

OneUSG & AON Briefing

Faculty Senate

March 6, 2017

Today's Agenda

- Review of USG's OneUSG project
- Review of USG's AON Benefits Outsourcing Project
- Timelines and Impact at Augusta University

USG's OneUSG Project

- Project Purpose: to shift all USG colleges and universities to the PeopleSoft Human Capital Management System to be hosted by USG Information Technology Services
- Project Parts
 - Move those schools currently on ADP to PeopleSoft (to be accomplished in Phases between July 1, 2017 and July 2018)
 - Move the R1 Universities from their current systems to OneUSG version of PeopleSoft (to be accomplished in Phases between January 1, 2019 and January 1, 2020): AU's target date is July 1, 2019
 - Shift certain customer service needs to the Shared Services Center in Sandersville
 - Consolidate all USG retirees to a University System office managed company within PeopleSoft
 - Adopt AON's Benefits Administration system as the solution for electronic benefits administration and general services

USG's AON Project

- Project Purpose: to outsource Benefits Administration to AON (OneUSG Benefits Connect), including the electronic benefits administration needs and basic services
- Big Bang Approach with all institutions required to “go live” at the same time. Originally scheduled for April 1, 2017, but now delayed to July 2017
- USG is mandating AON as the solution; mirrors what the State of Georgia has done with AON
- Employees and Retirees will now enroll and make changes in Benefits using the AON technology platform
- Employees will continue to have the same benefits in which they are enrolled today. **Benefits are *not* changing as a result of the transition**

Timelines & Impact at AU

- AON (OneUSG Benefits Connect)
 - Schedule released January 12, 2017, “go-live” is June 26, 2017
 - Implications
 - Big Bang approach for all of USG
 - Business process changes mean we now have interfaces from PeopleSoft to AON and back to PeopleSoft for payroll processing
 - Employees will now access AON through PeopleSoft to make benefit elections and open enrollment and other changes
 - Retirees will access AON directly for benefit changes
 - Employees and Retirees will be expected to call AON call center for basic services
 - Employees and Retirees will enjoy 24/7 access to their health and group benefits through a new, secure, user-friendly website
 - Benefit eligibility policy changes – to first of the month following hire date, unless hired on first working day of the month and election within first 30 days
 - Retiree, Leave of Absence and Cobra Billing will be done through AON
 - Requires a change to secure authorization for automatic debit for every retiree: AU will have to contact every retiree to secure this authorization

Communications

- USG and AON have promised employee communications for sometime in March
- HR is initiating meetings with various leadership and employee groups to start to get the word out
- Focus will be on AON transition given July target date
- Focus also be on AON benefits such as:
 - AON system offers decision support tools that will be helpful to employees in making benefit decisions
 - Consolidation of retirees to AON is projected to improve services to retirees

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Questions?