

UNIVERSITY OF CALIFORNIA, RIVERSIDE
SENIOR MANAGEMENT GROUP RECRUITMENT ENTICEMENTS/INDUCEMENTS

Candidate Name:	SMG Salary Grade:
Position:	Salary Range:

Check all that apply	ENTICEMENTS / INDUCEMENTS	GUIDELINES
	Hiring Bonus	Up to 20% of base salary; combined hiring bonus and relocation allowance cannot exceed 30% of base salary; lump sum payment or spread over 2-4 years (Non-base building cash payment; eligibility criteria: not employed by UC during the past 12 months preceding proposed hire date, difficult to fill position, and will not accept w/out bonus) http://policy.ucop.edu/files/smg-docs/smg_hire.pdf
	Relocation Allowance	Up to 25% of base salary in a lump sum payment or spread over 2-4 years; combined relocation allowance and hiring bonus cannot exceed 30% of base salary (Allowance to offset a portion of costs associated with accepting the University's employment offer) http://policy.ucop.edu/files/smg-docs/smg_relocate_allow.pdf
	Limited Housing – Related Expenses	Up to 90 days (Reimbursement of limited housing-related expenses or temporary cash allowance for limited housing-related expenses while seeking permanent housing) http://policy.ucop.edu/files/smg-docs/smg_move_reimburse.pdf
	House Hunting Trips	Up to 2 trips (10 nights maximum) for employee and spouse/domestic partner (Reimbursement of actual and reasonable expenses associated with looking for permanent housing) http://policy.ucop.edu/files/smg-docs/smg_move_reimburse.pdf
	Moving Reimbursement	Up to 100% of allowable expenses (Relocation of primary residence; move must occur w/n 1 year to be non-taxable; >1 year becomes taxable income) http://policy.ucop.edu/files/smg-docs/smg_move_reimburse.pdf
	Automobile Allowance	\$743/month (\$8,916/year) (Chancellor, EVC/P and VCUA positions) http://policy.ucop.edu/files/smg-docs/smg_auto_allow.pdf
	Mortgage Origination Program (MOP)	Loan amount based on credit worthiness (1st deed trust loan; eligibility criteria: for purchase of primary residence and must not have owned primary residence near campus within preceding 12 months; can be used in conjunction with SHLP) http://www.ucop.edu/loan-programs/loan-programs/mortgage-origination-program.html
	SHLP Program	Loan amount based on credit worthiness (Secondary financing to help reduce cash down payment; can be used in conjunction with MOP) http://www.ucop.edu/loan-programs/loan-programs/supplemental-home-loan-program-shlp.html
	Sabbatical Leave / Accrual	1 credit per quarter (4 credits per year) (Eligibility criterion: SMG member with an underlying faculty appointment) Leave: http://policy.ucop.edu/doc/4010577 Accrual: http://www.ucop.edu/academic-personnel/files/apm/apm-740.pdf
	Transition Leave	Up to 1 year of paid leave at the administrative rate of pay (percent of pay and length of leave based on available sabbatical credits earned for performing SMG service) (To refresh or enhance expertise; applicable immediately after appointment ends and individual plans to return to faculty position; Eligibility criterion: Minimum of 5 consecutive years in an eligible title; return to service provision; relinquish equivalent amount of sabbatical credits)

Note: SMG non-base building annual **incentive award plans** are allowable under UC policy; however, establishment of such plans are not supported by UCOP.