

Approved

HEALTH SERVICES COMMITTEE

November 16, 2023

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

APPROVAL OF INCENTIVE COMPENSATION USING HEALTH SYSTEM OPERATING REVENUES FOR FISCAL YEAR 2022-23 FOR CARRIE BYINGTON, M.D. AS EXECUTIVE VICE PRESIDENT – UC HEALTH, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION

Recommendation

The Committee recommends approval of the Clinical Enterprise Management Recognition Plan (CEMRP) incentive award for Carrie Byington, M.D. as Executive Vice President – UC Health, Office of the President, in the amount of \$328,611, which is comprised of both a Short Term Incentive award of \$188,179 for the 2022-23 Plan Year and a Long Term Incentive award of \$140,432 for the performance period of July 1, 2020 through June 30, 2023. Dr. Byington was an active full-time employee of the University through June 30, 2023 in a CEMRP-eligible position.

The incentive compensation described above shall constitute the University's total commitment regarding incentive compensation until modified by the Regents or the President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: Upon approval

Base Salary: \$936,216 (as of June 1, 2023) as former EVP-UCH; \$608,000 (as of July 1, 2023) as Senior Advisor to the President in a Faculty Administrator position.

Recommended CEMRP STI Award: \$188,179 (20.1 percent of 6/1/23 base salary)

Recommended CEMRP LTI Award: \$140,432 (15.0 percent of 6/1/23 base salary)

Target Cash Compensation:* \$ 936,611 (Current Salary plus Recommended CEMRP STI/LTI Awards)

Prior Year Data (2021-22 plan year)

Base Salary: \$895,894 (as of June 1, 2022)

CEMRP STI Award: \$268,768 (30.00 percent of base salary)

CEMRP LTI Award: \$39,867 (4.45 percent of base salary)

Target Cash Compensation:* \$1,204,529

* Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend.

Background to Recommendation

The President of the University seeks approval of a total Clinical Enterprise Management Recognition Plan (CEMRP) incentive award of \$328,611 for Dr. Carrie Byington, former Executive Vice President – UC Health, Office of the President. Dr. Byington's award is comprised of both a Short Term Incentive award of \$188,179 for the 2022-23 Plan Year and a Long Term Incentive award of \$140,432 for the performance period of July 1, 2020 through June 30, 2023.

Consistent with the CEMRP 2022-23 Plan Document, Dr. Byington is eligible to receive a Short Term Incentive award for the 2022-23 Plan Year and a Long Term Incentive award for the performance period of July 1, 2020 through June 30, 2023 as she was an active full-time employee of the University through June 30, 2023 in a CEMRP-eligible position.

Per Regents Policy, this award has been approved by the CEMRP Administrative Oversight Committee, the members of which are prescribed in the CEMRP 2022-23 plan document.

Dr. Byington's award requires approval by both the Health Services Committee and the Board of Regents; therefore, after the Health Services Committee recommends approval, this item will be presented to the full Board for approval at the Regents meeting in November 2023.

Committee vote: Regents Drake, Leib, Pérez, Reilly, and Sherman voting "aye" and Regent Makarechian abstaining.

Board vote: Regents Cohen, Drake, Elliott, Ellis, Hernandez, Kounalakis, Leib, Park, Pérez, Raznick, Reilly, Robinson, Sherman, and Tesfai voting "aye" and Regent Makarechian abstaining.