

Lump Sum Earnings Codes

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

Earnings Codes and Related Information

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 Ovrlid 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 Ovrlid 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.