

How to initiate a pay for performance increase for staff in HCM:

This job aid outlines how to request a Pay for Performance (PFP) for an FTE staff employee.

Navigation: Employee Self Service > My Homepage > ePAF Homepage

Information

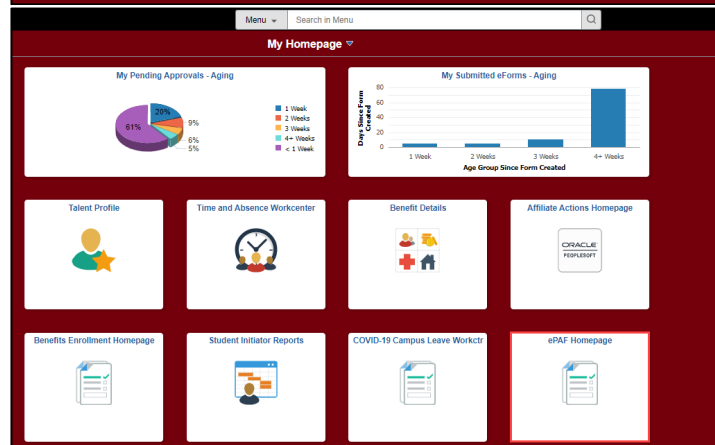
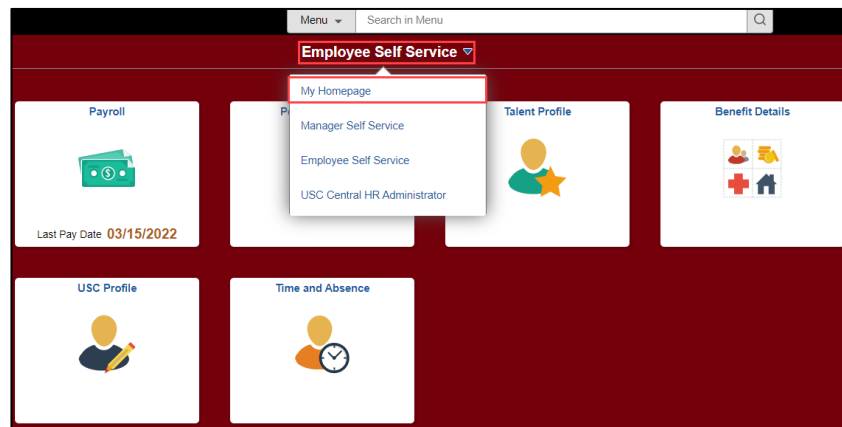
Those with HR Initiator access can take this action for employees within their security scope.

Pay for Performance increases are strictly for FTE employees. Research Grant, Time Limited, and Temporary employees are not eligible for this type of increase.

Requesting a PFP for staff: In order to request a PFP for one of your FTE staff employees, take the following steps:

1. Click the **Employee Self-Service** drop-down menu button.
2. Click the **My Homepage** option in the drop-down.
3. Click the **ePAF Homepage** tile.

Screenshots

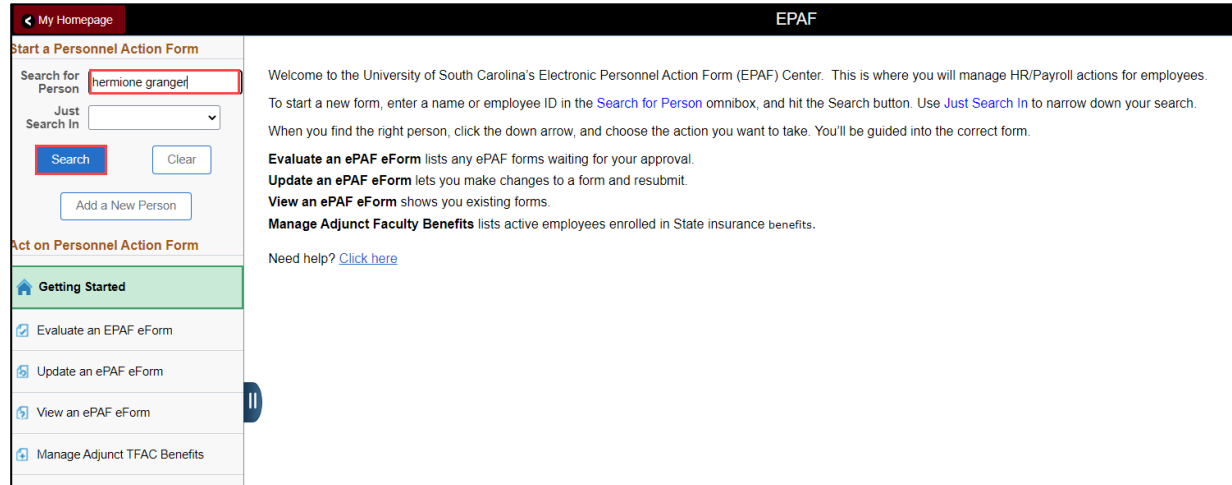


University of South Carolina HCM HR Contact Resources Job Change eForm: Pay for Performance for Staff

On the ePAF homepage enter your employee's name or USC ID in the **Search for Person** field, then click the **Search** button.

The results that appear are referred to as **Search Cards**. Determine the appropriate Search Card by reviewing the EMPL ID (aka USC ID), EMPL record, Department, EMPL Class, and other data presented.

On the appropriate Search Card, click the **Related Actions Menu** button.



My Homepage EPAF

Start a Personnel Action Form

Search for Person:

Just Search In:

Act on Personnel Action Form

- Getting Started
- Evaluate an ePAF eForm
- Update an ePAF eForm
- View an ePAF eForm
- Manage Adjunct TFAC Benefits

Welcome to the University of South Carolina's Electronic Personnel Action Form (EPAF) Center. This is where you will manage HR/Payroll actions for employees. To start a new form, enter a name or employee ID in the **Search for Person** omnibox, and hit the Search button. Use [Just Search In](#) to narrow down your search. When you find the right person, click the down arrow, and choose the action you want to take. You'll be guided into the correct form.

Evaluate an ePAF eForm lists any ePAF forms waiting for your approval.
Update an ePAF eForm lets you make changes to a form and resubmit.
View an ePAF eForm shows you existing forms.
Manage Adjunct Faculty Benefits lists active employees enrolled in State insurance benefits.

Need help? [Click here](#)



My Homepage EPAF

Start a Personnel Action Form

Search for Person:

Just Search In:

Act on Personnel Action Form

Current Employee

| | | | |
|-------------|------------------------------------|---------------|--------------------------|
| Empl ID | U00000112 | Business Unit | SCCOL USC Columbia |
| Empl Record | 0 | Job Indicator | Primary Job |
| Department | 470000 UNDERGRAD ADMISSIONS | Empl Class | FTE Full Time Equivalent |
| Job Code | AH15 Administrative Coordinator II | Faculty/Staff | Staff |

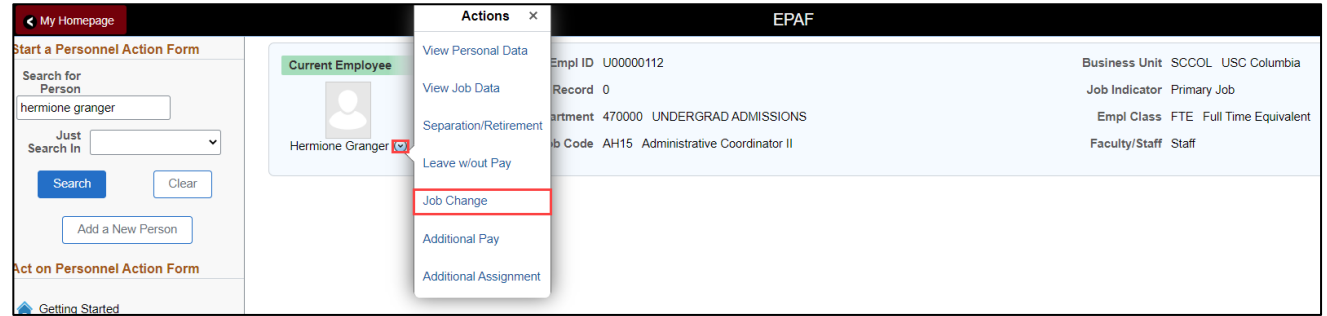
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The **Related Actions Menu** shows all of the actions/eForms which the user has authority to initiate on this specific employee's EMPL record.

The **Job Change eForm** is used to make permanent changes to position and/or base salary. Base salary changes not tied to the position (i.e. Additional Skills Knowledge, Performance Increase, Retention, etc.) should be initiated on the Job Change eForm. FTE Faculty, Temp Faculty, and non-exempt temporary staff position and salary changes are also initiated directly on the Job Change eForm.

- Position related changes for all employee types with position descriptions (FTE, RGP, and TL Staff; RGP and TL Faculty; and exempt temporary staff) must be initiated in PeopleAdmin. Once approved in PeopleAdmin, the nightly interface feeds these actions into HCM on the Job Change eForm for Central HR to validate and approve.

From the Related Actions Menu, select the **Job Change** option.



The screenshot displays the HCM HR interface for an employee record. On the left, there is a search bar for 'Personnel Action Form' with the name 'hermione granger' entered. In the center, a 'Current Employee' card shows a profile picture and the name 'Hermione Granger'. An 'Actions' dropdown menu is open over the employee card, listing several options: 'View Personal Data', 'View Job Data', 'Separation/Retirement', 'Leave w/out Pay', 'Job Change' (highlighted with a red box), 'Additional Pay', and 'Additional Assignment'. On the right, the employee's details are shown, including Empl ID (U00000112), Business Unit (SCCOL USC Columbia), Job Indicator (Primary Job), Empl Class (FTE Full Time Equivalent), and Faculty/Staff (Staff).

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Completing the Job Change eForm:

1. In the Job Change eForm, first provide an **Effective Date** for the Pay for Performance increase.
 - a. PFPs must be effective at the start of a pay period, either the 1st or the 16th of the month.

Since FTE staff position related changes are initiated in PeopleAdmin, all those fields on the Job Change eForm are locked and cannot be edited.

2. Scroll to the bottom of the page and click the **Next** button.

Hermione Granger
U00000112
Record: 0
[View Job Data](#)

Job Change : Job Information Form ID 408713

Highlights Enabled: Yes Current Values

Transaction Information

*Effective Date
Employee Group FTS FTE Staff

Other Active Jobs

| Empl Record | Department | Description | Standard Hours |
|-------------|------------|-------------|----------------|
| 1 | 0 | | 0.00 |

Job Position Information

| | |
|--|---|
| Position Number 00003828 Administrative Coordinator II | Reports To Position 00001728 Dir of Finance and Admin |
| Job Code AH15 Administrative Coordinator II | Supervisor ID |
| Department 470000 SAAS Undergraduate Admissions | Reports To Incumbent |
| Standard Hours 37.50 | Regular/Temporary Regular |
| Full/Part Time Full-Time | Employee Classification FTE Full Time Equivalent |
| Business Unit SCCOL USC Columbia | Location Code 074 Lieber College |
| Company USC | Job Indicator Primary Job |
| Business Title Administrative Coordinator II | |

Additional Job Information

Tax Location Code SC

FICA Status-Employee Subject

FTE 1.000000

Weeks Per Year

Position Specific SOC 43-6014

Slot Standard Work Period W

Holiday Schedule USC

[Search](#) [Next](#) [Save](#)

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3. Enter the **New Comp Rate** for the PFP increase and click the tab button on your keyboard. This will calculate the **Percent Increase or Decrease** field. Note that entering the **Percent Increase or Decrease** and clicking the tab button will then populate the **New Comp Rate**.

Upon entering the increase, a new question will appear: **Is this pay for performance?** (this does not appear until you have entered a salary increase).

4. Click the drop-down menu button and select **Yes**. This step is crucial as it signals to the eForm to populate the required PFP criteria.

The PFP Last Awarded Date will auto populate based on system data. Enter the date of the employee's **Last EPMS Review**. Per Policy FTE staff are only eligible for a PFP if they've received an EPMS rating of successful or higher on the current year EPMS.

Job Change : Compensation Information Form ID 408713

Highlights Enabled: Yes Current Values

Payroll and Compensation

| | | | |
|----------------------------|---|------------------------|------|
| Salary Administration Plan | CLAS | Salary Grade | B06 |
| Comp Rate Code | SC12 | Compensation Frequency | SC12 |
| Pay Group | C12 | | |
| Employee Type | <input type="text" value="Salaried Employees"/> | | |

Compensation Information

| | | | |
|------------------------------|--|------------------|---|
| Current Comp Rate | 48000.00 | New Comp Rate | <input type="text" value="53000.000000"/> |
| Percent Increase or Decrease | <input type="text" value="10.416667"/> | | |
| Is this pay for performance? | <input type="text" value="Yes"/> | | |
| PFP Last awarded Date | 10/01/2020 | Last EPMS Review | <input type="text" value="02/01/2022"/> |

5. Upon selecting **Yes** to **Is this pay for performance?** (in step 4 on the previous page) the **Pay for Performance Criteria** appear. You must select one or more of the criteria options. **eForms submitted without the Pay for Performance Criteria will be recycled for edits which may delay the effective date of the action as PFPs cannot be approved retroactively.**

Notes:

In band base salary increases are typically limited to 15% of the employee’s base salary, but exceptions can be requested. If you enter more than a 15% increase you will receive a warning message. Click **OK** to acknowledge and continue in the eForm.

Classified staff base salaries cannot exceed the max of the pay band. Pay band minimum, midpoint, and maximum are populated on the eForm. If you enter a salary above the max of the pay band you will receive a hard coded error message. You cannot advance to the next page in the eForm until you make the **New Comp Rate** within the limits of the pay band.

Pay for Performance Criteria

One or more of the following criteria must be met. Check all that apply. 4 rows

| Select | Description |
|--------------------------------------|---|
| <input type="radio"/> No | A significant increase in service or productivity through innovation |
| <input checked="" type="radio"/> Yes | Demonstrated positive working relations and spirit of service and cooperation |
| <input type="radio"/> No | A substantial contribution to the goals of the unit through the performance of special assignments or the provision of exceptional customer service not previously included in performance objectives |
| <input checked="" type="radio"/> Yes | A record of exceptional professional or community service |

Pay Band

Minimum 41777.000000
Midpoint 59537.000000
Maximum 77298.000000

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6. **Optional** – If a funding change is needed you can click the **Select Funding** button to change the funding allocation. If additional sources are needed for funding, click the plus + button to add a new funding row. **Total Percent** must equal 100.00 across all rows of funding. The funding change will be effective the same date as the PFP.
7. Click the **Next** button.
8. The **Action** and **Reason** will prepopulate based on the entries made in the eForm. **Action** is always **Pay Rate Change** and **Reason** is always **Performance Increase**. Note if the **Reason** does not prepopulate, stop and click the **Previous** button to review your work. Likely you did not select **Yes to the is this pay for performance?** question which also means you did not select the required criteria.
9. No attachments are required for this submission. If you have an attachment, click the **Upload** button and follow the on-screen prompts to attach the document from your device.
10. Click the **Submit** button.

Current Base Pay Funding

| Amount | Percent of Distribution | Select Funding | Operating Unit | Department | Fund Code | Account | Class Field | Business Unit | Project/Grant | Activity ID | Cost Share | Combo Code | Insert A Row | Delete A Row |
|----------------------|-------------------------|----------------|----------------|------------|-----------|---------|-------------|---------------|---------------|-------------|------------|--------------|--------------|--------------|
| 53000.000000 | 100.000000 | Select Funding | CL085 | 470000 | A0001 | 51200 | 505 | | | | | A00000003330 | + | - |
| Total Percent 100.00 | | | | | | | | | | | | | | |

Additional Pay

| Effective Date | Earnings Code | Earnings Per Pay Period | Earnings End Date | Select Non-Base Funding | Combination Code | Insert A Row |
|----------------|---------------|-------------------------|-------------------|-------------------------|------------------|--------------|
| 02/01/2022 | SAP | 300.00 | 01/31/2024 | Select Non-Base Funding | A00000003330 | + |

Previous Next Save

Job Change : Action - Reason Form ID 408713

Highlights Enabled: Yes Current Values

Action Reason Grid

| Action | Reason Code | Insert A Row | Delete A Row |
|-----------------|----------------------|--------------|--------------|
| Pay Rate Change | Performance Increase | + | - |

File Attachments

| Status | Action | Description | File Name | Delete |
|--------|--------|-------------|-----------|--------|
| | Upload | | | Delete |

Add

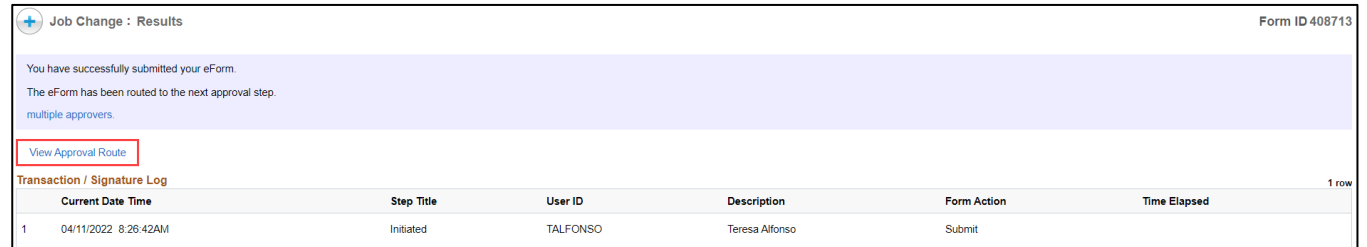
Comments

Previous Save Submit

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11. The eForm has successfully submitted! Always click the **View Approval Route** button to see the workflow steps for the action.
12. The Approval Route shows the workflow steps for the specific action you submitted. All HR eForms route to Approver 1 and Approver 2 (internal to your Department, College/Division, or Campus) and the applicable central HR office.
 - a. Payroll is not in the workflow for any HR eForm, rather they have view access to all eForms. This workflow step will always say **Not Routed**.
13. Upon review of the workflow, click the **Done** button.

You have successfully initiated a **Pay for Performance** request for FTE staff!



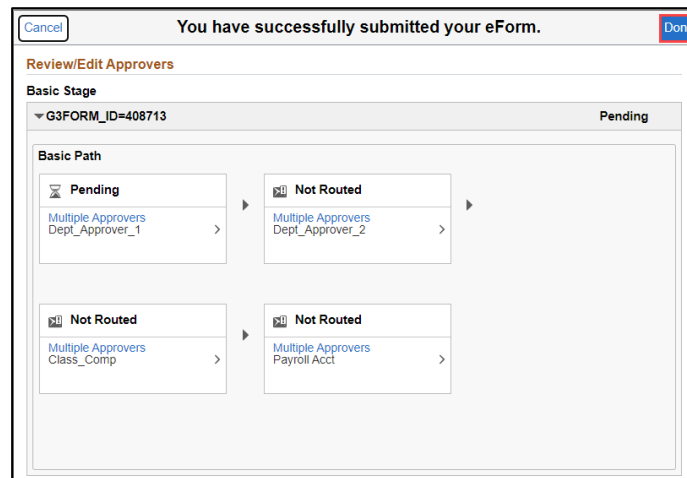
Job Change : Results Form ID 408713

You have successfully submitted your eForm.
The eForm has been routed to the next approval step.
multiple approvers.

[View Approval Route](#)

Transaction / Signature Log 1 row

| Transaction ID | Current Date Time | Step Title | User ID | Description | Form Action | Time Elapsed |
|----------------|----------------------|------------|----------|----------------|-------------|--------------|
| 1 | 04/11/2022 8:26:42AM | Initiated | TALFONSO | Teresa Alfonso | Submit | |



Cancel Done

You have successfully submitted your eForm.

Review/Edit Approvers

Basic Stage

G3FORM_ID=408713 Pending

Basic Path

```

graph LR
    A["Pending  
Multiple Approvers  
Dept_Approver_1"] --> B["Not Routed  
Multiple Approvers  
Dept_Approver_2"]
    B --> C["Not Routed  
Multiple Approvers  
Class_Comp"]
    C --> D["Not Routed  
Multiple Approvers  
Payroll Acct"]
  
```