COMPENSATION FOR ANN MADDEN RICE AS CHIEF EXECUTIVE OFFICER, UC DAVIS MEDICAL CENTER

Position Slotted in Grade 117 – Minimum $445,700, Midpoint – $643,100, Maximum - $791,600

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS					
• Annual Base Salary	YES		$495,000	NO	Regents
• Health Sciences Compensation Plan		NO			
• Additional Salary (Stipend, add-ons, etc.)		NO			
• Clinical Enterprise Management Recognition Plan	YES		UP TO $99,000		
• 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		$24,750	NO	
BENEFITS AND PERQUISITES					
• Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
• Automobile Allowance	YES		$8,916	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)		NO			
• University – provided Housing (President/Chancellors)		NO			
• Educational Expenses		NO			
• Other Perqs. – please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
• Payment in Lieu of Sabbatical Pay		NO			
• Relocation Allowance	YES		$75,000	YES*	
• Temporary Housing Allowance – 1 month per policy	YES		$2,500	NO	
• Payment in lieu of Vacation pay		NO			
• Moving Expenses/Movement of Household goods	YES		* *	NO	

*Total Relocation Allowance carries a 4 year service requirement and payback provision at 25% for each year of uncompleted service. $75,000 to be paid in two equal payments, in September 2006 and 2007 rather than monthly over four years.

**Moving household and two cars from Coralville, Iowa to Sacramento, California / one house-hunting trip.

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Position Slotted in Grade 117 – Minimum $494,700, Midpoint – $643,100, Maximum - $791,600

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
FUTURE BENEFITS					
• Post - Retirement Employment Agreements		NO			
• Consultant/Independent Contractor Compensation Agreement		NO			
• Severance Separation Agreement		NO			
• Sabbatical/Administrative Leave		NO			
• Special Health Benefits or other Benefits		NO			
OTHER					
• Administrative Fund Allocation				NO	
• Corporate Board Service	YES			NO	
• Other (Specify) Partner Opportunities Program for Faculty Spouse	YES			NO	
TOTAL ANNUAL COMPENSATION	**$702,666***				

*Plus moving costs, transportation of two automobiles and one house hunting trip as authorized in policy