

**COMMITTEE ON COMPENSATION
JANUARY 2008**

**STIPEND FOR A. PAUL ALIVISATOS AS ACTING DEPUTY LABORATORY
DIRECTOR, LAWRENCE BERKELEY NATIONAL LABORATORY**

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

- (1) Per policy, an stipend of 10.0 percent (\$29,379) in addition to his current base salary of \$293,794 for an annual salary of \$323,173 (LBNL Grade N17: Minimum \$260,400, Midpoint: \$334,596, Maximum: \$408,696).
- (2) If an adjustment to the academic base salary is made during the term of this ongoing appointment, the 10.0 percent increase will be recalculated against the new academic base salary to provide a new annualized base salary.
- (3) Effective December 1, 2007 through November 30, 2008, or until a new Deputy Laboratory Director is appointed, whichever occurs first 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, not eligible for participation in the Senior Management Supplemental Benefit Program due to dual faculty appointment.

The source of funds for payment of this compensation item is DOE funds as provided under the University's contract with the DOE. Separate approval by DOE of this item is not required.

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 Lawrence Berkeley National Laboratory (LBNL) proposes an administrative stipend for Mr. A. Paul Alivisatos for assuming significant critical duties as Acting Deputy Laboratory Director. His principal duties are to lead the strategic planning process for the development of new or ongoing major scientific programmatic initiatives, participate in the formulation of policy and the long-term direction of the Laboratory, and provide senior leadership in the ongoing administration of Lab business. The Deputy acts with full authority in the Laboratory Director's absence.

Mr. Alivisatos has 28 years of scientific experience and is currently the Associate Laboratory Director for Physical Sciences and Division Director of the Material Sciences Division. This experience makes him very well qualified to assume this acting position.

[Compensation form attached.]

**COMPENSATION FOR A. PAUL ALIVISATOS AS ACTING DEPUTY LABORATORY DIRECTOR LAWRENCE
BERKELEY NATIONAL LABORATORY**

Position Slotted in LBNL – N16 – Minimum \$260,400, Midpoint \$334,596, Maximum \$408,696

Effective December 1, 2007 – November 30, 2008 pending approval by The Regents

| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|--|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Base Salary | YES | | \$293,794 | NO | REGENTS |
| · Health Sciences Compensation Plan | | NO | | | |
| · Additional Salary (Stipend, add-ons, etc.) Appointment Supplement paid monthly at \$2,448 per month for his LBNL Acting Deputy Laboratory Director role in accordance with LBNL Appendix A. | YES | | \$29,379 | NO | REGENTS |
| · Clinical Enterprise Management Recognition Plan | | NO | | | |
| · Any other bonuses/Incentives | | NO | | | |
| · Annual Incentive Plan (Treasurer's Office only) | | NO | | | |
| · Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary | NO | | | | |
| BENEFITS AND PERQUISITES | | | | | |
| · Standard Benefits Package (Health, UCRP, Vision, Dental, etc.) | YES | | | NO | |
| · Automobile Allowance | | NO | | | |
| · Leased Automobile | | NO | | | |
| · Senior Manager Life Insurance | YES | | | | |
| · Executive Business Travel Insurance | YES | | | | |
| · Exec. Salary Continuation for Disability | | NO | | | |
| · Mortgage Origination Program (MOP) Loan | | NO | | | |
| · Supplemental Home Loan Program (SHLP) | | NO | | | |
| · University-provided Housing (President/Chancellors) | | NO | | | |
| · Educational Expenses | | NO | | | |
| · Other Perqs - please list below | | NO | | | |
| ONE-TIME PAYMENTS/REIMBURSEMENTS | | | | | |
| · Payment in Lieu of Sabbatical Pay | | NO | | | |
| · Relocation Allowance | | NO | | | |
| · Temporary Housing Allowance | | NO | | | |
| · Payment in lieu of Vacation Pay | | NO | | | |
| · Moving Expenses/Movement of Household Goods | | NO | | | |
| · Other Payments - please list below | | NO | | | |

**COMPENSATION FOR A. PAUL ALIVISATOS AS ACTING DEPUTY LABORATORY DIRECTOR LAWRENCE
BERKELEY NATIONAL LABORATORY
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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|---|-----------|----|------------------|------------------------|----------------------|
| | YES | NO | | | |
| FUTURE BENEFITS | | | | | |
| · Post-retirement Employment Agreements | | NO | | | |
| · Consultant/Independent Contractor Compensation Agreement | | NO | | | |
| · Severance/Separation Agreement | | NO | | | |
| · Sabbatical/Administrative Leave | | NO | | | |
| · Special Health Benefits or Other Benefits | | NO | | | |
| OTHER | | | | | |
| · Administrative Fund Allocation | | NO | | | |
| · Corporate Board Service | | NO | | | |
| · Other (Specify) | | NO | | | |
| TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) | | | \$323,173 | | 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.