

WAGE TYPE CODES - PAYMENT TYPES - ENTRIES

| This guide provides general information regarding the wage types that are utilized with the Recurring/Additional Payment form. Please reference Policy and Procedure Recurring and Additional Payment #1017 for more detailed information. | | | | | | | | |
|---|---|-------------------|------------------|---------|----------|---------------|-----------------|-----------------|
| Wage Type Code | Wage Type Name | Recurring Payment | One-Time Payment | Monthly | Biweekly | Payroll Entry | HR Review Entry | Unit/Dept Entry |
| 4601 | Awards | No | Yes | Yes | No | X | | |
| | A monetary reward given to an employee or a group of employees in recognition for achievements/accomplishments. Examples: Career Excellence in Research, Science, Education, Clinical etc. Best Poster Presentation, Best Oral Presentation, etc. | | | | | | | |
| 06F3 | Outstanding Performance Stipend (Non-Faculty Only) | No | Yes | Yes | Yes | X | | |
| | Discretionary award in that units are free to determine the specific criteria, amount, and selection process to be used to award outstanding performance stipends to individual employees. There is no entitlement to an outstanding performance stipend and units have full discretion in establishing procedures and stipend dollar amounts within the general guidelines. •All Managerial/Professional, Office/Service, Graduate Assistant and Other Academic employees eligible for an Annual Salary Adjustment are eligible for an Outstanding Performance Stipend. •May be awarded on a one-time basis throughout the period August 1 to April 30 each year. Reference Outstanding Performance Stipends Guidelines | | | | | | | |
| 1401 | Additional Compensation | No | Yes | Yes | Yes | | X | |
| | Compensation paid to an employee on a temporary one-time basis outside of his/her regular base wage/salary for taking on additional responsibilities. This type of payment can be done for an exempt monthly, or nonexempt biweekly, paid employee and is included as part of "institutional base salary" (per UNMC policy 6102). Appropriate reasons as follows: •Temporary additional duties outside the scope of the current position. •Exempt monthly paid employees may be eligible for an additional payment to reward for extra effort in a situation where they are required to work an inordinate amount of extra time. It is important to note that hours of work must not be tracked and payment should not be based on hours worked in order to protect the exemption status of the position. | | | | | | | |
| 1404 | Overload | Yes | No | Yes | No | | X | |
| | Payments are to be used for additional duties outside the scope of an employee's current position such as the following: •Taking on additional teaching assignments in addition to the primary contract. •Serving in an interim capacity at a level above the employee's current classification. For example, a senior staff employee filling in for a vacant management position until the position is filled. •Taking on additional duties in a different department/campus while maintaining a regular full-time appointment. | | | | | | | |
| 1420 | July 1 In Lieu Payment Stipend (Non-Academic Only) | Yes | Yes | Yes | *Yes | | X | |
| | Compensation paid to a non-academic employee on a one-time or recurring basis outside of his/her regular base wage/salary in accordance with UNMC's annual July 1 wage adjustment guidelines for stipends in lieu of a base wage/salary increase. •This type of payment can be done for an exempt monthly or nonexempt biweekly paid employee. •Recurring payments can only be made to exempt monthly paid employees and are included as part of "institutional base salary" with a stated end date. •One-time payments can be made to either exempt monthly, or nonexempt biweekly, paid employees and are not included as part of "institutional base salary". | | | | | | | |

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|----------------|--|-------------------|------------------|---------|----------|---------------|-----------------|-----------------|
| 1419 | New Faculty/Retention Stipend (Faculty Only) | No | Yes | Yes | No | | X | |
| | <p>Allows for short-term (1-year or less) payments to faculty as consideration for work done during the stated period of time in order to allow the University to react to market fluctuations that could negatively affect the long-term mission of the institution. Reasons</p> <ul style="list-style-type: none"> •Pay in addition to the base salary to compensate a new faculty member while establishing patients in the clinic. •Pay in addition to the base salary to a new faculty member while establishing/transferring grant money. If applicable, may be replaced with Supplemental Compensation or annual salary increase based on performance. •Temporary additional pay to compensate exceptional faculty to retain them at UNMC due to market demands. May be replaced by annual salary increase based on performance. | | | | | | | |
| 4605 | Honorarium | No | Yes | Yes | No | | X | |
| | Gratuity payment typically for faculty (and sometimes other categories of employees) for a service they provide outside of their regular job responsibilities (i.e., as a speaker for a function, etc) | | | | | | | |
| 1410 | Supplemental Compensation Stipend | Yes | No | Yes | No | | | X |
| | <p>Authorized establishment of supplemental compensation plans within the colleges and equivalent units of the University of Nebraska Medical Center for the benefit of eligible academic-administrative staff members.</p> <ul style="list-style-type: none"> •A fully signed Supplemental Compensation Plan Terms of Employment Agreement covering the payment period(s) must be on file and loaded in ADIS to pay supplemental compensation. <p>Reference Supplemental Compensation Plan Policy and Procedure 3039.</p> | | | | | | | |
| 1412 | Summer Instructional | Yes | No | Yes | No | | | X |
| | Applies to summer salary in an instructional setting for those paid on 9/12 or 10/12 appointment. | | | | | | | |
| 1413 | Summer Research | Yes | No | Yes | No | | | X |
| | Applies to summer salary in an research setting for those paid on 9/12 or 10/12 appointment | | | | | | | |

*One Time Pay Only