

MONTHLY HIRING AUTHORIZATION

MP02

HOURLY/PER DIEM EMPLOYMENT – more than 6 months

PLEASE COMPLETE ALL PARTS AND FIELDS / INCOMPLETE FORMS WILL BE RETURNED

PART I – To be filled out by the supervisor; justification & brief description of duties to be performed and required qualifications must be attached; STIPENDS require written explanation attached including expected time commitment. Employees may not begin working until they have received a copy of this monthly hiring authorization with full approvals in Section IV below.

Job Title: _____

Department: _____ Dept# _____

Project: _____ Acct: 60254

1. Hourly; may not exceed 19 hours per week (or not more than 82 hours per month)

Hourly Rate: \$ _____ Expected Hours per Week: _____ (Weekly Time record card required)

2. Per Diem (non-HBS); may not exceed 2 days per week

Per Diem Rate: \$ _____ Estimated Hours/Days per Week: _____ (Weekly Time record card is required)

- Attach justification - Why is position needed?
- Attach Brief description of duties to be performed and required qualifications.

Amount of funding required through June 30th of current fiscal year: \$ _____

Period of employment: Estimated FROM: ____/____/____ TO: ____/____/____

Hours when work is to be performed: FROM: _____am/pm TO: _____am/pm

REQUIRED: Employee needs (check all that apply): Parking Pass/RIC ID Email None ID/Email already exists

Print name of supervisor who will be responsible for approving timesheets (cannot be same as employee): _____

Note: Supervisor is responsible for notifying Payroll and Human Resources immediately upon any change in the employee's status or for unsatisfactory behavior or performance of job duties. Monthly checks are issued on or about the 25th of ea. month.

PART II – To be completed by employee

Existing PeopleSoft ID: _____

Name: _____

Street: _____ City, State, Zip: _____

Phone: _____ Cell Phone: _____

PLEASE ANSWER ALL OF THE FOLLOWING QUESTIONS:

Yes / No This is my first monthly payroll contract with RIC? If you checked YES, you will be required to complete additional employment forms. If you checked NO, do you have a gap of 3 or more years in monthly employment with RIC? Yes / No

Yes / No I am an ERS Retiree collecting benefits; I understand all earnings must be reported to ERS (contact HR)

Yes / No I am currently working in another department at RIC and/or URI and/or CCRI. If you checked YES, also answer the following: Number of hours working per week or FLH _____; School name, Department Name and Supervisor: _____

I understand that all new or rehired monthly payroll (MP) employees covered by the OPC Policy on Covid-19 Vaccinations must show proof of full vaccination (both doses or J&J) before any new MP employment begins, unless an application for a medical or religious exemption has been submitted and approved. I understand that as an internal monthly payroll employee my assignment may be terminated prior to the end of the authorized period for any reason including but not limited to College priorities, fiscal constraints, job performance, or unacceptable behavior. I understand that I have a continued duty to disclose any information that may impact my employment or my employer. If I work for multiple departments, I understand that total weekly or monthly hours may not exceed the total hours stated in Part I for type of payment selected without HR prior approval. I understand that monthly checks are issued on or about the 25th of ea. month. I further agree and accept all the terms of employment specified in Part I above and any applicable policies governing my employment.

Employee Signature _____ Date: _____

PART III–To be completed by HR: FLSA status: Exempt Non-Exempt; ERS work status: Eligible Not Eligible

PART IV - Please sign and forward completed form to next Approver:

Department Chair/Director: _____ Date: _____

Dean/AVP: _____ Date: _____

Human Resources: _____ Date: _____

Budget Office: _____ Date: _____

President or Divisional Vice President: _____ Date: _____

Monthly Hiring Authorization Hourly Employment Form Instructions

The Monthly Hiring Authorization Hourly Employment Form MP02 is to be used to authorize reimbursement for work assignments expected to exceed a period of 6 months or more. Assignments may include part-time administrative or technical projects, research, etc.

Hourly Employment may not exceed 19 hours per week (or not more than 82 hours per month). Non- HBS Per-diem employment may not exceed 2 days per week. All assignments must be renewed every 6 months. All payments regardless of terms of employment will be monthly. Other limitations may apply, if employee is working multiple jobs.

Authorizing supervisors will have direct responsibility for monitoring the employee's behavior and performance of the authorized work assignment and immediately report any change in employment status, unacceptable behavior or failure to adequately perform job tasks to the Human Resources. Changes in employment status should also be reported to the Payroll Office in order to prevent overpayments or erroneous payments.

IMPORTANT NOTE: ANY terminations of employment MUST be discussed with HR and approved prior to any action taken.

Procedure:

Part I: The hiring supervisor is required to complete all information in Part I and sign and date the form. All rates of pay and expected hours of work must be noted. Employees will be required to complete and submit a record of hours/days worked each week.

In addition, the hiring supervisor must attach the following:

1. Justification for hiring – Why is position needed?
2. Brief description of the job duties to be performed and required job qualifications.

Send completed forms to the Office of Human Resources.

IMPORTANT: If the supervisor is also the payee, someone other than the supervisor **must** be responsible for approving timesheets.

Part II: The RIC employee is required to complete all information in Part II and sign and date the form and return to hiring Supervisor. **The employee must immediately take steps to comply with the COVID-19 vaccination policy**

Part III: The Human Resources Department will verify FLSA status and if applicable, ERS eligibility to work, ERS reporting requirements and where applicable eligibility to work multiple assignment.

Part IV: All applicable approvers must sign and date before the candidate can be hired and start work.

Two copies of the approved form will be returned to the originating department (1 copy for the department and 1 copy for the employee).

Any questions regarding completion of the form or FLSA status should be addressed to the Office of Human Resources. Upon completion of the form a copy will be returned to the initiation department and employee.