

Multiple Components of Pay for H-COMP and Job Earnings Distribution

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 is focused on the correct setup of the MCOP and Job Earnings Distribution (JED) specifically.

Purpose: Accurate payment to the employee, and 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 and 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 Updates if/when required.

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

1. Position Control:

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

Oracle PeopleSoft Position Control Request - Position Information tab. Fields include: Position Number (NEW), Headcount Status (Open), Effective Date (11/08/2019), Approval Status (Initial), Status (Active), Business Unit (UC Irvine Campus), Job Code, Reg/Temp, Shift (Not Applicable), Title, Work Location (Reg Region: USA, Department, Location, Reports To, Supervisor Lvl), Salary Plan Information (Salary Admin Plan, Salary Grade, Work Period: Weekly), and Salary Ranges (Minimum, Midpoint, Maximum). Red stars mark 'a' (Job Code), 'b' (Salary Admin Plan), and 'c' (Salary Grade).

Oracle PeopleSoft Position Control Request - Specific Information tab. Fields include: Position Number (NEW), Headcount Status (Open), Effective Date, Education and Government (Position Pool ID, Pre-Encumbrance Indicator: No Encumbrance, Encumber Salary Option: Salary Grade Minimum, Classified Indicator: Academic), Academic Rank, and FTE (1.000000). A red star marks 'd' (FTE).

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

Job Information

*Business Unit UC Irvine Campus

Job Code PROF-HCOMP

Reg/Temp Not Applicable

Shift Not Applicable

Title PROF-HCOMP

Manager Level All Other Positions

Full/Part Time

Union Code Academic Senate - Irvine

Short Title 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 Salary Grade 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

Encumber Salary Option Salary Grade Minimum

Classified Indicator Academic

Calc Group (Flex Service)

Academic Rank

FTE Adds to FTE Actual Count

Current Job Codes

Look Up Job Code Help

Set ID UCSHR

Job Code begins with

Description contains HCOMP

Look Up Clear Cancel Basic Lookup

Search Results

View 100 First 1-32 of 32 Last

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 Help

Search by: Job Code begins with

Look Up Cancel **Advanced Lookup**

Look Up Job Code Help

Set ID UCSHR

Job Code begins with

Description begins with
contains

Look Up Cancel Basic Lookup

Search Results

Only the first 100 be displayed.

View 100 between 1-100 of 100 Last

Current Salary Plans – based Job Code Selected

Look Up Salary Admin Plan Help

Cancel

Search Results

View 100 First 1-11 of 11 Last

Set ID	Job Code	Salary Administration Plan
IRCOMP	001721	APU0
IRCOMP	001721	APU1
IRCOMP	001721	APU2
IRCOMP	001721	APU3
IRCOMP	001721	APU4
IRCOMP	001721	APU5
IRCOMP	001721	APU6
IRCOMP	001721	APU7
IRCOMP	001721	APU8
IRCOMP	001721	APU9
IRCOMP	001721	BYA

Salary Grade- based on Salary Plan and Job Code Selected

Look Up Salary Grade

Search by: Salary Grade begins with

Look Up Cancel Advanced Lookup

Search Results

View 100 First 1-2 of 2 Last

Salary Grade	Description
1	Professor
1M	Professor - Minimum Scale

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.

Personal Data	Job Data	Earns Dist	Addl 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"/>				

Scenario 1: Components of Pay- X and X Prime

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

Look Up Step

Search by: begins with

Search Results

View 100 1-18 of 18

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 Salary Grade

Plan

Job Compensation - Pay Components 1-2 of 2

Comp Rate Code	Compensation Rate	Compensation Frequency	Rate Code Source
<input type="text" value="1 UCHSP"/>	<input type="text" value="31900.000000"/>	A	<input type="text" value="Salary Step"/>
<input type="text" value="2 UCHSX"/>	<input type="text" value="106400.000000"/>	A	<input type="text" value="Salary Step"/>

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)

The screenshot shows the 'Earnings Dist' tab in UCPath. Under 'Job Earnings Distribution Type', the 'Earnings Distribution Type' is set to 'By Amount' and the 'Aggregate Comp Rate' is 11525.000000. Below this is a table titled 'Job Earnings Distribution' with columns for 'Earnings Code', 'Compensation Rate', and 'Percent of Distribution'. Two rows are listed:

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.

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 [Print] [Refresh]	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: 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

The screenshot shows the 'Earns Dist' tab in the UCPath system. It displays the 'Job Earnings Distribution Type' set to 'By Amount' and an 'Aggregate Comp Rate' of 12358.330000. Below this is a table with three rows of earnings codes: HSP, HSR, and HSN, each with a corresponding compensation rate and a search icon. The table also includes a 'Percent of Distribution' column and '+' and '-' buttons for each row.

Earnings Code	Compensation Rate	Percent of Distribution
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.

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

Personal Data		Job Data	Earns Dist	Addl Pay	Person Profile
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

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.

Job - Salary Plan

Salary Administration: APU3 Plan

Salary Grade: 1

Step:

Job Compensation - Pay Components

Comp Rate Code	Compensation Rate	Compensation Frequency	Rate Code Source
1 <input type="text"/>	<input type="text"/>		

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.

Job - Salary Plan

Salary Administration: APU3 Plan

Salary Grade: 1

Step:

Job Compensation - Pay Components

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

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

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-d4f9-4493-acf2-f84231b88345>

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

The screenshot displays the UCPath Position Data form for employee Anshu Agrawal. The form is divided into 'New Values to update' and 'Existing Values' sections. In the 'New Values' section, the 'Effective Date' is set to 11/18/2019 and the 'Position Change Reason' is JFT. In the 'Existing Values' section, the 'Current Effective Date' is 05/01/2019. At the bottom, there is a checkbox for 'Include FTE' which is currently checked. A red callout bubble points to this checkbox with the text "“Unclick” the Include FTE". To the right, a 'Look Up Position Change Reason' window is open, showing a search for 'JFT' and a list of results with 'JFT Job Data FTE Override' highlighted.

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 Increase in Time (FTE)
PRB	Permanent Reduction - Layoff
PRO	Promotion
PRT	Permanent Reduction in Time (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 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

Salary Grade: 2 Step: 4

FTE: 1.000000 Employee Class: 9 Academic: Faculty

Appointment End Date: 08/30/2019 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			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)	883.333333	9.070	
2 HSR HSCP-Regular (X)	8,858.333333	90.930	

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.