

Projects Labor Costing

Load Actual Labor Hours and Costs from Oracle Payroll/OTL



OAUG 2008

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AST Corporation

About AST Corporation

- Is a Certified Advantage Partner
- Is the system integrator of choice for Corporations and Public Sector Organizations
- 100% success rate of our Oracle E-Business projects that range from Planning, Assessment, Migration and Implementation to Training and Support
- www.astcorporation.com

Business Requirement

- Labor Costs in Projects to Include Regular Earnings and Employer Paid Benefits.
- Need to have Actual Labor Hours and Payroll Costs in Projects
- Dynamic Allocation of Labor Costs to Projects based on Hours Worked

Current Oracle Solution



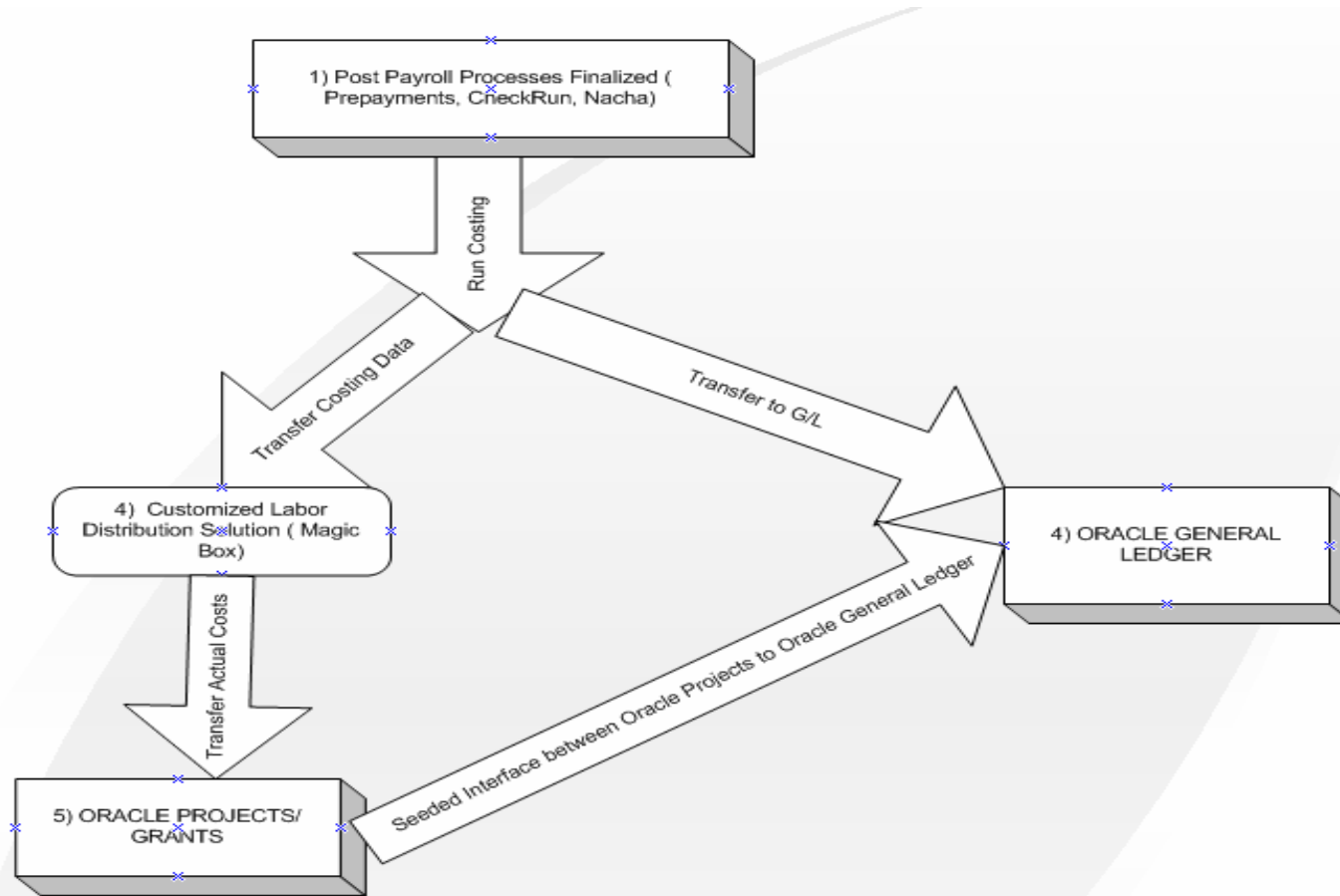
Out of the Box Oracle Solution

- Interface Labor Hours from OTL to Projects
- Cost the Labor Hours in Projects based on Standard Labor Rates

Issues

- Labor Costs will not include Supplemental Earnings and Incentives Paid
- Update of Labor Rates in Projects when they change in HR
- Update of Burden Schedules based on Benefits Paid

Customized Labor Distribution Solution



Setup OTL in relation to Projects Interface

- Payroll Layout

▶ Show Accrual Balances

Period Comments

Template Overwrite Entry

Hours Type	Cost Center	Sun, Feb 24	Mon, Feb 25	Tue, Feb 26	Wed, Feb 27	Thu, Feb 28	Fri, Feb 29	Sat, Mar 01	\$
<input type="text"/>	<input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	\$
<input type="text"/>	<input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	\$
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<input type="text"/>	<input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	Start <input type="text"/> Stop <input type="text"/>	\$
<input type="button" value="Add Another Row"/>	<input type="button" value="Recalculate"/>	0	0	0	0	0	0	0	0

WILL NOT WORK FOR PROJECTS

Template Name

Setup OTL in relation to Projects Interface

- Projects Layout or Projects & Payroll Layout

▶ Show Accrual Balances

Period: February 24, 2008 - March 08, 2008 Comments:

Template: - Work Schedule Overwrite Entry

Project	Task	Type	Sun, Feb 24	Mon, Feb 25	Tue, Feb 26	Wed, Feb 27	Thu, Feb 28	Fri, Feb 29	Sat, Mar 01	Sun, Mar 02	Mon, Mar 03	Tue, Mar 04	Wed, Mar 05
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="button" value="Add Another Row"/> <input type="button" value="Recalculate"/>			0	0	0	0	0	0	0	0	0	0	0

Template Name:

Expenditure Type

Setup OTL in relation to Projects Interface

- Exception Layout

Show Accrual Balances

Period:

Comments:

Template:
 Overwrite Entry

Hours Type	Cost Center	Sun, Feb 24	Mon, Feb 25	Tue, Feb 26	Wed, Feb 27	Thu, Feb 28	Fri, Feb 29	Sat, Mar 01	Sun, Mar 02	Mon, Mar 03	Tue, Mar 04	Wed, Mar 05	Thu, Mar 06	Fri, Mar 07
Regular Earnings			8			8	8			8	8	8	8	
LV Personal					8									
OT Reg								8						
<input type="button" value="Add Another Row"/> <input type="button" value="Recalculate"/>		0	0	0	0	0	0	0	0	0	0	0	0	0

Template Name:

Setup Payroll Costing in relation to Projects Interface

1) Project and Task Information should be a part of the Costing Flexfield.

Application: **Payroll** Flexfield Title: **Cost Allocation**

Structures

Code	Title	Description
COST_ALLOCATION_F	Cost Allocation Flexfield	

Segments Summary (Cost Allocation Flexfield) - Cost Allocation Flexfield

Number	Name	Window Prompt	Column	Value
10	Fund	Fund	SEGMENT1	COB_FUND
20	Cost Center	Cost Center	SEGMENT2	COB_COST_CENTER
30	Account	Account	SEGMENT3	COB_ACCOUNT
40	Sub Account	Sub Account	SEGMENT4	COB_SUB_ACCOUNT
50	Project	Project	SEGMENT5	COB_PROJECT_OTM

Flexfield Qualifiers (Cost Allocation Flexfield) - Cost Allocation Flexfield, Project

Name	Description	Enabled
Assignment	Limits segments displayed on the Employee Assignment screen	<input type="checkbox"/>
Balancing	Limits segments displayed in the balancing flexfield on the Define Payroll screen	<input type="checkbox"/>
Element	Limits segments displayed in the costing flexfield on the Define Payroll screen	<input type="checkbox"/>
Element Entry	Limits segments displayed on the element entry screens	<input checked="" type="checkbox"/>
Organization	Limits segments displayed on the Define Organization screen	<input type="checkbox"/>
Payroll	Limits segments displayed on the Define Payroll screen	<input type="checkbox"/>

Project will show up on Element Entry Screen

Element Entry Screen

Element Entries: 26-JAN-2008 MURALIDHAR.K

Period **3 2008 Bi-Week (13-JAN-2008 - 26-JAN-2008)**
 Classification

Processing Types

- Recurring
- Nonrecurring
- Both

Additional
 Processed
 Retroactive

Effective Dates
 From To

Element Name	Processing Type	Costing	Reason	[]	Effective Dates From	To
COB Timecard Hours	Nonrecurring	.F0010				08
COB Timecard Hours	Nonrecurring	.F0010				08
COB Timecard Hours	Nonrecurring	.F0010				08
COB Timecard Hours	Nonrecurring	.F0010				08
COB Timecard Hours	Nonrecurring	.F0010				08
COB Vacation	Recurring					
COB Sick	Recurring					
COB Educational Incentive	Recurring				<input checked="" type="checkbox"/>	16-DEC-2007
COB Fire Holiday Pay	Recurring				<input checked="" type="checkbox"/>	16-DEC-2007
COB BFF Dues	Recurring				<input checked="" type="checkbox"/>	13-OCT-1997
COB Nationwide 401A	Recurring				<input checked="" type="checkbox"/>	01-JAN-2007

Cost Allocation Flexfield

Project

Task

OK Cancel Clear Help

Entry Values Balance Grossup Others...

Setup Payroll Costing in relation to Projects Interface

- 2) Costing Flexfield does not have to match exactly what goes into General Ledger, can have more fields than are passed to G/L

GL Map: 23-FEB-2008

Payroll **AST BI-WEEKLY** Period **Bi-Week**

GL Set of Books **AST CORPORATION**

Effective Dates

From **01-JAN-1952** To

Payroll to GL Segment Mapping

Payroll Costing Segment	GL Chart of Accounts Segment
Fund	Fund
Cost Center	Cost Center
Account	Account
Sub Account	Sub Account
Project	Project

Projects Setups

- Expenditure Type Setups

Expenditure Types **AST CORPORATION**

Classifications: Description, Dates

Name	Expenditure Category	Revenue Category	UOM	Output Tax Code	Rate Description	From	To
E-1 1/2x Overtime	LABOR	LABOR	Hours		Earnings-1 1/2x Overtime	01-JAN-2007	
E-1x Overtime	LABOR	LABOR	Hours		Earnings-1x Overtime	01-JAN-2007	
E-2x Overtime	LABOR	LABOR	Hours		Earnings-2x Overtime	01-JAN-2007	
E-56 Hr 1-1/2 OT w/o p	LABOR	LABOR	Hours		Earning - 56 Hr one and one-half overtime wi	01-JAN-1998	
E-56 Hr 1-1/2 OT with p	LABOR	LABOR	Hours		Earning - 56 Hr one and one-half overtime pa	01-JAN-1998	
E-Double OT w/o pay	LABOR	LABOR	Hours		Earning - Double overtime without pay	01-JAN-1998	
E-Double overtime wit	LABOR	LABOR	Hours		Earning - Double overtime with pay	01-JAN-1998	

Cost Rates

Expenditure Type Class

Expenditure Type Class	Effective Dates	
	From	To
Straight Time	01-JAN-2007	

Projects Setup - Handling multiple assignment Costing

Costing: 26-JAN-2008 MURALIDHA.K

Proportion	Cost Code	Effective Dates	
		From	To
40	001.FD03A	13-OCT-1997	
60	001.FD02A	13-OCT-1997	

Oracle will split the run result values over more than one set of cost codes.

So \$100 will be split in the following way

- \$40 001.FD03A
- \$60 001.FD02A

Projects Setup - Handling multiple assignment Costing

- Populate attribute columns of PA_TRANSACTION_INTERFACE_ALL table in the following way.
 - attribute9 → fund/Company Code
 - attribute10 → Cost Center/Cost Code
- Auto Accounting for 'EXP ORG TO COST CENTER' will read from attribute9 and attribute10

Projects Setup

- Element to Expenditure Type Mapping (needed only if want to see hours in Projects)

AutoAccounting Lookup Sets **AST CORPORATION**

Name: **COBXX_ELEMENTNAME_EXPTYPE_MAP**
 Description: **COB Payroll Element Name to Expenditure Type Mapping**

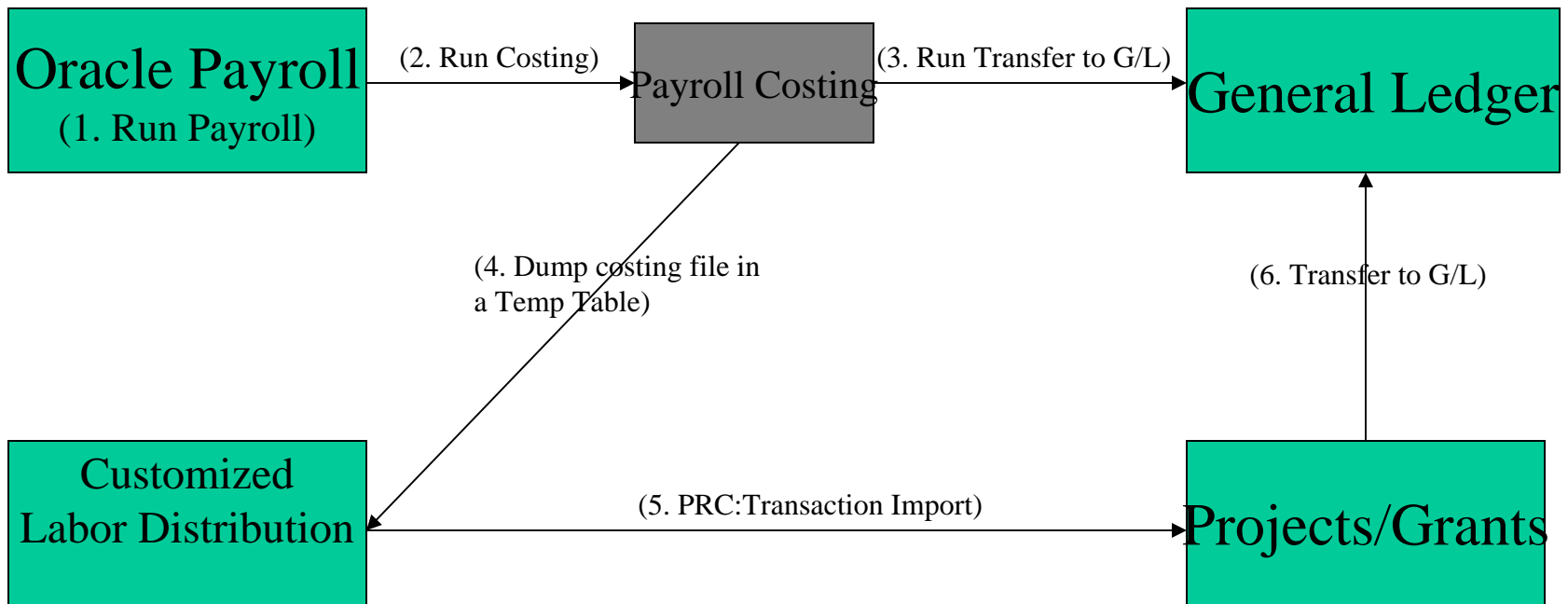
Segment Value Lookups

Intermediate Value	Segment Value
ELEMENT NAME	EXPENDITURE TYPE
COB Timecard Hours	E-Regular
COB Equip Certificate	E-Regular
COB FLSA	E-1 1/2x Overtime
COB FLSA OT Hours Non PERS	E-1 1/2x Overtime
COB FLSA OT Hours PERS	E-1 1/2x Overtime
COB FLSA Overtime Premium	E-1 1/2x Overtime
COB Field Training Officer	E-Regular
COB Finders Fee	E-Other
COB Fire Batt Chief Aide	E-Regular

Solution Description

- Run Post Payroll Processes
- Run Costing
- Transfer to G/L
- Select Project related Employer Liabilities from Pay_Costs table (Earnings & Deductions).
- Prorate Deductions based on the Hours or Cost and populate PA_TRANSACTIONS_INTERFACE_ALL table
- PRC: Transaction Import (Source → Payroll)

Process Overview



What does it look like in OTL ?

Review: MURALIDHAR, KADAMBALA , 09999

Week Starting **Sunday, December 16 2007**

Timecard Period (days) 14

Comments

Hours Type	Task	WOC Job	Sun, Dec 16	Mon, Dec 17	Tue, Dec 18	Wed, Dec 19	Thu, Dec 20	Fri, Dec 21	Sat, Dec 22	Sun, Dec 23	Mon, Dec 24	Tue, Dec 25	Wed, Dec 26	Thu, Dec 27	Fri, Dec 28	Sat, Dec 29	Total
Regular Earnings	1417000			8	9	9	9	9					9	9	9		71
LV Holiday	1417006											9					9
			0	8	9	9	9	9	0	0	0	9	9	9	9	0	80

9/80 part of Total Employer Paid Deductions → Task # 1417006

71/80 part of Total Employer Paid Deductions → Task # 1417000

What does it look like in Payroll ?

Employee Statement of Earnings: 10-JAN-2008(Regular Standard Run)

Employee Name MURALIDHAR, KADAMBALA	SSN 999-99-9999	Employee Number 01631	Assignment Number 01631	Organization AST CORPORATION
Period Start 16-DEC-2007	Period End 29-DEC-2007	Check Number NACHA	Base Salary 5,925.69	Sick Hours 3080.05
Federal Filing Status Married	Fed Allowances 0	State Filing Status Married persons (One Income) (CA)	State Allowances 0	

EARNINGS				DEDUCTIONS		
Description	Hours	Amount	Year To Date	Description	Amount	Year To Date
Regular Salary	71.00	5259.05	5259.05	FIT Withheld	1003.54	1003.54
LV Holiday	9.00	666.65	666.65	SIT Withheld (CA)	324.11	324.11
Prof Dev Pay		19.38	19.38	BERMT	30.00	30.00
Flex Credit		342.00	342.00	BMA Dues	29.63	29.63
				Def Comp Great West	307.69	307.69
				IBEW Charitable	1.00	1.00
				Medical	414.46	414.46
				PERS EE at 55	142.22	142.22
				SBC	0.93	0.93
				Vision	15.84	15.84

SUMMARIES			
	Current	Year To Date	
Gross Pay	6287.08	6287.08	
Pre-Tax Deductions	910.21	910.21	
Tax Deductions	1327.65	1327.65	
Other Deductions	31.56	31.56	
NET PAY	4017.66	4017.66	

- Standard Labor Rate = \$74
- Actual Labor Rate = \$78.5
- Total Employer Paid Deductions = \$1376.34

What does it look like in Projects ?

Project Expenditure Items

Project	Task	Date_Earned	Expnd Type	Employee/Supplier	Hrs	UOM	Proj Func B	Project Burdene	Bill
307	1417000	28-DEC-2007	E-Regular	MURALIDHAR.K	9	Hours	705.15	705.15	
307	1417000	27-DEC-2007	E-Regular	MURALIDHAR.K	9	Hours	705.15	705.15	
307	1417000	26-DEC-2007	E-Regular	MURALIDHAR.K	9	Hours	705.15	705.15	
307	1417000	21-DEC-2007	E-Regular	MURALIDHAR.K	9	Hours	705.15	705.15	
307	1417000	20-DEC-2007	E-Regular	MURALIDHAR.K	9	Hours	705.15	705.15	
307	1417000	19-DEC-2007	E-Regular	MURALIDHAR.K	9	Hours	705.15	705.15	
307	1417000	18-DEC-2007	E-Regular	MURALIDHAR.K	9	Hours	705.15	705.15	
307	1417000	17-DEC-2007	E-Regular	MURALIDHAR.K	8	Hours	626.80	626.80	
								5,562.85	5,562.85

EARNINGS

Project Expenditure Items

Project	Task	Date_Earned	Expnd Type	Employee/Supplier	Hrs	UOM	Proj Func B	Project Burdene	Bill
307	1417000	28-DEC-2007	E-Other	MURALIDHAR.K	1	Hours	1,207.69	1,207.69	
307	1417000	28-DEC-2007	E-Other	MURALIDHAR.K	1	Hours	17.25	17.25	
								1,224.94	1,224.94

DEDUCTIONS

What does it look like in Payroll ?

Project Expenditure Items

Project	Task	Date_Earned	Expnd Type	Employee/Supplier	Hrs	UOM	Proj Func B	Project Burdene	Bill
307	1417006	25-DEC-2007	E-Regular	MURALIDHAR.K	9	Hours	705.15	705.15	
								705.15	705.15

EARNINGS

Project Expenditure Items

Project	Task	Date_Earned	Expnd Type	Employee/Supplier	Hrs	UOM	Proj Func B	Project Burdene	Bill
307	1417006	28-DEC-2007	E-Other	MURALIDHAR.K	1	Hours	149.27	149.27	
307	1417006	28-DEC-2007	E-Other	MURALIDHAR.K	1	Hours	2.13	2.13	
								151.40	151.40

DEDUCTIONS

Why not Labor Distribution Module ?

- Uses lump sum costs and cost allocation, actual exact costs is lost.
- Does have any hours interfaced to Projects.
- No actual Fringe Benefit Expenses

Conclusion

Clients where we implemented this

- i) City of Burbank, California
- ii) Polk County, Florida
- iii) King County, WA

Contact information

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References

<http://metalink.oracle.com>

<http://opn.oracle.com>

Questions / Answers ?