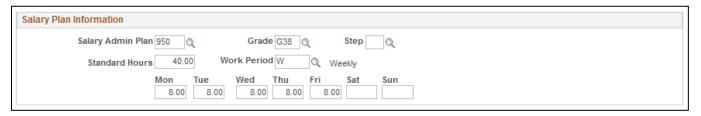


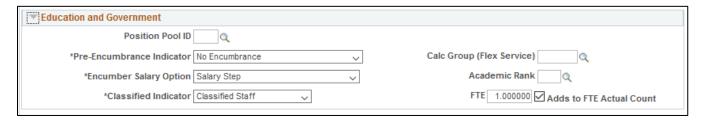
Human Capital Management: Job Aid

Standard Hours, FTE and Percent of Time

- Standard Hours are the number of an employee's scheduled hours per week. When Standard Hours=40, it represents a full time employee with an FTE of 1.0 paid with an appointment at a Percent of Time=100%.
- Standard Hours are maintained and updated in Position Data. They are listed on the Description tab
 under Salary Plan Information. Standard Hours should be updated in Position Data whenever changing
 an employee's percent of time proportional to his or her compensation. Doing so maintains a consistent
 annualized hourly salary.



- FTE, or full time equivalency, is the decimal representation of percent of time. A full-time employee has an FTE of 1.0 because the employee works 100 percent of a full-time appointment.
- The FTE field is calculated based on Standard Hours. It is listed in the Position Data—Specific Information tab under the Education and Government section.



- Avoid confusing FTE with Percent of Time. Some ePAR transaction forms ask for Percent of Time
 rather than FTE. If you intend to enter an FTE 1.0 for an employee, but instead enter 1.0 in the Percent
 of Time field, the system will interpret that to mean the employee works only one percent of a full-time
 appointment (24 minutes a week).
- Standard Hours and FTE are also displayed in the Job Data—Job Information tab. This data is
 populated by Position Data. (Review whether FTE calculates correctly. In this case, Standard Hours=40
 and should equate to FTE=1.0.)



The following table lists some FTE amounts and their corresponding value as standard hours and percent of time.

FTE	Standard Hours	Percent of Time
1	40	100%
0.875	35	88%
0.75	30	75%
0.625	25	63%
0.5	20	50%
0.375	15	38%
0.3	12	30%
0.25	10	25%
0.2	8	20%
0.125	5	13%
0.1	4	10%
0	0	0%