

Consultant: _____ Phone Number: _____ Fresno State ID: _____
(TYPE OR PRINT NAME AS IT APPEARS ON THE SOCIAL SECURITY CARD)

Home Address: _____ City, State: _____ Zip Code: _____

Email Address: _____ Date of Birth: _____ SSN: _____

- Check all that apply: Has another position on campus Has position at other CSU campus
 New Fresno State Employee Current State of California Employee
 Former Fresno State Employee Former Fresno State Employee

COMPLETE FOR CURRENT CSU AND FRESNO STATE EMPLOYEES ONLY:

Primary CSU/Fresno State Position: Full Time Part Time Timebase: _____ Hourly

Are you currently a member of PERS or STRS? If yes, indicate Agency _____ Yes No

Will this special consultant appointment result in more than 125% employment within the CSU system? Yes No

Is this special consultant appointment outside normal CSU work hours? Yes No

If "No," please enter ETR for adjusted work schedule or Absence Management appropriate:

- Adjusted work scheduled, detail included in description.
- Appointee is taking vacation to complete this assignment.
- Academic Year Appointment.

Appointee served in a prior Special Consultant Appointment: Yes No From: _____ To: _____

This contract must be signed by the appropriate Dean or AVP and approved by the AVP of Human Resources or Faculty Affairs before any work begins. (For current CSU, Fresno State faculty, form must be sent to Faculty Affairs)

Description of Duties (must be detailed and specific):

CONDITIONS OF APPOINTMENT

The Special Consultant performs special assignments (non-bargaining unit work) of a temporary nature and appointments are approved only for the dates, daily or hourly rates, and total number of days specified in this agreement. This classification is typically used for work that meets the “**exempt**” criteria of the Fair Labor Standards Act (FLSA) unless the assignment will not meet the FLSA exempt salary threshold. Any changes in the period of employment, rate of pay, the total number of days authorized, or assignments must be submitted on a new agreement form and approved by the Office of Human Resources.

Special Consultant appointments automatically expire at the end of the period stated and do not establish consideration for subsequent appointments.

If the assignment, as described in this agreement, is not completed or is not completed in a satisfactory manner, the University reserves the right to cancel this contract or to reduce the total number of days or hours for which payment will be made.

Current CSU system employees who accept additional employment as Special Consultants are subject to the Additional Employment Policy of the California State University (HR 2002-05 and Public Contract Code 2003-21) or the applicable collective bargaining agreement, all of which limit total employment within the CSU to a maximum of 125% of full time. Work must be performed outside normal CSU work hours for employees approved for additional employment.

OATH OF ALLEGIANCE AND IRCA VERIFICATION

NEW HIRED CONSULTANTS: All consultants are required to sign an Oath of Allegiance. Under the Immigration Reform and Control Act 1986 (IRCA), all new consultants are required to complete a Form I-9 and present original documents that establish identity and employment authorization to the Human Resources Office. The documents must be presented on or before the first day of employment and must be originals. A list of acceptable I-9 documents can be found at this link: <http://www.uscis.gov/files/form/I-9.pdf>, or you may contact Staff Human Resources at 559.278.2032.

REHIRED CONSULTANTS: Rehired consultants are required to complete a new Oath of Allegiance if their original Oath of Allegiance was signed more than one year ago. Rehired consultants who have previously completed a Form I-9, may re-verify their information without presenting original documents if the consultant is rehired within three years of initial date of hire; and other eligibility requirements are met. CSU Retired annuitants who are appointed as Special Consultants are subject to CalPERS regulations which limit total employment to 960 hours (120 days) annually on a fiscal year basis. The consultant’s supervisor is responsible for monitoring the total time worked and total amount paid.

Completion of these forms, approval of this appointment, and an approved time sheet/voucher are necessary before payment can be made.

BENEFITS: Special consultants may be eligible for Worker's Compensation Insurance and Unemployment Insurance.

PAYMENT PROCESS

Special Consultants are paid on a daily or hourly rate basis. An approved Special Consultant Timesheet must be submitted to the appropriate administrator, before the campus Payroll Office can request payment from the State Controller's Office. A separate timesheet is required for each pay period (NOTE: pay periods do not always match the calendar months - Payroll calendar can be found on the [Payroll Website](#)).

TAXES: Special Consultant pay may be subject to retirement/social security/medical tax deductions which, for current CSU employees will be aggregated with regular pay for tax purposes.

Start Date: _____ Ending Date: _____

- Daily Rate:** _____ Cannot exceed daily rate in Section E99 of the Salary Schedule.
(Minimum rate \$128/day, \$1,250/day max.)

- Hourly Rate:** _____ Cannot exceed hourly rate in Section E99 of the Salary Schedule.
(Minimum rate \$16/hour, \$156.25/hour max.) **Note:** Hourly employees are considered those who earn less than \$684 per week or the equivalent of \$2,964 per month or \$35,568 per year.

Estimated number of workdays: _____

Maximum payment authorized: _____

Funding Source: _____

Department ID: _____

Dept/Division: _____

Consultant's Appropriate Administrator (print name): _____

Phone: _____

I have reviewed the above and agree to the conditions of this consulting appointment as stated on the reverse of this form. In accordance with the immigration Reform and Control Act of 1986, I understand I will be required to provide identity documents and complete an I-9 to verify my right to work in the United States.

Consultant Signature **Date**

I understand that the consultant will not begin the assignment until HR has approved. I have reviewed the special consultant procedures to ensure this appointment will be consistent with the appropriate CSU guidelines and collective bargaining agreement. I have also ensured this special consultant appointment will not put any current CSU staff over the 125% employment limit.

Manager (REQUIRED) **Date**

Dean/ AVP (REQUIRED) **Date**

Classification & Compensation Specialist (REQUIRED) **Date**

AVP for Human Resources (REQUIRED) **Date**

Background Check Questionnaire

POSITION INFORMATION

Position Title:

Department

If one or more of the key duties are marked yes, the position is required to be posted as “sensitive”. Successful candidates for “sensitive” positions will be required to complete the minimally required background check. This is comprised of: employment verification, education verification, reference check, and criminal records check.

Check all that apply	KEY DUTIES AND RESPONSIBILITIES	IN ADDITION TO THE MINIMALLY REQUIRED BACKGROUND CHECK INCLUDES:
Yes No	Will the volunteer have regular and/or direct contact with minor children at CSU-hosted clinics and recreational campus?	Sexual offender registry/Live Scan fingerprinting
Yes No	Is the employee identified as a mandated reporter of child abuse and neglect under Executive Order 1083 and California Penal Code §11165.7(a)?	Sexual offender registry/Live Scan fingerprinting
Yes No	Will the employee have authority to commit financial resources of the university through contracts greater than \$10,000	Credit Check
Yes No	Will the employee have regular access, for any purpose other than the routine solicitation and processing of credit card applications in a retail establishment, to all of the following types of information of any one person: <ul style="list-style-type: none"> • Bank or credit card account information • SSN • DOB • Regular access to cash totaling \$10,000 	Credit Check
Yes No	Will the employee be responsible for or have access to possession of building master or sub-master keys for building access?	
Yes No	Will the employee have regular, unsupervised access to controlled or hazardous substances? Examples of this are: Dispenses prescription medication, maintains drug formulary, access to drugs, access to potentially hazardous chemicals	

Check all that apply	KEY DUTIES AND RESPONSIBILITIES	IN ADDITION TO THE MINIMALLY REQUIRED BACKGROUND CHECK INCLUDES:
Yes No	<p>Will the employee have access to and responsibility for level 1 sensitive data for faculty, staff, students or alumni as defined either:</p> <p>A. An individual's first name or first initial and last name in combination with any one or more of the following data elements, when either the name or the data elements are not encrypted:</p> <ul style="list-style-type: none"> a) Social Security Number b) Driver's license or California identification card number c) Account number, credit or debit card number, in combination with any required security code, access code, or password that would permit access to an individual's financial account d) Medical information e) Health insurance information <p>B. Access to another user name or email address, in combination with a password or security question and answer that would permit access to an online account of another person.</p>	
Yes No	<p>Will the employee have control over campus business processes, either through functional roles or system security access</p>	
Yes No	<p>Responsibilities that require the employee to possess a license, degree, credential or other certification, as required by the CSU Classification Standard, in order to meet minimum job qualifications and/or to qualify for continued employment in a particular occupation or position</p>	<p>Professional licensing, certification and/or credential verification. License required by the Class Standard:</p>
Yes No	<p>Responsibility for operating commercial vehicles, machinery or equipment that could pose environmental hazards or cause injury, illness, or death</p>	<p>Motor Vehicle Records/Licensing Check</p>