

The Regents of the University of California

**GOVERNANCE COMMITTEE**

January 19, 2021

The Governance Committee met on the above date by teleconference meeting conducted in accordance with Paragraph 3 of Governor Newsom's Executive Order N-29-20.

Members present: Regents Anguiano, Drake, Elliott, Estolano, Kieffer, Lansing, Leib, Makarechian, Pérez, Sherman, and Zettel

In attendance: Regents Butler, Muwwakkil, Reilly, Stegura, and Sures, Regents-designate Lott, Torres, and Zaragoza, Faculty Representatives Gauvain and Horwitz, Secretary and Chief of Staff Shaw, General Counsel Robinson, Executive Vice President Byington, Executive Vice President and Chief Operating Officer Nava, Interim Vice President Lloyd, Chancellors Block, Christ, Hawgood, Larive, Muñoz, and Wilcox, and Recording Secretary Johns

The meeting convened at 5:00 p.m. with Committee Chair Pérez presiding.

1. **APPROVAL OF MINUTES OF PREVIOUS MEETING**

Upon motion duly made and seconded, the minutes of the meeting of November 19, 2020 were approved, Regents Anguiano, Drake, Elliott, Estolano, Kieffer, Leib, Makarechian, Pérez, Sherman, and Zettel voting "aye."<sup>1</sup>

2. **APPROVAL OF 2020–21 FEDERAL FISCAL YEAR SALARY ADJUSTMENTS FOR CERTAIN SENIOR MANAGEMENT GROUP EMPLOYEES AT LAWRENCE BERKELEY NATIONAL LABORATORY AS FUNDED BY THE DEPARTMENT OF ENERGY AS DISCUSSED IN CLOSED SESSION**

The Governance Committee recommended approval as an exception to policy of the following salary increases for the Senior Management Group employees of Lawrence Berkeley National Laboratory listed below, effective retroactive to October 1, 2020:

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<sup>1</sup> Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code § 11123(b)(1)(D)] for all meetings held by teleconference.

Employee Name	Job Title	Current Annual Base Salary	Proposed Merit Increase %	Proposed Equity Increase %	Proposed Annual Base Salary	Placement within Position's MRZ
<b>SMG – Level One</b>						
Witherell, Michael	Laboratory Director	\$480,804	4.00%	N/A	\$500,040	1.2% Below 60th %tile (\$506.0k)
<b>SMG – Level Two</b>						
Simon, Horst	Deputy Lab Director for Research	\$472,656	4.00%	N/A	\$491,568	2.3% Above 90th %tile (\$480.3k)
Brandt, Michael	Deputy Lab Director for Operations and COO	\$400,188	4.00%	5.00%	\$437,004	9.0% Over 75th %tile (\$400.8k)
Blair, Jeffrey	Chief Laboratory Counsel	\$353,628	4.00%	N/A	\$367,776	2.2% Below 60th %tile (\$376.1k)
Huebner, Minh-Ngoc	Chief Financial Officer	\$323,760	4.00%	N/A	\$336,708	10.0% Below 50th %tile (\$374.3k)
<b>SMG – Level Three</b>						
Hubbard, Susan	Associate Lab Dir for Earth & Environ. Sciences	\$408,996	4.00%	N/A	\$425,352	1.9% Above 60th %tile (\$417.3k)
Maxon, Mary	Associate Lab Dir for Biosciences	\$377,952	4.00%	N/A	\$393,072	5.8% Below 60th %tile (\$417.3k)
Neaton, Jeffrey	Associate Lab Dir for Energy Sciences	\$364,860	4.00%	N/A	\$379,452	9.1% Below 60th %tile (\$417.3k)
Prasher, Ravi	Associate Lab Dir for Energy Technologies	\$351,456	4.00%	3.00%	\$376,488	9.8% Below 60th %tile (\$417.3k)
Carter, Jonathan	Associate Lab Dir for Computing Sciences	\$360,000	3.00%	N/A	\$370,800	11.1% Below 60th %tile (\$417.3k)

The base salaries presented above shall constitute the University's total commitment for base salary until modified by the Regents, the President, or Laboratory Director, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Interim Vice President Lloyd explained that this item sought approval for 2020–21 federal fiscal year salary adjustments for Senior Management Group (SMG) employees at Lawrence Berkeley National Laboratory (LBNL), including the Laboratory Director and

nine Level Two SMG employees. The proposed salary adjustments would be paid with U.S. Department of Energy (DOE) funds; no State or general funds would be used. The requests were within LBNL's organization-wide 2020–21 salary program budget, as submitted to the DOE, and effective retroactively to October 1, 2020, the start date of LBNL's fiscal year. The increases proposed for LBNL, including that for Laboratory Director Witherell, were within the budget approved by the DOE; there were no other exceptions to policy or requests outside the norm for annual salary programs. The total annualized expense for the LBNL 2020–21 fiscal year salary adjustments for the employees included in this item was \$183,960, and was within the budget and funding provided to LBNL by the DOE.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board, Regents Anguiano, Drake, Elliott, Estolano, Kieffer, Lansing, Leib, Makarechian, Sherman, and Zettel voting "aye," and Regent Pérez abstaining.

The meeting adjourned at 5:05 p.m.

Attest:

Secretary and Chief of Staff