

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**APPOINTMENT SALARY FOR JON A. GJERDE AS DEAN – SOCIAL SCIENCES, BERKELEY
CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment salary for Jon A. Gjerde as Dean – Social Sciences, Berkeley campus:

- (1) Appointment salary of \$192,700. Given Mr. Gjerde's low faculty salary, as an exception to policy, a 28.2 percent increase is required in Mr. Gjerde's adjusted academic salary of \$150,267 to bring him to an appropriate placement in the salary range (Salary Grade 108: Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300). This increase takes into consideration that Mr. Gjerde will not be eligible for merit/equity consideration in October 2007.
- (2) Appointment is 100 percent time and is effective July 1, 2007 pending approval by The Regents.

Additional items of compensation 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, accrual of sabbatical credits as a member of faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefits Program due to dual appointment as a member of faculty.

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

Former Dean of Social Sciences, George Breslauer, was appointed Executive Vice Chancellor and Provost, Berkeley campus, effective July 1, 2006. Jon Gjerde was appointed to serve as Interim Dean of Social Sciences while an internal search was conducted for a permanent incumbent. Mr. Gjerde was selected as a result of that search. He is also a Professor of History.

[Compensation form attached.]

**COMPENSATION FOR JON A. GJERDE AS DEAN-SOCIAL SCIENCES
BERKELEY CAMPUS**

Position slotted in Grade 108 - Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300

Effective July 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 Base Salary	YES		192,700	YES*	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· 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 to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			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			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· 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			

* The percent of increase is an exception to policy

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· 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			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$192,700		

[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.