

Personnel and Benefits Committee Meeting September 10, 2013

Attending: Bob Durham, Gail Katz, Carla Myers, Pam Carter, Don Morley and Tom Zwirlein

I. Welcome

II. A number of issues are coming up with Anthem. The most prominent issues are with the formulary. Participants are being denied their preferred and doctor recommended prescriptions. If anyone experiences issues with Anthem send an email to tzwirlei@uccs.edu. He will strip out any reference to the individual and forward the issue to Gail Katz on the system Personnel Committee.

II. Salary

A salary analysis was done over the summer by Institutional Research on behalf of the leadership team. The results are forthcoming. If it is presented at UBAC on Thursday, Bob will get it to Tom.

III. Hiring Retirees to Work in Staff Positions- P&B reviewed APS # 5054: Hiring Retirees to Work in Staff Positions

General comments:

Most of the document is about PERA retirees.

Seems to be few applications to faculty.

Why are we looking at this APS?

A point was made that the document in the **Applies to** section in header talks about departments hiring retirees into staff positions – but says nothing about temporary hiring. Should it apply to temporary hiring?

More specific comments:

In section I.B. 1 and 2. Change to read “but the contribution does not add to the retiree’s PERA account” in 1 and 2.

Clarify statement I.B. 4. This is a fragmented statement. Clean it up and make it a sentence.

I.E. numbers 1 and 3. These two statements seem to conflict with each other. We assume the author is differentiating between a retiree and an employee but this should be made clear.

IV. Service Recognition – P&B reviewed APS number (unknown) Service Recognition

Tom asked Gail about what is going on at System Personnel on this APS.

Gail says that there is nothing consistent in service evaluations. She then talked about the different types of service (community outreach; department, college, university; professional committee and discipline based; department-level committee). Service percents can be different for different units.

Specific comments on the policy.

I. Introduction "... will be promoted, equally valued and recognized in the department." – Equally valued does not make sense when people have differing percentages of service. Delete "equally."

Section II.C. Last part – should it change from Academic Year to Calendar Year?

Section II.B. ... Departments are discouraged from *valuing* a single area of service... - Don is concerned that some committees require more work than others.

or consider

Section II. B. Eliminate the last sentence and replace with something to the effect: "The four service areas in IIA should be valued equally in terms of service quality and importance. Faculty may carry a disproportionately higher service load within one or more of the categories in IIA. This would mean the service load in another area is reduced."

Other:

The word governance is misspelled.

The "Brief Description" and "Reason for the Policy" are not consistent. Make them consistent.

Put a revision number and date on all draft policies in the future. There are too many undated policies floating around. We would like to see policies that are a little closer to final draft.

Should there be a clause in this policy to ask whether the unit developing their specific service policy discourages any of the types of service described in II.A.?

Several members of the committee have a concern about how service is actually measured. Can we have units of service? For example, serving on an active committee or a major initiative committee is much different than a relatively inactive committee. Can we measure service impact?

V. Implementing Program Discontinuance

II.H. Don is bothered that, if retire you do not get your year of severance, but if you take your year of severance then you don't get your contribution to your benefits.

II.G. Gail is concerned about the NTTF section has strayed from the original intent of the document and AAUP guidelines.

II.H. Tom – this section needs cleaning up – 18 months at a minimum or consider the faculty members position given his/her age plus years of service. Section I.H may actually penalize a long-term faculty.

P&B recommends System EPUS and System Personnel put together a group to work on this document and resolve issue between the two committees before the next draft comes out. P&B will only look at a revised document that has many of the issues worked out between these two system committees. Clean it up, agree, and get on with it.

VI. Next Meeting

October 8th @ 3:00pm

Tom Zwirlein will serve as chair of P&B for another year. Current members of the committee are Bob Durham, Gail Katz, Carla Myers, Pam Carter, Don Morley and Tom Zwirlein.