

Contribution File Crosswalk

Introduction

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

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Support

For assistance contact Employer Services:

- By Email at EmployerHelp@CalSTRS.com
- By Phone at 1-877-277-5778

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F496 to Contribution File Crosswalk

Purpose

The F496 to Contribution File Crosswalk outlines the differences between the F496 fields and the Contribution File fields providing a 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. If correcting your file, update the Record Type field with the appropriate record type being reported. Re-upload corrected file into SEW.

Employee Social Security Number

Replaced by the Client ID field. Transactions may not be submitted using the employee's Social Security Number.

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 Member Code	Contribution File Benefit Program Member Code
1	DB1
2	DB2 or CB1 or CB2

Assignment Code

Replaced by 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 Assignment Code	Contribution File Assignment Code	Contribution File Service Type	Contribution File Time Base	Contribution File Earnings Type
34 ¹	36	Any*	RWPM	Any*
35 ²	NA	NA	NA	NA
36 ³	36	Any*	RWPM	Any*
37 ⁴	37	ELOF	NA	Any*
44 ⁵	54	Any*	SUBS	Any*
45 ⁶	55	Any*	PTHR or PTDL	Any*
46 ⁷	NA	NA	NA	NA
47 ⁸	57	Any*	FLTM or CCDN or PTME or PTLs	Any*
49 ⁹	NA	NA	NA	NA
54 ¹⁰	54	Any*	SUBS	Any*
55 ¹¹	55	Any*	PTHR or PTDL	Any*
56 ¹²	NA	NA	NA	NA
57 ¹³	57	Any*	FLTM or CCDN or PTME or PTLs	Any*
58 ¹⁴	58	Any*	CCDT	Any*
59 ¹⁵	NA	NA	NA	NA
61 ¹⁶	61	RETA	Any*	Any*
62 ¹⁷	NA	NA	NA	NA
63 ¹⁸	NA	NA	NA	NA
64 ¹⁹	NA	NA	NA	NA

F496 Assignment Code	Contribution File Assignment Code	Contribution File Service Type	Contribution File Time Base	Contribution File Earnings Type
71 ²⁰	71	Must match reported value for associated salary transaction	Must match reported value for associated salary transaction	CLDE or HTRT or LNGY or DTSF or EXST or PMBK or 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 or LNGY or DTSF or EXST or PMBK or AVFG

* = No specific value is required but the field cannot be null

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 06/30/02

¹⁰ 54 = Hourly/Daily substitutes in conventional school

¹¹ 55 = Part-time employee (non-sub) or additional duties: conventional (K-12) school

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 6/30/2002

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

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

* = No specific value is required but the field cannot be null

Earnings

This field continues to exist.

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 Code	Contribution File Transaction Type	Contribution File Earnings Type
0 or Blank = non-member; current earnings; used for reporting non-members	RGLR	Any*
1 = Current Member contributions; current earnings	RGLR	Any*
2 = Adjustment of incorrect Contributions	NA	NA
3 = Adjustment (+ or -) of previously reported Earnings (affects service credit) OR Arrears	ADJS RGLR	Any* Any*
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	Any*
6 = Special Compensation lump-sums	Any*	CLDE HTRT ¹ LNGY DTSF EXST PMBK AVFG
9 = Non-creditable service (overtime, summer, intersession service prior to 07/01/2002)	NA	NA

* = No specific value is required but the field cannot be null

¹ = 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 Unit 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.

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 Classification Code	Contribution File Service Type
01 = Lab Instructor	01 = CCD/CCCC Lab Instructor

F496 Classification Code	Contribution File Service Type
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 outlines the differences between the Contribution File fields and F496 fields providing a 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 Transaction Type	F496 Contribution Code
RGLR = Regular ¹	Blank, 0, 1
ADJS = Adjustment ²	3
BRPA = Bargained Retroactive Pay Rate Adjustment	5
PRAR = Pre-Tax Account Receivable	4
POAR = Post-Tax Account Receivable	4

¹ = Transaction Type RGLR (Regular) can be used for current month or prior month (arrears) reporting but cannot adjust pre-existing reporting.

² = Transaction Type ADJS (Adjustment) must correct pre-existing reporting and may not be used for arrears.

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

Client ID

Replaces the Employee Social Security Number field.

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

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

* = No specific value is required but the field cannot be null

Assignment Code

This field continues to exist.

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

Contribution File Assignment Code	F496 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

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 PTL5 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 Time Base	F496 Assignment Code	F496 Pay Code
FLTM = Full Time	47 57	Any*
CCDN = CCD (non-Temporary/non-Adjunct)	57	Any*
CCDT = CCD (Temporary/Adjunct)	58	Any*
PTME = Part Time (50% or more)	57	Any*
PTLS = Part Time (less than 50%)	57	Any*
PTHR = Part Time (Hourly)	45 55	4
PTDL = Part Time (Daily)	45 55	8
SUBS = Substitute	44 54	Any*
RWPM = Reduced Workload Program (RWP)	34 36	Any*

* = No specific value is required but the field cannot be null

Full-Time Base Hours for Position

Replaces the Base Hours field.

Work Hours Per Day

This is a new field.

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

Contribution File Expected Pay Periods	F496 Pay Code
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.

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 Earnings Type	F496 Contribution Code	F496 Assignment Code
SLRY = Salary	Any*	Any*
CLDE = Special Pay Certificate/License/Degree	6	Any*
HTRT = Special Pay Hiring/Transfer/Retirement	6	71

Contribution File Earnings Type	F496 Contribution Code	F496 Assignment Code
LNGY = Special Pay Longevity	6	Any*
DTSF = Special Pay Difficult to Staff	6	Any*
EXST = Special Pay Excess Students	6	Any*
PMBK = Special Pay Performance Benchmark	6	Any*
AVFG = Special Pay Available Funding	6	Any*

* = No specific value is required but the field cannot be null

Member Contributions

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

Employer Contributions

This is a new field.

VDF to Contribution File Crosswalk

Purpose

The VDF to Contribution File Crosswalk outlines the differences between the VDF fields and the 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 outlines the differences between the Contribution File fields and 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.

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.