

COMPENSATION STRATEGIES PAY CODE LISTING

PAY CODE	PAY SUM GRP	WAGE EXPENSE (AFIS OBJECT)	PAY CODE DESCRIPTION (PAY SUM GRP DESCRIPTION)	HRIS INPUT				INCLUDED IN			TAXABLE				RETIREMENT				STATE PERSONNEL SYSTEM RESTRICTION	PROCESS LEVEL	CONCERN / CHANGE BEING REVIEWED
				HRS	AMT	STD TIME REC	EE GROUP	SYS GEN	OverTime	SHIFT	% ERE	Federal	State	Soc Sec	Medicare	ASNS	CORP	PSRS			
LEAVE COMPENSATION																					
371	371	6049	MERITORIOUS SERVICE LEAVE TAKN (MERITKN)	X						X	X	X	X	X	X	X	X	X	R2-5A-B611 Grant max: Up to 24 hrs/EE/FY	Exclude from EORP.	
371F	39F	6049	FMLA-MERITORIOUS LEAVE TAKEN (FMLAMERI)	X						X	X	X	X	X	X	X	X	X	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 (SPA)		X	ZR30		X		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	6032	STIPEND-SPECIAL ASSIGNMENT-\$ (STPSPEC\$)		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	6032	HIRING INCENTIVE-\$ (STPHRE\$)		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-\$ (SPOT\$)		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 criteria as DISCRETIONARY (ie. surprise bonus to the EE).	Up to \$2,000/EE/FY Agency plan required each Fiscal Year used.	Exclude from EORP. Exclude from CORP.
744	744	6035	CONDITIONAL PAY-DISCRETIONARY (TXBLCOND)		X							X	X	X	X	X	X	X	Payment of a ONE-TIME, DISCRETIONARY bonus to compensate employees for specific conditions. Must meet FLSA criteria as DISCRETIONARY (ie. surprise bonus to the EE).	Up to 5%/EE/FY. Agency plan required each Fiscal Year used.	
745	745	6032	STIPEND-RETENTION-\$ (STPRET\$)		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 each Fiscal Year used.	Exclude from EORP. Exclude from PSRS.
750	750	6035	STIPEND-RECRUITMENT-\$ (STPRCT\$)		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-\$ (REFER\$)		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.

COMPENSATION STRATEGIES PAY CODE LISTING

PAY CODE	PAY SUM GRP	WAGE EXPENSE (AFIS OBJECT)	PAY CODE DESCRIPTION (PAY SUM GRP DESCRIPTION)	HRIS INPUT				INCLUDED IN			TAXABLE				RETIREMENT				STATE PERSONNEL SYSTEM RESTRICTION	PROCESS LEVEL	CONCERN / CHANGE BEING REVIEWED		
				HRS	AMT	STD TIME REC	EE GROUP	SYS GEN	Overtime	SHIFT	% ERE	Federal	State	Soc Sec	Medicare	ASRS	CORP	PSRS				EORP	
788	788	6035	MERIT INCENTIVE-DISCRETIONRY-\$ (MERITD\$)		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, allocate to each week earned. Must meet FLSA criteria as DISCRETIONARY (ie. surprise to the EE).	Up to 4% for Up to 30% Ees. Must combine pay codes 788,789 to determine Merit Limits. Agency plan required each Fiscal Year used.	
789	789	6035	MERIT BASED INCENTIVE-\$ (MERIT\$)		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. Must combine pay codes 788,789 to determine Merit Limits. Agency plan required each Fiscal Year used.	Exclude from EORP. Exclude from PSRS.
790	790	6035	GOAL BASED INCENTIVE-\$ (GOAL\$)		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 each Fiscal Year used.	Exclude from EORP. Exclude from PSRS. Exclude from CORP.