

## Earnings Elements Included in IBS

July 6, 2007

Element Types	Description
Adm Other	Recurring flat supplemental amount that is paid in addition to regular salary
Adm Other FE	Recurring flat supplemental amount that is paid in addition to regular salary and is for a specified period of time.
Adm Other TE	Recurring flat supplemental amount that is paid in addition to regular salary and is for a specified period of time
Adm VP DC	Recurring flat supplemental amount paid each monthly pay period in addition to regular salary
Adm VP DC FE	Recurring flat supplemental paid each monthly pay period in addition to regular salary
Adm VP DC TE	Recurring flat supplemental paid each monthly pay period in addition to regular salary
Berevemt	Bereavement
Berevemt TE	Regular benefit based employees may take to 3 workdays of paid leave in the event of a death
Berevmt FE	Berevmt Pay for employees when a death of immediate family member occurs
Bonus In Lieu	Bonus Payments are made to Employees who are (1) Current Base add or above maximum of pay band (2) Total Base Increase takes pay above new maximum difference paid is BIL (3) Current bases within range but is determined to be above market
Bonus In Lieu FE	Bonus In Lieu for FICA Exempt
Bonus In Lieu TE	Bonus In Lieu for Treaty Exempt
Call Back	When a non-exempt employee is requested to return to work for an emergency or a special assignment after completion of the regular work schedule.
Call Back FE	Paid when an employee is requested to return to work for an emergency or a special assignment after completion of the regular work schedule.
Call Back TE	When a non-exempt employee is requested to return to work for an emergency or a special assignment
Doubletime	Hours paid at two times the rate
Doubletime 1	Hours paid at two times the rate
Doubletime 2	Hours paid at two times the rate
Doubletime 3	Hours paid at two times the rate
Doubletime 4	Hours paid at two times the rate
Doubletime 5	Hours paid at two times the rate
Doubletime FE	Hours that are paid at doubletime
Doubletime FE 1	Hours that are paid at doubletime
Doubletime FE 2	Hours that are paid at doubletime
Doubletime FE 3	Hours that are paid at doubletime
Doubletime FE 4	Hours that are paid at doubletime
Doubletime FE 5	Hours that are paid at doubletime
Doubletime TE	Hours that are paid at doubletime for treaty exempt
Doubletime TE 1	Hours that are paid at doubletime for treaty exempt
Doubletime TE 2	Hours that are paid at doubletime for treaty exempt
Doubletime TE 3	Hours that are paid at doubletime for treaty exempt
Doubletime TE 4	Hours that are paid at doubletime for treaty exempt
Doubletime TE 5	Hours that are paid at doubletime for treaty exempt

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Element Types	Description
EWV	Exempt employees who are eligible to receive extra pay in excess of 40 hours per week
EWV FE	Pay for exempt employees who are paid additional for working over 40 hours
EWV TE	Additional pay for employees who work over 40 hours
FMLASck Emp	Sick time paid to an employee when the employee is on FMLA
FMLASck Fam	Sick time paid when the employee is on FMLA Family leave
FMLAVac Emp	Vacation time paid to an employee who is on FMLA emp
FMLAVac Fam	Vacation paid while an employee is paid FMLA Family leave
Grad RA	Graduate Research Assistant
Grad RA ADJ	Graduate Research Assistant
Grad RA FE	Grad Research Assistant Fica exempt
Grad RA TE	Graduate Research Assistant treaty exempt
Grad TA	Graduate teaching assistant
Grad TA ADJ	Graduate Teaching Assistant
Grad TA FE	Graduate assistant fica exempt
Grad TA TE	Graduate assistant treaty exempt
Hol Wkd	Time paid for working on the holiday
Hol Wkd FE	Time paid for an employee who works on the holiday
Hol Wkd TE	Pay for employees who work on a holiday
HolNotWkd	Holiday for eligible employees
HolNotWkd FE	Holiday pay for eligible employees
HolNotWkd TE	Holiday for eligible for holiday pay
Hrly Wage 1	Hourly Wage for Biweekly Employees
Hrly Wage 2	Hourly Wage for Biweekly Employees
Hrly Wage 3	Hourly Wage for Biweekly Employees
Hrly Wage 4	Hourly Wage for Biweekly Employees
Hrly Wage 5	Hourly Wage for Biweekly Employees
Hrly Wage FE1	Hourly wage for biweekly employee that is FICA exempt
Hrly Wage FE2	Hourly Wage for biweekly employees that is FICA exempt
Hrly Wage FE3	Hourly Wage for Biweekly employee who is FICA exempt
Hrly Wage FE4	Hourly Wage for Biweekly employees
Hrly Wage FE5	Hourly Wage for Biweekly employees who are FICA exempt
Hrly Wage TE1	Hourly wage for biweekly payroll for employee who is treaty exempt
Hrly Wage TE2	Hourly wage for biweekly employees who are treaty exempt
Hrly Wage TE3	Hourly Wage for biweekly payroll for employees who are treaty exempt
Hrly Wage TE4	Hourly wage for biweekly employees who are treaty exempt
Hrly Wage TE5	Hourly wage for biweekly employees who are treaty exempt
Instruction	Elements for instruction and lecturer
Instruction FE	Element for instruction and lecturer
Instruction TE	Instruction and lecturer for treaty exempt

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Element Types	Description
Irreg Grave	Irregular shift for graveyard
Irreg Grave 1	Irregular shift for graveyard
Irreg Grave 2	Irregular shift for graveyard
Irreg Grave 3	Irregular shift for graveyard
Irreg Grave 4	Irregular shift for graveyard
Irreg Grave 5	Irregular shift for graveyard
Irreg Grave FE	Irregular Grave shift for students and foreign nationals
Irreg Grave TE	Irregular shift for grave for treaty exempt
Irreg Swing	Irregular swing shift
Irreg Swing 1	Irregular swing shift
Irreg Swing 2	Irregular swing shift
Irreg Swing 3	Irregular swing shift
Irreg Swing 4	Irregular swing shift
Irreg Swing 5	Irregular swing shift
Irreg Swing FE	Irregular swing for students and foreign nationals
Irreg Swing TE	Irregular swing for treaty exempt
Jury Duty	Money paid while serving on a jury.
Make Up Time 1	Paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time 2	Paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time 3	Paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time 4	Paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time 5	Paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time FE1	Fica Exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time FE2	Fica Exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time FE3	Fica Exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time FE4	Fica Exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time FE5	Fica Exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time TE1	Treaty exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed

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Element Types	Description
Make Up Time TE2	Treaty exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time TE3	Treaty exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time TE4	Treaty exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Make Up Time TE5	Treaty exempt wages paid to non-exempt employees for time made up during the same workweek that scheduled work time was missed
Matrnry Sick	Pay for employees who are on maternity sick
Matrnry Vac	Vac pay for employee on maternity
Monthly Sal	Salary for employees on Monthly Payroll
Monthly Sal 2	Salary for employees on Monthly Payroll
Monthly Sal 3	Salary for employees on Monthly Payroll
Monthly Sal Adj	Salary Late Amounts for Employees on Monthly Payroll
Monthly Sal Adj 2	Salary Late Monthly Amounts for Employees on Monthly Payroll
Monthly Sal Adj 3	Salary Late Amount for Employees on Monthly Payroll
Monthly Sal Adj FE	Monthly Salary late payments for fica exempt
Monthly Sal Adj FE 2	Monthly salary for late payments for FICA exempt
Monthly Sal Adj FE 3	Monthly Salary late payments for FICA exempt
Monthly Sal Adj TE	Monthly Salary late payments for treaty exempt
Monthly Sal Adj TE 2	Monthly Salary late payments for treaty exempt
Monthly Sal Adj TE 3	Monthly salary late payments for treaty exempt
Monthly Sal Adj TE RA	Monthly Salary late payments for treaty exempt resident aliens
Monthly Sal FE	Monthly Salary for fica exempt
Monthly Sal FE 2	Monthly Salary for FICA Exempt
Monthly Sal FE 3	Monthly Salary for FICA Exempt
Monthly Sal TE	Monthly salary for treaty exempt
Monthly Sal TE 2	Monthly Salary for Treaty Exempt
Monthly Sal TE 3	Monthly Salary for Treaty Exempt
Other Paid LV	Pay for Natural Disasters
Other PD LV FE	Pay for Natural Disasters
Other PD LV TE	Pay for natural disasters
Over time	Pay for overtime
Over time 1	Pay for overtime
Over time 2	Pay for overtime
Over time 3	Pay for overtime
Over time 4	Pay for overtime
Over time 5	Pay for overtime
Over time FE	Overtime Pay

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Over time FE 1	Overtime Pay
Over time FE 2	Overtime Pay
Over time FE 3	Overtime Pay
Over time FE 4	Overtime Pay
Over time FE 5	Overtime Pay
Over time TE	Over time for Treaty exempt
Over time TE 1	Over time for Treaty exempt
Over time TE 2	Over time for Treaty exempt
Over time TE 3	Over time for Treaty exempt
Over time TE 4	Over time for Treaty exempt
Over time TE 5	Over time for Treaty exempt
Overtime	Pre-defined element for overtime.
Per Hol FE	Personal Holiday for eligible employees who are fica exempt
Per Hol TE	Holiday for eligible employees
Per Leave Vac	Leave for employee with personal leave using vacation taken
Personal Hol	Personal Holiday
Reg Disa Sick	Leave for employee with regular disability using sick leave
Reg Disa Vac	Leave for employee with regular disability using vacation
Reg Sal 1	Regular Salary for bi-weekly
Reg Sal 2	Regular Salary for multiple assignment 2
Reg Sal FE1	Regular salary for fica exempt
Reg Sal FE2	Salary for fica exempt
Reg Sal TE1	Regular Salary for treaty exempt
Reg Sal TE2	Regular Salary for treaty exempt
Regular Salary	Pre-defined element for salaried employees
Regular Wages	Pre-defined element for waged employees
Retro Rt Adj	Retro Rate change
RetroRtAdj FE	Retro Rate Change
RetroRtAdj TE	Retro Rate Adj
Sck Pay	Roll up earning element for Sick
Sck Pay FE	Sick pay for FICA Exempt
Sck Pay TE	Sick Pay for Treaty Exempt
Shift Grave	Shift for Graveyard
Shift Grave 1	Shift for Graveyard
Shift Grave 2	Shift for Graveyard
Shift Grave 3	Shift for Graveyard
Shift Grave 4	Shift for Graveyard
Shift Grave 5	Shift for Graveyard
Shift Grave FE	Graveyard shift for students and foreign nationals

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Element Types	Description
Shift Grave FE 1	Graveyard shift for students and foreign nationals
Shift Grave FE 2	Graveyard shift for students and foreign nationals
Shift Grave FE 3	Graveyard shift for students and foreign nationals
Shift Grave FE 4	Graveyard shift for students and foreign nationals
Shift Grave FE 5	Graveyard shift for students and foreign nationals
Shift Grave TE	Graveyard shift for treaty exempt
Shift Grave TE 1	Graveyard shift for treaty exempt
Shift Grave TE 2	Graveyard shift for treaty exempt
Shift Grave TE 3	Graveyard shift for treaty exempt
Shift Grave TE 4	Graveyard shift for treaty exempt
Shift Grave TE 5	Graveyard shift for treaty exempt
Shift Pay	Preset shift pay earnings.
Shift Swing	Swing shift premium
Shift Swing 1	Swing shift premium
Shift Swing 2	Swing shift premium
Shift Swing 3	Swing shift premium
Shift Swing 4	Swing shift premium
Shift Swing 5	Swing shift premium
Shift Swing FE	Swing Shift for students and foreign nationals
Shift Swing FE 1	Swing shift for students and foreign nationals
Shift Swing FE 2	Swing shift for students and foreign nationals
Shift Swing FE 3	Swing shift for students and foreign nationals
Shift Swing FE 4	Swing shift for students and foreign nationals
Shift Swing FE 5	Swing shift for students and foreign nationals
Shift Swing TE	Swing shift for treaty exempt
Shift Swing TE 1	Swing shift for treaty exempt
Shift Swing TE 2	Swing shift for treaty exempt
Shift Swing TE 3	Swing shift for treaty exempt
Shift Swing TE 4	Swing shift for treaty exempt
Shift Swing TE 5	Swing shift for treaty exempt
Sick Emp	Sick pay for employees
Sick Family	Sick pay taken while employees family is ill
Sick Pay	STU SickPay element
Sick Taken	Regular Sick Pay
Spec Allow	Lump sum that is agreed upon
Spec Allow 2	Lump sum that is agreed upon
Spec Allow FE2	Lump sum that is agreed upon
Spec Allow TE2	Lump sum that is agreed upon
Spec AllowFE	Lump sum that is agreed upon

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Element Types	Description
Spec AllowTE	Lump sum amount that is agreed upon
Temp Lead	Temporary Lead Person
Temp Lead FE	Temporary Lead person
Temp Lead TE	Temporary Lead person
Time Entry Wages	Pre-defined element for hourly employees paid by time entry.
UTA Wage	Flat wage for undergraduate student
UTA Wage ADJ	Flat amount for graduate student
UTA Wage FE	Flat amount for undergraduate student that is FICA exempt
UTA Wage TE	Undergraduate student that receives flat amount that is treaty exempt
Vac Pay	Vacation Pay
Vac Pay FE	Vacation Pay for employees FICA
Vac Pay TE	Vacation Pay for employees on treaty status
Vac Payoff	Vacation Payoff for employees who are terminating
Vac PayoffFE	Vacation Payoff for terminated employees
Vac PayoffTE	Vacation Payoff for terminated employees
Vac Taken	Regular Vacation Pay
Vacation Pay	STU VacPay element
Witness	Pay for employees who are on Witness Duty
Witness FE	Pay for employees who are on witness and fica exempt
Witness TE	Pay for employees who are on witness duty