

GENERAL CAMPUS COMPENSATION REQUEST

Fiscal Year: 2013/2014

Compensation Proposal

Empl ID: 123456
Name: Joe Professor

Department: Division of Biological Sciences
Division/School: Division of Biological Sciences

	Rank/Step	Scale Rate (annual)	Market OS (annual)	Covered Compensation Rate	Negotiated Salary Increment	Total UC Salary Rate	% Time	Summer Salary (Max 3/9ths)	Administrative Stipend (Add'l Covered Comp)	Total UC Compensation
Current:	Professor VI OS	\$197,500	\$0	\$197,500	\$0	\$197,500	100%	\$65,833	\$20,000	\$283,333
Proposed:	Professor VI OS	\$197,500	\$0	\$197,500	\$30,000	\$227,500	100%	\$75,833	\$20,000	\$323,333

Contingency Fund Obligation: \$3,000

Faculty Certification

- I have sufficient, appropriate external funding to cover my salary, benefits, and contingency fund obligations.
- I will not reduce my teaching, research, service, and graduate support commitments during my participation.
- I understand that early withdrawal from the program is allowed only upon separation from the University or as a result of an official disciplinary action.

Employee Signature

Date

Fund Verification

- I have verified that the funds listed on the attached worksheet are appropriate and sufficient to cover the salary, benefits, and contingency fund obligations and will be available for the period of July 1, 2013 through June 30, 2014, including funds from other administrative units.

Name

Title

Date

Department Chair Endorsement

- I certify that the following Program eligibility requirements have been met by the requestor:
 - ✓ A sustained high level of performance during the previous review period, including fulfillment of the faculty member's approved teaching load, and fulfillment of service responsibilities in accordance with department and University norms
 - ✓ Maintenance of the participant's position as a leader in a chosen field of research
 - ✓ All research contracts and grants are in good standing (e.g., no outstanding agency reports or accounts in deficit)
 - ✓ Fulfillment of graduate student support obligations
 - ✓ Compliance with reporting and training requirements (e.g., effort certification)
- I certify that the requested salary amount is within the norms of the department/discipline and is consistent with the Campus Implementation Plan.
- I certify that allowable and appropriate resources are available to support the proposal and that the contingency fund requirements have been met.

Department Chair

Date

School/Division Dean Endorsement

I have reviewed the proposal and endorse the requestor's participation in the Pilot Compensation Program.

Dean

Date

EVC Approval

I approve the requestor's participation in the Pilot Compensation Program.

Suresh Subramani, Executive Vice Chancellor

Date

FACULTY SALARY WORKSHEET

Fiscal Year: 2013/2014

Compensation Proposal

Empl ID: 123456 Department: Department X
 Name: Joe Professor Division/School: Division

	Rank (Title)	Step	OS	Scale Rate (annual)	Market OS (annual)	Covered Compensation Rate	Negotiated Salary Increment	Total UC Salary Rate	% Time	Summer Salary (Max 3/9ths)	Administrative Stipend (Add'l Covered Comp)	Total UC Compensation
Current:	Professor	VI	OS	\$197,500	\$0	\$197,500	\$0	\$197,500	100%	\$65,833.32	\$20,000	\$283,333
Proposed:	Professor	VI	OS	\$197,500	\$0	\$197,500	\$30,000	\$227,500	100%	\$75,833	\$20,000	\$323,333

Monthly Rates: \$16,458.33 \$2,500.00 \$18,958.33 \$25,277.77 \$1,666.67

Contingency Fund Obligation: \$3,000

Minimum Salary from FTE Fund Source: \$98,750

Projected Salaries & Benefits Costs on Faculty Funds: \$130,275

Salary Sources

Covered Compensation - FTE Fund Sources

INDEX	FUND	TITLE	FUND TYPE	START	END	MO	% TIME	RATE	SALARY
MIOBFAC	19900A	General Fund	State General Fund	7/1/2013	10/30/2013	12	0.4209	18,958.33	95,754.73
MIO2FAC	20095A	Student Tuition	Student Tuition	7/1/2013	6/30/2014	12	0.4340	18,958.33	98,734.98
									194,489.72
									FTE Fund Source Minimum: 98,749.98
									FTE Fund Source Maximum: 194,499.96
									Under (Over) Maximum: 10.24

Covered Compensation - Other Fund Sources

INDEX	FUND	TITLE	FUND TYPE	START	END	MO	% TIME	RATE	CAP RATE	CAP GAP	SALARY
MDNDADO	07427A	Opportunity Fund	Indirect Cost Recovery	7/1/2013	6/30/2014	12	0.0133	18,958.33			3,025.75
											3,025.75
											Maximum: 3,000.00
											Under (Over): (25.75)

Negotiated Salary Increment

INDEX	FUND	TITLE	FUND TYPE	START	END	MO	% TIME	RATE	CAP RATE	CAP GAP	SALARY
MIO9447	93485A	NIH	Federal Contract or Grant	7/1/2013	6/30/2014	12	0.0659		11,231.25		8,881.67
PHYMIR1	93797A	NIH	Federal Contract or Grant	7/1/2013	6/30/2014	12	0.0659		11,231.25		8,881.67
MDNDADO	07427A	Opp Fund	Indirect Cost Recovery	7/1/2013	6/30/2014	12				509.21	6,110.57
MDNDADO	07427A	Opp Fund	Indirect Cost Recovery	7/1/2013	6/30/2014	12				509.21	6,110.57
											29,984.49
											Maximum: 30,000.00
											Under (Over): 15.51

Summer Salary

INDEX	FUND	TITLE	FUND TYPE	START	END	MO	% TIME	RATE	CAP RATE	CAP GAP	SALARY
MDNDADO	07427A	Opp Fund	0 0 Indirect Cost Recovery	7/1/2013	8/15/2013	1.5	1.0000	25,277.77			37,916.66
PHYMIR1	93797A	NIH	Federal Contract or Grant	8/1/2013	8/31/2013	1	0.5000		14,975.00		7,487.50
AME45MF	28208A	NIH	Federal Contract or Grant	9/1/2013	9/30/2013	1	1.0000		14,975.00		14,975.00
MDNDADO	07427A	Opp Fund	Indirect Cost Recovery	8/1/2013	8/31/2013	0.5				10,302.77	5,151.39
MDNDADO	07427A	Opp Fund	Indirect Cost Recovery	8/1/2013	9/30/2013	1				10,302.77	10,302.77
											75,833.32
											<i>Maximum:</i> 75,833.32
											<i>Under (Over):</i> 0.00

Administrative Stipend

INDEX	FUND	TITLE	FUND TYPE	START	END	MO	% TIME	RATE		SALARY	
MDNDADO	07427A	Opp Fund	Indirect Cost Recovery	7/1/2013	6/30/2014	12	1.0000	1,666.67		20,000.00	
											20,000.00
											<i>Maximum:</i> 20,000.00
											<i>Under (Over):</i> 0.00

Total Salary: 323,333.28
Difference from approved compensation: \$0.00

Total Salary from Dept Sources: 214,489.72
Total Salary from Faculty Sources: 108,843.56

Total Salary & Benefits from Dept Sources: 289,628.87
Total Salary & Benefits from Faculty Sources: 130,289.39

Record Purposes Block: Record Covered Compensation and Negotiated Increment Components

```

Appt  Actions Pgm  Typ  Bas Pd Ovr  Appt Begin  Appt End Dur Dept  FLSA
 10      -    -    5   09  12      070183     999999  T  000203
Title
1100 PROF-AY      Grade %Full F/V Ann/Hr Rate  Rt Sch Time Lv
      1.00   F   197500.00  A  MO  N   N

Dist No
Actions Index  Fund Sub FTE  Dis %  PayBeg PayEnd Step OA  Rate/Amt DOS PRQ D W
11
      BIOBFAC 19900A 0 0.50      070113 999999      A 16458.33  RGS
12
      BIO2FAC 20095A 0 0.50      070113 999999      A 16458.33  RGS
13
      BDNDADO 07427A 0      070113 063014      A 2500.00  RPY

Next Func:      ID:      Name:      SSN:
U0001  Input accepted
===>
F:  1-Help      2-Cancel      4-Print      5-Update
F:  8-Forward    9-Jump
  
```

The first appointment block must be set up with record purposes (non-pay) DOS codes to record the approved salary components. **Always use Appt 10.**

Appointment 10: Annual Rate reflects the covered compensation total (rank/step scale-rate plus off-scale)

Distributions 11, 12: Standard RGS lines to record the FTE for staffing purposes. Monthly rate is 1/12th of the covered compensation total (\$197,500/12=\$16,458.33/mo). At UCSD, general campus faculty FTE are currently split between two core funds (19900A and 20095A).

Distribution 13: Reflects the Negotiated Salary Increment as a 1/12th monthly rate. In this example, the total negotiated salary increment amounts to \$30,000 for the year (\$30,000/12 = \$2,500/mo).

NOTE:

In PPS, the annual rate on the appointment line is derived (at the monthly compute) based upon the highest active distribution rate. It does not add up all active monthly rates. In the above example, the annual rate reflects only the covered compensation amount: \$16,458.33 X 12 = \$197,500.

Appointment Reflecting Total UC Salary Rate

Appt	Actions	Pgm	Typ	Bas	Pd	Ovr	Appt Begin	Appt End	Dur	Dept	FLSA				
20			5	09	12		070183	999999	T	000203					
Title							Grade	%Full	F/V	Ann/Hr	Rate	Rt	Sch	Time	Lv
1100	PROF-AY						1.00	F		227500.00		A	MO	N	N
Dist No															
Actions	Index	Fund	Sub	FTE	Dis	%	PayBeg	PayEnd	Step	OA	Rate/Amt	DOS	PRQ	D	W
21	BIOBFAC	19900A	0	0.4209	070113	063014			A	18958.33	HST				
22	BIO2FAC	20095A	0	0.4340	070113	063014			A	18958.33	HST				
23	BDNDADO	07427A	0	0.0133	070113	063014			A	18958.33	HST				
Next Func: ID: Name: SSN:															
U0001 Input accepted															
--->															
F:	1-Help	2-Cancel	4-Print	5-Update											
F:	8-Forward	9-Jump													

The second appointment block (e.g. Appt 20) must be set up with compensation plan DOS codes to accurately reflect the pay issued by the various pay components and special pay rates (covered, uncovered components, agency capped rates, and cap gap supplements).

Appointment 20: Annual Rate* reflects the Total UC Salary Rate (covered compensation plus negotiated salary increment)

Distributions 21, 22: Core funding, covered compensation. Percentages shown will issue an annual amount of \$197,500 less the 10% contingency fund contribution (\$3,000 for the year; 10% of negotiated salary increment) which is generated from released salary on core funds. *The additional \$3,000 in covered compensation is reflected on Distribution 23.*

Distribution 23: Covered compensation, not on core funds. It replaces the core funds released for the contingency contribution.

NOTE:

In PPS, the annual rate on the appointment line is derived (at the monthly compute) based upon the highest active distribution rate. It does not add up all active monthly rates. In the above example, the annual rate reflects the Total UC Salary Rate: \$18,958.33 X 12 = \$227,500.

Appointment Reflecting Total UC Salary Rate (continuation of Appointment 20 from previous page)

Appt	Actions	Pgm	Typ	Bas	Pd	Ovr	Appt Begin	Appt End	Dur	Dept	FLSA				
20			5	09	12		070183	999999	T	000203					
Title							Grade	%Full	F/V	Ann/Hr	Rate	Rt	Sch	Time	Lv
1100	PROF-AY						1.00	F	227500.00		A	MO	N	N	
Dist No															
Actions	Index	Fund	Sub	FTE	Dis	%	PayBeg	PayEnd	Step	OA	Rate/Amt	DOS	PRQ	D	W
25	BIO9447	93485A	0		0.0659		070113	063014		A	11231.25	NIY			
26	PHYFIR1	93797A	0		0.0659		070113	063014		A	11231.25	NIY			
27	BDNDADO	07427A	0				070113	063014		A	509.21	BYC			
28	BDNDADO	07427A	0				070113	063014		A	509.21	BYC			
Next Func:		ID:		Name:				SSN:							
U0001		Input accepted													
===>															
F:	1-Help	2-Cancel					4-Print	5-Update							
F:	7-Backward	8-Forward	9-Jump												

Distribution 25: Not covered compensation, agency capped salary. The difference between the Total UC Salary Rate and the agency capped salary rate is referred to as the cap gap. *See Distributions 27 and 28 for the cap gap payment.*

Distribution 26: Not covered compensation, agency capped salary. The difference between the Total UC Salary Rate and the agency capped salary rate is referred to as the cap gap. *See Distributions 27 and 28 for the cap gap payment.*

Distribution 27: Not covered compensation, salary cap gap; paid as a flat-dollar amount.

Distribution 28: Not covered compensation, salary cap gap; paid as a flat-dollar amount.

NOTES:

- *Distributions 27 and 28 could be combined when paid on the same fund source.*
- *All percentages when totaled should equal 100%.*
- *The combined total of all distributions (monthly rate * % and cap gap amounts) during the participation period must add up to the annual Total UC Salary.*
- *The NIH CAP is currently \$179,700. To determine the monthly salary for a 09/12 appointee, take 75% of the CAP rate \$179,700 and divide that amount by 12 for a rate of \$11,231.25. (179,700 * 75% = \$134,775 / 12 months = \$11,231.25). The monthly rate for a 09/09 appointee is \$ 14, 975 (\$134,775 / 9 = \$14,975).*
- *The total charged on covered compensation DOS codes should equal the covered compensation total on appointment 10.*

Summer Salary

Appt	Actions	Pgm	Typ	Bas	Pd	Ovr	Appt Begin	Appt End	Dur	Dept	FLSA					
40			5	09	09		070113	093013		000203						
Title							Grade	%Full	F/V	Ann/Hr	Rate	Rt	Sch	Time	Lv	
3205 RES-AY-1/9							1.00	F		227500.00		A	MO	N	N	
Dist No																
Actions	Index	Fund	Sub	FTE	Dis	%	PayBeg	PayEnd	Step	OA	Rate/Amt	DOS	PRQ	D	W	
41	BDNDADO	07427A	0		1.0000		070113	081513		A	25277.77	ACR				
42	PHYFIR1	93797A	0		0.5000		080113	083113		A	14975.00	ARC				
43	AME45RF	28208A	0		1.0000		090113	093013		A	14975.00	ARC				
44	BIO9447	93485A	0				080113	083113		A	5151.39	AAC				
Next Func:		ID:		Name:				SSN:								
U0001 Input accepted																
====>																
F:	1-Help	2-Cancel					4-Print	5-Update								
F:	7-Backward	8-Forward	9-Jump													

3/9th Summer Salary: 1.5/9th on NIH capped fund, cap gap payment, and 1.5/9th on startup funds

The Total UC Salary Rate (covered compensation plus negotiated salary increment) is used to determine the 1/9th pay rate for summer salary. Summer salary is eligible for a special DCP benefit (7% total based on an employee pretax contribution of 3.5% and an employer matching contribution of 3.5% charged to the fund source).

Distribution 41: 1.5/9th at Total UC Salary Rate

Distribution 42: .5/9th issued on capped salary rate

Distribution 43: 1.0/9th issued on capped salary rate

Distribution 44: Salary cap gap for distribution 42; paid as a flat-dollar amount.

NOTES:

- Cap gap payments must be issued on fund sources (non-19900) that do not require percentage of effort reporting.
- The NIH CAP is currently \$179,700. To determine the monthly salary for a 09/09 appointee, take 75% of the CAP rate \$179,700 and divide that amount by 9 for a rate of \$14,975. ($179,700 * 75\% = \$134,775 / 9 = \$14,975$).

Summer Salary (continuation of appointment 40 from previous page)

Appt	Actions	Pgm	Typ	Bas	Pd	Ovr	Appt Begin	Appt End	Dur	Dept	FLSA				
40			5	09	09		070113	093013		000203					
Title							Grade	%Full	F/V	Ann/Hr	Rate	Rt	Sch	Time	Lv
3205 RES-AY-1/9							1.00	F		227500.00		A	MO	N	N
Dist No															
Actions	Index	Fund	Sub	FTE	Dis	%	PayBeg	PayEnd	Step	OA	Rate/Amt	DOS	PRQ	D	W
45		BIO9447	93485A	0			090113	093013		A	10302.77	AAC			
Next Func: ID: Name: SSN:															
U0001 Input accepted															
===>															
F:	1-Help	2-Cancel					4-Print	5-Update							
F:	7-Backward	8-Forward	9-Jump												

Distribution 45: Salary cap gap for distribution 43; paid as a flat-dollar amount.

NOTES:

- Cap gap payments must be issued on fund sources (non-19900) that do not require percentage of effort reporting.

Administrative Stipend (NOT paid via Comp Plan)

Appt	Actions	Pgm	Typ	Bas	Pd	Ovr	Appt Begin	Appt End	Dur	Dept	FLSA				
50		A	5	11	12		070108	063014		000203					
Title							Grade	%Full	F/V	Ann/Hr	Rate	Rt	Sch	Time	Lv
1010 ASSOC DEAN							1.00	F		20000.00		A	MO	N	N
Dist No															
Actions	Index	Fund	Sub	FTE	Dis	%	PayBeg	PayEnd	Step	OA	Rate/Amt	DOS	PRQ	D	W
	BDNDADO	07427A	0				100112	063014			1666.67	STP			
Next Func: ID: Name: SSN:															
U0001 Input accepted															
===>															
F:	1-Help	2-Cancel					4-Print	5-Update							
F:	7-Backward	8-Forward	9-Jump												

Appointment 50/Distribution 53: Administrative stipend; covered compensation. Stipends are not to be included in the negotiated salary increment and must be recorded under distinct appointments/distributions.