

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

**SALARY ADJUSTMENT FOR A. EUGENE WASHINGTON AS EXECUTIVE VICE  
CHANCELLOR AND PROVOST, SAN FRANCISCO CAMPUS**

**RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to the Regents approval of the following compensation reallocation for A. Eugene Washington, Executive Vice Chancellor and Provost, San Francisco campus:

- (1) Decrease Health Sciences Compensation Plan (HSCP) compensation in the amount of \$94,700 (-64.4 percent) from \$147,000 to \$52,300.
- (2) As an exception to policy, increase in base salary of \$290,600 by \$94,700 (32.6 percent) to the SLCG Grade 112 midpoint of \$385,300 (Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500).
- (3) Effective July 1, 2008.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance and Executive Business Travel Insurance.
- Per policy, ineligible to participate in Executive Salary Continuation for Disability benefit due to not yet attaining five years in the Senior Management Group program.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty position.
- Per policy, an automobile allowance in the form of a monthly cash allowance of \$743 (\$8,916 per annum).

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**

Health Sciences Compensation Plan (HSCP) compensation (Y component) became part of Dr. A. Eugene Washington's cash compensation package effective October 1, 1991. The campus proposes to rebalance Dr. Washington's cash compensation mix to better reflect his position as primarily engaged in administrative activities and to bring his base salary in line with a competitive rate while decreasing the total amount of Health Sciences Compensation. This

maintains the same level of total cash compensation while also creating greater total salary transparency.

[Compensation form attached.]

**SALARY ADJUSTMENT FOR A. EUGENE WASHINGTON AS EXECUTIVE VICE CHANCELLOR AND PROVOST,  
SAN FRANCISCO CAMPUS**

**SLCG GRADE 112 – Minimum \$298,900 Midpoint of \$385,300 Maximum \$471,500**

**Page 1 of 2**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$385,300	YES	REGENTS
· Health Sciences Compensation Plan	X		\$52,300	NO	REGENTS
· 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		X			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		\$8,916		
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			

**SALARY ADJUSTMENT FOR A. EUGENE WASHINGTON AS EXECUTIVE VICE CHANCELLOR AND PROVOST,  
SAN FRANCISCO CAMPUS**

**SLCG GRADE 112 – Minimum \$298,900 Midpoint of \$385,300 Maximum \$471,500**

**Page 2 of 2**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· 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			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$446,516		

[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.