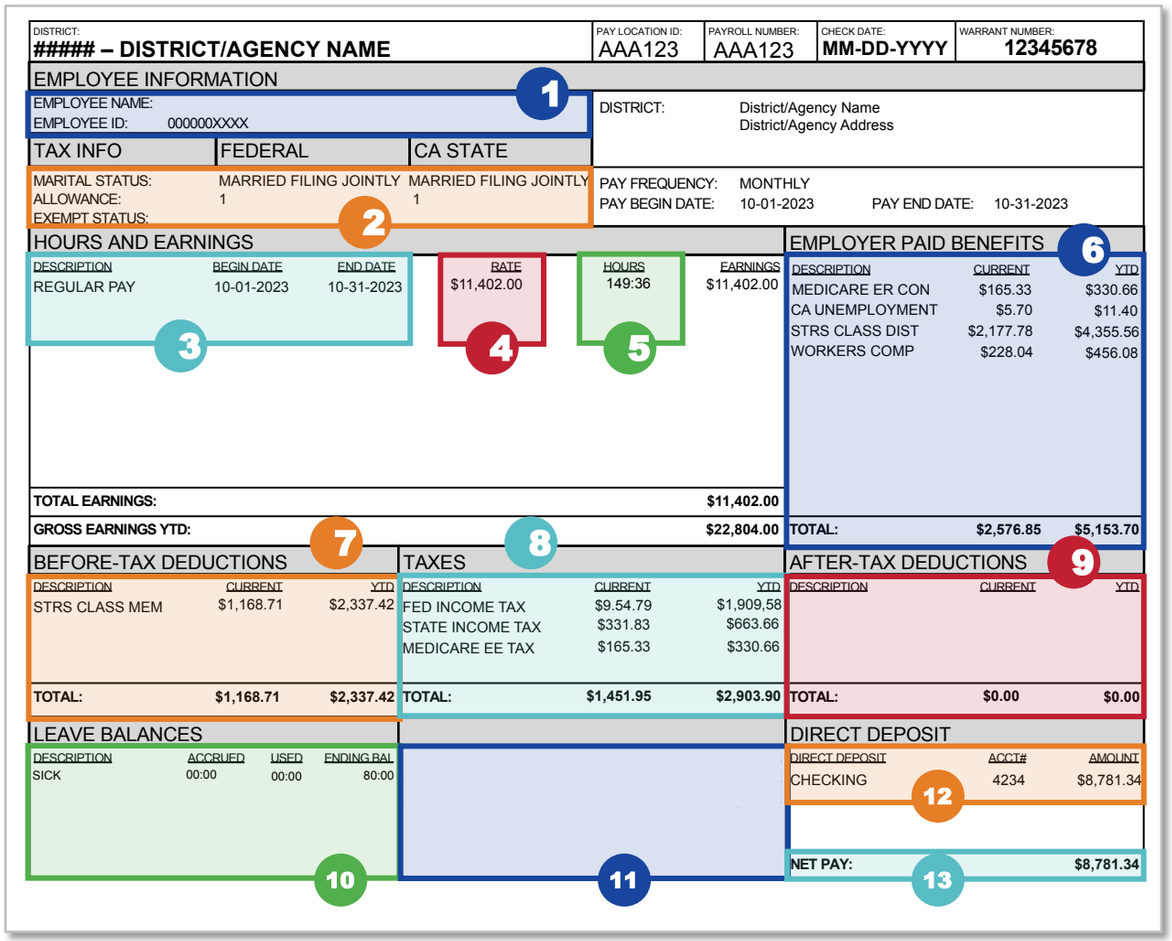
HOW TO READ YOUR PAY STUB IN THE BEST ADVANTAGE SYSTEM – HCM APPLICATION



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 ▪ The Earned Salary Advance (ESA) reduction ▪ 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: ▪ Credit Union Deductions ▪ Supplemental Life Insurance ▪ Union and/or Association Dues ▪ State Disability Insurance Premium (SDI), if applicable ▪ Medical, dental, and vision premiums ▪ Flexible Spending Accounts (Health & Dependent Care Plans)
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. *Please note this information is temporarily unavailable.*
12	**Direct Deposit.** Can be distributed to multiple accounts.
13	**Net Pay.** Reflects the total net amount of your paycheck.