IRIS - Human Resource Management

Providing insight to Alaskans

Explanation of Potential Differences in Employee Paychecks

Upon receipt of your first paycheck from IRIS HRM, you may notice small variances in pay and deductions that are the result of differences in the way each system (AKPAY and IRIS HRM) performs calculations. Depending on the type of calculation, differences of $0.01 to $0.25 may be expected. Please be assured that IRIS HRM is accurately configured.

A brief summary of the calculation differences between IRIS HRM and AKPAY are as follows:

- **Federal Tax:** AKPAY rounded at each step in the calculation, IRIS HRM performs the calculations and rounds upon completion.

- **Premium Pay Calculations:** AKPAY rounded twice during the calculation; IRIS HRM rounds only once.

- **Leave Accrual/Usage:** AKPAY accrued and recorded leave in hundredths of hours and IRIS HRM accrues and records leave in minutes. Transition between hundredths to minutes may cause slight differences when leave is paid in less than quarter hour increments.

- **Sea Duty Pay:** The calculation of Sea Duty Pay in AKPAY was not completely automated which resulted in small inconsistencies in calculations. In IRIS HRM this process has been automated which results in the application of consistent rules and rounding.

- **Medicare:** AKPAY calculated Medicare on a pay period basis. IRIS HRM calculates Medicare on year to date annual wages. Although both are acceptable methods, the calculated amount may differ slightly.

- **Net Pay Amount:** On a pay advice generated through AKPAY, net pay that is directly deposited displays as a Miscellaneous Deduction (600). On a pay advice generated through IRIS HRM, net pay is shown in the field labeled Net Pay Amount. Any flat direct deposit amount to a secondary bank account will show as a deduction labeled EFT FIXED, and will not be included in the Net Pay Amount.

If you have any questions or concerns regarding your pay calculation, please contact the Employee Call Center at 465-3009 or by email at EmployeeCallCenter@alaska.gov. Depending on the inquiry, you may then be directed to your appropriate Payroll Services contact.

For the Office of the Governor, the Legislative Branch, and the Judicial Branch, please contact your agency's payroll office. A table of agency payroll contacts is provided on the following page.

Agency Payroll Contacts

Agency	Contact
DOP&LR Payroll Services (DEPT 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 12, 18, 20, 25)	Click here for the DOA-DOPLR Payroll Contact List
GOVERNOR'S OFFICE (DEPT 01)	Tiffany Sturrock 465-3897 tiffany.sturrock@alaska.gov
LEG AFFAIRS, LEG FINANCE, OMBUDSMAN (DEPT 30)	Personnel Office 465-3854 PersonnelGroup@akleg.gov
LEGISLATIVE AUDIT (DEPT 30)	Stacy Nylen 465-3830 stacy.nylen@akleg.gov
ALASKA COURT SYSTEM (DEPT 41)	Connie Budahl 264-8244 cbudahl@akcourts.us