

AMENDED

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 12:25 p.m., Tuesday, March 24, 2020
Virtually via Teleconference

Debra S. Farar, Chair
Christopher Steinhauser, Vice Chair
Rebecca D. Eisen
Juan F. Garcia
Hugo N. Morales
Romey Sabalius

- Consent** 1. Approval of Minutes of the Meeting of January 28, 2020, *Action*
2. CSU Salary Schedule, *Action*
- Discussion** 3. ~~Compensation for Executives, *Action*~~

**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**

January 28, 2020

Members Present

Debra S. Farar, Chair
Christopher Steinhauser, Vice Chair
Rebecca D. Eisen
Juan F. Garcia
Hugo N. Morales
Romey Sabalius

Adam Day, Chair of the Board
Timothy P. White, Chancellor

Trustee Farar called the meeting to order and announced that item 3 was being withdrawn from the committee's agenda.

Public Comment

Comments were related to staff in-range progressions and the issue of staff not moving through the salary range after years of service; concern about recruiting at lower salary ranges; and good faith bargaining. It was noted that while campus enrollment and programs continue to grow, the same attention is not being invested in staff resources who are dealing with the increased demands. Comment was made about the process for soliciting staff feedback during the presidential review process.

Consent Agenda

The minutes of the November 29, 2019 meeting were approved as submitted.

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Update to Policies and Procedures for Review of Presidents

Vice Chancellor Evelyn Nazario explained that in November 2019 the trustees updated the Policy on Compensation to include salary assessments as part of the presidential triennial and six-year performance review process. The policy change necessitated an update to the presidential review policy and adds a section that addresses Salary Assessment. Vice Chancellor Nazario read the proposed new language, and the item was approved as submitted.
(RUF 01-20-01)

Trustee Farar adjourned the committee meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

CSU Salary Schedule

Presentation By

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

Pursuant to CalPERS regulations and Circular Letter 200-003-20, the California State University is required to obtain Board of Trustees' approval for all pay schedules. As a result, the CSU Salary Schedule will periodically be presented for board approval.

CSU Salary Schedule

The CSU Salary Schedule was updated in January 2020 due to the California minimum wage increase effective January 1, 2020. The salary schedule issued January 17, 2020 reflects current payrates for all CSU classifications. A link to the document is provided below:

<https://www2.calstate.edu/csu-system/careers/compensation/SalarySchedule/SalarySchd20200117.pdf>

The current and historical salary schedule(s) is posted for public viewing on the CSU Salary Schedule website at:

<https://www2.calstate.edu/csu-system/careers/compensation/Pages/salary-schedule.aspx>

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the CSU Salary Schedule as cited in Item 2 of the Committee on University and Faculty Personnel at the March 24, 2020 meeting of the Board of Trustees, is approved.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

~~**Compensation for Executives**~~

Presentation By

Timothy P. White
Chancellor

Summary

Recommendations for executive compensation adjustments will be presented.

Background

Under the trustee's policy on compensation as codified in RUFP 11-19-10, the board retains the right to make salary adjustments based upon the following and/or a combination of: performance, market data, equity, and/or retention.