

Non-Exempt New Hire Checklist

☐ UMBC Personnel Action Request Form (Hire, Rehire, Reinstatement and Transfer)
☐ W-4 (and supporting documents if employee is non-resident alien)
☐ Completed I-9 and Copies of Supporting Documents
☐ Signed Substance Abuse Acknowledgement of Receipt Form
☐ Signed CHIP Acknowledgement of Receipt Form
☐ Direct Deposit form (Not Required for New Hire)

Department is required to provide to the employee an email/copy of: LINK: http://hr.umbc.edu/payroll/payroll-preparerapprover/new-hires/

- I-9 Instructions
- Substance Abuse Policy
- Children's Health Insurance Program (CHIP) Policy
- Social Security verification is not required but please ensure you verify the number is accurate on the New Hire PAR form.



Personnel Action Request Form Hire, Rehire, and Transfer

1000 Hilltop Circle							Docun	nents. I	Forwa	rd to	Huma	an Resou	rces -	Pa	ach all supporting syroll. HELP TEXT F THE SCREEN
1 Action*			2 Rea	son*			3 Supr	orting D	Docume	ents					
							W-4					I-9 & Sup	portin	g D	ocuments
4 Effective Date*			5 <u>Emp</u>	loyee ID	(If Know	<u>n)</u>	Reti	ement	Select	ion F	orm	Social Se	curity	Ver	rification
								Non-resident Alien/				Required Docs On File			File
6 Prior USM/State	Servic	e Date	7 Prio	7 Prior Agency Code (USM Transfer)				Permanent Resident				Faculty Supplemental Data Form			
							1	stance A				CHIPRA Acknowledgement Form			
PERSONAL DA	TA /oc	mploto al	fioldo	. for on	o timo r	aay annai				dv 4b	ooo fi				
8 First Name*	TA (CC	mpiete ai	Helus			Name/Initia		ast Nam		iiy ti	iose ii	leius witi	II all a	_	11 Suffix
Thousand					o <u>iviidale</u>	7110/1110/	<u></u> <u>.</u>	aot Hair	<u></u>						TT <u>Odinx</u>
12 Home Address	*									13	County	of Reside	ence*		
12 Home Address	_									10	County	Orreside		Othe	er:
14 <u>City*</u>		15 Pos	tal (Zip)	* 16	State*	17 Prefer	red Email			18a	Home	Phone #			Campus Phone #
				_											
19 Gender*		20 Highe	st Educ	ation Lev	<u>vel</u>	21 Marita	l Status	22	Milita	ry Sta	atus_		L		23 US Citizen*
24 Date of Birth*	25 <u>Bi</u>	rth Country*	26 <u>S</u>	ocial Sec	curity #*	27 <u>Visa T</u>	ype*				Acad	emic Organ	ization: f	FAC	CULTY; class scheduling
28a Ethnicity*			28b <u>I</u>	Race*	American Ir	ndian/Alaska Na	tive Black	or African	America	n	W	/hite			
					Asian		Nativ	e Hawaiian	n/Other P	acific Is	slander				
JOB DATA (con	nplete	all fields;	for on	e-time	рау арр	ointments	comple	te only	thos	e fie	lds wi	th an ast	terisk	(*)	
29 Position Number	e <u>r*</u> 30	Departme	nt ID*	31 <u>De</u>	partment	Name*	32 <u>Job</u> (Code/Tit	tle*		33 <u>St</u>	andard HF	RS / FTI	E	34 End Date*/Term
29a	30	0a		31a			32a				33a				34a
29b	30	Ob		31b			32b				33b				34b
35 Employee Clas	<u>ss*</u>			36 <u>Pa</u>	yment Me	ethod*			37	Bi-we	ekly/Ho	ourly Rate	38	8 <u>A</u>	nnual Salary
EMERGENCY C	ONTA	CT INFOR	MATIC) AI											
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39 <u>Name</u>		40 <u>Re</u>	lationsh	ib	41 <u>Addr</u>	ess .	Same Add	ress as	Emplo	yee	42	<u>Phone</u>	Sam	еР	hone as Employee
Comments:															
Commonto.															
COMPLETED BY			TH	E APP	ROVAL	S SECTI	ON MUS	ST BE	COM	PLE	TED			_	
Name (Please Typ	e or Pri	int)	Signat	ture			Date		Phon	e Nur	mber	E-mai	l Addre	SS	
<u>:</u>		,	<u>o.ga.</u>	<u></u>			200			<u> </u>		=	.,	<u> </u>	
SIGNATURE AUT															
Name (Please typ	e or Pri	nt)	Signat	<u>ture</u>			<u>Date</u>		Phon	e Nur	<u>mber</u>	E-mai	I Addre	SS	
HR APPROVAL/V	ERIFIC	ATION (HF	(USE)												
Pay Group ☐ SAL ☐ CNT [<u>Status</u> ubject	☐ Exe	empt		requency 6 🔲 UM2	W9M 2 □ H		Comr	<u>ments</u>				
Retirement Sys															
	U o	RP - TIAA		PRP - Fic	delity	Empls	Pension	7%	Teac	her's	s Pens	sion 7%			
☐ Eligible ☐ Not Eligible		EOPS													
Transfers Only				Empl's	Ret, 5%	☐ En	np's Retir	e 7%	□ т	each	er's Re	et, 5%	☐ Tea	ach	er's Ret, 7%
Payroll Staff Initials	<u>s</u>	<u>Date</u>			Com	ments									
Data Entry Staff In	<u>itials</u>	<u>Date</u>			Emp	loyee ID /Ro	<u>cd</u>	Comm	nents						



Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 08/31/2019

► START HERE: Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Informati than the first day of employment, but			st complete an	nd sign Se	ection 1 c	of Form I-9 no later
Last Name (Family Name)	First Name (Given Name	me)	Middle Initial	Other L	ast Name	s Used <i>(if any)</i>
Address (Street Number and Name)	Apt. Number	City or Town			State	ZIP Code
Date of Birth (mm/dd/yyyy) U.S. Social	Security Number Empl	oyee's E-mail Addı	ress	E	mployee's	Telephone Number
I am aware that federal law provides connection with the completion of the	nis form.			or use of	false do	cuments in
I attest, under penalty of perjury, tha	t I am (check one of the	following boxe	es): 			
1. A citizen of the United States						
2. A noncitizen national of the United St	tates (See instructions)					
3. A lawful permanent resident (Alien	Registration Number/USCI	S Number):				
4. An alien authorized to work until (e		_				
Some aliens may write "N/A" in the e	expiration date field. (See ins	structions)		_		OD Code Costion 1
Aliens authorized to work must provide on An Alien Registration Number/USCIS Num					Do	QR Code - Section 1 o Not Write In This Space
Alien Registration Number/USCIS Num OR			_			
2. Form I-94 Admission Number: OR			_			
3. Foreign Passport Number:						
Country of Issuance:			_			
Signature of Employee			Today's Dat	te (mm/dd	/уууу)	
Preparer and/or Translator Ce I did not use a preparer or translator. (Fields below must be completed and solutions) I attest, under penalty of perjury, tha	A preparer(s) and/or tra	anslator(s) assisted and/or translators	assist an empl	loyee in c	completing	g Section 1.)
knowledge the information is true an		completion of c	ection i oi tii	13 101111	and that	to the best of my
Signature of Preparer or Translator				Today's [Date (mm/	(dd/yyyy)
Last Name (Family Name)		First Name	e (Given Name)			
Address (Street Number and Name)		City or Town			State	ZIP Code
		1				

STOP

Employer Completes Next Page

STOR



Employment Eligibility Verification

Department of Homeland SecurityU.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 08/31/2019

M.I. Citizenship/Immigration Status

Section 2. Employer or Authorized Representative Review and Verification

Last Name (Family Name)

(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

First Name (Given Name)

Employee into from Section 1									
List A Identity and Employment Authorization	OR		List Ident			AN	ID	Empl	List C oyment Authorization
Document Title	Do	ocument Title	е				Documen	t Title	
Issuing Authority	Iss	suing Author	rity				Issuing A	uthority	
Document Number	Do	ocument Nur	mber				Documen	t Number	
Expiration Date (if any)(mm/dd/yyyy)	E	piration Date	e (if any)(n	nm/dd/y	vyy)		Expiration	n Date <i>(if an</i>	y)(mm/dd/yyyy)
Document Title									
Issuing Authority		Additional Ir	nformatio	1					Code - Sections 2 & 3 Not Write In This Space
Document Number									
Expiration Date (if any)(mm/dd/yyyy)									
Document Title									
Issuing Authority									
Document Number									
Expiration Date (if any)(mm/dd/yyyy)									
Certification: I attest, under penalty of p (2) the above-listed document(s) appear employee is authorized to work in the Ur The employee's first day of employment	to be go	enuine and ates.	to relate		employee	name	d, and (3)		t of my knowledge the
Signature of Employer or Authorized Represe	ntative	To	oday's Dat	e (mm/a	ld/yyyy)	Title o	of Employe	r or Authoriz	zed Representative
Last Name of Employer or Authorized Representat	ve Fir	st Name of Er	nployer or A	uthorized	d Representa	ative	Employe	r's Business	or Organization Name
Employer's Business or Organization Address	(Street	Number and	Name)	City or	Town			State	ZIP Code
Section 3. Reverification and Reh	ires (T	o be compl	leted and	signed	by employ	yer or	authorize	ed represei	ntative.)
A. New Name (if applicable)						E	3. Date of	Rehire <i>(if ap</i>	pplicable)
Last Name (Family Name)	irst Nam	e (Given Na	me)	1	Middle Initia	al	Date (mm/	(dd/yyyy)	
C. If the employee's previous grant of employr continuing employment authorization in the sp			s expired,	provide	the informa	ation fo	r the docu	ment or rece	eipt that establishes
Document Title			Docume	nt Numb	er			Expiration D	ate (if any) (mm/dd/yyyy)
I attest, under penalty of perjury, that to the employee presented document(s), the									
Signature of Employer or Authorized Represe	ntative	Today's D	ate (mm/d	d/yyyy)	Name	of Emp	oloyer or A	uthorized R	epresentative

LISTS OF ACCEPTABLE DOCUMENTS All documents must be UNEXPIRED

Employees may present one selection from List A or a combination of one selection from List B and one selection from List C.

	LIST A Documents that Establish Both Identity and Employment Authorization	OR	LIST B Documents that Establish Identity AN	ID	LIST C Documents that Establish Employment Authorization
2.	U.S. Passport or U.S. Passport Card Permanent Resident Card or Alien Registration Receipt Card (Form I-551) Foreign passport that contains a		Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	1.	A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH
	temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa Employment Authorization Document		2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth,	2.	INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION Certification of report of birth issued
5.	that contains a photograph (Form I-766) For a nonimmigrant alien authorized to work for a specific employer because of his or her status:		gender, height, eye color, and address 3. School ID card with a photograph 4. Voter's registration card	3.	by the Department of State (Forms DS-1350, FS-545, FS-240) Original or certified copy of birth certificate issued by a State, county, municipal authority, or
	a. Foreign passport; andb. Form I-94 or Form I-94A that has the following:		 U.S. Military card or draft record Military dependent's ID card U.S. Coast Guard Merchant Mariner 	4.	territory of the United States bearing an official seal Native American tribal document
	(1) The same name as the passport; and(2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has		8. Native American tribal document 9. Driver's license issued by a Canadian government authority		U.S. Citizen ID Card (Form I-197) Identification Card for Use of Resident Citizen in the United States (Form I-179)
	not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.		For persons under age 18 who are unable to present a document listed above:		Employment authorization document issued by the Department of Homeland Security
6.	Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		10. School record or report card11. Clinic, doctor, or hospital record12. Day-care or nursery school record		

Examples of many of these documents appear in Part 13 of the Handbook for Employers (M-274).

Refer to the instructions for more information about acceptable receipts.

Form I-9 07/17/17 N Page 3 of 3

2017

Employee Withholding Allowance Certificate

FOR MARYLAND STATE GOVERNMENT EMPLOYEES ONLY

Department of the Treasury Internal Revenue Service Form MW 507 Comptroller of Maryland

Please complete form in black ink. Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.

Section 1 - Employee Info			
Payroll System (check one) RG CT UM	Name of Employing Agency		
Agency Number	Social Security Number	Employee Name	
Home Address (number and street or	rural route)	Address Continued (apartment number,	if any)
City	tate Zip Code	County of Residence (required)	(Nonresidents enter Maryland County or Baltimore City where you are employed)
Section 2 - Federal Withho	lding Form W-4	The federal worksheet is available online at http://	www.irs.gov/pub/irs-pdf/fw4.pdf
3 Single Married Note. If married, but legally separated, or spou	Married, but withhold at higher Single e is a nonresident alien, check the "Single" bo		
5 Total number of allowances you are	claiming (from page 1 or page 2 of the	ne federal worksheet)	5
6 Additional amount, if any, you wan	6 \$		
 Last year I had a right to a re 	fund of all federal income tax withhe		
	all federal income tax withheld beca Exempt" here		7
Section 3 - Maryland With The Maryland worksheet is available or		m /16 form / MANISO7 m Af	
Single Marrie	d (surviving spouse or unmarried F	Head of Household) Rate Married	d, but withhold at Single Rate
1. Total number of exemptions y	ou are claiming not to exceed line f	in Personal Exemption Worksheet on page 2.	1
3. I claim exemption from withh	olding because I do not expect to ov	ployerwe Maryland tax. See instructions and check b	ooxes that apply.
☐ b. This year I do not expect t	o owe any Maryland income tax an	ight to a full refund of all income tax withheld d expect to have the right to a full refund of all	income tax withheld.
		ncome will be below the minimum filing require	
4. I claim exemption from withh	year applicable (year effective lighted) year applicable for the state of the	ctive) Enter "EXEMPT" here	. 3
☐ Virginia I further certify that I do not n	naintain a place of abode in Maryla	nd as described in the instructions.	
			. 4
		n domiciled in the Commonwealth of Pennsylva on the instructions on Form MW507.	nnia
Enter "EXEMPT" here			. 5
		al Pennysylvania jurisdiction within York or	6
		al Pennsylvania jurisdiction that does not impos	
		PT" here and on line 4 of Form MW507	
		nd am not subject to Maryland withholding bec Relief Act, as amended by the Military Spouse	
further certify that I am entitled to the entitled to claim the exempt status on	at I have examined this certificate and number of withholding allowances of	d to the best of my knowledge and belief, it is true, laimed on line 1 above, or if claiming exemption fi	
Employee's signature (Form is not valid unless you sign it.)		Da	ite
Daytime phone number (in case CPB)	needs to contact you regarding your W4)		
	yer: Complete name, address & EI ayroll Bureau Box 2396	N only if sending to IRS) Federal Employ	yer identification number (EIN)

RETIREMENT PLAN SELECTION FORM

UNIVERSITY OF MARYLAND SYSTEM

I,	, SSN	, request that the following action
relating to the Retirement Plan and one company):	indicated below be taken	on my behalf (Please select only one action
Enroll	Char	nge
MSPS		
TIAA-CREF*		Fidelity*
required proof of identity (Driv begins. I understand that a de- final, binding and irrevocable	ver's License or passport) a ecision to join the ORP or e as long as I am an empl	he appropriate enrollment form(s) and the as soon as possible after my employment r PENSION is irrevocable (such option is loyee of any institution of higher learning ere is a break in service for any length of
*Optional Retirement Plan (Ol	RP)	
Method of Contribution by U	Jniversity (select only one	<u>e)</u> :
	recognize that the Univers	sity will contribute 7.25% of my base annual bove on my behalf. No money will be
Maryland State Modifie	ed Teachers/Employees P	Pension System (MSPS)
annual salary to the Maryl	and State Retirement/Pens each fiscal year. In additio	ity will contribute a percentage of my base ion System on my behalf. This percentage on, a mandatory contribution will be ed annual salary.
By signing this form, I underst aware that I am entitled to char		pate in one plan at any given time. I am also per calendar year.
Employee Signature:		Date:
USM Representative:		Date



STATE OF MARYLAND MEDICAID AND THE CHILDREN'S HEALTH INSURANCE PROGRAM (CHIP) <u>ACKNOWLEDGEMENT OF RECEIPT</u>

s an employee of the University of Maryland, Baltimore County, I,
(printed name), hereby certify that I have
eceived a copy of the Medicaid and the Children's Health Insurance Program CHIP) Notice, which provides details and contact information for states that ffer premium assistance for health coverage. I further understand that while Maryland is not a state that currently provides premium assistance under Medicaid and CHIP, if interested, it is my responsibility to contact the appropriat tate to inquire about eligibility for health premium assistance under these rograms for me or my dependents.
Employee's Signature Date



Department of Human Resources

University of Maryland, Baltimore County 1000 Hilltop Circle Administration Building, 5th Floor Baltimore, Maryland 21250

GENERAL INFORMATION: 410-455-2337 FAX: 410-455-1064 VOICE/TTY: 410-455-3233 www.umbc.edu

STATE OF MARYLAND SUBSTANCE ABUSE POLICY ACKNOWLEDGEMENT OF RECEIPT

As an employee of the Unive	•	•		•	
		ertify that I		1 0	
the State of Maryland Substance Ab	-				-
and Campus Plan which concern the	ne mainter	nance of a d	rug-free wo	rk place a	ınd
campus. I realize that the unlay	vful manı	ufacture, di	stribution,	dispensatio	on,
possession of use of a controlled da	angerous s	ubstance is	prohibited o	on the State	e's
owned or utilized premises and viol			•	v	
to discipline up to and including t					
must abide by the terms of this I		•	• •		•
criminal drug conviction no later the		•			
realize that if I am directly support	•	•			
mandates that the employer commi				•	•
and I hereby waive any and all	claims t	that may at	rise for con	nveying th	hat
information to that Federal agency.					
Employee's Signature			Date		
Supervisor's/Witness Signature			Date		



STATE OF MARYLAND PAYROLL DIRECT DEPOSIT AUTHORIZATION

Payroll System (Check one)	Regular	Contract	University of Maryland	l
Social Security Number Agency Code		Employee's Na Agency Name (me (please print)	
I authorize the State of Mar	yland Central Payroll Bureau to	o take the following acti	on with my net salary:	
 (Will take at least two path) 2. Change account type(change) is deposited (cancel of open payroll check until the new payroll check until the new point close account until payroll check until the new payroll	to my checking/savings accour ny periods to allow for pre-note hecking/savings account), and/o ld account will occur within 21 ew account is established) ntil payroll check is issued. sit into my checking/savings an ntil payroll check is issued.	process.) or bank routing number days for receipt of CPI	B; you will receive a Effective	-
Bank Name: (Omit if action 3 is checked)			Processed	l by:
Account Type: (Must Check One) If not marked this form will be returned	Checking	Savings		
Bank Number Checking/Savings Account Num IAT requirement Check be		ur check number. Do not	directly from your personal check. Do not use your deposit slip number. Foreign bank.	
of Maryland receives written notifi act upon it. In the event that the St authorize and direct the bank to ret from that account so that return of the	ication from me of its termination is ate of Maryland notifies the bank to turn said funds to the State as soon hose funds by the bank to the State	in time and manner that all hat funds to which I am no as possible. If the funds e is not possible, I authoriz	This authorization is to remain in force until lows the State and the bank a reasonable opport entitled have been deposited to my account rroneously deposited to my account have been the State to recover those funds by setting roneous deposit has been recovered, in full.	ortunity to t in error, I en drawn

Instructions

Date

- Only one account is permitted for direct deposit. You can choose either checking or savings not both.
- Type or print only (except signature).
- Use black ink only.
- Complete all blocked areas in the top part of form except for the section "CPB use only."
- Read authorization and sign the completed form. Only original forms will be accepted. Unsigned or Incomplete forms will be returned.

Employee signature

- Deposit amount will be full net amount of pay into either your checking/savings account.
- If changing your account type, bank and or account number, you will receive a payroll check until new direct deposit becomes effective.
- Do not send a voided blank check.
- Send completed form to Central Payroll Bureau, P.O. Box 2396, Annapolis, MD 21404. Phone 410-260-7401.

Daytime phone number