On behalf of Committee Chair Gloria Castillo, Chairman Tyree called the Board Committee meeting on Human Resources to order at 10:56 a.m. and asked Vice Chancellor Xiomara Cortes-Metcalf to present the report. Vice Chancellor Xiomara Cortes-Metcalf reported to the board the following:

Cost Controls
The April 2008 year-to-date total benefits costs is up by 2.9% which reflects 10 months of activity. Substantial decreases in dental, PPO administrative fees and Life Insurance premiums are offset by increases in PPO claims and HMO premiums. Again, while most organizations are experiencing double digit increases, we have managed to maintain increases in the single digits.

To date, we have received 21 bills from SURS amounting to $195,000 regarding recent SURS retirees whose salary increases were over 6% prior to retirement. Our research shows that these increases were within the allowable exemptions. We contest all the
billings and so far have had two in our favor. We are awaiting responses from SURS on 12 outstanding bills and we are preparing responses to seven others. In any event, we are confident that these will also fall in our favor.

Workforce Development
Upon our request, Rogers Park Community Development Corporation conducted Home Buyers workshops at Daley and Wright Colleges. By varying the location for these presentations, we are able to reach more employees. We also attended a breakfast with the Mayor and other sponsors of employer assisted housing programs in which we learned what other organizations were doing in assisting their employees.

Given the initiative to restructure the Child Development Centers, we are pleased to report that by aggressively recruiting and providing competitive salaries, we were able to attract more outstanding teacher candidates than we have positions for. The Executive Director of Child Development Studies and her team continue to identify and interview outstanding talent for directors and assistant teachers. Overall we received 332 resumes for Director; 260 for teachers; and 129 for Assistant Teachers.

Compliance
We continue to monitor compliance to City Colleges residency requirement by sending letters to employees in advance of their 6 months grace period. Those who are not in compliance are reported to the Inspector General for investigation. To date, two employees have been terminated for violation of the residency requirement and one resigned in lieu of termination.

On May 9, the non-bargained-for performance evaluations were sent electronically to all college Presidents and Vice Chancellors. Completed forms are due back to the Office of Human Resources no later than June 6.

Recently negotiated pay scales for security personnel represented by Local 1600 were updated on pay tables and those employees received their increases retroactive to January 1, 2008 as required by the collective bargaining agreement.

To date we have received close to $400,000 in refunds from the IRS. This was as a result of the IRS audit which found that rehired annuitants were not subjected to social security payment as was our practice. Accordingly, we were refunded the employer portion of the social security payments. We anticipate receiving another $169,000 in the near future.

Other Business
PeopleSoft upgrade continues on schedule. The files of 350 employees were selected from all pay groups for parallel testing. After testing, 35 errors were identified – most attributed to human error. This month we are preparing for Parallel Testing Cycle II. In these phases campus and district personnel will be entering all data for the next pay period. Over and beyond the scheduled parallel testing, the HR team has taken upon itself to conduct a third simultaneous parallel run using pay data loaded into 9.0.
CIP legislation is sitting in its third reading in the House. We will be using the summer to discuss the bill with IEA-NEA who oppose the bill to see if we can reach some agreement on its passage in the fall.

Approximately 93 City Colleges’ employees participated in the 3.5 mile JP Morgan Chase Walk and Run to support Bears Care, a targeted program that raises money for at-risk kids in the area of education, youth athletics and health awareness. Kudos to Sharon San Miguel from OIT who organized this event on behalf of City Colleges. It was great fun for those of us who participated.