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**ADOPTED – BOARD OF TRUSTEES COMMUNITY
COLLEGE DISTRICT NO. 508**

July 14, 2010

**Office of Human Resources Board Report
Thursday, June 3, 2010, 9:30 a.m.**

Minutes

Cost Controls

Our medical cost ten months into the fiscal year has increased 2.2% compared to the same time period last year.

Just this past week, the benefits team and I met with Blue Cross Blue Shield representatives to review our PPO claims history. This detailed report benchmarks our experience against other Blue Cross clients nationally.

We are down in all categories with the exception of outpatient services and pharmacy. We are well below in terms of inpatient facility usage, and professional services.

Our per-member per-month costs are down 2.3% as compared to BCBS's national book of business which is up 10%.

Organization Development

We continue our training programs to ensure the consistent execution of CCC policies and Collective Bargaining Agreements across the district. The EEO office provided training at Daley College to administrators on conducting pre-disciplinary hearings as they are the designated Hearing Officers. To date, five campuses have received training and we are targeting the remaining colleges.

The Payroll Department also conducted the Summer 2010 Payroll Kick-Off Training Workshop for campus personnel in preparation for the summer session. Training was provided to ensure all deadlines are met; audit tools are used; and to maintain open communications on payroll issues. The training program provided us with additional insight into the business practices of the colleges to which we are responding to ensure consistent business practices.

Compliance

With respect to faculty electing deferred compensation for FY 2011, the application and email reminders were sent to the college HR Administrators for distribution to their faculty. The deadline for faculty to respond with changes is July 15, 2010.