

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**TITLE CHANGE, RE-SLOTTING OF POSITION AND SALARY ADJUSTMENT FOR
LELAND GIDDINGS, M.D., AS CHIEF COMPLIANCE OFFICER, PRIVACY
OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT,
SAN DIEGO CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the slotting and salary adjustment for Dr. Leland Giddings, Chief Compliance Officer/Privacy Officer/Medical Director for Clinical Resource Management, San Diego campus. These actions recognize the assumption of additional responsibilities as a result of a retirement.

- (1) Title change from Medical Director, Managed Care to Chief Compliance Officer, Privacy Officer, and Medical Director for Clinical Resource Management.
- (2) Re-slotting of position, as recommended by Mercer Human Resource Consulting, as SLCG grade 108 (minimum \$187,100 midpoint \$238,200 maximum \$289,300).
- (3) Salary adjustment of \$30,400 (15.0 percent) to increase his annual base salary from \$202,800 to \$233,200.
- (4) Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan, with a maximum payout of up to 20 percent of base salary annually.
- (5) Per policy, participation in the Senior Management Supplemental Benefit Program at a rate of 5 percent.
- (6) Effective upon approval of The Regents.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, Executive Salary Continuation for Disability.

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 for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

Dr. Giddings was originally appointed, on contract, as the Medical Director for UCSD Managed Care in 1999. In the fall 2006, with the retirement of Dr. Charles Mittman, Dr. Giddings agreed

to take on the additional roles of Chief Compliance Officer and Privacy Officer. His willingness to absorb these additional responsibilities allowed these critical functions to continue without interruption and in accordance with regulatory requirements.

[Compensation form attached.]

**COMPENSATION FOR LELAND GIDDINGS, M.D. AS CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER,
AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT, SAN DIEGO CAMPUS
Position Slotted in Grade 108 – Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$233,200	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%	X		\$46,640	NO	REGENTS
*example payout calculated at 20%					
· Any other bonuses/Incentives (FAS Incentive Plan)		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			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	REGENTS
· Executive Business Travel Insurance	X			NO	REGENTS
· Exec. Salary Continuation for Disability	X			NO	REGENTS
· 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			
· 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)			\$279,840		

[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.