

STATE UNIVERSITIES CIVIL SERVICE ADVISORY COMMITTEE QUARTERLY MEETING

9:00 a.m. on Wednesday, July 28th, 2021. Meeting conducted via Zoom video conferencing per Executive Order 2020-07 due to COVID-19 restrictions.

Connection Information:

Meeting URL:

<https://illinois.zoom.us/j/89598574317?pwd=T2YvZjVqamZ4bHowRGRMRDZqd2gvOT09&from=addon>

Meeting ID: 895 9857 4317 Password: 876799

Chair Odom called the meeting to order at 9:05 a.m. on July 28th. Roll call was taken and a quorum was present.

Present: Shauna Bishop, Tony Craven, Shari Garnett, Gary Gilpin, Andy Harpst, Tenea Harris, John Hulseberg, Sheryl Jones-Harper, Rick Marr, Mark Murphy, Jill Odom, Michael Pulley, Mary Serio, Peter Skrypkun, Clay Stalter, and LaVitta Steward

Absent: Andrea Hoskinson and Jacqueline Pointer

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.

Introduction of Guests:

Gail Schiesser, Interim Executive Director and Legal Counsel – SUCSS

Lauren Aceves, Human Resource Officer – SUCSS

Danielle Routh, Human Resource Manager – SUCSS

Omeka Brown, Human Resource Representative – SUCSS

Stacey Norton, Human Resource Assistant – SUCSS

Bob Curry, Information Technology Manager/Administrative Coordinator – SUCSS

Larry Curtis, Employer Services Manager - State University Retirement System (SURS)

Linda Brookhart, Executive Director - State Universities Annuitants Association (SUAA)

Designated Employer Representative (DER) of Host Campus: None

Public Comments: None

Review of Correspondence: None

Minutes of the April 2021 Quarterly Meeting:

The April minutes have been deferred until October.

Report of Chair – Jill Odom

We have lots of items and meat to digest on our agenda.

Report of Executive Committee – Michael Pulley

Open Meetings Act – ILCS 120

<https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=84&ChapterID=2>

Merit Board – ILCS 70 sec. 36c

<https://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=011000700K36c>

Our work on EAC is considered university business. You should not have to use your leave to attend these meetings. If you're a non-exempt employee and it runs outside or over your normal hours, you are entitled to overtime.

This will be a 1st reading to the changes of our constitution and bylaws. The 2nd reading will be in October. A 2/3 (supermajority) vote will be needed to get it passed and adopted. The changes really start on page 13.

Secret ballots were an OMA violation. The concern is that if everyone can hear and discuss your vote, it would impact who you vote for.

Pg. 16 – Article D, Section 1

Clarifying the election of officers on the standing committees. You can't have a meeting within a meeting. This is too convoluted. Elections must take place after the main election but before the next main meeting.

Pg. 24 – Shows a breakdown/history to what was changed over the years. This serves as a record to show what's been changed over the time. Our constitution and bylaws allow us to post, change, and update our own bylaws as needed.

There are 3 action items coming out of the Executive Committee for our October meeting.

- Approve these changes.
- Posting requirements for additional changes.
- Approve changes that will post in October.

There will be additional changes prior to the 2nd reading in October.

Report of Legislative Committee – Shauna Bishop

The general assembly is not set to meet until the veto session at the end of October.

HB 0012 – Education Family Leave Eligibility Sent to Gov. 6/21

School employees are eligible for FMLA if employed for at least 12 mos. and worked 1,000 hrs. in previous 12-mo. period.

Illinois House Joint Resolution 27 – Higher Education Programs for Incarcerated Individuals
Referred to Rules Committee 7/18

Create Higher Education in Prison Task Force to analyze existing programs and recommend legislative action to expand access to incarcerated individuals.

HB 0039 – in Rules Committee – Partial Tuition Waivers No Update

SB 1610 – Preventing Sexual Violence in Higher Education Act Sent to Gov. 6/28.

Requires each Higher Ed institution to conduct sexual misconduct climate survey of all students annually.

Public Act 099-0624 Amended – College and Career Success for All Students Act

AP scores of 3 or higher (and International Baccalaureate scores of 4 or higher) grant academic credit. IL Board of Higher Ed and IL Community College Board are reviewing the policies/credits from each institution as of conclusion of 20-21 school yr.

Public Act 102-0042 – Student-Athlete Endorsement Rights Act – as of 6/29

Allows student athletes to profit from their name, image, and likeness.

Public Act 102-0054 – Test Optional Admission – as of 7/9/21
Effective 1/1/22.

Public institution of higher ed may not require applicant residents of Illinois to submit standardized college admissions test scores to institution as part of the admissions process. At option of applicant.

Public Act 102-0083 - Higher Education Housing and Opportunities Act – as of 7/9/21
Effective 8/1/22.

At least one employee w/in Financial Aid, Campus Housing, or other appropriate dept. to be liaison between institution and homeless student/student in care (if # of these types of students >2% of student body).

Public Act 102-0122 – Higher Ed Course Materials – as of 7/23

Each higher ed institution must issue a report on cost-saving methods/practices for students to obtain timely access to required course materials, along with the affordability of those materials, by 8/1/22.

Report of Election Committee – John

The Election Committee will be meeting soon to discuss these upcoming elections:

GSU – Sheryl Jones-Harper

SIUC – Shari Garnett

NEIU – Mary Serio

UIS – Clay Stalter

UIUC – Gary Gilpin

UIC – Mark Murphy

UIC – Lori Christopher

SUCSS Update:

Jeff Brownfield has retired. Gail is now serving as Interim Executive Director of SUCSS and will continue her role as Legal Counsel as well.

*Took a break at 9:47 a.m.
Back from break at 9:58 a.m.*

Discussion:

There is a significant amount of pressure from campuses to lower costs.
In person meetings vs virtual meetings – what are people’s preferences on this?

Gail joins at 10:01 a.m.

Do we address subcommittees separately?

The Merit Board has decided to continue streaming their meetings.

The Chair of EAC, who serves as ex-officio on standing committees, also has a vote on these committees as well. Having a voting right on a standing committee gives them more power and gives them the ability to get their own agenda passed. Should the Chair only be allowed to vote in the event of a tie? Chair has no period in the event of a tie. The tie is a no vote event. If you have a good Chair that’s going to be a part of the discussion and not run the meeting, that’s where the distinction lies. If a committee vote ends in a tie, then it does not pass. The results of a tie are a *no*. Ex-officio tells you how you got there; it’s because of the position you hold.

The committee as a whole votes for the Chair, Vice Chair, and Secretary. It's not just the jobs they do but how they impact their committees as a whole. You have to be mindful of who is elected as your Chair. It's about having faith and trust in your Chair. Are they casting votes in an ethical and thoughtful way?

Some campuses are objecting to us meeting in person. Campuses don't want to spend money on these types of things. What is your university going to cover? Do we need to be physically present to conduct business? We have a serious lack of interpersonal relationships in this virtual setting, which some feel impacts their roles as EAC members. There's no objection to attendance to the committee meetings by most of our HR offices within our universities. Some of our members don't have the support of their supervisors to serve on this committee. A lot of people have issues with their supervisors in attending these meetings.

Human interaction and flows of conversation are off in the virtual setting. People don't know when people are done talking. Especially if someone is on the phone. When someone is on the phone, they can't see if someone is talking or not or if someone used the raise your hand function to speak. People talk over each other, and it gets confusing. There is better dialogue and more communication in person. There are a lot of mixed emotions on meeting in person/virtually. What are we hoping to accomplish in our meetings? Mission essential. Meeting is not our mission. Advising the Merit Board is our mission. What goals do we have as a body? What is our central advice to them? To uphold the Act. Some things we need to figure out... Where we go in regard to meeting in person, and what exactly is our goal/product from our meetings? It's hard voting for people when you've never met them.

The Governor has not renewed his Executive Order. The statute doesn't say how we meet. We're going to follow MB standards when it comes to meeting. The full committee will communicate from 3 different locations. No one is opposed to the standing committees meeting virtually as these meetings are shorter.

This will be addressed in October when we do the 2nd reading of the constitution and bylaws. Another thing that will be addressed is whether or not we want to consider moving our annual January meeting to April and do our election of officers then. If we did this, we would also have to adjust everyone's terms and elections on campuses moving forward.

Andy leaves at 11:15 a.m.

Elections in October and annual meeting in April? What about Council of Councils in April instead of October? There is no opposition to the annual meeting being moved to April. The Executive Committee will discuss this further for the 2nd reading in October. How many SURS retirees are returning to work?

*Break at 11:24 a.m.
Back from break at 11:30 a.m.*

Report of SUCSS Interim Executive Director: Gail Schiesser

Class Plan Update – Danielle

New revision to the Business Manager series went into effect July 15th.

Business Manager I and II are now Business Manager and Senior Business Manager.

The revisions of the titles are based on occupational trends. System Office is getting away from the I, II, and III's.

Revised Medical Records Technician for the hospitals' Health Information Series. Titles based on occupational trends and input that they received.

Budget Analyst – July 15th

Financial Budget Analyst – July 15th

Admissions and Records Series – July 15th

Construction Superintendent – July 15th

Business Administrative Associate, which was an older custom class – September 1st

- Updated the language.
- Was originally a pilot.
- Specialized more in this area since there's more diversification in the custom classes.
- More defined now since it was a catch-all before.

Merit Board Update - Gail

August 19th is their next meeting.

There are no pending discharge matters. It's a quiet season.

Initial approval of FY 23 budget.

No discussion yet on permanent Executive Director for SUCSS.

Agency Budget Update - Gail

FY 22 budget enacted.

Proper process wasn't followed.

It was flat pretty much across the state. It will probably remain the same/flat for the next few years due to the pandemic. There's a pandemic sliced hole in everyone's budget right now.

System Office allocated for 21 employees in their agency, and they only have 12.

Principal Administrative Appointments Update – Gail

No update.

Relying on universities to continue this process through attrition.

Cindy looks for this in her audit process.

The numbers aren't shifting as much as we'd like.

Grant Funded Employees

Qualified Research Program is what UIUC is calling it.

Not much has advanced in this since June.

Break for lunch at 12:02 p.m.

Return from lunch at 12:30 p.m.

Omeka Brown and Linda Brookhart join

Guests: Presentation by Linda Brookhart, Executive Director - State Universities Annuity Association (SUAA)

Thank you for the invitation to speak today as I am always happy to share my thoughts.

I have had (along with Matt, our contractual lobbyist) what you might say an unusual working experience these past 15 months. Mine was not any more special than anyone else in my profession. However, it did teach me to be even more vigilant and, in many instances, left me scratching my head.

Today, my focus will basically stay on the legislature, certain legislative bills, and significant activity at the Capitol (and maybe my views as seen from far away as I was never in the Capitol this session.)

I would like to start out by saying that pensions and healthcare took a back seat, or another way of saying it, pensions and healthcare continue to fly under the radar.

There was good news within the \$42.3 Billion budget for all of you. SURS, as with the other 4 State supported pensions, will be paid the certified amount for Fiscal Year 2022. In addition, the money owed to the State pensions will continue to be paid as legislated.

Another piece of the budget, which those who are working should be gleeful, is it permanently excludes the following amounts from 6% billing: meaning any earnings increase resulting from overload work performed in an academic year subsequent to an academic year in which the employer was unable to offer or allow to be conducted overload work due to an emergency declaration limiting such activities.

In February, Governor Pritzker outlined his budget proposal. This budget came on the heels of the failure of the Graduated income tax in November. And this proposal was while the state was still reeling from the measures in place to contain the pandemic.

In it, the Governor proposed a spending plan for the next fiscal year that incorporates \$700 million in spending cuts for state agencies. There was also \$900 million in revenue from the “closure of corporate loopholes.

The legislature was bracing for those cuts as they worked through the budget process. Two things happened to alleviate the pain of those cuts.

- 1. The American Rescue Plan Act infused billions of federal dollars into the state’s budget.*
- 2. The Commission on Government Forecasting and Accountability (COGFA) revised their budget estimates by an additional \$2 billion. This is an increase from their March forecast.*

It certainly helps when you can get a windfall of a few billion dollars. It also helps that the federal government can print money.

The state budget includes an additional \$350 million in evidence-based funding for K-12 education. EBF sends more resources to Illinois’ most under-resourced students. There were several lawmakers that indicated that this was a funding priority for them – possibly at the expense of cutting other programs.

The budget also included \$28 million more in MAP grants.

The adopted budget did contain over \$600 million in the closure of corporate loopholes.

- Cap Corporate Net Operating Loss Deductions*
- Roll Back Accelerated Depreciation Deduction*
- Align Domestic and Foreign-Source Dividend Deduction*
- Freeze Phase Out of Corporate Franchise Tax.*

Some have argued that these cuts were unnecessary with the increased revenue and federal support. They argue this is payback against businesses that opposed the graduated income tax.

The budget repays \$2 billion the state borrowed to make up for losses incurred from the pandemic. That alone saves the state \$100 million. The budget also prioritized paying down the backlog of the state’s bills, which had reached \$17 billion a few years ago but now stands at \$3.2 billion.

Illinois appears to be in a far more stable place financially and a responsible place fiscally. That phrase is not uttered very often.

Another Wall Street credit-rating agency has issued a positive financial outlook for Illinois. Fitch Ratings Agency said the state is showing post-pandemic “fiscal resilience” and “sustained economic recovery.” The report follows Moody’s Investors Service and S&P Global Ratings also moving Illinois’ outlook to stable after near-junk status last year. You heard that right. Illinois is demonstrating fiscal resilience.

Back to legislation relating to higher education –

Higher Ed Adjunct Professors – At least 30 days before the start of a term and again 14 days before the beginning of a term, requires the governing board of a public university or community college district to notify and adjunct professor about the status of the class the adjunct professor was hired to teach. Also provides that the provisions do not apply if the Governor has declared a disaster due to a public health emergency or a natural disaster. Exempts collective bargaining agreements that are in effect on the effective date of the amendatory Act from the provisions.

I have heard from one person from a community college that this will not work in many instances. My suggestion was that she contact her legislator. The bill currently awaits the Governor’s signature.

Education – elementary, secondary, and higher education employees will now be eligible for family and medical leave under the federal Family and Medical Leave Act of 1993. An employee who has been employed for at least 12 months and who has worked at least 1,000 hours in the previous 12-month period shall be eligible for family and medical leave.

The State Board of Higher Education released a strategic plan calling for a new funding formula to close graduation and retention gaps among low-income students of color. Evidence based funding will come into play for higher education like K-12 schools. This could change dramatically for some of our state supported universities such as Chicago State University.

So many people are interested in Ethics. While many things did not change, some things did.

Ethics Reform

Last year there were several state lawmakers that were indicted by the federal government and other lawmakers and staff under investigation. The ComEd bribery scandal further underscored the need for the state to adopt stricter ethics standards. The legislature advanced bipartisan ethics legislation late in session. Some in the media called it hollow while supporters called it a first step.

Prohibits legislators from lobbying for six months after they leave office, or until the remainder of the two-year legislative term during which they leave, whichever comes first. This is a short time frame to address the revolving door issue of lawmakers lobbying right after they leave office.

Gives the Legislative Inspector General the power to initiate investigation of lawmakers without first receiving approval from the bipartisan Legislative Ethics Commission. This makes sense. Inspector General no longer needs permission from the very people she may investigate.

Creates a new State registration status for “consultants.” That’s a DC loophole where former lawmakers are hired as consultants. This is similar to lobbyist registration, but lobbyists are required to disclose more information about themselves on public documents filed with the State.

Prorates legislator pay for General Assembly members who retire in the middle of the month or the middle of session. Last year if you worked the first day of the month you received pay for the whole month. Again – makes sense. Quick history tangent – Decades ago lawmakers used to get paid for the whole year in January. If anyone retired, they would do so later in January.

Prohibits political fundraisers anywhere in the State of Illinois, virtual or in person, on a legislative session day or the day before session.

Prohibits sitting legislators or executive branch constitutional officers from engaging in compensated lobbying of the governing body of a municipality, county, or township, or an official thereof, on behalf of any lobbyist or lobbying entity that is registered to lobby the General Assembly or the executive branch. Notably, it does not prohibit a legislator from lobbying without compensation.

Nor does it prohibit lawmakers from serving in multiple offices at once. I believe there are 3 lawmakers who serve at state legislators and local mayors.

Other bills of interest – July 1 – the gas tax will increase approximately a half-cent per gallon. The gas tax was doubled July 1, 2019, and is indexed to automatic yearly increases tied to inflation.

Utility trailer fees had been raised from \$36 to \$118 last year. There was much ado about this significant raise. Lots of jokes were made on the House floor and serious questions as there did not seem to be a focus on lowering the fee. It seemed Chicago did not care. However, finally the problem was raised to possibly the “right” legislator – trailer fees were outrageous to those who were hired to do lawncare in Chicago along with others who do have boats, motorcycles, and recreational vehicles. The lowering of the fee was included in the budget – it was not a separate piece of legislation.

There is the Student-Athlete Endorsement Right Act – Student athletes are able to hire agents and sign endorsement deals starting July 1.

Besides Juneteenth which was celebrated on June 19th, the State has established November 8, 2022 as the 2022 General Election Day. The Primary Election day was changed for 2022.

There are other newsworthy items that occurred this session.

*Illinois has a state pie (pumpkin), a state mineral (fluorite) and a state exercise (cycling). Now it has an official state microbe. By unanimous vote, *Penicillium Rubens* (strain NRRL 1951) was added to the [State Designation Act](#) during the latest legislative session.*

*Author Bill Bryson brilliantly described in "The Body" why *Penicillium Rubens* deserves the state distinction. It's a literal life saver. It begins with moldy fruit in a Peoria lab. "Every bit of penicillin made since that day is descended from that single random cantaloupe."*

I think I should talk about what has been taking the attention away from Public Pensions and State Healthcare. And many other favored issues.

Black Caucus 4 pillars – those pillars address police reform, education, the economy and health and human services. The pillars were introduced during Lame Duck session in January this year. All were signed into law by the Governor. I believe all pillars have been established.

The year started with quite a lot of activity. The Legislature convened a lame duck session in the second week of January. Four pillars of the Illinois Legislative Black Caucus (ILBC) agenda were advanced during the brief session.

- *Criminal Justice Reform*
- *Education & Workforce Development*
- *Economic Access and Equity*
- *Health Equity – This pillar was passed during the regular session this year.*

The new General Assembly convened just after the lame duck session in January. Throughout the session most legislation was seen through the lens of equity.

This leads us right into the big elephant in the room – Redistricting.

We knew the Republicans would bring a lawsuit, but did we expect the Mexican American Legal Defense and Educational Fund to bring one?

The Democrats used the American Community Survey and other sources for their decision to draw the maps. Evidently the Latino's believe this could hurt them. Latinos are Democrats. This provides a fraction among the Democrats.

I would also like to add that the Latinos are not a silent caucus. Rep. Delia Ramirez has been a chief sponsor of several important bills. She has had tremendous support in the House, especially for being what we know as a sophomore legislator. She has also attained the title of Assistant Majority Leader.

The Democrats drew a map that is most favorable to them. The map they adopted has seven districts where two GOP incumbents would run against each other based on their home addresses.

So many changes have occurred since Speaker Madigan took his place outside of the legislative arena. Chris Welch of Hillside became the Speaker of the House. He took the gavel from Speaker Madigan who was the longest-serving leader of a state legislative body in the country, having served as House speaker in 35 of the last 37 years and served in the House for 50 years. Madigan was ousted in part due to the ongoing ComEd bribery investigation that ensnared many of his close allies.

So, we have a brand-new Speaker of the House, a Senate President in his second year, a senate minority leader in his first year and a Governor in his 3rd year. Along with the change in leadership is typically a turnover in staff. A lot of the institutional knowledge has left government.

Legislators on both sides of the aisle were intrigued and hopeful of the new leadership. Speaker Welch is well liked and well respected. He even visited the open house of a Republican lawmaker.

The budget bill which was several thousand pages long and containing detailed provisions for spending over \$40 billion was released the morning of the vote. The amended version, again several thousand pages, was introduced and voted on one hour later.

Nearly 7,000 bills, 6,782 to be exact, were introduced in the early weeks of the General Assembly. This reflects the pent-up demand for legislative action due to last year's abbreviated session. But the legislature did not change their ways up waiting till the last minute to adopt measures.

There ended up being 654 bills passed by both chambers during the regular session. Of those only 81 were passed prior to the last week of session. So, 573 bills were passed in the last week in addition to dealing with the budget. That is a lot of issues that really did not likely receive their proper vetting.

After session GOP leaders stated “New Leadership but same leadership tactics.”

Veto session will be the last two weeks of October – well 3 days each week. October 19, 20, 21. And October 26, 27, and 28. Don’t be surprised if part or most of Veto Session is cancelled.

I don’t want any of you to think that SUAA didn’t earn its keep this past year. A bill to reduce the 7-year 50% tuition wavier while brought to the forefront was never called. It would have reduced the 7-year wait to 4 years. This is not a good time for the ask.

There is a revolving door in the Chicago Public Schools Pension System along with a couple of other like institutions. The original bill included a clause that would no doubt prohibit pension systems from collecting dues from organizations such as SUAA. There was an amendment to the bill which eliminated our worries. However, once we were eliminated SUAA still supported the bill as the revolving needed to be closed. Originally sponsored by a Republican in the House, a Democrat picked it up in the Senate. It hit a home run in both houses as there were no NAY votes. This doesn’t happen all that much.

We worked to pass Senator Martwick’s Supplemental Defined Contribution Plan or 457(b) deferred compensation plan. While this is an opt out plan, it is designed to help Tier II employees further save for retirement. It goes into effect on June 30, 2023, for the duration of the employees SURS-covered employment.

As many of you know, SUAA worked to help pass the Graduated Income Tax. Unfortunately, it was defeated. This most likely will not come forward again well at least not in this decade. In fact, there was a bill introduced that would not allow it to come forward again. It ever made it to the surface, but it is there.

We worked with SURS as the pension system introduced a variety of enhancements to the Self-Managed Plan now called the SURS Retirement Savings Plan.

Term Limits for Leadership

Both the House and the Senate have now adopted rules that have term limits for leaders of their chambers. This is a development that many lawmakers have sought for decades.

There are no term limits for members of the legislature but there does not necessarily need to be limits for rank and file members. The median years served for each caucus:

- *Senate Dems 8.0 years*
- *Senate GOP 4.5 years*
- *House Dems 4.0 years*
- *House GOP 2.0 years*

This turnover further underscores the need to continually educate your elected officials about your issues.

Reconvene General Assembly

The General Assembly met again two weeks after the passage of the budget. They adopted legislation for an elected school board. Also, it was fortuitous that they met because there were drafting errors in the budget. They needed to vote to fix those. Republicans argued that you are more likely to have those mistakes when the budget is introduced and voted on without proper time to review it.

Once item that did not get ratified was a long- anticipated Energy legislation. Many stakeholders including labor, enviro groups and utilities have been working on this for years. There appears to be a stalemate between Senate President Harmon and Governor Pritzker. The legislature will likely reconvene in the summer to address this.

If you are in Springfield, please visit us at the State Fair August 13 through 21st. SUAA will be in the Illinois Building.

I am not sure what will come our way between now and Veto Session, but I can assure you that Matt and I will be vigilant. When things get too quiet, we know something will pop up that will cause us to be fully engaged.

The SUAA Annual Meeting will be held in Normal, IL at the ISU Alumni Center in person on Wednesday, November 17th.

Which leads me back to if you weren't at the Zoom SUAA Annual Meeting, be sure to catch Attorney Aaron Maduff's comments about the elimination of the pension protection clause in the Illinois Constitution. We will have it up soon on the SUAA website.

Again, thanks for inviting me!

Stacy leaves at 1:10 p.m.

Linda@suaa.org
217-553-1091

Hopefully we can have Linda for Council of Councils
She has a mountain of information.

Linda leaves at 1:22 p.m.

Take a break at 1:23 p.m.

Larry joins at 1:24 p.m.

Back from break at 1:30 p.m.

Guests (cont.): Larry Curtis, Employer Services Manager - State University Retirement System (SURS)
2 new plans for retirement.

1. RSP replaced the self-managed plan
 - Under the self-managed plan, there was a lump sum distribution or an annuity.
 - More than 50% would take the lump sum.
 - Give up health insurance benefits and ran out of money early after about 5 years.
 - Under RSP, investments shift in guaranteed lifetime funds.
 - White label funds. Good funds and reduced fees.
 - Things start to change when you hit 50.

Bob Curry joins at 1:42 p.m.

2. Defined Contribution Plan (DCP)
 - Employers can make optional contributions to this plan.
 - 457 (b) plan
 - Adopted no later than September 1st of this year.

If you're hired after July 1, 2023, you will be automatically enrolled into SURS. Can opt out or change pensionable savings. This is for the DCP.

Tier 2 gets more of the benefits of that Tier 1 had in this plan. Today, Tier 2 can retire at 67. They can retire at 62 but will lose ½% reduction of their annuity for each month they're away from 67. That's about 6% reduction. The Defined Contribution Plan will help Tier 2 employees fill in that void between 62 and 67.

New administrative rule to JCAR. Definition of an employee for SURS.

Executive Director of SURS resigned. Will begin a new search for one next month.

Larry served on this committee (EAC) for 7 years. SURS had him step away; SURS doesn't have a whole lot to do with Civil Service as they are a separate entity. Larry always admired the work EAC has done. It's not just a committee to sit on.

Tier 2 is the biggest benefactor of the Defined Contribution Plan. Tier 1 can utilize it too, but it's really going to benefit the Tier 2 employees. Tier 2 is just locked into different things and is super limited.

3% for the Defined Contribution Plan

- This can help fill in between that 6% reduction to help folks retire earlier.

Andy returns at 2:08 p.m.

Unpaid/unused sick days will be calculated and converted in order to increase your service credit and also enhance your plan on your retirement.

- 180 days of sick = 1 year of service credit
- 90 days = ½ year

Vacation can be used up to unused/unpaid 58 days.

- Will increase your average earnings.

Larry leaves and we take a break at 2:44 p.m.

Back at 3:01 p.m.

Report of SUCSS Interim Executive Director – Gail: (cont.)

Governance Risk & Compliance Audit – Gail

Cindy is currently helping out at NEIU.

IBHE will be on site. UIUC and WIU will be signed soon. NEIU just finished. DSCC, SIUC, and SIUE are in progress. UIC is coming up. Not drafted yet.

Andy returns at 3:04 p.m.

Extra help and PAA are still issues on many campuses. Academic Hourly is a concern at UIUC. CSU is currently working in an ongoing state with the System Office due to their deficits. They still have no delegated authority.

SUCSS audits HR functions; payroll, classifications, employees being paid within ranges, etc. Compliance audits are done in the Auditor General's office.

Legal Update – Gail

4 or 5 pending discharges now. This literally just happened. This won't be ready by the next MB meeting though. If they request hearings, they'll be presented at their next meeting in maybe December. 1 at WIU and the rest are from UIC and UIUC.

Electrician exam compromise of 2018 in Madison County

- With the Delta variant running rampant there right now, things will probably be delayed again.

Christopher Bean – UIC

- Discharged in December by the MB. Filed an administrative review.

NEIU has filed charges against SUCSS.

- Administrative review regarding Karl Seymour. 120-day unpaid suspension was the result from the last MB meeting. The university doesn't agree with this decision.

Employee senates are made up of employees all over. Concerns at GSU about HR employees serving on CS senate.

Discussion:

Return to work.

- All faculty, staff, and students at UIUC are required to get vaccinated. If you can't get it, you still need to wear a mask and get tested constantly.
- People are resistant to come back to work.

EAC Calendar – *Meeting dates and locations for 2021:*

We don't know yet if we're meeting in person in October.

Council of Councils – NEIU is hosting virtually this year and in person in 2022

We need a volunteer for Council of Councils 2023.

Motion to Adjourn: Rick Marr **Seconded by:** John Hulseberg

The meeting was adjourned at 3:39 p.m. by Jill Odom.

Respectfully submitted,



Mary Serio, Secretary



Jill Odom, Chair