

COMMITTEE ON COMPENSATION
May 15, 2007

**H. STIPEND FOR ANITA GURSAHANI AS ACTING DEPARTMENT HEAD, PLANT
ENGINEERING, LABORATORY SERVICES DIRECTORATE, LAWRENCE LIVERMORE
NATIONAL LABORATORY**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the compensation of Anita Gursahani as Acting Department Head, Plant Engineering, Laboratory Services Directorate, at the Lawrence Livermore National Laboratory:

- (1) Per policy, an administrative stipend of 5.7 percent (\$12,000), to increase her base salary of \$210,300, to a total annual salary of \$222,300.
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the 5.7 percent stipend will be recalculated against the new base salary.
- (3) Retroactive to March 1, 2007 through September 30, 2007, or through contract transition, whichever occurs first.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

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

Ms. Anita Gursahani has been appointed the Laboratory's Acting Plant Engineering Department Head. The previous Plant Engineering Department Head, Mr. Edward Helkenn, has taken another assignment within the Laboratory. Ms. Gursahani's assignment as Acting Department Head and the requested stipend will continue through the contract transition, no later than September 30, 2007. Ms. Gursahani is an outstanding choice for this Acting position. She joined the Laboratory in 1989 and she has held a number of increasingly important senior level assignments in Plant Engineering. As the Acting Plant Engineering Department Head, Ms. Gursahani is responsible for construction and maintenance of over 600 facilities totaling 6.1 million square feet, and the supervision of approximately 600 career employees and 300 supplemental labor personnel.

[Compensation form attached]

COMPENSATION FOR ANITA GURSAHANI AS ACTING DEPARTMENT HEAD, PLANT ENGINEERING, LABORATORY SERVICES DIRECTORATE, LAWRENCE LIVERMORE NATIONAL LABORATORY

Position is not slotted

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$210,300	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		\$12,000	NO	
· Clinical Enterprise Management Recognition Plan- up to 20%		NO			
*average payout is 15%					
· 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		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			
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			

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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		NO			
· Special Health Benefits or Other Benefits		NO			
		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)			\$222,300		

[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.