

July 2007

APPROVED

**STIPEND FOR DAVID REIN AS ACTING VICE DEAN - ADMINISTRATION
FINANCE, AND CLINICAL AFFAIRS, SCHOOL OF MEDICINE, SAN FRANCISCO
CAMPUS**

Action under interim authority was requested as the campus wishes to move forward quickly with the appointment of the Acting Vice Dean - Administration, Finance and Clinical Affairs, School of Medicine in order to stabilize the daily operations of the department during transition.

Compensation:

- (1) Administrative stipend of 15 percent (calculated against appointment salary of \$169,600, the stipend is \$25,440) to increase his base salary for a total annual salary of \$195,040.
- (2) The stipend amount will be increased as the base salary is increased, so the stipend will equal 15 percent of the base salary.
- (3) Continued participation in School of Medicine Manager Incentive programs with maximum payout of up to 20 percent.
- (4) Effective July 1, 2007, at 100 percent time upon approval of The Regents, through March 1, 2008, or until this responsibility is transferred to the new Vice Dean – Administration, Finance and Clinical Affairs, including a three-month transition period, whichever is sooner.

Additional items of compensation include:

- 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. 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 position of Vice Dean - Administration, Finance and Clinical Affairs, School of Medicine, formerly slotted at Senior Leadership Compensation Group grade 110, was vacated on April 20, 2007, with the resignation of incumbent Jed Shivers. It was decided that, until the recruitment for the new Vice Dean - Administration, Finance and Clinical Affairs has been completed, interim responsibilities would be assigned to the Director Finance and Operations - UCSF Medical Group, David Rein. While Mr. Rein maintains his ongoing responsibilities associated with the UCSF Medical Group, he has been assigned to perform leadership, oversight and accountability for a number of School of Medicine units on a temporary basis.

COMPENSATION FOR DAVID REIN AS ACTING VICE DEAN - ADMINISTRATION, FINANCE, AND CLINICAL AFFAIRS, MEDICAL CENTER, SAN FRANCISCO CAMPUS

Position Slotted in Grade 110 – Minimum \$233,200, Midpoint \$298,800, Maximum \$364,300

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$169,600	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$25,440	NO	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· Any other bonuses/Incentives: SCHOOL OF MEDICINE MANAGEMENT INCENTIVE PLAN – UP TO 20% AT MAXIMUM	X		\$33,920	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			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

**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			
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)			\$228,960		

[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.