

**UNIVERSITY OF COLORADO STAFF COUNCIL
MEETING MINUTES**

Thursday, June 28, 2012
9:00am – 11:00am
System Office

Roll Call

Attendees:

- Dana Drummond (Boulder)
- Danny Felipe-Morales (alternate)
- Leeann Fields (Denver |Anschutz)
- Deidre Green (Colorado Springs)
- Carla Johnson
- Debbie Martin (System)
- Jane Muller (Colorado Springs)
- Tyson Randall (Colorado Springs)
- Carla Rupprecht (Colorado Springs)
- Teena Shepperson-Turner (System)

Absent:

- Pereze Banks (Denver |Anschutz)
- Miranda Carbaugh (past co-chair)
- Tina Collins (Colorado Springs)
- Sarah Douvres (alternate)
- Stephanie Hanenberg (Colorado Springs)
- Deborah Makray (Denver |Anschutz)
- John McKee (Boulder)
- David Pierce (System)
- Dennis Russell (Boulder)
- Jennifer Williams (alternate)

Motions

1. Motion to approve the June 28, 2012 meeting agenda by Danny Felipe-Morales, seconded by Teena Shepperson-Turner.
VOTES: Yes: 9; No: 0; Abstain: 0
2. Motion to approve the March 15, 2012 meeting minutes by Leeann Fields, seconded by Teena Shepperson-Turner.
VOTES: Yes: 9; No: 0; Abstain: 0
3. Motion to approve the May 17, 2012 meeting minutes by Jane Muller, seconded by Tyson Randall.
VOTES: Yes: 9; No: 0; Abstain: 0

Chair Update: Carla Johnson

- The 2012-13 Meeting Schedule was presented to the UCSC representatives and all agreed to move forward with the final schedule. Electronic copies will be sent to UCSC.
- Carla updated the UCSC on the continued status of the University Benefits Advisory Board as the representative voice of faculty, staff and retirees regarding benefits.
- UCSC representatives were encouraged to work on their campuses to organize efforts to help those affected by the recent wildfires. The website, www.helpcoloradonow.org was given to representatives as a resource for ways to help.

HR Updates: VP Jill Pollock

- Jeremy Hueth, Managing Associate University Counsel, provided an overview of HB 12-1321 and HCR 12-001m the governor's "Talent Agenda" for Colorado's state personnel system. A copy of the resource document will be scanned as an attachment to these minutes.

- Jill Pollock reported that the university is examining one-time non-base building pay for classified employees, but they do not know yet whether this will go forward. Last year, CU received criticism for providing one-time non-base building pay so would like to see that other institutions are planning.
- As a consequence of HB 1301 that defines professional positions that may be exempted from the state personnel system, there is an increasing proportion of officers and exempt professionals (OPEs) so it has become necessary to develop a compensation structure for this group. The University has begun working on this compensation project, with AON Hewitt as the contractor to help with this process. Chancellors and their executive teams have appointed advisory groups on professional exempts that will meet quarterly to review the project and provide input.
- An update to the Jobs at CU site (administered by PeopleAdmin) will increase capability of the system and allow the university to upload job descriptions and overtime, add performance management capabilities to the system for employee groups.
- The performance evaluation system for professional exempts needs improvement. The university needs a system that provides feedback and ratings. Before the university can achieve this though, a sound compensation structure needs to be in place.
- Jill charged the UCSC to focus on continuing professional development efforts for staff- both classified and professional exempt.
- Health Trust Update: There was a 5.5% year-over-year increase in health benefits- the lowest in the state. There was an 11.9% increase in the employer's cost due to the shift in employer contribution of benefits to 100% of the market average. For FY14, benefits changes are being sought, including: smoking cessation, reducing obesity e.g. Colorado Weigh, Weight Watchers in the workplace, increasing exercise, use of technology, local health initiatives on campus, etc.
- Mark Gelband has taken over Risa Heywood's role to promote wellness at the university.

New Officers, New Representatives

- The new officers for next year will be Stephanie Hanenberg as Vice Chair and Tyson Randall as Treasurer. The Secretary role remains unfilled.
- Carla asked that UCSC representatives please provide updates representative names for the 2012-13 year, if they haven't already.

Fall Retreat Discussion

- The retreat is being planned by Colorado Springs campus, with a location and dates to be determined.
- Rhea announced that the planning group will be meeting at 1:00 and will finalize the dates.
- Outgoing UCSC representatives will be invited along with the incoming representatives, to offer their experience and perspective and build continuity for the UCSC planning agenda.

Campus Updates

- Boulder:
 - New member orientation was held with previous staff council representatives
 - Concerns that OEPs don't think they are a part of staff council
 - A retreat will be held in July
- Colorado Springs:
 - The Lane Center for Gerontology and Health Sciences opened, to emphasize the focus on Sports, Wellness and Arts at UCCS
 - A joint retreat with PESA and staff council will be held July 20th

- Staff council elections were also held
- Denver | AMC:
 - The EPA awarded its first Let Your Light Shine award, which was presented to 2 recipients by Chancellor Elliman
 - EPA goals for 2011-12 include more timely communication, professional development and recognition.
 - The EPA was awarded an increase in its annual budget based on an increased number of OEPs
 - EPA will hold a retreat in July
Denver staff council representatives were absent so no update was given
- System:
 - New appreciation program for student workers has been implemented
 - Based on retreat, council will focus on professional development and communication

Meeting adjourned 2:00 p.m.

Next Meeting: August 9, 2012
System Office