

**Classified Personnel Council Meeting**  
**Thursday September 14<sup>th</sup>, 2022. 1:00 pm – 3:00pm**  
**FY22 Regular Monthly Meeting**  
**Teams**



**CLASSIFIED  
PERSONNEL COUNCIL  
COLORADO STATE UNIVERSITY**

**Call-to-Order**

**1:00 – 1:45 Teri Suhr, Retirement Project Update**

**CPC Announcements and Updates**

- Approval of CPC 8.11.2022 Meeting Minutes
- Financial Update – Amber Lobato
- Introductions of new members who weren't at retreat
- HR Update – Robyn Fergus leaving on October 3rd
- Colorado WINS Update
- Parking committee representative
- Professional Development Award Committee representative
- Thematic Year Profile
- Presidential Search Committee Update – Alisha
- CSU Leadership Fall Forum Recap

**CPC Discussions**

- Moving Desk Phones to Teams

**CPC Committee Reports:**

- Communications - Julia
- Employee Recognition – Julia
- Legislative - Amy
- Employee Engagement and Experience - Amber
- Executive - Adrian Macdonald

Classified Personnel Council Meeting  
Thursday August 11<sup>th</sup>, 2022. 10:00 am – 3:00pm  
FY22 Regular Monthly Meeting  
In Person Retreat – Canvas Stadium



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PERSONNEL COUNCIL  
COLORADO STATE UNIVERSITY

## Business Meeting Agenda

### CPC Announcements and Updates

- Approval of CPC 5.21.2022 Meeting Minutes
- Financial Update – Amber Lobato
- Jason Weitzel
- Alisha will be on the search committee for the new president!
- Need a representative to attend APC meetings
- Colorado WINS Updates:
- New Union Stewards
  - Cameo Banks
  - Charlotte Rowden
  - Stephen Maddock
  - John Farnes
- Forming bargaining team for negotiating step raises
  - Self-nomination and collect signatures

### CPC Meeting Discussion

- Does the third Thursday of the month from 1-3 still work?
- Hybrid meetings with two in person per year (with food)

**Classified Personnel Council Meeting**  
**Thursday August 11, 2022. 10:00 am – 3:00pm**  
**FY22 Regular Monthly Meeting**  
**In-Person Retreat Canvas Stadium**

Attendance:

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Jim Abraham, Environmental Health Service | <input type="checkbox"/> Brian James, CSU PD                                |
| <input checked="" type="checkbox"/> Amanda Bnker,                             | <input type="checkbox"/> Chuck Johnson, Facilities Management               |
| <input checked="" type="checkbox"/> Amy Bruning, Human Resources              | <input type="checkbox"/> Valerie Lewis, CU School of Medicine at CSU        |
| <input type="checkbox"/> Jeff Cornelius, Housing and Dining Serv.             | <input checked="" type="checkbox"/> Amber Lobato, HDS Facilities            |
| <input type="checkbox"/> Cameron Philips,                                     | <input checked="" type="checkbox"/> Adrian Macdonald, Statistics            |
| <input type="checkbox"/> Nancy Cowley, Lory Student Center                    | <input type="checkbox"/> Chuck Richards, CSU Police Department              |
| <input type="checkbox"/> Brandon Fuller, Housing and Dining Serv.             | <input type="checkbox"/> Kate Stevens, Political Science                    |
| <input checked="" type="checkbox"/> Wayne Hall, ACNS                          | <input checked="" type="checkbox"/> Lourdes Zavala, Access Center           |
| <input checked="" type="checkbox"/> Julia Innes, Facilities Management        | <input checked="" type="checkbox"/> Alisha Zmuda, Student Disability Center |

Ex-Officio Members, CPC Volunteers and Guests:

- |   |  |
|---|--|
| <input type="checkbox"/> Kelly Hixon                          | <input type="checkbox"/> Tammy Hunt, Office of Policy & Compliance |
| <input type="checkbox"/> Sarah Olsen, APC Chair               |  |
| <input type="checkbox"/> Sue Doe, Faculty Council Chair       |  |
| <input type="checkbox"/> Christie Mathews, APC Representative |  |
| <input type="checkbox"/> Robyn Fergus, Human Resources        |  |
| <input type="checkbox"/> Devan Durand                         |  |

Attendance was taken during the meeting via Teams. Please connect in if there are any changes that need to be made.



## Business Meeting Agenda

### CPC Announcements and Updates

#### Approval of CPC 5.21.2022 Meeting Minutes

- Julia motioned to approve, Jim Seconds. Approval via Aye.

### Financial Update – Amber Lobato

- We were granted our same \$11,000 budget this year and we should have carry over this year as well. Last year we had \$6,000 of carry over.
  - The retreat total cost was about \$1600.00 for the location and catering.
- Resource Library check in
  - Meg, our former Chair, led the effort to purchase laptops for State Classified Employees that could be checked out to folx who need them.
    - There was a decent amount left to finalize on the library creation before we could connect in with State Classified employees about the opportunity to gain access to one.
  - Where are we at in that process?
  - **Julia:** Could we work with Marcom to send out communication about the computers to State Classified Employees?
  - Jim will connect in with Meg.
  - **Lourdes:** We would need a lender agreement; how would we provide that information.
  - **Jim:** Will follow up to figure out where we are at, how we will manage check out, how will we update information.
  - **Julia:** Creating a working group would be helpful. Julia would be interested in being a part of that conversation since there are Facilities folx who do not have access to a computer at home, and cannot afford internet access.
  - **Lourdes:** CSU works closely with Comcast to provide \$10.00 internet. Lourdes will provide that information to Julia so that this information can be distributed to folx.

### Jason Weitzel

- Received a self-nomination from Jason Weitzel. All documents were included.
  - Jim motions to approve, Lourdes seconds. Ayes approve Jason for a three-year term.

### Alisha will be on the search committee for the new president!

- In June CPC connected with Chancellor Frank and President Miranda about having someone on the Presidential Search Committee.
  - The Executive Committee provided their names and Julia Innes name for consideration.
  - Alisha Zmuda was chosen to sit on the Presidential Search Committee.

## Need a representative to attend APC meetings

- Julia was the previous representative on the Administrative Professional Council and will be stepping down to pursue other interests.
  - If you are interested in the role email Adrian Macdonald.
  - **Jim:** This is a very good experience and allows who ever sits on the APC as a representative of CPC to bring information back to the council.
    - You will learn about how they run the meetings, goals, and what they are talking about as it pertains to AP staff.
  - **Julia:** Very interesting and allowed her to bring information back to all colleagues regardless of their classification.
- Amy is interested in being our CPC representative.

## Colorado WINS Updates:

- Colorado WINS is a union that represent all state classified employees in Colorado.
  - A bill was passed to allow COWINS to represent all state classified employees and not just their members.
  - Since than we have been trying to work with them as our goals align.
    - Increased annual and sick leave.
    - Increased pay.
  - State Legislature has let us know that we should use COWINS as a resource.
  - COWINS is growing in numbers!

## New Union Stewards – We now have 4 stewards at CSU.

- Cameo Banks
- Charlotte Rowden
- Stephen Maddock
- John Farnes
  - Members of COWINS can use stewards, not sure if nonmembers can.

## Forming bargaining team for negotiating step raises

- Self-nomination and collect signatures to nominate and individual.
  - Any member can be part of the bargaining team.
  - If you are interested Adrian can connect you with Ivy so that you can be part of that team.
- Not sure when the forms are due to self nominate, but when Adrian hears back from Ivy he will connect back in with CPC .
- Step raises were part of the conversation last fall, but didn't get pushed through. Instead there was an agreement that the conversation around step raises would be reopened this fall.
  - Previously State Classified Employees would receive a step raise every year for 7 years at 2%.

## CPC Meeting Discussion

Does the third Thursday of the month from 1-3 still work?

- This time still works – Alisha will send out an updated meeting invite for the upcoming year.
  - If you do not see updated meetings on your calendar, please connect with Alisha.

Hybrid meetings with two in person per year (with food)

- What are thoughts about having hybrid, virtual, or in person meetings?
- **Julia:** Hybrid was challenging because if you were in person, you couldn't see the screen and if you were virtual it was challenging to hear everything.
- **Adrian:** If we have at least one person with their camera on virtual works.
- **Jim:** Do like virtual meetings because you can record during the meeting and allow others to attend.
- **Alisha:** Do want to honor that with the meeting being recorded it doesn't allow for as much space for open dialogue. We can record meetings so folx who are not able to join us can watch the meeting and once the minutes go out to the council, we can delete those meetings.
- **Adrian:** Let's do fully virtual except for two meetings in person with food.
- **Julia:** Expectation will be that cameras will be on unless bandwidth is not available. We will meet in person in August, January, and May.
- **Adrian:** If you can try to make it to those 3 in person meetings that would be great, so we're not getting too much food for everyone.

-End of Business Meeting-

## Chair Report

### 9/8/2022 COSFP

- What's going on with the Council of Deans
  - Reformed but the Council and it's members are defined in the faculty manual

### 9/12/2022 APC/CPC/FC Chairs Monthly Meeting

- Sarah Olsen (APC Chair) is leaving CSU
  - Matt Klien will take over
- APC/CPC/FC social on October 19<sup>th</sup>

### 9/14/2022 CSU Leadership Fall Forum

- Employee compensation was mentioned as an issue by Rick Miranda and Jan Nerger
  - Willing to advocate for SC employees
- Budget:
  - \$13 million shortfall in FY22
  - Projected to cut that in half in FY23
  - Tuition is big portion of revenue, so we must do a good job for our students
- Admissions had record applications and enrollment
  - Enrollment: 60% in state, 40% out of state