33307

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508

COUNTY OF COOK AND STATE OF ILLINOIS

**RESOLUTION
TO ELIMINATE THE EARLY RETIREMENT PROGRAM FOR NEW ADMINISTRATIVE
AND NON-BARGAINED FOR HIRES
OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT
DISTRICT WIDE**

WHEREAS, the Board of Trustees of Community College District No. 508 is empowered under Section 805/3-30 of the Illinois Public Community College Act, 110 ILCS 805 ("the Act") to exercise all powers not inconsistent with the Act, "that may be requisite or proper for the maintenance, operation and development of any college or colleges under the jurisdiction of the Board";

WHEREAS, Section 4.3 of the Board Bylaws provides that the Board may adopt, from time to time, policy statements, guidelines, procedures, regulations, collective bargaining agreements, codes of conduct, or similar documents issued for the governance of the Board, the District and the Colleges;

WHEREAS, the Board through various Resolutions over the years has adopted an Early Retirement Program for Administrators which has in practice been extended to non-bargained for employees as well;

WHEREAS, this Program provided for various benefits, including but not limited to, insurance coverage for health, vision, dental, and life;

WHEREAS, the Office of Human Resources and Staff Development determined it is necessary for CCC to eliminate the Early Retirement Program and its associated benefits for all new hires not covered by a collective bargaining agreement effective October 5, 2017; and

WHEREAS, the Chancellor supports the recommendation of the Office of Human Resources and Staff Development.

NOW THEREFORE BE IT RESOLVED, that the Chancellor recommends that the Board of Trustees approves the elimination of the Early Retirement Program as outlined above and this Resolution supersedes all prior Resolutions and Amendments previously adopted by the Board of Trustees regarding the Early Retirement Program.

October 5, 2017-Office of Human Resources and Staff Development