

**COMMITTEE ON COMPENSATION
APRIL 2008**

**INTERIM RE-SLOTTING AND APPOINTMENT SALARY FOR CECILIA
HAMILTON AS ASSISTANT VICE CHANCELLOR AND CONTROLLER, FINANCE
AND ADMINISTRATION, SAN FRANCISCO CAMPUS**

Action under interim authority was requested due to the critical nature of this senior level position.

Compensation:

1. Appointment salary of \$235,000 as Assistant Vice Chancellor and Controller, Finance and Administration at 100 percent time.
2. Interim re-slotting to SLCG Grade 107 as recommended by Mercer HR Consulting (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
3. As an exception to policy, reimbursement for 100 percent of moving expenses to the extent allowed by policy. This is an exception as policy allows for reimbursement of 50 percent of moving expenses for MSP classified personnel.
4. Effective no earlier than May 1, 2008, upon approval of the Regents.

Additional items of compensation include:

- Standard pension and health and welfare benefits.
- Per policy, eligibility to participate in the Finance and Administration Incentive Program with a maximum potential payout of up to 10 percent (\$23,500) of base salary.
- Per policy, one house-hunting trip subject to the limitations under policy for Ms. Hamilton and her spouse/partner and an additional local limitation that the house-hunting trip will not exceed 10 days. Reasonable expenses for coach air fare, meals, and lodging will be reimbursed.
- Per policy, reimbursement of temporary living expenses, up to a maximum of \$3,366, including the cost of meals and lodging while occupying temporary quarters at the new general work location during any one period of 30 consecutive days after approval of appointment.

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 of Review of Executive Compensation) in this recommendation will be released to the public immediately following execution.

BACKGROUND

The position of Assistant Vice Chancellor and Controller, Finance and Administration, was vacated on March 31, 2007, with the resignation of incumbent LaDene Diamond and the UCSF Compensation Committee approved a stipend for Susan Lin, Assistant Controller, for her role as Acting Controller. Subsequent to a nationwide recruitment, Ms. Cecilia Hamilton was identified as the most qualified candidate for the position. In order to attract high caliber candidates for this critical position, the scope and complexity of this position was re-evaluated and expanded bringing it on par with the closest comparable position of Director of Finance, Medical Center which is currently slotted at SLCG grade 107 (minimum \$172,300, midpoint \$218,700, maximum \$265,000) with the incumbent's base salary is \$234,500.

[Compensation form attached.]

**APPOINTMENT SALARY FOR CECILIA HAMILTON AS ASSISTANT VICE CHANCELLOR AND
CONTROLLER, FINANCE AND ADMINISTRATION, SAN FRANCISCO 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		\$235,000	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: Finance and Administration Incentive Plan (10% maximum payout)	X		\$23,500	NO	
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program					
		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 <i>up to \$3,366</i>	X			NO	
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household. As an exception to policy, reimbursement of 100 percent of moving expenses to the extent allowed by policy.	X			YES	REGENTS
· House-hunting trips: Per policy one trip including spouse/ partner not to exceed 10 days.	X			NO	

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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)					
			\$258,500		

[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.