

**COMMITTEE ON COMPENSATION  
MAY 2008**

**APPOINTMENT SALARY FOR A. PAUL ALIVISATOS AS DEPUTY LABORATORY  
DIRECTOR, LAWRENCE BERKELEY NATIONAL LABORATORY**

**RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment salary for A. Paul Alivisatos as Deputy Laboratory Director, Lawrence Berkeley National Laboratory (LBNL):

1. Per policy, appointment salary of \$350,000 (LBNL Job Code 198.4, Salary Grade N17: Minimum \$260,400, Midpoint \$334,548, Maximum \$408,696) as Deputy Laboratory Director, Lawrence Berkeley National Laboratory (LBNL). This represents a 19.1 percent increase in Mr. Alivisatos's current base salary of \$293,796.
2. This appointment is 100 percent and is effective April 7, 2008, upon approval of the Regents.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, eligibility for participation in the University of California Mortgage Origination Program up to the maximum loan amount (currently \$1,330,000). The loan will comply with all normal Mortgage Origination Program parameters.

Separate approval by DOE of this item is required. As provided under the University's contract with DOE, any compensation amount approved by the Regents that is over the compensation amount approved by DOE will be paid from the fee earned under the contract. Approval from DOE is currently pending for this item.

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.

**BACKGROUND**

The Deputy Laboratory Director is a critical position in the Laboratory's senior leadership organization, working closely with the Laboratory Director in developing the strategic vision of the Lawrence Berkeley National Laboratory (LBNL). Mr. Alivisatos assumed the duties as Acting Deputy Laboratory Director effective December 1, 2007. Since assuming this role, LBNL has conducted an active search for this position and has interviewed three candidates of which one was external to the Laboratory. Mr. Alivisatos was the top candidate based on his experience and reputation at the Laboratory and his demonstrated excellence in pioneering science.

[Compensation form attached.]

**COMPENSATION FOR A. PAUL ALIVISATOS AS DEPUTY LABORATORY DIRECTOR  
LAWRENCE BERKELEY NATIONAL LABORATORY  
(Position Slotted in LBNL – N17 – Minimum \$260,400, Midpoint \$334,548, Maximum \$408,696**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$350,000	NO	Regents
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan	X		Up to policy limits	NO	
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below		X			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			
· Other Payments - please list below		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· 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 Benefits - please list below		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify).		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$350,000		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.