

CWEPA Minutes
December 3rd, 2018
Hunter Education Building, 6060 Broadway, Denver

Board Members Present: Mike Swaro, Matt Martinez, Todd Cozad, Cody Wigner, Sean Shepherd, Adrian Archuleta and Brandon Dye

Call to Order: 10:05 am

Membership Present: Jason Surface, Kristin Cannon, Josh Dilley, Peter Boyatt, Chris Mettenbrink, Eric Lowery, John Hood, Lyle Sidener, Ellen Salem, Eric Schaller, Eric Harper, Jenny Campbell, Mark Lamb, Shannon Schaller, Josh Jiron, Melanie Kaknes, Jordan Likes, Crystal Chick, Serena Rocksund, Tim Woodward

Call in Members: Elissa Slezak, Dan Cacho and Kris Middledorf

Treasurer Report from Matt Martinez:

UBS: \$202,958.77

US Bank main account: \$21,063.29

US Bank scholarship/donation: \$8494.11

Credit Union of Colorado:

Savings: \$505.64

Checking (scholarship account): \$5081.00

Money Management: \$3443.24

12 month CD: \$4982.91

Dec 2018:

Approximately \$8000 due to PORAC

New Members approved: Travis Bybee, Cassidy English, Zachary Picard

Retired or resigned: Stephanie Durno.

New/Old Business:

No corrections for last meeting minutes. Meeting minutes from last meeting approved.

Merchandise Inventory and Sales Report:

Sean Shepherd placed CWEPA logo items for sale at the Salida Area 13 office this fall. There were \$90 of sales. Shepherd recommends that CWEPA look at merchandise sales at a later date and decide if expanding office sales are appropriate. The CWEPA items are still for sale and Shepherd will monitor sales during a longer time period. The bestselling items from the latest order are the sportek blue logo

shirts and the white mugs. Adrian Archuleta, Mike Swaro and Sean Shepherd will look at the inventory and decide on additional ordering before In-Service.

Legislative Consultants-Lombard and Clayton, Inc.

A presentation from Tony Lombard and Bill Clayton. They are legislative consultants working at the Colorado Capital. Lombard and Clayton are both retired from DPD. This is their 32nd session at the capital. The legislative session is from January 4th to May 4th. They discussed their background and experiences and the services they can provide to CWEPA. They could potentially provide a variety of services including: monitor bills that impact CWEPA, access to electronic bill tracking, advocacy for legislative positions CWEPA may take, work to change or modify existing bills, educate on impacts legislation may have on members, arranging for testimony and prep for testimony on bills, analysis of legislators and their potential positions on bills. They also typically introduce 10 to 15 bills a session from draft language to Governor's signature from their current clients.

Members asked Lombard and Clayton about issues including PERA changes, fair pay, recruitment and retention, job classifications, personnel rules, 7K periods and overtime exempt work periods, and working with the association issues when they may conflict the agency positions. Lombard and Clayton replied that they have expertise in PERA and personnel rules and their agency has specialists working on these issues at the capital. They are willing to look into any of these issues at CWEPA's request.

Lombard and Clayton discussed their fee schedules. They generally charge \$1500 to \$5000 a month as a retainer. The fee is dependent upon the time requirements of the client. They also stated that they fees can be modified depending on the association's requests and needs for representation. The materials provided to members by Lombard and Clayton are attached.

Millennium Financial Group:

Financial advisors, Scott Miller and Bob Nissen from Millennium Financial Group provided a presentation to the board and members. They are not associated with PERA, but specialize in advising to PERA members to improve their retirement. PERA members are able to influence their retirement. Millennium Financial Group can advise on how to plan and improve on retirement.

Miller and Nissen provided a brief update on the financial health of PERA. They stated that PERA did an 18 percent return on their investments last year. PERA has 50 billion dollars invested to pay retirement benefits. All issues with PERA involve political considerations. Recent legislation has been enacted to shore up PERA. For example, current retirees had their cost of living increases for two years frozen. This will apply to future retirees, when they first retire. No cost of living increases for 2 years after retirement. Legislation will also increase employee contributions up to 10 percent in increments over the next few years. The legislation also authorized a onetime \$225 million payment to the PERA account for solvency. Miller felt PERA is still in good shape.

The financial advisors went into detail about how members can influence their retirement in the PERA system. The PERA benefit structure is based upon age, years of service, highest average salary and the benefits table that an employee is hired with. PERA members can influence their retirement with proper planning. One way to Influence retirement is by purchasing time. There are a variety of different ways to purchase years and these advisors can step a client through the process.

The Millennium Financial Group can also assist with 401k and 457K accounts. State employees are unique in that they have access to both retirement accounts. They briefly discussed the benefits of both supplemental retirement accounts.

The Millennium Financial Group is able to analyze social security benefits and the interactions with PERA.

The first meeting with the Millennium Financial Group is an analysis of where a person is at financially. They can provide a snapshot of potential retirement benefits. The Millennium Financial group is not paid directly by the client. They are compensated by the financial products that they recommend their clients invest in. They will show a client how they are being compensated.

The materials provided to members by the Millennium Financial Group are attached.

Discussion on a support letter for Director Broscheid to the Governor-elect transition team.

Mike Swaro discussed the member request for a support letter for Director Broscheid to the transition team. Commonly, new Governors replace executive positions as they fill out their cabinet positions and begin enacting their policy goals. In general, membership was supportive or neutral of a support letter. John Hood asked why there has been a lack of support; is it for any director or specifically to Broscheid? Swaro stated there was a little of both. Eric Harper stated that CSPEPA was considering a support letter. The membership and board discussed the support letter and notifying CSPEPA of our decision. The CWEPA board voted to draft a letter of support and send it to Governor Elect Polis' transition team. The letter will be addressed from the board of CWEPA. The CWEPA board will also notify CSPEPA of our intention to send a letter.

Awards:

CWEPA President Mike Swaro asked members to nominate deserving employees for the Cliff Coghill and life-saving and valor awards. He also reminded members to apply for the college scholarship provided by CWEPA. Nominations and rules are available at the CWEPA webpage: <https://www.cwepa.org/>

In-Service and Hospitality night:

March 5th, 2019 is hospitality night in Grand Junction. CSPEPA is planning the hospitality night. Mike Swaro will contact Tyler Sewald of CSPEPA. CWEPA will provide remaining beer glasses and online information for ordering additional branded glassware.

Members please contact a CWEPA board member if there are any member fundraising needs.

2019 CWEPA Meeting Dates:

March 5th Grand Junction time tbd; May 6th 10 am in Silverthorne at the USFS building; July 12th 10 am in Gunnison at Gunnison Service Center; December 2nd 10 am in Denver at Hunter Education Building, 6060 Broadway.

Open Forum:

Members asked several questions and there was a general discussion about the lobbyist presentation. They include:

- Are there specific items that we need a lobbyist for?
- Have we considered the issues that can arise from membership goals that may conflict with the agencies goals?
- Members asked for a better cost estimate.
- The need to come up with a plan of what goals we want to achieve.
- What issues we want monitored and what issues we want addressed.
- Need to look at the benefits of a lobbyist versus the costs.

The CWEPA board responded that this was a meeting to introduce members to the services of a lobbyist. This was an attempt to gather feedback on membership's potential interest in funding a lobbyist. This is also the CWEPA board response to the concern that we have missed opportunities in recent legislation to improve member's employment. With approximately 200 members, the cost per member of a lobbyist could be a \$10 to \$15 a month increase in dues. Mike Swaro will send out a poll regarding members interest and support for increasing membership fees to specifically pay for legislative representation for CWEPA by a lobbyist at the Colorado Capital. The board will also solicit input on members concerns that could possibly be addressed by a lobbyist.

Adjourn Meeting at 1:35 pm.

Addendum:

After further discussion among the CWEPA board and members, the board has decided to postpone any on line polling of membership on the lobbyist issue. The CWEPA board is interested in having a conversation with a larger contingency of our membership at the In-Service meeting. If this is an issue that is of importance to you, please contact your regional representative.