

Oracle Payroll for the United States



Oracle Payroll, an integral part of Oracle Fusion Cloud Human Capital Management, is a fully unified solution that enables you to comply and configure your payroll across the globe regardless of the industry, company size, or worker types. Oracle Payroll helps you simplify and automate your complex business processes with scalability, flexibility, and efficiency.

Work more efficiently

Redesign the way you work with automated **Payroll Workflows** and **Dashboards** that help you define important tasks and steps to confirm accurate processing of your payroll. Oracle delivers intelligent features to make your processes more efficient. The **RetroPay** feature provides an easy solution for post period adjustments to employees' earnings and deductions based on pay rate changes, and benefit elections, so you can rest assured that your employees get paid what they're owed—no matter when the event occurs. Then there's also the full integration with HCM Data Loaders (HDL/HSDL) to streamline mass loads and updates. These features and many more simplify the overall payroll process and boost your productivity.

Get control over your business

Many organizations struggle with analyzing payroll information across multiple systems. It's time consuming, and when data is finally pulled together, it's typically outdated. Oracle provides pre-built and customizable analytics that provides readily accessible enterprise-wide data in real-time. It's an easy-to-use tool designed specifically for you to quickly analyze your payroll business. Armed with more insight into your workforce operations, your teams are better positioned to make quick and informed decisions that drive a greater value to your business.

Oracle Payroll for the United States

Oracle payroll for the United States is natively built for the cloud and designed to enable organizations paying employees in the United States to efficiently process a high quality, accurate, and timely payroll. Oracle streamlines the payroll process and provides better alignment across HR, Finance, and Operations. With everyone on the same page, organizations will be more efficient with more time to focus on improving

“Customers saw improvements in payroll processing (time) by an average of 56%, driving efficiency and accuracy...”

2020 Oracle Cloud HCM Benchmark Study

Key benefits

- Automated retroactive calculations
- Drive efficiency
- Highly configurable
- Increase accuracy
- Enhance employee experience
- Decrease compliance risk
- Simplify payroll processing
- More flexibility and control
- Leverage HCM Suite
- Reduce Total Cost of Ownership (TCO)

the employee experience and focus on higher value activities that support the organization's goals and objectives. Key features for the United States include:

PAYROLL PROCESSING

- Processing wages for an hourly and salaried workforce
- FLSA overtime premium calculations over different pay frequencies, gross-up earning calculations, one-time payment processing as well as recurring payments every pay period and wage accumulation across states and local tax jurisdictions
- Processing of statutory and voluntary deductions
- Support of 401(k), 403(b) and 457(b) deferred compensation plans including statutory rules to limit employee, employer contributions, age, or special catchup etc. for a plan year
- Data capture and calculation of involuntary deductions such as wage garnishments, creditor debts, child/spousal support, bankruptcy, DCIA/educational loans, regional income tax levies, and federal tax levies through delivered statutory rules and customer-defined processing rules. A delivered integration is available for processing of support orders using e-IWO
- Flexible organization models for regulatory and financial reporting including the ability to configure statutory tax limits by each legal entity or by a group
- Automated proration, retroactive pay, and arrears processing based on specific events and their timing
- Post-termination payroll processing based on predefined rules for timing and type of pay with the option of continued access to employee self-service
- Payment processing via check, direct deposit (NACHA), and international transfer. Third-party involuntary deduction payment processing via check. Direct deposit payment processing supported for child support payments. Delivered integration for use with third-party vendor for third-party involuntary deduction payments
- Early payment of earned wages through Anytime Pay
- Configure payslips (paper, online, and email) and checks
- View and verify Statement of Earnings

STATUTORY COMPLIANCE

- Data capture and calculation of multi-jurisdictional taxes for employees and employers based on delivered federal, state, and local tax rules. Data capture and calculation of federal and state taxes for retirees
- Support for tax withholding elections (Form W-4) through both employee self-service and professional user access at federal and regional levels, including automatic reset of exemptions at the start of the tax year
- Data capture of personal and employment data needed for statutory compliance including SSN, gender, race, ethnicity, disability, FLSA classification, and veteran status

STATUTORY REPORTING

- Annual wage and tax statements including corrections (W-2, W-2C) for US and the territories of Puerto Rico and Guam
- Affordable Care Act (ACA) reporting and administration including the electronic transmission of 1094-C and employee self-service access to 1095-C
- Statutory labor reporting for data related to veterans (VETS), new hire reporting, Multiple Worksite Report (MWR), and pay equity at the federal (EEO) and state levels
- Delivered ad hoc and exception-based reports to help ensure periodic, quarterly, and year-end reconciliation and validation of payroll balances and statutory tax limits
- Delivered integration with third-party tax filing vendor for reporting and remittance of taxes of employees and retirees

Manage your payroll across the globe

Managing payroll in multiple locations increases complexity, thus incurring additional costs, and making it difficult to stay on top of compliance. With Oracle, you can efficiently pay your employees in over 200 countries with ease. Your administrators can use our **Fast Formula** feature to manage complex processing rules and calculations, without the need to perform complex coding. No matter where you do business, we help you manage your organization's needs.

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