

Office of the President

TO MEMBERS OF THE COMMITTEE ON COMPENSATION:

DISCUSSION ITEM

For Meeting of May 15, 2007

**RECALL APPOINTMENT AND COMPENSATION FOR WILLIAM H. GURTNER AS VICE PRESIDENT
– CLINICAL SERVICES DEVELOPMENT, OFFICE OF THE PRESIDENT**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the recall appointment and compensation for William H. Gurtner as Vice President – Clinical Services Development:

- (1) The President requested at the May 15, 2007 meeting of The Regents that William H. Gurtner be appointed Vice President – Clinical Services Development, 43 percent, effective August 1, 2007 through June 30, 2008 or terminating earlier depending on completion of projects and/or transition of responsibilities under the new organizational structure.
- (2) The Committee on Compensation recommends to The Regents an appointment salary of \$172,000 (43 percent of full time rate of \$400,000).
- (3) Reimbursement of reasonable and actual business related travel and entertainment expenses.

Additional items of compensation include:

- Retirement income and retiree medical 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

Mr. Gurtner has announced his retirement as of July 1, 2007. The Provost has requested that he return, on a part-time basis, to assist the Provost and the incoming Vice President of Health Sciences and Services on specified projects during the next fiscal year. It is proposed that he be recalled as Vice President for a period of overlap with the new Vice President – Health Sciences and Services, working primarily on the completion of three projects: (1) the Disproportionate Share Hospitals (DSH) Task Force, where his role as the UC representative is critical given the central role the task force plays in Medi-Cal reform and the federal waiver; (2) the Board and Executive Committee of the California Association of Public Hospitals and Health Systems, integral to our participation in the DSH task force; and (3) the Rady Children's Hospital Board until new leadership at UCSD and the Vice President Health Sciences and Services are well in place.

[Compensation form attached]

**COMPENSATION FOR WILLIAM H. GURTNER, VICE PRESIDENT-CLINICAL SERVICES DEVELOPMENT
UNIVERSITY OF CALIFORNIA, OFFICE OF THE PRESIDENT
SLCG Grade 112 (Minimum \$290,800 Midpoint \$374,800 Maximum \$458,700)**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (recall at 43% of \$400,000)	YES		\$172,000	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at maximum of 20%		NO			
· Any other bonuses/Incentives – max. is 10% of base salary		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.)		NO			
· Automobile Allowance		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 - 25%		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		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-Honoring University of Washington Sabbatical Credits		NO			
· Special Health Benefits or Other Benefits-100% UC Contribution to Retiree Health Insurance after 10 years of service		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)			\$172,000		

[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.