

Employer:	Banner ID # :	Date:		
	Employee Name:	Last	First	Middle
	Type of Employment:	Home Org:		

The contracting department must determine the appropriate payment method BEFORE a specific payment amount is committed to the Service provider. *In general, non-exempt classified/operational, hourly and student employees must be paid for additional services as an additional job or overtime and will not be paid using a professional service agreement without first consulting with Human Resources (see back for exceptions). The PSA is for one time payments, not repeating payments. Please refer to the guidelines on the reverse side of this form to ensure the proper payment process.*

Index	Account	Percent

DESCRIPTION OF SERVICE (Must Be Completed and include number of hours worked)				
Work/Duties Performed		Number of Hours to Complete Assignment:		
Begin Date	End Date	Requested Check Date	Budget Org	Amount of Payment

PAYMENT FOLLOWS DELIVERY OF SERVICE. PSA payments are considered supplemental income to the employee's primary job and are subject to the following taxes: Federal (22%), State (5.75%), and Social Security (7.65%). The university will report earnings as required by the Internal Revenue Service.

APPROVALS		
_____	_____	_____
Departmental Approval	Phone/Ext. Number	Date
<p>All Professional Service Agreements <u>must</u> have budget office approval. The approval of the Provost is required for professional/professional faculty/instructional faculty employees.</p>		
1. _____	_____	_____
Dean/VP Approval	Phone/Ext. Number	Date
2. _____	_____	_____
Provost	Phone/Ext. Number	Date
3. _____	_____	_____
Budget Approval	Phone/Ext. Number	Date

HUMAN RESOURCES USE ONLY		
_____	_____	
Human Resources Review	Date	
I-9 completed date:	I9 verified date & initials:	Banner:

**PAYMENT GUIDELINES TO BE UTILIZED FOR SERVICES RENDERED OUTSIDE OF
PRIMARY/CONTRACT POSITION ASSIGNMENT**

A Professional Service Agreement (PSA) is a contract between William & Mary (W&M) or some unit thereof, and an individual or group for services to be performed for W&M. A PSA authorizes payment for professional services. Using the information below, **the contracting department must determine the appropriate payment method BEFORE a specific payment amount is committed to the service provider.**

1. For an individual not employed by W&M who has provided services to the University as an independent contractor (see definitions below) payment for services rendered should be submitted as an invoice to initiate payment. Please call Accounts Payable at 1-2840 or 1-2836 with any questions.
2. Human Resources reviews PSAs prior to processing.

In general, classified, university, hourly and student employees may not be paid using a Professional Service Agreement. In most cases, they are performing additional duties as an employee and must be paid as an additional job or through overtime. There are limited exceptions (some are shown below) under which classified, university or hourly employees may be paid using a Professional Service Agreement; **any other exceptions must be discussed with Human Resources prior to contracting for the service with the employee:**

- ❖ An Employee who serves as a pianist, violinist or other accompanist for a single event;
- ❖ An employee who paints a portrait or creates a sculpture for a department's use;
- ❖ Scorekeepers, focus group participants, research-study participants;

Examples:

Situation	Examples	How to Pay
A non-W&M person provides services as an independent contractor (i.e., the work is controlled only in regard to the results and not the means of achieving them).	<ul style="list-style-type: none"> - A person types a manuscript <u>using his/her own equipment, time and workplace</u> and whose responsibility to W&M is the product itself. - A person delivers a single lecture, or a week long workshop. 	Complete an invoice to initiate payment for services. Contact Accounts Payable at 1-2840 or 1-2836 for assistance.
A non-W&M person provides service as an employee (i.e., the work is controlled in regard to the results and the means of achieving them).	<ul style="list-style-type: none"> - A person types a manuscript in the workplace using W&M equipment and whose responsibility to W&M is the process used and product. - A person, not otherwise employed by W&M, teaches a class during a semester. 	Set-up as an employee paid hourly or as adjunct faculty member.
A current classified, university or hourly employee performs duties similar to those in his/her primary position or duties for which he/she is directed regarding the results and details of the work.	<ul style="list-style-type: none"> - A person is paid to provide clerical support, such as data entry or typing of a manuscript. - A person is paid to complete a project or help with work overload. - A person teaches a for-credit class, with responsibility for grading students, for all or most of a term. - A person teaches a non-credit course on an extended or repeated (several times a year) basis. 	Set-up as additional job. Determine appropriate classification and pay rate and complete a PAF to pay the employee for the additional work hours, or create a new position. Contact Human Resources for assistance in creating a new job or a PAF. Please note that the provisions of the FLSA must be followed regarding overtime.
A faculty member performs work outside of his/her normal assigned duties.	<ul style="list-style-type: none"> - A faculty member teaches a continuing education class. - A faculty member serves as a consultant on another faculty member's grant. 	Use Professional Service Agreement.

Definitions:

Employee – A person is considered an employee when the “employer” has the right to control and direct the individual regarding the result of the work to be accomplished and the details of work. If an employer/employee relationship exists, the person performing the work should be set up in a job.

Independent Contractor – A person is considered an Independent Contractor when the work is controlled only in regard to the results, and not the means of achieving them. If the person meets the definition of an independent contractor, an invoice is the appropriate method of payment.