

**SUMMARIZATION OF THE AUGUST 9, 2007  
HUMAN RESOURCES SERVICES COMMITTEE MINUTES**

**Benefits Activity**

The Mercer trend report shows health insurance increases in the Chicagoland area between 11.7% and 12.2% for the second quarter of 2007; however CCC benefits only increased 8.2%. Participation in the Health Care Coalition and diligence in auditing all bills contributed toward lower health care costs.

CCC, as well as other community colleges, has met with SURS concerning eligibility. Once SURS compiles feedback from all the colleges, they will issue clarification regarding SURS eligibility.

HR Benefits, Compensation, and Finance, are analyzing the impact of legislation affecting CCC retirements – specifically benefits attributed to salary increases greater than 6%.

Kathy Osterman winners from City Colleges include: Dr. Cecilia Lopez, HWC, Outstanding Executive finalist; Mary Johnson, MXC, Outstanding Supervisory Employee finalist; Mary Chan Troken, HWC, Outstanding General Service Employee winner; Annette Aguilera, MXC, Outstanding Clerical Employee finalist; and Armen Sarrafian, HWC, for Outstanding Educational Employee winner.

The LULAC (League of United Latin American Citizens) convention and job fair was held at Navy Pier, July 9-14, with over 15,000 people in attendance. Human Resource's recruitment division distributed information on employment opportunities at CCC.

The Business Process Redesign Initiative met with college payroll personnel with the objectives of improving and implementing new business process, and engaging field personnel in the continuous improvement process.

HR's EEO Officer delivered Title VII training to 128 employees at Malcolm X College and West Side Technical Institute.

In FY07, Human Resources was given total responsibility to oversee the administration of all unemployment claims, audits, protests, hearings, quarterly statement processing, and payment submission. For FY03-FY06, the average yearly payment to the IL Department of Employment Security was \$908,730. In FY07, the yearly payment was only \$495,648. Recoupment from unauthorized claimants increased from 3.7% in FY06 to 7.3% in FY07. Diligence in challenging claims, staff education on procedures and laws, and single department oversight makes the Unemployment Insurance claim process more manageable.

This concludes my report.