

COMMITTEE ON COMPENSATION

May 15, 2007

E. STIPEND EXTENSION FOR REBEKAH GLADSON, ASSOCIATE VICE CHANCELLOR AND CAMPUS ARCHITECT, IRVINE CAMPUS

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the additional responsibilities assigned to Rebekah Gladson, Associate Vice Chancellor and Campus Architect for her role as Project Architect and Construction Coordinator for the Medical Center's \$372M seismic replacement hospital project, Irvine campus:

- (1) An extension of her current administrative stipend of \$16,800 (9.3 percent) to increase her base salary of \$179,883 for an annual salary of \$196,683 (Salary Grade 105: Minimum \$134,400, Midpoint \$169,600, Maximum \$204,700).
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the stipend will remain at the dollar value of \$16,800.
- (3) As an exception to policy, effective February 1, 2007 through January 31, 2009, the anticipated conclusion of the project. Due to the original effective date of this stipend being February 1, 2005, the total duration is four years.

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

Ms. Gladson's architectural and construction management services are required for the University of California, Irvine Medical Center's seismic replacement hospital project. This hospital project replaces the main hospital building which was built in 1960 and now does not meet structural standards. This stipend was initially approved when Ms. Gladson was given this architectural/construction assignment rather than contracting with an external vendor who would be less familiar with the campus.

[Compensation form attached]

**COMPENSATION FOR REBEKAH GLADSON AS ASSOCIATE VICE CHANCELLOR & CAMPUS ARCHITECT
IRVINE CAMPUS**

Position Slotted in Grade 105 - Minimum \$134,400, Midpoint \$169,600, Maximum \$204,700

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$179,883	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)(to be applied as needed to maintain current level of compensation)	YES		\$16,800	YES	Regents
· Clinical Enterprise Management Recognition Plan-up to 20% (average payout is 15%)		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program – eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance per year		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance		NO			
· Executive Business Travel Insurance		NO			
· Exec. Salary Continuation for Disability		NO			
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			
· Other Payments - please list below		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO			
· Special Health Benefits or Other Benefits		NO			
· Other Benefits - please list below		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$196,683		

[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.