Maintaining positions is easy with PowerPCS. All aspects of comprehensive position based management, from initial setup, to adding incumbents, to tracking history, are streamlined in PowerPCS. Based on permanent, unique position numbers, PowerPCS makes it effortless to track the budgeting, planning and employee data that is associated with each position.

**Common Users**
- Health Care Organizations
- Governmental Units
- Large Manufacturers

**Abra™ Integration**
- Use Abra’s employees, organizational levels, jobs, salary grades, EEO classifications, and more! These tables are maintained in Abra for 100% consistency. Employee changes in Abra are recorded in PowerPCS, and required history records are created automatically!

**Detailed FTE and Budget Data**
- FTEs (full time equivalents) measure the number of full time employees (incumbents) that would be required to satisfy the duties of a position. Track pay frequency, budgeted hours, budgeted pay rates, and budgeted annual cost for each position.

**Detailed Status Tracking**
- Track a position’s current status, whether vacant, partially filled, filled, or overfilled. Choose whether a position is active or inactive; funded or unfunded.

**Detailed Date Analysis**
- Track established, available, ending, and current status dates.

**Track Vacancy Statistics**
- Track the number of times that a position has been vacant, the total time vacant, and the average vacancy.

**Multiple Position Groupings**
- Define up to three group levels in addition to Abra’s five organizational levels.

**Multiple Incumbents per Position, Multiple Positions per Incumbent**

**Track User Defined Data**
- For position data that is specific to your organization, track up to six user defined items. Each incumbent can be assigned up to four user defined criterion.

**Unlimited History Tracking**
- Changes to a position or an incumbent create detailed history records. Track an unlimited number of history records.

**Detailed Reporting and Analysis**
- Fully ODBC compliant database allows you to use your favorite reporting tools, including R&R, Crystal or Excel. The quick reference summary shows total positions, organized by active, funded and staffing status, as well as the number of active incumbents in your system. Standard reports include vacancy analysis, budgeted vs. actual analysis, position details, incumbent details, and much more.
Abra Auto-Transfer, an optional feature

PowerPCS allows you to enable the Abra Auto-Transfer feature that will automatically add or transfer employees to positions in PowerPCS based on changes to a specific Abra User Defined Field. This feature increases the integration between Abra and PowerPCS and can significantly reduce the time needed to maintain information.

PowerPCS’s optional Abra Auto-Transfer feature allows Abra users to input a position number into a specific designated Abra User Defined Field (UDF). On launch PowerPCS reviews this designated Abra field for changes or additions. One of five standard Abra HR User Defined fields may be designated as a permanent holding place for position numbers.

On launch, PowerPCS’s Abra Auto-Transfer feature analyzes the designated Abra UDFs and compares them to the currently assigned positions in PowerPCS. Based on this comparison, it will do the following:

1. If position number in the Abra UDF changes, the incumbent will be removed from any position that isn’t indicated by the position number in the incumbent’s UDF.
2. Add incumbent to the position indicated by the Abra UDF.
3. Update the position status information based on the removals and additions. (Vacant, Partially Filled, Filled and OverFilled are the available position status levels.)
4. Create history records as required.
5. Create a log file for any changes.

In the graphic shown to the right, Gail Finn has 5678 defined as a position number in the specified Abra UDF. The next time PowerPCS launches, Gail Finn is added to position 5678 for company ZSI.

PowerPCS Budget Import Tool, an add-on utility for PowerPCS

The PowerPCS Budget Import Tool is an add-on utility that imports position budget information into PowerPCS. It can update the budgeted FTE and budgeted annual cost of a position as well as modify a position’s active status and funded status.

A Great Time Saving Tool

This tool is an excellent time saver allowing you to update all positions at once. Budget information and changes are maintained in an Excel file which this tool uses to update your PowerPCS files. You specify the reason code and date for the changes. You can make your budget changes for all positions the day they become effective for your organization!

A Simple Way to Create New Positions

Additionally, new positions can be created at the same time as the budget import when using this tool. New position records created contain key information such as:

- position number
- budgeted FTE
- active status
- description
- budgeted annual cost
- funded status

To Learn More

Contact InfiSoft Software at 800-996-6225 for pricing or for more information about the Abra Auto-Transfer feature or the PowerPCS Budget Import Tool.