

## **COMMITTEE ON COMPENSATION**

**May 15, 2007**

### **L. PRE-EMPTIVE RETENTION INCREASE AND GP-MOP LOAN FOR BRIAN E. C. SCHOTTLAENDER, UNIVERSITY LIBRARIAN, SAN DIEGO CAMPUS**

#### **RECOMMENDATION**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the pre-emptive retention of Brian E.C. Schottlaender, San Diego Campus:

- (1) Pre-emptive retention increase of \$15,500 (8.4%) to increase his total annual base salary from \$184,500 to \$200,000, effective May 1, 2007.
- (2) Refinancing of his existing MOP loan balance of approximately \$290,000 by providing a new MOP loan utilizing the Graduated Payment option (GP-MOP) in the same amount.

Additional items of compensation include:

- Per policy, 5 percent contribution to the Senior Management Supplemental Benefits Program
- 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

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**

Recently, several institutions have expressed interest in Mr. Schottlaender. He is highly sought and well respected, and his capabilities are well known on a national scale. His special talents were recently recognized by being awarded the 2007 Ross Atkinson Lifetime Achievement Award by the Association for Library Collections & Technical Services (ALCTS), a division of the American Library Association (ALA). Retaining Mr. Schottlaender is critical to the long-range goals of the UCSD Libraries. As part of this retention package, the campus is requesting an 8.4 percent increase in his base pay. This increase in addition to other increases approved in FY 2006-07, to-date, would bring the total increase percentage to 11.1 percent. Mr. Schottlaender's base salary increases for the previous fiscal year (2005-06) totaled 15.5 percent. Despite these efforts, Mr. Schottlaender's salary at UCSD is not competitive with other universities.

[Compensation form attached]

**PRE-EMPTIVE RETENTION INCREASE FOR BRIAN E.C. SCHOTTLAENDER, UNIVERSITY LIBRARIAN,  
SAN DIEGO CAMPUS**

**Position is slotted at SLCG grade 106 - Minimum \$150,000 Midpoint \$189,900, Maximum \$229,700**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$200,000	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	YES			NO	
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Graduated Payment Mortgage Option Program (GP-MOP) Loan	YES		\$290,000	NO	
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs – please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 25%		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO			
· Special Health Benefits or Other Benefits		NO			
		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$200,000		

[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.