Deltek Costpoint Employee Onboarding
Solution Guide

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About Callisto Technology

Callisto Technology is a technology-based company providing professional services that focuses on systems integration, application development, business analysis and automation. Founded by tenured corporate business leaders and technologists, Callisto services the Real Estate, Insurance, Automotive, Hospitality and HCM industries among others. Great client experience and satisfaction is what Callisto strives for with each client interaction.
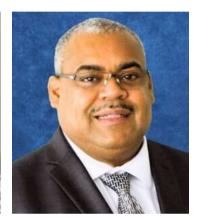
Organization and Management

Ed Smith	Sue Smith	Henry Ramirez
President	Vice President	Sr. Director

At the core of our organization's success is a dynamic leadership team, adept at blending expertise across various domains to drive market excellence. Ed Smith, our President, brings a profound mastery of solution architecture, ensuring that our strategies are both innovative and robust. Ed also leads our application development team which has a combined 60+ years of development experience, mostly in the HCM space. Sue Smith, our Vice President, excels in administrative services, streamlining our operations and client support to enhance efficiency and client satisfaction. Henry Ramirez, our Senior Director, spearheads our implementation efforts, translating complex plans into actionable, successful outcomes. Together, this trio propels our organization forward, providing the best applications and client experience.

Options

Turnkey

The Turnkey option is a pre-built integration application that has a predetermined number of fields being updated to a target system using ADP Workforce Now™ as its source.

It is important for a client to carefully review the detailed mapping of the turnkey option to ensure it fits within their ADP Workforce Now™ setup or their ADP Workforce Now™ setup can be configured to meet the requirements of the turnkey option.

The Turnkey option has a fixed setup fee as well as tiered subscription pricing based on client size (number of employees).

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Configurable

The Configurable option is also a pre-built integration applications that has a predetermined maximum number of fields being updated to a target system using ADP Workforce Now™ as its source. A portion of those fields are configurable indicating where the data can be sourced from several different locations within ADP Workforce Now™ as well as selecting various options the application offers.

It is important for a client to carefully review the detailed mapping of the configurable option to ensure it fits within their ADP Workforce Now™ setup or their ADP Workforce Now™ setup can be configured based on the choices made available within the configurable fields.

The Configurable option has a fixed setup fee as well as tiered subscription pricing based on client size (number of employees).

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Custom

Our custom option offers clients the ability to add additional field to be updated in Costpoint that are not in either of the two previous versions. It also allows for custom logic to be built for any of the fields.

Mapping

				ADP Workforce Now™ to Deltek Costpoint Integration Options/Mapping		
				Turnkey	Configurable	Custom
		Configuration Options				
		Workforce Now™ API Input		N	Y	Y
		Workforce NowTM CSV Input		Y	Y	Y
		Deltek Costpoint API Output		N	Y	Y
		Deltek CSV Import (Preprocessor)		Y	Y	Y
		Force Name to all Caps		N	Y	Y
		Force All Employees to Active Status		N	Y	Y
		Sourced Positions		Primary Only	Primary Only	All
		Total # of Fileds Available to be updated into Costpoint		14	14	14
Version 7.2a		**Field Mapping/Logic**				
Deltek Costpoint				**ADP Workforce Now™**		
Field Name	**Format**	**API Field Name**	**CSV Rec/Field**	**Source Fields & Logic**		
Record Code	Char 1		1/1			
Social Security Number	Numeric 9	SSN_ID	1/2	Full SSN	Full SSN	Custom Mapping/Logic Available
Employee ID	Char 12	EMPL_ID	1/3	All 6 digits of file number	All 6 digits of file number -or- Last 5 digits of file number -or- Last 4 digits of file number -or- Last 3 digits of file number -or- Worker ID (Default)	Any Option in Configurable -or- Custom Mapping/Logic Available
First Name	Char 20	FIRST_NAME	1/4	Legal First Name	Legal First Name	Legal First Name
Middle Name	Char 10	MID_NAME	1/5	Legal Middle Name	Legal Middle Name	Legal Middle Name
Last Name	Char 25	LAST_NAME	1/6	Legal Last Name	Legal Last Name	Legal Last Name
Employee Status	Char 3	S_EMPL_STATUS_CD	1/8	EE Status of Active = ACT EE Status of Rehire = ACT EE Status of Leave or FML = FML EE Status of Terminated = IN All Others Statuses = IN	EE Status of Active = ACT EE Status of Rehire = ACT EE Status of Leave or FML = FML EE Status of Terminated = IN All Others Statuses = IN	Custom Mapping/Logic Available
Timesheet Cycle	Char 4	TS_PD_CD	1/9	4 Character Literal	4 Character Literal	4 Character Literal -or- Custom Mapping/Logic Available
Leave Cycle	Char 4	LV_PD_CD	1/10	4 Character Literal	4 Character Literal	4 Character Literal -or- Custom Mapping/Logic Available
General Labor Category	Char 6	GENL_LAB_CAT_CD	1/11	Home Cost Number	BU = Business Unit HD = Home Department HCN = Home Cost Number UC = Union Code UL = Union Local	Any Option in Configurable -or- Custom Mapping/Logic Available
Default Pay Type	Char 3	PAY_TYPE	1/12	Constant "R"	Constant "R"	Constant "R"
FLSA Exempt	Char 1	EXMPT_FL	1/13	Based on FLSA indicator "E" = Y "N" = N Anything else = N	Based on FLSA indicator "E" = Y "N" = N Anything else = N	Based on FLSA indicator "E" = Y "N" = N Anything else = N -or- Custom Mapping/Logic Available
Employee Type	Char 1	S_EMPL_TYPE_CD	1/14	"F" in Worker Category = "R" "P" in Worker Category = "P" "T" in Worker Category = "T" Anything else in Worker Category = "R" Values must be stored in Worker Category Field.	"F" in Worker Category = "R" "P" in Worker Category = "P" "T" in Worker Category = "T" Anything else in Worker Category = "R" Values must be stored in Worker Category Field.	"F" in Worker Category = "R" "P" in Worker Category = "P" "T" in Worker Category = "T" Anything else in Worker Category = "R" -or- Custom Mapping/Logic Available
Rate Type	Char 1	S_HRLY_SAL_CD	1/15	H or S Depending on Rate Type	H or S Depending on Rate Type	H or S -or- Custom Mapping/Logic Available
Home Organization	Char 20	ORG_ID	1/16	Business Unit	Business Unit -or- Home Department -or- Home Cost Number -or- Do Not Use	Any Option in Configurable -or- Custom Mapping/Logic Available

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Deltek Costpoint				ADP Workforce Now™		
Field Name	Format	API Field Name	CSV Rec/Field	Source Fields & Logic		
Home Reference 1	Char 20	REF1_ID	1/17	Not Available	Not Available	Custom Mapping/Logic Available
Home Reference 2	Char 20	REF2_ID	1/18	Not Available	Not Available	Custom Mapping/Logic Available
Default OT State	Char 2	WORK_STATE_CD	1/19	HWLC = Home Work Location Code	HWLSC = Home Work location state code -or- HWLC = Home Work Location Code -or- 2-digit literal -or- Null = blank	Any Option in Configurable -or- Custom Mapping/Logic Available
Default Worker's Comp	Char 6	WORK_COMP_CD	1/20	NAICS Code	NAICS Code -or- any 6-digit constant	Any Option in Configurable -or- Custom Mapping/Logic Available
Effective Date	Char 10	EFFECT_DT	1/21	Original Hire Date for new hire transactions Effective Date for change transactions	Original Hire Date for new hire transactions Effective Date for change transactions	Original Hire Date for new hire transactions Effective Date for change transactions
Rate Type	Char 1	S_HRLY_SAL_CD	1/22	H or S Depending on Rate Type	H or S Depending on Rate Type	H or S Depending on Rate Type -or- Custom Mapping/Logic Available
Rate	Char 14	SAL_AMT	1/23	Base Rate	Base Rate	Base Rate
Default Account	Char 15	ACCT_ID	1/24	Not Available	Not Available	Custom Mapping/Logic Available
Default Organization	Char 20	CHG_ORG_ID	1/25	Not Available	Not Available	Custom Mapping/Logic Available
Default Project	Char 30	PROJ_ID	1/26	Not Available	Not Available	Custom Mapping/Logic Available
Default Reference 1	Char 20	REF_STRUC_1_ID	1/27	Not Available	Not Available	Custom Mapping/Logic Available
Default Reference 2	Char 20	REF_STRUC_2_ID	1/28	Not Available	Not Available	Custom Mapping/Logic Available
Default Labor Location	Char 6	LAB_LOC_CD	1/29	HWLC – Home Work Location Code	HWLSC – Home Work Location State Code -or- HWLC – Home Work Location Code -or- NA – Not Available	Any Option in Configurable -or- Custom Mapping/Logic Available
Address Line 1	Char 30	LINE_1_ADR	1/30	Legal Address Line 1	Legal Address Line 1	Legal Address Line 1
Address Line 2	Char 30	LINE_2_ADR	1/31	Legal Address Line 2	Legal Address Line 2	Legal Address Line 2
Address Line 3	Char 30	LINE_3_ADR	1/32	Legal Address Line 3	Legal Address Line 3	Legal Address Line 3
City	Char 25	CITY_NAME	1/33	Legal City	Legal City	Legal City
State/Province	Char 15	MAIL_STATE_DC	1/34	Legal State	Legal State	Legal State
Country	Char 8	COUNTRY_CD	1/36	Legal Country	Legal Country	Legal Country
Postal Code	Char 10	POSTAL_CD	1/36	Legal Zip Code	Legal Zip Code	Legal Zip Code
Home Telephone	Char 20	PHONE_ID	1/37	Personal Communication Mobile	Personal Communication Mobile -or- Peronal Communication Landline	Yes
Emergency Telephone	Char 20	CONT_PHON_1	1/38	Not Available	Not Available	Custom Mapping/Logic Available
Locator	Char 6	LOCATOR_CD	1/39	Not Available	BU - Bargaining Unit -or- Do Not Use	Any Option in Configurable -or- Custom Mapping/Logic Available
Date Of Birth	Char 10	BIRTH_DT	1/40	Employee Date of Birth	Employee Date of Birth -or- A constant date for everyone (YYYY-MM-DD) -or- Do Not Use	Any Option in Configurable -or- Custom Mapping/Logic Available
Marital Status	Char 1	MARITAL_CD	1/41	Not Available	Employee Marital Status -or- Do Not Use	Any Option in Configurable -or- Custom Mapping/Logic Available
Gender	Char 1	SEX_CD_DESC	1/42	Employee Gender	Employee Gender -or- Do Not Use	Any Option in Configurable -or- Custom Mapping/Logic Available
Employee Class	Char 12	EMPL_CLASS_CD	1/43	Not Available	Worker Category -or- Do Not Use	Any Option in Configurable -or- Custom Mapping/Logic Available
Union Employee Flag	Char 1	UNION_EMPL_FL	1/44	Not Available	Worker Category -or- Do Not Use	Any Option in Configurable -or- Custom Mapping/Logic Available
Race/Ethnicity	Char 10	S_RACE_CD	1/45	Not Available	Yes	Yes
Manager	Char 12	MGR_EMPL_ID	1/46	Employee Manager File Number	All 6 digits of manager file number -or- Last 5 digits of manager file number -or- Last 4 digits of manager file number -or- Last 3 digits of manager file number -or- Manager Worker ID (Default)	Any Option in Configurable -or- Custom Mapping/Logic Available

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Deltek Costpoint				ADP Workforce Now™		
Field Name	Format	API Field Name	CSV Rec/Field	Source Fields & Logic		
PLC	Char 6		1/47	Not Available	Not Available	Custom Mapping/Logic Available
Corporate Officer Flag	Char 1	CORP_OFCR_FL	1/48	Not Available	Not Available	Custom Mapping/Logic Available
Seasonal Employee Flag	Char 1	SEASON_EMPL_FL	1/49	Not Available	Not Available	Custom Mapping/Logic Available
Home Phone Extension	Char 6	PHONE_EXT_CD	1/50	Not Available	Not Available	Custom Mapping/Logic Available
Emergency Phone Extension	Char 6	NOT AVAIL	1/51	Not Available	Not Available	Custom Mapping/Logic Available
TS Default GLC	Char 6	GENL_LAB_CAT_CD	1/52	Uses options selected for General Labor Category	Uses options selected for General Labor Category	Uses options selected for General Labor Category
TS Default Labor Loc	Char 6	LAB_LOC_CD	1/53	Uses options selected for Default Labor Location	Uses options selected for Default Labor Location	Uses options selected for Default Labor Location
Vendor ID	Char 12	VENDOR_ID	1/54	Not Available	Not Available	Custom Mapping/Logic Available
City of Birth	Char 25	BIRTH_CITY_NAME	1/55	Not Available	Not Available	Custom Mapping/Logic Available
State/Prov of Birth	Char 15	BIRTH_MAIL_STATE_DC	1/56	Not Available	Not Available	Custom Mapping/Logic Available
Country of Birth	Char 8	BIRTH_COUNTRY_ID	1/57	Not Available	Not Available	Custom Mapping/Logic Available
Variable Hours Employee	Char 1	VARIABLE_HRS_FL	1/58	Not Available	4 digit numeric to be output for everyone -or- Employee Type = "R" then output "2080" else output "1040" -or- Do Not Use	Any Option in Configurable -or- Custom Mapping/Logic Available
Record Code	Char 1					
Employee ID	Char 12	EMPL_ID	2/2	Same configuration as in Record #1	Same configuration as in Record #1	Same configuration as in Record #1
Taxable Entity	Char 10	TAXABLE_ENTITY_ID	2/3	Constant "1"	Mapped to ADP Company Code	Yes
Adjusted Hire Date	Char 10	ADJ_HIRE_DT	2/4	If Rehire, Use REHIRE DATE else use HIRE DATE	If Rehire, Use REHIRE DATE else use HIRE DATE	Custom Logic Mapping/Logic Available
Termination Date	Char 10	TERM_DT	2/5	Termination Date	Termination Date	Custom Logic Mapping/Logic Available
Supervisor Name	Char 25	SPVSR_NAME	2/6	Not Available	Reports-To-Name -or- Do Not Use	Custom Mapping/Logic Available
Preferred Name	Char 10	PREF_NAME	2/7	Not Available	Not Available	Custom Mapping/Logic Available
Name Prefix	Char 6	NAME_PRFX_CD	2/8	Not Available	Not Available	Custom Mapping/Logic Available
Name Suffix	Char 6	NAME_SFX_CD	2/9	Not Available	Not Available	Custom Mapping/Logic Available
Prior Name	Char 25	PRIR_NAME	2/10	Not Available	Not Available	Custom Mapping/Logic Available
Eligible for Auto Pay	Char 1	ELIG_AUTO_PAY_FL	2/11	Not Available	Not Available	Custom Mapping/Logic Available
Work Email ID	Char 60	EMAIL_ID	2/12	Business Communication Email	Business Communication Email	Custom Mapping/Logic Available
PR Service Employee ID	Char 12	PR_SERV_EMPL_ID	2/13	Not Available	Not Available	Not Available
Job Title Description	Char 30	TITLE_DESC	2/14	Work Assignment Job Title	Work Assignment Job Title -or- Do Not Use	Custom Mapping/Logic Available
Estimated Hours	Char 10	STD_EST_HRS	2/15	Not Available	Not Available	Custom Mapping/Logic Available
Labor Group	Char 3	LAB_GRP_TYPE	2/16	Not Available	Labor Group -or- Do Not Use	Custom Mapping/Logic Available
Personnel Action Reason 1	Char 30	PERS_ACT_RSN_CD	2/17	Event Name Code	Event Name Code	Event Name Code
Security Organization ID	Char 20		2/18	Same configuration as Home Organization	Same configuration as Home Organization	Same configuration as Home Organization
Work Hours in Year	Char 4	WORK_YR_HRS_NO	2/19	Same configuration as Variable Hours Employee	Same configuration as Variable Hours Employee	Same configuration as Variable Hours Employee
Visa Type	Char 10	VISA_TYPE_CD	2/20	Not Available	Not Available	Custom Mapping/Logic Available
Comments	Char 254	COMMENTS	2/21	Not Available	Not Available	Custom Mapping/Logic Available
Visa Exp Date	Char 10	VISA_DT	2/22	Not Available	Not Available	Custom Mapping/Logic Available
Effective Date	Char 10	EFFECT_DT	2/23	Same configuration as in Record #1	Same configuration as in Record #1	Same configuration as in Record #1

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For inquiries, contact us.

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