



May 8, 2018

## ***Compensation for OHSU President-Select Dr. Danny Jacobs***

OHSU executive compensation is designed to recruit and retain the best executive talent to lead Oregon's only academic health center. OHSU is a total compensation organization — executive compensation includes a base salary and the potential to earn incentive pay based on the achievement of organizational and personal performance goals, contributions towards health insurance and retirement and one-time payments. One-time payments may be associated with retention, sign-on or other point-in-time circumstances or payments associated with OHSU health and wellness incentives, e.g., bicycle commuting or wellness incentives.

Below are details of the compensation package for Dr. Danny Jacobs when he begins his tenure as OHSU president on Aug. 1.

**Base salary:** \$1,100,000 per year, to be assessed annually by the chair of the board.

**Incentive pay:** Will range from 0 percent if objectives not met, target of 35 percent of base pay and a maximum of 43.275 percent in accordance with OHSU Incentive Plan.

**Retirement plan:** OHSU will make contributions to selected retirement plan, either OPSRP or OHSU's alternative retirement plan.

### **One-time payments related to hiring:**

- Sign-on incentive of \$100,000
- Possible retention payments if the president-select forfeits deferred compensation from current employer
- Fully reimbursed relocation expenses and temporary housing up to 12 months

**Other:** Expense stipend of \$50,000 to offset ongoing expenses associated with being president, such as entertaining donors and employees, and appropriate memberships necessary to fulfill duties and meet OHSU, donor and community needs.