COMMITTEE ON COMPENSATION
JULY 2007

APPROVED

ACTION UNDER INTERIM AUTHORITY - APPOINTMENT SALARY FOR JENNIFER RIDGEWAY AS FACILITIES DIVISION DIRECTOR, LAWRENCE BERKELEY NATIONAL LABORATORY

Action under interim authority was requested for the appointment of Jennifer Ridgeway. This request was in response to an immediate need to fill this position and the need for Ms. Ridgeway to provide adequate notice to her current employer.

Compensation:

(1) Appointment salary of $200,000 (LBNL Job Code 197.1, Salary Grade N15: Minimum $165,684, Midpoint $248,472, Maximum $331,260) at 100 percent time.

(2) Effective September 4, 2007, upon approval of The Regents.

(3) Per policy, a Hiring Bonus of $20,000.

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

Jennifer Ridgeway brings over 20 years experience in leadership, development, design, engineering, construction, real estate, facilities management, and has demonstrated communication skills with all levels external or internal to an institution. Ms. Ridgeway has a solid history of achievements in leading organizations, building relationships and developing strong teams and individuals. She has proven successful at designing, engineering, and construction of major building projects meeting both time and budget requirements.

[Compensation form attached.]

COMPENSATION FOR JENNIFER RIDGEWAY AS NEW FACILITIES DIVISION DIRECTOR,
LAWRENCE BERKELEY NATIONAL LABORATORY
Position Slotted in LBNL - N15 – Minimum $165,684, Midpoint $248,472, Maximum $331,260
Effective September 4, 2007 pending approval by The Regents

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		$200,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· Any other bonuses/Incentives	X		$20,000	NO	REGENTS
· 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			
· Supplemental Home Loan Program (SHLP)		X			
· 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			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		X			

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ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
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)	$220,000				

[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.