

# **Best Practices**



### Northwest Ohio Area Computer Services Cooperative

# AGENDA

- Employee Onboarding
- Checklists
- Test Payroll (Tips and Tricks)
- Pickup on Pickup
- Changing passwords USPS and USAS
- Reminders

### **EMPLOYEE ONBOARDING**

- Three ways to input new employees
  - Mass Load via spreadsheet
  - Core > Employee then the Dashboard
  - Employee Onboarding Workflow

### CHECKLISTS

#### **USPS-R Payroll Processing Checklist**

Created by Unknown User (drewes), last modified by Lori Nye on Mar 09, 2023

A This checklist is a sample of a payroll checklist. This can be customized to meet your district specific needs. Please contact your ITC for complete instructions before using this checklist.

1.\_\_\_\_ Go to USAS Integration>Account Synchronization and click on Synchronize Accounts with USAS. Wait to receive 'Account synchronization completed' message before proceeding.

2. \_\_\_\_\_ Verify the Posting Period. If you wish to begin processing in the next month and are not ready to Close the current month, create the posting period. Creating the posting period will make it Open and allow processing. This will set the Posting Period on the grid to Current - False. Please note, the payroll can not be posted until the Posting Period is set to Current. To make the Posting Period Current, to to Core>Posting Period, click the end next the the Posting Period you wish to make current. This will set the Posting Period on the grid to Current - True and also change the ribbon in the upper right-hand corner of your screen to that period.

- Go to Core>Posting Period, Create.
- Enter the Calendar Month, Calendar Year, click Create.

3.\_\_\_\_ If any changes/additions are needed (for example - Employee, Position, Payroll Item, Pay Distribution, Payroll Account) go to the appropriate Core menu item or the Employee Dashboard and make the necessary changes before initializing the payroll.

- Enter and/or import Attendance/Absence information.
  - Choose from 3 options:
    - Adding Attendance Using the Employee Dashboard: (ATDSCN)
      - Go to the employee's Dashboard and search for the Employee. Select from the dropdown
      - On the Employee Dashboard select Attendance
      - Click Create to enter one day or click Mass Add to enter multiple days.
      - Click Save
      - Posting Mode options are available No Posting to Payroll, Post to Current, Post to Future. If using a Posting Mode make sure that you click Post Selected Records to Current or Future Payroll after you click Save to add the attendance entry
      - Click on X to close the window

### Sample payroll checklist

 https://wiki.ssdt-ohio.org/display/uspsrdoc/USPS-R+Payroll+Processing+Checklist

## **CHECKLISTS CONTINUED**

### **Exiting Employee Checklist**

This checklist can be used to pay an employee for any work days owed as well as to pay off any accrued wages.

- 1. Employee Record
  - \_\_\_\_ Enter a Termination Date (Last day employee worked.)
- 2. Position Record
  - \_\_\_\_ Enter a Stop Date-(Last day employee worked.)
  - \_\_\_\_ Enter a Separation Date
  - \_\_\_\_ Enter a Separation Reason
  - \_\_\_\_ Enter a Termination Date (Last day employee worked)
- 3. Compensation Record
  - \_\_\_\_ Enter a Compensation and Calendar Stop Date (Last day employee worked)
  - \_\_\_\_\_ Uncheck the 'Stretch Pay' box, if applicable, and click on Save.
  - \_\_\_\_\_ If employee is stretch paid and is owed accrued monies, enter record in Future or Current and select Pay Type of 'Pay Off of Accrued Wages' .
- 4. Payroll Items Records
  - \_\_\_\_\_ Filter grid to find employee's current Payroll Item records
  - \_\_\_\_ Click on the Mass Change button
  - \_\_\_\_ Import this Payroll Item Stop Date Mass Change definition
  - \_\_\_\_ Add the Stop Date in the Mass Change Definition \*\*\*(Use last Pay Date)\*\*\*
  - \_\_\_\_ Execute the Mass Change program

# FUTURE VS CURRENT PAY

- Current Pay
  - Used to add, edit, or delete pay for employees for an already initialized payroll
    - Pros:
      - Can view/edit employees' entire pay in one grid (regular, accrued, misc, etc...)
    - Cons:
      - If payroll is deleted, then any new entries created in current pay will be deleted.
      - Note: Anything that was originally created in Future Pay will be sent back to Future Pay if payroll was deleted
- Future Pay
  - Used to add pay for non-contract employees or miscellaneous pay for regular employees before a payroll is initialized
    - Pros:
      - Allows you to enter pay ahead of time
    - Cons:
      - Does not display regular/accrued wages for contracted employees.

### **PAYROLL TIPS AND TRICKS**

### Post to Future option from Attendance

Create Attendances	s/Absences										+ >
			✓ Save	Ø Cancel	Post Future	~					
	Employee #:	Position / Compensation:	Activity Date	Length	Trans Type	Unit	Category:	Sub Category	Appt Type	Pay Date	Substitute For:
Copy Row	JONES123 - 🗸 🗸	Pos: 1 - Sub Teacher (Comp: NC - Sub Teacher) Position / Compensation:	v 🛗 9/11/23	1.000	Attendance 🗸	Daily 🗸	<ul> <li>Attendance</li> </ul>			♥ =	~ 0
+ Copy Row	JONES123 - 🗸 🗸	Pos: 1 - Sub Teacher (Comp: NC - Sub Teacher) Position / Compensation:	♥ ∰ 9/12/23	1.000	Attendance 🗸	Daily 🗸	<ul> <li>Attendance</li> </ul>			✔ 🛗	♥ 0
+ Copy Row	JONES123 - , 🗸	Pos: 1 - Sub Teacher (Comp: NC - Sub Teacher)	♥	1.000	Attendance 🗸	Daily 🗸	<ul> <li>Attendance</li> </ul>			♥ 🛗	v ©

#### Select Records for Payroll Post

	Activity Date:	Name:	Number:	Pos#:	Comp:	Title:	Pos Stat:	Pay Typ	be:	Description:	Units:	Rate:	Supmntl:	Supplemental Tax Option:	F	Retire:	Retire Hours:	Effective Date:	Account:
~	09/11/2023	Jones, Bailey O.	JONES123	1	Sub Teac	Sub Teacher	Active	REG	$\mathbf{v}$	Sub Teacher	1.00	100.000	No 🗸	None	-	Yes 🗸	7.50	餾	001-1100-111-0000-000
~	09/12/2023	Jones, Bailey O.	JONES123	1	Sub Teac	Sub Teacher	Active	REG	×	Sub Teacher	1.00	100.000	No 🗸	None	~	Yes 🗸	7.50	曲	001-1100-111-0000-000
~	09/14/2023	Jones, Bailey O.	JONES123	1	Sub Teac	Sub Teacher	Active	REG	×	Sub Teacher	1.00	100.000	No 🗸	None		Yes 🗸	7.50	雦	001-1100-111-0000-000

+ Post Selected Records to Future Payroll Ø Cancel

7

### PAYROLL TIPS AND TRICKS CONT...

### Mass Add with Post to Future option from Attendance

Employee:		Positi	on / Compensation:	
Jones, Bailey O - JO	NES123	✓ Pos	1 - Sub Teacher (	Comp: NC - Sub Teacher)
Length	Trans Type	Unit		Category
1	Attendance	✓ Dai	у 🗸	Attendance 🗸
Sub Category	Appt Type	Pay [	Date	Substitute For:
		▶		~
Include Weekends	Start date	End	late	
Include weekends	<b>#</b>			
Posting Mode				
Post Future 🗸				
	(8 dates selec	(bot		
	(o dates selec	(Ted)	Create	Clear All Dates
	*	September 2023	•	
Monday	Tuesday	Wednesday	Thursday	Friday
Monday 21		-		Friday 25
	Tuesday	Wednesday	Thursday	
	Tuesday	Wednesday	Thursday	
21	Tuesday 22	Wednesday 23	Thursday 24	25
21	Tuesday 22	Wednesday 23	Thursday 24	25
21	Tuesday 22 29	Wednesday 23 30	Thursday 24 31	25 1 Sep
21 28 4	Tuesday 22 29 5	Wednesday 23 30 6	Thursday 24 31 <b>7</b>	25 1 Sep 8
21	Tuesday 22 29	Wednesday 23 30	Thursday 24 31	25 1 Sep
21 28 4	Tuesday 22 29 5	Wednesday 23 30 6	Thursday 24 31 <b>7</b>	25 1 Sep 8

### **PAYROLL TIPS AND TRICKS** CONT...

### Individual Pay Report from Current

#### **Reporting Period: September 2023 (FY 2024)**

9/8/23 2:09 PM

	Dixie (Demo) Schools																		
	Payroll Report																		
Employee #:	JONES12	3 Name:	Jones	s, Bailey C	)	Build/Dept: 000/000						eck Dis							
						SERS Days: 0.00 STRS Days: 3.00							ours: ours:	0.00 15.00					
	Pa	y Records			Pay Items				Pay Accounts										
					Position Abbreviation	Employee Amt Empl	loyer Amt P	osition	1					Acco	unts				
Position: 1 Sub Teache	Pay Group	p: 0	Work Days	: 0	Ohio Sta STRS	0.86	28.00	1				<b>Func</b> 1100	-	scc 0000	Subj 000000	<b>OPU</b> 100		<b>Job</b> 000	Chg Amt 200.00
Туре	Description	Units	Rate	Gross	STRS Ann	28.00	20.00												
MIS SUI MIS Sub		1.00 1.00	100.00 100.00	100.00 100.00	Medicare	2.90	2.90												
Net:	\$168.24	Total Gross: Adjusted Gross:	:	\$200.00 \$172.00	Total: Total Annuities:	\$31.76 \$28.00	\$30.90 \$0.00							Tota	l Charge	ed:			\$200.00
Pay Distrik CHECK	outions Check	\$168.24																	

# **MODIFY/DELETE PAYROLL**

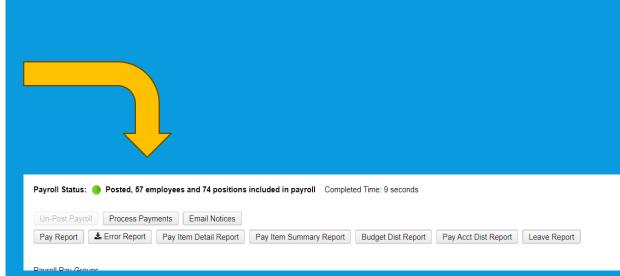
- Modify can refresh multiple pay groups to pull in new information made to employees
  - Examples:
    - Changing an employee's compensation start/stop date so they can pull into the payroll
    - Changes made to an employee's payroll items
- Delete Payroll vs. Delete Payroll and Exceptions
  - Delete will place anything that originated in future back into future. Any changes made to future pay entries in current **will be saved**.
  - Delete and Exceptions will also place anything made in future back to future. However, will NOT save any changes that were made to future pay entries.



# **POINT OF NO RETURN**

- You can un-post, modify, and delete a payroll up until posting outstanding payables (Processing->Process Outstanding Payables)
  - Once posted the Un-Post Payroll button will be grayed out

elected Payables Summary	Per Payee V 🛛 🔍 Post
тот	AL: 15,217.22
Payee Name	Total Amount
Allenhurst Software	739.98
Atkinson Software	210.12
Attapulgus Studios	70.00
Braselton Software	0.00
Broxton Development	600.00
Cuthbert Software	853.27
Douglasville Landscaping	655.00
Folkston Realty	4,554.85
Gumbranch Furnishings	0.00
Powder Springs Accounting	0.00
Tarver Industries	6,276.75
Toomsboro Software	0.00
Waynesville Accounting	874.75
Worth Cafe	382.50



# **REPORTS TO HELP BALANCE**

- Pay Report
  - Main report that will list everyone's full pay and deductions
- SSDT Future Pay Report
  - This report will list and total everything in the Future Pay grid
  - Run before initializing payroll
- Pay Account Distribution Report
  - Useful for verifying pay is being taken out of the correct accounts
- Pay Amount Summary Report
  - Detailed report that can sorted in multiple different ways such as by pay group or by building
  - Lists all pay types for each employee

### **EXCEL SPREADSHEETS**

 Having a spreadsheet for your timesheet / non-contract employees can make balancing easier

### • Example spreadsheet

	A	В	С	D	E	F	G	Н	I.
1	Name	Date	Units	Unit Amount	Amount Paid	Position	Payroll Account	Description	Pay Group
2	Jones, Baily	9/12/2023	1	\$100.00	\$100.00	Sub Teacher	001-1100-112-0000-000000-000-00-000	Sub	0
3	Jones, Baily	9/13/2023	1	\$100.00	\$100.00	Sub Teacher	001-1100-112-0000-000000-000-00-000	Sub	0
4	Jones, Baily	9/14/2023	1	\$100.00	\$100.00	Sub Teacher	001-1100-112-0000-000000-000-00-000	Sub	0
5	Curtis, Jan	9/15/2023	2	\$13.00	\$26.00	Bus Driver	001-2822-141-0000-000000-000-00-000	Ed. Field Trip	15
6	Curtis, Jan	9/14/2023	3	\$13.00	\$39.00	Bus Driver	001-4590-143-0000-000000-200-00-000	Sport Event	15
7	Wagner, Morgan	9/11/2023	1	\$200.00	\$200.00	Teacher	599-1100-111-0000-000000-000-00-000	Additional Duties	10
8	Casey, Noah	9/12/2023	1	\$30.00	\$30.00	Sub Custodian	001-2310-171-0000-000000-300-00-000	Sub	0
9	Casey, Noah	9/13/2023	1	\$30.00	\$30.00	Sub Custodian	001-2310-171-0000-000000-300-00-000	Sub	0
10	Daniel, Tonya	9/14/2023	1	\$30.00	\$30.00	Sub Custodian	001-2310-171-0000-000000-300-00-000	Sub	0
11	Daniel, Tonya	9/15/2023	1	\$30.00	\$30.00	Sub Custodian	001-2310-171-0000-000000-300-00-000	Sub	0
12	Shields, Savanna	9/12/2023	2	\$13.30	\$26.60	Café	006-3120-141-0000-000000-000-00-000	Café	13
13	Burton, Martin	9/13/2023	2	\$13.30	\$26.60	Café	006-3120-141-0000-000000-000-00-000	Café	13
14	Total				\$738.20				

## **EXCEL - PIVOT TABLES**

Great way to customize your spreadsheets to look like USPS reports

### Example 1: Pivot Table subtotaled by employee

x	AutoSave	off	E り・C・	⊽ Exa	mple Sp	readshee	t 🗸		2
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	А		В	С	D	E	F	G	н
1	Pay Group	(All)	-						
2	Date	(All)	-						
3									
4	Row Labels	- Sum d	of Amount Paid						
5	Burton, Martin		\$26.60						
5	Casey, Noah		\$60.00						
7	Curtis, Jan		\$65.00						
3	Daniel, Tonya		\$60.00						
)	Jones, Baily		\$300.00						
0	Shields, Savanna	а	\$26.60						
1	Wagner, Morga	n	\$200.00						
2	Grand Total		\$738.20						
3									
4									
5									
6									

## Example 2: Pivot table subtotaled by pay account and employee

	А	В	С
1	Pay Group	(All)	-
2	Date	(All)	-
3			
4	Row Labels 🔹	Sum of Amount Pai	id
5		\$300.	00
6	Jones, Baily	\$300.	00
7		\$120.	00
8	Casey, Noah	\$60.	00
9	Daniel, Tonya	\$60.	00
10		\$26.	00
11	Curtis, Jan	\$26.	00
12		\$39.	00
13	Curtis, Jan	\$39.	00
14		\$53.	20
15	Burton, Martin	\$26.	50
16	Shields, Savanna	\$26.	60
17	≡ 599-1100-111-0000-000000-000-000	\$200.	00
18	Wagner, Morgan	\$200.	00
19	Grand Total	\$738.	20
20			
21			
22			

### EXCEL – PIVOT TABLES – ... (CONT)

- How to create pivot tables:
  - Note: Excel spreadsheets need unique headers in each column to create a pivot table
  - 1. Highlight all the data in your spreadsheet
  - 2. Go to Insert->Pivot Table and select the New Worksheet option
  - 3. Click OK

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F	File Home <mark>Insert</mark> Page	Layout Formulas Data Review	View Automate	Help				🖵 Comment	s 🖻 Share 🗸
Ł	PivotTable Recommended Table Tables	Pictures Shapes ~ To Smart/ Pictures Screen () 3D Models ~ Illustrations			votChart	Line Column Win/ Loss Sparklines Filters	_ v	A ext Ω Symbol Symbols	, ,
A	1 $\checkmark$ : $\times \checkmark f_x$	Name							· · ·
	А	ВС	D	E	F	G	н	I.	J
1	Name	🚽 Date 🔹 Units	👻 Unit Amount 🗳 A	Amount Paid	Position 🔹	Payroll Account	Description	Pay Group 🔹	
2	Burton, Martin	9/13/2023	2 \$13.30	\$26.60	Café	006-3120-141-0000-000000-000-000-000	Café	13	
3	Casey, Noah	PivotTable from table or range	? ×	\$30.00	Sub Custodian	001-2310-171-0000-000000-300-00-000	Sub	0	
4	Casey, Noah	2	1	\$30.00	Sub Custodian	001-2310-171-0000-000000-300-00-000	Sub	0	
5	Curtis, Jan	Select a table or range			Bus Driver	001-2822-141-0000-000000-000-00-000	Ed. Field Trip	15	
6	Curtis, Jan	Table/Range: 'Time Sheets'!\$A:\$I	1	\$39.00	Bus Driver	001-4590-143-0000-000000-200-00-000	Sport Event	15	
7	Daniel, Tonya	Choose where you want the PivotTable to be place	ced	\$30.00	Sub Custodian	001-2310-171-0000-000000-300-00-000	Sub	0	
8	Daniel, Tonya	<u>N</u> ew Worksheet     Existing Worksheet		\$30.00	Sub Custodian	001-2310-171-0000-000000-300-00-000	Sub	0	
9	Jones, Baily	Location:	4	\$100.00	Sub Teacher	001-1100-112-0000-000000-000-00-000	Sub	0	
10	Jones, Baily	Choose whether you want to analyze multiple tab		\$100.00	Sub Teacher	001-1100-112-0000-000000-000-00-000	Sub	0	
11	Jones, Baily	Add this data to the Data Model		\$100.00	Sub Teacher	001-1100-112-0000-000000-000-000-000	Sub	0	
12	Shields, Savanna		OK Cancel	\$26.60	Café	006-3120-141-0000-000000-000-00-000	Café	13	
13	Wagner, Morgan		Cancel	\$200.00	Teacher	599-1100-111-0000-000000-000-00-000	Additional Dutie	s 10	
14									
15									
16									

### EXCEL – PIVOT TABLES – ... (CONT)

- This will create a new sheet with an empty table
- Drag and drop the properties you want to subtotal by and display
  - Rows What you want to subtotal by
  - Values The numbers you want add together
  - Filters Allows you to filter the table for specific properties
  - Columns Displays unique values in a columnoriented perspective
    - Ex: Dates

PivotTable Fie		
Choose fields to add to	o report:	
Search		
✓ Name		
✓ Date		
Units		
Unit Amount		
Amount Paid		
Position		
Payroll Account		
Description		
Drag <mark>f</mark> ields between a	reas bel	ow:
<b>Y</b> Filters		III Columns
Pay Group	~	
Date	~	
		$\Sigma$ Values
Rows		
Rows	~	Sum of Amount Paid

16

### **OTHER REPORTS**

- Error Report:
  - Lists info/warning/error messages that may stop you from posting
- Payroll Item Detail / Summary Report:
  - Lists deductions withheld
- Budget Distribution Report:
  - A summary report that will list the totals for each pay account and each fund
  - Signature line added after posting payroll
- Leave Report (New)
  - Lists leave used and current leave balance for the pay period

## **EMAIL NOTICES**

- Schedules when employees will receive their pay slip through email
  - Employees need to have a primary email address and the Email Direct Deposit checked in their employee record
  - Scheduled time can be viewed in Utilities->Job Schedular
- If you delete and recreate a payroll after scheduling the email notices, then you will need to delete the job and reschedule

Scheo	luler								
+0	reate	C R	lefresh						
			Туре	Name	Username	Description	Status	Last Run	Next Run
۲	C	0	SYSTEM	Scheduler cleanup job	- 22	SchedulerCleanupJob:JobId(SYSTEM	COMPLETED	09/21/2023 03:15:21 AM	09/22/2023 03:15:00 AI
۲	Ø	0	SYSTEM	duo-expired-verification-removal-job		DuoExpiredVerificationRemovalJob:Jo	COMPLETED	09/21/2023 03:10:00 PM	09/21/2023 03:15:00 P
۲	Ø	0	SYSTEM	patch-v6-85-0-job		CorrectPayAccountHistoryJob:JobId(S	COMPLETED	02/18/2023 12:31:44 AM	
۲	Ø	0	SYSTEM	usas-account-sync-job		UsasAccountSyncJob:JobId(SYSTEM,	COMPLETED	09/21/2023 04:00:01 AM	09/22/2023 04:00:00 Al
۲	Ø	0	USER	Payroll: Test Payroll (09/29/2023): Send 32 direct deposit notices, 1695323485558	admin	EmailDirectDepositJob.JobId(USER, P	PENDING		09/22/2023 03:00:11 Al
۲	Ø	0	USER	SSDT Payroll Payment Detail Archive \$TEMP 39a3c87e-ba6f-40c5-9af0-c0af7f57b6c2	SSDT	ReportBundleEventJob:JobId(USER,	RUNNING	09/21/2023 03:11:25 PM	
۲	Ø	0	USER	SSDT Payroll Posted Report Archive \$TEMP 40a301aa-692a-42db-a1d1-5e6a1ee49b70	SSDT	ReportBundleEventJob:JobId(USER,	COMPLETED	09/21/2023 03:06:40 PM	
•	C	0	USER	SSDT Payroll Posted Report Archive \$TEMP f571e6ae-673a-4876-9505-d8e812b2a089	SSDT	ReportBundleEventJob:JobId(USER,	COMPLETED	09/21/2023 02:29:58 PM	

### EMPLOYER DISTRIBUTIONS SUBMISSION

- Allows you to post board paid payroll items to USAS that can be used to create a new purchase order
- Located under USAS Integration->Employer Distributions Submission

	<ul> <li>Payments - Payroll - Processing - Reports - System -</li> </ul>	Utilities ~ USAS	Integration ~ Workflows ~	,					✓ Help ✓ Logout		
USAS Employer	Distributions Submission										-
Start Date: *	m 9/1/23	C Employer	Distribution Submissions								
		Sent Date	Description		Total	Status	Status Date	Stat	us Text	Appointment Type	=
End Date: *	m 9/30/23										
Payment Cycle:											
	Use Only Employer Distribution Accounts										
	Available Payroll Selected Payroll Items:										
	618 - Crescent Se * 692 - Smithville M. *										
	620 - Cornelia Lar 621 - Hopeulikit Ei										
	623 - Cochran Mo										
	625 - Riverside Fu 630 - Doraville Ma										
	650 - Buchanan O 690 - Isle Of Hope										
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	693 - Denmark Te: 👻										
											_
	Submission Preview						details (select Payee from the left)				
	Preview (select Payee to show details to the right)					Account		Amount	=		
Payee Nan		Payee Number		Total Amount	=						
Cuthbert	Software	04879713			853.27						
Total submi	ssion amount: \$853.27										
Submit											
2 Guorni											

# EMPLOYER DISTRIBUTIONS SUBMISSION — ... (CONT)

- How it works:
  - The accounts used in employer distributions is determined by the employee's pay account and the object code in payroll item configuration
  - The pay account needs to have the employer distribution flag checked
  - The object code in the pay account gets changed to what the payroll item configuration specifies for the board paid payroll item

Payroll Item Configuration			+ ×
Type MedicareTax abbreviation Medicare Tax	Code 692 W2 abbreviation Medicare Tax	Name Smithville Manufacturing Payment Cycle EveryPayroll 🗸	
Certified Object Codes	Classified Object 223	Other Object 223	
Suppress SSN ID	Employer Health Coverage	Dob Level	
Print Employer Amount     Show On Create Wizard     Payee Information	Voluntary	Required	
Payee Cuthbert Software (Number: 04879713) (Address: 17	04 Howell Rd, Bowman, OH, 35600)		<b></b>

## EMPLOYER DISTRIBUTIONS – COMMON ERRORS

✓ Warning - ExpenditureAccount not found: 599-1100-213-0000-000000-000-000-000	

- "Expenditure Accounts not found" is a very common error message
- Occurs when the expenditure account for the board paid payroll item does not exist in USPS
  - For example, a Medicare expenditure account does not exist for the account above
- Employer Distributions Report is a good way to find who is causing the errors
- Solutions:
  - 1) Map the non existing account into an existing one in Utilities->Account Mapping
  - 2) Create the account in USAS and sync it to USPS

### EMPLOYER DISTRIBUTIONS -POSTING

- Once posted in USAS, it will appear in Transactions->Pending Transactions
- Posting the transaction will create a new purchase order

Pending T	ransactions					
Imp	ort			Q Advanced Query	& Report	More D Reset
	Date	Description	Pending Transaction	+ ×		
2	09/26/2023	Cuthbert Software(04879713)	Post O Reject O Validate	<u>^</u>		853.27
			Date 🗎 926/23			
			Description Cuthbert Software(04879713)			
			Total 853.27			
			Payee Address			
			Line 1 1704 Howell Rd			
			Line 2			
			City Bowman			
			State OH			
			Zip 35600			
			Country			
			Payee Id 88b20958-9801-4d50-b6b6-9ec			
			Payee Name Cuthbert Software			
			Payee Name 2			
			Payee Number 4579713			
			Start Date 01/123			
			Stop Date 🛍 9/30/23			
			Type Distribution V			
			Line Number Amount Full Account Code Wannings/Errors			
			1 686.23 001-1100-213-0000-00000-0000-000	A		
			2 13.68 001-2174-223-0000-000000-000000-000			
			3 174 00-2310-022-000-00000-300-00-000			
			4 69.74 001-2700-223-0000-000000-000 00 000 5 21.62 001-2822-223-0000-000000-000-00-00			
				v		

### Types of Retirement

### 1. Regular

a) Withheld from Wages after taxes are calculated.

### 2. Annuitized (also known as pickup)

- a) Withheld from wages before taxes are figured. (typical 590/591 record)
- b) These amounts become taxable when employee receives a refund or retirement benefits.

### 3. Pickup on Pickup

a) Where the board pays all or a portion of the employee's share of retirement on behalf of employee.

### How the Software Sees Retirement

 Retirement records are set-up according to how taxes are figured (taxed or pre-taxed) and who is paying the retirement amounts (the board or the employee)

### How the Software Sees Retirement

- 400/450 records have both employee and employer fields and can be used for regular retirement for employee and employer.
- 590/591 is used for tax-deferred deductions and could include the employee's full retirement percentage.
- 690/691 is used for pickup on pickup. Used when the board agrees to pay some or all of the employee annuitized retirement percentage from the 590/591 deduction records on behalf of the employee.

# Pickup on Pickup Considerations

- 1. Does the board want the retirement pickup to inflate the employee's salary?
  - If yes, then the "Increased Compensation" flag on the employee's **400/450 record** must be set to a "Y".
  - If no, then the "Increased Compensation" flag should be set to a "N". The employee's salary will look the same on the system as it does to the retirement systems.
  - If the pick-up on pick-up is received as an "Increased Compensation", retirement contributions must be paid on that benefit.

# Pickup on Pickup Considerations

- 2. If the pick-up on pick-up is reported to the retirement systems as a fringe benefit/extra compensation, who will pay the retirement on the inflated portion? The employee or the board?
  - If the response is "the employee", then that portion is included on the 590 or 591 record as appropriate.
  - If the response is "the board", then that portion is included on the 690 or 691 record.
  - If the response is "both the board and the employee", then that portion must be included on both the 590 and 690 records (SERS) or the 591 and 691 records (STRS) with the appropriate percentages.

### SERS Example

Full Pickup on pickup with extra compensation where the board pays the additional retirement.

The formulas below outline how to arrive at the inflated percentages.

SERS

(1 + .10) X .14 = .1540 -----> 15.40% on 400

(1 + .10) X .10 = .1100 -----> 11.00% on 690

### How should I add the deduction records? What position option should I choose?

 Payroll Item
 400 - SCH EMPLOYEES RETIREMENT SYS - SERS

 Position selection is only required if setting up payroll item withholding by position

 Position

 Position Number: 2, Position Description: FISCAL LIAISON - TRE

 Position Number: 1, Position Description: LIAISON II - FISCAL Position Number: 2, Position Description: FISCAL LIAISON - TREASURER

### I should add a 690 with position 2.

 Payroll Item
 690 - SCH EMPLOYEES RETIREMENT SYS - Employer SERS

 Position selection is only required if setting up payroll item withholding by position

 Position

 Position Number: 2, Position Description: FISCAL LIAISON - TRE

 Position Number: 2, Position Description: FISCAL LIAISON - TREASURER

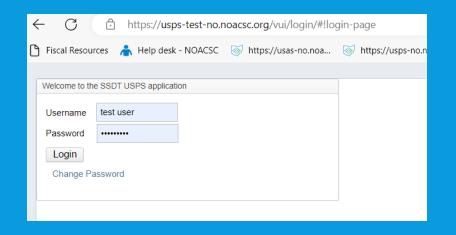
### Make sure 400, 590, and 690 all align.

			Code ^	Pos #	Name	Rate Type	Rate
			400 😒				
۲	ľ	Θ	400	2	SCH EMPLOYEES RETIREMENT SYS	Percent	0.0000
۲	ľ	0	400		SCH EMPLOYEES RETIREMENT SYS	Percent	0.0000

Sed Sed Schemployees Retirem	
	ENT S'

<b>+</b> c	reate	🕑 M	ass Change	)	✓ Include Archived Q Advanced Query					📥 Rep	
			Code	•	Pos #		Name	Rate Type		Rate	
			690	8	4						
۲	ľ	0	690			2	SCH EMPLOYEES RETIREMENT SYS	Percent			11.0000

- Problem: I changed my password in USPS and now I can't log into USAS
- (Am I saving my password?) In this example I am.



• My password is saved as test123 for both USPS and USAS.

### (Notice password is saved for USAS too.)

← C	g/vui/login/#!login-page
🕒 Fiscal Resources 🔺 Help desk - NOACSC 💿 http:	s://usas-no.noa 🐼 https://usps-no.no
Welcome to the SSDT USAS application	
Username test user	
Password	
Login	
Change Password	

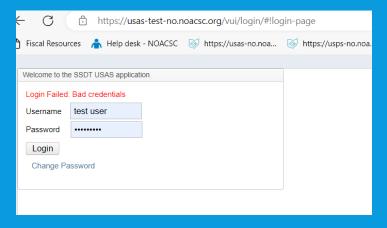
Now what happens when I change my password in USPS?

### I change the password in USPS.

← C ⊕	https://usps-test-no.r	noacsc.org/vui/login/#!ch	ange-password
🗅 Fiscal Resources 🌈	🔓 Help desk - NOACSC	₩ https://usas-no.noa	₩ https://usps-no.noa
Username * Old Password * New Password * Verify New Password *	test user 	Cancel	
	Confirmation Password changed so Ok	uccessfully.	

• Password is changed for USPS. (It is now sunnyday1)

### I go to USAS.



- What is the saved password? It is sunnyday1 if you saved it when you logged into USPS.
- Delete the saved password and type in test123
- One solution is to not save passwords for USAS and USPS.

### REMINDERS

- Kiosk Delete Inactive Users
- Retire/Rehire Verify Checkbox/ If SERS Retiree, check the Surcharge Exempt
- STRS Advance- Verify out of Advance
- SSA with ID.Me

### KIOSK DELETE INACTIVE USERS (DISTRICT ADMINISTRATORS)

• N	/latchir	ng User(s)						
R	Rows 10	00 V Action	15 🗸				PF	INT Filtered User Login Report
								1 - 100 of 157
IF	RN	Employee ID	User Login	Admin Privs	User Last Name	User First Name	User Full Name	Last Activity Date $\uparrow$ =

### REHIRED RETIREE ON 450/400 PAYROLL ITEM

Strs Item		
Save O Cancel		
Configuration Code: 450, STRS OF OHIO Configuration Description: STRS	Employee Employee	
Туре	Rate Type	Rate
STRS 🗸	Percent 🗸	0.0000
Pay Cycle	Archived	
Every pay of the month (even third pay)	Archived	New Employee
Full Or Part Time	Surcharge Exempt	Increased Compensation
Part Time 🗸		
Employer Rate 14.0000	Rehired Retiree	Rehired Date
Advance Error Adjustment		
0.00		

# **VERIFY STRS ADVANCE MODE**

- System > Configuration > STRS Advance Configuration
- \*Can also run the Check STRS Advance Report to compare to STRS Advance Reports in File Archive

Edit STRS Advance Conf	figuration
Save O Cance	el
Advance Amount	0.00
	Advance Mode
Amount Paid Back	0.00

# SSA LOGIN WITH ID.ME

### <u>https://www.ssa.gov/bso/bsowelcome</u>

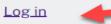
### Employers

For employers to:

- Report wages
- View submission and report status

2

- Act on resubmission notices
- Verify Social Security numbers

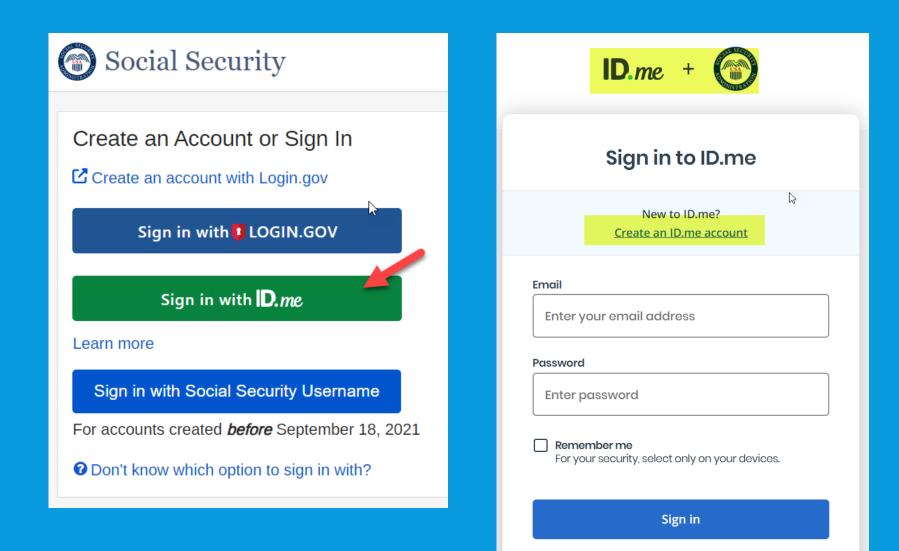


Create account

**Employer** information

Customer support for wage reporting

For questions: <a href="mailto:employerinfo@ssa.gov">employerinfo@ssa.gov</a>



### SUBMITTER INFORMATION IN USPS

### System > Configuration > W2 Configuration

Edit W2 Configuration		-
Save O Cancel		
	✓ District Will Submit Own W2 Files	- 1
	Include only last 4 digits of employee's SSN on W2 forms and XML	out
	Company Information	
Company Name	Dixie (Demo) Schools	
Company Location Address		
Company Delivery Address	628 Pinkley Station	
Company City	Temple	
Company State	ОН	
Company Zip Code	44689	
Company Zip Code Extension		
	Contact Information	
Contact Phone Number		
Contact Phone Extension		
Contact Email Address		
Contact Name		
	Submitter Information	
Submitter EIN		
Submitter User Id		
	Submitter Name and Address same as Company	
Submitter Name		_

### **QUESTIONS???**

Contact Information 419-228-7417 fiscal.support@noacsc.org

Upcoming Trainings: EMIS Initial Collection October 26, 2023 9am-11am Calendar Year End Training November 29 & 30