

**VPFASRG Meeting**  
Minutes  
September 21, 2016  
Miller Learning Center Room 350  
2:00PM

Meeting was called to order by Debi Chandler

**Members in attendance:** Rachel Bartlett, Randolph Carter, Teresa Cash, Debi Chandler, Michael Hale, Stuart Hammond, Savannah Hembree, Roswell Lawrence, Zachary Morris, Courtney Murphy, Charlton Scott, Elizabeth Screws, Andrea Thompson, Willie Thornton, Taylor West (replacing Roswell Lawrence) Evelyn Wilhite

**Members not in attendance:** Brent Canup, Ashley Maxwell, Luke Powell, David Ragland

**Total members present:** 16 out of 19 active members (16 out of 43 possible representatives)

Roll Call, quorum was present.

Guests present: Chad Wicker and Stuart Ivy

- **Guest Speakers:** Juan Jarrett, AVP for Human Resources  
Travis Jackson, Director of Benefits

**Travis Jackson** addressed the group first and spoke on open enrollment starting October 31, 2016, and running through November 11, 2016. He made mention of changes in a hospital indemnity plan and cash basis plan similar to AFLAC.

Health Savings Accounts deductibles are increasing by \$500 for an individual and \$1000 for a family In-Network with the coinsurance remaining at 80%. Out of Network deductibles are increasing from \$3000 to \$4000 for individual and \$6000 to \$8000 for family. USG will continue to match HSA deposit up to \$750 annually.

HMO hospital ER visit increases by \$50. HMO specialty doctors increase by \$10. The HMO family plan has the highest increase of close to 8.4%.

Vision benefits and prices stay the same, while Dental increases slightly at about 1.7%.

Re-enroll for flex spending account. Tobacco affidavit stays the same.

UGA is on the USG platform of benefits. UGA is a group plan, therefore, the rise of insurance costs are based on usage of insurance by UGA. Insurance cards should be sent on a timely basis, but if insurance card is not received, HR can print a copy of the card if necessary.

Other insurance plans are being explored for instance, pet, auto and long term policies.

If no insurance changes need to be made, simply do nothing during open enrollment.

Shared leave update – To be included in shared leave, an employee must have a minimum of 48 hours sick leave or more. 8 hours or more, up to 80, can be donated depending on how many hours an employee wants to donate but still leave the employee with 40 hours of their own sick leave. An employee cannot receive shared leave if the employee did not make a donation to sick leave. This must be done during open enrollment and begins on January 1, 2017, at which time all other forms of shared leave will be eliminated.

**Juan Jarrett** spoke on the news changes to be expected with the soon to be implemented Federal Labor Standards Act. UGA will start this in November, 2016. To be exempt, an employee must make a minimum of \$913/week. There are some other criteria involved to remain in an exempt status outside of income. There are approximately 2900 UGA employees that will not be exempt and will, therefore, be moving to bi-weekly pay. The Feds did not set the bi-weekly pay scale, but the state of Georgia requires no less than two paydays per month. Any work over 40 hours in one week will be paid overtime at time and a half. GA Department of Labor wants overtime paid in a timely manner. A semi-monthly pay is not an option at UGA. 3400 staffers are already on bi-weekly pay and the transition of adding 2900 to that is the easiest transition for UGA HR. The act was not passed in time enough to implement the change in September, 2016.

Most of the employees at UGA are in Administrative positions, meaning only a few of them will be exempt based on their duties and/or income. Executive and professional positions are mostly exempt and may include positions such as: president, vice-president, dean, doctors, licensed architects, certified public accountants, etc. with specific degrees or measures of degrees like master's or doctorates.

A "cash-out" program will be offered on leave time. A non-exempt employee may request up to 56 hours of leave time be added to their paycheck as long as they have the hours requested already available to them. However, the percent of taxation on this is substantially higher than a normal paycheck. This can be done anytime from November, 2016, through June, 2017. It cannot be taken out of sick leave.

Twenty-one states, including Georgia, have filed a federal law suit to stop or delay this transition. Unless a federal judge issues an injunction, it will not stop.

Waving parking fees is not an option for multiple reasons.

Comp time does not have to go away. It is a departmental choice but if it is granted, it is time and a half as is actual overtime pay. Departmental managers, etc, will need to figure out how to better manage the time of their employees and their assigned jobs. Overtime is considered any time over 40 hours in one work week. Flex schedule is an option to departments as well, in lieu of overtime pay.

Unfinished Business: Currently, there are three at-large Executive Committee positions open. The positions will need to be filled by the Chair.

Assignments need to be made to the committees.

Committee Reports:

- Communication - Send any reports via email this month
- Human Resources – Send any reports via email this month
- Health and Safety – Send any reports via email this month

Approval of minutes for August.

The next VPFASRG meeting is on October 19, 2016, at 2 PM in MLC Room 350. Guest speaker will be: Michael Lewis, Chair of Staff Council, IT Professional, Department of Geology, UGA.

The next VPFASRG Executive meeting will be October 11, 2016, at 3:30 PM, via phone conference.

Meeting adjourned at 3:05 PM.

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