Date: January 8, 2025

Time: 2 – 3 p.m.

Microsoft Teams Meeting

Welcome & Roll Call

**Completed Changes – Sri Kamarthi**

* Student Organization Payment Routing has been updated so that approvals by Manager, Department Head and Executive Approver are no longer required
* Actual End Dates on Salary/Hourly plans – Validation has been added for TAMU, TAMHSC, TAMUG to prevent end dates
* New Total Rewards Statement – Updates and Next Steps

**Hiding fields within Compensation Change business process – Sri Kamarthi**

* Expected End Date field
* Position In Range
* Rounding Rule
* Compensation Element

**Salary Enhancement Pay Routing – Sri Kamarthi**

* AG submitted a request for increased oversight of Salary Enhancement Pay SEP compensation within Workday to ensure accuracy with agency procedures.
* When Salary Enhancement Pay SEP is added, request needs to be reviewed by HR/Comp Partner
* Comp Partner approval is currently only required for base salary and stipend changes

No concerns were raised for adding the approval for Salary Enhancement Pay SEP allowance

**Alert in Merit Grid for In Progress changes – Sri Kamarthi**

* Add a new alert for employees who have pending compensation or job change
* Pending change will prevent merit from being finalized
* Pending change should be completed or canceled prior to finalizing merit
* This alert would be applicable to all system members

**Compensation Change Reason - Other Salary Action – Sri Kamarthi**

* A new validation will be added so that when *Other Salary Action* reason is selected, salary can only be updated and allowance should not be updated
* To update allowance, Allowance Adjustment reason should be used
* This will impact all system members
* Will be scheduled for end of January 2025

**FLSA Rule revoked – Sri Kamarthi**

* On November 15, a federal judge in the Eastern District Court of Texas ruled to strike down the Biden administration’s Fair Labor Standards Act (FLSA) overtime final rule. The ruling strikes down all components of the rule, meaning both the July and January salary thresholds are no longer in effect
* Depending on the member preference, EIBs are available to make any changes needed