

This document can be found on the UCPath website. [<https://ucpath.uci.edu/user-type/transactional-users.html>]

PURPOSE:

COHS has employees that require Compensation plans that may include Prime, Prime X, Negotiated pay, Above Scale, or Off Scale (Multiple Components of Pay (MCOP)). This document focuses on the correct setup of the MCOP and Job Earnings Distribution (JED) specifically to achieve...

- Accurate payment to the employee
- Accurate Job Earnings Distribution to be able to set up funding correctly.
- Please note: there is a separate Job Aid to address the Funding Entry.

Important Steps:

Set up new Position (if required) with appropriate

- Job Code
- Salary Plan
- Salary Grade

Set up Smart Hire Template (New Hire, Rehire, or Concurrent Hire, as appropriate).

- Job Data- Compensation
- Job Earnings Distribution (JED)
- Submit for Approval and Processing Pay Path Actions
- Updates if/when required.

Scenarios

The following scenarios will be addressed in this document, under the Set Up of the Smart Hire Template, and in PayPath Actions as appropriate.

- Multiple Components of Pay (MCOP) and Job Earnings Distribution (JED) are created on the Smart HR Templates, and updated in PayPath.

	Components of Pay	Salary Step	Compensation Codes	JED
Scenario 1	X and X Prime	Select Salary Step	X and X Prime are derived from Salary Step	JED is derived from Compensation Codes
Scenario 2	X, X Prime, and Negotiated	Select Salary Step	X and X Prime are derived from Salary Step Add Row for Negotiated	JED is derived from Compensation Codes
Scenario 3	X, X Prime, Off Scale, and Negotiated	Select Salary Step	X and X Prime are derived from Salary Step Add Rows for Off Scale, and Negotiated	JED is derived from Compensation Codes
Scenario 4	Above Scale X, Above Scale X Prime, and Negotiated	Leave Salary Step Blank	Add Rows for Above Scale X, Above Scale X Prime and Negotiated (X and X Prime are not derived)	JED is derived from Compensation Codes
Scenario 5	Pay Path Change- Example FTE Job Change	No Change	No Change	JED is derived from Compensation Codes

This document can be found on the UCPath website. [https://ucpath.uci.edu/user-type/transactional-users.html]

Position: Special Instructions for HCOMP - MCOP

1. Position Control: Set UP

A. Key Elements for Creating a Position for H-COMP.

1. Job Code (a) - Job Codes for H-COMP have the H-COMP in the description, ensure you have selected the correct Job Code.
2. Salary Plan (b) -Salary Plans that are associated with the Job Code selected will be available to select.
3. Salary Grade (c) - Salary Grades that are associated with Salary Plan and Job Code selected will be available to select.
4. FTE (d) - is used in calculating the total compensation for the Job.

Navigation: PeopleSoft Menu > UC Customizations > UC Extensions > Position Control Request

The image displays two screenshots of the Oracle PeopleSoft UCPath interface for the 'Position Control Request' form.

Top Screenshot: Job Information and Salary Plan Information

- Job Information:**
 - Business Unit: HCOMP (marked with a red star 'a')
 - Job Code: (marked with a red star 'a')
 - Reg/Temp: (marked with a red star 'a')
 - Shift: Not Applicable
 - Title: (marked with a red star 'a')
 - Manager Level: (marked with a red star 'a')
 - Full/Part Time: System Default - Seli
 - Union Code: (marked with a red star 'a')
 - Short Title: (marked with a red star 'a')
- Work Location:**
 - Reg Region: USA, United States
 - Department: (marked with a red star 'a')
 - Location: (marked with a red star 'a')
 - Reports To: (marked with a red star 'a')
 - Supervisor Lvl: (marked with a red star 'a')
 - Company: (marked with a red star 'a')
 - Dot-Line: (marked with a red star 'a')
- Salary Plan Information:**
 - Salary Admin Plan: (marked with a red star 'b')
 - Salary Grade: (marked with a red star 'c')
 - Standard Hours: 0.00
 - Work Period: W, Weekly
- Salary Ranges:**

	Minimum	Midpoint	Maximum
- FLSA Status:** Nonexempt
- Bargaining Unit:** 8888

Bottom Screenshot: Specific Information

- Education and Government:**
 - Position Pool ID: (marked with a red star 'd')
 - Pre-Encumbrance Indicator: No Encumbrance
 - Encumber Salary Option: Salary Grade Minimum
 - Classified Indicator: Academic
 - Calc Group (Flex Service): Academic Rank
 - FTE: 1.000000 (marked with a red star 'd')
 - Adds to FTE Actual Count: (checkbox)

This document can be found on the UCPath website. [<https://ucpath.uci.edu/user-type/transactional-users.html>]

a. Job Code- Select the appropriate Job Code for HCOMP (See Table Below)

Job Information

*Business Unit IRCMP UC Irvine Campus

Job Code 001721 PROF-HCOMP

Manager Level All Other Positions

Reg/Temp Not Applicable Full/Part Time System Default - Sele

Shift Not Applicable Union Code JA9 Academic Senate - Irvine

Title PROF-HCOMP Short Title PROF-HCOMP Detailed Position Description

b. Salary Plan- Select the Salary Plan APU0 through APU9 (See Table Below)

c. Salary Grade- Select the appropriate Grade (See Table Below)

Salary Plan Information

Salary Admin Plan APU3 Salary Grade 1 Step

Standard Hours 0.00 Work Period W Weekly

Mon Tue Wed Thu Fri Sat Sun

d. FTE-Enter the FTE for this Position.

Education and Government

Position Pool ID

Pre-Encumbrance Indicator No Encumbrance Calc Group (Flex Service)

Encumber Salary Option Salary Grade Minimum Academic Rank

Classified Indicator Academic FTE 1.000000 Adds to FTE Actual Count

Current Job Codes

Look Up Job Code

Set ID UCSHR

Job Code begins with

Description contains HCOMP

Look Up Clear Cancel Basic Lookup

Search Results

Job Code	Description
001540	ACT ASSOC PROF-HCOMP
001564	ACT ASST PROF-HCOMP
001599	ACT LECT PSOE-HCOMP
001598	ACT LECT SOE-HCOMP
001542	ACT PROF-HCOMP
001597	ACT SR LECT SOE-HCOMP
001727	ADJ INSTR-HCOMP
001730	ADJ PROF-HCOMP
001729	ASSOC ADJ PROF-HCOMP
001725	ASSOC PROF IN RES-HCOMP
001454	ASSOC PROF OF CLIN-HCOMP
001719	ASSOC PROF-HCOMP
001728	ASST ADJ PROF-HCOMP
001724	ASST PROF IN RES-HCOMP
001455	ASST PROF OF CLIN-HCOMP
001717	ASST PROF-HCOMP
001733	HS ASSOC CLIN PROF-HCOMP
001732	HS ASST CLIN PROF-HCOMP
001731	HS CLIN INSTR-HCOMP
001734	HS CLIN PROF-HCOMP
001723	INSTR IN RES-HCOMP
001715	INSTR-HCOMP
001679	LECT PSOE-HCOMP
001618	LECT SOE-HCOMP
001726	PROF IN RES-HCOMP
001453	PROF OF CLIN-HCOMP
001721	PROF-HCOMP
001701	RECALL HCOMP
001619	SR LECT SOE-HCOMP
001713	VIS ASSOC PROF-HCOMP
001712	VIS ASST PROF-HCOMP
001714	VIS PROF-HCOMP

NOTE: To identify HCOMP Job Codes, Select the Advanced Lookup and in the Description Select “Contains” and Type HCOMP. Then select the appropriate Job Code.

Look Up Job Code

Search by: Job Code begins with

Look Up Cancel Advanced Lookup

Look Up Job Code

Set ID UCSHR

Job Code begins with

Description begins with

Look Up Cancel Basic Lookup

Search Results

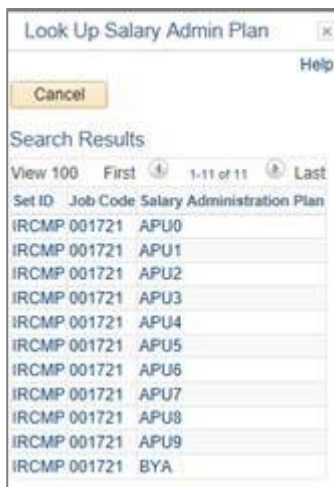
Only the first 100 be displayed

View 100 1-100 of 100 Last

This document can be found on the UCPath website. [<https://ucpath.uci.edu/user-type/transactional-users.html>]

Current Salary Plans – based Job Code Selected

Salary Grade- based on Salary Plan and Job Code Selected



2. Smart HR Template (New Hire, Rehire, or Concurrent Hire)

B. Key Elements for creating the HR Template with the appropriate Compensation

Codes(MCOP) and Job Earnings Distribution (JED)

1. Position # for HCOMP Position: Select Vacant Position
2. Salary Step: Select appropriate, the X and X Prime Compensation Codes and Rates will be derived from the Salary Step.
NOTE: Leave Blank if Above Scale, you will be creating the Compensation Codes Manually for Above Scale X and Above Scale X Prime
3. Compensation Codes and Compensation Amount: These will be derived from the Salary Step for the X and X Prime.
NOTE: Add Rows for Negotiated, Off Scale, Above Scale X, and Above Scale X Prime as appropriate. Compensation Amount should be the Annual amount. Do NOT calculate Annual Amount based on the FTE, UCPath will do that calculation as appropriate.
4. Job Earnings Distribution (JED): Derived from Compensation Codes entered.
5. Submit for Approval
 - i. Once Job is approved and processed by UCPC- JED will appear in Funding Entry, and position can now be funded for the MCOP.

Navigation: PeopleSoft Menu > Workforce Administration > Smart HR Template > Smart HR Transactions

1. Position Number- Select the correct position number.

NOTE: The Key Elements from the Position populate, and are not available to be updated.

This document can be found on the UCPath website. [<https://ucpath.uci.edu/user-type/transactional-users.html>]

Personal Data	Job Data	Earns Dist	Add Pay	Person Profile
Employee Information				
Work Location - Position Data				
*Position Number	<input type="text" value="40205120"/>			
Job Information - Job Code				
Job Code	<input type="text" value="001721"/>			
Job Information - Standard Hours				
Standard Hours	<input type="text" value="40.000000"/>	FTE	<input type="text" value="1.000000"/>	
Job - Salary Plan				
Salary Administration Plan	<input type="text" value="APU3"/>	Salary Grade	<input type="text" value="1"/>	
Step	<input type="text"/>			

This document can be found on the UCPath website. [https://ucpath.uci.edu/user-type/transactional-users.html]

Scenario 1: Components of Pay- X and X Prime

2. Enter the Salary Step- Based on the appropriate Compensation Rate.

Look Up Step ✕

[Help](#)

Search by: Value begins with

Look Up
Cancel
Advanced Lookup

Search Results

View 100 First 1-18 of 18 Last

Value	Description	Comp Rate Code	Comp Rate	Hourly Rate	Annual Rate
1	(blank)	UCHSP	31900.00	15.28	31900.00
1	(blank)	UCHSX	106400.00	50.96	106400.00
2	(blank)	UCHSP	34400.00	16.48	34400.00
2	(blank)	UCHSX	114600.00	54.89	114600.00
3	(blank)	UCHSP	37000.00	17.72	37000.00
3	(blank)	UCHSX	123300.00	59.05	123300.00
4	(blank)	UCHSP	39700.00	19.01	39700.00
4	(blank)	UCHSX	132400.00	63.41	132400.00
5	(blank)	UCHSP	42700.00	20.45	42700.00
5	(blank)	UCHSX	142200.00	68.10	142200.00
6	(blank)	UCHSP	46000.00	22.03	46000.00
6	(blank)	UCHSX	153300.00	73.42	153300.00
7	(blank)	UCHSP	49600.00	23.75	49600.00
7	(blank)	UCHSX	165400.00	79.21	165400.00
8	(blank)	UCHSP	53700.00	25.72	53700.00
8	(blank)	UCHSX	179000.00	85.73	179000.00
9	(blank)	UCHSP	58200.00	27.87	58200.00
9	(blank)	UCHSX	194100.00	92.96	194100.00

NOTE: There will be 2 rows for each step, you can select either one, and you do NOT need to select both. Both the X and X Prime will populate in the Job Compensation- Pay Components

3. Comp Rate Code, Compensation Rate will automatically populate, based on the Salary Step.

NOTE: the Rate Code Source indicates the Comp Rate Code and the Compensation Rate came from the Salary Step. If you attempt to change the Rate Amount, you will receive an error message, and will have to address, see Scenario 4 for an example.

Job - Salary Plan

Salary Administration APU3 Plan Salary Grade 1

Step 1 🔍

Job Compensation - Pay Components Personalize | Find | View All | 📄 | 📄 | First 1-2 of 2 Last

Comp Rate Code	Compensation Rate	Compensation Frequency	Rate Code Source	
1 UCHSP 🔍	31900.000000	A	Salary Step	+ -
2 UCHSX 🔍	106400.000000	A	Salary Step	+ -

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4. Job Earnings Distribution (JED)- Derives from UCH** Compensation Rate Codes

- i. Earnings Distribution Type- “By Amount” is the Default
- ii. Aggregate Comp Rate is derived based on the Compensation Rate Annual Amounts and FTE. This amount is the monthly amount the employee will receive for this compensation plan. This does not include additional pay, or pay from any other jobs.
- iii. Earn Codes are derived from Comp Rate Codes. (See Table below)

Job Earnings Distribution Type	
Earnings Distribution Type	By Amount
Aggregate Comp Rate	11525.000000

Job Earnings Distribution		
Earnings Code	Compensation Rate	Percent of Distribution
1 HSP	2658.330000	
2 HSR	8866.670000	

Comp Rate Code	Comp Rate Code Description	Earn Code	Earn Code Description
UCHSP	HSCP "X Prime" - Annual Rate	HSP	HSCP-Differential (X Prime)
UCHSX	HSCP "X" - Annual Rate	HSR	HSCP-Regular (X)
UCHSN	HSCP Negotiated [NOT FIRM]	HSN	HSCP-Negotiated (Y)
UCHSAP	HSCP Above Scale - X Prime	HSP	HSCP-Differential (X Prime)
UCHSAX	HSCP Above Scale - X	HSR	HSCP-Regular (X)
UCHSO1	HSCP Off Scale 1 (Eligible)	HOS	HSCP Off-Scale X Earnings
UCHSO2	HSCP Off Scale 2 (Ineligible)	HOS	HSCP Off-Scale X Earnings
UCHSO3	HSCP Off Scale 3 (Decrease)	HOS	HSCP Off-Scale X Earnings
UCHSY	HSCP Negotiated [FIRM]	HSN	HSCP-Negotiated (Y)
UCHSMA	HSCP Min Scale - Above Scale X	HSR	HSCP-Regular (X)
UCHSMP	HSCP Min Scale - X Prime	HSP	HSCP-Differential (X Prime)
UCHSMX	HSCP Min Scale - X	HSR	HSCP-Regular (X)
UCHMAP	HSCP Min - Above Scale X Prime	HSP	HSCP-Differential (X Prime)

5. Submit the Transaction for Approval.

NOTE: Approval must be completed, and UCPC must have processed the transaction prior to MCOP Funding Entry can be completed.

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Scenario 2: Add Negotiated Amount

1. Enter Position Number
2. Enter the Salary Step- Based on the appropriate Compensation Rate.
3. Enter Compensation Code- Add Negotiated Amount X and X Prime are both derived from the Salary Step

Add a row (+) and enter the Comp Rate Code (UCHSN) and Compensation Rate Annual Amount.

NOTE: The Rate Code Source is "Manual" for the rows added.

Job Compensation - Pay Components				Personalize	Find	View All	First	1-3 of 3	Last
Comp Rate Code	Compensation Rate	Compensation Frequency	Rate Code Source						
1 UCHSP	31900.000000	A	Salary Step						
2 UCHSX	106400.000000	A	Salary Step						
3 UCHSN	10000.000000	A	Manual						

Comp Rate Codes

Look Up Comp Rate Code x

[Help](#)

Search by: Comp Rate Code begins with

Search Results

View 100 First 1-23 of 23 Last

Comp Rate Code	Description	Comp Base Pay Switch	Rate Code Type	Rate Code Class
UCHD51	HSCP - Dec 5 - Eligible	Y	Flat Amt	BASSAL
UCHD52	HSCP - Dec 5 - Ineligible	Y	Flat Amt	BASSAL
UCHD53	HSCP - Dec 5 - Decrease	Y	Flat Amt	BASSAL
UCHD91	HSCP - Dec 9 - Eligible	Y	Flat Amt	BASSAL
UCHD92	HSCP - Dec 9 - Ineligible	Y	Flat Amt	BASSAL
UCHD93	HSCP - Dec 9 - Decrease	Y	Flat Amt	BASSAL
UCHMAP	HSCP Min - Above Sc X Prime	Y	Flat Amt	BASSAL
UCHMO1	HSCP Min-Off Scale 1 (Elig)	Y	Flat Amt	BASSAL
UCHMO2	HSCP Min-Off Scale 2 (Inelig)	Y	Flat Amt	BASSAL
UCHMO3	HSCP Min-Off Scale 3 (Decr)	Y	Flat Amt	BASSAL
UCHRLY	Hourly Rate [Staff/Acad]	Y	Hrly Rate	BASSAL
UCHSAP	HSCP Above Scale - X Prime	Y	Flat Amt	BASSAL
UCHSAX	HSCP Above Scale - X	Y	Flat Amt	BASSAL
UCHSMA	HSCP Min Scale - Above Sc X	Y	Flat Amt	BASSAL
UCHSMP	HSCP Min Scale - X Prime	Y	Flat Amt	BASSAL
UCHSMX	HSCP Min Scale - X	Y	Flat Amt	BASSAL
UCHSN	HSCP Negotiated [NOT FIRM]	Y	Flat Amt	BASSAL
UCHSO1	HSCP Off Scale 1 (Eligible)	Y	Flat Amt	BASSAL
UCHSO2	HSCP Off Scale 2 (Ineligible)	Y	Flat Amt	BASSAL
UCHSO3	HSCP Off Scale 3 (Decrease)	Y	Flat Amt	BASSAL
UCHSP	HSCP "X Prime" - Annual Rate	Y	Flat Amt	BASSAL
UCHSX	HSCP "X" - Annual Rate	Y	Flat Amt	BASSAL
UCHSY	HSCP Negotiated [FIRM]	Y	Flat Amt	BASSAL

NOTE: The Comp Rate Codes available are derived from Salary Plan

4. Job Earnings Distribution (JED) - Derives from UCH** Compensation Rate Codes

- i. Earnings Distribution Type- "By Amount" is the Default
- ii. Aggregate Comp Rate is derived based on the Compensation Rate Annual Amounts and FTE. This amount is the monthly amount the employee will receive for this compensation plan. This does not include additional pay, or pay from any other jobs.
- iii. Earn Codes are derived from Comp Rate Codes

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The screenshot shows the 'Earns Dist' tab in the UCPath system. It includes sections for 'Employee Information' and 'Job Earnings Distribution'. The 'Job Earnings Distribution' section contains a table with three rows of earnings data.

Job Earnings Distribution Type	
Earnings Distribution Type	By Amount
Aggregate Comp Rate	12358.330000

Job Earnings Distribution	
Earnings Code	Compensation Rate
1 HSP	2658.330000
2 HSR	8866.670000
3 HSN	833.330000

5. Submit the Transaction for Approval.

NOTE: Approval must be completed, and UCPC must have processed the transaction prior to MCOP Funding Entry can be completed.

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Scenario 3: Add Off Scale and Negotiated Amount

1. Enter Position Number
2. Enter the Salary Step- Based on the appropriate Compensation Rate.
3. Enter Compensation Code- Add Off Scale and Negotiated Amount X and X Prime are both derived from the Salary Step
Add a row (+) and enter the Comp Rate Code (UCHSO* and UCHSN) and Compensation Rate Annual Amounts for each.
NOTE: The Rate Code Source is “Manual” for the rows added.

Job Compensation - Pay Components					Personalize	Find	View All	First	1-4 of 4	Last
Comp Rate Code	Compensation Rate	Compensation Frequency	Rate Code Source							
1 UCHSP	37000.000000	A	Salary Step							
2 UCHSX	123300.000000	A	Salary Step							
3 UCHSO1	20000.000000	A	Manual							
4 UCHSN	9200.000000	A	Manual							

4. Job Earnings Distribution (JED) - Derives from UCH** Compensation Rate Codes

- i. Earnings Distribution Type- “By Amount” is the Default
- ii. Aggregate Comp Rate is derived based on the Compensation Rate Annual Amounts and FTE. This amount is the monthly amount the employee will receive for this compensation plan. This does not include additional pay, or pay from any other jobs.
- iii. Earn Codes are derived from Comp Rate Codes

Employee Information				
Job Earnings Distribution Type				
Earnings Distribution Type	By Amount	Aggregate Comp Rate	13958.330000	
Job Earnings Distribution				
Earnings Code	Compensation Rate	Percent of Distribution		
1 HSP	2658.330000			
2 HSR	8866.670000			
3 HOS	1666.670000			
4 HSN	766.660000			

5. Submit the Transaction for Approval.

NOTE: Approval must be completed, and UCPC must have processed the transaction prior to MCOP Funding Entry can be completed

This document can be found on the UCPath website. [<https://ucpath.uci.edu/user-type/transactional-users.html>]

Scenario 4: Above Scale X and X Prime Components of Pay

1. Enter Position Number
2. DO NOT Enter the Salary Step

Do NOT enter a Salary Step, if this for Above Scale. The Components of Pay will be manually entered.

The screenshot shows the 'Job - Salary Plan' form. The 'Salary Administration Plan' is set to 'APU3' and the 'Salary Grade' is '1'. The 'Step' field is empty and highlighted with a red box. A blue arrow points to this field with the text 'Leave Blank'. Below this is the 'Job Compensation - Pay Components' table with one row containing '1' in the 'Comp Rate Code' column, also highlighted with a red box.

3. Enter Compensation Code- Above Scale X, Above Scale Prime X and Negotiated Amount

X and X Prime are not derived, as the Step is left blank.

Add a row (+) and enter the Comp Rate Code (UCHSAP, UCHSAX, UCHSN) and Compensation Rate Annual Amount for each.

NOTE: The Rate Code Source is “Manual” for the rows added.

The screenshot shows the 'Job - Salary Plan' form with the 'Step' field still empty. The 'Job Compensation - Pay Components' table now has three rows. Each row has a red box around the 'Comp Rate Code' and 'Compensation Rate' fields. The rows are: 1 UCHSAP 65000.000000, 2 UCHSAX 200000.000000, and 3 UCHSN 9600.000000. All 'Rate Code Source' fields are set to 'Manual'.

Comp Rate Code	Compensation Rate	Compensation Frequency	Rate Code Source
1 UCHSAP	65000.000000	A	Manual
2 UCHSAX	200000.000000	A	Manual
3 UCHSN	9600.000000	A	Manual

This document can be found on the UCPath website. [<https://ucpath.uci.edu/user-type/transactional-users.html>]

4. Job Earnings Distribution (JED) - Derives from UCH** Compensation Rate Codes

- i. Earnings Distribution Type- “By Amount” is the Default
- ii. Aggregate Comp Rate is derived based on the Compensation Rate Annual Amounts and FTE. This amount is the monthly amount the employee will receive for this compensation plan. This does not include additional pay, or pay from any other jobs.
- iii. Earn Codes are derived from Comp Rate Codes

Job Earnings Distribution Type

Earnings Distribution Type: By Amount Aggregate Comp Rate: 22883.330000

Job Earnings Distribution Personalize | Find | View All | | First 1-3 of 3 Last

Earnings Code	Compensation Rate	Percent of Distribution		
1 HSP	5416.670000			
2 HSR	16666.670000			
3 HSN	799.990000			

5. Submit the Transaction for Approval.

NOTE: Approval must be completed, and UCPC must have processed the transaction prior to MCOP Funding Entry can be completed

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Scenario 5: Update Job FTE (PayPath Action)

Please review the UPK, for any additional information, if required.

UPK Link: <https://sp.ucop.edu/sites/ucpathhelp/LocationUsers/LOCplayer/index.html?Guid=79b4276e-d4f9-4493acf2-f84231b88345>

Step 1. Position Tab: Enter Effective Date, JFT as Action Reason Code, and “Unclick” the Include FTE.

Position Data

Employee: Anshu Agrawal | Empl ID: 10211870 | Empl Record: 0

Position Number: 40216450 | ASSOC PROF IN RES-HCOMP | Action: POS | Position Change

Effective Date: 11/18/2019 | Position Change Reason: JFT | Job Data FTE Override

New Values to update

Business Unit: IRCMP | UC Irvine Campus
 Department ID: IR7454 | MEDICINE
 Location: C-9132 | IRVINE HALL
 Job Code: 001725 | ASSOC PROF IN RES-HCOMP
 Union Code: A9 | Academic Senate - Irvine
 FLSA Status: Exempt
 Reports To Position: 40207606 | ADM CRD OF CR
 Sal Admin Plan: APU1
 Salary Grade: 2
 Standard Hours: 40.00
 FTE: 1.000000

Existing Values

Current Effective Date: 05/01/2019
 Business Unit: IRCMP | UC Irvine Campus
 Department: IR7454 | MEDICINE
 Location: C-9132 | IRVINE HALL
 Job Code: 001725 | ASSOC PROF IN RES-HCOMP
 Union Code: A9 | Academic Senate - Irvine
 FLSA Status: Exempt
 Reports To Position: 40207606 | ADM CRD OF CR
 Sal Admin Plan: APU1
 Salary Grade: 2
 Standard Hours: 40.00
 FTE: 1.000000

Mail Drop: | Add to FTE Actual Count:
 Position Pool: | **Include FTE:** | Include FTE: "Unclick" the Include FTE

Employee Relations Code: All Others, Not Confidential | Representation Code: Covered
 Classified Indicator: Academic

Return to Search

Look Up Position Change Reason

Search by: Reason Code | begins with

Look Up | Cancel | Advanced Lookup

Search Results

View 100 | First | 1-22 of 22 | Last

Reason Code	Description
APU	APU Change
CID	Change in Duty Station
COR	Position Data Correction
ERC	Update Employee Relations Code
FL2	FLSA Update- Does Not Meet
FL3	FLSA Revert
FLS	FLSA Override Due to Review
FTE	Revert to Position FTE
JFT	Job Data FTE Override
LOC	Update Location Code
LVL	Post Doc Level Progression
PIT	Permanent IncreaseInTime(FTE)
PRR	Permanent Reduction - Layoff
PRO	Promotion
PRT	Permanent ReductionInTime(FTE)
REG	Regularization
REO	Re-Organization/Restructure
RTC	Reports To Change
SEC	Series Change
TIT	Temporary Increase in Time
TRT	Temporary Reduction in Time
XFR	Transfer

Step 2 Job Data Tab: Update the FTE. Note, the Aggregate Compensation and the JED Comp Rates automatically update, when you tab out of the FTE field.

Prior to Update

Job Data

Effective Date: 11/18/2019 | Action: POS | Position Change

Effective Sequence: 0 | Action Reason: JFT | Job Data FTE Override

Current Effective Date: 05/01/2019 | Current Action: DTA | Data Change

Current Eff Sequence: 3 | Current Action Reason: BNE | Benefits: Update Eligibility

Salary Grade: 2 | Step: 4 | FTE: 1.000000 | Employee Class: 9 | Academic: Faculty

Appointment End Date: 06/30/2019 | End Job Automatically:

Earnings Distribution Type: By Amount | Comp Rate: 9,741.666666 | Standard Hours: 40.00 | Pay Frequency: UC_FY | UC 12/12 - FY

Pay Components

Rate Code	Comp Rate	Compensation Frequency
1 UCHSP	10,600.000000	Annual
2 UCHSX	106,300.000000	Annual

Earnings Distribution

Earnings Code	Comp Rate	Distribution %
1 HSP HSCP-Differential (X Prime)	883.333333	9.070
2 HSR HSCP-Regular (X)	8,858.333333	90.930

This document can be found on the UCPath website. [<https://ucpath.uci.edu/user-type/transactional-users.html>]

After Update

Job Data Find | View All First 1 of 1 Last

Effective Date: 11/18/2019 Action: POS Position Change
 Effective Sequence: 0 Action Reason: JFT Job Data FTE Override

Current Effective Date: 05/01/2019 Current Action: DTA Data Change
 Current Eff Sequence: 3 Current Action Reason: BNE Benefits: Update Eligibility

Position Number: 40216450 ASSOC PROF IN RES-HCOMP
 Salary Grade: 2 Step: 4
 FTE: 0.500000 Employee Class: 9 Academic Faculty
 Appointment End Date: 06/30/2019 End Job Automatically:

Earnings Distribution Type: By Amount Comp Rate: 4,870.833333 Standard Hours: 20.00 Pay Frequency: UC_FY UC 12/12 - FY

Pay Components			Personalize Find First 1-2 of 2 Last
Rate Code	Comp Rate	Compensation Frequency	
1 UCHSP	10,600.000000	Annual	+
2 UCHSX	106,300.000000	Annual	+

Earnings Distribution			Personalize Find First 1-2 of 2 Last
Earnings Code	Comp Rate	Distribution %	
1 HSP HSCP-Differential (X Prime)	441,666667	9.070	
2 HSR HSCP-Regular (X)	4,429,166667	90.930	

3. Submit the Transaction for Approval.

NOTE: Once Local AWE Approval is complete, MCOP Funding can be updated, if required.