

**COMMITTEE ON COMPENSATION:
JANUARY 2008**

**CORRECTIONS TO ADDITIONAL COMPENSATION FOR PARTICIPANTS OF
BONUS AND/OR INCENTIVE PLANS FOR FISCAL YEAR 2006-07**

The President recommended that the Committee on Compensation recommend to The Regents the award corrected amounts as proposed by the San Francisco campus be approved for certain members of the Senior Leadership Compensation Group. The corrected award payments in this item reflect \$8,050 over already approved award payments, and include corrections for 3 senior managers.

The incentive compensation described below, which shall supersede all previous oral or written commitments, shall constitute the University's total commitment regarding incentive awards for the individuals identified, until modified by The Regents.

BACKGROUND

At their September 2007 and November 2007 meetings, The Regents reviewed and approved local incentive payments for participants whose total cash compensation exceeds \$205,000. Awards approved to date total \$689,974, paid to 35 senior managers. The corrections noted below increase total awards to \$698,024, paid to 35 senior managers.

The San Francisco campus recently discovered an error in the calculation of awards approved at the November 2007 meeting. Corrections have been submitted to the Office of the President and are reflected below.

San Francisco

School of Medicine Management Incentive Plan

The overall goal of the 2006-2007 Management Incentive Plan (MIP) is to improve departmental and organizational performance through outstanding individual and team efforts by developing well defined and measurable goals and providing financial incentives for meeting or exceeding those predetermined objectives. Eligibility is limited to designated School of Medicine non-academic career status employees with performance ratings at or above the fully satisfactory level. Incentives will be paid only to eligible participants who are appointed and on pay status in the School of Medicine on June 30, 2007 and who have demonstrated successful attainment of minimum performance levels for their position.

Last Name	First Name	Title	Annual Base Salary as of 06/30/07	Incentive %	Incentive Award Amount
Caffey	Marie P.	Dir, Psychiatry and LPPI Administration	\$189,900	12.2%	\$23,168

Hooven	Martha	Dir, Admin Medicine	\$212,800	14.8%	\$31,494
Rein	David	Dir, Faculty Medical Group	\$169,600	14.6%	\$24,762

An overall summary of award payments for fiscal year 2007-08 is reflected in the display below:

Location	Total Participants	Total Base Salaries of All Participants	Total Recommended Incentive Awards	Total Awards As % of Salary	Total Cash
UC Irvine	1	\$197,600	\$24,750	13%	\$222,350
UCLA	9	\$1,829,900	\$131,492	7%	\$1,961,392
UCOP	2	\$441,556	\$5,037	1%	\$446,593
UCSD	1	\$196,650	\$29,498	15%	\$226,148
UCSF	22	\$4,692,615	\$507,247	10.8%	\$5,199,862
Grand Total	35	\$7,358,321	\$698,024	9.5%	\$8,056,345