

## Personnel and Benefits Meeting

February 8, 2017

Attending: Jeremy Bono, James Parmenter, Pam Carter, Jill Bradley-Geist, Robyn Marshcke (Guest)

- I. The committee discussed several potential changes in the uncompensated merit model.
  1. Years in Rank. Currently, the model increases the comparative CUPA salary for each person by .5% for each year in rank above the median years in rank. The model will be changed to adjust the CUPA salary up 1% for each year above the median years in rank instead of .5%. This adjustment will increase the distance between the comparative CUPA salary and the actual faculty salary provided the unadjusted CUPA salary is near or above the actual salary.
  2. The model will change to include all faculty with a three year average merit of 3.5 or greater to be eligible for an uncompensated merit adjustment. More faculty will be eligible for an adjustment as a result of this change.
  3. To deal with the instability in the annual CUPA salaries, the model will now use the highest of the last three years of CUPA data for each faculty discipline and rank.
  4. To address the lack of "senior" instructor data, the amount of the salary increase awarded to an instructor when he or she is promoted to senior instructor will be added to the comparative CUPA salary to more closely reflect the market salary of a senior instructor in a discipline.
  5. Threshold amount. Robyn wants to run the calculations and then decide if we need a cut-off (e.g. \$120 or less get nothing)

At our next meeting the committee will evaluate how these changes affect the model. Robyn will attend.

- II. Jeremy brought up the Public Service Loan Forgiveness program. This program forgives student loan balances after 120 payments have been made to qualifying public employees working for federal, state and local governments. You can find out more about this tantalizing program at:

<https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service>

The February 23, 2017 CU Connections provided some detail about the Public Service Loan Forgiveness program. The program will be a topic of discussion at the Flash Forward: A CU Financial Event at UCCS on February 27, 2017. See the story below for more information and to register.

<https://connections.cu.edu/stories/campus-talks-detail-public-service-loan-forgiveness-program>

- III. A question came up about whether the new tuition benefit which rolls out this fall will be taxable. Susan Szyrka checked with Employee Services and found that: "I am advised by Employee Services that if a dependent uses the benefit and is not claimed on the parent's taxes, then the parent (employee) will be taxed." So the answer to question is it may depend on the situation.

Our next meeting is March 8<sup>th</sup> from 9:00 to 10:30.