

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 3:20 p.m., Tuesday, March 20, 2001
CSULB, University Student Union-Multipurpose Room ABC

Bob Foster, Chair
Frederick W. Pierce, IV, Vice Chair
William D. Campbell
Shailesh J. Mehta
Anthony M. Vitti
Stanley T. Wang

Consent Items

Approval of Minutes of Meeting of January 24, 2001

Discussion Items

1. Executive Compensation, *Action*
2. CSU Healthcare Reimbursement Account Plan, *Action*

**MINUTES OF 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 24, 2001

Members Present

Frederick W. Pierce IV, Vice Chair
William D. Campbell
Laurence K. Gould, Jr., Chair of Board, ex-officio
Shailesh J. Mehta
Charles B. Reed, Chancellor, ex officio
Anthony M. Vitti
Stanley T. Wang

Members Absent

Bob Foster, Chair

Other Trustees Present

Roberta Achtenberg
Daniel N. Cartwright
Martha J. Fallgatter
Debra S. Farar
Harold Goldwhite
William Hauck
Neel I. Murarka
Ralph R. Pesqueira

Chancellor's Office Staff

Richard P. West, Executive Vice Chancellor and Chief Financial Officer
Jackie R. McClain, Vice Chancellor, Human Resources
Douglas X. Patiño, Vice Chancellor, University Advancement
Christine Helwick, General Counsel
Karen Yelverton-Zamarripa, Assistant Vice Chancellor, Governmental Affairs

Vice Chair Pierce called the meeting to order at 8:25 a.m.

Approval of Minutes

The minutes of November 8, 2000, were approved as submitted.

Trustee Pierce asked vice chancellor Jackie McClain to present the discussion item to the Board.

Paid Holiday – Cesar Chavez Day – March 31, action

Vice chancellor McClain informed the Board that it is the California State University's goal to provide Cesar Chavez Day as a paid holiday for employees on March 31. If March 31 falls on a Saturday, the holiday would be observed on the preceding Friday and if it falls on a Sunday, the holiday would be observed on the following Monday. She explained that the CSU has already completed the process required according to HEERA for employees who are represented by CSU unions. Ms. McClain also stated that Title 5 is being updated to reflect both Cesar Chavez Day and Martin Luther King, Jr. Day, previously granted under education authority and through collective bargaining, as paid holidays.

Resolution number RUF 01-01-01

Adjournment

The meeting adjourned at 8:30 a.m.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation

Presentation By

Charles B. Reed
Chancellor

Jackie R. McClain, Vice Chancellor
Human Resources

Summary

Compensation for new presidents at the California Maritime Academy and the California State University, Channel Islands will be set.

Background

This item recommends that Dr. William B. Eisenhardt shall receive an annual salary of \$185,004 effective July 1, 2001, the date of his appointment as president of the California Maritime Academy and that he shall be required to occupy the official CMA presidential residence (Residence #2 on Faculty Drive) as a condition of employment. Additionally, this item recommends that Dr. Richard R. Rush shall receive an annual salary of \$200,004 and an annual housing allowance of \$28,752, June 1, 2001 or soon thereafter, effective with his appointment as president of California State University, Channel Islands.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. William B. Eisenhardt shall receive a salary set at the annual rate of \$185,004 effective July 1, 2001, the date of his appointment as president of the California Maritime Academy and he shall be required to occupy the official CMA presidential residence (Residence #2) as a condition of employment; and that Dr. Richard R. Rush shall receive a salary set at the annual rate of \$200,004 and a housing allowance set at the annual rate of \$28,752, June 1, 2001 or soon thereafter, effective with his appointment as president of the California State University, Channel Islands.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

CSU HEALTH CARE REIMBURSEMENT ACCOUNT PLAN

Presentation By

Jackie R. McClain
Vice Chancellor
Human Resources

Summary

This item recommends that the trustees adopt the new CSU Health Care Reimbursement Account Plan for CSU executives.

Background

The California State University (CSU) is preparing to implement the CSU Health Care Reimbursement Account, a new employee benefit, for eligible university employees. The CSU Health Care Reimbursement Account is a voluntary benefit that offers employees the ability to pay for eligible out-of-pocket health care expenses with pre-tax dollars. Contributions made to the Health Care Reimbursement Account are deducted from an employee's pay before federal, state and social security taxes are calculated. Taxable income is reduced, and consequently, taxable income reflected on an employee's annual W-2 statement is reduced. Expenses eligible to be reimbursed from the Health Care Reimbursement Account are expenses that are medically necessary but not covered by an employee's own, or another insurance plan, and are expenses incurred by the employee, spouse, and dependents.

The Health Care Reimbursement Account will be implemented June 1, 2001 for represented and nonrepresented employees. The university, in accordance with HEERA, advised exclusive representatives of CSU's collective bargaining unions of the university's goal to provide the Health Care Reimbursement Account to eligible represented employees and all unions signed agreements adopting the plan. The agreements will be presented for ratification to the Committee on Collective Bargaining.

Employees who do not enroll during the open enrollment period will be eligible to enroll during any subsequent annual open enrollment period. Annual open enrollments will normally be held every October for participation the following calendar year.

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It is recommended that this new benefit program be made available to CSU executive employees effective June 1, 2001.

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the CSU Health Care Reimbursement Account Plan be made available to executives of the California State University effective June 1, 2001.