

Office of the President

TO MEMBERS OF THE COMMITTEE ON COMPENSATION:

ACTION ITEM

For Meeting of January 18, 2007

Individual Salary Items

- (1) *Appointment Salary for David A. Brenner, M.D., as Vice Chancellor [Health Sciences and Dean--School of Medicine, San Diego Campus*

The Committee recommends approval of the following items in connection with the appointment of David A. Brenner, M.D., San Diego campus:

- a. Title of Vice Chancellor-Health Sciences and Dean-School of Medicine, SLCG 113.
- b. An initial five-year term, subject to continuation based on performance review; provided that nothing in this item shall alter the at-will status of Dr. Brenner's appointment, as reflected in the terms and conditions of the University's Senior Management Personnel Policies.
- c. Annual base salary of \$500,000, 100 percent time.
- d. Health Sciences Compensation Plan (HSCP) supplement applicable to Medical School Deans of \$220,000.
- e. Effective date of February 1, 2007.

Additional items of compensation include:

- Per policy, \$125,000 (25 percent) relocation allowance subject to a repayment requirement in the event that Dr. Brenner resigns within the first four years of employment).
- Per policy, 30 days of temporary housing and reimbursement of moving expenses.
- As an exception to policy, 2 house-hunting trips, the total number of days

not to exceed 10 for Dr. Brenner and his spouse. Coach air fare, meals and lodging will be reimbursed.

- 0 percent tenured faculty position and accrual of sabbatical credits, subject to the normal academic approval process.
- Per policy, eligibility for participation in the Mortgage Origination Program loan up to \$1,000,000.
- Per policy, standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.

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.

(2) ***Promotion Increase, Title Change, and Salary Grade Change for David Odatto as Executive Director [Medical Center Patient and Employees Services, San Francisco Campus***

The Committee recommends approval of the following item in connection with the promotion of David Odatto as Executive Director-Medical Center Patient and Employee Services, San Francisco campus:

- a. Re-slotting to SLCG grade 108 (minimum \$187,100 midpoint \$238,200 maximum \$289,300)
- b. Retention increase of \$25,000 (11.7 percent) to bring his base salary from \$213,200 to \$238,200 (to the midpoint of the salary range minimum \$187,100 midpoint \$238,200 maximum \$289,300)
- c. Title Change from Executive Director-Human Resources and Service Excellence to Executive Director-Patient and Employee Services
- d. Continued eligibility for participation in the Clinical Enterprise Management Recognition Program (CEMRP) with a maximum payout of up to 20% of base salary (\$47,640; currently participates in the CEMRP at 20%).
- e. Effective upon approval of The Regents.

Additional items of compensation include:

· 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.

(3) ***Stipend for Reynaldo F. Macias as Acting Dean--Division of Social Sciences, College of Letters and Science, Los Angeles Campus***

The Committee recommends approval of the following items in connection with the appointment of Reynaldo F. Macías as Acting Dean-Division of Social Sciences, College of Letters and Science, Los Angeles campus:

- a. An administrative stipend of 15.0 percent (\$26,800) to increase his adjusted academic salary of \$178,500, (inclusive of 2.5 summer ninths) for a total annual salary of \$205,300. The current stipend as Chair will be discontinued.
- b. If an adjustment to the annualized academic base salary is made prior to the termination of this acting role, the 15.0 percent stipend will be recalculated against the new annualized academic base salary.
- c. This appointment is at 100 percent time and is effective January 1, 2007 through December 31, 2007, or until the appointment of a permanent Dean-Social Sciences, whichever occurs first.

Additional items of compensation include:

- Per policy, Standard Pension and Health & Welfare benefits
- Per policy, eligible for sabbatical credits

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.

(4) ***Stipend for Scott L. Waugh as Acting Executive Vice Chancellor and Provost, Los Angeles Campus***

The Committee recommends approval of the following items in connection with the administrative stipend for Scott L. Waugh as Acting Executive Vice Chancellor and Provost, Los Angeles campus:

- a. As an exception to policy, an administrative stipend of 41.3 percent (\$79,000) to increase his current base salary of \$191,500, to a total annual

salary of \$270,500, which is below the minimum of the salary range for the slotted acting position.

- b. Effective January 1, 2007 through December 31, 2007, or until the effective date of the appointment of a permanent Executive Vice Chancellor, whichever occurs first.
- c. If an adjustment to the base salary is made prior to the termination of this acting role, the 41.3 percent stipend will be recalculated against the new base salary. Due to the stipend exceeding 15 percent, this would also continue to be an exception to policy
- d. Additional compensation and related items include:

Per policy, continuation of the 5 percent monthly contribution to the Senior Management Supplemental Benefit Program, consistent with Mr. Waugh's appointment prior to July 1996.

- Standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- 0 percent tenured faculty position and accrual of sabbatical credits.

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.

(5) ***Stipend Extension for Raymond Williams, Acting Dean-A. Gary Anderson Graduate School of Management, Riverside Campus***

The Committee recommends approval of extension of the stipend for Raymond Williams as Acting Dean-A. Gary Anderson Graduate School of Management, Riverside campus:

- a. Compensate for 10 days (80 hours) of service as Acting Dean-A. Gary Anderson Graduate School of Management, from July 1, 2006 to July 16, 2006, upon approval of The Regents.
- b. Compensation includes \$2,467.79 for 10 days of service.

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

(6) ***Retention Increase for M. Boone Hellmann as Associate Vice Chancellor–
Facilities Design and Construction/Campus Architect, San Diego Campus***

The Committee recommends approval of the following items in connection with the retention of M. Boone Hellmann, San Diego campus:

- a. Retention increase of \$23,900 (14.4 percent) to increase his total, annual base salary from \$166,100 to \$190,000 (above the midpoint of the salary range for SLCG Grade 105, minimum \$134,400, midpoint \$169,600 maximum \$204,700)
- b. Effective January 1, 2007, upon approval by The Regents.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits and standard Senior Management benefits including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability
- Per policy, 3% contribution to the Senior Management Supplemental Benefit Program

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.

(7) ***Retention Increase for Christine M. Casey as Assistant Vice President–
Administrative Services, Agriculture and Natural Resources, Office of the
President***

The Committee recommends that the following be approved in connection with the retention of Christine M. Casey, Agriculture and Natural Resources, Office of the President:

- a. Retention increase of \$15,500 (10.0 percent) to bring her base salary from \$155,500 to \$171,000 (above the midpoint of the salary range for SLCG Grade 104, minimum \$120,400, midpoint \$151,400, maximum \$182,400)
- b. Effective upon approval by The Regents

Additional items of compensation include:

Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program

Per policy, standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability and Relocation Allowance.

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.

(8) ***Merit Increases for Athletic Coaches, Los Angeles Campus***

The Committee recommends that salary rates resulting from merit increases be approved, as shown on Attachment 1, effective July 1, 2006, Los Angeles campus, as follows:

- a. William Martin, Head Coach, Men's Tennis - Approve an 11.4 percent merit increase to his base salary of \$70,000 effective July 1, 2006 for new base salary of \$78,000. Merit increase has already been implemented. Total cash compensation includes:
 - Base salary of \$78,000.
 - Imputed income value of courtesy automobile of \$6,612.
 - Advance on summer camp revenue of \$105,600.60 and a second payment on camp revenue of \$68,370.26.
 - Total cash compensation results in a total of \$258,582.86.
- b. Dwayne Walker, Defensive Coordinator, Football - Approve a 13.3 percent merit increase to his base salary of \$150,000 effective July 1, 2006 for a new base salary of \$170,000. Merit increase has already been implemented. Total cash compensation includes:
 - Base salary of \$170,000.
 - Guaranteed pay for services related to speaking engagements, tv/radio appearances at \$100,000
 - Total cash compensation results in a total of \$270,000.

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.

(9) ***Mortgage Origination Program Loan for Akhil Gupta as Professor of***

Anthropology, Los Angeles Campus

The Committee recommends approval of a Mortgage Origination Program loan in the amount of up to \$1.25 million to Akhil Gupta, Professor of Anthropology, Los Angeles campus. This loan will comply with all other normal Mortgage Origination Program parameters.