

**COMMITTEE ON COMPENSATION:
JANUARY 2008**

CORRECTIONS TO MERIT AND EQUITY INCREASES FOR CERTAIN OFFICERS OF THE UNIVERSITY, OFFICERS OF THE REGENTS, AND OTHER SENIOR MANAGERS OF THE UNIVERSITY, MEDICAL CENTERS, AND FOR THE DIRECTOR AND CERTAIN SENIOR MANAGEMENT PERSONNEL AT LAWRENCE BERKELEY NATIONAL LABORATORY

The President recommended that the Committee on Compensation recommend to The Regents approval of the following corrections:

(1) The President recommended that the Committee on Compensation recommend to The Regents that corrected salary rates be approved, as shown in Attachment 1, effective October 1, 2007 for certain Officers of the University and Officers of The Regents, pursuant to Bylaws 12.8(f)(1), and Standing Order 100.3(b); and for other employees with cash compensation above \$205,000, as required by Bylaw 12.8(f)(3) and 12.8(f)(4), and Standing Order 101.2(a)(2).

This item reflects only compensation related to merit and equity adjustments recommended for approval. Approved actions in this item will be released to the Public upon approval of The Regents. Action for the Lab will be released to the public upon approval by the Department of Energy and The Regents.

BACKGROUND

Following the approval of merit and equity increases at the November Regents' meeting, a number of corrections were submitted by the Berkeley and Los Angeles campuses, and by the Lawrence Berkeley National Laboratory. Further detail for each correction is noted in Attachment 1.

LOCATION	EMPLOYEE NAME	TITLE	APPROVED BASE SALARY	CORRECTED BASE SALARY	COMMENTS
UCB SMG	Lie,John	Dean-International and Area Studies	\$ 197,600	\$ 202,600	Merit increase was applied to incorrect 2006-07 base salary. Correction reflects corrected 2006-07 base salary of \$194,800 plus 4.0 percent merit increase resulting in proposed 2007-08 base salary of \$202,600.
UCLA	Smith, Judith	Dean and Vice Provost -- Undergraduate Education, College of Letters & Science	\$ 216,000	\$ 235,800	Merit and equity item from November Regents Meeting did not reflect salary proposed in separate Consent Item CX1(N) for Ms. Smith. Approved at the November meeting, the Item requested a salary increase to \$235,800 including 4.5 percent merit, 4.4 percent equity, and folding in of 10 percent stipend for service as UCLA's WASC Accreditation Officer.
UCOP SMG	Foley, S. Robert	Vice President-Laboratory Management	\$ 383,400	\$ 393,000	Merit increase was applied to incorrect 2006-07 base salary. Correction reflects corrected 2006-07 base salary of \$377,918 plus 4.0 percent merit increase resulting in proposed 2007-08 base salary of \$393,000.
LBNL SMG	Fleming,Graham R.	Deputy Director	\$ 339,700	\$ 339,688	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL SMG	McGraw,David C.	Associate Laboratory Director-Chief Operating Officer	\$ 315,500	\$ 315,525	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL SMG	Gray,Joe W.	Associate Laboratory Director-Life & Environmental Sciences	\$ 307,300	\$ 307,345	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL SMG	Alivisatos,A. Paul	Associate Laboratory Director-Physical Sciences	\$ 293,800	\$ 293,794	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL SMG	Simon,Horst D.	Associate Laboratory Director-Computing Sciences	\$ 288,400	\$ 288,259	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL SMG	Siegrist,James L.	Associate Laboratory Director-General Sciences	\$ 275,300	\$ 275,264	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.

LBNL SMG	Fernandez,Jeffrey A.	Management IV-Chief Financial Officer	\$ 253,600	\$ 253,640	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Rubin,Edward M.	Scientific Division Director-Genomics	\$ 270,100	\$ 270,091	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Merola,Alexander X.	Scientific Division Director-Deputy Chief Operating Officer	\$ 258,100	\$ 258,124	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Krupnick,James T.	Operations Division Director-Institutional Assurance	\$ 249,100	\$ 249,071	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Robinson,Kem Edward	Operations Division Director-Engineering	\$ 233,600	\$ 233,551	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Symons,Timothy J.	Scientific Division Director-Nuclear Science	\$ 232,000	\$ 231,985	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Hatayama, Howard	Operations Division Director-Environment, Health, and Safety	\$ 218,500	\$ 218,484	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Woods,Glenn R	Management III-Chief Legal Counsel	\$ 217,600	\$ 217,608	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Alvarez, Rosio	Operations Division Director-Information Technology	\$ 216,300	\$ 216,328	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Potapenko, Vera	Operations Division Director-Human Resources	\$ 211,600	\$ 211,648	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.
LBNL	Gourlay,Stephen A.	Scientific Division Director-Accelerator & Fusion Research	\$ 207,300	\$ 207,259	Proposed salaries presented at November Regents meeting had mistakenly been rounded to nearest \$100 instead of nearest dollar.