HR15 Compensation and Benefits Code Set

Various forms of direct and indirect employee compensation used to attract, recognize and retain workers. It includes designing and administering benefits such as paid leave, insurance, retirement plans and various employee services, as well as various benefits mandated by international, federal, state and local laws and regulations.

HR15.10 Compensation Programs

The various forms of direct compensation that employers use to attract, recognize and retain workers. Includes designing and administering compensation models including base pay, differential and incentive pay, and overtime.

HR15.15 Insurance Programs

Designing, administering and managing benefit offerings (Medical, Long and Short-Term Disability, Life, etc.). Includes The transfer of information related to withholding and deduction of insurance costs (when applicable) to processes in the Payroll Administration (CP15) category of the Compensation and Payroll (CP) substantive area.

HR15.20 Retirement Programs

Designing, administering and managing retirement income benefit offerings (401(k), profit sharing, defined contribution, etc.). Includes The transfer of information related to withholding and deduction of retirement planning costs (when applicable) to processes in the Payroll Administration (CP15) category of the Compensation and Payroll (CP) substantive area, as well as the Employment Advisory Services (HA30) category of the HR Advisory Services (HA) substantive area where such information is documented.

HR15.25 Non-Compensation Programs

Designing, administering and managing non-compensation benefit offerings (paid time off (PTO), wellness, etc.). Includes The transfer of information related to tracking and reporting of non-compensation program information (when applicable) to processes in the Payroll Administration (CP15) category of the Compensation and Payroll (CP) substantive area, as well as the Employment Advisory Services (HA30) category of the HR Advisory Services (HA) substantive area where such information is documented.

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HR15.30 Mandated Programs

The administration of mandated benefit programs (unemployment, workers' compensation, etc.).

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