Wednesday, February 24, 2016  8:30 a.m.  BMU 205

Members Present: Deanna Jarquin, Vu Nguyen, Matt Zaleski, Michael Pratt, Nick Howell, Andrew Roberts, Teddy Delorenzo, Drew Calandrella

Members Absent: Lori Hoffman

Others Present: David Buckley, Karen Bang (recording), Susan Jennings, Jamie Clyde, Shar Krater, Thang Ho, Curtis Sicheneder, Leah Railey, Jon Slaughter, Kristina Hamilton

I. CALL TO ORDER – The meeting was called to order at 8:31 a.m. by the Chair, Jarquin.

II. AGENDA – Motion to approve the 2/24/16 agenda (Pratt/Nguyen). 7/0/0 MSC.

III. MINUTES – Minutes of the 2/10/16 regular meeting. Motion to approve the minutes of the 2/10/16 regular meeting, as presented (Nguyen/Pratt) 7/0/0 MSC.

IV. ANNOUNCEMENTS – None

V. PUBLIC OPINION – None

VI. OPINION – Jarquin said Happy Stand Up to Bullying Day!

VII. STANDING COMMITTEE REPORTS – Action items forwarded to the Board of Directors from the standing committees stand approved unless overturned by a 2/3 + 1 Board action.

A. Government Affairs Committee – Nguyen reviewed the information with the Board.
   1. GAC Actions of 2/16/16
      a. Approved the 2/16/16 meeting agenda.
      b. Approved the minutes of the 2/9/16 regular meeting.
      c. Consent Agenda
         Confirmation of resignation from Community Affairs Council
         - Executive Vice President appointment: John-Michael Dyer
         Confirmation of appointment to Community Affairs Council
         - Executive Vice President appointment: Shyal Singh
      d. Motion failed regarding moving forward with the Student Taxi Service Request for Proposal, as presented.
      e. Approved EFAC allocation in the amount of $4,000 for Mitch Matthews – Dream Job Revolution event hosted by Delta Sigma Pi on 4/19/16 from 4 to 6 p.m. in the BMU, as presented. It was noted that due to the possible CFA strike, this event will now be held on May 3 in PAC 144.

   2. GAC Actions of 2/23/16 – Nguyen said Elections Info sessions have begun.
      a. Approved the 2/23/16 meeting agenda.
      b. Approved the minutes of the 2/16/16 regular meeting.
      c. Consent Agenda
         2015-16 Associated Students Committee/Council Appointments
         Confirmation of appointment to Event Funding Allocation Council
         - Commissioner of Student Organizations and Programs appointment: Zachary Schmechel
         Confirmation of resignation from Community Affairs Council
         - Commissioner of Diversity Affairs appointment: Julia Sjodin
         Confirmation of appointment to Community Affairs Council
         - Commissioner of Diversity Affairs appointment: William Walker
      d. Approved Resolution in Support of Creating Sexual Assault Bystander Training.
      e. Approved DAC allocation in the amount of $3,900 for The Case for Free Speech on Campus event presented by Pi Sigma Alpha – Upsilon Delta Chapter, on 4/12/16 from 4 to 7 p.m. in PAC 144, as presented.

B. Bell Memorial Union Committee – Roberts reviewed with the Board.
1. **BMUC Actions of 2/18/16**
   a. Approved the 2/18/16 meeting agenda.
   b. Approved the minutes of the 2/4/16 regular meeting.
   c. Approved increase in cost of marquee in the amount of $1,384, as presented.

C. **Associated Students Businesses Committee – Zaleski reviewed with the Board.**
   1. **ASBC Actions of 2/22/16**
      a. Approved the minutes of the 2/8/16 regular meeting.
      b. Approved oven replacement/capital expenditure in the amount of $35,587.15, as presented.

VIII. **BUSINESS**

A. **Information Item: AS Marketing Proposal** – Buckley said that due to the Comparability Study, there is a potential concern regarding the $250,000 cost of a Marketing proposal and how that would affect AS areas. He suggested next year starting Marketing with student staff and have them focus on social media. This would be evaluated in a year.

B. **Information Item: Comparability Study** – Buckley said last fall the Board approved a Comp Study. He explained the major purpose of the study is to follow the Education Code and AS Policy; also to assess and compare our AS grades/salaries to the “market.” If necessary and possible, the salary range would be adjusted. Buckley explained that the consultant, Richard Lane, conducted the AS studies in 2004 and 2007 and also does Comp studies for AOA. Lane scores job descriptions first then collects the data, looking for salaries and midpoints from a variety of sources. Once collected, he runs a regression analysis to show midpoint. Buckley noted Lane followed the exact same methodology of the previous two studies. He explained the Education Code requirements and reviewed AS Policy #330 – Substantially Similar. He said there are 12-13 positions that are similar to positions in the CSU system. He said that a salary structure is a series of salary grades and ranges that define the minimum and maximum dollars that may be paid for positions assigned to each grade. He said there are 15 grades in our structure and each grade has a salary range of Minimum, Midpoint, and Maximum, and Midpoint is typically the market rate. He next reviewed and explained classifications such as Substantially Similar, Similar, Not-similar and No match. Buckley explained how comparisons are made. He said Lane assigns points to all positions and that staff are reviewing the points and if necessary they’ll be adjusted by management. He noted points compare positions not people. In regards to Market Pricing, positions were surveyed using the CSU salary schedule, AOA survey, NACUFS, NIRSA, Chico USD, City of Chico, Economic Research Institute and Northern California Center for Non-Profits. A Regression Analysis is then done to develop where Midpoint should be. Buckley said the survey looks at positions; it is not a review of individual performance, a personality contest, nor a guarantee of salary increase. He explained it is to ensure jobs are properly classified. Buckley said pretty much all of our ranges are 10% off. Buckley reviewed and explained Market Equity, noting Midpoint is the rate they look at. He said in 2007, their goal was that by going to these grades, if we went more to a merit system could slowly move people along to get to their correct pay. However, because of the market crash, raises were not given for quite some time. In regards to next steps, Buckley said they are reviewing data in order to make a recommendation to the Board and their recommendation will balance the cost versus Human Resources implications (retention, recruitment and employee morale). They’re trying to be consistently fair across the board and yet be affordable. Richard Lane will be making a presentation to the Board at a Special Board meeting, and the Board will vote on this item (Calandrella joined the meeting at 8:53 a.m.). Buckley said the AS couldn’t afford a $400,000 increase if we went with the 10%. He explained that one of the reasons they’re struggling with recruitment is our pay, and also losing staff to the University because our benefits costs are more expensive. Buckley said this is not a benefits analysis; however, CSU employees pay a lot less for benefits than we do. Delorenzo asked how the Comparability Study and potential shift in salaries fit in with the COLA discussion and Buckley said they’re not the same. Buckley said they’re not asking the Board to vote on a COLA, the COLA information was provided for informational purposes only. He said if AS staff are given a 2% increase like the University, the recommendation would be that because of the Comp Study anyone that received an adjustment of more than 2% wouldn’t receive a 2% increase on top of that. If an employee didn’t receive a wage adjustment, they would receive the 2% increase.

C. **Information Item: Elected Student Officer Compensation** – Slaughter said there has been some discussion about this subject and he wanted to give the Board an overview of how we got to where we are now. He explained that originally officer compensation was established on three qualifying factors: 1. Comparable compensation at three CSUs that have both a government arm and a student union; 2. Comparable requirements in office hours from three CSUs; 3. Three CSUs that have a similar student cost of living...
according to the Stand Student Expenses Budget, AAAR Chancellor’s Office. All three factors are averaged. Slaughter explained the final factor is derived as the baseline for executive positions at CSU, Chico by taking an average of the three factors. He explained that current base non-hourly compensation amounts were established in May 2008 and became effective in 2008-09 FY. The current non-hourly compensation of elected positions for full term were reviewed. Slaughter explained the new challenges with comparison, noting there are no campuses exactly like Chico. There are disparate governing structures, incongruent titling, dissimilar compensation procedures, and changes in comparable institutions used in previous benchmarking. He noted we now use non-hourly compensation instead of stipend. He said some institutions are also moving to stipends and awards, or paying their officers hourly rates. Slaughter said since 2008 system-wide tuition fees have increased, other costs of attendance have increased, hourly minimum wages have increased and there are more non-documented students that are interested in becoming involved with Government. In a pay situation, non-documented students currently would not be eligible. Slaughter said newly expressed desires include compensation for our 7 elected Senators and is investigating moving all officer compensation to a scholarship/grant/award administered through the Financial Aid Office to make positions as available as possible to the most people. Slaughter said there is acknowledgment that elected officer compensation should increase and that elected senators should be compensated. Also, there is a desire to move NHC positions further away from a payroll process and make all elected positions eligible for as many students as possible. Slaughter said he's a little unsure on how to move forward - should they do comparisons that we looked at previously, pay percentage of cost of attendance at the institution, where are our priorities? He also explained the challenge with this is that this Board is the one that makes determinations for next year. Although there’s a short time line to complete this, if we’re not ready for the fiscal year, the next incoming Board will be in the position of deciding their own compensation. Slaughter suggested a committee be appointed who would provide recommendations to the Board for the 2016-17 FY. Discussion was held regarding who would be on the committee and Slaughter said HR needs to be involved, he could be on the committee as GAC would carry the majority of costs if costs are changed. Delorenzo suggested an "outside AS" student or two, who knows the AS but is not intimately involved in it, as an external third party. Calandrella said in order to not reinvent the wheel, he'd like the committee to reach out to other campuses to see how they’re handling this. Buckley said the last time, the VP of Business and Finance was the one driving the discussion. In addition, Financial Aid was involved in getting some of the data; and they reached out for data to a lot of other areas. Slaughter has most of the information already compiled. It was decided that someone from Financial Aid, a para pro student from Student Life & Leadership, a student that wouldn't be running again next year, Slaughter and a representative from HR would be on the committee.

D. Information Item: Review of investments for quarter ending 12/31/15
   - Local Agency Investment Fund and Certificates of Deposit – Jennings first reviewed the LAIF report, noting the RAC Endowment line will be removed as it doesn’t apply anymore. $9,837.10 in interest was earned for the quarter. Certificates of Deposit were next reviewed and Jennings noted interest earned for the quarter of $6,126.05.
   - Board Designated Fund – Jennings provided a summary to the Board.

E. Information Item: AS Executive Order 2016-02 – Jarquin reviewed with the Board, noting the General Election has been moved from April 13 to April 12 due to the possible CFA strike.

F. Director of University Affairs Report – Pratt said he is working on filling some senate committees.

G. Director of Legislative Affairs Report – Howell said LAC has been partnering with the Office of Civic Engagement regarding voter registration.

H. University Vice Presidents’ Reports – Calandrella said in regards to the possible CFA faculty strike, there seems to be some confusion regarding who is faculty and who is not. He said only classes will not be held; staff will be here and everything else will be running such as residence halls, dining services, etc. • Calandrella suggested students attend today’s Career Fair in the BMU auditorium.

I. Executive Director's Report – Buckley said Strategic Plans will be going through the three committees, and then flow up to the Board. • Buckley said as part of his annual evaluation process he will be writing a letter in the next couple of weeks to Calandrella and Jarquin to share with the Board listing his goals, where he’s at in the process, his insight, etc. He noted Leah Railey will work with Jarquin and Calandrella through the evaluation process.
J. President’s Report – Jarquin said she, Montalbano and Calandrella attended the Town & Gown meeting on Tuesday and new ordinances were discussed. Dan Herbert from Calandrella’s office prepared an off-campus housing guide for students on campus. • Jarquin, with the help of Dr. Roll, is finishing up and will launch for the Joint Task Force on Diversity a climate survey for students about how they feel about diversity and their experience on campus. • Jarquin sits on the Campus Facility Use Committee; there was a presentation to SAC about the fee structure and there are positive interactions with people as they do event planning on campus. • Jarquin said she will be going to presidential interviews this weekend and will be attending one of the dining director candidate dinners.

IX. ANNOUNCEMENTS – Krater said she is really happy with Chief Feeney as she had sent an email to Montalbano regarding the potential of placing safety mirrors on the parking structures. She said they responded in six hours. Jarquin said the City Council just passed putting up a safety camera on the path behind Yolo Field. Nguyen said Cats in the Community Site Lead applications are out and if you know of students that want to help, let them know. Wednesday, March 2 at 5:30 p.m. is the monthly Police Student Advisory Board Committee. Also, International Festival applications are now out on Org Sync and available at the Government Affairs Office. Timmons said she hopes all have had a chance to look at the new website - It looks awesome!

X. PUBLIC OPINION – None

XI. OPINION – None

XII. ADJOURNMENT – The meeting was adjourned at 9:29 a.m. by the Chair, Jarquin.