

# Human Capital Management: Step-by-Step Guide

# Creating a Funding Entry

This guide describes how to create and submit a CU Funding Entry.

Before payroll processes, a CU Funding Entry adds a position funding row to the Department Budget Table (DBT) by effective date. The DBT stores campus position funding rules and funding rows by effective date. A payroll expense transfer (PET) can be used to update paycheck funding after payroll has processed.

For additional information:

- Refer to Managing Funding and Suspense Job Aid for background and in-depth funding detail.
- For information about funding new positions and position department changes, refer to <u>Creating a</u> <u>Position with Funding Step-by-Step Guide</u>.
- For information about updating paycheck funding after payroll has processed, refer to <u>Payroll Expense</u> <u>Transfers – PETs (Regular Users) Step-by-Step Guide</u>.

### Contents

Creating a Funding Entry	1
Why Create New Funding?	1
Before You Begin	2
Step 1: Create a New CU Funding Entry Request	3
Step 2: Enter New Funding	4
Step 3: Apply To Next Fiscal Year	6
Step 4: Review and Complete the Entry	6

# Why Create New Funding?

Each position with an incumbent must have active funding to post payroll to the general ledger, including:

- Wage payments and stipends.
- Employer-paid deductions for medical, dental, life, disability, and retirement plans.
- Employer-paid taxes for FICA, Meditax, and other employer-paid fringe amounts.

The DBT stores position funding rows and campus rules for suspense, earnings, taxes, and deductions to determine how payroll, when processing, will post to the general ledger. The DBT does not capture funding changes after payroll processes.

A new DBT is required when any of the following occurs:

- A position is created. An HRGL Request from Position creates the DBT.
- An existing position changes department. An HRGL Request from an approved NEW position row creates the DBT.
- The fiscal year (July 1 June 30) changes. The system roll forward mass update creates the DBT.

HCM Step-by-Step Guide | hcm\_sbs-Funding-Entry.docx
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Use the CU Funding Entry form to create a new DBT funding row when:

- Current funding expires.
- Effort on programs and projects has changed.
- Other budgetary changes occur.

### **Before You Begin**

Before you create a funding entry, you will need the following information:

- Position number.
- Effective date of the funding change.
- The active SpeedTypes that fund effort on the position.
- The percentage of the distribution (or budget amounts) for each SpeedType that total 100%.
- Any supporting comments or attachments for upload.

### Navigation tips:

### HCM Community Users

Procedures in this guide begin from the HCM Community Users dashboard:

- 1. From the CU employee portal, click the **HCM** tile. The Employee Self Service dashboard appears.
- 2. Click Employee Self Service.
- 3. Click **HCM Community Users** to display the dashboard.

The NavBar displays options for accessing other systems. Through the NavBar, you can select CU Resources to access systems on the portal.

 $\bigcirc$  The magnifying glass is called a look up and displays search results for you to select valid field values.

The book and checkmark lets you spell check text boxes.

The down arrow lets you hide, or collapse, sections you do not want to view.

Click the row to expand the section.

The add button lets you create additional rows or records.

### Step 1: Create a New CU Funding Entry Request

To add a funding row with a new funding distribution:

- 1. From the HCM Community Users dashboard, click the **Pay Actions** tile.
- 2. Click **CU PETs and Funding** to expand the menu.
- 3. Click **CU Funding Entry**. The CU Funding Entry page appears. You can search for existing funding entries or create a new funding entry.
- 4. Click **New Window** to display the page without the menu.
- 5. To create a new funding entry, click Add a New Value.

CU Pay Actions	
CU Funding Entry	New Window Help
Enter any information you have and click Search. Leave fields blank for a list of all	values.
Find an Existing Value     Add a New Value	
Search Criteria	
Search by: HRGL Request # v begins with	

The CU Funding Entry page displays three tabs for Earnings, Deductions, and Taxes.

			New Windo	w Help Personalize Page ∸
CU Funding Earnings CU Fund	ling Entry Deductions C	U Funding Entry Taxes		
HRGL Request #:	Funding E	Entry Status: Searched/Dra	aft Originator:	Siedzick,Laura A
Created Datetime: 10/20/2020 2	25PM Submittee	I Date Time:	Completed Date/	Time:
Funding Entry     Position Number     Effective Date	Q.			
Effective Sequence 0				

6. From the CU Funding Earnings tab, enter the **Position Number** and the **Effective Date** of the funding change, and press **Tab**. The system returns the current job data and funding history for this position.

#### Notes:

- The Effective Date cannot be earlier than the first day of the current pay period unless the position is vacant.
- The Effective Sequence appears as 0, and will increment by one each time a row is added with the same effective date. Only the highest sequence row will apply.

The system checks for the following:

- If an invalid entry is made, the field turns red. Delete the field data and enter a valid value.
- If the effective date is not the first day of the current pay period, an informational warning message appears indicating your entry is not covering the entire current pay period.
- If there is a record for this position that has a future effective date, in which case your entry will only be effective until the future-dated entry, a warning message appears.

### 7. Review incumbent Job Data Snapshot and Department Budget and PET History.

CU Funding Earnings CU Funding Entry Deductions CU Funding Entry Taxes					
HRGL Request #: Funding Entry Status: Searched/Dra	aft Originator: Laura A S	Siedzick Initiator:		Budget Begin Date: 07/01/2016	Budget End Date: 06/30/2017
Created Datetime: 03/29/2017 1:04PM Submitted Date Time:	Completed Date/Time:	Last Upda	te Timestamp:	Fiscal Year: 2017	Department: 10255
Funding Entry					
Position Number 00681380 Q Dir Academic Srvs & Ops					
Effective Date 04/01/2017 ii					
Effective Sequence 0					
Job Data Snapshot					
Name     Empl ID     Empl Rcd     July       1     136583     0     10/01/20	b Eff Date Job Eff Seq Department		Job Description demic Services Assoc Dir	HR Status Job End Date Action Active POS R	Actn Rsn     Pay Frequency     Pay Group     FTE     STD       PT     M     USX     1.000000
Department Budget and PET History	1 10255	00001300 2241 Aca			1-5 of 5 🕑 Last
HROL Request # Request type Effective Date Pay Period End	Date Effective Sequence Statu	s Last Update Timestamp	Personalize   Originator 0		Description
1 View Details DBT 07/01/2017	0				
2 View Details DBT 03/15/2017	0				
3 PATZ000016-20170316-005 Funding 03/15/2017	0 Completed	d 03/16/17 2:57PM PA	ATZ000016		
4 PATZ000016-20170307-003 Funding 03/01/2017	0 Completed	d 03/07/17 2:19PM PA	ATZ000016		
5 BEGZ000001-20170320-002 Funding 03/01/2017	1 Approved	d 03/20/17 10:11AM BE	EGZ000001		
Clear New Distribution Grid					
New Distribution Data					
ERNCD SpeedType SpeedType Descriptio	n Department Proj	ject Account Fund Co	de Program Code PC Business Unit	Activity Funding	a End Date Project End Date Chartfield Descr Budge
1 11061162 Q MBA Staff		444444 10	35439		B Chartfield Descr
2 11011643 Q CHEM Salaries	10255	Q 444444 10	11597		B Chartfield Descr
Add Comment					
▼ Comments			irst 🚯 1 of 1 🛞 Last		
Comment	DateTime Cro	eated Added by	User		
▼ Attachments		Personalize   Find	First ④ 1 of 1 ④ Last		
Attached File Description	Add Attachment		date Date/Time		
1	Add Attachment		+		

• Job Data Snapshot: Shows current job data information for the employee in this position. If there are multiple active job records, you will see the number of records, such as 1 of 2, displayed at the far right. If there is not an incumbent in the position, no data will be displayed.

The Job Data Snapshot Comp Rate reflects the Comp Rate from the Job Data Compensation tab and is used as the budget amount in New Distribution Data section. (The comp rate cannot be updated here.)

			Pay Rates (2)		
STD Hours	Annual Comp Rate	Monthly Comp Rate	Annual	87,542.040000	USD
40.00	87542.040	7295.170000	 MON Sal	7,295.170000	USD

• **Department Budget and PET History:** Lists any prior funding entries and PETs for this position. You can click View Details to display the history in a separate window.

### **Step 2: Enter New Funding**

The New Distribution Data section defaults the current funding distribution for easy updates. Update the individual rows with new SpeedTypes and percentages consistent with the new position funding distribution.

- 8. For each row, enter the new **SpeedType** and **Percent of Distribution** or **Budget Amount** (a portion of the Comp Rate.)
  - Click the Clear New Distribution Grid button to clear the current funding.
  - To replace current data, type over the existing data, and press **Tab**.
  - Scroll right and use the add button <sup>■</sup> to add rows, or use the minus button <sup>□</sup> to delete unused or duplicate rows.

#### 9. Ensure the **Distrib %** totals 100%

Clear N	ew Distribution Grid	]	Apply to N	ext Fiscal Year										
New Di	stribution Data													
ERM	NCD	SpeedT	ype Speed	dType Description		Department	Project	t	Account	Fund Code	Program Co	le PC Busines	s 1	
1	11061162		MBA Staff		10255	Q	Q	444444		10	35439			
2	11011643		CHEM Salaries		10255	Q	Q	444444		10	11597			
								_		Persor	nalize   Find   V	iew All   💷   🔜	First 🕢 1-2 of 2	Las
		iness Unit	Activity	Funding Er	nd Date	Project E	nd Date Chartfield Descr	(	Budget	Amount Dist	rcent of Fibution	ringe Group	Redirect Account Code	
					31		Chartfield Descr		21	156.124	60.000	Q	Q	+
					31		Chartfield Descr		14	437.416	40.000	Q	Q	±.

#### 10. Enter **SpeedType** values:

- Only active SpeedTypes may be entered. Only projects that are in pre-spending or open status may be entered. A red box will populate the field if the SpeedType or project is not allowed, which will clear when a valid entry is made.
- Only one row is allowed for each SpeedType. Combine multiple SpeedType rows into one.

### 11. Enter End Dates:

- A Funding End Date must be greater than the funding entry effective date. They stop pay from posting to a SpeedType, but do not stop pay. Expired funding end dates cause pay to go to suspense. With project end dates, the funding end date defaults to the project end date, which can be changed to an earlier date, but can not be blank.
- The Project End Date indicates the last day that funding is available on the project. Updated project end dates feed nightly from FIN, but do not update existing DBT funding rows.
- The Budget End Date always corresponds to June 30<sup>th</sup>, the final funding end date for the fiscal year. It stops payroll encumbrances using general funds. A Funding End Date of June 30<sup>th</sup> is not required for general fund distributions
- Appointment End Date (Job Data) is not included in the funding entry, but it stops encumbrances.

### 12. Enter Percent of Distribution and Budget Amount:

- The percent of distribution of all rows must total 100%. The system always stores the percent of distribution, not the budget amounts. Therefore, when pay changes through a job data change, the distribution will always post 100% of the pay.
- The Budget Amount in the New Distribution Data section is a ratio of the Percent of Distribution and the Job Data (Snapshot) Comp Rate. When you change the percent of distribution and press Tab, the system calculates the budget amount. When you change the budget amount in the funding line and press Tab, the system calculates the percent of distribution.

### 13. Click Save.

A hard stop will occur under the following conditions:

- If there were no changes since the current posted row (including rows from a different department in the same fiscal year) made to the earnings, deductions, and/or taxes tabs for SpeedTypes and/or funding end dates. If the new funding matches the former department funding, use a different funding end date to complete the transaction.
- If the percent of distribution of the rows does not total 100.

# Step 3: Apply To Next Fiscal Year

A new DBT is required for each new position, each time a position changes department, and each time the fiscal year changes.

- 14. Select the **Apply to Next Fiscal Year** checkbox (between May and the last pay period of the fiscal year) when:
  - The new effective date is earlier than July 1<sup>st</sup>.
  - The same funding should continue beyond July 1<sup>st</sup>.

The entry will create the funding row effective before July 1st, and the **Apply to Next Fiscal Year** will create a new fiscal year DBT effective 7/1, so that the same funding distribution may continue.

### Caution:

- Do not use Apply To Next Fiscal Year for funding entries with July effective dates. It will create a new July row in the next fiscal year.
- If funding is required in the previous and new fiscal year and the feature is disabled, create two CU Funding Entries: one for the previous fiscal year, and a separate CU Funding Entry effective 7/1 for the new fiscal year.

## **Step 4: Review and Complete the Entry**

15. View funding for employer paid benefits on the **CU Funding Entry Deductions** tab and employer paid taxes on the **CU Funding Entry Taxes** tab. The system populates this funding based on each campus' funding rules. Campus Controller's offices have permission to override this data.

CU Funding Earnings	CU Funding Entry Deductions	CU Funding Entry Taxes

### 16. Return to the **CU Funding Earnings** tab.



**Note:** To delete the entry, abandon the CU Funding Entry before clicking Save, or click the trash can icon in the header while in Searched/Draft status. Once an entry in Approved/Completed status, it cannot be deleted. If needed, create a new funding entry with the same effective date and the effective sequence will increment by one. Only the highest sequence row will apply.

				HCM Step-	by-Step Guide
CU Funding Earnings CU Funding Entry	Deductions CU Funding Entry Taxes	-			
HRGL Request #:	Funding Entry Searched/Draft Status:	-	Budget Begin Date:	Budget End Date:	Î
Created Datetime: 08/21/2019 3:09PM	Submitted Date Time:	<b>~</b>	Fiscal Year:	Department:	
		-			

18. After saving, add **Comments** and/or **Attachments** to support this funding change.

Add Comment		
Comments		Personalize   f
Comment		DateTime Crea
Attachments		
Attached File	Description	Add Attachment At
1		Add Attachment

19. When you are ready to post the funding entry, click **Save/Submit** at the bottom of the page. Row level access allows the entry to auto-approve.

Save	Save / Submit

- Confirm that the HRGL Request status updated to Approved.
- Refresh the page and confirm the HRGL Request status updated to Completed.
- If the entry does not change to Completed status, but rather remains in Approved status, it did not post to the DBT. Email <u>HCM\_Community@cu.edu</u> for additional assistance.

CU Funding Entries progress through the status values listed below.

Status	Description
Searched/Draft	Initial status after clicking Add a New Value. (Entry may be Deleted.)
	Also the status after clicking the Save button. The HRGL Request number is created. Comments and Attachments may be added. (Entry may be Deleted.)
Approved	Status after clicking the Save/Submit button. Funding entries are created with row level access and do not require additional workflow upon Save/Submit. The entry writes to the DBT.
Completed	The status updates to Completed once the entry successfully writes to the DBT. As a best practice, always Refresh the page and confirm that the status changed to Completed.

20. Confirm the entry posted by reviewing CU Position History:

NavBar> Navigator> CU PETs and Funding> CU Position Funding History

NavBar: Navi	igator	CU Position Funding History
	🔃 CU PETs and Funding	Enter any information you have and click Search. Leave fields blank for a list of all values.
CU Resources	CU Position Funding History	Enter any information you have and crick search. Leave nerds blank for a rist of an values.
	CU Process Direct PET	Find an Existing Value
Recent Places	CU Process PET Regular Users	Search Criteria
*	CU Funding Entry	Desition Number Institution
HCM Favorites	CU PET Summary	Position Number begins with
Navigator	New PET Request	Department begins with V
	My HRGL Requests	Description begins with 🗸
Classic Home	HRGL Requests for My Depts	Case Sensitive
	HRGL Request General Search	
	PET Pending Approvals	Search Clear Basic Search 🖉 Save Search Criteria

To quickly search for your own CU Funding Entries, click **NavBar> Navigator> CU PETs and Funding> My HRGL Requests**. The system displays a list of all of your funding entries and PETs with their status and other information. For a broader search, try either of the following methods:

- NavBar> Navigator> CU PETs and Funding> HRGL Requests for My Depts
- NavBar> Navigator> CU PETs and Funding> HRGL Request General Search

HRGL Reques	t General Search									
Search Filters										
HRGL Request #	Request Type Status			Department		Position Number	Created Date Range			
	~		~		Q	Q	Begin	End		
(Starts with)	Originator		Empl ID	_				1 🗾 🗒		
		Q		Q			Completed	Date Range		
	Submitter		SpeedType							
		Q			Q		Begin	End		
Search	Only Fin Aid / Controllers	s Office	Project	Q			B	0		

Personalize   Find   🗷   📰 🛛 First 🕔 1.3 of 3 🔅											3 🕑 Last	
HRGL Request #	Request Type	Status	Submitter	Created Datetime	Submitted Date Time	Completed Date/Time	Fin Aid / Controllers Office	Department	Position Number	Search Empl ID	Search Department	Search Position#
MCC0000605-20171205-001	Payroll Expense Transfer	Searched/Draft		12/05/17 10:20AM						155128		
MCCO000605-20190522-001	Payroll Expense Transfer	Searched/Draft		05/22/19 7:34PM								00002380
MCCO000605-20181022-010	Funding Change	Searched/Draft		10/22/18 2:47PM				10623	00667435			