

PAYROLL REPORTING FOR FREE. USING WHAT ORACLE GIVES YOU

Bill Stratton, BOSS Corporation

INTRODUCTION

When a new user of Oracle Payroll finally processes their first payroll run, the focus is making sure everyone is paid correctly. Implementing any new payroll system is probably one of the most visible changes you can inflict on your employees. Everyone will see the change and one small error can reverberate throughout your organization. However, once everyone is getting paid correctly, the focus quickly changes to making correct tax payments. Any errors, whether intentional or not, can result in stiff penalties.

Oracle offers the Tax Remittance Reports to assist users in making these payments. However, there is very little supportive detail to back up these totals. Many users are also frustrated with the performance of these reports. So it is not surprising that some users look for other alternatives for their tax payment data. There are a few third party offerings, but these carry a high price that some users cannot afford.

Recently, Oracle announced some new enhancements that may help alleviate some of these frustrations. This paper will step through three tools that Oracle recently introduced and offer some examples of their use.

BACKGROUND

Reporting of Payroll data has always been a challenge with Oracle Payroll. Their unique approach to storing balances has complicated the task of retrieving meaningful supportive data for the payment of taxes. Early adapters of Oracle Payroll had limited standard reports that could assist them with this very important task. Each year Oracle has improved their offering of standard reports, but there still seems to be a void that third party vendors have realized and motivated them to provide better solutions. Customers with large employee forces have also struggled with the performance of the standard offerings, rendering them useless in some cases.

The third party offerings have been very successful, providing more evidence that the standard offerings are somewhat lacking. However, these offerings are not cheap and can prove to be out of the budget reach of many small to midsize Oracle customers. Many of these customers have developed their own reports to assist the Payroll department. But what does a customer do when they do not have a strong technical staff to support them?

Oracle has recognized this deficiency and has begun to offer some new offerings in recent months. This paper will explore three of them with actual examples from live payrolls. In each of these examples, we will use the results of the Federal and State Tax Remittance Report as our originating source.

FEDERAL AND STATE TAX REMITTANCE REPORT

This is the standard Oracle Payroll report that is designed to assist Oracle Payroll users with their tax payments. It breaks down the various federal and state taxes for the parameters submitted. There is also a Local Tax Remittance report for users who must collect local taxes as well. The main parameters of this report are listed below:

Parameter	Description
Starting Check Date	Pay runs are selected by the payment date range. Enter the starting date here. (Required)
Ending Check Date	Enter the ending date here. Can be the same as the starting date. (Required)
GRE	If blank, then all GREs are selected
Federal	Yes/No flag. If No, only state taxes are reported.
State	You can run this for only one state, if desired
Dimension	In addition to the check date range, you can include MTD, QTD and YTD amounts.

Probably the biggest complaint on this report is that you cannot run it by payroll, like its predecessor, the Tax Summary Listing. There are some organizations who wish to make their tax payments by Payroll, but cannot use this report, since it includes all payrolls within the supplied parameters. Below is a sample of the output of this report:

GRE Name : ██████████ Check Dates : 27-NOV-2002 - 27-NOV-2002

Tax Type	Check Date Range	
	Tax	Wages

Federal EIN :	██████████	
EE Federal Income Tax	239,382.22	1,741,394.07
EE Social Security	110,502.01	1,782,289.94
ER Social Security	110,502.01	1,782,289.94
EE Medicare	27,759.95	1,914,473.73
ER Medicare	27,759.95	1,914,473.73
Total Federal	515,906.14	

The second page of this report will show the totals for each of the states (if the state parameter is left blank). This report is re-runnable and will include all payments and adjustments within the date range. It is up to the payroll personnel to insure that they make the date span wide enough to include all quickpays and reversals that need to be paid to the various government bodies. Since there is no supportive detail, any payments made "out of cycle" can easily be omitted, if payroll personnel are not careful. We will return to these numbers in each of our examples.

EXAMPLE ONE – ELEMENT REGISTER REPORT

This relatively new report can provide the necessary detail to support the numbers listed above. One of the useful features of this report is the ability to create an output file type as HTML. This can easily be saved on a client PC and imported into an Excel spreadsheet. Users can then manipulate the results in order to further analyze the tax data. Below is a breakdown of the parameters of this report:

Parameter	Description
Beginning Date Paid	Like the Tax Remittance report, you specify the starting and ending dates. (Required)
Ending Date Paid	(Required)
Selection Criterion	You can select your desired elements by one of the three alternatives, Element Classification, Element Name or Element Set (Required)
Element Set	If you select Element Set as your Selection Criterion, enter the name of the element set here
Element Classification	If you select Element Classification as your Selection Criterion, enter the name of the element classification here

Element	If you select Element Name as your Selection Criterion, enter the name of the element here.
Payroll	If you like, you can run this report by Payroll
Consolidation Set	This allows you to combine multiple payrolls by a previously defined consolidation set.
Government Reporting Entity	If blank, it will run for all GREs
Organization	Once again, you can run this for just one HR organization
Location	You can run this by location as well.
Employee	A nice way to review element results for one employee.
Assignment Set	You can create an assignment set of certain employees and run this report against that assignment set
Output File Type	HTML or Comma Delimited

In this example we want to closely match our Tax Remittance Report above. This report includes both employee and employer taxes. We could run the report by Element Classification, but we would have to run it at least twice, once for Tax Deductions and once for Employer Taxes. Instead, we will create an element set of all of the elements included in the Tax Remittance Report. The Element Register Report looks at Element Sets created with Customization Set as its type. Below is the list of elements in our element set:

FIT
SS_EE
SS_ER
Medicare_EE
Medicare_ER
SUI_EE
SUI_ER
SDI_EE
SDI_ER
SIT_RS
SIT_WK

For our example, we are going to run the Element Register Report with the following paramaters:

Beginning Date Paid: 27-Nov-2002
Ending Date Paid: 27-Nov-2002
Selection Criterion: Element Set
Element Set: Tax_Remit (created beforehand, using the elements listed above)
Output File Type: HTML

Once the report completes, you can click on the View Output button from the Requests screen. It will return an HTML report of our desired elements, along with some other assignment and person related data. Now the fun starts. You can save this output to your local PC hard drive by clicking the File menu and selecting Save As. (Make sure the entire output file has been displayed before attempting to save it. I am also using Internet Explorer as my

browser.) Save this as an HTML file format. This will allow us to import the file into Microsoft Excel. Next, start up Excel and select this file using the Open menu option. Below is a screen print of a portion of this spreadsheet:

	A	B	C	H	I	J	K	L	M	N	O	P	Q
1	Element Register												
2													
3	Last Name	First Name	Middle Name	Effective Date	FIT	Medicare EE	Medicare ER	SDI EE	SDI ER	SIT	SS EE	SS ER	SUI EI
889				27-Nov-02	315.98	27.89	27.89	0.00	0.00	88.65	119.24	119.24	0.0
890				27-Nov-02	170.34	31.69	31.69	0.00	0.00	92.57	135.51	135.51	0.0
891				27-Nov-02	635.46	46.57	46.57	0.00	0.00	173.30	199.11	199.11	0.0
892				27-Nov-02	300.06	30.59	30.59	0.00	0.00	90.32	130.79	130.79	0.0
893				27-Nov-02	145.05	21.83	21.83	0.00	0.00	57.24	93.35	93.35	0.0
894				27-Nov-02	372.06	32.96	32.96	0.00	0.00	138.58	140.92	140.92	0.0
895				27-Nov-02	155.80	29.33	29.33	0.00	0.00	80.22	125.39	125.39	0.0
896				27-Nov-02	2382.35	142.27	142.27	0.00	0.00	633.85	0.00	0.00	0.0
897				27-Nov-02	491.31	49.42	49.42	0.00	0.00	199.29	211.31	211.31	0.0
898				27-Nov-02	448.52	48.68	48.68	0.00	0.00	180.71	208.18	208.18	0.0
899				27-Nov-02	0.00	3.38	3.38	0.00	0.00		14.47	14.47	0.0
900				27-Nov-02	10.63	5.44	5.44	0.00	0.00	2.54	23.25	23.25	0.0
901				27-Nov-02	430.45	45.77	45.77	0.00	0.00	148.22	195.70	195.70	0.0
902				27-Nov-02	64.90	10.87	10.87	0.00	0.00	17.13	46.50	46.50	0.0
903				27-Nov-02	0.00	11.97	11.97	0.00	0.00	5.54	51.15	51.15	0.0
904				27-Nov-02	138.20	33.72	33.72	0.00	0.00	89.31	144.18	144.18	0.0
905				27-Nov-02	154.25	23.03	23.03	0.00	0.00	70.95	98.50	98.50	0.0
906				27-Nov-02	150.75	19.17	19.17	0.00	0.00	54.13	81.99	81.99	0.0
907				27-Nov-02	148.64	21.07	21.07	0.00	0.00	50.31	90.07	90.07	0.0
908				27-Nov-02	269.56	37.40	37.40	0.00	0.00	123.89	159.93	159.93	0.0
909				27-Nov-02	253.54	38.24	38.24	0.00	0.00	113.44	163.50	163.50	0.0
910				27-Nov-02	547.30	57.74	57.74	0.00	0.00	188.65	246.88	246.88	0.0
911				27-Nov-02	205.50	22.36	22.36	0.00	0.00	66.33	95.61	95.61	0.0
912				27-Nov-02	472.43	43.42	43.42	0.00	0.00	128.34	0.00	0.00	0.0
913				27-Nov-02	246.89	39.56	39.56	0.00	0.00	133.15	169.16	169.16	0.0
914				27-Nov-02	332.74	42.73	42.73	0.00	0.00	128.50	162.70	162.70	0.0
915				27-Nov-02	297.99	39.13	39.13	0.00	0.00	119.69	167.30	167.30	0.0
916				27-Nov-02	245.32	31.64	31.64	0.00	0.00	103.98	135.33	135.33	0.0
917				27-Nov-02	737.57	60.58	60.58	0.00	0.00	242.89	0.00	0.00	0.0
918				27-Nov-02	306.69	32.73	32.73	0.00	0.00	109.17	139.95	139.95	0.0
919				27-Nov-02	68.98	19.99	19.99	0.00	0.00	35.65	85.48	85.48	0.0
920					239382.22	27759.95	27759.95	61.69	0.00	84969.16	110502.01	110502.01	0.0
921													

I have displayed the bottom of the spreadsheet and added some totals under the various columns. (I have also blacked out the names to protect the innocent). If you check these totals to the Tax Remittance Report above, you will see that the two reports balance.

The benefits to this simple solution are obvious. You now have all of the supporting detail to the Tax Remittance report in a tool that you are probably already familiar with. You can easily manipulate the columns and sorts to perform any additional analysis needed. No special technical modifications were needed to create this spreadsheet.

There are a few downsides however. The Element Register Report only reports the Pay Value input values of the selected elements. Therefore, we cannot see the subject wages, since they are stored in a different input value name. You also will not see the jurisdiction number of the various state related tax amounts. You could possibly derive the jurisdiction code from the Work Location column, but this is not necessary fool proof. There may be some possible workarounds to this problem using Fast Formulas and Indirect Results, but this would involve some technical assistance.

Even with these downsides, this is a very easy (and cheap!) solution to implement when desiring additional detail data to support the Tax Remittance Report. It may help track down problems with balancing your payroll data during quarter and year end closes.

EXAMPLE TWO: PERIODIC FLS INTERFACE

Oracle has provided a standard interface to the third party payroll tax payment service called Federal Liaison Service, Inc. (FLS). Even if you do not use this service, the interface may provide another solution for providing additional payroll reporting data. It provides an easy way to extract the de-normalized payroll data from run results, however, it does not provide the employee level detail that the other two solutions offer. The output of this interface is a flat file that can be loaded in custom developed Oracle tables.

This solution does require some assistance from your technical staff. Although I have not built the data mart from this file, I will include file layouts of the flat file and give you some ideas on how to implement this solution. Perhaps someone will use these ideas and present a paper at next years conference with their successful results.

Once you have run the External Process Archive, (see next example), you can run the FLS interface. Select the Periodic Tax Filing FLS Interface. Once again, I have summarized the parameters in the table below:

Parameter	Description
Start Date	Beginning Pay Date (required)
End Date	Ending Pay Date (required)
Payroll	If you only want one payroll in the file, enter the payroll name here
Consolidation Set	If you are combining similar payrolls in a consolidation set, enter the name of the set here
Government Reporting Entity	If you only want on GRE, enter it here.

This process creates a summary report and an output file. Below is an excerpt from the summary report:

Periodic Tax Filing FLS Interf_301202.txt - Notepad [Free memory: 76624 of 392332 KByte]

File Edit Search Help

Periodic Tax Filing FLS Interface

IN	Check Date	JD	Tax Type	Gross Amt.	Subject Amt.	Taxable Amt.	EE/ER	R/NR	Withheld/Liability
	11/27/2002								
		00-000-0000	HI	00002060739.80	00001914473.73	00001914473.73	EE	R	00000027759.95
		00-000-0000					ER	R	00000027759.95
		00-000-0000	IT	00002060739.80	00002060739.80	00001741394.07	EE	R	00000239382.22
		00-000-0000	0ASDI	00002060739.80	00001914473.73	00001782289.94	EE	R	00000110502.01
		00-000-0000					ER	R	00000110502.01
		00-000-0000	UI	00002060739.80	00001914473.73	00000000000.00	ER	R	00000000000.00
		05-000-0000	IT	00000011391.68	00000011391.68	00000010431.21	EE	R	00000000343.63
		05-000-0000	SDI	00000011391.68	00000010333.59	00000006855.84	EE	R	00000000061.69
		05-000-0000	UI	00000011391.68	00000010816.97	00000000000.00	ER	R	00000000000.00
		09-000-0000	IT	00000001000.00	00000001000.00	00000001000.00	EE	R	00000000000.00
		09-000-0000	UI	00000001000.00	00000001000.00	00000000000.00	ER	R	00000000000.00
		33-000-0000	IT	00002048348.12	00002048348.12	00001729962.86	EE	R	00000004625.53
		33-000-0000	SDI	00002048348.12	00002048348.12	00000000000.00	EE	R	00000000000.00
		33-000-0000	UI	00002048348.12	00002048348.12	00000000000.00	ER	R	00000000000.00

You should start to recognize some of these numbers. Next, we will look at the output file and try to define the columns and field lengths. I was able to determine these layouts by studying the Fast Formulas that are called by the Periodic Tax Filing FLS Interface process.

Header Record

Column	Length	Description
Record ID	1	Always 'H'
EIN	9	Company EIN
Filler	26	Blanks
Organization Name	30	
Pay Date	10	MM/DD/YYYY format
Transfer Agency	17	Blanks
Correction Flag	1	Blank
Employee Count	8	Total count of employees
Female Count	8	Total count of females

Tax Record

Column Name	Length	Description
Record ID	1	Always 'T'
Payment Responsibility	10	Blanks
Residency	10	Blanks
Tax Amount	14	Actual Tax Amount
Due Date	10	Blanks
Rate	10	All zeroes
Main Jurisdiction Code	9	
Resident Jurisdiction Code	9	
Tax Type	5	Identifies Tax Body, see report above
Residency	1	Either S or R
Payment Responsibility	2	Either EE or ER

Wage Record

Column Name	Length	Description
Record ID	1	Always 'W'
Tax Type	10	Blanks
Filler	35	Blanks
Gross Wages	14	
Subject Wages	14	
Taxable Wages	14	
Tips Amount	14	Zeroes
Hours	14	Zeroes

The output file will reside in the OUT directory and will be named FSLSPddmmyyyy.mf where ddmmyyyy is the pay date of the file. The first record in the file will be the Header record. The next series of records will be combination of Wage records and the corresponding Tax records. For example, the Wage record for Medicare will come first, followed by two Tax records, one for the employee (EE) and one for the employer (ER).

This example does not appear to offer as many benefits as I had hoped when I first explored this option. There is only summary data in the output file and the record layout does not allow easy importing to a tool like Excel. Perhaps some further research is necessary before we can reasonably state whether this option provides some additional payroll reporting opportunities.

EXAMPLE THREE - THE EXTERNAL PROCESS ARCHIVE

One of the major new features delivered in a recent Family Pack was the External Process Archive. This new process should be run right after PrePayments in the normal progression of payroll processes. The Archive process will summarize the run results of the payrun and post them in an archive table. Subsequent payroll processes will use this table instead of the detail run results, improving the performance of these processes. However, there was another addition included with this Family Pack that will greatly simplify payroll reporting. Oracle delivered a new report called the Employee Periodic Detail Report that will allow us to move this archive data back down to Excel.

The parameters for the External Process Archive are simple and listed below:

Parameter	Description
Start Date	Like above, the beginning pay date of the range you wish to archive
End Date	Ending pay date
Payroll Name	Name of the payroll being archived
Consolidation Set	If you are combining similar payrolls in a consolidation set, enter it here instead of the payroll name

This process will post the results in the PAY_ACTION_INFORMATION table. This table is very similar to descriptive flexfields with generic column names like ACTION_INFORMATION1 and ACTION_INFORMATION30. The type of data stored in these generic column names is dependent on the value in the ACTION_INFORMATION_CATEGORY column. One nice touch added by Oracle is the inclusion of several views that help parse this information. I have included database descriptions for the main table and all of the views in the Appendix.

The true power of these new offerings becomes evident when you run the Employee Periodic Detail Report. Below are the parameters for this report:

Parameter	Description
Beginning Date Paid	Same as before
Ending Date Paid	Same as before
Jurisdiction Level	You can run this report at various jurisdiction levels. The list of choices are Federal, State, City, County and School District
Detail Level	Either "Summary within Selected Period" or "By Run"
Organization	Can run for just one organization, leave blank for all organizations
Location	Same as organization
State	Can limit by state if State is selected as the Jurisdiction Level
County	Same as State
City	Same as State
School District	Same as State
Payroll	Can run for one payroll
Consolidation Set	If multiple payrolls are combined by a consolidation set, enter the name of the consolidation set here
GRE	To limit the report to one GRE
Assignment Set	Can run for a select number of assignments
Output file type	Either Comma Delimited or HTML

For our example, I first ran this report at the Federal Jurisdiction level and selected the Output file type as HTML. Just like the Employee Register Report, you can save the output to your local PC hard drive and open the file with

Excel. Once again, you can add a total line at the bottom of the spreadsheet and compare the results to the original Tax Remittance Report. Below is a screen print of my Excel spreadsheet:

	A	B	C	D	M	N	O	P	Q
1	tails Report								
2									
3	Last Name	First Name	Middle Name	Employee Number	SS EE Taxable	SS EE Withheld	SS ER Taxable	SS ER Liability	Med EE Taxable
893					881.31	54.64	881.31	54.64	881.31
894					375.00	23.25	375.00	23.25	375.00
895					750.00	46.50	750.00	46.50	750.00
896					582.50	36.11	582.50	36.11	582.50
897					375.00	23.25	375.00	23.25	375.00
898					750.00	46.50	750.00	46.50	750.00
899					375.00	23.25	375.00	23.25	375.00
900					1101.03	68.26	1101.03	68.26	1101.03
901					500.00	31.00	500.00	31.00	500.00
902					750.00	46.50	750.00	46.50	750.00
903					750.00	46.50	750.00	46.50	750.00
904					500.00	31.00	500.00	31.00	500.00
905					375.00	23.25	375.00	23.25	375.00
906					1254.50	77.77	1254.50	77.77	1254.50
907					289.29	17.94	289.29	17.94	289.29
908					343.75	21.32	343.75	21.32	343.75
909					337.50	20.92	337.50	20.92	337.50
910					1791.67	111.08	1791.67	111.08	1791.67
911					2002.62	124.16	2002.62	124.16	2002.62
912					1622.03	100.56	1622.03	100.56	1622.03
913					1710.68	106.06	1710.68	106.06	1710.68
914					300.00	18.60	300.00	18.60	300.00
915					1433.83	88.90	1433.83	88.90	1433.83
916					233.33	14.47	233.33	14.47	233.33
917					3583.33	222.17	3583.33	222.17	3583.33
918					2416.67	149.83	2416.67	149.83	2416.67
919					1225.00	75.95	1225.00	75.95	1225.00
920					1782289.94	110502.01	1782289.94	110502.01	1914473.73
921									
922									
923									
924									
925									
926									

Notice now that we have our taxable wages on this spreadsheet. If you compare the total lines you will see that they balance to the Tax Remittance report. By running the report again and selecting the State Jurisdiction level, you can retrieve all of the pertinent state level tax balances. Below is a screen print of this version of the report:

SSN	Fed EIN	GRE Name	State EIN	Jurisdiction	State	SIT Gross	SIT wages	SIT Withheld	SUI EE Taxable	SUI EE Withheld
				05-000-0000	California	3902.82	3514.78	231.26	0	0
				05-000-0000	California	855.00	855.00	12.23	0	0
				05-000-0000	California	1248.57	1248.57	25.97	0	0
				05-000-0000	California	2288.58	1872.55	30.95	0	0
				05-000-0000	California	1631.00	1474.60	41.60	0	0
				05-000-0000	California	977.14	977.14	0.00	0	0
				05-000-0000	California	488.57	488.57	1.62	0	0
						11391.68	10431.21	343.63		
				09-000-0000	District Of Columbia	625.00	625.00	0.00	0	0
				09-000-0000	District Of Columbia	375.00	375.00	0.00	0	0
				33-000-0000	New York	2134.41	1891.16	78.82	0	0
				33-000-0000	New York	2954.13	2377.00	124.95	0	0
				33-000-0000	New York	2160.12	1913.54	93.92	0	0
				33-000-0000	New York	1927.04	1325.93	52.95	0	0
				33-000-0000	New York	5073.37	4435.61	259.37	0	0
				33-000-0000	New York	2438.71	1960.02	84.97	0	0
				33-000-0000	New York	294.38	294.38	0.00	0	0
				33-000-0000	New York	3148.66	2691.43	147.91	0	0
				33-000-0000	New York	2444.84	1758.59	81.16	0	0
				33-000-0000	New York	2319.09	2042.26	103.45	0	0
				33-000-0000	New York	2538.74	2091.47	98.25	0	0
				33-000-0000	New York	1856.79	1615.13	71.33	0	0
				33-000-0000	New York	4028.54	3612.95	201.05	0	0
				33-000-0000	New York	1792.13	1422.06	59.53	0	0
				33-000-0000	New York	2690.34	2184.81	111.78	0	0
				33-000-0000	New York	2889.42	2738.47	141.15	0	0
				33-000-0000	New York	2454.34	2166.48	111.95	0	0
				33-000-0000	New York	2737.88	2461.14	129.28	0	0
				33-000-0000	New York	2044.62	1726.26	80.37	0	0
				33-000-0000	New York	3244.96	2511.48	108.47	0	0
				33-000-0000	New York	2586.00	2106.75	89.31	0	0
				33-000-0000	New York	2250.00	1734.28	79.49	0	0
				33-000-0000	New York	2574.90	2272.13	116.34	0	0
				33-000-0000	New York	2073.59	1666.59	76.28	0	0

I resorted the spreadsheet by state, and added a total line where the state changes. You can see that we now have the jurisdiction code and the state wages on this spreadsheet. Once again the totals match to the Tax Remittance report.

The addition of the External Process Archive and the Employee Periodic Details Report give the payroll professional powerful reporting tools that can greatly assist the task of payroll reporting. All of the downsides of the Employee Register Report are not present in this solution. It also require no technical assistance, only a working knowledge of standard Windows tools like Excel.

SUMMARY

Small and midsize companies no longer have to rely on the standard tax reports to perform their payroll reporting duties. Third party offerings that are out of budget reach can now be simulated using some of the new features that Oracle has delivered. Using some additional technical tools, you can begin to build your own Payroll Data Mart. All Oracle Payroll users should explore these new offerings and enhance their ability to supply needed data to your company's knowledge users.

APPENDIX

DATA DEFINITIONS

PAY_ACTION_INFORMATION		
Name	Null?	Type
ACTION_INFORMATION_ID	NOT NULL	NUMBER(15)
ACTION_CONTEXT_ID	NOT NULL	NUMBER(15)
ACTION_CONTEXT_TYPE	NOT NULL	VARCHAR2(15)
TAX_UNIT_ID		NUMBER(15)
JURISDICTION_CODE		VARCHAR2(15)
SOURCE_ID		NUMBER(15)
SOURCE_TEXT		VARCHAR2(240)
TAX_GROUP		VARCHAR2(240)
LAST_UPDATE_LOGIN		NUMBER
LAST_UPDATED_BY		NUMBER
LAST_UPDATE_DATE		DATE
CREATED_BY		NUMBER
CREATION_DATE		DATE
OBJECT_VERSION_NUMBER		NUMBER
ACTION_INFORMATION_CATEGORY	NOT NULL	VARCHAR2(80)
ACTION_INFORMATION1		VARCHAR2(240)
ACTION_INFORMATION2		VARCHAR2(240)
ACTION_INFORMATION3		VARCHAR2(240)
ACTION_INFORMATION4		VARCHAR2(240)
ACTION_INFORMATION5		VARCHAR2(240)
ACTION_INFORMATION6		VARCHAR2(240)
ACTION_INFORMATION7		VARCHAR2(240)
ACTION_INFORMATION8		VARCHAR2(240)
ACTION_INFORMATION9		VARCHAR2(240)
ACTION_INFORMATION10		VARCHAR2(240)
ACTION_INFORMATION11		VARCHAR2(240)
ACTION_INFORMATION12		VARCHAR2(240)
ACTION_INFORMATION13		VARCHAR2(240)
ACTION_INFORMATION14		VARCHAR2(240)
ACTION_INFORMATION15		VARCHAR2(240)
ACTION_INFORMATION16		VARCHAR2(240)
ACTION_INFORMATION17		VARCHAR2(240)
ACTION_INFORMATION18		VARCHAR2(240)
ACTION_INFORMATION19		VARCHAR2(240)
ACTION_INFORMATION20		VARCHAR2(240)
ACTION_INFORMATION21		VARCHAR2(240)
ACTION_INFORMATION22		VARCHAR2(240)
ACTION_INFORMATION23		VARCHAR2(240)
ACTION_INFORMATION24		VARCHAR2(240)
ACTION_INFORMATION25		VARCHAR2(240)

ACTION_INFORMATION26		VARCHAR2(240)
ACTION_INFORMATION27		VARCHAR2(240)
ACTION_INFORMATION28		VARCHAR2(240)
ACTION_INFORMATION29		VARCHAR2(240)
ACTION_INFORMATION30		VARCHAR2(240)
EFFECTIVE_DATE		DATE
ASSIGNMENT_ID		NUMBER(10)

PAY_US_CITY_ACTION_INFO_V

Name	Null?	Type
EFFECTIVE_DATE		DATE
JURISDICTION_CODE		VARCHAR2(15)
JURISDICTION_NAME		VARCHAR2(4000)
ACTION_NUMBER	NOT NULL	NUMBER(15)
CITY_GROSS		NUMBER
CITY_WITHHELD		NUMBER
CITY_SUBJ_WHABLE		NUMBER
CITY_SUBJ_NWABLE		NUMBER
CITY_PRE_TAX_REDNS		NUMBER
CITY_SUBJECT		NUMBER
CITY_REDUCED_SUBJECT		NUMBER
HEAD_TAX_LIABILITY		NUMBER
HEAD_TAX_WITHHELD		NUMBER
NON_RESIDENT_FLAG		VARCHAR2(240)

PAY_US_COUNTY_ACTION_INFO_V

Name	Null?	Type
EFFECTIVE_DATE		DATE
JURISDICTION_CODE		VARCHAR2(15)
JURISDICTION_NAME		VARCHAR2(4000)
ACTION_NUMBER	NOT NULL	NUMBER(15)
COUNTY_GROSS		NUMBER
COUNTY_WITHHELD		NUMBER
COUNTY_SUBJ_WHABLE		NUMBER
COUNTY_SUBJ_NWABLE		NUMBER
COUNTY_PRE_TAX_REDNS		NUMBER
COUNTY_SUBJECT		NUMBER
COUNTY_REDUCED_SUBJECT		NUMBER
HEAD_TAX_LIABILITY		NUMBER
HEAD_TAX_WITHHELD		NUMBER
NON_RESIDENT_FLAG		VARCHAR2(240)

PAY_US_FEDERAL_ACTION_INFO_V		
Name	Null?	Type
ACTION_NUMBER	NOT NULL	NUMBER(15)
EFFECTIVE_DATE		DATE
FIT_GROSS		NUMBER
FIT_WITHHELD		NUMBER
REGULAR_EARNINGS		NUMBER
SUPPLEMENTAL_EARNINGS_FOR_FIT		NUMBER
SUPP_EARNINGS_FOR_NWFIT		NUMBER
PRE_TAX_DEDUCTIONS		NUMBER
PRE_TAX_DEDUCTIONS_FOR_FIT		NUMBER
FIT_SUBJECT_WHABLE		NUMBER
FIT_REDUCED_SUBJECT		NUMBER
SS_EE_TAXABLE		NUMBER
SS_EE_WITHHELD		NUMBER
SS_ER_LIABILITY		NUMBER
SS_ER_TAXABLE		NUMBER
SUPPLEMENTAL_EARNINGS_FOR_SS		NUMBER
PRE_TAX_DEDUCTIONS_FOR_SS		NUMBER
SS_SUBJECT		NUMBER
SS_REDUCED_SUBJECT		NUMBER
MEDICARE_EE_TAXABLE		NUMBER
MEDICARE_EE_WITHHELD		NUMBER
MEDICARE_ER_LIABILITY		NUMBER
MEDICARE_ER_TAXABLE		NUMBER
SUPP_EARNINGS_FOR_MEDICARE		NUMBER
PRE_TAX_DEDUCT_FOR_MEDICARE		NUMBER
MEDICARE_SUBJECT		NUMBER
MEDICARE_REDUCED_SUBJECT		NUMBER
SUPP_EARNINGS_FOR_FUTA		NUMBER
PRE_TAX_DEDUCT_FOR_FUTA		NUMBER
FUTA_TAXABLE		NUMBER
FUTA_LIABILITY		NUMBER
FUTA_SUBJECT		NUMBER
FUTA_REDUCED_SUBJECT		NUMBER
EIC_ADVANCE		NUMBER

PAY_US_LOCAL_ACTION_INFO_V		
Name	Null?	Type
EMPLOYEE_NAME		VARCHAR2(240)
PAYROLL_DATE	NOT NULL	DATE
ASSIGNMENT_NUMBER		VARCHAR2(30)
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER(15)
JURISDICTION_CODE		VARCHAR2(15)
TAX_UNIT_ID		NUMBER(15)
GRE	NOT NULL	VARCHAR2(240)
COUNTY_WITHHELD		NUMBER
COUNTY_SUBJ_WHABLE		NUMBER
COUNTY_SUBJ_NWABLE		NUMBER
COUNTY_PRE_TAX_REDNS		NUMBER
COUNTY_HEAD_TAX_LIABILITY		NUMBER
COUNTY_HEAD_TAX_WITHHELD		NUMBER
COUNTY_SUBJECT		NUMBER
COUNTY_REDUCED_SUBJECT		NUMBER
CITY_WITHHELD		NUMBER
CITY_SUBJ_WHABLE		NUMBER
CITY_SUBJ_NWABLE		NUMBER
CITY_PRE_TAX_REDNS		NUMBER
CITY_HEAD_TAX_LIABILITY		NUMBER
CITY_HEAD_TAX_WITHHELD		NUMBER
CITY_SUBJECT		NUMBER
CITY_REDUCED_SUBJECT		NUMBER
SCHOOL_WITHHELD		NUMBER
SCHOOL_SUBJ_WHABLE		NUMBER
SCHOOL_SUBJ_NWHABLE		NUMBER
SCHOOL_PRE_TAX_REDNS		NUMBER
SCHOOL_SUBJECT		NUMBER
SCHOOL_REDUCED_SUBJECT		NUMBER
PAY_US_SCHOOL_ACTION_INFO_V		
Name	Null?	Type
EFFECTIVE_DATE		DATE
JURISDICTION_CODE		VARCHAR2(15)
JURISDICTION_NAME		VARCHAR2(4000)
ACTION_NUMBER	NOT NULL	NUMBER(15)
SCHOOL_GROSS		NUMBER
SCHOOL_WITHHELD		NUMBER
SCHOOL_SUBJ_WHABLE		NUMBER
SCHOOL_SUBJ_NWHABLE		NUMBER
SCHOOL_PRE_TAX_REDNS		NUMBER
SCHOOL_SUBJECT		NUMBER
SCHOOL_REDUCED_SUBJECT		NUMBER

PAY_US_STATE_ACTION_INFO_V		
Name	Null?	Type
JURISDICTION_CODE		VARCHAR2(15)
JURISDICTION_NAME		VARCHAR2(4000)
ACTION_NUMBER	NOT NULL	NUMBER(15)
EFFECTIVE_DATE		DATE
SIT_GROSS		NUMBER
SIT_SUBJ_WHABLE		NUMBER
SIT_SUBJ_NWHABLE		NUMBER
SIT_PRE_TAX_REDNS		NUMBER
SIT_SUBJECT		NUMBER
SIT_REDUCED_SUBJECT		NUMBER
SIT_WITHHELD		NUMBER
SDI_EE_GROSS		NUMBER
SDI_EE_TAXABLE		NUMBER
SDI_EE_SUBJ_WHABLE		NUMBER
SDI_EE_PRE_TAX_REDNS		NUMBER
SDI_EE_REDUCED_SUBJECT		NUMBER
SDI_EE_WITHHELD		NUMBER
SDI_ER_GROSS		NUMBER
SDI_ER_TAXABLE		NUMBER
SDI_ER_SUBJ_WHABLE		NUMBER
SDI_ER_PRE_TAX_REDNS		NUMBER
SDI_ER_REDUCED_SUBJECT		NUMBER
SDI_ER_LIABILITY		NUMBER
SUI_EE_GROSS		NUMBER
SUI_EE_TAXABLE		NUMBER
SUI_EE_SUBJ_WHABLE		NUMBER
SUI_EE_PRE_TAX_REDNS		NUMBER
SUI_EE_REDUCED_SUBJECT		NUMBER
SUI_EE_WITHHELD		NUMBER
SUI_ER_GROSS		NUMBER
SUI_ER_TAXABLE		NUMBER
SUI_ER_SUBJ_WHABLE		NUMBER
SUI_ER_PRE_TAX_REDNS		NUMBER
SUI_ER_REDUCED_SUBJECT		NUMBER
SUI_ER_LIABILITY		NUMBER
WORKERS_COMP_WITHHELD		NUMBER
WORKERS_COMP2_WITHHELD		NUMBER
WORKERS_COMP2_ER		NUMBER
WORKERS_COMP3_ER		NUMBER