

PAYROLL

The Payroll module is a comprehensive module designed for the complex environments often found within the public sector. Such organizations often deal with a multitude of benefit packages, including 125 plans and flexible spending accounts, deferred contract pay, special tax deferrals and retirement programs, to name a few. Payroll elegantly manages all such requirements. It provides tax tables and calculations for all 50 states, Guam, Puerto Rico, and Canada, as well as providing for city and other local taxes. With direct integration into General Ledger, Job/Project Ledger, Position Control, Budgeting, Work Order Management, Accounts Payable and Human Resources, the Payroll module is an important part of a fully integrated financial management system designed for those organizations which have a significant portion of the budget dedicated to personnel costs.

Features

- Enter an item as soon as notifications is received, even if the effective date is not immediate; all tables and assignments are date sensitive.
- Write custom calculation formulae for any deduction, contribution, and earnings code, accommodating completely user-definable business rules.
- Limit the maximum amount of any deduction or benefit.
- Globally update contribution or benefit rates and the application of those changes to effected employees.
- Define leave accrual methods.
- Fully automate arrears tracking incorporating client business rules.
- Track contract pay, including automatic processing of deferred pay.
- Control UNDO and REDO functions.
- Smooth tax fluctuations using the cumulative wage method or flat taxing.
- Complies with Fair Labor Standards Act (FLSA).
- Federal, State, Territory and Canadian and City tax tables and calculations are supported.
- All federal and state tax tables are maintained by SunGard Public Sector and installed annually.
- Supports daily, weekly and pay period timecard entry, either by exception, positive entry or both. Enter overtime hours and rates through timecards, or derive based on user-defined rules.
- Remote location time card entry with full security.
- Supports multiple versions of user-defined salary and rate tables.
- Supports mid-period hiring, terminations or position/salary changes.

- Complete TRIAL payroll process allows the user to complete all entry, run the payroll and print all reports in trial mode without affecting the General Ledger or the employee's history records. This process also provides a sample posting report which demonstrates how it will post if it is actually run.
- Fully integrated with IFAS Human Resources, General Ledger, Accounts Payable, Work Order, Accounts Receivable, Position Control and Budgeting.
- Automatic, flexible labor distribution to the General Ledger and Job Ledger.
- Supports multiple General Ledger distributions per position/paycheck.
- Processes direct deposit information and data transmission.
- Supports direct deposit to multiple bank accounts.
- Supports multiple checking accounts and automatic bank tape reconciliation.
- Print checks on demand to a workstation printer.
- Supports magnetic media reporting.
- Three separate ad hoc report writers which complement standard payroll reports and registers.

Reporting

Access information easily. Payroll includes standard reports and immediate online inquiry to any data in IFAS. Run security-protected reports from a networked computer or on the Internet from any Web browser.

Standard reports available include:

- Employee PRELIST - shows all payments, deductions, contributions, accruals and net amounts for each employee for a pay period, prior to generating checks and final reports, permitting last minute adjustments to be made
- Check register and EFT (direct deposit) register
- Period register (gross to net report)
- Contribution register
- Deduction register
- Earnings register (gross to cost report)
- Leave balance and liability report
- Labor distribution and posting reports
- EEOC reports
- Quarterly 941s
- W2s
- State and Local reports
- Retirement reports
- File listings of all information contained in the database

Selection Criteria For Extraction

Employee database extraction for reporting, for inquiry and for most PY processes may draw from an extensive list of available criteria:

- Select ALL Entries
- Employee IDs
- Employee Names
- Employee Status Codes
- Employee Type Codes
- Employee Gender Codes
- Employee Affirmative Action Codes
- Employee Birth Dates
- Employee Hire Dates
- Employee Departments
- Employee Divisions
- Employee Skill Codes
- Employee Education Codes
- Supervisor IDs
- Pay Numbers
- Job Codes
- Project Codes
- Pay Assignment Dates
- Pay Status Code
- Pay Frequency Code
- Salary Amounts
- Hourly Rates
- Salary "Expresses As" Codes
- Deduction Numbers Assigned
- Contribution Numbers Assigned
- Earnings Codes Assigned
- Pay History - Period Numbers
- Pay History - Check Code
- Pay History - Gross Pay
- Employee Association Codes
- Pay Cycle Numbers
- EEO Categories
- Grade Codes
- Miscellaneous Codes

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