

**COMMITTEE ON COMPENSATION
JANUARY 2008**

**EXTENSION OF TEMPORARY HOUSING SUBSIDY AND COMMUTING EXPENSES
FOR JOYCE JUSTUS AS INTERIM VICE PROVOST FOR EDUCATIONAL
RELATIONS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents exceptional approval of the following items in connection with the housing subsidy and commuting expense extension for Joyce Justus under her temporary recall appointment as Interim Vice Provost, Educational Relations:

- (1) Continuation of the housing subsidy for the cost of living in Oakland weekdays, estimated to be \$64,000 for the period May 1, 2007 through June 30, 2008.
- (2) Continuation of reimbursement for commuting costs to travel from San Diego to Oakland, estimated to be \$30,000 for the period May 1, 2007 through June 30, 2008. Both of these amounts are adjusted upwards for tax purposes.

Additional items of compensation include:

- Annual base salary of \$167,500.
- Ms. Justus will not receive any other standard or senior management benefits other than retirement income and retiree medical 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.

BACKGROUND

Coincident with her April 1, 2005, appointment as Interim Vice Provost, and consistent with policy, a temporary housing subsidy for actual costs was provided to Ms. Justus through April 30, 2007. This housing subsidy was in recognition of her temporary appointment as the Interim Vice Provost -Educational Relations and later additional leadership responsibility for Student Affairs prior to the appointment of a new Vice President - Student Affairs. Upon Vice President Sakaki's arrival, Ms. Justus resumed her Educational Relations role on a full time basis. Her appointment is expected to terminate in June 2008, when a permanent Vice Provost - Educational Relations is appointed. Because Ms. Justus's home is in San Diego, she must reside weekdays in Oakland to fulfill her appointment duties. Reimbursement will be made for temporary housing and commuting costs, estimated to be \$94,000, adjusted upwards for tax purposes.

[Compensation form attached.]

COMPENSATION FOR JOYCE JUSTUS AS INTERIM VICE PROVOST-EDUCATIONAL RELATIONS
OFFICE OF THE PRESIDENT

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

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$167,500	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan-up to 20%		X			
· 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			
· 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		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – Temporary Housing Subsidy and commuting costs	X		Approximately \$94,000	YES	REGENTS
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance - 6 months as exception to policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

COMPENSATION FOR JOYCE JUSTUS AS INTERIM VICE PROVOST – EDUCATIONAL RELATIONS
OFFICE OF THE PRESIDENT

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

Page 2 of 2

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)			\$261,500		

[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.