COMMITTEE ON COMPENSATION
July 2008

RETENTION INCREASE FOR PETER A. SCHNEIDER AS CAMPUS COUNSEL – HEALTH AFFAIRS, IRVINE CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the retention increase for Peter A. Schneider as Campus Counsel – Health Affairs, Irvine campus:

(1) Per policy, retention increase of $25,500 (13.1 percent) to increase his annual base salary from $194,500 to $220,000. (SLCG Grade 107: Minimum $172,300, Midpoint $218,700, Maximum $265,000; slotting effective August 1, 2008)

(2) Effective June 1, 2008.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits.

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 retention increase is in response to Peter A. Schneider being recruited for a comparable position at another medical center.

Mr. Schneider plays a key role in the health sciences enterprises at UC Irvine. He provides essential legal advice regarding all aspects of healthcare law to the Chancellor, Chief Executive Officer of the Medical Center, the Dean of the School of Medicine, and other executive managers. Mr. Schneider manages issues involving state and federal regulatory issues (including STARK II and Anti-kickback analysis), group purchasing, joint ventures and other affiliations, physician discipline, accreditation, internal and external investigations, acquisitions, strategic planning, faculty compensation, commercial and medical malpractice litigation, and graduate medical education. In addition, Mr. Schneider oversees hospital risk management staff.

[Compensation form attached.]

COMPENSATION FOR PETER A. SCHNEIDER AS CAMPUS COUNSEL – HEALTH AFFAIRS
IRVINE CAMPUS
Position Not Slotted

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		$220,000	YES	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)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
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 – 100% of covered expenses		X			

COMPENSATION FOR PETER A. SCHNEIDER AS CAMPUS COUNSEL – HEALTH AFFAIRS
IRVINE CAMPUS
Position Not Slotted

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)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)	$220,000				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.