Midpoint Calculation Examples

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The system calculates the Base Annual amount as follows:

Hrs/Day x # of Days Empld = Annual Hours x Midpoint = **Base Annual**

Example: 7.5 Hrs/Day x 175 # of Days Empld = 1312.50 Annual Hours x $35.00 Midpoint = $45,937.50 Base Annual

Midpoint hourly rate calculations:

When the **Hours** field on the Salaries > Midpoint tab is populated with hours for a type 3-Hourly employee (e.g., 5.5 hours), the system will calculate the **Minimum**, **Midpoint**, and **Maximum** fields as an hourly rate.

If the **Pay Rate** is less than **Minimum** or is between **Minimum/Midpoint** or **Midpoint/Maximum** amounts, then the **Pay Rate** will remain the same unless the **Maximum /Midpoint** pay increase field is used on the Calculate/Data Preview window. If the increase by percent is utilized, then the **Pay Rate** will update by the increased amount only.

Example: If the **Pay Rate** is 7.75 (below the Midpoint rate of 8.00), and if the **Midpoint** is increased by 1% (8.00 x 0.01 = 0.08), the **Pay Rate** will update and increase to 7.83 (7.75 + 0.08). Likewise, if the user enters a negative percent (-1%), the program will decrease the **Pay Rate** by 0.08 and set the **Pay Rate** back to 7.67.

If the **Pay Rate**, **Contract Total**, and **Contract Balance** fields equal 0.00, the system will update to the **Minimum** amount.

Midpoint daily rate calculations:

When the **Hours** field on the Salaries > Midpoint tab is populated with 0.00 hours for a type 2-Non-contracted emp, the system will calculate the Minimum, Maximum, and Midpoint fields as a daily rate.

Example: Minimum Daily Rate (75.00) x # of Days Empld (187) = Annual Contract Amount (14,025)/# Annual Payments (12) = Pay Rate (1,168.75)

If a current employee is being calculated and their **Pay Rate** is between the **Minimum/Midpoint** or the **Midpoint/Maximum** amounts, then the daily rate will remain the same.

Example: Daily Rate on Job Info tab (77.00) x # of Days Empld (187) = Annual Contract Amount (14,399)/# Annual Payments (12) = Pay Rate (1,199.91)

If a current employee is being calculated and their **Pay Rate** is OVER the **Maximum**, the system will update the employee to the **Maximum**.

Example: Daily Rate on the Job Info tab (95.00) x # of Days Empld (187) = Annual Contract Amount (17,765)/# Annual Payments (12) = Pay Rate (1,480.41). This amount is OVER the **Maximum**, and the system will update to the Maximum Daily Rate (90.00) x # of Days Empld (187) = Annual Contract Amount (16,830)/# Annual Payments (12) = Pay Rate (1,402.50). The system reduces the salary to the Maximum amount because the original **Pay Rate** was OVER the **Maximum** amount.

If the **Maximum** or **Midpoint** pay increase field is used on the Data Preview – Mass Update Midpoint window on either Utilities > Mass Update page; or Maintenance > Staff Job/Pay > Job Info, the **Pay Rate** will update by the increased amount only.

Examples:

- Employee falls in between the **Minimum** and **Midpoint** range. Daily Rate on Job Info page (77.00) x # of Days Empld (187) = Annual Contract Amount (14,399)/# Annual Payments (12) = Pay Rate (1,199.91). 1% is entered into the **Mid Percent Pay Increase** column on the Data Preview window. **Midpoint** is 82.50 x 1% = .825 increase. The system will update the Daily Rate to 77.825 (77.00 + .825) x # of Days Empld (187) = Annual Contract Amount of 14,553/# Annual Payments (12) = Pay Rate (1,212.75).
- Employee is OVER **Maximum** range. Daily Rate on the Job Info page (95.00) x # of Days Empld (187) = Annual Contract Amount (17,765)/# Annual Payments (12) = Pay Rate (1,480.41). 1% is entered into the **Max Percent Pay Increase** column on the Data Preview window. **Maximum** is 90.00 x 1% = .90 increase. The system will update the Daily Rate to 90.90 (90.00 + .90) x # of Days Empld (187) = Annual Contract Amount (16,998)/# Annual Payments (12) = Pay Rate (1,416.50). The system reduces the salary to the **Maximum** amount plus the increase because the original Pay Rate was OVER the **Maximum** amount.


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