

**COMMITTEE ON COMPENSATION**  
**July 2008**

**INTERIM SLOTTING, SALARY INCREASE AND ADMINISTRATIVE STIPEND FOR  
MAYE CHRISMAN AS CHIEF FINANCIAL OFFICER AND ACTING CHIEF  
OPERATIONS OFFICER, DEPARTMENT OF MEDICINE, SAN FRANCISCO CAMPUS**

**RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to the Regents approval of the following compensation changes for Maye Chrisman as Chief Financial Officer and Acting Chief Operations Officer, Department of Medicine, San Francisco campus:

- (1) Interim slotting of the position of Chief Financial Officer to SLCG 106 (Minimum \$154,200 Midpoint \$195,200 Maximum \$236,100), as recommended by Mercer HR Consulting.
- (2) As an exception to policy, appointment salary of \$195,200. This represents a 28.2 percent (\$42,890) to increase her current base salary of \$152,310 which constitutes an exception to policy allowing up to a 25.0 percent increase in one year. This is a 100 percent appointment.
- (3) Per policy, continued eligibility to participate in the School of Medicine Management Incentive Plan (SOM MIP) with a maximum potential payout of up to 20 percent of base salary (\$39,040).
- (4) Per policy, an administrative stipend of 15.0 percent (\$29,280) of appointment salary in recognition of ongoing management duties as Acting Chief Operating Officer.
- (5) The stipend percentage of 15 percent is to remain constant with any and all salary adjustments, inclusive of merit increases.
- (6) Interim slotting and salary adjustment to be effective July 1, 2008. Administrative stipend effective July 1, 2008, through June 30, 2009, or until the effective date of the appointment of a permanent Chief Operating Officer, whichever occurs first and including up to a three month overlap in service.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.

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. All compensation (as defined in the Regents' 1993 Principles of Review of Executive Compensation) in this recommendation will be released to the public immediately following execution.

## **BACKGROUND**

The Department of Medicine, in the School of Medicine at the San Francisco campus has reorganized their administrative structure and is establishing co-director positions, named Chief Financial Officer and Chief Operations Officer, due to substantial departmental growth, the complexity of the operations, and the expanded scope of both roles.

In recognition of the department's growth in budget and FTE, and the expansion of primary responsibilities the campus requests approval of Interim Slotting to SLCG 106 (MSP 7), a base salary increase to the range midpoint of \$195,200, and continuation of the 15 percent stipend, for acting in the role of Chief Operations Officer during the recruitment period.

[Compensation form attached.]

**COMPENSATION FOR MAYE CHRISMAN AS CHIEF FINANCIAL OFFICER  
AND ACTING CHIEF OPERATIONS OFFICER, DEPARTMENT OF MEDICINE,  
SAN FRANCISCO CAMPUS**

**SLCG Grade 106 – Minimum \$154,200 Midpoint \$195,200 Maximum \$236,100**

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ITEM	RECEIVING		AMOUNT	EXCEPTION	APPROVAL
	YES	NO		TO POLICY	REQUIRED
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	<b>X</b>		\$ 195,200	<b>YES</b>	<b>REGENTS</b>
· Health Sciences Compensation Plan		<b>X</b>			
· Additional Salary: Stipend	<b>X</b>		\$ 29,280	<b>NO</b>	<b>REGENTS</b>
· School of Medicine Management Incentive Program: up to 20% payout at maximum	<b>X</b>		\$ 39,040	<b>NO</b>	<b>REGENTS</b>
· Any other bonuses/Incentives:		<b>X</b>			
· Annual Incentive Plan (Treasurer's Office only )		<b>X</b>			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		<b>X</b>			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	<b>X</b>			<b>NO</b>	<b>REGENTS</b>
· Automobile Allowance		<b>X</b>			
· Leased Automobile		<b>X</b>			
· Senior Manager Life Insurance		<b>X</b>			
· Executive Business Travel Insurance		<b>X</b>			
· Exec. Salary Continuation for Disability		<b>X</b>			
· Mortgage Origination Program (MOP) Loan		<b>X</b>			
· Supplemental Home Loan Program (SHLP)		<b>X</b>			
· University-provided Housing (President/Chancellors)		<b>X</b>			
· Educational Expenses		<b>X</b>			
· Other Perqs - please list below		<b>X</b>			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		<b>X</b>			
· Relocation Allowance		<b>X</b>			
· Temporary Housing Allowance - 1 month per policy		<b>X</b>			
· Payment in lieu of Vacation Pay		<b>X</b>			
· Moving Expenses/Movement of Household Goods		<b>X</b>			
· House Hunting Trip - per policy, 1 trip		<b>X</b>			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		<b>X</b>			
· Consultant/Independent Contractor Compensation Agreement		<b>X</b>			
· Severance/Separation Agreement		<b>X</b>			
· Sabbatical/Administrative Leave		<b>X</b>			
· Special Health Benefits or Other Benefits		<b>X</b>			
<b>OTHER</b>					
· Administrative Fund Allocation		<b>X</b>			
· Corporate Board Service		<b>X</b>			
· Other (Specify)		<b>X</b>			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			<b>\$ 263,520</b>		

[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.