

SMG Policy	New Policy or Revisions to Current Policy	Summary of Key Changes
SMG Hiring Bonus	New Policy	<ul style="list-style-type: none"> • The use of hiring bonuses is not addressed in current policy for SMG members, but does exist for staff at lower levels. • Supports the objective to recruit exceptional external talent for SMG positions. • Eliminates the practice of using other benefits or compensation in lieu of a hiring bonus, thereby increasing transparency. Reduces the need of increasing fixed, recurring costs (increased base salaries). • Defines specific eligibility criteria. • Limits the maximum amount of a hiring bonus to 20% of proposed starting base salary. • Limits the combined amounts of a hiring bonus and relocation allowance to 30% of the proposed starting base salary. • Repayment provisions will be documented in the offer letter in the event the employee separates from UC employment prior to completing the agreed upon period of service (at least two years).
University-provided Housing	Revised Policy	<ul style="list-style-type: none"> • Incorporates current policy (Business and Finance Bulletin G-45, and March 22, 2006 letter from the President to the Chancellors regarding <i>Renovation and Remodeling of Chancellors Residences and Offices</i>) into the new SMG policy. • Clarifies approval authority for renovation and remodeling of executive officers' residences. • Clarifies reimbursement provisions for both moving in and moving out of University-provided housing. • Clarifies request process in the event that alternative housing arrangements are required by the President.
SMG Automobile Allowance	Revised Policy	<ul style="list-style-type: none"> • Eliminates leased automobile provision. • Requires approval of The Regents to add an SMG position for eligibility to receive an automobile allowance. • Requires reporting to the President and The Regents of any payments made under the policy.
SMG Moving Reimbursement	Revised Policy	<ul style="list-style-type: none"> • Defines eligibility criteria. • Provides reimbursement of temporary housing-related expenses while the appointee and/or members of his or her household seek permanent housing, increasing the time from 30 days to up to 90 days. • Increases reimbursable costs for storage from 30 days to 60 days. • Provides for reimbursement of actual and reasonable expenses in accordance with Business and Finance Bulletin G-28, Policy and Regulations Governing Travel. • Requires documented repayment provisions in the event the employee separates prior to completing one year of service.

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SMG Relocation Allowance	Revised Policy	<ul style="list-style-type: none"> • Repayment provisions will be documented in the offer letter in the event the employee separates from UC employment prior to completing the agreed upon period of service (at least two years). • Previous policy did not provide for relocation allowance for moves within California; that geographic limitation has been removed. • References increased costs associated with the relocation as one of the key determining criteria. • Establishes a combined limit with the proposed hiring bonus policy. If both a hiring bonus and relocation allowance are offered, the combined amounts cannot exceed 30% of the proposed starting base salary.