

NOTICE OF MEETING

COMMITTEE ON COMPENSATION

Date: **September 20, 2006**
Time: **2:55 p.m.**
Location: **UCSF–Mission Bay Community Center**
1675 Owens Street, San Francisco

Agenda - Closed Session

Action Approval of the Minutes of the Meeting of July 19, 2006

1CX Discussion

NEW HIRES, PROMOTIONS, AND APPOINTMENTS

National Laboratories

- A. Appointment Salary for Division Director–Environment, Health and Safety, Lawrence Berkeley National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The laboratory requests an increase in salary to appoint the Division Director. The recommended salary lags the midpoint by 13.8 percent, leads the former incumbent's salary by approximately 11.5 percent, and leads the internal comparators by 0.6 percent. Approval is required by the Department of Energy.
- B. Promotional Increase for Chemical and Biological Countermeasures Division Leader for the Nonproliferation, Homeland and International Security Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The laboratory requests a promotional increase to appoint the Division Director following a search to fill this new position in the directorate. The proposed salary lags the internal comparators by approximately 4.6 percent. Approval is required by the Department of Energy.
- C. Promotional Increase for Principal Deputy Associate Director for Administration and Human Resources Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]

Committee Membership: Regents Hopkinson, Lozano, Moores, Pattiz, Wachter, Schilling, Coombs, Schwarzenegger, Parsky, and Dynes; Advisory members Brewer and Oakley

The laboratory requests a promotional increase to appoint the Principal Deputy Associate Director. The recommended salary lags the previous incumbent's salary by approximately 1.5 percent and lags the internal comparators by approximately 4.8 percent. Approval is required by the Department of Energy.

- D. Promotional Increase for Deputy Department Head for Computing Applications and Research Department in the Computation Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]]

The laboratory requests a promotional increase to appoint the Deputy Department Head. The recommended salary lags the former incumbent's salary by approximately 2.3 percent and lags the internal comparators by approximately 4.4 percent. Approval is required by the Department of Energy.

- E. Promotional Increase for Division Leader, International Assessments and Knowledge Discovery Program and the Director, Field Intelligence Element for the Nonproliferation, Homeland and International Security Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]]

The laboratory requests a promotional increase to appoint the Division Leader. The recommended salary lags the former incumbent's salary by approximately 9.8 percent and lags the internal comparators by approximately 6 percent. Approval is required by the Department of Energy.

- F. Promotional Increase for Radiological and Nuclear Countermeasures Division Leader for the Nonproliferation, Homeland and International Security Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]]

The laboratory requests a promotional increase to appoint the Division Leader. The recommended salary lags the former incumbent's salary by approximately 5.2 percent and lags the internal comparators by approximately 4.6 percent. Approval is required by the Department of Energy.

- G. Promotional Increase for Weaponization/Defense Technologies Engineering Division Leader, Engineering Directorate and Defense and Nuclear Technologies Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]]

The laboratory requests a promotional increase to appoint the Division Leader. The recommended salary lags the former incumbent's salary by approximately 3.2 percent and lags the internal comparators by approximately 6.8 percent. Approval is required by the Department of Energy.

STIPENDS***Campuses***

- H. Stipend for Chief of Police—Public Safety and Transportation Services, Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The requested 15 percent stipend is for the additional temporary duties as Special Assistant to the Vice Chancellor—Administration for the period July 1, 2006 through June 30, 2007.
- I. Stipend for Acting Dean—School of Biological Sciences, Irvine Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The requested 7.8 percent stipend will continue through July 31, 2007, or until the appointment of a permanent Dean, whichever occurs first.
- J. Stipend Extension for Acting Dean and Vice Provost—International Studies, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The requested extension of the 1.2 percent stipend is effective through June 30, 2007 or until the appointment of a new Dean and Vice Provost—International Studies, whichever occurs first.
- K. Stipend for Vice Provost for Undergraduate Education and Dean of Honors and Undergraduate Programs for the College of Letters and Science, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The requested 10 percent stipend is for the additional temporary duties as UCLA's Accreditation Liaison Officer with the Western Association of Schools and Colleges (WASC), which will continue through 2009 when the WASC review is completed.
- L. Stipend for Acting Dean—A. Gary Anderson Graduate School of Management, Riverside Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The requested 14.5 percent stipend will continue through June 30, 2007, or until the appointment of a permanent Dean, whichever occurs first.
- M. Stipend for Acting Vice Chancellor—Student Affairs, Santa Cruz Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]

The requested 15 percent stipend will continue through August 1, 2007, or until the appointment of a permanent Vice Chancellor, whichever occurs first.

Office of the President

- N. Stipend for Assistant Deputy Counsel, Office of the President [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The requested 15 percent stipend will commence August 1, 2006 and continue through July 31, 2007 or upon appointment of a leadership team.
- O. Stipend for Assistant Deputy Counsel, Office of the President [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The requested 15 percent stipend will commence August 1, 2006 and continue through July 31, 2007 or upon appointment of a leadership team.
- P. Stipend for Acting Deputy Counsel, Office of the President [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The requested 15 percent stipend will commence August 1, 2006 and continue through July 31, 2007 or upon appointment of a leadership team.

OTHER ACTIONS

Campuses

- Q. Summer Salary for Dean–School of Optometry, Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to provide a 1/12th additional one-time payment to compensate for time spent continuing to work on a 5-year grant. In accordance with policy, accrued vacation for this period will be forfeited.
- R. Summer Salary for Dean–School of Public Health, Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to provide an additional one-time payment to compensate for time spent as principal investigator on a nationwide research project. It will be paid from a multiple year foundation grant. In accordance with policy, accrued vacation for this period will be forfeited.
- S. Summer Salary for Dean–School of Engineering, Irvine Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]

- The campus is requesting approval to provide an additional one-time payment for research and graduate student advising. It will be paid from discretionary research funds. In accordance with policy, accrued vacation for this period will be forfeited.*
- T. Summer Salary for Executive Dean—College of Letters and Science and Dean—Division of Humanities and Fine Arts, Santa Barbara Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to provide an additional one-time payment to compensate for the purposes of working on a new book during the month of August 2006. It will be paid from unrestricted gift funds income. In accordance with policy, accrued vacation for this period will be forfeited.
- U. Summer Salary for Dean—Division of Social Sciences, College of Letters and Science, Santa Barbara Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to provide an additional one-time payment to compensate for the purposes of working on a scholarly paper during the month of August 2006. It will be paid from unrestricted gift funds income. In accordance with policy, accrued vacation for this period will be forfeited.
- V. Salary Adjustment for Vice Chancellor—Business and Administrative Services, Santa Cruz Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to increase the incumbent's salary by the amount of a stipend awarded as a retention measure by the Regents in 2002. The recommend salary lags the midpoint by approximately 2.6 percent and lags the internal comparators by approximately 7.3 percent.
- W. Salary Adjustment for Dean—School of Humanities, Irvine Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to increase the Dean's salary by the amount of a 1/12 summer salary awarded as a retention measure by a former Executive Vice Chancellor, Irvine campus in 1998. The recommended salary lags the midpoint by approximately 13.9 percent and

leads the internal comparators by approximately 0.9 percent.

- X. Compensation Contract for Head Women's Soccer Coach , Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to extend the coaching contract for the Head Women's Soccer Coach. This is a 4-year contract that provides annual increases to guaranteed compensation and specified performance based stipends and performance based additional compensation.
- Y. Compensation Contract for Head Coach of Baseball, Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to extend the coaching contract for the Head Coach of Baseball. This is a 2-year and 11-day contract that provides annual increases to guaranteed compensation and specified performance based stipends and performance-based additional compensation.
- Z. Compensation Contract for Head Coach of Softball, Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The campus is requesting approval to extend the coaching contract for the Head Coach of Softball. This is a 5-year contract that provides annual increases to guaranteed compensation and specified performance based stipends and performance based additional compensation.

Office of the President

- AA. Promotional Increase and New Position Title for Investment Officer, Real Estate, Office of the Treasurer [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The department requests a promotional increase in base salary and incentive opportunity to appoint the Investment Officer. The proposed new salary lags the midpoint of the salary range by approximately 18.7 percent and lags internal comparators by approximately 19.88 percent.
- ~~BB. Title and Grade Change for Senior Portfolio Manager, Office of the Treasurer [Closed Session Statute Citation: Personnel matters [Education Code §92032(b)(7)]
The department requests a title and job grade change, from Investment Officer to Senior Portfolio Manager and from Salary Grade 106 to Salary Grade 107. No base salary increase is being requested, but annual incentive opportunity would increase. Recommended base salary~~

~~lags the midpoint by approximately 12.5 percent and lags
internal comparators by approximately 9.4%.~~

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| 2CX* | Discussion | Compensation for Participants in the Office of the Treasurer Annual Incentive Plan |
| 3CX | Discussion | Compensation for Participants of the Clinical Enterprise Management Recognition Plan |
| 4CX | Discussion | Recommended Compensation and Personnel Actions Related to Internal Reviews and Audit Finding |
| 5CX | Discussion | Collective Bargaining Matters |

*Of interest also to the Committee on Investments

Closed Session Statute Citations

Personnel matters	[Education Code §92032(b)(7)]
Collective bargaining matters	[Government Code §3596(d)]