

Understanding your paystub - Faculty

Gross Pay: Your gross pay is total amount of wages earned for the pay period. Regular pay plus any other wages, such as overtime pay or special payments are included in your gross. Your taxes are based on your gross pay. Here you will see your current and year to date (YTD) gross. To calculate the gross, the annual wages are divided by the factor 26.1 (for 12 month employees or by factor 21.7 (for 10 month employees).

Total Personal Deductions: Income taxes, health insurance payments, flexible spending account contributions and retirement plans, etc. This is a summary total of your deductions, further down you will see the details.

Pay Date: 09/16/2022		
Type	Current	YTD
Gross	\$14,736.12	\$84,314.55
Total Personal Deductions	\$3,341.32	\$41,724.53
Net	\$4,631.50	\$50,929.37
Employer Contributions	\$1,255.05	\$19,604.60

Pay Period: 8/27/2022 to 09/09/2022
Pay Number: Regular Bi-weekly

Net: Your net pay is the amount you receive on payday. It is your "take-home pay". Net pay equals your gross pay minus all deductions, federal, state and local taxes.

Employer Contributions: Employer Paid Benefits. This is the portion of your benefits paid by the employer, not deductions from your earnings.

Earnings

Title, type of earnings, hours, rate, amount are shown here. Additional payments such as retroactive payments, special payments, and overloads are listed on separate lines.

Job	Title	Earnings	Shift	Hours or Units	Rate	Amount	YTD
0111000-00	Asc Prof	Regular Faculty 10 months	1			\$4,112.10	\$69,997.19
222222-00	Special Payment	Special Payment Regular	1			\$3,403.82	\$7,097.16
220511-00	Adjunct	Overload Faculty					

Benefit/Deductions: TIAA/CREF, Unity Direct 023-Health Insurance, ABP Life- Life Insurance, AFT Fac & Prof STF Member Dues- Union dues, etc. (See below for more deduction descriptions)

Benefits, Deductions, and Taxes

Benefit or Deduction	Employee	Employee YTD	Employer	Employer YTD	Applicable Gross	Applicable Gross YTD
Deductions before Federal Tax						
Dental Expense Plan Administered By Aetna	\$17.89	\$322.00				7.33
SRA TIAA/CREF	\$84.53	\$1,961.90				9.58
TIAA-CREF Mandatory Reduction	\$230.64	\$4,122.99				9.71
Unity Direct 023	\$245.77	\$4,669.63				5.74
Taxes						
FICA Additional Medicare	\$0.00	\$0.00	\$0.00	\$0.00	\$7,828.99	\$88,610.16
FICA Medicare	\$213.67					
FICA Social Security	\$913.63					\$88,610.16
Federal Income Tax	\$1,011.00					\$71,488.13
NJ Family Leave Insurance	\$11.15					\$92,653.90
NJ State Income Tax	\$468.87					\$92,653.90
NJ Unemployment	\$0.00					\$39,800.00
New Jersey Disability	\$11.15					\$92,653.90
Deductions after Federal Tax						
ABP Life Non Contrib	\$0.00	\$0.00	\$0.00	\$0.00	\$4,612.72	\$38,265.90
ABP Supplemental Program						
ABP-TIAA-Employer Contribution						
AFT Fac & Prof Stf Member Dues						
Group Life Ins. Over 50K						
Total:	\$3,341.32	\$41,724.53				

Pre-tax deductions or any money taken from the gross pay before taxes are withheld. Items such as Health Insurance, Health Savings, Medical Expenses, Flexible Spending, Commuter Benefits, Retirement /SRA's are considered pre-tax deductions.

Taxes: Mandatory taxes such as Federal, State, Local, FICA, NJ Family Insurance etc. are deducted from your pay. Social Security and Medicare (FICA) taxes are deducted from your wages for living and medical expenses later in life. Social Security (6.2%) and Medicare (1.45%) are a fixed percentage of your wages.

After tax deductions come out of the earnings that are left after all of your taxes have been withheld. They can be voluntary deductions such as union dues or charitable contributions or involuntary deductions such as garnishment orders like child support, tax levies, or personal debts.

Check or Direct Deposit

Number	Document Type	Bank Name	Account Type	Amount
123456789	Direct Deposit	123 Bank	Checking	\$4,631.50

Deduction Descriptions

<u>Code</u>	<u>Description</u>	<u>Code</u>	<u>Description</u>
AEC	ABP Metlife Mandatory Reduction	SAT	SACT Deduction Taxed
AEE	Equitable Mandatory Reduction	SDC	NJ Deferred Compensation
AEH	MassMutual Mandatory Reduction	SDR	Deferred Roth
AEI	ABP Voya Mandatory Reduction	SPC	MetLife Roth
AEP	Prudential Mandatory Reduction	SPE	Equitable
AET	TIAA-CREF Mandatory Reduction	SPH	MassMutual Roth
AEV	ABP Valic Mandatory Reduction	SPI	Voya Roth
ARC	ABP Metlife ER	SPT	TIAA Roth
ARE	ABP-Equitable-Employer Contribution	SPV	VALIC Roth
ARH	ABP MassMutual Employer Contribution	SRC	SRA Metlife
ARI	ABP Voya Employer Contribution	SRE	SRA Equitable
ARP	ABP Prudential Employer Contribution	SRH	SRA MassMutual
ARS	ABP Supplemental Program	SRI	SRA Voya
ART	ABP-TIAA-Employer Contribution	SRL	SRA Lincoln
ARV	ABP VALIC Employer Contribution	SRM	SRA Metropolitan Life
CTM	Commuter Tax save Mass Transit	SRO	TIAA/CREF Additional Reduction
DAE	Aetna DMO # 319	SRT	SRA TIAA/CREF
DCI	Cigna Dental Health #305	SRV	SRA VALIC
DHO	Horizon Dental Choice #317	TDS	New Jersey Disability
DML	MetLife #320	TFD	Federal Income Tax
DTR	Dental Expense Plan #399	TFL	NJ Family Insurance
DWV	Dental Coverage Waived	TFS	FICA Social Security
FDE	Dependent Care Spending Acct	TMA	Additional Medicare
FHS	Health Saving Plan	TMC	FICA Medicare
HHD	NJ Direct 1500	TNC	New York City Tax
H11	Horizon HMO 011	TNJ	NJ State Income Tax
H23	Unity_NJ Direct H23	TNK	Yonkers Income Tax
H24	Unity_NJ Direct 2019	TPA	PA State Income Tax
HTO	Omnia Health Plan #057/RXP	TUE	NJ Unemployment
LAN	ABP Life Non-Contribution	UFA	AFT Fac & Prof Staff Agency Dues
LCW	PERS Contributory Life Waived	UFC	AFT Cope Deduction
LOF	Group Life Ins. Over 50K	UFM	AFT Fac & Prof Staff Member Dues
LPC	PERS Contributory Insurance	VEC	NJ Employees Charitable Contribution
LPE	PERS Extra Contribution Insurance	VFA	Foundation Annual Fund
PWC	PERS Workers Compensation	VFD	Foundation Don Capital Fund
RWV	Prescription Drug Waived	VLF	Licensee Fee for Housing
SAN	SACT Reduction Tax Deferred		

Earnings Descriptions

<u>Code</u>	<u>Description</u>
ANP	Adjustment Non-Pensionable
APP	Adjustment Pensionable
DOC	Docked Pay
JUD	Jury Duty
LCF	Furlough (COVID)LCF
LNF	NJ Family Leave Insurance
LTD	Long Term Disability
LVF	Leave Voluntary Furlough
LWB	Leave Without Pay or Benefits
LWO	Leave Without Pay With Benefit
MIL	Military Leave Paid
MSU	Military Leave Supplement Pay
OVF	Overload Faculty
PBI	Pension Base Increase
PBO	Paid Leave Bank Payout
PDE	Prof Development Semester
PDV	Prof Development Academic Year
PLB	Paid Leave Bank
PSC	PERS Service Credit
RET	Retroactive Pay
RF1	Regular Faculty 10 months
SAY	Sabbatical Academic Year
SCC	COVID19 Child Care (SCC)
SCE	COVID19 EMPFA (SCE)
SCF	Sick Family COVID19F (SCF)
SCL	COVID19 Lost Time (SCL)
SCV	Sick Employee COVID19 (SCV)
SEC	Emergency Childcare Leave SEC
SEP	Emergency Paid Sick Leave SEP
SFP	Emergency Paid SL Family (SFP)
SIC	Sick Full Time
SPR	Special Payment Regular
SSE	Sabbatical Semester
SUF	Summer Session Faculty
SWO	Suspension Without Pay
SWP	Suspension With Pay
UAC	Union Activity