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# Employment Checklist USPS Positions

<b>Candidate Name:</b>		<b>Candidate Email:</b>	
<b>Job Opening ID:</b>	<b>Position #:</b>	<b>Title:</b>	
<b>Supervisor:</b>		<b>Budget:</b>	<b>Hours per week:</b>

- \_\_\_ 1. Create job opening in OMNI (refer to [job aid](#) & [posting checklist](#))
- \_\_\_ 2. Have applications screened & routed by your [HR Recruiter](#) (must be done before applicants are called for interviews)
  - \_\_\_ a. Your Recruiter will notify you if there are any applicants who must be interviewed and given preference based on [Veterans' Preference](#)
  - \_\_\_ b. If position is classified under a [Collective Bargaining Unit](#), your Recruiter will notify you if there are any internals who must be interviewed
- \_\_\_ 3. Contact candidates to schedule interviews
- \_\_\_ 4. Conduct interviews with candidates (refer to [Staff Search Training](#)), and ensure required number of interviews have taken place (refer to [Screening & Routing email](#))
- \_\_\_ 5. Create interview evaluations in OMNI (refer to [job aid](#))
- \_\_\_ 6. Identify applicant dispositions and record information in OMNI (refer to [Applicant Disposition Matrix](#) & [job aid](#))
- \_\_\_ 7. Identify top candidate, discuss salary requirements, review [Confirming a Top Candidate's Qualifications](#) protocol, and complete the following before entering OMNI job offer:
  - \_\_\_ a. Ensure there are no conflicts with HR Policy 4-OP-C-7-L, [Employment of Relatives \(Nepotism\)](#). (If candidate has a relative employed at FSU, the Employment of Relatives request will electronically route for review in the Smart Onboarding portal.)
  - \_\_\_ b. Complete 3 pre-employment references using [Employer Reference Check form](#)
  - \_\_\_ c. Conduct education verification
  - \_\_\_ d. Collect and verify any licensure/certificates required by position, if applicable
  - \_\_\_ e. If current or former employee, review employee file (contact HR Employee Labor Relations-Records) Empl ID: \_\_\_\_\_
  - \_\_\_ f. Verify salary to be offered meets FSU guidelines. Refer to [Compensation Matrix](#); complete [Salary Analysis Request](#) and [Salary/Appointment Explanation Form](#), if required.
- \_\_\_ 8. Complete Pre-Employment Check in OMNI on selected candidate (refer to [job aid](#))
- \_\_\_ 9. Discuss anticipated start date (**2-3 weeks out**), job details, and next steps with candidate. (Refer to [payroll calendar](#). Be mindful of time required to complete background check & Smart Onboarding process.)
- \_\_\_ 10. Create OMNI job offer, attaching endorsed Salary/Appointment Explanation Form if required (refer to [job aid](#))
- \_\_\_ 11. Candidate to complete their Smart Onboarding steps:  
**Background check must be completed before department extends offer letter and candidate starts work.** Background Check Approval Date: \_\_\_\_\_.
- \_\_\_ 12. If applicable, department to review and approve Smart Onboarding workflow at their level for:
  - \_\_\_ a. Outside Employment
  - \_\_\_ b. Dual Compensation
  - \_\_\_ c. Employment of Relatives (Nepotism)
  - \_\_\_ d. Leave Transfer
- \_\_\_ 13. Department to upload Supplemental Documents in Smart Onboarding > My Tasks (use [Appointment Papers Matrix](#) as a guide):
  - \_\_\_ a. [USPS Offer Letter](#) or [USPS Time-Limited Offer Letter](#) (if funded by soft money or is time-limited)
  - \_\_\_ b. Copy of signed Social Security card and notarized [Loyalty Oath](#), if not already uploaded by candidate (only required for Original Smart Onboarding invitations)
  - \_\_\_ c. Copy of diploma/transcripts, if applicable
  - \_\_\_ d. Copy of licensure/certificate(s) and verification, if applicable
  - \_\_\_ e. If non-US Citizen, applicable documentation (refer to link below)
- \_\_\_ 14. If new hire complete [I-9 process](#), or if current employee & changing departments, transfer I-9 to new department. Mark I-9 as complete in Smart Onboarding > My Tasks
- \_\_\_ 15. Within 14 days of formal job offer, notify applicants that position has been filled. Refer to [sample regret notification](#)
- \_\_\_ 16. Employee to complete New Employee Orientation (NEO) on the [New Employee webpage](#) and submit the Certification of Completion Form within 30 days of hire.

**Resources:**

HR Website: [www.hr.fsu.edu](http://www.hr.fsu.edu)

Filling a USPS or A&P Vacancy: [https://hr.fsu.edu/?page=ers/ers\\_filling\\_apusps\\_position](https://hr.fsu.edu/?page=ers/ers_filling_apusps_position)

Smart Onboarding Website: <http://hr.fsu.edu/smartonboarding/>

Non-US Citizen Employees: [https://hr.fsu.edu/?page=edm/international/international\\_home](https://hr.fsu.edu/?page=edm/international/international_home)

**NOTE:** Departments are required to keep all documentation of the selection process on file for 4 years (5 years if hiring foreign national). Refer to policy [here](#).