

July 2007

APPROVED

ACTION UNDER INTERIM AUTHORITY – CONFIRMATION OF APPOINTMENT OF AND TOTAL COMPENSATION FOR ROBERT D. GREY AS ACTING CHANCELLOR, RIVERSIDE CAMPUS

Action under interim authority was requested for the confirmation of the appointment of and total compensation for Robert D. Grey as Acting Chancellor, Riverside campus.

Compensation:

- (1) 100 percent appointment as Acting Chancellor, Riverside Campus.
- (2) Appointment salary of \$300,000.
- (3) Effective date of June 29, 2007, effective until such time as the new Chancellor begins serving, allowing for a reasonable transition period, or for one year, whichever is earlier.
- (4) Per policy, monthly auto allowance of \$743.
- (5) As an exception to policy, required to live in the Chancellor's Residence in Riverside in order to fulfill the appointment responsibilities.
- (6) As an exception allowed under the guidelines for rehired retirees, retirement pension benefits will continue upon Mr. Grey signing the appropriate waiver under University policy so that there will be no accrual of additional pension service credit during his appointment as Acting Chancellor.
- (7) Movement of limited personal effects to the Chancellor's Residence in Riverside, and shipped back to permanent residence upon termination of appointment, not to exceed \$5,000.
- (8) UC will provide reasonable, basic furnishings for the private quarters of the Chancellor's residence during this period. UC will rent or purchase furnishings depending on the final cost analysis.
- (9) If the Chancellor's residence is not available for Mr. Grey upon his appointment, reimbursement of reasonable hotel accommodations and meals, per standard business travel policy, will apply.

Additional items of compensation include:

- Per policy, standard sick leave and vacation accrual.

- Per policy, Administrative Fund for official entertainment and other purposes permitted by University policy.
- Per policy, standard medical and other health benefits will apply. Mr. Grey will continue to pay his premiums for Medicare, and will contribute to the regular cost of benefits under the programs and policies pertaining to a rehired retiree.

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

Chancellor Cordova will retire from the University on June 28, 2007. It is important to secure effective leadership for the interim period while a search is conducted for a new Chancellor. After careful consideration, the President recommended Robert D. Grey for this appointment because of Mr. Grey's particular skills and experience, especially with his having served as Executive Vice Chancellor and Provost of a University of California campus with extensive agricultural programs, as well as a large Medical School and academic medical center operation. Mr. Grey is very familiar with the new Riverside School of Medicine, having served on the committee that coordinated the feasibility study for Riverside.

[Compensation form attached]

COMPENSATION FOR ROBERT D. GREY AS ACTING CHANCELLOR, RIVERSIDE CAMPUS
Position Slotted in Grade 110 – Minimum \$223,200, Midpoint \$298,800, Maximum \$364,300

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$300,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%					
*example payout calculated at 20%					
· Any other bonuses/Incentives		X			
· 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		As provided under rehired retiree guidelines	NO	
· Automobile Allowance	X		\$8,916	NO	
· 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 - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods - Note: only minimal personal items to be moved to Chancellor's residence and returned to Mr. Grey's permanent residence at the end of the appointment.	X			NO	

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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: <ul style="list-style-type: none"> • Acting Chancellor will be required to reside in the Chancellor's residence • Campus will provide rented or purchased furnishings for the Chancellor's residence for the period of the appointment 	X			X	Regents
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$308,916		

[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.