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# CCG New Pay Plan Update

**Employee Appeals Analysis**

**PS Education Incentive**

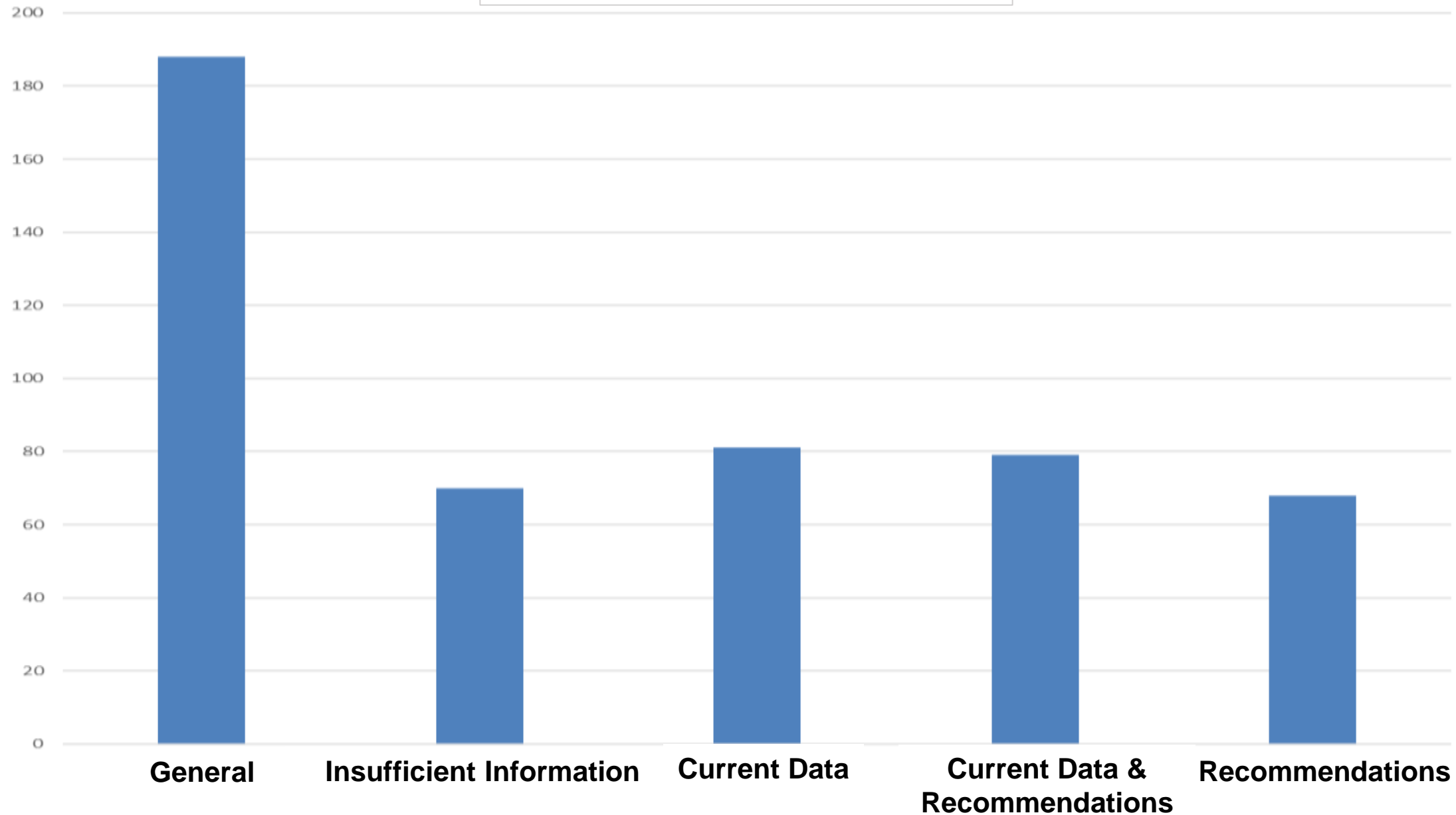
**Implementation Reminder**

# Employee Appeals Analysis

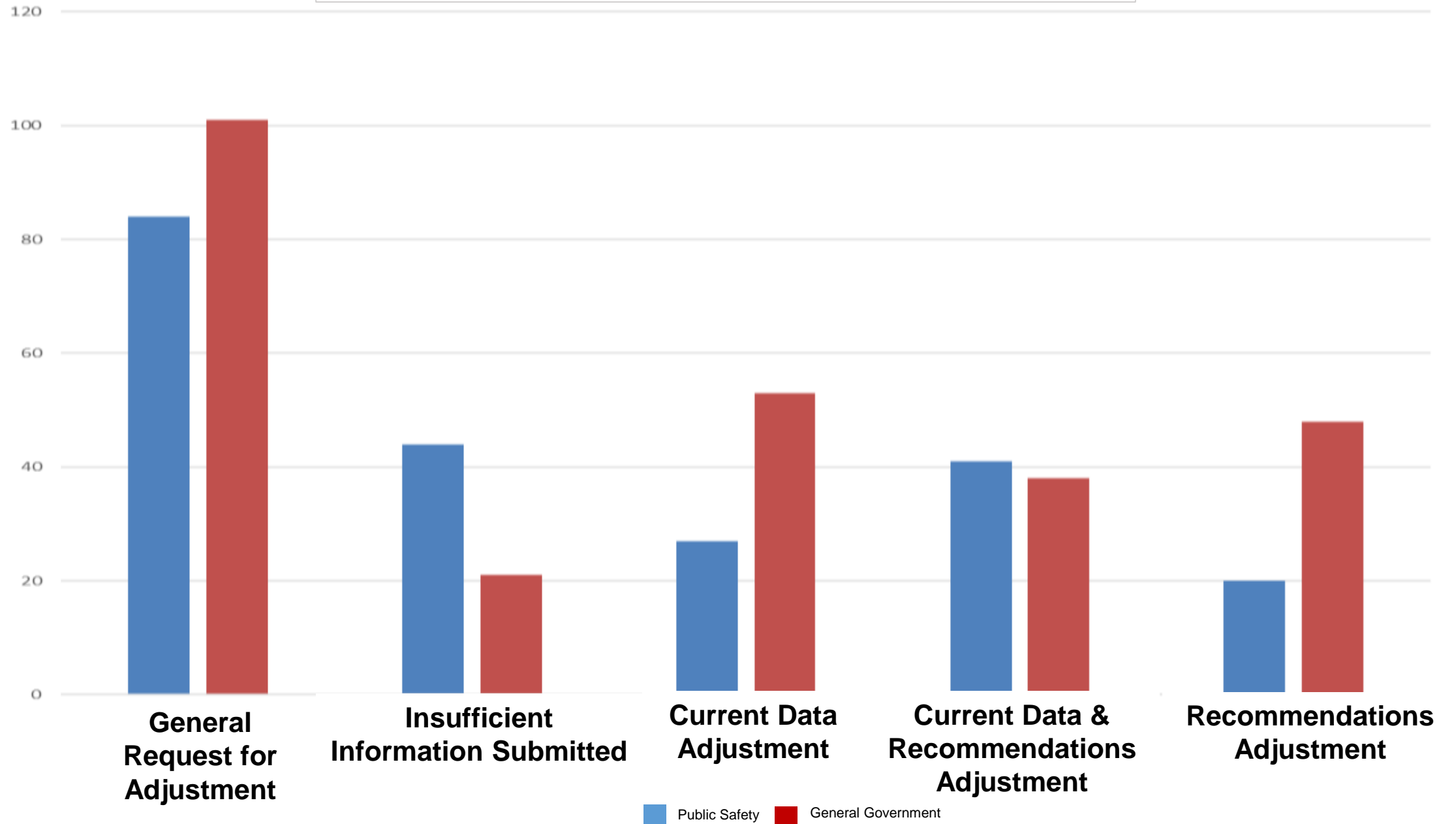
## Requests for Correction

<b>Total Appeals Submitted</b>	<b>476</b>
General Government	260
Public Safety	216
Appeals submitted with Insufficient Information; no request to change anything	75
<b>Appeals requesting corrections and new recommendations</b>	<b>230</b>
Appeals requesting <u>current employee information to be corrected</u> (i.e., hire date, class date, job title)	80
Appeals requesting <u>current data evaluation</u> and <u>requesting different recommendation</u>	80
Appeals requesting <u>new recommendation</u> , (e.g., change job title, base pay)	70
<b>One-half of appeals in “General” category</b>	<b>238 or one-half</b>

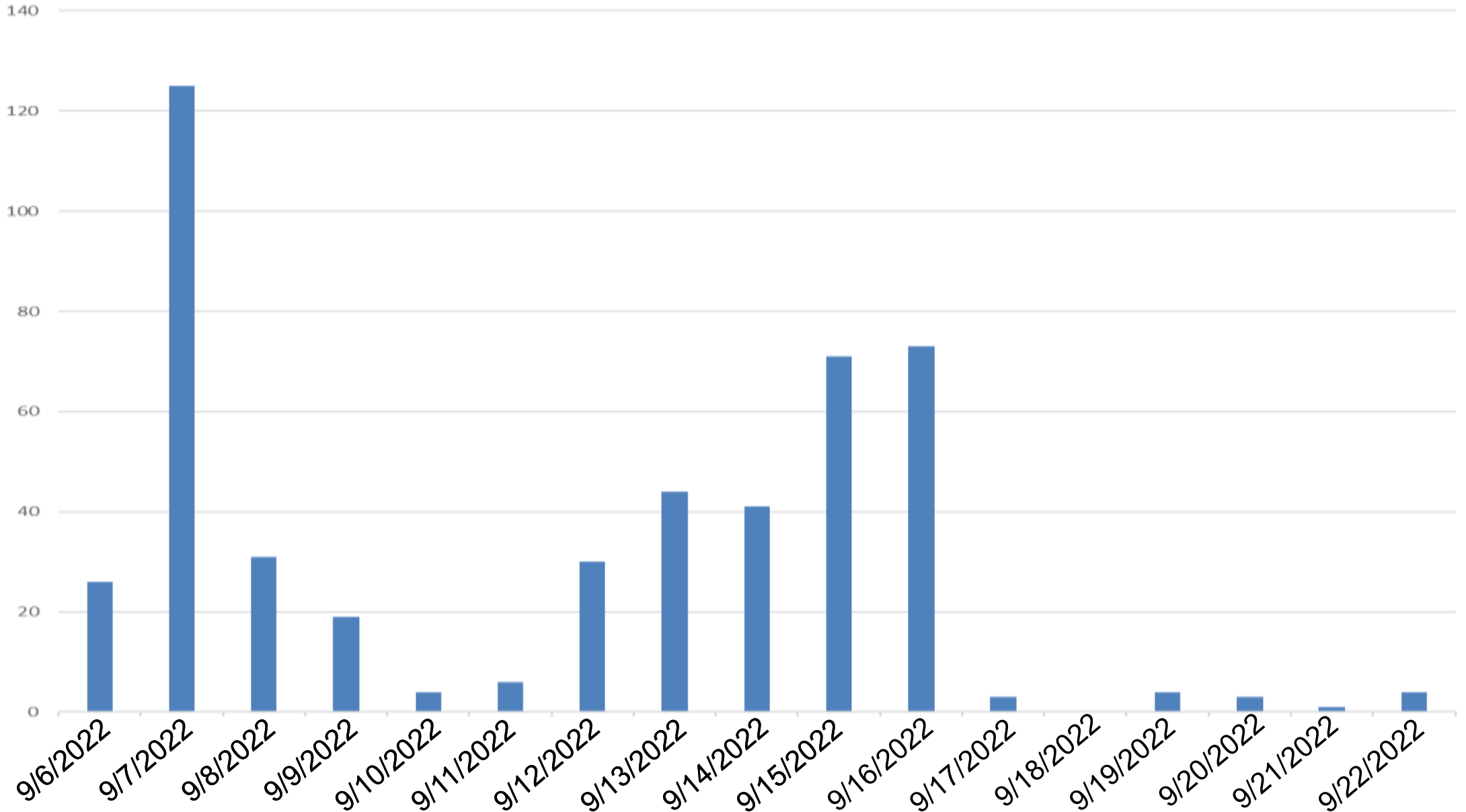
# CCG Appeal Types



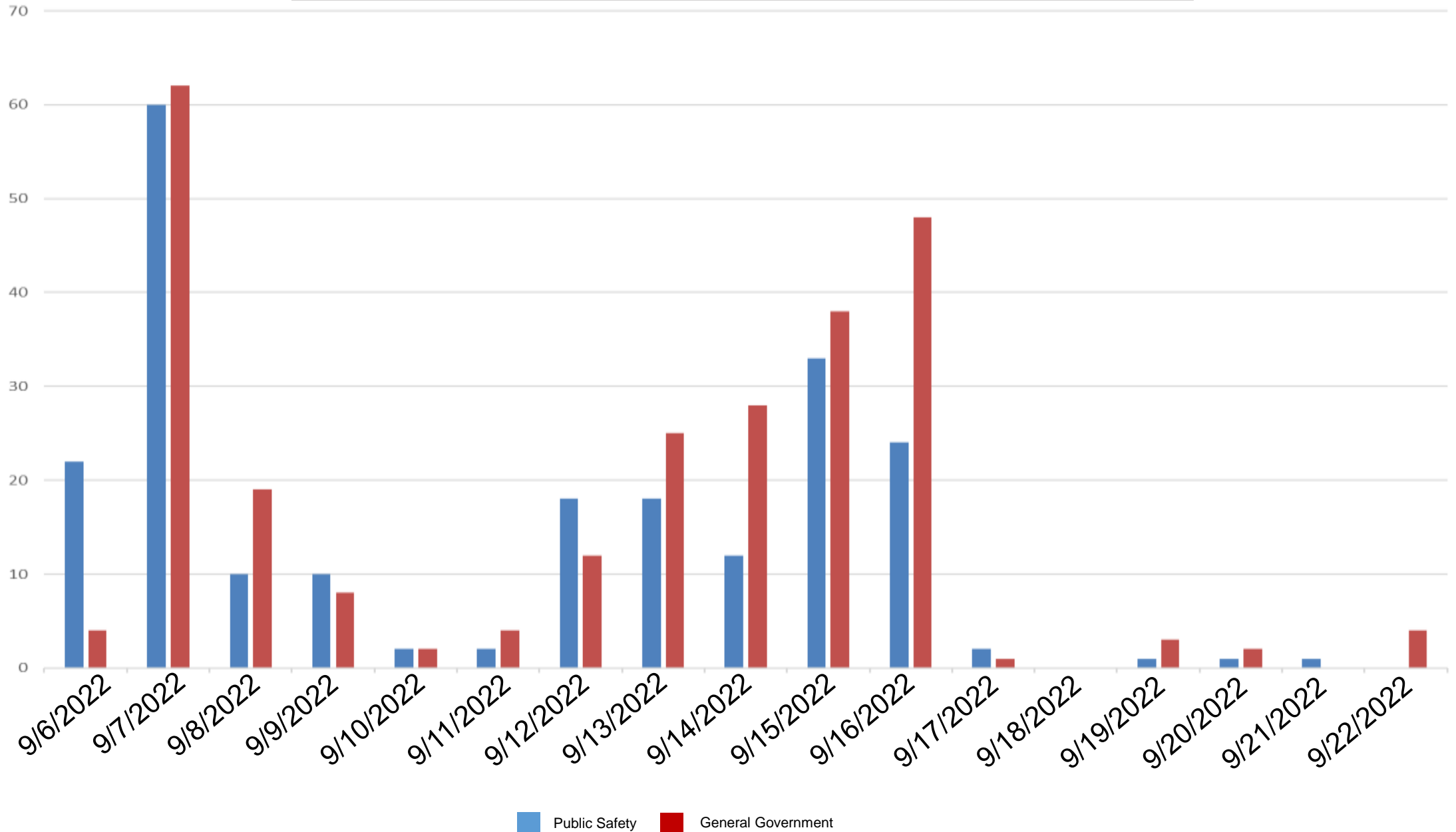
# CCG Appeal Types: PS or GG



# CCG Appeal Submissions



# Appeal Submissions: PS or GG



# “General” Appeals Review

- Requesting change in the Class Parity methodology
- Requesting more money because of inflation
- Requesting position to be evaluated again
- Requesting a different pay grade assignment because of additional job duties
- Requesting additional pay, current 6% raise does not adequately account for inflation
- Requesting additional pay adjustment because he is experiencing compression in his position (PS employee)
- Appealing because Class Date was used and not Hire Date.
- Appealing because raises over the past 10 years are not enough to keep up with cost of living in the area
- Requesting adjustment based on Hire Date rather than Class Date
- Requesting clarification on how they were placed on the step chart and how their step was recommended. Want more information

# Public Safety Education Incentive

## Review and Analysis

- Public Safety sworn personnel who acquired bachelor or master degree prior to implementation of UGA Pay Plan – June 2006\*
- Degree incentive was added to employee's base salary
- Employee received 5% for bachelor and 5% for master degree
- In new Pay Plan study and analysis, education incentive was part of employee's base pay
- Employees who receive a bachelor or master degree after 2006 receive \$1200/bachelor and \$1200/master - separate pay line added to base pay
- Review and cost analysis in progress

*\*May be up to 2008*



# Summary

## Appeals Process On-going

- 476 Appeals received
- Review Appeals
- Appeal Recommendations
- Respond to Appeals
- 2 to 3 week process

## Implementation Action Plan

- Clean Personnel Data File
  - Update all employee records
  - Add new hires/delete separations
- Develop new pay charts
- Develop new Position Allocation List
- Audit Personnel Data File
- Develop new Job Descriptions for all positions
- Test ADA, FLSA, EEOC Compliance
- Training for HR and other Personnel
- Run Payroll Tests

# Reminder

- As of September 13, 2022, Administration is proceeding with steps to implement the new Pay Plan
- Once implementation steps are completed, a resolution will be presented to Council to move forward with an implementation date
- A “No-Go” Council vote requires a de-implementation process
  - No “flip the switch” button
  - Update all employee records (re-enter old pay data, job title, etc. for all employees)
  - Audit all employee data
  - Run test payrolls
  - May take up to 90 days