

**COMMITTEE ON COMPENSATION:
MAY 2008**

**INTERIM APPOINTMENT, COMPENSATION, AND CHANGE OF TITLE FOR
JOHN R. SANDBROOK, OFFICE OF THE PRESIDENT**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents the following items in connection with the interim appointment of John R. Sandbrook, including a change of title for the position of Associate President to Chief of Staff, Office of the President.

- (1) Per Management and Senior Professional (MSP) policy, a 17.2 percent percent (\$29,342) administrative stipend to increase his annual base salary from \$170,658 to \$200,000 effective May 1, 2008 through May 31, 2008, during which time he will serve between 75 percent and 100 percent time in this capacity (MSP Grade VII: Minimum \$106,300, Midpoint \$172,700, Maximum \$239,200).
- (2) The 100 percent time interim appointment will be effective June 1, 2008 through December 31, 2008, with the possibility of renewal for the period January 1, 2009 through May 31, 2009 or until a permanent replacement is appointed, whichever is sooner. (MSP Grade VII: Minimum \$106,300, Midpoint \$172,700, Maximum \$239,200)
 - (a) The interim appointment salary will be \$200,000.
 - (b) Per MSP policy, Mr. Sandbrook will be eligible to participate in the 2008 merit process.
- (3) In connection with and for the duration of the interim appointment beginning May 1, 2008, Mr. Sandbrook will receive reimbursement for actual expenses as follows:
 - (a) As exception to policy, temporary housing not to exceed \$3,800 per month.
 - (b) One coach airfare, round trip between Oakland and Los Angeles and ground transportation to and from the airport each week.
 - (c) Per policy, rental car as needed.

Additional items of compensation include:

- Standard 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

In order to ensure a smooth transition in leadership for the University, it is proposed that John R. Sandbrook be appointed to serve in an interim capacity as Chief of Staff, Office of the President. His appointment will commence just prior to the appointment of incoming President-designate Mark G. Yudof.

Mr. Sandbrook will report directly to the President and have responsibility for management and coordination of the staff of the President's Immediate Office. This position is responsible for direct and indirect management of approximately 10 staff members.

[Compensation form attached.]

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Position Not Slotted

MSP Grade VII (Minimum \$106,300 Midpoint \$172,700 Maximum \$239,200)

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ITEM	RECEIVING YES	NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (Interim appointment eff 6/1/08)	X		\$200,000	NO	
· Health Sciences Compensation Plan					
· Additional Salary (Stipend, add-ons, etc.) Per MSP Policy, 17.2% stipend 5/1/08-5/31/08	X			NO	
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: eligibility for UCLA Staff Achievement Award (up to 10%)		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5 percent 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	
· 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					
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (Pres/Chancellor)		X			
· Educational Expenses		X			
· One round trip coach air fare between Oakland and Los Angeles each week for the duration of the appointment and ground transportation to/from airport	X			YES	REGENTS
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance – Not to exceed \$3,800 per month	X			YES	REGENTS
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			

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RECEIVING	EXCEPTION	APPROVAL
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ITEM	YES	NO	AMOUNT	TO POLICY	REQUIRED
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)					
			\$200,000		

[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.