

## **COMMITTEE ON COMPENSATION**

**July 2008**

### **APPOINTMENT SALARY FOR SAM DAVIS AS ACTING DEAN – COLLEGE OF ENVIRONMENTAL DESIGN, BERKELEY CAMPUS**

#### **RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment salary for Sam Davis as Acting Dean – College of Environmental Design, Berkeley campus:

- (1) Per policy, an appointment salary of \$208,600 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) As an exception to policy due to the retiree status of Mr. Davis, this appointment is 100 percent time and is effective July 1, 2008 through June 30, 2009.

Additional items of compensation include:

- As an exception allowed under the guidelines for rehired retirees, retirement pension benefits will continue upon Mr. Davis selecting 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 Dean – College of Environmental Design. This is consistent with policy because:
  - Mr. Davis retired over 2 years ago.
  - He is being recalled into a different position than the one he held at retirement.
  - He is waiving further accrual of pension benefits.
  - He is waiving further participation in employee medical, dental, and vision plans.
  - The assignment is for a limited term while the recruitment process to fill this position on a permanent basis is completed.
- Per policy, Mr. Davis will sign 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.
- Per policy, a mandatory employee contribution of 7.5 percent of base salary to the University’s Defined Contribution Plan (DCP) as a Safe Harbor Plan participant.
- Per policy, eligible to voluntarily contribute to the 403(b) and 457(b) plans.
- Per policy, standard sick leave and vacation accrual.

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**

The current dean will be stepping down from his position effective June 30, 2008. The search committee has not yet completed its deliberations, and it is most unlikely that the final candidate will be able to assume the position by July 1, 2008. During the interim period, the campus is proposing the appointment of Sam Davis, an emeritus faculty member, as Acting Dean until such time as a dean has been appointed. Mr. Davis retired in 2006 after serving as a faculty member for 35 years in the Department of Architecture. He has held a number of administrative positions, including Department Chair and Associate Dean, which provided him with the experience necessary for this interim role. He is well respected by his colleagues and by campus administrators.

The proposed salary rate of \$208,600 is based on Mr. Davis's expertise and a review of internal comparisons. As an exception, the appointment is being proposed at 100 percent time since this position requires a full-time incumbent. Although rehired retirees are normally limited to 46 percent, it is critical that the campus be able to appoint Mr. Davis at 100 percent. Mr. Davis has signed and accepted the UCRP Rehired Retiree Election Form which will serve to decline participation in UCRS and allow Mr. Davis to continue receiving his retirement annuity while receiving compensation related to this appointment. Mr. Davis will also sign 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. This appointment will not interfere with any of his retirement benefits and is consistent with policy and the law. There are no other appropriate candidates available to assume this important position.

**COMPENSATION FOR SAM DAVIS, ACTING DEAN – COLLEGE OF ENVIRONMENTAL DESIGN  
BERKELEY CAMPUS**

**Position slotted in Grade 107 - Minimum \$1172,300, Midpoint \$218,700, Maximum \$265,000**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$208,600	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%		X			
· 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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)		X			
· 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			
<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		X			

**COMPENSATION FOR SAM DAVIS, ACTING DEAN – COLLEGE OF ENVIRONMENTAL DESIGN  
BERKELEY CAMPUS**

**Position slotted in Grade 107 - Minimum \$1172,300, Midpoint \$218,700, Maximum \$265,000**

Page 2 of 2

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 (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$208,600	NO	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.