

# Springbrook – Pay Schedule



### Agenda

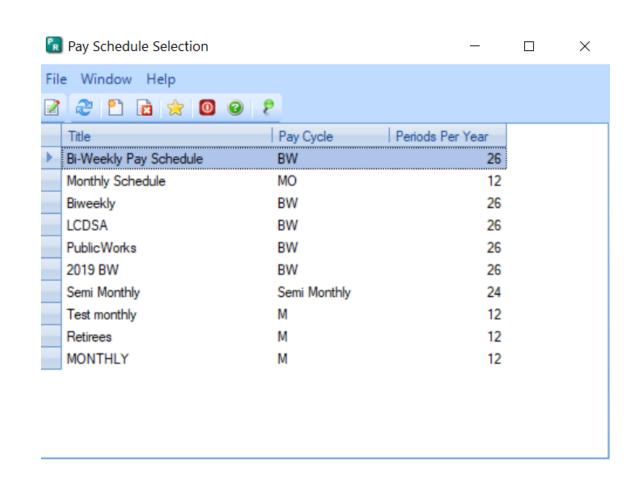
- Payroll Pay Schedule Setup
- End of year batch numbering Critical for Payroll
- Tax Table Setups



### Pay Schedule Setup

Pay Schedules are located and updated in Payroll > Maintenance > Pay Schedule.

- Pay Schedule Setup
- Add new periods to the pay schedule
- Add Timesheets to the pay schedule





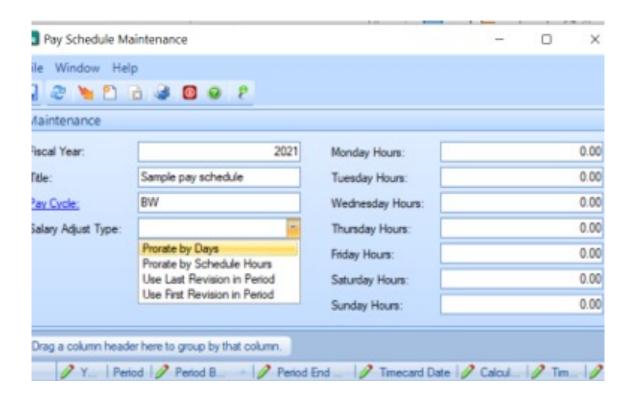
#### Pay Schedule Tips

- Pay Schedules are located and updated in Payroll > Maintenance > Pay Schedule.
- Pay Schedules are set up by calendar year.
- Pay Schedules need to be modified for the next year.
- Make sure you set up the proper periods for the year.
  - If Bi-weekly you may have 26 or 27 periods for 2024. If so, use the copy feature then add another period to make the 27 periods.
  - Salary amounts typically agencies pay the same amount rather than modifying it for the year.
- NOTE: Pay Schedule Maintenance refers to Fiscal Year but actually means (and should say) Calendar Year. Corrected for versions 7.18 and cloud.



#### Pay Schedule Tips

- Salary Adjust Type This selection will determine how the salary button calculates salary amounts on timecards.
  - Prorate by Days most common.
     Prorates by total days in the period.
  - Prorate by Schedule Hours Prorates based on the schedule on the right side.
  - Use Last Revision in Period
  - Use First Revision in Period





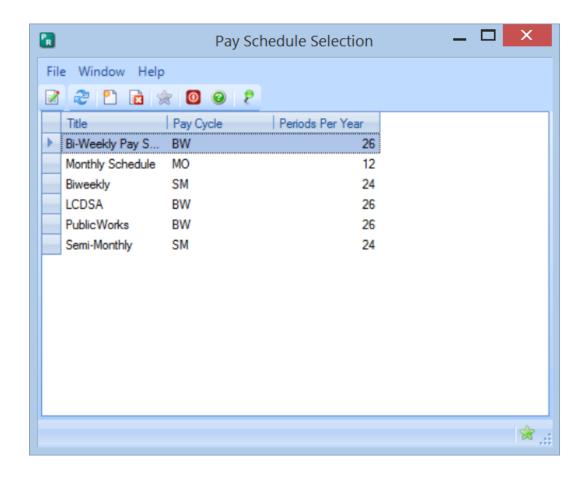
### Add Periods to Schedule



Springbrook)

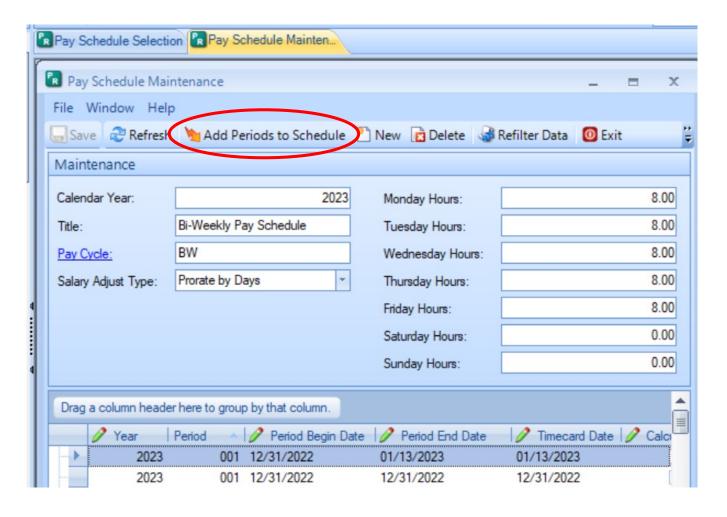
### Open Pay Schedule to update

- Do not set up a new pay schedule
   you do not want to have to open every employee.
- You will need to maintain each schedule used.





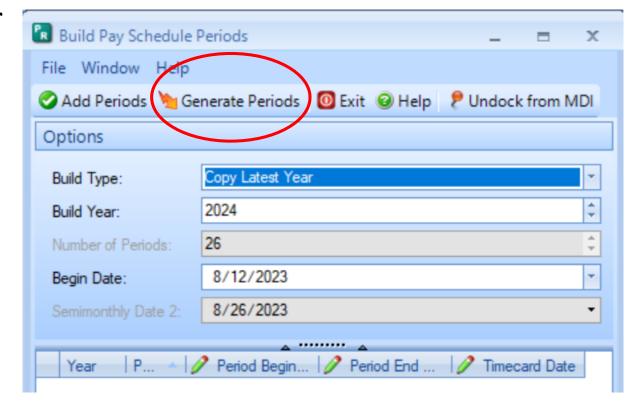
#### Click on the Add Periods to Schedule button





### Select the Build Type

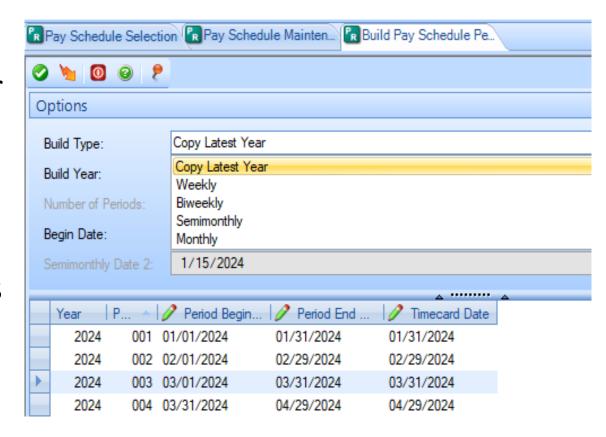
- Copy Latest Year Will copy the prior year with a date beginning after the current year dates.
- This selection will not allow you to add periods or change dates but will copy Calculate Accruals, Timecard and Deduction Cycles from the current year.
- Click the Generate New Periods button to create periods on the window.





### Build types other than Copy Latest Year

- Other Build Types are available but generate different information. Other types do NOT copy the Timecard Dates and other schedule information but allow you to generate as many periods as you want (example is 27 biweekly periods to cover the pay periods for 2024).
  - Note: It still may be simpler to Copy, save and add the 27<sup>th</sup> period.





### Build Types other than Copy Latest Year

#### **Available Types**

- Weekly
- Bi-Weekly
- Semi-Monthly
- Monthly

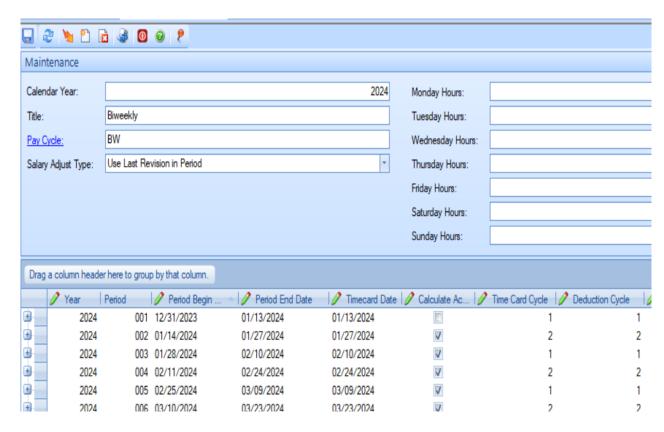
#### **Generate Options**

- Can select the Number of Periods
- Can change the Begin Date Normally not necessary.
- Will need to manually set Calculate Accruals, Timecard Cycles and Deduction Cycles before saving.
- Can optionally change other information.



### Adding Periods to the Pay Schedule

- Click Generate new periods to have the new periods display in the window.
- Once the periods desired are generated click Add Periods to add them to the selected Pay Schedule.
- Tip: You can add them and not save in the next step if you find a problem.





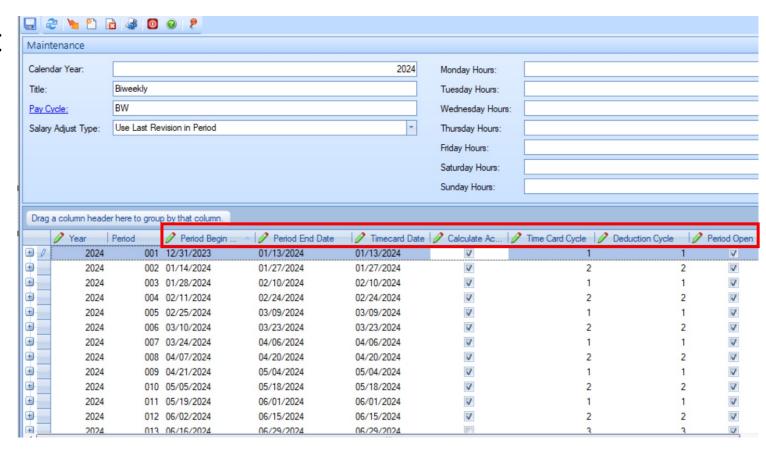
#### Review and Modify new periods

- Depending on the Build Type you must review the information to assure it is correct.
- All fields are editable.
- Timecard and Deduction cycles will likely change for Bi-Weekly or Weekly schedules each year. These must be correct to assure that the employees are paid and deducted properly.
- It is not required to have Hours, Days and Weeks in the pay schedule.
  - Will copy from prior year.
  - If you key car allowance using the 'Per Day Worked' deduction calculation you will not want days filled in.



# Make sure these are correct to avoid issues during Payroll

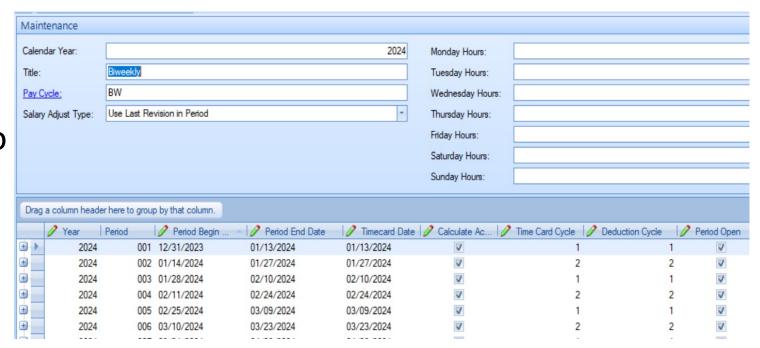
- Check all fields but the most critical are:
  - Timecard Cycle
  - Deduction Cycle
- Close any periods you do not want employees to key time to.





### Saving the new Pay Schedule

- After review, save the expanded Pay Schedule.
- Expanding the current schedule will avoid having to make any changes to individual employees.

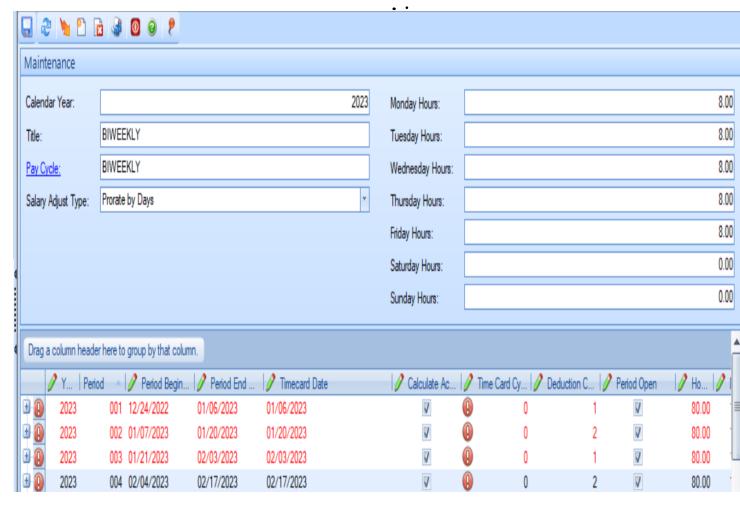




#### Save Errors

- If not using the Copy option you must complete Time Card Cycles before saving.
  - This is the disadvantage of generating 27 periods for biweekly payrolls rather than copying and adding the extra period.

Note this screenshot is old but the errors show what will happen if the timecard cycle is not updated.





## Add Timesheet Periods



#### Do I need to add Timesheet Periods?

Timesheet periods are required if time entry is being processed outside of the Computer Checks process. Timesheet periods are not copied from the prior year. (There is an option in Cirrus to add timesheets to your Pay Schedule.)

- Employee Self Service ESS will not recognize or display the new pay schedule until timesheet periods are added.
- Employees or clerks enter time in Timesheets or Quick Time Entry.
- Some custom time clock imports require timesheet periods.
- Not required if you import timecards into the Computer Check process. This is standard in versions 7.17.0 and up.

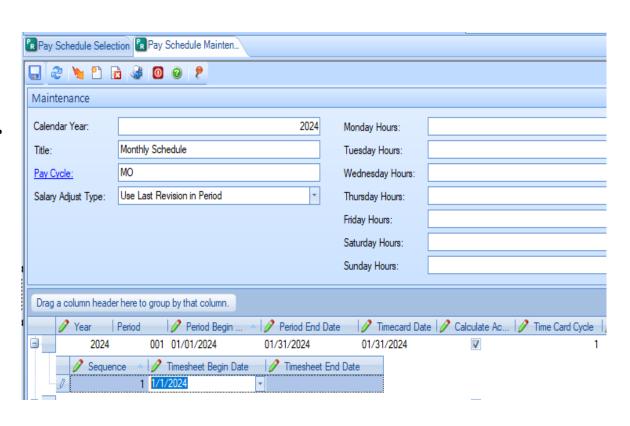


#### New Timesheet Periods

- Highlight period.
- Click New



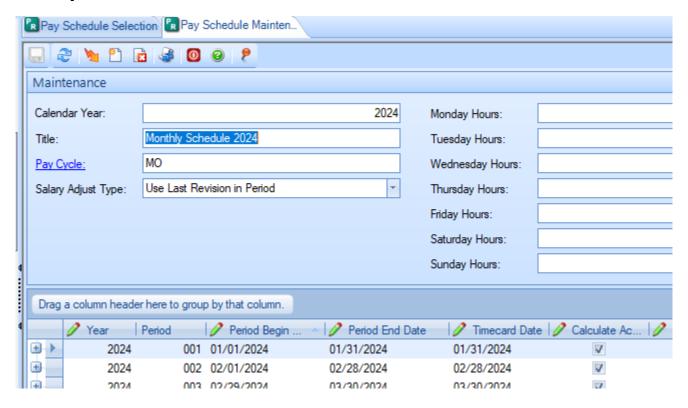
- Add Timesheet Begin and End Dates.
- This will take time but is required if using timesheets.





### Change the Title of a Pay Schedule

- Available in versions 7.17.0 and up.
- The Title of the Pay schedule can be modified in these versions.





## End of Year Batches



#### Batch Number affects on Payroll

- Batch numbers are CRITICAL to year end payroll batches.
- •Make sure your batch year matches the check year for the checks.
- Year-to-date amounts on the checks will display by batch year.
- The batch year will set the annual maximums calculated in the process.
  - FICA
  - MEDI
  - Deferred Compensation



# Make sure your Payroll batch year matches the check year for the checks.

- Look at the checks or ACH checks printed before committing.
- Support has a utility that can change batch numbers/years when the payroll is open for later versions but cannot change committed information.
- December 31 is a Sunday.
  - If batch is generated in 2023 for checks dated 1/1/2024 the information will be incorrect when calculated in Payroll.
  - The batch month and year must equal the check date.



#### Batch Numbers for Accounts Payable

- Batch numbers and years are not important for Accounts Payable.
  They will not affect the 1099 information generated.
- Check dates are the critical item to get 1099 information processed to the correct calendar year.
- Update Check dates and numbers utility in Bank Reconciliation > Utilities exists in versions 7.15+ to allow users to change check dates and numbers without Springbrook intervention.
- 1099s will need to be filed electronically this year. If you do not have a TCC number, here is the IRS site to create a new user account: <a href="https://fire.irs.gov">https://fire.irs.gov</a>



#### Batch Numbers for Accounts Payable (cont.)

- At Fiscal Year end invoices will be posted in separate batches for the earlier fiscal year and later fiscal year with the check batches posted to the fiscal year matching the check year.
- Batch numbers or years do not make any difference in these entries but can help keep batches separated if they match the fiscal period.



# W2 Preparation



**NEW for 2024**: IRS Regulations have been amended, lowering the threshold to 10 Employees. Meaning that if you have **10 or more** W-2s to issue, you *must* file electronically.

E-file information returns | Internal Revenue Service (irs.gov)



#### E-file information returns | Internal Revenue Ser...

10 or more returns: E-filing now required Starting tax year 2023, if you have 10 or more information returns, you mu...

www.irs.gov

New electronic filing requirements for Forms W-2 | Internal Revenue Service (irs.gov)



#### New electronic filing requirements for Forms W...

Regulations section 301.6011-2 was amended by Treasury Decision 9972, published February 23, 2023, which lowers...

www.irs.gov

There is also a change to how an employer can access Business Services Online (BSO) in order to be able to submit W-2's to the Social Security Administration.

Go to <u>Business Services Online</u> for more information and the steps to create/use a Social Security online account, Login.gov, or ID.me credential to gain access to the BSO application.

We would encourage you to create your accounts sooner rather than later as this would eliminate frustration when it comes time to file W-2s.

#### **Alert**

#### Do you need to submit W-2's to SSA? Business Services Online (BSO) Registration has changed!

#### What does this mean for you?

Your existing BSO User ID and password is no longer used to access BSO employer services. You must use a Social Security online account, Login.gov, or ID.me credential to gain access to the BSO application.

Start by visiting our Social Security Sign in page.

If you do not have a Social Security online account, a Login.gov or ID.me credential, you will need to create one from our BSO Welcome page. Scroll down and select "Create Account" in the "Employers" box.

Extra security is a requirement to access the following BSO employer services:

- · Wage file upload
- W-2/W-2C online
- AccuWage online
- Social Security Number Verification Service (SSNVS)
- View wage report name/SSN errors

You will not be able to use the above services without adding the additional levels of security to your account.



# FFCRA – Families First Coronavirus Response Act (If your state continued this FFCRA in 2024)

#### IRS Notice 2020-54

- Requirement to report FFACRA wages in box 14 of the W2.
- A Pay Type Register will need to be run for the Pay Code and then edited into Box 14 of the employee.

https://www.irs.gov/newsroom/treasury-irs-issue-guidance-on-reporting-qualified-sick-and-family-leave-wages-paid



#### W2 Checklist

- Reporting Deadlines Make sure to file electronically by January 31, 2024.
  - Check your state for their deadlines but assume it is also January 31.
- Purchase forms if desired. Use SOLV. <a href="https://tinyurl.com/SpringbrookEnter">https://tinyurl.com/SpringbrookEnter</a>
- Download the instructions from IRS.com.
  - https://www.irs.gov/pub/irs-pdf/iw2w3.pdf
- Balance and make sure Payroll information is complete and balanced.
  - Use the Manual Check process to make an adjustments if needed.
  - Get all adjustment information into Payroll History to make W2 processing simple. If you have no adjustments, no action will be needed.



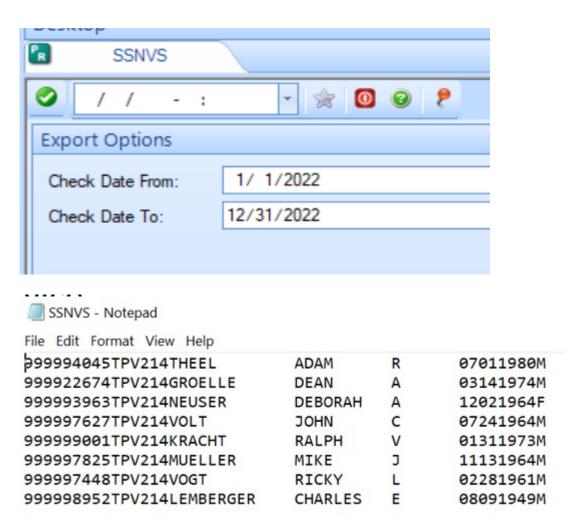
### Manual Check Adjustments

- Commonly needed quarterly to balance.
  - Some disability, third party sick pay and worker's comp payments require entries.
- Sometimes Support can assist if you have a pay or deduction code that was not marked properly during the period.
  - We have an Admin utility that can modify Payroll history on employees.
  - Need to caution if you have some employees that do not have FICA/MEDI if using the Admin utility tool.



#### SSNVS – Social Security Number Verification Service

- Export available in Payroll > Utilities > SSNVS.
- Exports a file that can be uploaded to BSO SSNVS for Social Security Number verifications prior to sending W2s.
- \*In order to use the BSO SSNVS service, you must have created the **NEW** Social Security online account, a Login.gov or ID.me credential.\*





#### BSO – Business Services Online

- Check now to make sure you can log In to BSO.
  - You can add additional services (SSN checking) if you need it.
    - https://www.ssa.gov/bso/bsowelcome.htm
- Accuwage Where you upload the W2 file export.
  - Must log in to BSO to get to Accuwage Online.
  - Instructions on the page linked below.

https://www.ssa.gov/employer/accuwage/index.html



# Tax Tables



#### 2024 Tax Tables

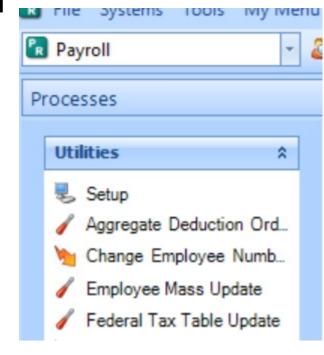
Withholding tables have not been published yet.

In versions 7.17 and below tax tables cannot be modified until your last payroll in December is completed. Versions 7.18 and cloud have revisions so can be modified at any time with

a new revision and date.

Tax Table setups will have documentation in December.

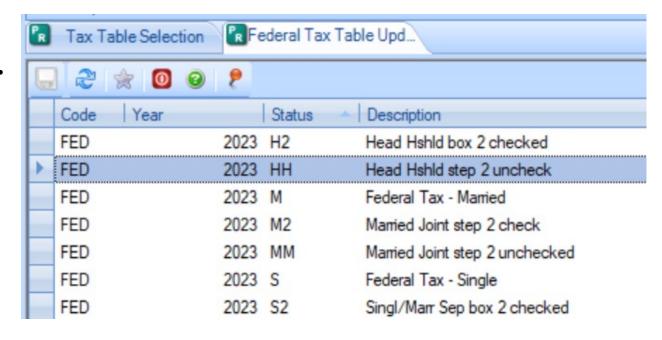
■ Currently no webinars are scheduled to cover tax tables.





#### New Menu Option Payroll > Utilities > Federal Tax Table Update

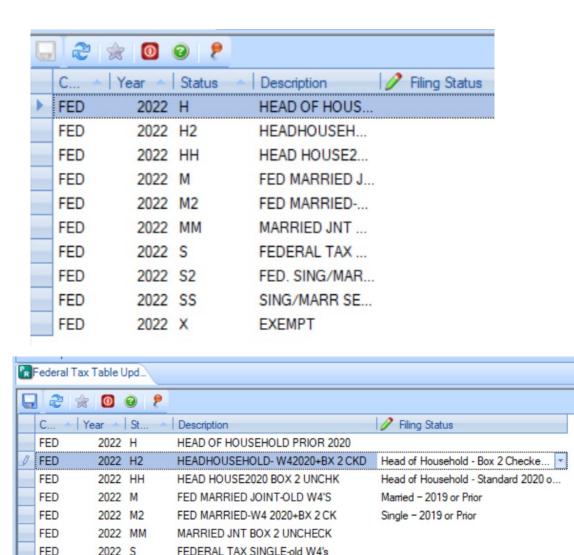
- Available for 7.18 and Cloud databases only.
- New menu item You will need to change Menu Security to access it.
- Will NOT update State tax tables.
- When the Year says 2024 (the next calendar year), the tables are available to update.
  - This window says 2023 which indicates the 2024 tax tables are not available yet.





### Federal Tax Table Update

- Select your tax table that matches the code in the window. These are the codes and descriptions on your tax tables.
- Click in the Filing Status box to display the down arrow to select the table with the update information.
- Select each table to update. You can do this in several steps if desired.



FED. SING/MAR SEP2020+ BX 2 CK

SING/MARR SEP BOX UNCHECK

EXEMPT

2022 S2

2022 SS

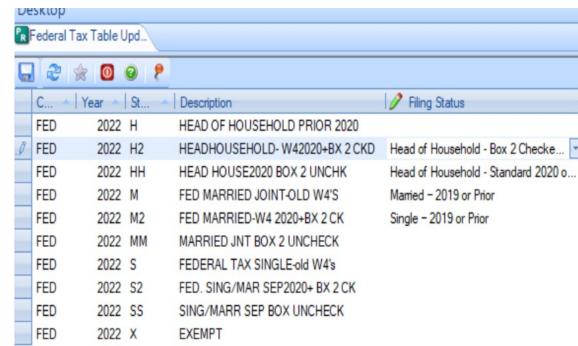
2022 X

FED



### Federal Tax Table Update

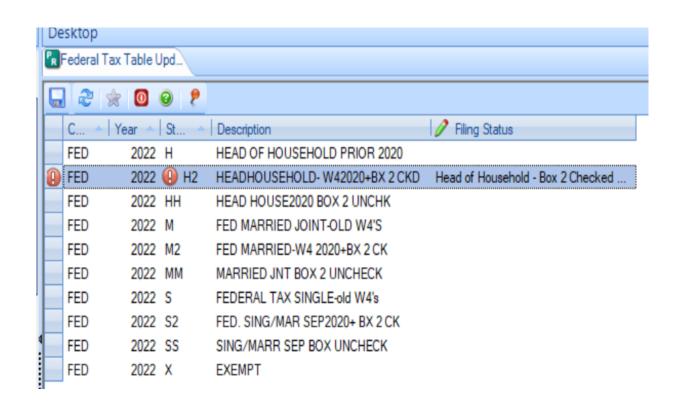
- Available selections match Publication 15-T table information.
- Standard indicates Box 2 is unchecked.
  - Single Standard
  - Married Filing Jointly Standard
  - Head of Household Standard
  - Married Filing Separately (same as single)
  - Married Filing Jointly-Box 2 checked
  - Head of Household-Box 2 checked
  - Married Filing Separately Box 2 checked





### Federal Tax Table Update

- Save your changes.
- If you receive an error, check your prior year revision dates.
- The prior year revision dates should not have the new tax year.





## Other Year End Changes

- FICA/FICAR Annual or Salary Max.\* Can set up new revision but be sure to change the Annual and/or Salary Max to the current year value before any employees will reach that pay amount.
- Deferred Comp Annual Max. New revision or change the deferred comp maximum before anyone will reach it.
  - Note: If using Aggregate deductions make sure you change the right one.
- New York Retirement Tier Limits Update to the new year limits.
- Workers Comp table changes\*- If changes are due.
- Items marked with \* are commonly changed after the quarterly reporting is completed for the 4<sup>th</sup> quarter of the prior year. Changing them before that can display incorrectly (depending on your versions) in the reports.



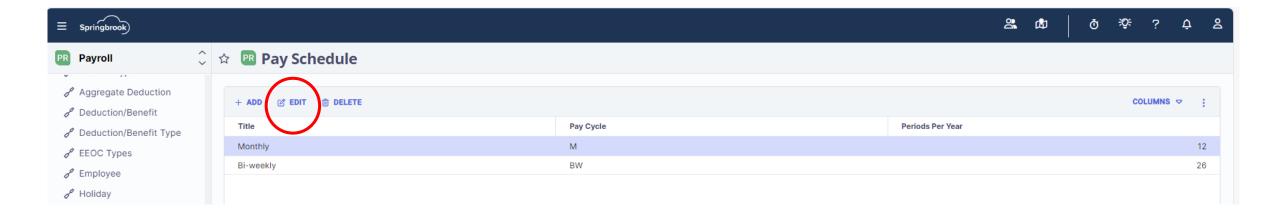
### Questions?





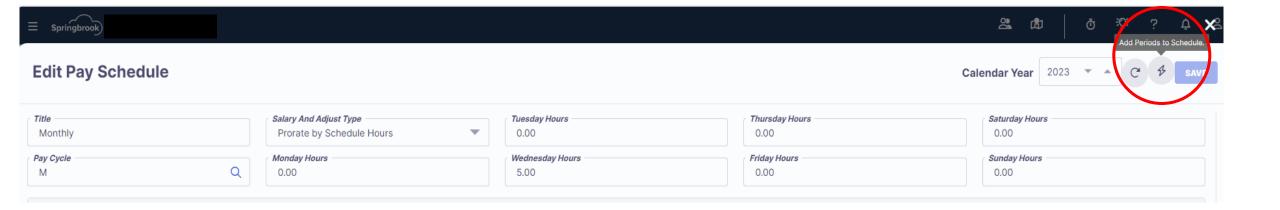
## Updating Pay Schedules in Cirrus

In Cirrus, go to Payroll > Maintenance > Pay Schedules. Select the Pay Schedule you want to update and then select Edit:





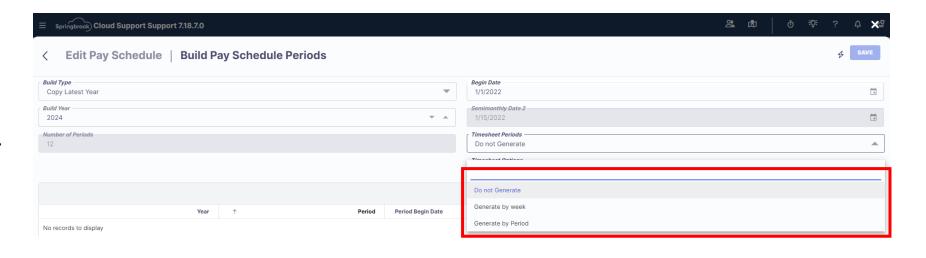
On the **Edit Pay Schedule** screen, the Calendar Year should be the current year and you will want to click on the lightening bolt icon, which will Add Periods to Schedule.

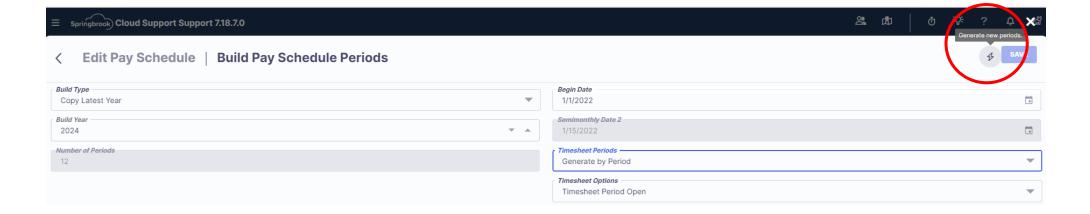




If you need Timesheet
Periods to be populated,
then select the option
Generate by Period (this
option is the most common).

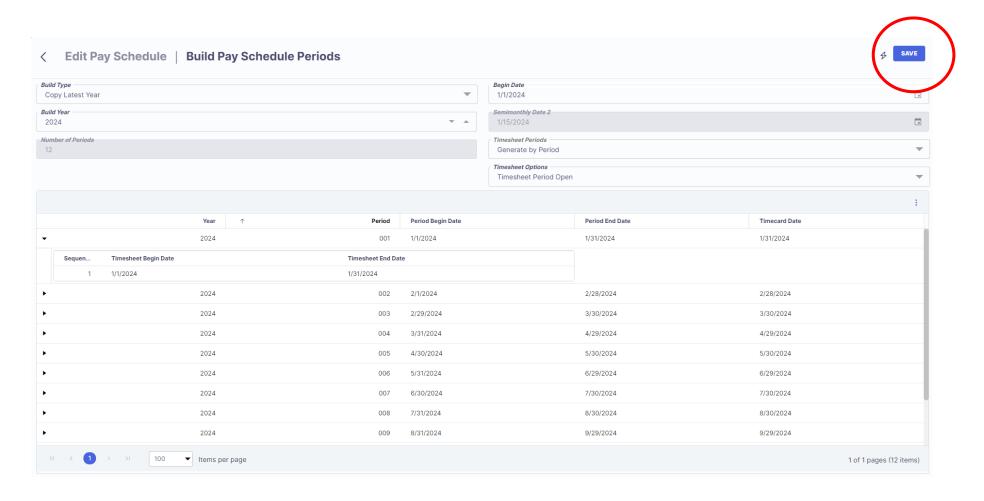
Once you have made your selection, again click on the lightening bolt icon to Generate the New Periods.







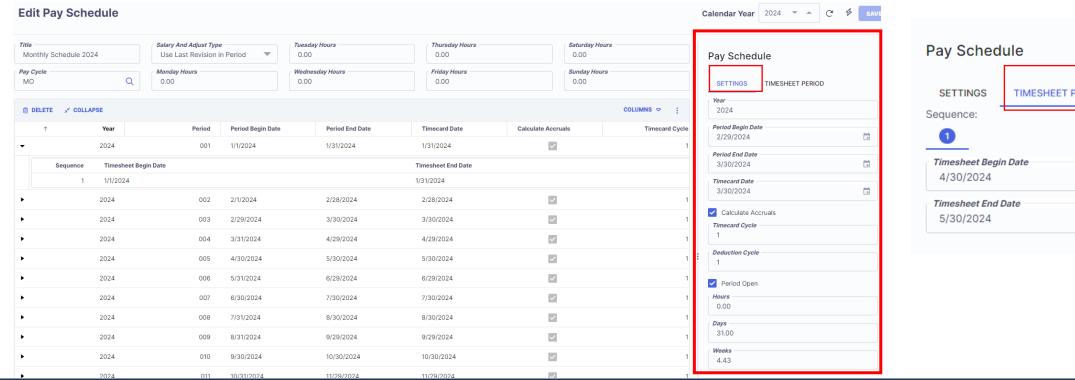
Once the lightening bolt has been clicked on, the system will generate the pay schedules, and if you expand under each Period, you will see the Timesheet Begin/End Date. If adjustments are needed, they cannot be made until you select Save.

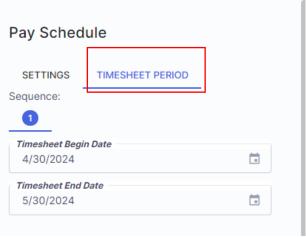




If you need to make updates to the Period Begin and End Dates, Timesheet Begin/End Dates, Timecard Cycle, Deduction Cycle or uncheck toggles for Calculate Accruals or Period Open, then you will have to **Double Click** on the Row that you want to update.

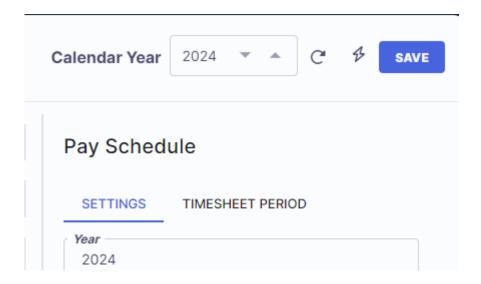
When you Double Click, a box will pop up on the righthand side of the screen in which you can make your changes. The **Settings** allows changes to the Period Dates, etc. and the **Timesheet Period** allows changes to the Timesheet Begin and End Dates.







Once changes have been made, or if everything is correct in general, select SAVE in the upper righthand corner.



If you notice that the Save button is not illuminated, uncheck one of the toggles and recheck it. This will prompt the Save button to illuminate.



# Thank you!

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