



JOINT PROPOSAL

SSJP 2015/2016 – FSJP-02 2015/2016

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:

<u>Name</u>	<u>Office/Department</u>	<u>Date Contacted</u>
Diane Feinberg	Assistant Vice President, Human Resources	1/15/2016

VII. Offices affected:

Human Resources, Benefits, Payroll