

HEALTH SERVICES COMMITTEE

February 6, 2018

FORMALIZE APPROVAL OF BENCHMARKING FRAMEWORK FOR UC HEALTH POSITIONS RESULTING IN REVISIONS TO THE RESPECTIVE MARKET REFERENCE ZONES

The President of the University recommended that the Health Services Committee approve the new Benchmarking Framework revising the Market Reference Zones for UC Health positions in the Senior Management Group, recommended by the Regents Workgroup on UC Health Executive Compensation and approved by the Regents' Governance and Compensation Committee, as shown in Attachment 1.

Committee vote: Regents Lansing, Makarechian, Reiss, and Sherman voting "aye."

Attachment 1: Proposed Market Reference Zones



Title	Incumbent Data as of December 1, 2017		Entity	Market Base Salary Data Effective July 1, 2017				
	Name	Salary		P25	P50	P60	P75	P90
Executive Vice President	Stobo	\$633.8	UCOP	\$576.0	\$780.2	\$816.1	\$869.8	\$1,118.9
CEOs								
Chief Executive Officer	Laret	\$1,072.8	UCSF	\$1,051.8	\$1,215.2	\$1,322.7	\$1,484.0	\$1,651.6
Chief Executive Officer	Spisso	\$1,028.6	UCLA	\$1,051.8	\$1,215.2	\$1,322.7	\$1,484.0	\$1,651.6
Chief Executive Officer	Rice	\$904.8	UCD	\$809.0	\$993.1	\$1,075.7	\$1,199.5	\$1,358.9
Chief Executive Officer	Maysent	\$880.8	UCSD	\$760.7	\$882.8	\$967.9	\$1,095.5	\$1,250.0
Chief Executive Officer	Federoff	\$824.0	UCI	\$679.5	\$844.4	\$904.9	\$995.7	\$1,199.5
COOs								
Chief Operating Officer	Vacant	\$0.0	UCSF	\$620.5	\$672.6	\$745.8	\$855.7	\$1,026.7
Chief Operating Officer	Vacant	\$0.0	UCLA	\$620.5	\$672.6	\$745.8	\$855.7	\$1,026.7
Chief Operating Officer	Simmons	\$592.3	UCD	\$502.2	\$589.4	\$625.4	\$679.5	\$842.9
Chief Operating Officer	Vacant	\$0.00	UCSD	\$449.5	\$556.6	\$594.9	\$652.2	\$751.2
Chief Operating Officer	Gannotta	\$600.0	UCI	\$381.5	\$504.6	\$539.7	\$592.3	\$752.4

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Title	Incumbent Data as of December 1, 2017		Entity	Market Base Salary Data Effective July 1, 2017				
	Name	Salary		P25	P50	P60	P75	P90
CNOs								
Chief Nursing Officer and Assistant Dean in the School of Nursing	Grimley	\$391.4	UCLA	\$378.7	\$407.7	\$434.1	\$473.5	\$510.4
Chief Nursing Officer	Marsh	\$358.4	UCD	\$332.0	\$378.7	\$396.5	\$423.1	\$477.0
Chief Nursing Officer	Patton	\$315.0	UCI	\$319.3	\$329.3	\$346.3	\$371.9	\$410.8
CMOs								
EVP, Physician Services and Vice Dean-Clinical Affairs	Adler	\$648.9	UCSF	\$584.2	\$645.7	\$696.0	\$771.5	\$1,002.2
Chief Medical Officer	Kirk	\$546.8	UCD	\$472.0	\$509.5	\$534.6	\$572.3	\$677.5
Chief Medical Officer	Scioscia	\$464.9	UCSD	\$429.1	\$492.8	\$518.1	\$556.1	\$622.1
Chief Medical Officer	Wilson	\$470.0	UCI	\$439.0	\$483.5	\$498.5	\$520.9	\$583.4
CIOs								
Chief Information Officer	Vacant	\$0.0	UCD	\$414.3	\$435.6	\$459.8	\$496.0	\$564.1
Chief Information Officer	Podesta	\$421.8	UCI	\$363.7	\$404.0	\$429.9	\$468.6	\$502.5
CFOs								
Chief Financial Officer	Strickland	\$736.0	UCSF	\$667.0	\$692.5	\$730.4	\$787.1	\$900.6
Chief Financial Officer	Staton	\$662.9	UCLA	\$567.0	\$692.5	\$730.4	\$787.1	\$900.6
Chief Financial Officer	Sial	\$574.8	UCI	\$376.5	\$499.7	\$529.3	\$573.8	\$701.2
Chief Financial Officer	Maurice	\$466.0	UCD	\$477.5	\$554.9	\$591.4	\$646.2	\$808.9
Chief Financial Officer	Donaldson	\$373.9	UCSD	\$423.5	\$525.0	\$545.0	\$574.9	\$697.7

Proposed Market Reference Zones



Title	Incumbent Data as of December 1, 2017		Entity	Market Base Salary Data Effective July 1, 2017				
	Name	Salary		P25	P50	P60	P75	P90
UCOP								
Associate VP, Chief Medical Officer - Self Insured Plans	Louie	\$346.8	UCOP	\$290.3	\$319.9	\$332.3	\$351.0	\$494.9
Medical Director, Student Health Insurance Plan	Buchman	\$397.9	UCOP	\$203.6	\$273.5	\$301.8	\$344.2	\$399.5
Associate VP, UC Health	Nation	\$269.7	UCOP	\$174.9	\$219.7	\$262.2	\$326.0	\$428.4
Associate VP, Chief Strategy Officer, UC Health	Engel	\$385.0	UCOP	\$384.0	\$520.2	\$544.0	\$579.9	\$746.0
Chief Legal Counsel for Health Services	Nosowsky	\$303.6	UCOP	\$413.6	\$486.5	\$531.4	\$598.7	\$725.9
Chief Procurement Officer	Vacant	\$0.0	UCOP	\$281.7	\$332.8	\$348.9	\$373.0	\$392.0
Chief Transformation Officer	Vacant	\$0.0	UCOP	\$361.0	\$459.8	\$481.4	\$513.7	\$608.2
Other Roles								
SVP, Clinical Practice and Ambulatory Care	Vacant	\$0.0	UCSD	\$295.1	\$406.5	\$448.9	\$512.6	\$522.7
SVP UCSF Health Affiliates	Vacant	\$0.0	UCSF	\$389.5	\$476.8	\$492.8	\$516.8	\$583.7
SVP, Adult Services/President-UCSFMC	Antrum	\$697.0	UCSF	\$504.5	\$597.9	\$651.4	\$731.7	\$863.2
SVP, Children's Services/President of Benioff Children's Hospital	Anderson	\$946.0	UCSF	\$625.2	\$730.8	\$779.1	\$851.5	\$994.6
Chief Clinical Officer	Baggett	\$390.1	UCSD	\$250.3	\$319.1	\$354.1	\$406.4	\$458.9
VC, Business Development, Innovation and Partnerships	Selick	\$420.0	UCSF	\$323.1	\$392.1	\$408.4	\$432.8	\$581.2
Chief Administrative Officer, Santa Monica	Watkins	\$404.7	UCLA	\$304.9	\$364.8	\$383.1	\$410.5	\$487.3