

**COMMITTEE ON COMPENSATION
JANUARY 2008**

**STIPEND EXTENSION FOR HARRY LE GRANDE AS ACTING VICE CHANCELLOR
– STUDENT AFFAIRS, BERKELEY CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the extension of the stipend for Harry Le Grande as Acting Vice Chancellor-Student Affairs, Berkeley campus:

- (1) As an exception to policy, administrative stipend of 22.7 percent (\$36,344) to increase his base salary of \$160,105 for an annual salary of \$196,449 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). Policy provides for an administrative stipend up to 15 percent for 12 months.
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the administrative stipend will be recalculated based on the new base salary such that it remains at 22.7 percent of the new base salary.
- (3) As an exception to policy, the stipend extension will be effective January 1, 2008 and continue through December 31, 2008 or until a new Vice Chancellor assumes the position, whichever occurs first. This change extends the acting appointment beyond the one year allowed by policy, for a total duration of two years. This extension will allow him to serve until the search is concluded.

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.

BACKGROUND

The prior Vice Chancellor resigned to return to teaching and research effective January 1, 2007. Mr. Le Grande is currently Associate Vice Chancellor – Student Affairs, Residential and Student Services but has served as Acting Vice Chancellor since January 1, 2007. He has been doing an excellent job in that position. As an exception to policy limiting stipends to one year, the campus is requesting an extension of the exceptional 22.7 percent stipend through December 31, 2008, or until a new Vice Chancellor is selected and able to assume the position, whichever occurs first.

[Compensation form attached.]

**COMPENSATION FOR HARRY LE GRANDE, ACTING VICE CHANCELLOR – STUDENT AFFAIRS
BERKELEY CAMPUS**

Position slotted in Grade 108 - Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400

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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|--|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Base Salary | X | | \$160,105 | NO | |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend, add-ons, etc.): Exception to policy limiting stipends to 15.0 percent as previously approved by The Regents and exception to policy due to the duration of the acting appointment being beyond one year. | X | | \$36,344 | YES | REGENTS |
| · Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20% | | X | | | |
| · Any other bonuses/Incentives: | | X | | | |
| · Annual Incentive Plan (Treasurer's Office only) - per plan design awards are paid out in equal increments over a three year period. | | 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 | | | |

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BERKELEY CAMPUS**

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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) | | | \$196,449 | | 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.