

COMMITTEE ON COMPENSATION

ACTION ITEM

For Meeting of November 20, 2008

APPROVAL OF INDIVIDUAL COMPENSATION ACTIONS AS DISCUSSED IN CLOSED SESSION

RECOMMENDATION

The Committee recommends:

A. *Interim Slotting for Executive Director – Service Line Administration, Medical Center, San Francisco Campus*

Approval of the following interim slotting for Executive Director – Service Line Administration, Medical Center, San Francisco campus:

- (1) Interim slotting at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400) as recommended by Mercer Human Resource Consulting.
- (2) Effective November 1, 2008.

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.

B. *Stipend for Janet Broughton as Acting Executive Dean – College of Letters and Science, Berkeley Campus*

Approval of the following items in connection with a stipend for Janet Broughton as Acting Executive Dean – College of Letters and Science, Berkeley campus:

- (1) Per policy, an administrative stipend of \$32,600 (16.5 percent). The stipend, plus her \$197,000 salary as dean, result in total compensation of \$229,600 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).

- (2) No adjustments should be made to the stipend if adjustments are made to the decanal salary.
- (3) This stipend is effective January 1, 2009 through December 31, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment as a tenured faculty member.

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.

C. ***Stipend for Deborah A. Nolan as Acting Dean – Division of Mathematical and Physical Sciences, College of Letters and Science, Berkeley Campus***

Approval of the following items in connection with a stipend for Deborah A. Nolan as Acting Dean – Division of Mathematical and Physical Sciences, College of Letters and Science, Berkeley campus:

- (1) Per policy, an administrative stipend of \$82,706 (62.7 percent). The stipend plus the adjusted faculty salary of \$131,994 result in total compensation of \$214,700 (SLCG Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700). This stipend amount is consistent with new SMG policy that dictates that appointment salaries will be within the salary range.
- (2) If an adjustment to the base faculty salary is made prior to the termination of this acting appointment, the stipend will be adjusted so as to maintain the total compensation at the minimum of the SLCG Grade 109 salary range. Also, if there is an adjustment made to the SLCG Grade Structure prior to the termination of this acting appointment, the stipend will be adjusted so as to maintain the total compensation at the minimum of the SLCG Grade 109 salary range.
- (3) This appointment is at 100 percent time and is effective January 1, 2009 through December 31, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of faculty.

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.

D. *Appointment Salary for David T. Feinberg, M.D., as Associate Vice Chancellor and Chief Executive Officer for the Hospital System, Los Angeles Campus*

Approval of the following items in connection with the appointment of David T. Feinberg, M.D., as Associate Vice Chancellor and Chief Executive Officer (CEO) for the Hospital System, Los Angeles campus:

- (1) As an exception to policy, a 179 percent increase (\$474,600) in base salary, for a new annual base salary of \$739,700 at SLCG Grade 118 (Minimum \$585,000, Midpoint \$760,400, Maximum \$935,900). Total cash compensation as a result of this action will increase by 59.7 percent when compared to Dr. Feinberg's current salary, stipend, and potential Clinical Enterprise Management Recognition Plan payout.
- (2) This appointment is at 100 percent time and will become effective December 1, 2008.
- (3) Per policy, participation in the Clinical Enterprise Management Recognition Plan (CEMRP) with a maximum potential bonus of 30 percent (\$221,910).

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management 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, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty position.
- Per policy, automobile allowance not to exceed \$8,916 per annum.
- Per policy, accrual of sabbatical credits as a member of faculty.

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.

E. ***Correction of Administrative Stipend for Danielle Blanc as Acting Administrative Director – Clinical Practices, Department of Surgery, School of Medicine, San Francisco Campus***

Retroactive approval of the following compensation for Danielle Blanc as Acting Administrative Director – Clinical Practices, Department of Surgery, School of Medicine, San Francisco campus. Ms. Blanc assumed the additional duties on April 28, 2008. However, it recently came to the attention of the UCSF campus Human Resources department that the stipend combined with other compensation required Regental approval since it was over \$205,000:

- (1) Per Staff PPSM policy, a 20.0 percent (\$30,105) stipend from April 28, 2008, through June 30, 2008, increasing her current annual salary of \$150,524 to \$180,629 (MSP Grade 4: Minimum \$95,100, Midpoint \$126,100, Maximum \$157,100). This is an exception to policy which allows for administrative stipends up to 15.0 percent of base salary. Additionally, the stipend escalates the base salary above the range maximum. This appointment is at 100 percent time.
- (2) Effective retroactive to April 28, 2008 and ending June 30, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, continued eligibility to participate in the School of Medicine Management Incentive Plan (SOM MIP) with a maximum potential payout of up to 20 percent of base salary (\$30,105).

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.

F. ***Salary Adjustment for J. Thomas Rosenthal, M.D., as Chief Medical Officer for the Health System, Los Angeles Campus***

Approval of the following salary adjustment for J. Thomas Rosenthal, M.D., as Chief Medical Officer for the Hospital System, Los Angeles campus:

- (1) As an exception to policy, a base salary increase of \$191,900 (80 percent) to the current annual base salary and elimination of Dr. Rosenthal's Health Sciences Compensation Plan compensation of the same amount (\$191,900). This proposal results in an annual base salary of \$431,500, (SLCG Grade 113: Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100).
- (2) Per policy, eligibility for participation in the Clinical Enterprise Management Recognition Plan (CEMRP) with a maximum payout of up to 25 percent of base salary (\$107,875).
- (3) Effective October 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management 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, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty position.
- Per policy, accrual of sabbatical credits as a member of faculty.

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.