

**COMMITTEE ON COMPENSATION
JULY 2007**

APPROVED

INTERIM SLOTTING OF POSITION AND PROMOTIONAL SALARY FOR CINDY LIMA AS EXECUTIVE DIRECTOR OF ADMINISTRATION, MEDICAL CENTER, SAN FRANCISCO CAMPUS

Action under interim authority was requested as the campus wished to move forward quickly to stabilize the department due to the recent departure of the current Executive Director - Clinical Facilities Development effective June 5, 2007.

Compensation:

- (1) Interim slotting of position Executive Director of Administration, as recommended by Mercer HR Consulting (SLCG grade 107; minimum \$167,600 midpoint \$212,700 maximum \$257,800).
- (2) Promotion to Executive Director of Administration with an annual salary of \$212,700 and an appointment at 100 percent time.
- (3) Per policy, eligibility for participation in the School of Medicine Management Incentive Program with a maximum payout of up to 20 percent of base salary.
- (4) Effective upon approval of The Regents.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

Ms. Lima's combined years of experience in health care operations management and healthcare facilities planning is critical to the success of the challenges ahead. In addition to Ms. Lima's strong administrative and hands-on operational experience, she has established relationships with key constituencies across UCSF.

[Compensation form attached.]

**COMPENSATION FOR CINDY LIMA AS EXECUTIVE DIRECTOR OF ADMINISTRATION,
MEDICAL CENTER, SAN FRANCISCO CAMPUS**

Position Slotted in Grade 107 – Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800

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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|---|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Base Salary | X | | \$212,700 | NO | REGENTS |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend, add-ons, etc.) | | X | | | |
| · Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20% | X | | \$42,540 | NO | REGENTS |
| · Any other bonuses/Incentives | | X | | | |
| · Annual Incentive Plan (Treasurer's Office only) | | X | | | |
| · Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary | | X | | | |
| BENEFITS AND PERQUISITES | | | | | |
| · Standard Benefits Package (Health, UCRP, Vision, Dental, etc.) | X | | | NO | |
| · Automobile Allowance | | X | | | |
| · Leased Automobile | | X | | | |
| · Senior Manager Life Insurance | | X | | | |
| · Executive Business Travel Insurance | | X | | | |
| · Exec. Salary Continuation for Disability | | X | | | |
| · Mortgage Origination Program (MOP) Loan | | X | | | |
| · Supplemental Home Loan Program (SHLP) | | X | | | |
| · University-provided Housing President/Chancellors) | | X | | | |
| · Educational Expenses | | X | | | |
| · Other Perqs – please list below | | X | | | |
| ONE-TIME PAYMENTS/REIMBURSEMENTS | | | | | |
| · Payment in Lieu of Sabbatical Pay | | X | | | |
| · Relocation Allowance | | X | | | |
| · Temporary Housing Allowance - 1 month per policy | | X | | | |
| · Payment in lieu of Vacation Pay | | X | | | |
| · Moving Expenses/Movement of Household Goods | | X | | | |

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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|---|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| FUTURE BENEFITS | | | | | |
| · Post-retirement Employment Agreements | | X | | | |
| · Consultant/Independent Contractor Compensation Agreement | | X | | | |
| · Severance/Separation Agreement | | X | | | |
| · Sabbatical/Administrative Leave | | X | | | |
| · Special Health Benefits or Other Benefits | | X | | | |
| OTHER | | | | | |
| · Administrative Fund Allocation | | X | | | |
| · Corporate Board Service | | X | | | |
| · Other (Specify) | | X | | | |
| TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) | | | \$255,240 | | |

[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.