

NOVEMBER 2007

COMMITTEE ON COMPENSATION:

APPOINTMENT OF AND TOTAL COMPENSATION FOR DANIEL M. DOOLEY AS VICE PRESIDENT – AGRICULTURE AND NATURAL RESOURCES

- (1) The President requested at the November 13, 2007, meeting of The Regents that Daniel M. Dooley be appointed Vice President – Agriculture and Natural Resources, 100 percent, effective January 1, 2008.
- (2) The President recommended that the Committee on Compensation recommend to The Regents that an annual salary of \$320,000 be approved, along with the additional compensation related items listed below.
- (3) Per policy, participation in the Senior Management Supplemental Benefit Program. The Senior Management Supplemental Benefit Program provides for contributions to be made to the University's Retirement Savings Program Plans. The University will contribute 5 percent of Mr. Dooley's monthly salary to this program.
- (4) As exception to policy, reimbursement of actual reasonable costs associated with temporary accommodations not to exceed \$25,000 over a period of six months.

Additional compensation and related items include:

- Within policy, an automobile allowance of \$8,916 per year.
- Per policy, reasonable costs associated with his move.
- Per policy, participation in the Mortgage Origination Loan Program (MOP), available to be exercised within a period not to exceed 24 months from date of employment.
- Per policy, Administrative Fund for official entertainment and other purposes permitted by University 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.

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 Vice President – Agriculture and Natural Resources is expected to provide strategic leadership and overall direction to the Division, working to support the campuses in the development of new knowledge and technology and in delivery of this information to the California agricultural community. Mr. Dooley brings a unique combination of strengths and experience to this position. Mr. Dooley has had a long relationship with the agricultural community and the University. Throughout his career, he has held numerous leadership positions in local, state, and national agricultural organizations, as well as with the University, such as his role with the UC Agricultural Issues Center, in which he has advocated collaboration of private and public partnership programs and integration of programs in order to promote free exchange of information among and between constituencies. Mr. Dooley's unique combination of experience, achievements, and leadership make him an exceptional candidate for the Vice President – Agriculture and Natural Resources position.

**COMPENSATION FOR DANIEL M. DOOLEY AS VICE PRESIDENT –AGRICULTURE AND
NATURAL RESOURCES, OFFICE OF THE PRESIDENT**

**Position slotted in Grade 109 - Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700
Effective January 1, 2008, 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 Base Salary	X		\$320,000	NO	REGENTS
• Health Sciences Compensation Plan		X			
• Additional Salary (Stipend, add-ons, etc.)		X			
• Clinical Enterprise Management Recognition Plan- up to 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		\$16,000		
BENEFITS AND PERQUISITES					
• Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
• Automobile Allowance	X		\$8,916	NO	
• Leased Automobile					
• 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			NO	
• 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 - 25%		X			
• Temporary Housing Allowance – 6 months as exception to policy	X		\$25,000	YES	REGENTS
• Payment in lieu of Vacation Pay		X			
• Moving Expenses/Movement of Household Goods	X			NO	

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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)			\$344,916		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.