

**NOVEMBER 2007
COMMITTEE ON COMPENSATION**

ANNUAL INCENTIVE BONUS FOR F. SCOTT BIDDY AS VICE CHANCELLOR – UNIVERSITY RELATIONS, BERKELEY CAMPUS

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the annual incentive bonus for F. Scott Bidy as Vice Chancellor – University Relations, Berkeley campus.

- (1) As an exception to policy, an annual incentive bonus payment of \$50,000. This payment, in addition to the base salary of \$260,000 (pre-October 2007 merit), brings Mr. Bidy's total cash compensation to \$310,000.
- (2) Effective December 1, 2007 pending approval by The Regents.
- (3) As approved by The Regents upon Mr. Bidy's appointment effective December 1, 2006 and as an exception to policy, continued eligibility to receive an annual performance incentive bonus with awards not to exceed \$50,000. Actual award amount to be determined by assessment of performance and contribution measured against predetermined goals and objectives as established by the Chancellor.

Additional items of compensation currently provided 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, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, annual automobile allowance of \$8,916.
- Approved as an exception to policy at the time Mr. Bidy was hired in 2001, participating in the Mortgage Origination Program (MOP).

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

At the time of Mr. Bidy's appointment in December 2006, he was eligible to earn a performance bonus of up to \$50,000 a year as additional compensation based on predetermined goals and objectives. Mr. Bidy has been extremely effective during his first year. In recognition of Mr. Bidy's contributions in the area of building strong relations with the alumni community, effectiveness in

building the campus fundraising organization, demonstrated efficiency of a new distributed model of development, and effectiveness in rebuilding Public Affairs, an incentive award payment of \$50,000 (19.2 percent) is submitted for Regents' approval.

[Compensation form attached.]

**BONUS AWARD PAYMENT FOR F. SCOTT BIDDY AS VICE CHANCELLOR – UNIVERSITY RELATIONS
BERKELEY CAMPUS**

SLCG GRADE 109 MINIMUM \$214,700 MIDPOINT \$274,300 MAXIMUM \$333,700

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$260,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: <i>ANNUAL PERFORMANCE INCENTIVE BONUS: Participation approved as exception to policy by The Regents upon Mr. Biddy's appointment to this position effective December 1, 2006.</i>	X		\$50,000	YES	REGENTS
· 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		\$13,000	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 (GP-MOP) Loan	X			NO	
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Per's - please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		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)					
			\$331,916		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.