

Personnel & Benefits  
Minutes 9-17-2021

1. Welcome new members John Lindsey from EAS and Lori Notestine from COE.
2. Approved May minutes
3. Old Business
  - a. Review goals from last year:
    - i. Research/Explore closing gap on tuition benefit. UCCS currently offers dependents less than other campus. – done
    - ii. Bylaw review – done
    - iii. Furloughs, when end? benchmarks for ending -- done
    - iv. APS 5060 – Principal Instructor rank/pay/etc. – reviewed current status
    - v. Salary Analysis/Market equity with peers; including compression issues; way to get exit information about salary? – discussed
    - vi. Annual merit increases for last/this year
    - vii. New budget model information/discussions with Chuck
  - b. Update on EPA & HR
4. New Business
  - a. Set goals for this year
    - i. Learn more & advocate for representation on the EPA & the university's response to it
    - ii. Salary Analysis/Market equity with peers; including compression issues; way to get exit information about salary?
    - iii. New budget model information/discussions with Chuck
    - iv. Create faculty Rights & Responsibilities FAQ document to help guide college policies
    - v. Continue following up on Instructor promotion policy
  - b. Guest for future meetings?
    - i. HR – EPA
    - ii. Chuck – BAM
  - c. Follow-up on furlough pay and reminders to regularly check pay checks
5. Reports & Information
  - a. System P&B
    - i. Retirement Fees with TIAA down 50%, no fees under \$5,000. Now based on range, much better for most
    - ii. Still know nothing about EPA, know disparities are being found, but haven't heard plans
    - iii. Faculty Council has new website