

the trustees' executive compensation policy, the following actions are recommended for trustee approval, effective July 1, 2005:

**CSU EXECUTIVE SALARIES**

<u>Campus</u>	<u>President</u>	<u>Salary</u>	
		<u>Current</u>	<u>July 1, 2005</u>
Bakersfield	Horace Mitchell	\$220,008	\$249,048
Channel Islands	Richard R. Rush	\$203,376	\$231,624
Chico	Paul J. Zingg	\$205,008	\$237,756
Dominguez Hills	James E. Lyons, Sr.	\$213,600	\$241,788
East Bay	Norma S. Rees	\$207,888	\$235,332
Fresno	John D. Welty	\$224,232	\$253,836
Fullerton	Milton A. Gordon	\$207,924	\$255,024
Humboldt	Rollin C. Richmond	\$230,016	\$260,376
Long Beach	Robert C. Maxson	\$245,484	\$277,896
Los Angeles	James M. Rosser	\$239,316	\$270,906
Maritime Academy	William B. Eisenhardt	\$188,124	\$220,116
Monterey Bay	Diane Cordero de Noriega	\$207,108	\$220,116
Northridge	Jolene Koester	\$207,444	\$255,024
Pomona	J. Michael Ortiz	\$205,008	\$237,756
Sacramento	Alexander Gonzalez	\$221,004	\$255,024
San Bernardino	Albert K. Karnig	\$206,304	\$237,072
San Diego	Stephen L. Weber	\$231,216	\$261,744
San Francisco	Robert A. Corrigan	\$230,688	\$261,144
San Jose	Don W. Kassing	\$230,004	\$255,024
San Luis Obispo	Warren J. Baker	\$253,440	\$286,896
San Marcos	Karen S. Haynes	\$203,376	\$230,232
Sonoma	Ruben Armiñana	\$223,452	\$252,948
Stanislaus	Hamid Shirvani	\$230,004	\$237,072

**System Officers**

Chancellor	Charles B. Reed	\$316,692 <sup>1</sup>	\$362,500 <sup>1</sup>
Executive Vice Chancellor, & Chief Academic Officer	Vacant	\$239,160	n/a
Executive Vice Chancellor & Chief Financial Officer	Richard P. West	\$239,160	280,056
Vice Chancellor, Human Resources	Jackie R. McClain	\$209,520	246,186

<sup>1</sup> \$30,000 CSU Foundation supplement since appointment

Vice Chancellor University Advancement	Vacant	\$220,000	n/a
General Counsel	Christine Helwick	\$195,672	230,002

Where available, university presidents are required to live in official university provided residences. CSU provides official residences at Dominguez Hills, Fresno, Fullerton, Long Beach, Maritime Academy, Monterey Bay, Northridge, Pomona, San Diego and San Jose. Where official residences are not available, the Board of Trustees provides CSU presidents assistance with their housing in recognition of their broad responsibilities for institutional advancement and development. The presidents' residences are used for university business including an executive office, university meetings, university-related entertainment, social functions and fund raising.

Housing assistance has been reassessed this year in view of equity, housing maintenance costs and services, real estate market changes, and housing market relationships. The last comprehensive change was made in summer 2000. Subsequent adjustments were made when new presidents were appointed. California's housing market has exploded since 2000 with a median housing price increase of 116.3% from June 2000 to June 2005. In Stanislaus country the increase has been as high as 160.9%. In recognition of the increased housing costs and house maintenance and service costs, the following general fund two-tiered housing allowance adjustments are being recommended for adoption, effective July 1, 2005.

#### **Annual Housing Allowances**

<b><u>Housing Tier</u></b>	<b><u>July 1, 2005</u></b>
<b>Tier I</b>	
Bakersfield	\$50,000
Chico	\$50,000
Humboldt	\$50,000
San Bernardino	\$50,000
Stanislaus	\$50,000
<b>Tier II</b>	
Channel Islands	\$60,000
East Bay	\$60,000
Los Angeles	\$60,000
Sacramento	\$60,000
San Luis Obispo	\$60,000
San Francisco	\$60,000
San Marcos	\$60,000
Sonoma	\$60,000

In addition, the housing allowance for the interim president of CSU Monterey Bay is set at \$36,804, effective June 10, 2005. The permanent president will occupy university owned housing.

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At the September 1998 Board of Trustees' meeting, the Trustees adopted a resolution that provided presidents the option of receiving a \$750 per month automobile allowance in lieu of a university vehicle to support university related business travel requirements. That same allowance also is provided to Executive Vice Chancellor and Chief Financial Officer West and Vice Chancellor of Human Resources McClain. In recognition of the taxability of the allowance and increased automobile costs, it is recommended that effective November 1, 2005, the allowance be increased to \$1,000 per month for eligible executives and additionally, that the allowance includes General Counsel Christine Helwick.

The following resolution is recommended for adoption:

**RESOLVED**, By the Board of Trustees of The California State University, that the CSU executive salaries table in Agenda Item 1 of the October 27, 2005, meeting of the Committee on University and Faculty Personnel, be approved for implementation effective July 1, 2005; and be it further

**RESOLVED**, that the annual housing allowance levels recommended in Agenda Item 1 of the October 27, 2005, meeting of the Committee on University and Faculty Personnel, be approved for implementation effective July 1, 2005, and be it further

**RESOLVED**, that the automobile allowance for presidents, the executive vice chancellor and chief financial officer, the vice chancellor of human resources and the general counsel be set at the monthly rate of \$1,000, effective November 1, 2005.