

**THE REGENTS OF THE UNIVERSITY OF CALIFORNIA  
MEETING AS A COMMITTEE OF THE WHOLE**

September 17, 1999

The Regents of the University of California met on the above date at UCSF-Laurel Heights, San Francisco.

Present: Regents Atkinson, Bagley, O. Johnson, S. Johnson, Khachigian, Kozberg, Leach, Lee, Montoya, Nakashima, Pannor, Parsky, Preuss, Sayles, Taylor, and Vining

In attendance: Regent-designate Kohn, Faculty Representatives Coleman and Cowan, Secretary Trivette, General Counsel Holst, Provost King, Senior Vice President Kennedy, Vice Presidents Darling, Gomes, Gurtner, Hershman, and Hopper, Chancellors Bishop, Greenwood, Orbach, Tomlinson-Keasey, Vanderhoef, and Yang, and Recording Secretary Bryan

The meeting convened 9:35 a.m. with Vice Chairman Preuss presiding.

**PUBLIC COMMENT PERIOD**

Vice Chairman Preuss explained that the Board had been convened as a Committee of the Whole in order to permit members of the public an opportunity to comment on University-related matters not on the meeting's agenda and the *Supplemental Report on Executive Compensation*. The following persons addressed the Board on the Supplemental Report:

- A. Mr. Daniel Martin, UPTE statewide coordinator, stated that executives should not be given preferential treatment. He noted that the University's lowest-paid employees have not had a salary increase in two years.
- B. Mr. Doug Brown, UPTE, speaking on behalf of Ms. Amy Beaton and Mr. William Bentley, reported that the union's request for a 2 percent cost-of-living adjustment for its 4,000 members and increases that would allow the lowest-paid workers to get off public assistance have not been accepted by management.
- C. Ms. Karen MacLeod, President of UPTE, UCSF, opposed the raises for upper executives, noting that her membership has endured a wage freeze for the past two years. She believed that employees were being disciplined for joining the union.
- D. Ms. Judy Shattuck, Coalition of UC Employees, noted that the lowest-paid chancellors make over \$250,000 a year while the University's lowest-paid full-time employees make only \$22,000 a year.
- E. Ms. Tanya Smith, UPTE, opposed executive raises, noting that staff cannot get even a 2 percent raise. She did not believe that executives would leave the University in the

absence of the proposed increases.

- F. Mr. Frank Pinto, a UC Berkeley employee, suggested that in the face of recent public scandals that include the dismantling of affirmative action programs, the University should curtail raises for executives.
- G. Mr. Eli Ilano, UCSA, stated that there is no evidence that executive raises benefit the University. He noted that the University used to be free but that now basic student services must be supported by student fees. He advocated developing a budget plan that will reduce these fees.
- H. Mr. John Kelly, a UC employee, reported that the Berkeley campus is struggling to keep its computer system running because salaries for communications specialists are not competitive. He objected to raising salaries for only executives.
- I. Ms. Mary Higgins believed there was no justification for raising the salaries of chancellors while staff were being denied a 2 percent raise despite surveys that show their salaries are below market.
- J. Mr. Charlie Grows, a UC Davis employee, speaking on behalf of firefighters on the Santa Cruz and Davis campuses and Lawrence Berkeley Laboratory, opposed raises for top-level managers. He reported that the salaries of UC firefighters are not comparable to those of other fire districts and that their equipment is dangerously outdated.
- K. Mr. Robert Brower, a UC Davis computer specialist, reported that he had not had a raise in two years. He asked where the money was found for the increases for top executives.

The meeting adjourned at 10:00 a.m.

Attest:

Secretary