#### STATE OF ILLINOIS BOARD OF HIGHER EDUCATION

## **REPORT ON COMPENSABLE SICK LEAVE**

State statute requires the Board of Higher Education to prepare a report showing the amount by which the costs associated with compensable sick leave have been reduced as a result of the termination of compensable sick leave accrual. The report is limited to compensable sick leave for state employees who are participants of the State University Retirement System and is required annually

**History/Statutory Authorizations.** Public Act 83-976 created a new benefit for state employees allowing for payouts of unused sick leave days upon retirement, resignation, death, or termination from service. The benefit was intended to reduce the amount of sick leave time used by state employees. Concerns regarding the growing costs related to sick leave payouts and liabilities resulted in an amendment to the State Finance Act in 1998 that eliminated any further accumulation of compensable sick leave on January 1, 1998.

The State Finance Act (30 ILCS 105/14a) permits state employees to receive a payout upon their retirement, resignation, or termination from service for any unused accumulated sick leave days earned from January 1, 1984 through December 31, 1997. The payouts are computed by multiplying one-half of the number of accumulated sick leave days by the daily rate of an employee's salary at the time of separation from service. Participants of the State University Retirement System who are eligible for this benefit include employees of public universities, the Illinois Community College Board, Illinois Mathematics and Science Academy, State Universities Civil Service System, State Universities Retirement System, and the Illinois Board of Higher Education. This benefit as authorized by the State Finance Act does not apply to employees of community college districts. Employees of the Illinois Student Assistance Commission are eligible for this benefit, but are participants in the State Employees Retirement System and, therefore, are not included in the scope of this report.

**Expenditures.** Table 1 summarizes expenditures made by Illinois higher education institutions and agencies for accumulated sick leave for fiscal years 2004 through 2013. Expenditures for accumulated sick leave payouts vary annually depending on the number of employee separations each year and the salary levels of the persons leaving employment. During the ten years examined in this report, expenditures ranged from \$10.5 million in fiscal year 2013 to \$20.9 million in fiscal year 2004.

Illinois public universities, the Illinois Mathematics and Science Academy, and higher education agencies spent \$10.5 million in fiscal year 2013 for compensable sick leave, approximately \$10,423,000, or 49.8 percent, less than in fiscal year 2004. Of the total amount expended in fiscal year 2013, \$5.6 million, or 53.6 percent of the total, were from state general funds.

Tables A-1 through A-10 in the appendix provide detailed information regarding the expenditures made by each public university, the Illinois Mathematics and Science Academy, and higher education agencies by fund for fiscal years 2004 through 2013.

Accrued Liabilities. Table 2 presents accumulated sick leave liabilities for public universities, the Illinois Mathematics and Science Academy, and higher education agencies for fiscal years 2004 through 2013. The accumulated liability reflects the total value of one-half of the unused sick leave days earned between January 1, 1984 and December 31, 1997 by existing higher education employees. The total liability listed for each year is based on the employees' salaries for the listed fiscal year.

Table 2 shows that accumulated sick leave liability decreased each year between fiscal years 2004 and 2013. Accumulated liability decreased from \$172.7 million in fiscal year 2004 to \$80.6 million in fiscal year 2013, a decrease of \$92.1 million, or 53.3 percent. Approximately 63.1 percent of the fiscal year 2013 accrued liability for sick leave is from state general funds.

Tables A-11 through A-20 in the appendix provide detailed information regarding accumulated sick leave liability for each public university, the Illinois Mathematics and Science Academy, and higher education agencies by fund for fiscal years 2004 through 2013.

**Conclusion.** Accumulated liabilities for sick leave payouts continue to decrease in comparison to 1998, the year in which this employee benefit was terminated and accumulated liabilities totaled \$230.7 million. Expenditures and liabilities should continue this downward trend as additional employees separate from service with State Universities Retirement System employers in the future.

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#### Table 1

#### Illinois Higher Education Institutions and Agencies Expenditures for Accumulated Sick Leave Fiscal Years 2004 - 2013

(in thousands of dollars)	<u>FY 2004</u>	<u>FY 2005</u>	Revised FY 2006	<u>FY 2007</u>	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>	<u>FY 2013</u>		Years	Between 2004-2013 Percent Change
Public Universities *	\$ 20,693.8	\$ 15,018.5	\$ 15,076.6	\$ 14,553.4	\$ 13,574.5	\$ 13,576.4	\$ 11,714.9	\$ 19,641.7	\$ 18,819.6	\$ 10,424.9	\$(10,26	8.9)	(49.6) %
Illinois Community College Board	6.3	49.4	2.8	10.5	-	-	-	7.4	19.1	-	\$	(6.3)	(100.0)
Illinois Mathematics and Science Academy	122.7	25.5	63.0	193.0	19.0	99.6	14.2	5.0	66.0	65.9	\$ (5	6.8)	(46.3)
State Universities Civil Service System	-	0.9	11.5	-	-	1.8	-	-	11.6	-		-	-
State Universities Retirement System	29.2	35.8	8.4	21.8	3.9	12.4	14.1	50.1	7.5	-	\$ (2	.9.2)	(100.0)
Illinois Board of Higher Education	64.0	1.0	23.0	19.0						2.2	\$ (6	51.8)	(96.6)
TOTAL	\$ 20,916.0	\$ 15,131.1	\$ 15,185.3	\$ 14,797.7	\$ 13,597.4	\$ 13,690.2	\$ 11,743.2	\$ 19,704.2	\$ 18,923.8	\$ 10,493.0	\$(10,42	3.0)	(49.8) %
<u>Total by Fund</u> State Appropriated Funds University Income Funds Other Non-State Appropriated Funds	15,212.9 2,596.5 3,106.6	10,713.5 1,585.6 2,832.0	9,869.0 2,108.9 3,207.4	9,730.3 2,467.2 2,600.2	8,735.1 1,863.4 2,998.9	8,333.3 2,478.0 2,878.9	6,480.1 2,795.3 2,467.8	11,872.6 2,887.2 4,944.4	9,922.4 5,390.1 3,611.3	5,620.4 2,313.5 2,559.1	\$ (54	(3.0) (7.5)	(63.1) (10.9) (17.6)
	\$ 20,916.0	\$ 15,131.1	\$ 15,185.3	\$ 14,797.7	\$ 13,597.4	\$ 13,690.2	\$ 11,743.2	\$ 19,704.2	\$ 18,923.8	\$ 10,493.0	\$(10,42	3.0)	(49.8) %

\* Revised November 2007

Table 2

#### Illinois Higher Education Institutions and Agencies Accumulated Sick Leave Liabilities Fiscal Years 2004 - 2013

(in thousands of dollars)	FY 2004	<u>FY 2005</u>	<u>FY 2006</u>	FY 2007	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>	<u>FY 2012</u>	<u>FY 2013</u>	Difference Fiscal Years 2 Dollar Change	
Public Universities	\$ 171,559.8	\$ 165,549.0	\$ 155,052.7	\$ 148,018.7	\$ 140,094.3	\$ 131,457.1	\$ 121,039.1	\$ 103,839.2	\$ 87,820.7	\$ 80,164.4	\$ (91,395.4)	(53.3) %
Illinois Community College Board	121.0	75.0	75.0	69.9	63.9	45.0	45.0	40.2	17.3	17.0	\$ (104.0)	(86.0)
Illinois Mathematics and Science Academy	695.0	703.0	354.0	505.0	508.0	519.0	435.0	416.0	369.0	309.0	\$ (386.0)	(55.5)
State Universities Civil Service System	25.8	25.4	14.8	15.2	15.7	14.6	15.0	15.0	4.0	4.0	\$ (21.8)	(84.5)
State Universities Retirement System	234.4	220.6	216.5	198.6	178.0	178.7	169.9	169.9	115.0	115.6	\$ (118.8)	(50.7)
Illinois Board of Higher Education	68.0	68.0	51.0	33.0	34.8	35.5	35.5	35.5	36.3	36.9	\$ (31.1)	(45.7)
TOTAL	\$ 172,704.0	\$ 166,641.0	\$ 155,764.0	\$ 148,840.4	\$ 140,894.8	\$ 132,249.9	\$ 121,739.5	\$ 104,515.8	\$ 88,362.3	\$ 80,646.9	\$ (92,057.1)	(53.3) %
<u>Total by Fund</u> State Appropriated Funds University Income Funds Other Non-State Appropriated Funds	122,180.9 24,052.7 26,470.4	118,103.3 25,442.9 23,094.8	104,819.3 24,790.4 26,154.3	99,276.7 24,841.9 24,409.8	91,068.5 26,516.4 23,309.9	89,174.6 21,180.6 21,894.7	82,787.0 19,255.9 19,696.6	65,975.7 20,773.6 17,766.5	55,252.0 18,299.7 14,810.6	50,951.2 17,118.3 12,577.4	\$ (71,229.7) \$ (6,934.4) \$ (13,893.0)	(58.3) (28.8) (52.5)
	\$ 172,704.0	\$166,641.0	\$ 155,764.0	\$ 148,528.4	\$ 140,894.8	\$ 132,249.9	\$ 121,739.5	\$ 104,515.8	\$ 88,362.3	\$ 80,646.9	\$ (92,057.1)	(53.3) %

## Table A-1 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2013

#### (in thousands of dollars)

	Appro	ate priated nds	Ι	niversity ncome Funds	App	Other Non- State Appropriated Funds		Total
Chicago State University	\$	296.0	\$	188.0	\$	61.0		545.0
Eastern Illinois University	Ŷ		Ŷ	573.1	Ŷ	2.9		576.0
Governors State University		38.5		33.0		2.0		73.5
Illinois State University		-		844.5		148.7		993.2
Northeastern Illinois University		-		258.6		-		258.6
Northern Illinois University		216.9		232.3		120.2		569.4
Western Illinois University		372.2		-		0.0		372.2
Southern Illinois University		211.9		184.0		61.3		457.2
Carbondale		153.0		165.7		24.1		342.8
School of Medicine		39.2		-		14.3		53.5
Edwardsville		19.7		18.3		22.9		60.9
University Administration		-		-		-		-
University of Illinois	4	<u>,416.8</u>				2,163.0		6,579.8
Chicago	1	,644.7		-		1,133.1		2,777.8
Springfield		177.6		-		2.4		180.0
Urbana-Champaign	2	,272.4		-		977.4		3,249.8
University Administration		322.1		-		50.1		372.2
Total Universities	5	,552.3		2,313.5		2,559.1		10,424.9
Illinois Community College Board		-		-		-		-
Illinois Mathematics and Science Academy		65.9		-		-		65.9
State Universities Civil Service System		-		-		-		-
Board of Higher Education		2.2		-		-		2.2
State University Retirement System		-		-				-
Total	\$5	,620.4	\$	2,313.5	\$	2,559.1	\$	10,493.0

### Table A-2 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2012

#### (in thousands of dollars)

(in thousands of donars)	State Appropriated Funds		University Income Funds		Other Non- State Appropriated Funds		 Total
Chicago State University	\$	322.4	\$	322.3	\$	30.2	674.9
Eastern Illinois University		-		981.0		74.1	1,055.1
Governors State University		181.5		144.3		3.3	329.1
Illinois State University		-		685.3		76.7	762.0
Northeastern Illinois University		-		1,483.0		5.3	1,488.3
Northern Illinois University		727.2		710.8		159.6	1,597.6
Western Illinois University		1,420.3		-		154.2	1,574.5
Southern Illinois University		1,229.1		1,063.4		519.0	 2,811.5
Carbondale		960.9		719.8		327.1	2,007.8
School of Medicine		152.1		247.8		126.5	526.4
Edwardsville		116.1		95.8		65.4	277.3
University Administration		-		-		-	-
University of Illinois		5,945.2				2,581.4	 8,526.6
Chicago		2,203.5		-		1,313.6	3,517.1
Springfield		277.4		-		32.1	309.5
Urbana-Champaign		3,120.7		-		1,190.1	4,310.8
University Administration		343.6		-		45.6	389.2
Total Universities		9,825.7		5,390.1		3,603.8	18,819.6
Illinois Community College Board		19.1		-		-	19.1
Illinois Mathematics and Science Academy		66.0		-		-	66.0
State Universities Civil Service System		11.6		-		-	11.6
Board of Higher Education		-		-		-	-
State University Retirement System		-		-		7.5	7.5
Total	\$	9,922.4	\$	5,390.1	\$	3,611.3	\$ 18,923.8

### Table A-3 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2011

#### (in thousands of dollars)

(in thousands of dollars)	StateUniversityAppropriatedIncomeFundsFunds		Other Non- State Appropriated Funds	Total
Chicago State University	\$ 407.4	\$ 240.6	\$ 300.9	948.9
Eastern Illinois University	-	549.5	95.4	644.9
Governors State University	114.6	59.0	0.2	173.8
Illinois State University	145.9	364.4	197.7	708.0
Northeastern Illinois University	-	574.0	0.2	574.2
Northern Illinois University	599.6	595.2	169.8	1,364.6
Western Illinois University	1,308.2	-	154.9	1,463.1
Southern Illinois University	772.6	504.5	295.2	1,572.3
Carbondale	498.3	349.0	137.9	985.2
School of Medicine	161.4	29.4	144.3	335.1
Edwardsville	100.2	126.1	13.0	239.3
University Administration	12.7	-	-	12.7
University of Illinois	8,511.9	-	3,680.0	12,191.9
Chicago	2,639.8		1,645.8	4,285.6
Springfield	196.0	-	32.4	228.4
Urbana-Champaign	5,519.2	-	1,933.0	7,452.2
University Administration	156.9	-	68.8	225.7
Total Universities	11,860.2	2,887.2	4,894.3	19,641.7
Illinois Community College Board	7.4	-	-	7.4
Illinois Mathematics and Science Academy	5.0	-	-	5.0
State Universities Civil Service System	-	-	-	-
Board of Higher Education	-	-	-	-
State University Retirement System	-	-	50.1	50.1
Total	\$ 11,872.6	\$ 2,887.2	\$ 4,944.4	\$ 19,704.2

### Table A-4 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2010

#### (in thousands of dollars)

(in thousands of dollars)	Appro	tate opriated inds	University Income Funds		Other Non- State Appropriated Funds		 Total
Chicago State University	\$	120.4	\$	58.2	\$	35.5	214.1
Eastern Illinois University		-		1,094.4		32.1	1,126.5
Governors State University		224.3		-		25.2	249.5
Illinois State University		265.1		492.8		177.2	935.1
Northeastern Illinois University		-		409.4		-	409.4
Northern Illinois University		529.3		409.7		71.9	1,010.9
Western Illinois University		811.5				67.3	878.8
Southern Illinois University		531.3		330.8		246.7	 1,108.8
Carbondale		353.6		222.9		87.9	664.4
School of Medicine		81.4		17.5		128.0	226.9
Edwardsville		96.3		90.4		30.8	217.5
University Administration		-		-		-	-
University of Illinois		<u>3,984.0</u>				1,797.8	 5,781.8
Chicago	1	1,109.9		-		966.4	2,076.3
Springfield		233.9		-		6.5	240.4
Urbana-Champaign	2	2,428.0		-		732.3	3,160.3
University Administration		212.2		-		92.6	304.8
Total Universities	6	5,465.9		2,795.3		2,453.7	11,714.9
Illinois Community College Board		-		-		-	-
Illinois Mathematics and Science Academy		14.2		-		-	14.2
State Universities Civil Service System		-		-		-	-
Board of Higher Education		-		-		-	-
State University Retirement System		-		-		14.1	14.1
Total	\$ 6	5,480.1	\$	2,795.3	\$	2,467.8	\$ 11,743.2

### Table A-5 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2009

#### (in thousands of dollars)

(in thousands of dollars)	StateUniversityAppropriatedIncomeFundsFunds		Other Non- State Appropriated Funds	Total
Chicago State University	\$ 132.0	\$ 104.3	\$ 4.5	240.8
Eastern Illinois University	440.3	468.0	21.9	930.2
Governors State University	302.8	-	23.8	326.6
Illinois State University	231.8	567.6	138.9	938.3
Northeastern Illinois University	-	671.0	4.8	675.8
Northern Illinois University	289.3	243.8	48.3	581.4
Western Illinois University	974.2	-	76.0	1,050.2
Southern Illinois University	683.3	423.3	257.3	1,363.9
Carbondale	366.0	221.9	135.1	723.0
School of Medicine	170.6	59.6	102.6	332.8
Edwardsville	146.7	141.8	19.6	308.1
University Administration	-	-	-	-
University of Illinois	5,182.2	<u> </u>	2,287.0	7,469.2
Chicago	1,758.8	-	942.5	2,701.3
Springfield	243.4	-	4.7	248.1
Urbana-Champaign	3,055.2	-	1,195.9	4,251.1
University Administration	124.8	-	143.9	268.7
Total Universities	8,235.9	2,478.0	2,862.5	13,576.4
Illinois Community College Board	-	-	-	-
Illinois Mathematics and Science Academy	95.6	-	4.0	99.6
State Universities Civil Service System	1.8	-	-	1.8
Board of Higher Education	-	-	-	-
State University Retirement System	-	-	12.4	12.4
Total	\$ 8,333.3	\$ 2,478.0	\$ 2,878.9	\$ 13,690.2

### Table A-6 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2008

#### (in thousands of dollars)

(in thousands of dollars)	Appropriated		Ι	niversity ncome Funds	Other Non- State Appropriated Funds		 Total
Chicago State University	\$	283.3	\$	109.9	\$	-	393.2
Eastern Illinois University		460.6		487.1		40.8	988.5
Governors State University		150.7		9.1		-	159.8
Illinois State University		314.8		418.4		174.4	907.6
Northeastern Illinois University		604.6		122.0		-	726.6
Northern Illinois University		408.8		325.6		30.8	765.2
Western Illinois University		1,398.7		-		54.8	1,453.5
Southern Illinois University		784.9		391.3		365.2	 1,541.4
Carbondale		444.3		252.7		224.9	921.9
School of Medicine		207.6		21.6		96.3	325.5
Edwardsville		122.1		117.0		44.0	283.1
University Administration		10.9		-		-	10.9
University of Illinois		4,309.7		<u> </u>		2,329.0	 6,638.7
Chicago		1,389.5		-		1,082.6	2,472.1
Springfield		172.2		-		-	172.2
Urbana-Champaign		2,457.4		-		1,089.8	3,547.2
University Administration		290.6		-		156.6	447.2
Total Universities	:	8,716.1		1,863.4		2,995.0	13,574.5
Illinois Community College Board		-		-		-	-
Illinois Mathematics and Science Academy		19.0		-		-	19.0
State Universities Civil Service System		-		-		-	-
Board of Higher Education		-		-		-	-
State University Retirement System		-		-		3.9	3.9
Total	\$	8,735.1	\$	1,863.4	\$	2,998.9	\$ 13,597.4

### Table A-7 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2007

#### (in thousands of dollars)

(in thousands of dollars)	State Appropriated Funds	University Income Funds	Other Non- State Appropriated Funds	Total
Chicago State University	\$ 190.8	\$ 235.4	\$ 13.2	439.4
Eastern Illinois University	474.0	477.0	27.3	978.3
Governors State University	617.3	19.2	-	636.5
Illinois State University	394.3	364.4	197.1	955.8
Northeastern Illinois University	535.6	402.1	72.0	1,009.7
Northern Illinois University	709.5	522.1	117.7	1,349.3
Western Illinois University	1,054.3	-	24.2	1,078.5
Southern Illinois University	708.1	447.0	199.8	1,354.9
Carbondale	391.0	225.2	121.2	737.4
School of Medicine	81.3	24.2	29.9	135.4
Edwardsville	235.8	197.6	36.5	469.9
University Administration	-	-	12.2	12.2
University of Illinois	4,823.9		1,927.1	6,751.0
Chicago	1,466.3	-	918.5	2,384.8
Springfield	243.8	-	0.5	244.3
Urbana-Champaign	2,659.6	-	874.0	3,533.6
University Administration	454.2	-	134.1	588.3
Total Universities	9,507.8	2,467.2	2,578.4	14,553.4
Illinois Community College Board	10.5	-	-	10.5
Illinois Mathematics and Science Academy	193.0	-	-	193.0
State Universities Civil Service System	-	-	-	-
Board of Higher Education	19.0	-	-	19.0
State University Retirement System	-	-	21.8	21.8
Total	\$ 9,730.3	\$ 2,467.2	\$ 2,600.2	\$ 14,797.7

### Table A-8 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2006 (REVISED)

#### (in thousands of dollars)

(in thousands of donars)	State Appropriated Funds		]	University Income Funds		Other Non- State Appropriated Funds		Total
Chicago State University*	\$	299.6	\$	118.9	\$	5.0	\$	423.4
Eastern Illinois University		402.8		387.0		41.1		830.9
Governors State University		312.0		98.5		-		410.5
Illinois State University		383.5		375.2		325.1		1,083.8
Northeastern Illinois University		38.5		274.7		-		313.2
Northern Illinois University		587.2		393.1		144.9		1,125.2
Western Illinois University		1,659.9		-		104.7		1,764.6
Southern Illinois University		817.7		461.5		226.3		1,505.5
Carbondale		417.1		322.5		174.8		914.4
School of Medicine		175.1		28.0		42.6		245.7
Edwardsville		225.5		111.0		4.6		341.1
University Administration		-		-		4.3		4.3
University of Illinois		5,267.6		-		2,351.9		7,619.5
Chicago		1,616.9		-		1,195.4		2,812.3
Springfield		101.8		-		-		101.8
Urbana-Champaign		3,244.0		-		1,008.1		4,252.1
University Administration		304.9		-		148.4		453.3
Total Universities		9,768.8		2,108.9		3,199.0		15,076.6
Illinois Community College Board		2.8		-		-		2.8
Illinois Mathematics and Science Academy		63.0		-		-		63.0
State Universities Civil Service System		11.5		-		-		11.5
Board of Higher Education		23.0		-		-		23.0
State University Retirement System		-		-		8.4		8.4
Total	\$	9,869.1	\$	2,108.9	\$	3,207.4	\$	15,185.3

\* Revised November 2007

### Table A-9 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2005

#### (in thousands of dollars)

(in thousands of dollars)	StateUniversityAppropriatedIncomeFundsFunds		Other Non- State Appropriated Funds	Total
Chicago State University	\$ 284.1	\$ 201.8	\$ 1.4	\$ 487.3
Eastern Illinois University	448.5	366.9	125.0	940.4
Governors State University	215.5	60.5		276.0
Illinois State University	573.8	57.1	220.6	851.5
Northeastern Illinois University	276.6	212.9	1.3	490.8
Northern Illinois University	498.3	243.2	107.0	848.5
Western Illinois University	1,331.1	-	176.9	1,508.0
Southern Illinois University	736.0	443.2	167.3	1,346.5
Carbondale	364.7	286.6	141.5	792.8
School of Medicine	121.0	49.3	18.1	188.4
Edwardsville	250.3	107.3	7.7	365.3
University Administration	-	-	-	-
University of Illinois	6,272.8	<u> </u>	1,996.7	8,269.5
Chicago	1,844.6	-	886.7	2,731.3
Springfield	396.2	-	8.7	404.9
Urbana-Champaign	3,389.2	-	1,066.2	4,455.4
University Administration	642.8	-	35.1	677.9
Total Universities	10,636.7	1,585.6	2,796.2	15,018.5
Illinois Community College Board	49.4	-	-	49.4
Illinois Mathematics and Science Academy	25.5	-		25.5
State Universities Civil Service System	0.9	-	-	0.9
Board of Higher Education	1.0	-	-	1.0
State University Retirement System	-	-	35.8	35.8
Total	\$ 10,713.5	\$ 1,585.6	\$ 2,832.0	\$ 15,131.1

#### Table A-10 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES EXPENDITURES FOR ACCUMULATED SICK LEAVE FISCAL YEAR 2004

#### (in thousands of dollars)

(in thousands of dollars)	State Appropriated Funds	University Income Funds	Other Non- State Appropriated Funds	Total
Chicago State University	\$ 297.3	\$ 251.3	\$ 16.7	\$ 565.3
Eastern Illinois University	666.0	502.5	76.7	1,245.2
Governors State University	470.9	39.5	3.3	513.7
Illinois State University	412.4	273.0	267.2	952.6
Northeastern Illinois University	1,214.0	648.0	-	1,862.0
Northern Illinois University	700.0	341.7	72.5	1,114.2
Western Illinois University	4,562.0	-	414.0	4,976.0
Southern Illinois University	1,220.6	540.5	237.4	1,998.5
Carbondale	677.6	283.6	143.6	1,104.8
School of Medicine	118.3	5.8	48.4	172.5
Edwardsville	392.7	251.1	16.4	660.2
University Administration	32.0	-	29.0	61.0
University of Illinois	5,476.7		1,989.6	7,466.3
Chicago	2,121.5	-	999.0	3,120.5
Springfield	177.7	-	3.5	181.2
Urbana-Champaign	2,856.7	-	854.6	3,711.3
University Administration	320.8	-	132.5	453.3
Total Universities	15,019.9	2,596.5	3,077.4	20,693.8
Illinois Community College Board	6.3	-	-	6.3
Illinois Mathematics and Science Academy	122.7	-	-	122.7
State Universities Civil Service System	-	-	-	-
Board of Higher Education	64.0	-	-	64.0
State University Retirement System	-	-	29.2	29.2
Total	\$ 15,212.9	\$ 2,596.5	\$ 3,106.6	\$ 20,916.0

## Table A-11 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2013

## (in thousands of dollars)

	State Appropriated Funds	University Income Funds	Other Non- State Appropriated Funds	Total
Chicago State University	\$ 1,424.0	\$ 186.0	\$ 67.0	\$ 1,677.0
Eastern Illinois University	\$ 1,424.0	4,722.4	\$	5,273.5
Governors State University	471.3	375.3	15.6	862.2
Illinois State University	-	4,550.2	639.3	5,189.5
Northeastern Illinois University	_	2,038.7	0.4	2,039.1
Northern Illinois University	2,417.9	2,588.9	591.4	5,598.2
Western Illinois University	4,457.0	2,500.9	367.2	4,824.2
western minors enryeisity	+,+57.0		507.2	7,027.2
Southern Illinois University	4,235.5	2,656.8	1,102.6	7,994.9
Carbondale	2,021.1	1,611.4	363.8	3,996.3
School of Medicine	1,181.7	128.4	562.7	1,872.8
Edwardsville	989.8	917.0	170.1	2,076.9
University Administration	42.9	-	6.0	48.9
·				
University of Illinois	37,578.6		9,127.2	46,705.8
Chicago	11,365.4	-	4,912.0	16,277.4
Springfield	749.8	-	18.2	768.0
Urbana-Champaign	24,294.1	-	3,939.6	28,233.7
University Administration	1,169.3	-	257.4	1,426.7
Total Universities	50,584.3	17,118.3	12,461.8	80,164.4
Illinois Community College Board	17.0	-	-	17.0
Illinois Mathematics and Science Academy	309.0	-	-	309.0
State Universities Civil Service System	4.0	-	-	4.0
Board of Higher Education	36.9			36.9
State University Retirement System	-	-	115.6	115.6
Total	\$ 50,951.2	\$ 17,118.3	\$ 12,577.4	\$ 80,646.9

### Table A-12 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2012

#### (in thousands of dollars)

(in thousands of dollars)	State Appropriated Funds	University Income Funds	Other Non- State Appropriated Funds	Total
Chicago State University	\$ 1,535.5	\$ 200.5	\$ 117.5	\$ 1,853.5
Eastern Illinois University	-	5,169.6	297.4	5,467.0
Governors State University	633.8	504.0	20.9	1,158.7
Illinois State University	-	4,992.6	855.6	5,848.2
Northeastern Illinois University	-	2,034.7	0.4	2,035.1
Northern Illinois University	2,769.4	2,706.9	641.1	6,117.4
Western Illinois University	4,589.9	-	357.0	4,946.9
Southern Illinois University	4,609.1	2,691.4	1,684.7	8,985.2
Carbondale	2,331.0	1,736.9	805.0	4,872.9
School of Medicine	1,172.0	114.2	603.8	1,890.0
Edwardsville	1,017.5	840.3	271.1	2,128.9
University Administration	88.6	-	4.8	93.4
University of Illinois	40,687.7		10,721.0	51,408.7
Chicago	12,567.1	-	5,737.5	18,304.6
Springfield	787.6	-	17.3	804.9
Urbana-Champaign	25,972.9	-	4,691.4	30,664.3
University Administration	1,360.1	-	274.8	1,634.9
Total Universities	54,825.4	18,299.7	14,695.6	87,820.7
Illinois Community College Board	17.3	-	-	17.3
Illinois Mathematics and Science Academy	369.0	-	-	369.0
State Universities Civil Service System	4.0	-	-	4.0
Board of Higher Education	36.3			36.3
State University Retirement System	-	-	115.0	115.0
Total	\$ 55,252.0	\$ 18,299.7	\$ 14,810.6	\$ 88,362.3

### Table A-13 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2011

#### (in thousands of dollars)

(in mousands of donars)	State Appropriated Funds	University Income Funds	Other Non- State Appropriated Funds	Total
Chicago State University	\$ 1,982.0	\$ 259.0	\$ 135.0	\$ 2,376.0
Eastern Illinois University	-	5,958.2	502.5	6,460.7
Governors State University	975.0	502.2	140.8	1,618.0
Illinois State University	1,891.7	3,713.1	1,020.7	6,625.5
Northeastern Illinois University	-	3,373.0	6.3	3,379.3
Northern Illinois University	3,392.6	3,367.9	842.3	7,602.8
Western Illinois University	5,936.6	-	533.2	6,469.8
Southern Illinois University	5,778.3	3,600.2	1,896.3	11,274.8
Carbondale	3,392.9	2,256.1	836.4	6,485.4
School of Medicine	1,340.6	142.7	634.2	2,117.5
Edwardsville	954.0	1,201.4	420.6	2,576.0
University Administration	90.8	-	5.1	95.9
University of Illinois	45,512.8	<u> </u>	12,519.5	58,032.3
Chicago	14,585.6	-	6,744.0	21,329.6
Springfield	1,025.8	-	47.2	1,073.0
Urbana-Champaign	28,187.4	-	5,448.5	33,635.9
University Administration	1,714.0	-	279.8	1,993.8
Total Universities	65,469.0	20,773.6	17,596.6	103,839.2
Illinois Community College Board	40.2	-	-	40.2
Illinois Mathematics and Science Academy	416.0	-	-	416.0
State Universities Civil Service System	15.0	-	-	15.0
Board of Higher Education	35.5			35.5
State University Retirement System	-	-	169.9	169.9
Total	\$ 65,975.7	\$ 20,773.6	\$ 17,766.5	\$ 104,515.8

### Table A-14 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2010

#### (in thousands of dollars)

(in thousands of dollars)	State Appropriated Funds		University Income Funds		Other Non- State Appropriated Funds			Total
Chicago State University	\$	2,838.0	\$	331.0	\$	144.0	\$	3,313.0
Eastern Illinois University	φ	2,838.0 3,387.0	φ	3,126.5	φ	386.6	φ	5,515.0 6,900.1
Governors State University		1,409.6		465.6		500.0		1,875.2
Illinois State University		1,409.0		3,974.3		1,165.4		7,117.2
Northeastern Illinois University		1,977.5		3,962.0		6.0		3,968.0
Northern Illinois University		4,371.7		3,384.2		951.3		8,707.2
Western Illinois University		7,129.8		5,504.2		701.5		7,831.3
western minors oniversity		7,129.0		-		701.5		7,031.5
Southern Illinois University		7,093.2		4,012.3		1,718.7		12,824.2
Carbondale		4,124.4		2,600.4		643.0		7,367.8
School of Medicine		1,537.9		159.8		758.5		2,456.2
Edwardsville		1,334.2		1,252.1		312.2		2,898.5
University Administration		96.7		-		5.0		101.7
University of Illinois		54,049.7		-		14,453.2		68,502.9
Chicago		16,855.4				7,519.6		24,375.0
Springfield		1,215.4		_		75.7		1,291.1
Urbana-Champaign		34,063.8		-		6,542.2		40,606.0
University Administration		1,915.1		-		315.7		2,230.8
Total Universities		82,256.5		19,255.9		19,526.7		121,039.1
Illinois Community College Board		45.0		-		-		45.0
Illinois Mathematics and Science Academy		435.0		-		-		435.0
State Universities Civil Service System		15.0		-		-		15.0
Board of Higher Education		35.5						35.5
State University Retirement System		-		-		169.9		169.9
Total	\$	82,787.0	\$	19,255.9	\$	19,696.6	\$	121,739.5

#### Table A-15 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2009

#### (in thousands of dollars)

(in thousands of dollars)	State Appropriated Funds		University Income Funds		Other Non- State Appropriated Funds		Total
Chicago State University	\$	3,001.0	\$ 229.0	\$	180.0	\$	3,410.0
Eastern Illinois University		3,175.4	3,375.5		850.3		7,401.2
Governors State University		1,609.2	515.5		-		2,124.7
Illinois State University		2,273.2	4,436.9		1,334.2		8,044.3
Northeastern Illinois University		-	4,479.5		1.1		4,480.6
Northern Illinois University		4,862.2	3,949.9		1,101.6		9,913.7
Western Illinois University		7,608.0	-		757.0		8,365.0
Southern Illinois University		7,615.9	 4,194.3		1,905.7		13,715.9
Carbondale		4,380.8	2,655.7		674.0		7,710.5
School of Medicine		1,735.0	151.3		803.6		2,689.9
Edwardsville		1,434.7	1,387.3		401.4		3,223.4
University Administration		65.4	-		26.7		92.1
University of Illinois		58,415.6	 		15,586.1		74,001.7
Chicago		18,519.0	-		7,830.8		26,349.8
Springfield		1,437.6	-		86.2		1,523.8
Urbana-Champaign		36,392.8	-		7,059.4		43,452.2
University Administration		2,066.2	-		609.7		2,675.9
Total Universities		88,560.5	21,180.6		21,716.0		131,457.1
Illinois Community College Board		45.0	-		-		45.0
Illinois Mathematics and Science Academy		519.0	-		-		519.0
State Universities Civil Service System		14.6	-		-		14.6
Board of Higher Education		35.5	-		-		35.5
State University Retirement System		-	-		178.7		178.7
Total	\$	89,174.6	\$ 21,180.6	\$	21,894.7	\$	132,249.9

#### Table A-16 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2008

#### (in thousands of dollars)

(in thousands of dollars)			Other Non-	
	State	University	State	
	Appropriated	Income	Appropriated	
	Funds	Funds	Funds	Total
Chicago State University	\$ -	\$ 3,306.0	\$ 181.0	\$ 3,487.0
Eastern Illinois University	3,778.6	3,995.7	451.3	8,225.6
Governors State University	1,585.0	502.0	-	2,087.0
Illinois State University	2,634.4	4,541.9	1,432.9	8,609.2
Northeastern Illinois University	-	5,981.4	1.1	5,982.5
Northern Illinois University	4,981.1	3,966.9	1,203.7	10,151.7
Western Illinois University	8,214.0	-	876.0	9,090.0
Southern Illinois University	8,205.4	4,222.5	2,030.0	14,457.9
Carbondale	4,601.7	2,616.3	715.6	7,933.6
School of Medicine	1,995.1	117.6	884.7	2,997.4
Edwardsville	1,554.4	1,488.6	402.6	3,445.6
University Administration	54.2	-	27.1	81.3
-				
University of Illinois	61,047.5		16,955.9	78,003.4
Chicago	19,859.9	-	8,811.4	28,671.3
Springfield	1,545.8	-	90.7	1,636.5
Urbana-Champaign	37,439.7	-	7,402.4	44,842.1
University Administration	2,202.1	-	651.4	2,853.5
Total Universities	90,446.0	26,516.4	23,131.9	140,094.3
Illinois Community College Board	63.9	-	-	63.9
Illinois Mathematics and Science Academy	508.0	-	-	508.0
State Universities Civil Service System	15.7	-	-	15.7
Board of Higher Education	34.8	-	-	34.8
State University Retirement System	-	-	178.0	178.0
Total	\$ 91,068.5	\$ 26,516.4	\$ 23,309.9	\$ 140,894.7

#### Table A-17 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2007

#### (in thousands of dollars)

(in thousands of dollars)					0		
	State Appropriated Funds		University Income Funds		Other Non- State Appropriated Funds		 Total
Chicago State University	\$	2,861.6	\$	97.7	\$	142.1	\$ 3,101.4
Eastern Illinois University		4,252.4		4,278.8		508.4	9,039.6
Governors State University		1,839.8		574.3		-	2,414.1
Illinois State University		2,830.0		4,654.8		1,557.6	9,042.4
Northeastern Illinois University		-		7,045.3		6.9	7,052.2
Northern Illinois University		5,247.7		3,861.2		1,239.1	10,348.0
Western Illinois University		9,200.0		-		893.0	10,093.0
Southern Illinois University		8,642.9		4,329.8		2,181.9	 15,154.6
Carbondale		4,839.3		2,786.7		808.5	8,434.5
School of Medicine		1,988.8		105.0		877.5	2,971.3
Edwardsville		1,715.6		1,438.1		487.2	3,640.9
University Administration		99.2		-		8.7	107.9
University of Illinois		64,091.2				17,682.2	 81,773.4
Chicago		21,434.5		-		9,405.7	30,840.2
Springfield		1,774.6		-		88.9	1,863.5
Urbana-Champaign		37,960.2		-		7,835.2	45,795.4
University Administration		2,921.9		-		352.4	3,274.3
Total Universities		98,965.6		24,841.9		24,211.2	148,018.7
Illinois Community College Board		69.9		-		-	69.9
Illinois Mathematics and Science Academy		505.0		-		-	505.0
State Universities Civil Service System		15.2		-		-	15.2
Board of Higher Education		33.0		-		-	33.0
State University Retirement System		-		-		198.6	198.6
Total	\$	99,588.7	\$	24,841.9	\$	24,409.8	\$ 148,840.3

### Table A-18 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2006

#### (in thousands of dollars)

(in thousands of dollars)				
	State Appropriated Funds	University Income Funds	Other Non- State Appropriated Funds	Total
Chicago State University	\$ 3,275.0	\$ 344.7	\$ 199.3	\$ 3,819.0
Eastern Illinois University	4,527.8		497.3	9,375.3
Governors State University	2,343.6		-	3,095.7
Illinois State University	3,548.9		1,713.7	9,587.2
Northeastern Illinois University	-	7,272.2	50.7	7,322.9
Northern Illinois University	5,777.6		1,300.4	10,943.2
Western Illinois University	9,742.0		784.0	10,526.0
Southern Illinois University	9,520.9	3,881.4	2,327.5	15,729.8
Carbondale	5,183.4	2,648.8	859.4	8,691.6
School of Medicine	1,951.4	93.8	930.5	2,975.7
Edwardsville	2,312.0	1,138.8	501.1	3,951.9
University Administration	74.1	-	36.5	110.6
University of Illinois	65,588.7		19,064.9	84,653.6
Chicago	21,961.7	-	10,425.3	32,387.0
Springfield	1,940.3	-	83.5	2,023.8
Urbana-Champaign	38,283.8	-	8,114.0	46,397.8
University Administration	3,402.9	-	442.1	3,845.0
Total Universities	104,324.5	24,790.4	25,937.8	155,052.7
Illinois Community College Board	75.0	-	-	75.0
Illinois Mathematics and Science Academy	354.0		-	354.0
State Universities Civil Service System	14.8	-	-	14.8
Board of Higher Education	51.0	-	-	51.0
State University Retirement System	-	-	216.5	216.5
Total	\$ 104,819.3	\$ 24,790.4	\$ 26,154.3	\$ 155,764.0

### Table A-19 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2005

#### (in thousands of dollars)

(in thousands of dollars)	State Appropriated	University Income	Other Non- State Appropriated	
	Funds	Funds	Funds	Total
Chicago State University	\$ 3,264.3	\$ 769.3	\$ 207.6	\$ 4,241.2
Eastern Illinois University	5,173.1	4,232.6	514.0	9,919.7
Governors State University	2,697.7	837.1		3,534.8
Illinois State University	3,936.0	4,231.7	2,046.0	10,213.7
Northeastern Illinois University	-	6,687.8	49.9	6,737.7
Northern Illinois University	6,424.8	3,841.7	1,438.5	11,705.0
Western Illinois University	10,911.0	-	1,047.0	11,958.0
Southern Illinois University	9,622.1	4,842.7	2,166.7	16,631.5
Carbondale	4,617.7	3,628.2	903.0	9,148.9
School of Medicine	2,157.7	69.6	914.9	3,142.2
Edwardsville	2,671.5	1,144.9	313.2	4,129.6
University Administration	175.2	-	35.6	210.8
University of Illinois	75,202.9	-	15,404.5	90,607.4
Chicago	25,473.6		8,619.5	34,093.1
Springfield	2,197.8	-	89.0	2,286.8
Urbana-Champaign	43,901.3	-	5,965.5	49,866.8
University Administration	3,630.2	-	730.5	4,360.7
Total Universities	117,231.9	25,442.9	22,874.2	165,549.0
Illinois Community College Board	75.0	-	-	75.0
Illinois Mathematics and Science Academy	703.0	-	-	703.0
State Universities Civil Service System	25.4	-	-	25.4
Board of Higher Education	68.0	-	-	68.0
State University Retirement System	-	-	220.6	220.6
Total	\$ 118,103.3	\$ 25,442.9	\$ 23,094.8	\$ 166,641.0

#### Table A-20 ILLINOIS HIGHER EDUCATION INSTITUTIONS AND AGENCIES ACCUMULATED SICK LEAVE LIABILITIES FISCAL YEAR 2004

#### (in thousands of dollars)

(in thousands of dollars)					Otl	her Non-	
	State		University		State		
	Appropri			ome		propriated	
	Fund	s	Fu	nds		Funds	 Total
Chicago State University	\$ 3,0	089.0	\$	871.0	\$	146.0	\$ 4,106.0
Eastern Illinois University	5,6	520.5	4	,240.0		616.9	10,477.4
Governors State University	2,5	64.6		805.4		-	3,370.0
Illinois State University	5,5	52.8	3	,076.8		2,232.8	10,862.4
Northeastern Illinois University		-	7	,451.4		47.6	7,499.0
Northern Illinois University	7,0	58.1	3	,445.0		1,485.2	11,988.3
Western Illinois University	11,6	514.0		-		1,120.0	12,734.0
Southern Illinois University	10,8	357.4	4	,163.1		2,575.8	17,596.3
Carbondale		97.1		,590.8		1,020.0	 9,807.9
School of Medicine		210.2		74.6		937.5	3,222.3
Edwardsville	2,3	42.6	1	,497.7		537.5	4,377.8
University Administration	1	07.5		-		80.8	188.3
University of Illinois	74,9	014.7				18,011.7	 92,926.4
Chicago	24,2	44.2		-		10,432.1	34,676.3
Springfield	2,1	42.0		-		102.1	2,244.1
Urbana-Champaign	44,4	54.1		-		6,694.6	51,148.7
University Administration	4,0	074.4		-		782.9	4,857.3
Total Universities	121,2	271.1	24	,052.7		26,236.0	171,559.8
Illinois Community College Board	1	21.0		-		-	121.0
Illinois Mathematics and Science Academy	6	595.0		-		-	695.0
State Universities Civil Service System		25.8		-		-	25.8
Board of Higher Education		68.0		-		-	68.0
State University Retirement System		-		-		234.4	234.4
Total	\$ 122,1	80.9	\$ 24	,052.7	\$	26,470.4	\$ 172,704.0