

**FY 2017-18 GENERAL SALARY INCREASE
AND SALARY EQUITY INCREASE PROGRAM FOR ELIGIBLE STAFF**

WHEREAS, the California State University, Dominguez Hills Foundation (the “Foundation”) is a recognized auxiliary organization of The California State University (the “University”); and

WHEREAS, as an auxiliary organization, California Education Code 89900(c) requires that the Foundation “provide salaries, working conditions, and benefits for the full-time employees of each auxiliary organization that are comparable to those provided California State University employees performing similar services”; and

WHEREAS, labor negotiations with the various collectively-bargained employee groups of the University has resulted in salary increases for each of the affected employee groups of the University; and

WHEREAS, the Foundation wishes to maintain its compensation program in a manner competitive with the University and in compliance with Education Code 89900(c).

THEREFORE, IN CONSIDERATION OF THE FOREGOING, IT IS RESOLVED AS FOLLOWS:

RESOLVED, that the Board of Directors of the Foundation recognizes the above recitals as true and correct and adopts them as findings of fact; and

RESOLVED, that the Board of Directors authorizes the creation of a FY2017-18 General Salary Increase (GSI) program which shall be equivalent to 2% of each employee’s current salary as of June 30, 2017; and

RESOLVED, that the Board of Directors authorizes an additional 1% of each employee’s current salary as of June 30, 2017 to begin to address compensation equity for those employees with appointment dates into their current position on or before July 1, 2014 who have not previously received a salary increase to address compensation equity within the last three years; and

RESOLVED, that in authorizing the FY2017-18 GSI and salary equity program, the Board restricts eligibility for the program to career employees of the Foundation (specifically, those full-time benefitted employees in areas represented by the Operating Budget of the Foundation, excluding grants and contracts and trust/agency accounts); and

RESOLVED, that employees in the group(s) specified above shall be eligible for the increases as long as their initial hire date into their current position was on or before April 1, 2017; and

RESOLVED, that employees eligible under the GSI and salary equity program shall receive their respective increases effective July 1, 2017; and

RESOLVED, that full and complete analysis of all Foundation career employee salaries shall be conducted and a report on Foundation career employee salaries, salary equity comparisons, and market factors shall be presented by January 31, 2018 to the Board of Directors for review and consideration; and

RESOLVED, that the Director of Human Resources and Payroll is directed to develop and present to the Board of Directors by January 31, 2018, recommendations for a merit salary program for Foundation career employees to be implemented effective July 1, 2018.

RESOLVED, that, while employees of the Foundation under grants and contracts and trust/agency accounts are not eligible for this FY2017-18 GSI and salary equity program, nothing in this resolution shall prohibit or restrict appropriate management employees of the Foundation from requesting, and Human Resources approving, increases for such employees up to the percentage amounts authorized under this program, subject to availability of funds and approval of agency authorities as required; and

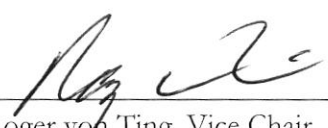
RESOLVED, that the Chief Operating Officer/Chief Financial Officer and the Director of Human Resources and Payroll shall be directed to undertake all efforts required to implement the FY2017-18 GSI and salary equity program and to develop the administrative regulations and policy provisions applicable to its operation, as well as to take all actions as may be necessary and proper in connection with the execution and implementation of this resolution.

Adopted this 29th day of June, 2017.



Phillip D'Amato, Chair
Board of Directors
CSUDH Foundation

Attest: _____


Roger von Ting, Vice Chair
Board of Directors
CSUDH Foundation