Entering & Adjusting Time and Leave: Non-Exempt TEAMS & USPS

This instruction guide describes the process for entering time and leave, and the process for making adjustments to time and leave in order to correct overpayments and underpayments.

Use this instruction guide for

- (Full-time employees) Entering and adjusting time and leave for non-exempt employees (TEAMS & USPS) using Timesheet or Web Clock
- (Part-Time Employees) Entering compensatory leave
- (Payroll Processors) Making adjustments in time and labor for non-exempt employees (TEAMS & USPS)

Do not use this instruction guide for

- Entering and adjusting time for exempt employees (including faculty)

CREATING A FAVORITE

To quickly access Timesheet or Webclock in myUFL you can use a Favorite. A Favorite is a “short cut” to a desired area in myUFL that allows you to bypass the standard navigation path.

Creation

1. Log in to myUFL using your Gatorlink username and password
2. Navigate to NavBar > Main Menu > My Self Service > Time Reporting
4. Click the gear icon on the top navigation panel.
5. Click Add to Favorites.
6. Type a name for the Favorite and then click OK.

To access Report Time using the favorite, just click My Favorites from NavBar and then select Report Time.
ENTERING TIME USING TIMESHEET

This feature is for non-exempt employees whose departments have chosen Timesheet as the method for reporting time worked by the UF workweek (Friday to Thursday). You should use a Timesheet to make any adjustments but note changes can only be made within 30 days. Any adjustments required after that date should be referred to your Supervisor.

Navigation

1. Navigate to My Self Service > Time Reporting > Report Time > Timesheet or use a Favorite if created
2. Confirm the correct workweek is displayed on the page (first Friday of the current UF pay period will be the default date displayed). To change the workweek, click Previous Week or Next Week or type in the correct workweek in the Date field and click the Refresh Timesheet icon.
3. Enter time in the appropriate In and Out columns. Enter AM or PM and ensure you have the correct punch type.
4. Click the Submit button.
5. Click the OK button.

Warning Message: If you enter 2 IN punches together or 2 OUT punches together, a warning message will be displayed and you cannot save the data. If you receive this message, click OK and return to the page and check your entries.
All time entered will be sent to the approval process.

Notes

- Each day will typically have four punches, two IN and two OUT. This includes your arrival and departure time as well as two punches for your lunch break (Select IN or OUT only)
- Submit your entries when finished
- A Submit Confirmation page will be displayed to confirm your entry, click OK.
- Non-exempt employees should enter their time worked, even when it exceeds 8 hours in a day and 40 hours in a workweek. The system will automatically calculate whether the employee should earn overtime pay or overtime compensatory leave after working more than 40 hours in a workweek
- To make changes to your time, navigate as above. Enter the desired week in the Date box and click Refresh Timesheet button or click Previous Week until you arrive at the correct workweek. Adjust the In and Out times to reflect correct number of hours. Click Submit (Submit Confirmation page will appear). Click OK. Corrections can only be made within 30 days, after that check with your Supervisor for procedure. Your approver will be notified of all changes.
### Best Practices
- Record your time every day
- Rest breaks are paid-time and are not recorded in the system
- To delete a time entry, click the **Delete row** icon

### ENTERING TIME USING WEB CLOCK
This feature is for non-exempt employees whose departments have chosen Web Clock as the method for reporting time. This feature reports time worked by the UF workweek (Friday to Thursday).

1. Navigate to **Nav Bar > Main Menu > My Self Service > Time Reporting > Report Time > Web Clock** or use Favorite if created
2. Click the **Punch Type** drop down menu and select the appropriate punch
3. Click the **Enter Punch** button.
4. Review the confirmation screen and click **OK**

**Note**
Be sure to check with your supervisor to confirm that you are using Web Clock in your department.

### ENTERING TIME USING ELAPSED TIMESHEET
Non-exempt TEAMS & USPS employees must use Elapsed Timesheet to enter leave hours.

1. Navigate to **NavBar > Main Menu > My Self Service > Time Reporting > Report Time > Timesheet** or use Favorite if created
2. Confirm the correct workweek is displayed on the page (first Friday of the current UF pay period will be the default date displayed). If not, refresh the date by entering the correct date and clicking on the **Refresh Timesheet** button or use Previous/Next Week links to move to the correct workweek
3. Click the **Elapsed Timesheet** link

**Note:** If you have already entered leave previously, you may enter additional leave in the Time Reporting Code and Quantity fields.
4. Enter the leave hours. Remember that total hours cannot exceed 8 hours per day.
5. Click the **Time Reporting Code** drop down menu and choose the appropriate TRC code (i.e., 185-Vacation Used – VAC, 195-Sick Leave Used – SCK)
6. If you wish to add additional leave, click **Add a New Row** icon.
7. Add other types of leave as needed using the appropriate TRC
8. Click **Submit**
9. Review the confirmation screen and click **OK**
10. To return to the time entry timesheet, click the **Punch Timesheet** link.

Figure 1 below shows sick leave and regular time entered via the Elapsed Timesheet. Check that the weekly hours do not exceed 40.

### PART-TIME EMPLOYEES & COMPENSATORY LEAVE

Part-time non-exempt employees use Timesheet to accrue special compensatory leave.

**Example 1:** The following example is for a 0.75 FTE non-exempt employee who physically worked 38 hours (rather than his or her normal 30 hours) who also is entitled to a 6-hour holiday benefit. The employee will be paid for the full 38 hours worked (as entered into Timesheet or Web Clock). To receive the special compensatory leave, the holiday benefit is not entered but is instead reflected as **Special Comp Earned (SCE)** as shown below.
Example 2: The following example is for a 0.75 FTE non-exempt employee who physically worked 28 hours (rather than his or her normal 30 hours) and also is entitled to a 6-hour holiday benefit. This is a more complicated scenario. To calculate the special compensatory leave, we add the 28 hours of work to the holiday benefit for a total of 34 hours. We need to compensate the employee for the total amount. The employee will be paid for the first 30 hours (based on his or her FTE). The four hours over his or her FTE will be compensated via Special Comp Earned (SCE).

The employee should enter the 28 hours of work via timesheet or web clock and enter the holiday benefit and special comp as follows via the elapsed timesheet:

Notes:
- Please note that overtime pay or overtime compensatory leave will automatically generate based on hours over 40 that are worked and reported.

APPROVER INSTRUCTIONS: APPROVING ADJUSTMENTS
Supervisors/Approvers will see a line with negative hours for any day in which a change has been made in addition to a new line reflecting the updated entry. Both lines should be reviewed and approved, if accurate

Common Adjustments
Overpayments
- Overpayments may result from employees’ entering leave in Elapsed Timesheet or in the Time Reporting Codes and Quantity columns of the main Timesheet page (if leave has already been entered previously) and not adjusting work hours (i.e., sick leave entered but regular time not adjusted).
- To correct the error, adjust/add the hours and/or lines that are not correct. For example, if regular hours worked were reported incorrectly while the employee was out on sick leave, simply adjust the hours worked
- After time administration runs overnight, the supervisor will see a new line with a negative balance reflecting the deleted time and a new line reflecting the corrected time and/or leave
Underpayments

- Underpayments may result from employees who have not entered enough time in the system
- To correct the error, go to Timesheet and adjust the hours needed to reflect time worked

Additional Help

Payroll and Tax Services
352-392-1231
timelaborhelp@admin.ufl.edu
http://www.fa.ufl.edu/departments/payroll-tax-services/

HRS Benefits:
352-392-2477
central-leave@ufl.edu – for leave inquiries
http://hr.ufl.edu/benefits/leave/

Additional resources are available at the Time and Labor toolkit