

COMMITTEE ON COMPENSATION

June 2008

ACTION UNDER INTERIM AUTHORITY – APPOINTMENT SALARY FOR HARRY LE GRANDE AS VICE CHANCELLOR – STUDENT AFFAIRS, BERKELEY CAMPUS

Action under interim authority was requested for the appointment salary for Harry Le Grande as Vice Chancellor – Student Affairs, Berkeley campus. This request was in response to an immediate need to appoint Mr. Le Grande to this position so that he can move urgent actions forward as the permanent appointee.

Compensation:

- (1) As an exception to policy, a salary of \$215,000. This represents a 34.3 percent increase in Mr. Le Grande's salary over his Associate Vice Chancellor salary of \$160,105 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). This increase, which is above the 25.0 percent allowed by policy, is recommended due to the incumbent's low current salary and the fact that he will not be eligible for merit consideration in October 2008.
- (2) This appointment is 100 percent time and effective June 1, 2008.

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, 5% 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. 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

The campus conducted a national search to fill the position of Vice Chancellor – Student Affairs. Mr. LeGrande was selected to fill this position based on his excellent experience in both management and in his field. The prior Vice Chancellor resigned effective January 1, 2007. Mr. Le Grande was Associate Vice Chancellor – Student Affairs, Residential and Student Services, but has served as Acting Vice Chancellor since January 1, 2007.

The campus is requesting an effective date of June 1, 2008, to more closely reflect the date that a final decision was reached on Mr. Le Grande's appointment. It is also critical to the business needs of the campus that he be able to assume the full scope of responsibilities immediately so

that some urgent reorganizational decisions can be made in the portfolio that cannot happen while he remains in an acting capacity. The campus wishes to note that this position has not had a permanent incumbent for eighteen months and now that a final decision has been reached, it is important to be able to move forward under permanent leadership.

[Compensation form attached.]

**COMPENSATION FOR HARRY LE GRANDE, ACTING VICE CHANCELLOR-STUDENT AFFAIRS
BERKELEY CAMPUS**

Position slotted in Grade 108 - Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary: Increase over 25%	X		\$215,000	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:		X			
· Annual Incentive Plan (Treasurer's Office only) - per plan design awards are paid out in equal increments over a three year period.		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	X		\$10,750	NO	REGENTS
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			
· 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			

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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)			\$225,750	YES	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.