

PAY-SUM GRP	SELF SERVICE DESCRIPTION	CHECK DESCRIPTION	CALCULATIONS
ARG	Regular Earnings	ALLREG	BASE RATE
B2W	Eve Shft Wkend	BN3	30% OF BASE RATE (Capped at \$5.75/hr)
BN2	Eve Shft Wkday	BN2	15% OF BASE RATE (Capped at \$3.50/hr)
BN3	Ngt Shft Wkend	BN3	30% OF BASE RATE (Capped at \$5.75/hr)
BN4	Night Shft Wkday	BN4	25% OF BASE RATE (Capped at \$5.75/hr)
BSN	BSN Pay	BSN	\$1.00 PER HOUR
CAI	Call In Pay	CALL IN	BASE RATE
CAL	Call Pay	CALL	\$3.50 PER HOUR
CER	Certification Pay	CERT	\$0.75 PER HOUR
DIF	Death In Family	DIF	BASE RATE
DIS	Non Union Sick Disability Pay	SICK	BASE RATE
ECM	ECMO Stipend	ECMO	10% OF BASE RATE
EDU	Education	EDUC	BASE RATE
ENH	Enhanced Pay 25%	ENH 25%	25% OF BASE RATE
ENW	Enhanced Pay 75%	ENH 75%	75% OF BASE RATE
FHO	Floating Holiday	HOL	BASE RATE
HOL	Calendar Holiday	CHOL	BASE RATE
INB	RN Incentive Program Bonus	RN INBON	VARIES
IN(X)	Incentive Pay X.XX	INCPAY-X	\$X.XX PER HOUR
JD	Jury Duty	JURY	BASE RATE
OVP	Overtime on Productivity	OVT-P	VARIES
OVS	Overtime Adjustments	OVT-ADJ	VARIES
OVT	Overtime	OVT	AVERAGE HOURLY RATE *
OVX	Addl Overtime	OVT	AVERAGE HOURLY RATE *
PHM	Population Health Management	HLTH-POP	\$100 - \$500 **
PL	Personal Leave	PL	BASE RATE
PRO	Productivity Pay	PRODUCTY	10% OF BASE RATE (Qualified hours only)
PTO	Paid Time Off	PTO	BASE RATE
REF	Applicant Referral	REF	VARIES - REFER TO REFERRAL PROGRAM
REL	Union Release	REL	BASE RATE
RET	Retroactive Pay	RETRO	BASE RATE
RNG	RN Graduate Incentive	INCENT	VARIES
SCK	Sick Pay	SICK	BASE RATE
SE3	Charge/Orienter	STIPEND	\$1.00 PER HOUR
SKC	Sick Pay Disability Union	SICK	BASE RATE
SP1	Hours Worked on Holiday	SPEC1	2.5 times BASE RATE
SP2	RN Charge	RN CHARG	\$1.50 PER HOUR
SP3	Wkend Day Diff	SPEC3	20% OF BASE RATE (Capped at \$3.00/hr)
SP4	Stipend-PT Therapists	STIPEND	\$2.00 PER HOUR
SP5	RN Orienter	STIPEND	\$1.50 PER HOUR
SP6	Extended Hrs Stipend	STIPEND	\$4.00 PER HOUR
SU1	Supervisor Stipend	STIPEND	\$1.00 PER HOUR
TBI	Taxable Benefit Income	TAX INC	TAXABLE LIFE INSURANCE BENEFIT ***
TRN	Transcription	TRANX	RATE PER LINE
TUT	Tuition Reim tax over \$5200	TUITION	VARIES
VAC	Vacation	EEVACA	BASE RATE
VAD	Vacation Donation	EVAC DON	BASE RATE
WAV	Waive Insurance Payment	WAIVE	NON UNION WAIVE INSURANCE PAYMENT
WE	Weekender Pay	WKEND	BASE RATE

* The average hourly rate for overtime is calculated per week based on earnings divided by hours. The earnings amount includes these pay categories: All regular earnings, all shift differentials, call in pay, call pay, cert pay, all stipend pays, charge pay, education pay, enhanced pay, floating holiday pay, calendar holiday pay, RN incentive pay, union release time and weekender pay. The hours amount includes these pay categories: All worked hours, call in hours, education hours, floating holiday, calendar holiday and union release time.

** Dependent on meeting requirements

*** As a benefit, employers are allowed to provide employees with \$50,000 of tax-free group term life insurance coverage. According to IRS code Section 79, any amount of coverage above \$50,000 that is paid for by your employer has to be recognized as a taxable benefit and included in your W-2 as imputed income.

Revised 10/3/19