

Bowling Green State University
BG@100 Information Item
ESC Submission: March 14, 2005



Identification Information:

<i>Reference Number</i>	HCM-0025
<i>Functional Area</i>	Student Employment
<i>Title</i>	Student Longevity Raise

Issue Description:

Hourly student employees automatically (AHRIS Customization) receive a 10 cent per hour "longevity raise" for every 800 hours worked. This adjustment is calculated based on all hours worked across all student appointments. When payroll runs, the student's LONGEVITY and MERIT rates are added to the BASE rate to calculate the student's gross pay. PeopleSoft HCM allows longevity raises as in AHRIS. However, without a customization, they must be manually entered.

To avoid a customization, BGSU would like to allow departments the option of developing their own policy and procedure by which they award longevity raises. Student Employment staff will update student records based on communication/authorization from individual departments. This rewards continued employment within a department and allows departments to determine their own longevity policies.

Background Information:

The longevity policy dates back to the 1960s, when student employment jobs were less complex and pay rates were flat. The current automatic system-calculated longevity raise does not reward continued employment within a department, or department loyalty as the raise is based on the hours worked across all jobs the student holds.