

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**CONTRACT COMPENSATION FOR ROBERT GREGORY AS ASSISTANT
FOOTBALL COACH, BERKELEY CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following compensation terms for Assistant Football Coach, Robert Gregory, Berkeley campus, 100 percent time. Pending approval by The Regents of these compensation terms, Mr. Gregory's extended contract will be effective May 1, 2007 and terminate on April 30, 2008.

The campus undertook negotiations with Coach Gregory to extend his current contract to retain him in his current position on the Berkeley campus. Coach Gregory's contract expired on April 30, 2007.

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

- (1) Base Salary: This contract does not increase Coach Gregory's annual base salary of **\$168,000**.
- (2) Talent Fee: This contract does not increase Coach Gregory's annual talent fee of **\$62,000**.
- (3) Additionally, this contract provides no change in the opportunity to earn supplemental compensation from the 2006/07 contract year of up to **\$55,700** per annum, as detailed below:
 - A. Performance Bonuses: In the event that Coach Gregory or the Football team, during the term of this Employment Contract, accomplishes the following, Coach Gregory shall receive supplemental compensation during the contract year in which the accomplishment occurs as follows:

<u>Accomplishment</u>	<u>Bonus Amount</u>
Team wins 5 PAC-10 Conference games during a single season	\$5,100
Team wins 6 PAC-10 Conference games during a single season	\$8,400
Team wins 7 PAC-10 Conference games during a single season	\$6,700
Team wins 8 PAC-10 Conference games during a single season	\$5,000
Team participates in a non-BCS Bowl Game	\$6,000
Team participates in a Bowl Championship Series Game	\$10,000
Top 2 in the PAC-10 Regular Season Scoring Defense	\$1,500
Top 25 in nation-Regular Season Scoring Defense	\$1,500
Top 10 in nation-Regular Season Scoring Defense	\$1,500

Top 25 in nation-Regular Season Most Turnovers	\$1,500
Top 10 in nation-Total Defense	\$1,500
Top 20 in nation-Passing Defense	\$1,500
Top 20 in nation-Rushing Defense	\$1,500

Coach Gregory is eligible to receive more than one bonus.

Coach may receive supplemental compensation as determined by the Director of Athletics and the Head Football Coach. Coach is eligible to receive a portion of the \$250,000 allotment in Coach Tedford's contract, which Mr. Tedford can use for bonuses for his assistant coaches and staff each year. For 2007, Coach Gregory was awarded **\$40,000**.

B. Camps and Clinics: At the discretion of the Director of Athletics, Coach Gregory may earn up to **\$10,000** annually for participating in summer camps.

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.
- Consistent with practice, one courtesy vehicle.
- Sport Club Family Membership with a value of approximately \$2,250.
- 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 negotiated this one-year contract extension for Assistant Football Coach Robert Gregory, who serves as the Defensive Coordinator. His current contract ended on April 30, 2007. This proposed contract continues on a go-forward basis being effective May 1, 2007 and ending on April 30, 2008 pending approval by The Regents. 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. Coach Gregory has completed his fifth season at Cal and continues to provide great stability to the staff and football program.