

**COMMITTEE ON COMPENSATION
JUNE 2008**

**APPOINTMENT OF DAVID ERNST AS CHIEF INFORMATION OFFICER AND
ASSOCIATE VICE PRESIDENT FOR INFORMATION TECHNOLOGY, OFFICE OF THE
PRESIDENT**

Action under interim authority was requested for the appointment of David Ernst as Chief Information Officer and Associate Vice President for Information Technology, Office of the President

Compensation:

- (1) Appointment salary of \$238,000 effective no later than July 28, 2008, 100 percent time, slotted at SLCG grade 108 (minimum \$192,300 - midpoint \$244,900 - maximum \$297,400). Eligible for merit/equity increase consideration under the October 2009 program.
- (2) Reimbursement of reasonable, actual cost of temporary housing in the Oakland area for up to 30 days to a maximum amount of \$4,000.

Additional Items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard Senior Management benefits which include Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- A review will be conducted of previous UC-related service and service at other entities which may have reciprocity rights to determine appropriate service-related credits for UCRP and other service-based benefits.
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, participation in the University of California Home Loan Program, available to be exercised within a period not to exceed 12 months from date of employment. Participation will comply with all University/Campus normal Program parameters.

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.

BACKGROUND

Following a nation-wide search, an outstanding candidate, David Ernst, has been identified to assume the position of Chief Information Officer and Associate Vice President for Information Technology, Office of the President replacing the current incumbent, Kris Hafner who is retiring at the end of June.

[Compensation form attached.]

**COMPENSATION FOR DAVID ERNST AS CHIEF INFORMATION OFFICER AND
ASSOCIATE VICE PRESIDENT - INFORMATION TECHNOLOGY, OFFICE OF THE PRESIDENT
SLCG 108(\$192,300 - \$244,900 - \$297,400)**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (eff. 3/1/08)	X		\$238,000	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5 percent as contribution to retirement plan	X			NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· Mortgage Origination Program (MOP) Loan	X			NO	
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below					
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance – 30 consecutive days per policy, up to \$4,000	X			NO	
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)					
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$238,000		

[Please note that all payments, reimbursements, special benefits, etc. should be listed on this form in order to be authorized by the President and The Regents. This information will be released to the Public].

The only compensation permitted is what is listed on the summary page that accompanied the item.