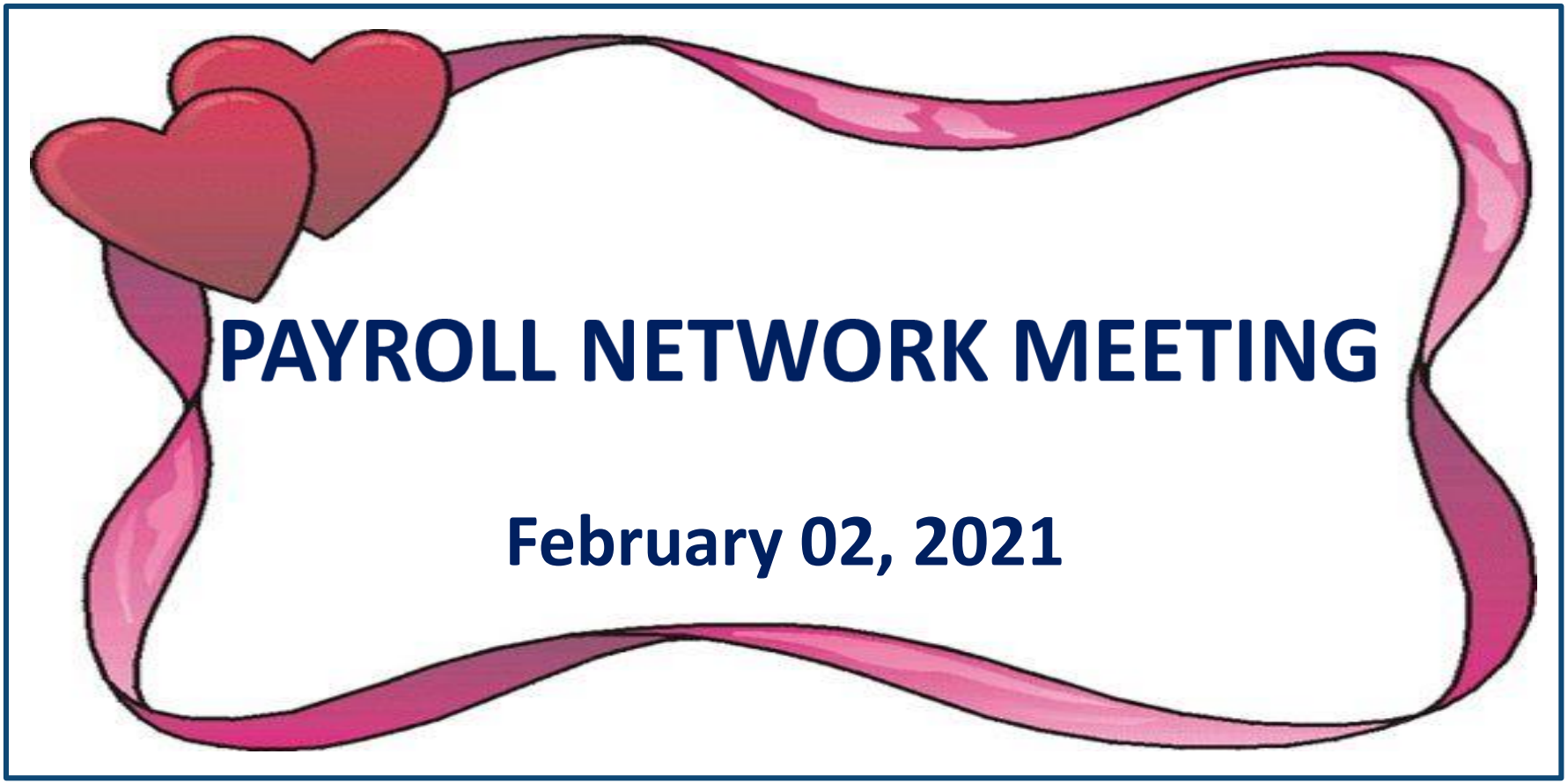

PAYROLL NETWORK MEETING
February 02, 2021

THE UNIVERSITY OF NORTH CAROLINA SYSTEM

THE UNIVERSITY OF NORTH CAROLINA SYSTEM

PLEASE GO ON MUTE UNLESS YOU ARE SPEAKING

THE UNIVERSITY OF NORTH CAROLINA SYSTEM

SYSTEMS UPDATE

AS OF FEBRUARY 1, 2021

- Banner Tax Updates for 2021
- Banner Software Update & Patch Summary
  - Position Control (including the UNC Position Control Mod)
  - Human Resources
  - Employee Self-Service

Banner HR – 2021 Tax Updates

- **#280** for US FICA + 6 States was released 12/10

  Tax Update 280 will provide the following updates effective for the first pay period of 2021:

  FIOA – FICA Old Age(Social Security)
  KY – Kentucky State Withholding
  NJ – New Jersey State Withholding
  SC – South Carolina State Withholding
  CA – California State Withholding
  ME – Maine State Withholding
  IA – Iowa State Withholding

- **#281** for Canadian Provinces was released 12/10

  Tax Update 281 is the Canadian payroll tax update of federal and provincial/territorial taxes that were effective January 1, 2021.

Banner HR – 2021 Tax Updates

- **#282** with FED rates was released 12/17

  Tax Update 282 includes FEDERAL tax rates that were effective January 1, 2021.

- **#283** for US + 8 States was released 1/07

  Tax Update 283 includes the following updates effective for the first pay period of 2021:

  FD – Federal Taxes (PXAFSTA to align with 2021 W-4 Filing Status descriptions)
  AR – Arkansas (PXACALC Graduated Tax tables, Mid-range cut off, Exemption Amount)
  CA – California (PXATAXS Addt'l Step Amt for Married, 0 or 1 Allowance status)
  IL – Illinois (PXATAXS Exemption Amount)
  MO – Missouri (PXACALC Std. Deduction amount, Graduated Tax tables)
  NY – New York (PXATAXS Graduated Tax tables)
  OR – Oregon (PXACALC Std. Deduction, Personal Exemption, Graduated Tax tables)
  RI – Rhode Island (PXACALC Graduated Tax tables)
  VT – Vermont (PXATAXS Allowance amount, Graduated Tax tables)

Last Update is #284

Banner HR – 2021 Tax Updates

- **#284** for 4 states was released 1/21

  Tax Update 284 includes FEDERAL tax rates that were effective January 1, 2021.

  MI – Michigan (PXATAXS Exemption amount)
  MN – Minnesota (PXATAXS Allowance amount and Graduated Tax tables)
  MS – Mississippi (PXACALC Graduated Tax tables)
  NM – New Mexico (PXACALC Graduated Tax tables)

- **#285** for 4 states **to be** released Thursday, 2/04

  Tax Update 285 includes the following updates:

  CO – Colorado (PXATAXC Supplemental percent, PXACALC & miscellaneous items)
  MD – Maryland (PXACALC Maximum Standard Deduction amount)
  ND – North Dakota (Moved set up from PXATAXS to PXACALC – see addt'l notes for details)
  NM – New Mexico (PXATXCD Supplemental Percent)

Last Update is #284

Latest Software Releases

U.S. Regulatory Releases

December 3, 2020

HR ..... 8.18.2 + 9.3.17

ESS 8.18.1

Dependencies per Ellucian:

- POSITION CONTROL 8.18 (released in June)
- GENERAL 8.12.2 (released in August)
- ADMIN COMMON 9.3.23 (released in Dec.) for HR 9.3.17

Webinar on 12/8. See https://ecommunities.ellucian.com/events/1812

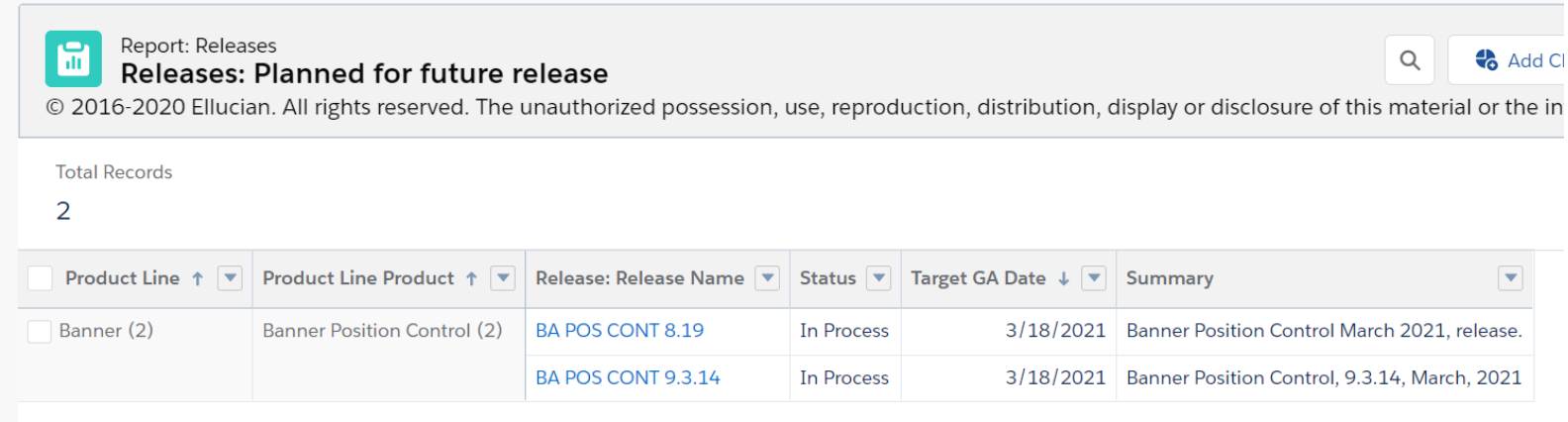
Patch Summary Since the December 3 Releases

- HR 8.18.2.1 released December 17
  - Corrected W2 not showing address errors
- HR 8.18.3 released January 21
  - Regulatory 1095-C and PR W2s
- ESS 8.18.1.1 released January 21
  - Regulatory 1095-C

What's Next?

POSITION CONTROL

POSITION CONTROL 8.19 + 9.3.14 releases coming in March



Report: Releases

Releases: Planned for future release

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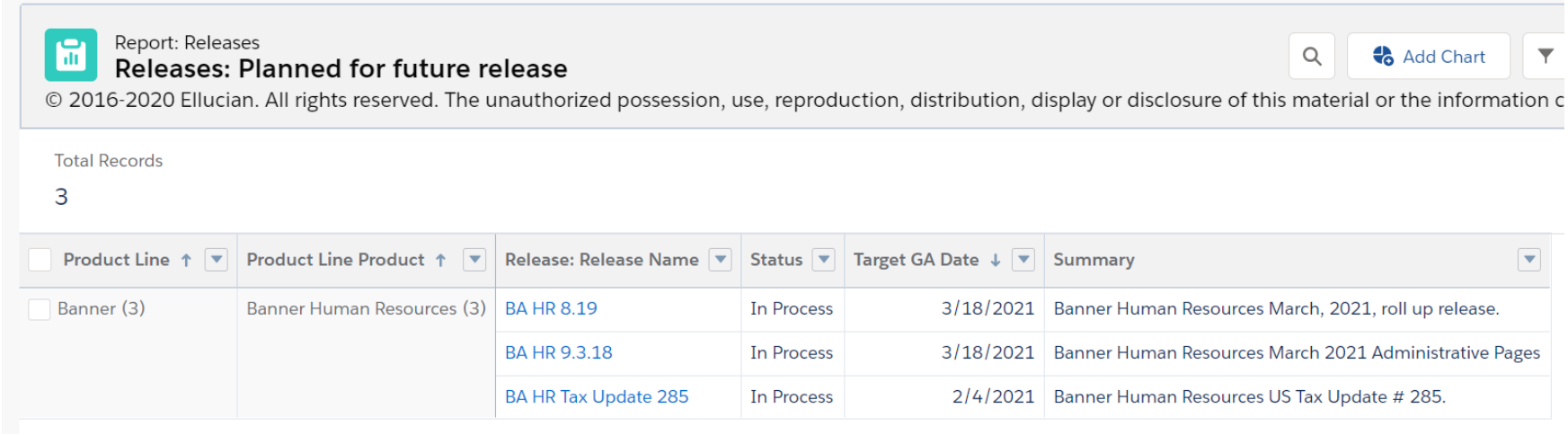
Total Records

2

Product Line	Product Line Product	Release: Release Name	Status	Target GA Date	Summary
Banner (2)	Banner Position Control (2)	BA POS CONT 8.19	In Process	3/18/2021	Banner Position Control March 2021, release.
		BA POS CONT 9.3.14	In Process	3/18/2021	Banner Position Control, 9.3.14, March, 2021

HR/PAYROLL

HR has a new Tax Update 285 due out on Thursday 2/4
New releases 8.19 + 9.3.18 due in March.



Report: Releases

Releases: Planned for future release

Add Chart

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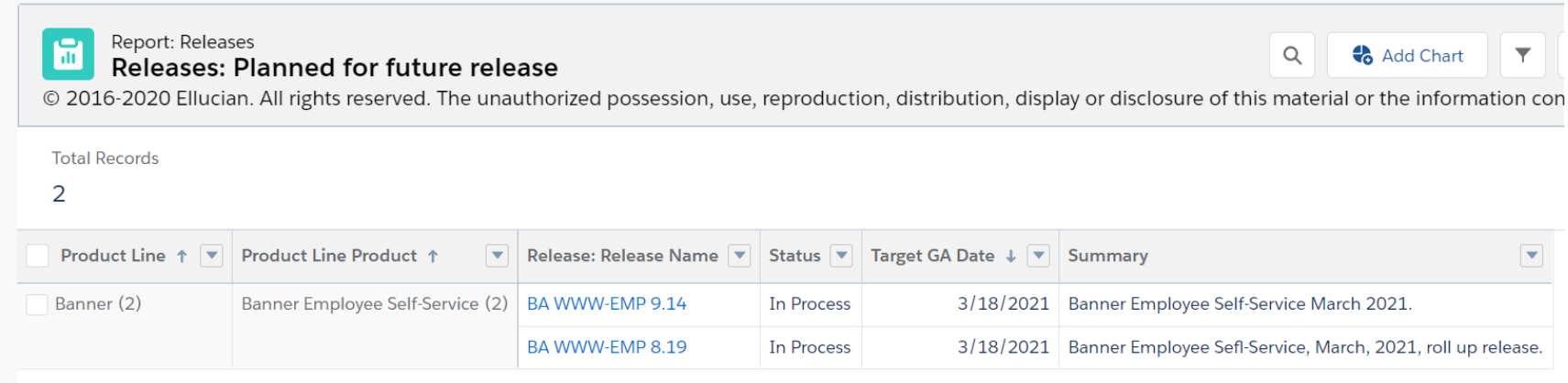
Total Records

3

Product Line	Product Line Product	Release: Release Name	Status	Target GA Date	Summary
Banner (3)	Banner Human Resources (3)	BA HR 8.19	In Process	3/18/2021	Banner Human Resources March, 2021, roll up release.
		BA HR 9.3.18	In Process	3/18/2021	Banner Human Resources March 2021 Administrative Pages
		BA HR Tax Update 285	In Process	2/4/2021	Banner Human Resources US Tax Update # 285.

Employee Self-Service

Employee Self-Service has new 8.19 + 9.14 due in March.



Report: Releases

Releases: Planned for future release

Add Chart

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Total Records

2

Product Line	Product Line Product	Release: Release Name	Status	Target GA Date	Summary
Banner (2)	Banner Employee Self-Service (2)	BA WWW-EMP 9.14	In Process	3/18/2021	Banner Employee Self-Service March 2021.
		BA WWW-EMP 8.19	In Process	3/18/2021	Banner Employee Sefl-Service, March, 2021, roll up release.

Banner UNC Position Control Mod

The latest filename is: **unc_001_933p_20190510.trz**

This version continues to perform successfully in all release configurations through the latest:

- ✓ Position Control 8.18 and 9.3.13
- ✓ Human Resources 8.18.2 and 9.3.17
- ✓ Admin Common 9.3.23

QUESTIONS?

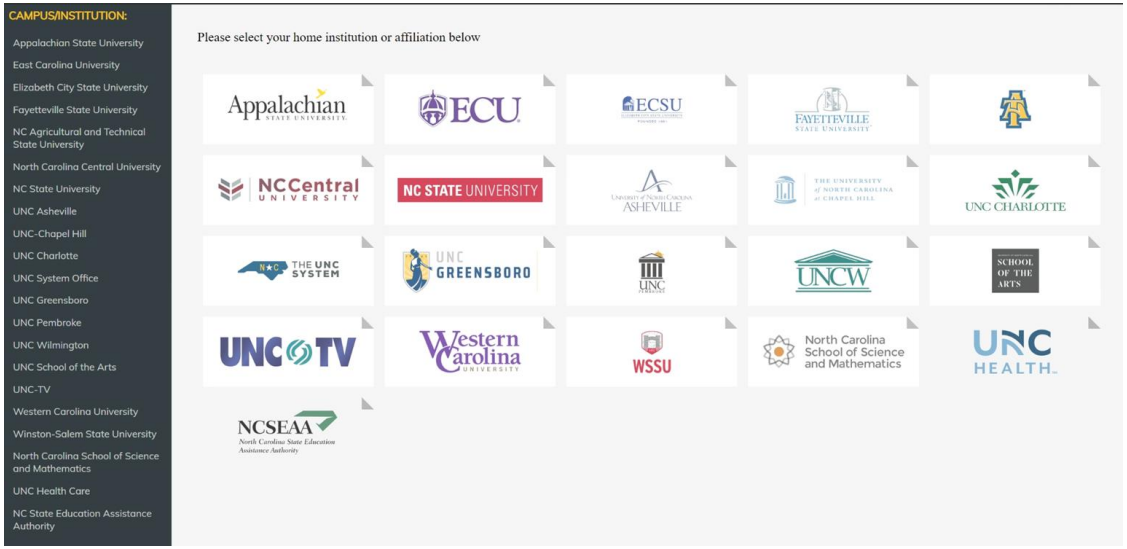
For Dave: dpbeach@northcarolina.edu
(919) 843-9168

WEBFOCUS 8.2.07 DEMO

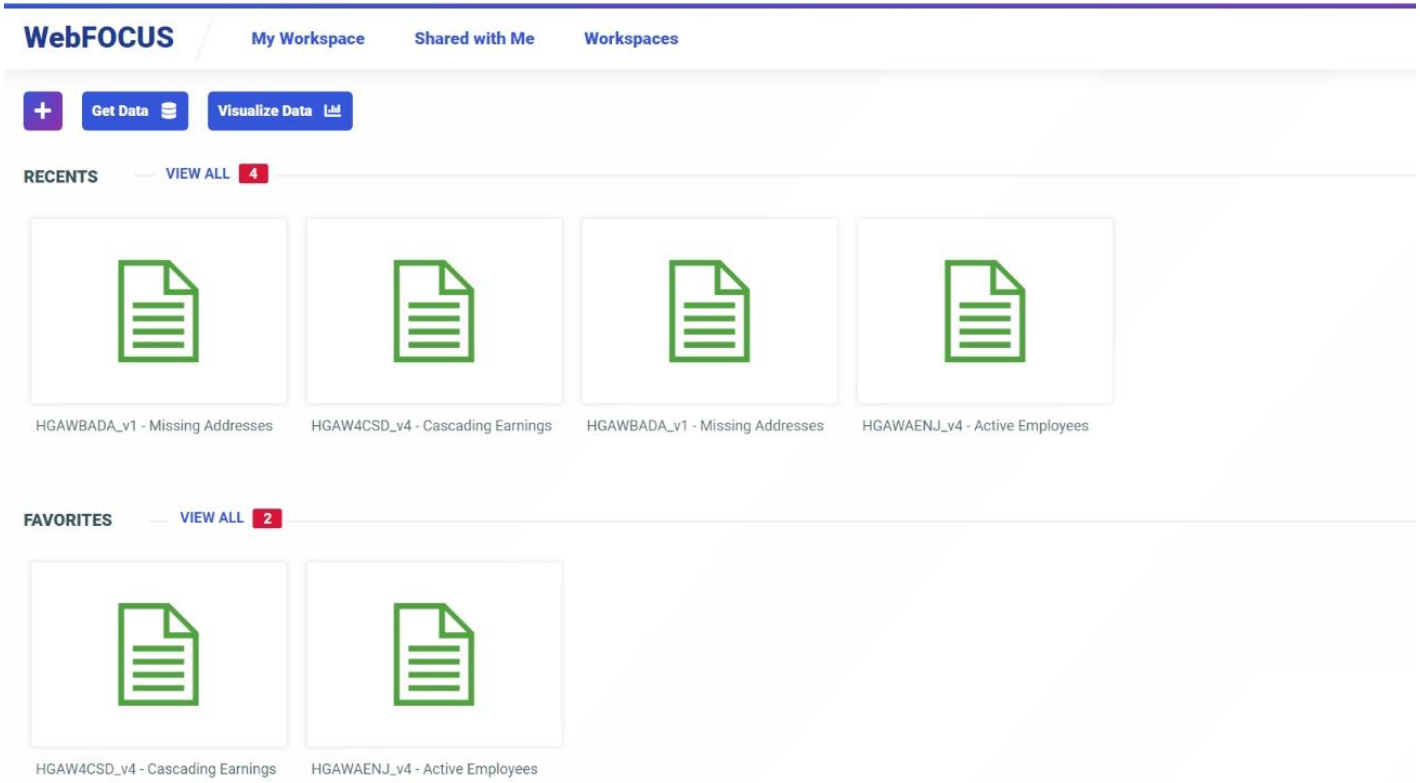
SSC Payroll

Same Login Experience

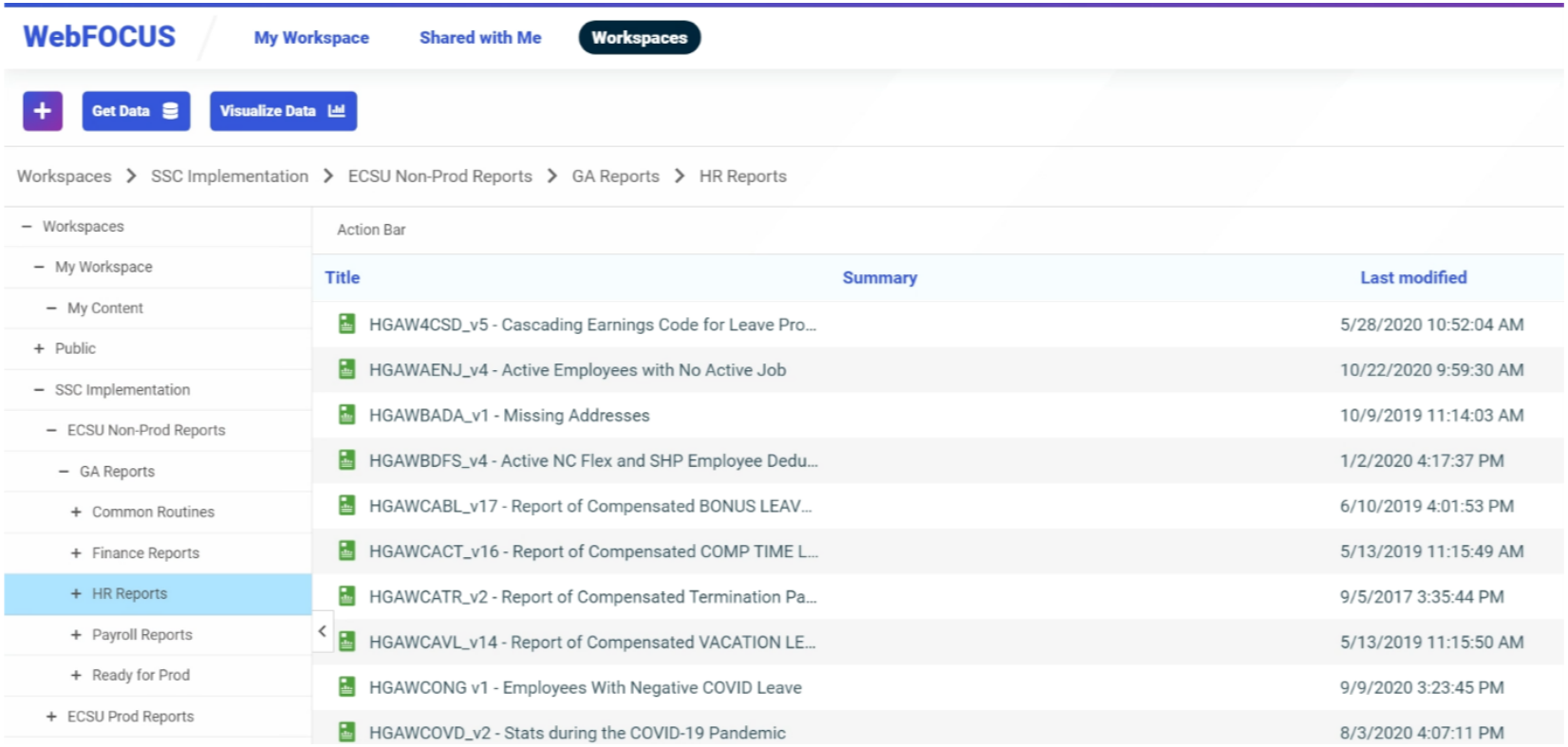
- https://reporting-ga.uncecs.edu/ibi_apps
- Login using campus credentials



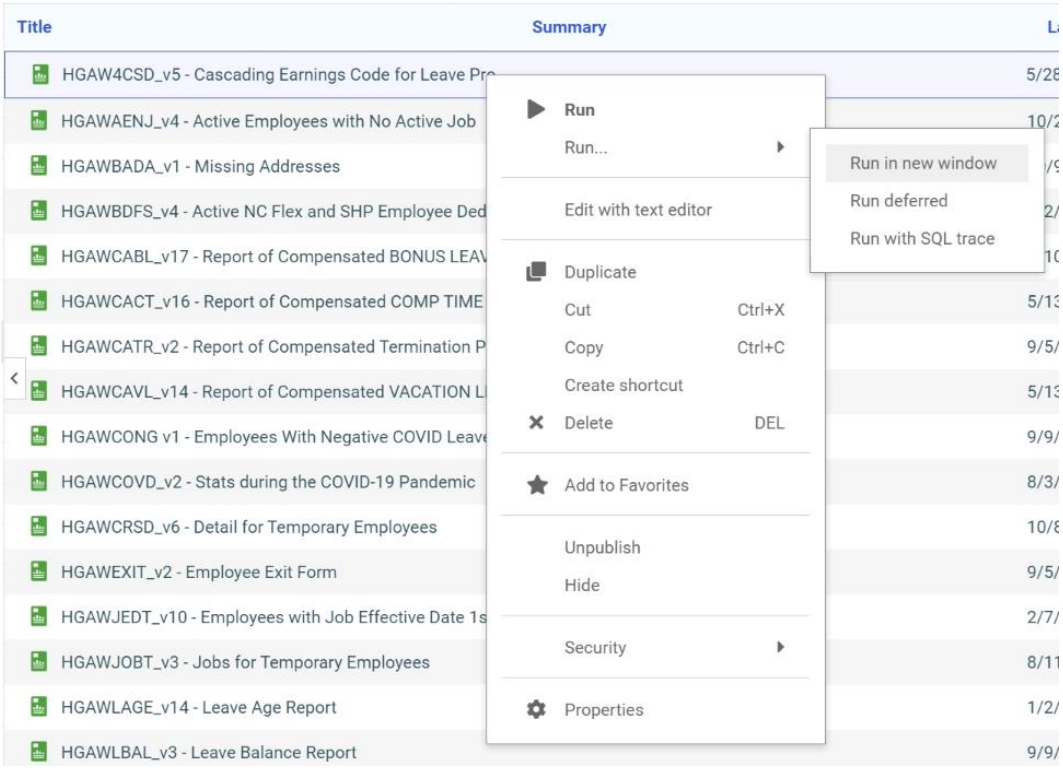
Modern User Interface



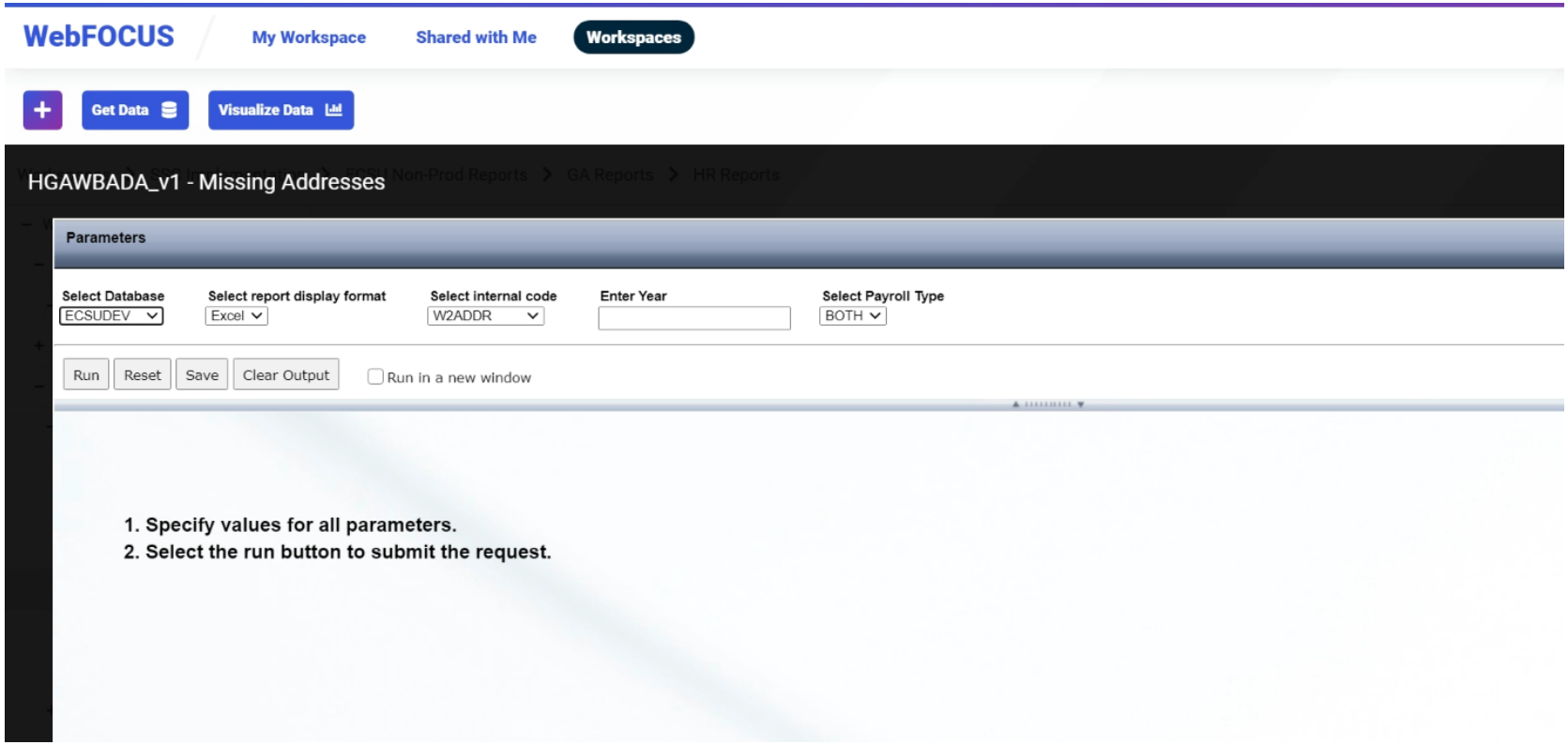
Workspaces


WebFOCUS
My Workspace
Shared with Me
Workspaces
Get Data
Visualize Data
Workspaces > SSC Implementation > ECSU Non-Prod Reports > GA Reports > HR Reports
Workspaces
My Workspace
My Content
Public
SSC Implementation
ECSU Non-Prod Reports
GA Reports
Common Routines
Finance Reports
HR Reports
Payroll Reports
Ready for Prod
ECSU Prod Reports
Action Bar
Title
Summary
Last modified
HGAW4CSD_v5 - Cascading Earnings Code for Leave Pro... 5/28/2020 10:52:04 AM
HGAWAENJ_v4 - Active Employees with No Active Job 10/22/2020 9:59:30 AM
HGAWBADA_v1 - Missing Addresses 10/9/2019 11:14:03 AM
HGAWBDFS_v4 - Active NC Flex and SHP Employee Dedu... 1/2/2020 4:17:37 PM
HGAWCABL_v17 - Report of Compensated BONUS LEAV... 6/10/2019 4:01:53 PM
HGAWCACT_v16 - Report of Compensated COMP TIME L... 5/13/2019 11:15:49 AM
HGAWCATR_v2 - Report of Compensated Termination Pa... 9/5/2017 3:35:44 PM
HGAWCAVL_v14 - Report of Compensated VACATION LE... 5/13/2019 11:15:50 AM
HGAWCONG v1 - Employees With Negative COVID Leave 9/9/2020 3:23:45 PM
HGAWCOVD_v2 - Stats during the COVID-19 Pandemic 8/3/2020 4:07:11 PM

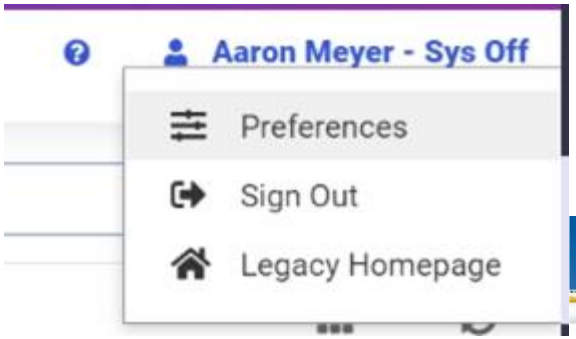
Workspaces


Title
Summary
HGAW4CSD_v5 - Cascading Earnings Code for Leave Pro
HGAWAENJ_v4 - Active Employees with No Active Job
HGAWBADA_v1 - Missing Addresses
HGAWBDFS_v4 - Active NC Flex and SHP Employee Ded
HGAWCABL_v17 - Report of Compensated BONUS LEAV
HGAWCACT_v16 - Report of Compensated COMP TIME
HGAWCATR_v2 - Report of Compensated Termination P
HGAWCAVL_v14 - Report of Compensated VACATION L
HGAWCONG v1 - Employees With Negative COVID Leave
HGAWCOVD_v2 - Stats during the COVID-19 Pandemic
HGAWCRSD_v6 - Detail for Temporary Employees
HGAWEXIT_v2 - Employee Exit Form
HGAWJEDT_v10 - Employees with Job Effective Date 1s
HGAWJOBT_v3 - Jobs for Temporary Employees
HGAWLAGE_v14 - Leave Age Report
HGAWLBAL_v3 - Leave Balance Report
5/28
10/2
/9
2/
10
5/13
9/5/
5/13
9/9/
8/3/
10/8
9/5/
2/7/
8/11
1/2/
9/9/
Run
Run...
Edit with text editor
Duplicate
Cut Ctrl+X
Copy Ctrl+C
Create shortcut
Delete DEL
Add to Favorites
Unpublish
Hide
Security
Properties
Run in new window
Run deferred
Run with SQL trace

Run a report


WebFOCUS
My Workspace
Shared with Me
Workspaces
Get Data
Visualize Data
HGAWBADA_v1 - Missing Addresses
Parameters
Select Database
ECSUDEV
Select report display format
Excel
Select internal code
W2ADDR
Enter Year
Select Payroll Type
BOTH
Run
Reset
Save
Clear Output
Run in a new window
1. Specify values for all parameters.
2. Select the run button to submit the request.

Legacy Interface



More Info

- Migration planned for 2/5

- If you would like to preview the new UI in a test environment, go to https://reporting-test-ga.uncecs.edu/ibi_apps

QUESTIONS?

ajmeyer@northcarolina.edu
919 962-5419

What is a Combined Limit

- IRS rules stipulate maximums on
  - Elective Deferral Limit
  - Annual Total Contribution Limit
  - Annual Compensation Limit
- Applies to Tax Deferred Retirement Plans
  - 403(b), 401(k) and 457(b)
  - TSERS and ORP
- Includes
  - Catch-Up Provisions
  - Age 50+ Catch-Up

Reference: Ellucian

Combined Limit Rules

- Contribution rules are set on PTRBDCL and are updated as rules change
- Rules on PTRBDCL flow to PDADEDN and are applied during the payroll process (PHPPROF)
- Combined Limit Deduction Group (PTRBDCA)
  - Defined on PTRBDCA
  - Multiple BDCA codes are linked to share a single combined annual contribution limit rule
  - Example, all 403B plans (BDCAs 400, 402, 406, 800, 802 and 803) are tied to the Combined Limit Rule '402G LMT'

PTRBDCL

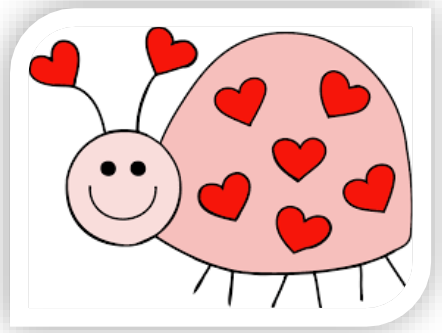
Benefit/Deduction Combined Limit Rules

ellucian | Benefit/Deduction Combined Limit Rules PTRBDCL 9.3.3 (GATEST2) | ADD | RETRIEVE | RELATED | TOOLS

BENEFIT/DEDUCTION COMBINED LIMIT RULES | Insert | Delete | Copy | Filter

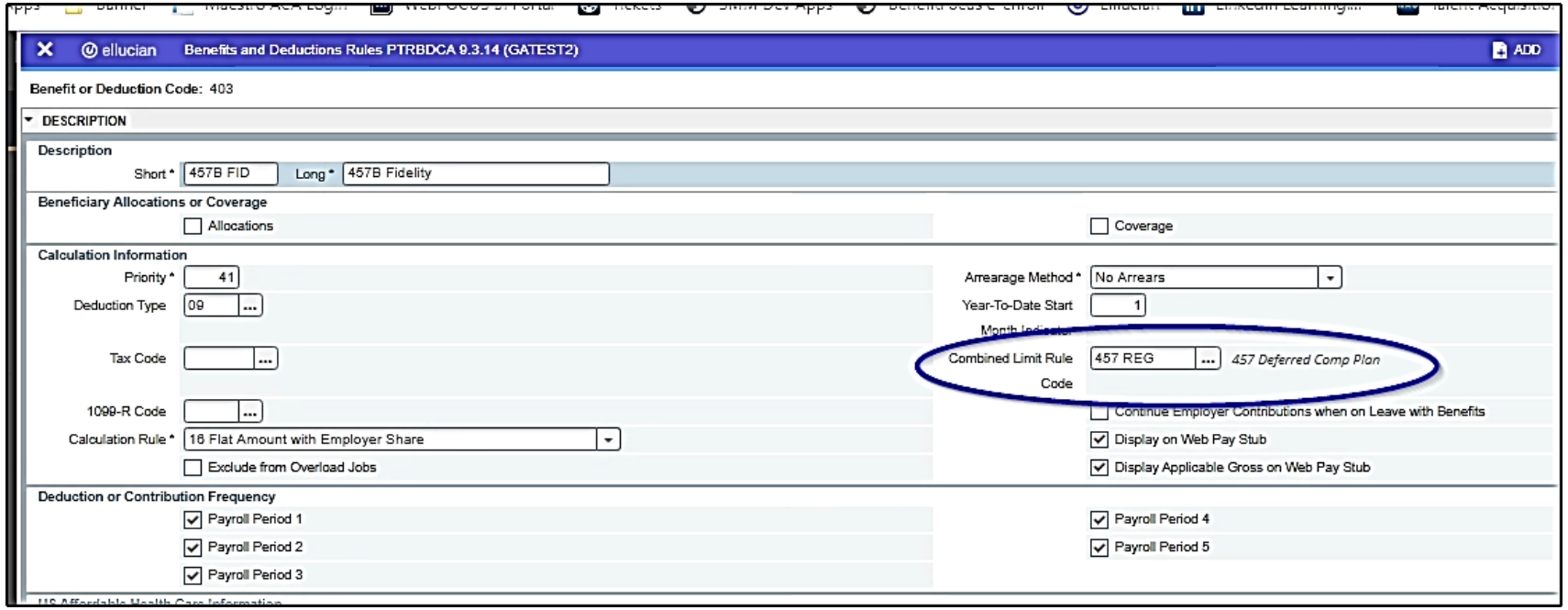
Combined Limit Rule Code *	Description *	Employee Limit	Employer Limit	Combined Limit	Applicable Gross Limit
402G LMT	402G Limit Rule Standard	19,500.00			
457 REG	457 Deferred Comp Plan	19,500.00			
457 RET	457 Special CatchUp Last 3yrs	39,000.00			
457CATCH	457 Deferred 50+ Catch Up Prov	26,000.00			
50 CATCH	50+ Catch Up Provision 401/403	26,000.00			
HIRETLMT	Higher Retirement Limits <1996				430,000.00
RET LMT	Retirement Limits				290,000.00

1 of 1 | 10 Per Page | Record 1 of 7



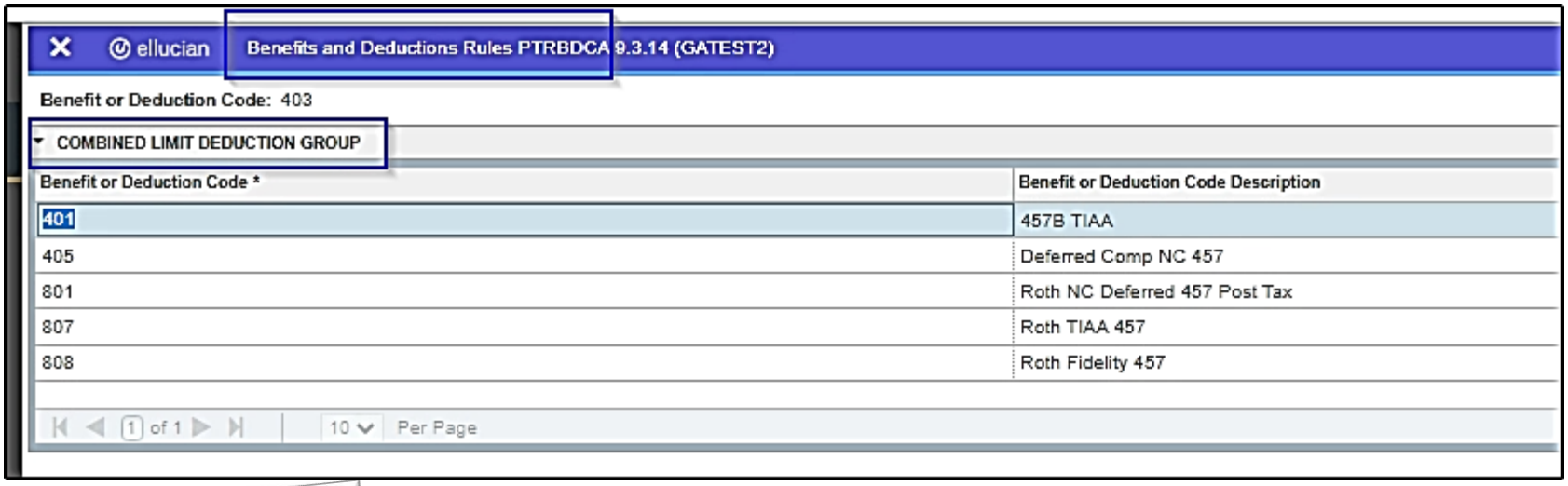
PTRBDCA - Deductions Mapped to Default Combined Limit Code

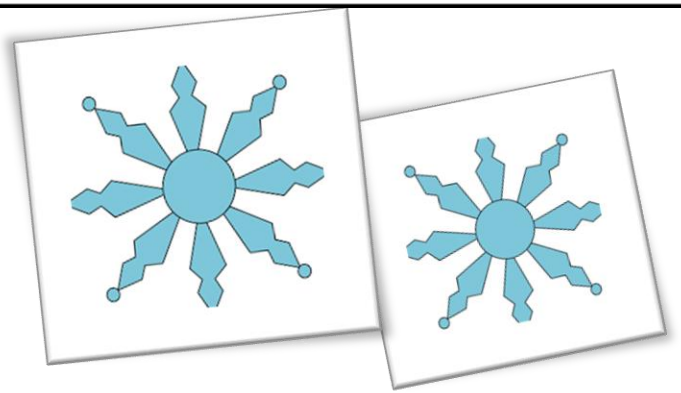
PTRBDCA lists default Combined Limit Value



• PTRBDCA > Combined Limit Deduction Group

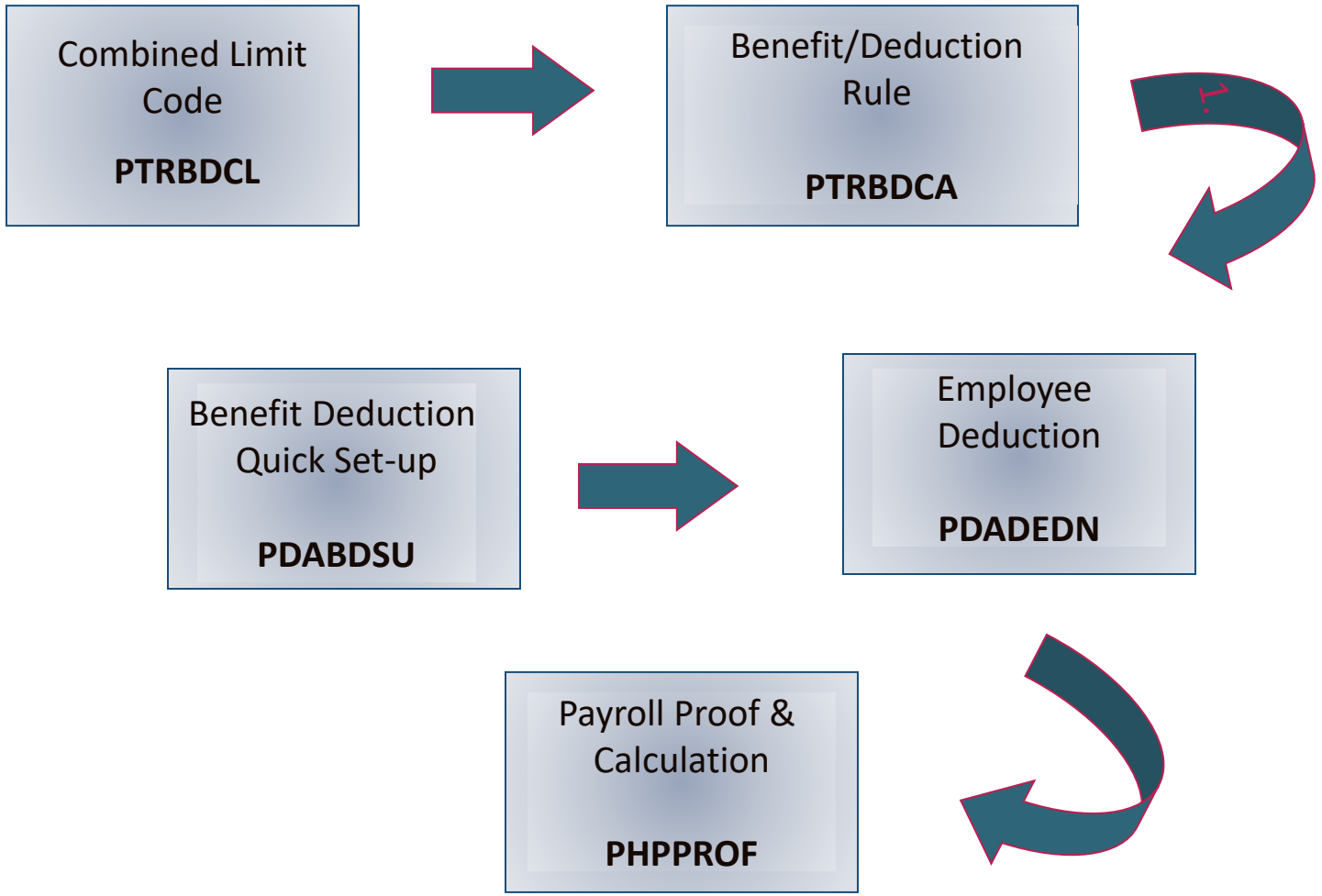
Defines Deduction codes that will operate together on the Combined Limit Deduction Group





Combined Limit Default Rule	Alternate Comb Limit Rule	BDCA Code	Description
RET LMT	HIRETLMT	100	TSERS Non-Law
RET LMT	HIRETLMT	101	TSERS Law Enforcement Officer
RET LMT	HIRETLMT	102	Law Enforcement Supplement
RET LMT	HIRETLMT	110	ORP TIAA Employer Only
RET LMT	HIRETLMT	111	ORP TIAA Employee Only
RET LMT	HIRETLMT	112	ORP TIAA
RET LMT	HIRETLMT	140	ORP Fidelity ER Only
RET LMT	HIRETLMT	141	ORP Fidelity EE Only
RET LMT	HIRETLMT	142	ORP Fidelity
RET LMT	HIRETLMT	150	ORP - Disability & Retiree Hea
402G LMT	50CATCH	400	403B TIAA
402G LMT	50CATCH	402	403B Fidelity
402G LMT	50CATCH	406	NC 401K
402G LMT	50CATCH	800	Roth TIAA 403B
402G LMT	50CATCH	802	Roth Fidelity 403B
402G LMT	50CATCH	803	Roth NC 401k
457 REG	457CATCH or 457RET	401	457B TIAA
457 REG	457CATCH or 457RET	403	457B Fidelity
457 REG	457CATCH or 457RET	405	Deferred Comp NC 457
457 REG	457CATCH or 457RET	801	Roth NC Deferred 457 Post Tax
457 REG	457CATCH or 457RET	807	Roth TIAA 457
457 REG	457CATCH or 457RET	808	Roth Fidelity 457

Process Flow



Source: Ellucian

Assigning Combined Limit Code to Employee

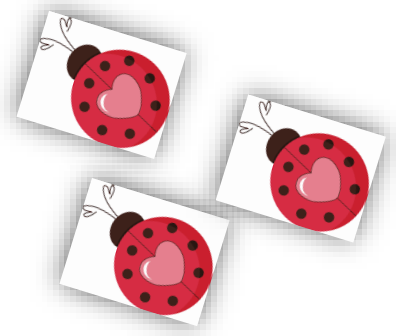
- Combined Limits default from PTRBDCA to PDADEDN/PDABSU
- Default values must be overwritten
  - When an employee over age 50 and is using a catch-up provision (50CATCH or 457CATCH)
  - When an employee age 56.5 or older is using the special catch up for the last three years before retirement for 457 plan (457REG)
  - If employee hired prior to 1996 and has a salary > $290,000. Change to HIRETLMT which allows deductions on earnings up to $430,000
- If employee has multiple deduction codes in a Combined Limit Deduction Group all the deductions in that group must have the same Combined Limit Code on PDADEDN/PDABSU.
  - If they don't have the same Combined Limit Code on PDADEDN, PHPPROF will generate an error and place the employee at disposition 15 when payroll is run

Source: Ellucian

TSERS Earnings Limit

Teachers' & State Employees' Retirement System

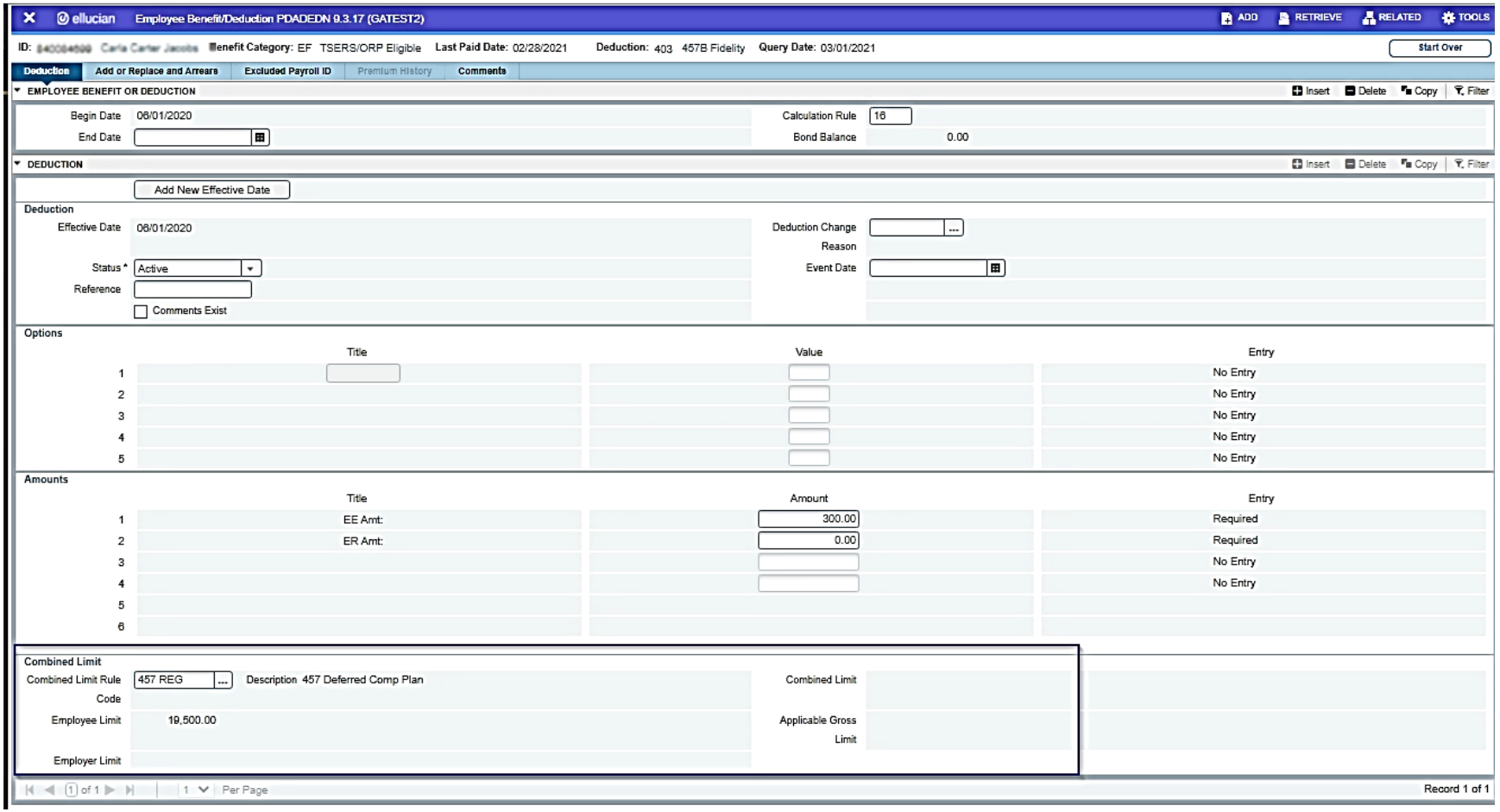
- Employees hired prior to January 1, 1996 participating in a governmental retirement plan are eligible for a higher compensation limit under IRS section 401(a)(17)
  - Combined Limit Rule HIRETLMT
  - 2021 Limit $430,000
- Employees hired on or after January 1, 1996 use the general 401(a)(17) limit
  - Combined Limit Rule RET LMT
  - 2021 limit $230,000
- Suggestion
  - If employee hired prior to 1/1/96 AND
  - Salary < $230,000
  - Leave combined limit at system default 'RET LMT'



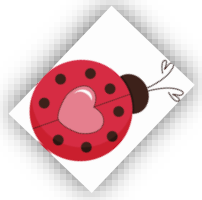
ORP Earnings Limit

Optional Retirement Program

- Employees hired prior to July 1, 1996 participating in a governmental retirement plan (ORP) are eligible for a higher compensation limit under IRS section 401(a)(17)
  - Combined Limit Rule HIRETLMT
  - 2021 Limit $430,000
- Employees hired on or after July 1, 1996 use the general 401(a)(17) limit
  - Combined Limit Rule RET LMT
  - 2021 limit $230,000
- Suggestion
  - If employee hired prior to 7/1/96 AND
  - Salary < $230,000
  - Leave combined limit at system default 'RET LMT'



The default Combined Limit Rule populates PDADEDN. Manually change if necessary

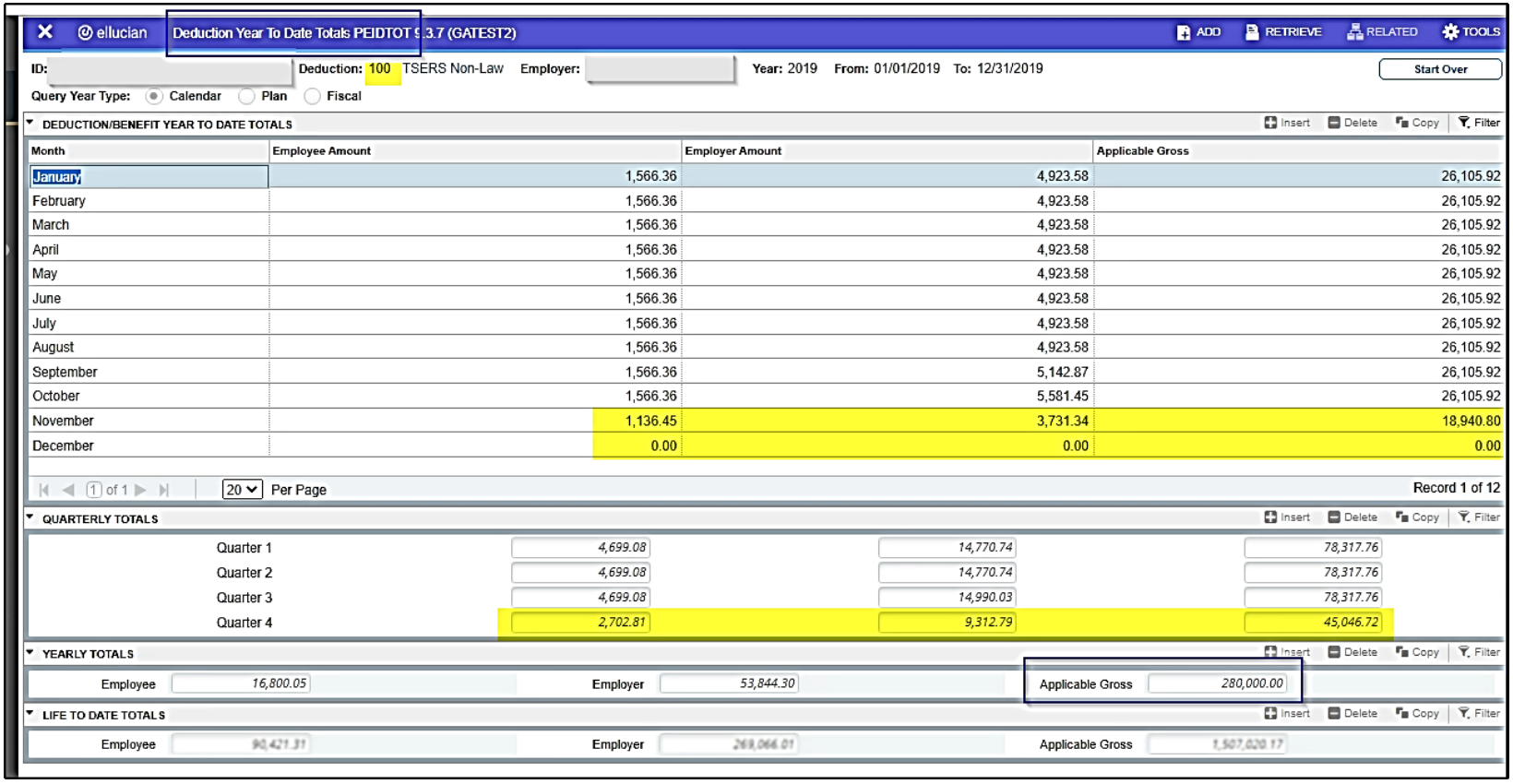


Payroll Processing

- PHPPROF, Payroll Proof, process ensures all ‘Combined’ retirement deductions carry the same Combined Limit Rule Code
- An employee can have multiple Combined Limit Code Deductions processed on the same payroll.
- Deductions from the same Combined Limit Deduction Group, must have the same Combined Limit Code.
- If an employee has mismatched combined limit rule codes, PHPPROF will set the employee to Disp 15 and employee will show on the Payroll Error Report (PHRDERR)

PEIDTOT

Deduction Year to Date Totals



When a Limit is reached, the deduction stops

QUESTIONS?

For Anne: aebrown@northcarolina.edu
(919) 962-1220

LEAVE ROLL

- Just a reminder PWULROL v2.06 needs to be migrated to Production prior to the Leave Roll
- The Leave Roll needs to be completed prior to beginning MN02 payroll

REPRINTING W2's

- After CREATING file to print W2's and totals are reconciled against SSC totals, the job should not be run again to create a Re-Print of a W2.
- Actually after W2's are printed the Create Mode it should not be run again – It is okay to run in Create Mode more than once for various reasons when trying to produce a good file to print.

REPRINTING W2s

- W-2 Reporting for years 2006-2014 processes are no longer supported by Ellucian. When we loaded the 2020 W2 Patch, all job submission data was removed for these years:
  - pxrw206
  - pxrw207
  - pxrw208
  - pxrw209
  - pxrw210
  - pxrw211
  - pxrw212
  - pxrw213
  - pxrw214

REPRINTING W2s

- Ellucian's recommendation is to keep 4 years as the IRS requires and refer employees to the IRS for copies of their W2 prior to 4 years.

- During this transition, they have retained the submission date for 6 years, but will cut it back to 4 years next year.

REPRINTING W2s

- Use job PXAW2CC to create re-print of W2

Removing Expired Exempt Status of 2020 W4 & NC4

- Just a reminder 2020 Federal and State exempt status expires Feb 15, 2021. (WAIVED in Banner)
- Employees that submitted 2021 Federal (W-4) and/or State (NC-4) with Exempt status need to be updated prior to processing BW04 or MN02 payrolls.
- We are updating the JobAid to assist you in this process and that will include a recommendation for effective date of changes

Military Leave Pay Tables January 1, 2021

2021 Active Duty Enlisted Basic Military Pay Chart

Monthly basic pay amounts are rounded to the nearest U.S. dollar and are for the active components of the Navy, Marine Corps, Army, Air Force, Space Force, and Coast Guard.

	Enlisted pay chart for less than 2 to over 6 years of service.				
Pay Grade	**Years of Service**				
	Less than 2	**Over 2**	**Over 3**	**Over 4**	**Over 6**
E-7	3208	3501	3635	3813	3952
E-6	2775	3053	3188	3319	3455
E-5	2542	2713	2844	2978	3187
E-4	2330	2450	2583	2713	2829
E-3	2104	2236	2372	2372	2372
E-2	2001	2001	2001	2001	2001
E-1	1785	1785	1785	1785	1785
E-1	1652				
Less than 4 months					

Military Leave Pay Tables January 1, 2021

2021 Active Duty Enlisted Basic Military Pay Chart

Monthly basic pay amounts are rounded to the nearest U.S. dollar and are for the active components of the Navy, Marine Corps, Army, Air Force, Space Force, and Coast Guard.

	Enlisted pay chart for 8 to over 16 years of service.				
Pay Grade	**Years of Service**				
	Over 8	**Over 10**	**Over 12**	**Over 14**	**Over 16**
E-9		5637	5765	5926	6115
E-8	4615	4819	4945	5097	5261
E-7	4190	4324	4562	4760	4895
E-6	3763	3883	4114	4185	4237
E-5	3406	3585	3607	3607	3607
E-4	2829	2829	2829	2829	2829
E-3	2372	2372	2372	2372	2372
E-2	2001	2001	2001	2001	2001
E-1	1785	1785	1785	1785	1785

Military Leave Pay Tables January 1, 2021

2021 Active Duty Enlisted Basic Military Pay Chart

Monthly basic pay amounts are rounded to the nearest U.S. dollar and are for the active components of the Navy, Marine Corps, Army, Air Force, Space Force, and Coast Guard.

	Enlisted pay chart for 18 to over 26 years of service.				
Pay Grade	**Years of Service**				
	Over 18	**Over 20**	**Over 22**	**Over 24**	**Over 26**
E-9	6306	6612	6871	7144	7560
E-8	5557	5706	5962	6103	6452
E-7	5039	5095	5282	5383	5765
E-6	4297	4297	4297	4297	4297
E-5	3607	3607	3607	3607	3607
E-4	2829	2829	2829	2829	2829
E-3	2372	2372	2372	2372	2372
E-2	2001	2001	2001	2001	2001
E-1	1785	1785	1785	1785	1785

	Enlisted pay chart for over 30 years of service.			
Pay Grade	**Years of Service**			
	Over 30	**Over 34**	**Over 38**	**Over 40**
E-9	7938	8335	8752	Make room
E-8	6582	6582	6582	Retire!!

Happy (Early) Valentines Day

QUESTIONS?

On any of the presentation?