

**COMMITTEE ON COMPENSATION:
MARCH 2008**

**STIPEND FOR STEVEN W. RELYEA AS ACTING VICE CHANCELLOR - EXTERNAL
RELATIONS, SAN DIEGO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with a stipend for Steven Relyea for additional duties as Acting Vice Chancellor - External Relations, San Diego campus:

- (1) As an exception to policy, a stipend of 18.8 percent (\$45,000) to increase his base salary of \$240,000 to a total annual salary of \$285,000 (SLCG Grade 109 Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700.)
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the 18.8 percent stipend will be recalculated against the new base salary.
- (3) Effective January 1, 2008 through December 31, 2008, or until the appointment of a permanent Vice Chancellor - External Relations, whichever occurs first.

Additional compensation and related items include:

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

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. All compensation (as defined in The Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

The search continues to fill the Vice Chancellor - External Relations position previously occupied by Keith Brant. Steven Relyea has been selected to serve as the Acting Vice Chancellor-External Relations while continuing in his current capacity as Vice Chancellor - Business Affairs. Mr. Relyea has been the Vice Chancellor – Business Affairs since 1986, with responsibility for a wide range of campus-wide administrative functions. He is highly regarded both internally and externally for his exceptional leadership abilities and innovative management systems. Given his qualifications and lengthy tenure at the San Diego campus, he was identified as the best person to ensure stability in External Relations until a permanent Vice Chancellor can be found. An 18.8 percent stipend is proposed to compensate him for the additional responsibility he assumed beginning January 1, 2008.

[Compensation form attached.]

COMPENSATION FOR STEVEN RELYEA AS ACTING VICE CHANCELLOR-EXTERNAL RELATIONS, SAN DIEGO CAMPUS

Position Slotted in Grade 109 – Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$240,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$45,000	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· 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		\$12,000	NO	REGENTS
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· 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 - 25%		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			
Two coach-fare house-hunting trips		X			

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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					
· 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)			\$297,000		

[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.