

Cardinal HCM: Differences in Cardinal Paycheck

1 message

This communication is being sent to Primary Contacts, Payroll SMEs, Payroll Administrators, and Payroll Read-Only users for Release 3 Payroll agencies.



Differences in the Cardinal Paycheck

Due to system differences between CIPPS and Cardinal HCM, some earnings, deductions, and taxes will be displayed differently on the employee's paycheck (pay stub) in Cardinal. In some cases, these differences result in small variances in the timing or amount of pay. The following chart describes the differences which may result in employee questions upon receiving their first check in Cardinal.

Impact to Pay?	Visually Different?	Difference	Impacted Employees
Amount		Overtime rounding is different due to the precision of values; Cardinal uses more decimal places for hours and rates than CIPPS, which may result in small amount differences typically less than +/- 5 cents.	Employees with Overtime
Timing		Overtime pay date lag is based on the FLSA period end date plus 14 days, so in some cases, overtime may be paid a period earlier or a period later in Cardinal, depending on when the FLSA period ends.	Depends on Timing
Amount		In CIPPS, garnishment fees are set up by agencies. In Cardinal, garnishment fees will be applied centrally (by State Payroll Operations), so all policies regarding applicable fees will be enforced. Employees may see a change in the fees withheld.	Employees with Garnishments
N/A	✓	In Cardinal, Maryland local withholdings are combined with Maryland state withholding on the check. In CIPPS, they appeared on separate lines.	Employees with Maryland Taxes
N/A	✓	In Cardinal, direct deposits are listed as distributions. In CIPPS, they were listed as deductions.	All
N/A	✓	In Cardinal, premium rewards are earnings. In CIPPS, they appeared as reductions in the amount of the health deduction.	Employees with Premium Rewards
N/A	✓	In Cardinal, Imputed Life is a taxable deduction. In CIPPS, they appeared as a taxable earning.	All Salaried
N/A	✓	In Cardinal, deferred compensation cash match shows as Deduction Class P (non-taxable tax benefit) and N (non-taxable). In CIPPS, this appeared as one line.	Employees with Deferred Compensation
N/A	✓	In Cardinal, earnings are displayed by detailed components (e.g., call out pay, on-call pay) due to FLSA impacts. In CIPPS these were combined into the Overtime Pay component.	All

Refer to the attached **Understanding Your New Paycheck** document for additional guidance on employee paycheck differences. We encourage you to share the attachment with your users, as appropriate.

If you have any questions related to this information, please submit a help desk ticket to vccc@vita.virginia.gov and include the word "Cardinal Paycheck" in the subject line. Be sure to include your name, email address, and a phone number where you can be reached.

Regards,

The Cardinal Team



Cardinal Employee Self-Service (ESS)

Understanding Your New Paycheck

Employee Self-Service (ESS) users will notice some differences when viewing their paycheck (i.e., pay stub) online in Cardinal HCM.

Note: For tips on viewing/printing paychecks, see the job aid titled [ESS: How to View and Print a Paycheck](#).

Viewing a PDF Paycheck

In Cardinal HCM, you can select a Paycheck and view the PDF version.

Pay Group: SMI-Semimonthly Class (SUNSAT07) Pay Begin Date: 04/25/2020 Pay End Date: 05/09/2020		Business Unit: Advice #: Advice Date:							
Employee ID: Department: Location: Job Title: Pay Rate:		TAX DATA: Federal: Married VA State: N/A Allowances: 0 Addl. Percent: Addl. Amount:							
HOURS AND EARNINGS									
Description	Current Hours	Earnings	YTD Hours	Earnings					
Regular Time - Salaried									
Premium Reward									
VRS Contribution Base									
TOTAL:		0.00							
TAXES									
Description	Current	YTD	Description	Current	YTD				
Fed Withholding			Fed Withholding						
Fed MED/EE			Fed MED/EE						
Fed OASDI/EE			Fed OASDI/EE						
VA Withholding			VA Withholding						
TOTAL:			TOTAL:						
BEFORE-TAX DEDUCTIONS		AFTER-TAX DEDUCTIONS		EMPLOYER PAID BENEFITS					
Description	Current	YTD	Description	Current	YTD				
CoVA Care			DOA Admin Fee for Misc Ins						
457 Deferred Compensation			Posttax Misc Insurance						
Medical FSA									
Employee Retirement DB									
Flex Administrative Fee									
DGS Parking Pre Tax									
TOTAL:			TOTAL:						
TOTAL GROSS		FED TAXABLE GROSS		TOTAL TAXES		TOTAL DEDUCTIONS		NET PAY	
Current									
YTD									
YEAR-TO-DATE	PAID TIME OFF	SICK LEAVE	NET PAY DISTRIBUTION						
Start Balance	0.0	0.0	Advice #0	Account Type	Routing Number	Deposit Amount			
+ Earned	0.0	0.0		Checking	XXXX				
+ Bought	0.0	0.0		Checking	XXXX				
- Taken	0.0	0.0		Checking	XXXX				
- Sold	0.0	0.0							
+ Adjustments	0.0	0.0							
End Balance	0.0	0.0	TOTAL:						
MESSAGE:									



Cardinal Employee Self-Service (ESS)

Understanding Your New Paycheck

Understanding the Paycheck Sections

Hours and Earnings

This section displays the earnings in the current period and the year-to-date (YTD) amounts.

The **individual earnings** on the check include a more detailed breakdown of earnings than currently shown (e.g., overtime is broken down into separate components – Call Out Pay, On-Call Pay). Overtime amounts may vary slightly compared to CIPPS (typically +/- 5 cent variances) due to the difference in the precision of values between the two systems. Additionally, the timing for the payment of overtime is different and overtime may be included a pay period earlier or later depending on FLSA period end dates. If you have questions, contact your agency's Payroll support staff.

The Premium Reward for the healthcare credit shows as an earning rather than a lower healthcare premium. Additionally, **VRS Contribution Base** shows the base salary which is used for VRS retirement calculations (this amount does not add to gross pay).

Richmond, VA		Pay Group: SM1-Semimonthly Class (SUNSAT07) Pay Begin Date: 04/25/2020 Pay End Date: 05/09/2020	Business Unit: Advice #: Advice Date:
Employee ID: Department: Location: Job Title: Pay Rate:		TAX DATA:	Federal VA State
		Tax Status: Married	N/A
		Allowances: 0	0
		Addl. Percent:	
		Addl. Amount:	
HOURS AND EARNINGS			
Description	Current	YTD	
	Hours	Earnings	Hours Earnings
Regular Time - Salaried			752.00
Premium Reward			
VRS Contribution Base			
TOTAL:	0.00		
TAXES			
Description	Current	YTD	
Fed Withholding			
Fed MED/EE			
Fed OASDI/EE			
VA Withholding			
TOTAL:			



Cardinal Employee Self-Service (ESS)

Understanding Your New Paycheck

Taxes

This section shows the employee paid taxes in the current period and the YTD amounts.

Maryland State and Local taxes are combined and display as Maryland State tax. All other local taxes are displayed separately.

Richmond, VA	Pay Group: SM1-Semimonthly Class (SUNSAT07) Pay Begin Date: 04/25/2020 Pay End Date: 05/09/2020	Business Unit: Advice #: Advice Date:																																																									
Employee ID: Department: Location: Job Title: Pay Rate:	TAX DATA: Tax Status: Married Allowances: 0 Addl. Percent: Addl. Amount:	Federal N/A 0 0																																																									
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Before-Tax Deductions

This section shows the Before-Tax deductions in the current period and the YTD amounts.

In some instances, 457 Deferred Compensation deductions will be in both the Before-Tax and After-Tax Deduction sections, depending on the employee's situation.

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
CoVA Care			DOA Admin Fee for Misc Ins			CoVA Care		
457 Deferred Compensation			Posttax Misc Insurance			Imputed Life*		
Medical FSA						457 Deferred Compensation		
Employee Retirement DB						Employee Retirement DB		
Flex Administrative Fee						Group Term Life		
DGS Parking Pre Tax						Retiree Health Credit		
TOTAL:			TOTAL:			*TAXABLE		
TOTAL GROSS			FED TAXABLE GROSS			TOTAL TAXES		
Current			Current			Current		
YTD			YTD			YTD		
TOTAL DEDUCTIONS			NET PAY					
Current			Current			Current		
YTD			YTD			YTD		
YEAR-TO-DATE			PAID TIME OFF			SICK LEAVE		
Start Balance	0.0	0.0						
+ Earned	0.0	0.0						
+ Bought	0.0	0.0						
- Taken	0.0	0.0						
- Sold	0.0	0.0						
+ Adjustments	0.0	0.0						
End Balance	0.0	0.0						
			NET PAY DISTRIBUTION					
			Advice #00		Account Type	Routing Number	Deposit Amount	
					Checking	XXXX		
					Checking	XXXX		
					Checking	XXXX		
			TOTAL:					

MESSAGE:



Cardinal Employee Self-Service (ESS)

Understanding Your New Paycheck

After-Tax Deductions

This section shows the After-Tax deductions in the current period and the YTD amounts.

If there is more than one court-ordered garnishment processed in a pay period, there will only be ONE deduction code (**GARN**) listed with the total of all garnishments deducted.

Garnishment fees will be applied centrally, so all policies regarding applicable fees will be enforced. Employees may see a change in the fees withheld.

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
CoVA Care			DOA Admin Fee for Misc Ins			CoVA Care		
457 Deferred Compensation			Posttax Misc Insurance			Imputed Life*		
Medical FSA						457 Deferred Compensation		
Employee Retirement DB						Employee Retirement DB		
Flex Administrative Fee						Group Term Life		
DGS Parking Pre Tax						Retiree Health Credit		
TOTAL:			TOTAL:			*TAXABLE		

TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current				
YTD				

YEAR-TO-DATE	PAID TIME OFF	SICK LEAVE
Start Balance	0.0	0.0
+ Earned	0.0	0.0
+ Bought	0.0	0.0
- Taken	0.0	0.0
- Sold	0.0	0.0
+ Adjustments	0.0	0.0
End Balance	0.0	0.0

NET PAY DISTRIBUTION			
Advice #00	Account Type	Routing Number	Deposit Amount
	Checking	XXXX	
	Checking	XXXX	
	Checking	XXXX	
TOTAL:			

MESSAGE:

Employer Paid Benefits

This section shows Employer Paid Benefits in the current period and the YTD amounts.

The amounts displayed show the benefits paid by COVA on behalf of the employee. They do not reduce the Net Pay received by the employee.

Imputed Life shows as a taxable employer benefit and increases the taxable gross (it no longer appears as a taxable earning but has the same impact of increasing the taxable gross).

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
CoVA Care			DOA Admin Fee for Misc Ins			CoVA Care		
457 Deferred Compensation			Posttax Misc Insurance			Imputed Life*		
Medical FSA						457 Deferred Compensation		
Employee Retirement DB						Employee Retirement DB		
Flex Administrative Fee						Group Term Life		
DGS Parking Pre Tax						Retiree Health Credit		
TOTAL:			TOTAL:			*TAXABLE		

TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current				
YTD				

YEAR-TO-DATE	PAID TIME OFF	SICK LEAVE
Start Balance	0.0	0.0
+ Earned	0.0	0.0
+ Bought	0.0	0.0
- Taken	0.0	0.0
- Sold	0.0	0.0
+ Adjustments	0.0	0.0
End Balance	0.0	0.0

NET PAY DISTRIBUTION			
Advice #00	Account Type	Routing Number	Deposit Amount
	Checking	XXXX	
	Checking	XXXX	
	Checking	XXXX	
TOTAL:			

MESSAGE:



Cardinal Employee Self-Service (ESS)

Understanding Your New Paycheck

Year-To-Date/Paid Time Off/Sick Leave

This section does NOT show leave balances and will always show 0.0 for balances.

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
CoVA Care			DOA Admin Fee for Misc Ins			CoVA Care		
457 Deferred Compensation			Posttax Misc Insurance			Imputed Life*		
Medical FSA						457 Deferred Compensation		
Employee Retirement DB						Employee Retirement DB		
Flex Administrative Fee						Group Term Life		
DGS Parking Pre Tax						Retiree Health Credit		
TOTAL:			TOTAL:			*TAXABLE		

TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current				
YTD				

YEAR-TO-DATE	PAID TIME OFF	SICK LEAVE
Start Balance	0.0	0.0
+ Earned	0.0	0.0
+ Bought	0.0	0.0
- Taken	0.0	0.0
- Sold	0.0	0.0
+ Adjustments	0.0	0.0
End Balance	0.0	0.0

NET PAY DISTRIBUTION			
Advice #00	Account Type	Routing Number	Deposit Amount
	Checking	XXXX	
	Checking	XXXX	
	Checking	XXXX	
TOTAL:			

MESSAGE:

Note: If your agency uses Cardinal Absence Management, you are able to view your leave balances through **ESS**. Follow the navigational path below to view your leave summary:

Navigator > Self Service > Time Reporting > View Time > Time > Comprehensive/Absence Summary

Net Pay Distribution

This section shows a breakdown of how the Net Pay was distributed.

The information in this area includes Checking accounts, Savings accounts, COVA Paycards, Virginia State Employee Loan Program (VSEL) Repayments, and Virginia College Savings Plan account payments. Note: the Virginia College Savings Plan account payments will no longer show as a deduction.

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
CoVA Care			DOA Admin Fee for Misc Ins			CoVA Care		
457 Deferred Compensation			Posttax Misc Insurance			Imputed Life*		
Medical FSA						457 Deferred Compensation		
Employee Retirement DB						Employee Retirement DB		
Flex Administrative Fee						Group Term Life		
DGS Parking Pre Tax						Retiree Health Credit		
TOTAL:			TOTAL:			*TAXABLE		

TOTAL GROSS	FED TAXABLE GROSS	TOTAL TAXES	TOTAL DEDUCTIONS	NET PAY
Current				
YTD				

YEAR-TO-DATE	PAID TIME OFF	SICK LEAVE
Start Balance	0.0	0.0
+ Earned	0.0	0.0
+ Bought	0.0	0.0
- Taken	0.0	0.0
- Sold	0.0	0.0
+ Adjustments	0.0	0.0
End Balance	0.0	0.0

NET PAY DISTRIBUTION			
Advice #00	Account Type	Routing Number	Deposit Amount
	Checking	XXXX	
	Checking	XXXX	
	Checking	XXXX	
TOTAL:			

MESSAGE: