

REPORTS TO THE REGENTS
July 2009

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	Duration		Guaranteed Compensation			Maximum Bonus			Deferred Compensation			Camps ¹⁾			Benefits			Signing Bonus/Other				
	Before	After	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Change	Before	After	Percent Change		
Location/Name/Title/Effective dates of the contract			Authority to negotiate an increase of up to 30 percent on the annual guaranteed compensation (defined as salary and talent fees). This authority applies the 30 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract and assumes equal applicability of that number to each contract year and a 30 percent limit to the overall cumulative total (before and after negotiation) for Guaranteed Compensation under the new and old contracts adjusted so that a change in contract duration does not impact the comparison.			Authority to negotiate an increase of up to 15 percent or \$30,000, whichever is higher, on all incentives or bonuses. This authority applies the 15 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract. The \$30,000 maximum dollar amount allows for the addition of a bonus where none existed before or the enhancement of a very small bonus opportunity. Subsequent year's increases will be no more than 5 percent per contract year.			Authority to negotiate deferred compensation up to a total of no more than the equivalent of the first year's guaranteed compensation.			Authority to negotiate an increase of up to 30 percent over the percent of compensation received from camp income. This authority applies the 30 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract. In the case where the contract does not state a maximum, then the comparison is from the actual income attributed to the position during the preceding year. Subsequent year's increases will be no more than 5 percent per contract year.			Authority to offer the same system-wide benefits, including vacation, sick leave, disability, and standard University of California pension, health and welfare benefits under the programs and policies pertaining to all employees of the University.			<p><u>Signing Bonus:</u> Authority to offer a one time signing bonus of no more than 33 percent of the first year's guaranteed compensation.</p> <p><u>Other:</u> Authority to negotiate providing courtesy vehicles (supplied by donors/contributors), including payments in lieu of a car to a maximum of \$5,400 or the imputed value of the car, whichever is higher, per contract-year; reimbursement of up to 100% of actual and reasonable moving expenses; reimbursement of actual and reasonable costs for up to 30 non-consecutive days of housing at the time of the move; and non-cash compensation such as club memberships and other perquisites, consistent with standard practices.</p>				
Los Angeles Campus	Before	After	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Change	Before	After	Percent Change		
Chuck Bullough, Defensive Coach, Men's Football	2/1/09-6/30/11	2/1/09 - 6/30/11	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 Total Guaranteed Compensation																			
			Base Salary	\$250,000	\$265,000	6.00%																
			Talent Fee	\$60,000	\$60,000	0.00%																

NOTES: ¹⁾ Camp income at Athletic Director's discretion.

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

Terms and Conditions of the Contract	Duration		Guaranteed Compensation			Maximum Bonus			Deferred Compensation			Camps			Benefits			Signing Bonus/Other			
	Before	After	Before	After*	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Change	Before	After	Percent Change	
Location/Name/Title/Effective dates of the contract			Authority to negotiate an increase of up to 30 percent on the annual guaranteed compensation (defined as salary and talent fees). This authority applies the 30 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract and assumes equal applicability of that number to each contract year and a 30 percent limit to the overall cumulative total (before and after negotiation) for Guaranteed Compensation under the new and old contracts adjusted so that a change in contract duration does not impact the comparison.			Authority to negotiate an increase of up to 15 percent or \$30,000, whichever is higher, on all incentives or bonuses. This authority applies the 15 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract. The \$30,000 maximum dollar amount allows for the addition of a bonus where none existed before or the enhancement of a very small bonus opportunity. Subsequent year's increases will be no more than 5 percent per contract-year.			Authority to negotiate deferred compensation up to a total of no more than the equivalent of the first year's guaranteed compensation.			Authority to negotiate an increase of up to 30 percent over the percent of compensation received from camp income. This authority applies the 30 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract. In the case where the contract does not state a maximum, then the comparison is from the actual income attributed to the position during the preceding year. Subsequent year's increases will be no more than 5 percent per contract-year.			Authority to offer the same system-wide benefits, including vacation, sick leave, disability, and standard University of California pension, health and welfare benefits under the programs and policies pertaining to all employees of the University.			<p>Signing Bonus: Authority to offer a one time signing bonus of no more than 33 percent of the first year's guaranteed compensation.</p> <p>Other: Authority to negotiate providing courtesy vehicles (supplied by donors/contributors), including payments in lieu of a car to a maximum of \$5,400 or the imputed value of the car, whichever is higher, per contract-year; reimbursement of up to 100% of actual and reasonable moving expenses; reimbursement of actual and reasonable costs for up to 30 non-consecutive days of housing at the time of the move; and non-cash compensation such as club memberships and other perquisites, consistent with standard practices.</p>			
Los Angeles Campus	Before	After	Before	After*	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Change	Before	After	Percent Change	
Daniel Guerrero, Director of Intercollegiate Athletics	4/1/2008 - 3/31/2013	4/1/2009 - 3/31/2013	Total Guaranteed Compensation	\$ 465,000	\$ 488,250	0.05	\$ 75,000	\$ 75,000				0	0	n/a	yes	yes	n/a	car	yes	yes	n/a
			Itemized Total Guaranteed Compensation																		
			Base Salary	\$465,000	\$488,250																
			Talent Fee	\$0	\$0																

*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 the Contract	Duration		Guaranteed Compensation			Maximum Bonus			Deferred Compensation			Camps ²⁾			Benefits			Signing Bonus/Other				
	Effective dates of the contract																					
Location/Name/Title/Effective dates of the contract			Authority to negotiate an increase of up to 30 percent on the annual guaranteed compensation (defined as salary and talent fees). This authority applies the 30 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract and assumes equal applicability of that number to each contract year and a 30 percent limit to the overall cumulative total (before and after negotiation) for Guaranteed Compensation under the new and old contracts adjusted so that a change in contract duration does not impact the comparison.			Authority to negotiate an increase of up to 15 percent or \$30,000, whichever is higher, on all incentives or bonuses. This authority applies the 15 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract. The \$30,000 maximum dollar amount allows for the addition of a bonus where none existed before or the enhancement of a very small bonus opportunity. Subsequent year's increases will be no more than 5 percent per contract-year.			Authority to negotiate deferred compensation up to a total of no more than the equivalent of the first year's guaranteed compensation.			Authority to negotiate an increase of up to 30 percent over the percent of compensation received from camp income. This authority applies the 30 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract. In the case where the contract does not state a maximum, then the comparison is from the actual income attributed to the position during the preceding year. Subsequent year's increases will be no more than 5 percent per contract-year.			Authority to offer the same system-wide benefits, including vacation, sick leave, disability, and standard University of California pension, health and welfare benefits under the programs and policies pertaining to all employees of the University.			<p><u>Signing Bonus:</u> Authority to offer a one time signing bonus of no more than 33 percent of the first year's guaranteed compensation.</p> <p><u>Other:</u> Authority to negotiate providing courtesy vehicles (supplied by donors/contributors), including payments in lieu of a car to a maximum of \$5,400 or the imputed value of the car, whichever is higher, per contract-year; reimbursement of up to 100% of actual and reasonable moving expenses; reimbursement of actual and reasonable costs for up to 30 non-consecutive days of housing at the time of the move; and non-cash compensation such as club memberships and other perquisites, consistent with standard practices.</p>				
Los Angeles Campus	Before	After	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Change	Before	After	Percent Change		
Robert Palcic, Assistant Coach, Men's Football	1/9/2008-6/30/09	1/9/2008-6/30/11	Total Guaranteed Compensation ¹⁾	\$210,000	\$210,000	0.00%	\$20,000	\$20,000	No Change				\$10,000	\$10,000	No Change	yes	yes	No Change	Courtesy Vehicle	yes	yes	No Change
			Itemized Total Guaranteed Compensation																			
			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

²⁾ 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 of the Contract	Duration		Guaranteed Compensation			Maximum Bonus			Deferred Compensation			Camps ²⁾			Benefits			Signing Bonus/Other				
	Before	After	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Percent Change	Before	After	Change	Before	After	Percent Change		
Location/Name/Title/Effective dates of the contract			Authority to negotiate an increase of up to 30 percent on the annual guaranteed compensation (defined as salary and talent fees). This authority applies the 30 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract and assumes equal applicability of that number to each contract year and a 30 percent limit to the overall cumulative total (before and after negotiation) for Guaranteed Compensation under the new and old contracts adjusted so that a change in contract duration does not impact the comparison.			Authority to negotiate an increase of up to 15 percent or \$30,000, whichever is higher, on all incentives or bonuses. This authority applies the 15 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract. The \$30,000 maximum dollar amount allows for the addition of a bonus where none existed before or the enhancement of a very small bonus opportunity. Subsequent year's increases will be no more than 5 percent per contract-year.			Authority to negotiate deferred compensation up to a total of no more than the equivalent of the first year's guaranteed compensation.			Authority to negotiate an increase of up to 30 percent over the percent of compensation received from camp income. This authority applies the 30 percent limit to the change from the previous year's contract to the first year of the renewed contract or between the previous incumbent's final contract year in the position and the first year of the new contract. In the case where the contract does not state a maximum, then the comparison is from the actual income attributed to the position during the preceding year. Subsequent year's increases will be no more than 5 percent per contract-year.			Authority to offer the same system-wide benefits, including vacation, sick leave, disability, and standard University of California pension, health and welfare benefits under the programs and policies pertaining to all employees of the University.			<p><u>Signing Bonus:</u> Authority to offer a one time signing bonus of no more than 33 percent of the first year's guaranteed compensation.</p> <p><u>Other:</u> Authority to negotiate providing courtesy vehicles (supplied by donors/contributors), including payments in lieu of a car to a maximum of \$5,400 or the imputed value of the car, whichever is higher, per contract-year; reimbursement of up to 100% of actual and reasonable moving expenses; reimbursement of actual and reasonable costs for up to 30 non-consecutive days of housing at the time of the move; and non-cash compensation such as club memberships and other perquisites, consistent with standard practices.</p>				
Riverside Campus	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 ¹⁾	\$135,000	\$165,000	22.22%	\$40,000	\$70,000	75.00%	\$0	\$0	0%	\$0	\$0	0%	Per policy	Per Policy	No Change	Courtesy Vehicle	\$0	\$0	0%
			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.

²⁾ 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