

ITEMIZED PAY STATEMENTS

Employers must provide an itemized pay statement with every payment of wages, commissions, or salary. [ORS 652.610](#).

The statement may be provided electronically, so long as the employee expressly agrees, and so long as the employee may print or store the electronic information upon receipt.

The itemized statement must include the date of the payment, the pay period dates, the name of the employee and the employer, and the employer's business registry or business identification number, address, and telephone. The statement must include the rate (or rates) of pay, and whether the employee is paid by the hour, day, shift, week, or on a salary, piece, or commission basis. The statement must also include the gross and net pay for the period, the amounts and purposes of any deductions, and any allowances claimed as part of the minimum wage (such as lodging, meals, facilities, or services for the employee's private benefit). For non-exempt employees, the statement must show the regular rate of pay and the number of regular hours worked, the overtime rate and the number of overtime hours, and if the employee is paid a piece rate, the applicable piece rate (or rates) of pay, the number of pieces completed at each piece rate, and the total pay for each rate.

Explaining the Itemized Statement

Effective January 1, 2026, [SB 906](#) (2025) requires that all employers notify all new hires of information about earnings and deductions to help them understand what is contained in the itemized statement. Employers are required to review and update this information by January 1 of each year.

BOLI has developed the following template that employers may adapt to meet this notice requirement. Employers may provide the notice electronically, by posting it in a conspicuous place on the premises, by handing the employee the information on paper, or by another way that ensures the information is available in a location easily accessible to employees. Including the notice in the employee handbook is also an option. The explanation must include general information on the employer's established regular pay period; all types of pay rates the employee may be eligible for (such as hourly, salary, shift differential, piece rate(s) and commission-based pay); all benefit contributions and deductions; every type of deduction that might apply; the purpose of all deductions; allowances, if any, claimed as part of the minimum wage; employer-provided benefits as contributions and deductions; and all payroll codes for contributions and deductions with a detailed description or definition of each code.

Understanding Your Pay Statement

You can expect to receive an itemized pay statement with every payment of wages, commissions, or salary. We are providing the following information to ensure you understand the information on your itemized pay statement. Please reach out to office@familyreliefresources.com with any questions you may have.

Pay period:

Bi-weekly (every other Friday)

Contact office@familyreliefresources.com for a full schedule of exact pay dates and pay periods for the year.

Workweek for purposes of overtime:

12:00 am on Sunday through 11:59 pm on Saturday

Types of pay may include:

Regular = regular hourly pay up to 40 hours worked per week

REG 1:2 Client Care = shift differential of \$2 extra for approved client shifts

Overtime = Overtime pay for hours worked above 40 hours a week

Paid Time Off (PTO) = accrued hours used for sick or vacation days

Worked Holiday (1.5x) = recognized FRR holiday that was worked

Office Holiday Pay = holiday pay for office employees

Continuing Education = CE hours completed during the current pay period

Flat Payment = Relief care pay of \$206 per shift worked

Retro pay = rarely used to pay hours that were missed on a previous pay period

Mileage Reimbursement = reimbursement at 0.56 per mile for clients with approved mileage reimbursement

Reimbursement - Non Taxable = reimbursement for items such as Client Fun Fund or fingerprints

Bonus = new QPR incentive pay of \$25 per report completed

Possible Benefit Contributions:

401(k)

Dental

Medical

Vision

Possible Deductions:

Taxes:

Federal

Medicare

Paid Leave Oregon (OR-PL-EE)

Oregon Statewide Transit Tax (OR-Transit Tax)

Oregon Worker Benefit Fund (OR-WBF)

State (OR)

Benefits:

Health Insurance (Medical)

Vision Insurance (Vision)

Dental Insurance (Dental)

401(k) (Roth or Pre-tax)

Other Deductions:

Child Support

Garnishment