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## **Payroll Glossary of Deduction Elements**

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The following is a glossary list of the most common deduction elements you might see on your online payslip. If you have questions about a deduction element on your payslip that does not appear in this glossary, please contact the Payroll Hotline at x8668.

### **CA Disability Ins**

Amount deducted for State Disability Insurance (SDI) Program which provides temporary benefit payments to workers for non work-related disabilities. SDI also provides Paid Family Leave (PFL) benefits.

### **CA State Tax**

Amount deducted for State income tax in accordance with the State of California regulations.

### **CCAP DCSA**

Childcare Assistance Program award amount deposited into your Dependent Care Spending Account.

### **DCSA**

Amount employee chooses to have deducted from pay and deposited into a Dependent Care Spending Account.

### **Den PPO**

Amount deducted for Delta Dental coverage.

### **Den HMO**

Amount deducted for Safeguard MetLife Dental coverage.

### **Federal 1042S**

Amount deducted for Federal tax withholdings on fellowship payments in accordance with federal regulations. These withholdings are reported on the 1042S form for non-resident aliens.

### **Federal 1099M**

Amount deducted for federal tax withheld from fellowship payment that is reported on the 1099M form. This is an optional tax.

### **Federal Tax**

Amount deducted for Federal income tax in accordance with Internal Revenue Service (IRS) regulations.

**HCSA**

Amount employee elects to have deducted from pay and deposited into a Health Care Spending Account

**PAI Employee**

Amount deducted for Personal Accident Insurance based on eligible employee selection.

**Supp Long Term Dis**

Amount deducted for supplemental Long Term Disability insurance based on eligible employee selection.

**Med HDHP**

Amount deducted for the Anthem Blue Cross Health Savings Plan medical coverage based on eligible employee selection.

**Med High Ded PPO**

Amount deducted for Anthem High Deductible PPO medical coverage based on eligible employee selection.

**Med HMO1**

Amount deducted for Anthem Blue Cross Health Maintenance Organization (HMO) medical coverage based on eligible employee selection.

**Med HMO2**

Amount deducted for Kaiser Permanente medical coverage based on eligible employee selection.

**Med HMO3**

Amount deducted for Group Health Northwest medical coverage for eligible employees.

**Med HMO4**

Amount deducted for Hawaii medical coverage for eligible employees.

**Medicare Tax**

Amount deducted for Medicare in accordance with federal regulations.

**Parking Fee**

Amount deducted for the usage of Caltech parking structures and areas.

**Short Term Dis**

Amount deducted for Short Term Disability Insurance for employees outside of California based on eligible employee selection.

**Social Security Tax**

Amount deducted for Social Security (U.S. Retirement Program) in accordance with federal regulations.

**State 1099M**

Amount deducted for State tax withheld from fellowship payment that is reported on the 1099M form. This is an optional tax.

**State 592B**

Amount deducted for State tax withheld from fellowship payments for non-California residents with an assignment less than 9 months.

**STD LA**

Amount deducted for Short Term Disability Insurance for employees in Louisiana based on eligible employee selection.

**STD WA**

Amount deducted for Short Term Disability Insurance for employees in Washington based on eligible employee selection.

**United Way**

Amount deducted for contributions to the United Way Foundation based on employee selection.

**Vision Plan**

Amount deducted for Vision Service Plan coverage based on eligible employee selection.

**Vol HSA**

Amount employee elects to have deducted from pay and deposited into a Health Savings Account.

**Vol Life Child**

Amount deducted for Supplemental Life Insurance coverage of the employees child.

**Vol Life Employee**

Amount deducted for Supplemental Life Insurance coverage of employee.

**Vol Life Spouse**

Amount deducted for Supplemental Life Insurance coverage of the employees spouse.