

**COMMITTEE ON COMPENSATION  
JULY 18, 2007**

**CONTRACT COMPENSATION FOR RICHARD FELLER AS HEAD WOMEN'S  
VOLLEYBALL COACH, BERKELEY CAMPUS**

**RECOMMENDATION**

The Committee on Compensation recommend to The Regents approval of the following revised compensation terms for Head Coach of Women's Volleyball, Richard Feller, Berkeley campus, 100 percent time. Pending approval by The Regents of these compensation terms, Mr. Feller's revised contract will be effective December 21, 2006 and terminate on December 31, 2009, unless terminated earlier pursuant to the term of the Employment Contract or unless the parties agree in writing to the terms of a successor contract or a contract extension prior to that date.

The campus undertook negotiations with Coach Feller, to enhance and extend his current contract to retain him in his current position on the Berkeley campus. Coach Feller has become the most successful volleyball coach in University of California, Berkeley history. He has led the Golden Bears to an unprecedented five consecutive NCAA Tournament appearances. In both 2003 and 2006 he led the Golden Bears to the volleyball "Sweet Sixteen", which is unprecedented in school history.

The following terms and conditions are reflected in the proposed contract:

- (1) Base Salary: This contract increases Coach Feller's annual base salary from \$ 92,000 to:

<u>Effective Dates</u>	<u>Base Salary</u>	<u>Percent Increase</u>
12/21/06-12/31/07	\$108,000	17.4 percent
01/01/08-12/31/08	\$111,240	3.0 percent
01/01/09-12/31/09	\$114,600	3.0 percent

- (2) Additionally, this contract provides the opportunity to earn supplemental compensation of up to **\$160,000** per annum, as detailed below:

- A. Performance Bonuses: In the event that Coach Feller or the Women's Volleyball team, during the term of this Employment Contract, accomplishes the following, Coach Feller shall receive supplemental compensation during the contract year in which the accomplishment occurs as follows:

Team wins PAC-10 Championship	\$10,000
Team participates in NCAA Tournament	\$20,000
Team participates in the NCAA Round of 16	\$10,000
Team participates in NCAA Elite Eight	\$10,000
Team participates in NCAA Final Four	\$10,000
Team participates in NCAA Championship Game	\$10,000
Team wins the NCAA Championship	\$20,000
PAC-10 <b>or</b> AVCA Coach of the Year	\$10,000

AVCA Coach of the Year (additional) \$10,000

Coach Feller is eligible to receive more than one bonus.

- B. Camps and Clinics: At the discretion of the Director of Athletics, Coach Feller may earn up to **\$50,000** annually for participating in summer camps.

This contract does not contain a penalty clause for early termination. If Coach Feller terminates before the expiration of the agreement he simply loses the benefits of the agreement, and all University obligations cease.

If the University terminates the contract early without cause, the University will owe the base salary in amounts noted above, paid out in monthly installments, and any additional earned bonus income. The University will not be responsible for paying unearned bonus/stipend income in this circumstance. If Coach Feller secures employment during this time, these payments will be reduced by such amounts.

The compensation provided under this contract is funded exclusively from athletic department revenues and private fundraising and no State or general campus funds are used in this arrangement.

Additional elements of compensation include:

- Per contract, 14 hours of vacation leave are accrued each month of the contract. Coach may not accrue above PPSM policy accrual limits at any time.
- Per contract, 8 hours of sick leave are accrued each month of the contract.
- Per policy, eligible for standard Health & Welfare benefits.
- Apparel with a value of approximately \$2,000 per contract year.
- Spouse or Partner travel for required events outside the San Francisco Bay Area, and other travel as approved by the Director of Athletics.

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 campus has successfully renegotiated this proposed contract with Richard Feller, Head Women's Volleyball Coach. His previous contract expired December 20, 2006. The delay in submitting this extension is due to the need of the campus to revise the content of all of the coach contracts to be in compliance with UC policies and federal and state laws. This proposed contract reflects recognition of the unprecedented success that Mr. Feller has had with the Cal Women's Volleyball. Coach Feller has just completed his eighth season as the Head Women's Volleyball Coach at Cal. He has become the most successful volleyball coach in University of

California, Berkeley history, leading the Golden Bears to an unprecedented five consecutive NCAA Tournament appearances.