

## Institutional Base Salary (IBS) and Earn Codes

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The following is a list of Earn Codes used in conjunction with ePAFs and Multipurpose One-Time Payment Forms and how they relate to Institutional Base Salary (IBS):

Earn Codes **Included** in Institutional Base Salary (IBS):

Earn Code	Description
ADG	Assistance Dog Training Leave
ADM	Administrative Duties
BMT	Bone Marrow Transplant Leave
CAS	Court Appointed Spcl Advocate
COL	Cost of Living
DBD	Blood Donor Leave
DBX	Blood Donor Leave Exempt
DPA	Deferred Pay Amount
ECH	Endowed Chair
EMG	Emergency Pay
EPR	Endowed Professor
FFL	Firefighter EMS Leave
FFX	Firefighter EMS Leave Exempt
FNL	Funeral
FNX	Funeral Exempt
FPT	Foster Parent
FPX	Foster Parent Exempt
HCP	HSC HolidayComp
HOL	Holiday
INT	Interim Duties
JDX	Jury Duty Exempt
JDY	Jury Duty
LFP	Leave With Full Pay & Benefits
LPP	Leave w/Partial Pay & Full Benefits
MDP	Military Differential Pay
MEL	Military Emerg Leave
MEX	Military Emergency Leave Exempt
MIL	Military Leave
OMC	Overtime Manual Calculation
ORL	Organ Donor Leave
OTP	Overtime Hourly
PTC	Parent Teacher Conference
PTX	Parent Teacher Conf Exempt
RDC	Red Cross Leave
RGA	Regular Pay Adjustment
RGH	Hours Worked
RGS	Regular Salaried
RSH	Regular Summer School NonEx

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RSS	Regular Summer School
SCK	Sick Leave
SLE	Sick Leave Exception
SLP	Sick Leave Pool
SSE	Salary Supplement Executive
SSR	Salary Supplement Regular
VAC	Vacation Pay
VOT	Voting
VOX	Voting Exempt

Earn Codes **Excluded** from Institutional Base Salary (IBS):

Earn Codes	Description
ADC	Additional Compensation
ADJ	Deduction Adjustment
AWD	Award
BRD	Board Member HLTH Benefits
CAR	Car Allowance
CLO	Clothing Allowance
CPA	Cell Phone Allowance
CPE	Cell Phone Equipment Allowance
CPN	Cell Phone Allowance Non Cash
CYR	Current Year Retro Pay
DBS	Death Benefit Sick Pay
DOC	Docked Pay
DPO	Deferred Pay Out
DTB	Death Benefit Vacation Pay
FOC	Faculty On Call Pay (HSC Only)
FRL	Frozen Longevity Retiree/Police
FTO	Field Training
GFT	Gift
HAZ	Hazardous Duty
HLD	Hazard or Longevity Eligible
HLN	Hazard or Longevity Non-Eligible
HOU	Housing Allowance
IAD	Insurance Adjustment
LNG	Longevity
LOD	Lodging
LSP	Lump Sum Payment
LSV	Lump Sum Vacation
LWB	Leave Without Pay w/Benefits
LWP	Leave Without Pay & Benefits
MIN	MPIP Insurance
MLS	Meals

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MOV	Moving Expense
MSC	Misc Fringe Benefit
NFL	NonPay Frozen Lng for OTP Calc
NLP	Non Pay Longevity for OTP Calc
NMV	Non Taxable Moving Expense
NPH	Non Pay Hazardous for OTP Calc
NPL	Non Paid Leave
NTM	Non Taxable Moving
NTP	Non Taxable Tuition Pay
OMP	One Time Merit
OTB	Other Taxable Benefit
PBA	Payback Adjustment
PYR	Prior Year Retro Pay
REF	Refund
RET	Retiree with Health Benefits
SDE	Supp Dist Learn
SEL	Service Excellence Leave Award
SHD	Shift Differential
SHI	Shift Incentive
SPA	Special Augmentation
SRC	Supplemental Ret Compensation
TIP	Tip Wages Payment
TRV	Taxable Travel
VEH	Vehicle

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