



Code changes for employees

BSAG



OneSource
UNIVERSITY OF GEORGIA

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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

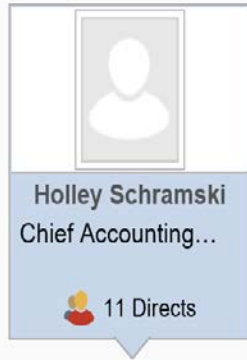


USG Job Codes (B-CATS)

- 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 Techn...

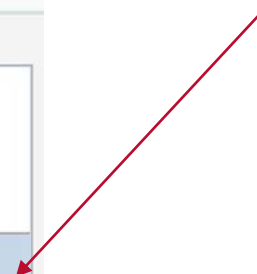
7 Directs



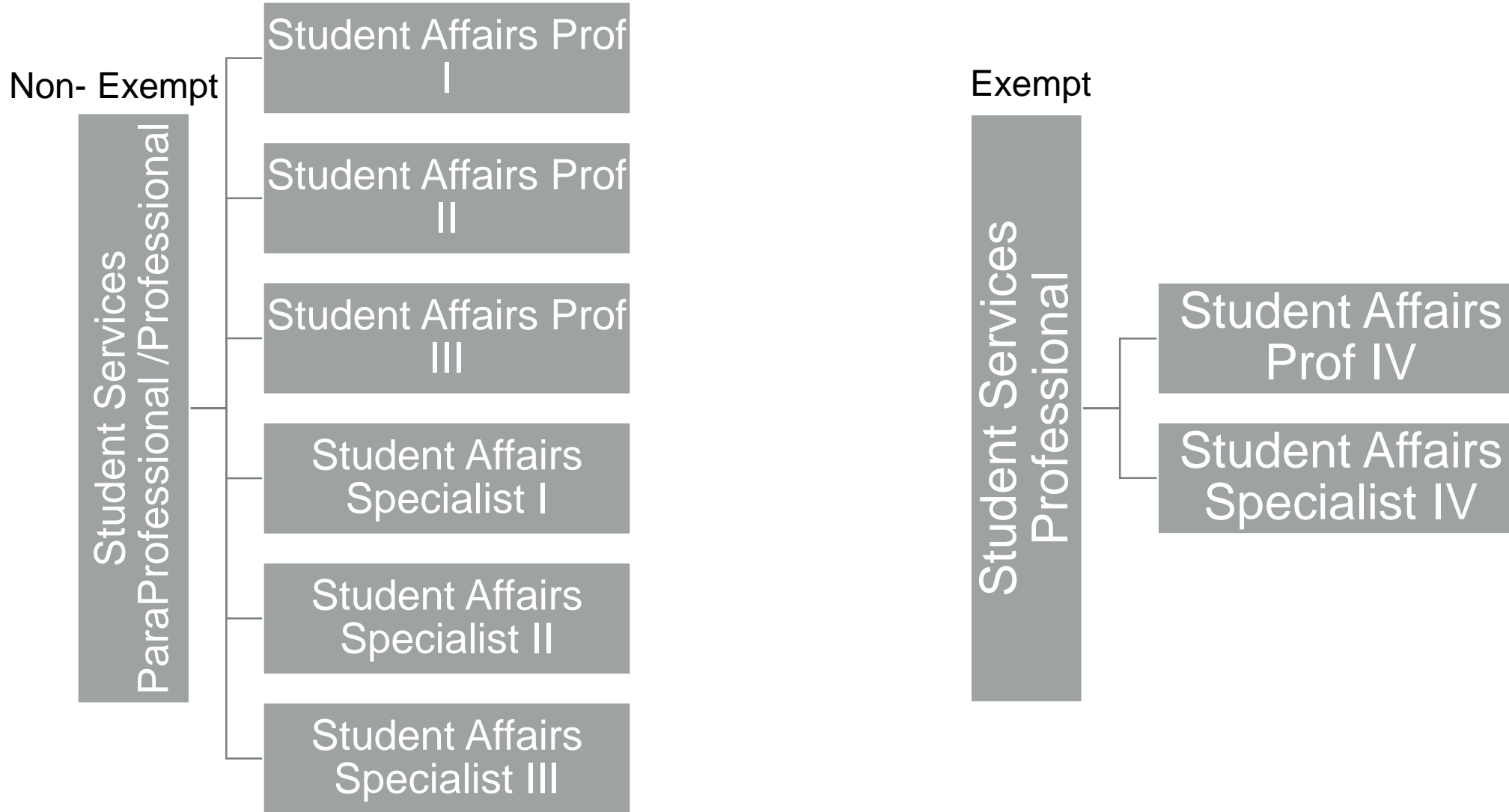
Sarah Fraker
Dir SubDiv/Unit AD

3 Directs

USG Job Code



USG Job Codes (B-CATS)





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

Project Information
onesource.uga.edu

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706-542-0202

The screenshot shows the OneSource website header with the University of Georgia logo and a search bar. Below the header, there is a main content area with a 'Training: May - June 2018' announcement. To the right of this announcement is a 'Training Information' box with the dates 'May - June 2018' and contact information. Below the main content area is a grid of six service categories: UGA Budget Management System, UGA Financial Management System, OneUSG Connect System, Data Analysis and Reporting, Resources, and Help. To the right of this grid is a 'Highlights' section with a list of recent events and updates.

UNIVERSITY OF GEORGIA

OneSource

Training: May - June 2018

Registration is now open and available for May - June 2018 training courses.
[Learn more](#)

Training Information
May - June 2018
For more information, contact onesource@uga.edu

UGA Budget Management System **UGA Financial Management System** **OneUSG Connect System**

Data Analysis and Reporting **Resources** **Help**

Highlights

- UGA Budget Management System
- HCM Business Process Review and Forum: April 30, May 1, and May 3
- Monthly Status Call - May 17
- Readiness Kit
- Spring 2018 Key Messages
- Learn about who is your Change Champion Project Coordinator