

Los Angeles***Staff Achievement Award***

The purpose of the Staff Achievement Award program is to encourage excellence in customer and University service, recognize individuals or teams for exceptional performance, encourage innovation and creativity, support professional development, and recognize individuals or teams for efforts that have resulted in reduced operating costs or improved operational efficiency. Eligible participants include policy-covered staff in career, limited, and casual-restricted appointments, including work-study students in non-academic positions and staff hired on an employment contract where eligibility is incorporated into the terms of the contract. Additionally, eligibility is predicated on active employment for a minimum period of six months and for those who have achieved a performance evaluation rating of satisfactory/meets expectations, or better, within the year of the award distribution.

The Staff Achievement Award program is by nomination for one of three categories: Individual Achievement, Team Achievement, and Development awards. Nominations and awards are available at any time during a fiscal year and must be processed within 30 days of the end of the fiscal year. Non-base-building cash awards can be granted either as a percentage of base pay or as a flat dollar amount, with the total award not to exceed 10 percent of an employee's annual base pay, excluding overtime, stipends, and differential pay such as shift differential. Eligible participants may receive any combination of individual, team, or development award annually, provided the combined amount does not exceed the 10 percent limit. The following individuals have been nominated for an award under this program.

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>ANNUAL BASE SALARY AS OF 6/30/07</b>	<b>INCENTIVE %</b>	<b>INCENTIVE AWARD AMOUNT (Based on 6/30/07 base pay)</b>
Flannery	Diane	Dir, Research Center, NPI	\$205,100	1%	\$1,887
Lodge-Lemon	Bernadette	Dir, Revenue Cycle	\$204,000	5%	\$10,200
Rothman	Judith	Assoc. VC/Sr. Assoc. Dean-- Finance & Admin, SOM	\$236,000	10%	\$23,600
Osman	Ginger	Chief Admin. Officer, Pediatrics, SOM	\$222,500	10%	\$22,250

San Francisco***Staff Recognition and Development Program***

The Staff Recognition and Development Program (SRDP) is designed to recognize employees who have demonstrated outstanding individual and/or team performance in contribution to organizational goals and objectives, and to provide for employee development opportunities which will enable an employee or groups of employees to function more effectively on the job and/or enhance an employee's advancement within the University of California. Eligible

participants include all non-represented, non-academic career, limited appointment and casual/restricted employees with the exception of per diem appointments.

The Staff Achievement Award program is by nomination for one of two categories: Individual Achievement and Team Achievement. The program allows for non-base-building cash awards, funding for training and education, and limited paid leave enabling the employee to pursue the development of professional skills outside the organization. Awards are limited to ten percent of an individual's annual salary. Recommendations for this plan are summarized below for the campus and all plans.

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>ANNUAL BASE SALARY AS OF 6/30/07</b>	<b>INCENTIVE %</b>	<b>INCENTIVE AWARD AMOUNT (Based on 6/30/07 base pay)</b>
Asp	James	Assoc VC Development	\$238,200	10%	\$23,800
French	Barbara	Assoc VC UAP	\$238,200	10%	\$23,800
Marshall	Sally	Vice Provost, Academic Affairs	\$215,400	2%	\$5,000
Spaulding	Bruce W	Senior Vice Chancellor, University Advancement and Planning	\$350,000	15%	\$52,500
Yamauchi	Lori	Asst. VC Campus Planning	\$212,700	10%	\$21,250

***Financial and Administrative Services Incentive Plan***

The Financial and Administrative Services Incentive Plan (FAS) is designed to provide financial incentives to those attaining or clearly exceeding key expectations consistent with FAS and departmental strategic planning objectives. The FAS provides criteria for a non-base-building annual cash incentive award focused on the achievement of organizational objectives that encourage teamwork and recognize the joint effort required to meet challenging organizational goals. Eligible participants include career campus staff within Financial and Administrative Services on active payroll at close of plan period as approved by the Senior Vice Chancellor. Additionally, eligibility is contingent upon, 1) departmental management of budget at or below annual guidelines, and 2) a completed performance appraisal. Participant eligibility is determined annually, and prior eligibility does not provide any guarantee or obligation of eligibility. Performance is measured on a three-point scale defined at Threshold, Target, and Outstanding levels. Potential incentive amounts are leveled according to incumbent classification.

Awards are prorated based on percentage of time actively participating in program and excluding from the current plan year those incumbents hired after a specific date during the plan period. Participants must have satisfactory performance in order to be eligible for the incentive plan. Recommendations for this plan are summarized below for the campus and all plans.

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>ANNUAL BASE SALARY AS OF 6/30/07</b>	<b>INCENTIVE %</b>	<b>INCENTIVE AWARD AMOUNT (Based on 6/30/07 base pay)</b>
Canning	Marcia	Chief Campus Counsel	\$206,500	10%	\$20,650
Lopez	Randy	Associate Vice Chancellor, Administration/Co-CIO, Office of	\$217,500	7%	\$14,280
Showstack	Jonathan	Asst. Vice Chancellor and Co-CIO	\$225,910	6%	\$13,258
Vermillion	Eric B	Associate Vice Chancellor, Finance	\$217,500	7%	\$15,798
Wiesenthal	Steve	Assoc VC CPFM	\$216,610	7%	\$15,562

***Medical Center Incentive Award Program for MSP Director Covered Staff***

The Medical Center Incentive Award Program (MED CTR) is designed to improve organizational performance through outstanding individual and team efforts by a) establishing measurable goals, b) creating clear and measurable performance standards, and c) providing financial incentives and rewards for meeting or exceeding predetermined objectives that contribute to the UCSF Medical Center's success. Eligible participants include UCSF Medical Center MSP covered directors with performance ratings at or above the fully satisfactory level. To be considered eligible for participation in the program, participants a) must work 50 percent time or greater, b) must establish and manage departmental goals that contribute to overall organizational performance, and c) must be on active payroll on June 30<sup>th</sup> of the plan year. The MED CTR plan is a non-base-building annual cash incentive award based upon achievement against established objectives with 60 percent of the incentive weighted on organizational performance and 40 percent on department/individual performance. Performance is measured on a three-point scale defined at Threshold, Target, and Outstanding levels. The plan provides for an incentive payment up to 15 percent of base salary. Recommendations for this plan are summarized below for the campus and all plans.

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>ANNUAL BASE SALARY AS OF 6/30/07</b>	<b>INCENTIVE %</b>	<b>INCENTIVE AWARD AMOUNT (Based on 6/30/07 base pay)</b>
Brezman	Irene	Dir, IT Applications	\$211,400	14%	\$29,596
Claudio	Jose R.	Dir. Infrastructure Svcs.	\$211,410	13%	\$27,905
Cox	Julie	Dir, IT	\$211,900	14%	\$29,666
Dong	Dan	Director, Pharmacy	\$189,300	14%	\$25,745
Lima	Cynthia G.	Dir. Administration	\$212,700	11%	\$23,044
Peckenpaugh	Russ	Dir, Clinical Info Syst.	\$211,700	14%	\$29,638
Rago	Karen	Dir Cardiovascular Sv	\$189,400	13%	\$25,001

San Diego

***Development Officer Variable Pay Plan***

The Development Officer Variable Pay Plan is designed to provide incentives to drive performance, maintain a focus on the progressive development of prospects, create an atmosphere of accountability and collaboration among Development Officers, and reward Development Officers in relation to their performance. Eligible participants include all MSP level Development Officers with contract appointments. Bonuses are calculated and paid annually, based on documented activity from July 1 through June 30. Individual quantitative and qualitative performance goals, expectations and priorities are mutually agreed upon between each plan participant and their supervisor at the beginning of the year. Accomplishments are tracked in three primary key results areas: 1) portfolio management, 2) teamwork, and 3) program management and stewardship responsibilities. Bonuses are expressed as a percentage of base salary, ranging from zero to 15 percent. In order to qualify for a bonus, the plan participant must demonstrate performance that exceeds expectations in one or more key results areas. To achieve the maximum bonus potential, the plan participant must demonstrate performance that exceeds expectations in all key results areas.

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>ANNUAL BASE SALARY AS OF 6/30/07</b>	<b>INCENTIVE %</b>	<b>INCENTIVE AWARD AMOUNT (Based on 6/30/07 base pay)</b>
Newman	Rebecca	Assoc. Vice Chan,Development	\$196,650	15%	\$29,498

Office of the President

***Staff Recognition and Development Program***

The Staff Recognition and Development Program (SRDP) is designed to recognize and reward outstanding individual and/or team performance and to provide for employee development opportunities which will enable an employee or groups of employees to function more effectively on the job and/or enhance an employee's advancement within the University of California. Eligible participants include all policy covered, non-represented, non-academic staff, excluding senior management, contract and per diem employees.

Awards may be given to individuals as well as to teams of employees who have contributed to UCOP in specific ways. The types of awards available include cash awards to recognize outstanding individual and/or team accomplishments; non-cash awards to recognize meritorious individual accomplishments; funding for professional seminars, courses leading to degrees and certifications, and any other educational options that would increase the recipient's employment and promotional opportunities.

LAST NAME	FIRST NAME	TITLE	ANNUAL BASE SALARY AS OF 6/30/07	INCENTIVE %	INCENTIVE AWARD AMOUNT (Based on 6/30/07 base pay)
Falle	Gary	Dir. National Lab Affairs	\$232,900	1%	\$2,950
Hirahara	James	Exec. Dir. Bus. & Finance	\$208,656	1%	\$2,087

Irvine

***Medical Center Director's Incentive Plan for MSP Director Covered Staff***

The Medical Center Director's Incentive Plan is designed to improve organizational performance through outstanding individual and team efforts by a) establishing measurable goals, b) creating clear and measurable performance standards, and c) providing financial incentives and rewards for meeting or exceeding predetermined objectives that contribute to the UC Irvine Medical Centers success. Eligible participants include UC Irvine Medical Center MSP covered directors with performance ratings at or above the fully satisfactory level. To be considered eligible for participation in the program participants a) must work 50 percent time or greater, b) must establish and manage departmental goals that contribute to overall organizational performance, and c) must be on active payroll on June 30<sup>th</sup> of the plan year. The Director's Incentive Plan is a non-base-building annual cash incentive award based upon achievement against established objectives with 50 percent of the incentive weighted on organizational performance and 50 percent on department/individual performance. Performance is measured on a three-point scale defined at Threshold, Target, and Outstanding levels. The plan provides for an incentive payment up to 15 percent of base salary. Recommendations for this plan are summarized below for the campus and all plans.

Last name	First name	TITLE	ANNUAL BASE SALARY AS OF 6/30/07	INCENTIVE PLAN NAME	INCENTIVE %	INCENTIVE AWARD AMOUNT (Based on 6/30/07 base pay)
Woon	Peter	Controller	\$197,600	Medical Center Director's Incentive	13%	\$24,750

A summary of all award payments, including those made to individuals with total cash below \$205,000 is shown below:

<b>Location</b>	<b>Total Participants</b>	<b>Total Base Salaries of All Participants</b>	<b>Total Recommended Incentive Awards</b>	<b>Total Awards As % Of Salary</b>	<b>Total Cash</b>
UC Irvine	1	\$197,600	\$24,750	13%	\$222,350
UCLA	7	\$1,441,900	\$95,967	7%	\$1,537,867
UCOP	2	\$441,556	\$5,037	1%	\$446,593
UCSD	1	\$196,650	\$29,498	15%	\$226,148
UCSF	18	\$3,949,830	\$420,782	11%	\$4,370,612
<b>Grand Total</b>	<b>29</b>	<b>\$6,227,536</b>	<b>\$576,033</b>	<b>9%</b>	<b>\$6,803,569</b>