

Classified Personnel Council FY17
DATE: 12/8/2016
LOCATION: Avogadro's Number, Fort Collins
Meeting Minutes

Members present: Jim Abraham, Stacey Baumgarn, Carol Carroll, Sandy Dailey, Sheila Durnil, Brian Gilbert, Wayne Hall, Kelly Hixson, Dan Kelso, Anthony King, Clint Kranz, Andriann LaRue, Veronica Nicholson, Deb Parker, Derek Rau, Megan Skeehan, Laura Snowwhite, Kristin Stephens, and Marvin Withers

Absent: Geri Baker, Leah Bosch (excused), Ed Schwab (excused), and Jeb Stuart (excused)

Other guests: Matt Drasner (guest from HDS), Eric Gardner (volunteer), Debbie McClelland (volunteer), Diana Prieto (ex-officio), and Bob Schur (ex-officio)

12:45 pm – Call to Order by CPC Chair, Stacey Baumgarn

Call-to-Order / Announcements / Reports:

- Welcome members and guests – thanks for visiting
- Approval of 11-10-16 Meeting Minutes
 - A motion was made by Clint Kranz, with a second from Marvin Withers – minutes were approved as presented
- Treasurers Report
 - On budget to date for the year

General Updates / Reports:

- P3's coming to CSU? (Public Private Partnerships)
 - CSU already participates in various types of P3's today; certain contracts, special services, etc.
 - This P3 is specific to several new buildings coming to campus. The university currently has a P3 RFP on the street right now. It will likely include new construction and infrastructure projects on both the South and Foothills campuses. At question is whether or not the P3 would include ongoing operations and maintenance (O+M) of the new buildings. While a P3 can bring new financing tools, this P3 may also include O+M. In this case, a private company would provide the maintenance and custodial positions to these specific new buildings (these would be private / contract positions and not CSU employees – this is [in some manner] a first for CSU)
 - Lynn Johnson wanted us to be aware that this approach and process was taking place and wanted CPC to know that the conversation is happening. Outsourcing O+M is not a done deal (but likely). But, the current RFP for a P3 will be the likely path to construct this next round of campus buildings – it is the approach to staffing that is still unknown
 - As the selection process is being completed, this could initiate the rumor mill about outsourcing campus jobs
 - Stacey mentioned CSURF, in the buildings they operate, they outsource custodial (but contract with CSU Facilities for trash and recycle) – it is a blended approach
 - Clint doesn't feel a P3 would be too great – we need to have clarity about what the structure on the P3 side looks like
 - Eric brought up serious concerns about job security for employees at CSU
 - Kelly raised the concern that contract employees are typically part time and do not receive benefits – this should be a concern for all in our community. In addition, they likely get a task

- sheet each shift and that is what they do and that is all. There is no campus involvement, they do not participate or add to the CSU community – they would only be there to complete tasks
- Kristin mentioned the “slippery-slope” potential of out-sourcing positions. In the meeting with Lynn Johnson, Kristin and Stacey were given assurance that we wouldn’t lose pre-existing jobs – this would only impact the ability to create new jobs when new buildings are brought on line
 - Kristin also called attention to concerns about standards of equity and inclusion, job advancement, vetting of the contract employees, etc. (similar to Kelly’s concerns above). Would this decrease promotional opportunities – we were given more assurance that contract employees would go through similar hiring and vetting procedures and that the contractor would need to demonstrate alignment with CSU values of inclusion and diversity
 - Stacey clarified that new contract positions cannot take/replace existing jobs. New contract positions through a P3 would only involve the new buildings that require new jobs
 - If you have any other thoughts or questions, please email Kristin and/or Stacey
- FY18 CSU *Draft* Incremental E&G Budget
 - At the Nov. 28th meeting of the Committee on Strategic and Financial Planning, Stacey saw the presentation to be given at the Board of Governors meeting coming on Dec. 7/8. Stacey shared a summary of this in the Dec. 8th Chairs Report
 - There is a focus on wages: currently a 2.5% increase (across the board) is being modeled for all employees for FY18
 - The first installment to bring employees up to a “Living Wage” is currently “in”
 - The key points of the discussion include balancing how the University will fund raises, other quality enhancements, and minimize the % of reallocation – with new revenues, the % of tuition increase, and new enrollment
 - It is still early and a lot is in motion
 - Parking plan and rates for FY18
 - Parking Services is working on finalizing a proposed FY18 model. There are a few details that will be discussed with Lynn Johnson and the three employee councils leadership
 - Specific to State Classified – we will see a big jump in FY18. Because we had a reprieve last year, this coming year we play catch-up (two years of increases in one)
 - Period Products Task Force – Kristin
 - The second meeting takes place next week. The Task Force will determine the initial scope and begin work to address the potential and possible expansion to other hygiene needs
 - Dates to remember:
 - HDS (Conference Style Training) Resource Fair 1-3:30 pm, Jan. 3rd, 2017
 - CPC will have a table, we will need volunteers
 - CPC will also be presenting a “*Why the Classified Personnel Council Matters to You*” info session during the Conference Style Training
 - PDI (Professional Development Institute), Jan. 9-11th, 2017
 - Info and registration at: <http://tilt.colostate.edu/pdi>
 - Bob Schur will be presenting PDIs on the *Alcohol and Drugs* policy and also, on the new *Service Dogs and Emotional Support Animals* policy
 - CPC will be presenting a “*Why the Classified Personnel Council Matters to You*” info session during PDI (Jan. 10th, 1-2 pm, LSC room 386)
 - Nominations for Outstanding Achievement Award – nominations open Jan. 3rd, 2017 and are due Feb. 24th, 2017

- Could we / should we create a CPC brochure? Megan volunteered the Communications Committee – let's aim for a bilingual, engaging brochure – draft by February for CPC to review, printing costs estimate, etc.

CPC Committee Reports:

- Communications – Veronica Nicholson – The *CPC Communicator* sent on Dec. 2nd, 2016 was great. There will be no CSU Life article in January
- Employee Recognition – Anthony King – two everyday hero nominations have been recently received. Five fall 2016 Educational Assistance Award winners sent cards to the donor and we will invite them to a CPC meeting. Nominations for the Outstanding Achievement Award opens on Jan. 3rd and the deadline is Feb. 24th, 2017 and, please start thinking of potential nominees for the Positive Action Award. We will issue a joint article with APC in SOURCE to announce open nominations for both APC and CPC awards. We are lacking a faculty representative to serve on the OAA selection committee – commitment of 1.5 hours in March, any ideas?
- Legislative – Brian Gilbert – no meeting in December
- Outreach Events – Carol Carroll – we had good participation at the Winter Outreach event on Dec. 6th at the Horticultural Center. PDI, HDS Resource Fair coming up (see dates above). Outreach could use a few new committee members – any takers? Committee is looking for ideas or suggestions about where to host a Spring Outreach event – what's exciting and new?
- Work Life – Kelly Hixson – how can we support Emma more? Meals for classified staff not making a living wage still in discussion. Literacy assistance is on hold but, we would like to move that forward. Leave bank processes are another topic of conversation
- Executive – Stacey Baumgarn
 - BARC (Budget Area Review Committees) update
 - Can you recruit a new member to CPC?
- Other reports?
 - Megan and Brian met with CSU Pueblo shared governance reps in Denver in November. CSU central CPC has so many resources! Giving advice and support to CSU Pueblo.

Meeting adjourned – **Thanks for attending** – see you next month!

Next CPC meeting: Thursday, January 12th, 2017 – 1-3 pm, Lory Student Center, room 304-306

- Guest speaker: Mary Ontiveros – Creating a Virtual and Physical Inclusive Campus Policy

