

## **COMMITTEE ON COMPENSATION**

**May 15, 2007**

### **K. SALARY ADJUSTMENT FOR ALPHONSO V. DIAZ AS VICE CHANCELLOR-ADMINISTRATION, RIVERSIDE CAMPUS**

#### **RECOMMENDATION**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the salary adjustment for Alphonso V. Diaz as Vice Chancellor-Administration, Riverside campus:

- (1) A salary adjustment increase of \$11,000 (5.0 percent) to increase his annual base salary from \$220,100 to \$231,100. This increase is being given to recognize the permanent addition of Athletics; Campus Dining Services; and Housing Services, including Housing Maintenance and Grounds to his portfolio resulting in an increase in the operating budget from \$70 million to \$124 million while increasing the FTE count from 550 to 927.
- (2) Effective May 1, 2007 pending approval by The Regents.

Additional items of compensation include:

- Per Policy, Standard Pension and Health & Welfare Benefits and Standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per Policy, 5 percent monthly contribution to the Senior Management Supplemental Benefits Program.
- Per Policy, currently participating in the Mortgage Origination Program (MOP).

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**

This salary adjustment is based on the increase in responsibilities resulting in an increase in budget accountability, staff, and scope. Upon Mr. Diaz's arrival to UC Riverside in January 2006, a number of departments formerly within the scope of responsibilities of the Vice Chancellor had been temporarily reassigned to other senior management group members, pending the results of an organizational study that was underway. In June 2006, the study was completed and effective July 1, 2006 Mr. Diaz, Vice Chancellor-Administration, assumed full responsibility for the following departments: Athletics; Campus Dining Services; and Housing Services, including Housing Maintenance and Grounds. This significant permanent addition to his portfolio increased the operating budget from \$70 million to \$124 million while increasing the FTE count from 550 to 927.

[Compensation form attached]

**COMPENSATION FOR ALPHONSO V. DIAZ, VICE CHANCELLOR FOR ADMINISTRATION  
RIVERSIDE CAMPUS**

**Position Slotted in Grade 107 - Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$231,100	No	Regents
· Health Sciences Compensation Plan		X			
· Additional Salary (Salary Adjustment)		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 - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	X		\$11,555	No	Regents
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			No	
· Automobile Allowance per year		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 (MOP) Loan	X			No	
· 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 of Household Goods		X			
· Other Payments - please list below		X			

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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)			<b><u>\$242,655</u></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.