

COMMITTEE ON COMPENSATION

July 15, 2008

APPOINTMENT OF AND TOTAL COMPENSATION FOR ALAN L. HOFFMAN AS SENIOR VICE PRESIDENT FOR EXTERNAL RELATIONS, OFFICE OF THE PRESIDENT

RECOMMENDATION

- (1) The President intends to request at the July 15, 2008 meeting of the Regents that Alan L. Hoffman be appointed Senior Vice President for External Relations, Office of the President, 100 percent time, effective no later than August 11, 2008.
- (2) The President recommends that the Committee on Compensation recommend to the Regents that an annual salary of \$370,000 (SLCG Grade 111: Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100) be approved, along with the additional compensation items listed below.
- (3) Per policy, eligibility to participate in the University Home Loan Program.
- (4) As an exception to policy, reimbursement of reasonable costs associated with temporary accommodations not to exceed \$25,000 over a period of six months commencing with employment.
- (5) Per policy, an annual automobile allowance of \$8,916.
- (6) Per policy, 100 percent reimbursement of reasonable relocation expenses.
- (7) Per policy, an Administrative Fund for official entertainment and other purposes that comply with University policy.

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, a 5 percent monthly contribution to the Senior Management Supplemental Benefit 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

This position was approved by the Regents in 2008, and will report directly to the President and will be responsible for the communications and government relations functions of the University,

including overall accountability for the strategic planning, proactive organizing and directing of relationships to inform and educate the public, media and governmental entities to garner support necessary to the research, education, public service and medical center operations of the University of California system. Mr. Hoffman is expected to make a vital and significant contribution to the overall success of the University of California systemwide. He is highly qualified to serve in this capacity having served most recently as Chief of Staff to a prominent United States Senator as well as Vice President of External Affairs for Rand Corporation.

**COMPENSATION FOR ALAN L. HOFFMAN – SENIOR VICE PRESIDENT – EXTERNAL RELATIONS,
OFFICE OF THE PRESIDENT**

Position is slotted at SLCG grade 111 – Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$370,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%*average payout is 15%		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		\$18,500	NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		\$8,916	NO	
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· University Home Loan Program	X			NO	
· 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 - 25%		X			
· Temporary Housing Allowance	X			YES	REGENTS
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods	X			NO	REGENTS

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	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave (Accrual)		X			
· Special Health Benefits or Other Benefits		X			
		X			
OTHER					
· Administrative Fund Allocation	X			NO	REGENTS
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$397,416		

[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.