

**TO THE MEMBERS OF THE COMMITTEE ON COMPENSATION
July 2008**

**STIPEND EXTENSION FOR FERNANDO TORRES-GIL AS ACTING DEAN-SCHOOL
OF PUBLIC AFFAIRS, LOS ANGELES CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with a stipend extension for Fernando Torres-Gil as Acting Dean – School of Public Affairs, Los Angeles campus:

- (1) As an exception to policy, extension of the existing 3.8 percent administrative stipend (\$8,208) beyond the one-year duration provided in policy. The stipend plus the adjusted base salary of \$216,000 results in total compensation of \$224,208 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)
- (2) This appointment is 100 percent time and is effective July 1, 2008 through August 31, 2008, or until permanent appointment is made, whichever occurs first.
- (3) If an adjustment to the annualized base salary is made prior to the termination of this acting role, the 3.8% stipend will be recalculated on the new annualized base salary.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare Benefits.
- Per policy, accrual of sabbatical credits as a member of faculty, 0 percent appointment.

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

Mr. Torres-Gil has been effectively serving as Acting Dean - School of Public Affairs since August 1, 2007. Mr. Torres-Gil served in the Acting Dean role previously (2004-2005) and has served as Associate Dean in the School since 1997.

[Compensation form attached.]

**COMPENSATION FOR FERNANDO TORRES-GIL AS ACTING DEAN-SCHOOL OF PUBLIC AFFAIRS,
LOS ANGELES CAMPUS**

Position Slotted in Grade 107 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (9 month professorial salary paid over 12 months)	X		\$162,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)					
• Summer Salary (3 ninths)	X		\$54,000	YES	REGENTS
• Stipend (effective 7/1/08 to 8/31/08)	X		\$8,208	(duration)	
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· 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		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		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			NO	
· Special Health Benefits or Other Benefits		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)			\$224,208		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.