SMMware Subscriber News

November 23, 2021,

Below is the latest upgrade to SMMware, "Multiple Pay Level" support.

When Pay Levels Will Launch

We will be launching Multiple Pay Levels on Sunday, November 28th.

What Pay Levels are.
It has been a longstanding request by subscribers that a given Associate could be paid a different hourly rate depending on their role for those hours, like Team Member versus Team Lead. Or depending on the type of work being done. For example, your floorplanning expert might earn the same as other associates when doing packing but more when doing floorplanning.

What is Going Away

Historically, each time you create a job, you have had the option of paying associates according to the job code they used for their hours. This included an assumption that for a given job code that all Associates would receive the same pay. This was our initial approach to supporting multiple pay levels. However, that option wasn't popular because as a group you have wanted each associate to have their own pay rate, so this assumption is going away.

As found in Section 7 of the Settings Editor, the idea of 'bonus' increases to someone's hourly rate for weekend work and team lead will also go away, since each associate had to get the same bonus to their rate. These 'bonus' rates were not as flexible as the new approach and yet the new approach supports the same result.

What is New

You can now define multiple Pay Levels. The part we care most about, the hourly rate, is set in each Associate profile per Pay Level. The Pay Levels exist so that team leads can pick appropriate pay levels without knowing an Associate's actual pay rate.

For example, you may have these Pay Levels defined at the system level, in the Settings Editor:

- Team Member
- Team Member (Weekend)
- Team Lead
- Team Lead (Weekend)

Then for each associate, you can assign one or more Pay Levels from the defined list, and you can assign the hourly rate to use for that Associate per Pay Level.

Example: For associate Jenny Martin

- 'Team Member', with pay of $15.00/hr
- 'Team Member (Weekend)', with pay of $20.00/hr

Example: For associate Tammy Kinkade (who can work as team member or lead)

- 'Team Member', with pay of $17.00/hr
- 'Team Member (Weekend)', with pay of $22.00/hr
- Team Lead, with pay of $25.00/hr
- Teak Lead (Weekend)', with pay of $30.00/hr

If a job pays according to Associate Profiles, when an entry level associate enters hours, the system will detect if the hours worked were on a weekend and use the weekend pay level and rate. Unlike entry level Associates, your team leads can directly choose the pay level (without seeing the actual hourly rate) for hours they enter on their own behalf or for entry level associates.

If a job pays associates according to Job Codes, the pay level is tied to the job code, and the associate has an hourly rate for that pay level set in their Associate Profile.

Lastly, if you have HR privileges, you can directly override the final hourly rate (whether pay is according to Job Codes or just Associate Profiles). The hourly rate for a given hourly entry is stored with that hourly entry.

The Payroll Report and the Profitability Report will of course reflect the hourly rate set for each hourly entry.

QuickBooks Limitations

If your SMMware is integrated with QuickBooks, there are unfortunately some limitations that are imposed by the interface provided by QuickBooks.

If you are integrated with QuickBooks Online, the pay rates cannot be carried over to QBO so the behavior of the integration will be unchanged.

If you are integrated with QuickBooks Desktop, you will be able to take partial advantage of this new SMMware feature. While SMMware lets you override the pay rate for each hourly entry, the interface provided by QBD lets SMMware specify the Pay Level but does not let SMMware override the pay rate for each hourly entry.

If QuickBooks changes either of these interfaces, SMMware will be revised to carry through the extra detail.

Previously Existing Data

In the process of launching this new feature, all existing hours entries will be assigned hourly rates to match the hourly rate appropriate for that Associate on the work date.

If you don't intend to take advantage of the new feature, you won't have to do anything. If you run the Payroll Report for old dates it will have the same output.

YouTube video

By the end of tomorrow (Wed, Nov 24), we will release a YouTube video to better help you understand this new feature. If you have subscribed to our YouTube channel (https://youtube.com/smmware, be sure to click the 'bell' icon) you will be notified by YouTube when the video is posted.

Next

After launching this feature, we will focus on new versions of our YouTube videos to reflect changes, and on a number of smaller features requested by you, our subscribers.

Thanks, and stay safe.

- Brian Jacobs