

COMMITTEE ON COMPENSATION

SEPTEMBER 2007

APPOINTMENT SALARY FOR DONALD J. DEPAOLO AS EARTH SCIENCES DIVISION DIRECTOR – FACULTY, 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 for Donald J. DePaolo as Earth Sciences Division Director – Faculty, Lawrence Berkeley National Laboratory:

- (1) As an exception to policy, an administrative stipend in the amount of 15.0 percent (\$37,940) of his current annualized faculty salary of \$252,933, plus an administrative stipend of \$4,000 (1.5 percent) paid by the Berkeley campus for additional duties as Director of the Center of Isotope Geochemistry, for a total salary of \$294,873.
- (2) If an adjustment to the academic base salary is made during the term of this ongoing appointment, the 15 percent stipend and the annualized salary will be recalculated against the new academic base salary.
- (3) This appointment is at 50 percent time during the academic year (simultaneous 50 percent faculty appointment at UCB during the academic year) and at 100 percent time during the three summer months; and is effective September 1, 2007 pending approval by The Regents.

Additional items of compensation include:

- Per UC policy, standard Pension and Health and Welfare benefits.
- Per UC policy, accrual of sabbatical credits as a member of faculty.

The source of funds for payment of these LBNL related compensation items is DOE as provided under the University's contract with DOE.

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. Approval from DOE has been received.

BACKGROUND

Donald DePaolo brings almost 30 years experience as a leader in the field of geology and geochemistry. He has directly related experience at UCB and has worked on a joint collaboration between UCB and the Laboratory for the last 20 years as Director, Center for Isotope Geochemistry. This joint appointment is a standard arrangement between the University of California, Berkeley (UCB) and Lawrence Berkeley National Laboratory (LBNL) for a Division Director – Faculty assignment. Due to the joint faculty appointment, an administrative stipend is

the method of payment that best facilitates the compensation for these positions. LBNL pays one half of the 9-month academic salary paid out over 12 months (Berkeley campus pays the other half); plus a 15 percent stipend paid at 100 percent rate over 12 months; plus 3 summer months at 100 percent. Incumbent continues to work for the campus during the academic year at roughly 50 percent. This position is a 12-month position. This payment method allows Mr. DePaolo to be paid for all time worked and held accountable for Laboratory responsibilities. Per Appendix A of the Department of Energy (DOE) contract, this is the method of payment for all Division Directors with joint academic appointments.

[Compensation form attached.]

**COMPENSATION FOR DONALD J. DEPAOLO AS NEW EARTH SCIENCES DIVISION DIRECTOR - FACULTY,
LAWRENCE BERKELEY NATIONAL LABORATORY**

Position Slotted in LBNL - N16 – Minimum \$167,052, Midpoint \$256,884, Maximum \$346,716

Effective September 1, 2007 pending approval by The Regents

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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|--|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Adjusted Academic Salary | X | | \$252,933 | NO | |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend, add-ons, etc.) • LBNL Administrative Stipend of 15% of base (\$37,940 per year, currently) • UCB Administrative Stipend of 1.5% (\$4,000 per year) | X | | \$41,941 | 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) | | X | | | |
| · Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary | | X | | | |
| BENEFITS AND PERQUISITES | | | | | |
| · Standard Benefits Package (Health, UCRP, Vision, Dental, etc.) | X | | | NO | |
| · Automobile Allowance | | X | | | |
| · Leased Automobile | | X | | | |
| · Senior Manager Life Insurance | | X | | | |
| · Executive Business Travel Insurance | | X | | | |
| · Exec. Salary Continuation for Disability | | X | | | |
| · 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 – 100% of covered expenses | | 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 | | | NO | CAMPUS |
| · 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) | | | \$294,873 | | 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.