

Office of the President

TO MEMBERS OF THE GOVERNANCE COMMITTEE:

ACTION ITEM

For Meeting of September 19, 2024

APPROVAL OF 2024-25 SYSTEMWIDE SALARY PROGRAM INCREASES FOR CERTAIN LEVEL ONE SENIOR MANAGEMENT GROUP MEMBERS AS DISCUSSED IN CLOSED SESSION

EXECUTIVE SUMMARY

Consistent with the 2024-25 systemwide salary program for policy-covered staff, the President of the University recommends approval of general increases for certain Level One members of the Senior Management Group (SMG).

The 2024-25 systemwide salary program increase is also recommended for approval for the President of the University, as noted in Attachment 1.

Increases for UC locations under the 2024-25 systemwide salary program are partially or fully State-funded, based on the funding source for each position, except for the general increase for the Director, Lawrence Berkeley National Laboratory, which is funded through Department of Energy funds.

The proposed effective date for the Level One SMG members noted in Attachment 1 at the locations and the Office of the President is retroactive to July 1, 2024 for monthly payees and retroactive to June 23, 2024 for bi-weekly payees except that the proposed effective date for the Lawrence Berkeley National Laboratory (LBNL) Director is October 1, 2024, in alignment with LBNL's fiscal year.

The increases as proposed in this item are in accordance with 2024-25 systemwide guidelines at the direction of the President and consistent with each location's 2024-25 salary program guidelines. The systemwide guidelines recommend limiting eligibility to employees who have at least six months of service and excluding those whose last performance review was unsatisfactory.

Attachment 1 lists the employees who are proposed for the 2024-25 systemwide salary program general increase of 4.2 percent as provided under the same terms applicable to other eligible

policy-covered staff. The total amount for the increases for the Level One SMG members listed on Attachment 1 is \$886,672.

RECOMMENDATION

The Committee recommends approval of the following items in connection with the 2024-25 systemwide salary program increases for certain Level One Senior Management Group members:

- A. Per policy, as listed in Attachment 1, a general increase of 4.2 percent for each Level One Senior Management Group (SMG) employee systemwide who is eligible for such an increase pursuant to systemwide guidelines and any applicable local guidelines. As an exception to policy, a retroactive effective date for employees paid monthly of July 1, 2024 and a retroactive effective date for employees paid bi-weekly of June 23, 2024.
- B. Per policy, as listed in Attachment 1, a general increase of 4.2 percent for Level One Senior Management Group member Michael Witherell as Laboratory Director, Lawrence Berkeley National Laboratory, consistent with systemwide guidelines and the salary program approved by the Department of Energy. The effective date will be October 1, 2024.

Additionally, the Committee recommends approval of a 2024-25 systemwide salary program general increase of 4.2 percent for Michael V. Drake as President of the University, as listed on Attachment 1, and as an exception to policy, a retroactive effective date of July 1, 2024.

The resulting base salaries shall constitute the University's total commitment for base salary until modified by the Regents, President, or Chancellor, as applicable under Regents policy, 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.

Attachment 1: 2024 UC Systemwide Salary Program Increases Requiring Regental Approval

Attachment 1

2024 UC Systemwide Salary Program Increase¹ for the President of the University

Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
President of the University	Michael V.	Drake	8/15/2020	\$1,002,036	4.2%	\$1,044,132

2024 UC Systemwide Salary Program Increase¹ for the Secretary and Chief of Staff to the Regents

Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
Secretary and Chief of Staff to the Regents	Tricia	Lyall	12/1/2022	\$271,968	4.2%	\$283,392

2024 UC Systemwide Salary Program Increase¹ for Level One SMGs Systemwide

Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
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Dual Reporting to the Regents

Chief Investment Officer and VP of Investments	Jagdeep	Bachher ²	3/31/2014	\$779,352	4.2%	\$812,088
General Counsel and Vice President - Legal Affairs	Charles	Robinson	1/1/2007	\$542,976	4.2%	\$565,788
Senior Vice President - Chief Compliance and Audit Officer	Alex	Bustamante	9/5/2017	\$418,080	4.2%	\$435,648

UCOP - Direct Reports to the President

Executive Vice President - Chief Financial Officer	Nathan	Brostrom	9/22/2014	\$575,328	4.2%	\$599,496
Executive Vice President - Chief Operating Officer	Rachael	Nava	2/9/2015	\$477,324	4.2%	\$497,376
Executive Vice President - UC Health	David	Rubin	10/1/2023	\$960,000	4.2%	\$1,000,320
Provost and Executive Vice President - Academic Affairs	Katherine	Newman	1/9/2023	\$531,372	4.2%	\$553,692
Interim Senior Vice Vice President - Ext. Relations & Comms	Meredith	Turner	10/1/2023	\$345,000	4.2%	\$359,496
Interim Vice President for UC National Labs	June	Yu	Interim 2/1/24-1/31/25	\$433,500	4.2%	\$451,716
Vice President - Agriculture and Natural Resources	Glenda	Humiston	8/3/2015	\$342,840	4.2%	\$357,240

LBNL

Laboratory Director (LBNL)	Michael	Witherell	3/1/2016	\$562,992	4.2%	\$586,644
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Chancellors

Chancellor - UCD	Gary	May	8/1/2017	\$642,588	4.2%	\$669,588
Chancellor - UCI	Howard	Gillman	9/18/2014	\$652,020	4.2%	\$679,416
Chancellor - UCM	Juan	Munoz	7/1/2020	\$570,480	4.2%	\$594,444
Chancellor - UCR	Kim	Wilcox	8/19/2013	\$604,092	4.2%	\$629,472
Chancellor - UCSB	Henry	Yang	6/23/1994	\$633,720	4.2%	\$660,348
Chancellor - UCSC ⁴	Cynthia	Larive	7/1/2019	\$593,592	4.2%	\$618,528
Chancellor - UCSD	Pradeep	Khosla	8/1/2012	\$1,141,324	4.2%	\$1,189,260
Chancellor - UCSF	Sam	Hawgood	7/1/2014	\$978,900	4.2%	\$1,020,024

Chief Executive Officer - Community-Based Services

Chief Executive Officer - UCR	Tim	Collins ²		\$550,000	4.2%	\$573,108
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Chief Executive Officers - UC Medical Centers

VC-Health and Human Services and CEO - UCD Health	David	Lubarsky ²	7/2/18; CEO 1/1	\$1,206,708	4.2%	\$1,257,396
Chief Executive Officer - UCI	Chad	Lefteris ²	3/31/2020	\$1,200,000	4.2%	\$1,250,400
Chief Executive Officer - UCLA	Johnesse	Spisso ^{2,3}	2/8/2016	\$1,751,018	4.2%	\$1,824,578
Chief Executive Officer - UCSD	Patricia	Maysent ^{2,3}	1/21/2016	\$1,404,702	4.2%	\$1,463,709
Chief Executive Officer - UCSF	Suresh	Gunasekaran ^{2,3}	3/1/2022	\$1,935,096	4.2%	\$2,016,382

¹Increases under the 2024-25 systemwide salary program are partially or fully state funded, except for LBNL, which is funded through the Department of Energy

²Eligible for Incentive Pay (OCIO AIP or CEMRP).

³Bi-weekly Payee.

⁴The UCSC Chancellor will voluntarily forego any increases to base salary for FY 24-25. This salary increase will be subject to approval by the President, Chair of the Board, and Vice Chair of the Board before implementation.