

Negotiated Salary Trial Program (NSTP)

Overview

The Negotiated Salary Trial Program (NSTP) is a general campus negotiated salary plan that allows eligible faculty to voluntarily contribute external funding sources toward their total UC salary, with the negotiated salary amount funded through external sources. The amount of negotiated salary is capped at 30% of the scale-based salary. The total negotiated salary is effective for a one-year period corresponding with the University fiscal cycle of July 1 through June 30.

Resources

More information about the NSTP can be found on the Academic Personnel website:

<https://ap.uci.edu/compensation/nstp/>

Component of Pay

In UCPath, compensation is broken up into different components that add together to make up the total salary.

Salary Component	Comp Rate Code	Earn Code
On scale salary	UCANNL	REG*
Off scale salary	UCOFF1	REG*
Above scale salary	UCABVE	REG*
Negotiated salary	UCGCY	NNC

* At UCI we will be using the REG earn code (not NCB) for the Scale-Based Salary.

UCANNL compensation rate will be derived by the system based off of the salary admin plan, grade, and step. This represents the **ON SCALE** rate in accordance to the UCOP salary scale (not the UCI Merit Scale).

UCOFF1 represents the off-scale **OFF SCALE** component, add this as an annual rate for faculty who are off-scale.

UCABVE represents the annual **ABOVE SCALE** salary for an above-scale faculty. This salary component **should not be used** with UCANNL and UCOFF1.

UCGCY represents the **NEGOTIATED SALARY** component, and is the annual negotiated amount that the faculty member is increasing their salary by.

Entering NSTP into UCPath

1. Navigate to [PayPath](#) (PeopleSoft Menu > UC Customizations > UC Extensions > PayPath Actions)
2. Search for the employee that you want to add NSTP participation to.
3. Click on the **JOB DATA** tab.
4. Enter in the **EFFECTIVE DATE**.
5. Select/Type **ACTION: PAY**, **ACTION REASON: NEG**

6. Under “Pay Components” click on the + sign to add a new pay component row.
7. Type or select **UCGCY** as the rate code. This rate code is the FIRM version of the negotiated component, meaning that the negotiated amount will not be reduced to absorb any salary increases that happen during the year of participation.
8. Enter in the **ANNUAL** amount of the negotiated component in the Comp Rate field.

Rate Code	Comp Rate	Compensation Frequency
1 UCANNL	155,500.000000	Annual
2 UCGCY	46,300.000000	Annual
3 UCOFF1	29,500.000000	Annual

9. Navigate back to the **ACTION/ACTION REASON** area, and click on the “+” sign to add an additional action/action reason.

10. Select/Type **ACTION: JED**, **ACTION REASON: JED**

Action:  Earnings Distribution Change
Action Reason:  Negotiated Compensation Plans

11. Navigate to **EARNINGS DISTRIBUTION TYPE:** and select “By Percent.”

Earnings Distribution Type: 

12. The NSTP earn codes and amounts should calculate automatically for you. If it doesn't, correct as needed.

Earnings Distribution			
	*Earnings Code		Comp Rate
1	<input type="text" value="NNC"/> 	Negotiated Sal Plan-Additional	1,000.000000
2	<input type="text" value="REG"/> 	Regular Pay	15,000.000000

13. Navigate to the **ADDITIONAL PAY DATA** tab.

14. Enter in your **INITIATOR'S COMMENTS**.

15. Click **SAVE AND SUBMIT** to submit your transaction to your approver.