**Lump Sum Earnings Codes**

Information about the various lump sum earnings codes can be found in this document.

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| **Earnings Codes and Related Information** |

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| **Earnings Code** | **Earnings Code Description** | **Included in FLSA OT Calculation?** | **Applicable Employee Classifications** | **Usage Notes** |
| HCV | US Coverage Adj | Yes | University Staff Only | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| HDE | US Dis Eqty & Ret | No | University Staff Only | Lump sum paid at the sole discretion of the employing unit and not according to any prior contract, agreement or promise to expect such payments regularly. |
| HDM | US Discretion Mrt | No | University Staff Only | Lump sum paid at the sole discretion of the employing unit and not according to any prior contract, agreement or promise to expect such payments regularly. |
| HEM | US Emergency Adj | Yes | University Staff Only | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| HLP | US Lump Pmt | Yes | University Staff Only | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| HLN | NEW non-work version of HLP | No | University Staff Only | Sporadic/infrequent payments for voluntary services not related to primary duties. Will not be added to OT calculation. |
| HMA | US Maint Adj | Yes | University Staff Only | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| HPE | US Performance | No | University Staff Only | Lump sum paid at the sole discretion of the employing unit and not according to any prior contract, agreement or promise to expect such payments regularly. |
| LRA | Emp Recognition Award | No | All Staff | Lump sum paid at the sole discretion of the employing unit and not according to any prior contract, agreement or promise to expect such payments regularly. |
| LWR | FAASLI Lump | Yes | All FAASLI including NE | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| LWN | FAASLI Lump non-work | No | FAASLI NE Only | Sporadic/infrequent payments for voluntary services not related to job duties. Will not be added to blended rate calculation. |
| UCV | FAASLI Coverage Adj | Yes | All FAASLI including NE | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| UDE | FAASLI Dis Eqty & Ret | No | All FAASLI including NE | Lump sum paid at the sole discretion of the employing unit and not according to any prior contract, agreement or promise to expect such payments regularly. |
| UEM | FAASLI Emergency Adj | Yes | All FAASLI including NE | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| UMA | FAASLI Maint Adj | Yes | All FAASLI including NE | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| UOL | FAASLI Ovrld Lump | Yes | All FAASLI including NE | Additional work effort. Hours worked for non-exempt employees must be recorded on a timesheet. Will be added to OT calculation if applicable. |
| UON | FAASLI Ovrld non-work | No | FAASLI NE Only | Sporadic/infrequent payments for voluntary services not related to job duties. Will not be added to blended rate calculation. |
| UPE | FAASLI Performance | No | All FAASLI including NE | Lump sum paid at the sole discretion of the employing unit and not according to any prior contract, agreement or promise to expect such payments regularly. |
| STL | Stipend Lump Payment | No | All FAASLI including NE | Not considered wages. Will not be added to blended rate calculation. |