

**Total Compensation Advisory Council (TCAC)**  
**Notes of the Meeting on September 28, 2007**  
**1313 Sherman Street, Room 220**  
**Denver CO 80203**

**Present:** Dave Berry                      Audrey Newman                      Barbara McBride

**Guests:** Viktor Bojilov (JBC)

**DPA:** Karen Fassler                      Paula Manzanares                      Sue Huang  
Kristi Rudy                      Laurie Benallo                      Loren Weiner

**Review Notes**                      June 2007 notes were reviewed and no changes were made by Council members.  
**June meeting-**  
**Dave Kaye**

**Personal Leave**  
**Policy Proposal-**  
**Joi Simpson**

Ms. Joi Simpson gave a presentation on the proposed new personal leave policy. This will change the way state employees earn, manage and spend their leave. The first week of October the proposed leave policy would be introduced to the entire HR community. The purpose of the proposed change is to level the playing field so all employees have access to all of their leave and streamline leave management – one of the most complicated areas of Personnel Rule. Under State statute employees can not have more than eighty hour's sick leave. Short term disability benefits remain the same; employees are covered by the State at sixty percent. Thirty day waiting period and employees must exhaust their reserve. When short term disability runs out then long term disability is available. Funeral leave remains the same. Benefits are separate from 'leave'. PERA short term disability comes into place after all leave is exhausted. Karen Fassler explained short term disability (STD) leave, and medical retirement. The benefits of this new leave policy are departments can use it as a recruitment tool. Barbara McBride, Department of Labor stated that she felt this was a great tool to have. A few members of the council did not like the fact that DPA would be adding the 56 hours of leave to the front end. They felt this would be perceived as unfair to the other current employees. A few of the members thought it would be more equitable that the policy should include limits on payouts if a new state employee leaves before a certain amount of time. Joi Simpson stated that one of the next steps will be that an FAQ would be posted on the website the first week of October. There will be an estimator for employees to calculate leave for their particular situation. There will also be articles in Stateline. The anticipated target date for this new policy is July 1, 2008. Viktor stated he would like a cost analysis, Sue Huang stated she would provide this.

**Agenda Items for**  
**Next Meeting-**  
**January 25, 2008**

The next council meeting is scheduled for January 25, 2008. Members are welcomed to email agenda items to [sue.huang@state.co.us](mailto:sue.huang@state.co.us).