

## **PAYCODES**

PATCH	System-automated default code for an employee's contract-based pay on a monthly basis.
TC PATCH	Manual / adjustable code to modify the main "PATCH" contract pay
HRLY N/R	hourly-pay that does not contribute to retirement credit
HOURLY	Pay based on where the employee falls on the salary schedule.
WORKSHOP	compensation for time spent in PD, trainings, curriculum, or other similar extra work
PT SMSTR	Compensation to non-secondary teachers who do not have a prep period in their schedule.
ADDL S/R	pay for other duties Subject to Retirement (S/R)
HRLYN/R2	hourly rate when retirement factoring does not apply
LUMP SUM	off-salary-schedule payment (not subject to retirement, not from an on-schedule salary increase)
ADVANCE	when an employee is over-paid, "ADVANCE" is used to account for the employee returning excess pay
SIGN ON	teaching hiring bonus (T/C refers to "time card" or essentially the paper trail aspect of the pay)
DOCKS1	alternate dock code for when multiple dock rates apply to an employee for different purposes/types
DOCKS	indicates docked pay (cost of overused leave, differential pay / substitute cost, many different forms this can take)
DOCKS2	alternate dock code for when multiple dock rates apply to an employee for different purposes/types
DOCKS3	alternate dock code for when multiple dock rates apply to an employee for different purposes/types
DOCKS4	alternate dock code for when multiple dock rates apply to an employee for different purposes/types
DOCKS5	alternate dock code for when multiple dock rates apply to an employee for different purposes/types
DOCKS6	alternate dock code for when multiple dock rates apply to an employee for different purposes/types
WCOFFSET	this indicates reduction of employee's taxable earnings due to Workers Comp pay not being taxable
WC PAY	this indicates "replacement pay" from Workers Comp (not taxable) employee receives instead of the "OFFSET"
DEGREE	Stipend for degree
LONGEVTY	code set up for longevity stipends in general
LGV CERT	code set up specifically for certificated longevity stipends
CER BILG	Certificated bilingual stipend
MED REB	Compensation in lieu of health benefits (only provided when employee is already otherwise covered).

## **DEDUCTIONS**

PERS1DEF	a PERS-determined reporting code (based on retirement rules)
PERS6DEF	a PERS-determined reporting code (based on retirement rules)
STRS	State Teachers Retirement System (essentially contributions toward teacher pension).
STRS3DED	a STRS-determined reporting code (based on retirement rules)
STRS5DEF	a STRS-determined reporting code (based on retirement rules)
STRS RDP	a STRS-determined code for buying-back time
ALT RETM	alternative retirement deduction (typically applies to anyone not STRS or PERS)
FED TAX	Federal income taxes.
ST TAX	State income taxes.
FICA/SS	Federal Insurance Contributions Act (Social Security) paid by the employee. Teachers in STRS don't contribute to this.
MEDICARE	Federal Medicare portion paid by employee.
ADDLMEDI	Additional Medicare taxes.
ADV OFST	counterpart to ADVANCE (fixes/corrects overpayments)
PROV CR	Credit Union deduction (prior to Direct Deposit era)

RCFCHECK	If a separate check is "manually issued" (coming out of monthly pay), "RCFCHECK" shows the regular stub's subtraction offsetting that manual check.
IN SHAPE	In-Shape through SUSD's corporate rate with In-Shape. Only happens if automatic Payroll deduction is the way the employee is paying.
DIRDEP	total "net" amount direct-deposited (aside from any flat amount deposited through the PREMIER code)
PREMIER	used when a flat/fixed amount is consistently Direct-Deposited in a separate account from the rest of a paycheck
BLK EMP	Payroll deductions toward the Black Employees Association.
CA BILIN	Payroll deductions toward CABA (the California Association for Bilingual Education).
VOLCHAR	Payroll deductions toward an employee-chosen charitable contribution (historically this was an option for some dues-portions).
AMER FAM	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (AFLAC: American Family Life Assurance Co.)
AMER FID	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity, previously American Fidelity Assurance)
CACASINS	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (California Casualty)
STTXBD64	wage garnishment (franchise tax board)
IRS STKN	wage garnishment (IRS)
SHERIFF	wage garnishment (sheriff)
H. MANN	403B vendor (Horace Mann #1)
LEGAL SV	Payroll deductions toward an employee-chosen legal services plan (rare, but some still use)
AFA LIFE	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Life Ins., tax-sheltered)
AFA LINS	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Life Ins., non-tax-sheltered)
AFA YALI	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Young Adv., non-tax-sheltered)
AFA CANC	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Cancer ins., tax-sheltered)
AFA MEDR	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Medical reimbursement, tax-sheltered)
AFA DEPD	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Dependent Daycare, tax-sheltered)
AFA ACCD	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Accident ins., tax-sheltered)
IRS93888	wage garnishment (IRS, second form of garnishment)
TEXASLIF	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (Texas Life ins.)
CA SDU	state disbursement of child support
AFA ACC	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Accident ins., non-tax-sheltered?)
AFA CANC	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Cancer ins., non-tax-sheltered)
NORTH AM	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (North American Co.)
VANGUARD	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (Vanguard)
CTA 403B	403B vendor CTA
STRS 457	457b defined-benefit plan w/CALSTRS (2nd option)
IPX	403B vendor (IPX)
AFA CRIT	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Critical Choice)
AFA HOS.	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity: Hospital Indemnity)
AMER FID	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (American Fidelity)
AMERICO	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (Americo)
FID INV	403B vendor Fidelity Investments
FRNK TMP	403B vendor Franklin Templeton
GALIC	403B vendor GALIC Dispersing Co
AM PRISE	403B vendor Ameriprise
SOUTHWES	403B vendor Southwest Service Life Ins
MAS MUTU	403B vendor MassMutual Artistry
MET RES	403B vendor Metropolitan Life
SEC BENLI	403B vendor Security Benefit life ins.
NY LF CO	403B vendor Mainstay Funds
VOYA FIN	403B vendor Voya Financial

IND-AL P	403B vendor Industrial-Alliance Pacific
NW MUTUA	403B vendor Northwestern Mutual
MAINSTAY	403B vendor Mainstay Funds
INVESCO	403B vendor Invesco
PACIFIC	403B vendor Pacific Life Ins. Co
MET INV	403B vendor MetLife
STRS CAL	403b defined-benefit plan w/CALSTRS (1st option)
PLAN MBR	403B vendor Plan member Services
AIG RET	403B vendor AIG Retirement Services
WADDELL	403B vendor Waddell & Reed
HO MA IN	403B vendor Horace Mann
HARTFORD	457B Hartford life insurance
MIDLAND	Payroll deductions toward an employee-chosen plan such as insurance, retirement, etc. (Midland National life insurance)
TSA ADJ	Vendor refunds from a Tax-Sheltered Annuity account.
CLPRSACC	Benefits-plan portion paid by the employee ("buy-up" cost) toward Blue Shield.
CLPRSKAI	Benefits-plan portion paid by the employee ("buy-up" cost) toward Kaiser.
ANTSEL	Benefits-plan portion paid by the employee ("buy-up" cost) toward Anthem Select.
ANTTRA	Benefits-plan portion paid by the employee ("buy-up" cost) toward Anthem TRA.
CLPRSACT	post-tax equivalent to CLPRSACC
CLPRSKAT	post-tax equivalent to CLPRSKAI
ANTSEL T	post-tax equivalent to ANTSEL
ANTTRA T	post-tax equivalent to ANTTRA
CLPHTHN	Benefits-plan portion paid by the employee ("buy-up" cost) toward Healthnet.
PERSPLAT	Benefits-plan portion paid by the employee ("buy-up" cost) toward PERS Platinum. (pre-tax)
PRSPATT	post-tax equivalent to PRSPATT
SPPA	Union dues

## **CONTRIBUTIONS**

OTH DEDU	code used exclusively for digital compliance with IRS tax-form structure
DOMESTIC	Health & Welfare for a state-registered domestic partner (taxable benefit)
OTH INC	code used exclusively for digital compliance with IRS tax-form structure
DEP AMT	code used exclusively for digital compliance with IRS tax-form structure
PERS1CNT	District's portion of a particular retirement contribution to PERS (if employee is part of PERS rather than STRS).
PERS2CNT	District's portion of a particular retirement contribution to PERS (if employee is part of PERS rather than STRS).
PERS3CNT	District's portion of a particular retirement contribution to PERS (if employee is part of PERS rather than STRS).
PERS5CNT	District's portion of a particular retirement contribution to PERS (if employee is part of PERS rather than STRS).
PERS6CNT	District's portion of a particular retirement contribution to PERS (if employee is part of PERS rather than STRS).
STRS1CNT	District's portion of a particular retirement contribution to STRS.
STRS2CNT	District's portion of a particular retirement contribution to STRS.
STRS5CNT	District's portion of a particular retirement contribution to STRS.
ALT RETM	District's portion of retirement contributions to retirement vehicles other than STRS/PERS
FICA/SS	Federal Insurance Contributions Act (Social Security) paid by the employee. Districts don't contribute to this for teachers in STRS.
MEDICARE	Federal Medicare portion paid by employer.
UNEMP IN	Employer (SUSD) payment toward state unemployment insurance. (Note: this is not disability coverage.)
WRKS COM	Employer (SUSD) payment toward Workers Compensation.

OPEBACT	Other Post-Employment Benefits (OPEB) benefits after employment (but not retired) other than pension (e.g., life insurance, health insurance, deferred pay).
OPEBRET	Other Post-Employment Benefits (OPEB) benefits after employment (empl. is retired) other than pension (e.g., life insurance, health insurance, deferred pay).
MED EYE	Benefits-plan portion paid by the employer ("District contribution") toward Medical Eye Vision.
DELTA D	Benefits-plan portion paid by the employer ("District contribution") toward Delta Dental.
CHIRO	Benefits-plan portion paid by the employer ("District contribution") toward chiropractic coverage.
CPRSBSAC	Benefits-plan portion paid by the employer ("District contribution") toward Blue Shield.
CPRSKAIS	Benefits-plan portion paid by the employer ("District contribution") toward Kaiser.
ANTSEL	Benefits-plan portion paid by the employer ("District contribution") toward Anthem Select.
ANTTRA	Benefits-plan portion paid by the employer ("District contribution") toward Anthem TRA.
CPRSBSAT	post-tax equivalent to CPRSBSAC
CPRSKAIT	post-tax equivalent to CPRSKAIS
ANTSEL T	post-tax equivalent to ANTSEL
ANTTRA T	post-tax equivalent to ANTTRA
UNCARE T	Post-tax benefits-plan portion paid by the employer ("District contribution") toward United Healthcare.
CLPHTHN	Benefits-plan portion paid by the employer ("District contribution") toward Healthnet.
WSTNADVT	Benefits-plan portion paid by the employer ("District contribution") toward Western Advantage.
BSTRIHMO	Benefits-plan portion paid by the employer ("District contribution") toward Blue Shield Trio HMO.
PERSGOLD	Benefits-plan portion paid by the employer ("District contribution") toward PERS Gold PPO.
PERSPLAT	Benefits-plan portion paid by the employer ("District contribution") toward PERS Platinum.
WSTADV T	post-tax equivalent to WSTNADVT
PERSGLDT	post-tax equivalent to PERSGOLD
PRSPLATT	post-tax equivalent to PERSPLAT