

COMMITTEE ON COMPENSATION
July 2008

**SALARY ADJUSTMENT FOR SALLY J. MARSHALL AS VICE PROVOST,
ACADEMIC AFFAIRS, SAN FRANCISCO CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following compensation reallocation for Sally J. Marshall, Vice Provost, Academic Affairs, San Francisco campus:

- (1) Decrease Health Sciences Compensation Plan (HSCP) compensation in the amount of \$18,700 (-53.4 percent) from \$35,000 to \$16,300.
- (2) Increase the current base salary of \$226,200 by \$18,700 (8.3 percent) to the SLCG Grade 108 grade midpoint of \$244,900 (Minimum \$192,300, Midpoint \$244,900, Maximum 297,400).
- (3) Effective July 1, 2008.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance and Executive Business Travel Insurance.
- Per policy, ineligible to participate in Executive Salary Continuation for Disability benefit due to not yet attaining five years in the Senior Management Group program.
- Per policy, continued participation in the Staff Recognition Award Program with a maximum potential payout of up to 10 percent of base salary.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty position.

The compensation described above shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written commitments.

BACKGROUND

Health Sciences Compensation Plan (HSCP) compensation (Y component) became part of Ms. Sally Marshall's cash compensation package effective February 1, 2005, with her appointment as Associate Vice Chancellor - Academic Affairs. The campus proposes to re-balance Ms. Marshall's cash compensation mix to better reflect her position as primarily engaged in administrative activities and to bring her base salary in line with a competitive rate while

decreasing the total amount of Health Sciences Compensation. This maintains the same level of total cash compensation while also creating greater total salary transparency.

[Compensation form attached.]

**SALARY ADJUSTMENT FOR SALLY J. MARSHALL AS VICE PROVOST - ACADEMIC AFFAIRS,
SAN FRANCISCO CAMPUS**

SLCG GRADE 108 – Minimum \$192,300 Midpoint of \$244,900 Maximum \$297,400

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$244,900	NO	REGENTS
· Health Sciences Compensation Plan	X		\$16,300	NO	REGENTS
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: Staff Recognition Award Plan (up to 10% of base salary)	X		\$24,490	NO	REGENTS
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X				
· Executive Business Travel Insurance	X				
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$285,690		

[Please note that all payments, reimbursements, special benefits, etc. should be listed on this form in order to be authorized by the President and The Regents. This information will be released to the Public].

The only compensation permitted is what is listed on the summary page that accompanied the item.