Mission Health
Systems & Process Transition
January 2022

Wage Statement (pay stub) Pay Code Updates

Your HCA Healthcare paycheck stub will look a little different from your Mission Health stub. Most of the differences are explained in ***this flyer****.*

One major difference is in the terms used to describe types of pay. Here are the 10 most common pay codes at Mission Health, with their corresponding HCA Healthcare pay stub codes for your reference. If you have other code questions, please ask your manager.

Mission Health pay codes	HCA Healthcare codes	Notes
Regular pay	Productv	Productive hours worked
Overtime	Productv	Hours over 40 at base rate + Hours over 40 at half rate or blended rate
Overtime Premium	Overtime	
PTO (Vacation/FMLA)	PTO	Paid Time Off
PTO Flexed	LoVol PTO	Low Volume PTO
Surge Pay	CN 1, 2, 3 or 4	Critical Need 1, 2, 3, or 4
Meeting & Office	OTH Prod	Other Productive
Group Term Life	Imp Inc	Imputed Income (for tax purposes)
Call Back Pay (1.5x)	Call BK% & Productv	Productive paid at base rate; call back paid at half rate
Holiday Pay (1.5x)	HollDiff% & Productv	Productive paid at base rate; holiday paid at half rate