

**Classified Personnel Council Meeting
Thursday, December 11, 2014 – Laurel Hall Room 103**

Meeting Minutes

Members present: Sheela Backen, Carol Carroll, Sandy Dailey, Debra DeVilbiss, Jesse Epstein, Eric Gardner, Kelly Hixson, Shami Loose, Debra Parker, Terri Pecora, Terri Ratzlaff, Laura Snowwhite, Kristin Stephens, Jeff Sturgeon, Marvin Withers, Lynda Hoffman

Absent: Geri Baker, Stacey Baumgarn, Anthony King, Clint Kranz, Tammy Perez

APC Representative: JoLynn Troudt

Work-Life Committee Member: Debbie McClelland

Guest presenter: Senator John Kefalas, Dr. Robert Zimdahl

Other Guests: Diana Prieto, Director of the Office of Equal Opportunity

12:00 p.m. Lunch is served

12:30 p.m. Call to Order by CPC Chair Jeff Sturgeon

Remarks by Senator John Kefalas:

Senator Kefalas was recently appointed to the Colorado State Capital Development Committee which will be involved in the new stadium process among others.

The State's political climate has changed since the last election as there is now a slim Republican majority instead of a slim Democratic majority. For the senator this has meant having his committee memberships altered. He is currently a member of the Health and Human Services Committee and is Vice-Chair of the Local Government Committee.

Senator Kefalas mentioned that under Colorado law, unlike federal law, a bill's riders must be "single subject;" cannot deviate from the bill's subject. The senator also mentioned Colorado's GAVEL amendment which is intended to reduce the possibility of legislation being managed and driven by only a few legislative leaders. The acronym is Give A Vote to Every Legislator. Among other things, the amendment says that every bill must make it to a committee.

Senator Kefalas indicated that it is his belief that slim party margins can be good as they tend to foster more compromise and communication.

Senator Kefalas is currently working on an autism-related bill; similar to a bill he co-sponsored in the past which failed, he believes, due to its associated costs. He is also working on an adjunct faculty bill which aims to improve the working conditions of adjunct faculty at community colleges. He mentioned that he himself is adjunct faculty and is aware that this is an issue which Tony Frank is championing as well.

On Saturday, December 13, from 9:00 - 10:30 AM at the Fort Collins Coffee House (3761 S. Mason Street) Senator Kefalas will share his legislative ideas and provide an overview of the 2015 session regarding policy and politics.

Remarks by Dr. Zimdahl:

Dr. Zimdahl has been writing letters to newspapers, legislators, and Tony Frank regarding, what he perceives as, inequities and injustices in salaries for some state employees; specifically those he describes as “the least among us” or “those who live in the shadows.” He holds up as an example the annual salary of around \$21,000 for a custodian here at the university and emphasizes that this is far from a living wage even for an individual.

Dr. Zimdahl pointed out that State Classified salary ranges are set by the state and the rate within that range is set by the individual institution. He went on to ask us what do to represent those who are at the lower end of the pay scale. He also asked us if we had data on salaries and how they are adjusted for inflation.

One of the things that Dr. Zimdahl has done was to ask Amy Parsons to give those making less than \$25,000 a year free parking passes. She explained that it was not feasible due to its cost. Dr. Zimdahl finds this unsatisfactory as, despite what their salaries might indicate, the employees making these lower wages are so vital to the day-to-day operation of the university. As an example he rhetorically asked which would have more impact, if the campus’ administrators were to take 3 days off or if the campus’ custodial staff were to take 3 days off.

Diana Prieto addressed the question of what discretion CSU has for setting salaries. She explained that while the state does set salary ranges, the rules governing an institution’s discretion with that range are strict and explicit. In other words, CSU does not have as much latitude with salaries as one might expect. Diana also brought up the Standing Committee on the Status of Women Faculty, a subcommittee of the President’s Commission on Women and Gender Equity. She explained that they are working on issues of salary equity as well and might be a good partner for the CPC to work with.

Debra Parker brought up, as an example of salary inequity, the changes that were wrought by Pay for Performance when it was implemented: time in service no longer being figured into the calculation of an individual’s salary.

Diana Prieto suggested that rather than having lower wage positions pegged to the market, peg them to a living wage standard.

Jeff Sturgeon brought up the fact that many State Classified personnel have been reclassified as Administrative Professional and this might be limiting the impact of State Classified issues at CSU.

John brought us back by asking what, in a concrete sense, the CPC is doing for those whom Dr. Zimdahl seeks to help.

Kristin Stephens cited the three major initiatives in which the CPC is involved: mandatory supervisory training, the navigator program, and the parking plan proposal.

Senator Kefalas asked what the resistance was to our proposals for he sees them as common sense, quality initiatives.

Kristin and Diana attempted to explain that our proposals are moving forward but must move at the speed of the institution. Parking being a notable exception in that it seems like our consultation is being given lip-service only.

Jeff and Diana explained that we're most effective when we work alongside other campus groups. Emphasizing that we are working hard, working tirelessly, and are actually quite effective.

CPC Executive Committee Reports, Updates & Announcements:

Approval of November's minutes:

A move to approve without change was seconded and passed without opposition.

Treasurer's Report:

Carol Carroll presented her report. There were no questions. The treasurer's report was accepted as presented.

Announcements:

- Kristin Stephens spoke regarding Campus Community Connect: She met with Amy from the Foodbank. Amy had questions and suggestions for what we are trying to do. Meetings and surveys are in the works for attempting to address those questions and concerns. ASCSU has a somewhat related initiative; we are investigating what a partnership might look like. It seems clear that we need more information so that we can deliver a better product.
- Diana Prieto announced the start date of late January for a new associate director, Annette Murdock-Tangye.
- Jeff Sturgeon indicated that there is support from Amy Parsons for our navigator program.
- Carol Carroll reminded everyone of our upcoming PDIs and let us know that the CPC will be taking the lead on next year's outreach event.
- Campus climate survey results are on their way. Jeff said that we are considering how we might get better traction on our navigator initiative; possibly a formal written request to Amy Parsons.
- Jeff Sturgeon brought up the missing thumbnails from our home page. A motion to approve \$160 (\$80/hr) for restoration of the thumbnails to our home page passed.
- External Relations has offered to pay for half of the cost of the proposed video about shared governance.
- The Resources tab on our website has now been updated. It is a living document and should be revisited to ensure accuracy. Jesse Epstein will add a printable document with a list of services, phone numbers and urls. Jesse will also add a "check out our new resources page" announcement to the CPC home page.
- Eric Gardner solicited content for the next CPC Communicator.
- Jeff worked with the Advancement Office to create a donation page for the Educational Assistance Award.
- All of the CPC meeting locations are now set for the rest of the term.
- CPC email will be moving from Lamar to Exchange. Because of this, we will be able to have a shared CPC calendar.
- The Tobacco Task Force's final meeting was December 11, 2014.

- The Staff Enrichment Scholarship Proposal is being submitted to the Ripple Effect grant approval committee. Jeff asked whether the CPC thought it was a good idea. Debra DeVilbiss wondered about supervisory approval for employee time away from the office. Jeff responded that there was only so much room in the proposal (word limit). It is, however, an added component that will be considered. The suggestion that we have plenty of need/demand for student employment so that could be potentially tapped to fill coverage gaps left by those participating in development opportunities. Diana indicated that Tony and Amy both indicated that they were supportive of “sifting down” the message that supervisors should be supportive of individuals’ professional/career development.
 - Marvin Withers moved to support the proposal, Debra DeVilbiss seconded and the motion passed.
- Parking: Terri Pecora covered the latest Parking meeting. Dave Bradford presented the proposal’s main points again. Concerns were raised but the feedback was to be presented with a single day’s turnaround and there was no approval vote scheduled for the committee. Terri Ratzlaff suggested (and Jeff and Terri Pecora agreed) that a separate submission from the CPC might carry more weight. Dave Bradford indicated that he would take our feedback and present them to Amy Parsons when he meets with her on Friday.
 - Jeff put together an email which he has since sent to Amy Parsons. The hope is that it will be seen and read prior to the meeting on December 12, 2014. Jeff asked that we submit to him anything we see that’s missing or anything we believe could be said better – any help would be appreciated.
- Eric Gardner asked for someone to write something for the next publication of CSU Life. Terri Ratzlaff said that she could write it and get it to Jesse in mid-January for proofing prior to submittal.
- Carol Carrol let us know that our January 8, 2015 PDI for HDS will be at the same time as our CPC meeting. We have a second, University PDI on January 13 from 10:45 to 11:45 in the LSC.
- Jeff is working with the LSC to move the Outstanding Achievement pictures out to where everyone else’s pictures are. Carol said that she would help as she has a channel she believes might be more productive.

Meeting adjourned at 2:00 p.m.

Next meeting: Thursday, January 8, 2015 – Morgan Library