

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 9:10 a.m., Wednesday, July 24, 2019
Glenn S. Dumke Auditorium

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 May 22, 2019, *Action*
- Discussion** 2. Approval of Recommended Revision of Title 5, California Code of Regulations, Article 4.2, Catastrophic Leave Donation Program, *Action*
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**

May 22, 2019

Members Present

Hugo N. Morales, Chair
Silas H. Abrego, Vice Chair
Rebecca D. Eisen
Douglas Faigin
Debra Farar
Jean Picker Firstenberg
Lillian Kimbell
Adam Day, Chairman of the Board
Timothy P. White, Chancellor

Trustee Morales called the meeting to order.

Public Comment

The committee heard from five individuals during the public comment period. The first speaker expressed concerns about student parking fees in comparison to faculty and staff parking fees at San Francisco State University and across campuses. The second speaker expressed concerns about the incoming president at San Francisco State University, as well as the president at CSU, Los Angeles, in addition to the Chancellor and the Board of Trustees. The final three speakers expressed appreciation for the recommended revision to Title 5, Catastrophic Leave Donation Program.

Approval of Minutes

The minutes of the March 20, 2019 meeting were approved as submitted.

Executive Compensation

Chancellor White presented information on the appointments of Dr. Tom Jackson Jr. as president of Humboldt State University (Agenda Item 2) and Dr. Lynn Mahoney as president of San Francisco State University (Agenda Item 3).

Compensation was approved as stated in Agenda Items 2, and 3 respectively. (RUF 05-19-05) (RUF 05-19-06)

Recommended Revision of Title 5, California Code of Regulations, Article 4.2, Catastrophic Leave Donation Program

Ms. Evelyn Nazario, Vice Chancellor of Human Resources, presented information on the recommended revision to Article 4.2 of Title 5 which addresses the Catastrophic Leave Donation Program. The recommended revision allows for inter-campus donations, including the Chancellor's Office, for catastrophic leave in the event of a natural disaster/state of emergency. The systemwide catastrophic leave donation program will be administered centrally at the Chancellor's Office and no other changes are being made to how CSU currently processes donations.

Trustee Eisen echoed the public speakers commendation of Vice Chancellor Nazario's leadership with regards to the recommended revision to the Catastrophic Leave Donation Program.

Based upon Trustee Eisen's comments, as well as comments from the public, the proposed revision will be presented at the July 2019 Board of Trustees meeting.

Trustee Morales adjourned the committee meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Approval of Recommended Revision of Title 5, California Code of Regulations, Article 4.2, Catastrophic Leave Donation Program

Presentation By

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

It is proposed that Article 4.2 of Title 5 which addresses the catastrophic leave donation program be revised to update Section 42930 to revise current language to allow employees who accrue vacation or sick leave credits to voluntarily donate either of those credits to another employee within the California State University (CSU) system. This revision would apply to catastrophic leave for natural disasters/state of emergency only.

This revision to Title 5 is proposed to expand the current Catastrophic Leave Donation Program to allow employees who accrue vacation or sick leave credits to voluntarily donate either of those credits to another employee within the CSU system in the event of a natural disaster/state of emergency.

Background

This agenda item would update Section 42930 to revise current language to allow employees who accrue vacation or sick leave credits to voluntarily donate either of those credits to another employee within the CSU system to be used for catastrophic leave in the event of a natural disaster/state of emergency.

Recommended Action

Adoption of Resolution

Proposed Revision

The following resolution is recommended for adoption:

RESOLVED, By the Board of Trustees of the California State University, acting under the authority prescribed herein and pursuant to Section 89030.1 of the Education Code, that the board hereby amends its regulations in Section 42930, Article 4.2, Subchapter 7, Chapter 1, Division 5 of Title 5 of the California Code of Regulations as follows:

Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 7 – Employees
Article 4.2 – Catastrophic Leave Donation Program

§ 42930. Purpose.

An employee who accrues vacation or sick leave credits may voluntarily donate either of those credits to another employee on the same campus, or, for employees in the Office of the Chancellor, to another employee in the Office of the Chancellor, for catastrophic leave for catastrophic illness or injury. An employee who accrues vacation or sick leave credits may voluntarily donate either of those credits to another employee within the California State University system to be used for catastrophic leave in the event of a natural disaster/state of emergency. To qualify for catastrophic leave for catastrophic illness or injury, the recipient employee shall have exhausted all accrued leave credits due to catastrophic illness or injury as defined in this Article. “Accrued leave credits” include credits for sick leave, vacation, personal holiday and compensating time off. To qualify for catastrophic leave for a natural disaster/state of emergency, the recipient employee whose principal residence has been affected by a declared natural disaster/state of emergency, as defined in Section 42931, shall have exhausted all accrued personal holiday credits and compensating time off, and have a balance of forty (40) hours or less in each accrued vacation credits and accrued sick leave credits.

The president of each campus, subject to the approval of the Chancellor, has the authority to make exceptions to the prescribed policy for the purpose of responding to other catastrophic occurrences of comparable impact and/or to expand the benefits of the prescribed policy when compelling and unusual circumstances exist.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89500, Education Code.

§ 42931. Definition of Catastrophic Illness or Injury and Catastrophic Leave for a Natural Disaster/State of Emergency.

A catastrophic illness or injury is one which has totally incapacitated the employee from work. Catastrophic illness or injury may also include an incapacitated member of the employee’s family, if this results in the employee’s being required to take time off for an extended period of time in order to care for the family member and the employee has exhausted all of accrued vacation credits and all accrued sick leave credits which may be used for family care. Only donated vacation credits may be used for such family care catastrophic leave.

Catastrophic leave for a natural disaster/state of emergency is leave for an employee whose principal residence is located in a county where a state of emergency has been declared by the Governor, is unable to work due to the effect of the natural disaster/state of emergency on the recipient employee's principal residence, and who faces financial hardship because the employee has exhausted all accrued personal holiday credits and compensating time off, and has a balance of forty (40) hours or less in each accrued vacation credits and sick leave credits.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89500, Education Code.

§ 42932. Participation and Eligibility.

An employee, the employee's representative or the employee's family member shall request participation and provide appropriate verification of illness or injury as determined by the employee's appointing authority. The appointing authority shall determine eligibility to receive donations of vacation and sick leave credits based upon the definitions provided in this Article. An incapacitated employee may elect to defer a request to participate during a period of Industrial Disability Leave eligibility.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89500, Education Code.

§ 42933. Donation.

(a) Only vacation and sick leave credits may be donated in increments of one hour or more. For catastrophic illness or injury, employees may donate a maximum of forty (40) hours of accrued leave credits per fiscal calendar year in increments of one hour or more. For catastrophic leave for a natural disaster/state of emergency, there is no maximum limit that an employee can donate as long as the employee maintains a balance of forty (40) hours of vacation leave credits and forty (40) hours of sick leave credits per calendar year. Donations are irrevocable. Donated leave credits may be used to supplement Industrial Disability leave, Nonindustrial Disability Insurance or Temporary Disability payments upon the application for these benefit(s) by an eligible employee. The total amount of leave credits donated and used may not exceed an amount sufficient to ensure the continuance of the employee's regular monthly rate of compensation.

(b) The total donated leave credits an employee can receive shall normally not exceed an amount necessary to continue the employee for three calendar months calculated from the first day of catastrophic leave. The appointing authority may approve up to an additional three-month period in exceptional cases. The leave credits shall not be deemed donated until actually transferred by the appointing authority's recordkeeper to the record of the employee receiving leave credits. Such transfer shall be accomplished at the end of a pay period, and credits shall be transferred in the order of the dates actually pledged.

(c) For employees whose appointments have not been renewed, donated time may not be used beyond the employee's appointment expiration date in effect at the beginning of the disability for catastrophic leave for illness or injury or the date the employee begins catastrophic leave for a natural disaster/state of emergency.

(d) Unused donated leave credits may not be used to receive service credit following a service or disability retirement.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89500, Education Code.

And, be it further

RESOLVED, That the Board of Trustees has determined that the adoption of the proposed revisions will not impose a cost or savings on any state agency; and will not impose a cost or savings on any local agency or school district that is required to be reimbursed under Section 17561 of the Government Code; will not result in any nondiscretionary cost or savings to local agencies; will not result in any cost or savings in federal funding to the state; and will not impose a mandate on local agencies or school districts;

And, be it further

RESOLVED, That the Board of Trustees delegates to the Chancellor of the California State University authority to further adopt, amend, or repeal this revision pursuant to the Administrative Procedure Act if further adoption, amendment, or repeal is required and is nonsubstantial or solely grammatical in nature, or sufficiently related to the original text that the public was adequately placed on notice that the change could result from the originally proposed regulatory action.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation for Executives

Presentation By

Timothy P. White
Chancellor

Jack McGrory
Chair, Committee on Audit

Adam Day
Chairman of the Board

Summary

Recommendations for fiscal year 2019-2020 executive compensation will be presented by Chancellor Timothy White for all executives; except, Trustee Jack McGrory will present the recommendation for the vice chancellor and chief audit officer; and Chairman Adam Day will present the recommendation for the chancellor.

Executive Compensation

Executive positions include the chancellor, presidents, executive vice chancellors, and vice chancellors.

Over the past nine years, executives in the system have received compensation increases as shown below:

| Executive Employee Group | |
|--------------------------|------------------|
| Fiscal Year | Percent Increase |
| 2010-2011 | 0% |
| 2011-2012 | 0% |
| 2012-2013 | 0% |
| 2013-2014 | 0% |
| 2014-2015 | 3% |
| 2015-2016 | 2% |
| 2016-2017 | 2% |
| 2017-2018 | 2.5% |
| 2018-2019 | 3% |
| 2019-2020 | TBD |

A 3 percent increase is recommended for executive employees, consistent with the 3 percent increase for Management Personnel Plan (MPP) and Confidential employees for fiscal year 2019-2020.

The base salary adjustments for the individuals listed in the tables below are recommended for trustee approval effective July 1, 2019.

Eff. 7/1/2019

| Campus | Presidents | Current Annual Base Pay | Proposed Increase | Proposed Annual Base Pay |
|------------------|--------------------|--------------------------------|--------------------------|---------------------------------|
| Bakersfield | Lynnette Zelezny | \$322,436 | \$9,673 | \$332,109 |
| Channel Islands | Erika Beck | \$298,777 | \$8,963 | \$307,740 |
| Chico | Gayle Hutchinson | \$310,014 | \$9,300 | \$319,314 |
| Dominguez Hills | Thomas Parham | \$333,750 | \$10,013 | \$343,763 |
| East Bay | Leroy Morishita | \$343,547 | \$10,306 | \$353,853 |
| Fresno | Joseph Castro | \$338,275 | \$10,148 | \$348,423 |
| Fullerton | Framroze Virjee | \$367,124 | \$11,014 | \$378,138 |
| Humboldt | Tom Jackson, Jr. | \$336,996 ¹ | \$10,110 | \$347,106 |
| Long Beach | Jane Close Conoley | \$362,406 | \$10,872 | \$373,278 |
| Los Angeles | William Covino | \$338,275 | \$10,148 | \$348,423 |
| Maritime Academy | Thomas Cropper | \$282,839 | \$8,485 | \$291,324 |
| Monterey Bay | Eduardo Ochoa | \$305,821 | \$9,175 | \$314,996 |
| Northridge | Dianne Harrison | \$367,124 | \$11,014 | \$378,138 |
| Pomona | Soraya Coley | \$330,356 | \$9,911 | \$340,267 |
| Sacramento | Robert Nelsen | \$333,750 | \$10,013 | \$343,763 |
| San Bernardino | Tomás Morales | \$360,902 | \$10,827 | \$371,729 |
| San Diego | Adela de la Torre | \$441,504 | \$13,245 | \$454,749 |
| San Francisco | Lynn Mahoney | \$367,690 ² | \$11,031 | \$378,721 |
| San José | Mary Papazian | \$391,683 | \$11,750 | \$403,433 |
| San Luis Obispo | Jeffrey Armstrong | \$429,915 | \$12,897 | \$442,812 |
| San Marcos | Ellen Neufeldt | \$336,719 ³ | \$10,102 | \$346,821 |
| Sonoma | Judy Sakaki | \$314,614 | \$9,438 | \$324,052 |
| Stanislaus | Ellen Junn | \$299,476 | \$8,984 | \$308,460 |

¹Salary set May 22, 2019 (RUF 05-19-05)

²Salary set May 22, 2019 (RUF 05-19-06)

³Salary set March 20, 2019 (RUF 03-19-02)

Eff. 7/1/2019

| System Officer | Title | Current Annual Base Pay | Proposed Increase | Proposed Annual Base Pay |
|----------------------------|--|-------------------------|-------------------|--------------------------|
| Timothy White ⁴ | Chancellor | \$463,855 | \$13,916 | \$477,771 |
| Steve Relyea | Executive Vice Chancellor and Chief Financial Officer | \$350,720 | \$10,522 | \$361,242 |
| Andy Jones | Executive Vice Chancellor and General Counsel | \$350,720 | \$10,522 | \$361,242 |
| Loren Blanchard | Executive Vice Chancellor for Academic and Student Affairs | \$350,720 | \$10,522 | \$361,242 |
| Evelyn Nazario | Vice Chancellor for Human Resources | \$297,546 | \$8,926 | \$306,472 |
| Garrett Ashley | Vice Chancellor, University Relations & Advancement | \$297,546 | \$8,926 | \$306,472 |
| Larry Mandel ⁵ | Vice Chancellor and Chief Audit Officer | \$259,755 | \$7,793 | \$267,548 |

⁴Proposed salary will be recommended by the Chair of the Board.

⁵Proposed salary will be recommended by the Chair of the Committee on Audit.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the individuals named in the salary tables cited in Item 3 of the Committee on University and Faculty Personnel at the July 23-24, 2019 meeting of the Board of Trustees shall receive the annual base salaries cited in the tables effective July 1, 2019.