

**APPROVED INTERIM ITEM
COMMITTEE ON COMPENSATION
October 2007**

**APPOINTMENT SALARY FOR LYNN PAULSEN AS DIRECTOR, PHARMACY
SERVICES, MEDICAL CENTER, SAN FRANCISCO CAMPUS**

Action under interim authority was requested due to the critical nature of this senior level position, the potentially fleeting availability of this top external candidate, and the pressing need to start implementing corrective actions in the Medical Center Pharmacy.

Compensation:

- (1) Appointment salary of \$218,000 as Director of Pharmacy Services - Medical Center, slotted at SLCG Grade 106 as recommended by Mercer HR Consulting (Minimum \$154,200 Midpoint \$195,200 Maximum \$236,100). Position classified at MSP VI. This is a 100 percent time appointment.
- (2) Per policy, eligibility for participation in the Medical Center Director Incentive Program with a maximum payout of up to 15 percent of base salary.
- (3) Effective November 1, 2007.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.
- Per policy, participation in the Medical Center PTO program at the standard rate of 24 days per year for MSP classified staff.

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

This item proposes to replace Dan Dong, who is stepping down from the position. The compensation for this position is driven by the highly competitive local market for talented pharmacy administrators as well as addressing internal equity concerns. In addition to the Director, Pharmacy Services, Medical Center position, Ms. Paulsen will hold an un-salaried faculty appointment within the School of Pharmacy.

[Compensation form attached.]

**APPOINTMENT SALARY FOR LYNN PAULSEN AS DIRECTOR OF PHARMACY SERVICES,
 MEDICAL CENTER, SAN FRANCISCO CAMPUS
 SLCG GRADE 106 – Minimum \$154,200 Midpoint of \$195,200 Maximum \$236,100**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$218,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: Medical Center Director Incentive Program – maximum payout of up to 15% of base salary	X		\$32,700	NO	REGENTS
· 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			
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		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			

**APPOINTMENT SALARY FOR LYNN PAULSEN AS DIRECTOR OF PHARMACY SERVICES,
MEDICAL CENTER, SAN FRANCISCO CAMPUS**

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

Page 2 of 2

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)					
		\$250,700			

[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.