

Payroll Calculation Formulas - Definitions

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EMPLOYEE REGULAR RATE (ID 1)

The payroll code field is left blank on this calculation line. This brings in earnings based on all entries in Hours Details table and includes salary folks. The rates will be sourced from the appropriate location based on the earnings subtype assigned to the payroll codes whether it's the salary card, Earnings Rate table, or the Pay Matrix data.

FEDERAL TAX WH (ID 2)

Used for the Federal Tax Withholding code and computes Federal Withholding based on the normal tax tables. This does not honor any bonus withholding percentage linked to earnings codes with the subtype "Bonus".

FICA SS WH (ID 3)

Used for the FICA Social Security Withholding code and computes the Social Security Withholding tax.

FICA MED WH (ID 4)

Used for FICA Medicare Withholding code and computes the Medicare Withholding tax. This also includes the additional tax withheld when the employee reaches the Medicare Surtax threshold.

FICA SS EXPENSE (ID 5)

Used for the FICA Social Security Employer Tax code and computes the Social Security Employer tax.

FICA MED EXPENSE (ID 6)

Used for FICA Medicare Employer Tax code and computes the Medicare Employer tax.

FEDERAL TAX WH BONUS (ID 7)

Used for the Federal Tax Withholding code in a payroll calculation where the ONLY earnings codes being included are of the subtype "Bonus" and computes Federal Withholding based on the bonus withholding percentage on the employee's cards.

DIRECT DEPOSIT DEDUCTION (ID 9)

Used for all lines for Additional Direct Deposit payroll codes. DO NOT use this on the NET PAY DIRECT DEPOSIT payroll code (the code that is the remainder).

EMPLOYEE HOURLY RATE (ID 10)

System function – not used for calc lines.

HOLIDAYS PER PERIOD (ID 11)

Used with the earnings code with the subtype of "Holiday" and looks at the calendar attached to the employee cards and brings in Holiday hours automatically only for employees that are Salary NOT Hourly if there are dates in that calendar within the pay cycle. Hourly employees require time entries to be created for the holiday time.

EMPLOYEE DEDUCTIONS (ID 12)

The payroll code field is left blank on this calculation line. This brings in all the applicable deductions based on the employees' deduction cards. Applicable deductions will be those that are effective in the pay cycle.

ADVANCE PAYMENT DEDUCTION (ID 13)

If you have 'Advance Payments' set up in the 'Payroll Setup' table, this will bring in the code and amounts for 'Arrears Deduction' set in the 'Payroll Setup'.

PAYMENT TO EMPLOYEE (ID 14)

Used for the CHECK (CHEQUE) payroll code and the NET PAY DIRECT DEPOSIT payroll code (the code that is the remainder).

RECALCULATE LINES (ID 15)

System function – not used for calc lines.

EMPLOYEE OVERTIME (ID 16)

System function – not used for calc lines.

HOURS DETAILS (ID 18)

Line is required in any payroll calculation that has earnings codes involving hours. If the payroll calculation is only for bonuses and no earnings codes are included that involve hours, this line must not be in the calculation. There is no type or payroll code on this line and the calculation sorting number is 48.

SUTA (ID 19)

Used on the lines for the SUTA employer tax payroll codes. This formula computes SUTA tax based on the DEFAULT STATE on the earnings and applicable deduction data. If a multistate setup, each SUTA code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

FUTA (ID 20)

Used for the FUTA payroll code and calculates FUTA based on the Payroll Now table unless an override rate has been set in the customer tax table.

STATE INCOME TAX (ID 22)

Used on the lines for the STATE WH employee withholding payroll codes for work withholding only. This formula computes WORK WITHHOLDING based on the WORK STATE on the earnings and applicable deduction data. If a multistate setup, each STATE WH code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

COMMISSION (ID 23)

Brings the values in from the payroll commission ledger.

LOCAL TAX- WORK (ID 24)

Used on the lines for the LOCAL WORK WH employee withholding payroll codes for work withholding only when using WORK LOCALITY tax type. This formula computes LOCAL WORK WITHHOLDING based on the WORK STATE and LOCAL TAX LINES of the employee on the earnings and applicable deduction data. If a multistate setup, each LOCAL WORK WH code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

EMP TAX 1 through EMP TAX 8 (ID 25, 26, 27, 28, 38 39, 40, 41)

This will pull in the unique 'Employer Taxes'. These taxes DO NOT INCLUDE SUTA which has its own functionality. These can include the random employer taxes like NJ WFD ER, RI JDF ER, WA FML ER, etc. These tax rates and limits MUST BE MAINTAINED BY THE CLIENT just like Unemployment tax rates and limits each year.

The Employer Tax Codes 1-8 can be set up in the Payroll Setup > Addl. Employer Tax Codes. (click 'show more' on the section if you don't see Employer Tax Codes 5-8)

Payroll Setup

The screenshot displays the 'Payroll Setup' interface with the following sections and fields:

- Payroll Dimension 4 Code:** A dropdown menu.
- Payroll Dimension 8 Code:** A dropdown menu.
- Payroll Custom Dimensions:** A section containing:
 - Pay Matrix Setup
 - Check Signatures
 - Tax Form Setup
- Addl. Employer Tax Codes:** A section containing eight dropdown menus for:
 - Employer Tax 1 Code:
 - Employer Tax 2 Code:
 - Employer Tax 3 Code:
 - Employer Tax 4 Code:
 - Employer Tax 5 Code:
 - Employer Tax 6 Code:
 - Employer Tax 7 Code:
 - Employer Tax 8 Code:
- Show fewer fields:** A link at the bottom right of the Addl. Employer Tax Codes section.

PIECE RATE (ID 29)

The payroll code field is left blank on this calculation line. This brings in earnings based on all entries in Piece Rate Entries table. The rates will be sourced from the appropriate location based on the earnings subtype assigned to the payroll codes whether it's the salary card, Earnings Rate table, or the actual earnings if they are being included in the Piece Rate entries.

LOCAL TAX- RESIDENT (ID 30)

Used on the lines for the LOCAL RESIDENT WH employee withholding payroll codes for resident withholding only when using RESIDENT LOCALITY tax type. This formula computes LOCAL RESIDENT WITHHOLDING based on the RESIDENT STATE and LOCAL TAX LINES of the employee on the earnings and applicable deduction data. If a multistate setup, each LOCAL RESIDENT WH code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

LOCAL TAX – SCHOOL DIST (ID 31)

Used on the lines for the LOCAL SCHOOL DISTRICT WH employee withholding payroll codes for school district withholding only when using SCHOOL DISTRICT tax type. This formula computes LOCAL SCHOOL DISTRICT WITHHOLDING based on the RESIDENT STATE and LOCAL TAX LINES of the employee on the earnings and applicable deduction data. If a multistate setup, each LOCAL SCHOOL DISTRICT WH code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

STATE TAX WH BONUS (ID 32)

Used for the State Tax Withholding code in a payroll calculation where the ONLY earnings codes being included are of the subtype "Bonus" and computes State Withholding based on the bonus withholding percentage on the employee's cards.

LOCAL BRACKET TAX (ID 33)

Used on the lines for the LOCAL WH employee withholding payroll codes for resident withholding only for NEW YORK CITY AND YONKERS ONLY when using LOCAL BRACKET TAX tax type. This formula computes LOCAL WITHHOLDING based on the RESIDENT STATE and LOCAL TAX LINES of the employee on the earnings and applicable deduction data. If a multistate setup, each LOCAL BRACKET TAX WH code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

STATE DISABILITY WH (ID 34)

Used on the lines for the payroll codes for the following employee withholding payroll codes:

- CA SDI WH EE
- NJ SDI WH EE
- RI SDI WH EE

This formula computes STATE DISABILITY WITHHOLDING based on the DEFAULT STATE of the employee on the earnings and applicable deduction data. If a multistate setup, each STATE DISABILITY WITHHOLDING payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines. These rates are sourced by OUR TAX TABLE and does not require the client to maintain the rates or limits.

STATE UNEMPLOYMENT WH (ID 35)

Used on the lines for the payroll codes for the following employee withholding payroll codes:

- AK SUI WH EE
- NJ SUI WH EE
- PA SUI WH EE

This formula computes STATE UNEMPLOYMENT WITHHOLDING based on the DEFAULT STATE of the employee on the earnings and applicable deduction data. If a multistate setup, each STATE UNEMPLOYMENT WITHHOLDING payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines. These rates are sourced by OUR TAX TABLE and does not require the client to maintain the rates or limits.

FAMILY MED. LEAVE WH (ID 36)

Used on the lines for the payroll codes for the following employee withholding payroll codes:

- CT FML WH EE
- MA FML WH EE
- NJ FML WH EE
- NY FML WH EE
- WA FML WH EE

This formula computes STATE FAMILY MEDICAL LEAVE WITHHOLDING based on the DEFAULT STATE of the employee on the earnings and applicable deduction data. If a multistate setup, each STATE FAMILY MEDICAL LEAVE WITHHOLDING payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines. These rates are sourced by OUR TAX TABLE and does not require the client to maintain the rates or limits.

WORKFORCE DEVELOPMENT WH (ID 37)

Used on the lines for the payroll codes for the following employee withholding payroll codes:

- NJ WFD WH EE

This formula computes STATE WORKFORCE DEVELOPMENT WITHHOLDING based on the DEFAULT STATE of the employee on the earnings and applicable deduction data. If a multistate setup, this payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines. These rates are sourced by OUR TAX TABLE and does not require the client to maintain the rates or limits.

AUTO-DEDUCT (ID 42)

System function – not used for calc lines.

RESIDENT STATE (ID 43)

Used on the lines for the STATE WH employee withholding payroll codes for resident withholding only. This formula computes RESIDENT WITHHOLDING based on the RESIDENT STATE on the earnings and applicable deduction data. The setup must be a multistate setup to utilize this function. Each STATE WH code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

INTERNATIONAL (ID 44)

System function – not used for calc lines.

CUSTOM EVENT (ID 45)

This will trigger an event publisher where you can code your own tax or calculation.

WORKERS COMP (ID 46)

This pulls in workers comp from the workers comp set up table and finds the right rate based on your state and your settings then it calculates workers comp on percentage x gross wage and then rounding the total. Typically, this calculation is NOT used. Most of the time workers comp is much more complex than this simple calculation assumption and is done through advanced filters and process procedures.

FIXED RATE (ID 47)

System function – not used for calc lines.

PROCESS PROCEDURE TABLE (ID 48)

This formula is used on lines for payroll codes that ARE NOT PAYROLL CODES SPECIFICALLY SET UP ON EMPLOYEE DEDUCTION CARDS (Deductions or Employer Contributions) with the exception of conditions noted below like garnishments. When a Deduction card has an amount type of “Benefit Calculation Procedure” which means a process procedure is attached to the deduction and employer contribution, it will automatically source the process procedure identified on the Payroll Code card. This is used on other Deductions and Employer Contributions with Process Procedures that are marked for ALL EMPLOYEES. These payroll codes must be included in the payroll calculation and use this calculation formula. This is also used for items like GARNISHMENT CODES because they are specifically excluded in the standard DEDUCTION line of the calculation then reintroduced as a later calculation sorting number after withholdings in order to compute disposable earnings.

This formula can also be used on any type of payroll code that has a process procedure attached. Some common uses can be taxable or nontaxable allowances, Group Term Life taxable earnings and deductions, reimbursements, and union dues employer contributions.

ADDITIONAL RATE (ID 49)

System function – not used for calc lines.

PAY MATRIX RATE (ID 50)

System function – not used for calc lines.

BRING IN PTO ACCRUALS (ID 51)

If you are using PTO Accruals with amounts, this code will bring in PTO Accrual Amounts to the payroll line. This is typically only going to be used when you are paying out PTO Accruals such as terminating an employee or paying an unused balance at the end of the year.

BENEFIT PROCEDURE (ID 52)

System function – not used for calc lines.

HOURS DETAIL EARNINGS (ID 53)

System function – not used for calc lines.

CUSTOM EMP. DEDUCTION (ID 54)

This looks to the “Custom Employee Deductions / Employer Contributions” Table and if there is anything in this table that is ENABLED it will bring it into the payroll document. But this function is not necessary because all the data in that table if marked ENABLED will come into the deduction anyway.

CUSTOM EMP. EMPLOYER CONT. (ID 55)

This looks to the “Custom Employee Deductions / Employer Contributions” Table and if there is anything in this table that is ENABLED it will bring it into the payroll document. But this function is not necessary because all the data in that table if marked ENABLED will come into the deduction anyway.

WORK SHIFT PREMIUM (ID 56)

Looks to the ‘Work Shift’ table which has codes that are linked to employee cards. If there is a work shift premium then it adds the work shift premium.

FEDERAL WH REG AND BONUS (ID 57)

Used for the Federal Tax Withholding code and is used in payroll calculations where there can be both regular earnings and earnings with the subtype “Bonus” in the same batch and the client is utilizing the bonus withholding percent field on the employee cards. It computes Federal Withholding based on the normal tax tables for all taxable earnings that are not the subtype “Bonus” then computes Federal Withholding for the taxable earnings that are the subtype “Bonus” based on the bonus withholding percentage on the employee’s cards and combines the amounts on the payroll document.

STATE WH REG AND BONUS (ID 58)

Used for the Work State Tax Withholding code and is used in payroll calculations where there can be both regular earnings and earnings with the subtype “Bonus” in the same batch and the client is utilizing the bonus withholding percent field on the employee cards. It computes Work State Withholding based on the normal tax tables for all taxable earnings that are not the subtype “Bonus” then computes Work State Withholding for the taxable earnings that are the subtype “Bonus” based on the bonus withholding percentage on the employee’s cards and combines the amounts on the payroll document.

AUTO-SYNC EXP. ALLOCATION (ID 59)

System function – not used for calc lines. THIS RUNS AT LINE 90 so anything needing synced must be listed with a sorting number before 90.

ADVANCED OT CALCS (ID 60)

System function – not used for calc lines.

SALARY EMP. HOURS DET. (ID 61)

System function – typically not used for calc lines unless you want it to run at a certain point in the calculation. Use the Salary Employee’s salary but build/allocate expense allocation details based on the employee’s hour detail entries – automatically runs based on salary type and hours detail being set to true.

TRANSIT TAX WH (ID 62)

Used on the lines for the payroll codes for the following employee withholding payroll codes:

- OR STATEWIDE TRANSIT TAX WH EE

This formula computes STATEWIDE TRANSIT TAX WITHHOLDING for OR based on the DEFAULT STATE of the employee on the earnings and applicable deduction data. If a multistate setup, this payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines. These rates are sourced by OUR TAX TABLE and does not require the client to maintain the rates or limits.

STATE DIS. WH – WK LIMIT (ID 63)

Used on the lines for the payroll codes for the following employee withholding payroll codes:

- HI SDI WH EE
- NY SDI WH EE

This formula computes STATE DISABILITY INSURANCE WITHHOLDING based on the DEFAULT STATE of the employee on the earnings and applicable deduction data. If a multistate setup, each STATE DISABILITY INSURANCE WITHHOLDING payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines. These rates are sourced by OUR TAX TABLE and does not require the client to maintain the rates or limits.

AUTO APPLY EXP ALLOC. (ID 64)

System function – not used for calc lines.

EMP EARNINGS AMOUNT (ID 65)

Brings the values in from the Employee Earnings Amount table. Typically this is on a line for EARNINGS with no payroll code and REIMBURSEMENTS with no payroll code. But it can also include a payroll code on the line if you only want to pull in a specific payroll code from this table for a payroll calculation that is for a specific purpose.

LOCAL TAX – WORK2 (ID 66)

Used on the lines for the LOCAL WORK WH employee withholding payroll codes for work withholding only when using WORK LOCALITY 2 tax type. This formula computes LOCAL WORK WITHHOLDING based on the WORK STATE and LOCAL TAX LINES of the employee on the earnings and applicable deduction data. If a multistate setup, each LOCAL WORK WH code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

LOCAL TAX – RESIDENT2 (ID 67)

Used on the lines for the LOCAL RESIDENT WH employee withholding payroll codes for resident withholding only when using RESIDENT LOCALITY 2 tax type. This formula computes LOCAL RESIDENT WITHHOLDING based on the RESIDENT STATE and LOCAL TAX LINES of the employee on the earnings and applicable deduction data. If a multistate setup, each LOCAL RESIDENT WH code payroll code card should have the STATE two-character code included and it should auto-populate in the STATE FILTER column of the Payroll Calculation Lines.

LOCAL ADDTL TAX1 (ID 68)

Used on the lines for the LOCAL WH employee withholding payroll codes for withholding only when using ADDITIONAL LOCAL TAX 1 tax type. This formula computes LOCAL WITHHOLDING with no regard to the work or resident state of the employee on the earnings and applicable deduction data. This is an unusual situation and will probably not come up very often.

LOCAL ADDTL TAX2 (ID 69)

Used on the lines for the LOCAL WH employee withholding payroll codes for withholding only when using ADDITIONAL LOCAL TAX 2 tax type. This formula computes LOCAL WITHHOLDING with no regard to the work or resident state of the employee on the earnings and applicable deduction data. This is an unusual situation and will probably not come up very often.

ADV PAYROLL CODE DIM (ID 70)

System function – not used for calc lines. Payroll code can be tagged with a dimension that will automatically post on that payroll code all the time.

ADV PRL CODE POS UNION JOB (ID 71)

System function – not used for calc lines. Payroll code can be tagged with a position and/or union that will automatically post on that payroll code

COPY EXP ALLO FROM CODE (ID 72)

System function – not used for calc lines. If you want a payroll code to always have the exact same expense allocation as another payroll code, you can 'copy' the expense allocation from payroll code 'A' to payroll code 'B' by assigning payroll code 'A' in payroll code 'B's' Copy Expense Allocation from Code field.

REALLOCATE BASED ON STATE (ID 73)

System function – not used for calc lines. Reallocates expense allocation lines of employer taxes/contributions based on the states that are on the payroll lines – automatically runs based on an additional payroll setup table check box.

CANADA FEDERAL (ID 400)

Used in a Canadian company for the Federal Withholding code and computes Federal Withholding based on the normal tax tables. This does not do any different withholding for bonuses.

CANADA PROVINCES (ID 401)

Used in a Canadian company for the Province Withholding code and computes Province Withholding based on the normal tax tables. This does not do any different withholding for bonuses.

CANADA EI (ID 402)

Used in a Canadian company for the EI Withholding code and computes EI Withholding based on the normal tax tables. This does not do any different withholding for bonuses.

CANADA EI ER (ID 403)

Used in a Canadian company for the EI Employer Tax code and computes it using the ER percentage entered in the company card within payroll.

CANADA CPP (ID 404)

Used in a Canadian company for the CPP Withholding code and computes CPP Withholding based on the normal tax tables. This does not do any different withholding for bonuses.

CANADA CPP ER (ID 405)

Used in a Canadian company for the CPP Employer Tax code and computes it using the normal tax tables.

CANADA FD TAX BONUS (ID 406)

Used in a Canadian company for the Federal Withholding on any payroll codes assigned the subtype of BONUS. Computes income tax withholding based on the bonus, retroactive pay increase or irregular amounts calculations determined by the CRA.

CANADA PROV TAX BONUS (ID 407)

Used in a Canadian company for the Provincial Withholding on any payroll codes assigned the subtype of BONUS. Computes income tax withholding based on the bonus, retroactive pay increase or irregular amounts calculations determined by the CRA.

CANADA CPP EE BONUS (ID 408)

Used in a Canadian company for the CPP EE Withholding on any payroll codes assigned the subtype of BONUS. Computes CPP tax withholding based on the bonus, retroactive pay increase or irregular amounts calculations determined by the CRA.

CANADA QPIP EE (ID 409)

Used in a Canadian company for the QPIP Withholding code and computes QPIP Withholding based on the normal tax tables. This does not do any different withholding for bonuses.

CANADA QPIP EE (ID 410)

Used in a Canadian company for the QPIP Employer Tax code and computes QPIP tax based on the normal tax tables. This does not do any different withholding for bonuses.

CANADA QC HSF ER (ID 411)

Used in a Canadian company for Quebec HSF Employer Tax code.

CANADA EI EE BONUS (ID 412)

Used in a Canadian company for the EI EE Withholding on any payroll codes assigned the subtype of BONUS. Computes EI tax withholding based on the bonus, retroactive pay increase or irregular amounts calculations determined by the CRA.

*** RANDOM STATE WITHHOLDINGS SOURCED FROM OUR TAX TABLES

Payroll Calc Code	State	Code
FAMILY MED. LEAVE WH	CT	CT_FML-WH

	MA	MA_FML-WH
	NJ	NJ_FML-WH
	NY	NY_FML-WH
	WA	WA_FML-WH
STATE DIS. WH - WK LIMIT	HI	HI_SDI-WH
	NY	NY_SDI-WH
STATE DISABILITY WH	CA	CA_SDI
	NJ	NJ_SDI-WH
	RI	RI_SDI
STATE UNEMPLOYMENT WH	AK	AK_SUI
	NJ	NJ_SUI-WH
	PA	PA_SUI
TRANSIT TAX WH	OR	OR_TRANS-WH
WORKFORCE DEVELOPMENT WH	NJ	NJ_WFD-WH