

**STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE SPECIAL MEETING**  
**SPECIAL URGENT EAC MEETING**  
9:00 a.m. on Monday, March 28<sup>th</sup>, 2022  
*Meeting conducted via Zoom video conferencing per Executive Order 2020-07 due to COVID-19 restrictions.*

**Chair Odom called the meeting to order at 9:03 a.m. Roll call was taken, and a quorum was present.**

**Present:** Tony Craven, Elizabeth Cheek, Gary Gilpin, Andy Harpst, Tenea Harris, Andrea Hoskinson, John Hulseberg, Sheryl Jones-Harper, Rick Marr, Jill Odom, Jacqueline Pointer, Michael Pulley, Caryn Riley, Hemali Shah, Peter Skrypkun, and Vee Steward

**Absent:** Shauna Bishop and Mary Serio

**Guest:** *Gail Schiesser, Executive Director and Legal Counsel – SUCSS*

**Continued Suspension of Article VI Section 1.2 & 1.3 of SUCSAC Constitution & Bylaws:**

Motion approved by Executive Committee on 6/11/20:

*Temporarily suspend Article VI Section 1.2 and 1.3 until SUCSAC is able to return to in-person meetings as determined by Illinois Department of Public Health guidelines and lifting of university travel restrictions.*

**Discussion Regarding Amendment 1 to HB1172:**

<https://www.ilga.gov/legislation/fulltext.asp?DocName=&SessionId=110&GA=102&DocTypeId=HB&DocNum=1172&GAID=16&LegID=129847&SpecSess=&Session=>

HB1172 is still in rules. Possibility to move all test to universities – credential assessments by university and then placed on register by that score.

Then – no limit on number of hours that Extra Help can work.

Rules Committee can be where HB's/Amendments go to die or... assigned elsewhere. Staffer told Gail that is came from HR Directors – not sure all or some. Not sure if going anywhere at this time but sure it will continue on. It's pending and will stay on top of the pile.

This committee will need to take a position and be ready to take action.

If it passes out of rules – then useful to contact your own legislators with your EAC position.

needs to be a more substantive opinion...in favor of or against or no position. As individuals, we should file slips or make a written motion.

Session is scheduled to adjourn April 8<sup>th</sup> – everything has to be done before that. There are several chunks to this. On page 3 line 7 – moves from tests to assessments. Hampers opportunity based on merit and fitness. On page 3 line 21. The University System shall establish an online examination process for applicants by July 1, 2024. The University System shall reimburse any travel costs for any out-of-state applicant who travels to the State to take an examination until July 1, 2024. This would bankrupt the System Office in a matter of months!!!

Leads to no consistency across the state.

Scoring across the state will be different – would remove CS System.

How will impact this salary range? This is specifically about testing.

Biggest hit to the System Office – Any discussion with Rep Stuart? With SIUE? Or... anyone? Initial feedback from HRDAC or Merit Board?

If HRDAC provoked the bill, each will put in a slip in favor or – could be 21 slips. If coming from HR, then most will put in a slip.

They are doing a lot of this now, tweaking postings, adding specialty factors.

Tests and scoring are based on classification not job posting. Effect of this on the act...?

HR's using specialty factors to attract candidates they want.

Rick – specifically to me – the combination of pipe fitters and refrigeration mechanics – won to have specialty factor added to differentiate between the quals. Used as intended.

Caryn – need clarification – specialty factor used? Where should it be used?

Gail – so combined – probably because there were so few of each and System Office combined – same as MAQ's – individual needs to be able to do a specific task.

Rick – what Gail said is correct. Pare down number of exams – needed to clarify candidates.

Andy – universities are already doing all they can to run processes.

The System Offices create the written or e-test. HR wants to get rid of Civil Service System. It's a sea change in who sets the standard for merit and fitness. They get to do this with credential assessments.

On page 4 line 5 – no register for Direct Patient Care positions. If you qualify then you get interviewed.

How many positions does that effect? Description is vague...

Potentially involves IT too? Don't have to provide justification.

Without the top 3 scores, they can interview whoever they want.

Will registers go away? Other than Med Classes – there would still need to be registers. Med Classes... presumably registers would dissolve and would be buckets of candidates.

Takes meat out of the Merit Board and System Office.

Could define min quals, classes, discharge process, does not create full at will system but instead takes away from the System Office; a substantial hit to the System Office.

Each university determines what is merit and fitness and more autonomy.

Still have the ability to audit to make sure employees are classified correctly.

Used to be a standard class for IT – are now essentially custom classes. HR folks score them which really, they are not experts in ALL fields. Can they really score electrician, plumber, IT, etc? We deal with this in the interview process, but some don't make it to us.

It says that "exams shall be practical and..." We'll have to ask HR person where they stand on this.

Have good compromise here. HR has reach out to ask – perhaps open avenue there. Have asked me if candidate is qualified...

Proposal is to allow universities a central hiring process? No, to control testing

Won't be a system of best candidate but subjective. Why get rid of? Problem with question is... it's hypothetical each university will access. What it limits is opportunity and fitness. Meant to speed the process...

Ad Hoc to deal with promotion – now will deal with testing/hiring? What can we do proactively?

We need to have a statement/position prepared. From the rules committee, it will pass out to substantive committee or die. If it dies in committee or does not move out of veto session it will get be reintroduced in 2023. Yes, more time on task.

On pg 8 line 11 – Extra Help appointments... removes 900 hours then break requirement. Will become rule of the road. If universities want to get rid of Civil Service, they'll just move to Extra Help.

This is a big concern! Will they just lay folks off?

Based on line 19 – work cannot be readily assigned – who would regulate? Through the audit process – after the fact. Could say “move to status” and they would/may say “ok”. That is most overused. Audits would be 3 years at a time... concern is that they would not receive benefits. A status employee has rights. Extra Help as non-status would not have rights! Effects SURS money – state emps without SURS or Social Security! No SURS, long term, will affect getting good qualifies applicants. Most will not stay – foot in the door process... Issue with 900 hours – if they have to be reappointed then have to make permanent? Proposal is there to not limit – no need to rehire. This removes that. The concept behind Extra Help bothers a lot of people the most. System Office will oppose, haven’t thought how to implement.

Universities focused on saving money, screwing over the employees. No career path – no benefits – to abuse employees. We, as EAC, need to take action! Can we zoom into the hearing? Anyway to view it? If this would pass and goal is no Civil Service System in place, CMS becomes management group, and our HR offices probably would not want that.

**Statement of Opposition:**

A motion was made by Sheryl Jones-Harper to oppose amendment to HB1172. Elizabeth Cheek seconded the motion. A roll call vote was taken, and the motion carried.

Tony Craven	Aye	Jill Odom	Aye			
Elizabeth Cheek	Aye	Jacqueline Pointer	Aye			
Gary Gilpin	Aye	Michael Pulley	Aye			
Andy Harpst	Aye	Caryn Riley	Aye			
Tenea Harris	Aye	Hemali Shah		Abstain		
Andrea Hoskinson	Aye	Peter Skrypkun	Aye			
John Hulseberg	Aye	Vee Steward	Aye			
Sheryl Jones-Harper	Aye					
Rick Marr	Aye					

**Other Items as Presented:**

Can we get a dedicated conference line for the April meeting? Can call in but vote would not count.

**Motion to Adjourn:** Michael Pulley      **Seconded by:** Rick Marr

*The meeting was adjourned at 10:31 a.m. by Jill Odom.*

Respectfully submitted,

  
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 Mary Serio, Secretary

  
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 Jill Odom, Chair