

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

PURPOSE

To provide a summary of the Negotiated Salary Trial Program and details to consider when entering compensation into PayPath.

Negotiated Salary Trial Program Overview (NSTP)

The Negotiated Salary Trial Program (NSTP) is a general campus negotiated salary plan that allows eligible faculty to voluntarily contribute external funding sources toward their total UC salary, with the negotiated salary amount funded through external sources.

- The amount of negotiated salary is capped at 30% of the scale-based salary.
- The total negotiated salary is effective for a one-year period corresponding with the University fiscal cycle of July 1 through June 30.

Resources

More information about the NSTP can be found on the Academic Personnel website:

<https://ap.uci.edu/compensation/nstp/>

Component of Pay

In UCPath, compensation is broken up into different components that add together to make up the total salary.

Salary Component	Comp Rate Code*	Earn Code
On scale salary	UCANNL	REG*
Off scale salary	UCOFF1	REG*
Above scale salary	UCABVE	REG*
Negotiated salary	UCGCYN	NNC

* At UCI we will be using the REG earn code (not NCB) for the Scale-Based Salary.

*Comp Rate Codes

UCANNL compensation rate will be derived by the system based off of the salary admin plan, grade, and step. This represents the **ON SCALE** rate in accordance to the UCOP salary scale (not the UCI Merit Scale).

UCOFF1 represents the off-scale **OFF SCALE** component, add this as an annual rate for faculty who are off-scale.

UCABVE represents the annual **ABOVE SCALE** salary for an above-scale faculty. This salary component **should not be used** with UCANNL and UCOFF1.

UCGCYN represents the **NEGOTIATED SALARY** component, and is the annual negotiated amount that the faculty member is increasing their salary by.

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Entering NSTP into UCPath

1. Navigate to [PayPath](#) (PeopleSoft Menu > UC Customizations > UC Extensions > PayPath Actions)
2. Search for the employee that you want to add NSTP participation to.
3. Click on the **JOB DATA** tab.
4. Enter in the **EFFECTIVE DATE**.
5. Select/Type **ACTION: PAY**, **ACTION REASON: NEG**

Job Data Find | View All First

Effective Date: 07/01/2020 Action: PAY Pay Rate Change

Effective Sequence: 0 Action Reason: NEG Change in Negotiated Salary

6. Under “Pay Components” click on the + sign to add a new pay component row.
7. Type or select **UCGCYN** as the rate code. This rate code is the NOT FIRM version of the negotiated component, meaning that the negotiated amount will be reduced to absorb any salary increases that happen during the year of participation.
8. Enter in the **ANNUAL** amount of the negotiated component in the Comp Rate field.

Pay Components Personalize | Find | 3 Last

Rate Code	Comp Rate	Compensation F
1 UCANNL	130,300.000000	Annual +
2 UCOFF1	49,700.000000	Annual + -
3 UCGCYN	12,000.000000	Annual + -

9. Navigate back to the **ACTION/ACTION REASON** area, and click on the “+” sign to add an additional action/action reason.

Find | View All First 1 of 1 Last

Action: PAY Pay Rate Change + -

Action Reason: NEG Change in Negotiated Salary

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10. Select/Type **ACTION:** JED, **ACTION REASON:** JED

Action:  Earnings Distribution Change
 Action Reason:  Negotiated Compensation Plans

11. Navigate to **EARNINGS DISTRIBUTION TYPE:** and select “By Percent.”

Earnings Distribution Type: 

The NSTP earn codes and amounts should calculate automatically for you. If it doesn't, correct as needed.

Earnings Distribution			
	*Earnings Code		Comp Rate
1	<input type="text" value="NNC"/> 	Negotiated Sal Plan-Additional	1,000.000000
2	<input type="text" value="REG"/> 	Regular Pay	15,000.000000

12. Navigate to the **ADDITIONAL PAY DATA** tab.

13. Enter in your INITIATOR'S COMMENTS.

14. Click **SAVE AND SUBMIT** to submit your transaction to your approver.