



Classified Staff Council

December 2017

UPCOMING EVENTS

UNC Concert Choir Holiday Performance

12/1/2017

1:30—2:00 pm

The friends of the UNC Libraries will sponsor a free holiday concert by the UNC Concert Choir. Galen Darrough conducting.

Location: Michener Library, First Floor East. For more info, contact Rachel Borum 970-351-2601 or Rachel.borum@unco.edu

President's Annual Holiday Campus Party

12/13/2017

4:00—6:00 pm

UNC President Kay Norton will host the annual holiday party for faculty and staff.

Location: UC Ballrooms. For more info, contact Elaine Quam 970-351-2222 or Elaine.quam@unco.edu

Classified Staff Council Meeting

12/13/2017

8:15 —9:45 am

We cordially invite anyone to attend our next scheduled CSC meeting. This is a great way to network with your fellow peers across campus, especially if you are a new employee to UNC. We are looking to fill out our team of council members and would love to have you join our Council.

Location: UC Council Room

OUTDOOR PURSUITS PROGRAMS

EVENTS	DATE	FEE
Loveland Ski/Board Trip	12/2/2017	\$70 fee
Wilderness First Responder Certification	12/9-12/17/2017	\$650 fee

For more information, contact Coordinator Whitney Dyer at 351-GEAR or email the department at outdoor.pursuits@unco.edu

***NOTE:** The Gear Shop is a great resource for all UNC outdoor enthusiasts with all sorts of equipment available for rent by the day, weekend, or week. The Gear Shop staff are also available to help you plan your trip.

All equipment rentals are free! Reservations can be made by using the online reservation form or just come by the Gear Shop.



Our
Spooktacular
costume contest
winners—October 31



INDIVIDUAL COSTUME CATEGORY:
Brenda Rodriguez from Housing won
a lunch of up to \$50



GROUP COSTUME CATEGORY:
The Biology Department won a
lunch of up to \$150

Campus Culture Corner

Good work is being accomplished in UNC's culture! The UNC Division of Campus Community and Climate (CCC), under the direction of Vice President Katrina Rodriguez, has adopted the vision to "inspire and ignite a thriving campus community." The goal is "to be excellent to each other." The division's mission "establishes community and nurtures a sense of belonging through advocating, managing conflict, supporting, and educating." Classified Staff is very much a part of this focus as we are making our voices and needs known.

For the Campus Climate Initiative action item entitled "enhance the inclusiveness, and thereby the effectiveness, of UNC's workplace and learning environments through professional development and online learning for students, faculty and staff," CCC is hosting a variety of professional development programs. In the Conflict Resolution Capacity-Building Series, the next course will be on Tuesday, December 12, 2017, from 1:30–4:00 p.m. It is Session 1: Re-defining Conflict through Self-Awareness & Engagement. This session will provide an opportunity for you to understand your conflict approach and how to promote a need-based framework when engaging in conflict with others. For more information and to register, see [Campus Community and Climate website](#).

Regarding the UNC [presidential search](#), the results of the [Classified Staff survey](#) on the desired leadership characteristics were presented to the search committee and very much incorporated into the final version of the characteristics. For details and an update, see [Trustees Announce Presidential Leadership Characteristics, Search Firm](#).

Article written by Maggie Kinney, CSC President



Upcoming Colorado PERA Meetings Schedule

December 2017

Colorado PERA offers a variety of meetings to members at various stages in their careers. It's your chance to hear about your benefits from those who know PERA best. Information about the different local meetings PERA offers is listed below:

FORT COLLINS

Lincoln Center, 417 W. Magnolia St.

Group Wkshp: December 7, 4:30 pm

BeneInfo Mtg: December 7, 6:30 pm

GREELEY

University Center, Spruce A/B

2045 10th Avenue

Group Wkshp: December 14, 4:30 pm

PeraPlus Mtg: December 14, 6:30 pm

LOVELAND

Thompson School District, Board Room

800 S. Taft Ave.

Group Wkshp: December 5, 4:30 pm

PeraPlus Mtg: December 5, 6:30 pm



Our PizzaPalz are still selling like hot cakes!!

Order some for your favorite students or staff members as holiday gifts today!



These PizzaPalz cards sell for \$11 and you can present your card at any Old Chicago to purchase up to a \$25 pizza. They are available for special occasion gifts for all those hard-to-shop-for people on your list.

For more information or to purchase these cards, call Kristina Burton at 351-1973 or by email at Kristina.burton@unco.edu



Each \$5.00 King Soopers gift card you purchase can be re-loaded indefinitely and are very easy to load with funds at Checkout!

These funds can be used to buy groceries, gas, etc. for your own family, favorite student, or to give as thoughtful holiday gifts to your friends, family, and neighbors.

(King Soopers gift cards are accepted at most Kroger affiliated stores throughout the US, such as Kroger, Fred Meyer, Ralphs, Fry's Marketplace, Dillons, Smith's Food and Drug, City Market, Food 4 Less, Owen's and Loaf and Jug)

For more information or to purchase these cards, call Kristina Burton at 351-1973 or by email at Kristina.burton@unco.edu

YANKEE CANDLE®
America's Best Loved Candle™

FUNDRAISER



The Classified Staff Council is kicking off another holiday Yankee Candle fundraiser!

These are perfect gifts for any occasion including holidays, anniversaries, hostess gifts, birthdays, and housewarmings! The catalog can be viewed online at www.yankeecandlefundraising.com. Order now for best selection and fast delivery.

In the "Start Shopping" box, enter the CSC Group Number: **990068365** to begin shopping for featured items in the Yankee Candle Fundraising Catalog and other exclusive online products! All of your purchased items will be shipped directly to your home.

All fundraiser orders must be placed by **12/15/2017** and delivery times will usually range from 2—4 weeks of receipt of order.

Funds raised support your Classified Staff Council Employee events.

Please contact Theresa Lane at 351-2186 or by email at Theresa.lane@unco.edu to be sent a hard copy catalog.

If you wish to write checks for your catalog order, in lieu of ordering online, please contact Kristina Burton at 351-1973 or kristina.burton@unco.edu.

For those of you who missed the presentation by PERA regarding the upcoming changes to our PERA plan. You may also visit PERAtour.org for more information.

PERA BOARD’S RECOMMENDED PACKAGE TO PROTECT PERA’S LONG–TERM HEALTH

After meeting with many members, retirees, employers, and community leaders and hearing from thousands more via phone and online, the Colorado PERA Board of Trustees is preparing to make a recommendation to the State Legislature in the 2018 legislative session that will impact all PERA membership. This recommended package would improve PERA’s risk profile and funding status. It is important to remember that the Board’s recommendations are not final, and ultimately, the State Legislature and Governor are responsible for passing legislation that would make lasting and positive changes to the PERA retirement plan.

	Current Vested* Members (As of 1/1/2020)	Current Non-Vested* Members (As of 1/1/2020)	Current Retirees	Future Members (Starting Membership 1/1/2020)	Employers
MODIFY BENEFITS					
Increase eligibility requirements (age and service) for full service retirement benefits to age 65 for most divisions with a minimum of five years of service and age 55 with 25 years of service for a reduced service retirement (for State Troopers, the minimum age will increase to age 55 for full service retirement benefits)				✓	
Increase number of years used in the HAS calculation from three years to five years (Judicial Division members will increase to a three-year HAS)		✓		✓	
Reduce the Annual Increase from a cap of 2% to a cap of 1.5%	✓	✓	✓	✓	
Suspend the Annual Increase for two years			✓		
Change Annual Increase waiting period from one year to three years	✓	✓		✓	
INCREASE CONTRIBUTIONS					
Increase member and working retiree contribution rates by an additional 3% of pay, totaling 11% (for most members)	✓	✓			
Increase member and working retiree contribution rates by an additional 2% of pay for new hires as of January 1, 2020, totaling 10% (for most members)				✓	
Increase employer contribution rates by an additional 2% of pay					✓
ENSURE ALIGNMENT OF CONTRIBUTIONS, SERVICE CREDIT, AND BENEFITS					
Redefine PERA–includable salary from net pay to gross pay	✓	✓		✓	✓
Change service credit accrual standard for part-time work				✓	

* Vested members have five or more years of service credit; non-vested members have less than five years of service credit.

Changes effective immediately after legislation is signed into law Changes effective January 1, 2020

To learn more, visit www.peratour.org.



OUR PROCESS TO REFORM

After a thorough and rigorous review process, the PERA Board developed this recommended package of reforms to shorten the time it will take the Plan to reach full funding and ensure PERA's ability to pay benefits over the long-term.



PERA Board Assessment

September 2016–January 2017

Starting in September 2016, the Board began foundational work by analyzing results in each Division's trust fund from an experience study conducted earlier in 2016. The Board completed this analysis in consultation with a team of economic, investment, and actuarial experts.

In November 2016, the Board reviewed and made changes to core assumptions to reflect current realities in terms of lifespan (how long people are living) and market returns (how much PERA can earn on its investments).

Community Education and Discussion

March 2017–August 2017

The PERAtour statewide educational outreach effort engaged with thousands of members, employers, and the general public. The PERAtour included:

- » A telephone town hall in April 2017.
- » More than a dozen community meetings across the state.
- » A dedicated website, www.peratour.org.

One of the biggest takeaways from the PERAtour was that our members believed that the time to act is now, before a crisis.

Recommendations Developed

September 2017–October 2017

The Board reviewed feedback received from the first phase of PERAtour and endorsed a package of reforms designed to reduce the overall risk profile of the plan and improve PERA's funded status.

The Board's package, which must be approved by the General Assembly before becoming law, includes recommendations that will significantly change the benefit provisions and contribution structure of the plan.

Community Review

October 2017–December 2017

PERA will hold another series of community meetings across the state, including a live webcast. The PERA Board strongly recommends every stakeholder attend because the changes will impact current and future members, retirees, and employers.

Action

January 2018–May 2018

The PERA Board will make its recommendations to the State Legislature, which convenes in early January 2018. The State Legislature has the sole authority to set benefits and contribution rates or PERA and no changes to benefits or contributions will be final until voted on by the State Legislature and signed by the Governor.

To learn more, visit www.peratour.org.

PERAtour powered by

