Human Capital Management: Job Aid

Default Earnings Codes and Their Pay Groups

This document highlights the default regular and overtime earnings codes and their pay groups.

The default pay is for an employee's normal work. Employees should always be paid using these default regular and overtime earnings codes unless the situation or business process requires other earnings codes, such as late student pay, bonus pay, and other unique situations. The HCM system also uses the configured default regular earnings when paying an employee their salary. (Example: The salary pay for a USX employee is assigned as RGS earnings).

Default Earnings by Pay Group

Regular Employees (Non-Retirees)						
Pay Group	Description	Frequency	Employee Type	Earnings Program	Default Regular Earnings Codes	Default Overtime Earnings Code
FRI	Faculty Recreation Instructors	Biweekly	Hourly	FAC	RGS	OTP
STG	Student Faculty	Biweekly	Hourly	GSL	STS	SOT
STP	Stipends	Biweekly	Salary	SSL	STP	STP
STU	Student Workers	Biweekly	Hourly	SHR	STH	SOT
TMP	Temporary - OT Eligible	Biweekly	Hourly	TMP	REG	OTM
CLX	Classified Exempt	Monthly	Salary	CLE	RGS	OTP
COT	Classified OT Eligible	Monthly	Salary	CLN	RGS	OTM
F12	12 Month Faculty	Monthly	Salary	FAC	RGS	OTP
FOT	Other Faculty	Monthly	Salary	FAN	RGN	OTP
MON	Faculty - Contracts	Monthly	Salary	FAN	CRG	OTM
RES	Residents	Monthly	Salary	RSL	RES	OTP
SPD	PreDoc & Stipends	Monthly	Salary	SSL	STP	OTP
STM	Student Faculty	Monthly	Salary	GSL	STS	SOT
UOT	University Staff OT Eligible	Monthly	Salary	EXN	RGS	OTM
USN	University Staff Exempt - N/L	Monthly	Salary	EXL	RGN	OTP
USX	University Staff Exempt	Monthly	Salary	EXP	RGS	OTP
Working Retirees						
TMP	Working retiree paid hourly	Biweekly	Hourly	TMP	REG	OTP
USN	Working retiree paid daily	Monthly	Salary	RET	RDR	OTP

Additional Pay Group Tools

There are several queries that can provide detailed information regarding pay group mapping:

- **CUES_HCM_JOB_CODE_CRSWLK –** Provides detailed information for job codes, including the information on the above chart, as well as job family, temp status, Employee Class, Standard Hours, and other information.

- **CUES_HCM_PAYGROUP_DEFINITIONS –** Provides the information shown in the above chart.

- **CU_EARNINGS_PGM_W_EARN_CODES –** Provides important information on available earnings codes in each pay group based on the Earnings Program of the Pay Group. The Earnings Program is included in the above chart for reference.