

**Personnel Committee Meeting**  
**April 3rd, 2015, 1:00 pm – 3:00 pm**  
**Denver conference room, 1800 Grant St, Denver**

**Attending:** John McDowell, Dan Montez, Erika Weston Laura Borgelt, Lucy Dwight, Rob MacLaren, Tamara Terzian and Stuart Schneck

**On the phone:** Eddie Portillos, Gail Katz, Elaine Cheesman

**HR Update**

Tony reported that the independent review of the Health Trust for the last fiscal year has been completed and no audit findings were found. The audit report is now posted on the Trust's website (<https://www.cusys.edu/trust/documents/2014-cuhp-audit.pdf>). The audit report is posted on the Trust website. Tony went on to discuss Trusts' True-Up policy and his recent request for a reserve that is managed through policy and has a fully funded budget.

**Anthem Security Breach**

Tony reported that he has requested an extended credit monitoring service for CU employees, in addition to the two years' service offered by Anthem as a result of the data breach.

**Open Enrollment**

Tony discussed the following design changes to the health plans offered to employees:

- A health savings account (HSA) will be added to the high deductible health plan. The HSA will be offered through Wells Fargo bank and sponsored by the health plan. It will be free to employees.
- A diabetes prevention program, acupuncture services and transgender surgery will be added to the health plan.
- All plans will see a 6% premium increase, except the high deductible plans. There will be no increase in the Medicare plan and only a minor increase in the Kaiser and exclusive plans.

Responding to this update, committee members noted that they would like to see better dental, vision and hearing benefits for retired faculty.

Lisa Landis went on to report that the Access Plan will be discontinued and replaced by the Anthem Extended Plan, which will provide nationwide coverage for enrollees. Open enrollment will start on April 27 and end of May 11, 2015.

**Retirement Benefit Town Hall Meetings**

Lisa reported that retirement workshops have been held on each campus and were attended by over 1,000 people.

### **Discussion on Administrative Policy Statements**

Committee members discussed APS 5014, 5015 and 5019 and suggested changes. Dan Montez will update the APSs and report back to the committee.

### **Faculty Council Update**

Laura gave an update on the tuition benefit and discussed the need to educate Regents on the current benefit and the changes proposed by the Faculty Council. She went on to discuss EMAC's white paper on incentivizing faculty for diversity work in response to the climate survey. Discussion ensued.

Laura also encouraged members to attend the upcoming Board of Regents meeting on April 16-17, 2015 which will be held on the Denver campus.

### **Proposal on Reporting Mechanisms For Discrimination and Sexual Harassment**

Committee members voted to allow Faculty Council Chair Laura Borgelt to review and further edit its proposal on reporting mechanisms for discrimination and sexual harassment.

### **Committee Elections**

Gail Katz was elected as the committee chair and Tamara Terzian as vice-chair.

### **Old Business**

Members agreed that FCQs, workplace bullying and review of the policy on sabbaticals will be added to the agenda for AY 15-16.

### **Adjournment**

There being no other business, the meeting was adjourned. The next meeting will be on May 1, 2015 in the Denver conference room, starting at 1:00 pm.