SUMMARIZATION OF THE AUGUST 4, 2005
HUMAN RESOURCES COMMITTEE MINUTES

The meeting of the Board Committee on Human Resources was held on Thursday, August 4, 2005. During the meeting the following was reported:

**Benefits**
There was a 2.03% increase in benefits costs for the fiscal year 2004-2005. The inpatient hospital net costs decreased by 14% due primarily to a 16% increase in both outpatient facility and professional services.

The Health Care Coalition sent premium rates proposals to bidders for response (Unicare, Blue Cross Blue Shield, and United Health Care).

HR implemented the $50 a month personal care payments for approximately 100 AFSCME members in compliance with the collective bargaining agreement.

HR applied the new, higher premium rates for Local 1600 early retirees which will yield approximately $100,000 a year.

*** As part of the budget that was proposed by the Governor, new legislation concerning SURS will have a financial impact on the City Colleges of Chicago. The new legislation will require employers to pay SURS the present dollar value of any additional annuity benefit resulting from any average earnings increases greater than 6% during any years in the Final Rating Period (either (a) the highest four consecutive academic years or (b) the last 48 months, whichever is greater). This provision does not limit member pension due to earnings increases in excess of 6% during the Final Rating Period. This provision does not apply to earnings increases which are paid pursuant to contracts in effect prior to the effective date of this legislation which is June 1, 2005. We have contacted SURS and they are still determining how this provision will be implemented.

**Recruitment**
Regarding the Kathy Osterman Awards, City Colleges has 3 winners and 2 finalists. Winners are: Lee Owens, Malcolm X College, Outstanding Executive Employee; Martha Vertreace Doody, Kennedy-King College, Outstanding Educational Employee; and Eugenia Krzyzanski, District Office, Outstanding Clerical Employee. The finalists are: Karen Sandler, Truman College, Outstanding Professional Employee and Maria Landa, Wright College, Outstanding Supervisory Employee. They will be honored at a breakfast on September 8.

HR attended the job fair at Westside Technical sponsored by Congressman Gutierrez which resulted in 61 qualified paraprofessional candidates.

**Compensation & Staffing**
Eighty-two of the NBF appraisals have been completed or mostly completed.

With 70% of HR Administrators hired, a meeting was held with them, payroll personnel from the colleges, and district HR personnel to establish ongoing training that will result in more efficiency in our operations.

In preparation for the Fall term, HR has implemented initiatives to ensure a smooth transition into the semester: 1) All PeopleSoft salary tables have been updated for faculty to ensure correct payment on the 8/19 paycheck; 2) Advance degree payments for AFSCME members have been updated to ensure timeliness of scheduled payments.

This concludes my report.