

# 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.

### 3. Earnings Summary

**NEW:** Summary includes both **Current** and **Year-to-date** earnings by pay type. Includes absence earnings.

**TAKE NOTE:** You may see differences in payslip data vs. time card data, such as the number of hours or pay types, due to changes being made to time cards after the Monday 3 PM cutoff time for payslips. Any changes that were made after the Monday cutoff will be reflected on the next payslip.

Earnings Summary		
Description	Current	Year to Date
Regular Hourly	4,606.40	67,442.55
WeeklyOT 1.5 at 1.0	287.90	3,019.23
Special Differential	184.00	2,533.38
WeeklyOT 1.5 Pm at 0.5	143.95	334.94
SpecialDiffTL 1.5 at 1.0	11.50	11.50
SpecialDiffTL 1.5 Pm at 0.5	5.75	5.75
PSR		3,021.87
VAC PTO		2,303.29
Floating Holiday		1,137.50
DailyOT 1.5 at 1.0		44.94
DailyOT 1.5 Pm at 0.5		22.47
<b>Total Earnings</b>	<b>5,239.50</b>	<b>79,877.13</b>

  

Current Period Details						
Description	Start Date	End Date	Quantity	Type	Rate	Amount
Regular			80.000	Hours	57.5800	4,606.40
WeeklyOT 1.5 at 1.0			5.000	Hours	57.5800	287.90
Special Differential			80.000	Hours	2.3000	184.00
WeeklyOT 1.5 Pm at 0.5			5.000	Hours	28.7900	143.95
SpecialDiffTL 1.5 at 1.0			5.000	Hours	2.3000	11.50
SpecialDiffTL 1.5 Pm at 0.5			5.000	Hours	1.1500	5.75
<b>Total Hours Worked</b>			<b>85.000</b>			

  

Imputed Income		
Description	Current	Year to Date
Life Inpt Inc		188.50

**TAKE NOTE:** Earnings displayed are ranked in decreasing order, starting with the greatest sum so the order may change each pay cycle.

**NEW:** New feature that displays some of the same information described above, but in more detail.

**TIP:** Items shown here detail **hours and earnings**, including shift differentials, overtime, and bonus payments.

Example image from [Understanding Your Payslip](#) 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 Earnings Element Category

### High-level Definitions & Examples for a Nonexempt (Hourly) Employee

*This is not an exhaustive list (common examples only). Varies by region. Subject to situation.*

<b>Regular Time</b>	<p>Refers to hours worked within the pay period, for which the employee is scheduled.</p> <ul style="list-style-type: none"> <li>• Regular</li> <li>• Modified Duty</li> <li>• Regular Sitter</li> <li>• Regular Combined Brk</li> <li>• Comm Staff Mtg (Meeting pay - e.g., new hire orientation, training, etc.)</li> </ul>
<b>Overtime</b>	<p>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.).</p> <ul style="list-style-type: none"> <li>• DailyOT1.5 at 1.0 (Portion of Regular hours worked classified as daily overtime)</li> <li>• DailyOT1.5 Prm at 0.5 (Premium portion of the daily OT 1.5)</li> <li>• WeeklyOT1.5 at 1.0</li> <li>• DT 2.0 at 1.0 (Double Time)</li> <li>• ConsecWknd1.5 at 1.0 (Consecutive Weekend)</li> </ul>
<b>Differential/Premium Pay</b>	<p>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.). <i>Calculations are visible in the calculated section of the time card and rates are visible in the payslip under the <b>Current Period Details</b> section.</i></p> <ul style="list-style-type: none"> <li>• Special Earnings (COVID-19 extra shift incentive, CRNA premium pay)</li> <li>• Eve Diff 1.5 at 1.0</li> <li>• Night Diff 1.5 at 0.5</li> <li>• Weekend Differential</li> <li>• Lead Diff</li> <li>• Rel in High Cls Diff (Relief in Higher Class Differential)</li> <li>• Bilingual Work</li> <li>• Bilingual Non Work</li> <li>• InPatient Flat (SCAL B04 – lead differential)</li> <li>• Longevity</li> <li>• CRNA Premium Pay (Note: Temporarily displaying as Special Earnings)</li> <li>• Float Pool Diff</li> <li>• VacCallBack1.5 at 1.0</li> <li>• VacCallBack1.5 Prm at 0.5</li> </ul>

<b>Retroactive</b>	<p>Refers to payments made based on corrections or updates to past payroll records.</p> <ul style="list-style-type: none"> <li>• Regular Retro</li> <li>• DailyOT1.5 Prm at 0.5 Retro</li> <li>• DailyOT1.5 at 1.0 Retro</li> <li>• Child Care Grant Retro</li> <li>• Bilingual Work Retro</li> <li>• Bilingual Non Work Retro</li> <li>• ACH Funds Return</li> </ul>
<b>Overpayment</b>	<p>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 <a href="#">Retroactive Pay Q&amp;A</a>.</p> <ul style="list-style-type: none"> <li>• Overpayment</li> </ul>
<b>Bonus/Incentive</b>	<p>Refers to a lump-sum payment made in addition to an employee's regular earnings.</p> <ul style="list-style-type: none"> <li>• Employee Referral</li> <li>• PSP (Performance Sharing Program)*</li> <li>• Rewards For Results (R4R)*</li> <li>• SpotBonus</li> <li>• Child Care Grant ( )</li> </ul> <p>*To view your statement, go to the <a href="#">Money</a> page and select <b>My Bonus Statement - Represented</b> or <b>My Compensation Statement - Nonrepresented</b> under <b>Rewards and Recognition</b>.</p>

<b>Absence</b>	<p>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.</p> <ul style="list-style-type: none"> <li>• Holiday (Legal holiday time)</li> <li>• HolidayWrk1.5 at 1.0 (Holiday worked time)</li> <li>• HolidayWrk1.5 Prm at 0.5 (Premium portion of holiday worked time)</li> <li>• PTO ETO Vac Cashout</li> <li>• VAC PTO</li> <li>• Floating Holiday</li> <li>• Paid Absence</li> <li>• Jury Duty</li> <li>• Education</li> <li>• FPD (Flexible Personal Days)</li> <li>• Sick ESL</li> <li>• Banked Sick Pre</li> <li>• Banked Sick Post</li> <li>• Bereavement</li> </ul>
<b>Absence</b> (leaves of absence or intermittent leaves)	<p>Approved leaves for extended (continuous/block) or intermittent periods of time. LOA indicates leave of absence.</p> <ul style="list-style-type: none"> <li>• PTO ETO Vac Cashout</li> <li>• Floating Holiday</li> <li>• OptionalUsageSick</li> <li>• OptionalUsagePTOETOVac</li> <li>• OptionalUsageFPDFloat</li> <li>• FPD (Flexible Personal Days)</li> <li>• Sick ESL</li> <li>• Banked Sick Pre</li> <li>• Banked Sick Post (Banked sick leave used to fund Health Reimbursement Account (HRA), applicable to eligible union employees)</li> </ul>

# Additional Elements

## 4. Deductions

### TIP:

Pretax Deductions are what you contribute to your benefits, tax-deferred retirement savings plan, or flexible spending account. These items reduce taxable income.

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Pretax Deductions		
Description	Current	Year to Date
TSA Pre Tax	261.98	3,984.44
Med Pre		88.79
<b>Total Pretax Deductions</b>	<b>261.98</b>	<b>4,073.23</b>
Tax Deductions		
Description	Current	Year to Date
FIT Withheld	643.14	8,667.54
SIT Withheld (OR)	399.34	6,255.59
Social Security Employee Withheld	324.85	4,946.88
Medicare Employee Withheld	75.97	1,156.53
State Transit Tax Withheld (OR)	4.98	75.81
OR Workers EE Comp Withheld	0.94	12.45
<b>Total Tax Deductions</b>	<b>1,449.22</b>	<b>21,115.20</b>
Other Deductions		
Description	Current	Year to Date
Union Dues		628.32
Supp Life		91.00
<b>Total Other Deductions</b>		<b>719.32</b>

**TAKE NOTE:**  
Other Deductions (e.g., Union Dues, Supplemental Life insurance, garnishments, parking) are deducted after taxes are calculated.

### 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

## 5. Employer Paid Benefits

### TAKE NOTE:

This summary details the benefits Kaiser Permanente provides as part of your total rewards package.

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Employer Paid Benefits		
Description	Current	Year to Date
TSA ER	78.59	1,150.00
Med ER		14,000.48
Dental ER		1,321.84
STD ER		306.23
LTD ER		222.81
Life Ins ER		39.39
<b>Total Employer Paid Benefits</b>	<b>78.59</b>	<b>17,040.75</b>

### 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)