

**UNIVERSITY OF COLORADO STAFF COUNCIL  
MEETING MINUTES**

Thursday, February 16, 2012  
10:00pm – 2:00pm  
Denver Campus

**Roll Call**

**Attendees:**

- Tina Collins
- Dana Drummond (Boulder)
- Leeann Fields (Denver|Anschutz)
- Stephanie Hanenberg (Colorado Springs)
- Carla Johnson
- Deborah Makray (Denver|Anschutz)
- Debbie Martin (System)
- John McKee (Boulder)
- Jen O'Connell (Colorado Springs)
- David Pierce (System)
- Dennis Russell (Boulder)

**Absent:**

- Pereze Banks
- Miranda Carbaugh (past co-chair)
- Sarah Douvres (alternate)
- Danny Felipe-Morales (alternate)
- Matt Gaden (alternate)
- Lori Krug (past co-chair)
- Jane Muller
- Teena Shepperson-Turner
- Jennifer Williams (alternate)

**Additional:**

- Tyson Randall

**Motions**

1. Motion to approve the February 16, 2012 meeting agenda by Stephanie Hanenberg, seconded by Deborah Makray.  
VOTES: Yes: 11; No: 0; Abstain: 0
2. Motion to approve the November 17, 2011 meeting minutes by Jen O'Connell, seconded by John McKee.  
VOTES: Yes: 11; No: 0; Abstain: 0
3. Motion to approve the revised APS for Tuition Benefit Assistance by Jen O'Connell, seconded by Dennis Russell.  
VOTES: Yes: 11; No: 0; Abstain: 0

**Chair Update: Carla Johnson**

- Exempt Professional compensation Plan
  - o Carla has stated that UCSC would like to participate in the discussions about Exempt Professional's Compensation plan.
  - o A vendor has been selected named Aon Hewitt to assist in compensation plan design. Aon Hewitt is the same vendor that reviewed the benefits plans.
- System Staff Council Resolution on UBAB – Debbie Martin & David Pierce
  - o SSC made a resolution to support the idea to have staff and faculty involvement on the University of Colorado Health and Welfare Trust or the Design Review Panel, however; SSC is not convinced that UBAB's current structure and function is the most effective mechanism for staff and faculty representation at this time.
  - o Debbie stated Jill came to their monthly meeting to give the background of the Trust and UBAB. Jill said in the beginning UBAB was very visible with staff but in the past 3 years have not been.

- David stated that when he was on the UCSC Council that UBAB used to come to their regularly scheduled meetings and give updates.
- David stated that SSC supports staff involvement but UBAB doesn't seem to be effective.
- Stephanie Hanenberg stated that UCCS Staff Council gets regular updates from their UBAB representative; however, the UBAB rep says they have not been invited to Trust meetings.
- David stated that Jill explained how the Trust is set up right now, it is regulated by the Federal government but Jill Pollock would like to see the Trust as a governmental plan and then an ex-officio can be established to be the voice of the employees.

#### **HR Updates: VP Jill Pollock**

- Health & Welfare Trust
  - House Bill 11-1301 legislation stated that any public institution of higher education can choose to offer its own benefit plans, in addition to, or instead of the state plans for classified employees.
  - A letter was sent to the State Benefits Board stating that CU may choose to do this. This letter set in motion a review of the plan to see whether removing the employees from the state plan would have a negative cost effect on the remaining employees left in the state plans. The State wrote CU back stating it would not negatively affect it.
  - So on July 1, 2012, CU will only offer CU health plans to classified employees in appointments greater than 50%. Classified employees in appointments less than 50% can only choose the state plans. There will not be any changes to the benefits on life, dental and short term disability. The big difference will be on the health insurance side. Because so many of the classified employees are already in the Kaiser plan, a lot of employees have asked to be included in the CU Kaiser plan which over the past few years have had lower costs and benefits were more comprehensive.
  - Jill stated she thinks this is a good move and allow CU to be more efficient in administering the plan.
  - This year will be a positive enrollment in benefits. Open enrollment will be April 30<sup>th</sup> – May 25<sup>th</sup>.
  - Cigna will be a new provider instead of Anthem.
  
- Joint Budget Committee
  - They made a recommendation that the state would go with 100% of the market for the employer contribution for benefits.
  - Jill stated this has a long way to go and she has no idea the outcome, but if it passes as part of the long bill, it will be welcome due to no raises in sight, which will help out employees with costs.
  - Jill stated the Governor is not pursuing another year of the "PERA Shift" so employees would not have to pay for the 2.5% portion of PERA.
  - Jill stated there is a lot of discussion, but no decisions, about raising tuition to fund compensation for faculty and exempt. She stated approximately 1/3 of tuition is set aside for compensation.

#### **University Benefits Advisory Board (UBAB): Dr. Stuart Schneck (Chair) & Paula Wallace (Denver staff rep)**

- Dr. Schneck spoke about the history of health plans and UBAB.
- He stated in 1990's, CU was self-insured.
- In 1997, the CU President requested an audit, which showed a deficit of \$12 million, low employee satisfaction and low quality of care. The conclusion was that CU didn't have the experience to effectively manage health plans. A recommendation was made for CU to obtain a variety of fully insured commercial plans.
- UBAB was established to help represent the needs of all employees and not just their own constituent groups. They would replace the Oversight Committee who had over 40 members. The group would consist of two classified staff members, one member representing Professional Exempt employees, and four faculty members for a total of seven voting members. Also, it was decided that a retired physician would be advantage to the Board. Mark Stanker and Gena Trujillo from PBS were also appointed as non-voting members.

- Dr. Schneck stated UBAB is an advisory group for benefit related issues for President Benson and the Administration and charged with making recommendations and reviewing the status of the programs.
- Dr. Schneck stated UBAB would like to be a liaison to the Trust Committee and have one classified and one faculty member appointed to the Committee with full rights except for voting rights which has to do with the legalities set by the Federal government.
- Carla Johnson stated that UCSC appoints the members of UBAB and asked how does UBAB expect to handle the communication of the Trust to employees? He stated any of the members would be happy to come and speak to UCSC if invited.
- David Pierce stated he would like to see UBAB be more pro-active in coming to UCSC meetings to give updates to the Council.
- Dr. Schneck said UBAB only attend meetings; they do not send out surveys to employees. During their meetings PBS and Jill Pollock attend to give them updates.
- Jill gave a follow-up to the UBAB discussion stating that she feels employees voices being heard is very valid but she hasn't seen any information come out of UBAB for the last 3½ years.
- Jill suggested having a Benefits Administration rep attend UCSC meetings to tell them about what is going on and ask for input from the Council.
- Jill also stated money from the Trust cannot be used for anything but the Trust and that the Board members are personally liable for the expenditures of the Trust.
- Jill charged UCSC with responding to the APS within this fiscal year and making a decision whether UBAB should continue.

**Treasurer Update: Tina Collins**

The budget has not changed in the last month. \$4718.23 operating expense balance, approximately \$3000 for the conference, \$737.13 travel budget and \$1000 for each campus's Service Excellence Award.

**Campus Updates**

- Boulder:
  - Auction being held and open to all employees.
  - Website is up to date.
  - Blood drive held but found some difficulties with employees that can't read English because the employee must read and sign the form, it cannot be from an interpreter.
  - Staff Appreciation in March.
  - Tour of the Capitol and the US Mint on March 22<sup>nd</sup>.
- Colorado Springs:
  - Staff enrichment was received well.
  - Spring staff luncheon will have "Vegas" theme.
  - The Suicide meeting on suicide prevention went well.
  - Their Board is fully staffed.
  - Breaking ground on new facilities
  - Strategic plans for the entire University (specific to increasing staff)
- Denver:
  - Successful food drive with 70 complete baskets to the elementary school.
  - Staff Appreciation luncheon was in December.
  - Randy Wood, from the Department of Personnel Administration spoke about a program available to state employees on counseling, conflict resolution and dealing with personal issues.
  - Michelle McKinney and Jay Dedrick talked about University Relations and the CU Advocacy Program.
  - Chancellor Wartgo is retiring and being replaced by Don Elliman.

- Staff Appreciation scheduled in April.
- AMC:
  - David Thomas from CU Online will talk on having fun in the work place.
  - Wayne Casio spoke on trends and changes in the workplace.
  - Employee recognition for monthly awards for OEP.
- System:
  - Blood drive coming up soon.
  - Brown Bag lunches since October have been fun, informative and well attended.
  - Will be having CU Advocacy Day at the Capitol March 16th.
  - Toy Drive for military family was successful.
  - Supervisor (support person) appreciation luncheon.
  - Elections of 8 members which is more than half of the Council.
  - New CU signs are up on their building.
  - Service Award
  - President of the Year award

#### **Action Items**

- APS Tuition Benefit Assistance – Lisa Landis
  - Lisa stated some changes cannot be addressed due to the differences on each campus.
  - Some changes can't be made due to IRS regulations.
- Retired Staff Association – Lisa Landis
  - Brought to her attention to have an all campus retired staff association so UCSC will talk about this.
  - PBS is now funding the Boulder staff group so it may make sense to have it include all campuses.
- BCSC Resolution: Surplus Equipment – Carla Johnson
  - Carla will find out more details and report back to the Council.

#### **Spring All-Staff Conference**

- Update – Jen O'Connell
  - Friday, April 13<sup>th</sup> from 8am to 4pm
  - She asked each campus council to invite their Chancellors to the award ceremonies from 11-12 and then lunch after.
  - It will be at The Garden of the Gods Trading Post.
  - Each staff council will do a presentation for 10-15 minutes.
  - Topic will be emergency preparedness.
  - There will be time at the end for a tour of Garden of the Gods.
- Service Excellence Awards – Carla Johnson
  - If each council is not getting nominations then the Council itself should come up with nominations.

Meeting adjourned 1:45pm

Next Meeting: March 15, 2012  
System – 1800 Grant Street