

**NOVEMBER 2007  
COMMITTEE ON COMPENSATION**

**STIPEND EXTENSION FOR SUSAN MOORE AS DIRECTOR - FINANCE AND ACCOUNTING, MEDICAL CENTER, SAN FRANCISCO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of a stipend extension for Susan Moore as Director - Finance and Accounting, Medical Center, San Francisco campus:

- (1) An extension of her existing stipend of \$14,900 (7.0 percent) to increase her base salary of \$213,200 for an annual salary of \$228,100 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) The stipend amount will be recalculated with any and all salary adjustments, keeping the percentage constant at 7.0 percent during the period of this 100 percent time appointment.
- (3) As an exception to policy, the stipend will be effective October 1, 2007, through June 30, 2008. This period represents an exception to the policy which provides for a maximum stipend period of 12 months. Ms. Moore has received a stipend in this acting capacity since March 15, 2007 (6 months). Ms. Moore is to serve in this capacity up to an additional three months following the appointment of a permanent Director or June, 30, 2008, whichever occurs first, to facilitate the smooth transition of responsibilities.
- (4) Per policy, continued eligibility for participation in the Clinical Enterprise Management Recognition Plan (CEMRP) with a maximum incentive of up to 20 percent of base salary.

Additional items of compensation include:

- 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**

Ms. Moore has been serving as the Director - Finance and Accounting, Medical Center since 2002. Effective March 15, 2007, she also assumed temporary responsibility for the duties of the Director - Supply Chain Management position. As approved by the Regents, Ms. Moore has been receiving a 7.0 percent stipend for assuming those duties.

The Medical Center had expected to fill the Director - Supply Chain Management position prior to the expiration of Ms. Moore's stipend. However, the candidate to whom a contingent offer had been made has now withdrawn from the application process. The search to fill the position has been renewed and in light of the fact that Ms. Moore has continued to perform the duties of

her original stipend without interruption, an extension effective October 1, 2007 through June 30, 2008 is requested.

[Compensation form attached.]

**STIPEND EXTENSION FOR SUSAN MOORE AS DIRECTOR - FINANCE AND ACCOUNTING,  
MEDICAL CENTER, SAN FRANCISCO CAMPUS**

**SLCG Grade 107 – Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000**

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ITEM	RECEIVING		AMOUNT	EXCEPTION	APPROVAL
	YES	NO		TO POLICY	REQUIRED
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	<b>X</b>		<b>\$213,200</b>	<b>NO</b>	<b>REGENTS</b>
· Health Sciences Compensation Plan		<b>X</b>			
· Additional Salary: Stipend	<b>X</b>		<b>\$14,900</b>	<b>YES</b>	<b>REGENTS</b>
· School of Medicine Management Incentive Program		<b>X</b>			
· Any other bonuses/Incentives: CEMRP (20% max payout)	<b>X</b>		<b>\$42,640</b>	<b>NO</b>	
· Annual Incentive Plan (Treasurer's Office only )		<b>X</b>			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		<b>X</b>			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	<b>X</b>			<b>NO</b>	
· Automobile Allowance		<b>X</b>			
· Leased Automobile		<b>X</b>			
· Senior Manager Life Insurance		<b>X</b>			
· Executive Business Travel Insurance		<b>X</b>			
· Exec. Salary Continuation for Disability		<b>X</b>			
· Mortgage Origination Program (MOP) Loan		<b>X</b>			
· Supplemental Home Loan Program (SHLP)		<b>X</b>			
· University-provided Housing (President/Chancellors)		<b>X</b>			
· Educational Expenses		<b>X</b>			
· Other Perqs - please list below		<b>X</b>			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		<b>X</b>			
· Relocation Allowance		<b>X</b>			
· Temporary Housing Allowance-1 month per policy		<b>X</b>			
· Payment in lieu of Vacation Pay		<b>X</b>			
· Moving Expenses/Movement of Household Goods		<b>X</b>			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		<b>X</b>			
· Consultant/Independent Contractor Compensation Agreement		<b>X</b>			
· Severance/Separation Agreement		<b>X</b>			
· Sabbatical/Administrative Leave		<b>X</b>			
· Special Health Benefits or Other Benefits		<b>X</b>			
<b>OTHER</b>					
· Administrative Fund Allocation		<b>X</b>			
· Corporate Board Service		<b>X</b>			
· Other (Specify)		<b>X</b>			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			<b>\$ 270,740</b>		

[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.