HEALTH SERVICES COMMITTEE
October 20, 2021

APPROVAL OF INCENTIVE COMPENSATION USING HEALTH SYSTEM OPERATING REVENUES FOR FISCAL YEAR 2020-21 FOR CARRIE BYINGTON, M.D. AS EXECUTIVE VICE PRESIDENT – UC HEALTH, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION

Recommendation

The President of the University recommends that the Health Services Committee approve 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 $260,940, which is comprised of a short term incentive award for the 2020-21 CEMRP plan year. The total recommended incentive award is 30 percent of Dr. Byington’s base salary as of June 1, 2021 ($869,800).

The incentive compensation described 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: $869,800 (as of June 1, 2021)
Recommended CEMRP STI Award: $260,940 (30 percent of base salary)
Recommended CEMRP LTI Award: N/A (ten percent target rate with the first possible payment to occur after the end of the 2021-22 Plan Year)
Target Cash Compensation:* $1,130,740, plus possible LTI awards starting after the end of the 2021-22 Plan Year
Funding Source for CEMRP Award: Recommended CEMRP awards are non-State funded (100 percent from UC Health System revenues).

Prior Year Data (2019-20 plan year)
Base Salary: $869,800 (as of June 1, 2020)
CEMRP STI Award: $136,061 (23.4 percent of prorated base salary of $581,455)
CEMRP LTI Award: N/A (ten percent target rate with the first possible payment to occur after the end of the 2021-22 Plan Year)
Target Cash Compensation:* $1,005,861 plus possible LTI awards starting after the end of the 2021-22 Plan Year
Funding Source for CEMRP Award: Recommended CEMRP awards are non-State funded (100 percent from UC Health System revenues).

* 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 $260,940 for Dr. Carrie Byington as Executive Vice President – UC Health, Office of the President. Dr. Byington’s award for the 2020-21 plan year is comprised of a Short Term Incentive award.

Although Dr. Byington is eligible to participate in the Long Term Incentive (LTI) portion of CEMRP, the LTI uses rolling three-year performance periods, so her first possible LTI award payment would occur after the end of the 2021-22 plan year.

Consistent with Regents Policy, this award has been approved by the CEMRP Administrative Oversight Committee, the members of which are prescribed in the CEMRP 2020-21 plan document.

No State funds are used to fund CEMRP incentive awards; funding is solely from UC Health system revenues.

Committee vote: Regents Drake, Guber, Lansing, Pérez, Sherman, and Sures voting “aye.”