

## **COMMITTEE ON COMPENSATION**

**SEPTEMBER 2007**

### **RETENTION INCREASE FOR CHARLES F. LOUIS AS VICE CHANCELLOR – RESEARCH, RIVERSIDE CAMPUS**

#### **RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the retention increase for Charles F. Louis as Vice Chancellor - Research, Riverside campus:

- (1) Per policy, retention increase of \$18,700 (8.5 percent) to increase his annual base salary from \$221,300 to \$240,000. (Salary Grade 107: Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800)
- (2) This appointment is 100 percent time and effective July 1, 2007.

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, and Executive Salary Continuation for Disability.
- Per policy, accrual of sabbatical credits as a member of faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment as a member of the faculty.
- Per policy, participating in Mortgage Origination Program (MOP) as part of his original appointment package in 2004.

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 campus is seeking approval to offer an 8.5 percent (\$18,700) salary increase in response to an employment offer received by Charles F. Louis. In discussing this offer with Mr. Louis, he has agreed to forgo this opportunity and stay with the Riverside campus pending the outcome of this request to The Regents. Mr. Louis' services are crucial in maintaining continuity in the campus' senior leadership team as he has served and continues to serve an integral role in several on-going key campus initiatives, such as the California stem cell initiative, research computing initiative and the development of the new health sciences research initiative. His departure

would be a major setback at this juncture for the campus in continuing its efforts to bring these initiatives to fruition.

[Compensation form attached.]

**COMPENSATION FOR CHARLES F. LOUIS AS VICE CHANCELLOR – RESEARCH  
RIVERSIDE CAMPUS**  
**Position Slotted in Grade 107 – Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800**  
**Effective July 1, 2007 pending approval by The Regents**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$240,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· 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			
<b>BENEFITS AND PERQUISITES</b>					
· 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 (Participation approved by The Regents when appointment compensation approved)	X		\$350,000	NO	
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – please list below		X			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave	X			NO	CAMPUS
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					REGENTS
			\$240,000		

[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.