

## COMMITTEE ON COMPENSATION

### ACTION ITEM – CONSENT

*For Meeting of November 28, 2011*

## APPROVAL OF INDIVIDUAL PARTIALLY OR FULLY STATE-FUNDED COMPENSATION ACTIONS AS DISCUSSED IN CLOSED SESSION

### RECOMMENDATION

A. *Continuation of Appointment of Rehired Retiree Randolph M. Siverson as Acting University Librarian, Davis Campus*

#### Background to Recommendation

The Davis campus is requesting approval for the continuation of the appointment of Randolph M. Siverson as Acting University Librarian. This request is to continue Mr. Siverson's appointment for the period December 1, 2011 through August 31, 2012. This constitutes an exception to policy because the appointment exceeds the 12 months allowed under Regents Policy 7706, *Reemployment of UC Retired Employees into Senior Management Group and Staff Positions*.

The campus is preparing to re-launch the search for a University Librarian as the position has been substantially changed, with a greater focus on technology-based resources. The University Librarian will need the skills, knowledge, and abilities to integrate essential library functions with the best in information technology in a creative manner.

There is no change to Mr. Siverson's current base salary of \$77,400 at a 43 percent appointment rate (\$180,000 at 100 percent appointment rate); this is 27.5 percent below the market median of \$248,218 for a University Librarian.

#### Recommendation

The Committee recommends approval of the following items in connection with the continuation of the appointment of rehired retiree Randolph M. Siverson as Acting University Librarian, Davis campus:

- (1) As an exception to policy, an extension of the appointment for Randolph M. Siverson as Acting University Librarian for another period of up to nine months, beginning December 1, 2011. This appointment will continue through August 31, 2012 or until a University Librarian is hired, if that occurs prior to August 31,

2012. This constitutes an exception to policy because the appointment exceeds the 12 months allowed under Regents Policy 7706, *Reemployment of UC Retired Employees into Senior Management Group and Staff Positions*.

- (2) Per policy, continuation of appointment salary of \$77,400 at 43 percent appointment rate (\$180,000 at 100 percent appointment rate) at SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
- (3) Per policy, Mr. Siverson has signed the UC Retirement Plan (UCRP) Retired Employee Election Form indicating that he elects to continue to receive his monthly UCRP retirement income and waives his right to accrue additional UCRP benefits and service credit during his period of reemployment.
- (4) Per policy, health and welfare benefits based upon 43 percent limited-time appointment.

### COMPARATIVE ANALYSIS

#### Recommended Compensation

**Effective Date:** December 1, 2011

**Annual Base Salary:** \$77,400 at 43 percent time (\$180,000 at 100 percent time)

**Total Cash Compensation:** \$77,400 at 43 percent time (\$180,000 at 100 percent time)

**Grade Level:** SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100)

#### Budget &/or Prior Incumbent Data

**Title:** University Librarian

**Base Salary:** \$191,300

**Total Cash Compensation:** \$191,300

**Grade Level:** SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100)

### COMPETITIVE ANALYSIS

Percentiles	BASE SALARY MARKET PERCENTILES				
	25th	50th	Mean	75th	90th
Market Data	\$216,900	\$248,218	\$265,802	\$302,529	\$384,738
% Difference from Market	-17.0%	-27.5%	-32.3%	-40.5%	-53.2%

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UC Davis Chancellor Katehi  
**Reviewed by:** President Yudof  
Committee on Compensation Chair Ruiz  
Office of the President, Human Resources

**B. *Market-Based Salary Adjustment for Wendell C. Brase as Vice Chancellor – Administrative and Business Services, Irvine Campus***

Background to Recommendation

The Irvine campus requests approval of a market-based salary adjustment of 9.9 percent for Wendell C. Brase as Vice Chancellor – Administrative and Business Services, effective December 1, 2011. The proposed increase would raise Mr. Brase's annual base salary from \$224,600 to \$246,835.

The proposed adjustment places Mr. Brase's base salary approximately 13.5 percent below the 50th percentile of the market. The proposed increase partially addresses market movement over the four years since Mr. Brase's last adjustment.

This action also provides recognition of Mr. Brase's value to the Irvine campus by providing innovative leadership, with 33 years of service to the UC system (13 years at UC Santa Cruz, 20 years at Irvine). He has two degrees from the Sloan School of Management, Massachusetts Institute of Technology, and is responsible for UC Irvine's administrative, financial, and business services.

Recommendation

The Committee recommends approval of the following items in connection with the market-based salary adjustment for Wendell C. Brase as Vice Chancellor – Administrative and Business Services, Irvine campus:

- (1) Per policy, a market-based salary adjustment of 9.9 percent to increase base salary from \$224,600 to \$246,835, effective December 1, 2011.
- (2) Continued slotting at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (3) Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- (4) Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- (5) Continued participation in the UC Home Loan Program.

- (6) This appointment is at 100 percent time.

### COMPARATIVE ANALYSIS

#### **Recommended Compensation**

**Effective Date:** December 1, 2011

**Base Salary:** \$246,835

**Total Cash Compensation:** \$246,835

**Grade Level:** SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

#### **Budget &/or Prior Incumbent Data**

**Title:** Vice Chancellor – Administrative and Business Services

**Base Salary:** \$224,600

**Total Cash Compensation:** \$224,600

**Grade Level:** SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

### COMPETITIVE ANALYSIS

	BASE SALARY MARKET PERCENTILES				
Percentiles	25th	50th	Mean	75th	90th
Market Data	\$215.3	\$285.2	\$313.4	\$378.3	\$498.4
% Difference from Market	14.7%	-13.5%	-21.2%	-34.8%	-50.5%

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UC Irvine Chancellor Drake

**Reviewed by:** President Yudof

Committee on Compensation Chair Ruiz

Office of the President, Human Resources

- C. *Market-Based Salary Adjustment and Re-slotting for Meredith Michaels as Vice Chancellor – Planning and Budget, Irvine Campus*

#### **Background to Recommendation**

The Irvine campus requests approval of a market-based salary adjustment of 9.9 percent for Meredith Michaels as Vice Chancellor – Planning and Budget, effective December 1,

2011. The proposed adjustment will increase Ms. Michaels' annual base salary from \$225,000 to \$247,275.

The proposed adjustment moderately improves Ms. Michaels' position to market, placing her base salary approximately 8.7 percent behind the 50th percentile. Her salary continues to lag the market due to the lack of a merit program for Senior Management Group members.

This action also provides recognition of the value Ms. Michaels contributes with her experience as a seasoned administrator and expertise in University budget matters. She has over 25 years of UC service, with experience at three UC campuses and the Office of the President. Her role is of critical importance to UC Irvine.

In coordination with the proposed salary adjustment, the campus requests that the position of Vice Chancellor – Planning and Budget be re-slotted from SLCG Grade 107 to SLCG Grade 108.

#### Recommendation

The Committee recommends approval of the following items in connection with the market-based salary adjustment and re-slotting for Meredith Michaels as Vice Chancellor – Planning and Budget, Irvine campus:

- (1) Re-slotting of the position of Vice Chancellor – Planning and Budget from SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, and Maximum \$265,000) to SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, and Maximum \$297,400).
- (2) Per policy, a market-based salary adjustment of 9.9 percent from \$225,000 to \$247,275, effective December 1, 2011.
- (3) Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- (4) Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- (5) Continued participation in the UC Home Loan Program.
- (6) This appointment is at 100 percent time.

#### **COMPARATIVE ANALYSIS**

#### Recommended Compensation

**Effective Date:** December 1, 2011

**Base Salary:** \$247,275  
**Total Cash Compensation:** \$247,275  
**Grade Level:** SLCG Grade 108  
(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

**Budget &/or Prior Incumbent Data**

**Title:** Vice Chancellor – Planning and Budget  
**Base Salary:** \$225,000  
**Total Cash Compensation:** \$225,000  
**Grade Level:** SLCG Grade 107  
(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

**COMPETITIVE ANALYSIS**

	BASE SALARY MARKET PERCENTILES				
Percentiles	25th	50th	Mean	75th	90th
Market Data	\$210.9	\$270.9	\$279.5	\$304.7	\$387.1
% Difference from Market	17.3%	-8.7%	-11.5%	-18.9%	-36.1%

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UC Irvine Chancellor Drake  
**Reviewed by:** President Yudof  
Committee on Compensation Chair Ruiz  
Office of the President, Human Resources

D. *Title Change, Re-slotting, and Salary Adjustment for Steven A. Olsen as Vice Chancellor and Chief Financial Officer, Los Angeles Campus*

Background to Recommendation

The Los Angeles campus requests approval of a 9.9 percent salary adjustment for Steven A. Olsen as Vice Chancellor and Chief Financial Officer. This will adjust Mr. Olsen's current salary from \$288,300 to \$316,842.

Concurrent with this adjustment, the campus proposes re-slotting Mr. Olsen's position from SLCG Grade 109 to SLCG Grade 110, and changing his title from Vice Chancellor – Finance, Budget and Capital Programs to Vice Chancellor and Chief Financial Officer, Los Angeles campus.

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In this expanded role, Mr. Olsen will continue to carry out all the responsibilities of his current position, which include academic planning and budget, analysis and information management, capital programs, audit and advisory services, administrative policies and compliance, and space management and analysis, as well as leadership of UCLA's enterprise risk management project.

In addition, Mr. Olsen will direct the establishment of a campus treasury to manage and invest UCLA's cash resources and to plan and manage campus debt. He will serve on the board of the newly formed UCLA Investment Company and as Chair of its investment steering committee. This role is a key element in the development of the UCLA Foundation's investment policy and oversight of the Investment Company's personnel and practices.

Mr. Olsen will also assume responsibility for several initiatives intended to strengthen overall campus financial leadership and strategy and play significantly expanded roles in UCLA's administrative restructuring, physical asset planning and management, information technology governance, and investment. He will continue to be a key participant in various systemwide initiatives such as the President's Budget Rebenching Committee, a joint administration-Academic Senate body charged with proposing a methodology for allocating State funds to campuses.

The proposed adjustments are in recognition of Mr. Olsen's expanded role and additional responsibilities, the size and scope of the UCLA campus, as well as the experience and performance of the incumbent.

#### Recommendation

The Committee recommends approval of the following items in connection with the title change, re-slotting, and salary adjustment for Steven A. Olsen as Vice Chancellor and Chief Financial Officer, Los Angeles campus:

- (1) Change in title from Vice Chancellor – Finance, Budget and Capital Programs to Vice Chancellor and Chief Financial Officer.
- (2) Re-slotting of the position from SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700) to SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500).
- (3) Per policy, a salary adjustment of 9.9 percent for an annual base salary of \$316,842.
- (4) Per policy, continuation of a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

- (5) Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- (6) Continued appointment at 100 percent time and effective upon approval.

### COMPARATIVE ANALYSIS

#### **Recommended Compensation**

**Effective Date:** Upon approval

**Base Salary:** \$316,842

**Total Cash Compensation:** \$316,842

**Grade Level:** SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500)

#### **Budget &/or Prior Incumbent Data**

**Title:** Vice Chancellor – Finance, Budget and Capital Programs

**Base Salary:** \$288,300

**Total Cash Compensation:** \$288,300

**Grade Level:** SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

### COMPETITIVE ANALYSIS

Percentiles	BASE SALARY MARKET PERCENTILES				
	25th	50th	Mean	75th	90th
Market Data	\$289.4	\$329.5	\$368.1	\$423.6	\$519.8
% Difference from Market	9.5%	-3.8%	-13.9%	-25.2%	-39.1%

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UCLA Chancellor Block

**Reviewed by:** President Yudof

Committee on Compensation Chair Ruiz

Office of the President, Human Resources



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E. *Term Appointment of and Stipend for Joseph I. Castro as Vice Chancellor – Student Academic Affairs and Interim Dean – Graduate Division, San Francisco Campus*

Background to Recommendation

UCSF seeks approval for a term appointment and stipend for UCSF Vice Chancellor – Student Academic Affairs Joseph I. Castro as Interim Dean – Graduate Division, effective October 1, 2011 through June 30, 2012, or until the appointment of a new dean, whichever occurs first. The campus requests an annual stipend of \$17,625, a 7.5 percent increase to Mr. Castro's current annual base salary of \$235,000, during this term appointment and for two months after the appointment of the new dean so that there is an overlap in service for transition of duties. Funding for the proposed stipend would come from State funds.

This request follows the retirement of the previous dean of the Graduate Division on September 30, 2011. Because the position is an academic one, and Mr. Castro's primary appointment is in the Senior Management Group, approval of the Regents is required for this term appointment and stipend.

Mr. Castro will continue to retain full responsibility for his primary appointment as UCSF Vice Chancellor – Student Academic Affairs. A search committee hopes to identify a candidate for the position of Graduate Division dean within the next several months.

With the addition of the proposed 7.5 percent stipend, Mr. Castro's annual salary would increase to \$252,625 in recognition of the increased scope of his temporary responsibilities. An annual salary of \$252,625 is 15.5 percent above the midpoint for SLCG Grade 107 (\$218,700). A stipend expenditure of \$17,625, when compared with the salary of the former Interim Dean – Graduate Division (\$200,000), represents a cost-efficient and appropriate approach to ensure the continuity of comprehensive Graduate Division management and administration during this interim period.

Recommendation

The Committee recommends approval of the following items in connection with the term appointment of and stipend for Joseph I. Castro as Interim Dean – Graduate Division, San Francisco campus and his continuing career appointment as Vice Chancellor – Student Academic Affairs:

- (1) Per policy, while serving as Interim Dean – Graduate Division and for two months following the appointment of a new dean to allow for an overlap in service for transition of duties, a stipend of 7.5 percent (\$17,625) in addition to the base salary of \$235,000 for an annual salary of \$252,625, with continued slotting in SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).

- (2) Per policy, a continued five percent monthly contribution to the Senior Management Supplemental Benefit Program, which includes both annual base salary and stipend.
- (3) Continued appointment at 100 percent time.
- (4) As an exception to policy, the term appointment as Interim Dean – Graduate Division will be effective October 1, 2011 through June 30, 2012, or until the appointment of a new dean, whichever occurs first.
- (5) Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- (6) Per policy, continued eligibility to participate in the UC Home Loan Program, Mortgage Origination Program (MOP), and continued eligibility for a Supplemental Home Loan Program (SHLP) allocation up to \$50,000, repayable over ten years at a fixed interest rate of three percent, in compliance with all University/campus normal program parameters.

### COMPARATIVE ANALYSIS

#### **Recommended Compensation**

**Effective Date:** October 1, 2011

**Base Salary:** \$235,000

**Stipend:** \$17,625

**Total Cash Compensation:** \$252,625

**Grade Level:** SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

#### **Budget &/or Prior Incumbent Data**

**Title:** Dean – Graduate Division

**Base Salary:** \$200,000

**Total Cash Compensation:** \$200,000

**Grade Level:** Not applicable; academic position/title

### COMPETITIVE ANALYSIS

There are no competitive market data for this combined position.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UCSF Chancellor Desmond-Hellmann

**Reviewed by: President Yudof  
Committee on Compensation Chair Ruiz  
Office of the President, Human Resources**

F. *Market-Based Salary Adjustments for Six Incumbents Who Hold Appointments as Chief Campus Counsel*

Background to Recommendation

The President recommends to the Regents approval of market-based salary adjustments for the following six incumbents who hold an appointment as Chief Campus Counsel: Marcia J. Canning (San Francisco), Michele Coyle (Riverside), Steven A. Drown (Davis), Diane F. Geocarlis (Irvine), Daniel Park (San Diego), and Carole R. Rossi (Santa Cruz). Funding for this action would come entirely from State funds.

The proposed salary adjustments are the second phase of adjustments previously discussed with the Regents in 2008. These adjustments are designed to bring the compensation for these attorneys closer to their market peers; the market median salary now stands at \$256,700 and all salary recommendations in this item fall below this median. The Regents approved the first phase of adjustments in September 2008.

The second phase of adjustments was originally intended to be recommended to the Regents for approval in July 2009. Given the University's financial crisis, however, those market adjustments as well as any merit increases for Senior Management Group (SMG) members were put on hold, which has caused the salaries of these attorneys to fall further behind those of their market peers. Meanwhile, the workload of these attorneys and others in the Office of the General Counsel (OGC) increased as OGC made a concerted effort to handle more legal matters internally and thereby reduce the University's outside counsel fees. Savings in outside counsel fees as a result of this and several other OGC initiatives have totaled \$19.6 million between fiscal years 2008 and 2010.

Regental approval for these salary adjustments is required because these six incumbents are members of the SMG. Notably, market adjustments have already been made for non-SMG attorneys based in Oakland and at the campuses and medical centers, resulting in compression between these six incumbents and their direct reports. Two incumbents now have a base salary lower than a direct report. Therefore, the salary adjustments proposed for these six incumbents are not only necessary to bring their salaries more in line with their market peers but also to address the internal inequities created by this salary compression.

Mercer Human Resources Consulting recommended that the market data for attorneys in the role of Deputy Chief Counsel/Chief Campus Counsel compiled in October 2010 would be the appropriate benchmark to use for University of California attorneys in the role of Chief Campus Counsel. Because these six incumbents are not eligible to receive any form of incentive compensation, it is appropriate to compare their base salaries to market salaries, as well as to the market total cash compensation of their peers.

The current and proposed compensation information for each of these incumbents is as follows:

**Marcia J. Canning, Chief Campus Counsel and Associate General Counsel (San Francisco):** The proposed base salary of \$255,000 represents an 8.9 percent increase over Ms. Canning's current base salary of \$234,210. In addition, the proposed base salary is approximately four percent above the SLCG Grade 108 midpoint of \$244,900 and approximately equal to the average base salary of \$255,166 of the other full-time attorneys at the Chief Campus Counsel and Laboratory Counsel level at the University of California.

**Michele Coyle, Chief Campus Counsel and Associate General Counsel (Riverside):** The proposed base salary of \$215,000 represents an 11.4 percent increase over Ms. Coyle's base salary of \$193,000. In addition, the proposed base salary is approximately 12 percent below the SLCG Grade 108 midpoint of \$244,900 and approximately 16 percent below the average base salary of \$255,166 of the other full-time attorneys at the Chief Campus Counsel and Laboratory Counsel level at the University of California.

**Steven A. Drown, Chief Campus Counsel and Associate General Counsel (Davis):** The proposed base salary of \$250,000 represents a 21.9 percent increase over Mr. Drown's base salary of \$205,045. In addition, the proposed base salary is approximately two percent above the SLCG Grade 108 midpoint of \$244,900 and approximately 2.5 percent below the average base salary of \$255,166 of the other full-time attorneys at the Chief Campus Counsel and Laboratory Counsel level at the University of California.

**Diane F. Geocaris, Chief Campus Counsel and Associate General Counsel (Irvine):** The proposed base salary of \$255,000 represents a 14.3 percent increase over Ms. Geocaris' base salary of \$223,045. In addition, the proposed base salary is approximately four percent above the SLCG Grade 108 midpoint of \$244,900 and approximately equal to the average base salary of \$255,166 of the other full-time attorneys at the Chief Campus Counsel and Laboratory Counsel level at the University of California.

**Daniel Park, Chief Campus Counsel and Associate General Counsel (San Diego):** The proposed base salary of \$250,000 represents a 6.4 percent increase over Mr. Park's base salary of \$235,000. In addition, the proposed base salary is approximately two percent above the SLCG Grade 108 midpoint of \$244,900 and is approximately 2.5 percent below the average base salary of \$255,166 of the other full-time attorneys at the Chief Campus Counsel and Laboratory Counsel level at the University of California.

**Carole R. Rossi, Chief Campus Counsel and Associate General Counsel (Santa Cruz):** The proposed base salary of \$215,000 represents a 13.9 percent increase over Ms. Rossi's base salary of \$188,754. In addition, the proposed base salary is

approximately 12 percent below the SLCG Grade 108 midpoint of \$244,900 and is approximately 16 percent below the average base salary of \$255,166 of the other full-time attorneys at the Chief Campus Counsel and Laboratory Counsel level at the University of California.

These six incumbents have provided outstanding service and advice to their campus leadership on a wide range of matters, including the most sensitive legal and political issues. Four of them are responsible for providing legal counsel to a medical center in addition to an academic campus. They have also made valuable contributions to the work of the Office of General Counsel. It is imperative that the University retain these attorneys, given their demonstrated talent and invaluable experience.

These incumbents have a dual reporting relationship to the General Counsel and their location's Chancellor. Each of those Chancellors and the General Counsel fully support the proposed market-based salary adjustments.

#### Recommendation

The Committee recommends approval of the following items in connection with the market-based salary adjustments for the six incumbents listed in the table below who hold appointments as Chief Campus Counsel:

	Current Base Salary	Proposed Base Salary	Percentage Increase	50th Percentile Market Base Salary	Percentage Difference	50th Percentile Market TCC	Percentage Difference between Proposed Base Salary and 50th Percentile Market TCC
Canning, Marcia J. (San Francisco)	\$234,210	\$255,000	8.9%	\$256,700	-0.7%	\$345,700	-26.2%
Coyle, Michele (Riverside)	\$193,000	\$215,000	11.4%	\$256,700	-16.2%	\$345,700	-37.8%
Drown, Steven A. (Davis)	\$205,045	\$250,000	21.9%	\$256,700	-2.6%	\$345,700	-27.7%
Geocaris, Diane F. (Irvine)	\$223,045	\$255,000	14.3%	\$256,700	-0.7%	\$345,700	-26.2%
Park, Daniel (San Diego)	\$235,000	\$250,000	6.4%	\$256,700	-2.6%	\$345,700	-27.7%
Rossi, Carole R. (Santa Cruz)	\$188,754	\$215,000	13.9%	\$256,700	-16.2%	\$345,700	-37.8%

- (1) Continued slotting in SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- (3) As an exception to policy, these changes will be retroactive, with an effective date of July 1, 2011, the same effective date as other market-based salary adjustments for Office of the General Counsel attorneys.
- (4) Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life 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 and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:      Vice President and General Counsel Robinson  
Executive Vice President Brostrom**  
**Reviewed by:      President Yudof  
Committee on Compensation Chair Ruiz  
Office of the President, Human Resources**