

# Earnings Codes

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Earnings Code	Pay stub Name	Definition	Who Enters	Company	Contrib. to FRP	Over- time	Retro	Add Pay	Temp / Casual	Student
<b>3PD</b>	3rd Party Disability	Value of any disability payments made by a third-party; these must be reported by the University, along with any federal taxes that have been withheld from these payments.	Central	UMN	No	No	No	No	No	No
<b>ACD</b>	Academic Disability Leave	Supplemental payment to eligible faculty and P & A employees on approved Disability Leave. Use only as directed by OHR. The earnings code TUD must also be used on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	No	No	No	No	No	No
<b>ADJ</b>	Adjustment Earnings	Value of a previous overpayment that is deducted from later earnings (arrears processing).	Central	UMN	No	No	No	No	No	No
<b>AOT</b>	Augmentation Overtime	Premium payment for overtime hours worked when employee receives AUG pay (in addition to REG pay).	Dept	UMN	Yes	Yes	No	No	No	No
<b>ART</b>	Article Writ/Crs Dev/Translate	Payment for article writing, course development or revision, and translations.	Dept	UMN	No	No	No	Yes	No	No
<b>ATL</b>	Athletic Contract Supplement	Supplemental payment to eligible faculty and P & A employees to cover expenses for media, apparel, etc.	Dept	UMN	No	No	No	No	No	No
<b>AUG</b>	Augmentation	Payment for services that are in addition to regular job duties. This includes Honorary Chairs and other related non-service duties. This code can only be used if employee also has REG pay.	Dept	UMN	Yes	No	No	Yes	No	No
<b>AUR</b>	Augmentation Retro	Payment for the difference between the old and new compensation rate for AUG when an increase is applied retroactively.	Dept	UMN	Yes	No	Yes	No	No	No

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<b>BOY</b>	Boynnton Special Payment	Quarterly payment (or adjustment) for service in the emergency room.	Dept	UMN	No	No	No	No	No	No
<b>CAR</b>	Car Leasing Benefit	Value of personal use of a University-provided vehicle. Restricted to Wheel Club.	Central	UMN	No	No	No	No	No	No
<b>CAS</b>	Car Allowance	Payment for using a personal vehicle for University business, in lieu of providing a University automobile. Paid only to key employees, as determined by the Office of the President.	Dept	UMN	No	No	No	Yes	No	No
<b>CBO</b>	Call Back Overtime	Premium payment for hours worked due to emergency conditions as specified in contract or rulebook.	Dept	UMN	Yes	Yes	No	No	No	No
<b>CBR</b>	Call Back Overtime Retro	Payment for the difference between the old and new compensation rate for CBO when an increase is applied retroactively.	Dept	UMN	Yes	Yes	Yes	No	No	No
<b>CLB</b>	Club Membership Benefit	Value of University-paid club memberships and related expenditures to the extent that such activities are not each sufficiently documented to be serving a bona-fide University business purpose.	Central	UMN	No	No	No	No	No	No
<b>CLE</b>	Compensation/Living Expense	Payment for services or living expenses to non-resident-alien non-employees (company UMI only).	Central	UMI	No	No	No	No	No	No
<b>CME</b>	Commutation - UMN	Payments to physicians in company UMN. Eligible for FRP covered salary. Note: see CMF for company UMP.	Dept	UMN	Yes	No	No	No	No	No
<b>CMF</b>	Commutation - UMP	Payments to physicians in company UMP. NOT eligible for FRP covered salary. Note: see CME for company UMN.	Dept	UMP	No	No	No	No	No	No

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<b>CMG</b>	UMP Special Payment Lump Sum	Payments to employees in Company UMP for miscellaneous Purposes, including 'Productivity Payment' and moving Expenses.	Dept	UMP	No	No	No	Yes	No	No
<b>COM</b>	Compensatory Time Payout	Payment for any balance in the Compensation Leave Plan due to termination or department transfer per contract or rulebook.	Dept	UMN	Yes	No	No	No	No	No
<b>CON</b>	Contract Supplemental Comp	Payment for supplemental contract compensation as agreed to within the terms of the contract.	Dept	UMN	No	No	No	Yes	No	No
<b>CRB</b>	Career Bonus/Stability	Payment to eligible employees in bargaining unit 4 (AFSCME) or bargaining unit 3 (Teamsters) made once per year based on hours of service.	Dept	UMN	No	No	No	Yes	No	No
<b>DEA</b>	Death Benefit	Payment of one month's salary of deceased employee made at request of department and per contract or rules book (company UMR only).	Central	UMR	No	No	No	No	No	No
<b>DUC</b>	Duluth UC/CEE Center	Payment for providing instructional or other services to the Duluth University College.	Dept	UMN	No	No	No	Yes	No	No
<b>EAX</b>	Evening/Weekend Credit Prgms	Payment for providing instructional or other services for weekend and evening credit programs.	Dept	UMN	No	No	No	Yes	No	No
<b>EBX</b>	Evening/Weekend Non-Credit Prgm	Payment for providing instructional or other services for weekend and evening non-credit programs.	Dept	UMN	No	No	No	Yes	No	No
<b>ECX</b>	UC Other	Payment for providing instructional or other services for University College including UC teaching awards.	Dept	UMN	No	No	No	Yes	No	No

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<b>FSR</b>	Fellowship/Scholarship	Payments to students and scholars on non-service appointments (company UNS only). These are non-qualified payments for scholarships or fellowships. Note: see IRS publication 520 for definition of no-qualified amounts.	Dept	UNS	No	No	No	No	No	Yes
<b>GIF</b>	Gift Certificate Benefit	Value of any cash-equivalent gift certificate awarded to an employee.	Central	UMN	No	No	No	No	No	No
<b>GRD</b>	Grad Sch Summer Rsrch Fellow	Payment to an individual receiving a Summer Research Fellowship from the Graduate School. No other appointment may be held during the time frame of the fellowship. Time frames will either be for Summer Session 1, or for both Summer Session 1 and 2.	Dept	UMN	No	No	No	No	No	No
<b>HFR</b>	Taxable Benefit/Compensation	Value of miscellaneous taxable benefits or compensation paid by departments on behalf of employees.	Central	UMN	No	No	No	No	No	No
<b>HLD</b>	Holiday Worked-Double Time	Premium payment at twice the hourly rate for hours worked on a University-designated holiday. Includes V-class appointments.	Dept	UMN	Yes	No	No	No	No	No
<b>HLW</b>	Holiday Worked	Premium payment at time and a half the hourly rate for hours worked on a University-designated holiday. Includes V-class appointments.	Dept	UMN	Yes	No	No	No	No	No
<b>HWR</b>	Holiday Worked Retro	Payment for the difference between the old and new compensation rate for HLW when an increase is applied retroactively.	Dept	UMN	Yes	No	Yes	No	No	No
<b>INC</b>	Increment	Payment for educational, research, or administrative duties that require a formal, separate appointment. May be tied to non-recurring faculty compensation plan as defined by collegiate area.	Dept	UMN	Yes	No	No	No	No	No

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<b>IST</b>	Independent Study	Payment for providing instructional or other services for University College independent study.	Dept	UMN	No	No	No	Yes	No	No
<b>LAT</b>	Late Pay	Payment for hours worked, but not paid, in a previous pay period, and taxed at the supplemental rate.	Central	UMN	Yes	No	No	No	No	No
<b>LNR</b>	Layoff Non-Renewal	Payment related to the layoff non-renewal severance agreements for CS, BU, and P&A staff. Note: refer to the Layoff Non-Renewal packet from Employee Benefits.	Dept	UMN	No	No	No	No	No	No
<b>LPL</b>	UMP Paid Leave of Absence	<b>Payment related to a paid leave of absence. If on a partial paid leave, code TUL must also be used on a separate distribution to make the total (distribution) hours or percent correspond to the UMP job record. The job standard hours must not be reduced.</b>	Dept	UMP	No	No	No	No	No	No
<b>LVP</b>	Leave Paid	Payment related to a paid leave of absence. If on a partial paid leave, code TUP must also be used on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	Yes	No	No	No	No	No
<b>MNT</b>	Moving Expenses Non-Taxable	Value of employer-paid moving expenses that are qualified (and reported in Box 13 of a W-2), whether paid to an employee or a third party. Examples include: the actual expenses of the employee's household's travel to the new location (excluding the cost of meals) and the transportation of personal goods.	Central	UMN	No	No	No	No	No	No
<b>MOR</b>	Morris UC/CEE Center	Payment for providing instructional or other services to the Morris University College.	Dept	UMN	No	No	No	Yes	No	No

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<b>MOV</b>	Moving Expenses Taxable Benefit	Value of employer-paid moving expenses that are non-qualified (and subject to all withholding), whether paid to an employee or a third party. Examples: cost of meals while traveling, expenses of a house-hunting trip, and temporary living expenses.	Central	UMN	No	No	No	No	No	No
<b>MRA</b>	Morse Alumni	Payment to recipient of Morse Alumni Outstanding Contribution to Undergraduate Education Award: the Award for Outstanding contributions to Post baccalaureate, Graduate and Professional Education; and the University of Minnesota Community Service Award.	Dept	UMN	Yes	No	No	No	No	No
<b>MSA</b>	Morse Alumni Retro	Payment for the difference between the old and new compensation rate for MRA when an increase is applied retroactively.	Dept	UMN	Yes	No	Yes	No	No	No
<b>MTF</b>	Music Lesson Fees	Payment to faculty for music lessons based upon a specific number of lessons per term.	Dept	UMN	No	No	No	No	No	No
<b>NLM</b>	Non-Recurring Lump Sum	Payment made to employee, as part of annual salary plan, in lieu of base salary increase.	Dept	UMN	Yes	No	No	Yes	No	No
<b>NON</b>	Non-Qualified Did Comp	Payment for non-qualified deferred compensation.	Central	UMN	No	No	No	No	No	No
<b>OAE</b>	Overtime	Premium payment at one and a half times the hourly rate for hours paid over 40 in a work week, or for designated employees who work more than 8 hours a day.	Dept	UMN	Yes	Yes	No	No	No	No

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<b>OAJ</b>	Overtime Adjustment	Payment to compensate for an underpayment of an overtime amount when the overtime rate that was applied needs to be adjusted due to a lump sum payment (per Wage and Hour requirements).	Central	UMN	Yes	Yes	No	No	No	No
<b>OBE</b>	Overtime Retro	Payment for the difference between the old and new compensation rate for OAE when an increase is applied retroactively.	Dept	UMN	Yes	Yes	Yes	No	No	No
<b>OEE</b>	Overtime Double Time	Premium payment at twice the hourly rate for hours paid over 40 in a work week, or for designated employees who work more than 8 hours a day.	Dept	UMN	Yes	Yes	No	No	No	No
<b>OFE</b>	Overtime Double Time Retro	Payment for the difference between the old and new compensation rate for OEE when an increase is applied retroactively.	Dept	UMN	Yes	Yes	Yes	No	No	No
<b>OJE</b>	On Call	Payment (hourly) to employees required to be available to respond to telephone calls or return to work if necessary; it can exceed 80 hours in a pay period.	Dept	UMN	Yes	Yes	No	Yes	No	No
<b>OKE</b>	On Call Retro	Payment for the difference between the old and new compensation rate for OJE when an increase is applied retroactively.	Dept	UMN	Yes	Yes	Yes	No	No	No
<b>OLE</b>	Outstanding Serv/Teach Award	Payment for outstanding employee performance or related service, available to both academic and non-academic staff in units with established procedures, which are applied in a uniform and nondiscriminatory manner.	Dept	UMN	No	No	No	Yes	No	No

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<b>OME</b>	Overload	Payment to academic staff for activities over 100% time, e.g., teaching courses, lectures, special task force, or focus group.	Dept	UMN	No	No	No	Yes	No	No
<b>OTH</b>	Other Misc Income	Miscellaneous income payments made to nonresident aliens through Disbursement Services are taxable and reportable to IRS on Form 1042-S (company UMI only)	Central	UMI	No	No	No	No	No	No
<b>PFE</b>	Performance Fees	Payment for artistic performance.	Dept	UMN	No	No	No	Yes	No	No
<b>PHR</b>	Phased Retirement	Payment (all) related to phased retirement. The earnings code SLV must also be used on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	Yes	No	No	No	No	No
<b>PLL</b>	Police Longevity	Payment made each pay period to police officers based on years of service.	Police	UMN	No	No	No	Yes	No	No
<b>PPP</b>	Previous Pay Period	Payment for (REG) hours worked, but not paid, in a previous pay period.	Dept	UMN	Yes	No	No	No	No	No
<b>REG</b>	Regular Pay	Payment for base services performed on appointments equal to or greater than 20 standard hours a week. Note: see RGP for regular pay when less than 20 standard hours per week.	Dept	UMN	Yes	No	No	No	No	No
<b>REH</b>	Retirement Contribution	Refund of previous year's retirement contribution. It is subject to W-2 reporting and federal and state tax withholding, but not Social Security or Medicare, at an aggregated rate, in the year refunded.	Central	UMN	No	No	No	No	No	No

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<b>REJ</b>	Retirement Contribution	Refund of previous year's retirement contribution. It is subject to all tax withholding in the year refunded.	Central	UMN	No	No	No	No	No	No
<b>REN</b>	Rent Benefit	Market value of University-provided housing or payment of housing costs where housing is determined to be a personal benefit.	Central	UMN	No	No	No	No	No	No
<b>RGP</b>	Regular Pay < 20 Std Hrs	Payment for base services performed on appointments that are less than 20 standard hours a week. Sick and vacation time will not be earned. Note: see REG for regular pay when 20 or more standard hours per week.	Dept	UMN	Yes	No	No	No	No	No
<b>RGT</b>	Regular Retro	Payment for the difference between the old and new compensation rate for REG when an increase is applied retroactively. Note: for hours worked, but not paid, in a previous pay period, see PPP.	Dept	UMN	Yes	No	Yes	No	No	No
<b>RNE</b>	Housing Allowance	Payment made to defray out-of-pocket housing costs, as stipulated in the employee contract.	Dept	UMN	No	No	No	No	No	No
<b>ROC</b>	Rochester UC Center	Payment for providing instructional or other services to the Rochester University College.	Dept	UMN	No	No	No	Yes	No	No
<b>ROY</b>	Royalties	Payment to non-resident aliens and entities for royalties that are subject to withholding and reportable to the IRS on form 1042-S (company UMI only).	Central	UMI	No	No	No	No	No	No

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<b>RPF</b>	Regents Professor	Payment to recipient of Regents Professor for outstanding contribution to both undergraduate and graduate level education.	Dept	UMN	Yes	No	No	No	No	No
<b>RTA</b>	Retirement Allowance (1304)	Supplemental income paid to eligible retirees through the University Supplemental or Unisex Supplemental programs (company UMR only).	Central	UMR	No	No	No	No	No	No
<b>SAR</b>	Shift Regular	Payment for work that is eligible for shift differential, based upon CS rules or bargaining unit contract.	Dept	UMN	Yes	No	No	Yes	No	No
<b>SBR</b>	Shift Regular Retro	Payment for the difference between the old and new compensation rate for SAR when an increase is applied retroactively.	Dept	UMN	Yes	No	Yes	No	No	No
<b>SCO</b>	Shift Overtime	Premium payment at one and a half times the hourly shift differential rate for work that is eligible for shift differential, based upon CS rules or bargaining unit contract.	Dept	UMN	Yes	Yes	No	No	No	No
<b>SDO</b>	Shift Overtime Retro	Payment for the difference between the old and new compensation rate for SCO when an increase is applied retroactively.	Dept	UMN	Yes	Yes	Yes	No	No	No
<b>SEE</b>	Settlement Award Elig FRP	Payment from settlement award involving back pay that is eligible for FRP and subject to all tax withholding; processed through the Office of General Counsel.	Central	UMN	Yes	No	No	No	No	No
<b>SEN</b>	Settlement Award NE FRP	Payment from settlement award involving back pay that is NOT eligible for FRP, but subject to FICA withholding; processed through the Office of General Counsel.	Central	UMN	No	No	No	No	No	No
<b>SFD</b>	Shift Overtime Double	Premium payment at twice the hourly shift differential rate for work that is eligible for shift differential, based upon CS rules or bargaining unit contract.	Dept	UMN	Yes	Yes	No	No	No	No

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<b>SFT</b>	Shift Pay - 3rd	Payment for work that is eligible for shift differential, at the third shift rate, based upon CS rules or bargaining unit contract.	Dept	UMN	Yes	No	No	No	No	No
<b>SGF</b>	Scholarship, Grant, Fellowship	Taxable and reportable scholarship award payments made to nonresident aliens through the BA25 or PVC payment processes. (Company UMI only)	Central	UMII	No	No	No	No	No	No
<b>SHS</b>	Shift 2nd Sunday	Premium payment for work that is eligible for shift differential on hours worked on the second consecutive Sunday.	Dept	UMN	Yes	No	No	No	No	No
<b>SJE</b>	Second Sunday	Premium payment for hours worked on the second consecutive Sunday.	Dept	UMN	Yes	No	No	No	No	No
<b>SKE</b>	Second Sunday Retro	Payment for the difference between the old and new compensation rate for SJE when an increase is applied retroactively.	Dept	UMN	Yes	No	Yes	No	No	No
<b>SLB</b>	Sabbatical	Payment for faculty sabbatical furlough. The earnings code SLU must also be used on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	Yes	No	No	No	No	No
<b>SLU</b>	Unpaid Sabbatical	Used with earnings code SLB on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	Yes	No	No	No	No	No
<b>SLV</b>	Unpaid Phased Retirement	Used with earnings code PHR on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	Yes	No	No	No	No	No

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<b>SMR</b>	Summer Research Elig FRP	Payment to non-A-base academic personnel for research or other duties outside base appointment term dates. Use only with account that has an FRP-eligible (CUFS) Fund Class (go to <a href="http://www1.umn.edu/ohr/payroll/smrsmz.htm">http://www1.umn.edu/ohr/payroll/smrsmz.htm</a> for a complete list). Note: does not include Graduate School Research Awards; see GRD.	Dept	UMN	Yes	No	No	No	No	No
<b>SMZ</b>	Summer Research NE FRP	Payment to non-A-base academic personnel for research or other duties outside base appointment term dates. Use only with account that does NOT have an FRP-eligible (CUFS) Fund Class (go to <a href="http://www1.umn.edu/ohr/payroll/smrsmz.htm">http://www1.umn.edu/ohr/payroll/smrsmz.htm</a> for a complete list). Note: does not include Graduate School Research Awards; see GRD.	Dept	UMN	No	No	No	No	No	No
<b>SNT</b>	Season Ticket/Passes Benefit	Value of season tickets or passes to events for which there is no documented University business purpose.	Central	UMN	No	No	No	No	No	No
<b>SPB</b>	Signing Bonus	Payment related to established University policy on bonus payments, contract implementation or agreed-upon hiring or retention offers.	Dept	UMN	Yes	No	No	Yes	No	No
<b>SPO</b>	Special Payment - NE FRP	Payment approved by the Office of Tax Reporting and Compliance that is miscellaneous and non-recurring in nature, but is NOT included in FRP covered salary.	Central	UMN	No	No	No	No	No	No
<b>SPP</b>	Special Payment Elig FRP	Payment approved by the Office of Tax Reporting and Compliance that is miscellaneous and non-recurring in nature, and is included in FRP covered salary.	Central	UMN	Yes	No	No	No	No	No

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<b>SQT</b>	Spousal Travel Benefit	Value of University-paid travel for spouse of University official when spouse's attendance serves no documented official University business purpose.	Central	UMN	No	No	No	No	No	No
<b>SSS</b>	Summer Session	Payment for providing instructional or other services directly related to the delivery of summer session or intersession courses.	Dept	UMN	No	No	No	No	No	No
<b>TAG</b>	Terminal Agreement	Payment (non-recurring) based upon terminal agreement; refer to Terminal Agreement packet from Employee Benefits.	Dept	UMN	No	No	No	No	No	No
<b>TCD</b>	Vacation Buy Down	Payment for decreasing an employee's vacation time that is at the maximum accrual when a vacation request is denied.	Dept	UMN	No	No	No	No	No	No
<b>TCO</b>	Vacation Cash Out <b>FOR DULUTH CAMPUS ONLY</b>	Payment for exchanging up to 40 hours of vacation time for pay once a year, at employee's request.	Dept	UMN	No	No	No	No	No	No
<b>TCP</b>	Vacation Payout	Payment for any balance in the Vacation Leave Plan due to termination, per contract or rulebook.	Central	UMN	No	No	No	No	No	No
<b>TOA</b>	Tool Allowance/Insurance	Payment for purpose of purchasing required tools and tool insurance, usually applicable only to bargaining unit 3 (Teamsters).	Dept	UMN	No	No	No	Yes	No	No
<b>TUD</b>	Unpaid Acad Disability Leave	Used with earnings code ACD on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced. Use only as directed by OHR.	Dept	UMN	No	No	No	No	No	No

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<b>TUL</b>	UMP Unpaid Leave of Absence	Used with earnings code LPL on a separate distribution to make the total (distribution) hours or percent correspond to the UMP job record. The job standard hours must not be reduced.	Dept	UMP	No	No	No	No	No	No
<b>TUP</b>	Unpaid Leave of Absence	Used with earnings code LVP on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	No	No	No	No	No	No
<b>TUR</b>	Unpaid Retirement Catch Up	Amount of previously paid earnings/or hours that was not included in retirement plan deduction calculation.	Central							
<b>TUT</b>	Regents/Acad Tuition Benefit	Value of University-paid tuition for: 1) credits taken by employee in a graduate degree program, or 2) if total tuition benefit exceeds \$5,250 in a calendar year.	Central	UMN	No	No	No	No	No	No
<b>TUU</b>	Uniform Upkeep	Payment for the purpose of maintaining uniforms, made once a year, usually only to police officers.	Police	UMN	No	No	No	Yes	No	No
<b>UAG</b>	Augmentation	Payment for services performed by student employees in addition to their regular job duties. This code can only be used if employee also has URG pay.	Dept	UMN	No	No	No	Yes	No	Yes
<b>UHL</b>	Holiday Worked	Premium payment to student employees at time and a half the hourly rate for hours worked on a University-designated holiday.	Dept	UMN	No	No	No	No	No	Yes

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<b>ULP</b>	Leave Paid	Payment to student employees related to a paid leave of absence. If on a partial paid leave, code TUP must also be used on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	No	No	No	No	No	Yes
<b>ULU</b>	Unpaid Leave of Absence	Used with earnings code ULP on a separate distribution to make the total (distribution) hours or percent correspond to the job record. The job standard hours must not be reduced.	Dept	UMN	No	No	No	No	No	Yes
<b>UME</b>	Overload	Payment to student employees for activities over 100% time	Dept	UMN	No	No	No	Yes	No	Yes
<b>UOA</b>	Overtime Adjustment	Payment to student employees for the difference between an old and new overtime amount when the overtime rate has been adjusted due to a lump sum payment (per Wage and Hour requirements).	Central	UMN	No	Yes	No	No	No	Yes
<b>UOS</b>	Outstanding Serv/Teach Award	Payment to student employees for outstanding performance or related service.	Dept	UMN	No	No	No	Yes	No	Yes
<b>UOT</b>	Overtime	Premium payment to student employees at one and a half times the hourly rate for hours paid over 40 in a work week, or for designated student employees who work more than 8 hours a day.	Dept	UMN	No	Yes	No	No	No	Yes

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# Earnings Codes

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Earnings Code	Pay stub Name	Definition	Who Enters	Company	Contrib. to FRP	Over- time	Retro	Add Pay	Temp / Casual	Student
<b>UPB</b>	Bonus	Payment to student employees related to established University policy on bonus payments, contract implementation, or agreed upon hiring or retention offers.	Dept	UMN	No	No	No	Yes	No	Yes
<b>UPP</b>	Previous Pay Period	Payment to student employees for (URG) hours worked, but not paid, in a previous pay period.	Dept	UMN	No	No	No	No	No	Yes
<b>URG</b>	Regular Pay	Payment to student employees for base appointment services.	Dept	UMN	No	No	No	No	No	Yes
<b>URR</b>	Regular Retro	Payment to student employees for the difference between the old and new compensation rate for URG when an increase is applied retroactively. Note: for hours worked, but not paid, in a previous pay period, see UPP.	Dept	UMN	No	No	Yes	No	No	Yes
<b>USR</b>	Shift Regular	Payment to student employees for work that is eligible for shift differential.	Dept	UMN	No	No	No	Yes	No	Yes
<b>USS</b>	Summer Session	Payment to student employees for providing instructional or other services directly related to the delivery of summer session or intersession courses.	Dept	UMN	No	No	No	No	No	Yes
<b>UUN</b>	Evening/Weekend Non-Credit Prgm	Payment to student employees for providing instructional or other services for evening and weekend non-credit programs.	Dept	UMN	No	No	No	Yes	No	Yes

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# Earnings Codes

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Earnings Code	Pay stub Name	Definition	Who Enters	Company	Contrib. to FRP	Over- time	Retro	Add Pay	Temp / Casual	Student
<b>VAG</b>	Augmentation	Payment for services performed by temp/casual appointees in addition to their regular job duties. This code can only be used if appointee also has VRG pay.	Dept	UMN	No	No	No	Yes	Yes	No
<b>VAR</b>	Augmentation Retro	Payment to temp/casual appointees for the difference between the old and new compensation rate for VAG when an increase is applied retroactively.	Dept	UMN	No	No	Yes	No	Yes	No
<b>VBY</b>	Boynton Special Payment	Quarterly payment (or adjustment) for service in the emergency room.	Dept.	UMN	No	No	No	No	No	No
<b>VDR</b>	Overtime Retro	Payment to temp/casual appointees for the difference between the old and new compensation rate for VOT when an increase is applied retroactively.	Dept	UMN	Yes	Yes	Yes	No	Yes	No
<b>VDT</b>	Overtime Double Time	Premium payment to temp/casual appointees at twice the hourly rate for hours paid over 40 in a work week, or for designated temp/casual appointees who work more than 8 hours a day.	Dept	UMN	Yes	Yes	No	No	Yes	No
<b>VDU</b>	Duluth UC/CEE Center	Payment to temp/casual appointees for providing instructional or other services to the Duluth University College.	Dept	UMN	No	No	No	No	Yes	No
<b>VHL</b>	Holiday Worked	Premium payment to temp/casual appointees at time and a half the hourly rate for hours worked on a University-designated holiday.	Dept	UMN	No	No	No	No	Yes	No
<b>VNN</b>	Evening/Weekend Non-Credit Prgm	Payment to temp/casual appointees for providing instructional or other services for evening and weekend non-credit programs.	Dept	UMN	No	No	No	Yes	Yes	No

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# Earnings Codes

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Earnings Code	Pay stub Name	Definition	Who Enters	Company	Contrib. to FRP	Over- time	Retro	Add Pay	Temp / Casual	Student
<b>VOA</b>	Overtime Adjustment	Payment to temp/casual appointees for the difference between an old and new overtime amount when the overtime rate has been adjusted due to a lump sum payment (per Wage and Hour requirements).	Central	UMN	No	Yes	No	No	Yes	No
<b>VOS</b>	Outstanding Serv/Teach Award	Payment to temp/casual appointees for outstanding performance or related service.	Dept	UMN	No	No	No	Yes	Yes	No
<b>VOT</b>	Overtime	Premium payment to temp/casual appointees at one and a half times the hourly rate for hours paid over 40 in a work week, or for designated temp/casual appointees who work more than 8 hours a day.	Dept	UMN	Yes	Yes	No	No	Yes	No
<b>VPB</b>	Bonus	Payment to temp/casual employees related to established University policy on bonus payments, contract implementation, or agreed upon hiring or retention offers.	Dept	UMN					Yes	No
<b>VPP</b>	Previous Pay Period	Payment to temp/casual appointees for (VRG) hours worked, but not paid, in a previous pay period.	Dept	UMN	No	No	No	No	Yes	No
<b>VRG</b>	Regular Pay	Payment to temp/casual appointees for base appointment services.	Dept	UMN	Yes	No	No	No	Yes	No
<b>VRR</b>	Regular Retro	Payment to temp/casual appointees for the difference between the old and new compensation rate for VRG when an increase is applied retroactively. Note: for hours worked, but not paid, in a previous pay period, see VPP.	Dept	UMN	Yes	No	Yes	No	Yes	No

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# Earnings Codes

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Earnings Code	Pay stub Name	Definition	Who Enters	Company	Contrib. to FRP	Over- time	Retro	Add Pay	Temp / Casual	Student
<b>VRT</b>	Shift Regular Retro	Payment to temp/casual appointees for the difference between the old and new compensation rate for VSR when an increase is applied retroactively.	Dept	UMN	Yes	No	Yes	No	Yes	No
<b>VSO</b>	Shift Overtime	Premium payment to temp/casual appointees at one and a half times the hourly shift differential rate for work that is eligible for shift differential.	Dept	UMN	Yes	Yes	No	No	Yes	No
<b>VSR</b>	Shift Regular	Payment to temp/casual appointees for work that is eligible for shift differential.	Dept	UMN	Yes	No	No	Yes	Yes	No
<b>VUC</b>	Evening/Weekend Credit Prgms	Payment to temp/casual appointees for providing instructional or other services for evening and weekend credit programs.	Dept	UMN	No	No	No	Yes	Yes	No

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