

Quick Topic - Dilution With Raises That Occur Mid-Period

Title: Dilution With Raises That Occur Mid-Period

Brief description:

In Unanet, a new Person cost rate must begin on the same day as the Dilution Period begin date. When dilution is turned on, Unanet requires that you line up the raise begin date with the dilution period begin date. When raises occur mid-period, however, you can still get the correct dilution cost with the solution below.

What's covered in this document:

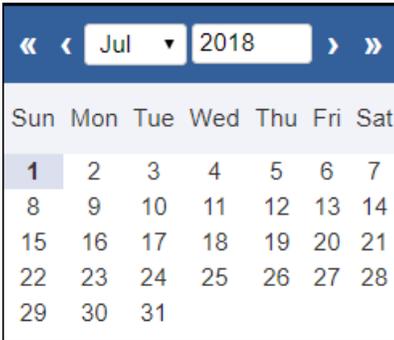
- [Solution](#)
- [Additional Information](#)

Solution

Create a rate entry in the Person Profile that represents the blended rate. See example below.

Example:

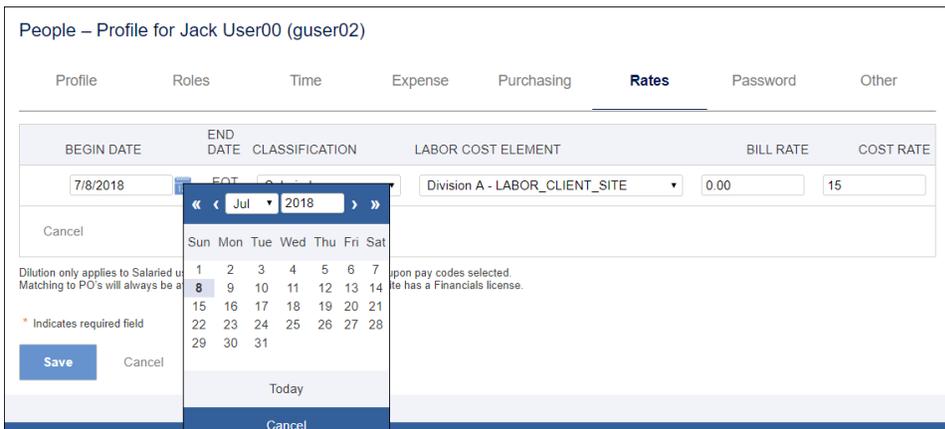
A user has a cost rate of \$10.00/hour and his company uses a Weekly time period set up, beginning on Sunday, 07/01/2018, The user is paid \$10/hour. The user receives a pay increase on 07/03/2018 which is a Tuesday, not equal to the time period begin date.



Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

As the administrator:

1. Open the **Person Profile** for the user and select the *Rates* tab.
2. Add a new rate by clicking the *+New* link. Use the first Sunday after 07/01/2018 as the begin date, which will be 07/08/2018 as shown below.



BEGIN DATE	END DATE	CLASSIFICATION	LABOR COST ELEMENT	BILL RATE	COST RATE
7/8/2018			Division A - LABOR_CLIENT_SITE	0.00	15

3. Click the *+Rate* link one more time to add the special time period when two cost rates (\$10 and \$15) are used. In our example, it is the week of 07/01/2018 to 07/07/2018.
4. Calculate the effective cost rate for this time period. In our example, the user is paid 1 day at the \$10 rate and 4 days at the \$15 rate. The effective rate for this week is $(1 * \$10 + 4 * \$15)/5 = \$14$ or to think of it in a different way: 20% of the time period he is paid at the rate of 10, 80% of that time period, he is paid at the

rate of \$15, thus the effective rate is $20\% * \$10 + 80\% * 15 = \14 .

People – Profile for Jack User00 (guser02)

Profile Roles Time Expense Purchasing **Rates** Password Other

[+ Rate](#)

BEGIN DATE	END DATE	CLASSIFICATION	LABOR COST ELEMENT	BILL RATE	COST RATE
 7/8/2018	EOT	Salaried	Division A - LABOR_CLIENT_SITE	\$0.00	\$15.00
 7/1/2018	7/7/2018	Salaried	Division A - LABOR_CLIENT_SITE	\$0.00	\$14.00
 4/29/2018	6/30/2018	Salaried	Division A - LABOR_CLIENT_SITE	\$0.00	\$10.00

Dilution only applies to Salaried users when dilution is turned on and based upon pay codes selected
Matching to PO's will always be attempted for Non-Employee (PO) users if site has a Financials license.

* Indicates required field

In similar fashion, one can calculate the effective cost rate if the company uses bi-weekly, semi-monthly or monthly time period.

Additional Information

[Help Docs - Manage People Profile](#)

[Help Docs - Dilution](#)