COMMITTEE ON COMPENSATION

SEPTEMBER 2007

STIPEND EXTENSION FOR HAROLD G. LEVINE AS ASSOCIATE PROVOST FOR EDUCATION INITIATIVES, OFFICE OF THE PRESIDENT

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the stipend extension for Harold G. Levine as Associate Provost for Education Initiatives, Office of the President:

(1) As an exception to policy, increase in administrative stipend from $26,865 (15 percent) to $35,820 (20 percent) to increase his base salary of $179,100, for a total annual salary of $214,920. The stipend of 20 percent represents an exception to the policy which provides for a maximum stipend amount of 15 percent.

(2) The stipend amount will be increased as the base salary is increased, so the stipend will equal 20 percent of the base salary.

(3) Effective September 1, 2007 (upon approval of The Regents) through August 31, 2008.

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

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

Mr. Levine's current stipend was due to expire August 31, 2007 and he has agreed to continue to assist Academic and Health Affairs at the Office of President on a part-time basis in the area of educational initiatives. During the upcoming year, Mr. Levine's support is crucial for the launch of the educational imperative initiative. Mr. Levine will continue to devote approximately one to two days per week to this effort, between activities at the Office of the President in Oakland, and those he can coordinate from Davis. His working title will continue to be Associate Provost for Education Initiatives. Mr. Levine's original stipend of 15 percent was based on devoting approximately one day per week; however, it has worked out to be between one to two days per week.

[Compensation form attached.]

COMPENSATION FOR HAROLD G. LEVINE AS ASSOCIATE PROVOST FOR EDUCATION INITIATIVES
OFFICE OF THE PRESIDENT
Position Not Slotted

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		$179,100	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		$35,820	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)		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			
· 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 HAROLD G. LEVINE AS ASSOCIATE PROVOST FOR EDUCATION INITIATIVES
OFFICE OF THE PRESIDENT
Position Not Slotted

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
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)	$214,920				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.