CALSTRS®

Contribution File Crosswalk

Overview

Purpose

The *Contribution File Crosswalk* is a resource to instruct users on how to map current F496 and VDF fields and values to the new Contribution File fields and values. This document should be used in conjunction with the *Contribution File Specification* to understand how to construct a Contribution File.

Version

Version 1.0 – 10/07/2019

Support

For assistance contact Employer Services:
- By Email at EmployerHelp@CalSTRS.com
- By Phone at 877-277-5778

Contents

F496 to Contribution File Crosswalk

Purpose	The *F496 to Contribution File Crosswalk* maps F496 fields to Contribution File fields including value-to-value mapping where applicable.
Fiscal Year	This information is no longer reported. The system derives the information based on the Reporting Period selected when the file is uploaded.
Employee Social Security Number	Replaced by the Client ID field. Transactions may not be submitted using the employee's Social Security Number.
Employee Last Name	Replaced by the Last Name field.
Employee First Name	This field is retired. The system matches to the correct person using the Client ID and Last Name reported.
Employee Middle Initial(s)	This field is retired. The system matches to the correct person using the Client ID and Last Name reported.

Member Code   Replaced by the Benefit Program Member Code field.

The following table maps F496 Member Code values to Contribution File Benefit Program Member Code values. Member Code 2 lines reported for Social Security or alternative retirement program coverage at a Cash Balance Benefit Program employer will be reported using Benefit Program Member Code CB2. Member Code 2 lines submitted for participation in the Cash Balance Benefit Program will be reported using Benefit Program Member Code CB1.

F496	Contribution File
Member Code	**Benefit Program Member Code**
1	DB1
2	DB2 or CB2

F496 to Contribution File Crosswalk, Continued

Assignment Code

Replaced by the Assignment Code, Service Type, Time Base and Earnings Type fields.

The following table maps F496 Assignment Code values to Contribution File Assignment Code, Service Type, Time Base and Earnings Type values. Time Base values are more specific than F496 Assignment Code values. Therefore, the same F496 Assignment Code value can be represented by different Time Base values depending on the employment details.

F496	Contribution File			
Assignment Code	Assignment Code	Service Type	Time Base	Earnings Type
34[1]	36	NA	RWPM	NA
35[2]	NA – Decommissioned; Contact CalSTRS for adjustments			
36[3]	36	NA	RWPM	NA
37[4]	37	ELOF	NA	NA
44[5]	54	NA	SUBS	NA
45[6]	55	NA	PTHR PTDL	NA
46[7]	NA – Decommissioned; Contact CalSTRS for adjustments			
47[8]	57	NA	FLTM CCDN PTME PTLS	NA
49[9]	NA	NA	NA	NA
54[10]	54	NA	SUBS	NA
55[11]	55	NA	PTHR PTDL	NA

Continued on next page

[1] 34 = Reduced Workload Program (Community College districts)
[2] 35 = Early Retirement Incentive Program
[3] 36 = Reduced Workload Program (RWP for K-12 and Community College districts)
[4] 37 = Elected Officer of an Employee Union
[5] 44 = Hourly/Daily Substitutes in year round school (YRS)
[6] 45 = Part-time employee (non-sub) or additional duties: year round school (K-12)
[7] 46 = Employee on sabbatical leave: year round school
[8] 47 = FT or PT contract employee: year round school
[9] 49 = Intersession service in year round school (non-creditable), valid through 06/30/2002
[10] 54 = Hourly/Daily substitutes in conventional school
[11] 55 = Part-time employee (non-sub) or additional duties: conventional (K-12) school

Assignment Code, continued

F496	Contribution File			
Assignment Code	Assignment Code	Service Type	Time Base	Earnings Type
56[12]	NA – Decommissioned; Contact CalSTRS for adjustments			
57[13]	57	NA	FLTM CCDN PTME PTLS	NA
58[14]	58	NA	CCDT	NA
59[15]	NA	NA	NA	NA
61[16]	61	RETA	NA	NA
62[17]	NA – Decommissioned; Contact CalSTRS for adjustments			
63[18]	NA – Decommissioned; Contact CalSTRS for adjustments			
64[19]	NA – Decommissioned; Contact CalSTRS for adjustments			
71[20]	71	Must match reported value for associated salary transaction	Must match reported value for associated salary transaction	CLDE HTRT LNGY DTSF EXST PMBK AVFG
72[21]	Must match reported value for associated salary transaction	Must match reported value for associated salary transaction	Must match reported value for associated salary transaction	CLDE LNGY DTSF EXST PMBK AVFG

Continued on next page

---

[12] 56 = Employee on sabbatical leave: conventional school

[13] 57 = Full-time or part-time contract employee: conventional school

[14] 58 = Member/non-member part-time employee in Community College (non-sub)

[15] 59 = Summer service in conventional school (non-creditable), valid through 06/30/2002

[16] 61 = Post-retirement employment for those on CalSTRS retirement or disability

[17] 62 = Exchange / Sojourn full time member subsequent to 07/1/1996 (Other retirement system (ORS) prior to 07/01/1996)

[18] 63 = Post-retirement employment exempt from earning limit prior to 07/1/1996

[19] 64 = Teacher Assistant

[20] 71 = DBS Only: Limited term enhancement, valid from 07/1/2002 – present, valid only on 2% at 60 accounts

[21] 72 = Special Compensation for members with 2% at 62 retirement formula valid from 01/01/2013 - present

F496 to Contribution File Crosswalk, Continued

Pay Rate

Replaced by the Annualized Pay Rate field.

Pay Code

Replaced by the Expected Pay Periods and Time Base fields.

The following table maps F496 Pay Code values to Contribution File Expected Pay Period and Time Base values. Expected Pay Period values 1100, 11JM, 11AJ, 1000, 10JA, 10JM and 10SJ are more specific than F496 Pay Code values. Therefore, the same Pay Code can be represented by multiple Expected Pay Period values depending on the employment details.

F496	Contribution	
Pay Code	**Expected Pay Periods**	**Time Base**
0 = Annual or lump-sum	NA	NA
1 = 12 Monthly payments	12JJ	NA
2 = 11 Monthly payments	1100 11JM 11AJ	NA
3 = 10 Monthly payments	1000 10JA 10JM 10SJ	NA
4 = Hourly rate	NA	PTHR
7 = 13 payments	13JJ	NA
8 = Daily rate	NA	PTDL

Earnings

This field continues to exist.

Member Contribution Rate (Post-Tax)

This field is retired. The system automatically determines the appropriate contribution rate.

Continued on next page

F496 to Contribution File Crosswalk, Continued

Contribution Code

Replaced by the Transaction Type and Earnings Type fields.

The following table maps F496 Contribution Code values to Contribution File Transaction Type and Earnings Type values. Transaction Type RGLR (Regular) can be current month or prior month reporting but cannot adjust pre-existing reporting. Transaction Type RGLR must be used for arrears reporting. Transaction Type ADJS (Adjustment) must correct previously reported service. Transaction Type ADJS cannot be used for arrears reporting.

F496	Contribution File	
Contribution Code	**Transaction Type**	**Earnings Type**
0 or Blank = non-member; current earnings; used for reporting non-members	RGLR	NA
1 = Current Member contributions; current earnings	RGLR	NA
2 = Adjustment of incorrect Contributions	ADJS	NA
3 = Adjustment (+ or -) of previously reported Earnings (affects service credit)	ADJS	NA
4 = Receivable: Payroll deduction for CalSTRS payment	PRAR POAR	NA
5 = Retroactive pay rate adjustment of previously reported service (does not generate service credit) (Use 3 for Earnings Only adjustments)	RPRA	NA
6 = Special Compensation lump-sums	NA	CLDE HTRT[22] LNGY DTSF EXST PMBK AVFG
9 = Non-creditable service (overtime, summer, intersession service prior to 07/01/2002)	NA – Decommissioned; Contact CalSTRS for adjustments	

---

[22] Earnings Type HTRT must be reported with Assignment Code 71 and can only be reported for CalSTRS 2% at 60

Member Contribution Amount (Post-Tax)	Merged with the Member Contribution Amount (Pre-Tax) field and replaced by the Member Contributions field. The system automatically determines whether contributions are pre-tax or post-tax based on the Organization Code reported.
Service Period Begin	Replaced by the Pay Period Begin Date field.
Service Period End	Replaced by the Pay Period End Date field.
Source Code	Merged with Unit Code and replaced by the Organization Code field.
Unit Code	Merged with Source Code and replaced by the Organized Code field.
Report Period	This field is retired. The system derives the information based on the Reporting Period selected when the file is uploaded.
Creditable Earnings Indicator	This field is retired. The system automatically applies applicable creditable compensation caps to reported earnings.
Line Type Code	This field is retired. The system derives this information based on the summary and header records created when the file is uploaded.
Member Contribution Rate (Pre-Tax)	This field is retired. The system automatically applies the appropriate contribution rate.
Member Contribution Amount (Pre-Tax)	Merged with the Member Contribution Amount (Post-Tax) field and replaced by the Member Contributions field. The system automatically determines whether contributions are pre-tax or post-tax based on the Organization Code reported.

F496 to Contribution File Crosswalk, Continued

Classification Code

Replaced by specific values in the Service Type field.

The following table maps F496 Classification Code values to Contribution File Service Type values.

F496	Contribution File
Classification Code	**Service Type**
01 = Lab Instructor	01 = CCD/CCCC Lab Instructor
02 = Lecturer / General Instructor	02 = CCD/CCCC Lecturer / General Instructor
03 = Adult Education Instructor	03 = CCD/CCCC Adult Education Instructor
04 = Librarian	04 = CCD/CCCC Librarian
05 = Counselor	05 = CCD/CCCC Counselor

Base Hours

Replaced by the Full-time Base Hours for Position field.

Contribution File to F496 Crosswalk

Purpose	The *Contribution File to F496 Crosswalk* maps Contribution File fields to F496 fields, including value-to-value mapping where applicable.

Transaction Type	Replaces the Contribution Code field.

The following table maps Contribution File Transaction Type values to F496 Contribution Code values.

Contribution File	F496
Transaction Type	**Contribution Code**
RGLR = Regular[23]	Blank, 0, 1
ADJS = Adjustment[24]	2, 3
BRPA = Bargained Retroactive Pay Rate Adjustment	5
PRAR = Pre-Tax Account Receivable	4
POAR = Post-Tax Account Receivable	4

Organization Code	Replaces the Source Code and Unit Code fields.

Benefit Program Member Code	Replaces the Member Code field.

The following table maps Contribution File Benefit Program Member Code values to F496 Member Code values.

Contribution File	F496
Benefit Program Member Code	**Member Code**
DB1 = Defined Benefit Member	1
DB2 = Defined Benefit Non-Member	2

Client ID	Replaces the Employee Social Security Number field.

Continued on next page

---

[23] Transaction Type RGLR (Regular) can be used for current month or prior month (arrears) reporting but cannot adjust pre-existing reporting.
[24] Transaction Type ADJS (Adjustment) must correct pre-existing reporting and may not be used for arrears.

Contribution File to F496 Crosswalk, Continued

Last Name   Replaces the Employee Last Name field.

Pay Period Begin Date   Replaces the Service Period Begin field.

Pay Period End Date   Replaces the Service Period End field.

Service Type   This is a new field that also replaces the Classification Code and Assignment Code fields.

The following table maps Contribution File Service Type values to F496 Assignment Code and Classification Code values.

Contribution File	F496	
Service Type	**Assignment Code**	**Classification Code**
01 = CCD/CCCC Lab Instructor	NA	1
02 = CCD/CCCC Lecturer / General Instructor	NA	2
03 = CCD/CCCC Adult Education Instructor	NA	3
04 = CCD/CCCC Librarian	NA	4
05 = CCD/CCCC Counselor	NA	5
SPCC = Superintendent/President/Chancellor	NA	NA
ORSS = Other Retirement System Service	NA	NA
RETA = Retired Activities	61	NA
TEAC = Teaching	NA	NA
COUN = Counseling	NA	NA
LIBR = Librarian	NA	NA
PRRE = Program Research/Evaluation	NA	NA
CRMD = Curriculum/Materials Development	NA	NA
METR = Mentoring/Training	NA	NA

Contribution File to F496 Crosswalk, Continued

Service Type,
continued

Contribution File	F496	
Service Type	**Assignment Code**	**Classification Code**
PRRE = Program Research/Evaluation	NA	NA
CRMD = Curriculum/Materials Development	NA	NA
METR = Mentoring/Training	NA	NA
HESE = Health Services	NA	NA
CWSR = Child Welfare Services	NA	NA
SVAD = Supervision/Administration	NA	NA
PARC = PAR Consultant	NA	NA
OUTG = Outgrowth	NA	NA
ELOF = Elected Officer	37	NA

Assignment Code

This field continues to exist.

The following table maps Contribution File Assignment Code values to F496 Assignment Code values.

Contribution File	F496
Assignment Code	**Assignment Code**
36 = Reduced Workload Program	34 36
37 = Elected Officer	37
54 = Substitute	44 54
55 = Part-Time employee (non-contract)	45 55
57 = Contract	57
58 = Temporary/Adjunct	58
61 = Working After Retirement	61
71 = Limited Term Special Pay	71

Continued on next page

Contribution File to F496 Crosswalk, Continued

Time Base   Replaces the Assignment Code and Pay Code fields.

The following table maps Contribution File Time Base values to F496 Assignment Code and Pay Code values. Contribution File Time Base values CCDN, CCDT, PTME and PTLS are more specific than F496 Assignment Code values. Therefore, the same F496 Assignment Code values can be represented by multiple Contribution File Time Base values depending on the employment details.

Contribution File	F496	
Time Base	**Assignment Code**	**Pay Code**
FLTM = Full Time	47 57	NA
CCDN = CCD (non-Temporary/non-Adjunct)	57	NA
CCDT = CCD (Temporary/Adjunct)	58	NA
PTME = Part Time (50% or more)	57	NA
PTLS = Part Time (less than 50%)	57	NA
PTHR = Part Time (Hourly)	45 55	4
PTDL = Part Time (Daily)	45 55	8
SUBS = Substitute	44 54	NA
RWPM = Reduced Workload Program (RWP)	34 36	NA

Full-Time Base Hours for Position   Replaces the Base Hours field.

Work Hours Per Day   This is a new field.

Continued on next page

Contribution File to F496 Crosswalk, Continued

Expected Pay Periods   Replaces the Pay Code field.

The following table maps Contribution File Expected Pay Period values to F496 Pay Code values. Expected Pay Period values 1100, 11JM, 11AJ, 1000, 10JA, 10JM and 10SJ are more specific than F496 Pay Code values. Therefore, the same F496 Pay Code value can be represented by multiple Expected Pay Period values depending on the employment details.

Contribution File Expected Pay Periods	F496 Pay Code
13JJ = 13 - July to June	7
12JJ = 12 - July to June	1
1100 = 11 - Unspecified Breaks	2
11JM = 11 - July to May	2
11AJ = 11 - August to June	2
1000 = 10 - Unspecified Breaks	3
10JA = 10 - July to April	3
10JM = 10 - July to May (December break)	3
10AM = 10 - August to May	3
10AJ = 10 - August to June (January break)	3
10SJ = 10 - September to June	3
0900 = 9 - Unspecified Breaks	NA
09AA = 9 - August to April	NA
09SM = 9 - September to May	NA
09OJ = 9 - October to June	NA
0900 = 8 - Unspecified Breaks	NA
08AM = 8 - August to March	NA
08AA = 8 - August to April (December break)	NA
08SA = 8 - September to April	NA
08SM = 8 - September to May (January break)	NA
08SJ = 8 - September to June (Jan/Feb break)	NA
08OM = 8 - October to May	NA
0000 = 0 - Intermittent	NA

Annualized Pay Rate   Replaces the Pay Rate field.

Continued on next page

Contribution File to F496 Crosswalk, Continued

Earnings   This field continues to exist.

Earnings Type   This is a new field.

The following table maps Contribution File Earnings Type values to F496 Contribution Code and Pay Code values.

Contribution File	F496	
Earnings Type	**Contribution Code**	**Assignment Code**
SLRY = Salary	NA	NA
CLDE = Special Pay Certificate/License/Degree	6	NA
HTRT = Special Pay Hiring/Transfer/Retirement	6	71
LNGY = Special Pay Longevity	6	NA
DTSF = Special Pay Difficult to Staff	6	NA
EXST = Special Pay Excess Students	6	NA
PMBK = Special Pay Performance Benchmark	6	NA
AVFG = Special Pay Available Funding	6	NA

Member Contributions   Replaces the Member Contribution Amount (Pre-Tax) and Member Contribution Amount (Post-Tax) fields.

Employer Contributions   This is a new field.

CALSTRS

VDF to Contribution File Crosswalk

Purpose	The *VDF to Contribution File Crosswalk* maps VDF fields to Contribution File fields. Value-to-value mapping is not applicable.
Record Type	This field is retired. The system automatically derives the Header, Report Unit Total and Report Source Total.
Employee Last Name	Replaced by the Last Name field.
Employee First Name	This field is retired. The system matches to the correct person using the Client ID and Last Name reported.
Employee Middle Initial	This field is retired. The system matches to the correct person using the Client ID and Last Name reported.
Earnings	This field continues to exist.
Employee Contribution Amount	Replaced by the Member Contributions field.
Employer Contribution Amount	Replaced by the Employer Contributions field.
Unit Code	This field is retired. The information is collected, along with the applicable source code, by the Organization Code field.
Pay Period End Date	This field continues to exist.

Contribution File to VDF Crosswalk

Purpose	The *Contribution File to VDF Crosswalk* maps Contribution File fields to VDF fields. Value-to-value mapping is not applicable.
Transaction Type	This is a new field.
Organization Code	Replaces the Unit Code field.
Benefit Program Member Code	This is a new field.
Client ID	Replaces the Employee Social Security Number field.
Last Name	Replaces the Employee Last Name field.
Pay Period Begin Date	This is a new field.
Pay Period End Date	This field continues to exist.
Service Type	This is a new field.
Assignment Code	This is a new field. However, this field must be null when the file is for the Cash Balance Benefit Program.
Time Base	This is a new field.

Continued on next page

Contribution File to VDF Crosswalk, Continued

Full-Time Base Hours For Position	This is a new field. However, this field must be null when the file is for the Cash Balance Benefit Program.
Work Hours Per Day	This is a new field. However, this field must be null when the file is for the Cash Balance Benefit Program.
Expected Pay Periods	This is a new field. However, this field must be null when the file is for the Cash Balance Benefit Program.
Annualized Pay Rate	This is a new field.
Earnings	Replaces the Earnings field.
Earnings Type	This is a new field.
Member Contributions	Replaces the Employee Contribution Amount field.
Employer Contributions	Replaces the Employer Contribution Amount field.