

Campus Administrative Policy

Policy Title: Employee Fringe Benefit Pools

Policy Number: 4007 Functional Area: **Human Resources**

Effective: July 1, 2010
Date Last Amended/Reviewed: July 1, 2010
Date Scheduled for Review: July 1, 2018
Supersedes: Employee Fringe Benefit Pools, May 31, 2001

Approved by: Associate Vice Chancellor for Finance and Administration

Prepared by: Controller
Reviewing Office: Executive Vice Chancellor for Administration and Finance

Responsible Officer: Senior Vice Chancellor for Administration and Finance
Executive Vice Chancellor for Administration and Finance

Applies to: University of Colorado Anschutz Medical Campus
University of Colorado Denver
University of Colorado South Denver Location

A. INTRODUCTION

1. Purpose
The purpose of this policy is to set forth the guidelines used by the Finance Office in developing and charging fringe benefit rates for Worker's Compensation, Unemployment Insurance, Retiree Health and Life, and Termination Pay. These fringe benefits are administered by the campus. The University of Colorado Payroll and Benefit Services (PBS) is responsible for administering all employee insurance and retirement benefits.

2. Responsibility
It is the responsibility of the CU Denver | CU Anschutz Finance Department, Human Resources Department, and System Payroll and Benefits Services to ensure compliance with this policy.

B. APPLICABILITY

This policy is applicable to all salary payments for CU Denver | CU Anschutz employees who are eligible for one or more of the following programs: Worker's Compensation, Unemployment Insurance, Termination Pay, and Retiree Health and Life. The type of job held by the employee determines eligibility for these programs. The type of job translates into a unique job code in the Human Resources System and account code with the Finance System. The various fringe benefit rates in Exhibit A are charged to a program or project based on these job codes and account codes. Exhibit B is a crosswalk between Human Resources job codes, Finance System account codes and the applicable fringe benefit rates that will be charged.

C. DEFINITIONS

1. Retiree Health and Life is the amount paid for health insurance, life insurance, and supplemental annuities for retirees. Most retirees are eligible for employer contribution toward health and life insurance although at varying amounts based on age and years of service. Few new retirees are eligible for supplemental annuities although there are current retirees receiving this benefit. Actual payments from the previous year (adjusted for known changes in participants and insurance premiums) are used in estimating the amount to include in this rate calculation.
2. Unemployment Insurance is the amount paid out for unemployment insurance claims for eligible employees. A five-year rolling average is used in estimating the amount to include in this rate calculation. An outside vendor and the campus Human Resources office manage this program.
3. Termination Pay is the amount paid out for unused vacation and sick leave for separating and retiring employees. A five-year rolling average (adjusted for significant estimated changes in trends such as changes in PERA retirement rules that may influence retirement decisions) is used in estimating the amount to include in this rate calculation.
4. Worker's Compensation is the premium amount that is actuarially calculated annually by the University Risk Management Office (URM). This premium is assessed to the campus annually and is paid on a monthly basis. Premiums from all campuses are used to finance the System Risk Management Liability for Worker's Compensation Claims.

D. BACKGROUND

Rates for Worker's Compensation, Unemployment Insurance, Retiree Health and Life, and Termination Pay will be applied to all programs and projects in every source of funds in which charges for faculty and staff compensation are recorded. Rates are detailed in Exhibit A. The funds generated by applying these benefits rates will be pooled and used to cover payments for Worker's Compensation premiums,

Unemployment Insurance premiums, Retiree Health and Life, and Termination Pay. Rates will be updated annually based on actual payment experience and estimated future trends.

E. POLICY

1. Finance Office - It is the responsibility of the CU Denver | CU Anschutz Finance Office to calculate fringe benefit rates prior to the beginning of each Fiscal Year. Cost accounting methods are subject to the Internal Service Center and Core Laboratories Policy. Any shortage or surplus created during the previous year will be included in the next year rate calculation. Rates will be published as Exhibit A of this policy and will be distributed to the Budget Office by March 1st and to all campus departments by April 1st. The Finance Office will monitor collections and payments for all fringe benefits covered by this policy. Rates may be adjusted during the year if the campus experiences an unusual claims trend that was unanticipated in the previous rate. However every effort will be made to keep rates stable and to avoid midyear changes, within the limits of the Internal Service Centers Policy. If a rate is adjusted during the year, such changes will be communicated to all departments and divisions in a timely manner. The Finance Office will ensure all termination pay is accounted for in the Termination Pay Pool speed-type and will process PET's to move any termination pay erroneously paid from a departmental speed type. The CU Denver | CU Anschutz Finance Office will create and maintain the allocation processes within the University's financial system that charge the fringe benefit rates to all programs and projects in which employee compensation is recorded. A table referencing the rates that will be charged to Job Groups within the Human Resource System is included as Exhibit.
2. Human Resources Office - It is the responsibility of the CU Denver | CU Anschutz Human Resources Office to make payments for Worker's Compensation and Unemployment Insurance. Payments will be made from the appropriate funds that are pooled for this purpose. Termination pay forms shall be approved by the Human Resources Office prior to payment, and they will provide a copy to the Finance Office for reconciliation of the Termination Pay Pool speed type.
3. Payroll Benefits Services (PBS) - It is the responsibility of the PBS to administer retiree benefits and make payments for health insurance, life insurance, supplemental annuity, etc., as applicable. Payments for these benefits will be made from the unique pool of funds created for this purpose.
4. Department Administrators - It is the responsibility of each department administrator or unit head to include estimates of fringe benefit charges as part of their annual budgeting process.

Notes

1. Dates of official enactment and amendments:

May 31, 2001: Adopted

July 1, 2010: Revised / Approved by Associate Vice Chancellor for Finance & Administration

2. History:

April 9, 2019: Modified to reflect a Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statements organized around the several operational divisions of the university. University branding and links verified.

3. Initial Policy Effective Date: May 31, 2001

4. Cross References/Appendix:

- Campus Policy 4017, Payments of Unused Sick and Vacation Leave for Separating Employees.
- Regent Law Article 11, Leave Policies for Officers, Exempt Professionals, and Faculty on Twelve-Month Appointments
- [Campus Policy 2001, Internal Service Centers and Core Laboratories](#)

Employee Fringe Benefit Pools

Exhibit A: Fringe Benefit Rates

Both Anschutz & Denver Campuses Fiscal Year 2017-2018

Benefit	FY 2017-2018 Rates	
Worker's Compensation	0.142%	
Unemployment Compensation	0.045%	
<i>Sub-Total Worker's Comp. & Unemployment</i>		0.187%
Termination Pay		1.011%
Retiree Health, Life, and Supplemental Ann.		0.853%
Total*		2.051%

Both Anschutz & Denver Campuses Fiscal Year 2016-2017

Benefit	FY 2016-2017 Rates	
Worker's Compensation	0.164%	
Unemployment Compensation	0.042%	
<i>Sub-Total Worker's Comp. & Unemployment</i>		0.206%
Termination Pay		1.175%
Retiree Health, Life, and Supplemental Ann.		0.693%
Total*		2.074%

* Not all job codes are charged the total fringe benefit rate; it depends on the benefits eligibility. See Exhibit B.

Cross Reference																				
Job Codes - GL Salary Account Codes and the Related Fringe Benefits																				
July 1, 2009																				
Worker's Comp	Unemployment	Term Pay	Retiree Hlth & Life Supp Annuity	Account Code	Account Description	Job Code Range1	Job Code Range2	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	R/T	P/F	Earnings Codes	Earnings Codes
x	x	x	x	400100	Fac FTP Pay	1100	1105										R	F	REG	RGS
x	x	x	x	400101	Fac FTP IBOR Instruction	-	-													
x	x	x	x	400102	Fac FTP TBE/TTBEE	-	-													
x	x	x	x	400103	Fac FTP Vacant Lines	-	-													
x	x	x	x	400104	Fac FTP Addl Pay	1100	1105										R	F	STP	SP1
				400120	Fac FTP Trm Annl Lv	1100	1105										R	F	VCT	
				400121	Fac FTP Trm Sick Lv	1100	1105										R	F	SKS	
				400122	Fac FTP Trm Sick Lv Conv	1100	1105										R	F	SLC	
				400141	Fac FTP PrcPl Inc Pay	1100	1105										R	F	UPI	
				400142	Fac FTP Inc Pay	1100	1105										R	F	RIN	INC
x	x	x	x	400210	ClnFac FTP Pay	1201	1215										R	F	REG	RGS
				400220	ClnFac FTP Trm Annl Lv	1201	1215										R	F	VCT	
				400221	ClnFac FTP Trm Sick Lv	1201	1215										R	F	SKS	
				400222	ClnFac FTP Trm Sick Lv Conv	1201	1215										R	F	SLC	
x	x	x	x	400240	ClnFac FTP Addl Pay	1201	1215										R	F	STP	SP1
				400241	ClnFac FTP PrcPl Inc Pay	1201	1215										R	F	UPI	
				400242	ClnFac FTP Inc Pay	1201	1215										R	F	RIN	INC
x	x	x	x	400310	RschFac FTP Pay	1301	1304										R	F	REG	RGS
				400320	RschFac FTP Trm Annl Lv	1301	1304										R	F	VCT	
				400321	RschFac FTP Trm Sick Lv	1301	1304										R	F	SKS	
				400322	RschFac FTP Trm Sick Lv Conv	1301	1304										R	F	SLC	
x	x	x	x	400340	RschFac FTP Addl Pay	1301	1304										R	F	STP	SP1
				400341	RschFac FTP PrcPl Inc Pay	1301	1304										R	F	UPI	
				400342	RschFac FTP Inc Pay	1301	1304										R	F	RIN	INC
x	x	x	x	400500	PRAFac FTP Pay	1309	1311										R	F	REG	RGS
				400520	PRAFac FTP Trm Annl Lv	1309	1311										R	F	VCT	
				400521	PRAFac FTP Trm Sick Lv	1309	1311										R	F	SKS	
				400522	PRAFac FTP Trm Sick Lv Conv	1309	1311										R	F	SLC	
x	x	x	x	400540	PRAFac FTP Addl Pay	1309	1311										R	F	STP	SP1
				400541	PRAFac FTP PrcPl Inc Pay	1309	1311										R	F	UPI	
				400542	PRAFac FTP Inc Pay	1309	1311										R	F	RIN	INC
x	x	x	x	400600	RsAsFac FTP Pay	1305	1307										R	F	REG	RGS
				400620	RsAsFac FTP Trm Annl Lv	1305	1307										R	F	VCT	
				400621	RsAsFac FTP Trm Sick Lv	1305	1307										R	F	SKS	
				400622	RsAsFac FTP Trm Sick Lv Conv	1305	1307										R	F	SLC	
x	x	x	x	400640	RsAsFac FTP Addl Pay	1305	1307										R	F	STP	SP1
				400641	RsAsFac FTP PrcPl Inc Pay	1305	1307										R	F	UPI	
				400642	RsAsFac FTP Inc Pay	1305	1307										R	F	RIN	INC
x	x	x	x	400710	Vst RsAsFac FTP Pay	1308	1308										R	F	REG	RGS
x	x			400711	VstFac FTP Pay	1401	1405	1420	1422	1425							R	F	REG	RGS
x	x			400712	AffFac FTP Pay	1406	1413										R	F	REG	RGS
x	x			400713	SecFac FTP Pay	1414	1418	1423	1424	1426	1427						R	F	REG	RGS
x	x			400714	OthFac FTP Pay	1419	1419	1421	1441	1442	1444	1447	1448				R	F	REG	RGS
x	x			400715	AdmnFac FTP Pay	1428	1429	1431	1432	1433	1434	1435	1436	1437	1446		R	F	REG	RGS
x	x			400716	FellFac FTP Pay	1438	1439										R	F	REG	RGS
				400720	OthFac FTP Trm Annl Lv	1401	1440	1308									R	F	VCT	
				400721	OthFac FTP Trm Sick Lv	1401	1440	1308									R	F	SKS	
				400722	OthFac FTP Trm Sick Lv Conv	1401	1440	1308									R	F	SLC	
x	x			400740	OthFac FTP Addl Pay	1401	1440	1308									R	F	STP	SP1
				400741	OthFac FTP PrcPl Inc Pay	1401	1440	1308									R	F	UPI	

Cross Reference																				
Job Codes - GL Salary Account Codes and the Related Fringe Benefits																				
July 1, 2009																				
Worker's Comp	Unemployment	Term Pay	Retiree Hlth & Life Supp Annuity	Account Code	Account Description	Job Code Range1	Job Code Range2	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	R/T	P/F	Earnings Codes	Earnings Codes
				400742	OthFac FTP Inc Pay	1401	1440	1308									R	F	RIN	INC
				400810	PoDocFell FT Pay	3201	3201										T	F	REG	RGS
				400840	PoDocFell FT Stipend	3201	3201										T	F	STP	SP1
				400850	PoDocFell FT Oth Pay	3201	3201										T	F		
				400860	PreDFell FT Oth Pay	3202	3204										T	F		
				400870	SldFell FT Oth Pay	3205	3206										T	F		
x				400985	Ret Fac Oth Pay	5101	5113	5201	5202	6108							T	P		
x	x	x	x	401010	RschFac PTP Pay	1301	1304										R	P	REG	RGS
				401020	RschFac PTP Trm Annl Lv	1301	1304										R	P	VCT	
				401021	RschFac PTP Trm Sick Lv	1301	1304										R	P	SKS	
				401022	RschFac PTP Trm Sick Lv Conv	1301	1304										R	P	SLC	
x	x	x	x	401040	RschFac PTP Adtl Pay	1301	1304										R	P	STP	SP1
				401041	RschFac PTP PrcPI Inc Pay	1301	1304										R	P	UPI	
				401042	RschFac PTP Inc Pay	1301	1304										R	P	RIN	INC
x				401055	RschFac FTT Pay	1301	1304										T	F	REG	RGS
x				401060	RschFac FTT Adtl Pay	1301	1304										T	F	STP	SP1
x				401075	RschFac PTT Pay	1301	1304										T	P	REG	RGS
x				401080	RschFac PTT Adtl Pay	1301	1304										T	P	STP	SP1
x	x	x	x	401110	ClnFac PTP Pay	1201	1215										R	P	REG	RGS
				401120	ClnFac PTP Trm Annl Lv	1201	1215										R	P	VCT	
				401121	ClnFac PTP Trm Sick Lv	1201	1215										R	P	SKS	
				401122	ClnFac PTP Trm Sick Lv Conv	1201	1215										R	P	SLC	
x	x	x	x	401140	ClnFac PTP Adtl Pay	1201	1215										R	P	STP	SP1
				401141	ClnFac PTP PrcPI Inc Pay	1201	1215										R	P	UPI	
				401142	ClnFac PTP Inc Pay	1201	1215										R	P		INC
				401143	ClnFac PTP UPI On Call Inc Pay	1201	1215										R	P	RIN	INC
x				401155	ClnFac FTT Pay	1201	1215										T	F	REG	RGS
x				401160	ClnFac FTT Adtl Pay	1201	1215										T	F	STP	SP1
x				401175	ClnFac PTT Pay	1201	1215										T	P	REG	RGS
x				401180	ClnFac PTT Adtl Pay	1201	1215										T	P	STP	SP1
x	x	x	x	401300	Fac PTP Pay	1100	1105										R	P	REG	RGS
				401320	Fac PTP Trm Annl Lv	1100	1105										R	P	VCT	
				401321	Fac PTP Trm Sick Lv	1100	1105										R	P	SKS	
				401322	Fac PTP Trm Sick Lv Conv	1100	1105										R	P	SLC	
x	x	x	x	401340	Fac PTP Adtl Pay	1100	1105										R	P	STP	SP1
				401341	Fac PTP PrcPI Inc Pay	1100	1105										R	P	UPI	
				401342	Fac PTP Inc Pay	1100	1105										R	P	RIN	INC
				401343	Fac PTP UPI On Call Inc Pay	1100	1105										R	P		INC
x				401355	Fac FTT Pay	1100	1105										T	F	REG	RGS
x				401360	Fac FTT Adtl Pay	1100	1105										T	F	STP	SP1
x				401400	Fac PTT Pay	1100	1105										T	P	REG	RGS
x				401440	Fac PTT Adtl Pay	1100	1105										T	P	STP	SP1
x				401455	PRAFac FTT Pay	1309	1311										T	F	REG	RGS
x				401460	PRAFac FTT Adtl Pay	1309	1311										T	F	STP	SP1
x				401560	PRAFac PTT Pay	1309	1311										T	P	REG	RGS
x				401570	PRAFac PTT Adtl Pay	1309	1311										T	P	STP	SP1
x	x	x	x	401700	PRAFac PTP Pay	1309	1311										R	P	REG	RGS
				401720	PRAFac PTP Trm Annl Lv	1309	1311										R	P	VCT	
				401721	PRAFac PTP Trm Sick Lv	1309	1311										R	P	SKS	
				401722	PRAFac PTP Trm Sick Lv Conv	1309	1311										R	P	SLC	

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July 1, 2009																				
Worker's Comp	Unemployment	Term Pay	Retiree Hlth & Life Supp Annuity	Account Code	Account Description	Job Code Range1	Job Code Range2	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	R/T	P/F	Earnings Codes	Earnings Codes
x	x	x	x	401740	PRAFac PTP Addl Pay	1309	1311										R	P	STP	SP1
				401741	PRAFac PTP PrctPln IncPay	1309	1311										R	P	UPI	
				401742	PRAFac PTP Inc Pay	1309	1311										R	P	RIN	INC
x				401755	RsAsFac FTT Pay	1305	1307										T	F	REG	RGS
x				401760	RsAsFac FTT Addl Pay	1305	1307										T	F	STP	SP1
x				401775	RsAs Fac PTT Pay	1305	1307										T	P	REG	RGS
x				401780	RsAsFac PTT Addl Pay	1305	1307										T	P	STP	SP1
x	x	x	x	401800	RsAsFac PTP Pay	1305	1307										R	P	REG	RGS
				401820	RsAsFac PTP Trm Annl Lv	1305	1307										R	P	VCT	
				401821	RsAsFac PTP Trm Sick Lv	1305	1307										R	P	SKS	
				401822	RsAsFac PTP Trm Sick Lv Conv	1305	1307										R	P	SLC	
x	x	x	x	401840	RsAsFac PTP Addl Pay	1305	1307										R	P	STP	SP1
				401841	RsAsFac PTP PrctPln Inc Pay	1305	1307										R	P	UPI	
				401842	RsAsFac PTP Inc Pay	1305	1307										R	P	RIN	INC
x	x	x	x	401860	Vst RsAsFac PTP Pay	1308	1308										R	P	REG	RGS
x	x			401861	VstFac PTP Pay	1401	1405	1420	1422	1425							R	P	REG	RGS
x	x			401862	AffFac PTP Pay	1406	1413										R	P	REG	RGS
x	x			401863	SecFac PTP Pay	1414	1418	1423	1424	1426	1427						R	P	REG	RGS
x	x			401864	OthFac PTP Pay	1419	1419	1421	1441	1442	1444	1447	1448				R	P	REG	RGS
x	x			401865	AdmnFac PTP Pay	1428	1429	1431	1432	1433	1434	1435	1436	1437	1446		R	P	REG	RGS
x	x			401866	FellFac PTP Pay	1438	1439										R	P	REG	RGS
x	x			401870	OthFac PTP Addl Pay	1401	1427	1308									R	P	STP	SP1
				401871	OthFac PTP PrctPln Inc Pay	1401	1427	1308									R	P	UPI	
				401872	OthFac PTP Inc Pay	1401	1427	1308									R	P	RIN	INC
				401880	OthFac PTP Trm Annl Lv	1401	1427	1308									R	P	VCT	
				401881	OthFac PTP Trm Sick Lv	1401	1427	1308									R	P	SKS	
				401882	OthFac PTP Trm Sick Lv Conv	1401	1427	1308									R	P	SLC	
x				401960	Vst RsAs Fac PTT Pay	1308	1308										T	P	REG	RGS
x				401961	Vst Fac PTT Pay	1401	1405	1420	1422	1425							T	P	REG	RGS
x				401962	AffFac PTT Pay	1406	1413										T	P	REG	RGS
x				401963	SecFac PTT Pay	1414	1418	1423	1424	1426	1427						T	P	REG	RGS
x				401964	OthFac PTT Pay	1419	1419	1421	1441	1442	1444	1447	1448				T	P	REG	RGS
x				401965	AdmnFac PTT Pay	1428	1429	1431	1432	1433	1434	1435	1436	1437	1446		T	P	REG	RGS
x				401966	FellFac PTT Pay	1438	1439										T	P	REG	RGS
x				401970	OthFac PTT Addl Pay	1401	1427	1308									T	P	STP	SP1
x				402010	Vst RsAs Fac FTT Pay	1308	1308										T	F	REG	RGS
x				402011	Vst Fac FTT Pay	1401	1405	1420	1422	1425	1308						T	F	REG	RGS
x				402012	AffFac FTT Pay	1406	1413										T	F	REG	RGS
x				402013	SecFac FTT Pay	1414	1418	1423	1424	1426	1427						T	F	REG	RGS
x				402014	OthFac FTT Pay	1419	1419	1421	1441	1442	1444	1447	1448				T	F	REG	RGS
x				402015	AdmnFac FTT Pay	1428	1429	1431	1432	1433	1434	1435	1436	1437	1446		T	F	REG	RGS
x				402016	FellFac FTT Pay	1438	1439										T	F	REG	RGS
x				402040	OthFac FTT Addl Pay	1401	1427	1308	1430								T	F	STP	SP1
				402060	PoDocFell PT Pay	3201	3201										T	P	REG	RGS
				402065	PoDocFell PT Addl Pay - should be S	3201	3201										T	P	STP	SP1
				402070	PoDocFell PT Oth Pay	3201	3201										T	P		
				402075	PreDFell PT Oth Pay	3202	3204										T	P		
				402080	StdFell PT Oth Pay	3205	3206										T	P		
x				402201	Admn Intern FTP Pay	1501											R	F	REG	RGS
x				402202	Grad Asst FTP Pay	1502											R	F	REG	RGS

Cross Reference																				
Job Codes - GL Salary Account Codes and the Related Fringe Benefits																				
July 1, 2009																				
Worker's Comp	Unemployment	Term Pay	Retiree Hlth & Life Supp Annuity	Account Code	Account Description	Job Code Range1	Job Code Range2	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	R/T	P/F	Earnings Codes	Earnings Codes
x				402203	GPTI FTP Pay	1503											R	F	REG	RGS
x				402205	Rsch Asst FTP Pay	1505											R	F	REG	RGS
x				402206	Tch Asst FTP Pay	1506											R	F	REG	RGS
x				402207	UG Asst FTP Pay	1507											R	F	REG	RGS
x				402215	OthStdFac FTP Pay	1508		1504									R	F	REG	RGS
				402220	StdFac FTP Trm Annl Lv	1501	1508										R	F	VCT	
				402221	StdFac FTP Trm Sick Lv	1501	1508										R	F	SKS	
				402222	StdFac FTP Trm Sick Lv Cnv	1501	1508										R	F	SLC	
x				402240	StdFac FTP Addl Pay	1501	1508										R	F	STP	SP1
				402242	StdFac FTP Inc Pay	1501	1508										R	F	RIN	INC
x				402251	Admn Intern FTT Pay	1501											T	F	REG	RGS
x				402252	Grad Asst FTT Pay	1502											T	F	REG	RGS
x				402253	GPTI FTT Pay	1503											T	F	REG	RGS
x				402255	Rsch Asst FTT Pay	1505											T	F	REG	RGS
x				402256	Tch Asst FTT Pay	1506											T	F	REG	RGS
x				402257	UG Asst FTT Pay	1507											T	F	REG	RGS
x				402265	OthStdFac FTT Pay	1508		1504									T	F	REG	RGS
x				402270	StdFac FTT Addl Pay	1501	1508										T	F	STP	SP1
x				402301	Admn Intern PTP Pay	1501											R	P	REG	RGS
x				402302	Grad Asst PTP Pay	1502											R	P	REG	RGS
x				402303	GPTI PTP Pay	1503											R	P	REG	RGS
x				402305	Rsch Asst PTP Pay	1505											R	P	REG	RGS
x				402306	Tch Asst PTP Pay	1506											R	P	REG	RGS
x				402307	UG Asst PTP Pay	1507											R	P	REG	RGS
x				402315	OthStdFac PTP Pay	1508		1504									R	P	REG	RGS
				402320	StdFac PTP Trm Annl Lv	1501	1508										R	P	VCT	
				402321	StdFac PTP Trm Sick Lv	1501	1508										R	P	SKS	
				402322	StdFac PTP Trm Sick Lv Conv	1501	1508										R	P	SLC	
x				402340	StdFac PTP Addl Pay	1501	1508										R	P	STP	SP1
				402342	StdFac PTP Inc Pay	1501	1508										R	P	RIN	INC
x				402351	Admn Intern PTT Pay	1501											T	P	REG	RGS
x				402352	Grad Asst PTT Pay	1502											T	P	REG	RGS
x				402353	GPTI PTT Pay	1503											T	P	REG	RGS
x				402355	Rsch Asst PTT Pay	1505											T	P	REG	RGS
x				402356	Tch Asst PTT Pay	1506											T	P	REG	RGS
x				402357	UG Asst PTT Pay	1507											T	P	REG	RGS
x				402365	OthStdFac PTT Pay	1508		1504									T	P	REG	RGS
x				402370	StdFac PTT Addl Pay	1501	1508										T	P	STP	SP1
x	x	x	x	402600	O/E FTP Pay	2101	2169										R	F	REG	RGS
				402620	O/E FTP Trm Annl Lv	2101	2169										R	F	VCT	
				402621	O/E FTP Trm Sick Lv	2101	2169										R	F	SKS	
				402622	O/E FTP Trm Sick Lv Conv	2101	2169										R	F	SLC	
x	x	x	x	402641	O/E FTP Oth Pay	2101	2169										R	F		
x	x	x	x	402700	O/E PTP Pay	2101	2169										R	P	REG	RGS
				402720	O/E PTP Trm Annl Lv	2101	2169										R	P	VCT	
				402721	O/E PTP Trm Sick Lv	2101	2169										R	P	SKS	
				402722	O/E PTP Trm Sick Lv Conv	2101	2169										R	P	SLC	
x	x	x	x	402741	O/E PTP Oth Pay	2101	2169										R	P		
x				402800	O/E FTT Pay	2101	2169										T	F	REG	RGS
x				402841	O/E FTT Oth Pay	2101	2169										T	F		

Cross Reference																				
Job Codes - GL Salary Account Codes and the Related Fringe Benefits																				
July 1, 2009																				
Worker's Comp	Unemployment	Term Pay	Retiree Hlth & Life Supp Annuity	Account Code	Account Description	Job Code Range1	Job Code Range2	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	R/T	P/F	Earnings Codes	Earnings Codes
x				402900	O/E PTT Pay	2101	2169										T	P	REG	RGS
x				402941	O/E PTT Oth Pay	2101	2169										T	P		
x				402980	Ret O/E Oth Pay	5109	5111	5114	5113	5114	5202						T	P		
x				403000	MdRs Pay	3101	3109										R	F	REG	RGS
x				403010	MdRs Oth Pay	3101	3109										R	F		
				403020	MdRs Fell Stipends	3110											R	F	STP	
x	x	x	x	405100	Class FTP Pay												R	F	REG	RGS
				405120	Class FTP Trm Annl Lv												R	F	VCT	
				405121	Class FTP Trm Sick Lv												R	F	SKS	
				405122	Class FTP Trm Sick Lv Conv												R	F	SLC	
x	x	x	x	405130	Class FTP Overtime Pay												R	F	OTM	
x	x	x	x	405131	Class FTP Shift Diff Pay												R	F	3SH	3ST
x	x	x	x	405140	Class FTP Addl Pay												R	F	STP	SP1
x	x	x	x	405141	Class FTP Oth Pay												R	F		
				405142	Class FTP Inc Pay												R	F	RIN	INC
x	x	x	x	405200	Class PTP Pay												R	P	REG	RGS
				405220	Class PTP Trm Annl Lv												R	P	VCT	
				405221	Class PTP Trm Sick Lv												R	P	SKS	
				405222	Class PTP Trm Sick Lv Conv												R	P	SLC	
x	x	x	x	405230	Class PTP Overtime												R	P	OTM	
x	x	x	x	405231	Class FTP Shift Diff Pay												R	P	3SH	3ST
x	x	x	x	405240	Class PTP Addl Pay												R	P	STP	SP1
x	x	x	x	405241	Class PTP Oth Pay												R	P		
				405242	Class PTP Inc Pay												R	P	RIN	INC
x				405300	Class FTT Pay												T	F	REG	RGS
x				405330	Class FTT Overtime Pay												T	F	OTM	
x				405331	Class FTT Shift Diff Pay												T	F	3SH	3ST
x				405340	Class FTT Addl Pay												T	F	STP	SP1
x				405341	Class FTT Oth Pay												T	F		
x				405400	Class PTT Pay												T	P	REG	RGS
x				405430	Class PTT Overtime												T	P	OTM	
x				405431	Class PTT Shift Diff Pay												T	P	3SH	3ST
x				405440	Class PTT Addl Pay												T	P	STP	SP1
x				405441	Class PTT Oth Pay												T	P		
x	x	x	x	405900	LASP Class Reg Sal	-	-										-	-	-	-
x				407600	Std Hr Pay	4101	4106	4301	4401								T	F/P	STH	
x				407700	Std OnC WS Pay	4101	4106	4301	4401											
x				407701	Std OnC WS State	-	-										-	-	-	-
x				407702	Std OnC WS Fed	-	-										-	-	-	-
x				407703	Std OnC WS State ComSv	-	-										-	-	-	-
x				407704	Std OnC WS Fed ComSv	-	-										-	-	-	-
x				407800	Std OffC WS Pay	-	-										-	-	-	-
x				407801	Std OffC WS State	-	-										-	-	-	-
x				407802	Std OffC WS Fed	-	-										-	-	-	-
x				407803	Std OffC WS State ComSv	-	-										-	-	-	-
x				407804	Std OffC WS Fed ComSv	-	-										-	-	-	-
x				407900	Std Hr Overtime	4101	4106	4301	4401								T	F/P	OTM	
x				408130	Oth Per Pay	6101	6107										T	P	REG	RGS
x				408131	Oth Per Overtime	6101	6107										T	P	OTM	
x				408132	Oth Per Oth Pay	6101	6107										T	P		

Cross Reference																			
Job Codes - GL Salary Account Codes and the Related Fringe Benefits																			
July 1, 2009																			
Worker's Comp	Unemployment	Term Pay	Retiree Hlth & Life Supp Annuity	Account Code	Account Description	Job Code Range1	Job Code Range2	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	Additional Job Codes	R/T	P/F	Earnings Codes	Earnings Codes
x				410100	Suspense Sal	-	-												
				770301	PreD Fell Stipends	3202	3204									P/T	F/P	STP	SP1
				770302	Std Fell Stipends	3205	3206									P/T	F/P	STP	SP1
																		SHF	SHH
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