

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **4:30 p.m., Tuesday, July 18, 2017**
 Glenn S. Dumke Auditorium

Hugo N. Morales, Chair
Debra S. Farar, Vice Chair
Douglas Faigin
Jean P. Firstenberg
Lillian Kimbell

Consent Approval of Minutes of the Meeting of May 24, 2017

Discussion 1. 10 Year Retiree Health and Dental Benefits Vesting Proposal for New Non-Represented Employees, *Information*

**MINUTES OF THE MEETING OF
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Trustees of The California State University
Office of the Chancellor
Glenn S. Dumke Conference Center
401 Golden Shore
Long Beach, California**

May 24, 2017

Members Present

Hugo N. Morales, Chair
Thelma Meléndez de Santa Ana, Vice Chair
Silas H. Abrego
Adam Day, Vice Chair of the Board
Jean P. Firstenberg
J. Lawrence Norton
Timothy P. White, Chancellor

Chair Morales called the meeting to order.

Approval of Minutes

The minutes from the November 15, 2016 meeting were approved as submitted.

Executive Compensation: Interim President – San Diego State University

Chancellor White recommended that Ms. Sally F. Roush receive an annual salary of \$428,645 effective July 1, 2017, the date of her appointment as interim president of San Diego State University, and that Ms. Roush shall receive additional benefits as cited in Item 1.

A discussion was held regarding the salary level for Ms. Roush. Trustee Abrego was concerned that since this is an interim appointment and that the salary is higher than some of the longer serving presidents. Trustee Day indicated that since she will be acting in full capacity as the president that the salary is commensurate with her responsibilities. Chancellor White echoed the same reasons to offer the salary level. Trustee Abrego suggested that the Committee review the policy to determine if there should be a difference in salary for interim and permanent presidential appointments.

The Committee on University and Faculty Personnel passed the motion to recommend approval of the item as stated in Item 1. (RUF 05-17-01)

Executive Compensation: Vice Chancellor of Human Resources – California State University

Chancellor White recommended that Ms. Melissa L. Bard shall receive a salary set at the annual rate of \$287,650 effective on or before June 26, 2017 as vice chancellor of human resources for the California State University, and that she shall receive additional benefits as cited in Item 2.

The Committee on University and Faculty Personnel passed the motion to recommend approval of the item as stated in Item 2. (RUFP 05-17-02)

Chair Morales adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

10 Year Retiree Health and Dental Benefits Vesting Proposal for New Non-Represented Employees

Presentation By

Melissa L. Bard
Vice Chancellor
Human Resources

Summary

Senate Bill 85, signed by the Governor on 6/27/17, made statutory changes necessary to implement postsecondary education-related provisions of the Budget Act of 2017. These statutory changes added Government Codes 22874.6 and 22958.3 authorizing the Trustees of the California State University (CSU) to adopt by action a new 10 year vesting period for retiree health and dental benefits for non-represented employees who are new to the CSU and become new California Public Employees' Retirement System (CalPERS) members on or after July 1, 2017.

It is anticipated that an action item will be presented at the September 2017 meeting of the Board of Trustees recommending approval of a 10 year retiree health and dental vesting for new non-represented employees.

Background

CalPERS administers retirement and health benefits on behalf of the CSU and for the benefit of eligible employees, retirees and their dependents. Employees (and their eligible dependents) are eligible for a CalPERS-administered health plan as a retiree if the employee: 1) is eligible for health coverage upon separation of employment, 2) retires from an employer that offers health benefits through CalPERS, 3) receives a monthly CalPERS retirement allowance, and 4) retires within 120 days of the date of separation from employment. The CSU also provides retiree dental under the same criteria.

Historically, enrollment into retiree health and dental benefits coverage for all CSU employees has been tied to an employee's ability to retire from the CSU. Employees can retire as early as age 50 with five years of service credit unless all service was earned on or after January 1, 2013. Employees hired on or after January 1, 2013 must be at least age 52 to retire subject to the Public Employees' Pension Reform Act (PEPRA).

Government Codes 22874.6 (health) and 22958.3 (dental) set retiree health and dental benefits vesting to 10 years of service credit for new faculty and non-represented employees hired by the CSU and who become members of CalPERS on or after July 1, 2017. This new language only becomes operative if provided for in a memorandum of understanding (MOU) for faculty (Unit 3) or specifically adopted by action of the Board of Trustees for non-represented employees.

Senate Bill 85 provides the legal authority to implement the agreement reached between the CSU and the California Faculty Association (CFA – Unit 3) that changed the retiree vesting period to 10 years of service credit for retiree health and dental benefits for new faculty hired by the CSU on or after July 1, 2017.