



UNIVERSITY SYSTEM  
OF GEORGIA

Human Resources

University System of Georgia Benefits



we provide · you decide



# USG Human Resources Updates

Karin Elliott  
Associate Vice Chancellor  
for Total Rewards



# FLSA Questions

- Issue:
  - Hiring non-exempt staff to teach as a part-time instructor
  - Hiring non-exempt staff from another institution to teach as a part-time instructor (Dual Appointment)
  
- Rule:
  - The primary job determines status; even if the other job would otherwise be classified as exempt
  - Time over 40 hours would be considered over-time
  
- Solution:
  - Pay overtime (time and ½ at least of primary job wage)



# OneUSG Updates

- Cohort 3 institutions will go-live April 1
- University of Georgia go-live January 1, 2019; Augusta University go-live July 1, 2019; Georgia Tech go-live January 1, 2020
- 12-month pay option available after all institution go live; tentatively for Fall 2020 Academic Year
- Careers – could impact system they use for recruiting
- Time Approval
  - Approve leave as requested; not each month



# Other Updates

- Board Policy 8.2.24 Policy on Salary Administration and Incentive Rewards Program
- Board Policy Manual Updates
  - Proposals for sick leave
  - Eligibility for Retirement
- HRAP Policy Updates



# 2018 USG Well-being

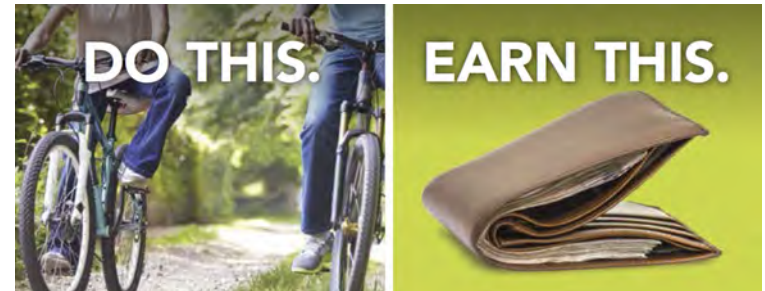
# USG Well-being Credit

HEALTHY ACTIVITY	WELL-BEING CREDIT
Complete the <b>health assessment</b> .	<b>\$50</b>
<b>Track</b> 30 or more minutes of physical activity for at least 30 days.	<b>\$25</b>
Participate in <b>financial coaching</b> through Fidelity, TIAA or VALIC.	<b>\$25</b>
Participate in <b>digital coaching</b> .	<b>\$25</b> each (\$50 max)
Participate in <b>wellness coaching</b> by phone.  <b>Kaiser members:</b> Enroll in a lifestyle coaching topic such as healthy eating, tobacco cessation, physical activity, stress management or weight management.  <b>BCBSGa members:</b> Complete a wellness coaching phone call with a phone coach.	<b>\$25</b> (\$50 max)
Participate in <b>community events</b> .	<b>\$25</b>
<b>Earn</b>	<b>Up to \$100</b>
<b>Total possible reward per family: \$200</b>	



# Communication Timeline

- Registration Begins
  - March 1
- Welcome email
  - March 1
- Home mailer
  - Week of March 5
- Monthly well-being focus
  - First Tuesday of every month
- Must complete activities between March 1 and September 30





# Website



## Our Journey. Our Well-being.

Focusing on well-being can be a challenge, but starting with small steps will get you there.

Whether you're looking to manage stress, improve sleep, up your physical activity or start eating better, there's something here for you. Plus, employees and spouses covered on a USG healthcare plan can each earn up to a \$100 well-being credit this year.

Be a part of the journey!

[SEE ACTIVITIES OR CHECK STATUS](#)

[FAQ](#)



### EARN WELL-BEING CREDIT



## Answer some questions about your health.

Take the confidential health assessment in as little as 15 minutes and you'll get customized recommendations to help keep you going.

[TAKE HEALTH ASSESSMENT](#)

### REGISTER FOR THE CHALLENGE



## Join the Fresh Start challenge.

Renew, revive or restart your healthy habits by joining the Fresh Start Challenge, a surge of increased exercise and healthful eating in the form of friendly competition.

[JOIN CHALLENGE](#)

[SYNC A DEVICE OR APP](#)

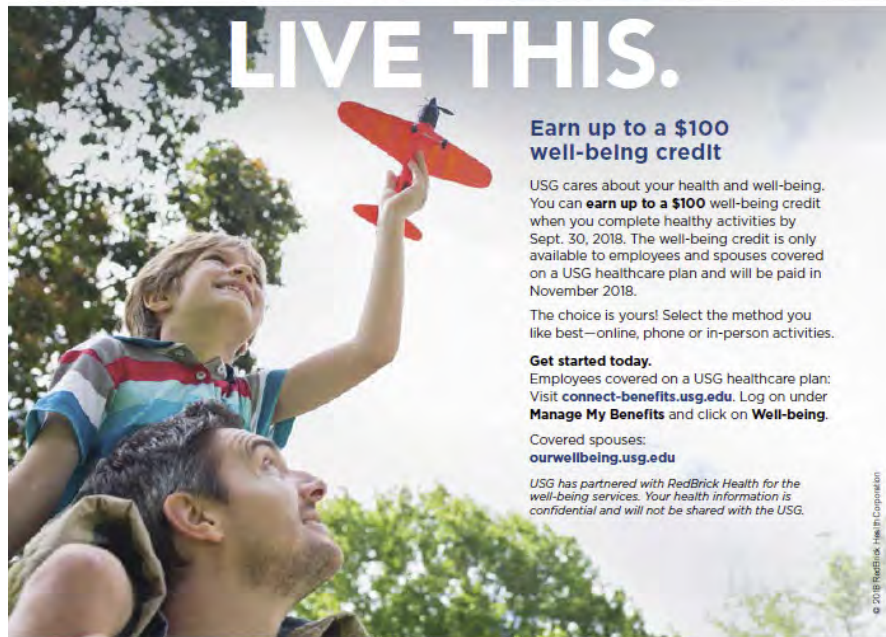




# Flyer



## DO THIS.



## LIVE THIS.

### Earn up to a \$100 well-being credit

USG cares about your health and well-being. You can **earn up to a \$100** well-being credit when you complete healthy activities by Sept. 30, 2018. The well-being credit is only available to employees and spouses covered on a USG healthcare plan and will be paid in November 2018.

The choice is yours! Select the method you like best—online, phone or in-person activities.

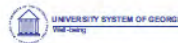
#### Get started today.

Employees covered on a USG healthcare plan: Visit [connect-benefits.usg.edu](http://connect-benefits.usg.edu). Log on under **Manage My Benefits** and click on **Well-being**.

Covered spouses:  
[ourwellbeing.usg.edu](http://ourwellbeing.usg.edu)

*USG has partnered with RedBrick Health for the well-being services. Your health information is confidential and will not be shared with the USG.*

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833-724-4874



# Naturally Slim

- USG is offering employees enrolled in a Blue Cross and Blue Shield healthcare plan a free, online weight-loss program called, “Naturally Slim”
- The Naturally Slim pilot program space is limited to the first 1000 employees that apply and qualify for the program; based on BMI
- Application Email
  - March 5



# Questions

