

COMMITTEE ON COMPENSATION:

SEPTEMBER 2007

APPOINTMENT SALARY FOR BRENDA L. JOHNSON AS UNIVERSITY LIBRARIAN, SANTA BARBARA CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment of Brenda L. Johnson as University Librarian, Santa Barbara Campus:

- (1) Appointment salary of \$195,000. This represents a 15.6 percent increase in Ms. Johnson's current salary of \$168,694 as Associate University Librarian for Public Services, University of Michigan, Ann Arbor (SLCG grade 105 Minimum \$134,400 Midpoint \$169,600 Maximum \$204,700).
- (2) This appointment is 100 percent time and effective January 1, 2008 pending approval by The Regents.
- (3) Per policy, \$48,750 (25 percent) as relocation allowance, subject to a pro-rated repayment requirement in the event that Ms. Johnson resigns within the first four years of employment.
- (4) Per policy, reimbursement of 100 percent of the actual moving expenses up to \$10,000.
- (5) Per policy, one house-hunting trip, not to exceed four days for Ms. Johnson and her spouse. Coach air fare, meals and lodging will be reimbursed up to \$2,500.
- (6) Per policy, participation in the Mortgage Origination Program (MOP).

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, and Executive Salary Continuation for Disability.
- Per policy, eligible for participation in the Senior Management Supplemental Benefits Program.

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

Santa Barbara campus is requesting approval of an appointment salary for Brenda L. Johnson as University Librarian. Ms. Johnson has had substantial experience and demonstrated success in various aspects of library administration, including University Librarian, at a top tier research university library. Ms. Johnson would also bring a significant interest and background in working on the timely issues facing today's evolving research libraries, including experience in the Google

project and advanced Information Technology (IT) uses in libraries. The campus originally made a tentative offer of \$185,000 (a 10% increase), but the offer was not accepted. The salary offer is considered necessary to help overcome differences Ms. Johnson faces in the cost of living and housing costs.

[Compensation form attached.]

**COMPENSATION FOR BRENDA L. JOHNSON AS UNIVERSITY LIBRARIAN
SANTA BARBARA CAMPUS**
Position Slotted in Grade 105 – Minimum \$134,400 Midpoint \$169,600 Maximum \$204,700
Effective January 1, 2008 pending approval by The Regents

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Adjusted Academic Salary	X		\$195,500	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		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		\$9,775	NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		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			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance	X		\$48,750	NO	
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 10,000.	X			NO	
· House hunting trip to look for a house, not to exceed 4 days – up to \$2,500.	X			NO	

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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)			\$254,025		REGENTS

[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.