

JULY 14, 2005

26807

BOARD COMMITTEE ON HUMAN RESOURCES SERVICES

July 12, 2005, 10:00 a.m.

SUMMARY

The meeting of the Board Committee on Human Resources was held on Tuesday, July 12, 2005. During the meeting the following was reported:

Benefits Activity

There was a 2.0% increase in benefits costs this June over June of last year. Note that Blue Cross Blue Shield is experiencing a trend of 14% increase in medical costs.

The Health Care Coalition, composed of City College and our sister agencies, has received three responses to the health care RFP – Unicare, Blue Cross Blue Shield, and United Health Care. These responses are under review by all of the agencies and a final carrier could be recommended by early September.

Human Resources reimbursed approximately \$144,000 to 303 retirees for their Medicare part B.

HR prepared detailed benefits information for the Chief Negotiator for Local 1708.

HR began discussions with Local 1600, Local 1708, and the Annuitant Association regarding the College Insurance Plan (CIP). Discussions will continue with Local 1600 to address their concerns.

Recruitment

We have finalized the list of eleven nominees for submission to the Kathy Osterman Award program. All participating agencies will meet to select finalists.

Compensation & Staffing

Last month notification was sent to approximately 181 City Colleges' employees who owe the city for either parking tickets or water bills. Of the \$45,000 owed, over \$10,900 has been collected so far. \$2,200 was incurred by employees who are no longer active.

Salary increases with an effective date of July 1 for AFSCME, full and part-time Local 1600 professionals, janitors, and IBEW members were included on their July 8 paychecks.

Seventy-seven percent of the NBF performance appraisals have been completed. The remainder will be forthcoming.

EEO

HR assisted in coordinating the drug testing of students enrolled in construction programs at Dawson Technical. Initiated by Kennedy-King College, this plan will ensure the safety of our students in dealing with potentially dangerous equipment.

Any new hires who fail to take the required drug test within five days of hire are being tracked. Failure to comply may lead to disciplinary action.