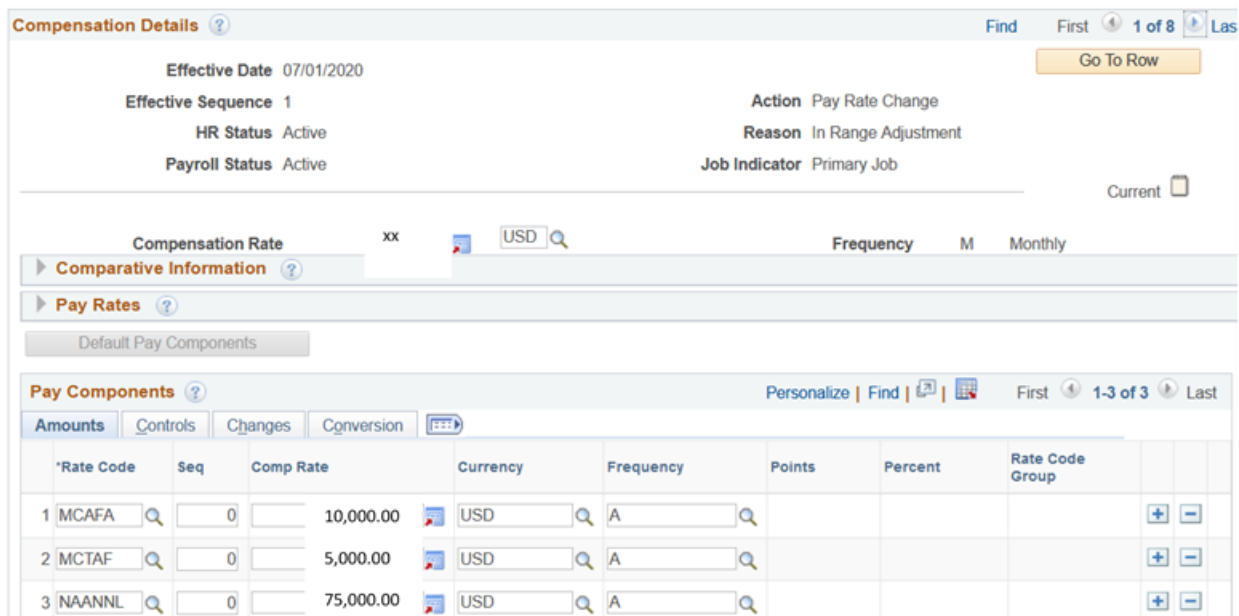


ISSUE: MULTIPLE COMPONENTS OF PAY

Additional supplemental pay components will now be considered part of base salary.

BACKGROUND:

IPEDS requests the reporting of base pay, without supplemental pay. However, as institutions have pointed out, some administrative pay *should* be included as base pay but has been separated as part of the multiple components of pay (MCOP) approach in OneUSG. In 2020, RPA made a change to include the MCAFA pay supplement to the base salary to report to IPEDS (see change document [here](#)). As of 2020, in the PeopleSoft screenshot example shown below, the base salary reported to IPEDS would include the base salary of **75,000** (NAANL) + **10,000** (MCAFA) for an annual salary of 85,000. However, in further discussions with Shared Services and the Office of Planning and Budget, it was decided that additional supplemental pay should be included as part of the reported annual pay.



SOLUTION:

Additional pay supplements will be added to the base salary amount reported in OneUSG. The table below shows the pay supplement codes that will now be added.

COMP_RATECD	EFFDT	EFF_STATUS	DESCR	DESCRSHORT
MCACPF	1/1/1901	A	Acad Consortium Prog Faculty	AcConPgFac
MCAFA	9/1/2021	A	Academic Faculty Admin Assign	AcadFacAdm
MCCDI	1/1/1901	A	Course Delivery Incentive	CrsDelInct
MCCHR	1/1/1901	A	Special Chair	Spec Chair
MCFYO	12/1/2022	A	First Year Odyssey/Grad First	First Year
MCOVL	1/1/1901	A	Overload	Overload
MCTAF	1/1/1901	A	Temporary Assignment Faculty	TmpAsgnFac
MCTAS	1/1/1901	A	Temporary Assignment Staff	TmpAsgnStf

These pay supplements are extracted from the ps_compensation table and added to the base pay amount. In the PeopleSoft screenshot example shown below, the base salary reported to IPEDS would now be the 75,000 base salary (NAANNL) + the 10,000 MCAFA supplement (change as of 2020) + the 5,000 MCTAF supplement (new change) for a total base salary of **90,000**.

IMPLICATION FOR IPEDS HR REPORTS:

Salary is reported in Part G of the IPEDS HR reports. Now the reported salary will include the additional supplemental pay components.

IMPLICATION FOR DIGEST HR REPORTS:

Average salary is reported in Digest report HRDMX0107. Now the reported salary will include the additional supplemental pay components.