

**COMMITTEE ON COMPENSATION:
JANUARY 2008**

**INCENTIVE PAY FOR DANIEL C. SAMPSON AS ASSISTANT VICE PRESIDENT–
CONTROLS AND ACCOUNTABILITY, OFFICE OF THE PRESIDENT**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the performance incentive payment for Daniel C. Sampson as Assistant Vice President-Financial Controls and Accountability, Office of the President:

- (1) As approved by The Regents in an appointment action in November 2006, a performance incentive payment of \$21,320 (10 percent)
- (2) Payment will be processed effective upon approval by The Regents
- (3) Continued eligibility to participate in this performance incentive program with annual awards not to exceed 10 percent of base salary determined by assessment of performance and contribution based on predetermined goals and objectives.

Additional items of compensation currently provided include:

- Annual base salary of \$213,200
- 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.

BACKGROUND

Mr. Sampson has been Assistant Vice President-Controls and Accountability in the Office of the President since November 1, 2006. Based on Mr. Sampson's exemplary performance and leadership and having exceeded expected performance goals during the past review period ending June 30, 2007 (fiscal year 2006-07), the President is recommending approval of a performance bonus of \$21,320 (10 percent of base salary). As approved by The Regents in November 2006, Mr. Sampson is eligible to receive a bonus up to 10 percent of his annual base salary based on attainment of pre-determined goals and objectives. Mr. Sampson has met the criteria established for 2006-07 performance year.

[Compensation form attached.]

**COMPENSATION FOR DANIEL C. SAMPSON AS ASSISTANT VICE PRESIDENT OF FINANCIAL CONTROLS & ACCOUNTABILITY,
OFFICE OF THE PRESIDENT**

SLCG Grade 107 Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$213,200	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives Proposed at 10% or \$21,320	X		\$21,320	NO	REGENTS
· 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		\$10,660	NO	
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 SMG only	X			NO	
· Exec. Salary Continuation for Disability SMG Only	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			

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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		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service (Non-profit only)		X			
· Other (Specify)					
TOTAL ANNUAL EMPLOYEE COMPENSATION					
(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$245,180		

[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.