Administrative Professional Council Meeting Minutes
April 14, 2009
228 Lory Student Center

Members Present: Roselyn Cutler (Area 1), Deidra Church (Area 1), Petra Martin (Area 2, alternate), Marty Welsch (Area 5, alternate), Dede Kliwer (Area 6), Terry Schlicting (Area 6, alternate), Jim Zakely (Area 6), Ryan Abbott (Area 7, alternate), Cris Sexton (Area 7), Ann Bruce (Area 8), Stephanie Ouren (Areas 8), JoAnn Cornell (Area 9), Kathy Thornhill (Area 10), CJ Keist (Area 11), Lance Noble (Area 11), Stephanie Rosso (Area 11), Shaila Parshar (Area 11 alternate), Mary Dole (Area 12), Courtney Butler (Area 13), Pony Davis (Area 14), Keith Wilson (Area 14), Darrin Goodman (Area 15), Linda Selkirk (Area 15), Ruth Willson, (Area 15).

I. Called to Order – Approval of Agenda
The meeting was called to order at 8:35 AM by Courtney Butler, Chair. Changes to the agenda were reported – add approval of new alternate for Area 9 Toni Lee Viney to New Business. Lance Noble moved to approve the agenda as amended, Roselyn Cutler seconded, motion carried.

II. Guests - Carol Shirey Human Resources Services Director, Tony DeCrosta  Associate Director, Teri Suhr Benefits Manager
Carol was asked to provide discussion points about proposed changes to CSU subsidy for PERA Post retirement benefit. Benefits only benefit eligible AP in PERA Plan (about 400 active employees and ? retirees). A brief history of benefits was provided as follows. There were 3 post retiree plans for PERA members. All employees were in PERA up to 1986. In ‘86 PERA developed one medical plan, and CSU had one plan. University paid 100% of plan for employees only. Active retirees were moved into PERA plan. Active medical plan had 10% reduction on premium. After people were moved off the plan there were lots of complaints from under 65 age group, they were paying more on their premium. Over 65 coordinated with Medicare, no out of pocket costs, but not as great of benefit. Fix for problem: PERA subsidy plan (for under 65 group) University would pay difference. 65 and older umbrella plan, medical bills through PERA, residual amount readjusted under university active plan, University made up the difference. PERA plans grew in numbers (7 plans for under 65, 5 for 65 and older). PERA subsidy has grown from $90 a month to $230 a month for under 65. DCP limited to $200 a month. Value of PERA subsidy has grown higher than DCP. Plans are distorted, so difference up to full premium of lowest cost plan. PERA subsidy is prorated if you don’t have up to 20 yrs service. A person with less years of service to the University is currently getting more money from University than a person with more years of service. Retirement benefits exceed what we have for active folks. Original purpose of plans have outlived themselves, need to be reevaluated in order to get rid of inequities. Controller’s office also has issues with both plans. PERA bills are paid by current funds. Under new federal accounting guidelines we can’t assess charges for past benefits against current grants, and can’t assess future benefits for people working today against current grants. Solution would be to put funds in irrevocable trusts. The suggestion is that any benefit eligible AP as of June 30 this year is eligible for continued current enrollment. After June 30 2009 new hires will no longer be eligible for the current plan. On record, APC does not have any opposition. If no specific opposition comes up UBC will support this. UBC will make formal recommendation on Thursday, and will likely recommend that eligibility for plans be terminated for new hires as of July 1 2009. Proposal will then go to President’s cabinet. Current benefit eligible APCs not will not experience any changes to benefits. This will only affect new hires.
III. Approval of March Minutes
Lance Noble, Kathy Thornhill, and Ann Bruce corrected that they were present for the March meeting. Stephanie Ouren moved to approve March minutes as corrected, Linda Selkirk seconded. Motion carried.

IV. Officer Reports
Chair, presented by Courtney Butler:
- Courtney met with Tom. He reiterated that there will still be no cut to the budget.
- As changes to constitution are submitted to match universities current reporting lines, Tom would like to review them before they are approved. A Grievance task force will look at how UGO is evaluated each year, how is the process working or not working and will look at how section K is written.

Vice Chair, presented by Jim Zakely:
- No report this month

Secretary, Debbie Sheaffer: Not present

Treasurer, Georgeann Venis: Not present

Mary Dolce moved to approve the officer reports as submitted, Lance Noble seconded. Motion carried.

V. APC Committee Reports
Awards Committee – Kathy Fraiser, not present

Communications Committee, presented by Stephanie Ouren
- Flyer for coffee break will be finished this week

Employment Committee, presented by CJ Keist, Chair
- Asked if AP Exc committee knew whether a decision has been made for the up coming fiscal year regarding salary cuts or furloughs. No decision has been made yet.

Nominations Committee – Pony Davis, Chair
- There are no nominees for several areas. Ballots will still be sent out but people may be appointed after the fact. No nominations from Area 1, 10, 13, 15. Area 11 has two nominations but 3 vacancies. Courtney Butler will follow up for Area 13 and Lance Noble will follow up for Area 11.

Policies and Procedures Committee – Linda Selkirk, Chair
- No report this month

Service & Outreach Committee – JoAnn Cornell, Chair
- Next Coffee Break will be April 29 at VTH for Research Associates

Benefits Committee – Kris Sexton, committee member
• UBC asked for APC input or discussion on proposed changes to CSU subsidy for PERA post-retirement benefit. APC is not opposed to the UBC supported solution of no longer making new hires eligible for the current plan after June 30 2009.

CPC
• No report this month

CSU Activities Board – Joann Cornell
• The Office of General Council was recognized for the month of April

Physical Development Committee – Jim Zakley
• A PDF of Academic Affairs 10-Year Physical Development Priorities (2008) was shared.

University Parking
• No report this month

Pony Davis moved to approve the committee reports as presented, Roselyn Cutler seconded, motion carried

VI. Unfinished Business

VII. New Business
A. Approval of New Sexual Harassment Panel Member
   • Deferred to next month
B. Approval of New Grievance Panel Members
   • Deferred to next month
C. Approval of New University Grievance Officer- Kirk Hallahan has been nominated. Richard Eykholt expressed support for Kirk. He reported he has experience in Faculty Council, assisted in long term strategic goals, and is very involved in service. Although he has no particular experience with grievance policies, previous officers have also had little experience as there is no training in place. Cathy Thornhill reported that he expressed sensitivity to AP needs during the subcommittee meeting. Cris Sexton moved to approve, Kathy Thornhill seconded, motion carried.
D. New Alternate for area 9 Toni Lee Viney - Cris Sexton moved to approve, Pony Davis seconded, motion carried.

VIII. Discussion Items
A. Nominations and Elections for 2009/2010
   We are lacking nominations in several areas. Follow up is needed.

IX. Announcements
A. Coffee Break for Research Associates/Scientists, Wednesday, April 29th, 8-9:30 AM at VTH
B. Richard Eykholt would like to extend an invitation to look at changes to the manual. Submit changes to either Richard or Courtney. Suggestions for section K welcome.

X. Next Meeting
   Tuesday, May 12, 8:30 – 10:30 AM 224/226 Lory Student Center
XI.  Adjourned at 9:31 AM