

## **Updates to systemwide administrative policy statements, effective January 1, 2024** <sup>[1]</sup>

January 3, 2024 by [worsham@cu.edu](mailto:worsham@cu.edu) <sup>[2]</sup>

The Office of Policy and Efficiency (OPE) announces updates to the following administrative policy statements from the Budget, Planning and Capital and the Human Resources areas:

- APS 3002-Capital Construction Planning and Projects

The revision modifies the APS to include a new appendix and resource guide specific to real property transactions.

- APS 5056-University Employment Postings

Minor revisions were made to the APS to fully comply with new legislative requirements made in the passage of *Senate Bill 23-105 Ensure Equal Pay for Equal Work*.

- APS 5062-Leave

Revisions were made to the following sections of APS 5062-Leave:?

- Military - incorporating changes from House Bill 23-1045 by allowing up to 3 weeks equivalent to a regular work schedule per fiscal year.
- Administrative - Separating short-term administrative leave into different sections, defining the reason for each usage, and providing clarity on when the administrative leave can be moved to accommodate work schedules.
- Parental leave - updated to adhere with the requirement of the State of Colorado Family and Medical Leave Insurance (FAMLI) and the university's private FAMLI plan and clarify how all the leave components work together for time off and compensation options during parental leave. Notable changes include:
  - Extension of full paid leave from four weeks to six weeks for university staff, classified staff, and twelve-month faculty.
  - Elimination of the requirement to exhaust sick leave before parental leave for nine-month faculty.
  - Elimination of the one-year of employment requirement for university staff, classified staff, twelve-month faculty and nine-month faculty.

These revisions became effective on January 1, 2024.

For more detailed information, go to <https://www.cu.edu/ope/aps/latest-changes> [3]. For additional information on systemwide APSs, go to: <http://www.cu.edu/ope> [4].

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