

**COMMITTEE ON COMPENSATION
JANUARY 2008**

**INCENTIVE PAY FOR JOHN E. PLOTTS AS ASSISTANT VICE PRESIDENT-
FINANCE, OFFICE OF THE PRESIDENT**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the performance bonus pay for John E. Plotts as Assistant Vice President-Finance, Office of the President:

- (1) As an exception to policy, a performance incentive payment of \$23,611 (10.0 percent). This payment, in addition to the base salary of \$236,108 brings the total cash compensation to \$259,719.
- (2) Effective upon approval by The Regents.
- (3) Continued eligibility to participate in this performance incentive program with annual awards not to exceed 10.0 percent of base salary. Actual award amount to be determined by assessment of performance and contribution measured against predetermined goals and objectives.

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, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program

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

Incentive payments have been incorporated as a significant element of the compensation for senior level financial officers for the past several years. This practice, however, was not in place at the time that Mr. Plotts was appointed. Given his role in the division and his significant contributions to the division and the University, Vice President Broome wants to rectify this situation and submit an incentive bonus for formal Regental approval. Mr. Plotts has been Assistant Vice President-Finance in the Office of the President since October 1, 2000. Based on Mr. Plotts' exemplary performance and leadership and having exceeded expected performance goals during the most recent review period ending June 30, 2007, the President is recommending approval of a performance bonus of \$23,611 (10 percent of base salary).
[Compensation form attached.]

**INCENTIVE AWARD PAYMENT FOR JOHN E. PLOTTS AS ASSISTANT VICE PRESIDENT - FINANCE,
OFFICE OF THE PRESIDENT
SLCG GRADE 109 MINIMUM \$214,700 MIDPOINT \$274,300 MAXIMUM \$333,700**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$236,108	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: <i>10% of base salary</i>	X		\$23,611	YES	REGENTS
· 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		\$11,805	NO	
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		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			

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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)					
			\$271,524		

[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.