

33404

ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
MARCH 1, 2018

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508 COUNTY OF COOK AND STATE OF ILLINOIS

RESOLUTION

TO AMEND BOARD RESOLUTION 32231 ADOPTED APRIL 4, 2014 REGARDING STATE UNIVERSITY RETIREMENT SYSTEMS (“SURS”) ANNUITANT POLICY 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, in 2013, the Illinois General Assembly enacted 40 ILCS 5/15-139.5, the State Universities Retirement System (SURS) Return to Work Law,” placing an academic year compensation limit on all SURS annuitants who are rehired as active employees by a SURS employer;

WHEREAS, the Illinois General Assembly amended, effective June 1, 2015, 40 ILCS 5/15-139.5 to exempt non-affected annuitants with an annuity of less than \$10,000 from compensation limits on rehired SURS annuitants; and

WHEREAS, the Office of Human Resources and Staff Development has determined that modifying the Board’s policy for the hiring & employment of SURS Annuitants is appropriate to more accurately align the Board’s policy with the SURS Return to Work Law compliance requirements and to avoid significant financial implications for City Colleges of Chicago; 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 amendment to Article 4 of the Board Policies and Procedures (See Exhibit A) adopting a policy for the hiring and employment of SURS Annuitants. The Board Policies and Procedures Manual and the City Colleges of Chicago website will be updated to reflect the new policy.

March 1, 2018 – Office of Human Resources and Staff Development

EXHIBIT A

NOTE: **Bold** text reflects proposed modifications to existing language.

4.22 HIRING & EMPLOYMENT OF STATE UNIVERSITY RETIREMENT SYSTEMS ("SURS") ANNUITANTS

In accordance with SURS Return to Work Law, the City Colleges of Chicago's policy regarding the conditions for employment of SURS annuitants shall be administered in the following manner:

- (a) SURS Annuitants hired/re-hired on or after April 4, 2014. Effective April 4, 2014, City Colleges of Chicago shall discontinue hiring/re-hiring SURS annuitants **except those the Office of Human Resources verifies as exempt under 40 ILCS 5/15-139.5 because of annuity earnings of less than \$10,000.** City Colleges of Chicago will consider exceptions to this policy on a case-by-case basis, prior to the employment of a SURS annuitant. Any decision to hire/re-hire a SURS annuitant requires the express written authorization of the Chancellor or designee.
- (b) SURS Annuitants employed prior to April 4, 2014. All SURS Annuitants employed prior to April 4, 2014 are subject to employment modifications necessary to comply with this policy and applicable laws. Any such modifications will be coordinated through the Office of Human Resources in conjunction with the individual employee and City Colleges of Chicago departments involved.