

**NOVEMBER 2007
COMMITTEE ON COMPENSATION**

**INCENTIVE AWARD PAYMENT FOR HAGGAI HISGILOV, EXECUTIVE DIRECTOR,
STRATEGIC SOURCING, OFFICE OF THE PRESIDENT**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the performance incentive payment for Haggai Hisgilov, Executive Director, Strategic Sourcing, Office of the President:

- (1) Annual performance incentive of \$17,676 (10 percent of October 1, 2006 base salary).
- (2) Effective upon approval by The Regents.

Additional items of compensation currently provided include:

- Annual base salary of \$202,205 (effective October 1, 2007)
- 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 item is brought forward to The Regents for consideration as a result of the 2007 award payment bringing Mr. Hisgilov's total cash compensation over the \$205,000 threshold.

His excellent performance provides an anchor in the strategic sourcing area. He is well regarded by campus officials and has worked closely and routinely on numerous issues with the campuses. In recognition of his distinctive record of completing, implementing, and leading effective and successful projects in major areas of importance throughout the system, a bonus of \$17,676 is submitted for The Regents review and approval.

[Compensation form attached.]

**INCENTIVE AWARD PAYMENT FOR HAGGAI HISGILOV AS
EXECUTIVE DIRECTOR, STRATEGIC SOURCING
OFFICE OF THE PRESIDENT
UNSLOTTED
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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$202,205	NO	OP
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: <i>10% of 2006 base salary</i>	X		17,676	NO	REGENTS
· 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		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			

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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)					
			\$219,881		

[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.