

**COMMITTEE ON COMPENSATION
MARCH 2008**

STIPEND EXTENSION FOR DAVID REIN AS DIRECTOR – FINANCE AND OPERATIONS, UCSF MEDICAL GROUP, AND ACTING VICE DEAN – ADMINISTRATION, FINANCE, AND CLINICAL AFFAIRS, SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS

The President recommended that the Committee on Compensation recommend to The Regents approval of a stipend extension for David Rein as Director – Finance and Operations, UCSF Medical Group, and Acting Vice Dean - Administration, Finance, and Clinical Affairs, School of Medicine, San Francisco campus:

- (1) An extension of his existing stipend of \$26,910 (15.0 percent) to increase his base salary of \$179,400 to \$206,310 (SLCG Grade 110: Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500).
- (2) The stipend amount will be increased as the base salary is increased, so the stipend will equal 15.0 percent of the base salary, at a 100 percent appointment.
- (3) Continued eligibility to participate in the School of Medicine Management Incentive Plan with a maximum payout of up to 20 percent of base salary (\$35,880).
- (4) Per policy, effective March 1, 2008, through June 30, 2008, or the completion of a three month transition period after the interim duties are transferred to the new Vice Dean - Administration, Finance, and Clinical Affairs, School of Medicine, whichever occurs first. Applicable policy allows for a total stipend duration of 12 months, which is not exceeded with this extension.

Additional items of compensation include:

- Per policy, continued eligibility for 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

The position of Vice Dean - Administration, Finance, and Clinical Affairs, School of Medicine, slotted at Senior Leadership Compensation Group grade 110, was vacated on April 20, 2007, with the resignation of incumbent Jed Shivers. It was decided that, until the recruitment for the new Vice Dean - Administration, Finance, and Clinical Affairs was completed, interim responsibilities would be assigned to the Director of Finance and Operations, UCSF Medical Group, David Rein. While Mr. Rein has maintained his ongoing responsibilities associated with the UCSF Medical Group, he has also been performing in a leadership, oversight, and accountability role for a number of School of Medicine units on a temporary basis. To compensate Mr. Rein for these additional interim duties, an administrative stipend of 15 percent

was approved by The Regents under Interim Authority, in July 2007, with an effective date of July 1, 2007, through March 1, 2008. The three-month extension requested is within policy, which allows for a stipend to be paid for a total of 12 months.

The campus requests authority to extend the current 15 percent stipend for Mr. Rein from March 2, 2008, through June 30, 2008, or until the completion of a three-month transition period after the interim duties are transferred to the newly appointed Vice Dean for Administration, Finance, and Clinical Affairs, who is expected to begin in early March, whichever comes first. The overlap is needed to facilitate the smooth transition of responsibilities, and Mr. Rein should continue to receive additional compensation for this essential work. Because the recruitment process extended well beyond expectations and was delayed further by the change in leadership of the School, the final submission and approval of the permanent candidate, Michael Hindery, did not occur until late January 2008.

[Compensation form attached.]

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SLCG Grade 110 – Minimum \$239,700 Midpoint \$307,200 Maximum \$374,500

ITEM	RECEIVING		AMOUNT	EXCEPTION	APPROVAL
	YES	NO		TO POLICY	REQUIRED
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$ 179,400	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary: Stipend	X		\$ 26,910	NO	REGENTS
· School of Medicine Management Incentive Program <i>reflective of 20% maximum payout</i>	X		\$ 35,880	NO	REGENTS
· Any other bonuses/Incentives:		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program		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			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· 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			

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Page 2 of 2

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)					
			\$ 242,190		

[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.