Members Present: Matt Brewer (Area 1), Deidra Church (Area 1), Petra Marlin (Area 2), Debbie Sheaffer (Area 2), Evelyn Swiss (Area 5), Ray Aberle (Area 6), Judy Brobst (Area 6), Dede Kliewer (Area 6), Ann Bruce (Area 8), Stephanie Ouren (Area 8), JoAnn Cornell (Area 9), John Haines (Area 11), Lance Noble (Area 11), Stephanie Rosso (Area 11), Robin McGee (Area 12), Heather Matthews (Area 13), Pony Davis (Area 14), Dave Mornes (Area 14), Debi Colbert (Area 15), Linda Selkirk (Area 15), Courtney Butler (Chair), Jim Zakely (Vice Chair)

I. Called to Order
The meeting was called to order at 8:35 by Courtney Butler, Chair

II. Guest Speaker – Carol Shirey, Director of Human Resource Services
Consultants met with University Benefits Committee to determine if changes needed to be made to the current DCP retiree medical plan. Currently there is only one DCP retiree on the Green Plan, however numbers are projected to grow as the number of DCP retirees grows. Consultants found that three practices lead to adverse selection into the plan. There is currently no requirement that a retiree has to have been in the plan previously (either during employment or after) in order to opt back into the plan. This means retirees can join and leave at any time. Consequently, they may not have the best health picture when they join or rejoin or may join only when surgery is needed. Benefits only coordinates claims payments with Medicare if the person actually enrolls in Medicare at age 65, which could result in excessive cost down the road. Retirees are charged more, but medical costs increase significantly with age. Since there is no way to set a premium for retirees to be self sufficient, the cost is born by active participants. UBC recommends making changes consistent with practices at other institutions due to huge overhead related to keeping track of retirees, mailing enrollment paperwork as well as liability issues. Consultants researched Medicare options based on a variety of scenarios to cost out changes and found that those 65 and over came out cheaper outside of the CSU plan. Prior to 65 retirees do not have any options. At age 65 a variety of choices become available, including Medicare. Part A (hospital care) is free to those who have 10 years under social security or 40 quarters paying into Medicare. If these requirements are not met, a spouse or ex-spouse may meet them. If Plan A cannot be accessed for free then it can be purchased. Part B (physician care), everyone must pay for. Most people pay $96 a month. Contributions are determined on a sliding scale based on retirement income. The highest amount a person may pay is $308. There are a number of plans applicants cannot be rejected for if they apply for Medicare on time: Medicare advantage plan, part D prescriptions, supplement plans. Currently there are 245 DCP retirees, with numbers growing. UBC recommends that plans not be offered after age 65 since better options are available outside the CSU plan. Eligibility for spouse or domestic partner would end after age 65. Eligible dependents could remain on the
plan until they reach Medicare eligibility if disabled or reach other ways they get kicked off the plan (college age). Active employees would be required to be on the plan for one year continuously before retirement (waived for first year of implementation) in order to stay on the CSU plan after retirement. They would need to continuously stay on the plan as a retiree in order to keep it. At age 65 they would become ineligible. Certified letters will be sent to all current retirees. Those under 65 will have to enroll for this coming Jan 1. Those over 65 will not have option to come onto the plan. APC does not have any objections to the recommendations.

III. Approval of Minutes
   Lance noble moved to approve minutes with the correction of Keith Wilson not present at August meeting, Linda Selkirk seconded. Motion carried.

IV. Officer Reports
   Chair, Presented by Courtney Butler
   Courtney has been to three Diversity Task Force Meetings. They are weighing the options of a University Diversity officer and diversity office. Constituents across campus will be asked for input and ideas. It is still being considered who and what will be asked. Courtney was not able to meet with Tom Gorell. The Committee on Strategic & Financial Planning is working on an agenda.

   Vice Chair, Presented by Jim Zakley
   Jim is working on committees, and alternates will be approved today.

   Secretary, Presented by Petra Marlin
   No report this month

   Treasurer, presented by Stephanie Ouren
   Stephanie sent out emails to committee chairs about budget numbers and is waiting to hear back. After the retreat we have $6,574 remaining

   Judy Brobst moved to approve officer reports, DeDe Kliewer seconded. Motion carried.

V. APC Committee Reports
   • Awards Committee - Presented by Judy Brobst. Committee will meet sometime after next week.
   • Communications Committee - Presented by Darin Goodman. No meeting has been scheduled. Committee will email as needed.
   • Employment Committee – No report
   • Nominations & Elections Committee - Presented by Pony Davis. Committee will meet this Thursday or next.
   • Policies & Procedures Committee - Presented by Linda Selkirk. Committee will meet after today’s APC meeting.
   • Service & Outreach Committee - Presented by Ray Aberle. Committee will meet later in the month.
University Committee Reports

- Benefits Committee – no report
- CPC – Debbie Sheaffer will attend this afternoon
- Commission on Women & Gender Equity – Presented by DeDe Kliewer. The commission has received a charge from the President. Recommendations were made last spring and the commission is waiting for a formal response. The commission has inquired as to whether a link with basic info could be established on the APC website. Inquiry should be directed to Communications Committee.
- CSU Activities Board - presented by Joann Cornell. Look out for coupons to enter drawing.
- Physical Development – no report
- University Parking Services - Presented by David Mornes. – Parking Services meets tomorrow at Noon in the LSC
- University Safety – no report

Heather Matthews moved to approve Committee Reports, Joann Cornell seconded. Motion carried.

VI. New Business
A. Approval of APC Area Alternates – A list of proposed alternates was provided. Pony moved to approve the list of APC Area Alternates with corrections, Ray Aberle seconded, motion carried.
B. Approval of Parking Services Committee Member – Terry Schlicting (not sure of spelling) volunteered for the position. DeDe Kliewer moved to approve Terry as a second representative for Parking Services, Debbie Sheaffer seconded, motion carried.

VII. Discussion Items
A. Changes to Faculty/AP Manual Appendix 2 – Consensual Relationships – Two major changes have been proposed by Faculty Council. Previously there were prohibitions were set, but people found lots of gray areas. Now there are no absolute prohibitions, situations will have to be managed. Relationships are categorized into Instructor – Student and Employer – Employee relationships which will require reporting to the supervisor of the senior person in the relationship. Other items will suggest self recusal. The following questions were put forth for clarification: Is there a burden of proof requirement in any situations? Is it possible that parties could disagree whether or not there is a relationship? If so, would the situation fall under sexual harassment instead? How should interdisciplinary relationships which may affect department relationships be handled (example: two Deans in a relationship)? The latter quest would fall under recusal.
B. Review of the APC Work Plan Document – It was mentioned that it feels strange to have Doggie Day Car on the list given current financial restraints. The current list is only a summary of what was brainstormed at the retreat and not all brainstormed items need to be included in the work plan.

VIII. Announcements – The Inauguration of Chancellor Blake and President Frank will take place on September 17th.
IX. Next Meeting
   Tuesday, October 13, 8:30 – 10:30 AM
   224/226 Lory Student Center
X. Jim Zakley moved to adjourn, 9:40 AM