

**Classified Personnel Council Meeting**  
**Thursday, December 18<sup>th</sup>, 2025.**  
**1:00pm - 3:00pm**  
**Regular Monthly Meeting**  
**LSC Room 304-306**



**CLASSIFIED  
PERSONNEL COUNCIL**  
**COLORADO STATE UNIVERSITY**

### Agenda

**Call-to-Order** – Chair Jim Abraham called the meeting to order at 1:06 p.m.

### **CPC Announcements and Updates, 1PM – 1:30PM**

- Lunch served – Pizza
- Review and Approval of November Meeting Minutes
  - Tyler Heyne moved, Brian James seconded. Motion passed.
- ASCSU Update
  - No formal update today.
- COWINS Update
  - COWINS session is coming up. Trevor Rothanzl provided details on upcoming topics for discussion, including potential changes to sick leave accruals. There was additional discussion about the upcoming election year and potential impacts.
    - John Farnes suggested a focus on contracts that increases more sick leave accrual (8 hours) per month, rather than the current 6.6 hours per month.
    - Zoelle Lane indicated that representative Matthew Martinez from Pueblo is the one introducing the bill.
    - CPC members discussed focusing on increasing the accrual rate each month rather than the total accrual amount.
- Q/A session – all councils, open to all staff.
  - The Q&A mainly focused on free speech and concerns around the rescinded policy.
- Free speech Seminar Janine Mohr/ FC task force meeting/ report to president
  - Chair Abraham indicated that concerns were expressed during the seminar about the treatment of staff by students during the clean-up and that those concerns and comments were heard by Jannine Mohr.
  - President Amy Parsons had requested feedback from the employee councils regarding next steps around the free speech policy prior to the end of the semester.
    - Faculty Council has created a task force that includes other employee council members, to discuss this issue.

- APC and CPC have responded to President Parsons expressing support for the Faculty Council task force. Three (3) CPC members are sitting on the task force.
  - Emphasized the mistreatment of state classified employees while working to clean up and requested accountability regarding student conduct.

**Guest 1:30PM - 2 PM – HR Update – WorkDay Overview – Laura Kirk**

- Laura Kirk provided an overview of the Workday project and the move toward a new system.
- Workday goes live on January 5.
  - Oracle, TimeClock plus, etc., will retire on January 5 and everything will move to Workday. Workday will manage all human resources functions.
  - Resources and training will be available to employees.
  - An overview was provided of what employees are able to do in Workday, which includes updating personal information, self-service, checking pay, and handling leave requests.
  - A demonstration was provided on the Workday app for mobile devices and what functions are available.

**CPC Committee Business and Reports, 2PM - 2:30PM**

- Executive Committee Election for Secretary – Closed Ballot
  - Amber Lobato was elected for position of Secretary for the remainder of the year.

**Committee Reports**

- Communications
  - No formal report today.
- Employee Engagement and Experience
  - No formal report today.
- Recognition
  - No formal report today.
- Legislative
  - No formal report today.
- CPC Subcommittee on HR and Business Operations and Consolidation
  - No formal report today.
- Book Club on Leadership
  - No formal report today.

**Guests 2:30PM - 3 PM – State of Colorado Elected Officials**

**Senator Cathy Kipp and House Representative Yara Zokaie – State budget outlook**

- Senator Cathy Kipp discussed the budget, as funds are limited. Senator Kipp indicated that there are some proposals from the governor that are considered short-term solutions.
- CPC members discussed the sick leave bill, which would increase the amount of sick leave accrued by state classified employees each month. This is expected to come through in January. Senator Kipp indicated that she would speak to Representative Martinez about this bill.
- CPC members discussed the potential for TABOR to be repealed and the impacts this would have on the budget outlook.
  - There are a few proposed ballot measures for the 2026 election around the TABOR cap, as well as for a progressive income tax.
  - Adrian Macdonald suggested some education around TABOR ahead of the ballot measure, since many might not understand what TABOR does.

**Council and Committee Budget presented last month**

	Budget	Spent	Remaining
Executive	734.83	310.59	424.24
Retreat	1,515.17	1,515.17	-
Legislative	500.00	-	500.00
Communications	500.00	180.00	320.00
Recognition	7,000.00	-	7,000.00
EEE	750.00	98.77	651.23
TOTAL	11,000.00	2,104.53	8,895.47

Meeting adjourned at 3:18 p.m. – **Thank you!**  
Events: <https://calendar.colostate.edu/>