

COMMITTEE ON COMPENSATION
May 15, 2007

**I. COMPENSATION FOR TERI MCKEEVER AS HEAD WOMEN'S SWIMMING COACH,
BERKELEY CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following revised compensation terms for Head Women's Swimming Coach, Teri McKeever, Berkeley campus, 100 percent time. Pending approval by The Regents of these compensation terms, Ms. McKeever's revised contract will be effective May 1, 2006 and terminate on June 30, 2011, unless terminated earlier pursuant to the term of the Employment Contract or unless the parties agree in writing to the terms of a successor contract or a contract extension prior to that date.

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

(1) Base Salary: This contract increases her annual base salary from \$83,000 to:

05/01/06 – 06/30/07	\$115,400	39 percent increase
07/01/07 – 06/30/08	\$121,170	5 percent increase
07/01/08 – 06/30/09	\$127,228	5 percent increase
07/01/09 – 06/30/10	\$133,589	5 percent increase
07/01/10 – 06/30/11	\$140,268	5 percent increase

(2) Talent Fee: This contract establishes an annual talent fee of \$15,000.

05/01/06 – 06/30/07	\$15,000	first year
07/01/07 – 06/30/08	\$15,000	no increase
07/01/08 – 06/30/09	\$15,000	no increase
07/01/09 – 06/30/10	\$15,000	no increase
07/01/10 – 06/30/11	\$15,000	no increase

(3) Additionally, this contract provides opportunity to earn supplemental compensation of up to \$223,300 per annum, as detailed below.

In the event that Ms. McKeever or the team, during the term of this Employment Contract, accomplishes the following, Ms. McKeever shall receive supplemental compensation during the contract year in which the accomplishment occurs as follows:

A. Pac-10 and NCAA Accomplishments

Ms. McKeever is eligible to receive more than one bonus.

Achievement of Coach or Cal Women's Swimming Team

Bonus Amount

Coach wins the NCAA or Coaches Association

Coach of the Year	\$ 1,000
Coach wins the Pac-10 coach of the Year Honor	\$ 1,000
Coach is named to the Olympic Coaching Staff	\$ 2,500
Team finishes in the top 3 in the Pac-10 Championship	\$ 1,000
Team wins the pac-10 Championship	\$ 2,000
Team finishes in the top 10 in the NCAA Team Championship	\$ 5,000
Team finishes in the top 4 in the NCAA Team Championship	\$10,000
Team wins the NCAA National Championship	\$15,000
For each individual or relay team that wins an NCAA individual title	\$ 2,000
For each individual American or World Record Broken	\$ 2,000

B. Coach Stipend

For calendar years 2006, 2007, and 2008, only, the following stipend will be increased by \$2,500 per year, if Team places in the top two at the Women’s NCAA Division I Swimming and Diving National Championships.

<u>Calendar Year</u>	<u>Base Stipend</u>
2006	\$40,000 (possible \$42,500)
2007	\$40,000 (possible \$42,500 or \$45,000)
2008	\$40,000 (possible \$42,500, \$45,000, or \$47,500)
2009	\$40,000
2010	\$40,000
2011	\$40,000

C. Performance Bonuses for Coaching Accomplishments

<u>Coach for Event</u>	<u>Bonus Amount</u>
USA Olympic Coach	\$5,000
USA World Championship coach (lc)	\$2,500
USA World Championship coach (sc)	\$1,000
USA Pan Pacific Team Coach	\$1,500
USA Pan Am Games Coach	\$1,000

(lc: long course; sc: short course)

D. Performance Bonuses for Accomplishments by Athletes

<u>Cal Swim Team Representative Accomplishment</u>	<u>Bonus Amount</u>
USA Olympic Team	\$1,000
USA World championship Team (lc)	\$500
USA Pan Pacific Team	\$400
USA Pan Am Team	\$250
USA World Championship Team (sc)	\$400

(lc: long course; sc: short course)

E. Performance Bonuses for Accomplishments by Athletes in Major Competitions

<u>Individual Cal Swim Team Athlete Accomplishment</u>	<u>Bonus Amount</u>
Individual Olympic Gold Medal	\$ 3,000
Relay Olympic Gold Medal	\$ 1,500
Individual Olympic Silver Medal	\$ 1,500
Relay Olympic Silver Medal	\$750
Individual Olympic Bronze Medal	\$750
Relay Olympic Bronze Medal	\$350
Individual World (lc) Gold Medal	\$1,500
Relay World (lc) Gold Medal	\$750
Individual World (lc) Silver Medal	\$750
Relay World (lc) Silver Medal	\$375
Individual World (lc) Bronze Medal	\$350
Relay World (lc) Bronze Medal	\$175
Individual World (sc) Gold Medal	\$1,000
Individual World (sc) Silver Medal	\$500
Individual World (sc) Bronze Medal	\$250
Individual Pan Pacific/ Pan Am Gold Medal	\$1,000
Individual Pan Pacific/Pan Am Silver Medal	\$500
Individual Pan Pacific/Pan Am Bronze Medal	\$250

(lc: long course; sc: short course)

Items B, C, D, and E above are currently funded through the first three years of this contract. The continuation of these payments, if earned, is subject to proper funding from University contracts with athletic equipment suppliers.

(4) At the discretion of the Athletic Director, the incumbent may earn up to \$50,000 for participating in Cal Athletics camp program.

This contract is for a non-revenue sport and as such does not contain a penalty clause for early termination. If Ms. McKeever terminates before the expiration of the agreement, she simply loses the benefits of the agreement, and all University obligations cease.

If the University terminates the contract early without cause, the campus will owe the base salary balance of the contract paid out in monthly installments, and any additional earned bonus income. The University will not be responsible for paying unearned bonus/stipend income in this circumstance.

The compensation provided under this contract is funded exclusively from athletic department revenues (including athletic equipment supplier agreements) and private fundraising and no State or general campus funds are used in this arrangement.

Additional elements of compensation include:

- Per contract, 20 working days of vacation per each twelve-month period of the contract. Coach may not have more than 20 working days of accrued vacation leave at any time during the employment

contract. When 20 days of accrued vacation is reached, Coach will cease to earn additional vacation leave until accrued vacation balance is less than 20 working days.

- Per contract and policy, 12 days of sick leave during each twelve-month period of the contract
- Per policy, eligible for standard Health & 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. McKeever is highly regarded and among the top female swimming coaches in the country, and the campus has renegotiated her contract in response to a generous offer from another university. Market information submitted by the campus shows the average base compensation for Head Coach-Women's Swimming to be \$61,492. The average Total Compensation shown is \$70,765.