

Personnel and Benefits December 10, 2015

Tom Zwirlein, Jill Bradley-Geist, Carla Meyers, Pam Carter, James Parmenter, Sherry McCormick, Don Morley, Leann Morgan

Tom gave an update on external merit-based adjustments (uncompensated merit). Most of the analysis is done. The allocation is 55% to Non Tenure Track Faculty and 45% to Tenure Track. The letters to faculty receiving adjustments should go out in January.

System Personnel:

Tom suggested that we move the issue on Sick Leave for 12-month faculty to the system level faculty council personnel and benefits committee.

The system P&B committee and the president's office are still looking at tuition reimbursement for faculty and dependents. Faculty want this, but not if it comes out of the merit pool. The problem all along is how to pay for it. President Benson is determined to resolve the issue in the spring.

The Faculty Council P&B is also looking at the FCQ and another issue related to bullying.

Faculty Council P&B is advocating a survey be done to determine if people had any issues with the roll over to the new 401 (a) and 403 (b) retirement offerings.

TIAA hired five fulltime advisors to serve University employees enrolled in either the 401(a) or 403(b) plans as part of the review and revisions to the retirement options at the University of Colorado. These advisors are all Certified Financial Planners (CFP). A typical comprehensive financial plan can cost from \$1000 to \$2000. The plans provided through TIAA-CREF and completed through these planners are free to all eligible employees.

Internal Equity Analysis

Tom spoke to Robyn Marschke about the Internal Equity Analysis. P&B last looked at this in August 2015 and recommended several suggestions to improve the report. P&B will work with Robyn in early 2016 to see if the updated report is ready for distribution to the faculty.

Sabbatical

The issue with sabbatical policy for faculty with uneven teaching loads was sent to Mark Malone and the Faculty Council EPUS committee since this policy change will affect all campuses in the system.

Sittercity

Leann Morgan reported that the Boulder campus subscribes to Sittercity for their campus employees at a cost of \$17,500 annually. This company provides lists of vetted child and eldercare providers. We might want to consider looking into it.

Meetings Times for Next Semester: The 2nd Thursday of the month from 1:30 - 3:00pm.
Regular meeting dates will be Feb 11, March 10, April 14, and (May 5th if needed).