



# 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.

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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.

| <b>F496 Member Code</b> | <b>Contribution File Benefit Program Member Code</b> |
|-------------------------|--|
| 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.

| <b>F496 Assignment Code</b> | <b>Contribution File Assignment Code</b> | <b>Contribution File Service Type</b> | <b>Contribution File Time Base</b> | <b>Contribution File Earnings Type</b> |
|-----------------------------|--|---------------------------------------|------------------------------------|--|
| 34 <sup>1</sup>             | 36                                       | Any*                                  | RWPM                               | Any*                                   |
| 35 <sup>2</sup>             | NA                                       | NA                                    | NA                                 | NA                                     |
| 36 <sup>3</sup>             | 36                                       | Any*                                  | RWPM                               | Any*                                   |
| 37 <sup>4</sup>             | 37                                       | ELOF                                  | NA                                 | Any*                                   |
| 44 <sup>5</sup>             | 54                                       | Any*                                  | SUBS                               | Any*                                   |
| 45 <sup>6</sup>             | 55                                       | Any*                                  | PTHR or PTDL                       | Any*                                   |
| 46 <sup>7</sup>             | NA                                       | NA                                    | NA                                 | NA                                     |
| 47 <sup>8</sup>             | 57                                       | Any*                                  | FLTM or CCDN or PTME or PTLs       | Any*                                   |
| 49 <sup>9</sup>             | NA                                       | NA                                    | NA                                 | NA                                     |
| 54 <sup>10</sup>            | 54                                       | Any*                                  | SUBS                               | Any*                                   |
| 55 <sup>11</sup>            | 55                                       | Any*                                  | PTHR or PTDL                       | Any*                                   |
| 56 <sup>12</sup>            | NA                                       | NA                                    | NA                                 | NA                                     |
| 57 <sup>13</sup>            | 57                                       | Any*                                  | FLTM or CCDN or PTME or PTLs       | Any*                                   |
| 58 <sup>14</sup>            | 58                                       | Any*                                  | CCDT                               | Any*                                   |
| 59 <sup>15</sup>            | NA                                       | NA                                    | NA                                 | NA                                     |
| 61 <sup>16</sup>            | 61                                       | RETA                                  | Any*                               | Any*                                   |
| 62 <sup>17</sup>            | NA                                       | NA                                    | NA                                 | NA                                     |
| 63 <sup>18</sup>            | NA                                       | NA                                    | NA                                 | NA                                     |
| 64 <sup>19</sup>            | NA                                       | NA                                    | NA                                 | NA                                     |

| <b>F496<br/>Assignment<br/>Code</b> | <b>Contribution<br/>File<br/>Assignment<br/>Code</b>        | <b>Contribution<br/>File Service<br/>Type</b>               | <b>Contribution<br/>File Time<br/>Base</b>                  | <b>Contribution<br/>File Earnings<br/>Type</b>       |
|-------------------------------------|---|---|---|--|
| 71 <sup>20</sup>                    | 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 <sup>21</sup>                    | 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

<sup>1</sup> 34 = Reduced Workload Program (Community College districts)

<sup>2</sup> 35 = Early Retirement Incentive Program

<sup>3</sup> 36 = Reduced Workload Program (RWP for K-12 and Community College districts)

<sup>4</sup> 37 = Elected Officer of an Employee Union

<sup>5</sup> 44 = Hourly/Daily Substitutes in year-round school (YRS)

<sup>6</sup> 45 = Part-time employee (non-sub) or additional duties: year-round school (K-12)

<sup>7</sup> 46 = Employee on sabbatical leave: year-round school

<sup>8</sup> 47 = FT or PT contract employee: year-round school

<sup>9</sup> 49 = Intersession service in year-round school (non-creditable), valid through 06/30/02

<sup>10</sup> 54 = Hourly/Daily substitutes in conventional school

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

<sup>12</sup> 56 = Employee on sabbatical leave: conventional school

<sup>13</sup> 57 = Full-time or part-time contract employee: conventional school

<sup>14</sup> 58 = Member/non-member part-time employee in Community College (non-sub)

<sup>15</sup> 59 = Summer service in conventional school (non-creditable), valid through 6/30/2002

<sup>16</sup> 61 = Post-retirement employment for those on CalSTRS retirement or disability

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

<sup>18</sup> 63 = Post-retirement employment exempt from earning limit prior to 07/1/1996

<sup>19</sup> 64 = Teacher Assistant

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

<sup>21</sup> 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.

| <b>F496 Pay Code</b>    | <b>Contribution File Expected Pay Periods</b> | <b>Contribution File Time Base</b> |
|-------------------------|---|------------------------------------|
| 0 = Annual or lump-sum  | NA  | NA                                 |
| 1 = 12 Monthly payments | 12JJ  | Any*                               |
| 2 = 11 Monthly payments | 1100<br>11JM<br>11AJ                          | Any*                               |
| 3 = 10 Monthly payments | 1000<br>10JA<br>10JM<br>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.

| <b>F496 Contribution Code</b>   | <b>Contribution File Transaction Type</b> | <b>Contribution File Earnings Type</b>                            |
|---|---|---|
| 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)<br>OR<br>Arrears   | ADJS<br><br>RGLR                          | Any*<br><br>Any*  |
| 4 = Receivable: Payroll deduction for CalSTRS payment   | PRAR<br>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<br>HTRT <sup>1</sup><br>LNGY<br>DTSF<br>EXST<br>PMBK<br>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

<sup>1</sup> = 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.

| <b>F496 Classification Code</b> | <b>Contribution File Service Type</b> |
|---------------------------------|---------------------------------------|
| 01 = Lab Instructor             | 01 = CCD/CCCC Lab Instructor          |



| <b>F496 Classification Code</b>    | <b>Contribution File Service Type</b>       |
|------------------------------------|---|
| 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.

| <b>Contribution File Transaction Type</b>        | <b>F496 Contribution Code</b> |
|--|-------------------------------|
| RGLR = Regular <sup>1</sup>                      | Blank, 0, 1                   |
| ADJS = Adjustment <sup>2</sup>                   | 3                             |
| BRPA = Bargained Retroactive Pay Rate Adjustment | 5                             |
| PRAR = Pre-Tax Account Receivable                | 4                             |
| POAR = Post-Tax Account Receivable               | 4                             |

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

<sup>2</sup> = 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.

| <b>Contribution File Benefit Program Member Code</b> | <b>F496 Member Code</b> |
|--|-------------------------|
| 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.

| <b>Contribution File Service Type</b>       | <b>F496 Assignment Code</b> | <b>F496 Classification Code</b> |
|---|-----------------------------|---------------------------------|
| 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                              |
| 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                              |

| <b>Contribution File Service Type</b> | <b>F496 Assignment Code</b> | <b>F496 Classification Code</b> |
|---------------------------------------|-----------------------------|---------------------------------|
| 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.

| <b>Contribution File Assignment Code</b> | <b>F496 Assignment Code</b> |
|--|-----------------------------|
| 36 = Reduced Workload Program            | 34<br>36                    |
| 37 = Elected Officer                     | 37                          |
| 54 = Substitute                          | 44<br>54                    |
| 55 = Part-Time employee (non-contract)   | 45<br>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 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.

| <b>Contribution File Time Base</b> | <b>F496 Assignment Code</b> | <b>F496 Pay Code</b> |
|------------------------------------|-----------------------------|----------------------|
| FLTM = Full Time                   | 47<br>57                    | Any*                 |

| <b>Contribution File Time Base</b>     | <b>F496 Assignment Code</b> | <b>F496 Pay Code</b> |
|--|-----------------------------|----------------------|
| 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                          | 4                    |
|  | 55                          |                      |
| PTDL = Part Time (Daily)               | 45                          | 8                    |
|  | 55                          |                      |
| SUBS = Substitute                      | 44                          | Any*                 |
|  | 54                          |                      |
| RWPM = Reduced Workload Program (RWP)  | 34                          | Any*                 |
|  | 36                          |                      |

\* = 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.

| <b>Contribution File Expected Pay Periods</b> | <b>F496 Pay Code</b> |
|---|----------------------|
| 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                    |

| <b>Contribution File Expected Pay Periods</b> | <b>F496 Pay Code</b> |
|---|----------------------|
| 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.

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

| <b>Contribution File Earnings Type</b> | <b>F496 Contribution Code</b> | <b>F496 Assignment Code</b> |
|--|-------------------------------|-----------------------------|
| 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.