

**COMMITTEE ON COMPENSATION
MARCH 2008**

**SALARY ADJUSTMENT FOR RONALDO G. ESPIRITU AS THE ASSOCIATE DEAN
FOR BUSINESS AND FISCAL AFFAIRS, HEALTH SCIENCES, SAN DIEGO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the salary adjustment for Mr. Ronaldo G. Espiritu, Associate Dean for Business and Fiscal Affairs, Health Sciences, San Diego campus. This action recognizes the assumption of additional responsibilities over time, as well as those resulting from reorganization.

- (1) Salary adjustment of \$37,200 (20.2 percent) to increase his annual base salary from \$184,400 to \$221,600. Proposed slotting of the position at SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)
- (2) Effective March 1, 2008.

Additional items of compensation are:

- Per policy, standard pension and health and welfare benefits.

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. All compensation (as defined in The Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

Mr. Espiritu has held the title of Associate Dean for Business and Fiscal Affairs for Health Sciences since 2002. During the interim, his duties and responsibilities have increased dramatically. As part of the recent reorganization of the Health Sciences, Mr. Espiritu assumed responsibility for the long-range strategic planning for the School of Medicine. A 20.2 percent salary increase is proposed in recognition of these additional responsibilities, both administrative and financial, and the significant impact of his expanded leadership role.

There is currently no comparable position at the other UC campuses. The duties that make up this senior leadership position are found at the other UC campus in multiple positions, and not consolidated in one leadership position. The nearest comparison would be the Associate Vice Chancellor Finance and Administrator Health Sciences and Senior Associate Dean School of Medicine at UCLA which is slotted at SLGC Grade 107 with salary of \$244,300.

[Compensation form attached.]

**COMPENSATION FOR RONALDO G. ESPIRITU AS ASSOCIATE DEAN FOR BUSINESS AND FISCAL AFFAIRS,
HEALTH SCIENCES, SAN DIEGO CAMPUS**

SLCG 107 Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$221,600	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Any other bonuses/Incentives		X			
· 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 - 25%		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			
Two coach-fare 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)			\$221,600		

[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.