How to Hire Staff Temporary Employees

Non-Student, Non-Regular (NSNR) Employees
4 Steps to Hire a Temporary Employee

- **Step 1**
  - Email a list of job duties to HR Compensation HR@txstate.edu

- **Step 2**
  - Determine the salary or hourly rate from the ranges in the University Pay Plan that corresponds with the job title assigned by HR Compensation

- **Step 3**
  - Complete the NSNR Staff Support Document package
  - Complete DPS Computerized Criminal History (CCH) Verification on this link: http://www.hr.txstate.edu/Hiring-Manager/Background.html

- **Step 4**
  - Submit a Quick Hire or Quick Re-Hire PCR with staff application, W4, and employee data form attached to PCR
Step 1

- Determine the job duties that the temporary employee will be performing and email the list of job duties to HR Compensation HR@txstate.edu

Step 1 | Notes

- University Pay Plan | [http://www.hr.txstate.edu/univpayplan.html](http://www.hr.txstate.edu/univpayplan.html)
- If the job title falls under the Classified/Non-Exempt Titles then the employee will be an Hourly NSNR.
  - The university pays hourly non-student non-regular employees twice a month.
  - Entry of hours worked are required through the university’s time entry system to assure payment.
Step 1 | Notes cont.

- If the job title falls under the Unclassified/Exempt Titles then the employee could be a Staff Task Worker or Hourly NSNR
  - If hired as a Staff Task Worker - they will receive either a one-time payment or payments spread out over a short time period.
  - A Staff Task Worker is an individual who does not have a current FTE appointment, and the duties performed are exempt from overtime provisions of the Fair Labor Standards Act
  - Staff task worker appointments will have a definite start and end date in SAP
  - If hired as an Hourly employee, payment will be based on time entry for the length of appointment
- Hiring managers must obtain approval from Human Resources prior to submitting a PCR for a “task” worker.
Step 2

- Determine the pay amount to the temporary employee that corresponds to the job title assigned by HR Compensation
  - Typically temporary employees receive compensation at the rate equal to the minimum rate for the assigned title.
    - However, hiring managers may appoint a non-regular staff employee at any rate above the minimum up to the maximum of the range with approval from his or her vice president.
  - The University Pay Plan contains the pay ranges.
  - The hiring managers can determine the hourly rate by using the following formula: monthly pay x 12 months / 2080 hours = hourly rate.
Step 3

- Complete the appropriate NSNR Staff Support Document package
  
  [http://www.hr.txstate.edu/Forms/newhireforms.html](http://www.hr.txstate.edu/Forms/newhireforms.html)

- Complete DPS Computerized Criminal History (CCH) Verification on this link:
  
  [http://www.hr.txstate.edu/Hiring-Manager/Background.html](http://www.hr.txstate.edu/Hiring-Manager/Background.html)
Step 4

- If the department does not have a vacant hourly position currently available, then please generate a New Position Data Form (NPDF). (See Step 4 Notes – next slide)
- Quick Hire and Quick Rehire PCR
  - The appointing PCR must include a brief description of the employee’s duties and responsibilities.
  - Attach support documents to PCR: http://www.hr.txstate.edu/Forms/newhireforms.html

Step 4 | Notes

- Please complete a New Position Data Form (NPDF) found on the HR website and forward it hr_mdc@txstate.edu
- Each campus department has an assigned Staff Task Worker position that pre-exists in their org in SAP
- For questions, please call the HR MDC at 5.2557
Notes About NSNR Employees

- A NSNR temporary employee can only be employed for **19.75 hours or less** per week.
- If you need a temporary employee to work **20 or more hours per week**, you must use a third party service provider. (See TSUS Marketplace in SAP Portal.)
- Hiring departments are required to submit a separation PCR to terminate NSNR employees. The Master Data Center processor will build a separation action for Staff Task Workers when the Hire PCR is processed.
Notes About NSNR Employees

- If employed in more than one position, hours worked in each position are added together to determine total hours worked per week.
- If hiring hourly, only one holder is allowed per position. If hiring as a Staff Task Worker, multiple holders are possible per task position.
- Hiring Managers may also use the temporary applicant pool in the applicant tracking system, to hire available secretarial/clerical or service/maintenance positions. Contact HR – Employment for more information about the temporary pool at 5.2557.
Resources | Contacts

- Staff Employment | **UPPS 04.04.03** | Section 10 - Procedures for non-student non-regular staff employees
- Human Resources Contacts | call 5.2557 or email hr@txstate.edu
- For general questions | Employment
- Questions about classification and compensation related to NSNR positions | Compensation
- Questions about Criminal Background History Checks | Employment
- Questions about new positions, NPDF | Master Data Center