Report Time for Shift Eligible Employees

Use this procedure to report shift work hours.

**Basic Rules:**

- An employee’s job profile must be in a “shift eligible” job family in order to receive shift differential pay. If you have questions about your shift eligibility, contact your HR Staff.
- Shift workers must have a work schedule assigned prior to entering time. Contact your Agency Timekeeper if you have questions regarding your assigned work schedule.
- Shift differentials are automatically calculated when a shift worker starts work between 2 PM and 1 AM.
- Non-qualifying shifts must be indicated on the timesheet. In this case, shift eligible and non-qualifying shift hours must be entered on separate rows for a day on the timesheet.
- Worktags are used to identify shift differential eligibility for non-qualifying shift time.

**Procedure:**

1. Search for the employee.

   - **Tip:** To find an employee...
     1. Type the employee name or employee ID in the Search field. Then, click the Search icon, OR
     2. Find the employee in their assigned Supervisory Organization on the Members tab.

2. Click the Related Actions and Preview icon next to the employee's name.
3. In the menu, hover over Time and Leave and then click the Enter Time for Worker hyperlink.
Enter Time for Worker

Enter Time for Worker

4. In the Date field, enter or select a date for which you want to enter time.

5. Click the OK button.
6. Enter regular work hours. See note below for examples. Click the Add Row icon to enter time for a day in the week.

7. Then, complete the fields in the row including:

   - **Time Type**: Verify that the appropriate **Time Entry Code** displays in the **Time Type** field. (e.g., Exempt: Regular, Non-Exempt: Regular, Regular, etc.)
   - **In**: Enter the start time you reported to work. For example, enter “2p”.
   - **Out**: Enter the time you checked out of work. For example, enter “10p”.
   - **Out Reason**: Select the reason (e.g., Meal or Out) you check out of work.
   - **Position**: If you have another State position for which you are reporting time, enter/select the position number.
   - **Worktag**: Identify the row(s) which you will mark as shift eligible or not eligible. If applicable, select the appropriate worktag.

   a. **Shift Differentials** *(Note: Use for all employees except for Nurses)*
      - Shift Differentials: Shift Eligible
      - Shift Differentials: Not Shift Eligible

   b. **Nurses Shift Differentials** *(Note: RN, LPN and CNA ONLY)*
      - Nurses Shift Differentials: 2nd Shift Eligible
      - Nurses Shift Differentials: 3rd Shift Eligible
      - Nurses Shift Differentials: Shift Not Eligible
      - Nurses Shift Differentials: Weekend Differential – 2nd Shift Eligible
      - Nurses Shift Differentials: Weekend Differential – 3rd Shift Eligible
      - Nurses Shift Differentials: Weekend Differential Eligible
Information: Time Entry for Shift Hours

Remember that if your shift STARTS between 2pm and 1am, the shift differential will automatically be received. However, if you start work before or after this window of time all work time may not qualify for shift differential. You will have to enter your time on different rows and mark the time as shift eligible or not eligible (for non-qualifying shifts) to receive shift differential pay for hours worked. See examples below.

Examples of how shift differentials are calculated from entries on the timesheet.

<table>
<thead>
<tr>
<th>Ex</th>
<th>Start Time</th>
<th>End Time</th>
<th>Time Entries and Results</th>
</tr>
</thead>
</table>
| 1  | 11 AM      | 7 PM     | **Time Entry:** Enter time from 11 AM – 7 PM on 1 row. No worktag needed.  
**Result:** All hours receive shift differential pay. |
| 2  | 10 AM      | 6 PM     | **Time Entry:** Enter time from 10 AM – 6 AM. No worktag needed.  
**Result:** All hours receive shift differential pay. |
| 3  | 1 PM       | 9 PM     | **Time Entry Option 1:** Receive shift differential for qualifying period only. Enter time on 2 rows. Enter time on 1 row from 1 PM – 9 PM. No worktag needed.  
**Result:** All hours will NOT receive shift differential pay.  
**Time Entry Option 2:** Receive shift differential for qualifying period only. Enter time on 2 rows. One to report shift eligible hours and another for non-qualifying hours:  
Row 1: Enter time from 1 PM – 2 PM. No worktag needed.  
Row 2: Enter time from 2 PM – 9 PM. Select the appropriate “shift eligible” worktag.  
**Result:** Shift differential is only received for hours worked from 2 PM – 9 PM. |
| 4  | 11 PM      | 10 AM    | **Time Entry Option 1:** Enter time on 1 row from 11 PM – 10 AM. No need to use worktag.  
**Result:** All hours receive shift differential pay.  
**Time Entry Option 2:** Receive shift differential for qualifying period only. Enter time on 2 rows. One to report shift eligible hours and another for non-qualifying hours:  
Row 1: Enter time from 11 PM – 7 AM. No worktag needed.  
Row 2: Enter time from 7 AM – 10 AM. Select the appropriate “not eligible” worktag.  
**Result:** Shift differential is only received for hours worked from 11 PM – 7 AM. |

8. When you are done entering time, click the Next button.
9. Review the Daily and Week totals.

   **Information:** In the **Week Totals** column, the shift eligible hours display in the Shift Differential category. If you need to update time, click the **Back** button.

10. Click the **Save** button.

    **IMPORTANT:** You’ll lose the time you just entered if you leave the confirmation page without saving.

11. The System Task is complete.