

**April 2007**

**Approved Interim Salary Action**

**PRE-EMPTIVE RETENTION INCREASE FOR TOMI RYBA AS CHIEF OPERATING OFFICER, MEDICAL CENTER SAN FRANCISCO CAMPUS**

Action under interim authority was requested as the campus wishes to move forward quickly with a pre-emptive retention effort.

**Compensation:**

- (1) As exception to policy, base salary increase of \$143,100 (37.3 percent) to an annual base salary of \$526,500 (at the midpoint of the SLCG grade 115; minimum \$405,000 midpoint \$526,500 maximum \$648,000).
- (2) Per policy, continued eligibility for participation in the Clinical Enterprise Management Recognition Program with a maximum payout not to exceed 20 percent of base salary.
- (3) Per policy, continued participation in the Senior Management Supplemental Benefit Program at the rate of 5 percent.
- (4) Continued participation in the MOP and SHLP home loan programs. Incumbent has existing MOP and SHLP loans.
- (5) Contingent upon approval of this pre-emptive retention increase, incumbent will relinquish rights to her severance agreement. This was approved retrospectively and prospectively by The Regents as exception to policy in September 21, 2006 as part of the Corrective Actions – BSA and Internal Audit Findings.
- (6) Effective upon approval of The Regents.

Additional items of compensation include:

- Per Policy, Standard Pension and Health and Welfare benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance and Executive Salary Continuation for Disability.

The compensation described above shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written commitments.

**BACKGROUND**

Ms. Ryba is a highly sought after candidate nationally among academic medical centers given her experience and track record at UCSF and her prior experience as CEO of St. Mary Medical Center in Los Angeles and COO of Harborview Medical Center in Seattle. Ms. Ryba is the

subject of a recruitment effort from a competing university and while Ms. Ryba is interested in staying at UCSF, the financial incentives to move are significant. The base salary for the Chief Operating Officer position at the competitor institution is \$500,000 and the offer also provides an incentive opportunity of 20 percent for a total cash potential of \$600,000. Even though the retention increase exceeds the competing total cash compensation by \$31,800 this is appropriate positioning given Ms. Ryba's contribution and continuing strong performance. Ms. Ryba is a high performing, seasoned Chief Operating Officer with proven results over her five years at UCSF Medical Center. Additionally, were Ms. Ryba to leave, based on the market, UCSF would have to pay at least the market median to recruit a qualified candidate for this position. Given the need to invest in a new medical center at Mission Bay, it is critical that the Medical Center maintains effective and efficient operations and continues to have strong financial performance. Losing Ms. Ryba at this time would place the organization at great risk.

[Compensation form attached]

**PRE-EMPTIVE RETENTION INCREASE FOR TOMI RYBA AS MEDICAL CENTER CHIEF OPERATING OFFICER,  
SAN FRANCISCO CAMPUS**

**SLCG Grade 115 – Minimum \$405,000 Midpoint \$526,500 Maximum \$648,000**

**Page 1 of 2**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$ 526,500	NO	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· CEMRP Incentive Program (20% maximum payout)	YES		\$ 105,300	NO	REGENTS
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only )		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	YES			NO	
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan	YES			NO	
· Supplemental Home Loan Program (SHLP)	YES			NO	
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance-1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		<b>NO</b>			
· Consultant/Independent Contractor Compensation Agreement		<b>NO</b>			
· Severance/Separation Agreement		<b>NO</b>			
· Sabbatical/Administrative Leave		<b>NO</b>			
· Special Health Benefits or Other Benefits		<b>NO</b>			
<b>OTHER</b>					
· Administrative Fund Allocation		<b>NO</b>			
· Corporate Board Service		<b>NO</b>			
· Other (Specify)		<b>NO</b>			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			<b>\$ 631,800</b>		

[Please note that all payments, reimbursements, special benefits, etc. should be listed on this form in order to be authorized by the President and The Regents. This information will be released to the Public].

The only compensation permitted is what is listed on the summary page that accompanied the item.