

A-Number	Employee	Grant Code
A00000000	Big Blue	999999

Calendar Year	2025	2025
Pay Period	14	15
Pay Period Start	Jul 01	Jul 16
Indexes	A00000	A00000
Match Indexes	A99999	A99999
POSN	99xxxx; P02xxx	99xxxx; P02xxx
ECLS	AA; SM	AA; SM
FTE	1	1
Monthly Assigned Salary	10,169.83	10,169.83
Salary on Grant Index	325.69	325.69
Employee Salary at 1.0 IBS	7,627.37	7,627.37
HHS Salary Cap Limit at 1.0 IBS	7,053.13	7,053.13
Amount Over Cap Limit	574.25	574.25
% Over Cap Limit	0.07529	0.07529
Salary on Voluntary Index	19.83	19.83
<b>Miniumum Amount Need on Voluntary</b>	<b>26.01</b>	<b>26.01</b>

	Description	Formula / Entry
Step 1	Employee Salary at 1.0 IBS	=Pay Period Assign Salary / FTE * ECLS Factor
	- HHS Salary Cap Limit at 1.0 IBS	=HHS Salary Cap * ECLS Factor
	= Amount Over Cap Limit	
Step 2	Amount Over Cap Limit	=Employee Salary @ 1.0 IBS - HHS Salary Cap @ 1.0 IBS
	/ Employee Salary at 1.0 IBS	=Amount Over Cap / Employee Salary @ 1.0 IBS
	= % Over Cap Limit	
Step 3	Grant + Voluntary Salary	=Salary on Grant Index + Salary on Voluntary Index
	X % Over Cap Limit	
	= Minimum Amount Needed on Voluntary	

In this example, the ECLS factor will be applied since ECLS has AA.

\* ECLS Factor: if ECLS is FA, AA, EB, or SA then the calculation is then multiplied by .75 instead of 1.0