



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
Base	Includes X and X' 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.
Negotiated	Includes Y 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).
Faculty Bonuses/Incentives	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).
Additional/Other	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

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

Negotiated

BYC	BY AGREEMENT RTMT C	HSC	HSCP ADDL COMP-RET (C)
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Faculty Bonuses/Incentives

BYZ	BY AGREE HSCP INCENTIVE
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Additional/Other

ABL	STDT BONUS-LOCAL	ITR	INVOLUNTARY TERM-REG PAY	SAL	STDT AWARD PROGRAM-LOCAL
ABP	STDT BONUS - SRDP	ITS	INVOLUNTARY TRM SEVERANCE	SAP	STUDENT AWARD PROGRAM
AWD	INCENTIVE AWARD	LEA	LOCAL EE AWARD	SAS	STAFF ADMIN STIPEND
BCE	BY AGREE CRISIS COV/EXCPT	LSB	LUMP SUM - BASE PAYMENT	SD2	DOUBLE OT EVENING SHIFT
BNX	BY AGREE NX INCENTIVE	LSF	LUMP SUM PAYMENT-FACULTY	SD3	TRIPLE OT EVENING SHIFT
BPS	BY AGREE MSP PHYSN SHIFT	LSI	LUMP SUM INCENTIVE	SDF	REG SHIFT DIFF-EVENING
BSD	BY AGREE EVENING SHIFT	LSN	LUMP SUM PAYMENT - N	SDH	HALF OT EVENING SHIFT
BWP	BY AGREE RAD WKEND INCENT	LSP	LUMP SUM PAYMENT	SDM	REG SHIFT DIFF-EV NONPROD
BYA	BY AGREEMENT PAYMENT	LSS	LUMP SUM PAYMENT SX UNIT	SDP	MSP PHYSICIAN SHIFT HRLY
BYK	BY AGREE HSCP MISC	LTX	LUMP INTEREST - TX UNIT	SMP	SUPPLEMENTAL MILITARY PAY
BYL	BY AGREEMENT PAY-LV BENS	MBP	MISSED BREAK PAY	SPA	SPECIAL PERFORMANCE AWARD
BYN	BY AGREE NOT SUBJ TO RET	MIL	MILITARY LEAVE - 30 DAY	SPC	SPECIALTY PAY-POLICE
BYP	BY AGREE MSP PHYSICIAN	MOV	MOVING EXP PAYROLL	SPL	SPECIAL LUMP SUM
BYS	BY AGREEMENT PAY-SPECIAL	NBS	BY AGREE NIGHT SHIFT	SRD	STAFF RECOG DEVELOP PROG
CB2	MIN CALLBACK - DOUBLE	NDI	NON-DISCRETION AWARD SRDP	SRS	SALARY REDUCTION-STIPEND
CB3	MIN CALLBACK - TRIPLE	NDL	NONDISCRETION AWARD LOCAL	ST1	STIPEND WITH E/D FOR STAF



Pay Component Definitions

Additional/Other (continued)

CBM	MIN CALLBACK - REGULAR	NDP	NONQUAL DEFERRED COMP PLN	STP	STIPEND
CBN	CB NEGOTIATED BY AGRMT	NO2	DOUBLE OT NIGHT SHIFT	SWC	SAFETY WORKERS COMP
CBP	MIN CALLBACK - TIME 1/2	NO3	TRIPLE OT NIGHT SHIFT	SWR	SAFETY W/C REFUND
CBS	MIN CALLBACK - OVERTIME	NOS	STRT OT NIGHT SHIFT	TC2	TIME ON CALL RATE 2
CCP	CLIN COV FRLGH EXCH PROG	NSD	REG SHIFT DIFF - NIGHT	TC3	TIME ON CALL RATE 3
CDF	CERTIFICATION DIFF NURSES	NSM	REG SHIFT DIFF-NGTNONPROD	TEP	TAXABLE EXP - PRES/CHAN
CDP	CONSECUTIVE PAY PREMIUM	OCT	ON CALL TIME	TIA	TEAM INCENTIVE AWARD
CHD	CHARGE DIFFERENTIAL PAY	ODH	OVERTIME DOUBLE AT HALF	TID	TRAVEL OF INDEFINITE DUR
CLA	CHANC LEASE AGREEMENT	OSD	STRT OT EVENING SHIFT	TIL	TEAM INCENTIVE AWRD LOCAL
CMP	COMPENSATORY TIME PAID	OSP	OVERSEAS PREMIUM	TIP	TAIL INS PREMIUM PAYMENT
CNX	CHARGE NURSE DIFFERENTIAL	OT2	OVERTIME AT DOUBLE	TOC	TIME ON CALL
CPC	CERTIFICATION PAY POLICE	OT3	OVERTIME AT TRIPLE	TPR	TAX PREP REIMBURSEMENT
CPG	CERTIFICATION PAY GENERAL	OTH	OVERTIME AT HALF	TRM	TERMINAL VACATION PAY
CPR	COPAY REMBURSEMENT	OTP	OVERTIME AT TIME 1/2	UBL	UNION BUSINESS LEAVE
CTA	COMPENSATORY TIME ACCRUED	OTS	OVERTIME AT STRAIGHT	UNI	UNIFORM ALLOWANCE NONTAX
DMG	DAMAGE PAYMENT	PDA	PROF DEVELOPMENT AWARD	UNT	UNIFORM ALLOWANCE TAXABLE
EAA	SR MGT AUTO ALLOW	PDW	POSTDOC WITHOUT SALARY	UNX	UNEX APPT FLAT AMT
EHA	EMPLOYEE HOUSING ALLOW	PNB	PHYSICIAN NON-BASE PAY	VSP	VOLUNTARY SEPARATION PGM
ERB	EMPLOYEE REFERRAL BONUS	PNZ	PHYSICIAN INCENTIVE PAY	VTL	VOLUNTARY TERM-LUMP SUM
FCA	FAC CONSULTING-FLT AMT	PSD	PREM OT EVENING SHIFT	VTS	VOLUNTARY TERM SEVERANCE
FHA	FACULTY HOUSING ALLOWANCE	PSZ	STAFF PHYS SHIFT INCENT	WCF	WORKERS COMP REF NO FICA
GFB	GYM FRINGE BENEFIT	PTP	PAID TIME OFF PAY	WSD	WKEND SHIFT DIFFERENTIAL
HBO	HIRING BONUS	PTT	TERMINAL TRIP BONUS PAY	WSM	WKEND SHIFTDIFF-MCNONPROD
HON	HONORARIUM	RFB	REFERRAL BONUS	XCE	CLIN ENT MGMT REC PLAN
HOP	HOLIDAY PREMIUM PAY	RIP	RELOCATION INCENTIVE PYMT	XCI	CLINICAL INCENTIVE PLAN
IAP	INCENTIVE AWARD PROGRAM	RPL	PHASED RETIREMENT - LUMP	XSC	STAR SPOT AWD CENTRAL FND
IPS	INTEREST PAYMENT SETTLEMT	RPS	PHASED RETIREMENT-SHIFT	XSL	STAR SPOT AWD LOCAL FND
ITL	INVOLUNTARY TERM-LUMP SUM	RTS	REDUCTION IN TIME-SHIFT	XTI	TREASURERS INCENTIVE PLAN



Pay Component Definitions

Additional/Other (continued)

ITP	INVOL TRM-PAY IN LIEU	URP	UCPATH RETENTION PAY	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
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