## PER REGENTAL ACTION: C6 - SEPTEMBER 16, 2008 REGENTS' MEETING: APPROVAL OF AMEMDMENT OF REGENTS' DELEGATION OF AUTHORITY FOR RECRUITING AND NEGOTIATION PARAMETERS FOR CERTAIN ATHLETIC POSITIONS AND COACHES, SYSTEMWIDE REQUIRING A REPORT TO THE REGENTS AT EACH MEETING IN THE SAME MANNER AS INTERIM ITEMS

#### CONTRACT COMPENSATION FOR CHUCK BULLOUGH AS DEFENSIVE COACH -- FOOTBALL, LOS ANGELES CAMPUS

Terms and Conditions of the Contract Location/Name/Title /Effective dates of the contract	Dura	ation		Aranteed Comp Authority to rof up to 30 percent on guaranteed co as salary and authority appl limit to the ch previous year year of the re- between the p- final contract and the first y contract and a applicability of each contract limit to the ov (before and at Guaranteed C the new and co so that a chan duration does comparison.	negotiate an interpretation talent fees). It is the 30 per ange from the state of the transfer of the newed contract to year of the newed contract to the newed contract of that number year and a 3 werall cumulater negotiation contracts age in contracts	(defined This ercent he to the first act or umbent's social er to 60 percent ative total ion) for a under adjusted ct	Authority to fup to 15 whichever incentives authority a limit to the previous year of the between the final contra and the first contract. T dollar amo addition of a very s. Subsequen no more th	percent or is higher, o or bonuses. pplies the 1 schange fro ear's contra renewed co e previous is act year in the \$30,000 unt allows fa bonus who core or the e mall bonus.	an increase \$30,000, n all This 5 percent m the ct to the first outract or incumbent's he position e new maximum for the here none nhancement	Authority deferred c a total of r equivalent guaranteed	ompensa no more t t of the fi	iate tion up to than the rst year's	of up to 30 of compen camp inco applies the change fro contract to renewed contract to renewed contract to research to the case where state a man compariso income att during the Subsequent	percent or sation rece me. This and 30 percen me the prevent the first year contract or beautiful to the first year position and the position and the contra- tion of the contra- ction of the contra- tion of	e an increase ver the percent ived from athority to the ious year's ear of the between the final contract and the first act. In the tet does not not the eactual the position	system-wincluding sick leavestandard Californi and welfare b programs pertainin, of the Unive	vide bene g vacation e, disabili Universit a pension benefits un s and poli g to all er	the same fits, a, ity, and ty of a, health	Other: Aut vehicles (su payments in imputed vai actual and r days of hou compensati	omus: Authority to more than 33 compensation thority to negot upplied by don n lieu of a car the due of the car, tar; reimbursen as the moving exercises and the time ion such as clul ion ion ion such as clul ion	Bonus/Other  y to offer a one time si percent of the first ye tiate providing courtes ors/contributors), include a maximum of \$5,4 whichever is higher, penent of up to 100% of typenses; reimbursements for up to 30 non-cone of the move; and not be memberships and oth standard practices.	ar's  sy uding 00 or the eer actual nt of nsecutive n-cash
Los Angeles Campus E	Before	After		Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Change	E	Before After	Percent Change	
		2/1/09 -	Total Guaranteed Compensation	\$310,000	\$325,000	4.84%	\$20,000	\$20,000	No Change				\$10,000	\$10,000	No Change	yes	yes	No Change	Courtesy Vehicle	yes yes	No Change	

Itemized T	otal Guarante	ed Compens	ation
Base Salary	\$250,000	\$265,000	6.00%
Talent Fee	\$60,000	\$60,000	0.00%

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#### CONTRACT COMPENSATION FOR DANIEL GUERRERO, DIRECTOR OF INTERCOLLEGIATE ATHLETICS, LOS ANGELES CAMPUS

Terms and Conditions of the Contract Location/Name/ Title/Effective dates of the contract	Dur	ration		Guaranteed Con Authority to ne to 30 percent on t compensation ( talent fees). Th 30 percent limi previous year's of the renewed previous incum in the position new contract a applicability of contract year at the overall cum after negotiatio Compensation contracts adjus contract duratic comparison.	gotiate an incr he annual guar (defined as sala is authority apl t to the change s contract to the contract or bet abent's final co and the first ye and assumes eqt that number to and a 30 percentulative total (t m) for Guarant under the new ted so that a ch	anteed ry and oblies the from the e first year ween the ntract year ar of the hall o each climit to before and eed and old ange in	Authority to neg 15 percent or \$3 on all incentives applies the 15 p from the previor first year of the between the pre contract year in year of the new maximum dolla addition of a bo before or the en bonus opportuni increases will be per contract-year	0,000, whichers or bonuses. The recent limit to the syear's contractive contractive contractive contract. The symmetric ramount allowness where none than contract the symmetric contract contract. The symmetric contract contract contract contract contract. The symmetric contract con	ase of up to wer is higher, his authority the change act to the act or nt's final id the first 630,000 is for the e existed a very small t year's	Authorit deferred a total o equivale	f no more	tiate ation up to than the first year's	increase over the compen- camp ir applies the char- year's co- of the re- between incumb year in first year In the co- does not then the the actu- the possis precediling year's i	the 30 per inge from the contract to enewed con in the previous ent's final the position ar of the ne ase where it state a man	tiate an 10 percent of beived from s authority the time to the previous the first year nitract or the previous contract or the contract of the time the contract of the time the contract of the time the time the time time time time time time time tim	system- vacation sick lea standard Californ welfare progran	n, ave, disabili d Universit nia pension benefits ur ns and polic ing to all en	the same its, including ty, and y of , health and oder the	Other: Authoricles (su payments in the imputed contract-yea and reasona actual and reconsecutive and non-cas	us: Authority more than 33 compensation. sority to negot opplied by don-lieu of a car to value of the cr.; reimbursen ble moving exasonable cost days of housinh compensations and other personal control of the compensation.	sonus/Other to offer a one t percent of the fi diate providing c ors/contributors; o a maximum o ar, whichever is nent of up to 100 penses; reimbur s for up to 30 n ga the time of on such as club erquisites, consis	ourtesy ), including f \$5,400 or higher, per 9% of actual resement of on- f the move;
Los Angeles Campus	Before	After		Before		Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before		Percent Change	Before	After	Change		Before	After	Percent Change
Daniel Guerrero, Director of Intercollegiate Atheltics	4/1/2008 3/31/201 3		Total Guaranteed Compensation	\$ 465,000	\$ 488,250	0.05	\$ 75,000	\$ 75,000					(	)	0 n/a	yes	yes	n/a	car	yes	yes	n/a

<sup>\*</sup>Represents 5 percent annual increase effective 4/1/09 per original contract; Regents Item approved May 2008.

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### CONTRACT AMENDMENT FOR ROBERT PALCIC AS ASSISTANT COACH -- FOOTBALL, LOS ANGELES CAMPUS

Terms and Conditions of														2)								
the Contract		ation	(		Compensation			aximum Bo			ed Compensat			Camps 2)			Benefits			U	ing Bonus/Oth	
Location/Name/Title/Eff	1			Authority t	to negotiate			_	an increase	_	to negotiate		-	to negotiate		-	to offer the				thority to offer	
ective dates of the				up to				percent or			compensation				ercent	-	de benefits	s, including				percent of the
contract				30 percent	on the annu	al guaranteed	whichever	is higher, o	n all		no more than		over the pe			vacation,			first year'	s guarante	ed compensati	on.
						as salary and		or bonuses.			t of the first y					sick leave						
				talent fees)	. This autho	rity applies the	authority a	pplies the 1	5 percent	guarantee	d compensati			me. This au			Iniversity (					viding courtesy
				30 percent	limit to the	change from	limit to the	change fro	m the			8	applies the	30 percent	limit to	California	pension, h	nealth and	vehicles (	supplied b	y donors/conti	ributors),
					ıs year's cor				ct to the first			t	he change	from the p	revious	welfare be						r to a maximum
				first year o	f the renewe	ed contract or	year of the	renewed co	ontract or			3	ear's cont	tract to the	first year	programs	and policie	es pertaining	of \$5,400	or the imp	outed value of	the car,
				between th	e previous i	ncumbent's	between th	e previous i	incumbent's			c	of the rene	wed contra	ct or	to all emp	loyees of		whichever	r is higher,	per contract-y	year;
				final contra	act year in th	ne position and	final contra	act year in the	he position			t	etween th	e previous		the Univer	sity.		reimburse	ment of up	to 100% of a	ctual and
				the first year	ar of the nev	v contract and	and the firs	st year of the	e new			i	ncumbent	's final con	tract year				reasonable	e moving o	expenses; reim	bursement of
				assumes eq	qual applicat	oility of that	contract. T	he \$30,000	maximum			i	n the posit	tion and the	e first year				actual and	reasonabl	le costs for up	to 30 non-
				number to	each contrac	et year and a 30	dollar amo	unt allows f	for the			c	of the new	contract. In	n the case				consecutiv	ve days of	housing at the	time of the
				percent lim	nit to the ove	erall cumulative	addition of	a bonus wh	nere none			<b>V</b>	where the	contract do	es not				move; and	l non-cash	compensation	such as club
				total (befor	re and after i	negotiation) for	existed bef	ore or the e	nhancement			s	tate a max	kimum, the	n the				membersh	nips and ot	her perquisites	s, consistent with
				Guaranteed	d Compensa	tion under the	of a very si	mall bonus	opportunity.			c	compariso	n is from th	e actual				standard p	ractices.		
				new and ol	d contracts	adjusted so that	Subsequen	t year's inci	reases will			i	ncome attr	ributed to the	he							
				a change in	n contract du	ration does not	be no more	than 5 perc	cent per			I	osition du	iring the pr	eceding							
				impact the	comparison		contract-ye	ar.				3	ear. Subse	equent year	's							
				-	-		-					i	ncreases v	vill be no n	nore than							
												5	percent p	er contract	-year.							
															•							
											P	ercen										
											t											
						Percent			Percent		C	hang			Percent							Percent
Los Angeles Campus	Before	After		Before	After		Before	After	Change	Before	After e	-	Before	After		Before	After	Change		Before	After	Change
<u>6</u> 1			Total												8.			8.				
			Guaranteed																			
D 1 . D 1 . A	1 /0 /2000	1 /0 /2000	I																G .			
,	1/9/2008-		1)	¢210.000	6210.000	0.000	# <b>20</b> 000	¢20.000	N. Chan				¢10.000	610.000	No			N. Ch.	Courtesy			No Change
Coach, Men's Football	6/30/09	6/30/11		\$210,000	\$210,000	0.00%	\$20,000	\$20,000	No Change				\$10,000	\$10,000	Cnange	yes	yes	No Change	venicie	yes	yes	No Change
			Itamizad	Total Guar	ontood Com	paneation																

Itemized	Total Guar	anteed Comp	ensation
Base Salary	\$210,000	\$210,000	0.00%
Talent Fee	\$0	\$0	0.00%

NOTES: 1) Comparison of previous year's contract to first year of renewed contract

<sup>&</sup>lt;sup>2)</sup> Camp income at Athletic Director's discretion.

Jan-08	128		
Feb-08	168		
Mar-08	168		
Apr-08	176		
May-08	176		
Jun-08	168		
Jul-08	2088		
Aug-08	0		
Sep-08	0		
Oct-08	0		
Nov-08	0		
Dec-08	0		
Jan-09	0		
Feb-09	0		
Mar-09	0		
Apr-09	0		
May-09	0		
Jun-09	0		
Jul-09	2088	2088	
Aug-09			
Sep-09			
Oct-09			
Nov-09			
Dec-09			
Jan-10			
Feb-10			
Mar-10			
Apr-10			
May-10			
Jun-10			
Wkg hours:	5160	2088	

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#### CONTRACT COMPENSATION FOR JOHN MARGARITIS, HEAD COACH OF WOMEN'S BASKETBALL, RIVERSIDE CAMPUS

Terms and Conditions o	f																						
the Contract	Du	ration	C	uaranteed (	Compensatio	n	N	Aaximum B	onus	Defer	red Compensa	ation	C	amps 2)			Benefit	s		Signi	ng Bonus/O	her	
Location/Name/Title/Ef ective dates of the contract				Authority t up to 30 percent compensati talent fees) 30 percent the previou first year o between th final contra the first year assumes eq number to percent lim total (befor Guarantee new and ol a change in	on the annua ion (defined and ion) (defined and ion). This author ilimit to the consistence of the renewed expression of the renewed and in the art of the newn qual applicable each contract in the over the and after not defined and in the over the and after not defined and in the over the and after not defined and in the over the and after not defined and in the over the and after not defined and in the over the and after not defined and in the over the and after not defined and in the over the and in the over	n increase of  I guaranteed as salary and ity applies the hange from ract to the d contract or cumbent's e position and contract and ility of that t year and a 30 all cumulative egotiation) for	Authority of up to 1: whichever incentives authority a limit to the previous y year of the between the final contra and the fin contract. I dollar ame addition o existed be of a very s Subsequer	to negotiate 5 percent or r is higher, or bonuses applies the 1 e change from early contract year in 1 e style year of the \$30,000 ount allows f a bonus with fore or the 6 small bonus at year's ince than 5 per et an 5 percent or style year's ince than 5 per et an 5 percent or style year's ince than 5 per et an 5 percent or style year's ince than 5 per et an 5 per	an increase \$30,000, on all . This .	Authorit deferred a total o equivale guarante	ry to negotiate compensatio f no more that ent of the first end compensa	n up to n the year's tion.	Authority to 1	negotiate to 30 pe ent of a received. This aut of the percent of t	I from thority limit to revious First year et or ract year first year the case is not a the e actual acceding a core than	system-w vacation, sick leave standard l California welfare b	to offer the dide benefit to disability university a pension, benefits und and policioloyees of	ne same as, including by, and of health and	signing bo first year's Other: Au vehicles (s including of \$5,400 whichever reimburse reasonable actual and consecutiv move; and	onus: Autorius of no signaranter atthority to supplied by payments or the impriment of up e moving e reasonably days of I non-cash iips and of	hority to offi more than 3: ad compensa negotiate proved donors/con in lieu of a c uted value of per contract to 100% of xpenses; rei e costs for up housing at the	er a one time 8 percent of the tion.  byviding courtes tributors), ar to a maximu f the car, -year; actual and mbursement of	ssy iim
Riverside Campus	Before	After		Before	After	Percent Change	Before	After	Percent Change	Before	ı	Percen Chang	Before A		Percent Change	Before	After	Change		Before	After	Percent Change	
John Margaritis, Head Coach of Women's Basketball	7/1/08- 6/30/10	7/1/09- 6/30/12	Total Guaranteed Compensation	\$135,000	\$165,000	22.22%	\$40,000				50 \$0	0%	\$0	\$0		Per policy	Per Policy	No Change	Courtesy	\$0		\$0	0%
1			Itemized	Total Guar	anteed Comp	ensation																	

 Itemized Total Guaranteed Compensation

 Base Salary
 \$135,000
 \$165,000
 22.22%

 Talent Fee
 \$0
 \$0
 -

NOTES: 1) Contract provides opportunity to earn performance-based compensation up to \$70,000 per annum. Coach is eligible to receive performance bonuses for each contract year in which such accomplishments are achieved.

<sup>&</sup>lt;sup>2)</sup> Base building increases as follows: 22 percent (Year 1); 10.6 percent (Year 2); and 10.6 percent (Year 3)

Jan-08	128		
Feb-08	168		
Mar-08	168		
Apr-08	176		
May-08	176		
Jun-08	168		
Jul-08	2088		
Aug-08	0		
Sep-08	0		
Oct-08	0		
Nov-08	0		
Dec-08	0		
Jan-09	0		
Feb-09	0		
Mar-09	0		
Apr-09	0		
May-09	0		
Jun-09	0		
Jul-09	2088	2088	
Aug-09			
Sep-09			
Oct-09			
Nov-09			
Dec-09			
Jan-10			
Feb-10			
Mar-10			
Apr-10			
May-10			
Jun-10			
Wkg hours:	5160	2088	