



Personnel Committee  
November 15, 2013 1:00 pm – 3:00 pm  
1800 Grant St, Conference Room 503

### Meeting Minutes

**Attending:** Jill Pollock, Gloria Main, Lillian Hoeffecker, Bruce Neumann, David Forlani, Don Eron, John McDowell, Mark Stanker, Maegan Gilmour, and Melinda Piket-May.

**On the phone:** Rob Maclaren, Elaine (UCCS)

#### Approval of Minutes

Approval of Sept. minutes postponed until next time.

#### Discussion on Succession Procedures/Policy for Chair

There was discussion regarding the procedures for replacing committee chairs, with some concern over how John was appointed to the position, and whether his position on the Trust poses any conflict of interest (with emphasis that the concern was over John personally). There are currently no defined succession policies/procedures, and it was noted that there should be a specific process in the future. Melinda mentioned that may be something to address as part of the bylaws review currently being conducted.

#### Discussion on UBAB Discontinuance and Personnel Committee's "New Role"

Committee discussed concerns expressed by Colorado Springs campus (and others), that they didn't have enough education and resources to adequately represent themselves without UBAB, and whether Personnel Committee would be capable of taking on UBAB responsibilities. There was also discussion over how much of the UBAB responsibilities were taken over by the Trust, how much might be left for Personnel to take over, and the appropriateness of doing so. If Personnel is to take on UBAB responsibilities, creation of a benefits subcommittee may be a good way to do so. It was noted that recruiting additional members, or resource people, with knowledge of the area would be beneficial (names of such people need to be given to faculty assembly chairs on the applicable campuses).

VP Pollock gave additional explanation of the reasoning behind the decision to discontinue UBAB, and noted that she felt it was appropriate for the personnel committee to take on some of the UBAB.

#### Motions, Bruce Neumann

1. The Personnel Committee of Faculty Council recommends that President Benson take whatever steps are necessary to change the purchasing arrangements between the University of Colorado Health and Welfare Trust (UCHWT) and UC Health (University Hospital) such that the fee-for-service discounted rate structure shall be cancelled and replaced with a blended rate structure based on Medicare and Medicaid rates. This change will result in more objective, defensible, and lower rates, and should result in reducing hospital charges to the Trust of between 10%-25%.

-Seconded by Gloria Main



-Discussion: VP Pollock commented she feels the current rates are fair. There was also discussion regarding source of data to support the numbers presented in the motion, and need for further research before making an informed vote.

-Vote: 4 in favor, 4 abstaining

Motion Passed, will be presented at next FC Meeting.

2. The Personnel Committee of Faculty Council recommends that President Benson determine the amounts of any health plan premium overpayments by CU employees during the most recent fiscal year and that this amount be added to the documented premium overpayments by CU employees during the Trust's first two fiscal years; the total of these overpayments should be distributed to CU employees as rate reductions or premium holidays in proportion to the amount of premiums paid by each employee during these three years. This return of premiums is significant and could total \$3-5 million over the three years.

-Seconded by Gloria Main

-Discussion: VP Pollock noted that excess can already result in premium holidays or rate reductions. Mark provided further explanation of the current system. Several noted need for further research and preparation before voting.

-Motion to table was put forth by Gail Katz, and seconded by John McDowell.

Motion tabled.

### **Update from Mark Stanker**

Mark reported on feedback received from employees, received 165 recommendations – largest response ever, and discussed criteria used to evaluate recommendations. He also discussed recent and upcoming wellness events/programs, and noted that there has been a 35% increase in participation at these events.

### **Old Business**

Committee discussed program discontinuation and the need for an EPUS bridge. It was decided that Gail Katz would serve as the Personnel-EPUS bridge and begin attending the EPUS meetings.

Committee also continued discussion on faculty retirement savings. Question was raised whether it would be possible to get better, more helpful data. VP Pollock discussed some of the data already available and financial education program being developed.

### **Adjournment**

There being no other business, the meeting was adjourned. The next meeting will be held on December 6th, 2013, from 1pm-3pm, in the Colorado Springs conference room of 1800 Grant St., Denver, CO 80203.



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