

July 2007

**APPOINTMENT SALARY FOR DAVID BLINDER AS ASSOCIATE VICE
CHANCELLOR-UNIVERSITY RELATIONS, BERKELEY CAMPUS**

Action under interim authority was requested for the appointment of David Blinder. This request was in response to an immediate need to fill this position and the need for Mr. Blinder to provide adequate notice to his current employer.

Compensation:

- (1) Appointment salary of \$240,000. (Salary Grade 107: Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800)
- (2) This appointment is 100 percent time and effective August 1, 2007.
- (3) Per policy, participation in the Mortgage Origination Program (MOP) and the Supplemental Home Loan Program (SHLP) for non-Senate and non-SMG employees with total cash compensation in excess of the Indexed Compensation Level (currently \$200,000) requires authorization by The Regents. The MOP loan may be up to \$1 million and the Supplemental loan may not exceed 5 percent of the purchase price of the home.
- (4) Per policy, a relocation allowance of 25 percent of base salary or \$60,000, subject to a prorated repayment requirement in the event that Mr. Blinder resigns within the first five years of employment.
- (5) As an exception to policy, moving expenses to be covered at 100 percent rather than 50 percent as provided for under MSP policy.
- (6) As an exception to policy, a maximum of thirty days of temporary housing will be provided.
- (7) Per policy, a maximum of thirty days of storage will be provided.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

The position of Associate Vice Chancellor – University Relations has been vacant for six months since Vice Chancellor F. Scott Biddy was promoted to his current position. This is a critical appointment for the campus. Following a national search, the campus is proposing the appointment of Mr. David Blinder, who has twenty years experience in development leadership positions.

[Compensation form attached.]

**COMPENSATION FOR DAVID BLINDER AS ASSOCIATE VICE CHANCELLOR- UNIVERSITY RELATIONS
BERKELEY CAMPUS**

Position Slotted in Grade 107 – Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$240,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan	X			YES	REGENTS
· Supplemental Home Loan Program (SHLP)	X			YES	REGENTS
· University-provided Housing President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance	X		\$60,000	NO	REGENTS
· Temporary Housing Allowance - 1 month per policy	X			YES	REGENTS
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses	X			YES	REGENTS

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$300,000		

[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.