



Commonwealth of Massachusetts

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To: Chief Fiscal Officers, Payroll Directors, and MMARS Liaisons

From: Tryntje Bumgardner, Assistant Comptroller

Date: June 14, 2023

Re: Earnings Code Processing During the Split Year Pay Period

Comptroller Memo FY#2023-21

Executive Summary

The purpose of this memo is to inform Departments of the methodology for distributing and recording payroll charges in HR/CMS and LCM/MMARS during the Split Year payroll period. The Split Year percentage will be **100% to Fiscal Year 2023** for most payroll charges. All reimbursements will charge to Fiscal Year 2023, as will the other exceptions discussed in this memo.

The Office of the Comptroller (CTR), in conjunction with the Executive Office of Technology Services and Security (EOTSS), developed a model to process HR/CMS payroll for LCM processing. The methodology uses HR/CMS summarized posting dates for recording most payroll charges. The Summary Date Model is not exact and requires budget offices to understand the situations in which special calculations are to be considered.

Split Year

Split Year refers to the period in which one pay period spans two fiscal years. This year, the Split Year pay period begins on June 18, 2023 and ends on July 1, 2023. LCM will process HR/CMS payroll based on a 10-workday schedule (Monday – Friday). There are 10 workdays during the Split Year pay period (June 19 – June 23, 2023, and June 26 – June 30, 2023) in Fiscal Year 2023.

The Split Year percentage is 100% to Fiscal Year 2023 and 0% to Fiscal Year 2024. This means that there will be split lines of labor history for both fiscal years—with 100% of dollars being allocated to Fiscal Year 2023 and 0% of dollars being allocated to Fiscal Year 2024. This percentage can be used to describe most Split Year distributions, with the exceptions discussed in this memo.

Departments should NOT encumber funds for the Split Year pay period. Payroll Holds (PHs) are not liquidated until the Accounts Payable payroll periods (pay periods ending on July 15, 2024, July 29, 2023 and August 12, 2023) are processed. Please make sure that there are available (unencumbered) funds for the Split Year pay period.

Exceptions That Will Post to Fiscal Year 2023

Prior Period Adjustments

All prior period adjustments entered during the Split Year pay period will be for activity prior to June 18, 2023. These postings will charge to **Fiscal Year 2023**.

Note: Implied Exceptions will split 100%-0% between Fiscal Year 2023 and Fiscal Year 2024 as do other Additional Pay payments.

Specific Earnings Codes

Specific earnings codes will always post to **Fiscal Year 2023** during the Split Year period. HR/CMS sends the earnings codes to LCM/MMARS with a Pay Event Begin and End date of June 30, 2023.

These earnings codes fall into the following categories:

- **Reimbursements** – Reimbursement earning codes that normally charge to the BB subsidiary (or C98 for Contractors) will post to Fiscal Year 2023. Departments with Reimbursement payments that *must* charge Fiscal Year 2024 can do so by either paying from their DYNACash account or by processing the reimbursements in the next pay period.
- **Retro Earnings Codes** – Any code with Retro in the description.
- **Settlements and Judgments** – All Comptroller Settlement codes. Use of these codes requires prior approval by the CTR Payments & Tax Reporting Team.
- **Sick and Vacation Buyouts Entered as Hours** – All sick and vacation buyouts entered as **hours** will post to Fiscal Year 2023. Any buyouts that *must* charge Fiscal Year 2024 should be processed as amounts or should be processed in the next pay period.
- **Furlough Processing if Applicable** – Furloughs taken during Split Year pay period if the earnings code used is FCT.

A full list of the earnings codes that will post to Fiscal Year 2023 appears below.

Earnings Code	Description	MMARS Object Code
B01	Travel And Other Expense / Out of State	B01
B02	Travel Expense / In State	B02
B03	Overtime Meals Expense	B03
B04	Tuition / Non-Graduate	B04
B05	Conference and Training	B05
B06	Membership Dues and Licensing Fee	B06
B08	Clothing Allowances	B08
B10	Exigent Job Related Expenses	B10
B11	GIC USE ONLY – Healthcare Reimbursement	B11
B12	CTR USE ONLY – Non Tax Adjustment	B11
B1B	Travel Lodging Expense	B01
B92	Taxable Employee Reimbursement	B92
BAE	Auto Expense Reimbursement	B02
BAF	Training - AFSME Career Ladder Reimbursement	B05
BAG	MIL Basic Housing	B07
BAR	MIL Basic Subsistence	B07
BB1	Travel Airfare Expenses	B01
BB4	Tuition / Graduate	B04
BH7	Housing Allowance	B07
BHR	Housing – Cash – Retirement	B07

Earnings Code	Description	MMARS Object Code
BMI	Car Mileage Reimbursement	B02
BMO	Training MOSES Reimbursement	B02
BMV	Moving Reimbursement	B02
BNA	Training NAGE Reimbursement	B02
BPK	Parking Reimbursement	B02
BQT	Reimbursement – Qualified Transportation	B11
BSE	Training SEIU Reimbursement	B02
BT7	Tangible Asset Allowances	B07
BTL	Toll Reimbursement	B02
BX6	Membership Reimbursement – Unit 6	B05
C98	Travel Expense – Contract Service	C98
CBB	Comp Time Buy Back – Hours	A13
D01	Deficiency Regular	A01, A11, A20
D02	Deficiency Travel Reimbursement	B02 or other BB Object Code or C98
D03	Deficiency Other Pay – Retirement	A01, A06, A07, A11, AA1
D04	Deficiency Vacation in Lieu	A13
D05	Deficiency Sick Buy Back	A12
D06	Deficiency Overtime	A08
DPL	Deceased Employee – Lump Sum – No Retirement	A21 or CC Object Code

Earnings Code	Description	MMARS Object Code
DPR	Deceased Employee – Lump Sum – Retirement	A21 or CC Object Code
FCT	Furlough	A01 or CC Object Code
IAR	CTR USE ONLY: Industrial Accident Adjustment	Various
INT	Interest Due – Settlement / Judgment	A11, C11
PAR	CTR USE ONLY: Partial Reversal Adjustment	Various
PCI	Personal Leave Cash In	A13
QPA	Qualified Parking Allowance	B02
QTA	Qualified Transport Allowance	B02
RIP	Retro IPP Pay	D24
ROH	Retro Holiday Pay	A08
ROP	Retro Other Pay	A14
ROR	Retro Regular Pay	A01 or CC Object Code
ROS	Retro Shift Pay	A07
ROT	Retro Overtime Pay	A08
ROV	Retro Standby – No Retirement	A06
ROW	Retro Holiday Pay – Retirement	A10
ROX	Retro Other Pay – Retirement	A01 or CC Object Code
ROY	Retro Shift Pay – Retirement	A07
ROZ	Retro Overtime Pay – Retirement	A08
S/J	Settlement / Judgment	A11

Earnings Code	Description	MMARS Object Code
SBB	Sick Leave Buy Back – Hours	A12
SGL	Serviceman's Group Life Insurance	R13
SJA	Settlement / Judgment – No Withholding	C11
SJB	Settlement / Judgment – Retirement – Contractors	C11
SJC	Settlement / Judgment – Contractors	C11
SJP	Settlement / Judgment – Retirement	A11
SJR	Settlement / Judgment – No Withholding	A11
SJT	Settlement / Judgment – Taxed Annual	A11
TX1	CTR USE ONLY – MEDICARE Refund	T11
TX2	CTR USE ONLY – PFML Refund	T11
VIL	Vacation In Lieu – Hours	A13

Exceptions That Will Post to Fiscal Year 2024

Combo Codes Entered in Timesheet

Combo codes result in detail day-by-day postings for each day where time is posted.

When combo codes are used, HR/CMS does not summarize payroll charges and sends over charges day by day. Therefore, timesheet charges for July 1, 2023, will be sent to LCM/MMARS with a Pay Event Begin and End date of July 1, 2023. LCM/MMARS then posts those charges to Fiscal Year 2024.

Specific earnings codes will always post to **Fiscal Year 2024** during the Split Year period. HR/CMS sends the earnings codes to LCM/MMARS with a Pay Event Begin and End date of July 1, 2023.

These earnings codes fall into the following categories:

Sick and Vacation Buyouts Entered as Amounts - All sick and vacation buyouts entered as **amounts**. Any buyouts that must charge Fiscal Year 2024 should be processed as hours or should be processed with an Accounts Payable Earnings Code in the next pay period.

- **Furlough Processing If Applicable**– Furloughs taken during Split Year pay period if the earnings code used is FUR.

A full list of the earnings codes that will post to Fiscal Year 2024 appears below.

Earnings Code	Description	MMARS Object Code
CBA	Comp Time Buy Back - Amounts	A13
FUR	Furlough Unpaid	A01
SBA	Sick Leave Buy Back – Amounts	A12
SVP	Sick Vacation Payout	A13
VLA	Vacation in Lieu – Amounts	A13

[Impact of HR/CMS Job Actions](#)

Job Actions in HR/CMS do not affect the specific earnings codes that post 100% to Fiscal Year 2023. Job Actions in HR/CMS, however, can affect the 100% Split Year percentage for other earnings.

- **Midweek Rate Increases** (or Step Progressions) – Only REG hours on or after the Effective Date will be calculated at the increased rate. The Split Year percentage by dollars will be weighted based on the start of the increase. Additional Pay earnings based on REG hours will follow the related REG hours. Note: Additional Pay earnings NOT based on other earnings (like ADS) will split based on the 100% Split Year percentage.
- **New Hires** – The Split Year percentage will be based on the effective date of the Hire action. The total dollars will split 100%. Hires effective June 30, 2023, or later may charge all dollars to the new Fiscal Year. **Rehires** – The Effective Date of the Rehire action can affect the Split Year percentage as with New Hires.
- **Terminations** – Terminations before June 30, 2023, with no Additional Pay will charge to Fiscal Year 2023.
- **Mid Pay Period Transfer** – Postings in timesheet will reflect a percentage consistent with the Effective Date of the Transfer action. However, all Additional Pay earnings will charge to the new Chart of Account Distribution.

- **Home Unit/ Object Code** – Changes to the Home Unit or Object Code may reduce the number of workdays used to calculate the Split Year percentage to the number of workdays on or after the Effective Date of the change.
- **Actions on June 30, 2023**– Any HR action that results in a new LCM time slice with an effective date of June 30, 2023, may result in being assigned to Fiscal Year 2024 and an overall 100% proration to Fiscal Year 2024.

Processing Terminations or Terminations with Pay

Terminations (TER) and Terminations with Pay (TWP) Job actions should not be entered in HR/CMS until the next pay period (July 2, 2023, through July 15, 2023).

Follow these guidelines to ensure Split Year proration and finalization of the termination:

- Post daily attendance in timesheet for the Split Year pay period.
- If appropriate, end date Additional Pay earnings with an effective date of June 17, 2023. This action ensures that the Additional Pay is not paid during Split Period.
- Change the employee's schedule in HR Assign Work Schedule to a Zero Predefined Schedule effective July 2, 2023, to ensure that no hours are entered in future periods.
- View general deductions to determine if the deduction should be taken, ended, or adjusted.
- Additional Pay earnings can be posted in pay period ending July 15, 2023, with Accounts Payable earnings codes.
- During the pay period ending July 15, 2023, use the TWP action if there are additional payments. Otherwise, use the TER Job action. The correct Effective Date should be entered.

LCM Distribution

Changes to an employee's distribution (DEPTE) with an Effective Date after June 18, 2023 should be used with caution. A change to the DEPTE will change the Pay Event Begin date for summarized payroll charges to the Effective Date of the DEPTE. Therefore, only the new DEPTE may be used to distribute the payroll charges.

For Earnings Codes posting on June 26, 27, 28, 29 and 30, 2023 the distribution in effect on June 26, 27, 28, 29 and 30, 2023 will be used even if it is a prior period adjustment during the Split Year pay period.

Questions

- **LCM/MMARS** questions may be submitted as an inquiry using the CTR **[Solution Desk ServiceNow Portal](#)**.
- **HR/CMS** questions may be submitted by logging a ticket in the EOTSS ServiceNow portal by going to: **<https://massgov.service-now.com>**. Or by calling ServiceNow at 844-435-7629 or by email at **MassGov@Service-now.com**.

cc: General Counsels
Internal Distribution