INSTRUCTIONS FOR COMPLETING CLASSIFIED EMPLOYEE PAPERWORK

Human Resources & Equal Employment Opportunity

Welcome to Hartnell College! This packet includes the forms necessary to process you as a new classified employee and therefore authorize you to begin service. You may not begin service until these forms are completed and returned to the Human Resources department. Please return all required forms in one single submission. The following should provide you with helpful information for completing your employment process.

TASKS TO COMPLETE IMMEDIATELY UPON HIRE

- **Official Transcripts**
  All official transcripts must be submitted to HR immediately upon hire.

- **Fingerprint Requirements – Request for Live Scan Service** (Form BCIA 8016)
  Hartnell contracts with the Monterey County Sheriff's Office at 1414 Natividad Road in Salinas to take and submit your fingerprints at no charge to you.
  Call the Sheriff's Office at 755-3726 for an appointment (expect an approximate two week wait time). Bring your Request for Live Scan Service form with the applicant information section completed and a valid picture ID to your appointment. The Sheriff's Office will keep the original page of the form and will give you a copy. Return the copy immediately to your hiring department.

- **TB Requirements – TB Skin Test Authorization** (Form HR-9):
  The California Education Code requires that you provide proof that you are free of active tuberculosis through an examination performed within the past 60 days. If you are joining Hartnell directly from employment with another California educational institution where you had a TB test within the past four years, you may ask your former school to transfer your TB record to Hartnell. Agile Occupational Medicine in Salinas has been contracted to administer your TB Skin Test or X-ray at Hartnell's expense. If you do not reside in Salinas, and/or your work schedule does not allow you an open window of opportunity to be tested by Agile Occupational Medicine, you may have your TB test performed by one of the alternative Doctors locations listed on the back of your TB Skin Test Authorization. Complete the information on the TB Skin Test Authorization form and be sure to refer to the back of the form for important information. Your TB Skin Test Authorization letter from the Human Resources Office must be presented at the time of testing or you will be charged for the testing. Submit the results of your TB Test to your hiring department within 10 days of employment. Failure to submit your test results may result in withholding your paycheck or removal from your assignment.

FORMS FOR YOU TO COMPLETE AND RETURN

1. **Employment Eligibility Verification (Form I-9):**
   Within three (3) days of employment you must complete the I-9 form and present ORIGINAL unexpired copies of your verification documents to your hiring department for inspection and verification. On the I-9 Form, complete all of Section 1, ending with "Employee's Signature" and "Date". Choose the document(s) you will show as verification your eligibility to work in the U.S. (Review the list on the reverse side of the form—you may use either one item from list A only, or one item from list B and one from list C). Refer to Employment Eligibility Verification located on the HR website for more information. **Timesaving tip:** you already must present your social security card for W-4 payroll purposes.

2. **Employee's Withholding Allowance Certificate (Form W-4):**
   Complete all sections on the Certification section (bottom portion); Do not leave box #5 blank! (Your original social security card reflecting your current name must be presented to your hiring department to be photocopied for payroll verification of your name and Social Security Number. Bring your card with you.)

3. **Automatic Deposit Authorization (Form HR-25X):**
   This form is optional. You are responsible for contacting your bank for the exact information and format required by your bank. Currently our payroll system only allows automatic deposit to one account at one banking institution. If you choose this option, you will still receive a pay stub delineating your earnings and deductions.

4. **Retirement Questionnaire (Form HR-19):**
   Answer each yes/no question and fill in the blanks as applicable.

5. **CalPERS – Member Reciprocal Self-Certification Form** (Form PERS-CASD-801):
   Complete and submit to confirm membership.

6. **Retirement System Election Form** (Form ES0372): Complete and submit, if **applicable.**

7. **Physician Designation Form (Form HR-20):**
   Physician Designation Form (Form HR-20): This is for work related accidents or illnesses. If you DO NOT designate a doctor, you must go to a listed Medical Panel provider for your first 30 days of treatment. If you DO designate a doctor, you may go to that doctor for treatment without having to wait the 30 days. **Your name, social security number, signature and completion of the Emergency Information are required regardless of whether or not a doctor is designated.** More information regarding work injuries entitled "Basics of Workers' Compensation" is available on the HR website.

8. **Warrant(s) Recipient Designation (Form HR-17):**
   Fill in the blanks. You may also wish to amend the form so that it reads "... as the person who, after my death, **or incapacitation,** is entitled to receive..."

9. **Standards of Employment/Service Agreement (Form HR-16):**
   Read and initial all five paragraphs. A Drug Free Workplace pamphlet has been included in your packet for your reading. Your signature must be made in the presence of your department representative or Human Resources.

10. **Computer, Electronic Communication, and Network Use (**AP 3720 & BP 3720**)**:
    Complete the Computer and Network Use Agreement

INFORMATION PROVIDED FOR YOU TO REVIEW

Please read links provided on Hartnell's HR website

- **Basics of Workers' Compensation** - Referred to on *'Physician Designation Form'*
- **Drug Free Workplace Policy** - Referred to on *'Standards of Employment/Service Agreement'* Form
- **Family Medical Leave Act**
- **What You Need to Know About Your CalPERs**