

**Institutional Base Salary (IBS) Definition:**

The annual compensation rate, as determined by University administrative procedures, for an employee's appointment ("University effort") devoted toward University-related activities. See compensation codes detailed below or located at <http://www.controller.vcu.edu/pdf/ECRTbasesalarycategories.pdf> for the compensation codes currently included in ECRT. IBS includes both compensation for University-related effort, and compensation from the MCV Physicians (MCVP) Practice Plan for clinical effort. However, some specific types of compensation are not included for the purposes of effort reporting. These types include bonuses, reward/recognition compensation, etc."

Institutional Base Salary Compensation categories included in ECRT (subject to change)

**MCVP:**

DOC	MCVP Dock
MAX	Maximum Increase
MIL	Military Leave
MSP	Military Supplement Pay
ORT	Orientation
PTO	Paid Time Off
REG	Regular Wages
REG2	Reg Earns for dual earn grps
RET	Retroactive Pay
RETF	Retro Flat Amt
ROS	1-Retro Straight Time
SAL	MCVP Salary Earnings
TRANS	Transplant Donor
WCP	MCVH Worker's Comp
WCPN	MCVH Worker's Comp NonTaxable

**University:**

ADM	Administrative Leave
ANL	Annual Leave Taken
CLT	Compensatory Leave Taken
CSL	Community and Volunteer Service
DCB	Disability Credit Bank Taken
DPA	Deferred Pay Accrual Amount
FAL	FMLA Annual Leave Taken
FCL	FMLA Comp Leave Taken
FHL	FMLA Holiday Leave Taken
FIL	FMLA Inclement Weather Leave Taken
FOC	FMLA Office Closing Leave Taken
FOL	FMLA Overtime Leave Taken
FPF	FMLA Personal and Family Taken
FRL	FMLA Recognition Leave Taken
FSK	Family Sick Leave Taken
FSL	FMLA Sick Leave Taken
HAI	Hajj Leave Taken
HLF	Float Holiday Leave Taken

HLT	Holiday Leave Taken
HOL	Holiday
ILT	Inclement Weather Leave Taken
LPP	Leave Part Pay w/Ben Type PP
LSP	Leave Share Program
LWP	LWP with Benefits Type FP
MLB	Military Leave Bank
MLT	Military Leave Taken
OCT	Office Closing Leave Taken
OFC	Office Closing
OLT	Overtime Leave Taken
OTB	Other Earnings - Benefited
PDA	Pre Disciplinary Action Leave
PFL	Personal and Family Leave Taken
Q00	Qatar Medical leave 100%
Q50	Qatar Medical Leave 50%
QU2	Special Recognition Leave
REB	Retroactive Pay Benefited
REC	Recognition Leave Taken
REG	Regular Earnings
RET	Retroactive Pay Not Benefited
RRG	Retro Regular Hours
RSA	Recognition Spot Award Leave
SCK	Sick Leave Taken
SPF	Special Rate Faculty
V00	VSDP Short Term Disability
V60	VSDP Short Term 60 Percent
V80	VSDP Short Term 80 Percent
WAG	Regular Earnings Hourly 1500
WCA	Workers' Comp Pay Adjustment
WCT	Workers' Compensation Leave Taken

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