

Classified Personnel Council Meeting

Wednesday June 18<sup>th</sup>, 2025

1:00pm - 3:00pm

Regular Monthly Meeting

LSC Room 300



**CLASSIFIED  
PERSONNEL COUNCIL**  
COLORADO STATE UNIVERSITY

## Agenda

**Call-to-Order** – Chair Jim Abraham called the meeting to order at 1:03 p.m.

### **Guests – 1:00PM – 1:35 PM - University Updates**

Kaori Keyser, Assistant to State of Colorado House Representative Yara Zokaie

- Gave an overview and history on TABOR.
  - The Taxpayers Bill of Rights (TABOR) was a 1992 constitutional amendment introduced by Douglas Bruce.
    - The threshold for adding language to the Constitution has since been bumped to require 55% of the vote, which makes adjusting and making changes to TABOR policy more difficult.
  - TABOR is a strict tax policy and places limitations on what the state is able to do and what services can be provided.
    - Referendum C was passed in 2005, which created a timeout for the spending cap on TABOR. There was quite a bit of money the state was able to keep due to Referendum C and we did not have a ratcheting effect.
- The four major provisions of TABOR are:
  - It limits legislative ability to raise revenue.
    - We cannot create new taxes, raise taxes, pass any tax policy that may raise revenue, and cannot take on new debt on projects without taking everything to the voters. The voting population of Colorado is often one that does not want to raise taxes unless they feel it will not impact them, which is why we see taxes on things such as alcohol, nicotine, marijuana, and other similar items. Those kinds of taxes are easier to pass than general changes to our income tax structure.
  - It limits options for taxes.
    - It prohibits certain types of taxes and mandates a flat income tax instead of a graduated income tax. Everyone is paying the same percentage of their income, which places a higher burden on lower-income individuals than those with higher income. At the federal level, we get a graduated income tax, so those who make less money pay a smaller percentage.

- TABOR also prohibits local income taxes and real estate transfer taxes, as well as statewide property taxes. All property taxes in Colorado are either city or county.
  - It limits revenue collection.
    - TABOR sets a limit on the revenue that governments can retain, spend, or save. These are formulas for state school districts and local governments. It is all inflation at the state level.
    - It takes into account population, schools take into account enrollment, and local governments take into account the net and new construction. Inflation is measured by the Consumer Price Index, which is not representative of government spending. Governments are typically spending money on things like building materials, medical costs for things like Medicare and Medicaid.
  - It sets select provisions.
    - There have been recent amendments that break down tax policies on ballots by income bracket so voters get a better sense of what they will be spending for services.
    - If we take in more revenue from a tax that is passed than expected, it has to be brought back to the ballot.
- It was noted that Representative Yara Zokaie has some ideas to address this legislation.
- CPC members discussed various ideas and asked clarifying questions around the TABOR cap and how it is handled on ballots.
  - Keyser encouraged members to contact local representatives and legislators.

### **Guests – 1:30PM – 2:00 PM - University Updates**

Emily Seems – University Marketing and Communications – Graduation Recap

- Emily Seems provided an overview of the process leading up to the commencement and the process for planning.
  - There have been many debrief meetings, and they are meeting with all employee councils. There has been feedback regarding the schedule on Friday during that week, given residence hall move-out, Friday finals, and the commencement and recognition ceremonies.
    - There has been discussion about having the University-wide commencement on Saturday morning rather than Friday.
  - There were roughly 5,900 participants in the recognition ceremonies, with about 50,000 guests over the three days (Friday-Sunday).
- CP members discussed issues around parking for commencement, as well as decisions around timing and chosen days.

### **CPC Announcements and Updates 2PM – 2:05PM**

- Review and Approval of May Minutes.
  - Diane Riggs moved, Jillian Zucosky seconded. Motion approved.

- COWINS Update – Eric Gardner if available.
  - Provided update on union contract.
    - The committee created the last ratification of the union contract that was approved in January 2024.
    - One of the first things that the group was working on was defining “essential employee”, which is clearly defined in the State Personnel Board rules. Many did not realize that they were considered an essential employee.
    - Members discussed this definition in relation to state classified position descriptions (PDs).
      - The committee will meet next week to decide what to work on next since this definition is laid out clearly.
  - Gardner indicated that he will no longer be a COWINS member as of next month, so a new member will need to be nominated for this position.
    - CPC members discussed the purpose and focus of the Labor Management Committee.
  - Chair Abraham indicated that the step raises are still in place for the 2025-2026 fiscal year. Explained the various steps and percentages related to years of service in a role.
  - Chair Abraham asked about CPC participation in COWINS meetings. Eric indicated that he would ask about this.
- Election of New Member Amy Barkley
  - Motion approved.

### **CPC Committee Break Out Sessions 2:05 – 2:45PM:**

Elections of Chairs and Co- Chairs. Goals and Discussions

- Communications
  - The next CPC communicator will be coming out in late July. The deadline for submissions for that communicator is July 15<sup>th</sup>. We will be highlighting new members and health benefits that people may not be aware of.
  - The CPC website will be worked on.
  - The committee requested the data from the recent survey to gauge what state classified employees are looking for in communications.
- Employee Engagement and Experience
  - Members of EEE discussed redirecting the focus and purpose of the committee, because it is currently undefined. Suggested potentially facilitating trainings for those who cannot access training in their departments and working more on employee engagement.
  - There was a suggestion for LinkedIn Learning and specific learning pathways for CPC.
- Recognition

- The committee indicated that they are already ahead of where they were last year. Each person on the committee has been assigned to an award and will be focused on those specific awards.
- Information will be better organized on the Teams site for easier access for those doing the awards. Review committees will start being planned out now.
- More collaboration with the Employee Engagement and Experience committee.
- Legislative
  - The committee indicated that they would be focusing on more of a consistent push on TABOR and sick leave.
  - There was an additional suggestion to look at shift differentials.

**Open Discussion – Department Issues, Speaker Feedback – 2:45 - 3PM**

CPC members were reminded of the CPC retreat on August 5<sup>th</sup>.

Meeting adjourned at 3:06 p.m. – **Thank you!**

**Reminder – Join us at Avogadro’s Number (605 S. Mason Street) to celebrate Wayne Hall.**