

Staff Council Group

Minutes from November 14, 2018, located at Miller Learning Center in Room 277

**Guest Speaker – Juan Jarrett**

**One USG Connect HCM Implementation begins 12/16/18**

Important Key changes –

- Work week will be Sunday to Saturday
- One bi-weekly payroll for all bi-weekly pay are all on the same date beginning 1/4/18
- Monthly P/R date will be the last business day of the month starting 12/31/18
- Reports to Structure – P/R will be in system not with UGA. All universities are in the system except for two and will be by the end of 2019
- Time (attendance) and Labor will have new time clocks – KABA
- Absence management will record all requested leave time and use of accrued leave

**Comprehensive Administrative Review aka CAR** is a review of all administrative functions and more detailed information can be found on the One USG website.

What is the most effective way to determine if the best processes are being utilized? If they are not, what can be done to change them?

There is some valid concerns that some jobs could be changed or eliminated. Those whose jobs may be discontinued will be offered another position within the system.

Other campuses have made their results, analysis and recommendations available to the public.

Nothing will happen on UGA campus until all processes, reviews, etc. are finished.

**UGA Staff Salary Administration Plan and Guidelines**

- Compensation Consultant KFHG will submit their report and recommendations
- Reports and recommendations will be accepted by Executive Sponsors
- There will be job reclassifications
- 12/16/18 marks the end of UGA's use of job classifications **BUT** will keep official titles for campus use

**USG Job Codes B-Cats**

- 12/16/18, classifications will be replaced with job codes
- Employees will see these codes in One USG Connect
- No changes in FISA exemption status, duties or responsibilities, reporting relationships, or in pay. This eliminates levels and may or may not eliminate job hopping.

**One USG Retirement Plan Consolidation**

- Workshops will be held in January and February of 2019 to explain changes

**No Chair Report, no New Business, and no Committee Reports due to time constraints.**

**Minutes were approved for October 2018.**

**Next scheduled meeting is 1/23/19 at 2 pm in the Miller Learning Center, Room 268.**