

**COMMITTEE ON COMPENSATION**  
**May 15, 2007**

**C. STIPEND FOR J. KEITH GILLESS AS ACTING DEAN-COLLEGE OF NATURAL RESOURCES,  
BERKELEY CAMPUS**

**RECOMMENDATION**

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment of J. Keith Gilless as Acting Dean-College of Natural Resources, Berkeley campus:

- (1) As an exception to policy, an administrative stipend of \$40,000 (40.4 percent over his annual base salary of \$99,000 and 22.6 percent over his current total annual compensation of \$113,400) to increase his total annual compensation to \$139,000 (Salary Grade 107: Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800).
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the \$40,000 stipend will continue and will not be recalculated.
- (3) This appointment is at 100 percent time and is effective July 1, 2007 through June 30, 2008 or until the appointment of a permanent Dean-College of Natural Resources, whichever occurs first.

Additional items of compensation include:

- Per Policy, Standard Pension and Health and Welfare Benefits
- Per Policy, eligible for sabbatical credits

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**

This Acting Dean appointment is the result of the departure of the current Dean effective August 31, 2007. This appointment is being made effective July 1, 2007 as the current Dean will be on vacation during July and August. Mr. Gilless will be taking on the Dean's duties for a full year as the national search for a replacement has not yet started. The stipend amount being recommended for Mr. Gilless is in response to his low base salary and the significant increase in responsibility that comes with this assignment. As Executive Associate Dean of the College of Natural Resources, Mr. Gilless' current compensation includes a base fiscal year salary of \$99,000 plus a stipend of \$14,400 for his role as Executive Associate Dean resulting in total compensation of \$113,400. His stipend as Executive Associate Dean will be discontinued for the period of service as Acting Dean.

[Compensation form attached]

**COMPENSATION FOR J. KEITH GILLESS, INTERIM DEAN-COLLEGE OF NATURAL RESOURCES  
BERKELEY CAMPUS**

**Position slotted in Grade 107 - Minimum \$163,200, Midpoint \$207,100, Maximum \$251,000**

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| ITEM  | RECEIVING |    | AMOUNT | EXCEPTION<br>TO POLICY | APPROVAL<br>REQUIRED |
|---|-----------|----|--------|------------------------|----------------------|
|   | YES       | NO |        |                        |                      |
| <b>SALARY AND OTHER CASH PAYMENTS</b>   |           |    |        |                        |                      |
| · Annual Base Salary  | YES       |    | 99,000 | NO                     | REGENTS              |
| · Health Sciences Compensation Plan   |           | NO |        |                        |                      |
| · Additional Salary (Stipend, add-ons, etc.)- \$40,000 (40.4%)<br>NOT subject to any future salary increases  | YES       |    | 40,000 | YES                    | REGENTS              |
| · Clinical Enterprise Management Recognition Plan- up to 20%  |           | NO |        |                        |                      |
| · Any other bonuses/Incentives  |           | NO |        |                        |                      |
| · Annual Incentive Plan (Treasurer's Office only )  |           | NO |        |                        |                      |
| · Senior Management Supplemental Benefit Program – eligible<br>to receive 5% as contribution to retirement plan for total<br>annual amount at current base salary |           | NO |        |                        |                      |
| · Summer Salary   |           | NO |        |                        |                      |
| <b>BENEFITS AND PERQUISITES</b>   |           |    |        |                        |                      |
| · Standard Benefits Package (Health, UCRP, Vision, Dental,<br>etc.)   | YES       |    |        | NO                     |                      |
| · Automobile Allowance  |           | NO |        |                        |                      |
| · Leased Automobile   |           | NO |        |                        |                      |
| · Senior Manager Life Insurance   |           | NO |        |                        |                      |
| · Executive Business Travel Insurance   |           | NO |        |                        |                      |
| · Exec. Salary Continuation for Disability  |           | NO |        |                        |                      |
| · Mortgage Origination Program (MOP) Loan   |           | NO |        |                        |                      |
| · Supplemental Home Loan Program (SHLP)   |           | NO |        |                        |                      |
| · University-provided Housing (President/Chancellors)   |           | NO |        |                        |                      |
| · Educational Expenses  |           | NO |        |                        |                      |
| · Other Perqs - please list below   |           | NO |        |                        |                      |
| <b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>   |           |    |        |                        |                      |
| · Payment in Lieu of Sabbatical Pay   |           | NO |        |                        |                      |
| · Relocation Allowance - 25%  |           | NO |        |                        |                      |
| · Temporary Housing Allowance - 1 month per policy  |           | NO |        |                        |                      |
| · Payment in lieu of Vacation Pay   |           | NO |        |                        |                      |
| · Moving Expenses/Movement of Household Goods   |           | NO |        |                        |                      |
|   |           |    |        |                        |                      |

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|---|-----------|----|-----------|------------------------|----------------------|
|   | YES       | NO |           |                        |                      |
| <b>FUTURE BENEFITS</b>  |           |    |           |                        |                      |
| · Post-retirement Employment Agreements   |           | NO |           |                        |                      |
| · Consultant/Independent Contractor Compensation Agreement  |           | NO |           |                        |                      |
| · Severance/Separation Agreement  |           | NO |           |                        |                      |
| · Sabbatical/Administrative Leave   | YES       |    |           | NO                     |                      |
| · Special Health Benefits or Other Benefits   |           | NO |           |                        |                      |
|   |           |    |           |                        |                      |
| <b>OTHER</b>  |           |    |           |                        |                      |
| · Administrative Fund Allocation  |           | NO |           |                        |                      |
| · Corporate Board Service   |           | NO |           |                        |                      |
| · Other (Specify)   |           | NO |           |                        |                      |
|   |           |    |           |                        |                      |
| <b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b><br>(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) |           |    | \$139,000 |                        |                      |

[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.