

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Sample Tally Sheet

**COMMITTEE:** Organization and Compensation

**DATE OF MEETING:** October 3, 2017

**SUMMARY:** At their meeting on October 3, 2017, the Organization and Compensation Committee discussed the use and format of tally sheets to provide year-over-year detailed compensation information to regents in a consistent format for the BOR's annual compensation review of the Chancellor and USM presidents. The use of a tally sheet was a recommendation in the report from Sibson Consulting on Executive Compensation and Governance that was approved by the BOR on September 15, 2017.

The Committee made a number of suggestions on the format of the tally sheets. The attached sample incorporates those suggestions and other changes in format.

This is an information item. The Committee anticipates that additional changes may be made to enhance the usefulness of the sheet.

**ALTERNATIVE(S):** The Committee could choose not to discuss the topic.

**FISCAL IMPACT:** Fiscal impact of the preparation of tally sheets is minimal.

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the Regents review the sample tally sheet and discuss its elements and uses.

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COMMITTEE ACTION: DATE: October 3, 2017

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BOARD ACTION: DATE:

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President A - University B

COMPENSATION DATA

	FY 15	FY 16	FY 17	FY 18	1 Year Change \$/%	4 Year Change \$/%
<b>SALARY</b>						
Base Salary	\$295,000	\$305,000	\$325,000	\$325,000		
Cash Incentives						
• One-Time Performance Based						
• One-Time Retention						
• Increase to Base - Performance-Based				\$10,000		
• Increase to Base - Retention						
<b>Salary Cash Compensation</b>	<b>\$295,000</b>	<b>\$305,000</b>	<b>\$325,000</b>	<b>\$335,000</b>	<b>\$10,000/3%</b>	<b>\$40,000/14%</b>
<b>Peer Percent Rank - Salary Cash Compensation</b>	<b>52%</b>	<b>51%</b>	<b>63%</b>	<b>61%</b>		
<b>RETIREMENT &amp; DEFERRED COMPENSATION</b>						
• Pension/Retirement Contribution	\$17,000	\$17,000	\$20,000	\$20,000		
• Deferred Compensation - Committed		\$25,000				
• Deferred Compensation - Paid						
• Contingent Deferred Compensation - Committed						
• Contingent Deferred Compensation - Paid						
<b>Total Remuneration</b>	<b>\$312,000</b>	<b>\$347,000</b>	<b>\$345,000</b>	<b>\$355,000</b>	<b>\$10,000/3%</b>	<b>\$43,000/14%</b>
<b>Peer Percent Rank - Total Remuneration</b>	<b>42%</b>	<b>45%</b>	<b>46%</b>	<b>48%</b>		

ADDITIONAL CONSIDERATIONS

<b>OTHER TAXABLE CASH COMPENSATION</b>						
• Car Provided						
• Car Allowance	\$12,500	\$12,500	\$12,500	\$12,500		
• Moving Expenses						
• Housing Allowance	\$35,000	\$35,000	\$35,000	\$35,000		
• Imputed Life Insurance Premium						
<b>Salary Cash Compensation - with Additional Considerations</b>	<b>\$342,500</b>	<b>\$352,500</b>	<b>\$372,500</b>	<b>\$382,500</b>	<b>\$10,000/3%</b>	<b>\$40,000/12%</b>
<b>NON-TAXABLE BENEFITS</b>						
• Required Campus Housing						
<b>Total Remuneration - with Additional Considerations</b>	<b>\$359,500</b>	<b>\$394,500</b>	<b>\$392,500</b>	<b>\$402,500</b>	<b>\$10,000/3%</b>	<b>\$43,000/12%</b>