

Merit Working Group Meeting Minutes

Date: May 22, 2024

Time: 9:30 am – 10:30 a.m.

Microsoft Teams Meeting

Welcome & Roll Call

Merit Impacts - FLSA Threshold & State Mandate – Sri Kamarthi

- FLSA Threshold updates are effective July 1, 2024
- State Mandated Increases are effective September 1, 2024
- **Recommendation:**
 - Complete the EIBs for FLSA Threshold and State Mandated Increases before merit initiation
 - Merit grid will reflect the most recent updated salary as of 9/1/2024
 - Employees will see a separate compensation event for each of the increases received
 - Compensation Spreadsheet report can be run after merit finalization to look at the salary as of 9/1/2024 to verify that the merit has been applied

Q: When are deadlines for mandated increase?

A: June 14 will be deadline for FLSA threshold increases.

Customized Merit Statements – Sri Kamarthi

- We are able to customize statements per member
 - Adding a logo
 - Adding language specific to the member (name of the President etc.)
- TTI Sample Customized Statement

If interested in custom statement, please reach out as soon as possible so we can get these done before Sept. 1st

As mentioned, for Agencies we can use Merit module for 5% increases if statements are wanted. We can either use EIB to populate the increases in the merit module or use the option for using Workday first by assigning Merit Partners at dept or college level, who will then enter the increases.

Upcoming Merit Events:

June 12 – Managing the Merit Process in Workday

July 25 – Monthly Merit Process update meeting

July 26 – Due date to submit EIB* request for One-time Merit

August 8 – Monthly Merit Process update meeting