



UNIVERSITY OF GEORGIA

Staff Council

Making a great place to work even better!

December 7, 2016

Miller Learning Center 207

2:30PM

The meeting was called to order at 2:30 pm by Staff Council Chair, Michael Lewis.

Roll Call

Members in attendance: Christine Ahern, Chris Allinger, Devin Arnold, Jason Bedgood, Teri Berryman, Kaelin Broaddus, Debi Chandler, Kelly Cona, Shauna Corsaro (via sub), Anjali Dougherty, Melinda Eades, Kat Farlowe, Elmer Gray, Michele Griffin, Savannah Hembree, Stefani Hilley, Pattie Holly, Melissa Jackson, Kevin James, Jenna Jones (via sub), Michael Kanning, Brenda Keen, Laura Kelley, Kristin Lawrence, Michael Lewis, Lisa Lowe, Nichole Lunceford, Marie Mize, Mary Moore, Maggie O'Brien, Maureen O'Brien, Michelle Parkos, Laquita Phillips, Laura Rhicard, Kyla Sterling, Carly Surratt, Willie Thornton, Jason Tiller, Kristi Wall, Shialoh Wilson

Members absent: Victoria Cooper, Stuart Ivy, Roswell Lawrence

A quorum was present.

Minutes: Michael asked for a motion to approve the November minutes. They were approved unanimously.

Staff Council Committee Reports

Communications and Health & Safety committees reported that they had not met since their last reports.

University Council Committee Reports

Human Resources and Student Life committees reported that they had not met since their last reports.

Anjali Dougherty sent in this report for the Strategic Planning committee on November 28:

**Strategic Planning Committee of the University Council
Summary of 11/28/16 Meeting**

Ryan Nesbit, VP for Finance and Administration was invited to give the committee an overview of the university budget.

The presentation mainly included a high-level overview of the FY 2016 Budget and how the university had to overcome the initial deficit that it was presented with. FY 2016 only saw a minimal increase in revenue from tuition and due to a decrease in graduate credit hours between FY 2014 and FY 2015; the formula funded state funding was reduced for FY 2016. However, there has been a positive growth in graduate credit hours from FY 15 to FY 17, so there is an expectation that formula funding from the state will increase for FY 2018.

Addressing salary compression remains a top priority for the university administration. A recent study was performed comparing UGA faculty salaries to other SREB institutions and looking at the change in salaries between 2001 and 2016. Professor salary rankings dropped from 4th to 9th in among the institutions reviewed between 2001 and 2016 and Associate Professor salaries dropped from 7th to 8th during the same period. Staff salary charts were not presented but we were told that they are harder to benchmark given the variances between staff classes between institutions. UGA did however look at certain staff classes that were comparable and determined that academic advisors, IT professionals, and accountants ranked next to last and research professionals ranked last among SREB schools. This information has been shared with the USG BOR. Part of the reason that UGA is so far behind is that no other SREB school had a 5 year raise-freeze.

Start-up funding for faculty was also discussed. There are several scientific faculty lines that are unfilled as the university does not have adequate start-up funding to recruit faculty to those positions.

Chair's Report

Michael shared that he attended a meeting of the Administrative Systems Advisory Committee. The committee's work of late is primarily concerned with the OneSource project which encompasses a complete replacement of finance and human resources systems, and thus affects every employee. They just got their first development server installed and are beginning to load and configure the software. They need people from all over campus to help advise, test, and train coworkers on the new system. Volunteers are needed. Contact onesource@uga.edu or visit onesource.uga.edu for more information.

ASAC is also concerned with data governance and standardization. Data stewards are being contacted. If you are a data steward and have not been contacted, please reach out to them via Sharon Logan.

Paul Klute gave a presentation on data visualization changes coming soon from the Office of Institutional Research. The Fact Book will be going to an electronic only publication, as will the FACTS system. Data will be presented in a graphical fashion, with interactive filters and selections available to the user. This is a considerable shift from the flat tables now published that should enable many more decisions to be based on the data.

Guest Speaker

Juan Jarrett, Associate VP and Director of UGA's Human Resources visited Staff Council again to discuss the recent preliminary injunction issued against the new FLSA overtime regulations by a U.S. District Court Judge in Texas.

Juan said that he is not going to speculate what the outcome of this injunction will be. He clarified that the injunction does not invalidate the authority of the Department of Labor, and that the motive behind the injunction was the judge's belief that employers would dodge the minimum salary requirements by removing exempt duties from employees job description, but then still require them to perform exempt duties. The Department of Labor has appealed the decision, but it uncertain how long the process may take, or how it will be affected by the new Presidential administration taking office on January 20.

As he stated in his November 30 email on Archnews, Juan added that until he hears otherwise from the University System of Georgia or the Board of Regents, all FLSA changes that went into effect December 1 will remain in place. Juan then opened the floor for questions.

Kristi Wall said he heard a rumor that new nonexempt employees no longer have the option of choosing TRS or ORP for their retirement plan. All non-exempt employees will be assigned to the TRS plan. Juan confirmed that was correct. However, no employee moved from exempt to nonexempt status as of December 1 will have their retirement plan changed. All previously made retirement decisions are considered non-revocable. He added that historically, ORP has always been offered exclusively to exempt employees.

Juan then added that there is a chance that once the new USG OneSource payroll system is in place in 2018, all USG employees will likely be paid bi-weekly, on the same schedule.

Kevin James asked if the new system would still keep Kronos as the timekeeping software. Kevin considers Kronos to be primitive because it can't recognize ¼ hours. Juan told Kevin that a different timekeeping system is being discussed for the future, but no decisions have been made yet. Juan added that he will immediately look into the ¼ hour issue in Kronos.

Marie Mize asked Juan to further explain item 3 from his November 30th email:

3. Working with UGA units, University Human Resources will be analyzing staff positions that were converted to non-exempt due to the salary test under the new regulations and will identify any positions that should now be moved back to exempt status.

Juan explained that if the final decision on the new FLSA rules reduces the imposed minimum salary for exempt employees, then UGA will identify those employees whose status changed solely on their salary, and will return them to exempt status.

Maggie O'Brien asked how supplemental pay for nonexempt employees affects overtime. Juan said that supplemental pay should not be used to pay overtime, that it should be added to an employee's base salary to compute overtime. Supplemental pay does not replace overtime.

Laura Kelley asked if it mattered whether the supplemental pay came from a grant or fund. Juan said it did not.

Kat Farlowe asked if it was possible for an exempt employee to not have staff that they supervised. Juan said it was possible. An example would be an employee who single-handedly manages a project or event, using vendors, and who makes business decisions.

Jason Tiller asked if there was one comprehensive list of all UGA employees or positions who changed from exempt to nonexempt. Juan said such a list does not exist but he would have his staff create one and post it to the FLSA website.

Laura Kelley asked about flex schedules for departments that need to use them. Juan said to contact him and Sige Burden in HR so they can meet with the department head and help resolve any issues around flex schedules.

As Juan rushed off to another meeting, Michael thanked him and his team for all the work it took to get the FLSA changes done on time for a clean payroll. And, for coming to talk with us.

Old Business

There was no old business.

New Business

Michael introduced a topic he strongly endorses, Improving Administrative Communication, proposed by the SVAAP SRG. He had asked reps to come prepared with how the FLSA communication did or did not work for them, but because lack of adequate time, the floor was opened to general discussion, and a lively one ensued.

Most of the discussion was about who was ultimately responsible for the poorly communicated and executed FLSA rollout: top administrators? Department heads? There were arguments and examples for both cases. There was mention that the FLSA Workgroup was not representative of all groups on campus. Michael shared that while serving on the FLSA Implementation Steering Committee he learned that UGA's HR department does not possess information on who supervises who, making it impossible for HR to directly contact the supervisor of affected employees, and that impeded clear communication.

Mary Moore asked Michael if he thought the FLSA Workgroup and Implementation Steering Committee would be interested in doing a post-mortem. Michael said no.

Michelle Griffin said that UGA knew FLSA changes were coming a year before they were to be implemented. They had plenty of time to prepare.

Guest Steve Gibson pointed out that UGA needs to improve communication like this before the rollout of OneSource. Everyone agreed.

Another guest asked about the FLSA survey that was forwarded on the Staff Listserv: Where did it come from? How was the information gathered from the survey going to be used? Michael said he didn't know. Brenda Keen shared that she'd heard the survey came from a union organization and Kaelin Broaddus confirmed that it was from the Communication Workers of America out of Atlanta.

Debi Chandler asked for an update on Stuart Ivy, who is recuperating from a stroke and making slow but steady progress.

Brenda Keen announced there was an email motion to vote on Deb Chasteen's appeal to be reinstated to the Staff Listserv. The motion was seconded and 21 members voted. Deb was reinstated.

Michael informally adjourned the meeting at 3:48.

Next Staff Council Executive Committee meeting 3:30 pm Tuesday, January 3, 2017, Conner Hall, Room 103.

Next Staff Council Meeting 2:30 pm Wednesday, January 11, MLC Room 267.