



Faculty Council Personnel & Benefits Committee Meeting

1:00 to 3:00 PM, Friday, February 6th, 2026

Zoom Video Conference <https://cusem.zoom.us/j/94307244969>

MINUTES

Attending: Sherry McCormick (Chair, UCCS), Jeffrey Schrader (UCD), Michelle Martinez (SYS), Lisa Landis (SYS), Diana White (UCD), Joe Rosse (UCB), Katie Sullivan (UCCS), Robin Klein (Anschutz), Karen Sobel (UCD), Sloan Speck (UCB), Melanie Joy (Anschutz), Jeffrey Zax (UCB)

1. Call to Order, Chair's Report & Approval of Minutes- Sherry McCormick, Chair

- December minutes reviewed. Motion to approve; December minutes approved.
- March 6 meeting planned as in-person with virtual component available.
- Delta Dental presenting at next PBC Meeting.
- Housing loan program reportedly moving closer to a solution.
- No substantive update yet on tuition assistance. Lisa Landis agreed to follow up with Chad Marturano regarding status and communications.
- Invitation extended to John McDowell to attend and speak. No response received.

2. Michelle Martinez – Benefits & RFP Updates

Open Enrollment

- Standard representatives will attend in-person open enrollment sessions on each campus in April.
- Communications forthcoming: Michelle will share details with committee.

RFP Update

- Implementation planning meeting scheduled.
- Anticipated positive changes and potential rate decreases.

Pre-Retirement Planning Series

- Webinar series launches later in February.
- Topics include retirement planning (3–5 years out), 401(k), Social Security, Medicare, retirement income strategies, and estate planning (TIAA).
- High participation noted; feedback encouraged.

3. Lisa Landis – HR Updates

A. Applicant Tracking System (ATS)

- Taleo (used by all campuses except Boulder) is sunseting.
- RFP completed; finalist demos conducted.
- Approximately 11 vendors responded.
- Vendor selection pending; will move to best and final quotes and VCG budget process.
- Implementation includes contract finalization, development, training, and testing.
- Target go-live: May 2027, aligned with academic hiring cycle.

B. Time & Labor Project

- Major HR project; go-live scheduled for September 27, 2026.
- All non-exempt (overtime-eligible) employees required to move to bi-weekly pay.
- Approximately 3,500 employees affected (classified staff, frontline employees, admin assistants).
- Change required due to technology limitations in current overtime reporting system.
- University will provide a one-time transition payment to ease shift in pay cycle.
- Exempt employees remain on monthly pay.
- 9-month faculty not impacted; 12-month faculty impacted only if overtime eligible.
- Bi-weekly payroll allows overtime to be paid within same cycle rather than delayed up to ~8 weeks.
- All employees using MyLeave will experience system changes.
- Project moving from build phase to testing phase; screenshots and previews forthcoming.
- W-2 reporting changes for overtime deductions will not be impacted by this system change.

4. Policy Updates

A. Regent Law Article 5F

- EPUS provided line-by-line feedback.
- Limited number of comments submitted from UCCS.
- Online feedback mechanism remains open.
- Chair will prepare and submit consolidated comments on behalf of the group.

B. Faculty Grievance Policy (Article 5D / 5G)

- Proposed revisions currently under review.
- Meeting held with Ravinder Singh, Jorge Chavez, Stephen Cass, Anne Fleming, and Andrea Hutchins to discuss changes.
- Concerns raised regarding the short February 18 deadline; request made to extend timeline.
- Plan: Members will review proposed changes and bring feedback to the March meeting; a group statement will follow.
- Chair will follow up with FC Chair and Dan Montez regarding the policy notification and review process. Concern was expressed that not all policies within the committee's purview are consistently reaching the committee. PBC Chair will also invite Dan Montez to attend the April meeting to discuss the process and ensure clearer communication moving forward.

Adjournment

Next meeting: Friday, March 6th, 2026