

Time Reporting for Non-Exempt Employees

Original Implementation: Unpublished

Last Revision: February 2, 2021

Purpose

This policy establishes requirements for reporting hours worked and leave taken by non-exempt employees.

Definition

Non-exempt employees refers to employees who are entitled to the overtime provisions as described in the Fair Labor Standards Act.

General

Official time records are to be maintained for all non-exempt employees via the university's electronic timekeeping system. When an employee does not have access to enter time through the electronic timekeeping system, time must be recorded and sent to the payroll office in a method established and by the due dates set by the payroll office.

It is the supervisor's responsibility to instruct the employee on how and when to enter time worked and leave taken. It is the employee's responsibility to enter time worked and leave taken accurately per the supervisor's instructions. Under no circumstance may one employee clock in or out for another employee. Any employee participating in this type of violation is subject to disciplinary action, including termination.

An employee is also subject to disciplinary action, including termination, for any fraudulent time entered or failure to enter leave taken. It is the supervisor's responsibility to verify and electronically certify through the approval process that entries accurately reflect time worked and leave taken for the applicable period. Supervisors may delegate the responsibility to approve and verify time in the university's electronic timekeeping system, but under no circumstance should an employee approve his or her own time. All entries and approvals must be completed by the due dates established by the payroll office. These due dates and instructional information about the university's electronic timekeeping system shall be posted on the payroll office website.

The work week begins at 12:01 a.m. on Saturday and ends at 12:00 midnight on Friday. Compensatory time and overtime are calculated based on the university workweek and in accordance with the Fair Labor Standards Act. See the Overtime and Compensatory Time policy (12.14). Compensatory time, vacation leave, and sick leave may not be used prior to earning (or accruing) the leave.

Cross Reference: Overtime and Compensatory Time (12.14)

Responsible for Implementation: Vice President for Finance and Administration

Contact for Revision: Controller

Forms: None

Board Committee Assignment: Academic and Student Affairs