

30344

**APPROVED - BOARD OF TRUSTEES COMMUNITY
COLLEGE DISTRICT NO. 508
JUNE 3, 2010**

**Office of Human Resources Board Report
Wednesday, May 12, 2010, 9:00 a.m.**

Minutes

Cost Controls

For the nine months into this fiscal year, health benefits costs have increased 2.1% in comparison to the same time period last year. We experienced a decrease in PPO, dental, and vision claims.

Organization Development

The Voluntary Long Term Disability Program we introduced became effective May 1. As I mentioned at the last Board meeting, we conducted open enrollment which ended April 26. We are pleased to report that 648 employees or 33% of the eligible population of Full Time employees have enrolled. Reliance, the plan administrator, indicated this is above other IL Community College Consortium whose first year enrollment usually tops out at 25%.

The municipal agencies have selected Caremark as the Pharmacy Benefits Manager vendor for 3 years with an additional two-year renewal option. Chicago Public School has drafted a signature cover letter for all the municipal agencies to sign confirming the selection of Caremark. The agreement with our current service provider, Prime Therapeutics, ends December 31 of this year. Barb Molloy, on behalf of the Consortium, is reviewing each member's data to ensure substantial savings and no disruption of service or benefits to our employees.

As of April, City Colleges employees may now change, elect, view, or cancel contributions to the Employee Giving Campaign on-line through Employee Self-Service. On April 22, the Office of Development sent an email blast to all employees informing them of this new option.

In accordance with our objective to train managers and supervisors, the EEO office provided Disciplinary Process training to 17 Chief Engineers with a focus on Local 73 Collective Bargaining Agreement. Additionally, since we now conduct education verification for all new employees, we trained approximately 20 HR College Administrators and HR Assistants to clarify the education verification process.

Compliance

The HITECH Act of 2009 which became effective in February of this year has a new privacy and security breach regulation that requires our HIPPA Business Associate Agreement to be amended. The amendments to the Business Associate Agreement for our vision, dental, medical and Flexible Spending Account were fully executed in March and copies sent to the respective vendors.