

**COMMITTEE ON COMPENSATION
DECEMBER 2007**

**ACTION UNDER INTERIM AUTHORITY – INCREASE IN MORTGAGE
ORIGINATION PROGRAM (MOP) ELIGIBILITY MAXIMUM FOR ERWIN
CHEMERINSKY AS DEAN – DONALD BREN SCHOOL OF LAW, IRVINE CAMPUS**

Action under interim authority was requested for the increase in the Mortgage Origination Program (MOP) eligibility maximum for Erwin Chemerinsky as Dean – Donald Bren School of Law, Irvine Campus. This request was in response to an immediate need to provide additional funding to Mr. Chemerinsky's home loan.

RECOMMENDATION

It was recommended that the following item be approved in connection with the appointment for Erwin Chemerinsky as Dean – Donald Bren School of Law, Irvine campus, 100 percent time.

- (1) Per policy, participation in the Mortgage Origination Program (MOP), up to \$1,330,000.

The compensation described above is an amendment to compensation approved by The Regents in September 2007. This amendment in combination with the item previously approved shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written commitments.

BACKGROUND

In September 2007, The Regents approved the compensation package for Mr. Chemerinsky as Dean – Donald Bren School of Law, effective June 1, 2008. This item serves as an amendment to the compensation package approved by The Regents in September 2007. The campus originally requested a Mortgage Origination Program (MOP) loan eligibility maximum of \$1,000,000. However, after working with Mr. Chemerinsky on his relocation to a new residence near the Irvine campus, the campus has determined there is an immediate need to increase the MOP loan maximum to the policy maximum of \$1,330,000.

[Compensation form attached.]

**COMPENSATION FOR ERWIN CHEMERINSKY AS DEAN – DONALD BREN SCHOOL OF LAW
IRVINE CAMPUS**

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

Effective June 1, 2008 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		\$350,000	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		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			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	REGENTS
· 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		\$87,500	NO	REGENTS
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses	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			NO	
· 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)					REGENTS
			\$437,500		

[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.