

Name BERNARDO,DANIEL JOHN	
WSUID 47	SSN 37



PERSONNEL ACTION FORM

Home Dept/Home Dept # PROVOST & EXECUTIVE VICE PRES I		Mail Code 1046
Tenure Considerations 2005 Tenured		Highest Degree Code/Year 12 00
Citizenship US	ImmStatus	Work Auth Exp
Emp Type Faculty	Perm/Temp P	Full/Part F
Work Loc PUL	Status Active	Reason 00

APPOINTMENT DETAILS effective 7/1/2017

ACTION: Change

Position 38828	Title/Job Class Provost & Exec Vice Pres 101	Begin Date 07/01/2017	End Date 12/31/9999	Appointing Department/Dept # PROVOST & EXECUTIVE VICE PRES I						
Range/Step	FT Rate \$36,418.34	Appt% 100.0000	Differential	Pay Rate \$36,418.34	Appt Type	Term 12.000	Appt Status I	Pay Basis E	Work Period	Barg Unit
Teaching/Research Resp N		Leave Indicator N	Leave Reason	Leave Begin Date	Exp Return Date	Prob End Date	PID Month			
Conditions:										

Employee to Contact about this action Merrill, Angela Lori (509)335-5949 awright@wsu.edu Human Resource Services Wagner, Joe 7/11/2017	Appointing Authority King, Joan 7/5/2017 Approved Holbrook, Don 7/5/2017	Approved Holbrook, Don 7/5/2017 Approved King, Joan 7/5/2017
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	HEPPS		VSAN		Initials
	Date	Comments	Date	Comments	
1st Audit					
2nd Audit					

April 21, 2017

Sent as pdf via email; original copy by mail.

Dr. Daniel J. Bernardo
1891 Rolling Hills Drive
Moscow, ID 83843

Subject: Supplemental Compensation/Retention Pay

Dear Dan:


This letter serves to notify you that your supplemental compensation payment of \$40,000.00 will be paid to you within sixty (60) days of June 30, 2017, in accordance with your July 2015, Supplemental Compensation Agreement.

As part of my review of executive compensation, I have made the decision to phase out supplemental compensation agreements for executive leadership. This decision is part of our efforts to increase transparency and to help ensure executive compensation is in line with peer institutions. Individuals with supplemental compensation/retention pay (457(f)) agreements will have the amount of their supplemental compensation added to their regular base salary at the expiration of the annual term of their supplemental compensation agreement.

Therefore, your Supplemental Compensation Agreement will terminate effective July 1, 2017, and forty thousand dollars (\$40,000) will be added to your base salary effective July 1, 2017. Your monthly salary will increase by \$3,333.33, and your new monthly salary effective July 1, 2017 will be \$36,418.33, for an equivalent annual salary of \$437,020.00. All other terms of your appointment remain in effect.

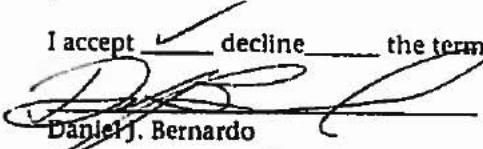
If you have questions regarding how this change may impact your retirement contributions or other benefits please contact Ann Monroe, Assistant Director-Benefits at 509-335-4521. I also encourage you to consult with a personal tax advisor regarding any tax consequences this change may have. If you have concerns, please contact me immediately.

Sincerely,


Kirk H. Schulz
President

Please notify me of your acceptance of this decision by returning a signed copy of this letter by May 1, 2017 to my attention at PO Box 641048, Pullman, WA 99164-1048. You should retain a copy for your records.

I accept decline the terms and conditions of this agreement.


Daniel J. Bernardo

Date: 7/5/17


cc: HRS Personnel File

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PO Box 641048, Pullman, WA 99164-1048
509-335-4200 • Fax: 509-335-5515

MEMORANDUM

TO: Dan Bernardo, Interim President

FROM: Theresa Elliot-Cheslek, Associate Vice President & CHRO 

DATE: May 10, 2016

SUBJECT: Salary increase

Effective June 13, 2016, your salary as Provost and Executive Vice President will increase to \$390,000 per year.

The configuration of your position is unchanged per your most recent offer letter, Personnel Action Form, or any other written modifications to your current appointment.

Please let me know if you have any questions regarding this increase.

cc: Department Personnel File
HRS Personnel File

RECEIVED
MAY 01 2014
HUMAN RESOURCE SERVICES



Office of the President

April 29, 2014

Dr. Daniel J. Bernardo
Interim Provost and Executive Vice President

Dear Dan:

I am pleased to offer you the position of Provost and Executive Vice President for Washington State University. The terms of the offer are as follows:

Title: Provost and Executive Vice President
Location: Pullman, Washington
Reports to: Dr. Elson S. Floyd, WSU President
Appointment: This is a full-time (1.0 FTE), 12-month appointment
Salary: Base annual salary \$350,000, supplemental compensation \$40,000 annually as per 457(f) supplemental compensation agreement (attached)
Effective Date: The appointment is effective May 16, 2014

As Provost and Executive Vice President, you will report to me and serve as a member of my senior leadership team.

The Provost and Executive Vice President serves at the convenience, and in the sole discretion, of the President. At the conclusion of your service as Provost and Executive Vice President, you may elect to serve in your position of Professor in the School of Economic Sciences in the College of Agricultural, Human, and Natural Resource Sciences (CAHNRS). Your salary and teaching, research and service assignment shall be mutually agreed upon by you, the Dean of CAHNRS, and the University President at that time. However, your full-time, 12-month salary will not be less than the average of the salaries of the three highest paid full-time, 12-month professors in CAHNRS at that time, including those holding administrative appointments in CAHNRS.

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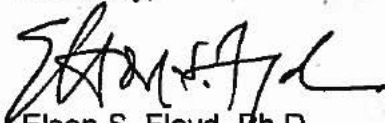
April 29, 2014
Page 2 of 2

The current *Faculty Manual*, and its revisions by the WSU Board of Regents, is the official guide to policies and procedures, and its provisions are conditions of employment. You may access the *Faculty Manual* at the following website: <http://facsen.wsu.edu>.

The Washington State University Intellectual Property policy, which is included in the *Faculty Manual* and is a condition of your employment, provides that certain intellectual properties developed within the scope of the faculty members' employment or association, or developed with substantial use of university facilities, or developed under third party funding agreements are considered to be the property of the University. For any intellectual property in which the University has an interest, the faculty member is hereby agreeing to execute promptly all assignments, waivers, and other legal documents necessary to vest in the University or its assignee any and all rights to the intellectual property.

I am delighted that you have chosen to continue to serve Washington State University in this important role. Please sign and return to me a copy of this offer letter no later than May 6, 2014, indicating acceptance of this offer.

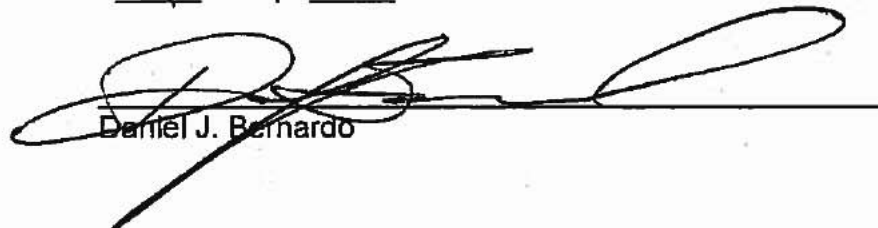
Sincerely,



Elson S. Floyd, Ph.D.
President

Attachment: Supplemental Compensation Agreement
cc: HRS Personnel File

I accept decline the terms of this offer.


Daniel J. Bernardo

4/30/14
Date