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

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

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,

WESLEY K. MACHIDA for
Director of Finance

Enclosure

c: Legislative Reference Bureau

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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				
	(a)	**Department of Accounting and General Services (DAGS) – State of Hawaii**	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	Correctly reported	No	SSNs with discrepancies - "dummy" SSNs used until actual SSN is confirmed, creating erroneous records.
		Employer Reporting Information	Employer Report Transaction - Regular (Positive) Report	No	Refer to detailed issues below.
			Employer Report Transaction - Adjustment Report	No	DAGS does not report by adjustment file format.
		Employee Transaction Information	Retirement Group	No	Manual mapping required. UH - Group code field limitation requires manual correction.
			Retirement Class	No	Manual mapping required
			Full Time Equivalence Percent	No	UH -Rounding to the nearest whole number - ERS must manually correct to decimals. Creates Base Pay error. 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	Pay Period End Date	Yes	
			Earning Period Start Date	No	Default dates, erroneous dates, D-70 manual correction required for adjustments. 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. Incorrect dates for "after-the-fact" employees. HHSC - Adjustment pay using default dates.
			Payment Date	Yes	
			Base Pay	No	Field Limitation. Missing when processing pay changes. UH - Rounding of FTE creates Base Pay error.

			Gross Pay Amount	No	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.
			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.
		ERS Contributions	Correctly reported	No	Contributions from non-ERS members reported. UH - Contributions deducted from non-reportable pay (non-ERS member). Requires manual ERS correction.
		Pay Types	Vacation Pay Amount	No	Deceased employees not reported on file
			Workers' Compensation Pay Amount	No	Missing base pay, FTE% when included in payroll file. HHSC - Workers' Comp payment reports must be manually input.
			Sabbatical Leave Pay Amount	N/A	
			Other Pay Amount	No	Discrepancies. Overtime creates "hourly" paycode 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	

	(b)	**Charter Schools (Ceridian)**	Reporting by approved file format as of 2016.	Accurately Reported?	Issues
		Import Process		No	Incorrect file creation date on header reocrd, not the 15th or the end of the month. 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			
		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	Refer to detailed issues below.
		Employee Transaction Information	Retirement Group	No	Erroneous reported for post-6/30/2012 members. Non-eligible employees being reported.
			Retirement Class	No	Erroneous reported for post-6/30/2012 members. Non-eligible employees being reported.
			Full Time Equivalence Percent	No	Incorrect for part-time members
			Contract Type	Yes	
			Pay Rate Code	Yes	
			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 retoactive payments.
			Earning Period End Date	No	Discrepancies for retoactive 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 Amount	No	Other Pay erroneously being reported for post-6/30/2012 Members.
			Differential Pay Amount Recurring	No	
			Differential Pay Amount Non-recurring	Yes	
			Retroactive Pay Type	No	Discrepancies.
			Retroactive Pay Amount	No	Discrepancies.
			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	No	Incorrect values being populated.
			Warrant Distribution Code	Yes	

2	(a)	**City and County of Honolulu**	Reporting by approved file format.	Accurately Reported?	Issues
		Import Process			
		Work Report Process			
		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	C&C does report by adjustment file however multiple issues reported. Base pay not correctly reported with adjustment transactions - ERS must manually input the amout.
		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. Incorrect for late adjustments
			Payment Date	Yes	
			Base Pay	No	Temporary Assignment pay erroneously reported. Base pay not populated on adjustment file records.
			Gross Pay Amount	No	
			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.

			Differential Pay Amount Recurring	No	Erroneously reported as Other Pay - corrections currently being done
			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?	Issues
		Import Process		No	Fields with negative numbers are not right-justified with leading "0"s 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**	Not reporting by approved file format.	Accurately Reported?	Issues
		Import Process			
		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. Missing Class Codes requiring ERS manual correction.
			Full Time Equivalence Percent	Yes	
			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. Erroneous deduction from TA Other Pay.
		Pay Types	Vacation Pay Amount	No	Missing cash-in-lieu of vacation payments must be added manually.
			Workers' Compensation Pay Amount	No	
			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.

			Differential Pay Amount Recurring	No	Mis-coded Other Pay for post-6/30/2012 members must be corrected to Differential Reccuring 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 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	

3	(b)	**County of Hawaii - Department of Water Supply**	Reporting by approved file format.	Accurately Reported?	Issues
		Import Process			
		Work Report Process			
		Demographic Information	Correctly reported	Yes	
		Employer Reporting Information	Employer Report Transaction - Regular (Positive) Report	Yes	
			Employer Report Transaction - Adjustment Report	Yes	
		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	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**	Reporting by approved file format.	Accurately Reported?	Issues
		Import Process			Extra invalid record before Header Record
		Work Report Process			
		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	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	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. Report missing under Excess Pay Amount.
			Regular Pay Amount	No	

		ERS Contributions	Correctly reported	No	Contributions deducted on non-eligible pay. Reporting workers' compensation contributions as additional contributions.
		Pay Types	Vacation Pay Amount	No	
			Workers' Compensation Pay Amount	No	
			Sabbatical Leave Pay Amount	N/A	
			Other Pay Amount	No	Erroneously reported non-qualified pay as Other Pay for post-6/30/2012 members
			Differential Pay Amount Recurring	Yes	
			Differential Pay Amount Non-recurring	Yes	
			Retroactive Pay Type	No	Should be reported by adjustment file, manual adjustments required.
			Retroactive Pay Amount	No	Should be reported by adjustment file, manual adjustments required.
			Excess Regular Pay Type	Yes	
			Excess Pay Amount	No	Missing report.
			Miscellaneous Non-pay Amount Type	Yes	
			Miscellaneous Non-pay Amount	Yes	
			Straight-time Pay	Yes	
			Bargaining Unit	No	Discrepancies
			Warrant Distribution Code	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. Manual or voided payments not reported in payroll file. Manual or voided checks not reported.
		Employee Transaction Information	Retirement Group	No	Erroneously reported for post-06/30/2012 members
			Retirement Class	No	Erroneously reported for post-06/30/2012 members
			Full Time Equivalence Percent	No	
			Contract Type	Yes	
			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. Missing dates must be entered by ERS.
			Earning Period End Date	No	Invalid dates. Missing dates must be entered by ERS.
			Payment Date	Yes	
			Base Pay	No	LWOP reported with pay - must be manually corrected 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	Workers' Compensation contributions erroneously reported as Additional rather than Regular. Must be manually adjusted by ERS.
		Pay Types	Vacation Pay Amount		
			Workers' Compensation Pay Amount	No	
			Sabbatical Leave Pay Amount		

			Other Pay Amount	No	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.
			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	