

STILL HAVE QUESTIONS?  
WE HAVE ANSWERS.

For questions about **your new pay stub**,  
contact the Compensation Office at 410-955-6781.

For questions about **your benefits**, contact the  
HR Service/Benefits Office at 410-955-6208

or visit the Web at

<http://www.hopkinsmedicine.org/jhhr/>

JHHS

The Johns Hopkins Hospital  
Department of Human Resources  
Phipps Building, 4th Floor  
601 North Wolfe Street  
Baltimore, MD 21287



# New Year. New Look.

Welcome to your  
new pay stub.



Dear Colleague:

The start of a new year brings some exciting changes to our organization. Many of our existing payroll and human resources systems are now replaced with state-of-the-art technology from SAP—giving us a strong foundation for greater efficiencies in the future. A new pay stub is the first sign of these changes that you'll see.

You might notice on this first 2007 pay stub that your "take home" pay differs slightly from what it was in 2006. That's because each year, tax rules change, benefit deductions change, and this year, some manual processes have been replaced with new technology. This guide explains these differences and how they impact you.

Please review your pay stub carefully. If you have questions about your pay, the last section of this guide will tell you how to find help.

Welcome to the new year and our new look.

Sincerely,

A handwritten signature in black ink, appearing to read "Pamela Paulk".

Pamela Paulk  
*Vice President for Human Resources  
The Johns Hopkins Health System  
The Johns Hopkins Hospital*

# NEW PAY STUB

A Johns Hopkins Hospital		Mr. Jones, John			PP End Date 04/29/2006			C
Type of Pay	Hours	Current	Ytd	Deductions	Current	Ytd		
A1 NightShiftDiff Not Worked	8.00	17.60	17.60	Federal W/H	160.08	160.08	C1	
A2 PTO - Paid Time Off	8.00	132.24	132.24	Federal OAS	88.72	88.72	C2	
A3 Regular	72.00	1,190.16	1,190.16	Federal Med	20.75	20.75	C3	
A4 NightShiftDiff	72.00	158.40	158.40	Maryland W/H	57.56	57.56	C4	
A5 Weekend Differential - JHH	28.00	35.00	35.00	Baltimore W/H	37.56	37.56	C5	
A6 Flex-Benefit Credit	0.00	20.00	20.00	EHP Premium EE	102.60	102.60	C6	
				EHP High Option EE	19.87	19.87	C7	
				403B Program EE	50.00	50.00	C8	
				LTD EE	7.28	7.28	C9	
				Dependent Life EE	0.35	0.35	C10	
				Credit Union	150.00	150.00	C11	
				United Way (MD) HS	2.00	2.00	C12	
B1 Federal	S01	B4 Taxable Compensation	\$1,380.93	\$1,380.93	PTO Balance D3	59.51000	Emp # 9999	D1
B2 Maryland	S01	B5 Social Security Base	1,430.93	1,430.93	D		Net \$857.23	D2
B3 Baltimore	S01	B6 Medicare Base	1,430.93	1,430.93				

NC = Non Cash Taxable Earnings

## KEY

### A - PAY

- A1 - Night Shift Differential Not Worked
- A2 - PTO (Paid Time Off)
- A3 - Salary/Wages
- A4 - Night Shift Differential
- A5 - Weekend Differential
- A6 - Flex-Benefit Credit

### B - TAX INFORMATION

- B1 - Federal Exemptions
- B2 - Maryland Exemptions
- B3 - MD Local Exemptions
- B4 - Taxable Gross
- B5 - Social Security Wage Base
- B6 - Medicare Wage Base

### C - DEDUCTIONS

- C1 - Federal Withholding
- C2 - Federal Social Security
- C3 - Federal Medicare
- C4 - Maryland Withholding
- C5 - Maryland Local Withholding
- C6 - EHP Medical Plan
- C7 - EHP Dental Plan
- C8 - 403B Contribution
- C9 - Long Term Disability Insurance
- C10 - Dependent Life Insurance
- C11 - Credit Union
- C12 - United Way

### D - NET

- D1 - Employee Number
- D2 - Net Pay
- D3 - PTO Balance

### E - DEPOSITS

- E1 - Direct Deposits
- E2 - Direct Deposits

Deposit Detail	Amount	
00003987652304	50.00	E1
00916776523094	807.23	E2

## A - PAY

Johns Hopkins Hospital		Mr. Jones, John		
Type of Pay	Hours	Current	Ytd	
NightShiftDiff Not Worked	8.00	\$17.60	\$17.60	
PTO - Paid Time Off	8.00	132.24	132.24	
Regular	72.00	1,190.16	1,190.16	
NightShiftDiff	72.00	158.40	158.40	
Weekend Differential - JHH	28.00	35.00	35.00	
Flex-Benefit Credit	0.00	20.00	20.00	

### What's New—Pay

- "Enhanced pay" will be paid at a straight 1.5 times pay.
- Expense reimbursements are paid separately by check or direct deposit through Accounts Payable and will no longer be included in your biweekly pay.
- Benefit credits show up under the "Pay" section of your pay stub.
- The taxable value of your basic group term life insurance (insurance greater than \$50,000) is included in each pay check. This was added monthly in the past.

## B - TAX INFORMATION

Federal	S01	Taxable Compensation	\$1,380.93	\$1,380.93
Maryland	S01	Social Security Base	1,430.93	1,430.93
Baltimore	S01	Medicare Base	1,430.93	1,430.93

NC = Non Cash Taxable Earnings

### What's New—Tax Information

- State taxes are now withheld for residents of Maryland, Pennsylvania, Washington D.C., Virginia, and West Virginia.

## C - DEDUCTIONS

Deductions		Current	Ytd
Federal	W/H	160.08	160.08
Federal	OAS	88.72	88.72
Federal	Med	20.75	20.75
Maryland	W/H	57.56	57.56
Baltimore	W/H	37.56	37.56
EHP Premium EE		102.60	102.60
EHP High Option EE		19.87	19.87
403B Program EE		50.00	50.00
LTD EE		7.28	7.28
Dependent Life EE		0.35	0.35
Credit Union		150.00	150.00
United Way (MD) HS		2.00	2.00

## D - NET

PTO Balance	59.51000	Emp # 9999
		Net \$857.23

## E - DEPOSITS

Deposit Detail	Amount
00003987652304	50.00
00916776523094	807.23

## What's New—Deductions

- Current deductions reflect your cost for 2007 benefit choices—this cost may be different from the cost of your 2006 choices.
- Your life insurance and long term disability coverage and costs may increase during the calendar year—when you pass specific milestones, such as your birthday or a salary increase.

## What's New—Net

- PTO balances must be earned before they are used. You may not take leave during the same pay period in which you earn it.
- To protect employee privacy, each employee is assigned an internal employee number for tracking purposes on the pay stub. This employee number will be used as your identification number (rather than your Social Security number). Your Social Security number will only be used when required.

## What's New—Deposits

- If you have multiple direct deposits, each direct deposit amount will be listed under your net pay.