

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE MEETING
April 25 & 26, 2024

Chair Odom called the meeting to order at 9:11am on April 26, 2024. Roll call was taken and a quorum was present.

Present: Andrea Hoskinson, Christa Lawhun, Gary Gilpin, Jacqueline Pointer, Jill Odom, Lindsay Partlow, Mary Serio, Michael Pulley, Shauna Bishop, Sheryl Jones-Harper, Tenea Harris, Thomas Oliver Rosner. Andy Harpst and Patty Meyer arrived at 9:54am.

Absent: Layla Campos (online), Vee Steward (online), Angie Ross (online), Chris Doe (online), Elizabeth Cheek (Online),

Introduction of Guests: Noel Rowe, Jonah Jett, Colton Kurtz (State Universities Civil Service System), Kristan Eaton (HR Executive Director, SIU Medicine)

Installation of New Member and Reading of Oath:
 Andrea Hoskinson – Division of Specialized Care for Children, UIC

Introductions, installation of new member, reading of oath and obligation.

Orientation and Open Meetings Act Training:
 Chris Doe, Layla Campos, Lindsay Partlow and Patty Meyer need training. It was requested that the entire committee be included in the email regarding training, in case anyone needs a refresher.

Public Comments: None

Review of Correspondence: None

Approval of January 24 & 25, 2024 Quarterly Meeting Minutes:

Motion to table approval of January 24 & 25 minutes until April 26, 2024, to allow for confirmation of various notes.

Made by Sheryl Jones-Harper, seconded by Mary Serio

		Aye/Nay			Aye/Nay
Andrea	Hoskinson	Aye	Mary	Serio	Aye
Christa	Lawhun	Aye	Michael	Pulley	Aye
Gary	Gilpin	Aye	Shauna	Bishop	Aye
Jacqueline	Pointer	Aye	Sheryl	Jones-Harper	Aye
Jill	Odom	Aye	Tenea	Harris	Aye
Lindsay	Partlow	Aye	Thomas	Rosner	Aye

Motion carried.

Approval of February 7, 2024, Special Meeting of the Full Committee minutes:

Motion to approve February 7 minutes as amended

Made by Lindsay Partlow, seconded by Shauna Bishop

		Aye/Nay			Aye/Nay
Andrea	Hoskinson	abstain	Mary	Serio	Aye

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Christa	Lawhun	Aye	Michael	Pulley	Aye
Gary	Gilpin	Aye	Shauna	Bishop	Aye
Jacqueline	Pointer	Aye	Sheryl	Jones-Harper	Aye
Jill	Odom	Aye	Tenea	Harris	Aye
Lindsay	Partlow	Aye	Thomas	Rosner	Aye

Motion Carried

Approval of February 23, 2024, Special Meeting of the Full Committee minutes:

Motion to approve February 23, 2024, minutes as amended
 Made by Christa Lawhun, seconded by Sheryl Jones-Harper

		Aye/Nay			Aye/Nay
Andrea	Hoskinson	abstain	Mary	Serio	Aye
Christa	Lawhun	Aye	Michael	Pulley	Aye
Gary	Gilpin	Aye	Shauna	Bishop	Aye
Jacqueline	Pointer	Aye	Sheryl	Jones-Harper	Aye
Jill	Odom	Aye	Tenea	Harris	Aye
Lindsay	Partlow	Aye	Thomas	Rosner	Aye

Motion Carried

Approval of February 28, 2024, Special Meeting of the Full Committee minutes:

Motion to approve February 28, 2024, minutes as amended
 Made by Shauna Bishop, seconded by Jacqueline Pointer

		Aye/Nay			Aye/Nay
Andrea	Hoskinson	abstain	Mary	Serio	Aye
Christa	Lawhun	Aye	Michael	Pulley	Aye
Gary	Gilpin	Aye	Shauna	Bishop	Aye
Jacqueline	Pointer	Aye	Sheryl	Jones-Harper	Aye
Jill	Odom	Aye	Tenea	Harris	Aye
Lindsay	Partlow	Aye	Thomas	Rosner	Aye

Motion Carried

Report of Chair:

The last Merit Board meeting, on March 14, 2024, is posted to the website for those who were unable to attend. The Merit Board ultimately decided they needed more information to consider the request from the University of Illinois System to become a separate place of employment. EAC's position statement was extremely impactful in letting the merit board know our stance on the issue.

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The requested change was not going to address the issues presented by the UI system, according to Trustee Kvedaras. EAC members are encouraged to speak up in person or online at merit board meetings. It’s our right and responsibility to connect with our merit board members. The next meeting is scheduled for June 6, 2024, at 1pm. We will need to amend our bylaws if we want to protect our right to attend those meetings. We can consider scheduling our meetings around the merit board schedule.

Report of the Executive Committee:

Angie Ross was appointed secretary. The Executive Committee crafted our position statement regarding rule of 3.

Report of the Legislative Committee:

See attached

Report of the Election committee:

Andrea Hoskinson was reelected. We are looking to elect a secretary at tomorrow’s committee meeting. Gary Gilpin will retire April 30, 2024, so we will hold a special election.

Break 10:25-10:41am

Introduction of Kristan Eaton, HR Executive Director, SIU Medicine, who began her role January 2024. She has been working on hiring initiatives and partnering with other campus groups to support those initiatives. They are collecting data (employee engagement surveys and exit interviews) to help to identify trends and issues. The Center for Human and Organizational Potential (cHOP) handles employee engagement surveys.

Amend Constitution & Bylaws – Article C Section 1, 1.1 b and c - Second Reading

Motion to accept changes to Article C Section 1, 1.1 b and c as presented
 Made by Michael Pulley

Changes to Article C Section 1, 1.1 b – removed “that have been confirmed by the Election Committee.”

Changes to Article C Section 1, 1.1 c – removed “by the Election Committee”

Seconded by Andy Harpst

		Aye/Nay			Aye/Nay
Andrea	Hoskinson	Aye	Mary	Serio	Aye
Andy	Harpst	Aye	Michael	Pulley	Aye
Christa	Lawhun	Aye	Patty	Meyer	Aye
Gary	Gilpin	Aye	Shauna	Bishop	Aye
Jacqueline	Pointer	Aye	Sheryl	Jones-Harper	Aye
Jill	Odom	Aye	Tenea	Harris	Aye
Lindsay	Partlow	Aye	Thomas	Rosner	Aye

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Motion Carried

Secretary Harris will make changes and email Bob Curry (system office) for posting to website. Additionally, we will request an update to Dropbox access.

Discussion topic:

Paid leave for all began January 2024 and universities had 90 days to become compliant. Jacqueline wants to know how it is being communicated across different campuses. Probationary employees are not eligible to take vacation at Chicago State University, but they do accrue during this period. Extra-help employees have not been informed. The policy is not being applied uniformly across campuses. If vacation or leave time is already provided and/or leave time is combined, the institution does not have to provide an additional 40 hours. Universities need to update their policy language and notify all employees. Noel offers to discuss with Gail.

Lunch 11:36am-12:41pm

Report of SUCSS Executive Director

Classification plan management update. May 1 series revisions include Live Captioner, Ophthalmic Photographer and Technician. April completed series revisions include Surgical Tech and Medical Technologist. Next to revised are Building Heat and Frost, Instructional Design, and Illustrator. Building Heat and Frost will be adding a foreperson. Audits pending final report include NIU and UIC. Western, UIS and UIUC are going through findings. Training with several universities on Civil Service procedures. They hope to plan lunch & learn sessions to develop a training program. A webinar is an option, but it needs to be developed. Audits are behind but they are making progress and looking at ways to improve the process. Their office is short-staffed and underfunded, as are most other state agencies. They plan to make a statement about 2 bills regarding pay and budget, HB5547 and SB3459. Openthebooks.com lists all state employees' salaries. There is a significant pay disparity between the private and public sector. EAC needs to discuss with legislators and draft a statement regarding pay, budgets, and appropriation disbursements at state universities.

Discussion on Additional Information Request for Rule of 3

We are not required to answer HRDAC, but it does go a long way to build a collaborative relationship. We should address the 5 items originally raised by HRDAC and ask them about items we would like to discuss at the next joint meeting. The reemployment register must be utilized before the other registers. A training session on register referrals is possible during a 90 min meeting but SUCSS would prefer to conduct them separately from EAC and HRDAC. (This detailed discussion was a side bar to this section)

Break 2:55-3:05pm

Having the top 3 scores listed for us may not be insightful because it won't affect the referral pool. Universities should take on a teaching role and provide resume writing sessions to bolster applications. We need to refine the consistency of the data so we could ask for 8-12 common classifications. They should be able to tell us why they were unable to hire an applicant. The clarified ask will be the 10 most common classifications on your campus and calendar years instead of fiscal years. We are open to continued dialogue and need to review this additional data

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that supports your request. We will discuss possible dates for a special meeting to approve our revised position statement document on the request for rule of 3.

Recess 4:18pm

Reconvene 10:50am on 4/26/2024

2024 Quarterly Meeting Schedule

- July 18 and 19, SIU-Carbondale
 - Hotel details forthcoming
 - SURS rep will join online
- October 23 and 24, UIC
 - October 25, Council of Councils
 - Link created but not yet active
 - Council representatives' names need to be sent to Vee and Layla
 - Hotel info and evening activities still pending
 - GSU will inquire about hosting in 2025
- May 10, 1-3pm
 - Special meeting to approve revised position statement and review of Article A

Other Items as Presented

Adjourn

Motion to adjourn at 11:45am

Made by Christa Lawhun, seconded by Shauna Bishop

X *Tenea Harris*

Tenea Harris
Secretary

X

Jill Odom
Chair

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Attachments

Legislation as of 4/18/24

From SUAA Briefing:

The Illinois Senate has not held hearings on Pension issues so far this Spring. The action has instead continued in the House with Subject Matter Only Hearings. "Subject Matter Only" is a type of hearing where testimony will be heard but no vote will be taken. The committee has heard testimony on several different proposals intended to address Tier 2 inequities in the Pension system. SUAA continues to monitor these proposals and we anticipate having something substantive to analyze and

report to you before the April 4th Third Reading deadline. Currently in Illinois Universities and Colleges, the faculty and staff represent an approximate 50/50 split among so-called Tier 1 and Tier 2 future SURS annuitants. This creates a workplace where people are working side-by-side in the same jobs and yet will retire with vastly different benefits. This dynamic is not only impacting our Colleges and Universities, but also State agencies and police and fire department's ability to recruit and retain employees. The Illinois House Committee on Personnel & Pensions has held these hearings previously in 2023 and the work continues this Spring. Another SUAA high priority this Spring is to address the deficiency of the current Tier 2 retiree benefits with Social Security benefits.

As you know, if pension payments are too small, public workers could sue employers on the back of a federal rule that pension payments must meet or exceed the income that workers would otherwise earn from Social Security payments. Governor Pritzker did not comment on this issue in his combined State of the State/Budget Address (2/21/24), however, the full budget briefing book did highlight the need to "Review and, if necessary, adjust the Tier 2 pensionable earnings cap to the Social Security

Wage Base for employees not coordinated with Social Security." SUAA supports this budget proposal and actions to address the issue THIS SPRING. SURS has provided testimony that there will be an individual ready to retire under the Tier 2 plan in FY25 and, when they do so, they will fail this so-called safe harbor test. SUAA is clear in its position that this situation must be addressed.

HB3519 (similar HB3520, SB3627, SB3628) - Tier II Pension Benefits - Reduces final rate of earnings period to highest 5/10 consecutive years of employment (instead of current 8/10), increases pensionable earnings limit to Social Security Wage Base, allows retirement at 60 w/20 yrs. of service credit or 67 with 10 yrs. 2nd reading 4/17/24.

HB4162 - Amends Open Meetings Act - Except as otherwise provided in the Act or any other Illinois statute, a quorum of members of a public body must be physically present at the location of an open meeting or present by video or audio conference at the open meeting (now, members must be physically present at the meeting). Provides that a member is present by video or audio conference at an open meeting if the member can hear and be heard by all other members of the body who are participating in the meeting. Specifies that, if a member wishes to attend a meeting by video or audio conference, the member must notify the recording secretary

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or clerk of the public body before the meeting, unless providing that advance notice is impractical for the member. Repeals existing provisions concerning the participation of public body members in open meetings by video conference or other means. Rules Committee 4/5/24.

HB4358 - Amends the Mental Health Early Action on Campus Act - Provides that each public college or university shall develop and implement an evidence-based, comprehensive, campus mental health and suicide prevention plan. Rules Committee 1/16/24.

HB4508 - Police Reciprocity - Adopt Retirement Systems Reciprocal Act - Tier II police retire at 55 w/20 yrs of service (instead of 60). 3rd reading 4/12/24.

HB4873 - Tier II Pensions Omnibus - Deferred Retirement Option Plan (DROP) During the period of the DROP member's participation in the DROP (not to exceed 5 years), the applicable pension fund or retirement system shall transfer, and the State Treasurer shall credit into a notional account on behalf of the DROP member, an amount equal to the monthly amount of retirement annuity the DROP member would otherwise be eligible to receive if the DROP member had retired on the date of the election under this Section. 2nd reading 4/17/24.

HB5079 - Amends the State Universities Civil Service Act - Provides that nothing in the Act or any rules adopted under the Act prevents the parties to a collective bargaining agreement subject to the Illinois Educational Labor Relations Act from agreeing to a provision that enhances employee rights. 2nd reading 4/11/24.

HB5452 - Amends the Preventing Sexual Violence in Higher Education Act - All higher education institutions shall include info on protection against retaliation in their sexual violence policies. Higher Education Committee 3/5/24. Amendment 1 added, referred to Higher Ed Committee 4/15/24.

HB5568 - Higher Ed In-state tuition - Beginning 2025-2026 academic year, individuals should be considered an IL resident until/unless that individual establishes residence outside of the State (with some provisions). 3rd reading 4/11/24.

HB5547/SB3459 - Fund Appropriation - Appropriates funds from the General Revenue Fund to the governing board of each public university for personal services and the related costs of increasing the wage rates of university personnel employed in positions covered under the State Universities Civil Service System, beyond the annual cost of living adjustment, adjustments provided for in collective bargaining agreements, and any increases required by the Minimum Wage Law, in a fair and equitable manner so as to close the pay gap between public university workers and other State employees. Would be effective July 1, 2024.

House Appropriations-Higher Education Committee 3/5/24 - Senate Appropriations Education Committee 2/20/24.

HB5798 - Tier II Hypothetical SS Benefit - If an eligible Tier II member would receive a pension benefit that is less than the eligible Tier 2 member's hypothetical Social Security benefit, then the eligible Tier II member's pension benefit must be increased to the amount of the hypothetical Social Security benefit plus \$1. Requires this determination to be made on an annual basis and the amount of the pension benefit to be adjusted annually. Rules Committee 4/2/24.

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SB3667 - Amends Public Higher Education Act - Governing board of each public institution of higher education shall provide free date rape drug testing kits to students. Senate Appropriations Education Committee 3/15/24.