

# READING YOUR PAY STUB

## [Bargaining Unit Employee]

Government of British Columbia PO Box 9437 STN PROV GOVT Victoria, BC V8W9V3		Pay Group: STD-Standard Pay Group Pay Begin Date: 04/07/2024 Pay End Date: 04/20/2024	Business Unit Advice #: Advice Date: 04/26/2024						
Dawson Creek, BC V1G 1G7	Employee ID: Department: Location: Job Title: Scientific/Tech Off R21 - Res Pay Rate: \$3,040.43 Biweekly	TAX DATA: Federal Quebec BC Net Claim Amount: 15,705.00 12,580.00 Special Letters: Addl. Percent: Addl. Amount:							
HOURS AND EARNINGS									
Description	Current		YTD						
	Rate	Hours	Earnings	Hours					
Regular Hours Paid	43.434641	70.00	3,040.42	630.00					
Chainsaw Operator Allowance			219.91	1,927.91					
FS OT Meal Allowance			16.98	16.98					
Fire Suppression Overtime @2.0	84.339000	8.50	716.88	11.50					
FS Standby Offsite	42.169500	8.50	358.44	19.33					
Earned Time Off Credit	42.169571	-2.00	-84.34	80.00					
Fire Suppression CTO Earn @1.5	63.254250	4.00	253.02	4.00					
Fire Suppression CTO Earn @2.0	84.339000	2.00	168.68	2.00					
Prior Year Fire Sup CTO Payout	42.169500	150.00	6,325.43	850.00					
Earned Time Off Credit	43.434714	10.00	434.35	0.00					
Supplemental Leave			0.00	8.00					
Other			0.00	16.00					
TOTAL:	251.00	10,678.06	1,830.33	70,952.38					
TAXES									
Description	Current		YTD						
CIT			3,422.87	19,646.90					
CPP			344.79	3,867.50					
EI			48.57	1,049.12					
CP2			98.86	98.86					
Net Claim Calculated:			14,156.00						
*Net Claim Used :			15,705.00						
TOTAL:			3,915.09	24,662.38					
BEFORE-TAX DEDUCTIONS		AFTER-TAX DEDUCTIONS		EMPLOYER PAID BENEFITS					
Description	Current	YTD	Description	Current	YTD				
Superannuation Plan	272.24	2,386.72	Group Life Deduction	0.00	48.06				
Union Dues BCGEU	193.16	1,276.61							
TOTAL:	465.40	3,663.33	TOTAL:	0.00	48.06				
					* Taxable				
TOTAL GROSS		CIT TAXABLE GROSS		TOTAL TAXES		TOTAL DEDUCTIONS		NET PAY	
Current:	10,678.06	10,195.68	3,915.09	465.40	6,297.57				
YTD:	70,952.38	67,308.07	24,662.38	3,711.39	42,578.61				
NET PAY DISTRIBUTION									
Account Type		Account Number		Amount					
				6,297.57					
				TOTAL:		6,297.57			

### HOURS AND EARNINGS

Hours are captured in the Time and Leave Management System and determine earnings.

**Regular Hours Paid** – bi-weekly salary, along with year-to-date totals.

**Annual Vacation Taken** – vacation days taken, along with year-to-date totals.

**Leave Taken** – leave taken in the current pay period such as STIIP, special leaves, general leaves and maternity/parental/pre-placement adoption leave.

#### OTHER POSSIBLE EARNINGS

- Isolation allowance, temporary market adjustment, overtime, call out, shift premiums, standby pay, clothes allowance, first-aid allowance, substitution pay, etc.

### TAXES

Deductions are made for federal and provincial programs.

- CIT (Canadian Income Tax)** – includes both federal and provincial income taxes.
- CPP (Canada Pension Plan)** – the contribution rate is split equally between the employee and the employer, and only applies to earnings up to the Year's Maximum Pensionable Earnings (YMPE) set by the federal government.
- CPP** – the contribution rate is split equally between the employee and the employer, an additional 4% on earnings above the first earnings ceiling (the YMPE), up to the amount of the second earnings ceiling (the Year's Additional Maximum Pensionable Earnings or YAMPE). These are their CPP2 contributions.
- CP2 (Canada Pension Plan 2)** - the contribution rate is split equally between the employee and the employer, it is an additional 4% on earnings above the first earnings ceiling (the YMPE), up to the amount of the second earnings ceiling (the Year's Additional Maximum Pensionable Earnings or YAMPE)
- EI (Employment Insurance)** – employee and employer premium rates and maximum contributions are set by the federal government.

### BEFORE-TAX DEDUCTIONS

Deduction amounts are calculated before any taxes have been deducted from the gross amount of the pay cheque.

- Superannuation Plan** – employee contributions to the Public Service Pension Plan.
- Union Dues** – employee contributions are determined by union/association.

#### OTHER POSSIBLE DEDUCTIONS

- Deferred Salary Leave Contributions** – a percentage of earnings are deferred into a trust account during the salary deferral period and the deferred funds are paid out to the employee during the leave of absence.

### AFTER-TAX DEDUCTIONS

Deduction amounts are calculated on the amount of the pay cheque after any taxes have been deducted.

- Group Life Deduction** – employee contributions to the group life insurance plan. The employer pays for the minimum coverage and the employee pays for the remainder.

#### OTHER POSSIBLE DEDUCTIONS

- Optional Life insurance** – including Employee Optional Life, Spouse Optional Life, Dependant Optional Life, Employee Optional AD&D, Spouse Optional AD&D, Dependant Optional AD&D and Optional Family Funeral Benefit.
- Bus Pass** – payments for discounted annual bus passes in Victoria and Kamloops.
- PECSF** – voluntary contributions to the Provincial Employee Community Services Fund.

### EMPLOYER PAID BENEFITS

The benefit amount is contributed by the BC Public Service on your behalf. Benefits are taxed and/or deducted on a monthly basis, which is why your bi-weekly pay varies.

- Extended Health and Dental Plan** – 100% employer paid non-taxable benefit. This benefit is not included on the pay stub.
- Group Life Taxable Benefit** – employer contributions to the group life insurance plan. The employer pays for the minimum coverage, and employees are taxed on the amount contributed on their behalf.
- Superannuation Plan** – employer contributions to the Public Service Pension Plan.