

February 1, 2021

HRAC Highlights

Welcome new members: Pat Harris and Roy Fuller, Faculty Reps, and Muriel Harris, CODRE Rep.

Faculty and Staff Compensation & Total Rewards RFP: We have finalists, so we will have one chosen soon. Job descriptions need to be to LFOs by March 1 with updated job descriptions for everyone. No reclasses will be done during the study, so the Comp Company can have the complete information as of the date the JDFs are given to them. Compensation has received several requests for reclasses which is fine. We want the information to be up to date. We hope to see from this study clean career ladders. The study should last about 18 months.

Unemployment: As of January 1 there are no employees on furlough.

EPSLA: On March 6, 2020, 80 hours of additional sick leave was added to full time employees' totals. Emergency sick leave ended December 31, but all hours not used will remain on their totals.

Performance Evaluations: These are due March 15. Every Wednesday through the deadline, HR Talk will continue training on Performance Evaluations. Emails will be accepted for the signature.

ERP (Enterprise Resource Program): Our current PS system is outdated and no longer supported. IT is working on the contract for our new system. It will replace PS in all things HR such as payroll, system of record, data and will have electronic evaluations and self-service. To help explain the vast difference between the two systems – currently it takes about 45 minutes to apply for a job and only one document can be uploaded. In the new system it will take about seven minutes to apply and it will auto populate. HR is very excited about what this new system can do.

CARA and Strategic Plan Intersection: HR and the CARA initiative are working with many departments and committees.

Align Leave Accrual for Exempt and Non-exempt: This has been delayed until January 1, 2022.

Staff will be given 30 days' notice before the temporary telecommuting policy is lifted. The Telecommuting Policy will then take immediate effect.