

TJCBGE, TTU Job Change Begin Exempt

Purpose of this ePAF Approval Category:

To start a new primary Exempt job following a primary job end in the same department.

Not to be used if employment was terminated instead of job end.

For details and comparison with other ePAFs, please review the [Guide for Choosing an ePAF](#) document on the HR Job Aids webpage .

The DATE Reminders - Job Change Begin

The Personnel Date is the first day of the new job, regardless of whether whether it occurred in the past or is an upcoming date.

The Query Date is pre-populated with today's date and should be over-typed with a date that is after both the previous Job End Date and the Last Paid Date. The ePAF will apply even after the Due Date.

If the employee has missed a paycheck, a Manual Check Request must be submitted for each pay period missed.

ePAF Template

Hint: Do not use the browser BACK  button


Hint: Save often

Hint: Follow the example for dates input.

Hint: Use Job Aid [ePAF Attachment Instructions](#)

Hint: No dashes or spaces in numbers

NEW ePAF PERSON SELECTION Screen: This is the first ePAF entry screen

ID	_____	Enter R#, OR  Search for R#. DO NOT Generate a new R#.
Query Date	_____	Hint: Enter THE DATE (if it is not today's date)
Approval Category	_____	TTU Job Change Begin Exempt

NEW ePAF JOB SELECTION Screen: This is the screen where you enter or select the T# position.

HINT: If the person was previously appointed to this T#, click ALL JOBS for a list of prior appointments then click the round radial on the previous appointment line.

HINT: Be sure to click the NEXT APPROVAL TYPE button until the GO button remains.

Enter Position Number

Hint: Enter Position # for the new job, and TAB to the Suffix.

Suffix

00

00 is the standard entry for Job Chg Begin (primary job)

The ePAF entry form opens: Be sure to follow these hints before starting your entry:

HINT: Verify the T#, suffix and title appear correctly above each Approval Type.

HINT: On a reappointment to a T#, copy the Job Begin Date from the Current Value to the New Value column.

HINT: The Effective Date is not defaulted to Default Earnings; each Earn code row must have the Query Date.

EMPLOYEE RECORD

Employee Status	<u> A </u>	Default. Not overrideable.
Employee Class Code	<u> </u>	From the approved New Position Request form, or from HR Cognos Report RPT_EMPL_007 - Empl List by Home ORGN
Leave Category	<u> Pick From List </u>	From the approved New Position Request form, or from HR Cognos Report RPT_EMPL_007 - Empl List by Home ORGN
Benefit Category	<u> Pick From List </u>	From the approved New Position Request form, or from HR Cognos Report RPT_EMPL_007 - Empl List by Home ORGN
FT/PT	<u> Pick From List </u>	Indicates the status of the Employee (not the Job)

NEW JOB EXEMPT

Job Begin Date (MM/DD/YYYY)	<u> </u>	Hint: Use the Query Date as the Job Begin Date. Exception: If this is a reappointment and the employee was previously appointed to this T# position, use the original Job Begin Date displayed in the Current Value Column of the ePAF.
Job Type	<u> P </u>	Default. Not overrideable.
Jobs Effective Date (MM/DD/YYYY)	<u> </u>	Hint: Use the Query Date as the Jobs Effective Date.
Personnel Date (MM/DD/YYYY)	<u> </u>	Hint: Follow THE DATE Reminders above.
Step	<u> 0 </u>	Default. Not overrideable.
Annual Salary	<u> </u>	Use the ePAF Calculator job aid. This ePAF is for 12 mon staff whose annual salary is paid over 12 months. Use the <u>Exempt Salary Calculator</u> job aid. This ePAF is for 12 mon staff whose annual salary is paid over 12 months.
Job Status	<u> A </u>	Entry not allowed. Defaults from Position # AFTER ePAF applies.
Position Title	<u> </u>	1.0 is FT; 3 decimals, i.e., .5 (20 hrs); .25 (10 hrs); .375 (15 hrs)
FTE	<u> </u>	
Job Change Reason Code	<u> Pick From List </u>	DEMOT-Demotion; EDINC-Ed Incentive; FACRS-Fac/Research Admin Assign; LATRL-Lateral Job Transfer; PROMO-Promotion; REAPT-Reappointment; TMPRG-Temp-Student-Fac-Staff change; TRAIN-Completion of Training
Timesheet COA	<u> </u>	Chart of Account, T or S
Timesheet Orgn	<u> </u>	Home Organization code such as C11000
Premium Pay Code	<u> </u>	LONG-Longevity Pay if Full Time Staff Only, else Not Selected
Supervisor ID	<u> </u>	R# ID of the job supervisor, who must have an active job.

COMPENSATION Exempt - Factor & Pays

Effective Date MM/DD/YYYY	<u> </u>	Hint: Use the Query Date
Hours per Day	<u> </u>	Use the ePAF Calculator job aid.
Hours per Pay	<u> </u>	Use the ePAF Calculator job aid.
Factor	<u> </u>	Use the <u>Exempt, Faculty, and Nonexempt Employee Classes</u> job aid to find the Factor.
Pays	<u> </u>	Copy from Factor above.

CREATE OR CHANGE DEFAULT EARNINGS

New Value

Effective Date (MM/DD/YYYY)	Earnings	Hrs or Units per Pay	Deemed Hours	Special Rate	Shift	End Date
	Pick From List					
Use Query Date	HLD or HLN	1	Lv Blank	Lv Blank	1	Lv Blank
Use Query Date	RGS	(Hours)	Lv Blank	Lv Blank	1	Lv Blank
					1	

Hint: Only make entries in three columns - Effective Date, Earnings Code, and Hrs or Units (Shift is pre-loaded; Lv Blank - leave column blank - column is not used).

Effective Date: Use the Query Date. Must be in the format MM/DD/YYYY. Required with each Earnings Code.

HLN (Not Eligible) or HLD (Eligible) is for Longevity (or Hazardous Duty): Choose either HLN or HLD. Only Full Time Staff are eligible = HLD; all others are HLN. Insert 1 (Unit) in the Hrs or Units column.

RGS for Exempt Regular Salary: Type RGS in the Earnings column. Hours or Units per Pay is the same as Hours per Pay entered above.

CAUTION: Do not 'edit' an Earnings Code that defaults into Default Earnings. If a code is unwanted, click to remove the line and enter the desired Earnings Code on a new line.

Be sure to click "SAVE and Add New Rows" if you make changes in Default Earnings.

CREATE OR CHANGE LABOR DISTRIBUTION, FOAPAL

Effective Date (MM/DD/YYYY) **Hint:** Date defaults to the Query Date


COA	Fund	Org	Acct	Program	Activity	Location	Percent
T or S							

Hint: Effective Date should be query date. Hint: Percent column should total to 100.

CAUTION: FOAPAL defaults from the Position and only the Percent can be edited. To remove a FOAP, set the percent to 0 and click to remove the line. Add new FOAPs on new line(s) with appropriate percents.

Be sure to click "SAVE and Add New Rows" if you make changes to the FOAPs.

ROUTING QUEUE

20 - Department	Approve	HINT: Click the magnifying glass  and choose a name for each level.
75 - Compensation	Approve	
80 - Budget	Approve	HINT: Find the "Default Routing" link in your Originator Summary and save the names of the approvers for each ePAF Approval Category.
95 - HR TTU Approval	Approve	
99 - HR TTU Apply - Upload	Apply	

HINT: The minimum approvals for most ePAF's are preloaded in the Routing Queue. If additional approvals are required for a particular employee type such as faculty or students (Grad School, Provost, etc), or if additional approvals are required by your department management or if the transaction is an exception to university policy select the required approvers from the Approval Level pull down list.