Benefits Impact

OneUSG Connect – HCM Go Live
Minimal Impact

• Employees will continue to utilize OneUSG Connect-Benefits to enroll and update benefits.
• OneUSG Connect – Benefits will be behind two factor authentication to further insure the security of employee’s information.
• Accrued leave payouts will be handled by Central HR.
• LWOP process will see more centralized approach.
• Central HR will be limited in their ability to open new hire enrollment windows for employees that have not had their hiring actions completed.
  • In the past, when a department had not completed the personnel process at the time the employee began employment, Central HR was able to manually intervene to open the new hire enrollment window. THIS WILL NOT BE THE CASE after go live.
  • Departments need to complete all of the steps of the hiring process prior to the start date of the new employee
Coming Soon!

In July 2019, USG will be implementing changes to the administration of the voluntary 403(b) and 457(b) savings plans.

- These plans will be switched from being UGA specific plans to being USG system wide plans.
- The vendors that will be able to continue contributions in these plans will include Fidelity, Tiaa and Valic.
- The management of contributions to these plans will be handled by the new Retirement@Work system. This new system will replace our current Retirement Manager system in July of 2017
- Investment options in the new plans will have a reduced fee structure.
- **Look for more information to come!**
But more importantly.............
Open Enrollment Action Required!!!!!!

Tobacco status defaults to “user” and will result in a surcharge unless employee changes status during Open Enrollment.