

July 2007

APPROVED

SLOTING OF POSITION AND APPOINTMENT SALARY FOR JOHN REAVES AS DIRECTOR - INFORMATION TECHNOLOGY PROJECT MANAGEMENT, MEDICAL CENTER, SAN FRANCISCO CAMPUS

Action under interim authority was requested as the campus wishes to move forward quickly with the appointment of the Director - Information Technology Project Management, Medical Center.

Compensation:

- (1) Slotting of position Director - Information Technology Project Management, as recommended by Mercer HR Consulting (SLCG grade 106; minimum \$150,000 midpoint \$189,900 maximum \$229,700)
- (2) Appointment salary of \$179,900, 100 percent time
- (3) Per policy, eligibility for participation in the Medical Center Incentive Award Plan with a maximum payout of up to 15 percent of base salary
- (4) Per policy, reimbursement of one half of moving expenses.
- (5) As an exception to policy, one month of temporary housing (\$3,366). This is an exception to policy as temporary housing is only available to those classified as Senior Management (SMG) and this position is classified as Management and Senior Professional (MSP).
- (6) Effective upon approval of Regents.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.
- Per policy, ineligible to participate in 2007 merit and equity review.

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

The UCSF Medical Center Chief Executive Officer requested appointment authority to offer Mr. John Reaves the position of Director - Information Technology Project Management. The Director - Information Technology Project Management oversees multiple, large-scale

Information Technology projects across the Medical Center. Mr. Reaves is highly qualified with experience leading global enterprise systems.

**COMPENSATION FOR JOHN REAVES AS DIRECTOR - INFORMATION TECHNOLOGY PROJECT MANAGEMENT,
MEDICAL CENTER, SAN FRANCISCO CAMPUS**

Position Slotted in Grade 106 – Minimum \$150,000, Midpoint \$189,900, Maximum \$229,700

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$179,900	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· Any other bonuses/Incentives – MEDICAL CENTER INCENTIVE AWARD PLAN UP TO 15% MAXIMUM PAYOUT	X	X	\$26,985	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 - 1 month per policy	X		\$3,366	YES	REGENTS
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods	X			NO	REGENTS

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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)			\$206,885		

[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.