



**UNIVERSITY OF COLORADO STAFF COUNCIL
MEETING MINUTES**

1800 Grant Street, #501
Thursday, March 13, 2014
10:00 a.m. - 2:00 p.m.

Attendees:

- Deserae Frisk (UCSC Chair)
- Carla Ho-a (UCSC Past Chair)
- Ida Dilwood (UCCS)
- Dana Drummond (Boulder)
- Erin Foster (Boulder)
- JaNét Hurt (Denver | Anschutz)
- Nan Kerr (Alternate UCCS)
- John McKee (Boulder)
- Debbie Martin (System)
- Randy Nozawa (UCCS)

- Nancy Sicalides-Tucker (System)
- Tricia Strating (System)
- Malaika White (Denver | Anschutz)

Absent:

- James Kumm (CO Springs)

Guests:

- Cynthia Pasquale
- Jill Pollock

The meeting was called to order at 10:05 a.m.

Agenda Approval:

In the February minutes, the company name ZisBoomBah was corrected. Moved by Tricia Strating and seconded by Randy Nozawa to approve the December and February minutes. The motion was approved by general consent.

Treasurer's report: Ida Dilwood

The UCSC retreat lodging bill finally showed up on the financial report this month. VP Jill Pollock is going to transfer some funds to help us cover meeting and travel expenses for the remainder of this fiscal year. Ida will email a more detailed financial report at a later date.

University of Colorado Health and Welfare Trust Update: VP Jill Pollock

VP Jill Pollock highlighted the health plan changes likely for FY15:

1. Emergency department co-pays (exclusive plan only) currently go toward one's deductible but data shows there is an over-utilization of the ER. 60% of ER visits were for non-emergent reasons that could have been handled by a PCP or urgent care. The exclusive plan will be changed so there is a \$150 co-pay per ER visit. The trust will send communications defining when to use an ER vs. urgent care.
2. Medicare supplement plan – The trust is eliminating the mail order requirement on prescriptions and there will no longer be a co-pay, but rather costs will go toward one's deductible.

3. Debit cards will be issued to go with health care flexible spending accounts from ASI. Unused balances will not roll-over from one plan year to the next.
4. Transgender services – There will be no change to transgender coverage or service, but now birth gender will be designated up to the point of the surgery and then changed after surgery so that appropriate drugs can be prescribed with fewer paperwork hassles.
5. A kids wellness program will soft launch on July 1, 2014. This program is for dependent kids aged 5-11 and is designed to encourage kids to be active and eat well. The hope is that the program will also have a positive effect on parents' nutrition and physical activity choices. Eligible children will be given a free device to wear and there will also be online games and rewards for participation.

VP Pollock also said the trust is expecting a 7-9% overall increase in the plan rates, but they have not yet determined the amount of increase that will be covered by CU versus the employee.

The 2013 Benefits Assessment Study conducted by Aon Hewitt was reviewed. The University of Colorado's faculty and staff benefits packages ranked near the top 25 percent in an analysis of programs offered by CU and 15 similar competitors.

The study, conducted in 2013 by consulting firm Aon Hewitt, also reveals that the university has an above-market retirement program and richer, highly subsidized medical plans than its peers. Of particular note is the CU Health Plan, which Aon Hewitt found to have an above-average cost-efficiency ranking of 114 percent, based upon the relatively low amount of money each CU employee pays toward the university's self-funded medical plans.

Among the study's other highlights:

- CU's health plan costs are increasing at a slower rate than that of its competitors.
- Employer retirement contributions at many peer universities have decreased or had no changes.
- CU has made a handful of modest benefit improvements, which have increased its position relative to its peers.
- Several peer universities offer more robust tuition benefit programs—including funding for employee dependents.
- While CU offers a slightly higher than average amount of paid vacation days than its peers, its 10 paid holidays—set by the State of Colorado—rank below average.
- To improve its overall benefits program, CU should consider enhancing its active and retiree life insurance programs, and its tuition benefit program.

The full executive summary can be found at: www.cu.edu/benefits-index

Committee Updates:

Policies Committee - Erin Foster raised a question about the article in today's *CU Connections* where Faculty Council has expressed concerns about the proposed change to Regent policy that would exclude shared governance in VP searches in an effort to make the searches more nimble and wondered if UCSC should also express a similar concern. Per Deserae Frisk, UCSC has an open invitation to attend any Regents meeting, including committee meetings. Deserae would like someone from the UCSC Policies committee meeting to attend an upcoming Regents Laws and Policies meeting to voice an opinion on being included in the VP search discussions. Deserae will

also email Regent Irene Griego, chair of the Regents Laws and Policies committee, to find out where they are in the process of changing this policy and when will UCSC be included in the process.

No other committee updates.

Deserae Frisk requested that each committee chair email her before the May 15 UCSC meeting with the committee's list of accomplishments, barriers to success, goals for the remainder of the year and goals for the coming year. Each committee should meet to discuss these items before they are emailed to Deserae.

Deserae also requested that each campus chair email their campus updates to her no later than April 14 for the Board of Regents report.

Service Excellence Award:

The Service Excellence Award winners from each campus were chosen:

- Boulder: Kenneth Nelson
- Colorado Springs: Stephen Linhart
- Denver/AMC: Christine Gillen
- System: Teena Shepperson-Turner

All winners will be notified no later than March 28.

Moved by Nancy Sicalides-Tucker and seconded by Debbie Martin to adjourn the meeting. The meeting was adjourned at 1:57 p.m.