

UVWF GP V'WP KQP 'DQCTF 'QHF KT GEVQTU

Rgt uqppgnE qo o kwgg

O ggvpi 'O kwpgu'ht

Crt lri8.'4243'cv4<22't o

Vj luy cu'c'vgrgeqo o wv'b ggvpi 'd{ '\ qqo 'Xlf gq'E qplgt gpeg0

*This meeting was facilitated through an online Zoom format, consistent with the Governor's Executive Order N25-20, suspending certain open meeting law restrictions.*

Xqvlpi 'O go dgt u'Rt gupv<

Joshua Reyes, Sonja Daniels, Ellen Middaugh

Xqvlpi 'O go dgt u'Cdugpv<

Zobeida Delgadillo

P qp/Xqvlpi 'O go dgt u'Rt gupv<

Tamsen Burke, Amy Guerra-Smith, Debbie Gairaud

**K0 ECNN'VQ'QTFGT**

Joshua Reyes called the April 6, 2021 Personnel Committee Meeting to order at 2:04 pm.

**K0 TQNN'ECNN**

Joshua Reyes asked Amy Guerra-Smith to do a verbal roll call. Amy Guerra-Smith completed a verbal roll call.

**K0 CRRTQXC�'QH CRTK'8.'4243'CI GPFC**

Joshua Reyes asked for any changes needed to the APRIL 6, 2021 PERSONNEL COMMITTEE MEETING AGENDA. No changes were requested.

Gngp'O kf f cw j 'b qxgf 'vq'crr t qxg'vj g'Cr t lri8.'4243 Rgt uqppgnE qo o kwgg'O ggvpi 'Ci gpf c cu'f t gupvvgf =Uqplc'F cplgn'tgeqpf gf 'vj g'b qvkap0

Xqvg'hp'vj g'O qvkap<

5/2/2

O qvkap'Rcuvgf 0

**K0 CRRTQXC�'QH HGDTWCT[ '45.'4243'O GGVPI 'O KWPGU**

Joshua Reyes asked for any changes needed to the FEBRUARY 23, 2021 PERSONNEL COMMITTEE MEETING MINUTES. No changes requested.

Gngp'O kf f cw j 'b qvkapgf 'vq'crr t qxg'vj g'Hgdt wct{ 45.'4243'Rgt uqppgnE qo o kwgg'O ggvpi O kwpgu'cu'f t gupvvgf =Lquj wc'T g{ gu'tgeqpf gf 'vj g o qvkap0

Xqvg'hp'vj g'O qvkap<

5/2/2

O qvkap'Rcuvgf 0

**X0 F KUEWUKQP 'KWGO U**

**C0 Gzgewkxg'F kt gevqt 'T gxlgy**

Tamsen Burke presented to the Personnel Committee research based on CSU Auxiliaries Executive Director annual reviews, procedures and timelines.. Ms. Burke indicated that most campuses do a variation of 360 evaluations, which may include only Board members and direct reports; while others conduct a full campus-wide stakeholder 360 every 2-3 years. All survey results indicated the ED review has written policies for the evaluation procedures and executive directors do self-evaluations as a part of the evaluation process.. The committee discussed this year's review and selected the Board of Directors, and ED direct reports. The committee also agreed that the survey should shift

from quantitative measures and to more qualitative information; recommending to the Board of Directors changing the 360 evaluation from every year to every two or three years; and the executive director should complete a self-evaluation with a similar approach. An additional metric was added this year directly related to COVID planning and response.

**D0 EC'Gzgo rv'O lpl wo 'Y ci g'Ucrt{ 'Eqo rlcpeg' Cf lwuo gpwu**

Tamsen Burke explained to the committee that in California, the minimum salary of an exempt employee is required to be 2 times the California minimum wage. The SUI had 5 employees who did not meet this requirement, so the SUI adjusted the salaries for the employees to meet the requirement. Ms. Gairaud noted that there are another 5 employees will not meet the requirement in January when the minimum wage will increase again and their salaries will be adjusted in the 2021-2022 fiscal year. Two positions are listed as exempt employees. The HR Director and the Executive Director S5

RAYMOND positions are listed as exempt employees.

Uqple'b qvkppgf 'vq'èr r t qxg'vj g'r wtej cug'qh'ULUWUWDQF 'Ugpkqt 'lwqrgu=Gngp  
O k f c w i j 'lgeqpf gf 'vj g'b qvkpp0  
Xqvg'qp'vj g'b qvkpp< 5/2/2 O qvkpp'Rcuugf 0

Joshua Reyes asked for a m