PERA Information Workshops are Coming

Come and learn more about PERA and how it works!

Staff Council’s PBRL Committee, in conjunction with Campus Employee Services will be hosting several PERA Informational Workshops for faculty and staff on the CU Boulder Campus.

The programs will be taking a grassroots approach, assuming that most attendees will be seeking information on how PERA works, how it functions in comparison to Social Security, and the methods and structure around processing it as you ready and structure your lives for Retirement.

Joshua Brumley from Employment Services, Gordon Steuck from PERA as well as several members of both Staff Council and the PBRL Committee will be on hand as presenters and to provide their insight into the processes and programs offered by PERA.

Registration will be required, and to meet the unique scheduling needs of staff, we will make every attempt to offer both day and early evening informational sessions.

Dates will be announced in the September newsletter and campus emails concerning place and time for these very important workshops.

Make a note to follow us via the PBRL Newsletter, as Staff Council will be providing other workshops during the course of the year to help enhance your understanding of the many Benefits provided by CU to staff and their families.

Items such as discounts on wireless phone services with all the major carriers, discounts through Perkspot on everything from home electronics to vacations and travel packages.

Other items of interest will include the opportunity to speak with your local Legislators via a Town Hall Meeting.

Last but not least, we will be offering a series of Workshops on how the Insurance process works entitled, "Insurance 101. The Basics of how your Insurance plan can work for you and how to maximize its use in a productive and functional manner will be the focus of this series.

So stay tuned, we have programming planned that we hope will provide timely information on the items that affect you and your families most....

Meet Your Legislators

Have you ever wondered how a bill gets passed? The conversations surrounding them and the tug of war that ensues behind the scenes to get it to the Governor’s desk for his signature.

If the answer is Yes, then join us this fall for the first of many Town Hall meetings that will highlight local Legislators. Names to watch for will be Dickey Lee Hullinghorst—Speaker of the Colorado House of Representatives, KC Becker, Rep. from Boulder and James Carrigan, Regent for the University of Colorado system.

Our goal with these Town Halls is to educate, inform and assist staff in better understanding the Legislative process both at the State Level and within the University system itself.

By better understanding how the system works and getting to know the players in the process, we as staff can determine the areas that affect us as individuals, as well as those items that we can support on a campus level to improve the workplace, the benefits we receive and to give voice to issues by getting involved when it benefits us most.

Dates and locations of our Town Hall sessions will be announced in the September Newsletter.
PBRL Newsletter

Pay Increase Update

On April 24, 2015 the Governor signed Senate Bill 15-234, commonly referred to as the FY 2015-16 budget bill, or Long Bill. According to this bill, classified employees are eligible for a 1% Across the Board (ATB) - and a performance based merit increase (per the chart below).

All classified employees who are employed by the University prior to July 1, 2015 will receive the ATB increase, regardless of performance rating. The matrix for merit pay that is dependent on an employee’s performance rating and salary within the FY 2014-15 Compensation Plan:

Increases for classified employees will be implemented as follows:

- **Temporary pay differential:** Any temporary pay differential is removed from base salary.

- **Across the Board (ATB):** An Across the Board (ATB) of 1% is applied as a base-building increase. If the employee’s salary is at the new range maximum, the ATB increase will be a non-base-building, one-time payment. If the total increase would cause the employee’s salary to be over the range maximum, a base building increase will be applied up to the maximum and any amount over the range maximum will be a non-base building, one-time payment.

- **Merit increases:** Merit increases for employees hired before April 1, 2015, are determined by a Merit Pay matrix. After ATB and merit increases are calculated, the employee’s new adjusted salary will be placed into the new FY 2015-16 Compensation Plan:

If the salary is below the new minimum, a base-building increase will be added to bring the employee’s salary to the minimum of the salary range. If the salary is above the new maximum, the employee’s pay will be in saved pay status for up to three years, which means the employee’s pay will remain the same for three years and then be reduced to the range maximum if the range maximums do not change before that time.

Temporary pay differentials, if applicable, are calculated and monthly salary is adjusted accordingly using departmental funds.

PBRL—What We Do & Who We Are!

Hello, I am Alan Slinkard, and I am the Committee Chair of the Boulder Staff Council—PBRL Committee.

My job is to oversee the incredible volunteers that give of their time to serve on Staff council, and extend that service into their work on one of the many committees that serve Staff Council and the campus at large.

Our membership includes:

- **Greg Lundgren,**
  HDS Card Tech Manager

- **Alex Mancero,**
  Associate to the Vice Chancellor for Research

- **Vonda Maki,**
  HDS Campus Support Liaison

- **Gaylynn Flando von der Nuehl,** HDS—Employee Development Coordinator

- **George Zamarripa,**
  Coordinator of Marketing, Rec Center, Cont. Ed Dept.- Dean’s Admin.

- **Zahra Crowley,**
  Staff Council Administrative Liaison

Our goal is to provide staff with timely information concerning issues surrounding **Payroll, Benefit** questions / concerns, **Retirement** issues as well as provide up to the minute updates on **Legislative** issues that affect both frontline staff and the University as a whole.

If you have questions or an interest in joining us, contact me at:

(720) 345-7911 or via email at: alan.slinkard@colorado.edu

Insurance 101—Workshops That Inform

Over the course of the upcoming year, PBRL—working with **Anthem, Kaiser, Blue Vison, Delta Dental** and our HSA partners, **Wells-Fargo** and **Elevations Credit Union**—will be offering a series of workshops to educate staff and their families on how their insurance works, methods for making it work better and an overview of how the Affordable Care act has changed the landscape of insurance over the course of the past several years.

The idea behind these sessions is to provide a simple overview of how insurance works, the claim process, and a review of the many and varied terms the industry utilizes.

We will focus on the basics, as the title describes, but will do our best to provide a structured understanding of the insurance processes and procedures that affect you the staff at CU Boulder.

As with all the programs we are creating, this is designed with employees and families in mind. The objective is to empower and educate staff by giving them the information to help make the best healthcare decisions for themselves and their families that they can, using this newfound knowledge to do so.

We hope to have dates, times and locations firmied up by late September to early October.
The 2015-16 Open Enrollment cycle has closed and as staff we have some new options to choose from:

- **CU Exclusive Plan**
  This plan allows you to select from a provider list whose members are part of the CU Health Sciences Center. This plan requires a Primary Care Physician (PCP) who is selected to direct care for you and your family.

- **The Extended Plan**
  Members do not have to select a primary care physician (PCP) and may refer themselves to any in network doctors of their choice, including specialists.

- **High Deductible Plan**
  **HSA Compatible**
  Members do not have to select a primary care physician (PCP) and may refer themselves to doctors of their choice, including specialists. This plan provides coverage both in network and out of network. Preventive care is covered at 100 percent in most cases and is not subject to the plan deductible.

- **Kaiser Permanente**
  Kaiser is an exclusive provider organization plan that offers coordinated care throughout the Kaiser network of providers. Referrals are required for most specialist visits. This plan does require that you live within a designated zip code area. This plan offers in-network coverage only, except in cases of emergency. The University plan participates in the Denver/Boulder and Southern Kaiser networks.

For information on costs or to compare the different plans, go to the Benefits site.

- **Download Rate Chart here**

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**Employee Services Debuts Retirement Site**

If you are thinking about retirement, the newly re-designed retirement page on the Employee Services site is your one stop solution for seeking answers concerning your retirement questions.

For instance, if you have questions about PERA, simply click on the tab and you have several wonderful resources at your fingertips. First, there is a video that walk you through some of the questions that get asked about how you go about setting up a meeting with PERA to get the ball rolling toward beginning the process of retiring.

There is also a handy booklet entitled, "Preparing to Retire with PERA" that has a handy checklist to ensure that you are on the right track to retire.

There is also information concerning what a normal retirement process looks like as opposed to the process for early retirement and the steps you would take no matter which option you selected.

The site also houses important contact information you will ever need when beginning the process of retiring from the University. To begin the journey toward envisioning your retirement, talk with a CU Benefits Professional by calling:

- **303-860-4200, option 3**
  or via email at: **benefits@cu.edu**

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**Legislative Roundup**

**Education**


**New Pell Initiatives Proposed**

Last week, new legislation and a pilot program were announced to expand Pell grant eligibility.

**NASFAA**

On July 30, the National Association of Student Financial Aid Administrators (NASFAA) issued a new report with recommendations on how to streamline the Free Application for Federal Student Aid (FAFSA).

**Higher Education Outcomes**

On July 27, Secretary of Education Arne Duncan, While continuing to tout the Administration’s key priorities and initiatives such as reduced student debt, free community college, the College Scorecard, and income based repayment, Duncan’s speech also called for more accountability across the higher education system to ensure better outcomes for students.

**Campus Sexual Assault**

On July 29, the Senate Health, Education, Labor, and Pensions (HELP) Committee held a hearing on "Combating Campus Sexual Assault.” The committee examined broad concerns about colleges’ handling of sexual-assault cases as well as specific provisions in the Campus Accountability and Safety Act (CASA).

For a full listing of Legislative issues follow the [link](#).
PAYROLL, BENEFITS, RETIREMENT, LEGISLATIVE COMMITTEE

The committee acts as a conduit for UCB constituents by soliciting staff concerns, researching payroll and benefits issues, disseminating accurate and timely information, and advocating for appropriate compensation and benefits. In 2008, the legislative component was joined serving to track proposed state and federal legislation impacting higher Education and State of Colorado employees. The committee analyzes proposed legislation in order to educate staff on pros and cons of the issues and organizes meetings of staff with local legislators and candidates. Our goal is to involve more staff in the legislative process.