

BOARD COMMITTEE ON HUMAN RESOURCES SERVICES
Thursday, September 3, 2009, 11:30 a.m.

MINUTES

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Chairman James Tyree stated that the Human Resources committee report will be placed on file. Listed below was the report to be given by Human Resources.

Cost Controls

Our July benefits costs increased 3.8% in comparison to this time last year. This percentage increase represents approximately \$78,000. PPO claims and HMO premiums contributed to the increase.

There is one item I do want to bring to your attention. Fort Dearborn Life has been our life insurance carrier for the last 22 months. City Colleges has experiences close to \$600,000 savings in life insurance premiums over the last 22 months. During this period, Fort Dearborn Life has paid out \$1.4 million in claims as a result of 23 deaths. Our contract expires September 30, 2010 and we can anticipate in increase in premiums.

Approximately twice a year we receive notice from the City of Chicago concerning employees who are indebted to the City for things like parking tickets, water bills or damage to City property. The municipal debt incurred by our employees range from \$47,000 in 2005 to \$312,000 in 2008. In cooperation with our HR Administrators we continue to be proactive in notifying employees of their obligations. The latest report we received in July 2009 shows we have 61 employees owing a total of \$34,000, of that amount there is one employee owing a \$12,000 debt.

Workforce Development

The Youth Ready Chicago Program ends September 15. The program began June 22 and since then, City Colleges of Chicago has hired 445 students throughout the district. All students were paid on time despite the tight deadlines.

The Office of Human Resources employed approximately 12 students. The students worked on completing a massive records review process that helped us to purge and archive close to 8,000 files. We would like to congratulate our students for their professionalism and a job well done. Thank you.

Persons of Interest is a category of personnel who work for us but are not on our payroll. These 'persons of interest' may be volunteers, or working for City Colleges as instructors or contractors but paid by a third party.

We continue to make progress in identifying Person of Interest (POI) to input into our PeopleSoft data base. To that end, we completed an abbreviated start package which is under review by our legal Department. The colleges have been notified to identify persons of interest at their respective colleges. We anticipate completion of this project by the end of October.

For the opening of the Fall semester, there were a total of 9 new faculty members hired and 27 part-timers promoted to full-time faculty. There were 112 lecturers hired and were all paid on time, August 28.

All Retention and Advance degree payments for AFSCME adult educators and coordinators were completed on time with one significant difference. In the past we had to rely on hard copy records and to a lesser extent PeopleSoft to obtain advance degree information for the adult educator population.

This manual process was not only labor intensive but also subject to errors if records were not updated. To date, all degrees have been posted in HR PeopleSoft. What took us days to produce now is a matter of running a query, posting the information to an excel spreadsheet, calculating payments with no errors. Thanks to the Office of Information Technology for assisting us in this process.

Compliance

Following up on Ken Gotsch's report on SURS, we continue to successfully challenge SURS 6% bills and have experienced a 90% win on cases submitted for payment. That said, I have included in your folder a list showing qualified and non-qualified exemptions for your review.

