Compensation Adjustment – Unrestricted Fund

Overview: Amounts budgeted for anticipated compensation adjustments must be budgeted within the Position Management System.

E&G: Each University should create one “E&G Compensation Adjustment” Position in the following HR Departments:

- UMS01 AFINA
- UMS02 FVPAD
- UMS03 KADMN
- UMS04 MBUSO
- UMS05 OOBFI
- UMS06 PVADM
- UMS07 IBUHR
- UMS08 SOOT

The E&G Compensation Adjustment Position should be created with a Position Class of Salary Pool (Y) and a Job Code of 4600.

Each University will budget its projected E&G Compensation Adjustment salary and wages amount to account 53900 – Compensation Adjustment. Fringe benefits will be automatically calculated on the E&G Compensation Adjustment salary & wages amount based on the fringe benefit rates for PS Account 53900.

A programmatic distribution of E&G Compensation Adjustment funds to the appropriate positions when across-the-board compensation increases occur has been developed (Budget Impact Analysis process).

Auxiliary: An “Auxiliary Compensation Adjustment” Position should be created for each Auxiliary Enterprise with employees. The Auxiliary Compensation Adjustment Position should be created with a Position Class of Salary Pool (Y) and a Job Code of 4600.

Each University will budget its projected Auxiliary Compensation Adjustment amounts to PS account 53900 – Compensation Adjustment. Fringe benefits will be automatically calculated on the Auxiliary Compensation Adjustment salary & wages amounts based on the fringe benefit rates for PS Account 53900.

A programmatic distribution of Auxiliary Compensation Adjustment funds to the appropriate positions when across-the-board compensation increases occur has been developed (Budget Impact Analysis process).