



Office Memorandum

Date: September 8, 2014
To: Agency Payroll, HR and Accounting Staff
From: Mary Muellner, Director
Statewide Payroll Services
Subject: Retroactive Wage Adjustments for Minnesota Nurses Association (MNA)

This memo outlines procedures for processing retroactive wage adjustments for employees covered by the 2013-2015 MNA contract agreement.

On the weekend of September 13-14, 2014, Minnesota Management and Budget will adjust the salary rates of MNA employees and for insufficient work time employees in related job classes. The two salary rate increases will be effective July 1, 2013 and July 1, 2014. Retroactive pay for July 1, 2013 through September 9, 2014 will be processed during the pay period ending September 23, 2014 and paid on October 3, 2014 paychecks.

Agencies must review all non-approved retroactive pay transactions, adjust the retroactive pay as needed and mark them *approved* before they can be loaded to mass time entry. In addition, we suggest agencies review a small sampling of system-approved retroactive pay amounts for reasonableness. **Agencies must complete the review/approval process no later than Friday, September 19, 2014.**

NOTE: Additional information in this memo is organized by the topics listed below. We recommend you review this information as it may have changed.

- [Tools – page 1](#)
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- [Retroactive Pay Adjustments – page 2](#)
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TOOLS

HELP

Mass Retroactive Pay: We recommend you use SEMA4 Help to assist you in processing mass retroactive pay. In the Index, type and select *retroactive pay adjustment*. Then select *Review/Approve a Mass Retroactive Pay Adjustment - Steps*. Review the step-by-step instructions.

Individual Retroactive Pay: For special situations requiring individual retroactive pay adjustments, agencies may use the Individual Retropay Build and Trans pages to process the retroactive payment for each employee. We recommend using SEMA4 Help to assist you. In the Index, type and select *Individual Retroactive Pay*. Then select *Process an Individual Retroactive Pay Adjustment - Steps*. Review the step-by-step instructions.

REPORTS

- FIHR1060, *Report of Non Approved Mass RetroPay Transactions* (Document Direct/InfoPac ID HP1060)
- FIHR1070, *Detail Report of Mass RetroPay Transactions in Review* (Document Direct/InfoPac ID HP1070)
- FIHR1071, *Detail Report of All Mass RetroPay Transactions* (Document Direct/InfoPac ID HP1071)
- PFHR7041, *Mass Update Before and After Values for Salary* (Document Direct/InfoPac ID HP7041)

Note: There will be a separate report version for each retro pay process ID.

SALARY RATE ADJUSTMENTS

BEFORE AND AFTER SALARY RATES

The PFHR7041, *Mass Update Before and After Values for Salary* (Document Direct/InfoPac ID HP7041), will be available on Monday, September 15, 2014. This report lists each employee's rate of pay before and after the mass update.

RETROACTIVE PAY ADJUSTMENTS

RETROACTIVE PAY CALCULATION

Retroactive pay is scheduled to be calculated the weekend of September 13-14, 2014, with the resulting reports and page information available on Monday, September 15, 2014.

RETROPAY PROCESS IDs

- For 07/01/2013 to 06/30/2014 – **B14**
- For 07/01/2014 to 09/09/2014 – **C14**

JOB RECORDS AND THE CALCULATION OF RETROACTIVE PAY

The following parameters will affect the system calculation of retroactive pay:

- Human resources and payroll transactions entered through Friday, September 12, 2014 effective-dated July 1, 2013 (or earlier) through September 9, 2014, will be utilized to calculate retroactive pay. Information from job record(s), effective-dated July 1, 2013 (or earlier) through September 9, 2014, entered **after** Friday, September 12, 2014 will **not** be used in this calculation.
- For employees who have one job record (active, on leave, or layoff) in the bargaining unit/compensation plan and for insufficient work time employees in related job classes at the time retroactive pay is calculated, the system will include all retroactive pay in the department ID in effect on Friday, September 12, 2014.
- For employees who have multiple job records (active, on leave, or layoff) in the bargaining unit/compensation plan and for insufficient work time employees in related job classes at the time retroactive pay is calculated, the system will calculate retroactive pay for each job record and include it with the department ID(s) in effect on Friday, September 12, 2014.
- For employees who are separated on one job record, but are active, on leave, or layoff in another, the system will **not** calculate retroactive pay for the separated record. If the employee is eligible, the agency must calculate retroactive pay manually for the separated record.

JOB RECORDS ADDED AFTER CALCULATION OF RETROACTIVE PAY

Manual adjustments to retroactive pay may be needed when job records effective-dated July 1, 2013 (or earlier) through September 9, 2014 are added after Friday, September 12, 2014. Adjustments (positive or negative) to retroactive pay may be made:

- On the Approve Mass RetroPay Trans page (for records not yet approved) through Friday, September 19, 2014, or
- In mass time entry the following week, or
- By processing a prior period adjustment for the pay period ending September 23, 2014.

Examples of job record transactions that may require adjusting retroactive pay are progression increases, promotions or demotions.

NON-APPROVED RETROACTIVE PAY

The FIHR1060, *Report of Non-Approved Mass Retro Pay Transactions* (Document Direct/InfoPac ID HP1060), will be available Monday, September 15, 2014. This report lists employees by department whose retroactive pay has NOT been approved for payment. This report is a summarized version of report FIHR1070, *Detail Report of Mass Retro Pay Transactions in Review* (Document Direct/InfoPac ID HP1070).

RETROACTIVE PAY IN REVIEW

Employees whose retroactive pay could not be calculated or may not be accurate will display on the Approve Mass RetroPay Trans page. **Agencies must review these records, adjust the retroactive pay as needed and mark them *approved* before they can be loaded to mass time entry.** This page will become available on Monday, September 15, 2014. Complete the review/approval process no later than Friday, September 19, 2014.

The path for this page is: Payroll > Retroactive Pay > Approve Mass RetroPay Trans. In the RetroPay Process ID field, enter the retropay process ID. (Remember there are two IDs to review: B14 and C14.) The maximum number of employees that can be accessed is 300. If the message, *More matching entries were found than can be displayed* displays, return to the search page and enter the retropay process ID and a department ID. By entering a department ID, only those records assigned to that department ID will display.

The FIHR1070, *Detail Report of Mass RetroPay Transactions in Review* (Document Direct/InfoPac ID HP1070), will be available on Monday, September 15, 2014. This report lists information used to calculate retroactive pay for the employees who display on the Approve Mass RetroPay Trans page. The detail for each pay period includes department ID, earn codes, hours, job class(es), old pay rate, new pay rate and gross amount of retroactive pay for which each employee may be eligible. Employees will appear on this report if, from July 1, 2013 through September 9, 2014, they:

- Were paid any lump sum amount with earn codes IRR, IRO, IRP, MRR, MRO, MRP, RGL, RPR, RPO, RPP, MSD, MRS or OTL.
- Were working out of class for part or all of this time period.
- Have a system-calculated retroactive pay amount that exceeds:
 - \$4500 in Retropay Process ID B14
 - \$2000 in Retropay Process ID C14

We recommend agencies calculate retroactive pay for each employee listed. Compare amounts you calculate with the amounts on report FIHR1070.

RETROACTIVE PAY FOR ALL EMPLOYEES

Retroactive pay for all employees will display on the Mass RetroPay Transactions page. For each retroactive pay amount that is most likely correct and system-approved, a check mark will display in the Approve? column. This page will become available on Monday, September 15, 2014. Complete the review process on this page no later than Friday, September 19, 2014. You may view, adjust and approve retroactive pay that was **not** system-approved on the Approve Mass RetroPay Trans page.

We suggest agencies review a small sampling of system-approved retroactive pay amounts for reasonableness. Give special attention to those employees whose job records, effective-dated from July 1, 2013 (or earlier) through September 9, 2014, were changed using the Correct History mode or where rows were deleted. If a system-approved retroactive amount is found to be in error, it **cannot** be modified on this page. It will display and must be changed in mass time entry for pay period ending September 23, 2014. The path for this page is: Payroll > Retroactive Pay > Mass RetroPay Transactions. In the RetroPay Process ID field, enter the retropay process ID. (Remember there are two IDs: B14 and C14.)

The maximum number of employees that can be accessed is 300. If the message, *More matching entries were found than can be displayed* displays, return to the search page and enter the retropay process ID and a department ID. By entering a department ID, only those records assigned to that department ID will display.

The FIHR1071, *Detail Report of All Mass RetroPay Transactions* (Document Direct/InfoPac ID HP1071), will be available on Monday, September 15, 2014. This report lists information used to calculate retroactive pay for all employees, including department ID, earn codes, hours, job class(es), old pay rate, new pay rate and gross amount of retroactive pay for which each employee may be eligible.

MASS TIME ENTRY

All system-approved and agency-approved retroactive pay will be loaded to mass time entry for the pay period ending September 23, 2014. If an amount is in error, change it on the Mass Time Entry page. All retroactive pay must be entered on or after the first day the employee's job record is active in that department. The earn codes to use for retroactive pay are:

- MRR- Mass Retro Lump Sum (all earnings that are not overtime or premium)
- MRO - Mass Retro Lump Sum Overtime
- MRP - Mass Retro Lump Sum Premium

Use these earn codes if you need to add additional rows of retroactive pay in mass time entry.

SPECIAL SITUATIONS

MISSING ACTIVE EMPLOYEES

If there are active eligible employees who do not display on the Mass RetroPay Transactions page, calculate their retroactive pay and enter it on the Mass Time Entry page during the pay period ending September 23, 2014. Use earn codes MRR, MRO and MRP and enter lump sum dollar amounts, not hours.

EMPLOYEES ON LEAVE OR LAYOFF

Employees who went on leave or layoff after July 1, 2013, are eligible for retroactive pay. Review and process retroactive pay in the same manner as for active employees. Process a current period adjustment for employees who do not display in mass time entry. Use earn codes MRR, MRO and MRP and enter lump sum dollar amounts, not hours.

SEPARATED EMPLOYEES

Employees who separated from state service between July 1, 2013 and September 12, 2014 are eligible for retroactive pay if they request it in writing.

Note: Watch for future-dated separations, such as retirement. Retroactive pay will **not** be calculated for separations with effective dates greater than 9/12/2014. Agencies are responsible for calculating the retroactive payment for these employees.

Agencies should use the Individual Retropay Build and Trans pages to enter the retroactive payment for each employee. The calculation should include all payoffs, including payment(s) to Health Care Saving Plan accounts. Note: The retroactive pay will be paid to the employee. No retroactive payments will be made to the Health Care Savings Plan.

WORK-OUT-OF-CLASS

Agencies are responsible for updating the rates of pay for employees on work-out-of-class assignments. Employees on work-out-of-class will be flagged for review by the mass retroactive pay process. After agency HR staff updates the rates of pay for the employees on work-out-of-class assignments, agency Payroll staff will need to adjust the employee's retroactive pay accordingly.

OFF-CYCLE CHECKS

Starting the week of September 15, 2014, off-cycle checks that include pay July 1, 2013 through September 9, 2014 will use the new rate of pay. This should be taken into account when calculating the correct amount of retroactive pay for an employee.

ASSISTANCE AND SEMA4 HOURS

SEMA4 HOURS

During the week of September 15, 2014, SEMA4 will be available as follows:

- Monday through Thursday—7:00 a.m. through 7:00 p.m.
- Friday—7:00 a.m. through 5:00 p.m.

ASSISTANCE

For questions regarding pay rates, contact SEMA4 HR Services. For questions regarding earn codes, current period adjustments and payroll processing, contact Statewide Payroll Services.

PLEASE SHARE THIS INFORMATION WITH APPROPRIATE AGENCY STAFF