



HOW TO READ YOUR PAY STUB IN THE BEST ADVANTAGE SYSTEM – HCM APPLICATION

DISTRICT: ##### – DISTRICT/AGENCY NAME			PAY LOCATION ID: AAA123	PAYROLL NUMBER: AAA123	CHECK DATE: MM-DD-YYYY	WARRANT NUMBER: 12345678				
EMPLOYEE INFORMATION										
EMPLOYEE NAME: 000000XXXX			DISTRICT: District/Agency Name District/Agency Address							
TAX INFO			FEDERAL							
MARITAL STATUS: SINGLE			CA STATE: SINGLE							
ALLOWANCE: 1			PAY FREQUENCY: SEMI-MONTHLY							
EXEMPT STATUS:			PAY BEGIN DATE: 09-16-2023 PAY END DATE: 09-30-2023							
HOURS AND EARNINGS			EMPLOYER PAID BENEFITS							
DESCRIPTION	BEGIN DATE	END DATE	RATE	HOURS	EARNINGS	DESCRIPTION	CURRENT	YTD		
REGULAR PAY	09-16-2023	09-30-2023	\$3,692.50	87:00	\$3,692.50	MEDICARE ER CON	\$52.93	\$52.93		
						OASDI ER TAX	\$226.33	\$226.33		
						CA UNEMPLOYMENT	\$1.85	\$1.85		
						PERS LACO P DIS	\$422.05	\$422.05		
						LACOE UAL ER	\$594.86	\$594.86		
						KAISER ER CON	\$442.82	\$442.82		
						DELTA DENTAL ER	\$61.02	\$61.02		
						VSP EMPLOYER	\$15.34	\$15.34		
						UNUM LIFE	\$1.69	\$1.69		
						MISC - Fringe	\$225.77	\$225.77		
TOTAL EARNINGS:					\$3,692.50					
GROSS EARNINGS YTD:					\$3,692.50					
BEFORE-TAX DEDUCTIONS			TAXES			AFTER-TAX DEDUCTIONS				
DESCRIPTION	CURRENT	YTD	DESCRIPTION	CURRENT	YTD	DESCRIPTION	CURRENT	YTD		
PERS LACO PMEM	\$286.17	\$286.17	FED INCOME TAX	\$457.09	\$457.09	UNUM ACCIDENT	\$8.80	\$8.80		
KAISEREE CONPRE	\$41.99	\$41.99	STATE INCOME TAX	\$166.78	\$166.78	UNUM LTD	\$6.66	\$6.66		
			MEDICARE EE TAX	\$52.93	\$52.93	LIFE IN NTH AMB	\$0.63	\$0.63		
			OASDI EE TAX	\$226.33	\$226.33	SEIU UNION DUES	\$53.04	\$53.04		
						SCHOOL'S FIRST	\$408.31	\$408.31		
						UNUM CRIT CARE	\$5.94	\$5.94		
						UNUM SUPP LIFE	\$2.13	\$2.13		
TOTAL:			\$328.16	\$328.16	TOTAL:	\$903.13	\$903.13	TOTAL:	\$485.51	\$485.51
LEAVE BALANCES						DIRECT DEPOSIT				
DESCRIPTION	ACCURUED	USED	ENDING BAL				DIRECT DEPOSIT	ACCT#	AMOUNT	
SICK	00:00	00:00	80:00				CHECKING	0703	\$1,975.70	
VACATION	00:00	00:00	100:00							
							NET PAY:			
							\$1,975.70			

- 1 Employee Information.** Displays your employee name and ID. This is used to identify you in the HCM System.
- 2 Tax Info.** Displays Income tax withholding information, your allowances, marital status and exempt status when applicable.
- 3 Hours & Earnings.** Displays all types of earnings that count as income, such as regular pay/hours, shift differentials, overtime, incentives, etc.
- 4 Rate.** Displays your hourly rate depending on how you are paid.
- 5 Hours.** Displays the number of hours you worked.
- 6 Employer Paid Benefits.** Displays Benefits and total amounts paid for by your employer
- 7 Before Tax Deductions.** Displays the deductions/reductions taken from your earnings before taxes are calculated and withheld. These IRS defined items include pre-tax deductions such as:
 - Medical, dental, and vision premiums
 - Flexible Spending Accounts (Health & Dependent Care Plans)
 - Deferred Compensation/Tax Sheltered Annuities
 - CalPERS/CalSTRS Employee contributions
- 8 Taxes.** Displays statutory taxes taken after income taxes are calculated and withheld may include:
 - Social Security (OASDI) tax
 - Medicare (MEDICARE) tax
 - Federal Withheld tax (FW)
 - State Withheld tax (SWT)
- 9 After-Tax Deductions.** Displays additional or voluntary deductions taken after taxes which may include:
 - Supplemental Life Insurance
 - Union and/or Association Dues
 - Medical, dental, and vision premiums
 - Voluntary Insurance Premiums
- 10 Leave Balances.** Reflects sick and vacation balances based on your eligibility for the leave type.
- 11 Subject Gross YTD.** Displays taxable gross dollar amount which forms the basis to calculate taxes..
- 12 Direct Deposit.** Can be distributed to a maximum of 2 accounts (August 2026 start).
- 13 Net Pay.** Reflects the total net amount of your paycheck.