

**COMMITTEE ON COMPENSATION
APRIL 2008**

ACTION UNDER INTERIM AUTHORITY – APPOINTMENT SALARY FOR CLAIRE HOLMES, ASSOCIATE VICE CHANCELLOR – UNIVERSITY COMMUNICATIONS, BERKELEY CAMPUS

Action under interim authority was requested for the appointment of Claire Holmes. This request was in response to an immediate need to make an offer to Ms. Holmes. She has another pending job opportunity to which she must respond as soon as possible.

COMPENSATION:

- (1) As an exception to policy, appointment salary of \$230,000 which is above the midpoint of the salary range (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This represents a 15.0 percent increase over Ms. Holmes's former base salary of \$200,000 at Kaiser Foundation Health Plan.
- (2) The appointment is 100 percent time and is effective no later than April 1, 2008, pending approval by the Regents.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

As Berkeley is facing ever-increasing competition for resources from peer institutions (primarily endowment-rich private institutions), the campus has come to fully recognize that promoting, protecting and positioning UC Berkeley on the global stage requires an extraordinarily talented leader. In particular, they are initiating a fundamental shift in their communications efforts by developing new initiatives for proactive and strategic campaigns designed to secure and enhance the campus' position as a leader in global higher education. Having anyone less than a first-rate communications professional would compromise the campus' ability to succeed in fulfilling their mission.

[Compensation form attached.]

**COMPENSATION FOR CLAIRE HOLMES AS
ASSOCIATE VICE CHANCELLOR – UNIVERSITY COMMUNICATIONS
BERKELEY CAMPUS
SLCG Grade 107 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000
Effective April 1, 2008, pending approval by The Regents**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$230,000	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· Any other bonuses/Incentives		X			
· 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			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· 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		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		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		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$230,000		REGENTS

[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.