



## Pay Component Definitions

The following table summarizes the definitions of the pay components using in the UPlan Employee Planning module.

Pay Component	Faculty Salary and Benefits	Non-Faculty Academic/Staff Salary and Benefits
<b>Base &amp; Negotiated</b>	Includes X, X' and Y' components of faculty salary (Health Sciences Compensation Plan) as well as credits that impact base pay.	Includes regular salary and those salaries that are treated like regular pay as well as credits that impact base pay.
<b>Faculty Bonuses/Incentives</b>	Includes only the BYZ portion of the Z component of faculty salary (Health Sciences Compensation Plan)	N/A (exceptions for faculty who may also have multiple title codes where one may be a non-faculty academic or staff title code).
<b>Additional/Other</b>	Includes all salary not included in the X, Y, and BYZ portion of Z components of faculty salary.	Includes all non-base salary, such as shift differentials and overtime.

## Pay Component Definitions

### Base & Negotiated

BYC	BY AGREEMENT RTMT C	HSC	HSCP ADDL COMP-RET (C)	RG1	REG PAY ASST PROF STAFFNG
CAP	REG PAY OVER SALARY CAP	HSR	HEALTH SCIENCE DIFF-RATE	RTP	REDUCTION IN TIME PROGRAM
ESL	EXTENDED SICK LEAVE GROSS	HST	HSCP REG COMP-RET (T)	SRB	SALARY REDUCTION-BASE
FEL	NRA PDS FELLOW/SCHOLAR	NBP	NON-BASE PAY	VAC	VACATION LEAVE TAKEN
FEN	PDS-FELLOW/SCHOLAR STP	PDS	FELLOW/PD DIRECT SUPPLMNT	VLA	VACATION LEAVE ACCRUED
HBT	HSCP BY AGREE-RET	REE	REGULAR PAY NORET NOFICA	WCR	WORKERS COMP REFUND
HRG	HSCP X-FY SCALE O	REG	REGULAR PAY	XAC	HSCP X - ABOVE CAP
HSA	HEALTH SCIENCE DIFF-BYA	REM	REG PAY-MC NON PROD		

### Faculty Bonuses/Incentives

BYZ	BY AGREE HSCP INCENTIVE
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### Additional/Other

ABL	STDT BONUS-LOCAL	ITL	INVOLUNTARY TERM-LUMP SUM	RPL	PHASED RETIREMENT - LUMP
ABP	STDT BONUS - SRDP	ITP	INVOL TRM-PAY IN LIEU	RPS	PHASED RETIREMENT-SHIFT
ACF	ASC MISC-FLAT RATE-DC	ITR	INVOLUNTARY TERM-REG PAY	RST	SYSTEMWIDE RESPONSE TEAM
ACX	ADDL COMP-UNEX FLAT AMT	ITS	INVOLUNTARY TRM SEVERANCE	RTN	RETENTION PAY
AFN	ASC MISC FLT RT-NO DC	LEA	LOCAL EE AWARD	RTS	REDUCTION IN TIME-SHIFT
AWD	INCENTIVE AWARD	LEC	LEAVE EMERGENCY CLOSURE	SAL	STDT AWARD PROGRAM-LOCAL
BCE	BY AGREE CRISIS COV/EXCPT	LQD	LIQUIDATED DAMAGES	SAP	STUDENT AWARD PROGRAM
BNX	BY AGREE NX INCENTIVE	LSB	LUMP SUM - BASE PAYMENT	SAS	STAFF ADMIN STIPEND
BPS	BY AGREE MSP PHYSN SHIFT	LSF	LUMP SUM PAYMENT-FACULTY	SD2	DOUBLE OT EVENING SHIFT
BSD	BY AGREE EVENING SHIFT	LSI	LUMP SUM INCENTIVE	SD3	TRIPLE OT EVENING SHIFT
BWP	BY AGREE RAD WKEND INCENT	LSN	LUMP SUM PAYMENT - N	SDF	REG SHIFT DIFF-EVENING
BYA	BY AGREEMENT PAYMENT	LSP	LUMP SUM PAYMENT	SDH	HALF OT EVENING SHIFT
BYH	BY AGREEMENT HRS	LSS	LUMP SUM PAYMENT SX UNIT	SDM	REG SHIFT DIFF-EV NONPROD
BYK	BY AGREE HSCP MISC	LTX	LUMP INTEREST - TX UNIT	SDP	MSP PHYSICIAN SHIFT HRLY
BYL	BY AGREEMENT PAY-LV BENS	MBP	MISSED BREAK PAY	SMP	SUPPLEMENTAL MILITARY PAY

## Pay Component Definitions

### Additional/Other (continued)

BYN	BY AGREE NOT SUBJ TO RET	MIL	MILITARY LEAVE - 30 DAY	SPA	SPECIAL PERFORMANCE AWARD
BYP	BY AGREE MSP PHYSICIAN	MOV	MOVING EXP PAYROLL	SPC	SPECIALTY PAY-POLICE
BYS	BY AGREEMENT PAY-SPECIAL	NBS	BY AGREE NIGHT SHIFT	SPL	SPECIAL LUMP SUM
CB2	MIN CALLBACK - DOUBLE	NCB	NEGOTIATED SAL REG-COV	SRD	STAFF RECOG DEVELOP PROG
CB3	MIN CALLBACK - TRIPLE	NCC	NEGOTIATED SAL CAP REG-CV	SRS	SALARY REDUCTION-STIPEND
CBM	MIN CALLBACK - REGULAR	NCG	NEGOTIATED SAL GAP REG-CV	ST1	STIPEND WITH E/D FOR STAF
CBN	CB NEGOTIATED BY AGRMT	NCU	NEGOTIATED SAL CAP NEG-UN	STP	STIPEND
CBP	MIN CALLBACK - TIME 1/2	NDI	NON-DISCRETION AWARD SRDP	SWC	SAFETY WORKERS COMP
CBS	MIN CALLBACK - OVERTIME	NDL	NONDISCRETION AWARD LOCAL	SWR	SAFETY W/C REFUND
CCP	CLIN COV FRLGH EXCH PROG	NDP	NONQUAL DEFERRED COMP PLN	TC2	TIME ON CALL RATE 2
CDF	CERTIFICATION DIFF NURSES	NGU	NEGOTIATED SAL GAP NEG-UN	TC3	TIME ON CALL RATE 3
CDP	CONSECUTIVE PAY PREMIUM	NNC	NEGOTIATED SAL NEG-UNC	TEP	TAXABLE EXP - PRES/CHAN
CHD	CHARGE DIFFERENTIAL PAY	NO2	DOUBLE OT NIGHT SHIFT	TFR	TEACHING-FLAT RATE
CIA	COACHES INCENTIVE AWARD	NO3	TRIPLE OT NIGHT SHIFT	TIA	TEAM INCENTIVE AWARD
CLA	CHANC LEASE AGREEMENT	NOS	STRT OT NIGHT SHIFT	TID	TRAVEL OF INDEFINITE DUR
CMP	COMPENSATORY TIME PAID	NSD	REG SHIFT DIFF - NIGHT	TIL	TEAM INCENTIVE AWRD LOCAL
CNB	COACHES NON BASE PAY	NSM	REG SHIFT DIFF-NGTNONPROD	TIP	TAIL INS PREMIUM PAYMENT
CNX	CHARGE NURSE DIFFERENTIAL	OCT	ON CALL TIME	TOC	TIME ON CALL
CPC	CERTIFICATION PAY POLICE	ODH	OVERTIME DOUBLE AT HALF	TPR	TAX PREP REIMBURSEMENT
CPG	CERTIFICATION PAY GENERAL	OSD	STRT OT EVENING SHIFT	TRM	TERMINAL VACATION PAY
CPR	COPAY REMBURSEMENT	OSP	OVERSEAS PREMIUM	UBL	UNION BUSINESS LEAVE
CTA	COMPENSATORY TIME ACCRUED	OT2	OVERTIME AT DOUBLE	UNI	UNIFORM ALLOWANCE NONTAX
DMG	DAMAGE PAYMENT	OT3	OVERTIME AT TRIPLE	UNT	UNIFORM ALLOWANCE TAXABLE
EAA	SR MGT AUTO ALLOW	OTA	OVERTIME ADJUSTMENT	UNX	UNEX APPT FLAT AMT
EHA	EMPLOYEE HOUSING ALLOW	OTH	OVERTIME AT HALF	URP	UCPATH RETENTION PAY
ERB	EMPLOYEE REFERRAL BONUS	OTP	OVERTIME AT TIME 1/2	VSP	VOLUNTARY SEPARATION PGM
FBR	FRNG BNFT REIMBURSEMENT	OTS	OVERTIME AT STRAIGHT	VTL	VOLUNTARY TERM-LUMP SUM
FBT	FRINGE BENEFIT - TAXABLE	PDA	PROF DEVELOPEMENT AWARD	VTS	VOLUNTARY TERM SEVERANCE

## Pay Component Definitions

### Additional/Other (continued)

FCA	FAC CONSULTING-FLT AMT	PDW	POSTDOC WITHOUT SALARY	WCF	WORKERS COMP REF NO FICA
FHA	FACULTY HOUSING ALLOWANCE	PNB	PHYSICIAN NON-BASE PAY	WSD	WKEND SHIFT DIFFERENTIAL
GFB	GYM FRINGE BENEFIT	PNZ	PHYSICIAN INCENTIVE PAY	WSM	WKEND SHIFTDIFF-MCNONPROD
HBO	HIRING BONUS	PSD	PREM OT EVENING SHIFT	XCE	CLIN ENT MGMT REC PLAN
HLI	HOME LOAN IMPUTED	PSZ	STAFF PHYS SHIFT INCENT	XCI	CLINICAL INCENTIVE PLAN
HON	HONORARIUM	PTP	PAID TIME OFF PAY	XSC	STAR SPOT AWD CENTRAL FND
HOP	HOLIDAY PREMIUM PAY	PTT	TERMINAL TRIP BONUS PAY	XSL	STAR SPOT AWD LOCAL FND
IAP	INCENTIVE AWARD PROGRAM	RFB	REFERRAL BONUS	XTI	TREASURERS INCENTIVE PLAN
IPS	INTEREST PAYMENT SETTLEMT	RIP	RELOCATION INCENTIVE PYMT	XUI	UNIV INCENTIVE PLAN

### Excluded

ADJ	JANUARY ADJUSTMENT	HSN	HSCP ADDL COMP RET N	RTB	REDUCTION IN TIME-STIPEND
ASH	AFT HEALTH SETTLEMENT	LWP	LEAVE WITH PAY-OTHER	SAE	SEVERENCE-ACTIVE EMPLOYEE
BAA	BY AGREEMENT ANNUITY	MAC	HSCP ADDL COMP-SUSP. (C)	SDC	HSCP SALARY DISCLOS-RET/C
BSE	HSCP BASE SALARY-SUSPENSE	MAT	HSCP/SFT ADDL COMP-SUSPE	SDN	HSCP SALARY DISCLOS-RET/N
CE2	CELL CASH ALLOWANCE	MAX	HSCP ADDL COMP-SUSP. (N)	SDT	HSCP SALARY DISCLOS-RET/T
CEL	CELL PHONE EXPENSE	MV2	MOVING EXPENSE AP	SEV	SEVERANCE PAY
CHA	CHANCELLOR-HOUSING ALLOW	NCA	NON-CASH AWARD	SKL	SICK LEAVE TAKEN
CTO	COMPENSATORY TIME OFF	PDE	PDS PAID-DIRECT EXT PAY	SLA	SICK LEAVE ACCRUED
DBC	DEDUCT BYA RET C	PFE	PDS FELLOW EXTERNAL PAY	SLN	SABB. LEAVE-NOT IN RES
DBN	DEDUCT BYA RETN	PFM	PERQUISITE - FREE MEAL	SLR	SABBATICAL LEAVE-IN RES
DBS	DEDUCT BYA RET S/T	PHR	TEMP HOUSING REIMBURSE	SPG	SPECIALTY PAY GENERAL
DEC	DEDUCT REGULAR PAY C	PLN	PAY IN LIEU OF NOTICE	STS	STIPEND-SUSPENSE
DED	DEDUCT REGULAR PAY S/T	PQX	PRQ HSG TAXABLE	SVE	SEVERANCE PAY - EXECUTIVE
DEN	DEDUCT REG PAY N	PRG	PERQUSITE MEMO HOUSING	SVM	SEVERANCE PAY-HLTH SCI
DIS	DISABILITY PAY	PRM	PERQ-MEMO-HOUSING	TPM	TERM PAY MULTI-MO INV
DSC	HSCP SALARY DIS-RATE/C	PRQ	PERQUISITE-DEDUCTION	TPV	TERM PAY MULTI-MO VOL
DSN	HSCP SALARY DIS-RATE/N	PTO	TRIP BONUS LEAVE TAKEN	TVL	TEMP VACATION LEAVE



## Pay Component Definitions

DST	HSCP SALARY DIS -RATE/T	REN	REGULAR PAYNORET YES FICA	VLT	VACATION LEAVE TRANSFER
FUA	FURLOUGH LEAVE ACCRUED	ROT	ROTATION OFF CAMPUS	VPB	VAC PAYOUT BW CONV
FUT	FURLOUGH LEAVE TAKEN	RPB	PHASED RETIREMENT-STIPEND	VTR	VOLUNTARY TERM-REG PAY
GEP	GIFTS ENDOWMENT PROGRAM	RPT	PHASED RETIREMENT	WOS	WITHOUT SALARY