Pre-requisites

All time cards for hourly employees for the previous pay period have been approved (total hours for each active employee have been provided).

The process should not run (and issue an error) if data has not been supplied for any particular employee.

An HR manager confirms that all pre-requisites have been met and manually launches the payroll generation process.

Total pay is calculated for hourly employees by multiplying the current hourly rate by the number of regular hours worked and then adding the curent hourly rate \* 1.5 by the number of overtime hours worked.

Total pay for salared employees is already provided by the time card approval process.

The tax for each employee is calculated and stored.

* The total salary \* 0.20 (assuming a flat 20% tax rate)

The health care plan deduction is calculated and stored.

* The pay period rate for adults and children are calculated by multiplying the selected health care plan annual rate for adults and children per pay period (the total divided by the number of pay periods) by the % to be paid by the employee (0.50 for this example – but this should be stored in the database so it is easy to change).
* The number of adults and children in the employees family are the used to calculate the total health care plan deduction.

The net pay is the total pay less taxes and the health care deduction (a calculated value).