I. Proposal Name:
OTRS Deduction Schedule Modification

II. Sponsoring Committee:
Personnel Policies and Compensation Committee

III. Background:

Whereas: Participating UCO staff and faculty contribute 7% of the first $10,000 of compensation (or $700), per paycheck, beginning in July until paid in full.

Whereas: This can result in hundreds of dollars being withheld from employees’ paychecks for several months.

Whereas: This practice hits hardest on the lowest paid employees.

Whereas: This practice severely limits the number of employees who can afford to participate, based solely on the deep deductions required at the beginning of the fiscal year.

Whereas: OTRS is not a realized benefit for those employees who are not participating, therefore, it negatively impacts recruitment and retention.

V. Proposal Statement:

Therefore, the Staff and Faculty Senates request that the $700 OTRS contribution be deducted equally over 12 months.

VI. Offices Contacted:

<table>
<thead>
<tr>
<th>Name</th>
<th>Office/Department</th>
<th>Date Contacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diane Feinberg</td>
<td>Assistant Vice President, Human Resources</td>
<td>1/15/2016</td>
</tr>
</tbody>
</table>

VII. Offices affected:

Human Resources, Benefits, Payroll