APPENDIX E

FAQ CONCERNING THE SCHOOL OF MEDICINE FACULTY
HEALTH SCIENCES COMPENSATION PLAN

1. What are the components of my salary in the Compensation Plan?

There are four possible components in the total salary of Compensation Plan faculty for total W2 compensation.

- Fiscal year base salary (X or REG) associated with the faculty member’s academic rank and step.
- Health Sciences base salary scale differential (X prime or HS_) which includes an amount above the fiscal year base salary on a salary scale from 1 to 9. This salary component is covered by the University of California Retirement Plan. The X plus X prime is considered the APU base salary.
- Negotiated additional compensation (Y or HSN). An additional amount of compensation negotiated annually by the Chair or Academic Programmatic Unit (APU) Director beyond the base salary (X) and Health Sciences base salary scale differential (X prime).
- Optional bonus/incentive compensation (Z or HSZ).

2. What determines my base salary (X or REG)?

Base salary is determined by the academic rank and step of the faculty member.

3. How do I find out what my salary scale (X prime or HS 1-9) is?

Consult with your Department Chair or Administrator.

4. What is an APU?

An APU (Academic Programmatic Unit) is a group of Compensation Plan faculty within the same academic department, research area or organized multi-disciplinary program who meet one or more of the following criteria:

- Is nationally recognized as an academic department or research discipline.
- Is nationally recognized as an academic subspecialty by the specialty governing body
- Is a recognized group practice under University management or
- Otherwise shares common academic (i.e. teaching, research and/or service) responsibilities

5. Who determines what APU I am in?

APU membership is determined at the department level, with the Dean’s approval.

6. How can I change my salary scale?

Changes in Health Sciences Salary Scales occur on an annual basis only, effective July 1 of the fiscal year. An APU may submit a request to advance to the next higher salary scale on an annual basis. An individual faculty member’s salary scale can change with the APU or as a result of changing to a
different APU. Any changes in APU membership must be justified using the criteria established for APU membership and approved by the Dean.

7. How do I know what my negotiated component (Y or HSN) is?

Consult your Chair or department administrator.

8. How can I change my negotiated component?

This component is determined by negotiation with the department chair and/or APU director. Changes can occur no more often than on an annual basis to be effective on July 1.

9. What part of my salary is covered by the UCRP?

The fiscal year base salary (X or REG) and the Health Sciences Base Salary Scale Differential (X prime or HS 1-9) are covered by the University of California Retirement Plan.

10. How often can my salary change?

Change in negotiated salary occurs on an annual basis. However, the Z payment can change as frequently as monthly.

11. How can I be paid my additional clinical income (Z component or HSZ)?

Clinical income can be paid as often as on a monthly basis as part of the W-2 payroll process, and is subject to Dean’s tax, PDA, and applicable department assessments and billing fees.

12. What income is assessable?

All professional services income is subject to assessment.

13. Can I do outside (non-patient care) consulting?

Compensation plan faculty in good standing (as described in department compensation plan procedures) may engage in occasional outside professional activities (non-patient care) up to a maximum of 48 days per year, and retain income up to a maximum of $20,000 or 20% of APU base salary (X+X') whichever is greater. All income that exceeds the $20,000/20% threshold must be deposited in the University. Refer to the COM Implementation Procedures (Section IV.F.) for additional information, and department compensation plan procedures for department specific day and dollar maximums.

14. Most frequently heard "I didn't know that":

- ALL income is reportable with exceptions as described in Section IV.E. of the College of Medicine Implementation Procedures regardless of when it is earned (including evenings, weekends and vacation).
- ALL clinical income is to be billed and collected by the University, no matter where earned.
- ALL clinical income is assessed 5% by the Dean, 5% for Practice Development Assessment (PDA) and is subject to department assessments as described in department compensation plan procedures.
- ALL income is paid as W2 earnings.
• Every compensation plan member (including Clinical Instructors) must complete the Annual Reconciliation Statement and Report of Compensated Outside Professional Activities that are due 4/15.

15. What do the codes on my Surepay stub mean?

RBC or CRR = REG (Fiscal Year Base Salary)
HDC or CRC = HS 1-3 (Health Sciences Salary Scales 1-3)
HDD or CRD = HS 4-9 (Health Sciences Salary Scales 4-9)
HNN or CRN = HSN (Negotiated Additional Optional Compensation)

15. Who should I contact if I have questions regarding the compensation plan?

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