

**April 2007**

**Approved Interim Salary Action**

**ACTION UNDER INTERIM AUTHORITY – APPOINTMENT SALARY FOR PETER HENDRICKSON AS ASSOCIATE VICE CHANCELLOR, DESIGN & CONSTRUCTION, LOS ANGELES CAMPUS**

Action under interim authority was requested for the appointment of Peter Hendrickson. This request was in response to an immediate need to fill this position following recruitment. Interim action was requested so that Mr. Hendrickson may provide his current employer with reasonable notice.

**Compensation:**

- (1) Title of Associate Vice Chancellor, Design & Construction, at SLCG Grade 108 (minimum \$187,100 Midpoint \$238,200 Maximum \$289,300)
- (2) Appointment salary of \$244,400, 100% time
- (3) Effective date of June 1, 2007 upon approval by The Regents.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits.
- Per policy, eligibility for a bonus of up to 10% of base salary under UCLA's Staff Achievement Award Program Guidelines.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

**BACKGROUND**

Following a nationwide search, Mr. Peter Hendrickson has been selected to serve as Associate Vice Chancellor Design & Construction at UCLA. Mr. Hendrickson has held the position of Director, Facilities Planning, Design, & Construction, at Cedars-Sinai Health System since 1999. He has over twenty years of experience in the successful practice of architecture and facilities planning, including progressive experience in programming, interior and architectural design, budgeting, scheduling, project management, construction management, staff supervision and training. Potential candidates in the recruitment pool, with experience in hospital and health systems design and construction from employers such as Kaiser Permanente, Catholic Healthcare West, Stanford University, generally had salaries in the \$250,000 to \$300,000 range. Mr. Hendrickson replaces former Assistant Vice Chancellor Michael O'Donnell, who left UCLA last summer to accept a position at a competing institution at a considerably higher salary.

[Compensation form attached]

**COMPENSATION FOR PETER HENDRICKSON AS ASSOCIATE VICE CHANCELLOR, DESIGN & CONSTRUCTION,  
LOS ANGELES CAMPUS**

**Position Slotted in Grade 108 - Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$244,400	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20%		NO			
*example payout calculated at maximum of 20%					
· 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			
· Other Benefits – Eligible to be considered for a Staff Achievement Award up to 10% of base salary	YES			NO	
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES				
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		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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Page 2 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· 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			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$244,400		

[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.