

**COMMITTEE ON COMPENSATION
SEPTEMBER 2007
APPROVED**

**RE-SLOTTING AND APPOINTMENT SALARY FOR MICHAEL N. MINEAR AS CHIEF
INFORMATION OFFICER, DAVIS CAMPUS HEALTH SYSTEM**

Action under interim authority was requested for the appointment of Michael N. Minear. This request was in response to an immediate need to fill this position, the need for Mr. Minear to respond to two competing offers, and the need for him to relocate.

Compensation:

- (1) Change in interim-slotting from SLCG grade 108 to SLCG grade 109; range minimum \$214,700, midpoint \$274,300, maximum \$333,700.
- (2) Appointment salary of \$310,000.
- (3) This appointment is at 100 percent time and effective October 15, 2007 pending approval by The Regents.
- (4) Per policy, participation in the Clinical Enterprise Management Recognition Program (CEMRP).
- (5) Per policy, a relocation allowance of \$55,000 (17.7 percent) paid in two equal annual installments with \$27,500 paid upon arrival and \$27,500 paid in one payment after January 1, 2008.
- (6) Per policy, initial house-hunting trip not to exceed \$2,500.
- (7) Per policy, temporary housing not to exceed 30 days and \$2,500.
- (8) Per policy, moving expenses/moving services expected not to exceed \$19,000.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, Executive Salary Continuation for Disability.
- Per Policy, eligible for Senior Management Supplemental Benefits Program of 5% as contribution to retirement plan.

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

After an exhaustive national search, Mr. Minear was unanimously selected as the best and most appropriate candidate for this position. Mr. Minear has over fifteen years of increasing responsibilities in the Information Technology field.

[Compensation form attached.]

**COMPENSATION FOR MICHAEL MINEAR AS CHIEF INFORMATION OFFICER
UC DAVIS HEALTH SYSTEM
Position Slotted in Grade 109 – Minimum \$208,900, Midpoint \$266,800, Maximum \$324,600
Effective September 10, 2007 pending approval by The Regents**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$310,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% (CEMRP) *example payout calculated at 20%	X		\$62,000	NO	REGENTS
· 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		\$15,500	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:					
· Partners Opportunity Program	X			NO	
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance (2 equal payments) - first payment upon arrival, second payment after January 1, 2008	X		\$55,000	NO	
· Temporary Housing Allowance - 1 month per policy	X		\$2,500	NO	
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses/House hunting trip	X		\$19,000	NO	

**COMPENSATION FOR MICHAEL MINEAR AS NEW CHIEF INFORMATION OFFICER
UC DAVIS HEALTH SYSTEM**

Position Slotted in Grade 109 – Minimum \$208,900, Midpoint \$266,800, Maximum \$324,600

Effective September 10, 2007 pending approval by The 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)			\$442,500		REGENTS

[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