FULL COUNCIL AGENDA
Wednesday, April 13th, 2022
12:15 p.m. - 2:15 p.m.
Zoom

12:15 p.m. CALL TO ORDER

12:17 p.m. ROLL CALL

Approval of March minutes – Approved!

In Attendance:

<table>
<thead>
<tr>
<th>Alan Slinkard</th>
<th>De’Ron Jasper</th>
<th>Natalia Johnston</th>
<th>Blake McCallister</th>
</tr>
</thead>
<tbody>
<tr>
<td>Omunu Abalu</td>
<td>Shelby Javernick</td>
<td>Michael Reynoso</td>
<td>Ian King</td>
</tr>
<tr>
<td>Bradley Albus</td>
<td>Josh Turnquist</td>
<td>Shing Jackie Wong</td>
<td>Dan Steinke</td>
</tr>
<tr>
<td>Dulce Aldama</td>
<td>Hannah Juliff</td>
<td>Shelby Javernick</td>
<td></td>
</tr>
<tr>
<td>Cameron Brooks</td>
<td>Claudia Acosta</td>
<td>Jasimine Evans</td>
<td></td>
</tr>
<tr>
<td>Crystal Cyr</td>
<td>Vanessa Luna</td>
<td>Sarah Seibold</td>
<td></td>
</tr>
<tr>
<td>Kelly Eads</td>
<td>Kelsey Draper</td>
<td>Hannah Simonson</td>
<td></td>
</tr>
<tr>
<td>Grace Maniscalco</td>
<td>Mark Palacio Sr</td>
<td>Clara Smith</td>
<td></td>
</tr>
<tr>
<td>Leslie Safadi</td>
<td>Jan Owens</td>
<td>Chris Smith</td>
<td></td>
</tr>
<tr>
<td>Betty Rasmussen</td>
<td>Andres Schemel</td>
<td>Mike Williamson</td>
<td></td>
</tr>
<tr>
<td>Esther Horowitz</td>
<td>Karrie Pitzer</td>
<td>Chantal Baca</td>
<td></td>
</tr>
</tbody>
</table>

Not in Attendance: Danielle Young, Aimee Santistevan, Ana Martin, Jennifer Spears, Angela Gorbold, Alisha Bennett Stewart, Blake Trujillo, Dynae Trone, Dylan West

Guests: Lisa Landis, Kenny Nelson, Deborah Lowe, Rebecca Derr, Chris Muldrow, Brigitte Sellinger, Jim Mazzouccolo

12:30 p.m. Open Enrollment/Benefit Changes – Deborah Lowe & Rebecca Derr

1. Monday April 18 @ 8AM – Friday May 6 @ 5:00PM
   a. Slides are available in our April meeting packet
   b. This presentation is available as an on-demand course in both Spanish and English on our website: www.cu.edu/oe
      i. Spanish Translation available.
   c. The WINFertility customer service number will publish on the website on Friday with the line opening up for calls on Monday, April 18th www.cu.edu/oe
   d. Rates will go live on Friday, April 15th www.cu.edu/oe
      i. Changes are made in Employee Portal: my.cu.edu
         1. Get access to your portal - if you have forgotten your credentials

2. Questions:
   a. Kelsey – PERA – Term life insurance policy
   b. Blake – For Mental health are there any plans to progress the mental health coverage to be completely covered for more than just one preventative? I’m mindful that FSAP has allowable limits and $30 copay can be limiting for frequent visits, and also free unlimited follow ups is being written into student health insurance plans in the fall.
      i. This is what is in action currently, but we do know Mental Health is a top priority for all 4 campuses.
ii. Chris - hopefully not just looking at better mental benefits for employees, but also families. especially those of us with teens going through middle school in a pandemic.

1. Deb - I did want to response to Chris's comment above about mental health for employees and families. I just want to mention that the preventative mental health care visit at no cost for plan year July 1, 2022 - does include anyone on the plan. So, one visit per plan member. In addition, visit the mental health page mentioned as there are many resources listed there that may also apply to family members. I will take this valuable feedback back to decision makers as well. Thanks!

c. Grace – Adding a dependent to insurance, is a quick turnaround (30 days) – is this a federally mandated policy?

i. Qualifying Life Changes entirely mandated by IRS Regulations which is 31 day window. We do work individually work with employees who may miss to this deadline or miss it completely. We do have an appeal process as well.

1. We have created a guide to help with this process. Just contact the office.

d. Hannah – Can communication be opened up to personal emails as while I was out I was not checking my Colorado email.

i. Employee can be proactive about letting us know when they will be out and we will continue to work on proactive education options for the departments to work with their employees.

e. I wanted to point out Employee Services website has translation available in Spanish, Chinese, French, German, Korean, Lao and Nepali. This is tremendously helpful and I want to thank Employee Services for providing this service.

i. Most of Open Enrollment has been translated into Spanish

ii. New Hires – Spanish course available

iii. Comprehensive Benefit guides have been translated to Spanish.

f. Comment – Vanessa - I’d already like to say you all have done a fantastic job communicating open enrollment and the changes. I’ve seen it on MyCU, CU Boulder Today, and on like 3 other sites I visited for other reasons.

g. Comment – Digital Accessibility office would be happy to review your presentation(s) for accessibility!

12:50 p.m. **OFFICER REPORTS**

Chairs’ Report and Announcements – Kelsey Draper, Jasmine Evans, Ana Martin

1. Ana Martin will be leaving at the end of the month – New job at Microsoft

a. Will keep it as Co-Chair for the remainder of the term

2. **Campus Culture Survey Results** – what is published on this dashboard is at a divisional level.

a. What would we like to focus on and future goals to advocate on

i. Faculty/Staff Relations

1. Had a meeting with Tiffany Beechy, Chair of BFA, to tackle these issues with faculty. Tiffany will work directly with faculty through Faculty.

ii. Please pass along your comments/questions about the results/dashboard and we can pass it along

3. **CUPD Oversight Board**

a. **Currently accepting 2 new community members**

i. Frequency of meetings – twice a month – during business hours

1. Currently had Police Officer put on a suspension

2. Even if not continuing on Staff Council – you are allowed to be involved on this Oversight board as a community member

3. Sonia DeLuca Fernandez and Dan Jones are Directors

4. Katja and Kelsey are intermittent chairs until it is voted on

a. Bradley Albus is interested
4. Todd Saliman is the sole finalist for President
   a. As the committee we worked hard to create a diverse pool of candidates
      i. This is the most diverse search committee they have ever pulled together
      ii. Crystal Cyr – what was the reason for a sole finalist this year
         1. Being named a finalist can be dangerous in Higher Education as it could possibly create harm to those that are interested with their current employment
      iii. The committee puts for 5 names and then the regents chose how many finalists to move forward with from there.
         1. They will call another vote with the regent board regarding the president.
            a. Other names of finalists will not be revealed to protect their privacy.
   iv. Can you tell us if *you* believe he was the most qualified candidate?
      1. I can say for certain that he was qualified and everyone that made it to that level were qualified.
      2. Conversations were fruitful that happened around campus.
   v. Is the chancellor doing anything else outside of the one email to promote attendance to these campus talks?
      1. Jasimine will ask campus leadership for what else will be happening
      2. Please don’t count out the power of these listening sessions
         a. They learned a lot from the previous listening sessions
            i. There were petitions signed around the last presidential candidate.
         b. Please attend these sessions to ask your questions.
   vi. From Vanessa: When one of the search committee members came to speak to Staff Council and we asked "Is there a plan for if you name a candidate and we find out he has a troublesome past in regards to the BIPOC community". That search committee member told us, "I don't think that will happen"
      1. From the Kennedy Search
   vii. From Dulce: are the regents still creating that kind of contract where the president resign (or is asked to resign) and still receives a 7 figure compensation? I mean, it could be legal, but it is immoral considering how low salaries are for many faculty, staff, and students.
      1. Jasimine can’t speak to the contacts
         a. This could be a useful question to propose at a listening session

Vice-Chair Report/Speaker Series— Chantal Baca
1. No formal update

Treasurer’s Report – Shing Kit (Jackie) Wong
1. End of Fiscal Year - $28,000 left in our budget
   a. Closing books for this year in Early/Mid-June
2. Working on creating a framework for large budget requests
3. Owl Conference Cam
   a. Can we look into purchasing this for next year?

Secretary’s Report – Cameron Brooks
1. No updates – thank you for your great communication!

Parliamentarian’s Report – Crystal Cyr
1. No updates!

Staff Council Administrator – Eryn Van Poole
1. Kazoo Points – 1750 each quarter – we are looking at other options for how we can get more points to use for Staff Council
a. Will create a google form

**Human Resources Report – Lisa Landis/Kenny Nelson**

1. Lisa – this is my last meeting with Staff Council and accepted a position at CU Systems with Payroll & Benefits.
   a. Kenny will be taking over my docket and Staff Council Liaison
      i. Kenny Nelson – AVC in HR, at CU for 12 years (6 years in Central HR), Started out as a 911 dispatcher
   b. Board of Regents approved raises
      i. 3% for classified staff across the board
      ii. 3% base pay merit increases for Jan 2023 (deadline is Sept 2022)
   c. COVID numbers
      i. 300 employees who need to do booster or full vaccine compliance
   d. Performance Management
      i. Just finished Classified Staff cycle (April 1st) – State changed this cycle as well
   e. July 1st Leave Sweep
      i. Please use your vacation Leave if you are over the maximum leave
         1. Maximum is 352 hours
      ii. [Classified Leave Limits on Page 40]
   f. Unionization Bill
      i. We are paying attention this for Higher Education
         1. It allows for unionization
      ii. UCW came into BFA if you didn’t
         1. How would this interact with Shared Governance – no clear answer yet. No sure who be the voice for group yet
            a. Please bring your questions forward
            b. Not set precedence for Higher Education yet.
   g. Juneteenth becoming a State Holiday
      i. Passed the senate on Friday
         1. As soon as Gov. Polis signs this (which we have heard he has intention to) – there will be communication about how this will be handled for the university/campus.

**UCSC – Dan Steinke, Jan Owens, Alan Slinkard and Josh Turnquist**

1. Emergency Meeting Tomorrow to confirm our resolution about the Unionization Bill
   a. Partnership agreements could be pricey and impede what the shared governance groups could be.
   b. We have concern around the legislation around this bill
      i. Is this bill mandating unions?
         1. The bill allows unions to form. Opens up the opportunity.
   c. Governor could refuse to sign
   d. There are benefits for unions but there could be potential impedance regarding unions.

2. Elections are finalized
   a. Co-Chairs: Janet Hurt (CU Denver) and Alan Slinkard (CUB 2-Year At-Large term)
   b. Vice Chair: Kimberly Slavsky (CU Anschutz)
   c. Secretary: Missy Sernatinger (UCCS)
   d. Treasurer: Christina Beck (CU System Office)
   e. Communications: Daniel Steinke (CU Boulder)
   f. Ex Officio Past-Chair: Ryan Unntsiz (CU Anschutz)

3. Presidential Search – where can UCSC gain insight/knowledge around the campus listening sessions – we are working on this!

4. Professional Development Day – April 29th, Please register.
   a. Please carpool if possible – limited parking
1:40 p.m. COMMITTEE REPORTS
1. ASR – Kelly Eads and Dynae Trone
   1. ASR has sent out Jan-March YOS
      o Next batch we are aiming for May for budget reasons
      o Is there any talk of Years of Service recognition being moved into the Kazoo portal in the future?
         ▪ Removed Brightest Buff from website and will focus on efforts about how we can utilize Kazoo

   2. End of Year Luncheon
      o June 8th timeslot during Full Council meeting

2. Blood Drive – Alisha Bennett Stewart and Mark Palacio Sr.
   1. Our Blood Drive is happening now - April 12, 13, 14
      o Wednesday, April 13, 9:30am – 3:00pm, Rec Center
      o Wednesday, April 13, 9:00am – 2:30pm, East Campus Parked on Marine Street
      o Thursday, April 14, 9:30am – 3:00pm, Rec Center
         ▪ Staff Council branded winter hat (Maroon, Grey and Black)
         ▪ Be the Match – Transplant Recipient as volunteer
         ▪ Dan Richmond is celebrating his 10th anniversary survival of his car crash and his recovery which included more than 100 units of blood transfusions. He will be donating and spending time thanking donors for their time and donations on April 13.

3. Communications – Vanessa Luna and Dylan West
   1. Engagement numbers from April 7th newsletter
      o Communications is meeting tomorrow to set timeline for our next newsletter
   2. Survey results related to the Tuition Assistance Benefit.
      o Only 36 out of 121 have used the benefit
         ▪ Many have complications around this benefit.
      o Feedback from people who didn’t use the benefit
         ▪ Personal Development/Continuing Education
         ▪ Billing was not transparent
         ▪ MBA courses did not qualify

4. Elections – Ellie Spain and Blake Trujillo
   1. General Elections Update
      o Eryn – Current Reps Terms Ending/ General Election Results
   2. At-Large Appointed Representatives
      o Anyone who’s name is being considered will log off early during voting.
         ▪ Will hold a special meeting with Crystal Cyr, Leslie Safadi, Blake Trujillo, Dynae Trone about At-Large Appointments
         ▪ We can hold a special election.
   3. Officer Nominations
      ▪ Officer Nominations happening April 18 -22 and to be eligible you must have served on Staff Council for a year.
         ▪ Eryn will send out Qualtrics link on April 18th
         ▪ Current officers interested in retaining their position?
            ▪ Jasimine is open to serving as chair in partnership with others.
            ▪ Cameron would be happy to continue to serve as secretary

5. Front Line Staff Special Committee – Crystal Cyr (Kelsey)
   1. Continuing to work on a more comprehensive communication strategy that better reaches FLSE
      o Looking into translations for Front Line Staff – love what Open Enrollment is currently doing related to translations services
1. Computer literacy Program
   - Learn more about benefits is a huge ask so hopefully we can get this in Spanish.
2. Discussing future of FLS Special Committee and potential shifts in purpose/focus if it continues
6. Inclusive Excellence – Jasmine Evans and Ana Martin
   1. Good draft of our IE Statement – and we are circulating this around campus and then will present to Full Council in May.
   2. Sonia DeLuca Fernandez
      - DEI Consultants will be starting soon
        - Each area will work with a consultant to focus on their goal from the 5 campus goals that were proposed.
   1. Planning for the close of IPBD
      - IPBD will come to an end on June 30th and anyone who wants to join Blood Drive moving forward can.
   2. Blood Drive Survey at End of Year Luncheon
      - Working on a survey to circulate at End of Year luncheon about Blood Drive Committee to capture feedback from incoming/outgoing reps.
8. Outreach and Events – Betty Rasmussen and Karrie Pitzer
   1. Update on the ice cream social.
      - May 24th from 2-4 at C4C
      - Please volunteer for the for the Staff Council Table
   2. Need volunteers for commencement
      - Please volunteer especially for golf car drivers
9. Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco/Hannah Simonson
   1. White Paper in progress to be finished at the end of this year.
      - Please send us your testimonials!

1:50 p.m. NEW BUSINESS – At Large Appointments were moved up to committee report and there will be more discussion around this.

2:12 p.m. ADJOURNMENT

Next scheduled Full Council (FC) Meeting – May 11, 2022, Zoom, 12:15PM – 2:15PM

Online access to Roberts Rules
Upcoming Events/notes: Staff Council Calendar
Newsletter: April 2022

Delegate Assignments
(Reports to be delivered to the Administrator, Eryn Van Poole, 3 days prior to full council meetings and to be circulated to Full Council prior 2 days prior to full council meetings. Discussion to follow during Staff Council meeting/s. Urgent information will be shared with the Executive Council.)

Current assignments:
- BFA, Boulder Faculty Assembly: Alisha Stewart/ Back up: Bradley Albus
- University Safety Advisory Group: Andres Schemel/ Back up: Leslie Safadi
- UCSC, University of Colorado Staff Council: Daniel Steinke, Jan Owens/ Joshua Turnquist - Alternate
- Graduate and Professional Student Government (GPSG): Bradley Albus/Back up Ellie Spain
- “Mission” Working Group for the University’s Reaccreditation process- VACANT
- Student CUSG: Ellie Spain/ Back up: Andres Schemel
- CUPD Oversight Board: Kelsey Draper and Clara Smith