COMMITTEE ON COMPENSATION
PRESIDENT OF THE UNIVERSITY

APPOINTMENT SALARY FOR STEVE JUAREZ AS ASSOCIATE VICE PRESIDENT AND DIRECTOR, STATE GOVERNMENT RELATIONS, OFFICE OF THE PRESIDENT

Action under interim authority was requested for the appointment salary for Steve Juarez as Associate Vice President and Director, State Government Relations, Office of the President to allow Mr. Juarez enough time to provide adequate notice to his current employer in order to be in Sacramento as soon as possible.

Compensation:

(1) Appointment salary of $230,000 effective June16, 2008, 100 percent time, SLCG grade 106 (Minimum $154,200, Midpoint $195,200, Maximum $236,100). Mr. Juarez will be eligible for consideration for a merit review in the October 2009 Merit and Equity program.

(2) As an exception to policy, automobile allowance of $743 per month ($8,916 per year).

(3) Per policy, participation in the University of California Home Loan Program, available to be exercised within a period not to exceed 36 months from date of employment. Participation will comply with all University/Campus normal Program parameters.

(4) Movement of household effects, per policy, to be completed as soon as practicable, but within 36 months of appointment

(5) Reimbursement of actual business-related travel between May 16 and June 15, to facilitate a smooth transition of responsibilities.

Additional Items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard Senior Management benefits which include Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.

- Per policy, 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

Following a nation-wide search, an outstanding candidate, Steve Juarez, was identified for the position of Associate Vice President and Director-State Government Relations for appointment. This position reports to the Vice President-Strategic Communications and Government Relations, with significant interactions directly with the President, and ensures that the UC campuses, Academic Senate, alumni, staff and student associations, the Office of the President, and the Board of Regents are kept fully informed of, and engaged in as necessary, all state legislative and

ballot issues and other state government developments of importance. Through consultation, advice, and direction, the Associate Vice President establishes the University's position on all legislative matters; ensures that the state legislature and Governor's Office are fully informed on the position of the University and that the Associate Vice President understands the consequences of legislative activity on the purpose and well-being of the University. The Associate Vice President seeks to influence legislative outcomes through advocacy; timely rigorous, and principle-based analysis and position development; negotiation, representation, and compromise.

[Compensation form attached.]

COMPENSATION FOR STEVE JUAREZ AS ASSOCIATE VICE PRESIDENT AND DIRECTOR-STATE GOVERNMENT RELATIONS

Position Slotted in Grade 106 (Minimum $154,200 Midpoint $195,200 Maximum $236,100)

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		$230,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5 percent as contribution to retirement plan for total annual amount at current base salary	X		$11,750	NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		$8,916	YES	
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· Mortgage Origination Program (MOP) Loan	X			NO	
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below					
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance – 30 consecutive days per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household	X			NO	

COMPENSATION FOR STEVE JUAREZ AS ASSOCIATE VICE PRESIDENT AND DIRECTOR-STATE GOVERNMENT RELATIONS

Position Slotted in Grade 106 (Minimum $154,200 Midpoint $195,200 Maximum $236,100)

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
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)					
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)	$250,666				

[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.