Welcome to the HR Community Circle!

HRCC Workshop

• Meet a new colleague or two
• Discuss your impressions of and ideas for the HR Community Circle Workshops and Agendas
• Consider nominating yourself to work together with colleagues on HRCC agendas and workshop content

Please complete a paper survey or access the on-line version at the HRCC Web Site!
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HRCC Meeting

- FLSA Update
- Performance Management Update
- Ufirst Update

From our colleagues at FEAP:
Holidays have you stressed or feeling lonely? You’re not in this by yourself. UVA’s Faculty and Employee Assistance Program is here to support you. FEAP provides free, confidential counseling resources to UVA employees and members of their household. Call 434.243.2643 or visit www.uvafeap.com to make an appointment. FEAP is also available for after-hours emergencies at 434.924.0000; ask for the EAP counselor on call.
FLSA Update
A federal judge in Texas suspended the Department of Labor’s new federal overtime rule. The rule was scheduled to go into effect on December 1, 2016. Here is how our UVA HR community is proceeding:

**UVA Academic:**
- Pause the transition of exempt employees (including part-time) to non-exempt status until required.
- Due to market and equity considerations, the pay increases that were approved, including the salary increases for all postdoctoral research associates, will proceed with original effective dates.

**University Physician’s Group (UPG):**
- UPG has no full time exempt individuals making less than $47,468
- The bottom of the salary range for manager was $40,000 and adjustments are on hold and will be monitored with each hire
- Pause the transition of non-exempt status for part-time employees until required.

**UVA Medical Center:**
- All changes were implemented as planned. Salary adjustments and moves to non-exempt status were effective November 20, 2016.
Staff Performance Management Update

**UVA Academic:**
Performance Cycle coincides with the calendar year.
- December to April: Complete Review (self-assessment, manager review, reviewer verification, calibration)
- August – Implement merit increases (Note that this date can vary).

**SOM** – Performance Cycle coincides with the fiscal year (July – June).
- July to October: Complete Review (self-assessment, manager review, reviewer verification, calibration)

**UVA Medical Center:**
MC Performance Cycle coincides with the fiscal year (July to June).
- June – August: Complete Review (self-assessment, manager review and cross-calibration, merit calculations)
- September: Implement Merit increases (this year, processing was delayed but honored the original effective date of September 25th.
- All appraisals are due on a common date.

**University Physician’s Group (UPG):**
UPG Performance Cycle coincides with the UPG fiscal year and goal setting process (July – June)
- June – August: Complete Review (self-assessment, manager review and cross-calibration, merit calculations)
- September: Import merit to payroll
  Note: first annual review is conducted on anniversary date and thereafter conducted during annual review cycle.