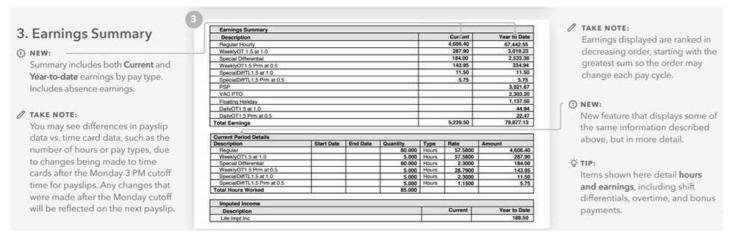
Common "Earnings Summary" Descriptions

Your HRconnect payslip may have quite a few different types of earnings listed under the "Earnings Summary" section (see example image below). In order to help you better understand what some of these earnings mean, we've compiled some of the most common earning elements and included high-level descriptions in the grid below.



Example image from <u>Understanding Your Payslip</u> infographic.

- Worked hours are entered on your time card and absences are entered in the Absence module.
- Current Period Details information is carried over from your time card and reflects how your hours are calculated for pay. Overtime and differential details will be reflected twice in the Current Period Details section.
 - One line reflects the pay calculation at 1.0 of your base rate.
 - One line reflects the pay calculation at 0.5 of your base rate.

Example Earnings Summary Breakdown

HRconnect	High-level Definitions & Examples for a Nonexempt (Hourly) Employee
Earnings	This is not an exhaustive list (common examples only). Varies by region.
Element	Subject to situation.
Category	

Regular Time

Refers to hours worked within the pay period, for which the employee is scheduled.

- Regular
- Modified Duty
- Regular Sitter
- Regular Combined Brk
- Comm Staff Mtg (Meeting pay e.g., new hire orientation, training, etc.)

Overtime

Refers to additional pay for hours worked beyond a designated threshold (e.g., over 40 hours in a week, over 8 hours in a day, etc.).

- DailyOT1.5 at 1.0 (Portion of Regular hours worked classified as daily overtime)
- DailyOT1.5 Prm at 0.5 (Premium portion of the daily OT 1.5)
- WeeklyOT1.5 at 1.0
- DT 2.0 at 1.0 (Double Time)
- ConsecWknd1.5 at 1.0 (Consecutive Weekend)

Differential/Premium Pay

Refers to additional pay provided for working certain types of hours or under certain types of conditions (e.g., night shift, standby duty, lead duty, etc.). Calculations are visible in the calculated section of the time card and rates are visible in the payslip under the **Current Period Details** section.

- Special Earnings (COVID-19 extra shift incentive, CRNA premium pay)
- Eve Diff 1.5 at 1.0
- Night Diff 1.5 at 0.5
- Weekend Differential
- · Lead Diff
- Rel in High Cls Diff (Relief in Higher Class Differential)
- Bilingual Work
- Bilingual Non Work
- InPatient Flat (SCAL BO4 lead differential)
- Longevity
- CRNA Premium Pay (Note: Temporarily displaying as Special Earnings)
- Float Pool Diff
- VacCallBack1.5 at 1.0
- VacCallBack1.5 Prm at 0.5

Retroactive	Refers to payments made based on corrections or updates to past payroll records. • Regular Retro • DailyOT1.5 Prm at 0.5 Retro
	DailyOT1.5 at 1.0 Retro
	Child Care Grant Retro
	Bilingual Work Retro
	Bilingual Non Work Retro
	ACH Funds Return
Overpayment	Indicates incorrect pay that you received. Once a correction is made, you will see retro deductions from your pay (negative amounts) offset by an overpayment (a positive total of the negative retro earnings). This method ensures that your pay is not unexpectedly reduced by the negative retro earnings. Payroll will contact you about repayment. If you don't know why you were over paid, see Retroactive Pay Q&A . • Overpayment
Bonus/Incentive	Refers to a lump-sum payment made in addition to an employee's regular earnings. • Employee Referral
	PSP (Performance Sharing Program)*
	, , , , , , , , , , , , , , , , , , ,
	• Rewards For Results (R4R)*
	• Rewards For Results (R4R)*
	Rewards For Results (R4R)*SpotBonus

Absence

Refers to absences (time outside of "hours worked"), such as PTO, holiday, education leave, unpaid time and any other hours that are not spent in fulfilling work responsibilities.

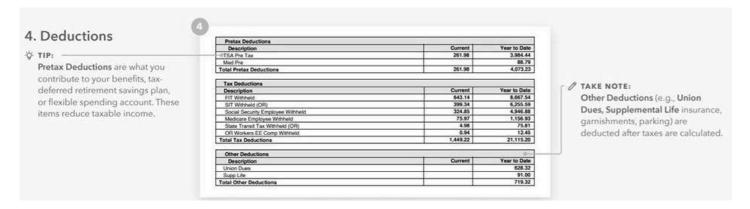
- Holiday (Legal holiday time)
- HolidayWrk1.5 at 1.0 (Holiday worked time)
- HolidayWrk1.5 Prm at 0.5 (Premium portion of holiday worked time)
- PTO ETO Vac Cashout
- VAC PTO
- Floating Holiday
- Paid Absence
- Jury Duty
- Education
- FPD (Flexible Personal Days)
- Sick ESL
- Banked Sick Pre
- Banked Sick Post
- Bereavement

Absence (leaves of absence or intermittent leaves)

Approved leaves for extended (continuous/block) or intermittent periods of time. LOA indicates leave of absence.

- PTO ETO Vac Cashout
- Floating Holiday
- OptionalUsageSick
- OptionalUsagePTOETOVac
- OptionalUsageFPDFloat
- FPD (Flexible Personal Days)
- Sick ESL
- Banked Sick Pre
- Banked Sick Post (Banked sick leave used to fund Health Reimbursement Account (HRA), applicable to eligible union employees)

Additional Elements



Pretax Deductions

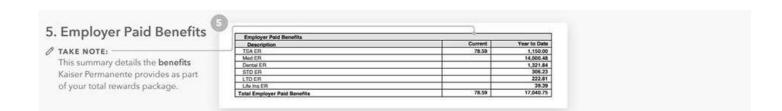
What the employee contributes to their benefits, tax-deferred retirement savings plan, or flexible spending account. These items reduce taxable income.

- TSA Pre Tax
- Med Pre

Other Deductions

Examples include union dues, supplemental life insurance, garnishments, parking, etc. These are deducted after taxes are calculated.

- Union Dues
- Supp Life



Employer Paid Benefits

Details the benefits Kaiser Permanente provides as part of the Total Rewards Package.

- Med ER (Medical Employer Cost)
- Dental ER (Dental Employer Cost)
- ADD ER (Accidental Death/Dismemberment Employer Cost)
- Addl ADD ER (Additional Accidental Death/Dismemberment Employer Cost)
- ADD Supp ER (Accidental Supplemental Death/Dismemberment Employer Cost)