

PAYROLL TYPE			ELEMENT NAME	ELEMENT DESCRIPTION	RULE FOR USE	LIMITS		SUBJECT TO (TAX WITHHOLDING)							EFFORT REPORTABLE?	
BIWEEKLY	MONTHLY	TRAINEE				RATE	HOURS	TEACHERS RETIREMENT	403B	457	FICA	FIT	SIT	CITY		
N/A	ACT	N/A	Incentive Sep Pay	One time payment for pre-approved programs to individuals who work undesirable shifts, in understaffed departments, or meet specific requirements of an approved program Subject to 25% federal tax and 5% state tax withholding rule	Payroll cannot be Trainee or Biweekly	\$50,000 per element			Y	Y	Y	Y	Y	Y	Y	Y
ACT	ACT	N/A	Incentive2 Sep Pay	Incentive Payments Tax Only No TRS/403b/457b	Payroll cannot be Trainee	\$50,000 per element			N	N	N	Y	Y	Y	Y	Y
N/A	ACT	N/A	Int Fac Consult	Payment for UAB faculty which provide internal or intra-university consulting services	Assignment category must be 04 for element pay and the payroll group is faculty				N	N	N	Y	Y	Y	Y	N
N/A	ACT	N/A	NEO Monthly	Payment for new employee orientation costed to CFB for monthly employees	Payroll cannot be Trainee or Biweekly	No input value allowed	Defaults to 8 hours	Y	Y	Y	Y	Y	Y	Y	Y	N
N/A	ACT	N/A	NRA Ind Contractor	Payment to Non Resident Alien Independent Contractors	Only for Job Title: ZZZ1 Ind Contractor Non Resident Alien	\$50,000 per element			N	N	N	N	N	N	N	N
TEL	ACT	N/A	On Call Amount-WK1	Set dollar amount based on Compensation guidelines-Total Amount Other than UAB Standard Rate- See You and UAB for details	Payroll cannot be Trainee	\$25,000 per element			Y	Y	Y	Y	Y	Y	Y	Y
TEL	ACT	N/A	On Call Hours-WK1	Set hourly rate based on Compensation guidelines- See You and UAB for details	Payroll cannot be Trainee		168	Y	Y	Y	Y	Y	Y	Y	Y	Y
N/A	ACT	N/A	Professional Related Earnings	Faculty practice payments for patient care related primarily to Dentistry and Optometry	Only for Job Titles: 0HAP.Dentist--Professional Earnings or 0HLP.Optomtrist--Professional Earnings	\$50,000 per element			N	N	N	Y	Y	Y	Y	N
ACT	N/A	N/A	Retention Pay Biweekly	Retention Pay Biweekly	Payroll cannot be Trainee or Monthly	\$50,000 per element			N	Y	Y	Y	Y	Y	Y	N
N/A	ACT	N/A	Retention Sep Pay	Payments for employee who meet specific requirements on an approved retention program	Payroll cannot be Trainee or Biweekly	\$50,000 per element			N	Y	Y	Y	Y	Y	Y	N
ACT	ACT	N/A	Severance Pay Lump Sum	Lump Sum Severance payments up to \$50,000.00-tax code allows individuals who elect to receive a lump sum severance payment due to administrative downsizing to exclude up to \$50,000.00 from state, county, or municipal income tax. Any amount paid as part of the lump sum options greater than \$50,000.00 will be subject to state, county and municipal income tax and must be paid from a different earnings element.	Payroll cannot be Trainee	\$50,000 per element			N	N	N	Y	Y	Y*	Y*	N
ACT	ACT	N/A	Sharing N Success	Hospital Incentive Payments	Payroll cannot be Trainee				Y	Y	Y	Y	Y	Y	Y	Y
N/A	ACT	N/A	Sign On Pay	Payment for sign on bonus as outlined and approved in original letter of offer	Payroll cannot be Trainee or Biweekly	\$50,000 per element			N	N	N	Y	Y	Y	Y	N
ACT	N/A	N/A	Sign On Pay Biweekly	Sign On Pay Biweekly	Payroll cannot be Trainee or Monthly	\$50,000 per element			N	N	N	Y	Y	Y	Y	N
N/A	ACT	N/A	Special Compensation	Special compensation used for administrative payments when the definition does not meet the criteria for other elements. Examples include: legal settlements & pay in lieu of notice, etc.	Payroll cannot be Trainee or Biweekly	\$50,000 per element			Y	Y	Y	Y	Y	Y	Y	Y
N/A	ACT	N/A	Start-Up 1T	Start-up pay for postdoctoral scholars	Assignment category must be 21 and must be included in employee's letter of offer	\$25,000 per element			N	N	N	Y	Y	Y	Y	N
N/A	ACT	N/A	Summer Faculty	Payment to Faculty 12 or Faculty 9 for teaching during the summer semester only	Only if the Payroll Group is Faculty 12 or Faculty 9	\$25,000 per element			Y	Y	Y	Y	Y	Y	Y	Y
N/A	ACT	N/A	Supplemental	Payment to individuals for one-time services - subject to special withholding rules.	Payroll cannot be Trainee nor biweekly (99s okay)	\$50,000 per element			Y	Y	Y	Y	Y	Y	Y	Y
ACT	ACT	N/A	Tax Reimba	Taxable reimbursements used primarily for employee non-acct. travel not processed through AP. Grant allowable.	Payroll cannot be Trainee	\$25,000 per element			N	N	N	Y	Y	Y	Y	N

