

Aggregate Limit Indicator and Premium Pay Limit Indicator Update Guidance For Transitioning Physicians and Dentists from NSPS to GS

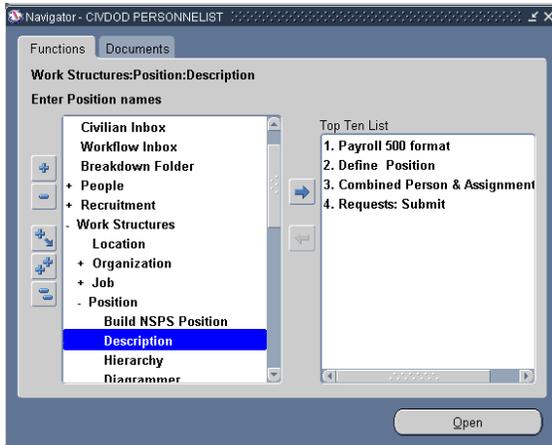
DFAS has several GS pay cap business edits when it comes to salaries. There is one edit for Bi-weekly cap; one for Premium Pay caps; and one for Aggregate Limit caps. Below are the workarounds for NSPS Physicians and Dentists transitioning to GS positions when salary is over the aggregate limit and bi-weekly pay limit.

Aggregate Limit Indicator Workaround

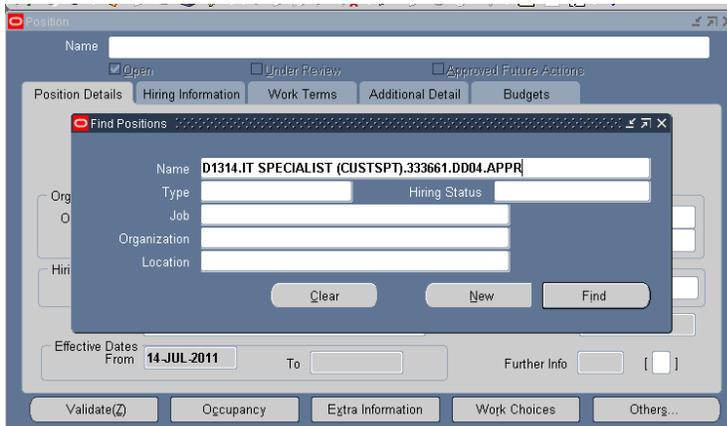
Currently at DFAS, when the physicians or dentists are transitioned to GS and their total salary is over the aggregate limit of \$199,700, they will be capped annually at the normal GS pay cap as directed by OPM – EX-I, \$199,700. DFAS provided a workaround that would allow the employee to get paid above the aggregate limit. Users will need to enter 'P' in the position Aggregate Limit Indicator data field for all physicians and dentists who would be affected by the GS pay cap. If this data element is coded with a 'P', then DFAS' system will allow the annual salary to go up to the Presidential Limit (currently \$400,000).

Below provides the steps on updating the position Aggregate Limit Indicator.

Go into the Employee position record – Work Structure>Position>Description



Pull up the employee's position.



Date track if necessary. Go into Extra Information tab.

The screenshot shows the 'Position' window for 'D1314.IT SPECIALIST (CUSTSPT).333661.DD04.APPR'. The 'Extra Information' tab is selected. The 'Start Date' is '15-OCT-2004'. The 'Date Effective Name' is 'D1314.IT SPECIALIST (CUSTSPT).333661.DD04.APPR'. The 'Type' is 'Single Incumbent' and 'Permanent' is checked. The 'Organization' is 'DISA, COMPUTING SERVICES DIRECTORATE' and the 'Job' is '2210.Information Technology Management'. The 'Hiring Status' is 'Active' and the 'Start Date' is '15-OCT-2004'. The 'Location' is '012585089' and the 'Status' is 'Valid'. The 'Effective Dates' are from '15-OCT-2004' to an empty field. The 'Further Info' field contains 'HC'. At the bottom, there are buttons for 'Validate(Z)', 'Occupancy', 'Extra Information', 'Work Choices', and 'Others...'. The 'Extra Information' button is highlighted.

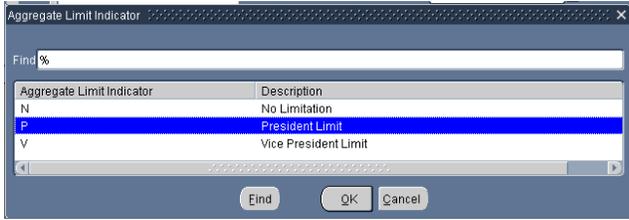
Go to Payroll tab.

The screenshot shows the 'Extra Position Information' window for 'D1314.IT SPECIALIST (CUSTSPT).333661.DD04.APPR'. The 'Payroll' tab is selected in the 'Type' list. The 'Details' section is empty. At the bottom, there is a 'Validate(Z)' button.

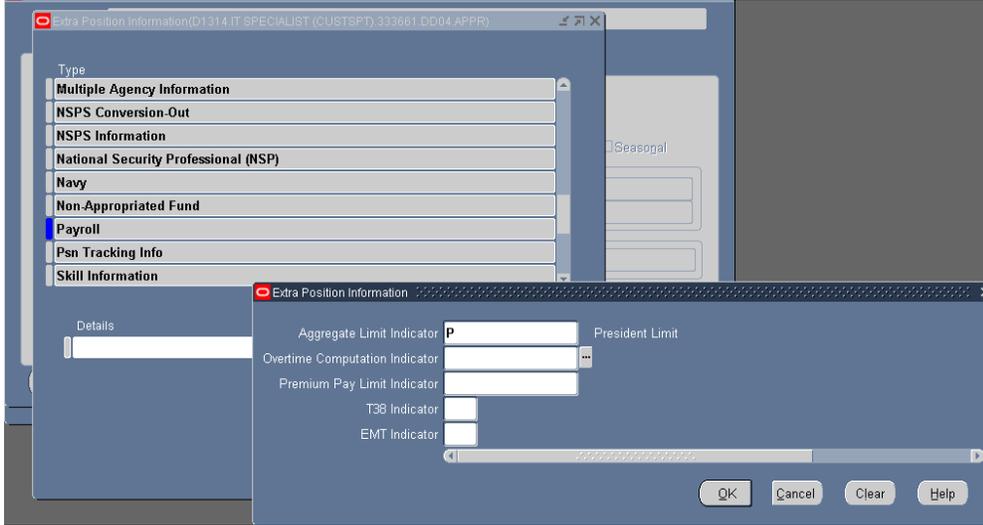
Once in the tab, open Details section so pop-up appears. Go into Aggregate Limit Indicator LOV.

The screenshot shows the 'Extra Position Information' window with the 'Payroll' tab selected. The 'Details' section is open, showing a list of indicators: 'Aggregate Limit Indicator', 'Overtime Computation Indicator', 'Premium Pay Limit Indicator', 'T38 Indicator', and 'EMT Indicator'. A pop-up window titled 'Extra Position Information' is open, showing the 'Aggregate Limit Indicator' LOV. The pop-up window has a search field and a list of indicators. At the bottom of the pop-up, there are buttons for 'OK', 'Cancel', 'Clear', and 'Help'.

Choose 'P President Limit'



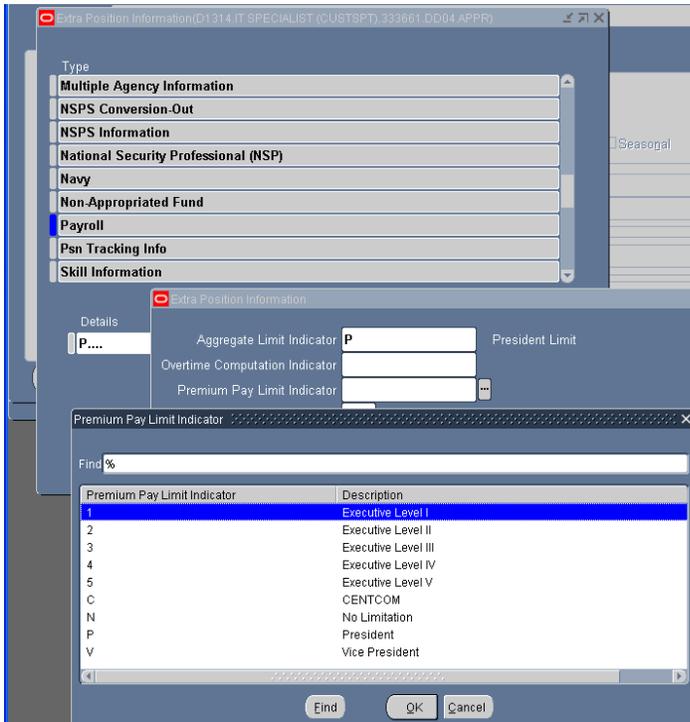
Click OK

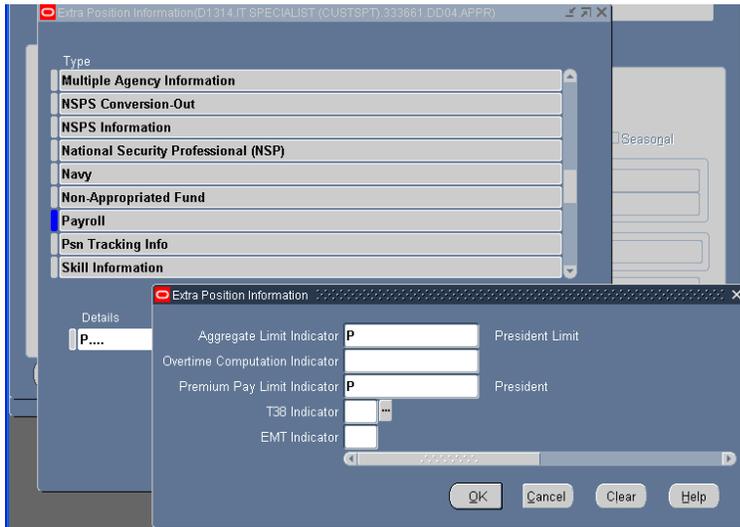


Premium Pay Limit Indicator Workaround

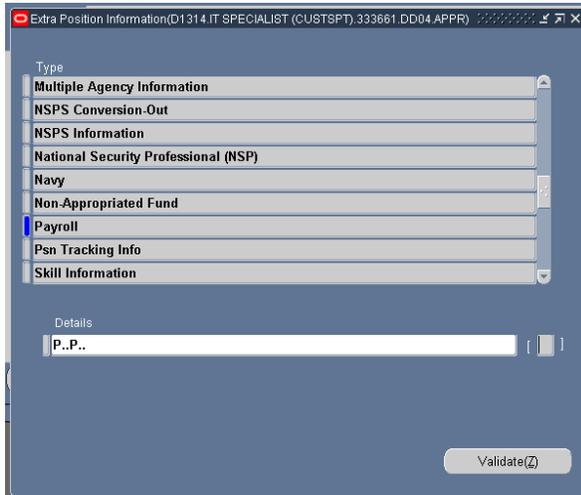
If the bi-weekly pay cap needs to be lifted, then an additional step will need to be accomplished.

Click on Premium Pay Limit Indicator LOV and select 'P' for President

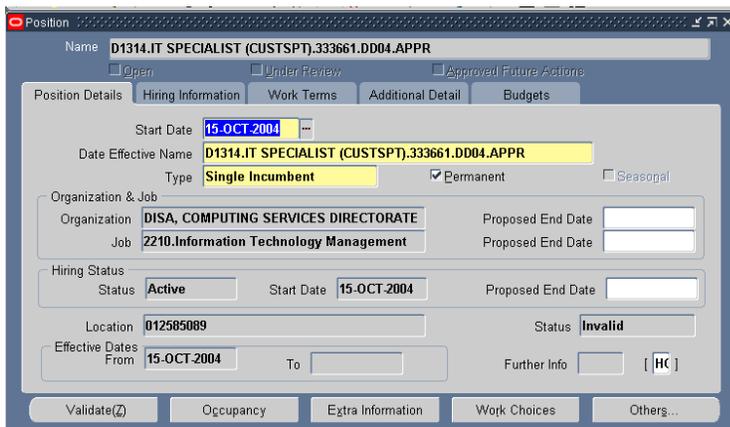




Save



Validate the position.



Click Update on the pop-up

The screenshot shows the 'Position Details' tab of a 'Position' window. The main form contains the following information:

- Name: D1314.IT SPECIALIST (CUSTSPT).333661.DD04.APPR
- Start Date: 15-OCT-2004
- Date Effective Name: D1314.IT SPECIALIST (CUSTSPT).333661.DD04.APPR
- Type: Single Incumbent
- Organization: DISA, COMPUTING SERVICES DIRECTORATE
- Job: 2210.Information Technology Management
- Status: Active
- Location: 012585089
- Effective Dates From: 15-OCT-2004

A pop-up dialog box titled 'Choose an option.' is overlaid on the form, containing two buttons:

- Update**: Keep history of existing information
- Correction**: Correct existing information

Position is now Valid

The screenshot shows the 'Position Details' tab of a 'Position' window after an update. The main form contains the following information:

- Name: D1314.IT SPECIALIST (CUSTSPT).333661.DD04.APPR
- Start Date: 15-OCT-2004
- Date Effective Name: D1314.IT SPECIALIST (CUSTSPT).333661.DD04.APPR
- Type: Single Incumbent
- Organization: DISA, COMPUTING SERVICES DIRECTORATE
- Job: 2210.Information Technology Management
- Status: Active
- Location: 012585089
- Effective Dates From: 14-JUL-2011
- Status: Valid

The 'Status' field is now 'Valid'. The 'Effective Dates From' field has been updated to 14-JUL-2011. The 'Further Info' field contains '[HC]'. The 'Update' button from the previous screenshot is no longer visible.

If updating these elements on an encumbered position, a Pay500 is created for the interface to DFAS to let them know of the indicators. If these are updated prior to an employee being placed on them, it will interface the codes with the action being processed.