

**NOVEMBER 2007
COMMITTEE ON COMPENSATION**

**PROMOTIONAL INCREASE FOR MARGARET MARTIN AS EXECUTIVE DIRECTOR -
STRATEGIC PLANNING AND MANAGED CARE, SCHOOL OF MEDICINE, SAN
FRANCISCO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following terms in connection with the promotional increase for Margaret Martin:

- (1) Slotting of new position, Executive Director - Strategic Planning and Managed Care at SLCG 107, as recommended by Mercer HR Consulting (SLCG Grade 107, Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000). Position classified at MSP VII.
- (2) An increase in salary of \$27,968 (18.4 percent) bringing her current base salary from \$152,032 to \$180,000.
- (3) Effective upon approval of The Regents.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.
- Per policy, eligibility for participation in the School of Medicine Management Incentive Plan (SOM MIP) with a maximum payout of up to 20 percent of base salary.
- Ms. Martin will not be eligible for a merit/equity increase on October 1, 2007.

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

The position of Executive Director – Strategic Planning and Managed Care has been developed to support an enhanced effort by the leadership of UCSF Medical Group (UCSFMG) to directly participate in the Clinical Enterprise's strategic planning and business development functions. The focus of this new position will be to represent the special needs of the physician practices while serving as the primary market and business development conduit supporting the Medical Group. Following a comprehensive search, Ms. Martin emerged as the top candidate for the position due to her extensive contracting experience and well established relationships within the competitive Northern California health care provider environment.

[Compensation form attached.]

**COMPENSATION FOR MARGARET MARTIN AS EXECUTIVE DIRECTOR - STRATEGIC PLANNING
AND MANAGED CARE, SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS
SLCG GRADE 107 – Minimum \$172,300 Midpoint of \$218,700 Maximum \$265,000**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$180,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: School of Medicine Management Incentive Program	X		\$ 36,000	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		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			

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Page 2 of 2**

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)					
			\$216,000		

[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.