

**University of Colorado Staff Council
Meeting Minutes**

Thursday, November 19, 2015
10:00 am – 2:00 pm

10:05 am **Call to Order**

Roll Call

PRESENT

Last Name	First Name	Campus
Flandro von der Nuell	Gaylynne	Boulder
Thomas	Denise	Boulder
Iturbe	Joanna	Boulder
Drummond	Dana	Boulder (no vote)
Pasquale	Cynthia	CU Connections
Dages	Jim	System
Dressler	Tara	System
Strating	Tricia	System (no vote)
Melzer	Annie	System
Mensch	Sarah	UCCS
Wynne	Anja	UCCS
Sicalides-Tucker	Nancy	System
Smith	Jennifer	UCD AMC
Petty	Phillip	UCD AMC
Hurt	Ja'Net	UCD AMC

NOT PRESENT

Last Name	First Name	Campus
Firestone	Joshua	Boulder
Lockwood	Nick	UCCS
Moore	Nancy	UCCS
Smith	Carissa	UCD AMC

October minutes approved – Joanna Iturbe motion, Gaylynne Flandro von der Nuell second

Treasurer's report: Dana Drummond

- Still waiting for lunch charges for lunch at October mtg.
- Please be sure to submit expense reports for travel, mileage and parking, when applicable, for the UCSC meetings. Use ST: 51088137. Lisa Landis is the approver. Reminder: When completing expense reports please indicate name and purpose in the description/comment and in Business Purpose fields.

Chair's report – Denise Thomas

- Regent Meeting review
 - New Chancellor, Dr. Dorothy Horrell, appointed for CU Denver.
 - Chancellor's Mental Health newsletter, lots of hits – folks very interested in this topic.
 - Linda.com – professional development online system from Boulder, rolled out to other campuses for use.
 - Working on online education program incorporating all campuses. Regent Ludwig challenging Faculty, grad students, and staff in contest to develop a 3 year, online, undergrad Liberal arts degree, utilize all three campuses for 2019 academic year. Will encourage access and be 3.3 million dollar prize.
 - Raised awareness UCSC needs to assist surveying staff to help get a feel for what staff concerns are with the working climate.
- Treasurers Report

- Group active to get regents to go 'green' with investments. Can invest but not solely in green companies, must be balanced portfolio.
- Efficiencies from campuses saved \$40 million this past FY.
- Diversity/Inclusion Work Group
 - Meeting with executive leadership to work with upper administration on topic. Brenda Allen information sessions in January for unconditional bias.
 - Will look at strategic plans
 - Policy changes included adding pregnancy as a protected class related to discrimination; and the additional of philanthropy as a category to award an honorary degree.
 - Review of all regents policies over the next 18-24 months to make sure they are in line with University APS. Want to look at context of policies not necessarily grammar/language errors. Governance groups reviewing will need to be looking at the context of the policies. Review will funnel to campus councils and system experts and then back up to UCSC for final comments to upper administration for consideration.
- Kathy Nesbit meeting
 - Regent policy review process.

Kathy Nesbit presentation on Elevate and Employee Relations Update

- Linda.com
 - On next HR agenda for moving forward.
 - Kelly fox to expand existing contracts and connecting with CFOs to make sure there is money for it and in the planning for next FY budgets.
- Tuition benefit and parental leave
 - Met with CFO to discuss. Discussions on going. Policies will be delayed.
 - Question on tuition benefit brought up by UCSC: what are the challenges implementing across campuses? Kathy's thoughts: Are we competitive with other universities that are all over the place? 80% of larger institutions don't do something as generous. Multiple campuses compounds challenges. Do the campuses have the funds to be 'equal' on all campuses? Need to look at scale and resources, competition. Discussions are ongoing, including the possibility to decrease one benefit to increase this one?
- Review 11 articles of regent policies between HR and Academic Affairs over 18-24 months.
 - Are the policies at the appropriate levels
 - Do some need to be repealed as they are no longer valid?
 - Look at big goals of policy not grammar.
 - Give info with a rationale when suggesting changes
- Diversity and Inclusion
 - Expedite a larger strategy across the university. Looking at a comprehensive plan to cover all aspects of what we do in the university setting.
- Elevate
 - Go-live is on track.
 - Need to be patient with the process and 'bumps in road'
 - Use helpline for security and work flow issues/challenges
- Benefits
 - Marijuana tax collection is only for capital construction on k-12 education, law enforcement, etc. Other k-12 areas are still in need.
 - Additional money will continue to go to capital construction
- Will we ever be 'one campus'
 - Different accreditation

Tony DeCrosta, AVP of CU Health presentation on Health Trust

- Kathy Nesbit, Chair of Trust, spoke on our health plan giving a brief overview of Health Insurance. We are partnered with UC Health and UPI in our trust. Tony's group administers the trust plan. The administrators work on getting us the 'best rates' for our services. Have more leverage to get good rates, but must compromise with UC health and UPI. Lisa Landis manages for CU.
- Tony DeCrosta discussed being part of the administrators. Provider coverage for 63,000 lives we cover. Trust is self-funded = 501C9. When we go to our physicians, we pay a deductible and then once met, Collect money from all three employer groups. Employees care about how much is this going to cost? Trust worries about total premium costs. The trust pays the bills. We save about \$42 Million by 'cutting out the insurance company' and handling the trust ourselves.
 - BCBS/Anthem
 - Kaiser Permanente
 - These are our ASOs (Administrative Services Only) who do the billing and adjudicate the claims. They are administers not insurance companies, they are the pass through to the trust who 'write the checks'.
- What is the cost to employees and what does the employer subsidize? We need to look at value of the plans
 - Exclusive
 - Extended
 - Kaiser HMO
 - High deductible
 - How much do each pay across the trust? Exclusive 91%, extended 84%, Kaiser 87%, High deductible 82%. Health/claims are most of cost, so we are doing things to keep people healthier to keep costs down. Plan pays percentages above (employee pays difference - 91% trust/9 % employee.
 - How are rates set? Put money in and pay bills out. Most employers pay 80% and employees have to pay 20% of healthcare costs, our high deductible pays 100% of costs after \$1500 deductible paid.
 - HAS added to high deductible plan, so you can put pre-taxed money in an account then use it for medical and dental expenses. This money is not lost (has no expiration).
 - Birth control is covered by each plan, but check pharm formulary to be sure the chosen Rx is covered.
 - This trust is not the same trust that houses the Malpractice Coverage Insurance for practicing faculty and staff.
- How do benefits get added to our plans?
 - Every 3 years employees are solicited to see what the interests are in benefits. Surveys.
 - Stay at a plan value to stay away from the 'Cadillac tax' of 40% excise tax, as trust cannot afford this (most plans cannot afford it).
 - What are others offering that we are not and why?
 - Work toward wellness/challenges/benefits-incentives of getting healthier

Campus Updates (Working Lunch)

- Boulder
 - Staff appreciation breakfast held
 - Plan on surveying boulder staff every other year.
 - Working on PBRL FAQ benefit sessions
 - Working on diversity days and spirit days which include discounts at boulder book store.
- UCCS

- Survey staff for value of events held and interest in future events.
- Met with leadership regarding Ombudsman program revamp for UCCS.
- Fall Breakfast held in September
- Annual Blood Drive held in October
- Denver/Anschutz
 - New website including catalyst platform use for centrally located info.
 - Popcorn party for Denver staff held with community donation drives.
 - Identity theft professional development at Denver and AMC during Nov. and Dec.
 - Street Teams developed to visit buildings on both campuses to market our council and what they can offer staff.
- Systems
 - December and January construction on floors 4-8 of the systems building.
 - Years of Service event held 11/11/15. President's Award went to John Arnold
 - Holding brown bags regarding what each unit within systems does.
 - Together We Rise – providing duffle bags for foster kids so they have something to put their belongings in when relocating. Later in the year they will host a party or other venue to decorate bags.
 - Buckley Kids – donate gifts for children of service men and women

Committee Planning/Committee Progress Reports/Updates

- Policy Review
 - On hold
- Service Excellence Awards
 - New online form for ease of nominator
 - Going to send out in December and request nominations by 1/29/16 at midnight.
- Professional Development
 - On hold

Regent Kyle Hybl presentation

- Kyle Hybl, Chairman of Board of Regents
 - Giving Overview and Goal and looking for insight as what staff needs from Regents.
- Roles of Regents
 - Regents were founded in 1876 and we are unique as we are in state constitution. Others are only in by statute. Any changes must specifically target CU in order for 'change' to take effect. "Green Shoes" example.
 - 7 congressional districts elected board
- Main Duties
 - Of care
 - Of loyalty
 - Of obedience to institution (CU)
- Order of hierarchy of policies
- Strategic priorities and metrics
 - Graduation and retention rates
- See presentation on one-box for further details and PowerPoint.

Next Meeting

- Will need to have someone volunteer to be new USCS secretary or at December meeting Chair has authority to appoint one.
- Video Conference – December 17th, 2015: 10AM-12PM

2:00 pm **Adjourn** – Motion to adjourn was made by Ja'Net hurt and seconded by Anja Wynne.