



PAYROLL NETWORK MEETING

MARCH 10, 2022





PLEASE GO ON MUTE UNLESS YOU ARE SPEAKING



SYSTEMS UPDATE

AS OF MARCH 10, 2022

- Banner Tax Updates for 2022
- Banner Software Update & Patch Summary
 - Position Control (including the UNC Position Control Mod)
 - Human Resources
 - Employee Self-Service

Banner HR – 2022 Tax Updates

Tax Updates for 2022 Banner Payroll processing include #289 through #295

Banner HR – 2022 Tax Update 289

Tax Update 289 provides the new FICA SS limit for 2022 along with the following State updates to U.S. taxes in 2022.

- **FIOA - (FICA Old Age Portion)** Updated PXATAXS
- **GA** – (Georgia State) Updated PXATAXS for standard deduction
- **KY** – (Kentucky State) Updated PXATAXS for standard deduction
- **ME** – (Maine State) Updated PXACALC for standard deduction, withholding allowance and tax tables
- **NE** – (Nebraska State) Updated PXATAXS for withholding allowance and tax tables
- **OK** – (Oklahoma State) Updated PXATAXS for tax tables
- **SC** – (South Carolina State) Updated PXATAXS for standard deduction, withholding allowance and tax tables

Last Update is #295

Banner HR – 2022 Tax Update 290

Tax Update 290 provides Canadian Tax Updates.

Banner HR – 2022 Tax Update 291

Tax Update 291 provides **Federal** Tax Updates and four (4) states.

- **FD - (Federal Tax)** Updated PXACALC for standard deduction and graduated tax tables
- **CA** – (California State) Updated PXAFSTA for Low Income, PXATAXS for standard deduction, allowance and graduated tax tables
- **IA** – (Iowa State) Updated PXATAXS for standard deduction and graduated tax tables
- **MO** – (Missouri State) Updated PXATXCD for supplemental rate, PXACALC for standard deduction and graduated tax tables
- **NM** – (New Mexico State) Updated PXACALC graduated tax tables

******Please note** that for FD (Federal Tax) Ellucian is still waiting for the final version of Publication 15-T so there could still be tweaks to the tax calculation. Updates were made based on the Updated Rate Schedules provided by the IRS on December 6th. If there are differences between the Updated Rate Schedules and the final version of Publication 15-T Ellucian will post another FD (Federal Tax) update

Last Update is #295

Banner HR – 2022 Tax Update 292

Tax Update 292 provides more Canadian Federal and Provincial/Territorial Tax Updates.

Banner HR – 2022 Tax Update 293

Tax Update # 293 corrects FED tax rate for Married status and provides rates for **NORTH CAROLINA** and seven (7) other states.

FD - (Federal Tax) Updated PXACALC for graduated tax tables for Married – minor correction to amount to add

CO – (Colorado State) Updated PXACALC to account for new CO DR0004 form

IA - (Iowa State) Minor correction to Filing Status 0 graduated tax table

MI – (Michigan State) Updated PXATAXS Exemption Amount

NC – (North Carolina State) Updated PXATXCD Supplemental Rate, PXAFSTA desc for Surviving Spouse, PXACALC standard deduction and flat rate

ND – (North Dakota State) Updated PXACALC graduated tax table

NY – (New York State) Updated PXATXCD Supplemental Rate, PXATAXS graduated tax tables

OR – (Oregon State) Updated PXACALC Exemption, Phase Out Values and graduated tax tables

WI – (Wisconsin State) Updated PXACALC Standard deduction and graduated tax tables

****Please note that clients using the Colorado State tax calculation should begin using Amount Field 2 to capture the Annual Withholding Allowance from form DR 0004. The field should be set to Optional on PTRBDCA as the DR 0004 form is still optional for 2022. If Amount Field 2 is null, the calculation will use the standard amount prescribed in DR 1098 Colorado Withholding Worksheet for Employers, Step 2a.

Last Update is #295

Banner HR – 2022 Tax Update 294

Tax Update # 294 changes FED step 7 Graduated tax table for step 2 amounts and changes for eight (8) other states.

FD – (Federal Tax) Updated PXACALC Step 7 Graduated Tax Table for Step 2 Amounts

CA – (California State) Updated PXATAXS for Single Graduated Tax Table

IA - (Iowa State) Minor correction to Filing Status 0 Graduated Tax Table

IL – (Illinois State) Updated PXATAXS Exemption Amount

LA – (Louisiana State) Updated PXACALC Step 3, Step 6 and Step 7 Graduated Tax Table

MN – (Minnesota State) Updated PXATAXS Allowance Amount and Graduated Tax Table

MO – (Missouri State) Updated PXACALC for Single Graduated Tax Table

RI – (Rhode Island State) Update PXACALC Step 1 Gross Exemption, Step 5 Graduated Tax Table

VT – (Vermont State) Update PXATAXS Allowance Amount and Graduated Tax Table

Last Update is #295

Banner HR – 2022 Tax Update 295

Arkansas and Mississippi

This tax update was originally posted for downloading on 2/3. However, it was reposted on 2/9 to correct an issue when installing as CUMULATIVE.

Be sure to use the reposted 2/9 version.

Software Update Highlights

- Restores the ability of PDAEDN to back date deductions (Function was lost going from 8 to 9.)
- Increases NBAPOSN and NBAJOBS Position Title field length.
- Is the initial delivery of Benefits and Tax pages in Banner 9 Employee Self-Service.
- Provides several defect corrections and minor enhancements

HR-Related Software Releases

To be released March 17, 2022

Position Control 8.20

Position Control 9.3.15

Human Resources 8.20

Human Resources 9.3.21

Employee Self-Service 8.20

Employee Self-Service 9.18

Position Control 8.20

To be released March 17, 2022

Description

This release will include defect corrections and minor enhancements.

Dependencies:

None listed

Position Control 8.20 – What Changed

To be released March 17, 2022

[CR-000179440](#) Banner - Position Control - Compensation

One of our selects in nokepcr needs to be updated to reference the correct field in finance

[CR-000177596](#) Banner - Position Control - Position Management

Increase fields length of Position Title field on NBAPOSN and NBAJOBS

Position Control 9.3.15

To be released March 17, 2022

Description

This release will include defect corrections and minor enhancements.

Dependencies:

Banner Admin Common 9.3.27

Banner Human Resources 8.20

Position Control 9.3.15 – What Changed

To be released March 17, 2022

[CR-000179161](#) Banner - Position Control - Electronic Approvals
Electronic Approval Type Rule (NTRAPTY) page there is a typo in the error message

[CR-000179776](#) Banner - Position Control - Position Management
Increase fields length of Position Title field on NBAPOSN and NBAJOBS

[CR-000148536](#) Banner - Position Control
Adding updates for activity date and user id after DBEU table extension has been completed

HR 8.20

To be released March 17, 2022

Description

Banner Human Resources roll up. All defects, enhancements, optional interim releases since the 8.19 release will be included. Minor enhancements, not delivered via patch or other releases will also be included.

Dependencies:

Banner Position Control 8.20

Banner HR 8.19

Banner General 8.14

HR 8.20 – What Changed

To be released March 17, 2022

[CR-000180242](#) Banner - Human Resources - Employment Compensation Admin
Need to remove view PEVESTD

[CR-000183102](#) Banner - Human Resources - Regulatory
PERE041, PERE042 and PERE04D reports are not providing all EEO4 information

[CR-000183105](#) Banner - Human Resources - Regulatory
PXR1099 - the .dat file layout needs to be updated to reflect the Oct 2021 revisions

[CR-000182718](#) Banner - Human Resources - Regulatory
Multi-jurisdictional taxes in support of hybrid workers

[CR-000182983](#) Banner - Human Resources - Effort Reporting and Labor Redistribution
Banner HR 8.19.2 PHPECEX when submitted with Process Mode = I(nitial) or U(pdate) and Process Individual IDs is not working

HR 9.3.21

To be released March 17, 2022

Description

This release will include defect corrections and minor enhancements.

Dependencies:

Banner Admin Common 9.3.27

Banner General 8.14

Banner Human Resources 8.20

HR 9.3.21 – What Changed

To be released March 17, 2022

[CR-000182719](#) Banner - Human Resources - Benefits Administration
Multi-jurisdictional taxes in support of hybrid workers

[CR-000179777](#) Banner - Human Resources - Employment Compensation Admin
Increase fields length of Position Title field on NBAPOSN and NBAJOBS

[CR-000148535](#) Banner - Human Resources
Adding updates for activity date and user id after DBEU table extension has been completed

[CR-000183321](#) Banner - Human Resources - Employee and Labor Relations
PEAEMPL instructions are referring to a new obsolete payroll report

[CR-000181713](#) Banner - Human Resources - Benefits Administration
Employee Benefit or Deduction (PDAEDN) when converted to 9x lost the ability to support back dating of deductions

Employee Self Service (ESS) – 8.20

To be released March 17, 2022

Description

This release will include defect corrections and minor enhancements.

Dependencies:

None listed

ESS 8.20 – What Changed

To be released March 17, 2022

CR-000181685 Banner - Employee Self-Service - Time Reporting

Leave reporting foreign language date representations exceed character string length and trigger ORA-06502

CR-000179778 Banner - Human Resources - Employment Compensation Admin

Increase fields length of Position Title field on NBAPOSN and NBAJOBS

Employee Self Service (ESS) – 9.18

To be released March 17, 2022

Description

This will be the initial delivery of Benefits and Tax Pages 9x modules.

Dependencies:

Banner General 8.14

Banner POS CONT 8.20

Banner HR 8.20

Banner ESS 8.20

Banner Common Database Upgrade 9.26

Banner Web Tailor 8.9

Banner Web General 8.8

ESS 9.18 – What Changed

To be released March 17, 2022

[CR-000181996](#) Banner - Employee Self-Service - Salary Planner

Salary Planner Job Detail page - Changing Appointment % for an employee on a step is not updating salary and hourly amounts.

[CR-000182387](#) Banner - Employee Self-Service - Faculty Load and Compensation

On the Compensation and Acknowledgement Page for Salaried contract types the Job Assignment Compensation summary line is missing.

[CR-000177312](#) Banner - Employee Self-Service - Regulatory

After updates on the W-4 Employee's Withholding Certificate to the Filing Status, Step 2C, Withholding Amount, etc. a blank page results for bwpkdupd.P_UpdateDednProcess without popup Certification window in Cascade UI.

[CR-000182349](#) Banner - Employee Self-Service - Faculty Load and Compensation

From "Faculty Compensation Administration" tile, selecting a valid Term, clicking Go, and leaving "All" for Filters or selecting valid values from Filter drop-downs, the organizationSummary page displays with error message and no records.

[CR-000179070](#) Banner - Employee Self-Service - Electronic Approvals

9.x Electronic Approvals (EPAF) blocks an approver from seeing an EPAF if they do not have HR security.

ESS 9.18 – More of What Changed

To be released March 17, 2022

[CR-000171287](#) Banner - Employee Self-Service - Benefits and Deduction
ESS changes to support our efforts to bring all pages forward to a single, modern experience and technology stack for Benefits Enrollment and Administration.

[CR-000183311](#) Banner - Employee Self-Service
Angular Upgrade to from 1.8.5 to 1.8.7.

[CR-000179779](#) Banner - Employee Self-Service - Employee Profile
Increase fields length of Position Title field on NBAPOSN and NBAJOBS.

[CR-000171290](#) Banner - Employee Self-Service - Regulatory
ESS changes to support our efforts to bring all pages forward to a single, modern experience and technology stack for Regulatory Tax Pages.

[CR-000180281](#) Banner - Employee Self-Service - Electronic Approvals
EPAF - Accessibility - Cannot use keyboard to launch link/buttons within the grid on Summary pgs

ESS 9.18 – More of What Changed

To be released March 17, 2022
And includes for Canadians...

[CR-000183216](#) Banner - SC Canada YREND Year End Reporting with HR
Change of YREND Self-service package to bring all pages forward to a single, modern experience and technology stack.

[CR-000183221](#) Banner - SC Canada TD1 Federal Provincial Personal Tax Exemption
Change of Canadian TD1 Self-service package to bring all pages forward to a single, modern experience and technology stack.

Banner UNC Position Control Mod

UNC 001 PC mod has been successfully tested with the following releases:

- BA HR 8.19.2 and BA HR 9.3.19
- BA Position Control 8.19 and 9.3.14.1.1
- Employee Self-Service 8.19.1 and 9.17

We will be testing with the March 17 baseline releases once they become available to us.

Banner UNC Position Control Mod

Working with Ellucian to resolve a known navigation issue:

Description

Tabbing order has changed on the Salary Budgets tab for the MC 15.4 version of NBAPBUD. Budget ID and Phase fields are not enabled nor are they marked required upon entering the form and do not become available or required until other data fields are populated and the user clicks save.

When the user clicks save, a message is issued in the notification center stating : *Error* Budget ID and Phase Must Exist when Banner Finance Exists. The user then acknowledges the message, inputs the now required Budget ID and Phase fields, clicks SAVE, and is now able to successfully save on the page.



QUESTIONS?

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

OSHR – Tracking Duty Station – 2022 HRDM

From: Kim J. Evans

Sent: Wednesday, February 23, 2022 4:42 PM

|@northcarolina.edu>; Dianna D. Banks <ddbanks@northcarolina.edu>; Donna Sommer <drsommer@northcarolina.edu>; Kathy L. Brantley <lkbrantley@northcarolina.edu>; Lisa K. Forster <lforster@northcarolina.edu>; Lisa L. Laverick <lllaverick@northcarolina.edu>; Brian M. Usischon <bmusischon@northcarolina.edu>; Ashley Nicklis <atnicklis@northcarolina.edu>

Subject: ***IMPORTANT REQUEST*** NEW Interface Release NOTIFICATION- PWABEAD 9.3.1.1 & NWABPAD 9.3.3.1

Importance: High

Good afternoon,

Attached are Release Notes for NWABPAD v. 9.3.1.1 and PWABEAD v. 9.3.1.1 as well as the updated **BPAD Users Guide_4** and **BEAD Users Guide_v4**.

The changes to BPAD add Duty Station Nation, Duty Station State or Province, Work Location, Remote Work Nation, Remote Work State fields and logic mandated by OSHR that will be required with the HRDM Enhancements deployed for 2022.

The changes to BEAD add Duty Station Nation, and Duty Station State or Province fields and logic PWABEAD has been programmed to allow an override value to these new NWABPAD values.

Tracie Jones will be reviewing the changes on the revised User Guides on our **Payroll Network Meeting March 10th, 11am**.

BPAD Changes

NWABPAD USERS GUIDE

Contents

Contents	2
1. POSITION DEFINITION FORM	3
• Position Status, Position Title, Type, Position Begin Date, Position End Date, and COA.....	3
• Appointment Period – Job Appointment Month(s) Per Year	4
• Appointment Type.....	4
• EHRA Type	5
• IRIT Code	5
• County Code.....	6
• JCAT Code and JCAT Code Descriptor	7
• Position Long Title	7
• Mandatory Status.....	8
• Duty Station Nation.....	8
• Duty Station State or Province	8

BPAD Changes

- **Mandatory Status**

Mandatory Status: This field identifies if the job position has the following statuses:

- A, All – Emergency and Pandemic on Site
- E, Emergency
- H, Pandemic Mandatory Home
- N, Not Mandatory
- P, Pandemic Mandatory On Site

Policy References:

Adverse Weather and Emergency Event Policy

UNC System Pandemic and Communicable Disease Emergency (EHRA)

Communicable Disease Emergency (SHRA)



- **Duty Station Nation**

Duty Station Nation: This field identifies the current work nation of the position where an employee regularly performs his/her duties (Uses STVNATN to pull in possible values) The default value is US. This field cannot be null.

- **Duty Station State or Province**

Duty Station State or Province: This field identifies the current work state or province of the position where an employee regularly performs his/her duties (Uses STVSTAT to pull in possible values) The default value is NC (North Carolina). This field is null if Duty Station Nation is not US.

BPAD Changes

  Position Definition Form NWABPAD 9.3: 11.0 (GADEV2)

Position Number: 000117

POSITION DEFINITION FORM

Position Status	Active
Position Begin Date	03-SEP-2015
Appointment Period	<input type="text"/>
Appointment Type	<input type="text"/>
EHRA Type	<input type="text"/>
IRIT Code	<input type="text"/>
County	026 Cumberland
JCAT Code	500000 Office / Admin Support / Clerical Manager
JCAT Descriptor	<input type="text"/>
Position Long Title	<input type="text"/>
Mandatory Status	A All - Emergency and Pandemic On Site
Duty Station Nation	157 United States of America
Duty Station State or Province	NC North Carolina

BEAD Changes

PWABEAD USERS GUIDE

Contents.....	
Contents.....	2
1. APPOINTMENT	4
• Appointment Period – Job Appointment Month(s) Per Year	4
• Primary Position Appointment Type	4
• JCAT Code and Person Descriptor Override	5
• Mandatory Status and Mandatory Status Override	6
• Duty Station Nation and Duty Station Nation Override	7
• Duty Station State or Province and Duty Station State or Province Override	8
• Work Location, Remote Nation, Remote State or Province	9
2. BENEFITS	11
3. ADDITIONAL	11

BEAD Changes

- Duty Station Nation and Duty Station Nation Override**

Duty Station Nation: This field defaults from NWABPAD as display only. Possible values come from the STVNATN table. The default is (USA).

Duty Station Nation Override: Use for Duty Station Nation Override. Possible values are 'null' (Data not entered for position), or value from the STVNATN table when the value on BPAD is different.

Note: Feeds to HRDM.

Duty Station Nation	157 United States of America
Duty Station Nation Override	1 ... Afghanistan
Duty Station State	NC North Carolina
Duty Station State or Province Override	...
Work Location	3 ... Fully Remote
Remote Nation	157 ... United States of America
Remote State or Province	VA ... Virginia

BEAD Changes

- **Duty Station State or Province and Duty Station State or Province Override**

Duty Station State or Province: This field defaults from NWABPAD as display only. Possible values come from the STVSTAT table. The default is NC (North Carolina).

Duty Station State or Province Override: Use for Duty Station State or Province Override. Possible values are 'null' (Data not entered for position), or value from the STVSTAT table when the value on BPAD is different.

1. If Duty Station Nation Override is not US then Duty Station State or Province is null.
2. If Duty Station Nation Override is US then Duty Station State or Province cannot be null.

Note: In reporting/interface logic, use the following statement to determine what value to pull: If BEAD override nation is not null, then pull BEAD override state. Existing logic for other override fields would pull BPAD's value if the BEAD value is null. This will prevent the

wrong value from being pulled if the BEAD override state/province is supposed to be null versus the BPAD value.

See Example below:

Duty Station Nation	157 United States of America
Duty Station Nation Override	<input type="text" value="2"/> ... Albania
Duty Station State	NC North Carolina
Duty Station State or Province Override	<input type="text"/> ...

BEAD Changes

Current reporting/interface logic would pull NC from BPAD since the BEAD value is null, however we need the value of null for this case since the country is Albania.

3. If the state/province on BPAD is null, then override for state/province WILL BE enabled for input because the override values could be a foreign country that has no state/province or it could be a US value with a valid state.

Note: Feeds to HRDM.

Duty Station Nation	4 Andorra
Duty Station Nation	<input type="text" value="157"/> ... United States of America
Override	
Duty Station State	
Duty Station State or Province Override	<input type="text" value="NC"/> ... North Carolina
Work Location	<input type="text" value="3"/> ... Fully Remote
Remote Nation	<input type="text" value="157"/> ... United States of America
Remote State or Province	<input type="text" value="VA"/> ... Virginia

BEAD Changes

- Work Location, Remote Nation, Remote State or Province

Work Location: Work Location refers to work arrangement location and will have 4 values:

- 1 – Fully On-Site (dedicated office at Duty Station) - SET AS DEFAULT VALUE
- 2 – Hybrid (On-Site and telework, but no dedicated office space at Duty Station)
- 3 – Fully Remote
- 4 – Position Based

The PWVWKLN Table was created to hold these values. PWVWKLN fields are:

- Code
- Description
- Status Ind
- User ID
- Activity Date

Code	Description	Status Indicator	<u>User ID</u>	<u>Activity Date</u>
1	Fully On-site (dedicated office at Duty Station)	A		
2	Hybrid(on-site and telework, but no dedicated office space at Duty Station)	A		
3	Fully Remote	A		
4	Position Based	A		

BEAD Changes

Remote Nation: Remote Work Location refers to the current work nation where an employee regularly performs his/her duties remotely.

Remote State or Province: Remote State or Province refers to the current work State or Province where an employee regularly performs his/her duties remotely. Must be null when Remote Nation is not US. Must be populated when Remote Work Nation is US.

If 'Work Location' = 1 (Fully On-site) then 'Remote Work Nation' and 'Remote Work State or Province' must be null

If 'Work Location' = 2 (Hybrid) then 'Remote Work Nation' is required. 'Remote Work State or Province' is required when "Remote Work Nation" = US. 'Remote Work State or Province' is null if 'Remote Work Nation' is not US.

If 'Work Location' = 3 (Fully Remote) then 'Remote Work Nation' is required. 'Remote Work State or Province' is required when "Remote Work Nation" = US. 'Remote Work State or Province' is null if 'Remote Work Nation' is not US.

If 'Work Location' = 4 (Position Based) then 'Remote Work Nation' and 'Remote Work State or Province' must be null

Note: Feeds to HRDM.

Empyrean Error Reports

- Error Legend prepared with Error Messages and Actions Required
- Error Reports will be placed on campus files starting weekly next week
- BENU 6.1.0 to be released – Must be tested and migrated to PRODUCTION to load OPEN ENROLLMENT file for SECURIAN Group Term Life.
- Recommendation to load file monthly for EOI updates

WebFOCUS Reports

- PGAWLEOR – Identifies LE's that do not have Earn Code 102 setup
- PGAWFSYD – New report to reconcile against P&A YTD
NOTE: LIMIT is Annual limit employee selected at Open Enrollment – it is not the amount you need to enter for transfers

SSC Website – Opening soon!

SHARED SERVICES CAMPUSES

The information at the links below is designed for institutions that are part of Payroll Shared Services.



RESOURCES



JOB AIDS



WebFOCUS



**BANNER NAVIGATION
& RESOURCE GUIDES**



**PAYROLL
PROCESSING**



**OVERPAYMENT
RECOVERY**



EARN CODES



DEDUCTIONS



**YEAR-END-
YEAR-ROUND**



LEAVE REPORTING



BENEFITS



**CHANGE ADVISORY
BOARD (CAB)**



QUESTIONS?

On any of the presentation?