



**ASSOCIATED STUDENTS, INC.**  
CALIFORNIA STATE UNIVERSITY, DOMINGUEZ HILLS  
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Minutes  
Personnel Committee  
Thursday, October 13, 2022, 9:00 AM  
Zoom Meeting  
Zoom ID: 898 1711 5222

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

- I. Called to order at 9:07 a.m. by Edgar Mejia-Alezano, Chairperson
- II. Roll Call  
**Voting Members Present:** Obioha Ogbonna, Edgar Mejia-Alezano, and Alex Alvarado  
**Advisors Present:** Rasheedah Shakoor, Michellena Lakey, Myriam Ahouansou, and Cailin White  
**Advisors Absent:** Matthew Smith, Brenda Mendez, and Monica Ponce  
**Visitors:** Shamshad Elimu
- III. Approval of Agenda – Action Item  
\*M/Alvarado, S/Ogbonna to approve the agenda as submitted  
**VOTE: UNANIMOUS**
- IV. Approval of Minutes (June 9, 2021 & May 2, 2022) – Action Item  
\*M/Alvarado, S/Ogbonna to approve the minutes of June 9, 2021 and May 2, 2022 as submitted. **VOTE: UNANIMOUS**
- V. Reports – None
- VI. Open Forum – Agenda Items Only  
Time for members of the audience to address the Committee on specific agenda items only.  
Ogbonna wanted to know why “Pandemic Supplemental Relief Pay” was not presented at the last Personnel Committee meeting. Lakey noted that much has happened in the CSU system with the most recent technical letter received and with other Auxiliaries after the last Personnel Meeting.. Many of the auxiliaries started supporting and following the CSU technical letter with COVID pay or GSA increases after our June Personnel Meeting.
- VII. Unfinished Business – None

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### VIII. New Business

#### A. Pandemic Supplemental Relief Pay – Action Item

The Committee will consider one-time bonus pay for individuals employed with ASI from March 15, 2020 to June 30, 2021

Lakey asked for this to be added on the agenda for this group to consider as one time pay for the non-student employee working for ASI March 15 2020 – June 30, 2021. Other Auxiliaries have started paying their employees any where from \$1,500 up to \$3,500 of a one-time payment. There is one outlier Auxiliary that paid their employees \$10,000 one time pay. Ogbonna wanted to know number of employees who would receive this bonus. Lakey showed a chart of 10 currently working employees who would receive the bonus. This would be awarded to only current employees with ASI. Alvarado asked where would these funds come out of, 2021-2022 or 2022-2023? Ahouansou noted based to the last two years ASI did not maximize their budget the funds could easily be referred to last year's budget. This would not come out of this year's budget. Shakoor noted this request would go to the Finance Committee and they would identify where the funds would come from, but good news is we have Ahouansou to identify where the funds would come from. Ahouansou shared the chart to show all employees who would qualify for this bonus and the months they were employed. She shared number of employees working during COVID – five employees were employed full 15 months, two, 7 months and three, 5 months. Total amount asked would amount to \$23,835.

\*M/Ogbonna, S/Alvarado to approve \$23,835 for one-time Pandemic Supplemental Relief Pay. **VOTE: UNANIMOUS**

#### B. Request for Equity Increase – Action Item

The committee will consider an equity increase request from ASI Associate Director (Closed Session – Pursuant to California Education Code 89307(c)(1)) Lakey thanked the Committee for acknowledging their hard work during the pandemic. Lakey further noted she presented the letter to Shakoor on her official work class and she read letter to the committee with her requests. During the Pandemic she had asked Shakoor consider additional organization compensation analysis through private consultant and it was approved during which her salary was one of the positions that was undervalued as Associate Director at 69% of the weighted average . The best practice is to be between 80% - 105% of the weighted average. She is asking the Personnel Committee for an equity increase at 90% at the average salary of her position.

\*M/Alvarado, S/Ogbonna to move to close session  
**VOTE: UNANIMOUS**

\*M/Ogbonna, S/Alvarado to come out of close session at 10:14 a.m.

**VOTE: UNANIMOUS**

Mejia-Alezano noted the committee discussed and approved for 85% retro to July. Lakey thanked the Committee for valuing their work with organization.

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Shakoor agreed they value her a lot and there is a request by President to look at some kind of bonus for the time Lakey has been working as the Program Coordinator and Graduate Assistant positions. She asked to call for another Personnel Committee meeting to be called to discuss that request.

C. ASI Staff Updates – Discussion Item

The Committee will discuss recent staff changes and impact

Mejia-Alezano asked to discuss ASI Staff Updates at the next Personnel Committee meeting.

IX. Open Forum – Discussion Item

Time for members of the audience to address the Committee.

Lakey noted she is moving forward with the search committee for the Finance and Business Service Manager position. Alvarado asked if this is the place to ask for BOD members stipend increase. Lakey noted that should be addressed at the Finance Commission meeting.

X. Adjournment

Meeting adjourned at 10:18 a.m.