

Office of the President

TO MEMBERS OF THE COMMITTEE ON COMPENSATION:

DISCUSSION ITEM

For Meeting of May 15, 2007

BONUS PAYMENT FOR ASSOCIATE SECRETARY OF THE REGENTS

RECOMMENDATION

Chairman Blum recommended that the Committee on Compensation recommend to The Regents approval of bonus payment for Anne L. Shaw as Associate Secretary of The Regents:

- (1) A one-time bonus of \$20,500 (20 percent) in recognition of Ms. Shaw's performance and contributions over the past twelve months during which time she was Acting Secretary of The Regents. This bonus will be processed under the Staff Recognition and Development Program, and is consistent with the terms and conditions governing this program.

Additional items of compensation include:

- Ms. Shaw currently receives an administrative stipend of \$15,400 (15 percent) in addition to her base salary of \$102,440, for a total annual salary of \$117,840. This stipend is in recognition of the additional duties she assumed as Acting Secretary of The Regents. The stipend will cease upon transition of responsibilities to the newly appointed Secretary and Chief of Staff to The Regents.
- 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

At its May 17, 2006 meeting, The Regents approved Ms. Shaw's appointment as Acting Secretary of The Regents, following the former Secretary's retirement. Ms. Shaw received a stipend of 15 percent of her base salary for assuming the additional responsibilities. Ms. Shaw's current annual salary of \$102,440, plus the stipend of \$15,400, was significantly lower than the former Secretary's salary of \$145,300. During the twelve months that Ms. Shaw was Acting Secretary, she fully assumed all responsibilities associated with the Secretary role while performing her regular duties. During this time, there was a significant increase in the volume and complexity of workload, and Ms. Shaw's performance of all duties, including managing the staff of the department, was excellent.

[Compensation form attached]

COMPENSATION FOR ANNE L. SHAW AS ACTING SECRETARY OF THE REGENTS
SLCG Grade 105 (Minimum \$130,900 Midpoint \$165,100 Maximum \$199,300)

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$102,440	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		15,400	NO	Regents
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives	YES		\$20,500	NO	Regents
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive % 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		NO			
· Executive Business Travel Insurance		NO			
· Exec. Salary Continuation for Disability		NO			
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			
· Other Payments - please list below		NO			

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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		NO			
· Special Health Benefits or Other Benefits		NO			
· Other Benefits - please list below		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$138,340		

[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.