

**Office of the President**

**TO MEMBERS OF THE COMMITTEE ON COMPENSATION:**

**DISCUSSION ITEM**

*For Meeting of May 15, 2007*

**STIPEND FOR RICHARD STANDIFORD AS ACTING VICE PRESIDENT – AGRICULTURE AND NATURAL RESOURCES, OFFICE OF THE PRESIDENT**

**RECOMMENDATION**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the stipend for Richard Standiford as Acting Vice President – Agriculture and Natural Resources, Office of the President, while a search is conducted:

- (1) Administrative stipend of 15 percent (calculated against current salary, the stipend is \$25,665) in addition to his base salary of \$171,100, for a total annual salary of \$196,765.
- (2) As an exception to policy, an automobile allowance of \$743 per month due to the expectation that Mr. Standiford will be serving at 100 percent time performing the full scope of this position which, on a permanent basis, is eligible under policy for an automobile allowance.
- (3) Effective May 1, 2007 through October 31, 2007, during recruitment of a permanent Vice President for Agriculture and Natural Resources, or until the position is filled.

Additional items of compensation as a current SMG member include:

- Per policy, a 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- 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.

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**

As of May 1, 2007, Reg Gomes will retire from the University. In order to facilitate the smooth transition of leadership, Richard Standiford will be appointed as Acting Vice President as of May 1, 2007 through October 31, 2007, or until the position is filled.

[Compensation form attached]

**COMPENSATION FOR RICHARD STANDIFORD AS ACTING VICE PRESIDENT FOR AGRICULTURE AND NATURAL  
RESOURCES, OFFICE OF THE PRESIDENT  
SLCG Grade 109 (Minimum \$208,900 Midpoint \$266,800 Maximum \$324,600)**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$171,100	NO	
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		\$25,665	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		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	YES		\$9,838	NO	
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance	YES		\$8,916	YES	REGENTS
· 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 – please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO		NO	
· Special Health Benefits or Other Benefits		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$253,061		

[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.