AnSRS4u: Project Payroll

A guide on how to successfully charge effort to a sponsored project

SEPTEMBER 19 2024

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BUSH SCHOOL OF GOVERNMENT& PUBLIC SERVICE: CHANCE SPENCER

Overview

SRS Research Administrators are responsible for monitoring the project to guarantee that the correct payroll amounts are posted based on the salary information, available balances and terms of the research project.

Payroll allocations are processed in Workday to distribute personnel effort and cost to each account, including research projects. This information is recorded per support account(s) and employee.

What is a Costing Allocation?

A costing allocation is the mechanism in Workday that allows a person's time to be allocated for a time period to specific accounts.

The information is recorded per support account(s) and employee(s) to enable SRS to provide detailed information to sponsors, auditors, principal investigators, departments and TAMUS Members.

There is pre-set approval routing for each costing allocation within Workday that is set by each system member.

Review of a Costing Allocation in Workday

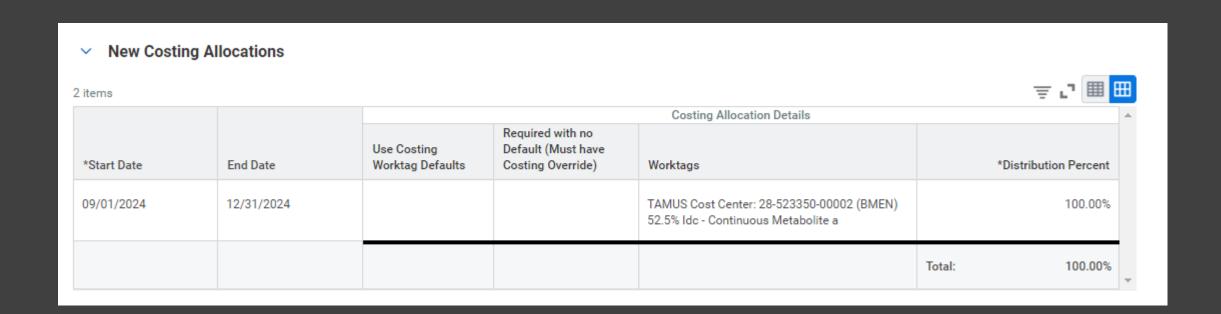
All allocations with sponsored research accounts listed will route to the research administrator for approval.

The research administrator will review the sponsored research accounts for allowability and compliance within their project requirements.

Items to review

- Period of Performance
- Available budget
- Project and Salary Compliance
- Budget or Salary Restrictions
- End date listed for sponsored research accounts

Example: Standard Costing Allocation



Example: No End Date Listed

✓ New Costing Allocations									
4 items									
					Costing Allocation Details		4		
*Start Date	End Date	Costing Allocation Attachments	Use Costing Worktag Defaults	Required with no Default (Must have Costing Override)	Worktags	*Distribution Perce	ent		
09/15/2024		1			TAMUS Cost Center: 28-522570-00001 (BMEN) Molecular and Cellular Imaging of B	100.0	0%		
						Total: 100.0	0%		
09/01/2024		1			TAMUS Cost Center: 28-517370-00001 (BMEN) Bmen - Quantum Coherence and Quantu	100.0	0%		
						Total: 100.0	0%		

When a sponsored research account is listed, an end date must be entered or the allocation will be sent back.

Example: Multiple Accounts

						locations	∨ New Costing Al
<u></u>							9 items
		cation Details	Costing Alloca				
stribution Percent	*Dist		Worktags	Required with no Default (Must have Costing Override)	Use Costing Worktag Defaults	End Date	*Start Date
8.33%		enter: 23-400000-02060 (2060) ysiology	TAMUS Cost Cen Project Zero-Phys			07/31/2025	02/01/2025
91.67%		enter: 23-123150-10012 (2060) lary Support-Gregory					
100.00%	Total:						
8.33%		enter: 28-527800-00003 (MDPH) dc - Osteoinductive N				01/31/2025	09/01/2024
91.67%		enter: 23-123150-10012 (2060) lary Support-Gregory					
100.00%	Total:						
7.69%		enter: 23-182001-00016 (2020) Salary Savings	TAMUS Cost Cen Irm-C Gregory Sal			08/31/2024	07/01/2024
92.31%		enter: 23-123150-10012 (2060) lary Support-Gregory					
100.00%	Total:						

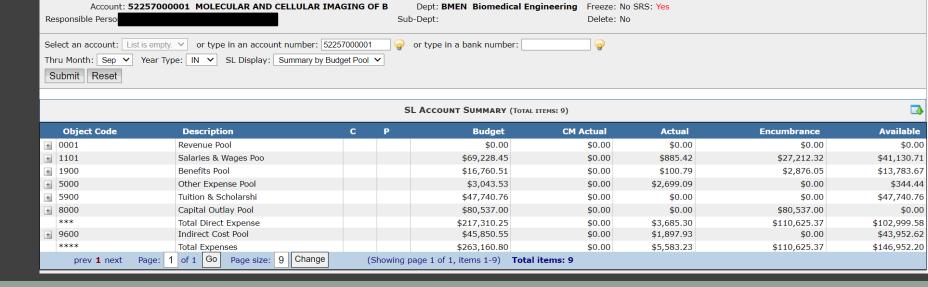
Example: Multiple Accounts

 New Costing 	Allocations				
6 items					<u></u>
				Costing Allocation Details	
*Start Date	End Date	Use Costing Worktag Defaults	Required with no Default (Must have Costing Override)	Worktags	*Distribution Percent
01/01/2025				TAMUS Cost Center: 28-277728-00000 (MSEN) Payroll Clearing - Msen	90.54%
				TAMUS Cost Center: 28-120002-00000 (VICE) Fy25 State Mandated Increase	9.46%
					Total: 100.00%
09/01/2024	12/31/2024			TAMUS Cost Center: 28-120002-00000 (VICE) Fy25 State Mandated Increase	9.46%
				TAMUS Cost Center: 28-523420-00004 (MSEN) Shamberger - 51.5% ldc - Reconfigur	90.54%
		_			Total: 100.00%

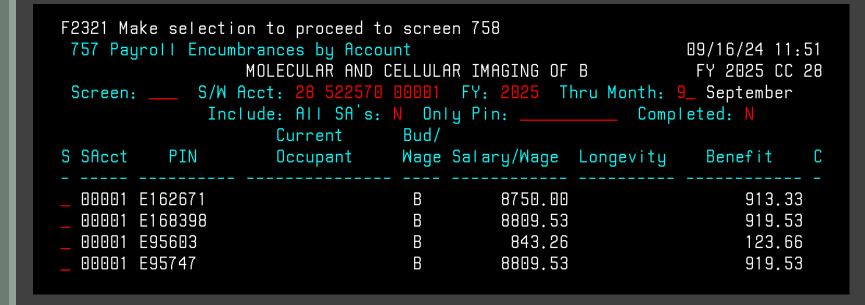
```
074 SA Summary By Budget Pool
                                                                   09/16/24 11:46
                        MOLECULAR AND CELLULAR IMAGING OF B
                                                                   FY 2025 CC 28
               Account:
                                      Fiscal Year: 2025
 Screen:
               Thru Month: 9_ September
                                           FY/PY/IN to Date: IN
                                                                  Calc CM IDC: N
Resp Person:
                                                                             0.00
                                           Bottom Line Exclusion:
Department: BMEN Flag: D F B C Z G ABR
                                                                        102999.58
                                                     Net Dir BBA:
  Map Code: 50000
                         N N Y N N N 803
                                           Unprotected Available:
                                                                        102999.58
 0b.i
        Description
                               Budget
                                                       Encumbrances
                                                                      Available
                                             Actual
 0001 Revenue Pool
**** Total Revenue
1101 Salaries & Wages Poo
                                   69228
                                                  885
                                                              27212
                                                                           41131
 1900 Benefits Pool
                                   16761
                                                  101
                                                               2876
                                                                           13784
                                    3044
                                                                             344
5000 Other Expense Pool
                                                 2699
                                   47741
                                                                           47741
5900 Tuition & Scholarshi
 8000 Capital Outlay Pool
                                   80537
                                                              80537
                                 217310
     Total Direct Expense
                                                 3685
                                                            110625
                                                                          103000
9600 Indirect Cost Pool
                                  45851
                                                 1898
                                                                           43953
                                                 5583
                                                                          146952
**** Total Expenses
                                  263161
                                                            110625
     * Account Total
                                 263161
                                                 5583
                                                            110625
                                                                          146952
```

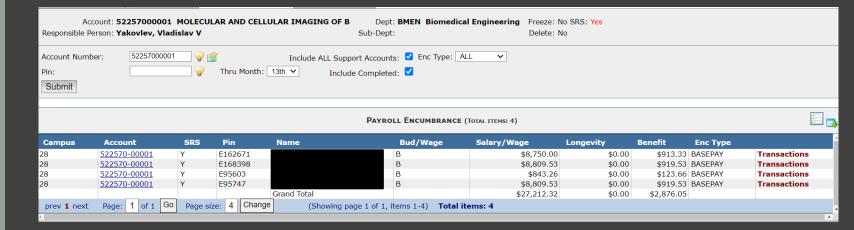
Account balance shown in FAMIS

Account balance shown in Canopy



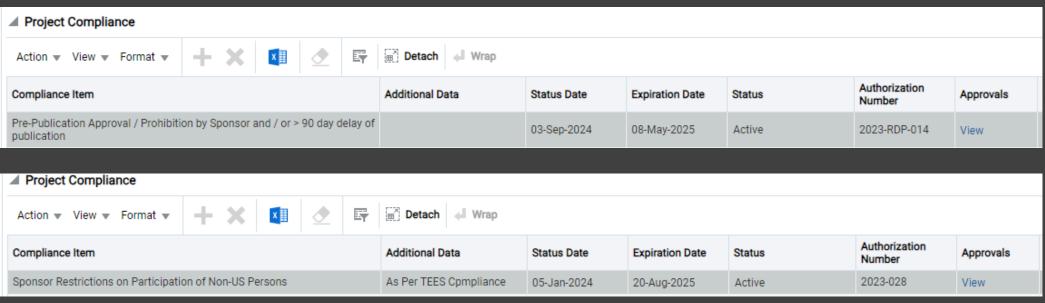
Payroll Encumbrances





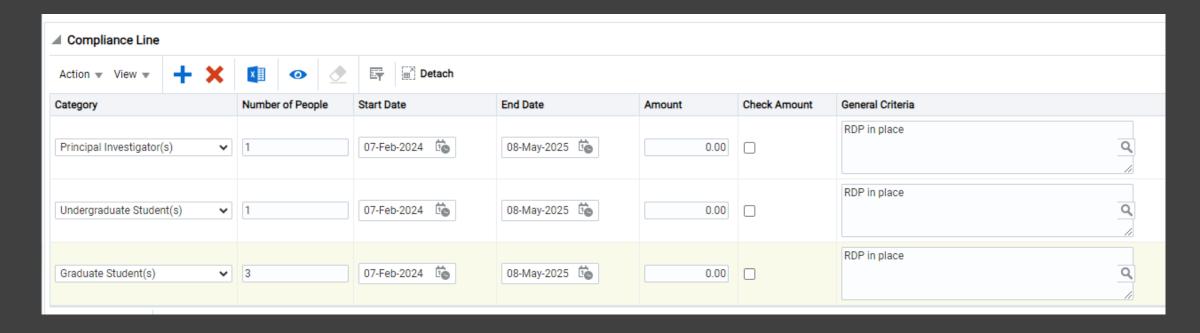
Project Compliance Review

Examples of Project Compliance with required TCP (Technology Control Plan) or RDP (Restriction of Distribution or Publication).



If an individual is not listed on approved document(s), please contact your Research Administrator or System Member Compliance Office.

Salary Compliance Review



If restrictions exist, the Research Administrator will use the salary compliance screen to enter approved position categories and/or specific individuals, per support account.

What is a PCT (Payroll Cost Transfer)?

A payroll cost transfer is initiated by the department in Canopy when the need arises to correct past payroll expenses that have already posted to an account.

There is pre-set approval routing for each PCT within Canopy that is set by each system member.

All corrections involving sponsored research accounts will route to the project administrator for approval.

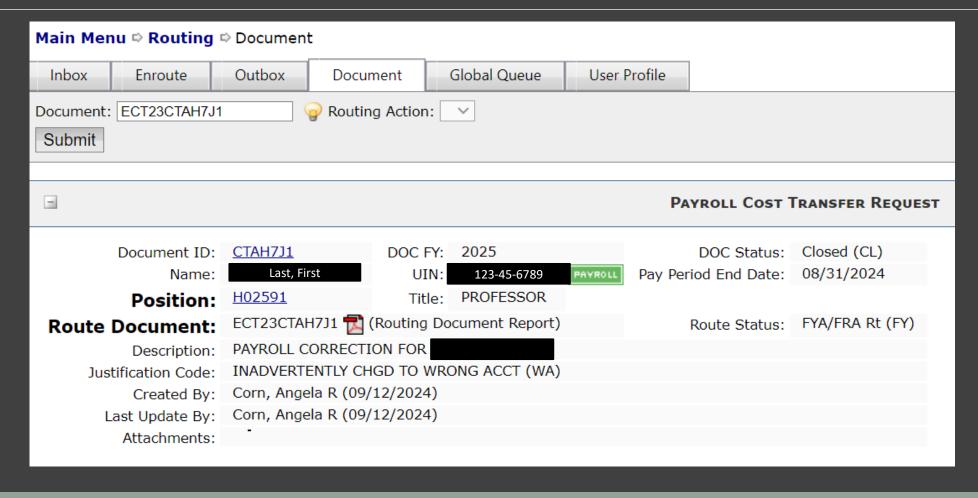
Review of a Payroll Cost Transfer

The project administrator will review the sponsored research accounts for allowability and compliance within their project requirements.

Items to review

- Period of Performance
- Available budget
- Project and Salary Compliance
- Budget or Salary Restrictions

Example: PCT Request Detail



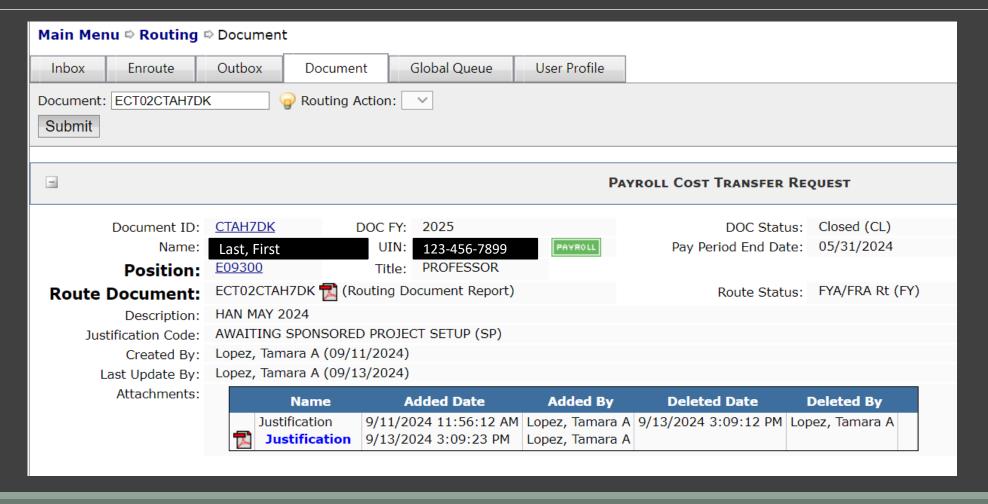
Example: PCT Review



-	PAYROLL CHANGE DETAILS (TOTAL ITEMS: 2)																		
Name	Seq Nbr	Pay Cycle	Cycle Date	СС	Account	Acct Description	SRS	S/W Obj	AcctAnalysis	Pct Eft	Benefit Amt	Voucher	Hrs Worked	S/W/L Amt	S/W Charged Benefit Amt	Status	Pay Prd Beg Date	Pay Prd End Date	
Name	1	Х	09/12/2024	28	<u>529050-</u> <u>00002</u>	MPIM - DEVELOPMENT OF A HIGH- THROUG			5012	0.00%	(\$164.61)	0024080	0.00	\$0.00	(\$164.61)	IP	08/01/2024	08/31/2024	Details
Name	1	X	09/12/2024	23	244090- 00011	AUGUST FRINGE BENEFIT CORRECTIONS	N		5010	0.00%	\$164.61	0024080	0.00	\$0.00	\$164.61	IP	08/01/2024	08/31/2024	Details
prev 1 ne	ext	Page: 1	of 1 Go	Page	e size: 2	Change	(Showii	ng page	1 of 1, items 1-2) Tota	al items: 2						'		

```
F2321 Make selection to proceed to screen 758
                                                              09/16/24 13:20
 757 Payroll Encumbrances by Account
                  51.5% IDC - INTERCELLULAR INTERACTI
                                                               FY 2025 CC 28
 Screen: ___ S/W Acct:
                                       FY: 2025 Thru Month: 9_ September
                            e m a z
              Include: All SA's: N Only Pin: _____
                                                         Completed: N
                                 Bud/
                     Current
          PIN
                                 Wage Salary/Wage Longevity
S SAcct
                     Occupant
 00002 E09300
                                           1757.99
                                                                    324.07 Y
```

Example: PCT over 90 Days



Justification Form

This form can be found at:

https://srs.tamu.edu/resources/srs-forms/

The most recently updated form should always be utilized.

Texas A&M System Sponsored Research Services Cost Transfer Request Justification

Name/Vendor:		
DCR Original Posting Date/Year of Charge:		
PCT Original Posting Month/Year of Charge:		
Why was the expense originally charged to the account	t from which it is now being transferred?	
2. Why should this charge be transferred to the proposed	d receiving account?	
3. If the cost transfer request is greater than 90 days from what action is being taken to eliminate the need for future.		eason for the delay and
APPROVED:		
REQUIRED: Principal Investigator Signature (NO Delegate)	Printed Name	Date
35 KE		
REQUIRED: Department Head/Supervisor (Or Delegate)	Printed Name	Date

Supporting documentation for this transfer must be uploaded to the routed document in Canopy.

Justification Form Questions

Why was the expense originally charged to the account from which it is now being transferred?

Why should this charge be transferred to the proposed receiving account?

If the cost transfer request is more than 90 days from the date of the original charge, explain the reason for the delay and what action is being taken to eliminate the need for future cost transfers of this type.

When is the Justification Form Needed?

Transfer to sponsored project and OVER 90 days

Transfer between two or more sponsored projects and OVER 90 days

Each system member follows different guidance for the below:

- Transfer between two sponsored projects and UNDER 90 days
- Transfer to sponsored project and UNDER 90 days
- Transfer after end date of the project
- Transfer from sponsored project to non-sponsored account

Please consult your Research Administrator for system member specific guidance to determine if the justification form is needed.

Unacceptable Reasons to Transfer Costs to a Sponsored Research Account

Clear a deficit

Use of unspent funds

Insufficient oversight of the project

Reasons of accessibility

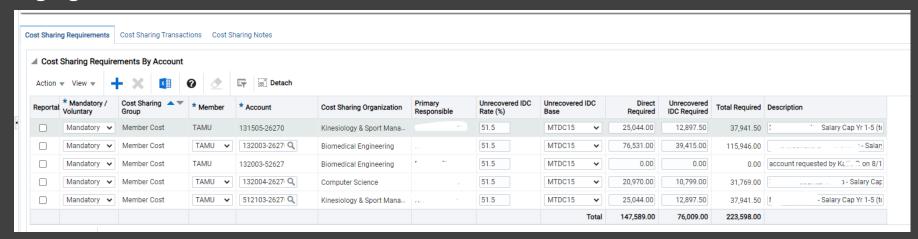
 Example: Using one sponsored project as a placeholder for another sponsored project while waiting on funding to be received.

Salary Cap

If an individual's (usually senior personnel) FTE salary is greater than the established salary cap (for sponsors such as NIH, CIADM, CPRIT and USAID), the difference in their salary must be cost shared.

When effort is allocated to a sponsored project, the corresponding departmental cost share account established for the salary cap must also be listed.

The salary cap calculator worksheet can be used to calculate the correct percentage of working effort versus charging effort.



Salary Cap Calculator

This form can be found at: https://srs.tamu.edu/resources/srs-forms/

	SALARY CAP CALCULATOR							
Enter information in blue sections.								
Employee Name								
Sponsored Project Account								
Requested Pay Period								
Monthly Rate (not the pro-rated amount)								
No. of Months to Charge Sponsored Project Account								
Total % Per Month to Charge on Costing Allocation or PCT (Project + Cost Share)								
Full Salary Amount Requested								
Monthly Salary Cap Restrictions (See Information Below)								
\$0.00 Amount Charged to Sponsored Project Account								
\$0.00 Amount Charged to Non-Sponsored Account (Cost Share)								
% Effort to Be Charged to the Sponsored Project Account								
% Effort to Be Charged to the Non-Sponsored Account (Cost Share)								
5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Employee Name Sponsored Project Account Requested Pay Period Monthly Rate (not the pro-rated amount) No. of Months to Charge Sponsored Project Account Fotal % Per Month to Charge on Costing Allocation or PCT (Project + Cost St Full Salary Amount Requested Monthly Salary Cap Restrictions (See Information Below) Amount Charged to Sponsored Project Account Amount Charged to Non-Sponsored Account (Cost Share) % Effort to Be Charged to the Sponsored Project Account							

SPONSOR INFORMATION	ANNUALLY	MONTHLY
CIADM Salary Cap	\$179,700.00	\$14,975.00
Projects beginning on or before 12/23/2011 can use this amount.	\$199,700.00	\$16,641.67
CPRIT Salary Cap	\$200,000.00	\$16,666.67
HRSA / DHHS / CDC / NIH Salary Cap		
The value to use is determined by the effective date issued on the most recent r	notice of award.	
October 1, 2012 - January 11, 2014	\$179,700.00	\$14,975.00
January 12, 2014 - January 10, 2015	\$181,500.00	\$15,125.00
January 11, 2015 - January 9, 2016	\$183,300.00	\$15,275.00
January 10, 2016 - January 7, 2017	\$185,100.00	\$15,425.00
January 8, 2017 - January 6, 2018	\$187,000.00	\$15,583.33
January 7, 2018 - January 5, 2019	\$189,600.00	\$15,800.00
January 6, 2019 - January 4, 2020	\$192,300.00	\$16,025.00
January 5, 2020 - January 2, 2021	\$197,300.00	\$16,441.67
January 3, 2021 - January 1, 2022	\$199,300.00	\$16,608.33
January 2, 2022 - January 1, 2023	\$203,700.00	\$16,975.00
January 2, 2023 - January 1, 2024	\$212,100.00	\$17,675.00
January 2, 2024 - current	\$221,900.00	\$18,491.6
USAID Salary Cap \$170,400 (Contracts Only)	\$170,400.00	\$14,200.00

Salary Cap

In this example, the PI is requesting to charge 69.15% working effort toward the CPRIT sponsored project. The PI's monthly FTE salary is \$25,899.27, which exceeds the CPRIT salary cap.

SALARY CAP CALCULATOR							
Enter information in blue sections.							
	Employee Name						
28-413693-00001	Sponsored Project Account						
May-24	Requested Pay Period	Requested Pay Period					
\$25,899.27	Monthly Rate (not the pro-rated amount)						
\$16,666.67	Monthly Salary Cap Restrictions (See Information Below)						
1	No. of Months to Charge Sponsored Project Account						
69.15%	Total % Per Month to Charge on Costing Allocation or PCT (Project + Cost S	Share)					
\$17,909.35	Full Salary Amount Requested						
\$11,525.00	11,525.00 Amount Charged to Sponsored Project Account						
\$6,384.34	Amount Charged to Non-Sponsored Account (Cost Share)						
44.50%	% Effort to Be Charged to the Sponsored Project Account	28-413693-00001					
24.65%	% Effort to Be Charged to the Non-Sponsored Account (Cost Share)	02-132003-13693					

CPRIT Salary Cap \$200,000.00 \$16,666.67

Participant Support Costs

Participant Support Costs (PSC) is defined in Uniform Guidance as direct costs for items such as stipends or subsistence allowances, travel allowances, and registration fees paid to or on behalf of participants or trainees (but not employees) in connection with conferences, or training projects.

Unless specifically budgeted in the proposal or approved by the sponsor, stipends cannot be paid as salary/wages to the participant.

As funds budgeted for PSC may not be transferred to other categories without prior sponsor approval, separate support accounts are established for these funds.

Departmental payroll contacts/processors gather information from PIs regarding support for employees.

Along with HR, department payroll processors request the hiring of new employees.

Payroll processors enter costing allocations in Workday.

- Time periods: by semester or by performance dates.
- All SRS accounts require end dates for costing allocations.
- Processors should check account end dates.

Departments are responsible for entering tuition payments for graduate assistants in Compass (TWAPMTS).

- Payroll and tuition sources should match for sponsored projects.
- Tuition payments may need to be pro-rated according to account end dates.

Departments assist with tracking cost sharing requirements for sponsored projects.

- Annual amounts should be entered or checked at the start of each fiscal year or when accounts are established.
- SRS can provide cost sharing reports to departments.

Departments provide payroll and expenditure reports to Pls.

- Pls may receive financial reports from business administrators.
- Business staff may provide assistance with Maestro navigation.

Departments assist with Time & Effort certifications, corrections and clarifications.

Departmental payroll processors create and submit PCTs when needed.

Payroll processors assist with the creation of cost transfer justification forms and assist with obtaining required signatures.

Payroll processors request the addition of employees to TCP/RDP by contacting the system member compliance office or the project administrator.

Business staff assist PIs with creating expenditure plans for sponsored projects.

- Reduce probability of deficits
- Plan for complete utilization of funds

Business staff maintain faculty salary plans for combining academic or local salary support with sponsored salary support.

SAP 15.01.04.M01.01 Time and Effort Reporting, section 4.3, requires that sponsored funding be allocated per effort by month.

Business staff request budget revisions from the research administrator when needed per PI request.

Helpful Reminders

End dates are required on Costing Allocations involving sponsored research accounts

Ensure only approved personnel on RDP/TCP are being paid

Encumbrances for Costing Allocations will post the day after the final approval

Costing Allocations for non-budgeted hourly employees will not encumber

Contact your Research Administrator for any project specific questions

Thank you for joining us! Any questions?