

TYPES OF PAY

TYPE OF PAY	DESCRIPTION AND LIMITS	CATEGORIES OF ELIGIBLE EMPLOYEES	CITATIONS
Additional Duty/Responsibility Increases	In-band increase to recognize the additional duties and/or broader responsibilities assigned to an employee in current position or another position within the same band. Each agency has option of 0 to 15%, not to exceed maximum of range. Exceptions by OHR.	Classified Unclassified (Other) Unclassified (Academic)	HR Regulations (Salary Increases) 19-705.04 C.3. 19-706.04 D.3.b.(3)(b) 19-706.04 C.2.c.(2)
Additional Skills/Knowledge Increases	In-band increase to recognize the additional skills and/or knowledge gained by an employee which is directly related to the job. Each agency has option of 0 to 15%, not to exceed maximum of range. Exceptions by OHR.	Classified Unclassified (Other) Unclassified (Academic)	HR Regulations (Salary Increases) 19-705.04 C.2. 19-706.04 D.3.b.(3)(a) 19-706.04 C.2.c.(1)
Agency Head Pay	<p>Hiring salary determined by Board or Commission; Governor; Agency Head Salary Commission (AHSC) with Budget and Control Board (B&C Board) approval; Legislature (Constitutional Officers and positions not covered by the AHSC).</p> <p>General and performance increases authorized by Legislature. Amounts determined by AHSC and B&C Board. Constitutional Officers not eligible.</p> <p>Salary range determined by Hay.</p>	<p>Agency Head Unclassified (Other)</p> <p>(Agency Heads not covered by the AHSC)</p>	<p>HR Regulations (Salary Increases) 19-706.04 A.</p> <p>19-706.04 D.1.</p>
Call Back Pay	A call by the employing agency for an employee to report to work either before or after normal duty hours to perform emergency services.	Classified	HR Regulations (Call Back Pay) 19-705.07 D.
Dual Employment	<p>Pay to a State employee in an FTE position who works on a temporary basis for his agency or another agency outside of his regular duties. Pay may not exceed 30% of the employee's base salary. Exceptions to OHR.</p> <p>Agency Head must receive approval from AHSC and B&C Board.</p>	Classified Unclassified (Agency Head)*	HR Regulations (Dual Employment) 19-713.01 D.3. 19-713.01 A.4.
Executive Compensation	<p>Specific type of unclassified pay for executive level positions.</p> <p>Salary ranges determined by OHR.</p>	Executive Level Positions 1 st or 2 nd Level down from Agency Head	HR Regulations (Executive Compensation System) 19-706.04 B.
General Salary Increase (GI)	Legislated increase provided by the General Assembly via the Appropriations Act.	Classified Unclassified (Exec Comp) Unclassified (Academic) Unclassified (Other)	HR Regulations (Salary Increases) 19-705.04 B. 19-706.04 B.2.b.(1) 19-706.04 C.2.b. 19-706.04 D.3.b.(2)

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Geographic Differential Pay	See Market or Geographic Differential Pay		
Grant Salary Adjustment	Agencies with delegation agreements may authorize up to a 15% adjustment for duties associated with the grant for duration of grant. More than 15%, approval by OHR.	Classified Unclassified	HR Regulations (Compensation Not Included in Base Salary) 19-705.07 I. 19-706.05 C.
Hire-Above-the-Minimum	Agencies with delegation agreements may hire new classified employees (new to the state system) above the minimum according to the provisions of the delegation agreement. Exceptions to OHR. All other agencies must submit request to OHR prior to hiring.	Classified Unclassified (Exec Comp)	HR Regulations (Hiring Salaries) 19-705.03 B. 19-706.04 B.1.b.
Longevity Pay	Discontinued in 1986. Employees awarded longevity increases prior to the discontinuance of the program will continue to receive until termination of employment with the State.	Classified	HR Regulations (Compensation Not Included in Base Salary) 19-705.07 H.
Market or Geographic Differential Pay	For classifications of employees in agency or portion of agency for periods of time when circumstances warrant.	Classified	HR Regulations (Compensation Not Included in Base Salary) 19-705.07 F.
Merit Increase	A type of performance pay increase which may be prescribed by the General Assembly via the Appropriations Act.	Classified Unclassified (Exec Comp) Unclassified (Academic)	HR Regulations (Salary Increases) 19-705.04 B. 19-706.04 B.2.b.(1) 19-706.04 C.2.b.
On Call Pay	Pay by the employing agency for an employee to remain available to return to work within a specified period of time. Approved by OHR.	Classified	HR Regulations (On Call Pay) 19-705.07 C.
Overtime Pay	Pay/or time off for hours worked in excess of 40 hours in a given 7 consecutive day period. Law enforcement personnel may have different work cycles.	Classified	HR Regulations (Administration of the Plan) 19-707.02 I.
Performance Increase/Decrease	Performance pay increase at the agency's discretion, not to exceed the maximum of the pay band. Performance decrease at the agency's discretion must be based on results of EPMS rating is not addressed, and cannot place salary below minimum of pay band. Agency Heads are not eligible for this category of pay.	Classified Unclassified (Exec Comp) Unclassified (Academic) Unclassified (Other) Classified Unclassified (Exec Comp) Unclassified (Academic) Unclassified (Other)	SC Code of Laws § 8-1-160 Code of Laws HR Regulations (Salary Increases) 19-705.04 C.1. 19-706.04 B.2.b.(2) 19-706.04 C.2.e. 19-706.04 D.3.b.(4) HR Regulations (Salary Decreases) 19-705.05 B.1. 19-706.04 B.3.b. 19-706.04 C.3.a. 19-706.04 D.3.c.(1)

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Promotional Increase	Increase to recognize an employee's move from a position to another position with a higher salary range. 0-15%, unclassified positions, 0-15% or up to midpoint of range, executive compensation positions. Exceptions to OHR.	Classified Unclassified (Exec Comp) Unclassified (Academic) Unclassified (Academic) Unclassified (Other)	HR Regulations (Salary Increases) 19-705.04 D.1. 19-706.04 B.2.c. 19-706.04 C.2.c.(5) 19-706.04 C.2.d. 19-706.04 D.3.b.(3)(e)
Reallocation Increase	Pay increase to recognize reallocation of class to a higher pay band, 0-15% increase. Exceptions to OHR statewide positions.	Classified	HR Regulations (Salary Increases) 19-705.04 D.3.
Reclassification Increase	Increase to at least the minimum of the pay band of the class to which reclassified. May increase by up to 15% of the salary prior to reclassification, provided such increase does not place employee's salary above the maximum of the new pay band. More than 15% to be approved by OHR.	Classified	HR Regulations (Reclassification Increase) 19-705.04 D. 2.
Retention Increase	In-band increase to retain an employee who has received a bona fide job offer from another employee, either within or outside of State government. Agency authority level: 0-15%. Can exceed 15% if outside of State government.	Classified Unclassified (Academic) Unclassified (Other)	HR Regulations (Salary Increases) 19-705.04 C.5. 19-706.04 C.2.c.(3) 19-706.04 D.3.b.(3)(c)
Salary Decreases	Voluntary and involuntary salary decreases. See HR Regulations for specific details.	Classified Unclassified (Exec Comp) Unclassified (Academic) Unclassified (Other)	HR Regulations (Salary Decreases) 19-705.05 19-706.04 B.3. 19-706.04 C.3. 19-706.04 D.3.c.
Shift Differential	Pay for a shift differential for an employee assigned to an evening, night, weekend, rotating or split shift, provided that the majority of hours are assigned outside of the normal work schedule.	Classified	HR Regulations (Shift Differential) 19-705.07 B.
Special Assignment Pay	For classifications of employees in agency or portion of agency for periods of time when he is on special assignment. Based on guidelines established by OHR.	Classified	HR Regulations (Compensation Not Included in Base Salary) 19-705.07 E.
Special Hire Rate	Starting salary rate above the minimum of the pay band. Established based on market data or other relevant factors.	Classified	HR Regulations (Hiring Salaries) 19-705.03 B.2.
Special Salary Adjustment	Pay actions outside the pay provisions as noted in the HR Regulations.	Classified Unclassified (Exec Comp)	HR Regulations (Special Salary Adjustments) 19-705.06

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Teacher Pay	Pay based on minimum pay scale developed by the SC Department of Education.	Unclassified (Teachers)	HR Regulations (Salary Increases) 19-706.04 D.2.
Temporary Salary Adjustment	Pay for temporary assignments (other than dual employment). Typically for additional responsibility. Also issues like 95% and midpoint rule to precaution.	Classified Unclassified (Exec Comp)	HR Regulations (Temporary Salary Adjustments) 19-705.07 A. 19-706.05 A. 2010-2011 Appropriation Act 89.17 (Allowance for Residences & Compensation Restrictions)
Temporary Employee Pay	Pay for services of a temporary employee.	Temporary	
Temporary Grant Employee Pay	Pay for a position established to serve the length of a grant-no FTE established. Approved by the Office of State Budget.	Temporary	SC Code of Law 8-11-196 Hiring of employees to fill temporary grant positions
Time Limited Position Pay	Pay for a position established via an interagency agreement for a clearly defined project and clearly defined time period-no FTE established. Approved by the Office of State Budget.	Temporary	SC Code of Law 8-11-196 Hiring of employees to fill temporary grant positions
Transfer Increase	An in-band increase to an employee who accepts a position within another agency in the same class and/or pay band as his current position, 0-15%.	Classified	HR Regulations (Salary Increases) 19-705.04 C.4.
Unclassified Employee Pay	Pay for unclassified employees, exempt from classification and compensation plan.	Unclassified	HR Regulations (Salary Increases) 19-706.04

*Application to unclassified positions

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