

# Compensation Working Group

## Meeting Minutes

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Date: September 7, 2023

Time: 2 – 3 p.m.

Microsoft Teams Meeting

Welcome & Roll Call

### Meeting Recurrence

- Compensation Working Group will be meeting once every 2 months on 2<sup>nd</sup> Wednesday of the month from 2 to 3 pm

### Compensation Pay Ranges for all grades have been updated effective 9/1/2023

- Due to the Pay Plan not been raised since implementation and the market price of jobs increasing, the maximum of the paygrades have been increased by 10%.

### Market data from CompAnalyst into Workday – Update

- Workday has deprecated the functionality of Compensation Benchmarking and hence the option of bringing market data from CompAnalyst into Workday is no longer possible. Workday Services Compensation team will continue to research any updates on new functionality that would make this possible and report back as needed.

### New Allowance Plans

- New allowance plans are now available to use:
  - Study Abroad
  - Administrative Stipend – Additional
  - Teaching in Excess – Prorated

### Validation to restrict usage of “Teaching in Excess – Prorated”

- TAMU requested a validation to request to usage of Teaching in Excess – Prorated allowance
- Any other members who are also interested can be added to the validation

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### **New Work Periods**

- Received a request to create two new work periods to cover academic year
  - 5/16 – 5/31 period (Maymester)
  - 1/1 – 1/15 period (Wintermester)
- These two new work periods should be used as an additional job so it does not impact benefit eligibility on the primary job

### **FLSA Threshold**

- There is a validation to check for FLSA threshold during compensation changes. It is currently set at 23,660.04 (1,971.67 per month)
- This will be updated to \$35,568 (\$2,964 per month).
- To be completed by end of this month

### **New Graduate Assistant Research Allowance**

- TAMU requested the new allowance which will not prorate based on FTE or based on the working days
- This new allowance will be used for graduates on a split appointment (GAR/GAT). They are paid incorrectly due to proration issue
  - Example: (750 vs 749.25) for 16.65% FTE
- Testing is currently under progress. To be completed by end of this month

### **New Generic Compensation Statement**

- Workday Services compensation team will be working on creating a generic compensation statement that can be used outside of 9/1/2023 merit process
- This would be useful in scenarios like market adjustment and across the board increases

### **New Feature of Document Generation step**

- Workday has released a new feature of including compensation statement generation step within the business process
- This will enable us to generate the compensation statement to the employee's inbox for each request compensation change business process
- This can be used as an opt-in step and for specific employee types/compensation changes

## Journey Conference

- The virtual conference will be held on **November 15 and 16, 2023**.
- Several Workday sessions are available including Best Practices for Compensation