

Administrative Professional Council
Business Meeting Minutes
October 9, 2017 – 8:30 a.m.-10:30 a.m.
LSC 372-374

Members Present:

Matt Klein (1), Lynn Borngrebe (2), Dawn Nottingham (2), Sarah Olson (2), Barb Gustison (3), Janet Meine (4), Catherine Bens (5), Claire Calhoun (5), Caitlin Kotnik (6), Shirl Portillos (6), Summer Shaffer (6), Tori Anderson (7), Rick Novak (7), Susan Becker (8), Kelli Clark (8), Rosanna Bateman (9), Jessie Stewart (9), Gretchen Peterson (10), Lauren Wolff (10), Lisa Metz (11), David Jones (12), Jessica Hunter (12), Brian Newell (15), Betty Wilmoth (13), Lesley Jones (14), Kevin Miller (15), Tyler Rayburn (15), Ruth Willson (15), Dan Banuelos (At-Large), Shannon Dale (At-Large), Steven Dove (At-Large), Jr McGrath (At-Large), Shannon Wagner (Chair), Catherine Douras (Vice Chair), Toni-Lee Viney (Past Chair), Diana Prieto (HR), Bob Schur (Compliance)

I. Call to Order:

Shannon called meeting to order @ 8:30 a.m.

II. Announcements

- Next APC meeting – November 13; 8:30 a.m.-10:30 a.m.
- Colorado PERA Community Visit – November 1st; 6:00 p.m. – Hilton Hotel
- University Benefits Fair – November 2; APC will have a table
- Karl Bendix's partner passed away unexpectedly – card sent around
- Jason Johnson & Jannine Mohr will be attending our November APC meeting to discuss 1st Amendment challenges on campus and how information about the bullying policy, grievance policy, etc. is being communicated to employees
- Tom Milligan's office is providing APC with 4 New Belgium porch passes to give away for each home football game this year; recipients must have game tickets/seats to utilize the passes.

III. Guest Speaker

Diana Prieto and Teri Suhr, Medical Plan Survey Results & Action Items

- Survey completed in the Spring of 2017
- In Fall 2016, HR recommended an 11% increase in medical costs due to high usage cost across campus; President Frank and the Cabinet asked HR to look at other options – the final result was a 9% increase for employees and the University paid a 12% increase to lessen the impact on employees
- Medical costs and pharmacy costs have increased insignificantly.

Summary – Medical Plan Survey Possible Actions

- 1,894 individuals completed the survey, including 36% of APs on campus
- Of the respondents, 43% reported being on the Green Plan, 10.5% on the Gold Plan, 19% on the POS plan and 5% reported not being enrolled

Communication & Education

84% promote use of cost estimator

76% promote use of lower cost alternatives

General Note:

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Prescription Drugs

82% support the promotion and use of competitive price pharmacies through education campaign

55% support modifying plans so that participants are responsible for the cost difference between generic and brand-name drugs

Incentives

65% support continuing or enhancing the FITlife Health

2019 – Medical

Opportunities

Prescription Drugs

63% increasing copay/coinsurance for brand-name drugs

52% competitive pharmacies by eliminating Walgreens from the network

Plan design

53% support building a small network of providers within the existing medical plan network

Medical

Recommended 2018 increase 5%

Historical Medical Premium Summary

2018 5%

2017 9% employee/11% CSU

2016 9.9%

2015 4%

2011-2014 0% No Increase

Shared cost of plans for 2018

Other Benefits Plans:

No recommended changes

Dental

Vision

STD

LTD

2018 Opportunities

-Medical

Conduct a dependent audit verification

Freeze the Gold plan from new enrollment

Education about cost savings tools

-Prescription Drugs

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Make cost difference between brand & generic Rx the employee responsibility
-Incentives
Continue the \$500 Ram Plan – HDHP HAS annual employer contribution
Continue the \$150 FITlife wellness incentive

2019 and beyond

-Medical

Investigate opportunities to integrate a small network of providers into existing medical plans

-Prescriptions drugs – eliminate Walgreens

Increase copay/coinsurance on brand-name drugs

Question regarding: security of Anthem

Question: dependent audit survey

Provide birth certificates, marriage certificates required for all new employees, existing employees will be asked too

Question: Narrow network

Influencing behavior to use providers to help reduce overall costs to CSU

Will this increase the wait time for obtaining an appointment?

Announcement would be sometime in 2018 as it would be implemented in 2019

Would be contracted through Anthem

IV. Guest Speaker Topic Discussion

- Benefits fair for open enrollment would provide some initial information on the presented changes
- HR does not think the narrow network will influence the wait times as CSU employees are already using the same network. This would just allow better prices for what is already being used
- Physicians – would guarantee CSU business to their facility
- Narrow network UC Health vs. Banner Health or Associates in Family Medicine vs. another practice
- ASK Alex will be used again for 2018 benefit enrollment
- New Health Center facility has Associates in Family Medicine that can be used by CSU employees
- Workers Compensation can use specific providers, one being the one in the Health Center

V. Action Items & Discussion

- Approval of September APC meeting minutes
 - Motion: Jessica Hunter
 - Second: Dawn Nottingham
 - Any discussion: no discussion, all approved
- Approval of APC Annual Activity Report 2016-2017

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- Motion: Janet Meine
- Second: Catherine Bens
- Any discussion: No discussion, approved
- Addition of University Bullying Policy to Faculty-Staff Manual
 - APC Policies and Procedures Committee recommended having it be included
 - Tim Gallagher attended AP Policy committee to discuss benefits
 - If included in manual they are binding.
 - Faculty support this to be in the manual so that people can find it.
 - There's no objection from administration to put it in the manual
 - Approval: Administration, Faculty Council, AP Council, Board (if the president chooses to do this).
 - How do we sync department policies with faculty/ap manual
 - Motion: Sarah Olson
 - Second: Lisa Metz
 - Any discussion: Approved

VI. APC Initiatives Discussion

- 2017-2018 APC Goals
No comments were provided during the meeting. Shannon stated that she would accept comments outside of AP meeting until Tuesday, Oct 10, 2017, end of day
- Observation Memo to Dr. Tony Frank
Dr. Frank will attend meeting in January 2018
If we have any questions, please let Shannon know

VII. Officer Reports

Chair, Vice Chair, Secretary, Treasurer

Chair - Shannon touched base with Marsha Benedetti and requested output data to see how things are going with the mandatory supervisory training program

Vice Chair - the first standing committee chairs retreat is scheduled for 10/31.

Chair and Co-Chair of AP and SC meet once a month - Discussed SC pay and pay ranges as AP aligns with that classification

Secretary – Keely is out today

Treasurer – Dan reminded folks to check in with him before spending money

Winners were drawn for the New Belgium passes for October 14th game – Hayden Albrandt and Zach Campain were the lucky winners

VIII. Standing Committee Reports

Executive Committee (Shannon)

Awards (Gretchen Peterson)

Communications (Shannon Dale)

Employment (Mary Dolce)

Nominations & Elections (Jr McGrath)

Area 1 is not currently represented

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Policies & Procedures (Sarah Olson)
Service & Outreach (Dawn Nottingham)

Communications Committee

Shannon Dale

Launching Communications Committee Liaison initiative. A Communications Committee representative is assigned to each APC standing committee – will check in monthly for committee updates and opportunities for collaboration.

Parking Services Committee

Need two more members

Rosanna Bateman & Dan Banuelos

Meet once a month/ Wednesday over lunch hour

Discuss ways to make

Tori Anderson & Jessie Stewart - volunteered to join the Parking Services Committee as our new AP Reps

Campus Climate Committee

Catherine Douras

X. Adjourn: Adjourned at 9:43 a.m.

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