

**COMMITTEE ON COMPENSATION  
JANUARY 2008**

**APPOINTMENT SALARY FOR KATHERINE A. YELICK AS NATIONAL ENERGY  
RESEARCH SCIENTIFIC COMPUTING CENTER DIVISION DIRECTOR – FACULTY,  
LAWRENCE BERKELEY NATIONAL LABORATORY**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment for Katherine A. Yelick as Division Director – Faculty, National Energy Research Scientific Computing Center, Lawrence Berkeley National Laboratory:

- (1) As an exception to policy, an increase in the amount of 42.8 percent (\$66,540) of her January 1, 2008, annualized base salary of \$155,466 for a total annual salary of \$222,006 (LBNL Grade N16: Minimum, \$170,387, Midpoint, \$262,017, Maximum, \$353,647).
- (2) If an adjustment to the academic base salary is made during the term of this ongoing appointment, the 42.8 percent increase will be recalculated against the new academic base salary to provide a new annualized base salary.
- (3) This appointment, effective January 1, 2008, is at 80% time throughout the year for Lawrence Berkeley National Laboratory and 20% time UC Berkeley, pending Regents approval. After the first year, this appointment will be at 50 percent time during the academic year (simultaneous 50 percent faculty appointment at UCB during the academic year) and at 100 percent time during the three summer months.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits.
- Per policy, while her academic appointment is at 50% or more Ms. Yelick will accrue sabbatical credits as a faculty member. During the course of 2008 while her academic appointment is less than 50%, she will not accrue sabbatical credits.

The source of funds for payment of these LBNL related compensation items is DOE as provided under the University's contract with DOE.

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**

This joint appointment is a standard arrangement between the University of California, Berkeley (UCB) and Lawrence Berkeley National Laboratory (LBNL) for a Division Director – Faculty assignment. Due to the joint faculty appointment, an administrative stipend is the method of payment that best facilitates the compensation for these positions; however this is a continuing appointment and the base salary being offered is an appointment salary for an ongoing assignment. LBNL pays one half of the 9-month academic salary paid out over 12 months (UCB pays the other half); plus a 42.8 percent differential paid at 100 percent rate over 12 months; plus

3 summer months at 100 percent. The incumbent continues to work for the campus during the academic year at roughly 50 percent, although during her first year her split will be 80 percent at the Laboratory and 20 percent at Campus. This position is a 12-month position. This payment method allows Ms. Yelick to be paid for all time worked and held accountable for Laboratory responsibilities. Per Appendix A of the Department of Energy (DOE) contract, this is the method of payment for all Division Directors with joint academic appointments. Ms. Yelick has been a Professor at UCB and in a Faculty Affiliation with LBNL since 1996. As such, she brings to this role a strong understanding of campus and LBNL programs.

[Compensation form attached.]

**COMPENSATION FOR KATHERINE A. YELICK, DIVISION DIRECTOR – FACULTY,  
LAWRENCE BERKELEY NATIONAL LABORATORY**  
**Position Slotted in LBNL - N16 – Minimum \$170,387, Midpoint \$262,017, Maximum \$353,647**  
**Effective January 1, 2008 pending approval by The Regents**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Adjusted Academic Salary	X		\$155,466	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.) • LBNL Administrative Stipend of 42.8% of as the method of payment for this permanent appointment.	X		\$66,540	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· 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			
<b>BENEFITS AND PERQUISITES</b>					
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave *Does not accrue sabbatical leave while less than 50% academic time.	X*			NO	
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$222,006		REGENTS

[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.