



State Universities Civil Service System

1717 Philo Road, Suite 24

Urbana, IL 61802

217/278-3150

Agenda for the Human Resource Directors Advisory Committee Meeting

Date: November 8, 2016

Time: 10:00 a.m.

1. Welcome and Introductions

2. Update on proposed rulemaking to Section 250.119 of the Code

Update on the status of the proposed rulemaking to Section 250.119 of the Code regarding furloughs.

- *JCAR Meeting Update*

3. FLSA changes as related to Merit Board Policy Relating to Employee Benefits

At the August 17, 2016 Merit Board Meeting, an action item was on the agenda for a vote to “grandfather” those employees hired before December 1, 2016 the opportunity to continue accruing vacation on the same accrual schedule prior to the mandated FLSA change. While concerns were expressed by specific board members, the board voted in favor of this language. .

- *Merit Board Policy Relating to Employee Benefits*
- *Work Study Committee – develop a committee to explore and to review ideas to change the benefit recommendations. Move to on vacation schedule, provide only base level of vacation and allow more flexibility for employers, etc.*
- *UI System representatives have requested a few minutes to discuss scenarios connected with ‘grandfathering’ employs and allowing them to continue to earn vacation at the current rate.*

4. Discussion regarding the proposed change to the “Merit Board Policy Relating to Employee Benefits” regarding sick leave based on Public Act 99-0841

On August 19, 2016, Governor Rauner signed HB 6162 which became Public Act 99-0841, effective January 1, 2017, that allows employees who earn paid sick leave to use their sick leave for absences due to an illness, injury, or medical appointment for their child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent.

5. Rule of Three Interpretation

- *Review of application of Rule of Three related to multiple vacancies*

6. Discussion of Seniority and Bumping for Professional and Managerial Positions

7. Grant Funded Positions, Seniority and Bumping Provisions

8. Discussion regarding possible statute changes

a. *Out-of-State recruitment*

- *Discussion on removing semi-professional from out-of-state recruitment lists (please note, some individual titles may need to be transferred to the professional designation)*

- b. *Allow municipal police to transfer to universities*
- c. *Additional authority to implement furlough programs*
- d. *Scheduling and completing a discharge hearing*
- e. *Clarify delegation of authority to the Executive Director*
- f. *Allow for Pilot programs*
- g. *Language changes*
- h. *Student Employment Pathway Program*

9. Update and action regarding proposed rulemaking to Section 250.110 of the Code (80 Ill. Adm. Code §250.110) –

- *Update on the status of the proposed rulemaking revisions to the new Section 250.110 of the Code. There has been a formal challenge to JCAR to the rule, details will be provided.*

10. Specialty Factors

Review of designated Specialty Factors that can be designated at the campus level. This will be in addition to the Specialty Factors already associated with the Custom Classifications.

11. Report of the Executive Director – Jeff Brownfield

- a. Class Update
- b. Occupational Area Classification Project (Professional, Clerical, etc.)
- c. Governance, Risk, and Compliance Audit Update
- d. Agency Budget / Staff Update
- e. Legal Updates
- f. Disciplinary Meetings
- g. Prevailing Wage
- h. Student Employment Pathway Program

12. Calendar 2017 Meeting Dates (may need to adjust based on MB dates)

- Friday, January 27, 2017
- Friday, April 28, 2017
- Friday, July 28, 2017
- Friday, October 27, 2017

13. Other Items as Presented