

Compensation Working Group

Meeting Agenda

Date: March 13, 2024

Time: 2 – 3 p.m.

Microsoft Teams Meeting

Welcome & Roll Call

New Benefits & Pay Hub – Sri Kamarthi

- New self- service application available to employees
- Has a compensation section that allows the employee to view their Total Rewards, Compensation History, and Compensation Summary

-No questions or comments

Comp at 0 for Faculty Additional Jobs – Sri Kamarthi (Will move forward to HCM Advisory Council)

- TAMU requested the ability to have compensation at 0 for Faculty Additional Jobs
- **This removes the need for ending the job after the semester and also prevents any overpayments** if the employee does not return to the job for next year
- Process in Workday
 - When a new additional job will be added, compensation will still be required
 - Compensation can be removed using the Request Compensation Change business process after the semester has ended

Q. Do you support adding the functionality to remove comp for Faculty Additional jobs ?

A. Undisputable vote of Yes across the board

Share One-Time Payments Report with HR Contact – Sri Kamarthi - (Will move this forward to the HCM advisory council)

- Currently report is shared with HR Partner, Compensation Partner, Payroll Partner
- Department level HR Contacts need access to view one-time payments including emoluments
- HR Contacts already have access to view one-time payments from worker profile

Q. Any Concerns with granting access to HR Contact role for One-Time Payments Report?

A. No questions, concerns, or comments.

Default compensation on Position Restrictions – Sri Kamarthi

- Departments are decreasing compensation on open positions to less than minimum wage and there is no HR or Compensation Partner approval step in the process. When the department wants to recruit again, they have no money in the budget to do so

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- Option 1: Add an approval for HR or Compensation Partner
- Option 2: Add a validation (hard stop) to prevent the compensation from being reduced below a certain threshold.

Q. Any opinion or input on which option may be preferred over the other?

A:

PVAMU - Leaning toward Option 2, though not looking forward to more approvals.

TAMU – Is setting the default compensation to the last approved budgeted amount for the position to maintain the budget (doesn't keep people from changing it later though)

WTAMU - Wt is centralized so this doesn't happen here.

TAMFS - TAMFS is centralized so this doesn't happen here either.

We could possibly use the last compensation once a position is vacated as the minimum threshold.

TAMU - could the "threshold" be based on the flsa status for the position? for example, exempt positions could not be below the FLSA threshold of \$35,568 and hourly could not be below minimum wage?

Members were told to discuss options and ideas to bring back for the next meeting.

EIB Best Practices – Sri Kamarthi

- Common Errors
 - Removing formatting and formulas
 - Don't hide any columns
 - Use Workday reports to get the latest PIN and Employee ID details
 - Due Dates and Payroll Period Schedules