Salary Budgets

Office of Budgeting,
Financial Planning & Analysis
Objectives

- Use and understand HR related transactions
- Understand basic terminology
- Understand the integration between HR data and budget data
- Identify permanent vs temporary salary budgets
- Research and reconcile salaries
SAP Transactions

- PO13D
- PA20
- ZFM_SAL_RECON
- ZFISALFRINGE
- FMEDDW
- ZFIPOSBUD
Class Outline

- Part I – Discuss PO13D & PA20
  - 5 minute break to run reports
- Part II - Discuss Permanent Position Budgets
  - 5 minute break to run reports
- Part III – Discuss Temporary Position Budgets (staff)
  - 5 minute break to run reports
- Part IV – Discuss graduate students
  - 5 minute break to run reports
- Part V – Reports to Use for Research (ZFM_SAL_RECON, ZFISALFRINGE, FMEDDDW, and ZFIPOSBUD)
PO13D – Display position

- General description:
  - Displays the master data for the position

- Main uses:
  - View position history
  - Cost assignment
  - Planned compensation
PO13D - Terminology

- **Position**
  - Individual assignment(s) in an organizational unit
  - Are either vacant or filled by persons (employees)
  - **ALL** employees must be assigned to a position
PO13D-Terminology

- **Infotypes:**
  - A similar group of information
  - Infotypes with a ✔ indicate that information exists for that infotype.
Tips and Tricks while looking at Infotypes:

- Under “Time Period,” select the “All” radio button to see all entries in each infotype.
- Once the infotype is selected, click on the icon to view all the information in that infotype.
- After selecting the overall view (previous bullet) select the row that you want to view the detail and click the icon.
PO13D - Terminology

- **Relationships Infotype:**
  - Holders - persons who have held the position and the dates that they have the position
  - Organization - what organization the position belongs to
  - Master Cost Center – The master cost center for the position
  - Description – What job describes the position
PO13D - Terminology

- **Planned Compensation (vacant positions only):**
  - The amount that the position is budgeted to be paid.
  - Derived from:
    - 1) The creation of the position.
    - 2) The amount the last person who held the position was paid.

- **Cost Distribution:**
  - What account the position is paid from (fund, fund center, etc).
  - This should be the same as the person filling the position.
  - Exceptions-individuals paid from grants or other temporary accounts.
PO13D - Terminology

- **Vacancy:**
  - “Open” - means the position is vacant
  - “Filled/On Hold” – can mean either
    - Position is held by someone (look in the Holder relationship infotype)
    - or
    - Encumbrances for the position have been released for that time frame.
PO13D - Terminology

- **Account Assignment:**
  - Personnel Area – Indicates the division of the position.
  - Personnel Subarea – Indicates whether the position is fulltime or part-time and whether it is benefits eligible.

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<table>
<thead>
<tr>
<th>Position</th>
<th>Budget Analy</th>
<th>Budget Analyst</th>
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<tr>
<td>Valid from</td>
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<tr>
<td>FM Area</td>
<td>754</td>
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</table>
PO13D - Terminology

- **Employee Group/Subgroup:**
  - Employee Group - indicates whether the position is Faculty, staff, student, etc.
  - Employee Subgroup - indicates whether the position is for 12 month or less than 12 month appointments and whether exempt or non-exempt.

- **Combination determines to what GL payroll will post**

<table>
<thead>
<tr>
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<th>Budget Analyst</th>
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<tbody>
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<td>12/31/9999</td>
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</table>

Employee Group/Subgroup:

- Employee Group - Faculty
- Employee Subgroup - 12 Mo Ex Salaried
PA20 – Display HR Master Data

- General description:
  - Displays the master data for the person

- Main uses:
  - View HR actions processed
  - View salary information
  - View cost distribution
PA20 - Terminology

- Infotype “Actions (0000)”
  - To see HR actions processed for an employee.
    - To view a list of ALL actions.
    - To see one action at a time.

- Infotype “Organizational Assignment”
  - To see the employee’s position title and organizational unit.
PA20 - Terminology

- Infotype “Basic Pay (0008)”
  - Shows the amount an employee is paid

- Wage Types

The combination of EE Group/Subgroup/Pers. Subarea/ and Wage Type will dictate the G/L the expense will post to.
BREAK

- Run reports and ask questions
- 5 minutes
Permanent Budgets

- Overview
  - Budget by position
    - All salaried positions (staff, faculty, and grad students) are budgeted at the position level
    - People fill positions
  - HR actions
    - Any action processed by HR that affects the person or position (or both) will require some sort of budget action
      - Note: Student employees or NSNR employees are not budgeted by position, but still require budget in the appropriate budget category.
Permanent Budgets-Terminology

- **Budget “Category” defined**
  - Spending authority set up for specific purposes
    - Examples - Staff salaries, hourly staff, faculty salaries, overtime, fringe benefits, etc.
  - May be Permanent or Temporary
    - Permanent – recurring year to year
    - Temporary – one year only
Permanent Budgets-Terminology

- **Salary Savings defined**
  - The positive difference between a position budget and what the person/position is being paid.
    - Ex: Position Budget = $50,000
      - Person/Position Salary = $45,000
      - Difference = $5,000 ↔ salary savings

- Two types of salary savings
  - Permanent Salary Savings
  - Temporary Salary Savings
Permanent Budgets-Terminology

- Permanent Salary Savings
  - Hiring a person at less than position is budgeted
  - Delimiting a position

- Temporary Salary Savings
  - Vacant Position
  - Employee on Leave Without Pay
  - Temporary reduction in FTE
Permanent Budgets-Terminology

- Permanent Positions
  - Positions that are salaried and budgeted on an annual basis

- Permanent HR actions require permanent budget
  - Pay changes (ex. Adjustments and reclassifications)
  - Hiring employees at a amount different than budgeted on the position
Permanent Budgets-Terminology

- Position Budget commitment items
  - Faculty Salaries 670080
  - Faculty Salaries-Adjunct 670084
  - Graduate Students 670081
  - Staff Salaries 670100

Refer to Salary-Related GL & Commitment Items handout
Permanent Budgets-Terminology

- Permanent position budgets
  - EXCEPTIONS-these actions do not affect permanent budgets:
    - Temporarily budgeted accounts and/or grants
    - One-time payments (stipends, on-call pay, etc.)
    - Overtime worked by less-than full-time staff
    - Recurring payments
    - Temporary HR actions (Grad student 2nd year or temporary pay raises)
Permanent Budgets - Analysis

- Permanent budgets should be reconciled
- When is it okay for my permanent budget to be out of balance?
  - Temp funded positions, (ex: temporary staff positions)
  - Temporary HR actions (ex: temporary assignment or temporary cost distribution changes)
Permanent Budgets – Actions (High Level)

- If the permanent budget is out of balance:
  1. Process a budget change to correct the budget
  2. Process a PCR to change the person’s information
  3. Request a change to the position
  4. Contact the Budget Office if you need help researching differences or processing the necessary change
Permanent Budgets – Analysis (Detail)

- **BEx Analyzer**
  - Same program that is used in Budget Development
  - Need access to BP2

- **Query (Report)**
  - HR/FM Salary Budget Comparison
Permanent Budgets – Analysis (BEx)

- Open Net Weaver and select “BP2” to log in to BEx Analyzer.
- Same password as regular SAP.
Permanent Budgets – Analysis (BEx)

- Select Start Business Explorer Analyzer

Hi Cynthia! It's a great day to be a Bobcat!

- Open SAPGUI
- Start Business Explorer Analyzer
- Easy Access Favorites
Permanent Budgets – Analysis (BEx)

- Once Excel opens
- Go to Add-Ins tab
- Click on the “folder” or open icon
- Click on Open Query
Permanent Budgets – Analysis (BEx)

- Once a dialog box opens
- Click on Roles (left side)
  - BI Planning End user for Production
Permanent Budgets – Analysis (BEx)

- Click on the Folder
  - BI Planning End user for Production
Permanent Budgets – Analysis (BEx)

- Click on the report desired
  - HR/FM Salary Budget Comparison
Permanent Budgets – Analysis (BEx)

- Once a selection box opens
- Enter Funds Center
- Optional: enter fund
- Optional: enter commitment item
- Enter current fiscal year
- Click OK or hit Enter on your keyboard
Permanent Budgets – Analysis (BEx)

- Annual Salary column
  - HR master data

- Current Budget
  - Permanent budget in FM

- Two Rows per Position
  - Position number is tied to budget
  - Person (Pernr) is not known in budget

- Result Row = Difference
  - Shows if balanced

- Annual salary cost is based on the Employee Subgroup and < 12 months is calculated at 9 months.
BREAK

- Run BEx to check status of permanent salary budgets
- 5 minutes
Temporary Budgets

- **Temporary Positions and Employees**
  - One-year or short-term positions, interim positions, etc.
  - A temporary budget adjustment is necessary to fund just what is needed for this fiscal year
Temporary Budgets-Commitment Items

“Group” Budgets Commitment Items

- Fringe benefits* 670400
- Hourly staff 670103
- Overtime 670190
- Hazardous duty* 670200
- State longevity* 670220
- Awards 670082, 670101
- Faculty Sal-Undergrad Students 670090

*can have permanent budget as well at high level fund

Refer to Salary-Related GL & Commitment Items handout
Temporary Budgets-Process

Problem:

“All permanent positions are budgeted correctly, why am I still over (or under) for this fiscal year?”
Temporary Budgets - Process

Graduate Students (negative balance)

- What you see:
  - A negative available budget in B2A

- What it could be:
  - Look for additional hours entered and approved by students to compensate for upcoming Energy Conservation Days (Christmas Break & Spring Break).
    - ACTION-Process a temporary budget adjustment to cover the shortage for the year into that position’s budget.
    - LWOP during EC days will compensate for this time, then the budget adjustment can be reversed.
  - Position encumbrance for partial days in months vacant (mid-month vacancies)
    - ACTION-Request that the Budget Office can release encumbrance
Temporary Budgets - Process

Staff Salaries (positive balance)

- What you see:
  - A positive available budget in B2A

- What it could be:
  - Temporary salary savings
    - Method & Fee accounts do not keep temporary salary savings.
  - All other funds can keep temporary salary savings
Temporary Budgets-Process

Staff Salaries (negative balance)

- What you see:
  - A negative available budget in B2A

- What it could be:
  - Look for temporary actions (i.e. stipends, part-time employees who worked overtime, on-call pay etc)
    - ACTION-Process a temporary budget adjustment to cover the shortage for the year into that position’s budget.
  - Position encumbrance for partial days in months vacant (mid-month vacancies)
    - ACTION-Request that the Budget Office can release encumbrance
Temporary Budgets - Process

- Staff Salaries
  - Mid-year changes to positions/persons in HR require BOTH actions
    1. A permanent budget adjustment
    2. A temporary budget adjustment
  - Why?
Scenario
Mid-Year Permanent Change to a Position
Requires Both a Permanent and Temporary Adjustment

- Vacant position from 9/1 - 11/30 and is currently permanently budgeted at $2,300/mo or $27,600 annual
- Employee “A” was hired effective 12/1 at $2,325/mo or $27,900 annual

1. ACTION - A permanent budget adjustment must be processed to increase the annual budget amount by $300 (The difference between $27,900 and $27,600)

2. ACTION – A temporary budget adjustment must be processed (on the same budget document) to transfer $75 back to the funding source ($300/12mo * 3mo) because person “A” didn’t fill the position until 12/1, therefore from 9/1-11/30 the position did not require the additional funding.
Scenario

Mid-Year Permanent Change to a Position
Requires Both a Permanent and Temporary Adjustment
BREAK

- Run reports
- 5 minutes
Graduate Students

- Graduate Students
  - The number of permanent Graduate Student positions approved must be budgeted

- Where to budget
  - Group Item (670094) – doesn’t require position #
  - Graduate student line (670081) – does require a position #
  - Reconciled together
Graduate Students

- Graduate Students
  - Example from Budget to Actual

<table>
<thead>
<tr>
<th>Commitment Item</th>
<th>Commitment Item Name</th>
<th>Total Budget</th>
<th>Current YTD Actuals</th>
<th>Total Encumbrances</th>
<th>Available Balance</th>
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<td>670081</td>
<td>Graduate Student Sal</td>
<td>49,577.91</td>
<td>0.00</td>
<td>0.00</td>
<td>49,577.91</td>
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<td>670094</td>
<td>TA/IA Group Item</td>
<td>372.00</td>
<td>0.00</td>
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<td>372.00</td>
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<tr>
<td>701504</td>
<td>Grad Asst Sal-non-ex</td>
<td>0.00</td>
<td>13,369.22</td>
<td>36,639.00</td>
<td>50,008.22</td>
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<tr>
<td>Commitment Item Grou 02GRADUATE STU</td>
<td>49,949.91</td>
<td>13,369.22</td>
<td>36,639.00</td>
<td>58.31</td>
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<td>01FACGRAD</td>
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<td></td>
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<td></td>
<td>49,949.91</td>
<td>13,369.22</td>
<td>36,639.00</td>
<td>58.31</td>
</tr>
</tbody>
</table>
Graduate Students

- Temporary vs. Permanent actions:
  - Temporary funded positions
    - 2nd or 3rd year appointments (must be funded perm at base)
    - Temporary funded positions
    - Budget can be moved to either the group item (670094) or to the position (670081) with a temporary budget transaction.
  - Permanent funded positions
    - Must be funded with a permanent budget adjustment and must be put into the position commitment item 670081 and must reference the position number.
BREAK

- Run reports
- 5 minutes
Reports to Use in Research

- Reports to use in Research
  - ZFM_SAL_RECON - Salary Encumbrance Reconciliation
  - ZFISALFRINGE - Salary Fringe
  - FMEDDW - Budget Document Entry
  - ZFIPOSBUD – Annual Position Budget Report
ZFM_SAL_RECON
Salary Encumbrance Reconciliation Report

- General description
  - To view salary and fringe encumbrances for the year

- Main Uses
  - To view and reconcile salary and fringe encumbrances by person and/or position.

- Can be used for any type of fund, including grants.
  - Budget to Actual – Reserved and Encumbered columns
  - Grant Summary – Encumbrances column

- Salaried positions and employees only
  - No hourly
**ZFM_SAL_RECON**

Salary Encumbrance Reconciliation Report

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**Reconciliation for Salary Encumbrances Report**

<table>
<thead>
<tr>
<th>Select Type of Output</th>
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</thead>
<tbody>
<tr>
<td>Detailed Report</td>
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</tr>
<tr>
<td>Summary Report</td>
<td>✓</td>
</tr>
<tr>
<td>Include Paid Items?</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Account Assignment</th>
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<tbody>
<tr>
<td>Cost Center</td>
<td>to</td>
</tr>
<tr>
<td>Order</td>
<td>to</td>
</tr>
<tr>
<td>WBS</td>
<td>to</td>
</tr>
<tr>
<td>Fund</td>
<td>to</td>
</tr>
<tr>
<td>GL Account</td>
<td>to</td>
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</table>

<table>
<thead>
<tr>
<th>Human Resources</th>
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<tr>
<td>Layout</td>
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</table>
ZFM_SAL_RECON
Salary Encumbrance Reconciliation Report

- **Selection Criteria**
  - *Detailed Report*: to view amounts per position/employee by month.
  - *Summary Report*: to view subtotaled amounts per position/employee for the year.
  - *Include Paid Items?*
    - Leave this blank if you’re trying to reconcile what is left to be paid (can be reconciled with B2A encumbrances)
    - Select this box if you want to see everything that has been paid and still encumbered for the dates selected
  - *Cost Center*: this is a required field
    - *Note*: You may enter an order number or WBS in lieu of a cost center (grants and funded programs).
Selection Criteria continued

- **Fund**: optional field. Enter your fund (high level fund is ok)
- **Position**: Use this field to search for a specific position/employee only, otherwise leave it blank
- **GL account**: To narrow your results enter a GL
  - Use cheat sheet
- **Selection From**: Current fiscal year date range 9/1/xxxx to 8/31/xxxx defaults
  - You may choose any interval of current or past fiscal years
ZFM_SAL_RECON
Salary Encumbrance Reconciliation Report

Output

- **Start Date**: Beginning date of salary calculation for that line. (Not Employee Start Date)
- **End Date**: End date of salary calculation for that line. (Not Employee End Date)

- Detailed Report - will show you month by month
- Summary Report will show you total by date range entered.
ZFM_SAL_RECON
Salary Encumbrance Reconciliation Report

- Output continued
  - **Vacant**: Indicates positions that are (or were) vacant and the corresponding amount.
    - Vacant amounts show in the Reserved column on B2A and in the encumbered column on Grant Summary
  - **Filled**: Indicates the salary amount for the holder of that position
    - Filled amounts show in the Encumbered column on B2A and in encumbered in Grant Summary
  - **Note**: If a partial amount is still encumbered, this report doesn’t know WHO that partial amount is for, so all encumbrances for that timeframe (month) will still show. However, only the partial amount is truly encumbered.
ZFISALFRINGE - Salary/Fringe Report

- General description
  - To view year-to-date actual expenditures for employee salaries

- Main Uses
  - To reconcile salary and fringe expenses

- Salary commitment items or Sponsored Class
  - Budget to Actual – Actual columns
  - Grant Summary – Actual columns
ZFISALFRINGE - Salary/Fringe Report

- Selection Criteria:
  - Detailed Report: to view detailed amounts per employee by payroll period.
  - Drill Down Summary: To view subtotals by GL.
  - Personnel Number: Use this field to search for a specific employee.
  - Posting Date: You may enter a date range for the whole fiscal year or month by month.
Selection Criteria continued:

- **Fiscal Year**: Fiscal year of date range above.
- **GL Account**: To narrow your results enter a GL or GL range. (Note: GLs begin with a 7.)
- **Cost Center**: Enter your cost center (fund center)
  - Note: You may enter an order number or WBS in lieu of a cost center (grants and funded programs).
- **Fund** (not a required field):
  - If you enter a fund starting with a 1*, enter “**” in the 7th & 8th digits of the fund
    - example 100005**17
ZFISALFRINGE - Salary/Fringe Report

- Detail
- Posting Date
- Fiscal Year
- Use specific G/L codes
  - Use cheat sheet
- Detail fund
ZFISALFRINGE - Salary/Fringe Report

- **Output:**
  - Personnel Number (pernr)
  - General Ledger (GL)
  - Amount
  - Costing (order, WBS, Fund, cost center)
  - Posting Date (the date the payroll posted)
  - Wage Type:
    - Tells the type of payment (i.e. regular salary, additional hours paid straight, FLSA overtime, vacation payout, etc.)
ZFISALFRINGE - Salary/Fringe Report

- By Person *(not position)*
- Posting Dates
- Amounts
- Wage Type – identifies the type of payment

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<th>GL Acc</th>
<th>GL Desc</th>
<th>Amount</th>
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<td></td>
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Total: 1,098.42

Total: 2,552.61
FMEDDW – Budget Entry Documents

- General description
  - To view budget for salaries

- Main Uses
  - To reconcile budget with salary and fringe expenses
  - Cannot be used for grants

- Budget Only – uses 67* budgetary commitment items
FMEEDDW – Budget Entry Documents

- Selection criteria
  - Fund
  - Fund Center
  - Commitment item (specific 67* code)
    - i.e. 670100-staff salaries
Output:

- Detail budget documents for all salary related commitment items.
- The first 8-digits of the text column will show the position number for
  - 670100-staff salaries
  - 670080-faculty
  - 670084-adjunct faculty
  - 670081-graduate student salaries
ZFIPosomes – Annual Position Budget Report

- General description
  - Report to view salary cost vs budget and identify variances (if any) by person and position

- Main Uses
  - To reconcile budgeted salaries on a fiscal year basis
  - Used to identify variances on temporary actions

*Cannot be used for grants*
Selection Criteria:

- **Salary Grouping**: select which salary type you want your report to include
  - Staff Salaries
    - Budget Commitment Item 670100
    - Posting Commitment Item 701000 & 701500
  - Faculty Salaries
    - Budget Commitment Item(s) 670080 & 670095
    - Posting Commitment Item 700800
Selection Criteria

- Salary Grouping continued
  - Faculty-Adjunct Salaries
    - Budget Commitment Item(s) 670084 & 670093
    - Posting Commitment Item 700803
  - Graduate Salaries
    - Budget Commitment Item(s) 670081 & 670094
    - Posting Commitment Item 700801, 701002, 701004, 701504
  - ALL Salaries
    - All salaries mentioned above
Selection Criteria

- Cost Center or Funded Program (required)
- Fund (optional)
- Fiscal Year (required)
- Position (optional)
- Layout (optional)
ZFIPOSBUD – Annual Position Budget Report

### Annual Position Budget Report

**Salary Grouping**
- Staff Salaries
- Faculty Salaries
- Faculty-Adjunct Salaries
- Graduate Student Salaries
- ALL Salaries

**Additional Selection**
- Cost Center: 1328130000
- Fund: 20000011018
- Fiscal Year: 2018

**Human Resources**
- Position:

**Variant**
- Layout:
### Annual Position Budget Report

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<th>Position Text</th>
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**Total:**
- Budget: 1,790,993.23
- Actual: 1,218,463.3
- Encumbrances: 370,911.87
- Difference: 492,758.25
- Difference: 1,790.99
**ZFIPOSBUD – Annual Position Budget Report**

- Compare difference to Budget to Actual

---

**Texas State - FM Budget & Actuals Report**

<table>
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<tr>
<th>Fund</th>
<th>Fund Center</th>
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<th>Commitment Item Name</th>
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**Highlighted Elements**: FMEDDW, ZFISALFRINGE, ZFM_SAL_RECON
ZFIPPOSBUD – Annual Position Budget Report

Things to remember

- Group Items and Miscellaneous Budget Postings
  - 59999993 – Faculty Adjunct Group Item budget
  - 59999994 – Graduate Student Group Item budget
  - 59999995 – Faculty Group Item budget
  - 59999999 – Miscellaneous Budget Postings

*Staff Group Item (670198) **DOES NOT** come into this report because we do not reconcile staff salaries with staff group item.
Known issues and potential variances

- Retroactivity
  - Into prior year
  - In current year, before payroll runs

- Changes between positions within the same account

- Multi-year funds
Final Thoughts

- Familiarize yourself with your organization and positions
- Run reports regularly
- Ask questions
Additional Resources

- SAP Resources [http://www.txstate.edu/sap/](http://www.txstate.edu/sap/)
- Budget Office [http://www.fss.txstate.edu/budget/](http://www.fss.txstate.edu/budget/)
  - Reference materials and training for step-by-step instructions on various salary related reports
- Call us anytime! 512-245-2376
- Email us budget @txstate.edu
The End

- Computer time
- Fill out Evaluations
- ASK QUESTIONS!

Thank you!