

COMPENSATION STRATEGIES PAY CODE LISTING

| PAY CODE | PAY SUM GRP | WAGE EXPENSE (AFIS COBJ) | PAY CODE DESCRIPTION | HRIS INPUT | | | | INCLUDED IN | | | RETIREMENT | | | | STATEWIDE PAY CODE USAGE, COMMENTS, EXCEPTIONS, LIMITS AND/OR RESTRICTIONS. | STATE PERSONNEL SYSTEM RESTRICTION | PROCESS LEVEL | CONCERN / CHANGE BEING REVIEWED | | |
|--|-------------|--------------------------|---------------------------------|------------|-----|--------------|----------|-------------|----|-------|------------|------|------|------|---|------------------------------------|---------------|--|---|--|
| | | | | HRS | AMT | STD TIME REC | EE GROUP | SYS GEN | OT | SHIFT | % ERE | ASRS | CORP | PSRS | | | | | EORP | |
| LEAVE COMPENSATION | | | | | | | | | | | | | | | | | | | | |
| 371 | 371 | 6049 | MERITORIOUS SERVICE LEAVE TAKN | X | | | | | | | X | X | X | X | X | X | X | Meritorious Service Leave hours to be paid during a time otherwise normally scheduled to work. Never paid at separation. To be used if leave is NOT approved as FMLA leave. Deducts from Meritorious Service leave balance. | R2-5A-B611 Grant max: Up to 24 hrs/EE/FY | Exclude from EORP. |
| 371F | 39F | 6049 | FMLA-MERITORIOUS LEAVE TAKEN | X | | | | | | | X | X | X | X | X | X | X | Meritorious Service Leave hours to be paid during a time otherwise normally scheduled to work. Never paid at separation. To be used if employee has an open FMLA plan with a balance. Deducts from Meritorious Service Leave and FMLA leave balance. | R2-5A-B611, R2-5A-D601 Grant max: Up to 24 hrs/EE/FY | Exclude from EORP. |
| SUPPLEMENTAL COMPENSATION (PERFORMANCE, AWARDS, STIPENDS) | | | | | | | | | | | | | | | | | | | | |
| 702 | 702 | 6035 | SPECIAL PERFORMANCE AWARDS | | X | ZR30 | | | X | | X | X | X | X | X | X | X | Payment of special awards. Also can be used to pay CONDITIONAL PAY SUPPLEMENTS. If paid in a lump sum, must allocate to each week earned. | | Exclude from EORP. Exclude from PSRS. |
| 720 | 720 | 6035 | STIPEND-SPECIAL ASSIGNMENT-\$ | | X | | | | X | | X | X | X | X | X | X | X | Weekly payment of a SPECIAL ASSIGNMENT stipend in addition to regular pay. Ongoing additional pay for performing additional duties or a special assignment based on specific conditions. If paid in a lump sum, must allocate to each week earned. | Up to midpoint, higher with documentation | Exclude from EORP. Exclude from PSRS. Exclude from CORP. |
| 722 | HBF | 6034 | HIRING INCENTIVE-\$ | | X | ZR30 | | | X | | X | X | X | X | X | X | X | Payment of a HIRING INCENTIVE stipend in addition to regular pay. Sign-on bonus at time of hire, or new position, awarded to employees under certain conditions. If paid in a lump sum, must allocate to each week earned. | Up to \$5,000 | Exclude from EORP. Exclude from PSRS. Exclude from CORP. |
| 730 | 730 | 6035 | SPOT INCENTIVE-DISCRETIONARY-\$ | | X | | | | | | X | X | X | X | X | X | X | Payment of a ONE-TIME, DISCRETIONARY bonus given under certain conditions such as extraordinary achievement if approved. Must meet FLSA definition as a DISCRETIONARY bonus as this is NOT included in calculations for overtime-eligible employees. | Up to \$2,000/EE/FY Agency plan required. | Exclude from EORP. Exclude from PSRS. Exclude from CORP. |
| 745 | 745 | 6039 | STIPEND - RETENTION - \$ | | X | ZR30 | | | X | | X | X | X | X | X | X | X | Weekly payment of a RETENTION stipend in addition to regular pay if approved. If paid in a lump sum, must allocate to each week earned. | Up to 5%/EE/FY. Agency plan required. | Exclude from EORP. Exclude from PSRS. |
| 750 | 750 | 6034 | STIPEND - RECRUITMENT - \$ | | X | ZR30 | | | X | | X | X | X | X | X | X | X | Weekly payment of a RECRUITMENT stipend in addition to regular pay if approved. If paid in a lump sum, must allocate to each week earned. | | Exclude from EORP. Exclude from PSRS. Exclude from CORP. |
| 755 | RFF | 6035 | REFERRAL INCENTIVE PAYMENT-\$ | | X | ZR30 | | | | | X | X | X | X | X | X | X | Payment of a REFERRAL stipend in addition to regular pay if approved. Incentive awarded under certain conditions to an employee referring a job applicant who later is successfully employed. | Up to \$1,000/ref \$3,000/EE/FY | Exclude from EORP. Exclude from PSRS. |
| 789 | 789 | 6035 | MERIT BASED INCENTIVE-\$ | | X | | | | X | | X | X | X | X | X | X | X | Payment of a MERIT BASED INCENTIVE bonus paid under certain conditions in lieu of a merit increase to base salary if approved. If paid in a lump sum, must allocate to each week earned. | Up to 4% for Up to 30% EEs. Agency plan required. | Exclude from EORP. Exclude from PSRS. |
| 790 | 790 | 6035 | GOAL BASED INCENTIVE-\$ | | X | | | | X | | X | X | X | X | X | X | X | Payment of a GOAL BASED INCENTIVE bonus awarded to an employee under certain conditions who has met established individual, team, unit, division or similar goals if approved. If paid in a lump sum, must allocate to each week earned. | Up to \$3,000/EE/FY Agency plan required. | Exclude from EORP. Exclude from PSRS. Exclude from CORP. |