

Total Compensation Advisory Council (TCAC)
Notes of the Meeting on June 27, 2008
1313 Sherman Street, Room 220
Denver CO 80203

Present: Michael Coulter Audrey Newman Patty Goodwin
Barbara Mc Bride Jo Romero

Guests:

DPA: Karen Fassler Vince Plymell Travis Engelhardt
David Kaye Carmen Schrimpscher Jennifer Clayman
Tom Montoya

New Member Introduction: David introduced a new TCAC member (Director's appointee) - Jo Romero, President of CPEA.

Review June Meeting Notes: David asked if there were any questions on the notes from the previous TCAC meeting in March. Clarification was requested regarding the Red Cross leave and whether it was in a calendar year or fiscal year. David referred to HB08-1097 stating it was indeed a calendar year.

Recap of Open Enrollment: Vince Plymell reported that open enrollment went well this year with 18,000 accessing the system, which was a 60% increase from last enrollment period. Kaiser HMO was the most popular change for medical coverage and Delta Dental - Basic Plus had an increase in their enrollment.

The General Assembly funded an increase to employee life insurance to \$40,000 per employee. It was previously based on annual salary and capped at \$40,000. Employees may still apply for optional life insurance.

A question was raised pertaining to the Kaiser "refund" in the newspapers. Karen indicated that it would not be a refund but a credit. The amount and its use will not be known until 2009. We would like to see it used for the benefit of employee benefits. DPA will analyze the situation and recommendations will be made at the appropriate time.

Vince spoke about HB 07-1335, which addresses the cost of medical insurance for low-income state employees with children. Applications will be solicited in October.

Vince also spoke of an asthma disease management pilot program under the same legislation that will include a supplement for education and medication, for children of low income employees who have had an episode of asthma.

Another program is Healthy Frontiers, which is a wellness program that will be administered by Great-West and aims to introduce more and better exercise, eating habits, and healthy living into the workplace.

Update on Performance Management Forums: Jennifer Clayman, Consulting Services unit supervisor, reported on two forums held on performance management. A recap of what was heard from approximately 50 attendees included budget and how employees are rewarded, performance planning and evaluation, uniform training especially for managers, accountability, and better definition of the levels.

Update on Travis Engelhardt updated TCAC on results of the performance/achievement pay

Performance Pay Forum:

forum that took place on June 25, 2008. There were a number of issues, but the discussion revolved around three main themes: employee salary movement through the pay ranges, differentiation of performance for employees rated at level 2 due to a wide range of performance expectations at that level, and possible pro-ration of base achievement pay for newly hired employees. Travis will copy TCAC members when the forum notes are disseminated

FMLA Rule Changes:

Joi Simpson talked about the emergency rules effective July 1 pertaining to FMLA. The federal regulations changed in January with the signing of a bill by President Bush. The new law created two additional types of unpaid job-protected leave. One is what we are calling military caregiver, which allows for up to 26 weeks of protected leave for the care of a family service member and is limited to one occurrence. The other is non-medical and is what we are calling active duty family leave. This is up to 13 weeks and is granted to an eligible employee when a parent, child, or spouse is called to, or on active duty for a contingency operation. Both of these new FML unpaid protected leaves run concurrently with all other FMLA and leaves. More definitions of terms in the new federal regulations are coming and we will update our rules accordingly, but employers are expected to comply now, as best they can. The other major change to the rules, effective August 1, is the clarification that when an employee is on injury leave and a holiday occurs, injury is turned off and the employee gets the holiday. That holiday does not count toward the injury leave limit on occurrences.

Update on Partnership Agreements:

Tom Montoya talked about the latest on partnership agreements. At this point, five occupational groups have voted for CO WINS representation, with Financial Services and Professional Services possibly coming. CO WINS has expressed that they anticipate having elections for those last two occupational groups within the next month or so. Also, to this point, the Governor's designee on the partnerships executive order has received no appeals from employees regarding their exclusion from the voting process. There was also discussion that because this is not collective bargaining, the negotiations will be interest-based, rather than position-based, as is traditional collective bargaining.

Membership Changes:

TCAC wished members Michael Coulter and Audrey Newman farewell as it was their last meeting. Audrey is retiring and no longer eligible to serve on TCAC and Michael's term has expired.

Agenda Items for Next Meeting:

The next council meeting is scheduled for September 26, 2008. Members are welcomed to email agenda items to Travis.Engelhardt@state.co.us