

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE
QUARTERLY MEETING October 13-14, 2016 at State Universities Civil Service System office
1717 Philo Rd., Urbana, IL 61802

Chair Andy Small called the meeting to order. Roll call was taken, and a quorum was present.

Present: Mindy Conlee-Stevens, Michael Diiacova, Kim Kirchner, Rick Marr, Jill Odom, Michael Pulley, William Ramm, Mary Schultz, Peter Skrypkun, Andy Small, Anthony Travelstead, Dan Urbanski, and Jamie Voyles

Absent: Ann Jaso, LaTania Milner, and Mark Murphy

Public Comments: None

Review of Correspondence: None

Introduction of Guests: Tabled to Friday, 10/14/16

Minutes: Jamie Voyles motioned to approve the minutes of the July 2016 quarterly meeting as amended. Jill Odom seconded the motion. A roll call vote was taken. Motion Carried.

Mindy Conlee-Stevens	Aye	Michael Pulley	Aye	
Michael Diiacova	Aye	William Ramm	Aye	
Ann Jaso		Mary Schultz	Aye	
Kim Kirchner	Aye	Peter Skrypkun	Aye	
Rick Marr	Aye	Andy Small	Aye	
LaTania Milner		Anthony Travelstead	Aye	
Mark Murphy		Dan Urbanski	Aye	
Jill Odom	Aye	Jamie Voyles	Aye	

Campus Updates: ISU –Continuing record freshmen enrollment; capital development not proceeding; no layoffs or furloughs

SIUE – New chancellor, alumnus Randy Pembroke; Construction on new science building is to restart; enrollment is up.

NEIU – Provost Helldobbler named interim president; FLSA meeting proposal to grandfather in current employees; first residence hall opened; enrollment is up; new chief of police; no layoffs or furloughs.

UIUC – New chancellor Robert Jones; two new EAC reps were elected, Chris Allen to replace Mike Aper and Larry Hays to replace Bill Buesing; Motorcycle program is ending; New State Farm Center is complete.

SIUC – Enrollment down by 1100 due to budget uncertainty; five civil service layoffs, one academic professional; some contracts not renewed for faculty; Princeton Review has named the campus one of the top green campuses five out of the last six years; MAP grants will be self-funded for the spring semester; 4/1/17 will be Saluki Day of Service; students and employees volunteer in the community. 8/21/17 is the first day of school; a community event is to be held on the same day as Carbondale is to be the center of the Solar Eclipse; 150,000 people are expected to attend other than students and parents; SIUSOM and SIUC are planning a mini council of councils.

UIC – Open house was held for 10,000 students; enrollment is 29,120; there were 126 faculty, 59 academic professionals, and 164 retirements last fiscal year; Electronic voting will be held for the first time; 15% of FY15 appropriations were received in FY16. \$120 million dollar shortfall; projects are on hold; no layoffs; no raises.

SIUSOM - The state owes the school 160 million dollars. Three layoffs; FLSA is a major topic, 250 employees would be affected by the new FLSA ruling making current exempt employees non-exempt; new family community medical center opened.

UIS – interim provost and interim HR director; enrollment slightly up; a new student union is under construction to open January 2018.

WIU – Enrollment is down; BOT met and approved 9.9 million dollar increase in budget; WIU reimbursed for MAP grants.

DSCC – Home Care Program in collaboration with HFS has new hires. No new hires for the core program.

EIU – Andy reported that enrollment is down 33%. **GSU** – Andy had spoken with Ann Jaso who does not want to set a precedent for the next representative by paying for own expenses to attend EAC meetings. **CSU** – LaTania Milner had reported to Andy that Chicago State had an enrollment of 83 freshmen. This is not enough to sustain a campus.

NIU – School of Business is one of the top 10 in nation. It receives private funding. Enrollment for 2016 projected to be 19,000; vision for 2020 is enrollment to be 30,000; 150 employees would be affected by the new FLSA law; program prioritization continues.

SIUE – Facilities and Mgt. is requesting employees provide a physician's excuse if even one day of work is missed resulting in three grievances;

Report of Chair: Andy Small

NIU is to hold the Council of Councils in 2017 with this being the twentieth year. Andy asked Jill Odom to report on meeting she attended re: insurance benefits. Jill stated there is a new third party vendor, MyMarketplace, handling insurance for state of IL employees. Open enrollment will probably be in May. Dental claims remain a major problem. There is a chance premiums could increase 30% - 50%. Employees are concerned if they will have to make retroactive payments for premiums. Gov. Rauner says yes. AFSCME union says no. State is starting to pay Quality Care medical claims. Many providers are requesting payment up front adding to the burden for employees. Any questions should be directed toward CMS.

Report on JCAR/Furlough Rule Process Meeting:

Michael Pulley, Jill Odom, and Jamie Voyles attended the meeting. JCAR options are to adopt rule or object. Three union reps. were in attendance. Furloughs are not in current negotiations. Parties need to weigh layoffs vs. furloughs. A safeguard is needed. Will the furlough rule be permanent or have a sunset clause?

Director Brownfield stated that per JCAR a ruling is to be tabled until after the November election. Jill thanked Director Brownfield for acknowledging EAC in creating the rule.

Report of Director: Jeff Brownfield

FLSA / Benefits Update – Director Brownfield expressed concerns with the new rule effective 12/01/2016. Employees exempt on 11/30/16 and earn 26 vacation days will go to non-exempt and earn 15 vacation days. The HR Directors Advisory Committee (HRDAC) has asked that employees be grandfathered. To not grandfather is closer in line with the system. Changes will not affect policy. The statute requires the Merit Board to set benefits. Only state universities have different accrual rates for exempt vs. non-exempt employees. A work study group is being formed. Members were asked to inform Cindy Neitzel if they are interested in joining the group. This is a good topic to discuss with the HRDAC and campus staff councils.

Class Update - Updates were given on the Bookstore Clerk and Building Service Worker.

Occupational Area Classification Project - There are major issues with clerical classes. Minimum Acceptable Qualifications need to be better. Occupational areas need to be more in line with the federal government's occupational areas.

Audit Update – The new Audit Charter was presented to the Merit Board and approved. The audit scope is to be put on the website. Andy commended Cindy Neitzel on the hard work put into the audit manual.

Agency budget Staff Update – Systems office is undergoing realignment. A couple of positions need to be posted. There is a meeting with IBHE next week.

Legal Update – David DeThorne presented proposed amendments to Section numbers 250.30, 250.50, and 250.119. The disciplinary process is under review. The cycle is too long. Better preparation is needed. Resolutions need to be quicker. The process is broken. Topics under review are disciplinary process meetings, discipline rule, disciplinary case statistics, furlough rule, rule and procedure changes, and statutory updates; meetings with Senator Bennett and Representative Ammons; and individual meetings with merit board members.

Specialty factors – IT has taken on the project of online specialty factor requests and approvals.

DER of each campus is to police the six month residency rule.

Report of Executive Committee – No report the Executive Committee is to meet regarding actions on absences.

Report of Legislative Committee – No report

Report of Election Committee – Michael Pulley was reelected at SIUE. Chris Allen and Larry Hays were elected at UIUC. Elections are to be held at EIU and UIC.

The HRDAC has requested the joint meeting between our group and theirs be moved to April. Topic tabled until tomorrow.

Michael motioned to adjourn. Kim Kirchner seconded the motion. Motion carried. Meeting adjourned.

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 QUARTERLY MEETING October 14, 2016 at
 State Universities Civil Service System office, 1717 Philo Rd., Urbana, IL 61802*

Chair Andy Small called the meeting to order. Roll call was taken, and a quorum was present.

Present: Mindy Conlee-Stevens, Michael Diiacova, Kim Kirchner, Rick Marr, Jill Odom, Michael Pulley, William Ramm, Mary Schultz, Peter Skrypkun, Andy Small, Anthony Travelstead, Dan Urbanski, and Jamie Voyles

Absent: Ann Jaso, LaTania Milner, and Mark Murphy

Rick Marr motioned to move the January, 2017 joint meeting between the Employee Advisory Committee and the Human Resource Directors Advisory Committee to April, 2017. Jamie Voyles seconded the motion.

A roll count vote was taken. Motion carried.

Mindy Conlee-Stevens	Aye	Michael Pulley	Aye	
Michael Diiacova	Aye	William Ramm	Aye	
Ann Jaso		Mary Schultz	Aye	
Kim Kirchner	Aye	Peter Skrypkun	Aye	
Rick Marr	Aye	Andy Small	Aye	
LaTania Milner		Anthony Travelstead	Aye	
Mark Murphy		Dan Urbanski	Aye	
Jill Odom	Aye	Jamie Voyles	Aye	

Andy is to invite Merit Board members to attend the joint meeting. Michael Pulley encouraged members to attend Merit Board meetings. The next Merit Board meeting is 11/30/2016. Members are to think about topics for the joint meeting agenda.

Introduction of guests: Jill Odom introduced guests from UIUC; Kimberly Dalluge from Student Affairs and Clint Harper from Facilities. Ms. Dalluge and Mr. Harper are members of a committee to plan the Council of Councils meeting in 2018. EAC members introduced themselves. The Council of Councils history and meetings were discussed. SIUC has created two plaques. One of the plaques stays on the SIUC campus and the other travels to the host sites. Topics presented to the guests included lodging, breakout sessions, and invitees such as legislators, SUAA representatives, Veterans representatives, SURS representatives, etc. Andy invited Ms. Dalluge, Mr. Harper, and any additional planning committee members to NIU next October when the next Council of Councils is held. The guests thanked the committee for our time and warm welcome then headed back to campus.

Our next guest was no stranger to EAC, Larry Curtis, who served on the committee as the SURS representative gave a report. Larry stated he had nothing major to report with no budget yet in place. One of the hurdles SURS is facing is there are 3400 less contributing to SURS than there were 15 months ago. This is due to layoffs and rehired retirees. 1500 were rehired this academic year and 2200 last academic year. SURS contributions go into a trust that pays annuitants.

PA 99-0897 was signed into law allowing certain SURS participants to establish service and earnings credit for periods of furlough or periods of voluntary pay reduction taken in lieu of furlough. SB2156 goes into law 0/1/17 limits perks and severance pay being counted as pensionable income. Universities can now be fined for not furnishing requested information. SURS determines eligibility into SURS. Andy thanked Larry for his attendance.

Surprise guest Gary Fry joined the meeting. Gary was an EAC member representing UIUC for 18 years.

Schedule 2017 meeting dates and locations:

Jamie Voyles motioned and Michael Diiacova seconded the motion to accept the following dates and locations for 2017 EAC meetings:

- January 19-20, 2017 SUCSS office
- April 20-21, 2017 ISU (joint meeting with HRDAC)
- July 13-14, 2017 SIUC
- October 11-12, 2017 NIU (to coincide with Council of Councils 10/13, 2017)

A roll call was taken. Motion carried.

Mindy Conlee-Stevens	Aye	Michael Pulley	Aye
Michael Diiacova	Aye	William Ramm	Aye
Ann Jaso		Mary Schultz	Aye
Kim Kirchner	Aye	Peter Skrypkun	Aye
Rick Marr	Aye	Andy Small	Aye
LaTania Milner		Anthony Travelstead	Aye
Mark Murphy		Dan Urbanski	Aye
Jill Odom	Aye	Jamie Voyles	Aye

Peter Skrypkun motioned to adjourn. Mindy Conlee-Stevens seconded the motion. Motion carried. Meeting adjourned.

Respectfully submitted,

Kim Kirchner, Secretary

Andy Small, Chair