

## COMMITTEE ON COMPENSATION

June 2008

### ACTION UNDER INTERIM AUTHORITY – EXTENSION OF APPOINTMENT OF AND TOTAL COMPENSATION FOR ROBERT D. GREY AS ACTING CHANCELLOR, RIVERSIDE CAMPUS

Action under interim authority was requested for the extension of the appointment of and total compensation for Robert D. Grey as Acting Chancellor, Riverside campus. This extension was needed to provide continuity of leadership until the chancellor designate begins his new appointment.

#### **Compensation:**

- (1) Continuation of an appointment salary of \$300,000.
- (2) Extension of the current one-year appointment, scheduled to end June 28, 2008, effective June 29, 2008 through July 17, 2008 at 100 percent time.
- (3) Per policy, auto allowance at the rate of \$743.00 per month.
- (4) As an exception to policy, Mr. Grey will continue to be required to live in the Chancellor's house through the end of June 2008.
- (5) As an exception to policy, payment of reasonable hotel accommodations from July 1, through July 14, 2008. Since the Chancellor's house will be unavailable beginning July 1, 2008, Mr. Grey will be required to live in a hotel to remain near campus. Because this payment will be taxable, Mr. Grey will be reimbursed for the income and Medicare taxes associated with the payment.
- (6) As an exception to policy, because Mr. Grey will not have access to a kitchen from July 1 through July 14, 2008, reimbursement for meals using standard business travel policy during this period. Since this payment will be taxable, Mr. Grey will be reimbursed for the income and Medicare taxes associated with the reimbursement.
- (7) As an exception allowed under the guidelines for rehired retirees, retirement pension benefits will continue since Mr. Grey has selected to continue his monthly UCRP retirement income by signing the UCRP Rehired Retiree Election Form. Under University policy, this will result in there being no accrual of additional pension service credit during his appointment as Acting Chancellor.
- (8) As an exception to policy, three round-trip coach air fares between Riverside, California and Davis, California during the extension period to fulfill family commitments.

Additional items of compensation include:

- Per policy, standard sick leave and vacation accrual.

- Per policy, Administrative Fund for official entertainment and other purposes permitted by University policy.
- Per policy, Mr. Grey signed an “Opt-Out” form that will ensure that he will not have employee medical, dental, and vision coverage, but rather, will continue his medical and dental coverage under his retiree status.

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 for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

### **BACKGROUND**

Robert D. Grey was appointed Acting Chancellor, Riverside campus, effective June 29, 2007 through June 28, 2008 and to continue until such time as the new Chancellor begins serving, whichever is earlier.

At its May 15, 2008 meeting, the Regents approved the appointment of and total compensation for Timothy P. White as the new Chancellor of the Riverside campus. He will begin his new appointment in mid-July. Acting Chancellor Grey has agreed to continue at Riverside through July 17, 2008 to provide continuity of leadership. Due to the timing of this change, Mr. Grey is being provided with travel for family events during this extension. Additionally, maintenance work is being performed on the Chancellor’s house beginning July 1, 2008, that makes it unavailable. Therefore, other living accommodations are being provided through July 14, after which Mr. Grey will be attending the July Regents’ meeting with normal business expenses being reimbursed per policy.

[Compensation form attached.]

**COMPENSATION FOR ROBERT D. GREY AS ACTING CHANCELLOR, RIVERSIDE CAMPUS**

**Position Not Slotted**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$300,000	NO	REGENTS
· 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%					
· 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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.) Retiree Benefits As provided under rehired retiree guidelines	X			NO	
· Automobile Allowance	X		\$8,916	NO	
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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 - Note: only minimal personal items to be moved to Chancellor's residence and returned to Mr. Grey's permanent residence at the end of the appointment.	X			NO	

**COMPENSATION FOR ROBERT D. GREY AS ACTING CHANCELLOR, RIVERSIDE CAMPUS**

**Position Not Slotted**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· 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			
<b>OTHER</b>					
· Administrative Fund Allocation	X				
· Corporate Board Service		X			
· Other: <ul style="list-style-type: none"> <li>• Living in the Chancellor's house June 29 – June 30, 2008.</li> <li>• Other living accommodations July 1-14, 2008.</li> <li>• 3 trips from Riverside to Davis, CA during extension of appt. (coach airfare)</li> </ul>	X		X	REGENTS	
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$308,916		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.