Code changes for employees

BSAG
USG Job Codes (B-CATS)

• Today we have three Job Codes/Titles

1. Working Titles
2. USG Job Code (Used for USG reporting)
3. UGA Job Classifications (ex. Student Affairs Prof IV)
USG Job Codes (B-CATS)

• We will fully adopt USG Job Codes on December 16th
  • Established in 2002, used by other USG institutions

• Coded by Job Category and other descriptors
  • Examples:
    • 410X00 = Student Services Professional (Exempt)
    • 657X00 = Student Services Paraprofessional/Professional (non-exempt)

• Job Codes are broader than our UGA Job Classifications
  • Approximately 300 Job Codes based on converted data

• Code used in OneUSG Connect and UGAJobs
USG Job Codes (B-CATS)

• We will discontinue use of the UGA Job Classifications
  • Ex: Student Affairs Prof IV and Student Affairs Specialist IV

• All current employees will see a change from Job Classification to Job Code

• We will retain all current Working Titles – these may have been specialized like “OneSource Change Lead”, if not, reflects current Classification.

• No FLSA changes will be made as a apart of the change

• New Job Codes will be used on Postings starting Dec 16th
OneUSG Connect Snap Shot

Company Directory Org Chart

Holley Schramski
Chief Accounting...
11 directs

Katherine McCarty
Assoc/Asst Dir Div/...
4 Directs

Lisa Mccleary
Dir Div / Dept AD
4 Directs

Michael Silvers
Information Techni...
7 Directs

Sarah Fraker
Dir SubDiv/Unit AD
3 Directs

USG Job Code
USG Job Codes (B-CATS)

Non-Exempt
- Student Services/Professional
  - Student Affairs Prof I
  - Student Affairs Prof II
  - Student Affairs Prof III
  - Student Affairs Specialist I
  - Student Affairs Specialist II
  - Student Affairs Specialist III

Exempt
- Student Services Professional
  - Student Affairs Prof IV
  - Student Affairs Specialist IV
USG Job Codes (B-CATS)

Impact:
NO CHANGES to salary or pay rates
Faculty Job codes already broad, no changes

Beginning Dec 16th:
• Employees will see these codes in OneUSG Connect
• Job classifications in UGAJobs will be replaced with Job Codes

• Working Titles will remain in UGAJobs
• Working Titles will flow into OneUSGConnect
USG Job Codes (B-CATS)

Benefits:

• Broad Job Code Pay Ranges
  • Give us more flexibility in compensation, allows movement within Job Code

• More Consistent Classification of Positions
  • Less re-classifications; less specialized classifications
  • Hiring – Allows applicants across the spectrum. Hire the individual you want without re-classifying the job.

• Allows for responses to changes in environment

• Employee
  • Career development using competency bands
  • Employees at top of current job classification tier could have bandwidth to grow in new job code.
USG Job Codes (B-CATS)

Compensation Changes

• Pay Grades are being expanded into pay bands
• All positions will be slotted into new bands
• Pay will not be reduced as a result of moving to bands
• Job responsibilities and reporting relationships remain the same
• Promotions and professional growth are redefined
USG Job Codes (B-CATS)

How to Learn More:

Thursday, 1:30-2:30  10/11/18
Change Champions / Project Coordinators Meeting

• Bring your HR folks to the table
• Details on moving forward
Contact Us

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