

**COMMITTEE ON COMPENSATION
MARCH 2008**

**APPOINTMENT SALARY FOR ANTHONY PEREZ, AS CHIEF HEALTH SCIENCES
COUNSEL, SAN DIEGO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment of Anthony Perez as Chief Health Sciences Counsel at the San Diego campus:

- (1) As an exception to policy, a salary increase of \$44,000 (26.5 percent) to bring his annual base salary from \$166,000 to \$210,000.
- (2) This appointment is at 100 percent time and will become effective March 24, 2008.
- (3) As contemplated by policy, eligibility to participate in the Mortgage Origination Program (MOP). This loan will comply with all standard Mortgage Origination Program loan policies.
 - a. This individual is not a member of the eligible population as defined by MOP policy. However, policy does provide for Presidential authorization of individuals, outside of that population, based upon essential recruitment and retention needs and goals of the institution. Instances, such as this one, wherein the individual's compensation exceed the Indexed Compensation Level (ICL) must be approved by The Regents.
 - b. The loan amount will not exceed \$800,000. If a larger loan amount is deemed appropriate, The Regents hereby authorize the Chancellor to approve a loan amount not to exceed the maximum allowable under policy (\$1.33 Million).

Additional items of compensation are:

- Per policy, standard pension and health and welfare benefits.
- Per policy, eligibility for Staff Recognition and Development Program award up to 10 percent of base salary annually.

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

Anthony Perez has been identified as the best candidate to fill the newly created Chief Health Sciences Counsel position on the San Diego campus. Mr. Perez currently serves as the Chief Compliance Officer at the Davis campus. He joined the Davis campus in 2001 as Health System Counsel, a position he held until 2004. The exceptional salary increase proposed is based on the

salaries of other comparable positions within the UC system. In recognition of the high cost of housing in the San Diego area, and to help ease the transition from Davis, it is also recommended that Mr. Perez be approved for eligibility to participate in the Mortgage Origination Loan Program with a loan amount up to \$800,000.

[Compensation form attached.]

**COMPENSATION FOR ANTONY PEREZ AS CHIEF HEALTH SCIENCES COUNSEL,
SAN DIEGO CAMPUS**

Position Not Slotted

Page 1 of 2

| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|---|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Base Salary | X | | \$210,000 | YES | REGENTS |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend, add-ons, etc.) | | X | | | |
| · Clinical Enterprise Management Recognition Plan- up to 20% | | X | | | |
| *example payout calculated at 20% | | | | | |
| · Any other bonuses/Incentives Staff Recognition & Development Program – up to 10% | X | | \$21,000 | 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 | | | NO | REGENTS |
| · 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 | | | NO | |
| Two coach-fare house-hunting trips | | X | | | |

**COMPENSATION FOR ANTONY PEREZ AS CHIEF HEALTH SCIENCES COUNSEL,
SAN DIEGO CAMPUS**

Position Not Slotted

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) | | | \$231,000 | | |

[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.