FFCRA Payment Examples

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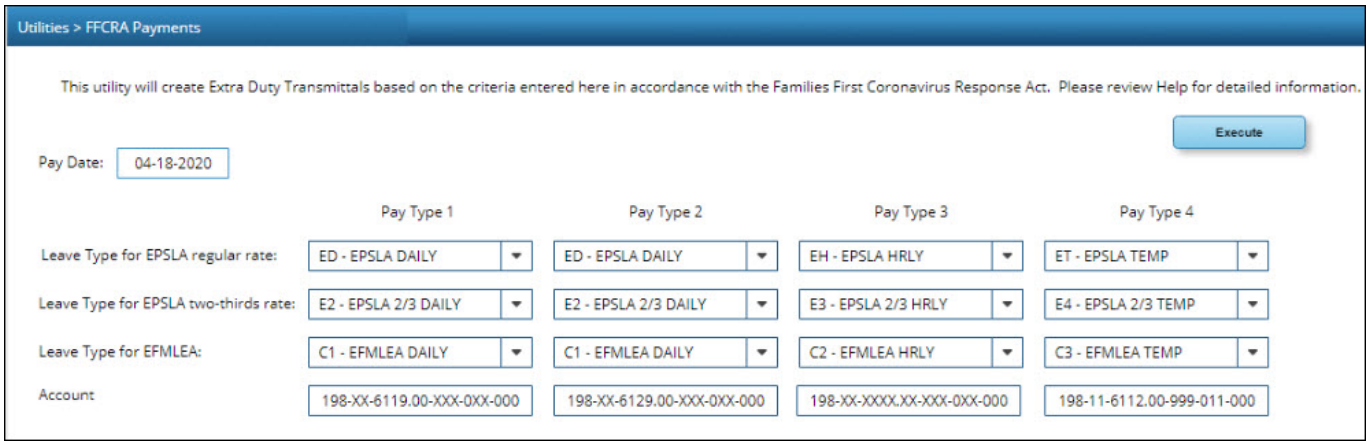
FFCRA Payment Examples

The below examples are based on the sample FFCRA Payment scenarios shown in the above screenshot.



EPSLA Calculation Examples

1. EE with one job that is pay type 1 (under max)
    - ED leave posted for 5 days
    - Daily Rate = $ 235.76
    - **EPSLA Payment = 1178.80**
2. EE with one job that is pay type 2 (over max)
    - ED leave posted for 5 days
    - Daily Rate = $ 550.00
    - **EPSLA Payment = 2555.00**
3. EE with two jobs (different pay types but only one corresponding leave posted)
    - ED leave posted for 5 days
    - Pay type 2 Daily Rate = $ 160.00
    - Pay type 3 Hourly Rate = $ 10.00
    - Pay type 3 Hours per day = 8
    - **EPSLA Payment = 800.00**
4. EE with two jobs (same pay types - under max)
    - ED leave posted for 5 days
    - Pay type 2 Daily Rate = $ 160.00
    - Pay type 2 Daily Rate = $ 150.00
    - **EPSLA Payment = 1550.00**
5. EE with two jobs (same pay types - over max)
    - ED leave posted for 5 days
    - Pay type 2 Daily Rate = $ 250.00
    - Pay type 2 Daily Rate = $ 300.00
    - **EPSLA Payment = 2555.00**
6. EE with two jobs (different pay types with two different corresponding leave posted)
    - ED leave posted for 5 days
    - EH leave posted for 5 days

- Pay type 2 Daily Rate = $ 160.00
- Pay type 3 Hourly Rate = $ 10.00
- Pay type 3 Hours per day = 8
- **EPSLA Payment = 1200.00**

EFMLEA Leave Day Examples

Example 1

- Previously processed leave days: 15 days
- Leave days in selected pay date: 12 days
- Total leave days = 15 + 12 = 27 (This number is greater than 10 so payment is due.)
- The previously processed number of leave days is greater than 10 so the previously processed number of days is used in the days to pay calculation.
- Days to pay = 27 - 15 = 12

Example 2

- Previously processed leave days: 2 days
- Leave days in selected pay date: 12 days
- Total leave days = 2 + 12 = 14 (This number is greater than 10, payment is due.)
- The previously processed number of leave days is less than 10 so 10 is used in the days to pay calculation.
- Days to pay = 14 - 10 = 4

Example 3

- Previously processed leave days: 1 day
- Leave days in selected pay date: 5 days
- Total leave days = 1 + 5 = 6
- Less than 10 days; no days to pay