

**COMMITTEE ON COMPENSATION
MAY 2008**

**EXTENSION OF ADMINISTRATIVE STIPEND FOR DAVID T. FEINBERG, M.D., AS
ACTING ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER,
HOSPITAL SYSTEM, LOS ANGELES CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with extension of the acting appointment and salary for David T. Feinberg, M.D., as Acting Associate Vice Chancellor and Chief Executive Officer, Hospital System, Los Angeles Campus:

- (1) As exceptions to policy, extension of the 107 percent administrative stipend of \$283,900 (\$23,658 per month), beyond the one-year duration and 15 percent limit provided in policy. The stipend plus the annual base salary of \$265,100 result in a total annual salary of \$549,000.
- (2) This appointment is at 100 percent time and is effective from July 1, 2008 through June 30, 2009 or until a permanent appointment is made, whichever occurs first.
- (3) If an adjustment to the annualized base salary is made prior to the termination of this acting role, the \$283,900 stipend will be added to the new annualized base salary.
- (4) Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a maximum payout of up to 20 percent of base salary.
- (5) As an exception to policy, automobile allowance not to exceed \$8,916 per annum. Incumbent will be devoting 100 percent of his time to this acting role, which normally would provide an auto allowance.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, continuation of accrual of sabbatical leave credits as a member of the 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

The Los Angeles campus is requesting extension of the acting appointment and salary for David T. Feinberg, M.D., as Acting Associate Vice Chancellor and Chief Executive Officer for the UCLA Hospital System. Dr. Feinberg has been serving in this acting role since July 1, 2007, following the departure of Dr. David Callender.

According to UCLA's Vice Chancellor and Dean - Medical Sciences, Dr. Gerald Levey, Dr. Feinberg has provided excellent leadership on key initiatives currently underway in the Hospital System, and he is willing to continue in this role until a successor is appointed. A national search firm will be retained to assist with the recruitment. It is planned that recruitment will be completed before the end of the 2008-2009 academic year. Continuation of Dr. Feinberg's acting appointment for an additional period of up to twelve months will support the objective of a smooth transition and leadership continuity during this interim period.

[Compensation form attached.]

**COMPENSATION FOR DAVID T. FEINBERG, M.D., AS ACTING ASSOCIATE VICE CHANCELLOR AND
CHIEF EXECUTIVE OFFICER, HOSPITAL SYSTEM, LOS ANGELES CAMPUS
Position Slotted in Grade 118 - Minimum \$585,000, Midpoint \$760,400, Maximum \$935,900**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$265,100	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.) Admin. Stipend	X		\$283,900	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at maximum of 20%	X		\$53,020	NO	REGENTS
· Any other bonuses/Incentives		X			
· 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			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	REGENTS
· Automobile Allowance	X		\$8,916	YES	REGENTS
· 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			NO	
· 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)			\$610,936		

[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.