

| University System of Georgia |   |   |                          |                         |                |  |                     |                        |     |     |      |                       |  |  |                   |                     |                |
|------------------------------|---|---|--------------------------|-------------------------|----------------|--|---------------------|------------------------|-----|-----|------|-----------------------|--|--|-------------------|---------------------|----------------|
| Number                       | Employee Pay/Supplemental Pay Definitions with Examples   |   | Method of Payment        |                         |                |  |                     | Retirement Eligibility |     |     |      | Earnings & Accounting |  |  |                   | Affordable Care Act | Benefit Impact |
|                              | Type of Pay   | Examples  | Include in Contract?     | Payment Method          | Comp Rate Code | Recommended Method of Initiation                     | Type of Employee    | TRS                    | ERS | ORP | GDCP | Earn Code             | Earnings Code Description                    | Tax Treatment of Earnings Code                           | GL Account Number | Track Hours         | Effect ABBR    |
| 1                            | Interim<br>-move to different position due to vacancy or new position while search is being conducted; longer term in nature.                                       | EE filling vacant position until vacancy is filled, filling newly created position during search                                | Yes-if contract employee | Primary Job Updated     | N/A            | Institution Specific HR Process                      | Faculty/Staff       | Yes                    | Yes | Yes | Yes  | REG                   | Regular                                      | Subject to Federal, State and FICA Specified on Paysheet | Follows Pay Group | No, in Job Data     | In Progress    |
| 2                            | Acting<br>-move to a newly created or existing position as a reassignment of duties for short period of time; designated in this position for a set period of time. | EE filling LOA vacancy  | Yes-if contract employee | Primary Job Updated     | N/A            | Institution Specific HR Process                      | Faculty/Staff       | Yes                    | Yes | Yes | Yes  | REG                   | Regular                                      | Subject to Federal, State and FICA Specified on Paysheet | Follows Pay Group | No, in Job Data     | In Progress    |
|                              | Borrowed<br>-provide  | EE filling vacant position but keeping employment at home institution   | Yes-if contract employee | TBD                     | TBD            | Institution Specific HR Process                      | Faculty/Staff       | Yes                    | Yes | Yes | Yes  | REG                   | Regular                                      | Subject to Federal, State and FICA Specified on Paysheet | Follows Pay Group | No, in Job Data     | In Progress    |
|                              | Temporary Assignments   |   |                          |                         |                |  |                     |                        |     |     |      |                       |  |  |                   |                     |                |
| 3                            | Temporary Assignment (FAC)<br>-duties outside of Academic contract for FT -additional duties for PT   | Built a cabinet, FAC member that teaches and also referee; teaching a CE class. Use for PT Faculty. Typically one time pay, not | No                       | Additional Pay Page     | N/A            | MSS Supplemental Pay or Institution Specific Process | Faculty (Reg or PT) | No                     | No  | No  | No   | SNF                   | Supp Pay-Non-Ret-Elig Faculty                | Subject to Federal, State and FICA Annualized            | 516250            |                     | In Progress    |
| 4                            | Temporary Assignment (FAC)<br>- addendum to Academic Contract   | Special or unique assignments, innovative course development, Quality Matters program, reviews for online courses               | Yes                      | MCOP/JED                | MCTAF          | Institution Specific HR Process                      | Contract Faculty    | Yes                    | Yes | Yes | No   | SUF                   | Supp Pay-RetEligible-Faculty                 | Subject to Federal, State and FICA Annualized            | 516200            |                     | In Progress    |
| 5                            | Temporary Assignment (Staff)<br>-outside of job description   | Accountant designs web site, working concessions, research. Limited term pay, no pensionable; not long term recurring.          | No                       | Additional Pay Page     | N/A            | MSS Supplemental Pay or Institution Specific Process | Staff               | No                     | No  | No  | No   | SNS                   | Supp Pay Non-Ret Elig - Staff                | Subject to Federal, State and FICA Annualized            | 526250            |                     | In Progress    |
| 6                            | Temporary Assignment (Staff)<br>-within job description   | Rarely used, must be documented: May be earnable comp if EE is currently in a benefited position subject to Retirement          | No                       | MCOP/JED                | MCTAS          | Institution Specific HR Process                      | Staff               | Yes                    | Yes | Yes | Yes  | SUS                   | Supp Pay Retire Eligible Staff               | Subject to Federal, State and FICA Annualized            | 526200            |                     | In Progress    |
| 7                            | Temporary Assignment (Student-One Time)   |   |                          |                         |                |  |                     |                        |     |     |      |                       |  |  |                   |                     |                |
|                              |   | Student Assistant writes an one-time article for the school newspaper;  | No                       | Additional Pay Page     | N/A            | MSS Supplemental Pay or Institution Specific Process | Student             | No                     | No  | No  | No   | STU                   | Student performs work outside of primary job | Subject to Federal, State and FICA Specified on Paysheet | 524100            |                     | In Progress    |
| 8                            | Temporary Assignment (Student-Additional Job Instance)  |   |                          |                         |                |  |                     |                        |     |     |      |                       |  |  |                   |                     |                |
|                              |   | Short-term secondary job instance (Ex: work for newspaper for 1 semester)   | No                       | Additional Job Instance | N/A            | Institution Specific HR Process                      | Student             | No                     | No  | No  | No   | REG                   | Student performs work outside of primary job | Subject to Federal, State and FICA Specified on Paysheet | 524100            |                     | In Progress    |

| University System of Georgia  |   |  |                          |                                     |   |                                  |                          |                        |     |     |      |                       |   |  |                          |                     |                |
|---|---|--|--------------------------|-------------------------------------|---|----------------------------------|--------------------------|------------------------|-----|-----|------|-----------------------|---|--|--------------------------|---------------------|----------------|
| Number  | Employee Pay/Supplemental Pay Definitions with Examples               |  | Method of Payment        |                                     |   |                                  |                          | Retirement Eligibility |     |     |      | Earnings & Accounting |   |  |                          | Affordable Care Act | Benefit Impact |
|   |   | Examples   | Include in Contract?     | Payment Method                      | Comp Rate Code                                | Recommended Method of Initiation | Type of Employee         | TRS                    | ERS | ORP | GDCP | Earn Code             | Earnings Code Description                                   | Tax Treatment of Earnings Code                           | GL Account Number        | Track Hours         | Effect ABBR    |
|   | Type of Pay   |  |                          |                                     |   |                                  |                          |                        |     |     |      |                       |   |  |                          |                     |                |
| 9   | Course-Related Supplements  |  |                          |                                     |   |                                  |                          |                        |     |     |      |                       |   |  |                          |                     |                |
|   | Overload (FAC)  | Above normal course load per Overload Policy   | Yes                      | MCOP/JED                            | MCOVL   | Institution Specific HR Process  | Faculty                  | Yes                    | Yes | Yes | No   | OVL                   | Overload  | Subject to Federal, State and FICA Specified on Paysheet | 511115                   |                     | Yes            |
|   | Academic Consortium Programs (FAC)                                    | eCore, eMajor, WebBSIT, WebMBA, eCAMPUS if this is considered overload not part of regular load. | Yes                      | MCOP/JED                            | MCACPF  | Institution Specific HR Process  | RET Eligible Faculty     | Yes                    | Yes | Yes | No   | OVL                   | Overload  | Subject to Federal, State and FICA Annualized            | 516200                   |                     | In Progress    |
| eCore, eMajor, WebBSIT, WebMBA, eCAMPUS if this is considered part of regular load or for PT Faculty. |   | MCACPF   |                          |                                     | RET Eligible Faculty Non-RET Eligible Faculty |                                  | Yes                      | Yes                    | Yes | Yes | REG  | Regular               | Subject to Federal, State and FICA Annualized               | Follows Pay Group  |                          | In Progress         |                |
| 10  | Academic Consortium Programs (Staff)                                  | eCore, eMajor, WebBSIT, WebMBA   | No                       | MCOP/JED                            | MCACPS  | Institution Specific HR Process  | Staff                    | No                     | No  | No  | No   | SNS                   | Supp Pay Non-Ret Elig - Staff*                              | Subject to Federal, State and FICA Annualized            | 526250                   |                     | In Progress    |
| 11  | Course Delivery (Incentive)   | Premium per student for online course as incentive to increase online course usage               | Yes-if contract employee | MCOP/JED                            | MCCDI   | Institution Specific HR Process  | RET Eligible Faculty     | Yes                    | Yes | Yes | Yes  | SUF                   | Incentive pay to teach online courses.                      | Subject to Federal, State and FICA Specified on Paysheet | 511115                   |                     | In Progress    |
|   |   |  |                          |                                     | MCCDI   |                                  | Non-RET Eligible Faculty | No                     | No  | No  | YES  | REG                   | Incentive pay to teach online courses.                      | Subject to Federal, State and FICA Specified on Paysheet | Follows Pay Group        |                     |                |
| 12  | Academic Faculty Administrative Assignment                            | Department Chair, Dean, Director of a Center   | Yes-if contract employee | MCOP/JED                            | MCAFA   | Institution Specific HR Process  | RET Eligible Faculty     | Yes                    | Yes | Yes | No   | REG SUF               | Regular (if FT position) Supplemental (addition to REG pay) | Subject to Federal, State and FICA Specified on Paysheet | Follows Pay Group 516200 |                     | In Progress    |
|   |   |  |                          |                                     | MCAFA   |                                  | RET Eligible Faculty     | No                     | No  | No  | No   | SNF                   | Supp Pay Non-RET Eligible Faculty                           | Subject to Federal, State and FICA Specified on Paysheet | 516200                   |                     | In Progress    |
| 13  | Summer Pay  | Pay for teaching courses outside of the Fall and Spring semester                                 | No                       | C5-Job Data xxS C1-4 Additional Pay | MCSUM   | Institution Specific HR Process  | Faculty                  | Yes                    | No  | Yes | Yes  | SUM                   | Summer Pay  | Subject to Federal, State and FICA Specified on Paysheet | 513100                   |                     | In Progress    |
|   |   |  |                          |                                     | MCSUM   |                                  | Additional Pay           | RET Eligible for       | No  | No  | No   | No                    | To Be Configured  | Change Request Process for New Earnings Code             |                          | 513100              |                |
| 14  | Allowances  |  |                          |                                     |   |                                  |                          |                        |     |     |      |                       |   |  |                          |                     |                |
| 15  | Car Allowance-Pensionable TRS-Faculty if Car Allowance is in Contract | Car allowance  | Yes-if contract employee | MCOP/JED                            | MCCAR   | Institution Specific HR Process  | ulty/Staff/Presid        | Yes                    | No  | No  | No   | CAP                   | Car Allowance that is Pensionable -Adds to Gross pay        | Subject to Federal, State and FICA Specified on Paysheet | 561500                   | No                  | In Progress    |

| University System of Georgia |  |   |  |                                 |                |  |                                 |                        |     |     |      |                       |  |   |  |                     |                |
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| Number                       | Employee Pay/Supplemental Pay Definitions with Examples                                      |   | Method of Payment                                |                                 |                |  |                                 | Retirement Eligibility |     |     |      | Earnings & Accounting |  |   |  | Affordable Care Act | Benefit Impact |
|                              | Type of Pay  | Examples  | Include in Contract?                             | Payment Method                  | Comp Rate Code | Recommended Method of Initiation                     | Type of Employee                | TRS                    | ERS | ORP | GDCP | Earn Code             | Earnings Code Description  | Tax Treatment of Earnings Code                              | GL Account Number  | Track Hours         | Effect ABBR    |
| 16                           | President Allowance-Pensionable  | Housing, Car, and Subsistance for TRS/ORP Presidents      | Yes  | MCOP/JED                        | MCPAL          | Institution Specific HR Process                      | President                       | Yes                    | No  | Yes | No   | PAL                   | President Allowance that is Pensionable - Adds to Gross Pay  | Subject to Federal, State and FICA Specified on Paysheet    | 527101   | No                  | No             |
|                              | 17   | President Allowance-Non Pensionable                       | Housing, Car, and Subsistance for ERS Presidents | Yes                             | MCOP/JED       | MCPAL  | Institution Specific HR Process | President              | No  | No  | No   | No                    | PAN  | President Allowance that is Pensionable - Adds to Gross Pay | Subject to Federal, State and FICA Specified on Paysheet | 527101              | No             |
| 18                           | Car allowance-Not Pensionable<br>ERS Members<br>ORP Members<br>TRS Members                   | Car allowance   | Yes-if contract employee                         | MCOP/JED                        | MCCAR          | MSS Supplemental Pay or Institution Specific Process | Faculty/Staff                   | No                     | No  | No  | No   | CAC                   | Car allowance that is not Pensionable - Adds to Gross pay  | Subject to Federal, State and FICA Specified on Paysheet    | 561500   | No                  | In Progress    |
| 19                           | Personal Use of Institution Auto<br>-Doesn't Add to Gross/Just Tax Calculation               | Unmarked Police Cars, Presidents Use of Leased Vehicle    | No   | Payline<br>End of Year One-time | N/A            | Payline Adjustment Process                           | Faculty/Staff                   | No                     | No  | No  | No   | CAR                   | Car Allowance-Reportable (does not add to gross pay)   | Subject to Federal, State and FICA Specified on Paysheet    | None   | No                  | In Progress    |
| 20                           | Housing Allowance-Pensionable<br>ORP Members Non-Presidents                                  | Housing   | Yes-if contract employee                         | MCOP/JED                        | MCHOU          | MSS Supplemental Pay or Institution Specific Process | Staff                           | Yes                    | No  | Yes | No   | HOP                   | Housing - Adds to Gross<br>Should only be used for Presidents who are members of TRS and all employees who are ORP | Subject to Federal, State and FICA Specified on Paysheet    | 528101   | No                  | In Progress    |
| 21                           | Housing Allowance-Not Pensionable<br>ERS Members Non-President<br>TRS Members Non-Presidents | Housing   | Yes-if contract employee                         | MCOP/JED                        | MCHOU          | MSS Supplemental Pay or Institution Specific Process | Facuty/Staff                    | No                     | No  | No  | No   | HON/HOU               | Housing - Adds to Gross<br>All ERS members<br>All TRS members except President/Chancellor                          | Subject to Federal, State and FICA Specified on Paysheet    | 528101   |                     | In Progress    |
| 22                           | Housing-Reportable Value<br>-Doesn't Add to Gross/Just Tax Calculation                       | New EE stays in housing for a transitional period of time | No   | Payline<br>End of Year One-time | N/A            | Payline Adjustment Process                           | culty/Staff/Stude               | No                     | No  | No  | No   | HOR                   | Housing-Reportable (does not add to gross pay)   | Subject to Federal, State and FICA Specified on Paysheet    | None   |                     | In Progress    |
| 23                           | Housing-Requirement of Job   | Residence Hall Director                                   | No   | N/A                             | N/A            | N/A  | culty/Staff/Stude               | No                     | No  | No  | No   | NONE                  | None   |   | None   |                     | In Progress    |
| 24                           | Subsistence  | Non President   | Yes-if contract employee                         | MCOP/JED                        | MCSUB          | MSS Supplemental Pay or Institution Specific Process | Faculty/Staff                   | No                     | No  | No  | No   | SUB                   | Subsistence-Adds to Gross  | Subject to Federal, State and FICA Specified on Paysheet    | 529101   |                     | In Progress    |

| University System of Georgia |  |  |  |  |                |  |                       |                        |     |     |      |                       |   |  |                   |                     |                |
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| Number                       | Employee Pay/Supplemental Pay Definitions with Examples  |  | Method of Payment                            |  |                |  |                       | Retirement Eligibility |     |     |      | Earnings & Accounting |   |  |                   | Affordable Care Act | Benefit Impact |
|                              | Type of Pay  | Examples   | Include in Contract?                         | Payment Method   | Comp Rate Code | Recommended Method of Initiation                     | Type of Employee      | TRS                    | ERS | ORP | GDCP | Earn Code             | Earnings Code Description                                 | Tax Treatment of Earnings Code                           | GL Account Number | Track Hours         | Effect ABBR    |
| 25                           | Subsistence-Reportable Value   | Meals provided outside job requirement                           | No   | Payline-End of Year One-time Doesn't Add to Gross/Just Tax Calculation | N/A            | Payline Adjustment Process                           | Faculty/Staff/Student | No                     | No  | No  | No   | SUR                   | Subsistence-Reportable                                    | Subject to Federal, State and FICA Specified on Paysheet | None              |                     | In Progress    |
| 26                           | Subsistence-Requirement of Job   | Residence Hall Director, Campus Police                           | No   | N/A  | N/A            | N/A  | Faculty/Staff/Student | No                     | No  | No  | No   | None                  | None  |  | None              |                     | In Progress    |
|                              | Relocation Expenses  |  |  |  |                |  |                       |                        |     |     |      |                       |   |  |                   |                     |                |
| 27                           | Relocation-Qualified Moving Expense - No longer in use due to IRS regulations Inactivate Earnings Code in OneUSG Connect | See IRS Pub 521  | Must be in Written Offer of Employment 5.3.7 | Should no longer be used for expenses incurred in CY 2018 and beyond   | N/A            | MSS Supplemental Pay or Institution Specific Process | Faculty/Staff         | No                     | No  | No  | No   | QME                   | Qualified Moving Expense in accordance with IRS code      | Currently Taxable to Employee                            | 565100            |                     | No             |
| 28                           | Taxable Moving Expenses - Flows to TIGA  | See IRS Pub 521  | Must be in Written Offer of Employment 5.3.7 | Additional Pay Page  | N/A            | MSS Supplemental Pay or Institution Specific Process | Faculty/Staff         | No                     | No  | No  | No   | NME                   | Non-Qualified Moving Expenses in accordance with IRS code | Subject to Federal, State and FICA Supplemental          | 565100            |                     | No             |
|                              | One-Time Supplemental/ Other Pays  |  |  |  |                |  |                       |                        |     |     |      |                       |   |  |                   |                     |                |
| 29                           | Employee Awards (Deminimus \$75 or less)   | Service Awards, Student Band Member, SGA Officer, Faculty Awards | No   | Payline  | N/A            | Payline Adjustment Process                           | Faculty/Staff/Student | No                     | No  | No  | No   | AWD                   | Cash Award-Adds to Gross                                  | Subject to Federal, State and FICA Supplemental          | 561400            |                     | No             |
| 30                           | Critical Hire Incentive  |  | No   | Additional Pay Page  | N/A            | Institution Specific Process                         |                       | No                     | No  | No  | No   | CHI                   | Critical Hire Incentive                                   | Subject to Federal, State and FICA Specified of Paysheet | 561430            |                     |                |
| 31                           | Employee Suggestion Program Award  |  | No   | Additional Pay Page  | N/A            | Institution Specific Process                         |                       | No                     | No  | No  | No   | ESP                   | Employee Suggestion Program Award                         | Subject to Federal, State and FICA Specified of Paysheet | 461410            |                     |                |
| 32                           | Goal Based Incentive   |  | No   | Additional Pay Page  | N/A            | Institution Specific Process                         |                       | No                     | No  | No  | No   | GBI                   | Goal Based Incentive                                      | Subject to Federal, State and FICA Specified of Paysheet | 561420            |                     |                |
| 33                           | Well-being Incentive   |  | No   | Additional Pay Page  | N/A            | Institution Specific Process                         |                       | No                     | No  | No  | No   | WBI                   | Well-being Incentive                                      | Subject to Federal, State and FICA Specified of Paysheet | ?                 |                     |                |

| University System of Georgia |   |   |                      |  |                |  |                       |                        |     |     |      |                       |   |  |                   |                     |                |
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| Number                       | Employee Pay/Supplemental Pay Definitions with Examples |   | Method of Payment    |  |                |  |                       | Retirement Eligibility |     |     |      | Earnings & Accounting |   |  |                   | Affordable Care Act | Benefit Impact |
|                              | Type of Pay   | Examples  | Include in Contract? | Payment Method                                       | Comp Rate Code | Recommended Method of Initiation                     | Type of Employee      | TRS                    | ERS | ORP | GDCP | Earn Code             | Earnings Code Description                           | Tax Treatment of Earnings Code                           | GL Account Number | Track Hours         | Effect ABBR    |
|                              |   |   |                      |  |                |  |                       |                        |     |     |      |                       |   |  |                   |                     |                |
| 34                           | Employee Awards (> \$75.00)                             | Incentives or larger awards   | No                   | Additional Pay Page<br>Add additional earnings codes | N/A            | Institution Specific Process                         |                       | No                     | No  | No  | No   | To Be Configured      | Change Request Process for New Earnings Code        |  |                   |                     |                |
| 35                           | Taxable Fringe Reportable (2 items or value > \$75)     | Clothing  | No                   | Additional Pay Page                                  | N/A            | MSS Supplemental Pay or Institution Specific Process |                       |                        |     |     |      | TRF                   | Taxable Fringe Reportable (2 items or value > \$75) |  |                   |                     |                |
| 36                           | Taxable Fringe Reportable                               | Club memberships, ticket discounts/comped tickets, paid by Foundation and not on Foundation W2 and reportable as taxable earnings | NO                   | Additional Pay Page                                  | N/A            | MSS Supplemental Pay or Institution Specific Process |                       |                        |     |     |      | TRF                   | Taxable Fringe Reportable                           |  |                   |                     | No             |
| 37                           | Tuition Assistance Plan (TAP) Reportable Earnings       | The amount of TAP award that exceeds the IRS limit for the calendar year.   | No                   | Payline End of Year One-time                         | N/A            | TAP Reporting Spreadsheet from SSC                   | Faculty/Staff         | No                     | No  | No  | No   | EDU                   | Education Assistance                                | Subject to Federal, State and FICA Specified on Paysheet |                   |                     | No             |
| 37                           | Research Subject Fee (Current Employee)                 | Receives incentive to participant in a research study   | No                   | Additional Pay Page-limited term Payline-one time    | N/A            | MSS Supplemental Pay or Institution Specific Process | Faculty/Staff/Student | No                     | No  | No  | No   | RSF                   | Research Subject Fee                                | Subject to Federal, State and FICA Specified on Paysheet | 569100            |                     | No             |
| 38                           | Vacation Pay Out  | Accrued annual leave payout at termination of employment in accordance with BPM   | No                   | Time/Attendance System                               | N/A            | TL Business Process                                  | Faculty               | No                     | No  | No  | No   | VPF                   | Vacation Payout Faculty                             | Subject to Federal, State and FICA Supplemental          | Faculty-516101    |                     | No             |
|                              |   |   |                      |  | N/A            |  | Staff                 | No                     | No  | No  | No   | VPS                   | Vacation Payout Staff                               |  | Staff - 526101    |                     |                |

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| Number                       | Employee Pay/Supplemental Pay Definitions with Examples |   | Method of Payment    |                        |                |                                  |                       | Retirement Eligibility |     |     |      | Earnings & Accounting |                             |  |                   | Affordable Care Act | Benefit Impact |
|                              | Type of Pay   | Examples  | Include in Contract? | Payment Method         | Comp Rate Code | Recommended Method of Initiation | Type of Employee      | TRS                    | ERS | ORP | GDCP | Earn Code             | Earnings Code Description   | Tax Treatment of Earnings Code                           | GL Account Number | Track Hours         | Effect ABBR    |
| 39                           | Overtime-Hourly Employees                               | >40   | No                   | Time/Attendance System | N/A            | TL Business Process              | Staff                 | No                     | No  | No  | No   | OVT                   | Overtime                    | Subject to Federal, State                                | Follow EE         |                     | No             |
| 40                           | Dual Appointments                                       |   |                      |                        |                |                                  |                       |                        |     |     |      |                       |                             |  |                   |                     |                |
|                              | Dual Appointment-Faculty-Retirement                     | Faculty member teaching a class at requesting institution; should be addendum to the contract                               | No                   | Job Data JED           | MCDAF          | Dual Appointment Form            | Faculty               | Yes                    | Yes | Yes | Yes  | DFR                   | Dual Faculty-Ret Elig       | Subject to Federal, State and FICA Specified on Paysheet |                   |                     | In Progress    |
| 41                           | Dual Appointment-Faculty-No Retirement                  | Faculty member performing work non-instructional, not addendum to contract  | No                   | Job Data JED           | MCDAF          | Dual Appointment Form            | Faculty               | No                     | No  | No  | No   | DFN                   | Dual Faculty - Non Ret      | Subject to Federal, State and FICA Specified on Paysheet | See BPM           |                     | In Progress    |
| 42                           | Dual Appointment-Staff-Retirement                       | Very limited; must be clearly defined in job description that compensation is part of regular job and paid at a higher rate | No                   | Job Data JED           | MCDAS          | Dual Appointment Form            | Staff                 | Yes                    | Yes | Yes | Yes  | DSR                   | Dual Staff - Ret Elig       | Subject to Federal, State and FICA Specified on Paysheet | See BPM           |                     | In Progress    |
| 43                           | Dual Appointment-Staff-No Retirement                    | Secondary job for staff employee  | No                   | Job Data JED           | MCDAS          | Dual Appointment Form            | Staff                 | No                     | No  | No  | No   | DSN                   | Dual Staff - Non Retirement | Subject to Federal, State and FICA                       | See BPM           |                     | In Progress    |
| 44                           | Dual Apointment-Staff-Overtime                          | Hourly employee working >40 hours combined for home and requesting instituiton  | No                   | Time/Attendance System | N/A            | Dual Appointment Form            | Staff                 | No                     | No  | No  | No   | DOT                   | Dual Staff - Overtime       | Subject to Federal, State and FICA Specified on Paysheet | See BPM           |                     | In Progress    |
| 45                           | Ineligible for Payment                                  |   |                      |                        |                |                                  |                       |                        |     |     |      |                       |                             |  |                   |                     |                |
| 46                           | Honorarium  | Cannot be paid to EE  | No                   | N/A                    | N/A            | N/A                              | Faculty/Staff/Student | No                     | No  | No  | No   | None                  |                             |  | 751108            |                     |                |
| 47                           | Extra Compensation                                      | USG employee working at non-USG state agency  | No                   | N/A                    | N/A            | N/A                              | -                     | No                     | No  | No  | No   | N/A                   |                             |  |                   |                     |                |

\*If included in employee's job description contact SSC for assistance.