

**COMMITTEE ON COMPENSATION
JANUARY 2008**

**ACTION UNDER INTERIM AUTHORITY – APPOINTMENT OF KEVIN S. REED AS
VICE CHANCELLOR - LEGAL AFFAIRS, LOS ANGELES CAMPUS, AND
ASSOCIATE GENERAL COUNSEL**

Action under interim authority was requested for the appointment of Kevin S. Reed as Vice Chancellor - Legal Affairs, Los Angeles Campus, and Associate General Counsel.

Compensation:

- (1) Appointment salary of \$255,000 effective March 1, 2008, 100 percent time. Slotting of this position in the Senior Leadership Compensation Group is pending.
- (2) A \$10,500 salary adjustment of 4.12 percent effective October 1, 2008.
- (3) Ineligible for a 2008 merit increase, typically effective October 1, 2008.
- (4) Per policy, participation in the University of California Home Loan Program, available to be exercised within a period not to exceed 24 months from date of employment. Participation will comply with all University/Campus normal Program parameters.

Additional Items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard Senior Management benefits which include Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.

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

Following a nation-wide search, an outstanding candidate, Kevin S. Reed, has been identified for the position of Vice Chancellor - Legal Affairs, Los Angeles campus and Associate General Counsel, for appointment effective March 1, 2008. The proposed two-step process for achieving a competitive salary for Mr. Reed is based upon consideration of UCLA's recent recruitment experience wherein qualified incumbents routinely commanded salaries approaching \$300,000. Achieving the proposed October 1, 2008 salary immediately would result in unacceptable salary inequities among UC peers. It is anticipated that, by October 1, 2008, the Office of General Counsel will have obtained approval of a structural framework to address slotting and compensation on a system-wide basis of Mr. Reed's UC peers. Because market salary data indicates an average salary for this position of \$246,713, roughly equivalent to Senior Leadership Compensation Group (SLCG) grade 108 (midpoint \$244,900) it is known, now that the proposed October 1, 2008 salary for Mr. Reed can be accommodated within the appropriate SLCG grade. [Compensation form attached.]

**COMPENSATION FOR KEVIN S. REED AS VICE CHANCELLOR - LEGAL AFFAIRS, LOS ANGELES CAMPUS
AND ASSOCIATE GENERAL COUNSEL
SLCG SLOTTING PENDING**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (eff. 3/1/08)	X		\$255,000	NO	REGENTS
*Annual Base Salary (eff. 10/1/08)			*\$265,500		
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5 percent as contribution to retirement plan for total annual amount at current base salary	X		\$12,750 *\$13,250	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			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· Mortgage Origination Program (MOP) Loan	X			NO	
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below					
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance – 30 consecutive days per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		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)					
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$255,000 (3/1/08) \$265,500 (10/1/08)		

[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.