

**COMMITTEE ON COMPENSATION
JULY 2007**

APPROVED

**STIPEND FOR ANN M. WILLIAMSON AS ACTING CHIEF PATIENT CARE
SERVICES OFFICER, MEDICAL CENTER, SAN FRANCISCO CAMPUS**

Action under interim authority was requested as the campus wished to move forward quickly with the appointment of the Acting Chief Patient Care Services Officer as the present incumbent retired effective June 28, 2007.

Compensation:

- (1) As an exception to policy, administrative stipend of 20.4 percent (calculated against appointment salary of \$173,492, the stipend is \$35,408) to increase her base salary for a total annual salary of \$208,900.
- (2) The stipend amount will be increased as the base salary is increased, so the stipend will equal 20.4 percent of the base salary.
- (3) Continued eligibility for participation in the UCSF Medical Center Director-level Incentive Award Plan with a maximum payout of up to 15 percent of base salary.
- (4) Effective June 17, 2007, at 100 percent time or upon approval of The Regents, through December 31, 2007, or until this responsibility is transferred to the new Chief Patient Care Services Officer, including a one-month transition period, whichever is sooner.

Additional items of compensation include:

- Per policy, 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

The current Chief Patient Care Services Officer, Catherine Wittenberg, retired on June 28, 2007. Ms. Williamson will be functioning as the Acting Chief Patient Care Services Officer. Ms. Williamson has 18 years of progressively more responsible nursing operations experience and has a Ph.D. in Nursing. Since Ms. Williamson will be transitioning to this position beginning in June, the Medical Center requested an effective date of June 17, 2007. Given the substantial increase in Ms. Williamson's responsibilities as well as her experience and education, the Medical Center requests that her base salary plus stipend be equivalent to the minimum of the salary range for the SLCG grade assigned to the position.
[Compensation form attached.]

**COMPENSATION FOR ANN M. WILLIAMSON AS ACTING CHIEF PATIENT CARE SERVICES OFFICER,
MEDICAL CENTER, SAN FRANCISCO CAMPUS**

Position Slotted in Grade 109 – Minimum \$208,900, Midpoint \$266,800, Maximum \$324,600

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$173,492	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$35,408	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· Any other bonuses/Incentives: MEDICAL CENTER DIRECTOR LEVEL IAP – UP TO 15% AT MAXIMUM	X		\$26,024	NO	REGENTS
· 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)			\$234,924		

[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.