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EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND
MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

DEPT. COMM. NO. 178

December 29, 2016

The Honorable Ronald D. Kouchi,
President and Members of the Senate
Twenty-Ninth State Legislature
State Capitol, Room 409
Honolulu, Hawaii 96813

The Honorable Joseph M. Souki,
Speaker and Members of the House
of Representatives
Twenty-Ninth State Legislature
State Capitol, Room 431
Honolulu, Hawaii 96813

Dear President Kouchi, Speaker Souki and Members of the Legislature:

For your information and consideration, I am transmitting a copy of the Status of Employer Reporting of Information 2016 report, as required by Act 87, Session Laws of Hawaii 2015. In accordance with Section 93-16, Hawaii Revised Statutes, the report may be viewed electronically at <http://ers.ehawaii.gov/resources/reports-to-legislature>.

Sincerely,

A handwritten signature in cursive script, appearing to read "Wesley K. Machida".

WESLEY K. MACHIDA *for*
Director of Finance

Enclosure

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EMPLOYEES' RETIREMENT SYSTEM
OF THE STATE OF HAWAII

ACT 87, SESSION LAWS OF HAWAII 2015
RELATING TO THE EMPLOYEES' RETIREMENT SYSTEM

STATUS OF EMPLOYER REPORTING OF INFORMATION
2016

This is the 2016 status report on the State, the City and County of Honolulu and the Counties of Hawaii, Maui and Kauai departments' and Agencies' ("State and Counties") reporting of personnel and payroll information to the Employees' Retirement System (ERS) as required by Section 88-103.7 under Act 87, Session Laws of Hawaii 2015.

Employer Reporting Files

ERS benefits (retirement, death, refunds, disability, etc.) are based on the ERS membership status of the employee. The ERS is dependent on employers of the State and Counties to provide timely and accurate compensation information (based on payroll data) and service credit information (based on personnel data) on their employees to determine ERS benefit eligibility and entitlement. Employers are the sole source of this payroll and personnel data which is transmitted to the ERS by semi-monthly transactions coinciding with their salary processing schedule.

ERS approved file formats for employer reporting of payroll and personnel data:

1. Payroll File: 600 byte layout, version 2, Act 163
2. Personnel Interface File: 1500 byte layout, Act 163

ERS's first Act 87/2015 Report summarized the employers' files and whether files were being submitted by the approved format. This second Act 87/2015 Report focuses on the Employer Reporting Payroll File. Specifically, this report examines in detail ERS's evaluation of the file as it is received, reviewed and the data validated as it is entered into its Pension Management Information System to generate ERS benefits.

Employers and Billing Locations

Since 2006, the ERS has worked with the State and Counties in the implementation and the utilization of the payroll files. Employer reporting is divided into separate "billing locations" which are designated by the employer for ease of collection and processing. The payroll file billing locations for the State and Counties are listed below:

1. State of Hawaii
 - Department of Accounting and General Services (DAGS) – State of Hawaii (includes DOE, UH and HHSC)
 - Charter Schools (Ceridian)
2. City and County of Honolulu

- City and County of Honolulu
 - City and County of Honolulu – Board of Water Supply
3. County of Hawaii
 - County of Hawaii
 - County of Hawaii – Department of Water Supply
 4. County of Maui
 - County of Maui
 5. County of Kauai
 - County of Kauai

Status of Reporting

As noted in the Act, the ERS “shall require that information be furnished in electronic format and that information with respect to payroll and personnel transactions:

- (1) Allocate payments, including bonuses, salary adjustments, payments for compensatory time, and workers' compensation, to monthly or other periods as requested by the system;
- (2) Specify the purpose or nature of the payment; and
- (3) Indicate any changes or errors in payments that require correcting or updating.”

It states further that all departments and agencies “shall furnish the information required by the system pursuant to this section in the format required by the system.”

Each employer file has the following types of payroll information for each reported employee:

1. Demographic Identification
2. Employer Reporting Transaction Identification
3. Employee Transaction Information
4. Payroll Transaction Information
5. ERS Contributions
6. Pay Types

Based on these categories, we have detailed the current status of each employer’s compliance with the current format as indicated in the attached table. Unreported, erroneously reported or manually reported payroll records of transactions, adjustments, retroactive payments, and corrections require the ERS to research, request and manually adjust an employee’s or retiree’s benefit calculation record to accurately reflect the benefit for which an employee, beneficiary or retiree should be eligible to receive. The resolution of these issues is critical to the accurate and timely calculation of retirement benefits.

As indicated by the attached table, with the exception of the County of Hawaii Department of Water Supply, the employers are transmitting information which is erroneous or incomplete. Each employer has an independent payroll processing system and these systems are not compatible with the ERS system. Employers claim that they are restricted or limited by their

systems and are unable to configure them to comply with ERS requirements. Additions such as retroactive payment dates, or changes such as 1- to 2-byte data fields, are reportedly impossible for employers to provide resulting in hours of research and manual adjustments by ERS staff. To review the status of their reporting and to emphasize why the detailed information is required, the ERS will meet with the Finance, Payroll and Information Technology representatives for the State and each of the Counties during 2017. As of the date of this report, the State Department of Accounting and General Services (which processes the payroll for approximately 75% of all ERS employees) is expecting to update their payroll system within the next couple of years and has included the ERS in design and requirements discussions.

The critical areas of the payroll files to be discussed with all employers will include:

1. Employer Reporting Information (detailed adjustment transactions)
2. Employee Transaction Information (correct and complete group and class codes)
3. Payroll Transaction Information (earning period dates)
4. ERS Contributions (contributions corresponding to classification)
5. Pay Types (correctly indicating the types of pay)

ERS will continue to work with the State and Counties on both the payroll and personnel files in order to comply with the provisions of Act 87/2015. In addition, it shall submit to the legislature reports on the progress of State and Counties' efforts to comply with section 88-103.7, Hawaii Revised Statutes, as amended by this Act. These reports shall be submitted to the Legislature prior to the regular sessions of 2016 through 2020.

Next Act 87/2015 Report Due:

Twenty days prior to the start of the 2018 legislative session.

Act 87/2015 - 2016 Report to Legislature - Employer and Billing Location - Attachment			
1.	State of Hawaii		
	Department of Accounting and General Services (DAGS) – State of Hawaii		
(a)	Reporting by approved file format.	Accurately Reported?	Issues
	Import Process	No	Totals on Control Report did not match the sum of details.
	Work Report Process		
	Demographic Information	No	SSNs with discrepancies - "dummy" SSNs used until actual SSN is confirmed, creating erroneous records.
	Employer Reporting Information	No	Refer to detailed issues below.
	Employer Report Transaction - Regular (Positive) Report	No	DAGS does not report by adjustment file format.
	Employer Report Transaction - Adjustment Report	No	Manual mapping required.
	Employee Transaction Information	No	UH - Group code field limitation requires manual correction.
	Retirement Group	No	Manual mapping required
	Retirement Class	No	UH - Rounding to the nearest whole number - ERS must manually correct to decimals. Creates Base Pay error.
	Full Time Equivalence Percent	No	Missing when processing pay changes.
	Contract Type	No	UH - Group code limitation creates error.
	Pay Rate Code	Yes	
	Pay Rate Code	Yes	
	Number of Hours Worked	No	Discrepancies requiring ERS manual adjustments.
	Standard Work Hours in Period	No	Discrepancies requiring ERS manual adjustments.
	Payroll Transaction Information	Yes	
	Pay Period End Date		Default dates, erroneous dates, D-70 manual correction required for adjustments.
	Earning Period Start Date	No	Incorrect dates for "after-the-fact" employees. HHSC - Adjustment pay using default dates.
	Earning Period End Date	No	Default dates, erroneous dates, D-70 manual correction required for adjustments.
	Payment Date	Yes	Incorrect dates for "after-the-fact" employees. HHSC - Adjustment pay using default dates.
	Base Pay	No	Field Limitation. Missing when processing pay changes. UH - Rounding of FTE creates Base Pay error.

					Discrepancies. When member is overpaid, DAGS does not process corrected pay until member pays back employer, resulting in incorrect ERS pay information. UH - Stipend included in Regular Pay but not included in Gross Pay.
			Gross Pay Amount	No	
			Regular Pay Amount	No	Other pay incorrectly reported as Regular pay. HHSC - employees with more than 40 hours reported incorrectly. Pay should be included in Excess Regular Pay.
			Correctly reported	No	Contributions from non-ERS members reported.
		ERS Contributions	Vacation Pay Amount	No	UH - Contributions deducted from non-reportable pay (non-ERS member). Requires manual ERS correction.
		Pay Types	Workers' Compensation Pay Amount	No	Deceased employees not reported on file
			Sabbatical Leave Pay Amount	N/A	Missing base pay, FTE% when included in payroll file. HHSC - Workers' Comp payment reports must be manually input.
			Other Pay Amount	No	Discrepancies. Overtime creates "hourly" paycheck transaction resulting in error for missing hours.
			Differential Pay Amount Recurring	No	
			Differential Pay Amount Non-recurring	No	
			Retroactive Pay Type	No	Missing - ERS must input manually. Reported with incorrect earning period dates. ERS must refer to D-70s for breakdown of earning periods (not always included).
			Retroactive Pay Amount	No	Reported with incorrect earning period dates. ERS must refer to D-70s for breakdown of earning periods (not always included).
			Excess Regular Pay Type	No	HHSC - Employees with more than 40 hours of pay should be reported with Excess Regular Pay.
			Excess Pay Amount	No	HHSC - Employees with more than 40 hours of pay should be reported with Excess Regular Pay.
			Miscellaneous Non-pay Amount Type	Yes	
			Miscellaneous Non-pay Amount	Yes	
			Straight-time Pay	Yes	
			Bargaining Unit	Yes	
			Warrant Distribution Code	Yes	

			Reporting by approved file format as of 2016.	Accurately Reported?	Issues
(b)	Charter Schools (Ceridian)				Incorrect file creation date on header record, not the 15th or the end of the month.
	Import Process			No	Total Gross Pay and Regular Pay on Trailer Record does not match the sum of the details. Multiple files submitted for same pay period (not Adjustment Files).
	Work Report Process			Yes	
	Demographic Information		Correctly reported		
	Employer Reporting Information		Employer Report Transaction - Regular (Positive) Report	No	Refer to detailed issues below.
			Employer Report Transaction - Adjustment Report	No	Refer to detailed issues below.
	Employee Transaction Information		Retirement Group	No	Erroneous reported for post-6/30/2012 members.
			Retirement Class	No	Non-eligible employees being reported.
			Full Time Equivalence Percent	No	Erroneous reported for post-6/30/2012 members.
			Contract Type	Yes	Non-eligible employees being reported.
			Pay Rate Code	Yes	Incorrect for part-time members
			Pay Rate Code	Yes	
			Number of Hours Worked	No	Some hourly members do not have this field populated.
			Standard Work Hours in Period	No	
	Payroll Transaction Information		Pay Period End Date	Yes	
			Earning Period Start Date	No	Discrepancies for retroactive payments.
			Earning Period End Date	No	Discrepancies for retroactive payments.
			Payment Date	Yes	
			Base Pay	No	Incorrect for part-time members
			Gross Pay Amount	No	Discrepancies due to input/report errors.
			Regular Pay Amount	No	
	ERS Contributions		Correctly reported	No	Discrepancies due to incorrect coding of post-6/30/2012 Members.
	Pay Types		Vacation Pay Amount	Yes	
			Workers' Compensation Pay Amount	Yes	
			Sabbatical Leave Pay Amount	Yes	

					Other Pay erroneously being reported for post-6/30/2012 Members.
		Other Pay Amount	No	No	
		Differential Pay Amount Recurring	No	No	
		Differential Pay Amount Non-recurring	Yes	Yes	
		Retroactive Pay Type	No	No	Discrepancies.
		Retroactive Pay Amount	No	No	Discrepancies.
		Excess Regular Pay Type	Yes	Yes	
		Excess Pay Amount	Yes	Yes	
		Miscellaneous Non-pay Amount Type	Yes	Yes	
		Miscellaneous Non-pay Amount	Yes	Yes	
		Straight-time Pay	Yes	Yes	
		Bargaining Unit	No	No	Incorrect values being populated.
		Warrant Distribution Code	Yes	Yes	

2 (a)	City and County of Honolulu Import Process Work Report Process	Reporting by approved file format.	Accurately Reported?	Issues
	Demographic Information	Correctly reported	Yes	
	Employer Reporting Information	Employer Report Transaction - Regular (Positive) Report	No	Refer to detailed issues below. C&C does report by adjustment file however multiple issues reported.
		Employer Report Transaction - Adjustment Report	No	Base pay not correctly reported with adjustment transactions - ERS must manually input the amount.
	Employee Transaction Information	Retirement Group	Yes	
		Retirement Class	Yes	
		Full Time Equivalence Percent	Yes	
		Contract Type	Yes	
		Pay Rate Code	Yes	
		Pay Rate Code	Yes	
		Number of Hours Worked	No	
		Standard Work Hours in Period	No	
	Payroll Transaction Information	Pay Period End Date	No	
		Earning Period Start Date	No	Must be used for retro payments.
		Earning Period End Date	No	Must be used for retro payments.
		Payment Date	Yes	Incorrect for late adjustments
		Base Pay	No	Temporary Assignment pay erroneously reported.
		Gross Pay Amount	No	Base pay not populated on adjustment file records.
		Regular Pay Amount	No	Includes retro pay
	ERS Contributions	Correctly reported	No	ERS must refund overdeducted contributions for advance lag pay
	Pay Types	Vacation Pay Amount	No	
		Workers' Compensation Pay Amount	No	3rd-party WC Vendor's report should be incorporated in C&C Honolulu payroll file. Currently requires manual ERS input.
		Sabbatical Leave Pay Amount	N/A	
		Other Pay Amount	No	Erroneously reported - should be recurring differential. Currently being corrected.

						Erroneously reported as Other Pay - corrections currently being done
			Differential Pay Amount Recurring	No		
			Differential Pay Amount Non-recurring			
			Retroactive Pay Type	No		Reported in incorrect regular pay field.
			Retroactive Pay Amount	No		Reported in incorrect regular pay field.
			Excess Regular Pay Type	Yes		
			Excess Pay Amount	No		
			Miscellaneous Non-pay Amount Type	Yes		
			Miscellaneous Non-pay Amount	Yes		
			Straight-time Pay	Yes		
			Bargaining Unit	Yes		
			Warrant Distribution Code	Yes		

2 (b)		City and County of Honolulu - Board of Water Supply							
		Reporting by approved file format.							Accurately Reported?
									Fields with negative numbers are not right-justified with leading "0"s
		Import Process							Record Count, Gross Pay and/or Normal Contributions on the control report does not match the sum of totals.
		Work Report Process							Control Report totals for record count and gross pay are hand-written prior to submission.
		Demographic Information	Correctly reported					Yes	
		Employer Reporting Information	Employer Report Transaction - Regular (Positive) Report					No	Refer to detailed issues below.
			Employer Report Transaction - Adjustment Report					No	
		Employee Transaction Information	Retirement Group					Yes	
			Retirement Class					Yes	
			Full Time Equivalence Percent					Yes	
			Contract Type					Yes	
			Pay Rate Code					Yes	
			Pay Rate Code					Yes	
			Number of Hours Worked					Yes	
			Standard Work Hours in Period					Yes	
		Payroll Transaction Information	Pay Period End Date					Yes	
			Earning Period Start Date					Yes	
			Earning Period End Date					Yes	
			Payment Date					Yes	
			Base Pay					Yes	
			Gross Pay Amount					Yes	
			Regular Pay Amount					Yes	
		ERS Contributions	Correctly reported					No	Reporting workers' compensation contributions as additional contributions rather than regular contributions
		Pay Types	Vacation Pay Amount					Yes	
			Workers' Compensation Pay Amount					Yes	
			Sabbatical Leave Pay Amount					N/A	
			Other Pay Amount					No	Temporary Assignment Pay erroneously reported as Other Pay. Other Pay reported for post-6/30/2012 Members

	Differential Pay Amount Recurring	Yes	
	Differential Pay Amount Non-recurring	Yes	
	Retroactive Pay Type	No	
	Retroactive Pay Amount	No	
	Excess Regular Pay Type	Yes	
	Excess Pay Amount	Yes	
	Miscellaneous Non-pay Amount Type	Yes	
	Miscellaneous Non-pay Amount	Yes	
	Straight-time Pay	Yes	
	Bargaining Unit	Yes	
	Warrant Distribution Code	Yes	

3 (a)	County of Hawaii								
	Import Process			Not reporting by approved file format.				Accurately Reported?	Issues
	Work Report Process								
	Demographic Information			Correctly reported			No		Refer to detailed issues below.
	Employer Reporting Information			Employer Report Transaction - Regular (Positive) Report			No		
				Employer Report Transaction - Adjustment Report			No		Adjustments transactions erroneously reported with regular payroll requiring ERS manual corrections.
	Employee Transaction Information			Retirement Group			No		Erroneously reported post-6/30/2012 Members
				Retirement Class			No		Erroneously reported post-6/30/2012 Members.
				Full Time Equivalence Percent			No		Missing Class Codes requiring ERS manual correction.
				Contract Type			Yes		
				Pay Rate Code			Yes		
				Pay Rate Code			No		
				Number of Hours Worked			Yes		
				Standard Work Hours in Period			Yes		
	Payroll Transaction Information			Pay Period End Date			No		
				Earning Period Start Date			No		
				Earning Period End Date			No		
				Payment Date			No		
				Base Pay			No		Erroneous reporting of Base Pay
				Gross Pay Amount			No		
				Regular Pay Amount			No		
	ERS Contributions			Correctly reported			No		Erroneous deductions from non-eligible pay types. Deficiencies due to insufficient contributions from eligible pay types.
	Pay Types			Vacation Pay Amount			No		Erroneous deduction from TA Other Pay.
				Workers' Compensation Pay Amount			No		Missing cash-in-lieu of vacation payments must be added manually.
				Sabbatical Leave Pay Amount			N/A		
				Other Pay Amount			No		Erroneously reported post-6/30/2012 Members. Erroneously reported Other Pay must be manually corrected to Recurring Differential.

				Mis-coded Other Pay for post-6/30/2012 members must be corrected to Differential Recurring Pay to be included for ERS calculation. Pay erroneously reported in this field must be researched manually and an adjustment file created to determine deficient contributions due from the employee.
			Differential Pay Amount Recurring	No
			Differential Pay Amount Non-recurring	No
			Retroactive Pay Type	No
			Retroactive Pay Amount	No
			Excess Regular Pay Type	No
			Excess Pay Amount	No
			Miscellaneous Non-pay Amount Type	Yes
			Miscellaneous Non-pay Amount	Yes
			Straight-time Pay	Yes
			Bargaining Unit	Yes
			Warrant Distribution Code	Yes

				Accurately Reported?	Issues
3 (b)	County of Hawaii - Department of Water Supply	Reporting by approved file format.			
	Import Process				
	Work Report Process				
	Demographic Information	Correctly reported		Yes	
	Employer Reporting Information	Employer Report Transaction - Regular (Positive) Report		Yes	
	Employee Transaction Information	Employer Report Transaction - Adjustment Report		Yes	
		Retirement Group		Yes	
		Retirement Class		Yes	
		Full Time Equivalence Percent		Yes	
		Contract Type		Yes	
		Pay Rate Code		Yes	
		Pay Rate Code		Yes	
		Number of Hours Worked		Yes	
		Standard Work Hours in Period		Yes	
	Payroll Transaction Information	Pay Period End Date		Yes	
		Earning Period Start Date		Yes	
		Earning Period End Date		Yes	
		Payment Date		Yes	
		Base Pay		Yes	
		Gross Pay Amount		Yes	
		Regular Pay Amount		Yes	
	ERS Contributions	Correctly reported		Yes	
	Pay Types	Vacation Pay Amount		Yes	
		Workers' Compensation Pay Amount		Yes	
		Sabbatical Leave Pay Amount		Yes	
		Other Pay Amount		Yes	
		Differential Pay Amount Recurring		Yes	
		Differential Pay Amount Non-recurring		Yes	
		Retroactive Pay Type		Yes	
		Retroactive Pay Amount		Yes	
		Excess Regular Pay Type		Yes	
		Excess Pay Amount		Yes	
		Miscellaneous Non-pay Amount Type		Yes	

			Miscellaneous Non-pay Amount	Yes	
			Straight-time Pay	Yes	
			Bargaining Unit	Yes	
			Warrant Distribution Code	Yes	

4	County of Maui Import Process Work Report Process	Reporting by approved file format.	Accurately Reported?	Issues
	Demographic Information	Correctly reported	Yes	
	Employer Reporting Information	Employer Report Transaction - Regular (Positive) Report	No	Refer to detailed issues below. Adjustments must be processed manually. Void payments incorrectly or not reported. Replacement payments incorrectly or not reported. Maui reports that it is unable to create adjustment reports to adjust pay errors or changes they've made. Maui provides excel spreadsheet which ERS must manually input.
	Employee Transaction Information	Employer Report Transaction - Adjustment Report	No	
		Retirement Group	Yes	
		Retirement Class	Yes	
		Full Time Equivalence Percent	Yes	
		Contract Type	No	Reporting salaried employees as hourly employees.
		Pay Rate Code	Yes	
		Pay Rate Code	Yes	
		Number of Hours Worked	No	
		Standard Work Hours in Period	No	
	Payroll Transaction Information	Pay Period End Date	No	
		Earning Period Start Date	No	Erroneous or invalid dates reported. Adjustment records may only be processed with 1 prior payroll date.
		Earning Period End Date	No	Erroneous or invalid dates reported. Adjustment records may only be processed with 1 prior payroll date.
		Payment Date	Yes	
		Base Pay	No	
		Gross Pay Amount	No	Incorrect Gross Pay for a number of employees - ERS must manually adjust.
		Regular Pay Amount	No	Report missing under Excess Pay Amount.

											Contributions deducted on non-eligible pay. Reporting workers' compensation contributions as additional contributions.
		ERS Contributions Pay Types	Correctly reported			No	No				
			Vacation Pay Amount			No	No				
			Workers' Compensation Pay Amount			No	No				
			Sabbatical Leave Pay Amount			N/A	N/A				
			Other Pay Amount			No	No				Erroneously reported non-qualified pay as Other Pay for post-6/30/2012 members
			Differential Pay Amount Recurring			Yes	Yes				
			Differential Pay Amount Non-recurring			Yes	Yes				
			Retroactive Pay Type			No	No				Should be reported by adjustment file, manual adjustments required.
			Retroactive Pay Amount			No	No				Should be reported by adjustment file, manual adjustments required.
			Excess Regular Pay Type			Yes	Yes				
			Excess Pay Amount			No	No				Missing report.
			Miscellaneous Non-pay Amount Type			Yes	Yes				
			Miscellaneous Non-pay Amount			Yes	Yes				
			Straight-time Pay			Yes	Yes				
			Bargaining Unit			No	No				Discrepancies
			Warrant Distribution Code			Yes	Yes				

5	County of Kauai		Reporting by approved file format.	Accurately Reported?	Issues
	Import Process				Discrepancy in control report vs. deposit amount
	Work Report Process				
	Demographic Information		Name Suffix Code	No	Invalid Name Suffix value.
	Employer Reporting Information		Employer Report Transaction - Regular (Positive) Report	No	Refer to detailed issues below.
			Employer Report Transaction - Adjustment Report	No	Adjustments must be processed manually.
	Employee Transaction Information		Retirement Group	No	Manual or voided payments not reported in payroll file.
			Retirement Class	No	Manual or voided checks not reported.
			Full Time Equivalence Percent	No	Erroneously reported for post-06/30/2012 members
			Contract Type	Yes	Erroneously reported for post-06/30/2012 members
			Pay Rate Code	No	Reporting salaried employees as hourly employees
			Pay Rate Code	No	Reporting salaried employees as hourly employees
			Number of Hours Worked	No	Reporting salaried employees as hourly employees
			Standard Work Hours in Period	No	Reporting salaried employees as hourly employees
	Payroll Transaction Information		Pay Period End Date		
			Earning Period Start Date	No	Invalid dates.
			Earning Period End Date	No	Missing dates must be entered by ERS.
			Payment Date	Yes	Invalid dates.
			Base Pay	No	Missing dates must be entered by ERS.
			Gross Pay Amount	No	
			Regular Pay Amount	No	LWOP reported with pay - must be manually corrected by ERS.
	ERS Contributions		Correctly reported	No	
	Pay Types		Vacation Pay Amount		
			Workers' Compensation Pay Amount	No	LWOP reported with pay - must be manually corrected by ERS.
			Sabbatical Leave Pay Amount		Workers' Compensation contributions erroneously reported as Additional rather than Regular.
					Must be manually adjusted by ERS.

					Must accurately identify pay that should be non-eligible for post-6/30/2012 employees. LWOP reported with pay - must be manually corrected by ERS.
			Other Pay Amount	No	
			Differential Pay Amount Recurring	No	Must accurately identify pay that should be non-eligible for post-6/30/2012 employees.
			Differential Pay Amount Non-recurring	No	Must accurately identify pay that should be non-eligible for post-6/30/2012 employees.
			Retroactive Pay Type	No	
			Retroactive Pay Amount	No	
			Excess Regular Pay Type	Yes	
			Excess Pay Amount	Yes	
			Miscellaneous Non-pay Amount Type	Yes	
			Miscellaneous Non-pay Amount	Yes	
			Straight-time Pay	Yes	
			Bargaining Unit	Yes	
			Warrant Distribution Code	Yes	