

COMMITTEE ON COMPENSATION

JULY 2007

APPROVED

CONTINUATION OF CURRENT COMPENSATION (BASE AND EXTENSION OF EXISTING STIPEND) FOR MARIE N. BERGGREN AS CHIEF INVESTMENT OFFICER, OFFICE OF THE TREASURER

Action under interim authority was requested to extend the current level of compensation (base plus existing stipend) for Marie N. Berggren as the Chief Investment Officer and Vice President-Investments and Acting Treasurer.

COMPENSATION:

- (1) Extension of Ms. Berggren's existing stipend of 14.4 percent (\$56,250 per annum) when combined with her base salary totals \$446,250. Ms. Berggren's stipend was effective for a one year period and expired on June 2, 2007. The extension will be effective from June 3, 2007 and continue until the Regents assess her past year's performance and determine the full scope of her duties, expected to occur in the September Regents' meeting. At this time, it is expected that The Regents, taking into account performance and scope of duties, will determine an appropriate base salary for Ms. Berggren.

Additional elements of compensation currently include:

- Per policy, continuation of an automobile allowance (\$8,916 per annum).
- Per policy, continued eligibility for participation in the Mortgage Origination Program (MOP) loan program.
- Per Policy, continued participation in the Senior Management Supplemental Benefit Program at the rate of 5 percent.
- Per Policy, Standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, Executive Salary Continuation for Disability

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

Ms. Berggren was appointed Chief Investment Officer and Acting Treasurer of the Office of the Treasurer in June 2006. Upon review of Ms. Berggren's performance over the 2006-07 plan year,

consideration will given to adjusting her salary and eliminating the stipend. It is expected that this will occur at the September Regents' meeting.

**COMPENSATION FOR MARIE N. BERGGREN AS CHIEF INVESTMENT OFFICER AND
VICE PRESIDENT-INVESTMENTS, OFFICE OF THE TREASURER
Position Slotted in Grade 112 – Minimum \$290,800 Midpoint \$374,800 Maximum \$458,700**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$390,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.) Stipend extension	X		\$56,250	Yes	REGENTS
· 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) - per plan design awards are paid out in equal increments over a three year period. Maximum potential award at 150% of base is shown	X		\$669,375	NO	
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	X		\$22,313	NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		\$8,916	NO	
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· 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		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		\$7,100		
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other. Excludes the Administrative Fund)					
		\$1,146,854			

[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.