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University of Colorado System Staff Council

<https://www.cu.edu/ssc>

MEETING AGENDA **Thursday, October 19th, 2023** **9:00 AM – 11:00 AM** **See Zoom Invite**

SSC Member Attendees: Gwen D'Elia, Kayle Lingo, Amanda Gordon, Heather Thorwald, Amber McDonnell, Katie Princo, Jessica Tharp, Turner Rafter, Sarah Wallace

Excused: Ashley Eschler, Grace Shattuck, Jen D'Angelo (on PL), Rick Rowcotsky, Elisha Garza, Kristin Turner

Participants: Kadie Goodman, Rusty Brunner, Sheri Jungman, Lisa Landis, Nicholas Thomas

9:01 AM Call to Order – Gwen D'Elia

- Roll Call
- Approval of Agenda and Minutes

9:15 AM UCSC Updates – Elisha Garza, Turner Rafter & Amber McDonnell

- Annual Celebration was Oct. 6, so there was no meeting this month. Turner has no updates from the group.
- Gwen pointed out that each of the UCSC System winners were nominated for the President's Employee of the Year.

9:05 AM Chair / Vice Chair Report – Gwen D'Elia

- General Updates
 - Gwen will be at the November meeting for the first 30 minutes, but she will let the executive committee know of any updates and be around in the afternoon to answer any questions.
 - Reminder that December meeting will be on the second Thursday as a holiday collaboration and team building.
- Vanishing Half Book Club Lessons Learned
 - Had our first Book Club this past week. Gwen, Kayle and Amber were in attendance. It was really positive and had some great feedback. We will let folks know that we will talk about the whole book. Kayle created a webform to collect book titles for recommendations and see what folks are suggesting.
 - Gwen thinks it will be a pretty easy lift for SSC.
- Leadership Liaison Meeting update
 - They did not meet this past month but emailed back and forth.
 - Gwen is currently going through the P Card training to have an official P Card for the System Staff Council. If you need to purchase anything, you would email the exec committee to approve any items that need to be purchased.
 - In regards of having a systemwide volunteer day, Felicity wants to support the full day and considering having shifts and having leadership buy-in for folks to take that time and support from their leadership. They will meet next Thursday, and more info will be available later.
 - For the Honorariums, Felicity was fine for a \$100 fee for folks who come to speak at any events.

- Felicity is open to discussing bigger items like finding a bigger venue. She is open to these changes. She was in agreement that she has only heard positive things about this year and no hard critiques.
- Gwen will bring up what's happening with Snow Days and if there will be even Snow Days for the upcoming season.
- She will be asking about keeping 1800 Grant St. and where that discussion sits and if there is an update.
 - Amanda asked about the history of this discussion. Due to the pandemic, 1800 Grant was all brought together. There was the question of whether CU should continue paying rent for the building. Roughly 20% capacity is being used, and there were concerns if this was a good use of space. One of the EOC talking points last September was whether to do something with the building and if so, what. We are staying hybrid as a model, but what has happened with that discussion? There have been concerns about safety, dealing with traffic etc. from some employees.
- Turner brought up the CCC campaign at the DIO. For December newsletter blurbs, can we include the Food Bank of the Rockies and The Precious Child? Kayle says Yes! For November, we can emphasize the Food Bank of the Rockies.
- Sarah asked if Ginger was going to set up an email for The Precious Child. Heather said that we will further publicize it.
- Sarah asked that The Denver Post was having the Top Places to Work (<https://topworkplaces.com/nominate/denverpost/>). No one knows who would nominate CU System for a reward like this. Rusty mentioned that we would have to pay for the nomination. Gwen will ask Felicity about this in her meeting with leadership.
- Gwen let everyone know about [CU Zoo Lights](#) and whether System employees can attend. CU Boulder Alumni Association will allow employees to attend this year, and they will send us Comms. It will be on Nov. 19 this year.
- Discussion / Roundtable

9:32 AM FAMLI Presentation – Lisa Landis

- FAMLI was voted in 2020, and CU will have a private plan that is not only cheaper but better for our employees. FAMLI leave will begin Jan. 1, 2024.
- During leave, covered individuals will be eligible up to \$1,100 a week through premiums charged to the employee and employer along with job protection benefits.
- Weekly benefits are capped by weekly wage earnings. Employees can make wages “whole” with parental leave, sick leave, vacation leave etc. This enables people to take more time with less leave.
- Eligibility
 - Only applies to employees who work in Colorado for all employees including students, graduate students, temp faculty etc.)
 - Eligible for payments on day one of employment
 - All employees receive job protection after 180 days of employment
 - All employees are allowed 12 weeks of partial wage replacement through CU FAMLI every rolling 12-month period.
- Applications will be available in the employee portal like the TAB portal. The application will be open in November.
- A family member will be determined by CU based on shared financial responsibilities,

emergency contact designations, expectation of care, cohabitation and more. A medical certification will be required if folks are taking FAMLI leave to take care of a family member.

- FAMLI will be centralized within Employee Services for the entire university.
- CU FAMLI and other leave programs
 - FMLA will run concurrently when the need for leave meets the FMLA requirements.
 - Paid Parental Leave will run concurrently with the CU FAMLI and FMLA. PPL will be expanded to full 100% six weeks. The subsequent six weeks, you will get partial pay and use other types of leave.
 - STD will run concurrently with CU FAMLI and FMLA.
 - OJI does not run concurrent with FAMLI
- Be on the lookout for ongoing communications. If you'd like to set up a meeting, email leave@cu.edu.
- Heather clarified that student employees are qualified.
- There was support that it's great that FAMLI is taking away the one-year wait to use Paid Parental Leave.
- ES is continuing to build out the new Leave Team, and new software will be brought in to track all of this new leave.
- Gwen asked what we as a Council can do to help with promotion. Lisa recommends just to remind people that FAMLI for everyone starts Jan. 1. Lisa also said that employees can take intermittent leave through Paid Parental Leave.

9:56 AM Break

10:01 AM Compensation Q&A – Rusty Brunner

- Compensation is a part of the System HR team.
- Compensation Team Mission – Pay Competitive, Fair & Compliant to attract, develop, grow, and train talent while intriguing with other HR functions, Budget & Finance, System Admin Operations, and the Individual in the Role and working with budgetary constraints.
- Team Focus
 - Pay Structures – pay ranges
 - Pay Philosophy – what should we pay
 - Pay Programs – annual management of pay – macro
 - Feb: Market Forecasting for Regents
 - June: Market Based Pay Range Update
 - July: Promotional Review Period
 - Sept: Annual Equity Review
 - Jan: Annual Compensation Increases “Merit”
 - Pay Decisions – situational management of pay – micro
- Gwen asked why so many people have so many questions about compensation.
 - Rusty said that pay is really important, and it's a very sensitive issue. Communicating about this has been Rusty campaigning about these issues. Rusty hopes that we can continue to communicate these questions and ensure that people are able to learn about these items. Gwen wants to be a person to advocate about communicating these items and set up a grassroots campaign to connect.
- Katie asked about gaps in pay employees might see.
 - Rusty wants people to talk to your direct supervisor first about your pay. You can also ask questions about pay to HR. All questions is anonymous, so there

are no concerns about asking certain questions. Rusty emphasized that certain organizations are set up a certain way, total compensation may be different and more. There are many dimensions.

- Annual Merit Compensation Increases
 - Compensation has a SharePoint conducting all of the compensation items.
 - An annual compensation adjustments hub will be published on the CU SharePoint.
 - We are moving toward a more competitive adjustment merit increase.
 - The Compensation Adjustments Hub will be published on Oct. 26 at about 5 a.m.
 - Jessica asked if managers are reminded to updated job descriptions annually. Rusty said they are beginning to be more proactive about reminding managers to do that.
- Gwen asked if there would be any structured opportunities like lunch and learns to discuss various details like what Rusty had done. Compensation has been discussing joining ongoing all-staff meetings. It was mentioned to host a lunch and learn about Compensation through System Staff Council. Gwen will reach out to Rusty to set up time to discuss a future item.
- Compensation Site: <https://www.cu.edu/employee-services/collaborative-hr/cu-system/compensation>
- SharePoint: <https://cu0.sharepoint.com/sites/CUSystemCompensation?OR=Teams-HL&CT=1660838375740&clickparams=eyJBcHBOYW1lIjoiVGVhbXMtRGVza3RvcCIsIkJFwcFZlcnNpb24iOiIyNy8yMjA3MDMwMDgxNSIsIkhhc0ZIZGVyYXRIZFVzZXIiOmZhbHNIfQ%3D%3D>
- Team Email: SystemHR.Compensation@cu.edu

10:46 AM Committee Reports

- Events – Jessica Tharp, Sarah Wallace & Grace Shattuck
 - They are still taking a breather from the YOS/PEOYA event.
- Diversity, Inclusion and Outreach – Heather Thorwald & Turner Rafter
 - Ginger from IA was a guest speaker at their DIO committee. More will be coming out about the holiday drive. The Food Drive will kick off on Oct. 26.
 - Heather is working on a short blurb for SSC folks to share with their team members moving forward.
 - DIO is still planning on having an in-person volunteer event.
 - Heather had an initial conversation with a professor at CU Boulder to discuss Cecile Buchanan to settle a date in the Spring.
 - Judi will have a director under her to work to create a CU System affinity group.
 - Sarah mentioned that UIS is hosting a Diwali event on Nov. 8 and if we wanted to add something to the newsletter.
- Communications – Kayle Lingo
 - No crazy changes to communications
- Health and Wellness – Katie Princo, Jessica Tharp & Grace Shattuck
 - They are planning a lunch and learn around March about nutrition.
 - They also want to be involved with the Rockies race and having CU System be involved and offset the registration cost for folks if need be.

There is a save the date on Dec. 13 for the Staff Appreciation Lunch. There might be an official communication coming out.

10:58 AM Adjourn

Next Meeting – November 16th