

**Staff Council Meeting Minutes
November 14, 2012, C4C S350
Full Council**

Attendees: Alex Acosta, Bradley Albus, Mary Alford, Janet Baker, Oma Bankston, Laura Carpenter, Jennifer Davis, Dom DeVangel, Christian Dino, Sarah Douvres, Dana Drummond, AJ Gilmore, Rachel Killam, Beth Kroger, Dana Kusjanovic, Ben Leonard, Gregg Lundgren, Vonda Maki, Brad Mathers, Kat McGovern, John McKee, Nick O'Connor, Greg Roers, Denise Thomas, Sharon Vieyra, Randi Voila, Lori Jackson

Absent: Morgan Bays, Philip Bradley, Joe Branchaw, Erin Foster, Angie Greenwald, Erika Herreria, Tatevik Madoyan

Visitor(s): Louise Vale, UCB VCA; Sarah Rose, Facilities Management

Call to order / roll call: 12:15 Quorum present

Approval of October, 2012 minutes

Co-Chair's Reports and Announcements

- Viola introduces Louise Vale, council members introduce themselves.
- Viola introduces Candice Bowen, UCB Asst. VC HR

Treasurer Report

- \$4500 moved from SC plant fund to SC general fund to cover SC 40th anniversary and funding support for Women's Symposium and Diversity Summit.

Speaker

- Candice Bowen presents Power Point on the 2012 Employee Engagement Survey, Legislative updates and upcoming OPE changes.
- Legislative updates: Rule of 3 now rule of 6 for interviewing perspective employees.
- Residency employment change to include 30 miles outside Colorado border.
- Temporary employees will now serve 9 months within 12 month period.
- Colorado to be a veteran friendly state, using all preference points for all hiring processes.
- Recruiting platform upgrades for Jobs at CU, eventually including on-line performance management and other information now only available through supervisors or HR records.
 - Q: Is it true that the proposed 1.5% increase will be absorbed into the increased cost of health benefits? Re: State vs. employee contributions balance.
 - A: Bowen has not heard of this. Follows by explaining that not all governor's information is disseminated to staff, with some being incomplete in process, some not pertaining to CU staff but maybe to some of the other 16 non-Higher Ed groups.
 - Drummond comments from information received at UCSC/Jill Pollock. Staff insurance will not increase due to being self-funded, but CU's employer portion will likely increase.
 - Q: to Louise: what can SC do to help you?
 - A: Keep asking questions, stay engaged and continue communications.
 - Q: Rumor from UCD; Is it accurate that classified staff will get one time non-base building payment in December.
 - A: Bowen replies that she has heard the same rumor, but has no knowledge of issue. Vale had not heard the rumor.

- Q: Regarding governor's letter recently distributed – DPA section mentions pay ranges as past tense and as being lowered. Is this confirmed?
- A: Bowen: The DPA does periodic reviews based on market data, salary range can go upward or downward, the issue needs to go through the legislative process. Certain ranges may lower range maximum, many ranges will increase range minimum. If implemented and legislation agrees to funding, the impact on Boulder campus would result in more happy employees than unhappy employees. Range minimum will increase for more staff than the number of decreased range maximum. The goal is to get most employees to 'midpoint' of salary ranges.
- Q: Will training be provided to Appointing Authorities on this new philosophy of established pay range goals?
- A: Bowen: Yes, after a system wide process is certain.

New Business:

- Dino is seeking one volunteer for the Parking Management Advisory Committee. PMAC helps review current rules and processes, develops and define rules, creates process for PTS. Dino will let council know how often PMAC meets and time commitment expected.
- Laura Carpenter, Public Safety, SC Rep area VI is introduced again.
- Viola has joined the Pedestrian Safety Committee; committee has focused on pedestrian safety across campus. A new review has been requested by VC Vale with a goal to provide campus administration ways in which to improve inter modal conflicts between pedestrians, bicycles, skateboards. A pedestrian oriented campus is desired with enforcement and reduced use of delivery vehicles. VC Vale is requesting by January 15th, 2013, a concise short term plan, listing most priority urgencies to present to administration for funding requests. Possible funding sources: City of Boulder providing a portion of a CDOT grant, portion of event ticket revenues, student government to match a portion of the budget dollars from current organization, Safety Bucks. Please send Viola ideas.
 - Q: Is there information available on which modes of traffic on campus are most responsible for injuries? A: Not at this time, Viola is still reviewing the 42 page report. Suggestion to contact Mike Roseberry, ADA coordinator, for those figures.
- Postponed – Kusjanovic presentation on how decision making is done through SC Executive Board and Full Council.
- Autonomy of SC committees –development of SC committee ideas and when to make choices.
 - Each committee, with their chairs, may decide what issues to explore, what events to present/sponsor, how those goals/tasks will be accomplished within their committee mission and vision and within their budget.
 - These ideas shall be shared during full council meetings each month, by the committee chair.
 - Articles – As you will be speaking for the entire council; if surveys are being prepared or documents created for dissemination, the final edited draft shall be presented to the Executive Board (EB) for approval before being issued outside of Staff Council. The EB will decide if an item will need additional full council vote before being issued.
 - If you are a representative delegate, EB will not guide your decisions, please keep in mind that the EB is available to assist if called upon, leaving SC member(s) to make appropriate choices in response and productivity.
- Viola – asks for volunteer to assist Kristin Epley on 'junk mail' committee. Roers will try to obtain further information and ask again for volunteer.

Delegate Reports

Boulder Faculty Assembly - DeVangel

- Voted to improve BFA resolution on concealed weapons, but will need quorum to perform official vote.

<http://www.colorado.edu/FacultyGovernance/>

Chancellor's Executive Committee - Randi Viola

- Viola will forward 1 ½ page report

<http://fm.colorado.edu/planning/Glossary/ChancellorsExecutiveCommittee.html>

Statewide Liaison Council

- Viola – Sent email report previous to today's meeting. States the importance of SLC to state classified staff. Asks council to read or re-read report and make strong suggestions on how to motivate SLC. Elections for SLC will be done in the spring. Community colleges within the state system have only SLC to speak through. Colorado DPA has preference to only communicate through SLC.
- McKee comments that often the majority of funding is provided through SLC members personally.
- Next SLC meeting scheduled for February, 2013, Lakewood, CO. Viola encourages others to attend as a high level DPA representative will be present.

<http://www.mscd.edu/~csc/slcweb/>

University Benefits Advisory Board – Roers

- UBAB met at Boulder campus. Roers and Madoyan were present. Jill Pollock presented detailed update on benefits plan. UBAB continues to focus on one retiree health plan. PBRL/SC has a number of benefits that they would like to present to UBAB.
- Roers compliments UBAB on strength and forward outlook. Encourages SC to continue submitting ideas to Madoyan including issues heard from constituents.

<https://www.cu.edu/pbs/ubab.html>

UCSC - Drummond/McKee

- The full UCSC report will be sent to SCREPS
- UCSC Chair is presenting report to the Board of Regents including merit pool and budget request reminder. Will share what campuses are doing for community outreach during the holiday season.

<https://www.cu.edu/StaffCouncil/>

Special Reports or Updates

Killam and Kroger – Special printed summary report on Tuition Benefit Survey handed out.

- The survey results will be taken to UCSC by Drummond and McKee.
- Overview: Before PBRL creates a resolution on the tuition benefit, a staff survey was sent asking for feedback on opinion and experience with the benefit.
- 679 completed survey of 10 questions which were drafted from staff council members and from other CU campus' tuition benefit program. Over 1400 narrative comments were received which were categorized into the summary.
- The primary areas of concern are:
 - Continued difficulty in use and registration of classes for benefit. Resentment and anger were frequently used words in the survey.

- The benefit should allow registration before the first day of classes in order to plan work and academic schedules.
- Expansion of benefit available through community colleges or Continuing Ed.
- Expand to 12 or 15 credit hours.
- Expand benefits so dependents can utilize through fall and spring semesters.

Committee Reports

PBRL – Roers

- The PBRL committee presents a statement of support referenced to information received on a proposal from Scarlet Bowen, Director of the CU Boulder GLBTQ Resource Center regarding the issue of extending benefit offerings on gender-identity healthcare coverage for FY 2014 if costs stay in line with the proposal.
- A motion was presented and seconded to vote in support of the support letter with these below listed changes. After discussion a motion was presented and seconded to table until further research could be completed on the University's values. Will be placed on the December agenda.
 - Enter a date on the PBRL support letter
 - To include consideration of dependent coverage
 - Rather than support from the PBRL committee, change to Staff Council support.
 - Perform further research into University stated value which would support SC support of this issue

Adjournment: First and second motions to adjourn 2:05 p.m.

Respectfully Submitted,
Lori Jackson
UCB Staff Council Administrator