

### **Statement on PG-23 from Ron Morrison**

The FS Executive Council asked that I provide some brief context for a pending revision (or, perhaps more properly, a clarification) of PG-23 (Resignation from University Employment).

As some of you know, I am retiring at the end of this academic year. When I discussed my benefits with members of the Human Resources staff, I realized there was a serious problem with the way this personnel policy was being interpreted. The policy seems innocuous enough and simply states that, for faculty, resignation should “ordinarily become effective at the end of the fall or spring semester.”

The problem, however, was that someone in HR or in Fiscal Services arbitrarily interpreted the statement to mean that resignation should be effective at the end of the month that teaching duties conclude. For some faculty (such as myself), this date was determined to be 31 May. For others, it would be 30 June or even 31 July. A key consideration is that all benefits end at the effective date of resignation. So, faculty who finished their teaching duties in May would have no benefits for the month of June. This would leave two alternatives: buying expensive COBRA benefits for one month or retiring a month earlier than planned, which would mean that faculty in KTRS would only receive a reduced service credit for this year (thus reducing pension payments for life).

As you might expect, I complained about this arbitrary interpretation of the policy and, after involving KTRS in the discussions, I helped Caroline Atkins and Mary Fister-Tucker to see that this interpretation was unfair and untenable. I spoke with Ms. Atkins on the telephone, and she explained that Ms. Fister-Tucker would be presenting a revised (or clarified) version of PG-23 specifying that all benefits would be available until 30 June. Later, Ms. Atkins confirmed this information in writing.

I shared all of this information with the Executive Council so that they can provide some input on the formulation of this policy. One issue that will have to be addressed is how benefits are handled for faculty who might choose to leave the University after a fall or winter semester.

I want to add that I appreciate that Ms. Atkins and Ms. Fister-Tucker have attempted to rectify this situation.