

COMMITTEE ON COMPENSATION
September 2007

APPOINTMENT SALARY FOR SHEILA E. ANTRUM AS CHIEF PATIENT CARE SERVICES OFFICER, MEDICAL CENTER, SAN FRANCISCO CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following appointment terms in connection with the appointment of Sheila E. Antrum as Chief Patient Care Services Officer, San Francisco Medical Center:

- (1) As an exception to policy, a salary increase of \$62,900 (33.6 percent increase) to bring her annual base salary from \$187,100 to \$250,000, (SLCG Grade 109, Minimum \$208,900 Midpoint \$266,800 Maximum \$324,600) 100 percent time.
- (2) As an exception to policy, two house-hunting trips, the total number of days not to exceed 10 for Ms. Antrum. Reasonable expenses for coach, air fare, meals and lodging will be reimbursed.
- (3) As an exception to policy, a \$50,000 (20 percent) lump sum Relocation Allowance to offset the cost of living differential. A portion of the allowance will be distributed each year, over four years and conditioned upon Ms. Antrum's active employment at UCSF during each year of the payout. Providing a relocation allowance to Ms. Antrum constitutes an exception to policy because this policy does not provide for the payment of a relocation allowance to intra-state transfers.
- (4) The appointment is at 100 percent and is effective October 1, 2007.
- (5) Per policy, eligibility to participate in the Mortgage Origination Program with a potential loan of up to \$1,000,000.
- (6) Per policy, eligibility to participate in the Senior Management Supplemental Benefit Program at the contribution rate of 5 percent of base salary.
- (7) Per policy, eligibility for participation in the Clinical Enterprise Management Recognition Program (CEMRP) with a maximum payout of up to 20 percent of base salary.
- (8) Per policy, reimbursement of 100 percent of moving expenses to the extent allowed by policy.
- (9) Per policy, one month of temporary housing assistance

Additional items of compensation include:

- 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.

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

Through an open recruitment, Ms. Antrum was identified as the outstanding candidate. She is presently employed at the UC San Diego Medical Center and is a highly experienced and well respected senior executive. In order to secure such a high caliber candidate, the campus proposes a broad range of compensation elements. It is proposed that Ms. Antrum receive a relocation allowance of 20 percent in order to offset the initial impact of her relocation from San Diego to the San Francisco area. This allowance will be paid annually, each November 1st, over a four-year period. The payment schedule will provide for a payment of \$17,500 the first year, a \$15,000 payment the second year, a \$10,000 payment the third year and a \$7,500 payment the fourth year.

[Compensation form attached.]

**APPOINTMENT SALARY FOR SHEILA ANTRUM AS CHIEF PATIENT CARE SERVICES OFFICER
MEDICAL CENTER, SAN FRANCISCO CAMPUS
SLCG GRADE 109 – Minimum \$208,900 Midpoint of \$266,800 Maximum \$324,600
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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$250,000	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan	X		\$50,000	NO	
· 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		\$12,500	NO	
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		\$50,000	YES	REGENTS
· Temporary Housing Allowance – 30 days consecutive. Policy provides for 30 consecutive days.	X		\$6,120	NO	
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household – reimbursement of 100% of reasonable moving expenses.	X			NO	
· House-hunting trips – reimbursement of up to two pre-move trips. Policy does not provide for house hunting trips.	X			YES	REGENTS

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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)					
			\$362,500		

[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.