Electronic Personnel Action Form (EPAF) User Guide for TES Personnel Actions

What is an EPAF?

An EPAF is an Electronic Personnel Action Form; an online form, originated by a department to submit student and TES employment actions. This guide provides instructions on completing EPAFs for **TES personnel actions**. For guidance on completing EPAFs for student worker personnel actions please refer to the <u>Electronic Personnel Action Forms manual</u> provided by Payroll. All TES actions, including rate changes, are initiated via completion of a <u>PageUp job</u> <u>card</u>. Prior to initiating a TES EPAF, the following items must be completed:

- <u>PageUp job card</u> must be completed and approved at all levels;
- For new hires or prior employees with more than one year break in service: All onboarding items must be completed including a satisfactory background check returned and proof of vaccination submitted.

HRIS will notify departments when all pre-employment requirements have been met and a TES EPAF can be initiated. TES EPAFS should not be initiated until the department receives this notification from HRIS.

Each TES EPAF action has approval levels, which represent electronic signatures to activate the transaction.

What are the different EPAF User Types?

- Originators users who begin an EPAF action. Note: BUMS should NOT serve as EPAF Originators because they always serve as Approvers
- Approvers users who must approve an EPAF action
- Proxies users who are designated by an Approver with specific authority to approve actions on the Approver's behalf

*******NOTE: If you are an Originator and this is your very first time using the EPAF please go to page 13 to learn how to set up your Default Routing Queue before initiating any EPAF transactions.

How do I access the EPAF screens in Self Service Banner (SSB)?

When logged into SSB, the EPAF menu can be found on the Employee tab:

Personal Information Employee
Search Go
Time Sheet
Benefits and Deductions Update or view your retirement plans, Health insurance information, Flex spending accounts, miscellaneous deduction:
Pay Information View your Direct Deposit breakdown; View your Earnings and Deductions History; View your Pay Stubs.
Tax Forms Change W-4 information; View your W-2 Form or T4 Form.
Current Jobs
Time Off Current Balances and History
Current and Past Workflows View information on past or current workflows that you have initiated or administer.
EPAF Main Menu Electronic Personnel Action Form
Effort Certification Allows faculty and staff to certify their own effort and administrative staff to review and certify effort for others.
Employment and Contract Information View information on employment dates and if applicable, contract information.
Salary Planner
RELEASE: 8.9.1

If the EPAF menu does not display, contact <u>HRIS@stockton.edu</u>.

The EPAF main menu:

Personal Information Employee
Search Go
Electronic Personnel Action Form
EPAF Approver Summary - Approve EPAFs – p. 7 in this document EPAF Originator Summary - Review status of current and past EPAFs – p. 9 in this document
New EPAF - Create a new EPAF - p. 3 in this document EPAF Proxy Records - Set up Proxy settings - p. 10 of this document

Act as a Proxy - Serve as a Proxy - p. 11 of this document

RELEASE: 8.12.1.5

Creating a new EPAF - task completed by Originator

NOTE: Please wait for HRIS authorization (via email) before initiating a TES EPAF

New EPAF – screen one:

- Click *New EPAF* from EPAF Main Menu
- Enter employee *Z-number, employee name will auto-populate
- Query date this should always be the current date so that any current jobs will display
- Select Approval Category. Approval categories for TES positions:
 - TESNEW: a new employee and/or someone who has had no prior TES position
 - o TESREA: reactivating a termed TES position the employee has had before
 - Note: TESREA approval category is also used for TES rate changes. Rate changes must be approved by BUM in advance of submitting the EPAF.
 - TESRET: a TES employee who held prior position number and is moving to a different position number
 - TESGRN: for grant-funded TES positions
- Click Go

*If the employee is a new hire you will be notified by HRIS once the Z-number has been created

New EPAF Person Selection

Enter an ID, select the link to search for an ID, or generate an ID	. Enter the Query Date and select the Approval Category. Select Go
 indicates a required field. 	
ID: *	å oʻ
Query Date: MM/DD/YYYY* 09/03/2020	
Approval Category: * New Temp Employee, TESNEW V]
Go	-
⚠ There are no active jobs based on the Query Date.	
All Jobs	
	EPAE Approver Summary EPAE Originator Summary
	Return to EPAF Menu

New EPAF – screen two:

- Enter position number
- Suffix is always 00
- The remaining fields will auto-populate
- NOTE: if you are reactivating a termed TES (TESREA) you can click *All Jobs* and the termed positions can be viewed and selected for the reactivation
- Title and timesheet org will auto-populate. Confirm they are correct. If either are not correct contact <u>HRIS@stockton.edu</u>
- Click Go

New EPAF Job Selection

Enter or	search for a	a new position nur	nber and e	enter the suffix, or	select the link under Title.					
Ouery Date: Sep 03, 2020										
Approval Category: New Temp Employee, TESNEW										
lew Tem	porary En	nployee, TESNI	w							
Search	Туре	Position	Suffix	Title	Time Sheet Organization	Start Date	End Date	Last Paid Date	Status	Select
Q,	New Job	200469	00	Seasonal Spec	340005, Athletics and Recreation Adm.					۲
There a	re no activ	e jobs based on	the Quer	y Date.						
All Jobs Go If any current active positions show up fo										
An employee, contact HRIS for instruction An employee, contact HRIS for instruction An employee, contact HRIS for instruction										

New EPAF – screen three:

- Only the **date(s)** and **Regular Rate** fields need to be entered. All three date fields are typically entered as the same date. It is recommended that you use the pay period beginning date.
- Time Entry Method: This will default to *Employee Time Entry via Web* and should not be changed if the employee will be using Web Time Entry (WTE). If the employee will be using time clock software to track hours worked, this would need to be changed to *Third Party with Approvals*.

New Temporary Employee, 201087-00 Seasonal Specialist

Item	Current Value N	lew Value
Job Begin Date: MM/DD/YYYY*		01/01/2022
Jobs Effective Date: MM/DD/YYYY		01/01/2022
Personnel Date: MM/DD/YYYY		01/01/2022
Regular Rate: *		18.50
Contract Type: \star		Primary 🗸
Job Status: *(Not Enterable)		A
Job Change Reason: *(Not Enterable)		00002
Salary Group: *(Not Enterable)		2021
Salary Grade: *(Not Enterable)		04
Step: *		0
Factor: *(Not Enterable)		26.1
Pays: *(Not Enterable)		26.1
Annual Salary: (Not Enterable)		
Salary Encumbrance: (Not Enterable)		
Time Entry Method: *		Employee Time Entry via Web

Politing Outlo

New EPAF – screen 3 (continued):

• Select Routing Queue for all four levels. Approval levels for all TES positions EXCEPT grant-funded positions, should be set as follows:

Level	Approval Level	User Name	Required Action
1	10- (DEPT) Budget Unit Mgr/Div	Enter *BUM name	Approve
	Executive		
2	30 – (BUDGET) Budget Department	GARRISOD	Approve
3	50 – (HR1) Human Resources Review	FRAZIERC	Approve
4	95 – (HR2) Human Resources HRIS	MAKARM1	Apply

NOTE: Second, Third and Fourth levels should **always** be GARRISOD, FRAZIERC, and MAKARM1, respectively

*BUMs always serve as the first Approval level therefore they should NOT serve as EPAF Originators

• Approval levels for all GRANT-FUNDED TES Positions should be set as follows:

Level	Approval Level	User Name	Required Action
1	10- (DEPT) Budget Unit Mgr/Div	Enter *BUM name	Approve
	Executive		
2	35 – (GRANT) Grants Department	WHITEA26	Approve
3	50 – (HR1) Human Resources Review	FRAZIERC	Approve
4	95 – (HR2) Human Resources HRIS	MAKARM1	Apply

After entering approval levels:

- Click *Save* (at the bottom of the screen)
- After clicking *Save* you may see an Error or Warning
 - Warnings alert you to a possible inconsistency but will allow you to move the transaction forward
 - Errors alert you to an issue requiring resolution before the transaction can move forward

Routing Queue

Approval Level	U	ser Name		Required Action
10 - (DEPT) Department Budget Unit Manager	Q	,		Approve
30 - (BUDGET) Budget Department	Q	GARRISOD	Diane L Garrison	Approve
50 - (HR1) Human Resources Review	Q	FRAZIERC	Cynthia Hughes Frazier	Approve
95 - (HR2) Human Resources HRIS	Q	MAKARM1	Melissa Sue Makar	Apply
Not Selected V	Q	,		Not Selected
Not Selected V	Q	,		Not Selected
Not Selected V	Q			Not Selected
Not Selected V	Q			Not Selected

Save and Add New Rows

New EPAF – screen 4:

- Confirm information and, if correct, hit Submit
- After hitting *Submit*, deleting is no longer an option

Electronic Personnel Action Form

Name and ID: Transaction: 11411 Transaction Status: Waiting Approval Category: TES returning, new position, T Save Submit Delete	Query Date: Sep 15, 2020
lump to Bottom	
 indicates a required field. 	
TES returns to new position, 200252	2-00 Seasonal Spec
Item Current	Value New Value
Job Begin Date: MM/DD/YYYY *	09/12/2020
lobs Effective Date: MM/DD/YYYY*	09/12/2020
Personnel Date: MM/DD/YYYY*	09/12/2020
Regular Rate: *	18.75
Contract Type: *	Primary 🗸
Job Status: *(Not Enterable)	A
Iob Change Reason: *(Not Enterable)	00024
Salary Group: *(Not Enterable)	2021
Salary Grade: *(Not Enterable)	04
Step: *(Not Enterable)	0
Factor: *(Not Enterable)	26.1
Annual Salary: (Not Enterable)	
and a balary (not Enterable)	26.1
Pays: *(Not Enterable)	
Pays: *(Not Enterable) Salary Encumbrance: (Not Enterable)	

****Note about timing:** In order to meet Payroll deadlines, EPAFs need to be approved at all levels by the Friday of the first week of the pay period.

Approving EPAFs – task completed by Approver or Proxy

- Depending on your role, click *EPAF Approver Summary* or *Act as a Proxy* (see p. 12 for full instructions on acting as a proxy) from the EPAF Main Menu
- All transactions needing approval will appear on the **Current tab*.
- Fields to view or take action on:
 - Name column: Click on employee name to view and verify Dates and Regular Rate fields
 - Required Action column: Indicates current step awaiting action
 - Action column: If a check box is present, you can click it to immediately approve the EPAF
 - o Links column: Notes related to EPAF
 - Comments: click to add or view comments
 - Warnings: alert you to a possible inconsistency but will allow you to move the transaction forward

* Other tabs available on EPAF Approver Summary screen:

- In My Queue: shows list of EPAFs that have been started but not yet submitted for your approval
- History: view all past EPAFs

EPAF Approver Summary

_									
Cur	rent In My Queue History								
■ s	elect the link under Name to acce	ess details of the	transaction.						
Que	ue Status: All Go								
Sel 1 - Jum	ect All Reset Save 3 of 3 5 to Bottom			Ne	<u>w EPAF</u> Update Proxie	s Search Proxy or <u>Return to EPAF M</u>	Superuser or Filter Tra <u>enu</u>	nsactions	
EPA	F Transactions								
	▲ Name ▽	♦ ID	▲ Transaction ▼	▲ Type of Change ▼	A Submitted Date ▼	▲ Effective Date	A Required Action ▼	Action	Links
1	Seasonal Spec, 200542-00	z	11380	TES returning, new position	Sep 04, 2020	Aug 15, 2020	Approve		Comments Warnings
	Seasonal Spec, 900010-00	z	11235	TES returning, new position	Jul 14, 2020	Jul 04, 2020	Apply		Comments
	Seasonal Spec. 200709-00	Z	11239	TES returning, new position	Jul 14, 2020	Jul 04, 2020	Apply		Comments

1 - 3 of 3

Return to Top **Comments Exist

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If you click on the employee name in the EPAF Approver Summary list you will open the **EPAF Preview screen:**

- Review and confirm all information for the EPAF
- If the information is correct, click Approve
- If you hit *Disapprove* the action is killed completely and no further actions can be taken on the EPAF
- If any information needs to be corrected, click *Return for Correction*. This will send the EPAF back to the Originator. Before hitting *Return for Correction* you can click *Add Comment* to add notes or comments on what needs to be changed or corrected

EPAF Preview



indicates a required field.

TES returns to new position, 200542-00 Seasonal Spec

Enter Changes	Current Value	New Value
Job Begin Date: \star		08/15/2020
Jobs Effective Date: *		08/15/2020
Personnel Date: *		08/15/2020
Regular Rate: *		27.50
Contract Type: *		Primary
Job Status: *		Active
Job Change Reason: *		00024
Salary Group: *		2021
Salary Grade: *		04
Step: *		0
Factor: *		26.1
Annual Salary:		

Checking status of an EPAF - task done by Originator

- Click on EPAF Originator Summary from the EPAF Main Menu
- Fields to view or take action on:
 - o Name column: Click on employee name to view all EPAF information
 - o Transaction Status column: Indicates current status of EPAF
 - Waiting: The transaction is in the process of being created and has not been submitted to the approval queue
 - *Pending:* Indicates the transaction requires positive action by the approver(s)
 - Return for Correction: Indicates an Approver has sent the EPAF back for correction
 - *Approved:* Transaction status was approved by all approvers. The transaction remains at this status until HRIS applies the transaction in Banner
 - *Complete:* The transaction becomes *Complete* after the transaction has been applied in Banner
 - Disapproved: The transaction has been disapproved by a person defined in the approval queue
 - Void: The originator or superuser has voided the transaction. It is no longer a valid transaction
 - Superuser Update: The superuser has initiated an update to the EPAF transaction after it was in Approved status. It must be submitted by the superuser for error checking and validation before it can be applied in Banner
 - Links column:
 - Comments: click to add or view comments
 - Warnings: alert you to a possible inconsistency but will allow you to move the transaction forward
 - Errors: alert you to an issue requiring resolution before the transaction can move forward
 - Please note: Originators and approvers will receive email notifications after each step in the EPAF process. A *completed* EPAF notification indicates both job record and timesheet record have been established.

EPAF Originator Summary

Current History							
Select the link under Name to acce	ess details of the	e transaction, or se	lect the link under Transaction	n to update the transac	tion.		
Transaction Status: All Return for Cor	rection 👻 Go]					
1 - 3 of 3				New EPAF Default Ro	uting Queue Search Return to EPAF	Superuser or Filter Tran Menu	sactions
Jump to Bottom FPAF Transactions							
▲ Name		A Transaction ▼	▲ Type of Change ▼	▲ Submitted Date	A Effective Date ▼	A Transaction Status	Links
Seasonal Specialist, 200196-00	Z	11236	New Temp Employee	Jul 14, 2020	Jul 04, 2020	Return for Correction	Comments
Seasonal Spec, 200246-00	z	11289	Reactivate prior TES posn	Aug 11, 2020	Aug 01, 2020	Return for Correction	Comments
Seasonal Spec, 200469-00	zo	11375	New Temp Employee		Sep 03, 2020	Waiting	Comments Errors
1 - 3 of 3 Return to Top **Comments Exist							
				New EPAF Default Ro	uting Queue Search	Superuser or Filter Tran	sactions

Setting up EPAF Proxy Records - task done by BUM/Approver

- Click on EPAF Proxy Records from the EPAF Main Menu
- Select Budget Unit Mgr/Div Executive, Dept as Approval Level
- Find name of person you would like to be your Proxy
- Click the check box to next to their name
- Click Save
- NOTE: before or after selecting someone as your proxy please email <u>HRIS@stockton.edu</u> with the name of your proxy/ies to ensure that person/s has correct EPAF access and permissions

Personal Information Employee	
Search Go	
EPAF Proxy Records	
Approval Level: Budget Unit Mgr/Div Executive, DEPT 🗸 Go	
Name Remove Add	
Abdrabouh, Walead (ABDRABOW) 🗸 🗹	
Save	
	EPAF Approver Summary
DELEACE, 0 10 1 5	Return to EPAF Menu

Acting as a Proxy - task done by Proxy

- Click on Act as Proxy from the EPAF Main Menu
- Select the name of the person you would like to act as a proxy for
- You can leave the other fields blank. You would only want to enter exact date ranges if you needed to limit the number of EPAF transactions you wanted to view
- Click Go
- This will take you to the EPAF Approver Summary list. See p. 8 for directions on approving transactions

Personal Information Employee							
Search Go							
Proxy or Superuser or Filter Transactions							
Act as a proxy or a superuser and e	enter the following criteria to filter transactions.						
Proxy For:	Self						
Act as a Superuser:							
Submitted From Date: MM/DD/YYYY							
Submitted To Date: MM/DD/YYYY							
Transactions Per Page:	25 🗸						
Go							
	EPAF Approver S	<u>Summary</u>					
	Return to EPA	F Menu					
RELEASE: 8.14							

Setting up or changing the Default Routing Queue - task done by Originator

- Click on Originator Summary from the EPAF Main Menu
- Click Default Routing Queue

EPAF Originator Summ	nary						
Current History							
Select the link under Name to accord	ess details of the	e transaction, or se	lect the link under Transaction	n to update the transac	tion.		
Transaction Status: All Go Return for Correction Correction							
					Return to EPAF	Menu	
ump to Bottom							
EPAF Transactions							
▲ Name ▽		A Transaction ▼	▲ Type of Change ▼	$\stackrel{\triangle}{\nabla}$ Submitted Date	▲ Effective Date	A Transaction Status ▼	Links
Canfield, Roxanne M. Seasonal Specialist, 200196-00	Z00298443	11236	New Temp Employee	Jul 14, 2020	Jul 04, 2020	Return for Correction	Comments
Franzese, Kathleen M. Seasonal Spec, 200246-00	Z00014191	11289	Reactivate prior TES posn	Aug 11, 2020	Aug 01, 2020	Return for Correction	Comments
Quinones, Jocelyn A. Seasonal Spec, 200469-00	Z00242336	11375	New Temp Employee		Sep 03, 2020	Waiting	Comments Errors
1 - 3 of 3	4	·			1	1	

**Comments Exist

New EPAE | Default Routing Queue | Search | Superuser or Filter Transactions Return to EPAE Menu

- A routing queue needs to be set up for every TES approval category (TESNEW, TESREA, TESRET, and TESGRN)
- Approval levels for all TES positions EXCEPT grant-funded positions, should be set as follows:

Level	Approval Level	User Name	Required Action
1	10- (DEPT) Budget Unit Mgr/Div	Enter *BUM name	Approve
	Executive		
2	30 – (BUDGET) Budget Department	GARRISOD	Approve
3	50 – (HR1) Human Resources Review	FRAZIERC	Approve
4	95 – (HR2) Human Resources HRIS	MAKARM1	Apply

NOTE: Second, Third and Fourth levels should **always** be GARRISOD, FRAZIERC, and MAKARM1, respectively

EPAF Default Routing Queue

Relect an Approval Category and Go. Once the page refreshes, select the Approval Level, User ID and action.						
Approval Category: Reactivate prior TES position	tion, TESREA					
Approval Level	User Name		Required			
10 - (DEPT) Department Budget Unit Manager 🗸	~ Q		Approve			
30 - (BUDGET) Budget Department V	GARRISOD I	Diane L Garrison	Approve			
54 - (HRPR) Human Resources Preview 🗸 🗸	FRAZIERC C	Cynthia Hughes Frazier	Approve			
95 - (HR2) Human Resources HRIS		Melissa Sue Makar	Apply			

Save and Add New Rows

• Approval levels for all GRANT-FUNDED TES Positions should be set as follows:

Level	Approval Level	User Name	Required Action
1	10- (DEPT) Budget Unit Mgr/Div	Enter *BUM name	Approve
	Executive		
2	35 – (GRANT) Grants Department	WHITEA26	Approve
3	50 – (HR1) Human Resources Review	FRAZIERC	Approve
4	95 – (HR2) Human Resources HRIS	MAKARM1	Apply

• Repeat steps to set up Default Routing Queue for remaining TES approval categories

EPAF Default Routing Queue

Relect an Approval Category and Go. Once the page refreshes, select the Approval Level, User ID and action.							
Approval Category: Grant funded TES, TESGRN							
Approval Queue							
Approval Level	Us	ser Name		Required Action	Remove		
10 - (DEPT) Department Budget Unit Manager 🗸	Q	3		Approve ~			
35 - (GRANT) Grant Accounting Manager 🛛 🗸	Q	WHITEA26	Ann Marie White	Approve ~	· 🗆 🗌		
50 - (HR1) Human Resources Review	Q	FRAZIERC	Cynthia Hughes Frazier	Approve ~	·] 🗆		
95 - (HR2) Human Resources HRIS	Q	MAKARM1	Melissa Sue Makar	Apply ~	·] 🗆		
Not Selected	Q	>		Not Selected	·		
Not Selected ~	Q	,		Not Selected V	·		
Not Selected	Q	þ		Not Selected	·		
Not Selected ~	Q			Not Selected	·]		

Save and Add New Rows

Resources for Help

For questions and assistance with TES personnel actions please contact HRIS in the Office of Human Resources:

HRIS@stockton.edu

Jo-Anna Inferrera Manager for Human Resources Information Systems JoAnna.Inferrera@stockton.edu 609-652-4385

Budget questions can be directed to Budget@stockton.edu