Date

Employee Legal Name Employee G Number

Employee Full Address

Dear Employee Legal Name:

I am pleased to advise you that you have been appointed as a member of the University’s adjunct administrative professional staff in department at Grand Valley State University.

This is a temporary appointment, which will be effective date and is anticipated to continue through ­­­­­­­­­­­­­­­­­­­ date. We anticipate you will be working number hours per week for this number week appointment period. This equals number hours per pay period. (Hours per pay period – hours per week times weeks per appointment period/number of pays for this appointment.). Your compensation for this appointment will be $\_\_\_\_\_\_. There are no benefits associated with this appointment.

Due to the January 1, 2020 changes in the Fair Labor Standards Act, which is the law that determines which employees are exempt from overtime, in order to remain classified as exempt, you must be compensated on a salary basis of not less than $684 per week. Although you are earning less than $684 per week, you will be paid on a salaried basis, but you will be eligible for overtime when you work over 40 hours in a week. You shall not work overtime without the prior approval of your supervisor. For payroll purposes, you will need to track your time each week. Overtime will be based on hourly rate (divide the pay for this appointment by the number of weeks for this appointment, then divide the number of weeks by the number of hours per week to get the hourly rate). Please contact the Payroll Office at 616-331-2237 for more information.

You job responsibilities will include (insert position details here). This is not an exhaustive listing of your job responsibilities.

Adjunct AP cannot work more than 29 hours per week without prior permission from the Human Resources Office. Any appointment with more than a 29-hour time commitment expectation will not be entered on payroll without the Human Resources Office approval.

While the appointment to these responsibilities is anticipated for the above stated period, please understand that your employment with the University is on an at-will basis and you have the right to terminate your employment at any time, with or without notice, for any or no reason. Likewise, the University retains the same rights. Nothing in University practice or policy should be construed to entitle you to a continuing employment or employment for a specified amount of time.

This appointment is contingent upon the University’s approval of its background screening. Additionally, this appointment is subject to all applicable University policies as published on the University policies website, [www.gvsu.edu/policies](http://www.gvsu.edu/policies).

The Immigration Reform and Control Act of 1986 require new employees to present proof of identity and verification of employment eligibility by completing a Form I-9. Human Resources will send you information on this and other important employment forms.

All employees are required to register for a GVSU parking permit in order to park on campus. If you are a new employee, once your network credentials and ID # are available, you can register for your parking permit. Visit [www.gvsu.edu/parking](http://www.gvsu.edu/parking) for instructions. Please remember, all University parking lots require a permit.

I look forward to contributions you will make to our department.

Sincerely,

Dean/Appointing Officer Name Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dean/Appointing Officer Title

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

cc: Dean/Appointing Officer

Human Resources

Budget Office

Position #

FOAP