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Joint Personnel and Budget Committee Meeting
February 5th, 2016
1:00 pm – 3:00 pm
Denver conference room, 1800 Grant St, Denver

Meeting Minutes

Attending: Jeff Zax, Lucy Dwight, Larry Cunningham, John McDowell, Laura Argys, Gary Colbert, Bita Rivas, Tamara Terzian, Lisa Landis, Tom Zwirlein, Dorothy Garrison-Wade, Vicki Grove, Dan Montez, Tony DeCosta, and Grace Wagner

On the Phone: Mark Gritz, John Welton, Rob MacClaren, Elaine Cheesman, and Eddie Portillos

Approval of Minutes

Tom Zwirlein is not replacing Elaine Cheeseman, rather he is a new member of the committee. Minutes approved with this change.

Retirement Vendor Transition – Lisa Landis

Associate VP Lisa Landis gave a report on the Retirement Vendor Transition as requested by the Personnel Committee, but she does not yet have the report requested by the Budget Committee. She presented and explained the documents she brought with her including an infographic on Benefits and Payroll, as well as a summary of the 2015 Retirement Vendor Transition. A discussion of this information followed.

Due to market volatility and lack of an appropriate lapse of time, it was decided not to do a satisfaction survey at this time. Discussion followed about what would eventually be included in a satisfaction survey at a later date. In the meantime, it was proposed that TIAA CREF create a presentation to be presented to and vetted by the committees so that it may be presented to the faculty at large. It was proposed that a joint subcommittee be created to handle this and interface with representatives of TIAA CREF.

Additionally, Lisa Landis informed the committees that the university is a finalist for an award in an investment and pension magazine. The winners will be announced in March.

Tuition Benefit – Lisa Landis

Lisa Landis reported that they are close to a decision on the dependent tuition benefit. A discussion of the obstacles, university competitiveness, and transferability ensued.

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Policy Cycle – Dan Montez

Dan Montez presented a preliminary list of the policies up for review in this policy cycle, drawing particular attention to APS 2006: Retention of University Records, APS 5019: Parental Leave, and APS's 5020, 5023, and 5050 as needing review. He also informed the committees that the Board of Regents passed a resolution on November 6th, 2015 to review all Regent Laws and Policies. There are approximately 120 policies in total of varying length and complexity. The proposed time line is within 24 months, with the goal to be done by December 2017. VP Patrick O'Rourke is charged with leading this effort. The goal is to identify redundancies, anachronisms, and areas that need additional clarification. Policies will be able to be changed, deleted, or added to after the review. Discussion followed.

Anthem Breech – Tony DeCosta

Tony DeCosta gave an overview of the Anthem Breech and what the national reaction has been. Credit Monitoring has been extended in perpetuity, basically adding "identity care" to the healthcare benefits. There is an additional program that requires enrolling that monitors accounts for suspicious activity. The response rate has been less than 7% and he requested that the committees help spread information about the benefit and encourage people to enroll. This service is available to all who have selected Anthem plans regardless of whether they were enrolled at the time of the breech including new hires. In June, they will be sending out an annual privacy notice and information about the permanent extension. Chair Tamara Terzian suggested using CU Commincations and contacting the chairs of the faculty councils on campus to get the word out.

Ad-hoc Joint Subcommittee

As discussed earlier, a joint Personnel and Benefits Committees subgroup was proposed to handle issues with TIAA CREF. Tom Zwirlein, John Welton, and Larry Cunningham volunteered to staff the subcommittee. The committee was official approved and thus formed.

Other Business

There was a brief discussion of the issue of the sick leave policy. More information will be gathered from various sources for further discussion.

Adjournment

There being no other business, the meeting was adjourned at 3:10 pm. The next meeting date for the Personnel Committee will be March 4th from 1:00-3:00 in the Denver Conference Room. The next meeting date for the Budget Committee with be March 17th from 11:00-1:00 in the Denver Conference Room.