



# ConnectCarolina 2018 User Conference

## Understanding Salary Projections – Part 2



Making the connections

# Welcome





## Presenters

- **Jackie Treschl**, Senior Training & Documentation Analyst, ConnectCarolina Change Management Team
- **Chris Lawless**, Business Systems Analyst, ConnectCarolina Commitment Accounting Team



## Agenda:

- What Factors Are Used to Calculate Salary Projections
- How Cost Sharing Works
- Understanding Fringe Benefit Rates
- How Are the Projections Calculated?
- Where to Find Salary Projections
- What Questions Do You Have?



# What Factors Are Used to Calculate Salary Projections



# Three Factors for Salary Projections

- 1 Employee Group
- 2 Funding Sources
- 3 End Dates



# Recapping Who's In and Who's Out

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## 1 Employee Group

Included	Not Included
SHRA Permanent	SHRA Temporary
EHRA Faculty	- Temporary
EHRA Non-Faculty	- Retirees
EHRA Students	- Student
EHRA Post-docs	EHRA Students on Short Work Break
EHRA Clinical Fellows	Affiliates*



## 1 Employee Group

# SHRA or EHRA





# Recapping Where the Money Comes From

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2

## Funding Sources

**State**

**F&A**  
**(Facilities &  
Administrative  
reimbursements)**

**Trust**

**Project**  
**(Contract or  
Grant)**



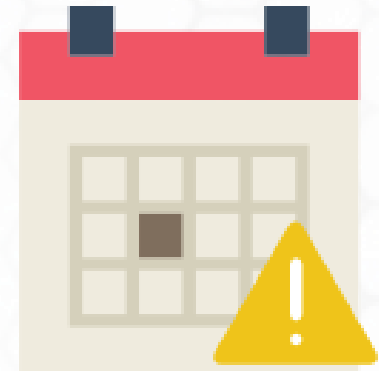
## 3 End Dates



**Job  
End Date**



**Funding  
End Date**



**Budget  
End Date**



# How Cost Sharing Works for Salary Projections



- Salary projections are based on the **fund**, not on the presence of a project ID.
- If a project is cost sharing with State funds, the projections are tied to the State funds.

JUNE							2019
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
26	27	28	29	30	31	1	
2	3	4	5	6	7	8	
9	10	11	12	13	14	15	
16	17	18	19	20	21	22	
30 23	24	25	26	27	28	29	

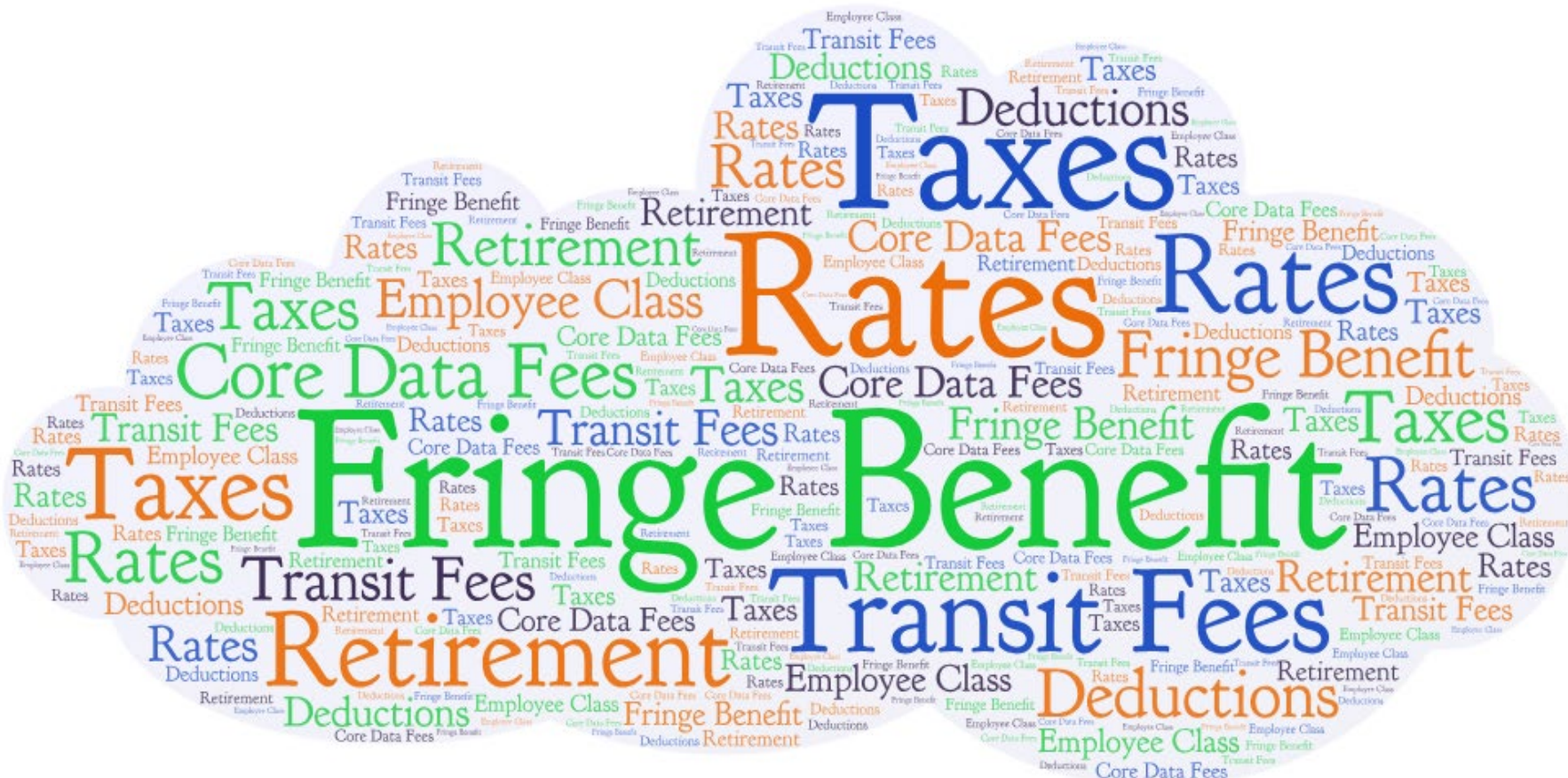


# Understanding Fringe Benefit Rates



# Fringe Benefit Rates

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# Fringe Rates for Most Employees

Account	Description	Percentage	Exceptions
515120	Social Security	6.20%	<ul style="list-style-type: none"><li>• Not State Appropriations</li><li>• Not Grad Students</li><li>• Not Post-doc Stipends</li></ul>
515130	Social Security Medicare	1.45%	<ul style="list-style-type: none"><li>• Not State Appropriations</li><li>• Not Grad Students</li><li>• Not Post-doc Stipends</li></ul>
521110	On-Campus Transit	0.30%	<ul style="list-style-type: none"><li>• Not Post-doc Stipends</li></ul>
521210	Core Data Fee	0.54%	<ul style="list-style-type: none"><li>• Not Post-doc Stipends</li></ul>
516120	Composite Benefit Fund	0.50%	<ul style="list-style-type: none"><li>• Not State sources</li><li>• Not Post-doc Stipends</li></ul>

**Note on Social Security:** Highly compensated employees will stop projecting once their actual and projected earnings have reached the maximum.



# Fringe Rates for Specific Employees

**Leave Pool**

**Severance Pay**

**Retirement**

**Faculty Physicians**

**Health Insurance**

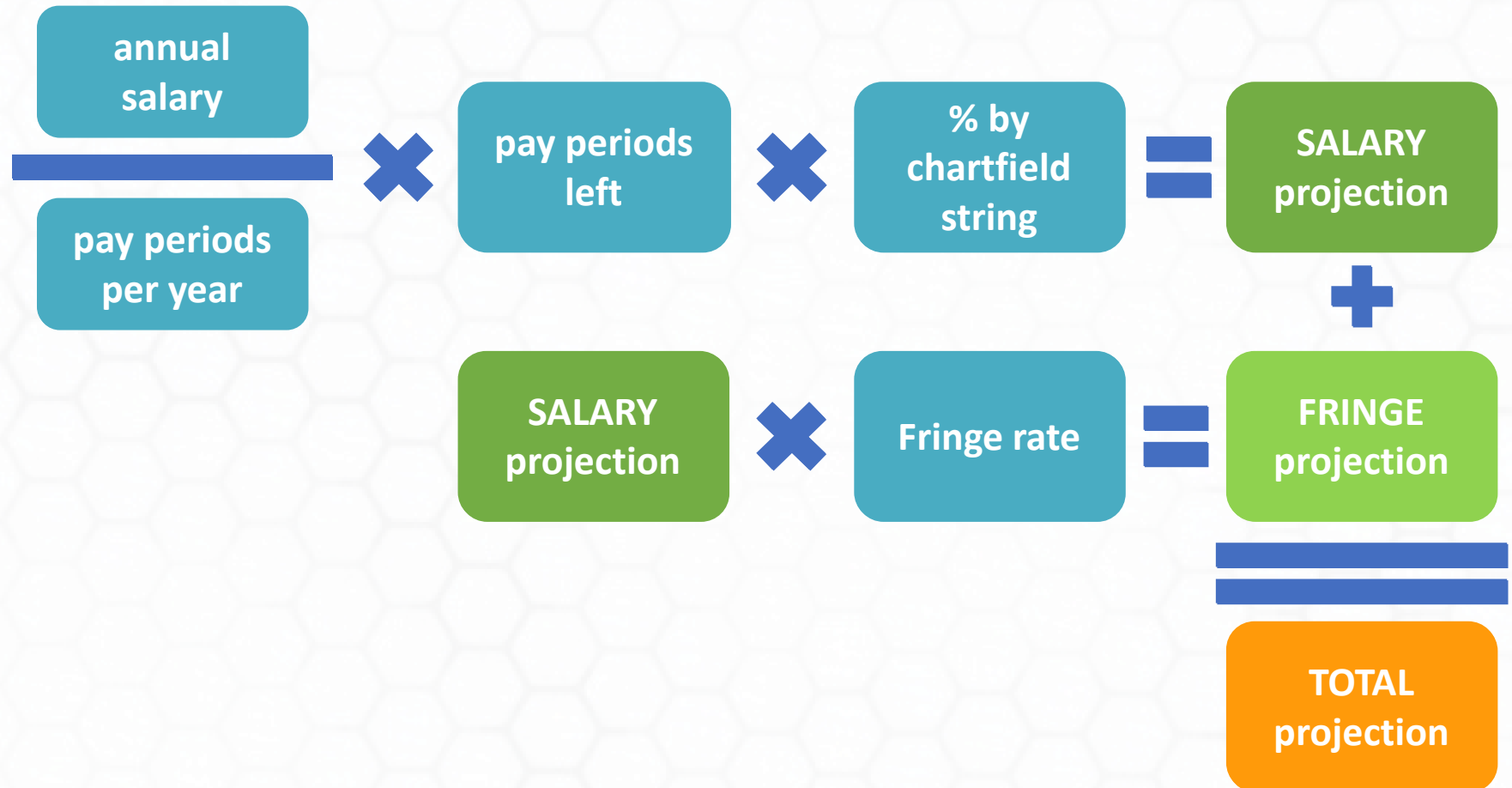




# How Are the Projections Calculated?



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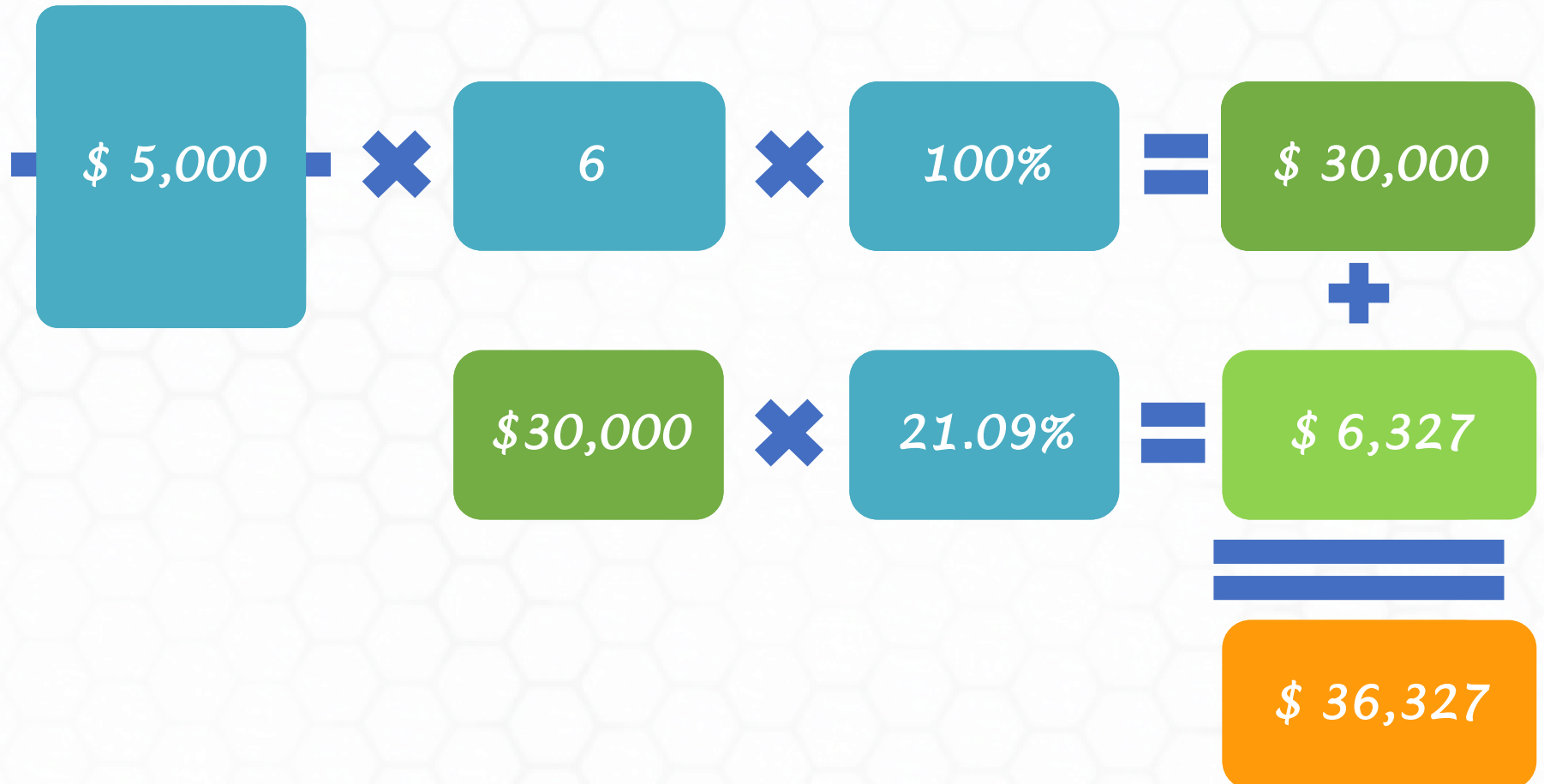


- Christof is an EHRA student at the School of Dentistry. His annual salary is \$60,000 and 100% of his salary is paid by a project with an end date of June 30, 2019, but his job end is April 1, 2019.



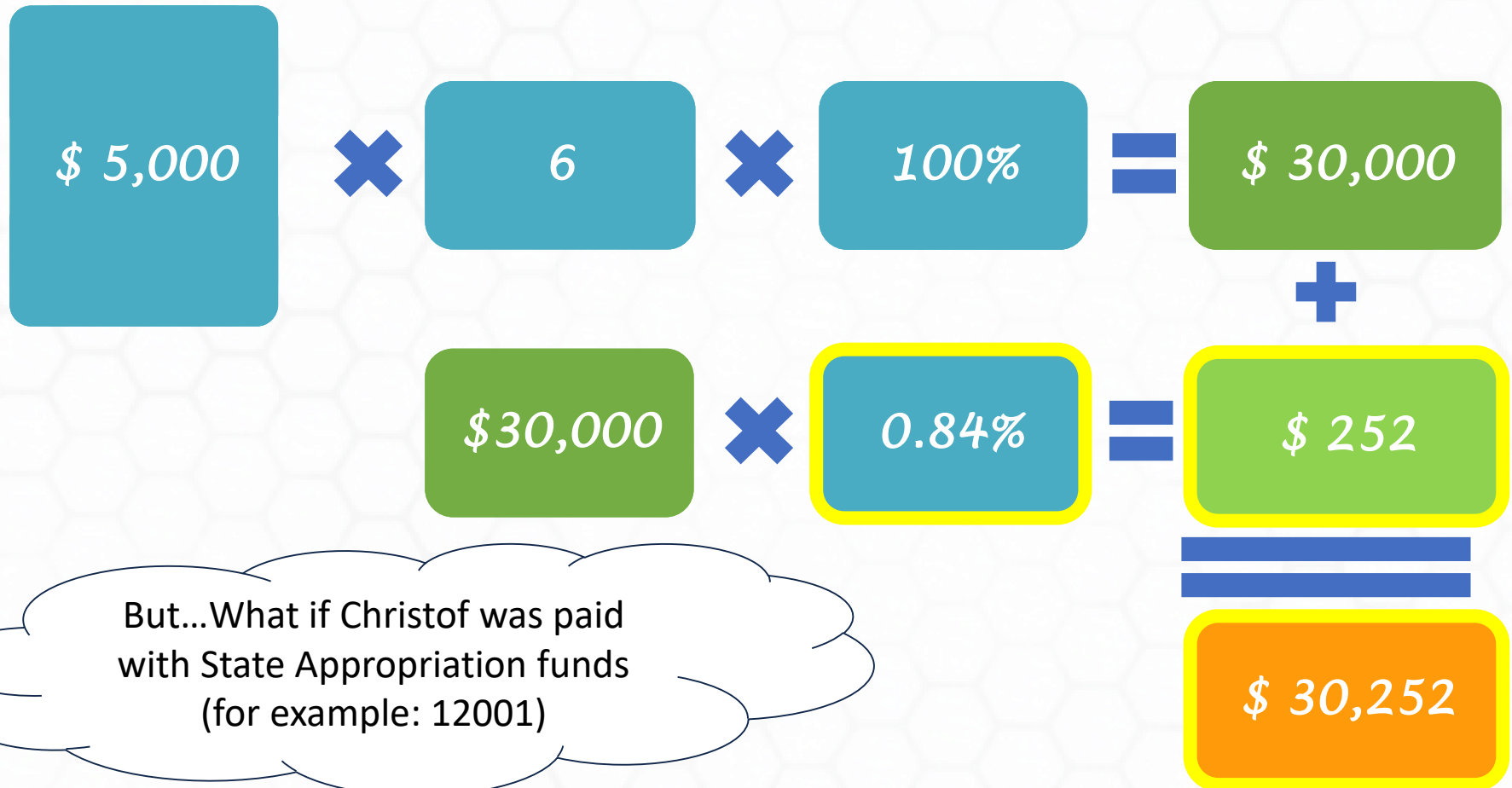


# How Are the Projections Calculated?





# How Are the Projections Calculated?





- Shondra is an SHRA permanent employee at the School of Dentistry. Her annual salary is \$78,000 and 100% of her salary is paid by a project with an end date of September 30, 2019.



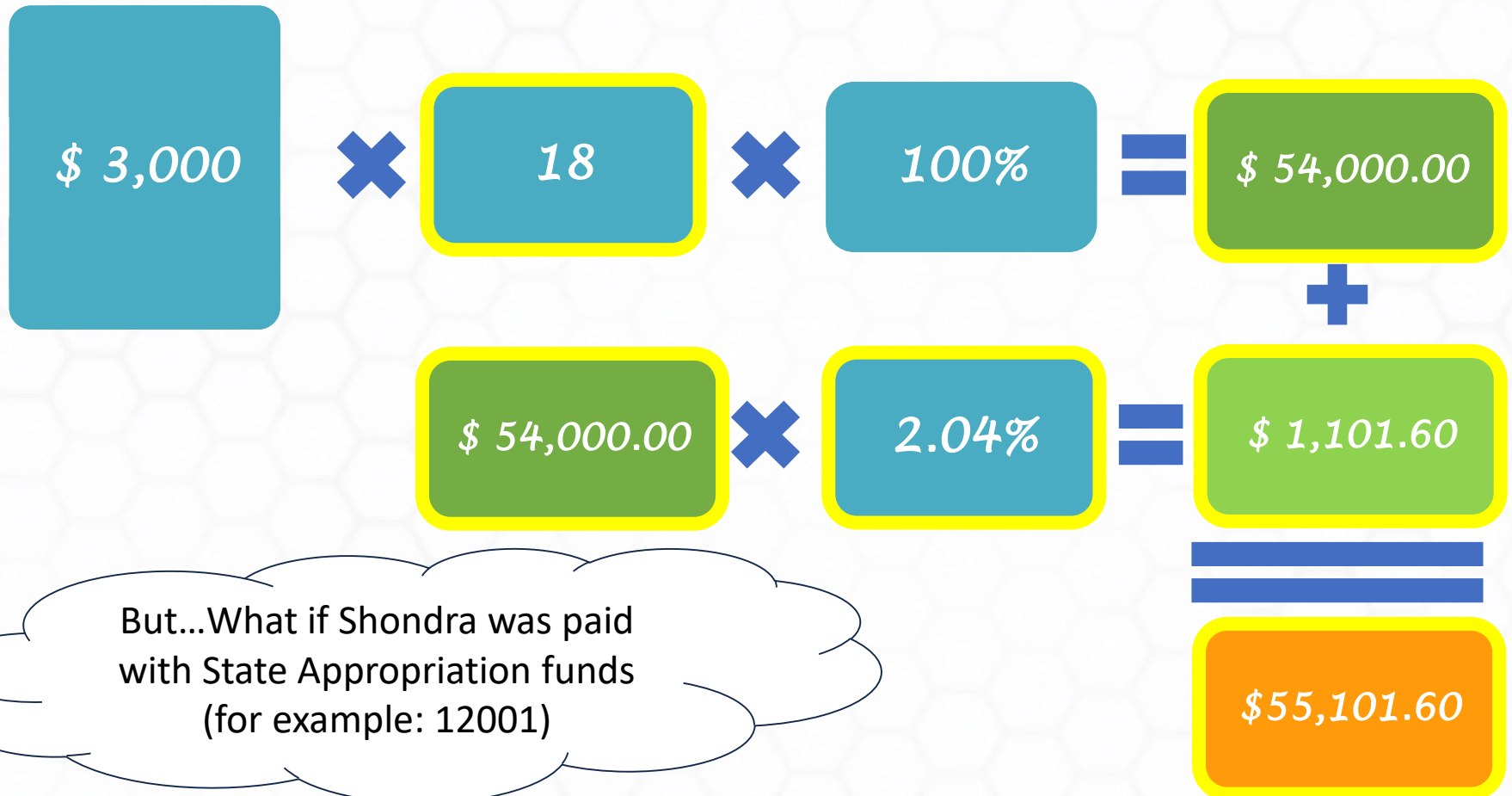


# How Are the Projections Calculated?





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# Where You Can Find Salary Projections



## State, F&A, and Trust Funds

- Use **InfoPorte Ledger Rollups**
  - Finance > Dept Accounting > Ledger Rollups > Main Ledgers
- Use **Salary Projections Report**
  - HR > Payroll > Salary Projections



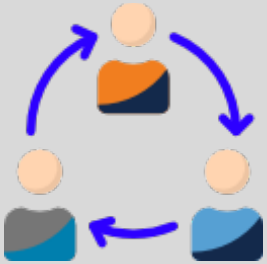
## Contract & Grant Funds

- Use **InfoPorte Ledger Rollups**
  - Finance > Dept Accounting > Ledger Rollups > OSR Ledger
- Use **Salary Projections Report**
  - HR > Payroll > Salary Projections

Remember:  
The PI Dashboard  
shows Salary  
Projections by  
Project!



# What Questions Do You Have?



**Thank You for Your Participation!**

