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.

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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.
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.
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.
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 Compensation Information section.
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.
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.

Staff base salaries cannot exceed the max of the Market Range. Market Range minimum, midpoint, and maximum are populated on the eForm. If you enter a salary above the max of the Market Range 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 Market Range.
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.
11. The eForm has been 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!