

COMMITTEE ON COMPENSATION
July 2008

SALARY INCREASE FOR L. MICHAEL TYBURSKI AS DIRECTOR - HUMAN RESOURCES, SAN FRANCISCO CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following compensation for L. Michael Tyburski as Director - Human Resources, San Francisco campus:

- (1) Per policy, a base salary increase of 15.0 percent (\$29,800) to increase his current base salary of \$198,600 to \$228,400, in recognition of the additional scope of work associated with formalizing the affiliation between UCSF Human Resources and UCOP Human Resources.
- (2) Per policy, continued eligibility to participate in the Finance and Administrative Services Incentive Plan (FAS) with a maximum potential payout of up to 10 percent of base salary (\$22,840).
- (3) Effective July 1, 2008.

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

An affiliation between UCSF Human Resources and UCOP was proposed and supported by Executive Vice President Katherine Lapp on April 17, 2008. This affiliation will allow UCOP Human Resources to continue to provide the same high quality services to UCOP employees and, potentially enhance UCOP's ability to provide additional services, such as training, leadership development, career development services, and workforce planning.

Due to the expanded responsibilities this transition will bring to Mr. Tyburski's role, the campus requests a 15.0 percent (\$29,800) salary increase.

[Compensation form attached.]

**COMPENSATION FOR L. MICHAEL TYBURSKI AS DIRECTOR HUMAN RESOURCES,
SAN FRANCISCO CAMPUS**

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

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$ 228,400	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· School of Medicine Management Incentive Program		X			
· Any other bonuses/Incentives: <i>Finance and Administrative Services Incentive Plan (10% maximum payout)</i>	X		\$ 22,840	NO	REGENTS
· 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				
· 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 (up to 25% of base)		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			
· Sign On Bonus (up to 10% of base salary)		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)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
		\$ 251,240			

[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 items.