

**COMMITTEE ON COMPENSATION
JULY 2007**

**INTERIM RE-SLOTTING OF THE POSITION AND A SALARY ADJUSTMENT FOR REX
R. PERSCHBACHER AS DEAN – SCHOOL OF LAW, DAVIS CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the interim re-slotting of the Dean – School of Law and a salary adjustment for Rex R. Perschbacher, Davis campus:

- (1) Change in slotting from SLCG grade 108 to SLCG grade 110; range minimum \$233,200, midpoint \$298,800, maximum \$364,300 as recommended by Mercer Human Resource Consulting (supporting information is attached).
- (2) As an exception to policy, salary adjustment increase of \$50,500 (25.0 percent) to bring his annual base salary from \$202,100 to \$252,600. This proposed increase, in combination with the 2.5 percent merit increase he received October 1, 2006, would bring his total increase for this fiscal year to 27.2 percent.
- (3) Effective July 1, 2007, pending approval by The Regents.

Additional items of compensation include:

- 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 faculty.

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

Following the interim slotting of the newly created Dean – School of Law at the Irvine campus, the Senior Management Advisory Committee requested that this position be reviewed for possible re-slotting. This request was reiterated by The Regents at their May meeting. In response, Mercer Human Resource Consulting reviewed documentation and reported that market data indicated support for placing the Davis campus position at SLCG grade 110.

If this re-slotting is approved by The Regents, Mr. Perschbacher's current salary will fall well below the minimum for his new grade (SLCG Grade 110). Given that this re-slotting represents a readjustment of this position against market and the conviction that Mr. Perschbacher should

maintain his relative position in his new salary range, the Davis campus is requesting a salary increase of \$50,500, or 25 percent, to bring his salary to \$252,600. This increase would bring Mr. Perschbacher's new salary to approximately the same relative position in SLCG 110 as it was in SLCG 108 (-15.5 percent of SLCG 110 midpoint vs. -15.2 percent of SLCG 108 midpoint).

[Compensation form attached.]

COMPENSATION FOR REX R. PERSCHBACHER AS DEAN – SCHOOL OF LAW

DAVIS CAMPUS

PROPOSED SLCG Grade 110 – Minimum \$233,200 Midpoint \$298,800 Maximum \$364,300

Effective July 1, 2007 pending approval of The Regents

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$252,600	YES*	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20%*example payout calculated at maximum of 20%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 25%		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			

* The percent of increase is an exception to policy

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DAVIS CAMPUS**

PROPOSED SLCG Grade 110 – Minimum \$233,200 Midpoint \$298,800 Maximum \$364,300

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES			NO	
· Special Health Benefits or Other Benefits		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify) 25 percent salary adjustment included in salary noted above due to re-slotting of position (\$50,500)	YES			NO	
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$252,600		

[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.