

The California State University  
Office of the Chancellor  
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Code: HR 99-09

Date: September 23, 1999

To: CSU Presidents

From: Jackie R. McClain  
Vice Chancellor  
Human Resources



Subject: MANAGEMENT AND CONFIDENTIAL BENEFIT ENHANCEMENTS

Benefit programs for Management Personnel Plan (MPP) and Confidential Employees are improved as follows:

Management Personnel Plan (MPP) Employees

**Uniform Allowance:** Effective July 1, 1999, the CSU uniform reimbursement allowance for Directors and Lieutenants of Public Safety will be paid at a new rate of \$57.00 per qualifying month of service where the uniform is worn full-time, in accordance with Accountable Plan procedures. Where the uniform is worn less than on a full-time basis, allowances will be paid at the rate of \$38.00 per qualifying month of service. The total uniform allowance earned shall be paid in a lump sum in October of each calendar year. Employees who have been employed on the campus for less than one year shall receive payment and/or reimbursement on a pro-rata basis in October of each calendar year

MPP and Confidential Employees

**Paid Maternity/Paternity/Adoption Leave:** Effective October 1, 1999, this benefit will be increased to twenty (20) days of paid leave for eligible MPP and Confidential employees commencing with the arrival of a new child on or after October 1, 1999.

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This paid leave applies to the birth of an employee's own child or the placement of a child with the employee in connection with adoption or foster care. If the employee has been working or on any other paid or unpaid leave immediately prior to the child's arrival, he/she should be placed on this leave effective with the first workday concurrent with, or next following, the arrival of the new child. **This type of absence is not charged against the employee's leave credits.**

After the twenty days paid maternity/paternity/adoption leave is exhausted, the employee may charge sick leave in accordance with CSU policy. Paid maternity/paternity/adoption leave runs concurrently with CSU Family Medical Leave and/or pregnancy leave under Education Code Section 89519.

**Bereavement Leave:** Effective October 1, 1999, this benefit will be increased to two (2) days leave with pay for each death of an immediate family member or of a significantly close relative. Employees are eligible for three days leave with pay if the employee is required to travel over five hundred (500) round-trip miles from his/her home.

If you have any questions, please contact Pamela Chapin in Human Resources Administration at (562) 951-4414.