

Earnings Element

Field Definition

The following table provides the definition for Earnings Element.

| Field Name | Description |
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| Earnings Element | This indicates the type of document being created. |
| | |

List of Values

The following table provides definitions of the values for Earnings Element.

| Value | Description |
|----------------------------|---|
| Americorp Allowance 1 | This element is used to process Americorp award information. |
| Americorp Allowance 2 | This element is used if a person has multiple Americorp awards active at the same time. |
| Americorp Allowance 3 | This element is used if a person has multiple Americorp awards active at the same time. |
| Bonus 1 | This element is used to process a payment to an individual for a lump-sum, non-cumulative cash bonus that is granted for a significant contribution or as a productivity bonus. |
| Commission | This element is used to process a payment of a predetermined incentive amount to a salesperson for a discreet unit of sale made by the salesperson. |
| Danger Pay | Additional compensation for employees serving at designated danger pay posts. |
| Danger Pay Retro | Use the corresponding retro element when element transactions occur in the past so that grants are charged appropriately. |
| Discretionary Award | This element is used to process a payment to an individual for a one-time, lump sum amount that is not added to base pay. |
| Extra Service RF | This element is used to process salary information for extra service duties performed by exempt employees. |
| Housing Allowance | This element is used to process payments to an individual for housing expenses that are taxable and reportable but are not part of the person's base pay. |
| Lump Sum | This element is used to process a single payment made to an individual, when the payment is not a performance or incentive bonus, discretionary award, or commission. |
| Meals Non Overnight Direct | This element is used to reimburse an employee for meal costs incurred while on non-overnight travel. |
| Move Exp NQual Direct | This element is used to process payments to an individual for moving expenses that are taxable and reportable but are not part of the person's base pay. |

| Value | Description |
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| Move Exp Qual Direct | This element is used to process payments to an individual for moving expenses that are not taxable but are reportable and are not part of the person's base pay. |
| Overtime RF | This element is added automatically each pay period when overtime hours are input into the Grants Management module for a nonexempt salaried or hourly employee. It stores the total pay amount. |
| Period Salary 1 (Period Salary 1 Retro) | This element is used to process period salary information for the main job for nonexempt salaried and exempt salaried individuals. This element is directly tied to the salary form. The corresponding retro element should be used when element transactions occur in the past so that grants are charged appropriately. |
| Period Salary 2 (Period Salary 2 Retro) | This element is used to process period salary information for the second job for nonexempt salaried and exempt salaried individuals. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Period Salary 3 (Period Salary 3 Retro) | This element is used to process period salary information for the third job for nonexempt salaried and exempt salaried individuals. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Post Allowance (Post Allowance Retro) | A cost of living allowance granted to an employee officially stationed at a post in a foreign area where the cost of living is substantially higher than in Washington, DC. Use the corresponding retro element when element transactions occur in the past so that the grants are charged appropriately. |
| Post Differential (Post Differential Retro) | Additional compensation of a percent over base pay for service at places in foreign areas where conditions of environment differ substantially from those in the US. Use the corresponding retro element when element transactions occur in the past so that the grants are charged appropriately. |
| Reg Additional Wages | This element is used for an hourly rate for exempt employees (i.e., doctors on call). |
| Reg Additional Wages 2 | This element is used for a second hourly rate for exempt employees (i.e., doctors on call). |
| Reg Salary 1 (Reg Salary 1 Retro) | This element is used to process annual salary information for the main job of a nonexempt or exempt salaried individual. This element is directly tied to the salary form. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |

| Value | Description |
|--|---|
| Reg Salary 2 (Reg Salary 2 Retro) | This element is used to process annual salary information for the second job or earning type of a nonexempt and exempt salaried individual. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Reg Salary 3 (Reg Salary 3 Retro) | This element is used to process annual salary information for the third job or earning type of a nonexempt and exempt salaried individual. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Reg Wages 2 | This element is used to store rate and job information for a second hourly job. |
| Reg Wages 3 | This element is used to store the rate and job information for a third hourly job. |
| Reg Wages 37 and one half | This element is used to store the rate for wages for individuals with a standard 37.5-hour week. This element is directly tied to the salary form. |
| Reg Wages 40 | This element is used to store the rate for wages for individuals with a standard 40-hour week. This element is directly tied to the salary form. |
| Separate Maintenance Allowance (Separate Maintenance Allowance Retro) | An optional allowance that can be requested for personal reasons, based upon special need or hardship, when family members are unable to accompany the employee because of dangerous, unhealthy or excessively adverse conditions at post. Use the corresponding retro element when element transactions occur in the past so that the grants are charged appropriately. |
| Sev Pay (one per campus) | This element is used to process severance pay to an individual. |
| Vac Pay (one per campus) | This element is used to process vacation pay outs to an individual. |
| Shift Diff 1 Retro | This element is used to process retroactive shift differential pay. The shift differential shift times and pay rates are established by the campus. |
| Shift Diff 2 Retro | This element is used to process retroactive shift differential pay. The shift differential shift times and pay rates are established by the campus. |
| Stip Fel NQual 1 (Stip Fel NQual 1 Retro) | This element is used to process fellowship awards. It stores amount and dates of the award. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |

| Value | Description |
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| Stip Fel NQual 2 (Stip Fel NQual 2 Retro) | This element is used to process a second fellowship award that is running at the same time as the first. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Stip Fel NQual 3 (Stip Fel NQual 3 Retro) | This element is used to process a third fellowship award that is running at the same time as the first. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Stip Fel NQual 4 (Stip Fel NQual 4 Retro) | This element is used to process a fourth fellowship award that is running at the same time as the first. The corresponding retro element should be used when retro payments are required. |
| Stip Fel Qual 1 (Stip Fel Qual 1 Retro) | This element is used to process a fellowship award that is not taxable. This element should not be used unless central office is consulted. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Stip Fel Qual 2 (Stip Fel Qual 2 Retro) | This element is used to process a second fellowship award running at the same time as the first that is not taxable. This element should not be used unless central office is consulted. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Stip Fel Qual 3 (Stip Fel Qual 3 Retro) | This element is used to process a third fellowship award running at the same time as the first that is not taxable. This element should not be used unless central office is consulted. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Stip Fel Qual 4 (Stip Fel Qual 4 Retro) | This element is used to process a fourth fellowship award running at the same time as the first that is not taxable. This element should not be used unless central office is consulted. The corresponding retro element should be used when element transactions occur in the past so that the grants are charged appropriately. |
| Time Entry Wages | This element is added automatically each pay period during which an hourly employee has hours. It stores the actual pay amount. |