

Killingly Public Schools
Employee Guide to Pay Codes
Effective October 1, 2026

House Bill No. 5386, titled "An Act Requiring Paycheck Transparency," mandates that employers with 50 or more employees, including state and municipal entities, create and maintain a guide detailing the pay codes used for overtime and various pay differentials. This guide must be posted on the employer's website in English, Spanish, and other commonly spoken languages among employees.

Below is a list of pay codes related to premium pay and other pay differentials that may appear on your paycheck. Please note that not all pay codes are applicable to every employee. If you have questions about a pay code on your paycheck, please contact Payroll.

Payroll Contact Information:

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Room 103, Central Office

79 Westfield Ave

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- **QOT** – Overtime pay at 1.5 times your contracted hourly rate. Applicable toward “No Tax on Overtime” * rules.
- **QDT** – Double-time pay at 2.0 times your contracted hourly rate. Applicable toward “No Tax on Overtime” rules.
- **NQOT** – Overtime pay at 1.5 times your contracted hourly rate of pay. Not applicable toward “No Tax on Overtime” rules.
- **NQDT** – Double-time pay at 2.0 times your contracted hourly rate of pay. Not applicable toward “No Tax on Overtime” rules.
- **OT** – Overtime or Double-time pay at 1.5 or 2.0 times your contracted hourly rate. This may or may not be applicable toward “No Tax on Overtime” rules.

- **DT2.5** – Double-time-and-a-half pay at 2.5 times your contracted hourly rate of pay. This may or may not be applicable toward “No Tax on Overtime” rules.
- **HLF** – Half-pay, a blended rate used when an employee works more than 40 hours in a workweek across two different jobs with different rates of pay.
- **TRV** – Travel reimbursement
- **SICK** – May be used when a sick payout is made to an employee.
- **VACA** – May be used when a vacation payout is made to an employee.
- **TUIT** – May be used when a tuition payment is made on behalf of an employee.

* "No Tax on Overtime" refers to certain overtime compensation required under the Fair Labor Standards Act (FLSA). Eligible employees may claim a federal income tax deduction for qualifying overtime compensation when filing their annual federal income tax return, subject to IRS requirements and limitations. Please refer to the IRS for additional information. Payroll will provide employees with the amount of qualified overtime compensation reported on their Form W-2.

As of 10/1/2026