

# EARNINGS CODES REFERENCE (ATRIUM PAYROLL)



## INCLUDED IN OVERTIME CALCULATION (REGULAR RATE OF PAY)

*(These earnings are generally included when calculating the overtime rate)*

CODE	DESCRIPTION
<b>REG</b>	Regular Hours Worked
<b>ST</b>	Straight Time (Regular)
<b>DAY</b>	Day Rate Pay
<b>OT</b>	Overtime Hours
<b>OT12</b>	Overtime (Specific Rule/Client)
<b>HOLW</b>	Holiday Worked Pay
<b>SHIFT</b>	Shift Differential
<b>TRAIN</b>	Training Hours
<b>SHTRAIN</b>	SHT Training
<b>SHTRAIN EV</b>	SHT Training Event Pay
<b>ONCALL</b>	On-Call Pay
<b>DT</b>	Double Time
<b>STOT</b>	Straight Time OT (Industry Specific)



## NOT INCLUDED IN OVERTIME CALCULATION

*(Excluded from regular rate under typical FLSA rules unless otherwise required by law)*

CODE	DESCRIPTION
<b>VAC</b>	Vacation Pay (Client)
<b>SICK</b>	Sick Time
<b>PTO</b>	Paid Time Off (Client)
<b>HOL</b>	Holiday Pay (not worked)
<b>JURY</b>	Jury Duty
<b>SEV</b>	Severance
<b>REPORT</b>	Reporting Pay
<b>RELOC</b>	Relocation (Taxable)
<b>TAXREFUND</b>	Tax Refund
<b>COMM/COM</b>	Commission
<b>INCLWEA/INCWEA</b>	Incllement Weather Pay
<b>BONUSREF/REF</b>	Referral Bonus
<b>BONUS/BON</b>	All Discretionary
<b>GUAR</b>	Guaranteed Hours
<b>DRAW</b>	Draw Earnings
<b>FLSAPAY</b>	FLSA Adjustment Pay
<b>IMP INC</b>	Imputed Income
<b>FRINGE</b>	Fringe Benefits
<b>PHST/SICK</b>	PHST or Sick State Plans
<b>PL</b>	Paid Leave
<b>SICKCLIENT</b>	Client Specific Sick Plan
<b>WKLY</b>	Weekly Earnings Code
<b>3PSICKTAXB</b>	3 PARTY SICK PAY
<b>SEVERANCE</b>	Severance Pay



## PREMIUMS, PENALTIES & SPECIAL PAY

*(NOT included in overtime calculation but required for compliance)*

CODE	DESCRIPTION
<b>PLY/MPY</b>	Meal Penalty
<b>PLYE</b>	Meal Penalty (Event)
<b>BRKPLY/BRK</b>	Break Penalty
<b>BRKPLYE</b>	Break Penalty (Event)
<b>SPLIT</b>	Split Shift Premium
<b>WAIT</b>	Waiting Time Penalty

## REIMBURSEMENTS & NON-WAGE PAYMENTS (NOT OT ELIGIBLE)

CODE	DESCRIPTION
<b>EXPN</b>	Expense Reimbursement (Non-Taxable)
<b>NTPDIEMLO</b>	Per Diem – Lodging (Non-Taxable)
<b>NTPDMEAL</b>	Per Diem – Meals (Non-Taxable)
<b>TPDIEMLODG</b>	Per Diem – Lodging (Taxable)
<b>TPDIEMMEAL</b>	Per Diem – Meals (Taxable)

## IMPORTANT NOTES

- Overtime is calculated based on the employee's **regular rate of pay**, which may include certain earnings beyond base wages depending on federal and state law.
- Not all additional earnings (such as discretionary bonuses, reimbursements, or penalties) are included in overtime calculations.
- Some codes vary by client or assignment and may be labeled differently in your pay statement.

