

26895

BOARD COMMITTEE ON HUMAN RESOURCES SERVICES

September 6, 2005, 9:30 a.m.

SUMMARY

The meeting of the Board Committee on Human Resources was held on Tuesday, September 6, 2005. During the meeting the following was reported:

Benefits Activity

There was a 2.7% decrease in benefits costs for the month of July of this year as compared to July of last year due to lower BCBS claims and an increased drug credit from BCBS.

HR reviewed and corrected the Life Insurance census which reduced our August premiums by approximately \$5,000 a month or \$60,000 annually.

HR also applied the new, higher premium rates for Local 1600 employees per the bargaining agreement which will yield approximately \$100,000 a year.

The Health Care Coalition, which includes City Colleges of Chicago, received premium rates proposals from three vendors. Coalition members will meet with bidders to negotiate rates.

Open enrollment was conducted for 195 IEA-NEA members of which six employees signed up for Humana medical coverage for a total of 22 participants. HR implemented the \$50-a-month personal care payments for 15 IEA-NEA members.

Last month Human Resources reported that SURS introduced new legislation which could have a financial impact on City Colleges of Chicago. In fact, the new legislation was part of the budget proposed by the Governor and not by SURS.

The CIP (College Insurance Program) committee met with representatives of Local 1708, Local 1600, and the IL Chapter of the State Annuitants Association and forged an agreement to pursue state legislation that would allow City Colleges' employees to participate in CIP upon retirement. Current retirees would also participate. The next step is to get the legislation passed in the veto session in order to allow CCC employees to participate in CIP upon retirement.

Recruitment Activity

City Colleges has hired 48 faculty members and 16 non-faculty employees so far this year.

Compensation & Staffing Activity

Pursuant to the collective bargaining agreements, HR implemented the following: awarded 1-2 sick days to over 275 faculty members who worked the summer of 2005; awarded step increases to 283 AFSCME members retroactive to July 1; 46 faculty and professional 1600 members who applied for the salary enhancement program and are retiring in 2006 or 2007 began receiving their enhancement September 2, 2005; HR also staffed approximately 1130 lectureship assignments for August.

EEO Activity

Included in your materials is the EEO Officer's Annual Report for FY 2005. The EEO Officer is responsible for the enforcement of the District's policy on equal opportunity in employment, programs, and activities as well as the oversight of pre-employment drug testing and criminal background checks. Of the 1148 screened applicants for background checks and 212 applicants screened for drug testing, less than 1% of each category were excluded from employment.

This concludes my report.