

Appendix A: Earnings Code Guidance - Institutional Base Salary (IBS)

Included in IBS

Earnings Code	Description
ACA	Academic Pay Adjustment
ADJ	Adjunct Pay
CRG	Regular Pay -- Academic Year
DBL	Double Time
LUM	Lump Sum in Lieu of Raise
MIS	Miscellaneous Other (In PARS)
OVT	Overtime at Time & a Half
REG	Regular
RGA	Regular - Add'l (Annuity Elig)
SRR	Summer Research
SRS	Summer School
TEM	Temp Pay Adjustment
VAP	Vacation Payout on Termination

Not included in IBS

Earnings Code	Description
ADV	Advisor Pay
ANN	Univ Contribution Paid as Wage
BNP	Productivity Bonus
BON	Bonus/Incentive
CON	Consultant Fees
ENP	Earned Not Paid -Academic Year
HLT	Healthcare Prem Severance Agmt
HON	Honorarium
INC	Incidental Other (Not In PARS)
LEC	Lecture Fees
MOO	Moonlighting
OLD	Overload Pay
ONC	On-Call/Beeper Pay
PNE	Paid Not Earned -Academic Year
PRI	Prize/Award - Cash Payment
PRO	Project Pay
PRZ	Prize/Award- Txbl Val- No Pay
RES	Research-Incidental
SAL	Salary Continuance (Ben Elig)
SEV	Severance Pay (Non Ben Elig)
SHA	Stipend for Health Allowance
SLE	Stipend for Living Expenses
SLT	Stipend for LTD
STT	Stipend Tuit-Value Only No Pay
TAX	Reduce FICA Taxable
TER	Payment in Lieu of Notice
UCO	Univ. College Annuity Only
UCT	Univ Contribution Nonwage-Txbl
VCA	Vacation Accrual Transfer
WUC	WUCA Additional Pay
Z51	Stipend for Living Expenses