

COMMITTEE ON COMPENSATION
July 2008

**APPOINTMENT SALARY FOR CAROLE R. ROSSI AS CHIEF CAMPUS COUNSEL
AND ASSOCIATE GENERAL COUNSEL, SANTA CRUZ CAMPUS**

RECOMMENDATION

The President recommends that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment of Carole R. Rossi as Chief Campus Counsel and Associate General Counsel, Santa Cruz campus:

- (1) Per policy, a 0 percent increase for a salary of \$167, 280 (SLCG Grade 108: Minimum \$192,300, Mid Point \$244,900, Maximum \$297,400).
- (2) This appointment will be at 100 percent effective July 1, 2008.
- (3) Designation of the position as Senior Management Group consistent with the other Chief Campus Counsel and Associate General Counsel positions throughout the system.
- (4) Eligible to participate in the 2008 merit increase process.

Additional items of compensation associated with Carole R. Rossi's appointment to the Senior Management Group personnel program include:

- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, eligibility for participation in the University of California Home Loan Program. Participation will comply with all University/campus normal Program parameters.
- Per policy, reimbursement for reasonable relocation expenses up to a maximum of \$10,000.
- Per policy, standard pension and health and welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.

The compensation described above, and in the attachment shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written commitments.

BACKGROUND

Ms. Rossi has served as University Counsel in the Office of General Counsel since 1999, including her current service as University Counsel to the Santa Cruz campus and her service as Deputy Campus Counsel to the San Francisco campus in 2002-2004.

[compensation form attached.]

**COMPENSATION FOR CAROLE R. ROSSI – CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL
SANTA CRUZ CAMPUS
Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$167,280	NO	Regents
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	X		\$8,364	NO	Regents
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	Regents
· 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 Loan	X			NO	Regents
· Supplemental Home Loan Program (SHLP)	X			NO	Regents
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			

· Relocation Allowance - 25%		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods (Up to \$10,000)	X			NO	Regents
Two coach fare house-hunting trips		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 (Accrual)		X			
· Special Health Benefits or Other Benefits		X			
		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$175,644		Regents

[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.