

**Additional Pay Earning Codes and Descriptions
Most Frequently Used on the Flint Campus
November 8, 2011**

Earnings Code	Description	Reason for payment / Identify employee group
ADD	Added Duties Differential	Payment for duties done by FLSA non-exempt individuals who temporarily perform additional responsibilities that are not typically part of their regular classification.
ADM	Administrative Differential	Payment for duties done by FLSA exempt individuals who temporarily perform responsibilities that are typically part of a higher University classification. (For example, when someone's on an interim director role, they may receive a 10% admin diff).
LEC	LEO Collegiate Lecturer Award	Lump sum payment made to Collegiate Lecturers appointed by the Provost.
LEP	LEO Late Layoff Payment	Lump-sum payment made to LEO Lecturers I-IV for layoff notice received after contractual deadlines.
LEO	LEO Contractual Payment	Used to pay a LEO member when a commitment has been made for teaching and that commitment becomes unavailable.
LER	LEO Adjunct Review Payment	Lump sum payment made to LEO Adjunct Lecturers who successfully complete an adjunct review.
LGV	Longevity	Paid to employees who are members of specific unions and who have worked a specified number of years. It is a percentage of the previous year W-2 earnings
SAL	Salary Supplement	Part of a budget process where a flat amount is given the employee rather than a percentage. Can be used at other times for discretionary, lump sum payments that relate to the employee's appointment.
UNA	Uniform Allowance	Uniform allowance for certain groups of employees
UNS	Services unrelated to appt.	Current faculty or staff performs services that are not related to their base appointment