

UCPATH COMP RATE CODES

as of 6/5/18

COMP RATE CODE	DESCRIPTION	POPULATION	UCSD DEFINITION/USE CASE	USED AT UCSD AT GO-LIVE
UCDEC5	Decoupled - Half Step [Acad]	Academic	Used to record the annual bonus off-scale component which, upon issuance, is equivalent to a half-step on the scale. This pay component is eligible for range adjustments but is only intended to last for one review period. Either track end date in AP Data or utilize the Location Use End Date field on job with an reason code of "Temporary Off-Scale".	YES
UCMINA	Min Scale - Above Scale [Acad]	Academic	UCSD has no Above Scale academics on the minimum scale and will not in future.	NO
UCHRLY	Hourly Rate [Staff/Acad]	Both	Used to record the hourly pay rate for an employee.	YES
UCGRNA	Green Cir Annual Rt [Staff]	Staff	Used to record the annual rate for a staff employee who has been "green circled". Green-Circling is when an employee's pay rate is approved below the established salary minimum for that position.	YES
UCGRNH	Green Cir Hourly Rt [Staff]	Staff	Used to record the hourly for a staff employee who has been "green circled". Green-Circling is when an employee's pay rate is approved below the established salary minimum for that position.	YES
UCREDA	Red Cir Annual Rate [Staff]	Staff	Used to record the annual rate for a staff employee who has been "red circled". Red-Circling is when an employee's pay rate is approved to be above the established salary maximum for that position. The employee is usually not eligible for further base pay increases until the range maximum surpasses the employee's pay rate.	YES
UCREDH	Red Circle Hourly Rt [Staff]	Staff	Used to record the hourly rate for a staff employee who has been "red circled". Red-Circling is when an employee's pay rate is approved to be above the established salary maximum for that position. The employee is usually not eligible for further base pay increases until the range maximum surpasses the employee's pay rate.	YES
UCMIN	Min Scale - Scale Rate [Acad]	Academic	Used to record the annual rate for academics who were placed on the system-wide minimum scale in 2011 and have not been transitioned to the regular scale due to lack of career progress. The minimum scale rate is derived automatically based on a combination of the salary plan (entered on position) and the step (entered on job). As of 6/30/18, UCSD has eight academics on the minimum scale.	YES
UCOFF1	Off Scale - Eligible [Acad]	Academic	Used to record the annual market off-scale component that is eligible for range adjustments. This comp rate code will be included in the mass range adjustment process.	YES
UCOFF2	Off Scale - Ineligible [Acad]	Academic	Used to record the annual market off-scale component that is not eligible for range adjustments. This comp rate code will be excluded from the mass range adjustment process.	YES
UCWOS	Without Salary - Record Only	Both	Used for employees who have an unpaid job. UCWOS stops all pay associated with the job including additional pay. Special handling is required if additional pay needs to be issued the UCWOS job.	YES
UCSUPP	Post Doc Supplement [Acad]	Academic	Used to record supplemental pay above a fellowship or traineeship award, to meet the UC postdoc minimum rate	YES
UCGCY	NSTP- Negotiated Amt [Acad]	Academic	Used to record the "firm" annual negotiated component of pay for participants in the General Campus Compensation Plan (GCCP). This pay component is considered "firm" and will not change as the result of a range adjustment. It will be combined with the ranged adjusted base salary components (e.g. UCANNL, UCOFF1, etc.) and will result in an increase to the Total Negotiated Salary.	YES
UCFELL	Post Doc Fellow Stipend [Acad]	Academic	Used to record the stipend amount for a fellowship or traineeship awarded by an external agency but paid through a University account.	YES
UCANNL	Annual Rate [Staff/Academic]	Academic	Used to record the annual base salary for most employees. For employees paid on a salary plan with steps, this comp rate will be derived automatically based on a combination of the salary plan (entered on position) and the step (entered on job). For employees paid on a salary plan with a salary range, this comp rate code and annual pay rate will be entered manually.	YES
UCABVE	Above Scale [Acad]	Academic	Used to record the annual Above Scale salary for academics. This comp rate code and annual pay rate will be entered manually.	YES
UCHSY	HSCP Negotiated [FIRM]	Academic	UCSD uses the "not firm" version - see UCHSN	NO
UCDEC9	Decoupled < \$100 [Acad]	Academic	UCSD does not issue this type of off-scale	NO

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UCSPY	Staff Phys. Negotiated Amt	Staff	Used to record the annual negotiated salary component for a MSP Staff Physician+W48.	YES
UCABVS	Above Scale [Staff, Per Agmt]	Staff	Used to record the annual Above Scale salary for s staff employee.	YES
UCHSP	HSCP "X Prime" - Annual Rate	Academic	Used to record the X' annual salary component for members of the Health Sciences Compensation Plan (HSCP), excluding above scale faculty. This comp rate will be derived automatically based on a combination of the salary plan (entered on position) and the step (entered on job).	YES
UCHSN	HSCP Negotiated [NOT FIRM]	Academic	Used to record the "not firm" annual negotiated component of pay for members of the Health Sciences Compensation Plan (HSCP). This pay component is considered "not firm" and will be decreased at the time of a range adjustment by the amount that the base salary (e.g. UCHSX, UCHSP, etc.) increase, resulting in no increase to the Total Negotiated Salary.	YES
UCHSX	HSCP "X" - Annual Rate	Academic	Used to record the X' annual salary component for members of the Health Sciences Compensation Plan (HSCP), excluding above scale faculty. This comp rate will be derived automatically based on a combination of the salary plan (entered on position) and the step (entered on job).	YES
UCOFF3	Off Scale- Eligible [Decrease]	Academic	Used to record an annual market off-scale component that is subject to tapering during a range adjustment. During the mass range adjustment process, this component will automatically be reduced by the amount of the increase to the base salary components, UCANNL and UCOFF1, resulting in no increase to the total annual salary.	YES
UCCNTR	UC Contract Pay [Acad]	Academic	Used to record the prorated annual amount of pay for academic year (AY) paid academic appointees in the following scenarios. Special handling is required for contract pay. 1. Employee on a visa is hired to work after the pay period begin date but before the quarter service begin date (Hire Template) 2. New employee is hired to work after the pay period and quarter service begin dates (e.g. mid-quarter hire) (Hire Template) 3. Existing employee is asked to pick up a class mid-quarter when another employee gets sick, etc. (PayPath or Concurrent Hire Template; may be best to do a concurrent hire to keep the contract portion separate from other regular pay that is already set up) 4. Existing employee works only a portion of the quarter due to illness, etc., and is placed on leave (Extended Leave) 5. Existing employee is terminated mid-quarter (Termination Template)	YES
UCHSMX	HSCP Min Scale - X	Academic	Not used at UCSD; we have no HSCP academics on the minimum scale.	YES
UCHSO3	HSCP Off Scale 3 (Decrease)	Academic	Used to record the annual market off-scale component that is subject to tapering during a range adjustment for a member of the Health Sciences Compensation Plan (HSCP). During the mass range adjustment process, this component will automatically be reduced by the amount of the increase to the base salary components, UCHSX, UCHSP, etc., resulting in no increase to the total annual salary.	YES
UCHSMP	HSCP Min Scale - X Prime	Academic	UCSD has no HSCP academics on the minimum scale	NO
UCHSMA	HSCP Min Scale - Above Sc X	Academic	UCSD has no HSCP academics on the minimum scale	NO
UCHMO3	HSCP Min-Off Scale 3 (Decr)	Academic	UCSD has no HSCP academics on the minimum scale	NO
UCHSAP	HSCP Above Scale - X Prime	Academic	Used to record the annual Above Scale X' component for a member of the Health Science Compensation Plan (HSCP). This comp rate code and annual pay rate will be entered manually.	YES
UCHSO2	HSCP Off Scale 2 (Ineligible)	Academic	Used to record the annual market off-scale component that is not eligible for a range adjustment for a memberr of the Health Sciences Compensation Plan (HSCP). This comp rate code will be excluded from the mass range adjustment process.	YES
UCHMO2	HSCP Min-Off Scale 2 (Inelig)	Academic	UCSD has no HSCP academics on the minimum scale	NO
UCHMAP	HSCP Min - Above Sc X Prime	Academic	UCSD has no HSCP academics on the minimum scale	NO
UCSPHH	Staff Physicians - Hourly	Staff	Used to record the hourly rate for a non-exempt MSP Staff Physician.	YES

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UCHSO1	HSCP Off Scale 1 (Eligible)	Academic	Used to record the annual market off-scale component that is eligible for range adjustments for a member of the Health Sciences Compensation Plan (HSCP). This comp rate code will be included in the mass range adjustment process.	YES
UCHMO1	HSCP Min-Off Scale 1 (Elig)	Academic	UCSD has no HSCP academics on the minimum scale	NO
UCPDPD	UC Post Doc - Paid Direct	Academic	Used to record the amount of salary/stipend an external agency is paying directly to a postdoc.	YES
UCHSAX	HSCP Above Scale - X	Academic	Used to record the annual Above Scale X component for a member of the Health Science Compensation Plan (HSCP). This comp rate code and annual pay rate will be entered manually.	YES
UCSPHY	Staff Physicians - Base Pay	Staff	Used to record the annual base salary for a MSP Staff Physician.	YES
UCGCYN	NSTP- Negotiated -NOT FIRM	Academic	Used to record the "not firm" annual negotiated component of pay for participants in the General Campus Compensation Plan (GCCP). This pay component is considered "not firm" and will be decreased at the time of a range adjustment by the amount that the base salary (e.g. UCANNL, UCOFF1, etc.) increase, resulting in no increase to the Total Negotiated Salary.	YES
UHMD92	HSCP Min - Dec 9 - Ineligible	Academic	UCSD has no HSCP academics on the minimum scale and UCSD does not issue this type of off-scale	NO
UHMD51	HSCP Min - Dec 5 - Eligible	Academic	UCSD has no HSCP academics on the minimum scale	NO
UHMD52	HSCP Min - Dec 5 - Ineligible	Academic	UCSD has no HSCP academics on the minimum scale	NO
UHMD91	HSCP Min - Dec 9 - Eligible	Academic	UCSD has no HSCP academics on the minimum scale and UCSD does not issue this type of off-scale	NO
UHMD93	HSCP Min - Dec 9 - Decrease	Academic	UCSD has no HSCP academics on the minimum scale and UCSD does not issue this type of off-scale	NO
UCOHR1	Off Scale Hourly - Eligible	Academic	Used to record the hourly market off-scale component, for a non-exempt academic, that is eligible for range adjustments. This comp rate code will be included in the mass range adjustment process.	YES
UCOHR3	Off Scale Hourly - Decrease	Academic	Used to record the hourly market off-scale component, for a non-exempt academic, that is subject to tapering during a range adjustment. During the mass range adjustment process, this component will automatically be reduced by the amount of the increase to the base salary components, UCANNL and UCOFF1, resulting in no increase to the total annual salary.	YES
UHMD53	HSCP Min - Dec 5 - Decrease	Academic	Not used at UCSD; we have no HSCP academics on the minimum scale.	YES
UCOHR2	Off Scale Hourly - Ineligible	Academic	Used to record the hourly market off-scale component, for a non-exempt academic, that is not eligible for range adjustments. This comp rate code will be excluded from the mass range adjustment process.	YES
UCHD53	HSCP - Dec 5 - Decrease	Academic	Used to record the annual bonus off-scale component for members of the Health Sciences Compensation (HSCP). Upon issuance, is equivalent to a half-step on the scale. This pay component is ineligible for range adjustments.	YES
UCHD51	HSCP - Dec 5 - Eligible	Academic	Used to record the annual bonus off-scale component for members of the Health Sciences Compensation (HSCP). Upon issuance, is equivalent to a half-step on the scale. This pay component is eligible for range adjustments but is only intended to last for one review period. Either track end date in AP Data or utilize the Location Use End Date field on job with an reason code of "Temporary Off-Scale".	YES
UCHD52	HSCP - Dec 5 - Ineligible	Academic	UCSD does not plan to use this code	NO
UCHD93	HSCP - Dec 9 - Decrease	Academic	UCSD does not plan to use this code	NO
UCHD91	HSCP - Dec 9 - Eligible	Academic	UCSD does not plan to use this code	NO
UCHD92	HSCP - Dec 9 - Ineligible	Academic	UCSD does not plan to use this code	NO