CUSOM Faculty Senate 1/17/23

Lisa Marie Babayan, Faculty Senate Secretary

December minutes were unanimously approved.

Next meeting is February 21, 2023.

Updates from Dean Reilly

- David DiGregorio, PhD, began as Chair of Department of Physiology and Biophysics on January 1, 2023.
- Final negotiating stages for Department of Radiology chair finalist.
- Final negotiating stages for the Departments of Dermatology and Otolaryngology chair finalists.
- The Center for Personalized Medicine finalist has dropped out and the search will be re-starting.
- UCH and Intermountain Healthcare – Developing partnership and participating in non-profit space for the uninsured population in Colorado.

Campus Safety Update – Randy Repola, Associate Vice Chancellor and Chief of Police.

- 174 auto thefts/attempts in 2022, up from 59 in 2021, 48 in 2020, and 17 in 2019.
- 29 auto reports in December alone
    - 21 stolen– 9 Kia, 10 Hyundai, 1 Nissan, 1 Chevrolet
    - 8 attempts – 5 kia, 2 Hyundai, 1 Chevrolet
    - 22 from UCH lots, 6 from CHCO lots, 1 CU lot
- Victims are predominantly patients or patient's family members.
- Damage related to attempts $33,958, damages related to actual theft is $1.4m
- Mitigation strategies
    - Timely warnings – required under federal law under Clery Act.
    - Collaboration with APD and hospitals
    - Support to constituents – Safe Zone app being deployed to the Hospital
    - Interdiction - "see something, say something." License Plate Readers used by parking enforcement.
        - Cameras notify dispatch center that stolen vehicle is on campus to deploy officers to that location and attempt to mitigate the theft.
        - 303-724-4444 Police Contact.
    - Prevention – steering wheel locks.
        - Kias manufactured after Nov 2021 have new safety features to prevent theft.
- Adding officers and overtime shifts including bike patrols.
- No arrests have been made; several stolen vehicles have been recovered.
- Possibly related to gang activity, initiation.
- Attempts are typically people returning to their car and finding their car damaged, especially the steering column. Rarely caught in progress.
- Quality steering wheel locks should be purchased by Hyundai and Kia owners.
- Gated lots tend to be safer with more consistent foot traffic and are more difficult to infiltrate.

- Metro Auto Theft Task Force is looking at trackers like AirTags to mitigate loss.
- Update after meeting: ***Out of the 123 vehicles stolen from the CU Anschutz campus, 95 were recovered (nearly all of them by other law enforcement agencies).***

FAMLI Updates – Lisa Landis, Associate Vice President of Employee Services and Chief of Staff to CHRO (Human Resources Officer).

- Family and Medical Leave Insurance Act – CO voter initiative in Nov 2020 which is a paid leave for caring for a new child, family member with health conditions, military leave, and domestic violence.
- 0.9% of all wages are given to the state which are split 50/50 employee and employer.
- Up to $1100 per week paid as premium to the employee.
- State will work with the employee directly.
- No double dipping – No salary and payouts.
- Private plan can be approved by divisions but cannot be of less benefit than those offered by the state.
- 1/1/24 - Employee Benefits begin.
- 1/1/23 - Premium collection to employees and employers begins.
- Projected $2.32 billion dollars in CU wages – 0.9% is $19.2million (will be owed to FAMLI).
- Cost to CU 0.45% of salary, Cost to Employee 0.45% of salary.
- Premiums paid by the employee will be a post-tax deduction.
- Percentage of weekly wages reimbursed drops as salary increases with a max of $1100 per week.
- Private Plan Replacement Option – Unclear cost at this point, will wait until end of year to look at utilization and see what is the best option for our employees.
- 160 hours paid for CU Paid Parental Leave Hours can be layered.
- FMLA versus FAMLI
    - Lowered hours to qualify as a covered individual under FAMLI ($2500 earned instead of $5000).
    - Length of employment is now 180d to ensure job protection.
    - Family member definition is now expanded to non-biological and individuals with a significant personal bond that is or is like a family relationship regardless of legal or biological relationship.
    - Scenarios where you can use FMLA and FAMLI in the same year.
    - CU cannot require sick or PTO to be used or exhausted prior to using FAMLI.
- Q: Are there conversations regarding increasing FTEs to cover this?
    - A: None yet, this might be a department level conversation given coverage issues which vary widely between individuals, divisions, and departments.
- Q: Is there a plan to (re)send out a short explanation of the 0.45% post-tax assessment concurrently with the posting of monthly paychecks?
    - A: Yes, we plan to run a work-life email which is going out on January 20th and the CU Connections on January 26th and Feb 2nd.
- Q: Is there a max out of pocket?
    - A: 0.45% on $160k per year is the max ($720 per year).