

Understanding Your UKG Paystub

As part of our transition to UKG, you may notice that some pay codes, deduction labels, and tax descriptions look different than what you were previously used to seeing.

The information below is intended to help explain common items that may appear on your pay stub. Please note:

- Not all codes apply to every employee
- Additional pay codes may appear depending on your role, department, or benefits selections
- Some codes may be added or adjusted over time as we continue to refine the system

If you have questions about a specific code or believe something does not look correct, please contact Payroll or HR for assistance.

Common Earnings Codes You May See:

Code	Description
ESST	Earned Sick and Safe Time hours/pay
FL HOL	Floating Holiday
GTL	Group Term Life taxable benefit
HOL	Holiday pay
LTDINC	Long-Term Disability imputed income/taxable benefit
PTO	Paid Time Off
REG	Regular worked hours
SAL	Salary earnings

Urgency Room Shift Differentials:

Name	Code	External Id
Guest Service Weekend Evening	SDWEEGS	GW1
Guest Services Weekday Eve	SDWDEGS	GS1

Guest Services Weekend	SDWEDGS	GW3
Overtime	OVTIME	OT
UR Double-time	DBLTIME	DBL
UR Weekday Eve	SDWDEUR	ES
UR Weekend Day	SDWEDUR	W1
UR Weekend Eve	SDWEEUR	W2

Pay Stub Sections

Gross Pay

This section reflects your total earnings before taxes and deductions are taken out.

Hours Worked

Displays the number of hours associated with eligible earnings codes.

Common Deduction Codes

Code	Description
401K	Employee 401(k) retirement contribution
LTDDDED	Long-Term Disability deduction
MED125	Pre-tax medical insurance deduction (Section 125/Cafeteria Plan)
MN PFM	Minnesota Paid Family & Medical Leave deduction (if applicable)

Total Deductions

The combined amount deducted from your paycheck for benefits, retirement contributions, taxes, and other withholdings.

Taxes Withheld

Code	Description
FIT	Federal Income Tax
FICA	Social Security tax
MEDI	Medicare tax
SIT:MN	Minnesota State Income Tax

Minnesota Additional Taxes

Additional Minnesota-related payroll tax items may appear depending on state requirements and benefit selections.

Net Pay

final take-home pay after taxes and deductions have been withheld

Company Paid Benefits

These items reflect benefits or taxes paid by the organization on your behalf. These amounts are generally not deducted from your paycheck but may appear for informational or tax-reporting purposes.

CODE	Description
DEN125	Employer dental benefit contribution
HSAFAM	Employer HSA family contribution
MED125	Employer medical benefit contribution
FUTA	Federal Unemployment Tax
FICA	Employer Social Security contribution
MEDI	Employer Medicare contribution
Minnesota Addit	Additional Minnesota employer-paid taxes/assessments
Minnesota Paid	Minnesota Paid Leave employer contribution
SUTA:MN	Minnesota State Unemployment Tax

Tax Allowance Settings

This section reflects the tax withholding elections currently on file in UKG Ready.

Examples may include:

- Filing status (Single, Married Filing Jointly, etc.)
- Multiple jobs indicator
- Dependents claimed
- Additional withholding amounts
- State withholding allowances

These settings directly impact how much tax is withheld from your paycheck.