

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**W.CONTRACT COMPENSATION FOR JIM MICHALCZIK AS FOOTBALL
OFFENSIVE COORDINATOR, BERKELEY CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following revised compensation terms for Assistant Football Coach, Jim Michalczik, Berkeley campus, 100 percent time. Pending approval by The Regents of these compensation terms, Mr. Michalczik's revised contract will be effective February 1, 2007 and terminate on April 30, 2008, 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 campus undertook negotiations with Coach Michalczik to enhance and extend his current contract upon his promotion from Assistant Head Coach/Offensive Line Coach to Offensive Coordinator with the departure of Mike Dunbar.

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

- (1) Base Salary: This contract increases Coach Michalczik's annual base salary from \$135,000 to:

<u>Effective Dates</u>	<u>Amount</u>	<u>Percent Increase</u>
02/01/07- 04/30/07	\$168,000	24 percent
05/01/07- 04/30/08	\$168,000	0.0 percent

- (2) Talent Fee: This contract does not change Coach Michalczik's annual talent fee:

<u>Effective Dates</u>	<u>Amount</u>	<u>Percent Increase</u>
02/01/07- 04/30/07	\$24,000	0.0 percent
05/01/07- 04/30/08	\$24,000	0.0 percent

- (3) Additionally, this contract provides the opportunity to earn supplemental compensation of up to **\$55,700** per annum, as detailed below:

- A. Performance Bonuses: In the event that Coach Michalczik or the Football team, during the term of this Employment Contract, accomplishes the following, Coach Michalczik 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 Offense	\$1,500
Top 25 in nation-Regular Season Scoring Offense	\$1,500
Top 10 in nation-Regular Season Scoring Offense	\$1,500
Top 25 in nation-Regular Season Fewest Turnovers	\$1,500
Top 10 in nation-Total Offense	\$1,500
Top 20 in nation-Passing Offense	\$1,500
Top 20 in nation-Rushing Offense	\$1,500

Coach Michalczyk 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 Michalczyk was awarded **\$8,000**.

B. Camps and Clinics: At the discretion of the Director of Athletics, Coach Michalczyk 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 or a stipend of \$450 per month if vehicle is not available.
- Sport Club Family Membership with a value of approximately \$2,250 per contract year.
- 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 renegotiated the compensation terms and extended the contract for Assistant Football Coach Jim Michalczyk for one additional year. The end date of the current contract is April 30, 2007. This proposed contract increases base salary and other compensation for the period February 1, 2007 through April 30, 2007 and then extends the duration of the contract through April 30, 2008. These changes are being requested in recognition of Mr. Michalczyk's recent promotion from Assistant Head Coach/Offensive Line Coach to Offensive Coordinator.