

Employee Services Webinar March 17, 2020

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Payroll HR/GL Specialist, Employee Services



Welcome

Objectives:

- Discuss the purpose of position and funding entries.
- Learn how commitment accounting uses the Department Budget Table to distribute suspense, earning, taxes, and deductions.
- Learn why and how the fiscal year rollover is conducted, and what to do to prepare.

Resources:

- PPT will be available in the Recorded Webinars section, Department Budget Table and Fiscal Year Rollover.
- ► The job aid Funding and Suspense and the step by step guide for CU Funding Entries are available at www.cu.edu/docs.
- https://www.cu.edu/docs/sbs-fundingentryhttps://www.cu.edu/docs/jaid-managing-fundingsuspense
- More covered at end of webinar.

Before We Begin

https://www.cu.edu/hcm-community/training-webinars

Prerequisites and Assumptions:

- All position and funding transactions, including the Department Budget Table, are completed and stored in HCM. You must have HCM access to create and review new funding.
- A basic understanding of the CU Funding Entry process is required. View the recorded webinar for **Funding and Suspense** here: https://vimeo.com/392979695
- A basic understanding of HCM including personal data, position data, and job data tables and relationships are helpful. View the recorded webinar for HCM Data Road Map here:

 https://vimeo.com/320571700
- A basic understanding of the components that are used to create a paycheck is helpful. View the recorded webinar for Calculating a Paycheck here: https://vimeo.com/359772126

Agenda

- Positions and Funding
- Commitment Accounting
- Department Budget Table Overview
- Department Budget Table Updates
- Department Budget Table Fiscal Year Rollover
- Manual Fiscal Year Updates Apply to Next Fiscal Year
- Confirm FY21 Funding Post Rollover

Positions and Funding

Employee, position, funding Why new funding?



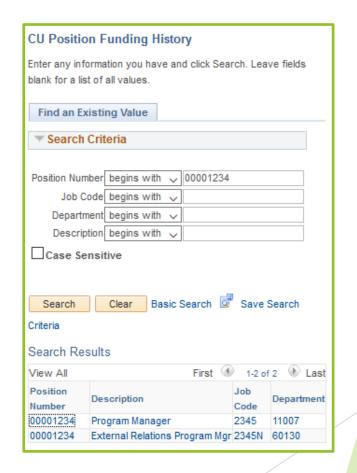
Positions and Funding



- ► Employee works in a position
- Provides effort for programs and projects through their position
- Effort distributed to SpeedTypes per percentages in the funding entry

CU Funding Entry - Earnings

- Create new funding
- Update expired funding
- Update a change in effort on programs and projects,
- Updates reflect other budgetary changes
- Review in CU Position Funding History



Beyond CU Funding Entry

Department Budget Table (DBT)

- Suspense
- Position Funding Distributions
- Taxes and Deductions

Setup Commitment Accounting

- A new position is created
- An existing position changes department
- The fiscal year changes (July 1 -June 30)
- Add a row to an existing table when updating funding

Commitment Accounting

What is Commitment Accounting?

Setup Features

- Encumbrances
- Fringe Rates Job Code
- Account Maps Earn Codes and Job Codes
- Tax Liability Maps
- Account Override Exceptions
- Deduction Distribution Maps
- Department Budget Table Exception Pool Rules

Department Budget Table (DBT)

- Suspense
- Position Funding Distributions
- Taxes and Deductions

Department Budget Table - Position Default

Campus

Departments

Employee

Position

Job Code Faculty Staff Student Employee Retiree

DBT Setup Options

- Department
- Position Pool
- Job Code
- Position Number
- Appointment

Multiple Campus Multiple Funding Models

Campus	Suspense	Earnings	Taxes Deductions	Fringe
Boulder	By Department		Pooled	FIN Reallocation
Colorado Springs	By Campus	Position	Pooled	Pooled
Denver	By Campus	Funding	Follow	FIN after
Anschutz Medical Campus	By Department and Campus	Entry Form	Earnings (Post Doc > Override)	payroll process
System	By Campus		Override	None

CU Boulder

Count of ID	Type 🔽		
F S STU	Hourly	Salary	Grand Total
Faculty	215	5791	6006
Staff	755	4551	5306
Students	9434	3920	13354
Grand Total	10404	14262	24666

Suspense	Earnings	Taxes/Deductio ns	Fringe (Reallocations)
	Default Combo Codes for	8 Pooled Combo Codes	FIN Fixed
381 Combo Codes by	14combinations:Earn CodeJob Code	35 Default Lines:Job CodeRegular/Temp	Percentage Allocations Job Code Regular/Tempo
Departme nt	CU Funding Entry Page populates DBT by Position	orary • Full/Part (Benefits)	rary • Full/Part (Benefits)

CU Colorado Springs

Count of	D	Туре	T		
F S STU	¥	Hourly		Salary	Grand Total
Faculty				2143	2143
Staff		47		791	838
Students		2352		303	2655
Grand Tot	tal	2399		3237	5636

Suspense	Earnings	Taxes/Deductio ns	Fringe
3 Combo Codes (Campus/ Retirees)	Default Combo Codes for 20 combinations: Earn Code Job Code CU Funding Entry Page populates	 7 Pooled Combo Codes 14 Default Lines: Job Code Regular/Temp orary Full/Part 	FIN Fixed Percentage Allocations Job Code Regular/Tempora ry Full/Part
	DBT by Position	(Benefits)	(Benefits)

CU Denver

Count of ID	Type 🔻		
F S STU	Hourly	Salary	Grand Total
Faculty		2192	2192
Staff	98	1261	1359
Students	1793	945	2738
Grand Total	1891	4398	6289

Suspense	Earnings	Taxes/Deducti ons	Fringe
3 Combo Codes (Campus/Retir ees)	Default Combo Codes for 10 combinations: Earn Code Job Code CU Funding Entry Page populates DBT by Position	Follow Earnings Proportionally	FIN fixed percentage charges • Leave payouts • Workman's comp • Unemployment Insurance

CU Anschutz Medical Campus

Count of ID	Type 🔽		
F S STU	Hourly	Salary	Grand Total
Faculty	169	6684	6853
Staff	334	2511	2845
Students	1017	1773	2790
Grand Total	1520	10968	12488

Suspense	Earnings	Taxes/Deducti ons	Fringe
85 Combo Codes by Department	Default Combo Codes for 10 combinations: Earn Code Job Code CU Funding Entry Page populates DBT by Position	Follow Earnings Proportionally	FIN fixed percentage charges • Leave payouts • Workman's comp • Unemployment Insurance



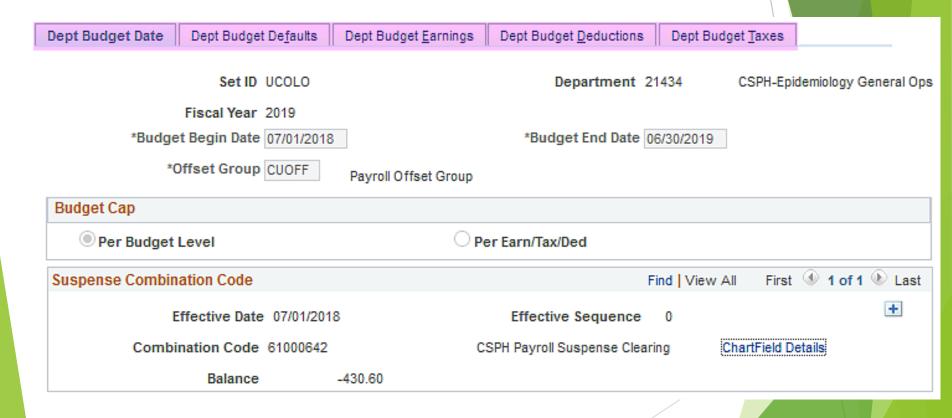
CU System

Count of I	D	Type 🔻		
F S STU	*	Hourly	Salary	Grand Total
Staff		22	483	505
Students		38		38
Grand Tot	tal	60	483	543

Suspense	Earnings	Taxes/Deduction s	Fringe
2 Combo Codes (Campus/Retiree s)	Default Combo Codes for 3 combinations: • Earn Code • Job Code CU Funding Entry Page populates DBT by Position (74 Combo Codes)	Override Combo Code based on 74 Earnings Combo Codes	No reallocations No additional charges

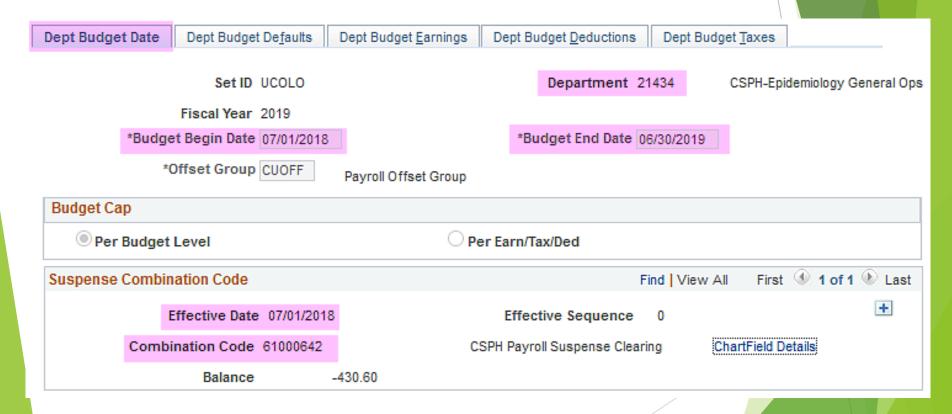
Department Budget Table (DBT)

Tabs Track Rules by Position



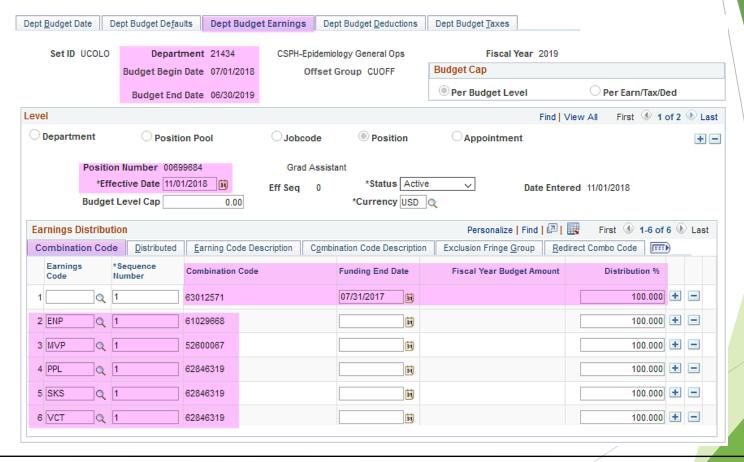


Suspense by Campus/Department





Earnings from CU Funding Entry & Earn Defaults



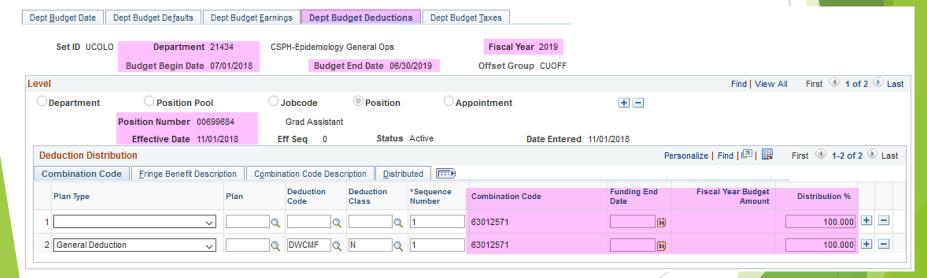
Deductions from Campus
Setup

Plan Type
Benefit
Dedn
Plan Type
Benefit
Benefit
Benefit
Benefit
Benefit
Benefit
Benefit
B

Plan Type	Benefit Plan	Dedn Code
Medical	BCUKSR	CKSMDB
Dental	BDPPO	CUDNTB
EE Bas Lif	CUB50K	STNDRD
LTD	LTDTIA	LTDTIA
401(a) ORP	401A	401A
FICA Accr	FICAAC	ACCRUL
401a Accr	401ACR	ACCRUL

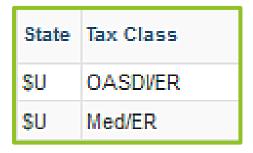
Plan Type	Benefit Plan	Dedn Code
Dental	BDPPO	CUDNTB
Medical	BEXLC	ANTMDB
EE Bas Lif	CUB50K	STNDRD
LTD	LTDTIA	LTDTIA
PERA	PERA	PERA
PERA AED	PERAED	PERAED
PERA SAED	SUPAED	SUPAED

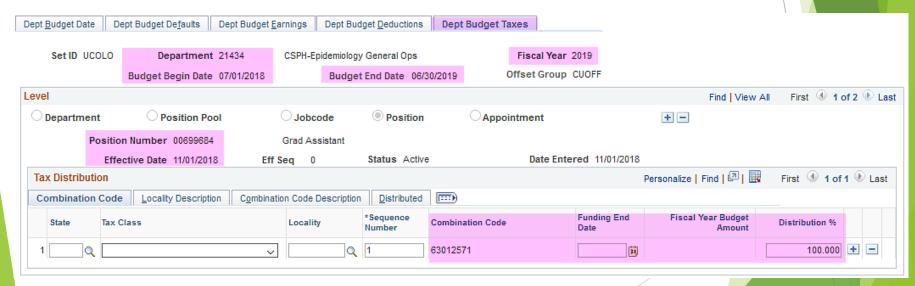
Plan Type	Benefit Plan	Dedn Code
401(a) ORP	401A	401A
Dental	BDPPO	CUDNTB
Medical	BEXLC	ANTMDB
EE Bas Lif	CUB50K	STNDRD
LTD	LTDTIA	LTDTIA
PERA AED	OOAED	PERAED
PERA SAED	OOSAED	SUPAED





Taxes from Campus Setup







Fringe Rate Examples

Fringe Benefit Rate History

FY 2017 Fringe Benefit Rates	
Benefit Category	Rate
Regular Faculty	30.6%
Prof Exempt & Research Faculty FT/Classified Permanent	37.7%
Prof Exempt & Research Faulty PT/Classified Temporary	15.3%
Student Faculty	13.7%
Hourly	1.2%
LASP Leave Rate	22.7%

Fringe Benefit Rates

Both Anschutz & Downtown Campuses Fiscal Year 2016-2017

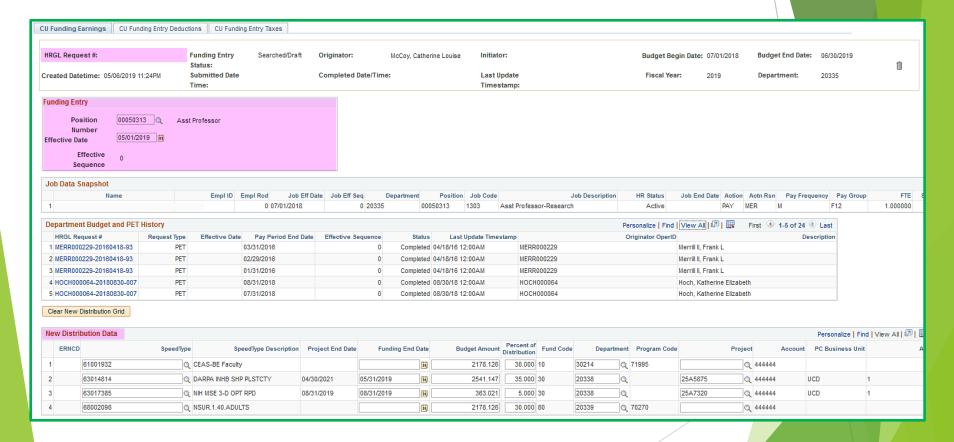
Benefit	FY 2016-2	2017 Rates
Worker's Compensation	0.164%	
Unemployment Compensation	0.042%	
Sub-Total Worker's Comp. & Unemployment		0.206%
Termination Pay		1.175%
Retiree Health, Life, and Supplemental Ann.		0.693%
Total*		2.074%

Both Anschutz & Downtown Campuses Fiscal Year 2015-2016

Benefit	FY 2015-2016 Rates		
Worker's Compensation	0.217%		
Unemployment Compensation	0.063%		
Sub-Total Worker's Comp. & Unemployment		0.280%	
Termination Pay		1.197%	
Retiree Health, Life, and Supplemental Ann.		0.497%	
Total*		1.974%	

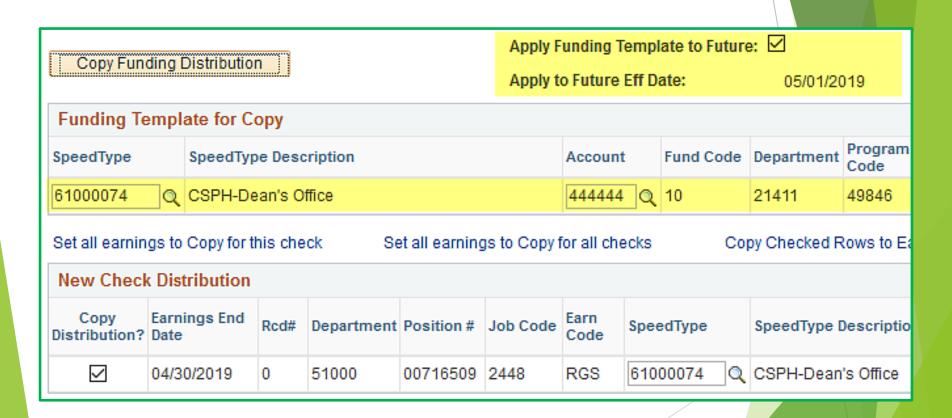
Department Budget Table (DBT) Updates

New CU Funding Entry - Add Row to Existing Table

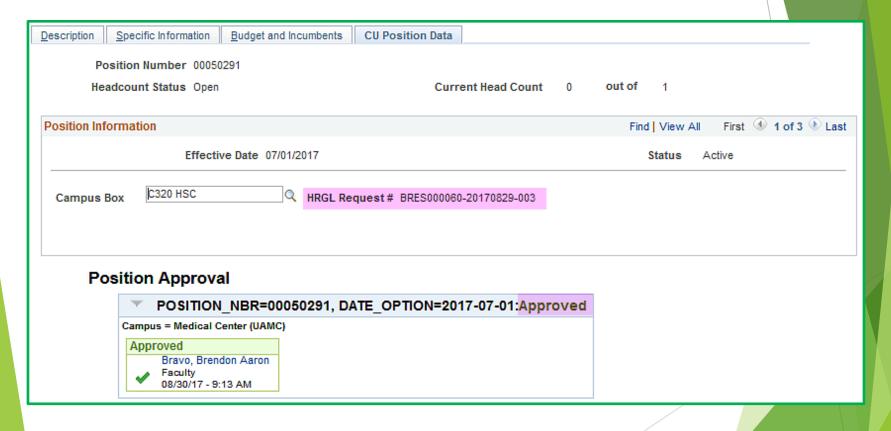




PET Update Funding



New Position New Department





New Fiscal Year

Search Results								
View All First								
Set ID	Department	Fiscal Year	Budget Level	Position Pool ID	Job Code Set ID	Job Code	Position Numbe	
UCOLO	11139	2019	Position	(blank)	(blank)	(blank)	00713446	
UCOLO	10599	2019	Position	(blank)	(blank)	(blank)	00713446	
UCOLO	10599	2018	Position	(blank)	(blank)	(blank)	00713446	
UCOLO	10599	2017	Position	(blank)	(blank)	(blank)	00713446	
UCOLO	10599	2016	Position	(blank)	(blank)	(blank)	00713446	
UCOLO	10599	1	Position	(blank)	(blank)	(blank)	00713446	

Review DBT Update History

Department Budget and PET History									
HRGL Request #	Request Type	Effective Date	Pay Period End Date	Effective Sequence	Status	Last Update Timestamp			
1 MERR000229-20160418-93	PET		03/31/2016	0	Completed	04/18/16 12:00AM			
2 MERR000229-20160418-93	PET		02/29/2016	0	Completed	04/18/16 12:00AM			
3 MERR000229-20160418-93	PET		01/31/2016	0	Completed	04/18/16 12:00AM			
4 HOCH000064-20180830-007	PET		08/31/2018	0	Completed	08/30/18 12:00AM			
5 HOCH000064-20180830-007	PET		07/31/2018	0	Completed	08/30/18 12:00AM			
6 EGGE000103-20181213-009	PET		11/30/2018	0	Completed	12/13/18 12:00AM			
7 EGGE000103-20181213-009	PET		10/31/2018	0	Completed	12/13/18 12:00AM			
8 EGGE000103-20181213-009	PET		09/30/2018	0	Completed	12/13/18 12:00AM			
9 EGGE000103-20181213-009	PET		08/31/2018	0	Completed	12/13/18 12:00AM			
10 EGGE000103-20181213-009	PET		07/31/2018	0	Completed	12/13/18 12:00AM			
11 EGGE000103-20181213-008	Funding	12/01/2018		0	Completed	12/13/18 4:04PM			
12 EGGE000103-20181213-003	Funding	12/01/2018		0	Searched	12/13/18 3:21PM			
13 EGGE000103-20181001-001	PET		09/30/2018	0	Completed	10/01/18 12:00AM			
14 EGGE000103-20180924-001	Funding	10/01/2018		0	Completed	09/24/18 9:10AM			
15 EGGE000103-20180829-001	Funding	09/01/2018		0	Completed	08/29/18 8:27AM			

Department Budget Table Fiscal Year Rollover

New Fiscal Year - Mass Process by Sys HCM Team

Search	Search Results								
View Al	View All First								
Set ID	Department	Fiscal Year	Budget Level	Position Pool ID	Job Code Set ID	Job Code	Position Numbe		
UCOLO	11139	2019	Position	(blank)	(blank)	(blank)	00713446		
UCOLO	10599	2019	Position	(blank)	(blank)	(blank)	00713446		
UCOLO	10599	2018	Position	(blank)	(blank)	(blank)	00713446		
UCOLO	10599	2017	Position	(blank)	(blank)	(blank)	00713446		
UCOLO	10599	2016	Position	(blank)	(blank)	(blank)	00713446		
UCOLO	10599	1	Position	(blank)	(blank)	(blank)	00713446		

Fiscal Year Mass Rollover - June 29th

PAYROLL CALENDAR - UNIVERSITY of COLORADO SYSTEM

June

2020

Mond ay	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
1	2 OC052820 uploads due 5 pm	Processing OC052820	4 BW uploads due 5 pm	5 Processing BW PPE 05/30/20 OC052820 PAYDAY	6/7
8 Run Payroll Register BW PPE 05/30/20	9 OC060420 uploads due 5 pm	PULL DEADLINE 10 AM: BW PPE 05/30/20 Processing OC060420	11	12 BW PPE 05/30/20 PAYDAY (Pay Run ID BW053020) OC060420 PAYDAY	13/14 PPE 06/13/20 Pay Run ID BW061320 Earn dates 05/31-06/13/20
15	16 NO OFF-CYCLE THIS WEEK *	MON uploads due 5 pm Pay Run ID MN063020 Processing MON PPE 06/30/20 NO OFF-CYCLE THIS WEEK	Processing MON PPE 06/30/20	Processing MON PPE 06/30/20 BW uploads due 5 pm NO OFF-CYCLE THIS WEEK	20/21
22 Run Payroll Register MON PPE 06/30/20 Processing BW PPE 06/13/20	23 Run Payroll Register BW PPE 06/13/20 OC061820 uploads due 5 pm	PULL DEADLINE 10 AM: BW PPE 06/13/20 Processing OC061820	25	BW PPE 06/13/20 PAYDAY (Pay Run ID BW061320) OC061820 PAYDAY PULL DEADLINE 10 AM: MON PPE 06/30/20	27/28 PPE 06/27/20 Pay Run ID BW062720 Earn dates 06/14-06/27/20
Fiscal ²⁹ Year Rollover	30 MON PPE 06/30/20 PAYDAY Pay run ID MN063020 OC062520 uploads due 5 pm				

^{*} No off-cycle payroll

Last updated 11/1/19



Fiscal Year Mass Rollover - June 29th

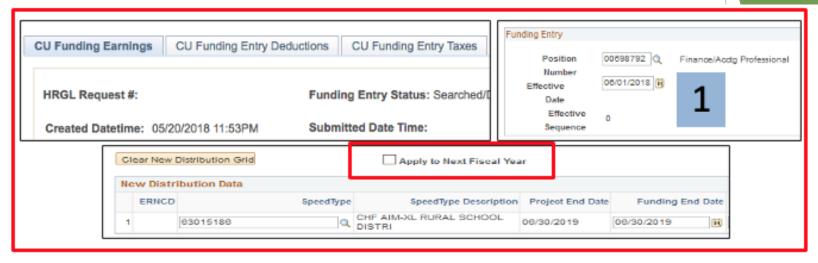
HCM Systems Team will:

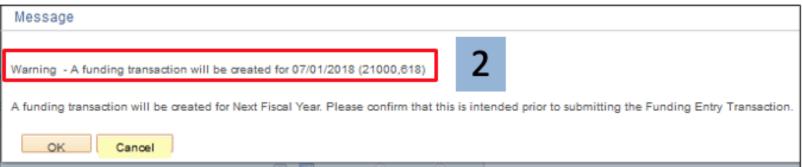
- Copy most current FY20 funding row
- Creating FY21 DBT
- Effective 7/1/2020
- ActiveDepartment only

- No funding end date?
 - No funding end date copied
- Funding end date after 7/1/2020?
 - Same funding end date copied
- Funding end date for Project?
 - Same funding end date copied
- Funding end date expires before 7/1/2020?
 - Does NOT Update
- FY21 DBT Row already exists?
 - ▶ No row added

Manual Fiscal Year Updates -Apply To Next Fiscal Year

FY20 Manual Updates to FY21 Apply to Next Fiscal Year





Biweekly Payroll Begin 6/28/20

PAYROLL CALENDAR - UNIVERSITY of COLORADO SYSTEM

June

2020

Mond ay	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
Run Payroll Register MON PPE 06/30/20 Processing BW PPE 06/13/20	23 Run Payroll Register BW PPE 06/13/20 OC061820 uploads due 5 pm	PULL DEADLINE 10 AM: BW PPE 06/13/20 Processing OC061820	25	26 BW PPE 06/13/20 PAYDAY (Pay Run ID BW061320) OC061820 PAYDAY PULL DEADLINE 10 AM: MON PPE 06/30/20	27/28 PPE 06/27/20 Pay Run ID BW062720 Earn dates 06/14-06/27/20
Fiscal ²⁹ Year Rollover	30 MON PPE 06/30/20 PAYDAY Pay run ID MN063020 OC062520 uploads due 5 pm				

PAYROLL CALENDAR – UNIVERSITY of COLORADO SYSTEM

July

2020

Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
		Processing OC062520	2 BW uploads due 5 pm	Independence Day 3 ALL CAMPUSES CLOSED OC062520 PAYDAY	4/5
Processing BW PPE 06/27/20	7 Run Payroll Register BW PPE 06/27/20 OC070220 uploads due 5 pm	PULL DEADLINE 10 AM: BW PPE 06/27/20 Processing O C070220	9	BW PPE 06/27/20 PAYDAY (Pay Run ID BW062720) OC070220 PAYDAY	
13	14 OC070920 uploads due 5 pm	Processing OC070920	16 BW uploads due 5 pm	17 Processing BW PPE 07/11/20 OC070920 PAYDAY	18/19



Update FY21 Manually

PAYROLL CALENDAR – UNIVERSITY of COLORADO SYSTEM

June

2020

Mond ay	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
Add 6/1 row 15 Apply to NFY Copy to 7/1 ro	NC OFF-CYCLE THIS WEEK *	MON uploads due 5 pm Pay Run ID MN063020 Processin, MON PPE 06/30/20 NO OFF-CYCLE THIS WEEK	Processing MON PPE 06/30/20	Processing MON PPE 06/30/20 BW uploads due 5 pm NO OFF-CYCLE THIS WEEK *	20/21
Run Payroll Register MON PPE 06/30/20 Processing BW PPE 06/13/20	Run Payroll Register BW PPE 06/13/20 OC061820 uploads due 5 pm	PULL DEADLINE 10 AM: BW PPE 06/13/20 Processing OC061820	25	BW PPE 06/13/20 PAYDAY (Pay Run ID BW061320) OC061820 PAYDAY PULL DEADLINE 10 AM: MON PPE 06/30/20	27/28 PPE 06/27/20 Pay Run ID BW062720 Earn dates 06/14-06/27/20
Fiscal Year Rollover	30 MON PPE 06/30/20 PAYDAY Pay run ID MN063020 OC062520 uploads due 5 pm	7/1 row exists No Rollover row created			

CU Funding Entry: Update June Funding

- Apply To Next Fiscal Year: June
 - Funding = July 1 Row
- Row in FY20 creates FY21 7/1 row
- If July 1 row exists = No Funding Rollover Row

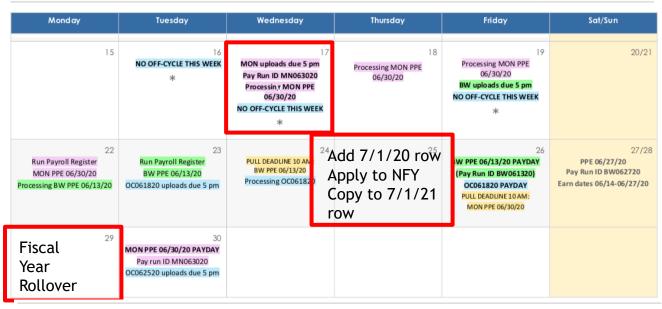


Update FY21 Manually

PAYROLL CALENDAR – UNIVERSITY of COLORADO SYSTEM

June

2020



PAYROLL CALENDAR - UNIVERSITY of COLORADO SYSTEM

July

2020

Monday Tuesday Wednesday Thursday Friday Sat/Sun

7/1 row exists No Rollover row added CU Funding Entry: Update July Funding

- Do NOT Apply to Next Fiscal Year
- Row in FY21 creates FY22 7/1 row

7/1/21 row exists



FY20 New Position created FY21

PAYROLL CALENDAR – UNIVERSITY of COLORADO SYSTEM

June

2020

Mond ay	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
Run Payroll Register MON PPE 06/30/20 Processing BW PPE 06/13/20	23 Run Payroll Register BW PPE 06/13/20 OC061820 uploads due 5 pm	PULL DEADLINE 10 AM: BW PPE 06/13/20 Processing OC061820	25	BW PPE 06/13/20 PAYDAY (Pay Run ID BW061320) OC061820 PAYDAY PULL DEADLINE 10 AM: MON PPE 06/30/20	27/28 PPE 06/27/20 Pay Run ID BW062720 Earn dates 06/14-06/27/20 Pos Eff 6/28 Fund Eff 6/28
Fiscal ²⁹ Year Rollover	30 MON PPE 06/30/20 PAYDAY Pay run ID MN063020 OC062520 uploads due 5 pm	Create new Eff 6/28 for	position on 6/3 BW	0	

PAYROLL CALENDAR – UNIVERSITY of COLORADO SYSTEM

July

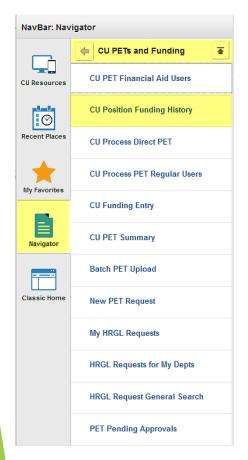
2020

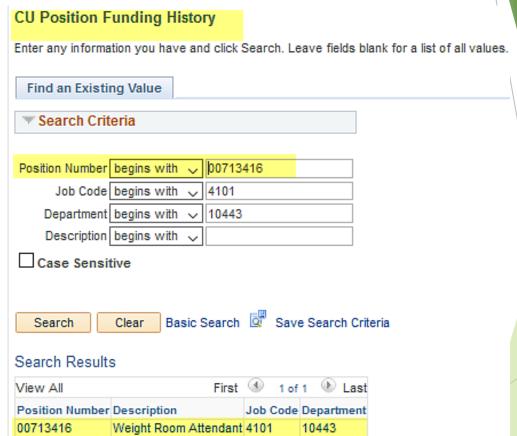
Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
		Processing OC062520 Fund Eff 7/1	2 BW uploads due 5 pm	Independence Day 3 ALL CAMPUSES CLOSED OC062520 PAYDAY	4/5
Processing BW PPE 06/27/20	7 Run Payroll Register BW PPE 06/27/20 OC070220 uploads due 5 pm	PULL DEADUNE 10 AM: BW PPE 06/27/20 Processing O C O 7 0 2 2 0	9	BW PPE 06/27/20 PAYDAY (Pay Run ID BW062720) OC070220 PAYDAY	PPE 07/11/20 Pay Run ID BW071120 Earn dates 06/28-07/11/20
13	14 OC070920 uploads due 5 pm	Processing OC070920	16 BW uploads due 5 pm	Processing BW PPE 07/11/20 OC070920 PAYDAY	18/19



FY21 Funding - Confirm Results

Confirm FY21 Funding





Confirm FY21 Funding

75	Position Funding	This query returns current position funding for active positions only.	10791	CUES_HCM_POSITION_FUNDING
23	Funding Distribution	This query returns job data and funding distribution info by empl ID, dept ID, org, and/or posn nbr. Position number returned as hyperlink - clicking the link will open a new tab with funding history, including future dated info.	84229	CUES_HCM_FUNDING_DISTRIBUTION
24	Funding Suspense Current Row	This query returns active employees who have a project end date, funding end date, or budget end date on their CURRENT funding row that falls in the past or up to 45 days in the future.	10262	CUES_HCM_FUNDING_SUSPENSE
25	Funding Suspense Max Row	This query returns active employees who have a project end date, funding end date, or budget end date on their MAX funding row that falls in the past or up to 45 days in the future (includes future date funding rows).	594	CUES_HCM_FUNDING_SUSPENSE_MAX
26	Funding Suspense Previous Rows	This query returns active employees who have a project end date, funding end date, or budget end date on their CURRENT funding row that falls on today's date or in the past. This report DOES NOT include any future dated rows.	184	CUES_HCM_FUNDING_SUSPENSE_OLD

Summary

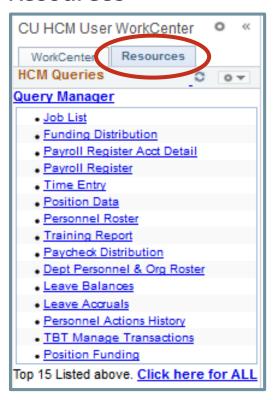
- Department Budget Table is setup by position
- The Commitment Accounting set up rules determine how suspense is applied, and how earnings, taxes, and deductions are distributed in a paycheck
- A new Department Budget Table is required for new positions, changes to position departments, and a new fiscal year. Rows are added to change funding from the CU Funding Entry form.
- The Department Budget Table Fiscal Year Rollover process creates new tables for the new fiscal year for each active position.
- ► The CU Funding Entry Apply to Next Fiscal Year feature makes cross fiscal year updates easy.
- Confirm FY21 Funding before and after the rollover.

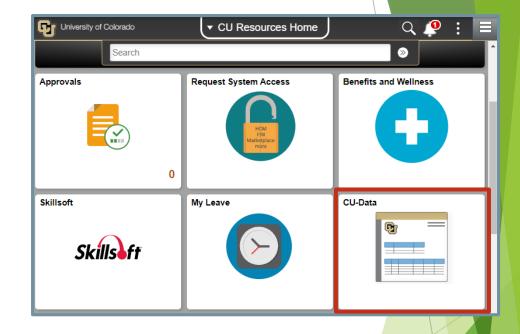
Online Resources

- ► Training & Webinars (labs, practice, and more!)
 - https://www.cu.edu/hcm-community/training-webinars
- Document Library (SBS guides, job aids, quick references, and glossary)
 - https://www.cu.edu/docs
- Step-by-Step Guides
 - https://www.cu.edu/docs/jaid-managing-funding-suspense
 - https://www.cu.edu/docs/sbs-creating-position-funding
 - https://www.cu.edu/docs/sbs-funding-entry

But wait, there's more!

HCM User WorkCenter> Resources





Thank you!

Please complete our survey:

https://www.surveymonkey.com/r/hcm2020

Join us next time, April 21st, when we cover Payroll Expense Transfers entry pages.



Email hcm_community@cu.edu

- 303-860-4200 Opt. 2: Payroll
- 303-860-4200 Opt. 3: Benefits

Questions and comments are always welcome!

Catherine McCoy, CPP
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