



April/May 2024

# HRMS Transformation

Retroactive Transactions

OFM

OFFICE OF FINANCIAL MANAGEMENT

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# Issue Identification and Solution Awareness Message

**Problem statement:** After the “go live” date of transitioning to Workday, state agencies will no longer be able to process retroactive payroll transactions in the way they do currently.

# Details about how the “retro wall” will be implemented

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**OFM will have what we call a "retro wall" for HRMS transactions that are effective prior to July 1<sup>st</sup>, 2025. Agencies will have the ability to remove the retro wall for 6 pay dates.**

- For the July 25<sup>th</sup> through the October 10<sup>th</sup> pay dates in 2025, agencies will receive a warning prior to processing the retro transaction. This will:
  - Give agencies a transition period allowing additional time for data clean-up.
  - Allow agencies to receive training and support from OFM.

**After the October 10<sup>th</sup> pay date in 2025, agencies will not be allowed to process retro transactions that have an effective date prior to July 1<sup>st</sup>, 2025.**

- Agencies will see a warning that any retro transaction effective prior to July 1<sup>st</sup>, 2025, cannot occur.
- At that point, agencies will need to manually calculate gross pay and payroll deductions for transactions effective prior to July 1<sup>st</sup>, 2025.

# How OFM will help you get there

- Pre “go-live” training and support
- During the 6 pay period transition phase
- After the October 10, 2025, retro wall

# Thank You! Questions?

If you have any questions or concerns , please email [OFMmiHRMSRemediation@ofm.wa.gov](mailto:OFMmiHRMSRemediation@ofm.wa.gov), subject line: **Retro Transactions**.

