

Personnel and Benefits February 11, 2016

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System Personnel (from Tom Zwirlein):

Tuition Benefits. CU is still looking at tuition reimbursement for faculty and dependents. This is an important benefit for faculty but most faculty do not want to fund it from the annual merit pool. A stumbling block is how will each campus pay for it? President Benson wants the issue resolved this semester. A number of models are being examined with regard to the actual benefit. Some prefer the "UCCS model" which provides a certain number of credit hours per year for faculty and their dependents. Others want a system like CU Boulder that covers a certain percentage of the tuition. Another important issue is whether faculty and dependents will be able to enroll in courses at a different campus.

Retirement. New 401a 403b plans. Some people are unhappy with the lack of choice. Tom attended a presentation from TIAA that seemed subpar. A subcommittee of the system P&B and budget committees is being organized to look into issues with the retirement plans.

There will be a possible roll out for a Roth 403b in early 2017.

FCQs. The System Personnel and Benefit Committee formed a subcommittee looking at FCQs.

Bullying. System P&B also is looking into bullying on the campuses.

Sick Leave Policy. Regent Policy 11E: Leave Policy for University Staff and Twelve-Month Faculty as well as the Faculty Handbook – Chapter: Compensation and Leave, Section V: Leaves will be reviewed and updated.

Anthem Breach. CU Health Plan Chief Plan Administrator, Tony DeCrosta, is working on the Anthem breach. Anthem is working with All Clear ID to provide at least two years of identity theft protection. The protection may be extended for a longer period.

The University Website has a page dated July 27, 2015 that says:

"The CU Health Plan is pleased to announce that the Blue Cross Blue Shield Association and all BCBS companies, including Anthem Inc., has extended complimentary credit and fraud protection to enrollees for the duration of their enrollment in Anthem plans."

To enroll in the complementary identity protection go to:

[HTTPS://anthem.allclearid.com](https://anthem.allclearid.com)

The enrollment process is simple. You will enter your legal name and a valid email address. You can also enroll dependents at this site. Do it now.

UCCS Personnel and Benefits:

Uncompensated Merit. Tom and Robyn wrote a summary report on the 2015-16 Uncompensated Merit Adjustments for this year. The summary along with an explanation of the model are attached to these minutes. Next year P&B will consider eliminating adjustments that are less than some minimal amount such as \$200.

Internal Equity Analysis. Robyn Marschke is starting on the new analysis for this year. We hope to have a preliminary report by our next meeting.

Family Development Center: Personnel and Benefits discussed the problem of the Family Development Center not always having sufficient space for faculty members' children. The Center is subsidized by student fees, and does not receive any support from faculty fees. Should the faculty consider charging a fee to help support expansion of the center? We might consider combining this with the SitterCity topic from the December meeting. Personnel and Benefits will invite the director of the Family Development Center to attend our next meeting to begin a dialogue.

Next Meeting: Thursday March 10, from 1:30 - 3:00pm Business Dean's Conference Room