AGENDA

GTPD Living Laboratory Partnership with GTRI
- Chief Rob Connolly, Georgia Tech Police Department
- Leigh McCook, Principle Research Associate, GTRI Information and Communications Laboratory

Fair Labor Standards Act Update
- Kevin Merkel, Senior Director for Total Rewards and Payroll, HR
- Brandon Conkle, Director for Total Rewards, HR

Financial Administration Systems: Project Update
- Jeff Scott, Senior Vice President for Administration and Finance
Georgia Tech Police Department
New Initiatives

Presentation to
Business Partners Network
Quarterly Meeting

June 22, 2016
GTPD Living Laboratory Partnership with GTRI

Demonstration of current situational awareness tool – Iron Sky

Goal – GTPD access of all emergency systems on one platform

GTPD / GTRI partnership initiatives

• Enhance the situational awareness map
  • Integrating all systems (Vehicle cameras, Body cameras, LPR)
  • Upgrade the existing building floor plans
  • No recurring licensing agreements/reliance on third party
• Assisted in evaluating future technology such as gunshot detection systems
• Coordinate with students on capstone project
• Social Media Center (Social Media Monitoring tool evaluation)
Facebook, Instagram, Twitter, Reddit, Periscope, Yik Yak, YouTube

Engaging students and our community / Humanizing GTPD / Dispelling rumors and misinformation

Monitoring for threats, cries for help, positive engagement and directly tagged / asked for feedback

9 paid student employees

UCLA Social Media Report

GTPD Tweet Along
U.S. Department of Labor released new rules for overtime pay on May 18. These changes raise the minimum salary threshold required for an employee to be considered exempt from overtime.

- **Old:** $455/week or $23,000/year
- **New:** $913/week, or $47,476/year
- **600-1300 employees** reviewed for potential impact (exemption status change, pay change, updated job title/description)

Dept. of Labor rule **automatically escalates** minimum salary **every three years** by attaching it to 40th percentile or by indexing against the Consumer Price Index for All Urban Consumers (CPI-U).
**AREAS & ROLES POTENTIALLY AFFECTED**

The College and University Professional Association for Human Resources (CUPA-HR) lists these areas and roles as potentially impacted by FLSA rule changes:

- **Academic affairs** (librarians, advisors, counselors)
- **Student affairs** (residence hall managers, admissions counselors, financial aid counselors, student activities officers)
- **Institutional affairs** (human resources professionals and trainers)
- **Fiscal affairs** (accountants, head cashiers)
- **Auxiliary services** (textbook managers, ticket managers)
- **External affairs** (alumni relations and fundraising professionals)
- **Facilities**
- **Information Technology**
- **Research and clinical professionals** (including many with advanced degrees and those engaged in advanced training)
- **Post-doctoral positions**
- **Athletic affairs** (head coach, assistant coach, physical therapist, trainer)
- **Managers in food service, security, and building and grounds**
- **Community outreach/educational extension functions**
GEORGIA TECH
FLSA IMPLEMENTATION TIMELINE

June 2015

ANNOUNCE
- Department of Labor (DOL) releases “Notice of Proposed Rule Making” announcing proposed increased thresholds for those eligible for overtime pay (non-exempt)
- Proposed rule enters comment period for 60 days
- Proposed rule exits comment period and goes back to DOL for review

May 2016

FINAL RULE RELEASED
- Department of Labor publishes Final Rule for new FLSA guidelines
- These changes would raise the minimum salary threshold required for an employee to be considered exempt from overtime from $23,660 annually to $47,476 annually.
- Deadline for compliance is set for December 1, 2016

June 2016

ASSESSMENT & STRATEGY
- Georgia Tech assesses costs and implications for various implementation plans
- President / ELT and University System of Georgia review proposed implementation strategies
- President and cabinet approve final implementation plan

July 2016

Aug. 2016

TRAIN & INFORM
- Training conducted for campus HR community, managers and affected employees
- Comprehensive communications campaign launched to inform campus and employees

Sept. 2016


IMPLEMENTATION
- Execute adjustments for employees moved to bi-weekly and those with increases to new salary threshold.
- First bi-weekly paycheck for respective employees cut on 11/4
- Gather feedback on pay process

FEDERAL COMPLIANCE DEADLINE: DECEMBER 1, 2016

WE ARE HERE
Decision points influenced by federal law, USG and Institute. **Decisions not made locally.**

- Spreading the word (Listen, Communicate, Educate, Train, Partner)
- Cost modeling and review of job descriptions
- Understanding how merit and salary structure movement factor into overall strategy
- Exploration of Time & Labor application and process to support increased need
- Address fiscal year budget to plan for anticipated wage expenses
- Complement USG efforts: harmonization of job classifications and modeling tools, benchmarking with peers

**ELT approves path forward.**
RISK OF NON-COMPLIANCE WITH FEDERAL EMPLOYMENT LAW

Willful violations can bring criminal penalties.
Potential for individual liability.
Likely System-wide impact.
Liquidated damages awarded equal to back pay employees should have received.
WHAT’S NEXT?

Aug. 2016
Sept. 2016

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FEDERAL COMPLIANCE DEADLINE: DECEMBER 1, 2016
RATIONAL FOR REPLACEMENT

- PeopleSoft v8.8 implemented in January 2006
- Standardize, simplify, streamline, and automate business processes
- Support decision-making with improved reporting capabilities
- Provide mobile access to financial data from anywhere
- Reduce integration complexities
- Control/Reduce total cost of ownership for IT systems
- Need scalable, flexible, and more upgradeable infrastructure
GEORGIA TECH APPROACH

- Educate Institute executives and administrators on cloud capabilities
- Conduct a planning project (with consulting support)
  - Scope
  - Resource requirements
  - Timeline
  - Business case
- Concurrently, review current financial administration processes for improvement opportunities
- Establish change management framework
- Coordinate with USG throughout the entire process
# Initial Project Structure

| Executive Project Sponsor | Steven G. Swant  
| Executive Vice President for Administration and Finance |
|---------------------------|--------------------------------------------------|
| Steering Committee        | Jeff Scott  
| Senior Vice President for Administration and Finance  
| Jim O’Connor  
| Vice President for Information Technology and Chief Information Officer (CIO)  
| Paul Strouts  
| Vice President for Campus Services |
| Project Management        | Carol Gibson - Functional Lead  
| Greg Phillips - Technical Lead |
| Functional Team           | Financial Services, Budget, Procurement, IT, Communications, Strategic Consulting |
| User Team                 | Financial Council members |
SYSTEMS UNDER CONSIDERATION

- General Ledger
- Accounts Payable (A/P)
- Accounts Receivables (A/R)
- Asset Management
- Travel, including Concur Web Booking
- Purchasing, including BuzzMart
- Georgia Tech Grants
- Internet Budgeting Solution (IBS)
- Data Warehousing and Reporting
- (Additional systems as cloud capabilities are further discovered)
ACTIVITIES TO DATE

**Convene initial project team – May 2016**
- Administration and Finance leaders
- Systems planning and implementation experience
- Linkage to OneUSG initiatives

**Education on cloud-based capabilities – May/June 2016**
- Oracle conducted workshops with broad campus representation
  - Financials (G/L, A/P, A/R, Treasury)
  - Grants & Projects
  - Procurement
  - Budget/Planning
  - Business Intelligence
  - Technical

**Planning project – June 2016**
- Engaged Deloitte Consulting
- Currently focused on gathering requirements from A&F and campus representatives
- Deliverables expected end-June
### Project Health Summary

**Project is On Track:** Final Business Process workshop was completed 6/15/2016. The only remaining workshop is the Change Management high level strategy which is scheduled for Tuesday 6/21/16. Team continued development of final deliverables and expect to have draft ready for Steering Committee review by end of day 6/17/16. On site review with SC is also scheduled for 6/21/16. Finalization of deliverables for executive presentation will take place next week and will be ready to present 6/27 (time pending).
NEXT STEPS

June/July 2016
• Review results of planning project with team, campus stakeholders, ELT, and USG

Ongoing
• Continue focus on process improvement and change management

Summer
• Contract with implementation partner (assuming go-ahead)

Fall
• Initiate implementation

TBD 2017
• Go-live
QUESTIONS?