

***EmpowHR* - Calendar Year (CY) 09 - Pay Period (PP) 20 (Build 1, Release 3) Release Notes**

Effective Pay Period 20 (October 5, 2009), the following changes will be implemented in the *EmpowHR* system. A high-level summary of the changes is reflected in the table below. The detailed documentation on these changes can be found in the *EmpowHR* procedure, if applicable. To view the procedure, go to the NFC home page (www.nfc.usda.gov) and click the **Publications** tab. Then on the right-hand Quick Picks menu, click **Procedures By Acronym**, and search for *EmpowHR*.

The summary table references the System Change Request number, the section modified in the procedure manual, and a brief description of the change.

System Change Request (SCR)	<i>EmpowHR</i> Procedure Section Number Updated	Application Modification
70323	Not Applicable	<p>As part of the interface update process in <i>EmpowHR</i>, a new Applied row will be inserted on the Position when the following conditions exists:</p> <ul style="list-style-type: none"> ■ The Salary Admin Plan is different from the Pay Table Code in the Payroll/Personnel System (PPS) database. ■ NFC BEAR generated pay raise action (NOA 894) for EE Wage Grade (WG) employees. <p>The inserted row will have the same effective data as the NFC BEAR generated pay raise action (NOA 894).</p> <p>A new 894 Applied PAR row, with the effective date of the original NFC BEAR generated action, will be inserted at the same time that the position row is inserted.</p>
70502	Not Applicable	<p>A new Salary Pay Plan SQ for Department of Homeland Security (DHS) will elect to apply Title 38, pay banding, for employees who are physicians.</p> <p>This pay plan will be added to the Salary Pay Plan Table that will allow salaries to be paid on a per annum basis.</p> <p>The SQ pay plan will be added to the Sen Exec Limit Table and will have a salary cap of \$305,000.00. The limit will be computed as follows: Base Pay + Locality Pay (not generated) = Adjusted Base Pay 6(2) positions.</p> <p>The Locality Amount and Adjusted Base Pay fields will be ungrayed on the Compensation Data page and will be fully editable.</p> <p>A new edit will be added on the Job Code for Pay Plan SQ to allow only Occupational Series 0602 and 0680.</p>

System Change Request (SCR)	<i>EmpowHR</i> Procedure Section Number Updated	Application Modification
90155	Not Applicable	<p>As part of the interface update process in EmpowHR, Table Management (TMGT) 33, Wage Board Pay Converters will be loaded into EmpowHR on a weekly basis.</p> <p>A Wage Grade (WG) indicator will be added to the Salary Admin Plan Table and will allow salary to be paid on an hourly bases. The WG indicator will default to a Y for WG, WL or WS.</p> <p>Salary Admin Plan field when the Location field is entered on the position for a Pay Plan WG and will be reviewed by the Agency.</p> <p>The Pay Plan on the Job Code will reflect zeros.</p>
90159	Not Applicable	<p>A new Pay Plan IG for Inspector General was established for Executive Level III whose rate of basic pay is set at SES Level III plus 3 percent under Section 3(e) of the Inspector General Act of 1978 and 4(a) of the Inspector General Reform Act of 2008.</p> <p>The IG Pay Plan applies to agency AG/XC and HS only with a Pay Rate Determinant (PRD) K Retained Pay - Different Pay, R Retained Pay - SES Removal, or S Continues SES Basic Pay.</p> <p>No awards (Action Code AWD) will be allowed for Pay Plan IG.</p>