:	1		End Date:	¥ + -
Rate Code:		Q	Reason:	Job Change
Annual Addl Earni	ings: 4200.0	0	Employee Work	« %: 1.0000
Hours:			Hourly Rate:	
Goal Amount:			Goal Balance:	
Sep Check Nbr:				Disable Direct Deposit
	OK to Pay	Action Date:	00/24/2040	Prorate Additional Pay
Applies To Pay Pe	-	Action Date.	06/24/2019	
First	Second	🗹 Th	ird	
	0.000110			
Effective Date:	04/18/2019			+ -
Payment Details	01110/2010			Find View All First I 1 of 1 D Last
*Addl Seg Nbr:	1		End Date:	
Rate Code:	-			
	inge: 4200.0	_ `	Reason:	Job Change
Annual Addl Earn	ings: 4200.0		Employee Work	%: 0.5000
Hours:			Hourly Rate:	
Goal Amount:			Goal Balance:	
Sep Check Nbr:				Disable Direct Deposit
				Prorate Additional Pay
	OK to Pay	Action Date:	04/29/2019	-
Applies To Pay Pe	2	Action Date:	04/29/2019	-
Applies To Pay Pe	2	Action Date:		

## Calculation for Additional Pay Adjustment (Change in Percent)

- What are the dates for the pay period involved?
  - 5/30/2019 6/12/2019 (full pay period)
  - Change occurred beginning of business 6/10/2019
- What will the system pay?
  - System pays 10 days at 100% rate of \$160.65 (because of last change). Full 100% biweekly LOC amount = \$160.65
- What is the employee actually due?
  - 5/30/2019 6/9/2019 due 7 days at half pay 50%
    - (\$80.33 ÷ 10 = 8.03 per day × 7 days = \$56.23)
  - 6/10/2019 6/12/2019 due 3 days at full
    - (\$160.65 ÷ 10 = \$16.06 per day × 3 days = \$48.19)
  - \$56.23 + \$48.19 = \$104.42 (amount employee should have been paid)
- Adjustment Calculation
  - \$104.42- \$160.65 = \$-56.23 (Negative Adjustment, Employee was overpaid)

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#### Example of an Adjustment

#### **Create Additional Pay**

	EMP		ID:	Empl Record:	0	
Additional Pay				<u>Find</u>   <u>View 1</u> First 🚺 1-6 o	f 6 🕨 Last	
*Earnings Code:	ALP		Adj Location Pay	/	+ -	
Effective Date				Find View All First 🚺 1 of	f 1 🕨 Last	
Effective Date:	06/13/2019	31		Comments	+ -	
Payment Details				Find View All First 🚺 1 of	1 🕨 Last	
*Addl Seq Nbr:	1		End Date:	31	+ -	
Rate Code:		Q	Reason:	None		
Earnings:	\$-56.23	$\mathbf{D}$	Employee Work	:%: 1.0000		
Hours:			Hourly Rate:			
Goal Amount:	\$-56.23	$\mathbf{D}$	Goal Balance:	\$-56.23		
Sep Check Nbr:				Disable Direct Deposit		
	OK to Pay	Action Date:	06/27/2019	Prorate Additional Pay		NOTE: Goal Balance is
Applies To Pay Pe	eriods					automatically
🗹 First	Second	🖌 Th	ird			filled in when
▶ Job Information						PayServ pays
						the employee. DO NOT fill in
						when entering
						the adjustment.

#### **General Comments**

- -Always add detailed General Comments when creating an Additional Pay Adjustment
  - Comment should include:
    - Time frame for the adjustment
    - Amount of adjustment
    - Why the adjustment is needed (Breakdown of calculation)
  - Especially important when adjustment is not for the current pay period

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#### **General Comments** - Example

General Comments

#### Person ID:

General Comments	Find   View All	<u>First</u>	▲ 2 of 4	▶ Last
Comments By:	Auditors Name			+ -
Comment Date:	Sequence Nbr: 0 *Comment Category: Add'l	Pay	$\sim$	
Department:	05657 Supreme Court Kings County			
Comment:	Percentage change mid pay period adjustment			
	EE was paid full pay LOC at 100% overpaid adjustment below			
	EE due 7 days at 50% 5/30-6/9/2019 = 80.33/10=8.033*7=56.23 EE due 3 days at 100% 6/10-6/12/2019 = 160.65/10=16.065*3=48.19 56.23 + 48.19 =104.42			
	EE was paid 160.65 EE was due  104.42 Adjustment needed =104.42-160.65 =-56.23 (neg)			
	ALP entered first day of the pay period 6/13/2019 -56.23			

🖹 Notify

When are Adjustments Required Continued...

- Mid-pay-period changes to Additional Pay:
  - Starts on a day other than the first day of a pay period.
  - $\succ$ ends on a day other than the last day of a pay period.

#### Please note:

- >Additional Pay end dates are close of business
- ➢When entering a Start date, use the exact date the Additional Pay should begin. It does not need to start on a pay period begin date.

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## Start Date Other than the First Day of a Pay Period

- If an Additional Pay is started on a day other than the first day of the pay period, and the employee was <u>previously</u> on the payroll, PayServ will pay the whole pay period.
  - ➤A negative adjustment will be necessary to take back the Additional Pay that is not owed to the employee.

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# Start Date Other than the First Day of the Pay Period

#### Example

- A <u>CAL</u> pay basis employee has an "Also Receives" payment started on 04/8/2019.
- 04/8/2019 is 5 <u>calendar</u> days into the pay period.
  ▶ The pay period runs from 04/04/2019-04/17/2019
  - Employees with a pay basis code of CAL have a 14 day work schedule. To calculate the daily rate for a CAL employee, divide the biweekly salary rate by 14.

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## Calculation for Start Date Other than Beginning of Pay Period

- What will the system pay?
  - \$2,347.31 (Full biweekly ALR amount)
- What is the employee actually due?
  - 10 days of ALR
  - \$2,347.31  $\div$  14 = \$167.67 per day  $\times$  10 = \$1,676.70
- Adjustment Calculation
  - \$1,676.70 \$2,347.31 = \$ 670.61 (Negative adjustment, Employee was overpaid)

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• AAR effective date would be the first day of the current pay period being processed. When rein leaving from LOA, then it is necessary to use the rein leave date.

# End Date Other than the Last Day of a Pay Period

- PayServ will pay the whole pay period if Additional Pay is ended on a day other than the last day of the pay period. This is true for retroactive and current transactions.
- A negative adjustment will be necessary
  - Determine difference between what the employee is owed and what the system will pay.

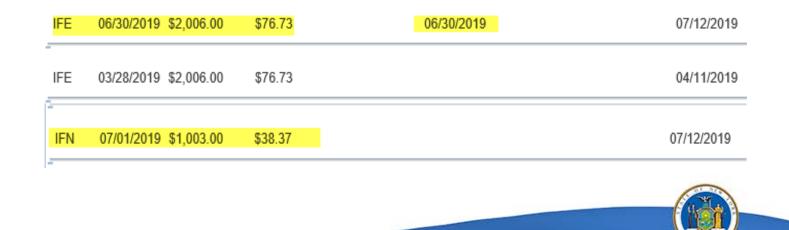
#### Exception

When an employee has a position change mid pay period and an existing Additional Pay is ended <u>on the same date</u>, PayServ <u>should</u> calculate the Additional Pay correctly.

#### Start End Date Other than the Last Day of a Pay Period

What happens when IFE is ended mid pay period and IFN is started?

Example: Pay Period dates are 6/20/19 to 07/03/19.



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## End Date Other than the Last Day of a Pay Period

#### • What will the system pay?

- \$76.73 IFE
- \$38.37 IFN

#### • What is the employee actually due?

- 7 days of IFE \$76.73/Pay Period divided by 10 days= \$7.67/ day x 7= \$53.69
- 3 days of IFN \$38.37/Pay Period divided by 10 days= \$3.84/ day x 3= \$11.52

#### Adjustment Calculation

- IFE \$53.69 \$76.73 = \$-23.04 (AFE)
- IFN \$11.52 \$38.37 = \$-26.85 (ACF)
- Negative adjustments must be entered, so that the employee is not overpaid.

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#### **Transactions Entered Retroactively**

- PayServ will not pay retroactive dates if an employee:
  - is retroactively returned from leave from a no pay status, or
  - is hired/rehired retroactively.
- A positive adjustment must be entered to pay the employee for the retroactive time period.
- PayServ will pay the current pay period correctly.
- Tip: If you are entering RGS in Time Entry, you should always review Additional Pay to see if adjustments are required.

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#### **Retroactive Start Date**

#### **Example:**

- We are currently working in Admin Pay Period 1 (04/04/2019 - 04/17/2019).
- An ANN employee should have been hired effective 4/01/2019.
- The employee should have been receiving Inconvenience Pay (IPF) since his/her date of hire.

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#### Continued...

- What will the system do?
  - The system will correctly pay the employee from the beginning of the CURRENT pay period (04/04/2019 04/17/2019).
- What must the agency do?
  - Enter a positive adjustment for IPF for 4/1/2019-4/3/2019 (3 Days).
- Adjustment Calculation
  - \$21.99 ÷ 10 = \$2.20 per day × 3 = \$6.60 (Due to employee).
  - The effective date of the AIF should be 4/4/19 (The first day of the current pay period).

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## Transactions started Retroactively while employee in Active status

- PayServ will pay Retroactive dates if an employee was in a paid status during the retroactive time frame
  - Regardless of the Additional Pay start date, the system will pay the whole pay period, as long as the employee received earnings during the retroactive time period.
  - As a result, a negative adjustment must be entered.

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#### **Retro CHS on Additional Pay**

reate Additiona	l Pay				
	EMP		ID:	Empl Record:	0
dditional Pay				Find   View All First KI 1 of t	5 D
Earnings Code: CHS		3	Chair Stipend		
ffective Date				End View All First 🚺 1 of 1	1 🖪 (
Effective Date: 05/15/2	019			Comments	
Payment Details				Eind View All First 1 of 1	DI La
Addl Seq Nbr: 1			End Date:	08/21/2019	
Rate Code:			Reason:	None	
Annual Addl Earnings:	3500.00		Employee Work	%: 1.0000	
Hours:			Hourly Rate:		
			Goal Balance:		
Sep Check Nbr:		OT Eff Date:		Disable Direct Deposit	
	OK to Pay	Action Data:	00.00.0040	Prorate Additional Pay	
		Action Date:	09/09/2019		

## **Employee History Information**

Employee N	lame			ID: NXXXXXX	XX		Empl	Record	0
Effdt Seq # EE Status	Act/Rea Agency Act Dct	Pos # NYS Pos# Line#	NYS Title Grade BU	Anniv Dt Inc Cd FIS Sal	Salary PBC Comp Rt	EE%/Ind Jur CL Wk Sch	Appt Cd Pay Grp Pos FTE	EE Type Earn Prog Company	Long NYS Title Long Agency Name Position Loc Code
History Inf	ormation								
09/01/2019 0 A	PAY FAC 28390 09/05/2019	95041700 95041700 01630	ASSOC PROF 980 08	09/01/1990 0096	\$87976.00 CAL \$3365.17	1.0000/F 4 YYYYYYY	CTNG ALF 1	S NO8 NYS	ASSOC PROFESSOR-10 MO Farmingdale State 5225
09/01/2018 0 A	PAY SIC 28390 11/01/2018	95041700 95041700 01630	ASSOC PROF 980 08	09/01/1990 0096	\$87976.00 CAL \$3374.41	1.0000/F 0 YYYYYYY	CTNG ALF 1	S NO8 NYS	ASSOC PROFESSOR-10 MO Farmingdale State 5225

#### **Additional Pay Summary**

Employ	ee History Info	rmation 🔰 /	Additional Pa	y Summary					
EMPLOYE		e is the			ID			Empl Rcd#	0
ErnCd	_	CP?	Pmt	OT Eff Dt	End Dt	Goal Amt	Goal Bal	Action Dt	OkPay
Additiona	I Pay Sun								
BON	03/31/2004	\$200.00	\$200.00	11/04/2004	11/02/2005	\$200.00	\$200.00	11/11/2004	1
снѕ	09/01/2019	\$3,500.00	\$133.88		08/21/2019			09/05/2019	X
CHS	05/15/2019	\$3,500.00	\$134.25		08/21/2019			09/09/2019	1
снѕ	09/01/2012	\$3,500.00	\$134.25		08/31/2013			09/14/2012	1
D1U	08/29/2013				12/18/2013			09/12/2013	X
D4U	08/28/2014				06/03/2015			09/11/2014	V

## **Retro Pay Calculation Results**

- When calculating a retroactive adjustment it is helpful to refer to the *Retro Pay Calculation Results* page on PayServ.
  - Illustrates what the system is paying the employee.
  - Base the Additional Pay adjustment off of this information.
- Note: Retro runs every night except Tuesday. This can be impacted by the Submission Schedule. The current schedule can be found in Payroll Bulletin #1720.

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#### Retroactive Pay Calculation Results - CHS example

Main Menu > Pavroll for North America > Retroad	ctive Payroll > Retro Pay > Process and Review Requests > Retro Pay Calculation Results
ter Ber Colordation Branks	
etro Pay Calculation Results	
Iculation Results	Find   View All First 1 of 2 D
mployee ID: mployment Record Number: 0	EMPLOYEE, NAME
Retro Request	
Retro Pay Effective Date: 05/15/2019	Mass Request ID:
Retro Pay Sequence Nbr: 2942714	Duplicate Flag: N
Retro Pay Process Flag: Loaded to Paysheets	Paycheck Number:
Pay Run	
Company: NYS Pay End Date: 05/15/2	019 Page Number: 970 Exception
Pay Group: Earnings Begin Date 05/02/2	
Earnings End Date: 05/15/2	
	Paid Out
Earnings	
Earnings Code: CHS Chair Stipend	Rate Code:
Earnings Type: Oth. Earns	Rate Type:
Earnings Hours: 0.00 Original Values	New Values
Earnings Amount:	Earnings Amount: 134,25
	Earnings Amount Override:
Prior Retro Paid: 0.00	Current Retro Pay Amount: 134.25

#### **Adjustment Calculation**

- What are the dates for the pay period involved?
  - 5/2/2019 5/15/2019
  - Chair Stipend (CHS) begin date of 5/15/2019
- What will the system pay?
  - System pays the whole pay period full biweekly for this time frame \$134.25
  - PayServ will also pay the retro Additional Pay for the subsequent pay periods
- What is the employee actually due?
  - One day of CHS for 5/15/2019. \$134.25/14 = \$9.59.
  - Note: this is for pay basis code CAL.
- Adjustment Calculation
  - \$9.59 \$134.25 = -\$124.66. Negative Adjustment to Chair Stipend (ACP) required so that employee is not overpaid.

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#### When are Adjustments Not Needed

- When an employee goes from a non-paid status to a paid status in the *current* pay period:
  - Example: new hires and return from unpaid statuses, such as: leave of absences or suspensions.



#### When are Adjustments Not Needed

- When an employee goes from a paid status to a non-paid status:
  - Example: Leave of absence (without pay), Terminated or Retired.
  - The system will automatically stop the Additional Pay on the day the employee is placed on a no pay status, regardless of when this occurs in the pay period.



#### When are Adjustments Not Needed

Additional Pays started on the first day of a pay period.

• Additional Pays ended on the last day of a pay period.



Overpayments Instead of Additional Pay Adjustments

 When adjustment amounts are excessive and will not be deducted in one pay period, an overpayment should be used.



## Overpayments Instead of Additional Pay Adjustments

- When setting up overpayment:
  - Be sure to give the employee due process prior to starting overpayment recovery
  - Effective date of the Q should be the first day of the current pay period.
  - Earnings amount should be at least 10% of employee's biweekly including all additional salary factors.
  - Goal Amount should be the value of the entire overpayment.
  - > Enter detailed General Comments explaining the Q.
    - If a negative retro is generated, please indicate in the General Comment that Retro should be "paid out".

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Overpayments Instead of Additional Pay Adjustments

 Retro can only be paid out if a Q is set up to recover the overpayment or an AC230 is being processed...



### **Overpayments continued**

- Reminder: overpayments that occur in a prior year must be recovered using the appropriate Q code.
  - Example It is now 2019 and an overpayment was originally paid on a pay check dated 2018. The Q should be a Q18.



## **Overpayments continued**

- Some overpayments may need to be split between several Q codes depending on when earnings were paid.
- Refer to Bulletin #1038 for information on the order in which Q's should be recovered when an employee's overpayment spans multiple years.
  - ALWAYS remember: once one overpayment is satisfied, the next one must be manually started by the agency.

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## Another Option for Recovery

- In addition to Additional Pay adjustments and Qs, AC230s may be used to recoup overpayments.
- AC230s are check reversals.
- For more information, please refer to Bulletins # 1515,1677, 1692 & 1734.

## **Special Circumstance**

- When doing a positive adjustment for an *inactive* employee:
  - The adjustment will not load to the paysheet as long as the employee is *inactive*.

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- The adjustment must be manually entered in order to pay the employee correctly.
- The manual addition will be done by OSC.

#### A Short Review

- Additional Pay adjustments are necessary to prevent overpayments or underpayments when there is a mid-pay-period change to an employee's Additional Pay.
- When entering adjustments, always use the first day of the current pay period, if the employee is active on that day.
- Always remember to enter **detailed** general comments when submitting an adjustment.



#### Questions?

 Contact your auditor at the Office of the State Comptroller. The auditor assignment list is located on the PayServ bulletin board.

• Email the payroll earnings mailbox at payrollearnings@osc.ny.gov.

