

Classified Personnel Council Meeting

Thursday, Dec. 14th, 2017 – noon-2 pm

Holiday (lunch) meeting



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Agenda

Call-to-Order

Announcements:

- *Happy Birthday* this month to: Kelly, Laura, and Stacey

Reports / Updates:

- Approval of 11-9-17 Meeting Minutes
- Treasurers Report – Anthony King

CPC Committee Reports:

- Communications – Megan Skeeahan / Will Schwab
- Employee Recognition – Carol Carroll
- Legislative – Brian Gilbert
- Outreach Events – Kristin Stephens
- Work Life – Kelly Hixson
- Executive – Stacey Baumgarn
- Other reports?

Meeting adjourned – **Thank you** – see you next month

Next CPC meeting – Thursday, Jan. 11th, 2018 – 1-3 pm – LSC, Room 304-306

- Guest speaker: Marsha Beneditti, Associate Director, Training and Organizational Development

Upcoming events:

- “Why the CPC Matters to You” – HDS Conference Style Training
Jan. 3rd, 2018 – 10:30-11:45 am
- “Why the CPC Matters to You” – University PDI – Jan. 8th, 2018 – 9-10 am

FY18 CPC Calendar for December 2017, January and February 2018!

What's going on and coming up?

DECEMBER (2017)

- **RECOGNITION** Start planning the Spring Educational Assistance Award process: update application and award guidelines, update information on website, form a review committee, draft correspondence templates, discuss solicitation and notification plan, etc.
- **OUTREACH** Host December CPC meeting (potluck or meal out)
- **OUTREACH** Plan, sign-up, and coordinate CPC presentations for the University PDI & HDS Conference Style Training session about CPC

JANUARY (2018)

- **COUNCIL** Attend University Budget Hearing (BARC's not happening for FY19 budget)
- **EXECUTIVE** Set date for recognition luncheon, reserve meeting space, caterer and speaker, and send out save the date to CPC members and VIPs
- **CHAIR** Schedule annual meeting with University President and APC leadership for Spring
- **LEGISLATIVE** Prepare Council for upcoming legislative session; summary of what to expect
- **OUTREACH** Host University PDI and HDS Conference Style Training sessions about CPC
- **RECOGNITION** Spring Educational Assistance Award: call for applications (website, listserv, newsletter, SOURCE, University calendar, etc.), confirm applications received, review applications, choose awardees, notify applicants, update website, etc.
- **RECOGNITION** Call for Outstanding Achievement Award nominations via website, listserv, CPC Communicator, SOURCE, University calendar, etc.
- **RECOGNITION** Start planning the Positive Action Award process: update application and award guidelines, update information on website, draft correspondence templates, discuss solicitation and notification plan, etc.

FEBRUARY

- **EXECUTIVE** Start planning elections: review current member terms and vacancies, update application, meet with VPUO admin support to discuss election process, etc.
- **EXECUTIVE** Start planning the CPC Recognition Luncheon: location, theme, speakers, etc.
- **CHAIR** Set date for VPUO and President to attend a CPC meeting in the Fall
- **CHAIR** with Chair of APC prepare annual memo to Dr. Frank regarding budget items
- **VICE CHAIR** Host committee chairs meeting
- **COMMITTEE CHAIRS** Attend committee chair meeting: review progress of goals
- **LEGISLATIVE** Start working with State representatives, senators, JBC, PERA, the CSU Chancellor's Office to arrange a legislative field trip in March (?) or April
- **OUTREACH** Start planning Spring Outreach Event (Emp. Appreciation Day = 1st Friday in March; Emp. Appreciation Month = April)
- **OUTREACH** Host building parades / specific unit outreach (?) to build awareness about the Council and encourage State Classified to run for election to the Council next month
- **COMMUNICATIONS** CPC website review and update

CPC Chair Report for Dec. 14th, 2017



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What follows a brief narrative, is a listing of the meetings I have attended. I have also listed a short series of meetings coming soon.

Note: With each *CPC Chair Report* I intend to share a few highlights and mention things that are not likely to be discussed at the regular meeting. I hope to give you a sense of where I am going, who I am meeting with, and the topics under discussion. I expect you will have questions or input to these conversations. If and when you do, send an email – I am happy to provide additional information, context or details.

Thanks for all you do – Stacey Baumgarn, CPC Chair for FY18.

Thank you:

- Brian Gilbert – for inviting and coordinating State Representative Jeni Arndt’s visit to the CPC November meeting
- Megan Skeeahan – for countless minor (and larger) updates to the CPC website
- Megan Skeeahan and Will Schwab – for stepping-up to Co-Chair the Communications Committee for the remainder of FY18 – thanks so much!
- Communications Committee for the December article in *CSU Life* – highlighting recent Educational Assistance Awardees and call for nominations for the Outstanding Achievement Award
- To all CPC members who have volunteered with the Mobile Food Pantry

Updates of note:

General comments on proposed PERA changes

Because I am receiving a lot of email and I imagine each of you are hearing questions and comments – I want to reiterate a few thoughts regarding proposed changes to PERA. As I suggested last month, it is my opinion (and preference) that the CPC maintain an “informational only” role in the building conversations and coming debates about the future of PERA. I (and the CPC Legislative Committee [and likely CSU too]) will continue to monitor the situation, competing proposals, and eventual legislation but, I do not intend to take a public position – but instead will encourage individuals to contact their [elected officials](#) directly (not on state time and not using state resources☺). Seem reasonable?

There are now (at least) three public proposed plans to “fix” PERA, the PERA Board, the Governor, and the State Treasurer. There will likely be more ideas shared prior to a bill being introduced in the coming legislative session – good times folks – good times!

Again, here are a few links to keep in mind or share as you receive inquiries. And please, if employees ask you for information, feel free to share – but, please be sure what you share reflects **your opinion** and does not suggest a position of the CPC.

- PERA Board’s Recommended Package to Protect PERA’s Long–Term Health:
<https://www.copera.org/sites/default/files/documents/recommendations9-22-17.pdf>
 - PERA Tour – homepage:
<http://www.peratour.org/events>
- Governor Hickenlooper has a plan too (see article about):
<http://www.denverpost.com/2017/11/01/colorado-budget-pera-fix/>
- Walker Stapleton, Colorado Treasurer (and Republican gubernatorial candidate) has suggested a few ideas too:
http://www.denverpost.com/2017/12/06/pera-fix-proposal-retiree-cost-of-living-raises/?link_id=2&can_id=d84c27983fdf1b1aba8e7fd77dda1acc&source=email-walker-stapleton-finally-shares-his-pera-proposal&email_referrer=email_272466&email_subject=walker-stapleton-finally-shares-his-pera-proposal
- And, if these state-based ideas were not enough ... there may be impacts to PERA via the federal tax reform bill through a provision known as the Unrelated Business Income Tax (UBIT) ... however, this proposed federal legislation is changing daily so ... who knows (?) but, it is in play and may be a factor in if/how Colorado legislators decide to act/respond

Governor’s Proposed Budget for FY19

The Governor’s proposed budget suggested a 3% raise for State Classified employees (and includes his perspectives and approach to PERA). Here is a little background / supporting material for the budget:

- Wed. Nov. 1st, 2017 news release: <https://www.colorado.gov/governor/news/governor-proposes-fiscal-year-2018-19-budget-request-includes-plan-address-unfunded-pension>
- FY2018-19 Budget Proposal (all 287 pages)(pg. 18 – Total Compensation summary):
<https://drive.google.com/file/d/0BOTNLOctD9wXbkNUbONIQmVrVXM/view>
- So far, the CSU budget process is modeling a 3% increase too. The only place I can currently find a copy is in the Board of Governor’s meeting packet (see page 19-20 of 724!) – this is V.3.0 as of Nov. 10, 2017. You may also find pages 13-17 useful context. OK, here is a link:
http://www.csusystem.edu/uploads/files/2017_12_06_20_09_20_December%202017%20Board%20Meeting%20Materials%20Final.pdf

Now, together with the CPC Legislative Committee, CSU Administration, fellow employee councils, and our elected officials – we will watch these proposals evolve into the Long Bill and then, determine when and how best to advocate for the optimal desired outcomes ☺.

Membership update

Veronica Nicholson has left the university and thus, CPC. Veronica had been serving most recently as the Chair of the CPC Communications Committee. We will miss her. Megan and Will have agreed to serve as Co-Chairs for the remainder of FY18 – thank you both!

We have some nice recruiting events coming soon but, it is never a bad time to reach out and ask a colleague to consider joining the CPC.

Where has Stacey been?

Meetings and activity:

Nov 9 – CPC regular monthly meeting
Nov 13 – APC regular monthly meeting
Nov 14 – APC/CPC/VPUO to discuss Outstanding Achievement Award and APC DAPA schedule
Nov 21 – Meeting with major donor / founder of the Educational Assistance Award
Nov 27 – CPC Committee Chairs
Nov 27 – Celebrate! CSU planning meeting
Nov 27 – Committee on Strategic and Financial Planning (CoSFP) (missed meeting)
Nov 28 – APC/CPC Chairs & Vice Chairs
Nov 30-Dec 1 – CSU Board of Governors meeting in Denver (Wayne)
Nov 30 – University Benefits Committee (Stacey attended for Wayne)
Nov 30 – APC/CPC/FC Chairs & Vice Chairs (canceled)
Dec 4 – Multicultural Staff & Faculty Network (MSFN) Fall Reception
Dec 5 – APC/CPC Chairs & Vice Chairs
with Lynn Johnson – VPUO, & Cara Neth – President’s Office
Dec 5 – Faculty Council
Dec 6 – CPC Legislative Committee
Dec 7 – CPC Executive Committee
Dec 7 – C2C Advisory Committee
Dec 8 – Professional Development Award committee (missed meeting)
Dec 11 – APC regular monthly meeting
Dec 11 – President’s Sustainability Committee
Dec 13 – MSFN sponsored event on the 1st Amendment

Meetings coming soon:

Dec 14 – CPC regular monthly meeting
Dec 18 – APC/CPC/FC Chairs & Vice Chairs
Dec 19 – APC/CPC Chairs & Vice Chairs
Dec 21 – Chair & Vice Chair meeting with Diana Prieto
Jan 2, 2018 – Housing & Dining Services Resource Fair
Jan 3 – HDS Conference Style Training, “Why the CPC Matters to You” presentation
Jan 4 – CPC Executive Committee
Jan 8 – University PDI, “Why the CPC Matters to You” presentation
Jan 9 – CPC regular monthly meeting



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From: [CPC Website](#)
To: [Skeehan, Megan](#); [Baumgarn, Stacey](#)
Subject: New submission from CPC Committee Report
Date: Tuesday, December 12, 2017 9:36:31 AM

CPC Committee

Communications Committee

Email:

megan.skeehan@colostate.edu

Date of Meeting

11/16/2017

Time of Meeting:

10:00 am

Location of Meeting:

BFS Conference Room 309

Members Present:

Leah, Sandy, Dan, Will, Laura and Megan

Topics/Issues Discussed:

Megan and Will volunteered to be co-chairs of the committee moving forward
Great job getting the Dec CSU life article together recognizing educational assistance awards!
SOURCE – holiday help links and animal article submit to SOURCE. We are going to modify and repost the article that was in November CSU Life and get that posted – Laura will modify the article and prep for SOURCE submission.
Can we help push the CARE newsletter out more? We feel building proctors are not sharing the information very well. Can we request permission to send out to SC list serv? Or ALL employees? Post to website on home page each month when Stacey sends it out to us
Ask Megan Hanner if there is a January CSU Life edition so that we can finalize plans. When would Feb edition come out? Thinking about doing a special ad for outstanding achievement, maybe make a PHYSICAL mailer for awards to send out in January – how many would we print, what would the cost be?
January article about SC pay, evaluations, PDQs, contesting evaluations – CPC website on state budget
Outstanding Achievement Award – when do we get this out? Need to ask Megan Hanner at CSU Life
Special edition of communicator – special edition in January.
December edition of communicator – recap of pertinent articles from SOURCE. Educational assistance award winners and everyday hero's – did Anthony reach out about media release? Food bank. Margaret Parks – interview (Megan) and write up send to Laura. "Community Supporters"
March Edition – call for CPC members – check w/ Megan on deadline, check with Stacey on deadline – could we partner with APC
Professional Development Fund
Price comparison ad vs mailer Partner with APC? SOURCE promotion? If we do a double sided we have to make it one sided
Ask Recognition about gifts for nominators
Megan to do:
Email Stacey about partnering with APC w/ campus mailer for awards, Leah will send an email.
CSU Life – release dates for Feb and March editions. Verify deadlines. Pricing for CSU life ads
Megan - Find a time to meet with Will about co-chairing

Action Items:

SOURCE – holiday help links and animal article submit to SOURCE. We are going to modify and repost the article that was in November CSU Life and get that posted – Laura will modify the article and prep for SOURCE submission.

Can we help push the CARE newsletter out more? We feel building proctors are not sharing the information very well. Can we request permission to send out to SC list serv? Or ALL employees? Post to website on home page each month when Stacey sends it out to us

Ask Megan Hanner if there is a January CSU Life edition so that we can finalize plans. When would Feb edition come out? Thinking about doing a special ad for outstanding achievement, maybe make a PHYSICAL mailer for awards to send out in January – how many would we print, what would the cost be?

Do you wish to provide a verbal update at the next regular CPC meeting?

Yes

Next Meeting:

January 18, 2018

From: [CPC Website](#)
To: [Skeehan, Megan](#); [Baumgarn, Stacey](#)
Subject: New submission from CPC Committee Report
Date: Monday, December 4, 2017 1:05:17 PM

CPC Committee

Outreach & Events Committee

Email:

stephens@stat.colostate.edu

Date of Meeting

12/01/2017

Time of Meeting:

02:00 pm

Location of Meeting:

LSC 378

Members Present:

Kristin Stephens, Anthony King, Sandra Dailey, Brian Gilbert, Lourdes Zavala

Topics/Issues Discussed:

CPC presentation for PDI and HDS training in January. HDS Resource Fair.
Possible Outreach event in new Biology building. February?
Benefits Fair
Awards Luncheon

Action Items:

Update pictures in slide show. Show fun pictures to increase membership
Make sure we have a file for new pictures, Parade, Legislative visit, etc.
Send out volunteer request for HDS Resource Fair/PDI sessions
Find date for Spring Outreach event
Assemble subcommittee for Awards luncheon
Connect with HR regarding Benefits Fair. Request that vendors not leave early
Have we participated in I Love CSU day? Should we?

Do you wish to provide a verbal update at the next regular CPC meeting?

Yes

Next Meeting:

TBA

From: [CPC Website](#)
To: [Skeehan, Megan](#); [Baumgarn, Stacey](#)
Subject: New submission from CPC Committee Report
Date: Tuesday, December 12, 2017 2:22:33 PM

CPC Committee

Work Life Committee

Email:

Kelly.Hixson@colostate.edu

Date of Meeting

12/04/2017

Time of Meeting:

02:30 pm

Location of Meeting:

LSC commons

Members Present:

Emma Chavez
Jeb Stewart
Maria Zavala

Topics/Issues Discussed:

Discussed ways CPC/Work Life can support Emma
Talked about the upcoming volunteer for the Campus Food bank
Talked about the Pet & Human Health Clinic-Emma, Jeb & Kelly making some contacts. This seems like a big endeavor and it might be too big for Work Life to take on. Let's contact the people already doing it, not re-invent the wheel. Let them take the lead & we support them.
Discussed Colorado WINS-some pros & cons Kelly has heard from other people

Action Items:

Making contact with people on the Pet & Human Health Clinic

Do you wish to provide a verbal update at the next regular CPC meeting?

No

Next Meeting:

2-5-2017