

## **UCSC Meeting**

**June 8, 10 am-2:30 pm**

Colorado Springs campus - Housing Village, Breckenridge House, Rm. 5113  
1420 Austin Bluffs Parkway, Colorado Springs, CO, 80933-7150.

### **1. Roll Call (Holliday)**

Jim Langstaff, Sue Sethney, Shari Patterson, Frances Munoz, Pat Beals Moore, Joyce Holliday, Catherine Larkins, Pat Beals Moore, Sean Flaherty, Pat Testarmarta, Jennifer Lahlou, Velma Parker, Dallas Jensen, Audrey Newman, Ron Fitz, Antonette Martinez, Paul Wyles, Ted Baldwin, Debra ? , Sean Flagherty

### **2. Minutes from May**

- Revisions and corrections made, approved as amended.

### **3. Treasurer's Report (Patterson)**

- We purchased the laptop and software \$3929.12 in that budget. \$2599.94 in Travel budget.
- Starting June 1 mileage allowance increased to .33 cents per mile.
- Still need to purchase web page creation software.
- Retreat scheduled for October 4, 5, and 6
- We could purchase supplies for the retreat, such as an easel.

### **4. Proposed 06-07 meeting schedule (attachment) (Moore)**

- Motion made to put proposed schedule on the table to discuss. Motion approved. Sue moved to move July meeting to the 13<sup>th</sup>, seconded, discussed. Motion passed. Moved July meeting to the 13<sup>th</sup>.
- Motion made to move August meeting to the 10<sup>th</sup>. Motion passed.
- Motion made to change September meeting to the 14<sup>th</sup>. Motion passed.
- Motion made to incorporate business meeting into retreat. Motion passed.
- Discussion about skipping UCCS because of the month of retreat is UCCS's turn.
- Motion made that since UCB is in charge of the conference, they should move the UCB meeting to October. Motion passed. November meeting moved to UCCS.
- Motion made to change meeting to November 9. Motion passed.
- Motion made to vote on remainder of schedule. Pat T made a suggesting of checking when the President is available for the all staff conference. Vote on schedule as it appears, approved.
- All staff conference – Ted said systems will tentatively handle it and will let us know if that is ok with the rest.
- Will try to see if the President is available on April 27.

## 5. Reports

- Jim reports they had a small gathering at the last staff council meeting. Discussed academic master plan, wins of consolidation, how to communicate with displaced employees from the rearrangement of UCD-HSC. Want to expand the email list to communicate with employees. Working on a sense of community on the down town campus. May 25 they held a Staff Recognition Event. Attendance was just shy of 300 people, gave out 4 outstanding staff awards, 5, 10, 15, 20, 25 and 30 year awards given.
- UCCS – Sherri said they had the staff appreciation luncheon also. Had a theme of dressing like a character from movies and a red carpet. Also did service awards for number of years served UCCS. They had a special meeting about joining the PESA group and the classified group. June 28 is staff council retreat at Penrose. Suzanne Selario is the new chair. VP is Anthony Cordova. Carolyn Rupp - treasurer, Sue Weaver - secretary. They are starting construction on Dwyer Hall supposed to be finished by August 2007. Getting new rec center close to the dorms.
- Ted reported that System Staff Council did a staff appreciation day around 200 people went to a Rockies game in Denver.
- Sean – reported that as long as both sides of the combined committees are in agreement, the chancellor will approve combining the councils.
- Pay ranges are being raised from the bottom, compressed, but not taken down from the top. The range was around 55% and trying to get it back to 35%. Ted was asked to send the explanation he has available in layman's terms to send to this group.
- Francis deferred to Antonette. Monthly meeting was yesterday. Finally got nominations for new officers. **List from Antonette** changed meeting dates to get better attendance by members. Monday will be having a supervisor appreciation luncheon. Trying to have council members get to know each other after work, Sun June 25, they are having a picnic, which was approved and family is invited. Friday, July 21<sup>st</sup>. at Dave and Busters in Westminster is the retreat location. A permanent chancellor has been named – George (Bud) Peterson – he will start July 15. DeStephano will go back to his Provost position. A new ATLAS building is going up; they handed out a DVD to show what it is like.
- UCD-HSC – Lisa is the new campus president, Ilene **Thomas, sec, Evelyn** Velma is the statewide liaison representative, Katie is the alternate. USSC also had a staff appreciation, which HR puts on, and they recognized years of service, employee of the month at a hotel with sit down luncheon. Audrey felt like it was very well put together and was a very nice event. Had the emergency guy present how they handle problems that could occur. The staff retreat is June 23<sup>rd</sup> at the Daniels Fund Building. SP 235 will be discussed regarding PERA, Dennis is coming to present. Dallas is the chair of the professional exempt of UCD-HSC. Audrey asked if we could go to the PESC meetings, reciprocal arrangement. Dallas did not know. This campus seems to be moving away from a combined committee of general and professional exempt.
- UBAB – Paul W reports it was at Denver, open enrollment had just started. Discussed imputed income. “Imputed Income” is not in most people's lexicon. Comes from the IRS. If you are paid in something in tax free income, the IRS wants paid, the two things they have now is non-smoker life insurance, and a policy for excess of \$50,000. In those situations, payroll will be reporting correctly to the IRS, with code C on tax form. The health insurance plans also causes this, according to the IRS they have to be a spouse or dependent children. A domestic partner benefit is really taxable income, and the other cause can be covering non-dependant

children. For imputed income, they need to be either a qualified or non-qualified dependent. If they are a non-qualified they can be covered up to age 25, but you will have tax consequences for that portion of your benefit. It will not go to imputed income on the \$50,000 max, but there will be on the optional life insurance on the discount on the rate for being a non-tobacco user. The difference will be reported on the pay advice beginning July 1<sup>st</sup>. Also added this year to cut down phone calls to PBS during open enrollment – the ability to look up your PIN and employee number on line. A discussion about total comp was reviewed, as people don't really know what they are getting paid despite the newer long pay advices. Didn't have trends of data during open enrollment as it just was starting. Kaiser Colorado Springs is different than traditional Kaiser. CU Kaiser in the Springs is all contracts, so more like a HMO type of plan where they contract with individual doctors instead of having separate clinics and not using their own facilities for everything.

**6. UCSC Bylaws - amendment (to be handed out Thursday at the meeting) (Moore)**

- Pat has several suggestions of items to address in the bylaws. Possibly form a committee to review these items
- have an electronic voting system to send back thoughts on things such as legislature that council member may need to give feedback to the chair in a faster, more efficient method
- change definition of staff council to staff governance group
- to communicate the staff, etc, add in the Regents
- membership – says time taken during normal working hours, exempt employees do not have that opportunity, needs some clarification in this area
- three representative and one alternate per campus but doesn't specify ratio of classified or professional exempt – discussion
- Paul suggests waiting until PERS has bylaws
- Pat T suggests waiting until retreat to review
- Pat T suggests having new chancellors come to meeting to have them address what they would like to see a staff governance do, that they have seen at their other institutions

**7. UCSC Committees proposal (Moore)**

**8. Campus Staff Governance Assembly proposal (Moore)**

- Similar to the faculty assembly group – system staff council is blurred with name of staff council, change campus group to campus assembly – smaller group who is elected
- Take idea back to campuses and see what they think, just is a means of trying to clarify

## 9. University of Colorado Staff Senate proposal (Moore)

- An all inclusive group that has membership of all staff on the campus, might be a way to increase participation – similar to set up for faculty, where every person is a representative in the group, not elected
- Overall idea is to have committee involvement with other governance groups

## 10. UCSC website presentation (Moore)

- Pat M presented the draft of the new web page and demonstrated the navigation

## 11. Parting Remarks (Langstaff)

- Jim thinks that most of you realize how important this staff council is having served for 6 ½ years, always most impressed with this council in presenting and changing policies. More organized in this group than others he has seen. Has to give credit to the regents for creating this organization in the 70s
- If you are a member of this group and get involved, you will learn more about how the system works, system, state, etc.
- Having the option to be in the CU insurance plans in addition to the state plans to chose from when you are classified staff
- Has seen many different opportunities to participate in CU governance, the chair is in the loop in the committee meeting and the opportunity to participate
- Even when we run against things like SB7, he encourages the group to fight the good fight for the employees of the University of Colorado
- Having been tat the university for 25 years, has seen 7 or 8 presidents, those are revolving doors, the solid part is the administrators as are the students, students and the pursuit of education are the reason we are here and what we are al about. Keep doing things in the noble good for the University of Colorado
- There is a position on this council that is a very fine line, speaking about being the chair of this group, pat has been the last three, if she decided she doesn't want to commit herself to doing this, hope someone else will step up to the plate. The chair does a huge amount of work to be prepared for all the meetings and stay informed, the consistence and continuity needs to be there month after month to develop relationships with the different groups. You have to be ready to put aside your work and have a supervisor who is understanding. You know your presence at these meetings sends a strong message
- Jim has something to share with Pat – she said something to him one time and he said, I don't know, you aren't family, pat has given us lots of wind chimes over the years. Jim made wind chimes out of a bike tire gears and parts – it is off of Jims last racing bike
- Pat thanked Jim for all his years of service with this group

## 12. Unfinished Business

- Pat's conversation with the president, concern about reducing the number of the meetings, we would still report to the board in the same manner that we have before. Someone suggested emailing the Regents

- Reporting relationship we have is kind of blurry – Michelle thought that would decrease the purpose of the group
- He said we can choose who we want to report to on our campus, he is open to suggestions
- Responding to campus concerns, he would go to who ever can fix that problem, such as the chancellor – the door should be open at those levels if we have a legitimate issue to discuss

### **13. New Business**

- Pat would appreciate any items to discuss with the board at the end of the month
- Sue strongly encourages staff council to attend the regents meeting when it's on their campus
- *"What happens in staff council stays in staff council"* Ted Baldwin

### **14. Adjourn**