

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

January 20, 2011

The Regents of the University of California met on the above date at Price Center, San Diego campus.

Present: Regents Blum, Cheng, Crane, DeFreece, De La Peña, Gould, Hime, Island, Kieffer, Lansing, Lozano, Makarechian, Marcus, Newsom, Pattiz, Ruiz, Schilling, Varner, Yudof, and Zettel

In attendance: Regents-designate Hallett, Mireles, and Pelliccioni, Faculty Representatives Anderson and Simmons, Secretary and Chief of Staff Griffiths, Associate Secretary Shaw, General Counsel Robinson, Chief Investment Officer Berggren, Chief Compliance and Audit Officer Vacca, Provost Pitts, Executive Vice Presidents Brostrom and Taylor, Senior Vice Presidents Dooley and Stobo, Vice Presidents Darling, Lenz, and Sakaki, Chancellors Block, Blumenthal, Desmond-Hellmann, Drake, Fox, Kang, Katehi, White, and Yang, and Recording Secretary Johns

The meeting convened at 9:55 a.m. with Chairman Gould presiding.

1. APPROVAL OF MINUTES OF PREVIOUS MEETING

Upon motion duly made and seconded, the minutes of the meeting of November 17-18, 2010 and the meetings of the Committee of the Whole of November 17 and 18, 2010 were approved.

2. REPORT OF THE PRESIDENT

President Yudof presented his report concerning University activities and individuals. The previous week, the American Association for the Advancement of Science, the world's largest general scientific society, announced the election of 54 UC scientists as fellows of the Association. They joined over 700 UC researchers who have been named fellows in the past. Fellows are chosen by their peers in the Association and are recognized for their distinguished efforts to advance science and for significant contributions in research, teaching, technology, and administration. These brilliant researchers keep California at the cutting edge of scientific advancement and their work contributes greatly to the economy and society of the state, the nation, and the world.

A book published by the UC Press, Volume One of the "Autobiography of Mark Twain," has enjoyed an astonishing success, remaining on the *New York Times* bestseller list after 11 weeks. President Yudof quoted a laudatory *Times* review and congratulated the Press. UC Davis professor and author Yiyun Li has been named as one of three finalists for the Story Prize for her book "Gold Boy, Emerald Girl." The Story Prize pays tribute to outstanding short fiction written in English and published in the U.S.

President Yudof noted with sadness that one of the victims of the January 8 shootings in Tucson, Arizona, during a public meeting held by U.S. Representative Gabrielle Giffords, was an alumnus of UC Santa Cruz. Gabriel Zimmerman graduated in 2002 with a degree in sociology and was director of community outreach for Congresswoman Giffords. The campus has established a scholarship fund in memory of Mr. Zimmerman to support undergraduate students in the social sciences division who are committed to public service.

The University was also mourning the passing the previous month of two notable members of the UC family. Catherine Kerr, widow of President Clark Kerr and former first lady of both the Berkeley campus and the UC system, passed away at the age of 99. Mrs. Kerr exemplified the University's highest standards of excellence and she is remembered for the tremendous dignity she showed in the face of unprecedented challenges to the University and to her husband during his presidency. Her legacy extends far beyond UC and the world of higher education. President Yudof stated that generations to come will enjoy the beauty and magnificence of the San Francisco Bay due in no small part to Mrs. Kerr's foresight and vision in co-founding the Save the Bay organization. She was an extraordinary woman in all that she did and the people of California will be ever in her debt.

Professor Emeritus Lowell Paige also passed away the previous month. He was not only a distinguished member of the UCLA faculty, but also served at the Office of the President as special assistant for governmental relations under Presidents Saxon and Gardner. Upon his retirement, the Regents, in a special resolution, paid tribute to his immeasurable contributions in helping the University fulfill its responsibilities as a public institution dedicated to academic leadership and educational quality.

[The report was mailed to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

3. **REPORT OF THE COMMITTEE ON COMPLIANCE AND AUDIT**

Regent Ruiz presented the following from the Committee's meeting of November 2, 2010:

There were two public speakers who addressed the Committee regarding their concerns about the soundness and adequacy of financial planning and the budget of the School of Social Welfare at UC Berkeley.

There were four discussion items:

A. ***Annual Report on Internal Audit Activities, 2009-10***

Chief Compliance and Audit Officer Vacca presented the Annual Report on Internal Audit Activities for 2009-10. In spite of a reduced number of employee hours during the furlough plan this year, the internal audit program was

productive. The program identified no material deficiencies in the University's internal controls. Ms. Vacca noted areas in which the University could implement more effective controls: information technology and information privacy, segregation of duties, disaster recovery planning, regulatory compliance, and charge capture and billing at the medical centers.

B. *Annual Report of External Auditors for the Year Ended June 30, 2010*

PricewaterhouseCoopers (PwC) representative Joan Murphy presented the Annual Report of External Auditors for the Year Ended June 30, 2010. Report topics included the adoption of Governmental Accounting Standards Board (GASB) Statements 51 and 53, concerning accounting and financial reporting for intangible assets and derivative instruments, respectively; the University's estimates for medical center reserves for third-party payer settlement liabilities; the University's valuation of non-marketable securities and non-agency mortgage-backed securities in its investment portfolio; and recommendations for improvement of controls. PwC did not detect any significant deficiencies or material weaknesses.

C. *Working Smarter Initiative: UCLA/UCSB Partnership*

Chief Financial Officer Taylor recalled that the Working Smarter Initiative seeks to develop a shared administrative framework for the ten campuses. He reported that the University has established the UC Strategic Investment Program, designed to provide campuses with support for equipment financing, strategic retention efforts, and cross-campus collaborations. In one such collaboration now under way, the Santa Barbara campus will migrate to the UCLA financial system over three years. After this migration, four UC locations will share the same financial systems – UCLA, UC Santa Barbara, UC Merced, and the Office of the President. UCSB will acquire functionality in financial systems, e-procurement, accounting, budget, and reporting which it currently does not have, as well as other advantages.

D. *Payroll System Replacement Project*

Project Director Anthony Lo outlined the background and goals of the payroll system replacement project. The University has conducted an extensive inventory of its existing payroll processes. Stakeholders have been engaged in this work and supportive. Because the existing payroll system also fulfills human resources, accounting, and benefits calculation functions for some campuses, the scope of the project is broader than the payroll function. The University is seeking opportunities for centralization and considering potential outsourcing of some activities. Mr. Lo outlined information to be included in an interim report by December 31, 2010, including a cost estimate and timeline. He anticipated that final definition of requirements, vendor selection, and resource planning would occur in the following year.

Upon motion of Regent Ruiz, duly seconded, the report of the Committee on Compliance and Audit was accepted.

4. **REPORT OF THE COMMITTEE ON COMPENSATION**

The Committee presented the following from its meeting of January 20, 2011:

A. ***Individual Compensation Actions***

(1) ***Term Appointment of and Total Compensation for David H. Hosley as Interim Vice Chancellor – University Relations, Merced Campus***

Background to Recommendation

Approval was requested for the term appointment of and compensation for David H. Hosley, who has been asked by the Chancellor to extend his service as Interim Vice Chancellor – University Relations, Merced campus, for an additional one-year period, effective February 1, 2011 to January 31, 2012, or until the appointment of a permanent Vice Chancellor – University Relations, whichever occurs first. This request is in response to the resignation of the prior incumbent, effective January 4, 2010, to pursue a new career path.

Mr. Hosley joined UC Merced in 2008 as President of the Great Valley Center, a not-for-profit entity headquartered in Modesto and affiliated with the Merced campus. His service as Great Valley Center President terminated effective September 1, 2010. Mr. Hosley, a seasoned fundraiser with a strong background in communications, governmental relations, and administration, assumed the Interim Vice Chancellor post on February 1, 2010. In his term as Interim Vice Chancellor, he has made a number of significant contributions to UC Merced. He successfully led targeted fundraising efforts, strengthened the operation of the University Relations office, and continues to build relationships in the public, private, and educational sectors for the campus throughout the San Joaquin Valley and in Sacramento. During this additional one-year assignment, Mr. Hosley will continue to be responsible for the broad areas of fundraising, communications, and governmental relations as well as for the further development of a strategic plan for University Relations.

The campus requested that Mr. Hosley continue to receive his current annual base salary of \$201,000 as Interim Vice Chancellor – University Relations. The proposed base salary of \$201,000 is 28.8 percent below the current market median of \$282,428. Market data are provided by Mercer Human Resource Consulting, which include data from the 2009/2010 College and University Professional Association (CUPA) Administrative Compensation Survey. In addition, the proposed base is 8.1 percent below

the midpoint for SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000) and 24.7 percent below the average base salary of \$266,938 for the Vice Chancellor – University Relations at the other UC locations.

This position is funded 100 percent by UC general funds provided by the State.

Recommendation

The Committee recommended approval of the following items in connection with the term appointment of and compensation for David H. Hosley as Interim Vice Chancellor – University Relations, Merced campus:

- a. Per policy, term appointment of David H. Hosley as Interim Vice Chancellor – University Relations, Merced campus.
- b. Per policy, annual base salary of \$201,000 at SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- c. This appointment is at 100 percent time and, upon approval, will be effective February 1, 2011 through January 31, 2012, or until the appointment of a permanent Vice Chancellor – University Relations, whichever occurs first.

Recommended Compensation

Effective Date: February 1, 2011

Base Salary: \$201,000

Total Cash Compensation: \$201,000

Grade Level: SLCG Grade 107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

Median Market Data: \$282,428

Funding Source: State Funds

Percentage Difference from Market: 28.8 percent below market

Budget &/or Prior Incumbent Data

Title: Interim Vice Chancellor, University Relations

Base Salary: \$201,000

Total Cash Compensation: \$201,000

Grade Level: SLCG Grade 107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

Funding Source: State Funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UC Merced Chancellor Kang
Reviewed by: President Yudof
Compensation Committee Chair Varner
Office of the President, Human Resources

(2) *Annual Merit Increases for Members of the Senior Management Group at the Lawrence Berkeley National Laboratory*

Background to Recommendation

On July 29, 2010, the Lawrence Berkeley National Laboratory received approval from the U.S. Department of Energy for a salary budget allocation of four percent for federal fiscal year 2011. The allocation includes 2.8 percent for merit increases, one percent for reclassifications and equity adjustments, and 0.2 percent for promotions throughout the year.

The Laboratory, in attempting to balance the need to remain competitive with the need to control costs, has used only 2.98 percent of the allocated budget. Merit increases across the Laboratory totaled 2.66 percent of payroll, reclassifications and equity adjustments totaled 0.28 percent, and only 0.04 percent was used for promotions. None of these actions were at the Senior Management Group level.

Recommendation

The Committee recommended approval of merit increases for Senior Management Group (SMG) members at the Lawrence Berkeley National Laboratory, as proposed by the Laboratory Director and as presented below.

In accordance with the approval authority guidelines approved by the Regents at their September 2008 meeting, and with the SMG Salary and Appointment Policy also approved by the Regents at their September 2008 meeting, compensation for SMG employees at the Laboratory is presented for Regental approval. Additional merit increases under the authority of the President and the Laboratory Director will be presented in the Bi-monthly Transaction Monitoring Report for March 2011.

All merit increases at the Laboratory will be made with funds provided by the U.S. Department of Energy's four percent salary budget allocated for fiscal year 2011, including 2.8 percent for merit increases. The average increase for the SMG population listed below is 2.5 percent. Except as shown below, the effective date of the increases is October 1, 2010.

NAME	JOB TITLE	PREVIOUS BASE SALARY	PERCENT INCREASE	NEW BASE SALARY
Falcone, Roger W.	Associate Laboratory Director – Photon Sciences	\$274,008	1.8%	\$278,940
Siegrist, James L.	Associate Laboratory Director – General Sciences	\$283,572	2.5 %	\$290,664
Fernandez, Jeffrey A.	Management IV – Chief Financial Officer	\$266,472	2.8 %	\$273,936
Krupnick, James T.	Associate Laboratory Director and Chief Operating Officer	\$307,908	3.2 % merit 2.7% equity	\$326,372
Blair, Jeffrey	Management III – Laboratory Counsel	\$260,004	2.8 % ¹	\$267,288

Except as expressly modified by the Regents above, the University's total compensation commitment for the aforementioned employees remains unchanged. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Submitted by: Laboratory Director Alivisatos
Reviewed by: President Yudof
Compensation Committee Chair Varner
Office of the President, Human Resources

(3) ***Salary Adjustments for Key Senior Management Group Positions in the Chief Financial Officer Organization, Office of the President***

Background to Recommendation

Approval was requested for salary adjustments for Chief Risk Officer Grace Crickette, Assistant Vice President – Financial Services and Controls Dan Sampson, and Executive Director – Capital Markets Finance Sandra Kim, Office of the President, to be effective upon approval.

¹ Effective date of merit increase for Jeffrey Blair is November 3, 2010, six months after appointment effective date of May 3, 2010. Per Lawrence Berkeley National Laboratory salary administration guidance, employees hired, promoted or reclassified after April 1 are eligible to receive a merit increase after a six-month period.

Ms. Crickette, Mr. Sampson, and Ms. Kim have historically received an individualized incentive equal to ten percent of their annual base salary. All three incumbents continue to consistently exceed performance expectations established at the time of their respective appointments; however, elimination of the incentive component due to the introduction of a standardized, systemwide incentive/bonus architecture limiting participation in such plans has left a void in the pay-for-performance model. The requested ten percent increase to base salary will provide compensation to recapture the incentive pay opportunity that was eliminated. The ten percent increase to base salary will affect each person's base salary as reflected below:

<u>Name</u>	<u>Base Salary</u>	<u>Proposed Base Salary</u>
Grace Crickette	\$196,700	\$216,370
Dan Sampson	\$213,200	\$234,520
Sandra Kim	\$225,000	\$247,500

The source of funds is State General Funds.

Recommendation

The Committee recommended approval of the following:

- a. A ten percent increase to base salary for the following Senior Management Group members, Office of the President:
 - i. Grace Crickette as Chief Risk Officer, SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100), resulting in an annual base salary of \$216,370 and elimination of any incentive pay component.
 - ii. Dan Sampson as Assistant Vice President – Financial Services and Controls, SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000), resulting in an annual base salary of \$234,520 and elimination of any incentive pay component.
 - iii. Sandra Kim as Executive Director – Capital Markets Finance, SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000), resulting in an annual base salary of \$247,500 and elimination of any incentive pay component.
- b. Continuation of their respective appointments at 100 percent time.

c. Effective upon approval.

Recommended Compensation – GRACE CRICKETTE

Effective Date: Upon approval

Base Salary: \$216,370

Total Cash Compensation: \$216,370

Grade Level: SLCG Grade 106

(Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100)

Median Market Data: no match

Funding Source: 100 percent State Funds

Percentage Difference from Market: Not applicable

Budget &/or Prior Incumbent Data

Title: Chief Risk Officer

Base Salary: \$196,700

Funding Source: 100 percent State Funds

Recommended Compensation – DAN SAMPSON

Effective Date: Upon approval

Base Salary: \$234,520

Total Cash Compensation: \$234,520

Grade Level: SLCG Grade 107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

Median Market Data: no match

Funding Source: 100 percent State Funds

Percentage Difference from Market: Not applicable

Budget &/or Prior Incumbent Data

Title: Assistant Vice President, Financial Services and Controls

Base Salary: \$213,200

Funding Source: 100 percent State Funds

Recommended Compensation – SANDRA KIM

Effective Date: Upon approval

Base Salary: \$247,500

Total Cash Compensation: \$247,500

Grade Level: SLCG Grade 107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

Median Market Data: no match

Funding Source: 100 percent State Funds

Percentage Difference from Market: Not applicable

Budget &/or Prior Incumbent Data

Title: Executive Director, Capital Markets Finance

Base Salary: \$225,000

Funding Source: 100 percent State Funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: **Executive Vice President and Chief Financial Officer Taylor**

Reviewed by: **President Yudof**
 Compensation Committee Chair Varner
 Office of the President, Human Resources

- (4) ***Re-slotting, Title Change, and Appointment of and Compensation for John Wilton as Vice Chancellor – Administration and Finance, Berkeley Campus***

Background to Recommendation

The UC Berkeley Vice Chancellor – Administration and Finance, as the senior executive for administration, finance, and resource management, partners directly with the Chancellor and Executive Vice Chancellor and Provost in setting the campus' long-range administrative and financial goals and takes a strong leadership role in the management of the campus, the development of campus policies, and the distribution and utilization of financial, capital, and human resources. The Vice Chancellor – Administration and Finance supports all phases of the Berkeley campus' academic, capital, and financial planning and budgeting processes, as well as the development of strategic planning and management processes that integrate space, fiscal, and human resource considerations to advance the campus' instructional, research, and public service missions and operational excellence.

The Berkeley campus engaged an executive search firm to conduct a national search for the key leadership position of Vice Chancellor – Administration and Finance after the departure of the previous incumbent, Nathan Brostrom, who served as Vice Chancellor – Administration until

January 31, 2010. Following an exhaustive search, John Wilton was selected for his proven outstanding finance and organizational leadership skills. The campus requested approval of his appointment and compensation, as well as the re-slotting and title change for Mr. Wilton as Vice Chancellor – Administration and Finance, Berkeley campus, effective upon approval. This position is funded 100 percent by UC general funds provided by the State.

The previous incumbent was slotted at SLCG Grade 110 as Vice Chancellor – Administration. The responsibilities of the role have expanded significantly to include leading and implementing a critical operational change initiative for the Berkeley campus and a major cost and workforce restructuring strategy expected to realize \$75 million in annual permanent savings over the next two to three years. At a time of continuing resource constraints, the Vice Chancellor – Administration and Finance will lead the implementation of Berkeley's Operational Excellence effort, a transformational change program composed of several campus-wide initiatives to reduce costs, improve services, and manage institutional risk in the areas of procurement, information technology, energy, student services, organizational simplification, high-performance culture, and financial management. The title Vice Chancellor – Administration and Finance better reflects the scope and scale of both the financial and administrative roles and responsibilities of this position today.

Given the severe financial strains facing the University of California and the challenges they create for the Berkeley campus to sustain its academic preeminence, it is critical to have outstanding leadership in this portfolio. The campus was advised by Spencer Stuart, its search consultants, that the pool of individuals with the skills required to take on financial and administrative roles of this scope and scale is limited. Spencer Stuart identified attracting "best-in-class" finance leaders as a major challenge and found that comparable positions at Berkeley's peer institutions were compensated on average over \$200,000 more than Berkeley could reasonably offer. Comparable leaders at institutions such as Columbia, Ohio State, University of Michigan, and University of Pittsburgh draw salaries ranging from \$412,000 to more than \$600,000. The resulting proposed salary of \$375,000 was benchmarked to recent "best-in-class" finance appointments within the UC Office of the President and a recent similar appointment at UCSF.

Mr. Wilton brings more than 25 years of financial experience to this position, and his areas of expertise are critical to campus operations. At Farallon Capital Management last year, Mr. Wilton's earnings, as a combination of bonus and base salary, were approximately three times the proposed Berkeley salary. Based on the scope of duties, the criticality of

the Vice Chancellor – Administration and Finance function and current market competition, the campus proposed an annual base salary of \$375,000. According to Mercer Human Resource Consulting and the 2009/2010 College and University Professional Association (CUPA) Administrative Compensation Survey, market data range from a median of \$318,085 to \$368,130 (75th percentile). Mr. Wilton's unique skill sets and the difficulty in the recruitment efforts required that the campus compensate him near the 75th percentile. The proposed base salary of \$375,000 is approximately two percent above the market 75th percentile of \$368,130 and approximately nine percent above the salary range midpoint of \$344,000.

Recommendation

The Committee recommended approval of the following items in connection with the re-slotting, title change, appointment of and compensation for John Wilton as Vice Chancellor – Administration and Finance, Berkeley campus:

- a. Appointment of John Wilton as Vice Chancellor – Administration and Finance, Berkeley campus.
- b. Per policy, an annual base salary of \$375,000.
- c. Re-slotting of the position from SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500) to SLCG Grade 111 (Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100).
- d. Title change from Vice Chancellor – Administration to Vice Chancellor – Administration and Finance.
- e. This appointment is at 100 percent time and effective upon approval.

Recommended Compensation

Effective Date: Upon approval

Base Salary: \$375,000

Total Cash Compensation: \$375,000

Grade Level: SLCG Grade 111

(Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100)

Market Median Data: \$318,085

Percentage Difference from Market Median: 17.9 percent above market

Market Data (75th Percentile): \$368,130

Percentage Difference from Market 75th Percentile: two percent above market

Funding Source: UC general funds

Budget &/or Prior Incumbent Data

Title: Vice Chancellor – Administration

Base Salary: \$283,100

Total Cash Compensation: \$283,100

Grade Level: SLCG Grade 110

(Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500)

Funding Source: UC general funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCB Chancellor Birgeneau
Reviewed by: President Yudof
Compensation Committee Chair Varner
Office of the President, Human Resources

Upon motion of Regent Varner, duly seconded, the recommendations of the Committee on Compensation were approved.

5. **REPORT OF THE COMMITTEE ON EDUCATIONAL POLICY**

The Committee presented the following from its meeting of January 19, 2011:

Resolution Regarding Individualized Review and Holistic Evaluation in Undergraduate Admissions

The Committee recommended that the following resolution be adopted:

WHEREAS, the University of California is committed to achieving excellence and inclusiveness in its undergraduate student body; and

WHEREAS, in May 1988, the Regents adopted a Policy on Undergraduate Admissions that states in part that "Mindful of its mission as a public institution, the University of

California...seeks to enroll, on each of its campuses, a student body that demonstrates high academic achievement or exceptional personal talent and that encompasses the broad diversity of...backgrounds characteristic of California;" and

WHEREAS, in 2002, the University, acting on the recommendation of the Academic Senate, implemented an application evaluation procedure that calls for campuses to utilize a broad range of criteria to assess each applicant's academic and personal achievement in the context of opportunities; and

WHEREAS, proper evaluation of applicants' achievements in the context of opportunity requires that information about their schools and community be available in a uniform manner, and several campuses have made considerable progress in accomplishing this through the use of extensive school-based information; and

WHEREAS, evaluation of applicants' achievement in the context of opportunities and challenges requires that a trained reader examine the entire application in considering personal achievements, challenges, leadership, and contributions to applicants' communities alongside context information; and

WHEREAS, a form of Comprehensive Review in which the reader produces a single holistic score based on all information in the applicant's file has been shown to thoroughly evaluate each applicant's achievement in relation to opportunities and challenges; and

WHEREAS, the Regents expect the Office of the President, in consultation with the Academic Senate and local admissions committees, to exercise leadership in the realization of best practices in undergraduate admissions;

NOW, THEREFORE, BE IT RESOLVED that the Regents direct the President, in consultation with the Academic Senate and campus admissions professionals, to ensure that all applicants receive an individualized review that ensures trained readers examine applicants' full files to evaluate their accomplishments in the context of opportunity;

BE IT RESOLVED that the Regents direct the President, in consultation with the Academic Senate and campus admissions professionals, to continue to research and develop a database to be used with the human read of every application that provides background on the available opportunities and challenges faced by the applicant within his or her school and community;

BE IT RESOLVED that the Regents direct the President, in consultation with the Academic Senate, to affirm that single-score holistic evaluation is the expected implementation of Comprehensive Review, while allowing flexibility for campuses that can demonstrate that alternate approaches employed by their campuses are equally effective in achieving campus and University goals;

BE IT RESOLVED that University of California campuses must remain committed to recruiting students from the full range of California high schools and regions in order to achieve the potential of the University's admission policy for California's students;

AND BE IT FURTHER RESOLVED that the Regents direct the President to annually report to the Board on the progress of these initiatives on each campus.

Upon motion of Regent Island, duly seconded, the recommendation of the Committee on Educational Policy was approved.

6. **REPORT OF THE COMMITTEE ON GOVERNANCE**

The Committee presented the following from its meeting of January 20, 2011:

A. ***Dates of Regents Meetings for 2012***

The Committee recommended that the following dates of Regents meetings for 2012 be approved.

2012

January 17-19

March 27-29

May 15-17

July 17-19

September 11-13

November 13-15

B. ***Amendment of the Schedule of Reports to the Regents***

The Committee recommended that the Schedule of Reports be amended, as shown in Attachment 1.

C. ***Appointment of Member to the Investment Advisory Group***

The Committee recommended that T. Gary Rogers be appointed to the Investment Advisory Group for a term to begin February 1, 2011 and to end January 31, 2015.

Upon motion of Regent Lozano, duly seconded, the recommendations of the Committee on Governance were approved.

7. **REPORT OF THE COMMITTEE ON GROUNDS AND BUILDINGS**

The Committee presented the following from its meeting of January 18, 2011:

A. ***Approval of the Budget for Capital Improvements and the Capital Improvement Program and Approval of External Financing, Landfair and Glenrock Apartments Redevelopment, Los Angeles Campus***

The Committee recommended that:

- (1) The 2010-11 Budget for Capital Improvements and the Capital Improvement Program be amended to include the following project:

Los Angeles campus: Landfair and Glenrock Apartments Redevelopment – preliminary plans, working drawings, construction, and equipment – \$57,538,000, to be funded from external financing (\$56,340,000) and Los Angeles Housing System reserves (\$1,198,000).

- (2) The scope of this project shall be substantially as follows: This project replaces aged apartment buildings on four owned properties near campus on Landfair and Glenrock Avenues. It constructs 104 apartment units with 367 beds for upper-level undergraduate and transfer students. The number of available bed spaces would increase by 126, from 241 to 367. Unit types would be mostly two-bedroom, two-bathroom units, with some one-bedroom and studio units.
- (3) The President be authorized to obtain external financing not to exceed \$56,340,000 to finance the Landfair and Glenrock Apartments Redevelopment project. The Los Angeles campus shall satisfy the following requirements:
 - a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. Repayment of any debt shall be from the general revenues of the Los Angeles campus and as long as the debt is outstanding, general revenues shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
 - c. The general credit of the Regents shall not be pledged.
- (4) The President be authorized to execute all documents necessary in connection with the above.

B. *Approval of the Budget for Capital Improvements and the Capital Improvement Program and Approval of External Financing, Tercero Student Housing Phase 3, Davis Campus*

The Committee recommended that:

- (1) The 2010-11 Budget for Capital Improvements and the Capital Improvement Program be amended to include the following project:

Davis campus: Tercero Student Housing Phase 3 – preliminary plans, working drawings, construction, and equipment – \$80,243,000, to be funded from external financing (\$60,182,000) and the Davis Housing System reserves (\$20,061,000).

- (2) The scope of the Tercero Student Housing Phase 3 project shall include approximately 216,108 assignable square feet which is anticipated to accommodate 1,200 beds.
- (3) The President is authorized to obtain external financing not to exceed \$60,182,000 to finance the Tercero Student Housing Phase 3 project. The Davis campus shall satisfy the following requirements:
 - a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. Repayment of any debt shall be from the general revenues of the Davis campus and as long as the debt is outstanding, general revenues shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
 - c. The general credit of the Regents shall not be pledged.
- (4) The President be authorized to execute all documents necessary in connection with the above.

C. *Approval of Partial Preliminary Plans Funding, Lower Sproul Projects, Berkeley Campus*

The Committee recommended that:

- (1) The 2010-11 Budget for Capital Improvements and the Capital Improvement Program be amended to include the following project:

Berkeley campus: Lower Sproul Projects – preliminary plans – \$7,098,000 from campus funds.
- (2) The President be authorized to execute all documents necessary in connection with the above.

D. *Amendment of the Budget for Capital Improvements and the Capital Improvement Program, Approval of External Financing, Certification of Environmental Impact Report, and Approval of Design, Solar Energy Research Center Project, Berkeley Campus and Lawrence Berkeley National Laboratory*

- (1) The Committee recommended that:
- a. The 2010-11 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: Berkeley campus: Helios Energy Research Facilities East site project: preliminary plans, working drawings, and construction – \$54,400,000 to be funded from State lease revenue bonds (\$30,000,000) and gifts and grants (\$24,400,000).

To: Berkeley campus and Lawrence Berkeley National Laboratory: Solar Energy Research Center: preliminary plans, working drawings, and construction – \$54,400,000 to be funded from State lease revenue bonds (\$30,000,000), external financing (\$14,400,000), and grants (\$10,000,000).
 - b. The project scope is consistent with the scope approved by the Regents in September 2009. The Solar Energy Research Center will construct a 38,940 gross square foot building to house research focused on nanoscale photovoltaic and electrochemical solar energy systems; to be constructed on Regents-owned property within the Lawrence Berkeley National Laboratory site.

Additions shown by underscoring; deletions shown by strikethrough

- c. The President be authorized to obtain external financing not to exceed \$14,400,000 to finance the Solar Energy Research Center project. Lawrence Berkeley National Laboratory shall satisfy the following requirements:
 - i. Interest only, based on the amount drawn down, shall be paid on the outstanding balance during the construction period.
 - ii. As long as the debt is outstanding, the distributions from donations received for the project established for the program shall be maintained to pay a portion of the debt service and to meet the related requirements of the financing to the extent possible. In addition, the Lawrence Berkeley National Laboratory will submit a Facilities Capital Cost of Money proposal as the repayment source in accordance with Department of Energy Contract 31 Clause H.4a and Federal Acquisition Regulation (FAR) 31.205-36(b)(3) requirements to also pay a portion of the debt service.

- iii. The general credit of the Regents shall not be pledged.
 - ~~d. The President be authorized to obtain interim financing not to exceed \$14,400,000 prior to awarding a construction contract for any gift funds not received by that time and subject to the following conditions:~~
 - ~~i. Interest only, based on the amount drawn down, shall be paid on the outstanding balance during the construction period,~~
 - ~~ii. Repayment of any debt shall be from gift funds. If the gift funds are insufficient, and some or all of the debt remains outstanding, then the Berkeley campus' share of the University Opportunity Fund shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing, and~~
 - ~~iii. The general credit of the Regents shall not be pledged.~~
 - d. The President be authorized to execute all documents necessary in connection with the above.
- (2) Upon review and consideration of the environmental consequences of the proposed project, the Committee reported its:
- a. Certification of the Environmental Impact Report.
 - b. Adoption of the Findings and Statement of Overriding Considerations.
 - c. Approval of the design of the Solar Energy Research Center Project.

[The Environmental Impact Report, Findings, and Statement of Overriding Considerations were mailed to Committee members in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

- E. ***Amendment of Standing Order 100.4, Duties of the President of the University, to Extend the Pilot Phase of the Process of Redesign for Capital Improvement Projects, and Amendment of Regents Policy 8102 on Approval of Design, Long Range Development Plans and the Administration of the California Environmental Quality Act***

The Committee recommended that:

- (1) Following service of appropriate notice, Standing Order 100.4(q)(2) and Standing Order 100.4(nn)(2) be amended, as shown in Attachment 2, to extend the pilot phase of the Delegated Process for Capital Improvement Projects to March 31, 2014. This item constitutes the notice of proposed amendments that is required pursuant to Standing Order 130.1.
- (2) Regents Policy 8102: Approval of Design, Long Range Development Plans and the Administration of the California Environmental Quality Act, be amended as shown in Attachment 3.

Upon motion of Regent Schilling, duly seconded, the recommendations of the Committee on Grounds and Buildings were approved.

8. **REPORT OF THE COMMITTEE ON OVERSIGHT OF THE DEPARTMENT OF ENERGY LABORATORIES**

The Committee presented the following from its meeting of January 20, 2011:

Resolution to Exclude Access to Classified Information for Certain Regents

The Committee recommended that the following resolution pertaining to the University's respective Department of Defense and Department of Energy Facility Security Clearances be adopted:

WHEREAS, current Department of Defense and Department of Energy regulations contain a provision making it mandatory that the Chairman of the Board, Chief Executive Officer, and those other officers and officials who are to have access to classified information meet the personnel clearance requirements established for a contractor's facility clearance; and

WHEREAS, said regulations permit the exclusion from the personnel clearance requirements of certain members of the Board of Regents, provided that this action is recorded in the University Regents' Board Minutes;

NOW, THEREFORE, BE IT RESOLVED that the Chairman of the Board, at least a quorum of the Board of Regents, and the President at the present time do possess, or will be processed for, the required security clearance; and

BE IT RESOLVED that in the future, when any individual enters upon any duties as Chairman of the Board, as a replacement for one of the cleared quorum of the Board, or as the Chief Executive Officer, such individual shall immediately make application for the required security clearance; and

BE IT RESOLVED FURTHER that the following members of the Board of Regents shall not require, shall not have, and shall be effectively excluded from access to all classified information in the possession of the Corporation and that the following members do not

occupy positions that would enable them to affect adversely Corporate policies or practices in the performance of classified contracts for the Department of Defense, U.S. Department of Energy or contracts with other Federal User Agencies of the National Industrial Security Program:

<u>NAME</u>	<u>TITLE</u>
Jesse Cheng	Student Regent
Bruce Hallett	Regent-designate
Lori Pelliccioni	Regent-designate
Odessa Johnson	Regent
John A. Pérez	Ex-officio Regent

Upon motion of Regent Pattiz, duly seconded, the recommendation of the Committee on Oversight of the Department of Energy Laboratories was approved.

9. **REPORT OF THE COMMITTEES ON GOVERNANCE AND OVERSIGHT OF THE DEPARTMENT OF ENERGY LABORATORIES**

The Committees presented the following from their meeting of January 20, 2011:

A. ***Amendment of Regents Policy 7104: Procedure for Appointment of Laboratory Directors***

The Committee on Oversight of the Department of Energy Laboratories recommended that Regents Policy 7104, Procedure for Appointment of Laboratory Directors, be amended as shown in Attachment 4.

B. ***Amendment of Standing Order 100.4, Duties of the President of the University, to Authorize the President to Execute Certain Amendments to the Department of Energy Contract for the Lawrence Berkeley National Laboratory***

The Committee on Oversight of the Department of Energy Laboratories recommended that:

- (1) Standing Order 100.4(dd)(2) be amended as shown in Attachment 5.
- (2) Pursuant to Bylaw 7.3, the notice requirement in Standing Order 130.1 be suspended.

Upon motion of Regent Pattiz, duly seconded, the recommendations of the Committee on Oversight of the Department of Energy Laboratories were approved.

10. REPORT OF INTERIM ACTIONS

Secretary and Chief of Staff Griffiths reported that, in accordance with authority previously delegated by the Regents, interim action was taken on routine or emergency matters as follows:

- A. The Chair of the Board, the Chair of the Committee on Finance and the President of the University approved the following recommendation:

Participation in OpenADR Alliance, Lawrence Berkeley National Laboratory

- (1) The Regents authorize participation of the University as a sponsor member of a California non-profit mutual benefit corporation, named the OpenADR Alliance (“Corporation”).
- (2) The Regents authorize the President, in consultation with the General Counsel, to execute all documents necessary for the University to become a sponsor member of the Corporation, including, without limitation, authority to agree to the Member Agreement Terms and Conditions.

- B. The Chair of the Committee on Compensation and the President of the University approved the following recommendations:

- (1) ***Salary Adjustment, Title and Personnel Program Change for Joseph I. Castro as Vice Chancellor – Student Academic Affairs, San Francisco Campus***

Background to Recommendation

UCSF requested approval of a title and personnel program change plus a salary adjustment for Joseph I. Castro as Vice Chancellor – Student Academic Affairs. The proposed base salary of \$235,000 was to acknowledge the increased scope and responsibilities of his new role, and to reflect the significant skills, knowledge, expertise, value, and credibility he brings to the University.

It was proposed that his new position also be slotted in SLCG Grade 107 and that he be moved to the Senior Management Group (SMG) program from the Management and Senior Professional (MSP) program. Mr. Castro’s academic appointment as a non-tenured (without salary) adjunct professor in the Department of Family and Community Medicine, School of Medicine, was continued without change.

Reporting directly to the Executive Vice Chancellor and Provost (EVCP), Mr. Castro’s role has expanded since his original classification responsibilities, as follows:

- Leadership responsibility over five strategically important areas for UCSF: Education initiatives; K-12 and inter-segmental partnerships; climate, culture and inclusion initiatives; University and community partnerships, and Western Association of Schools and Colleges (WASC) Accreditation.
- Acting as primary advisor to the Chancellor and EVCP on all matters related to students, including:
 - The systemwide Climate, Culture and Inclusion Committee, including representing the Chancellor and EVCP in interactions with Chancellor's committees on campus climate, culture, and inclusion issues.
 - K-12 and intersegmental (CSU and CCC) partnerships. Leads the UCSF/San Francisco Unified School District Partnership. Acts as primary liaison with the Hispanic Association of Colleges and Universities.
 - Representing the Chancellor and EVCP in meetings with local, State, and federal elected officials who request information about student or education-related issues.
 - Acting as primary advisor to the Chancellor and EVCP on University and community partnerships, and providing leadership for community partnership initiatives that strengthen the campus' relationships with the San Francisco community.
- Providing strategic leadership for campus-wide education initiatives, including new efforts to enhance educational infrastructure, advance inter-professional health education and increase student support. Co-leading, with the Development Office, the formulation and implementation of the plan for the new fundraising campaign that will help the campus continue recruiting and retaining the most talented and diverse students.

Original responsibilities, which continue to be part of the portfolio of Mr. Castro, include the following:

- Oversight of the operations of Admissions and Registrar, Center for Science and Education Outreach, Educational Technology Services, Institutional Research, International Students and Scholars Office, Mission Bay Student Services, Student Financial Services, Student Health and Counseling Services, Student Information Systems, Student Life/Student Disability Services/Career and Professional Development, University and Community Partnerships, and UCSF/San Francisco Unified School District Partnership.

- Responsibility for interpreting University, federal, State and other policies and regulations, as well as development and implementation of campus-wide procedures consistent with applicable policies.
- Coordination of Student Academic Affairs activities with other campus and University officials, as well as facilitating communication, clarifying jurisdictional boundaries of responsibility, and designing procedures to manage the interface between various administrative and academic units.

In addition to his responsibilities, Mr. Castro is respected by his colleagues and has the reputation of being a collaborative and effective leader. Mr. Castro has served as the UCSF Vice Provost for Student Academic Affairs since 2006 in an exemplary manner. His UCSF contributions are a reflection of his 20-year UC career, serving in leadership positions within the UC system at the Berkeley, Davis, Merced, and Santa Barbara campuses as well as at the Office of the President.

Compensation analysis shows that the traditional activities associated with Vice Chancellors – Student Academic Affairs carry heightened scope and complexity at an academic institution that focuses exclusively on graduate programs in the health sciences. UCSF's graduate students are keen and aggressive consumers of student services and the demand for program excellence is significantly high. Additionally, the Vice Chancellor – Student Academic Affairs position at UCSF carries some non-traditional programmatic and advisory responsibilities to the Chancellor, lending added scope and complexity. Average pay for Vice Chancellor – Student Academic Affairs positions at the nine other campuses is \$207,867. At the four other campus locations with schools of medicine, the average pay for this position is \$217,100. The College and University Professional Association (CUPA) 2009-10 Administrative Salary Survey custom cut of 26 institutions reports median pay for chief student affairs officers as \$216,944. Given the added complexity of operating in a graduate, health sciences environment as well as the geographic salary pressures of the San Francisco Bay Area, the requested salary of \$235,000 was appropriately aligned to both the market and internal peers. This position may be split-funded through both State and non-State funds.

Recommendation

The following items were approved in connection with the title change, personnel program change, and salary adjustment for Joseph I. Castro, Vice Chancellor – Student Academic Affairs, San Francisco campus:

- a. Title change from Vice Provost – Student Academic Affairs to Vice Chancellor – Student Academic Affairs at 100 percent time.
- b. Per policy, a salary adjustment of 11.1 percent from \$211,500 to \$235,000.
- c. Personnel program change to the Senior Management Group (SMG) from the Management and Senior Professional (MSP) program.
- d. Continued slotting at SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- e. Effective upon approval.

Recommended Compensation**Effective Date:** Upon approval**Base Salary:** \$235,000**Total Cash Compensation:** \$235,000**Grade Level:** SLCG Grade 107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

Median Market Data: \$216,944**Funding Source:** Partially funded through State funds**Percentage Difference from Market:** 8.3 percent above market**Budget &/or Prior Incumbent Data****Base Salary:** \$211,500**Grade Level:** SLCG Grade 107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

Funding Source: Partially funded through State funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, continued eligibility to participate in the University of California Home Loan Program, Mortgage Origination Program (MOP). Eligible for a Supplemental Home Loan Program (SHLP) allocation up to \$50,000 repayable over ten years at a fixed interest rate of three percent, subject to Regental approval. The proposed loan will comply with all University/campus normal program parameters.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCSF Chancellor Desmond-Hellmann
Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources

(2) *Recall from Retirement, Appointment of and Compensation for Stanley E. Nosek as Interim Vice Chancellor – Research, Davis Campus*

Background to Recommendation

Action under interim authority was requested for the recall from retirement and approval of the appointment of and compensation for Stanley E. Nosek as the Interim Vice Chancellor – Research, Davis campus, effective immediately upon approval. The recently appointed Interim Vice Chancellor – Research, Charles E. Hess, had announced that he must step down from the position immediately due to health concerns. Due to this unforeseen circumstance, it was critical that the campus receive approval to appoint Mr. Nosek as the Interim Vice Chancellor – Research, effective immediately upon approval.

UC Davis has concluded its national recruitment to permanently fill the position of Vice Chancellor – Research and the permanent Vice Chancellor will assume the post no later than March 30, 2011. The campus requested approval of an appointment salary for Mr. Nosek of \$237,400, for a period not to exceed five months. This position was recently re-slotted from SLCG Grade 109 to SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500). This urgent request was necessary to provide continuity of leadership and to assist in the transition of the new Vice Chancellor – Research.

Mr. Nosek retired from UC Davis in June 2010, after a long and distinguished career spanning over 30 years. Prior to his retirement, Mr. Nosek was the Vice Chancellor – Administration. As Vice Chancellor – Administration, his portfolio included human resources; accounting and financial services (central storehouse, mail division, materiel management, purchasing and business contracts); architects and engineers; business services (campus events and visitor services, fleet services, reprographics and transportation and parking services); facilities; safety services (emergency/continuity management, occupational health services; environmental health and safety; risk management; institutional

animal care and use and workers' compensation); fire department, and the police department.

As the institutional official for animal care and use, Mr. Nosek worked with campus researchers, animal facility managers, and federal and accrediting agencies to ensure a supportive environment for research while meeting the compliance expectations for the use of animals in research. In addition, Mr. Nosek also played a role on two in-house blue ribbon committees that the Chancellor charged to review research and technology transfer practices on campus, and he participated in the Washington Advisory Group's outside review of research at UC Davis.

In the five-month transition between Professor Hess's departure and Vice Chancellor-designate Harris Lewin's arrival on March 30, 2011, the highest priority of the campus in regard to the Office of Research is maintenance and improvement, where possible, of the administrative infrastructure that supports faculty research and technology transfer efforts. Therefore, Chancellor Katehi deemed it best to turn to Mr. Nosek, an experienced administrator with mature experience at the Vice Chancellor level and with well-respected skill in general administration, human resource management, strategic planning, fiscal oversight, and technology management to assist the campus during this interim period.

The proposed salary is 27.9 percent below the market median base salary of \$329,220. This position is funded 100 percent by State funds.

Recommendation

The following items were approved in connection with the recall from retirement and appointment of and compensation for Stanley E. Nosek as Interim Vice Chancellor – Research, Davis campus:

- a. Per policy, appointment salary of \$237,400, effective immediately upon approval.
- b. Continued slotting at SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500).
- c. Per policy, this appointment will be at 100 percent time for no longer than five months (43 percent time).

Recommended Compensation

Effective Date: Upon approval

Base Salary: \$237,400

Grade Level: SLCG Grade 110

(Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500)

Median Market Data: \$329,220

Funding Source: State funds

Percentage Difference from Market: 27.9 percent below market

Budget &/or Prior Incumbent Data

Base Salary: \$237,400

Grade Level: SLCG Grade 109

(Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

Funding Source: State funds

Additional items of compensation include:

- Per policy, standard health and welfare benefits.
- Per policy, Mr. Nosek plans to sign and accept the Rehired Retiree Waiver Form that will serve to decline participation in the UC Retirement System (UCRS) and allow Mr. Nosek to continue receiving his retirement annuity while receiving compensation related to this appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UC Davis Chancellor Katehi

Reviewed by: President Yudof

Committee on Compensation Chair Varner

Office of the President, Human Resources

- (3) *Contract for Norm Chow as Assistant Football Coach, Los Angeles Campus*

Background to Recommendation

The Los Angeles campus requested interim authority to enter into a new employment contract with Norm Chow for the two years immediately following the period covered by the University's existing contract with him and for an increase in his talent fee. This was requested in an effort to secure, as soon as possible, the continued services of one of the top offensive coaches in collegiate football history. Coach Chow is in his third season as the Bruin offensive coordinator and quarterback coach. He came to UCLA in January 2008 from the National Football League (NFL) Tennessee Titans, where he had served as offensive coordinator for the previous three years, which included coaching the second quarterback to win Offensive Rookie of the Year and the first rookie quarterback to play in the Pro Bowl. Before joining the Titans, Coach Chow spent 32 years

coaching at the collegiate level, winning three national titles, tutoring three Heisman Trophy winners, participating in 27 bowl games, and being named Assistant Coach of the Year three times. Coach Chow has mentored six first round NFL draft picks and one Pro Football Hall of Fame member (Steve Young).

Pending approval of the compensation terms, which exceeded delegated authority, Coach Chow's contract will be extended from February 15, 2011 for an additional two years to February 14, 2013, and his talent fee will be increased from \$140,000 to \$300,000, effective with the new contract. Because these changes to the existing contractual agreement exceed a 30 percent increase in guaranteed compensation under the authority delegated to the Chancellor, this proposal was submitted to the Regents for approval.

This position is funded 100 percent by athletic department revenues and private fundraising. No State or general campus funds are to be used in this arrangement.

Recommendation

The following items were approved in connection with a new employment contract for Norm Chow, Assistant Football Coach, Los Angeles campus:

- a. Duration: The term of this new employment contract will begin February 15, 2011 and will terminate on February 14, 2013. (Coach Chow's existing contract with the University is for the period from January 28, 2008 through February 14, 2011).
- b. Guaranteed Compensation: Effective February 15, 2011, an annual guaranteed compensation of \$550,000 for the duration of the two year contract, comprised of a continuation of existing base salary of \$250,000 and an increase in the annual talent fee from \$140,000 to \$300,000. This represents a 41 percent increase in guaranteed compensation.
- c. Supplemental Performance-Based Compensation:

Athletic Success Incentive Payments: Coach Chow is eligible to earn supplemental compensation for accomplishments achieved during each contract year. This amount will not exceed an annual maximum of \$40,000.

<u>Accomplishment</u>	<u>Amount</u>
Team wins a Bowl Championship Series ("BCS")	\$25,000

Team participates in a BCS Bowl	\$15,000
Team participates in a non-BCS Bowl with a payout of \$1 million or more	\$6,500
Team participates in a non-BCS Bowl with a payout of less than \$1 million.	\$4,000

d. Other:

Eligibility to earn up to \$10,000 per year for participating in summer camps.

Recommended Compensation

Effective Date: February 15, 2011

Guaranteed Compensation:

Base Salary: \$250,000

Talent Fee: \$300,000

Range of Total Incentive/Bonus Awards: \$0 - \$40,000

Range of Summer Camp Income: \$0 to \$10,000

Total Maximum Compensation: \$600,000

Grade Level: Not applicable

Funding Source: Athletic Revenues and Private Fundraising

Budget &/or Prior Incumbent Data

Guaranteed Compensation:

Base Salary: \$250,000

Talent Fee: \$140,000

Retention Bonus: \$250,000 (Paid in spring 2010 per existing contract compensation approved by Regents interim action in February 2008)

Range of Total Incentive Bonus Awards: \$0 - \$40,000

Range of Summer Camp Income: \$0 to \$10,000

Total Maximum Compensation: \$440,000

Funding Source: Athletic Revenues and Private Fundraising

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, continuance of eligibility for one courtesy automobile.

If Coach Chow is terminated for cause under Section VII of the new employment contract (hereinafter "Agreement") between February 15, 2011 and February 14, 2013, all obligations of the University will cease. If Chow is terminated without cause under Section IX of the Agreement between February 15, 2011 and February 14, 2013, the University shall only be obligated to pay Coach Chow the base salary identified in Section IV.A of the Agreement, the talent fee identified in Section IV.D of the Agreement, any earned camp fees identified in Section IV.B of the

Agreement, and any earned bonuses identified in Section IV.E.1 of the Agreement, to the extent such payments would have been due him if the University's right to terminate had not been exercised. All such payments shall be made in the same manner and on the same dates as such payments would have otherwise been made to Coach Chow pursuant to the terms and provisions of the Agreement but for the exercise of the University's right to terminate without cause. In the event that Coach Chow is unable to continue to perform his obligations under the Agreement by reason of illness or some other occurrence beyond his control or that of the University between February 15, 2011 and February 14, 2013, and such inability to perform has continued or will continue beyond a reasonable period of time, as determined by the Director of Intercollegiate Athletics, the Agreement will thereupon terminate and the obligations of the University will cease. If Coach Chow elects to terminate his employment under Section VIII.B of the Agreement between February 15, 2011 and February 14, 2013, the obligations of the University will cease.

If Coach Chow's employment is terminated prior to February 15, 2011, the termination will be governed by the existing contract between the University and Coach Chow. The existing contract contains termination provisions that are substantively the same as those of the new employment contract.

The compensation set forth in the new employment contract described above (for the period from February 15, 2011 through February 14, 2013) and in the University's existing contract with Coach Chow (for the period from January 28, 2008 through February 14, 2011) shall constitute the University's total commitment until modified by the Regents and shall supersede all other 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.

Submitted by: UCLA Chancellor Block
Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources

- (4) ***Approval of Incentive Payment for Claire Pomeroy, Vice Chancellor – Human Health Sciences and Dean – School of Medicine, Davis Campus***

Background to Recommendation

Action under interim authority was requested to expedite the approval of the Clinical Incentive Plan payment for 2009-10 for Claire Pomeroy, Vice Chancellor – Human Health Sciences and Dean – School of Medicine.

Other Clinical incentive awards were approved by the Regents in September. Dr. Pomeroy participates in the Health Sciences Compensation Program (HSCP), consistent with the Academic Policies governing HSCP, and has a “Z” component that is negotiated as a true incentive with objectives that are completely aligned with the objectives of the Clinical Enterprise Management Recognition Plan (CEMRP). Consistent with policies, Dr. Pomeroy may participate in only one incentive plan, the HSCP, and is not a participant in CEMRP. The “Z” payment is a variable payment, based on achievement of annual goals, with a maximum award amount of thirty percent. Dr. Pomeroy’s award amount for the 2009-10 period is \$154,983. The award is calculated as a percentage of base salary (\$468,800) plus “Y” payment (\$75,000) = \$543,800 times the award percentage of 28.5.

The campus also requested approval to establish a new process for approval of Dr. Pomeroy’s “Z” payment for fiscal year 2010-11, and thereafter, by which Dr. Pomeroy’s “Z” payment will be administered by the Administrative Oversight Committee, per the September Regental action. This payment is a clinically-aligned incentive payment under the HSCP. The campus believed that review and approval by the Administrative Oversight Committee was most appropriate consistent with policy and the recent Regental action.

Dr. Pomeroy is graded at SLCG Grade 113 (Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100).

This position is funded 100 percent from Health System Clinical Revenue.

Recommendation

The following items were approved in connection with approval of the Clinical Incentive Payment for Claire Pomeroy as Vice Chancellor – Human Health Sciences and Dean – School of Medicine, Davis campus:

- a. Per policy, approval of clinical incentive payment of \$154,983 for the 2009-10 award period.
- b. Per policy, beginning with fiscal year 2010-11, and continuing thereafter, approval of Dr. Pomeroy’s annual incentive award (specifically, the “Z” component under the Health Sciences Compensation Plan) will be administered by the Administrative Oversight Committee, consistent with the terms and conditions of the Clinical Enterprise Management Recognition Plan.

Recommended Compensation**Effective Date:** Upon approval**Base Salary:** \$468,800**“Y” Payment:** \$75,000**Total Salary:** \$543,800**Proposed “Z” Payment:** \$154,983**Total Cash Compensation:** \$698,783**Grade Level:** SLCG Grade 113

(Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100)

Funding Source: Health System Clinical Revenue

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

The compensation described above shall constitute the University’s total commitment until modified by the Regents 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.

Submitted by: UCD Chancellor Katehi
Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources

- (5) *Appointment of and Total Compensation for Sandra A. Brown as Vice Chancellor for Research, San Diego Campus*

Background to Recommendation

The San Diego campus requested approval under interim authority for the appointment of Sandra A. Brown as Vice Chancellor for Research, effective December 1, 2010. This urgent request was in response to the campus’ need to make an announcement regarding the selected candidate immediately following Regental approval for business continuity reasons, as well as to ensure continued compliance with federal regulations governing research following the resignation of Art Ellis, effective

August 31, 2010. The Vice Chancellor for Research (VCR) serves as the institutional official responsible for oversight of all human and animal subject research at the San Diego campus. Establishment of this role is required by government regulation in order for the campus to accept and participate in federal contract and grant funding for research of this type.

After a campus-wide search, Ms. Brown was identified as the top candidate for this position. Ms. Brown has been a member of the faculty of UCSD since 1984. She currently is a professor in the Department of Psychology and holds an additional non-salaried professor appointment in the Department of Psychiatry. She also serves as Chief of Psychology Services at the VA San Diego Healthcare System. Her research interests are in the area of alcohol and drug abuse across the life span. She is a stellar scholar who has earned national and international recognition and is regarded as a leading expert in her field. This is reflected in her phenomenal rate of publication in refereed journals, her impressive success in procuring extramural funding, her high citation rate, and her service on important University committees and national panels. In addition to her distinguished academic background, she will bring to her new role broad experience in academic leadership.

In collaboration with the Chancellor, the Senior Vice Chancellor for Academic Affairs, and the faculty, Ms. Brown will have responsibility for ensuring the research preeminence of UC San Diego. Annual research funding for the San Diego campus totaled more than \$1 billion for the fiscal year ending June 30. The San Diego campus currently leads UC campuses in the amount of American Recovery and Reinvestment Act (ARRA) stimulus funding for research, with almost \$160 million granted to University projects to date.

Ms. Brown will have overall managerial responsibility for the research enterprise, including research administration, intellectual property management, contract and grant administration, and federal and State research relations. As Vice Chancellor for Research, Ms. Brown will develop the infrastructure and policy to further enhance research on the campus; foster interactions with federal, State, and private agencies and with industry to promote campus research programs and create new opportunities for enhancing research activities and research funding on campus; promote research ethics; and oversee compliance with federal and State guidelines for research. She will be responsible for exercising leadership at the local, State, national, and international levels representing the University to external agencies and promoting cooperative research arrangements.

The campus requested re-slotting of the position from SLCG Grade 109 to 110 and a base salary of \$290,000. The market median base salary for vice

chancellors for research is \$329,220 (aged to October 2010) as provided by the College and University Professional Association (CUPA) Administrative Compensation Survey. The recommended base salary is 11.9 percent below the market median. The proposed salary is six percent above the average (\$273,388) of the other VCR incumbents in the UC system, but lower than all of the VCRs in SLCG Grade 110. This position is funded 100 percent by State General Funds.

Recommendation

The following items were approved in connection with the term appointment of and compensation for Sandra A. Brown as Vice Chancellor for Research, San Diego campus:

- a. Appointment of Sandra A. Brown as Vice Chancellor for Research, San Diego campus.
- b. Interim re-slotting of the position from SLCG Grade 109 to SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500).
- c. Per policy, an annual base salary of \$290,000.
- d. Appointment is at 100 percent time to the Senior Management Group personnel program, effective December 1, 2010.

Recommended Compensation

Effective Date: December 1, 2010

Base Salary: \$290,000

Total Cash Compensation: \$290,000

Grade Level: SLCG Grade 110

(Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500)

Median Market Data: \$329,220

Average Internal Comparators: \$273,388

Funding Source: UC general funds provided by the State

Budget and/or Prior Incumbent Data

Base Salary: \$251,100

Total Cash Compensation: \$251,100

Grade Level: SLCG Grade 109

(Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

Funding Source: UC general funds provided by the State

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCSD Chancellor Fox
Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources

(6) ***Recall from Retirement, Appointment of and Compensation for Ralph J. Hexter as Provost and Executive Vice Chancellor, Davis Campus***

Background to Recommendation

Action under interim authority was requested for the recall from retirement and approval of the appointment of and compensation for Ralph J. Hexter as Provost and Executive Vice Chancellor of the Davis campus, effective January 1, 2011. Mr. Hexter retired from UC Berkeley in 2006, following a one-year unpaid leave of absence. This urgent request was in response to the campus' need to make an announcement regarding the selected candidate immediately following Regental approval. Following a national search, aided by executive search firm Storbeck/Pimentel & Associates, Mr. Hexter emerged as the most highly qualified candidate and an exceptional match for UC Davis as its chief academic officer. The campus requested an appointment salary of \$350,000 at SLCG Grade 111 (Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100).

A brilliant scholar and a broadly experienced administrator, Mr. Hexter has served since 2005 as President of Hampshire College, in Amherst, Massachusetts, a selective liberal arts college renowned for the student-centered, portfolio-based course of interdisciplinary study it pioneered. Previously he served as Executive Dean of the University of California, Berkeley, College of Letters and Science, the largest of UC Berkeley's 14 colleges and schools, and as Dean of Arts and Humanities at UC

Berkeley. He held prior academic administrative positions at the University of Colorado at Boulder and at Yale University. Mr. Hexter has distinguished himself as a highly respected professor of classics and comparative literature and as a college and university administrator who inspires excellence. In 1995, he joined the faculty of UC Berkeley, quickly accelerating through the ranks as Chair of Comparative Literature, Dean of Arts and Humanities and Executive Dean of the College of Letters and Science. At Berkeley, he helped to renew and rebuild excellence in a dynamic environment, successfully recruiting and retaining faculty despite intense competition, and actively seeking and securing new monies from philanthropists and foundations. Shortly after his arrival as President at Hampshire College, Mr. Hexter launched a multi-step revisioning exercise, successfully guided the college's reaccreditation process, and initiated the first phase of full-scale strategic planning. He introduced new levels of accountability and professionalism at the college, recruiting outstanding finance and student affairs leaders who brought new levels of expertise, clarity, and responsiveness to their units' work, creating an ombuds office, and developing a top-notch institutional advancement and development services team. He added a special presidential assistant for diversity and multicultural education to his presidential cabinet and guided the creation of an anti-racism administrative action plan. As well, he allocated funds to significantly expand the college's support of faculty research and creative activity, and, through a grant of the Andrew W. Mellon Foundation, laid the groundwork for a deeper integration of the study of languages other than English into courses and individual projects of both faculty and students.

Mr. Hexter is a member of the Executive Committee of the Association of Independent Colleges and Universities in Massachusetts, trustee of the Pacific School of Religion in Berkeley, founding member of LGBTQ Presidents in Higher Education, and regional board member of the National Council for Community and Justice. He served as chair of the Rhodes Scholar Selection Committee for Massachusetts and Connecticut for the past two years, and continues to serve on the Phi Beta Kappa nominating committee.

As Provost and Executive Vice Chancellor, Mr. Hexter will report directly to the Chancellor and serve as the Chief Academic Officer of the Davis campus. In that role, he will act for the Chancellor in the Chancellor's absence and will be the Chancellor's principal liaison to the Academic Senate. He will be responsible for leading the development of academic priorities and strategies. In collaboration with the Chancellor and in close consultation with the Academic Senate, Mr. Hexter will be responsible for ensuring the academic preeminence of UC Davis by guiding academic planning efforts, promoting campus-wide academic initiatives, recruiting and retaining a diverse and outstanding faculty, allocating resources

among the deans, and formulating academic policies. He will collaborate with the Chancellor in leading the strategic planning process and providing oversight to progress made across the campus. Mr. Hexter will share with the Chancellor and the Vice Chancellor – Administrative and Resource Management a leadership role in defining resource allocation and developing campus-wide priorities, implementing the campus-wide budget process, and managing the daily operations of the campus.

This position is funded 100 percent from State funds. The market median base salary for provost and executive vice chancellors is \$371,630 (aged by a factor of 4.5 percent) as provided by the College and University Professional Association (CUPA) Administrative Compensation Survey. The recommended base salary of \$350,000 is 6.18 percent below the market median.

Recommendation

The following items were approved in connection with the recall from retirement, appointment of and compensation for Ralph J. Hexter as Provost and Executive Vice Chancellor, Davis campus:

- a. Per policy, recall from retirement and appointment of Ralph J. Hexter as Provost and Executive Vice Chancellor, Davis campus.
- b. Per policy, an annual base salary of \$350,000 at SLCG Grade 111 (Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100).
- c. Per policy, a hiring bonus and relocation allowance of 30 percent of base salary (\$105,000). This payment will be provided as a single lump sum or as an annual stream of payments for a period of up to four years. If paid in a lump sum, and Mr. Hexter resigns within four years, he will be required to pay back a pro-rata portion of the payment. If paid in annual installments and Mr. Hexter resigns, any unpaid future installments would be forfeited.
- d. Per policy, a temporary housing allowance not to exceed \$12,000 for a period of 90 days to offset limited housing-related expenses. If Mr. Hexter leaves the University prior to the completion of one year of service, or accepts an appointment at another University location within 12 months from his initial date of appointment, he will be required to pay 100 percent of the temporary housing allowance.
- e. Per policy, two house-hunting trips each, subject to the limitations under policy for the candidate and his spouse/partner.

- f. Per policy, 100 percent reimbursement of reasonable and allowable expenses associated with moving expenses.
- g. Per policy, eligibility to participate in the UC Home Loan Program, in accordance with all applicable policies.
- h. This appointment is at 100 percent time and is effective January 1, 2011.

Recommended Compensation**Effective Date:** January 1, 2011**Base Salary:** \$350,000**Relocation and Hiring Allowance:** \$105,000**Total Cash Compensation:** \$455,000**Grade Level:** SLCG Grade 111

(Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100)

Median Market Data: \$371,630**Funding Source:** UC general funds**Percentage Difference from Market:** 6.18 percent above market**Budget and/or Prior Incumbent Data****Title:** Provost and Executive Vice Chancellor**Base Salary:** \$307,500**Incentive/Bonuses:** \$0**Total Cash Compensation:** \$307,500**Grade Level:** SLCG Grade 111

(Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100)

Funding Source: UC general funds

Additional items of compensation include:

- Per policy, Mr. Hexter will sign the UCRP Retired Employee Election Form completed for all rehired retirees and accept the option to suspend monthly UCRP retirement income and any other health and welfare benefits he received as a retiree, with the understanding that he must re-retire immediately after his employment ends.
- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, annual automobile allowance of \$8,916.
- Per policy, accrual of sabbatical credits as a member of tenured faculty.

- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UC Davis Chancellor Katehi
Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources

(7) *Appointment of and Compensation for David Vlahov as Dean – School of Nursing, San Francisco Campus*

Background to Recommendation

Action under interim authority was requested for the approval of the appointment of and compensation for David Vlahov as Dean – School of Nursing, San Francisco campus at an annual base salary of \$290,000, with an annual Health Sciences Compensation Plan (HSCP) component of \$60,000, for total annual compensation of \$350,000, SLCG Grade 108, effective upon interim approval, with a starting date no sooner than April 1, 2011. The Dean position will be funded 100 percent by State funds and the HSCP component will be funded through non-State funds. In addition to this Senior Management Group (SMG) appointment, Mr. Vlahov was proposed for an appointment as a tenured faculty member, without salary while serving as Dean, in the School of Nursing's Department of Community Health Systems. While the anticipated starting date is April 1, 2011, the campus requested interim approval to secure this job offer. Without interim approval, the campus stated that it ran the risk of losing the candidate and repeating an extensive recruitment which could critically impact the leadership aspects within the School of Nursing. In addition, Mr. Vlahov would be available, in advance of his report date, to participate in critical School and campus operational and budget decisions that will affect UCSF for years to come.

Former Dean Kathleen Dracup stepped down from the dean position effective October 1, 2010. Currently, Dr. Sally Rankin is serving as the Interim Dean through March 31, 2011. In anticipation of the dean vacancy, recruitment for this position began many months ago. After a very extensive national recruitment, Mr. Vlahov emerged as the top candidate.

His extensive and solid background makes him extremely well-suited for the Dean – School of Nursing position. Since October 2006, Mr. Vlahov has been serving as the Interim Executive Director of the New York Academy of Medicine (New York, New York) as well as the Senior Vice President for Research (since 2006) and Director – Center for Urban Epidemiologic Studies (since 1999). He is also professor of clinical epidemiology at the Joseph L. Mailman School of Public Health at Columbia University (since 2000), adjunct professor of clinical epidemiology and health services research at Cornell University (since 2002), adjunct professor of psychiatry at New York University (since 2003), adjunct professor of pediatrics (adolescent medicine) at Mt. Sinai School of Medicine, New York (since 2004), and adjunct professor in epidemiology at the Johns Hopkins Bloomberg School of Public Health (since 1996). His service at the Johns Hopkins University spans over 24 years in various academic leadership roles with the primary focus of epidemiology. Prior to the Johns Hopkins University, Mr. Vlahov served as a nurse, in various capacities, at the University of Maryland Medical Systems, Baltimore, Maryland (1975-77 and 1978-83) as well as Sinai Hospital, Baltimore, Maryland (1977-78). Mr. Vlahov is the editor-in-chief of the *Journal of Urban Health*, and serves as an editor for the *American Journal of Epidemiology* and *Epidemiology*. He has edited three books on urban health and has published over 600 scholarly papers. Mr. Vlahov received baccalaureate and master's degrees in nursing from the University of Maryland (1974 and 1980, respectively) and his doctorate in epidemiology at the Johns Hopkins School of Hygiene and Public Health (1988). As can be seen through this experience summary, he has a proven track record as a leader and will bring the required skills, knowledge, and abilities to this critical role at UCSF.

The Dean – School of Nursing role is a critical senior leadership role. Reporting directly to the Chancellor, Mr. Vlahov will be responsible for advancing the School's commitment to combining research and scholarship with high-quality clinical education at the graduate level; developing new ways to sustain the growth of the School and to lead initiatives to expand the revenue base and control expenses; indentifying, in conjunction with faculty, priorities and the allocation of resources to meet those priorities (e.g., recruit and sustain talented faculty as well as support junior faculty in a manner to insure that the school remains preeminent in education and research among the nation's schools of nursing); leading the school in its strong commitment to diversity; expanding and diversifying revenue sources, which includes cultivating private donors and leading innovative initiatives; representing the School as a key leader in the national and international nursing community; and supporting transparent collaborative leadership, working well with the participatory faculty governance structure of the School of Nursing.

Both the requested annual base salary of \$290,000 and HSCP component of \$60,000 is equivalent to the annual base salary of \$290,000 plus HSCP component of \$60,000 for the former UCSF Dean – School of Nursing (0.0 percent lead/lag). Mr. Vlahov's current salary is \$292,000.

A \$25,000 (8.6 percent) relocation allowance was offered to address cost of living difference between New York City and San Francisco. The UCSF Dean – School of Nursing presides over one of the highest-ranked graduate schools of nursing in the country. The College and University Professional Association (CUPA) Administrative Survey, Full Comparison Group, reports a July 2009 median salary of \$305,250 for the dean of nursing benchmark. That salary, aged to the present, suggests a median salary of \$314,408. The size, scope, and programmatic complexity of the UCSF graduate nursing programs makes positive alignment to that national market median appropriate. The only UC system comparator is the UCLA Dean – School of Nursing, displaying an annual salary of \$250,000.

The proposed base salary of \$290,000 is 18.4 percent above the SLCG Grade 108 salary range midpoint of \$244,900.

Recommendation

The following items were approved in connection with the appointment and compensation of David Vlahov as Dean – School of Nursing, San Francisco campus:

- a. Appointment of David Vlahov as Dean – School of Nursing, San Francisco campus, at 100 percent time.
- b. Per policy, an annual base salary of \$290,000, at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- c. Per policy, an annual Health Sciences Compensation Plan component of \$60,000.
- d. Effective no sooner than April 1, 2011.

Recommended Compensation

Effective Date: no sooner than April 1, 2011

Base Salary: \$290,000

HSCP: \$60,000

Total Cash Compensation: \$350,000

Grade Level: SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

Median Market Data: The aged median from the CUPA Administrative Survey, Full Comparison Group is \$314,408

Funding Source: State funds (Dean appointment); non-State funds (HSCP)

Percentage Difference from Market: 11.3 percent (base salary + HSCP) above market

Budget &/or Prior Incumbent Data

Base Salary: \$290,000

HSCP: \$60,000

Total Cash Compensation: \$350,000

Grade Level: SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

Additional items of compensation include:

- Per policy, a lump sum relocation allowance of \$25,000 (approximately 8.6 percent) paid within 30 days of the date of hire with a graduated payback clause should the incumbent terminate prior to his third year of employment.
- Per policy, reimbursement for 100 percent of all actual and reasonable moving expenses, as defined by policy.
- Per policy, two University-paid house-hunting trips each, subject to the limitations under policy for the candidate and his spouse/partner.
- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, eligibility to participate in the University of California Home Loan Program, available to be exercised within a period not to exceed 24 months from date of employment. Participation will comply with all University/campus normal program parameters.
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCSF Chancellor Desmond-Hellmann
Reviewed by: President Yudof

**Committee on Compensation Chair Varner
Office of the President, Human Resources**

(8) ***Approval for 2008-09 Deferred Incentive Awards for Employees at the Davis Campus***

Background to Recommendation

Approval was sought for the payment of 2008-09 fiscal year non-clinical incentive awards that were deferred by the Davis campus as a result of the action taken by the Regents to freeze Senior Management Group salaries and suspend bonus and certain other variable pay plans at the special meeting of January 14, 2009 and related 2009 Regental actions. At the September 2010 meeting, the Regents approved an item entitled *Delegation of Authority to Pay Certain Incentive Awards Deferred by the Regents' 2009 Actions*, which delegated authority to the President to review and approve processing of incentive awards that had been deferred as a result of the 2009 Regental actions, subject to the concurrence of the Chair of the Committee on Compensation, with such payments to include interest at the Short Term Investment Pool (STIP) rate where deemed appropriate. A review of the 2008-09 fiscal year incentive awards deferred for employees at the Davis campus was conducted, and it was determined that the awards recommended by the campus satisfy the criteria for payment. The President was therefore asked to approve these awards and authorize their payment under the authority delegated to him by the Regents.

Recommendation

The following was approved in connection with the authorization to the Davis campus to process payment of the deferred 2008-09 fiscal year awards recommended by the campus, with such payments to include interest at the Short Term Investment Pool (STIP) rate, under the authority delegated to the President by the Regents of the University of California, subject to the concurrence of the Chair of the Committee on Compensation.

The number of employees for whom awards have been recommended total 149, with a total recommended payout of \$135,500. The names of the employees and their respective recommended awards are shown in Attachment 6.

Awards paid pursuant to this delegation for Senior Management Group employees and for employees whose total cash compensation exceeds \$214,000 will be reported to the Committee on Compensation of the Board of Regents. In addition, awards paid to employees whose

compensation is subject to reporting in the Annual Report on Compensation will be reflected in the report for the fiscal year in which the payments are made.

(9) *Approval for 2008-09 Deferred Incentive Awards for Employees at the San Francisco Campus*

Background to Recommendation

Approval was sought for the payment of 2008-09 fiscal year non-clinical incentive awards that were deferred by the San Francisco campus as a result of the action taken by the Regents to freeze Senior Management Group salaries and suspend bonus and certain other variable pay plans at the special meeting of January 14, 2009 and related 2009 Regental actions. At the September 2010 meeting, the Regents approved an item entitled *Delegation of Authority to Pay Certain Incentive Awards Deferred by the Regents' 2009 Actions*, which delegated authority to the President to review and approve processing of incentive awards that had been deferred as a result of the 2009 Regental actions, subject to the concurrence of the Chair of the Committee on Compensation, with such payments to include interest at the Short Term Investment Pool (STIP) rate where deemed appropriate. A review of the 2008-09 fiscal year incentive awards deferred for employees at the San Francisco campus was conducted, and it was determined that the awards recommended by the campus satisfy the criteria for payment. The President was therefore asked to approve these awards and authorize their payment under the authority delegated to him by the Regents.

Recommendation

The following was approved in connection with the authorization to the San Francisco campus to process payment of the deferred 2008-09 fiscal year awards recommended by the campus, with such payments to include interest at the Short Term Investment Pool (STIP) rate, under the authority delegated to the President by the Regents of the University of California, subject to the concurrence of the Chair of the Committee on Compensation.

The number of employees for whom awards have been recommended total 1,480, with a total recommended payout of \$4,021,392. The names of the employees and their respective recommended awards are provided in Attachment 7.

Awards paid pursuant to this delegation for Senior Management Group employees and for employees whose total cash compensation exceeds \$214,000 will be reported to the Committee on Compensation of the

Board of Regents. In addition, awards paid to employees whose compensation is subject to reporting in the Annual Report on Compensation will be reflected in the report for the fiscal year in which the payments are made.

(10) ***Appointment of and Compensation for Alison Mudditt as Director – University of California Press, Office of the President***

Background to Recommendation

Approval was requested for re-slotting, appointment of and total compensation for Allison Mudditt as Director – University of California Press, Office of the President.

After an extensive search, Alison Mudditt was selected as the top candidate out of 19 applicants for the Director – UC Press position at the Office of the President. Ms. Mudditt brings a unique combination of experience in academic and commercial publishing and is the ideal candidate to take on the challenges of the UC Press. She is ideally suited to lead the Press, maintaining its historic standards of academic excellence while navigating the many challenges that beset the publishing industry in general and academic publishing in particular. She has worked on the academic side at both Blackwell's and Sage publishing houses with both monographs and journals and has extensive experience launching innovative publishing programs that take aggressive advantage of digital technologies. Her business success at Blackwell's and Sage is of great interest to the UC Press, especially now as it seeks financially to sustain itself better in a turbulent economy. Her experience with business and strategic planning for both journal and monograph series, and her long experience of working with academic authors, made her ideally suited for this role.

A January 3, 2011 start date allowed for a seamless transition with the present Director, Lynne Withey, who retired on December 31, 2010. In addition, that start date would allow Ms. Mudditt to immediately become engaged in the business and strategic planning process under way.

It was proposed that the position be re-slotted from SLGC Grade 106 to SLGC Grade 108 (Minimum \$192,300, Midpoint \$244,900 Maximum \$297,400) to better align the UC structure to the market. The requested base salary of \$244,900 is less than the market median of \$248,900 by approximately 1.6 percent. The position is funded 100 percent by UC Press revenue.

Additional elements of Ms. Mudditt's recruitment package, all of which comply with UC policy, are detailed below.

Recommendation

The following was approved in connection with the re-slotting of the position of Director – University of California Press, and the appointment of and compensation for Alison Mudditt as Director – University of California Press, Office of the President:

- a. Appointment of Alison Mudditt as Director – University of California Press, Office of the President.
- b. Re-slotting of the position from SLGC Grade 106 to SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400) to better align the UC structure to the market.
- c. Per policy, appointment salary of \$244,900 SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900 Maximum \$297,400).
- d. Per policy, a 25 percent (\$61,225) relocation allowance paid in two annual installments of \$30,612.50. If Ms. Mudditt resigns within four years of appointment, any payments made to her are subject to repayment as follows: 100 percent if resignation occurs within the first year of employment; 60 percent if resignation occurs within the second year of employment; 30 percent if resignation occurs within the third year of employment; ten percent if resignation occurs within the fourth year of employment. Any unpaid future installments would be forfeited.
- e. Per policy, reimbursement of temporary living expenses in the Oakland area for a period of up to three months, not to exceed \$12,000. Ms. Mudditt will be given the option of having the University provide her with a temporary living allowance, up to 100 percent of the per diem amount related to housing expenses for the Oakland area, which is currently \$161 daily, in lieu of reimbursement. This amount would include meals and cannot exceed the \$12,000 maximum.
- f. Per policy, two house-hunting trips each, subject to the limitations under policy for the candidate and her spouse/partner.
- g. Per policy, 100 percent reimbursement of all reasonable moving expenses for the purpose of relocation of the primary residence subject to the current policy guidelines.

- h. Per policy, eligibility to participate in the University Mortgage Origination Program. Participation will comply with all University/campus normal program parameters.
- i. This appointment is at 100 percent time and effective January 3, 2011.

Recommended Compensation**Effective Date:** January 3, 2011**Base Salary:** \$244,900**Total Cash Compensation:** \$244,900**Grade Level:** SLCG Grade108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

Median Market Data: \$248,000**Funding Source:** 100 percent UC Press revenue**Percentage Difference from Market:** 0.013 percent below market**Budget &/or Prior Incumbent Data****Title:** Director – University of California Press**Base Salary** \$207,000**Funding Source:** 100 percent UC Press revenue

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by:**President Yudof****Reviewed by:****Committee on Compensation Chair Varner
Office of the President, Human Resources**

(11) *Appointment of and Compensation for Jerolyn Renee Chapman Navarro as Vice Chancellor – Diversity and Outreach, San Francisco Campus*

Background to Recommendation

The San Francisco campus requested approval under interim authority for the appointment of and compensation for Jerolyn Renee Chapman Navarro as Vice Chancellor – Diversity and Outreach at an annual base salary of \$270,000, SLCG Grade 108, effective upon approval, with a start date no sooner than December 1, 2010. This position will be funded 100 percent by State funds.

The campus stated that, as expressed by President Yudof earlier this year, diversity and outreach efforts are a critical focus systemwide. UCSF is anxious to proceed with developing and enhancing current campus initiatives to create robust programs on the San Francisco campus. While the anticipated start date was December 1, 2010, and while this appointment was an internal transfer from academic to Senior Management Group (SMG) within UCSF, the campus requested interim approval to secure this job offer so that Dr. Navarro could begin critical diversity and outreach efforts on the UCSF campus in December.

UCSF has been at the forefront of addressing health care disparities and community health needs, while promoting diversity and inclusion among its students, trainees, staff, and faculty.

UCSF's commitment to diversity and inclusion is integral to fulfilling its mission to meeting the highest standard of excellence in health care delivery, scholarly research, community service, and training the next generation of health care professionals. In furtherance of that excellence and acknowledgement that UCSF strives to achieve more from its diversity and outreach efforts, the campus has found in Dr. Navarro an exceptional leader to serve in the newly created position of Vice Chancellor – Diversity and Outreach.

Reporting directly to the Chancellor, Dr. Navarro will oversee and align all diversity efforts on the San Francisco campus and will be responsible for developing and implementing a strategic plan that enhances its efforts to nurture diversity and ensure alignment with the University's mission and priorities to create a diverse and inclusive environment in which everyone has the opportunity to excel. Dr. Navarro will be a member of the Chancellor's Cabinet.

The campus stated that Dr. Navarro's extensive and solid background makes her extremely well-suited for the Vice Chancellor – Diversity and

Outreach position and, after conducting an extensive search, she emerged as the top candidate. Dr. Navarro joined the UCSF Anesthesia Faculty in 1990 and has held various academic and staff roles within Anesthesia and Perioperative Care during her tenure. She is currently a Health Sciences Clinical Professor in the Department of Anesthesia and Perioperative Care, UCSF School of Medicine, as well as the Associate Dean of Academic Affairs, School of Medicine, and Director of Academic Diversity, UCSF Chancellor's Office (first in this role, effective 2007). In this role, she has been charged with coordinating the University's strategic goal of enhancing the diversity of faculty, students, trainees, and staff. Dr. Navarro received her M.D. from UCSF (1986) and her Pharm.D. from the University of the Pacific, Stockton, California (1982). Her internship in medicine was performed at Cedars Sinai, Los Angeles, California (1986-87) and her residency in anesthesia was performed at UCSF (1987-90).

Dr. Navarro is a steering committee member of the African American Health Initiative for San Francisco County and a member of the UC President's Task Force on Faculty Diversity. Due to her service to the University and the community, Dr. Navarro has been honored by receipt of the Alpha Omega Alpha award, Chancellor's Celebration of Women Faculty, Chancellor's Martin Luther King Award, and former Mayor Willie Brown's Proclamation of Ms. J. Renee Navarro Day in San Francisco.

Both market and internal comparisons are challenging to identify given the expanded scope and complexity of this role. Market data are available for executive level diversity leaders in traditional academic settings. However, the unique nature of the clinical enterprise in which this position operates, the critical organizational and community impact of this position, and the extraordinary background of the candidate suggest that compensation significantly above standard benchmarks is appropriate. The most meaningful available published market data are found in the Watson Wyatt Executive survey and report an aged median of \$177,263. Given the factors described above, significant indexing of that figure is appropriate.

The proposed base salary of \$270,000 is 10.2 percent above the SLCG Grade 108 salary range midpoint of \$244,900.

Recommendation

The following was approved in connection with the appointment of and compensation for Jerolyn Renee Chapman Navarro as Vice Chancellor – Diversity and Outreach, San Francisco campus:

- a. Appointment of Jerolyn Renee Chapman Navarro as Vice Chancellor – Diversity and Outreach at 100 percent time.
- b. Per policy, an annual base salary of \$270,000, at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- c. Effective no earlier than December 1, 2010.

Recommended Compensation**Effective Date:** No earlier than December 1, 2010**Base Salary:** \$270,000**Total Cash Compensation:** \$270,000**Grade Level:** SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

Median Market Data: \$177,263**Funding Source:** State funds**Percentage Difference from Market:** 52.3 above market**Budget &/or Prior Incumbent Data****Title:** New position**Base Salary:** Not applicable**Total Cash Compensation:** Not applicable**Grade Level:** Not applicable**Funding Source:** Not applicable

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCSF Chancellor Desmond-Hellmann
Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources

(12) ***Appointment of and Compensation for Karen Petrulakis as Deputy General Counsel – Litigation, Labor and Employment, Office of General Counsel, Office of the President***

Background to Recommendation

Action under interim authority was requested for the appointment of and compensation for Karen Petrulakis as Deputy General Counsel – Litigation, Labor and Employment, Office of General Counsel, Office of the President, to provide adequate notice to her current employer and to begin work in early January 2011.

After an extensive search, Karen Petrulakis was selected as the top candidate out of 70 applicants for the Deputy General Counsel – Litigation, Labor and Employment position at Office of General Counsel (OGC). Ms. Petrulakis is the ideal candidate to take on the challenges of the Litigation, Labor and Employment Legal group. She has 17 years of counsel experience, of which the last eight were at the partner level. For the past year, she has been with Crowell & Moring LLP in San Francisco. Previously, Ms. Petrulakis was with Folger Levin & Kahn for 16 years. Her practice background includes trial experience representing employers in a wide variety of employment matters, including discrimination, retaliation, and harassment claims, as well as other employment-related claims such as wrongful discharge and wage and hour violations.

The position had been vacant since May 2010 due to the departure of Jeffrey Blair (now chief attorney for Lawrence Berkeley National Laboratory). The position is a highly significant leadership role, reporting directly to the General Counsel, and is a member of the Office of General Counsel Cabinet. The incumbent will oversee the Litigation, Labor and Employment division, encompassing a broad range of legal practice areas, including general litigation, employment law, grievance representation, insurance, labor law, risk services, benefits, and other disciplines as assigned. The Deputy General Counsel manages a large litigation portfolio, frequently consisting of significant and controversial and/or challenging matters as well as oversees multiple senior incumbent attorneys, some managing their own staff of attorneys. In addition to providing long-range vision and strategy, the incumbent will provide advice and counsel on highly complex legal disputes.

During the months devoted to the search process, the work has been handled by David Birnbaum, OGC's current Deputy General Counsel – Educational Affairs and Campus Services. In effect, both Mr. Birnbaum's division, as well as the division of Litigation, Labor and Employment, have been detrimentally affected due to reduced leadership, and some initiatives, such as the outside counsel scorecard project, have been

delayed pending the start of a career incumbent in the position. Further, there was a need to move quickly to finalize the appointment so that Ms. Petralulakis may give notice to leave her firm. The position is currently slotted at SLCG Grade 108. The requested base salary of \$260,000 is 5.8 percent above the range midpoint of \$244,900, and 1.29 percent above the market median (source: Mercer legal survey) of \$256,700. Ms. Petrulakis will experience a 25 percent reduction in base pay and bonus opportunity potential in accepting UC's offer.

This position is funded equally by State and common funds.

Recommendation

The following was approved in connection with the appointment of and compensation for Karen Petrulakis as Deputy General Counsel – Litigation, Labor and Employment, Office of General Counsel:

- a. Appointment of Karen Petrulakis as Deputy General Counsel – Litigation, Labor and Employment, Office of General Counsel, Office of the President.
- b. Per policy, an annual base salary of \$260,000 at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900 Maximum \$297,400).
- c. Per policy, eligibility to participate in the UC Home Loan Program, in accordance with all applicable policies.
- d. This appointment is at 100 percent time.

Recommended Compensation

Effective Date: January 3, 2011

Base Salary: \$260,000

Total Cash Compensation: \$260,000

Grade Level: SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

Median Market Data: \$256,700

Funding Source: 50 percent non-State funds; 50 percent State funds

Percentage Difference from Market: 1.29 percent above market

Budget &/or Prior Incumbent Data

Title: Deputy General Counsel – Litigation, Labor and Employment

Base Salary: \$250,000

Funding Source: 34 percent common funds; 33 percent non-State/non-common (Laboratory Management); 33 percent State funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

**Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources**

- (13) *Recall from Retirement, Appointment of and Compensation for Randolph M. Siverson as Acting University Librarian, Davis Campus*

Background to Recommendation

Action under interim authority was requested for the recall from retirement for Randolph M. Siverson, Distinguished Professor Emeritus and Research Professor – Political Science, to serve as the Acting University Librarian, effective immediately upon approval of the Regents. Helen Henry and Gail Yokote had been serving as Acting Co-University Librarians since the former University Librarian, Marilyn Sharrow, retired and while the Davis campus conducted a national search for a permanent replacement. Their acting appointments ended on December 31, 2010. Ms. Henry and Ms. Yokote have provided excellent leadership to the University Library during their acting appointments; however, it is in the best interest of the campus that they return to their permanent positions as Associate University Librarians.

The campus has decided to temporarily suspend – for the remainder of this academic year – its search for a University Librarian. Interviews and assessment of candidates during the process, to date, have revealed to the search committee, the Chancellor, and the campus at large, that it is necessary to substantially reconceptualize the position. Specifically, the campus has initiated two processes that it anticipates will fundamentally restructure the University Library to become the campus hub of academic technology – a center of excellence in learning and scholarship in which faculty and students will find fully integrated the print and technology resources necessary for their advancement of instruction, research, and service. It is anticipated that the successful implementation of this vision

will require a different kind of leadership than is reflected in the current conception of the University Librarian position – an individual who has the skills, knowledge, and abilities to creatively integrate essential library functions with the best in information technology.

In May 2010, Provost and Executive Vice Chancellor Lavernia and Academic Senate Chair Robert Powell appointed a task force, the Joint Academic Senate/Administration Task Force on the University Library, and appointed Distinguished Professor Emeritus and Research Professor Siverson to serve as co-chair, along with Ken Burtis, Dean – College of Biological Sciences. The Task Force is charged with providing advice and perspective on the future course of the UC Davis General Library. The Task Force will provide an assessment of the Library's current status, including academic priorities, centers of particular strength, and operational challenges and opportunities. The work of this Task Force is ongoing and will help guide Distinguished Professor Emeritus and Research Professor Siverson and the new University Librarian in their planning efforts. Mr. Siverson has been serving on the Task Force on a volunteer (uncompensated) basis.

In addition, Chancellor Katehi has appointed a blue ribbon panel on information technology excellence. Among other things, this panel is charged to develop a vision for a Library that is fully integrated into the campus' academic technology infrastructure. It is anticipated that these groups will provide recommendations by early 2011. Based on these recommendations, it is anticipated that the University Librarian search will be restarted, with a new hire in place during January 2012. In order to provide leadership during this interim period, approval was requested to appoint Distinguished Professor Emeritus and Research Professor Siverson to serve as the Acting University Librarian, effective immediately upon approval, at an average of 43 percent time within a 12-month period, with a base salary of \$180,000. In the event that a new University Librarian is not hired prior to the expiration of the 12-month acting appointment, the campus will seek reapproval to extend the acting appointment until the permanent University Librarian is appointed.

This position is slotted at SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100). Interim authority was requested to allow the campus to make an announcement regarding this acting appointment immediately following word of approval and because the current Acting Co-University Librarian appointments would soon be ending.

This interim appointment was necessary to provide leadership with an individual from the academic community who has strong communication skills and is well respected by the executive team at UC Davis. Distinguished Professor Emeritus and Research Professor Siverson knows

the campus, has the respect of the Council of Deans and Vice Chancellors, and is well regarded by the UC Davis Division of the Academic Senate. His leadership skills are ideally suited to the needs of the UC Davis Library during this critical transitional phase, as careful attention to the faculty voice will be necessary in the revisioning process, as well as attendance to some fundamental human resources and business functions. The campus is embarking on major changes to its libraries, knowing that it must find more cost-effective ways to deliver high-quality library services to faculty, students, and staff.

The University Librarian is responsible for the leadership and administration of the UC Davis General Library, which is ranked by the Association of Research Libraries as one of the top 75 research libraries in North America. The University Librarian reports to the Provost and Executive Vice Chancellor and is a member of the Council of Deans and Vice Chancellors, the UCD Academic Senate, the UC University Librarians Group, the Board of the Regional Library Facilities, the UCD Academic Senate Library Committee, and the Campus Council for Information Technology.

The University Librarian is responsible for the administration of the Shields Library, the Carlson Health Sciences Library, the Physical Sciences and Engineering Library, and the Blaisdell Medical Library. In addition, the University Librarian is responsible for administering, managing, planning and policy formulation for the General Library's resources, programs and services, working with campus constituents, furthering the Library's use of technologies, developing the Library's collections and services through outside support, and partnering and leadership at the national, regional, local, and University-wide levels on research library issues.

The University Librarian administers the Library within a University characterized by a strong commitment to excellence of scholarship, research, teaching, and community partnerships.

The proposed base salary of \$180,000 is 10.69 percent below the average base salary of \$199,233 for other UC University Librarians, 8.44 percent below the midpoint for SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100), and 21.4 percent below the market median of \$218,525. Mr. Siverson's previous salary was \$156,271. This position is funded 100 percent by State funds.

Recommendation

The following was approved in connection with the recall from retirement, appointment of and compensation for Randolph M. Siverson as Acting University Librarian, Davis campus:

- a. Per policy, recall from retirement at an average of 43 percent time within a 12-month period, at an annualized appointment salary of \$180,000.
- b. Effective upon approval.

Recommended Compensation**Effective Date:** Upon approval**Base Salary:** \$180,000**Total Cash Compensation:** \$180,000**Grade Level:** SLCG Grade 106

(Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100)

Median Market Data: \$218,525**Funding Source:** State funds**Percentage Difference from Market:** 21.4 percent below market**Budget &/or Prior Incumbent Data****Base Salary:** \$191,300**Grade Level:** SLCG Grade 106

(Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100)

Funding Source: State funds

Additional items of compensation include:

- Per policy, Mr. Siverson plans to sign the UCRP Rehired Retiree Waiver Form that will serve to decline participation in the UC Retirement System (UCRS) and allow Mr. Siverson to continue receiving his retirement annuity while receiving compensation related to this appointment.
- Per policy, health and welfare benefits based upon a 43 percent limited-time appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by:**UC Davis Chancellor Katehi****Reviewed by:****President Yudof****Committee on Compensation Chair Varner****Office of the President, Human Resources**

- (14) ***Interim Re-Slotting and Market-Based Salary Increase for Gary E. Strong as University Librarian, Los Angeles Campus***

Background to Recommendation

Gary E. Strong has provided outstanding leadership to the UCLA Library since joining the campus in 2003. His accomplishments include transformational changes in its collections and the services that support them. For example, in the spring of 2010, the UCLA Library acquired its nine-millionth volume, despite reductions in the library's overall budget. Most recently, the UCLA Library acquired the literary papers of the Los Angeles novelist, short-story writer and screenwriter John Fante, as well as the literary archive of the visionary novelist and essayist Aldous Huxley. Acquisitions such as these have allowed the UCLA Library to continue its high ranking among the most elite academic research libraries in North America. Mr. Strong's highly visible presence in the field of library administration and his professional leadership activities have attracted significant support among UCLA donors and friends of the University. Last year, the UCLA Library received \$5 million from the Arcadia Fund, the largest single gift for collections in its history. More recently, the library's annual telefundraising campaign surpassed its goal by nearly 20 percent. In addition to his leadership for the Library, Mr. Strong has played a key role in major campus-wide initiatives related to the UCLA information technology strategic plan. His retention is a major objective in UCLA's commitment to remain among the top 10 research libraries in the nation.

The median base salary for University Librarians as reflected in the College and University Professional Association (CUPA) Administrative Compensation Survey, aged to October 2010, is \$283,179. For this reason an interim re-slotting to SLCG Grade 109 was proposed. The midpoint of SLCG Grade 109 is \$274,300.

A base salary increase of 15 percent was proposed for Mr. Strong, to bring his salary from \$212,700 to \$244,600 effective upon approval. The resulting salary would be 13.6 percent below the market median of \$283,179. This position is funded 100 percent from State General Funds.

In addition to lagging the external market for positions of similar size and scope, Mr. Strong's salary also lagged internal comparators. The University Librarian at UCSD recently received a retention increase of 15 percent for a resulting salary of \$239,200, and the UCSF comparator is paid \$247,700 based on inclusion of that position in the health system equity increases approved by the Regents in November 2008. Notwithstanding his excellent five-year performance review, Mr. Strong

had not received a salary increase since October 2007 due to the freeze on executive salaries.

Recommendation

The following was approved in connection with the interim re-slotting and market-based salary increase for Gary Strong as University Librarian, Los Angeles campus:

- a. Per policy, interim re-slotting of the position University Librarian from SLCG Grade 108 to SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700).
- b. Per policy, a 15 percent base salary increase of \$31,900 to \$244,600.
- c. The above action to be effective upon approval.

Recommended Compensation

Effective Date: Upon approval

Base Salary: \$244,600

Total Cash Compensation: \$244,600

Grade Level: SLCG Grade 109

(Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

Median Market Data: \$283,179

Percentage Difference from Market: 13.6 percent below market

Funding Source: State General Funds

Budget &/or Prior Incumbent Data

Base Salary: \$212,700

Total Cash Compensation: \$212,700

Grade Level: SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

Funding Source: State General Funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, continued participation in the Mortgage Origination Program.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCLA Chancellor Block
Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources

- (15) *Extension of Appointment of and Compensation for Daniel G. Aldrich, III as Interim Vice Chancellor – University Advancement, Irvine Campus*

Background to Recommendation

Action under interim authority was requested for approval of the extension of the appointment of and compensation for Daniel G. Aldrich, III as Interim Vice Chancellor – University Advancement, Irvine campus, effective January 1, 2011, through May 15, 2011, or until the appointment of a permanent incumbent. This extension was sought because Mr. Aldrich's interim appointment was scheduled to end on December 31, 2010 and there has been a delay in hiring a permanent Vice Chancellor – University Advancement due to the focus on filling other critical leadership positions.

Mr. Aldrich has been serving as Interim Vice Chancellor – University Advancement since April 29, 2010. The campus has enlisted the services of a search firm and has begun recruitment efforts. However, a permanent incumbent is not expected to be in place for several months.

Mr. Aldrich is an experienced fundraiser, seasoned administrator, and a qualified Interim Vice Chancellor – University Advancement. Mr. Aldrich serves as the chief advancement officer and manages all activities related to financial, political, community, governmental, alumni, and public support for UC Irvine. Mr. Aldrich has been an administrator in the UC system since 1980, with most of this time spent in the development area. He was the Council for the Advancement and Support of Education (CASE) District VII Tribute Award Winner in 1998.

This position is funded 100 percent by UC general funds provided by the State. This action was an extension of the current terms of Mr. Aldrich's interim appointment. No changes were proposed to his compensation package. The base salary of \$265,000 is 24.6 percent below the current market median of \$351,321 as provided by the College and University

Professional Association (CUPA) Administrative Compensation Survey. The proposed base salary is 3.6 percent below the prior incumbent's salary of \$275,000. The proposed base salary is 3.5 percent below the average base salary of \$274,525 for the permanent Vice Chancellor – University Relations/Advancement at other UC locations. Additionally, the proposed base salary is 8.2 percent above the midpoint for SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).

Recommendation

The following was approved in connection with the extension of the appointment of and compensation for Daniel G. Aldrich, III as Interim Vice Chancellor – University Advancement, Irvine campus:

- a. Extension of term appointment of Daniel G. Aldrich, III as Interim Vice Chancellor – University Advancement, Irvine campus.
- b. Per policy, an annual base salary of \$265,000 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- c. This appointment is at 100 percent time and, upon approval, effective January 1, 2011 through May 15, 2011, or until the appointment of a permanent new Vice Chancellor – University Advancement, whichever occurs first.

Recommended Compensation

Effective Date: January 1, 2011

Base Salary: \$265,000

Total Cash Compensation: \$265,000

Grade Level: SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

Median Market Data: \$351,321

Funding Source: UC general funds

Percentage Difference from Market: 24.6 percent below market

Budget &/or Prior Incumbent Data

Base Salary: \$275,000 (plus \$8,916 auto allowance)

Total Cash Compensation: \$283,916

Grade Level: SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

Funding Source: UC general funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCI Chancellor Drake
Reviewed by: President Yudof
Committee on Compensation Chair Varner
Office of the President, Human Resources

(16) ***Preemptive Retention Salary Adjustment for Paul Staton, Chief Financial Officer, Hospital System, Los Angeles Campus***

Background to Recommendation

The Los Angeles campus requested approval under interim authority of a preemptive retention salary adjustment for Paul Staton, Chief Financial Officer, UCLA Hospital System, to be effective December 1, 2010. With the departure of UCLA Hospital System's Chief Operating Officer at the end of 2010, retaining members of this senior leadership team has taken on an even greater significance. Many of the strategic plans for growth and development that are under way are within Mr. Staton's jurisdiction and purview, necessitating stability and continuity. With the opening of the new Santa Monica – Orthopaedic UCLA Hospital in approximately six months and the implementation of the electronic health record program, their capital resources and financial data reporting and oversight are critical to the success of these initiatives.

As Chief Financial Officer for the Hospital System, Mr. Staton is responsible for the integrity and successful financial performance of the entities within the Hospital System. He is also responsible for collaborating and ensuring compliance and alignment with the David Geffen School of Medicine, campus and systemwide budget and finance offices, as well as external agencies and network organizations. Mr. Staton was recently approached as a potential candidate for similar chief financial positions at the Ohio State Hospital System and the Oregon State University Hospital System, necessitating the urgency of this request.

Under the leadership of David Feinberg, M.D., as Associate Vice Chancellor and Chief Executive Officer, the UCLA Hospital System completed the most successful year in its history in 2008-09, achieving the highest level of performance for the three major performance goals under its annual performance plan for patient quality and safety, patient experience/satisfaction and financial performance. Financial performance exceeded industry standards, a development that serves the broader

interest of UCLA Health Sciences because these gains support many academic programs and capital projects. The recent Stockamp Revenue Cycle Initiative met with acclaimed success far exceeding its target improvement goal of a five percent increase in revenue. As UCLA continues to process through the critical stages of this project, it has exceeded the target of \$164 million by \$143 million additional revenue.

The Los Angeles Hospital System's executive team is a model of extraordinary excellence and leadership, and the campus must ensure that Mr. Staton can be compensated at or near the market median for his role and responsibilities. A base salary increase of \$40,000 (10.5 percent) was proposed, bringing Mr. Staton's annual base salary from \$380,000 to \$420,000, effective December 1, 2010. According to market data provided by Mercer Human Resource Consulting, the proposed base salary lags the market median of \$493,700 by 14.9 percent for a chief financial officer position for a hospital system with net revenue in excess of \$1.5 billion. This position is funded 100 percent by hospital system revenue funds.

Recommendation

The following was approved in connection with the preemptive retention salary adjustment for Paul Staton, Chief Financial Officer, UCLA Hospital System, Los Angeles campus:

- a. Per policy, an adjustment to the base salary of \$40,000 (10.5 percent) to increase his base salary from \$380,000 to \$420,000, SLCG Grade 112 (Minimum \$298,900, Midpoint \$385,300 Maximum \$471,500).
- b. Per policy, continued participation in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target bonus amount of 15 percent (\$63,000) and a maximum potential bonus of 25 percent (\$105,000). Actual award will depend on performance.
- c. Upon approval, effective December 1, 2010.

Recommended Compensation

Effective Date: December 1, 2010

Base Salary: \$420,000

CEMRP (at 15 percent Target Rate): \$63,000

Total Cash Compensation: \$483,000

Grade Level: SLCG Grade 112

(Minimum \$298,900, Midpoint \$385,300 Maximum \$471,500)

Median Market Data: \$493,700 (base salary only)

Percentage Difference from Market: 14.9 percent below market

Funding Source: Hospital System revenue

Budget &/or Prior Incumbent Data

Title: Chief Financial Officer, UCLA Hospital System

Base Salary: \$380,000

CEMRP (at 15 percent Target Rate): \$57,000

Total Cash Compensation: \$437,000

Grade Level: SLCG Grade 112

(Minimum \$298,900, Midpoint \$385,300 Maximum \$471,500)

Funding Source: Hospital System revenue

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCLA Chancellor Block

Reviewed by: President Yudof

**Committee on Compensation Chair Varner
Office of the President, Human Resources**

11. SUPPLEMENTAL REPORT OF INTERIM ACTIONS

Secretary and Chief of Staff Griffiths reported that, in accordance with authority previously delegated by the Regents, interim action was taken on routine or emergency matters as follows:

The Chair of the Committee on Compensation and the President of the University approved the following recommendations:

- A. *Proposed Title Change for Bruce Darling as Vice President for Laboratory Management, Office of the President*

Background to Recommendation

Action under interim authority was requested for the proposed title change for Bruce Darling as Vice President for Laboratory Management, Office of the President.

Under the leadership of Bruce Darling, the Office of Laboratory Management oversees administrative, technical, and research operations and programs on behalf of the University. When Mr. Darling moved from his former role as Executive Vice President – University Affairs, Office of the President, his title was not changed. In his current role, his oversight responsibilities encompass one National Laboratory with consultative services. Reporting directly to the President of the University, Mr. Darling's current title of Executive Vice President does not accurately reflect the nature and scope of his role, nor does it align with other Senior Management Group positions of similar scope and complexity.

Recommendation

The following items were approved in connection with the change in title for Bruce Darling as Vice President for Laboratory Management, Office of the President:

- (1) Change in title from Executive Vice President to Vice President for Laboratory Management.
- (2) No changes to the current SLCG Grade, base salary or other benefits are being recommended.

Submitted by: President Yudof
Reviewed by: Committee on Compensation Chair Varner
Office of the President, Human Resources

B. *Stipend Extension for Sheila E. Antrum as Chief Nursing and Patient Care Services Officer, Medical Center, San Francisco Campus*

Background to Recommendation

Action under interim authority was requested for the approval of a stipend extension for Sheila Antrum as Chief Nursing and Patient Care Services Officer, Medical Center, San Francisco campus, of 15 percent (\$37,500 annually) based on an annual base salary of \$250,000, SLCG Grade 110, effective upon interim approval, with an implementation date of January 1, 2011 through June 30, 2011. The existing 15 percent stipend was scheduled to end on December 31, 2010. The stipend will continue to be funded through Medical Center revenues.

The 15 percent stipend was first approved by President Yudof on April 30, 2009, and Chair of the Committee on Compensation Varner on May 6, 2009, retroactive to February 1, 2009 through December 31, 2009. Ms. Antrum received the stipend

for assuming temporary responsibility of pharmacy and perioperative services. On November 19, 2009, the Regents approved an administrative stipend extension of \$37,500 (15 percent) through December 31, 2010, to increase Ms. Antrum's base salary of \$250,000 to an annual salary of \$287,500, continued SLCG Grade 110, in recognition of continued increased scope of responsibilities. The approved stipend extension was in lieu of a requested permanent base salary increase. This current stipend extension request continues to be an exception to Senior Management Group policy as it has continued beyond the one-year threshold.

With direct reporting relationship to the Medical Center Chief Executive Officer, the existing 15 percent stipend reflects, since 2009, the added (and now permanent) responsibility of oversight of pharmacy and perioperative services where, with Ms. Antrum's leadership, exemplary progress and improvements have been made. The scope of the additional duties included in taking on the responsibilities of pharmacy and perioperative services includes budgetary oversight of \$250 million with an additional 788.7 FTE. This represents more than a 50 percent increase in FTE and a 103 percent increase in operating budget oversight for Ms. Antrum's current position. The stipend extension will continue to reflect these ongoing responsibilities. The resultant annual salary of \$287,500 (requested stipend extension of \$37,500 plus base salary of \$250,000) is 6.4 percent below the SLCG Grade 110 salary range midpoint of \$307,200.

Recommendation

The following items were approved in connection with the stipend extension for Sheila E. Antrum as Chief Nursing and Patient Care Services Officer, Medical Center, San Francisco campus:

- (1) Continued appointment of Sheila E. Antrum as Chief Nursing and Patient Care Services Officer, San Francisco campus, at 100 percent time.
- (2) Per policy, continued annual base salary of \$250,000, at SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500).
- (3) As an exception to policy, continued annual stipend of \$37,500, effective January 1, 2011 through June 30, 2011, or until implementation of a salary adjustment, if occurring prior to June 30, 2011. This is an exception to Senior Management Group policy as the stipend continues to exceed the one-year threshold.
- (4) Per policy, continued participation in the Clinical Enterprise Management Recognition Plan (CEMRP), with a maximum potential incentive payment of up to 25 percent (\$62,500) and target of 15 percent (\$37,500) of base salary. Actual award will depend on performance.

(5) Effective upon approval with an implementation date of January 1, 2011.

Recommended Compensation

Effective Date: January 1, 2011 through June 30, 2011

Base Salary: \$250,000

Stipend: \$37,500

CEMRP: \$37,500 (at target rate of 15 percent)

Total Cash Compensation: \$325,000

Grade Level: SLCG Grade 110

(Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500)

Median Market Data: Not applicable

Funding Source: Medical Center revenues

Percentage Difference from Market: Not applicable

Budget &/or Prior Incumbent Data

Title: Chief Nursing and Patient Care Services Officer

Base Salary: \$250,000

Stipend: \$37,500

CEMRP: \$37,500 (at target rate of 15 percent)

Total Cash Compensation: \$325,000

Grade Level: SLCG Grade 110

(Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500)

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program (based on both annual base salary plus stipend).
- Continuance of relocation allowance, which is now in its fourth year of payout. Ten percent (\$5,000) of the entire allowance (\$50,000) remains unpaid at this time and is scheduled to be paid prior to May 28, 2011.

The compensation described above shall constitute the University's total commitment until modified by the Regents 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.

Submitted by: UCSF Chancellor Desmond-Hellmann

Reviewed by: President Yudof

Committee on Compensation Chair Varner
Office of the President, Human Resources

12. REPORT OF COMMUNICATIONS RECEIVED

Secretary and Chief of Staff Griffiths reported that, in accordance with Bylaw 16.9, Regents received a summary of communications in reports dated December 1, 2010 and January 3, 2011.

13. REPORT OF MATERIALS MAILED BETWEEN MEETINGS

Secretary and Chief of Staff Griffiths reported that, on the dates indicated, the following were sent to the Regents or to Committees:

To Members of the Committee on Compensation

- A. From the President, Annual Report on Adjustment of the Indexed Compensation Level. (November 9, 2010)
- B. From the President, November 2010 Bi-Monthly Transaction Monitoring Report for Deans and Faculty Administrators who have transferred from the Senior Management Group Program to Academic Titles and other full-time Faculty Administrators. (December 6, 2010)
- C. From the President, list of Health Sciences Compensation Plan participants whose compensation exceeds the reporting threshold of \$658,800 for calendar year 2009. (December 6, 2010)

To Members of the Committee on Educational Policy

- D. From the President, 2009-10 Annual Report on University Private Support. (November 29, 2010)
- E. From the President, for the first quarter of the 2010-11 fiscal year: Quarterly Report on Private Support; Quarterly Report on Major Donors; and Quarterly Report on Endowed Chairs and Namings approved by the President. (December 1, 2010)

To Members of the Committee on Grounds and Buildings

- F. From the President, Annual Report on Major Capital Projects Implementation for fiscal year 2009-10. (November 2, 2010)

To Members of the Committee on Health Services

- G. From the President, Medical Center Activity and Financial Status Report for the twelve months ended June 30, 2010. (November 29, 2010)

To the Regents of the University of California

- H. From the General Counsel, letter concerning a media website allegation regarding management of UC's Retirement System and endowment funds. (November 1, 2010)
- I. From the Secretary and Chief of Staff, report of communications received subsequent to the October 1, 2010 report of communications. (November 1, 2010)
- J. From the President, copy of "An Open Letter to California" written by the President. (November 8, 2010)
- K. From the President, Bi-Monthly Transaction Monitoring Report – September 2010. (November 12, 2010)
- L. From the President, UC Union Coalition response to the Post-Employment Benefits Task Force Report. (November 16, 2010)
- M. From the Chief Investment Officer, Vice President for Investments and Acting Treasurer, market and portfolio performance for the quarter ended September 30, 2010. (November 16, 2010)
- N. From the Chief Investment Officer, Vice President for Investments and Acting Treasurer, Treasurer's Annual Report for the fiscal year ended June 30, 2010. (November 18, 2010)
- O. From the President, copy of a *New York Times* article regarding the Mark Twain autobiography published by UC Press. (November 22, 2010)
- P. From the Speaker of the California State Assembly, letter concerning campus climate for members of the gay, lesbian, bisexual, and transgender community. (November 23, 2010)
- Q. From the Chairman, copy of the Chairman's interview with the *Daily Californian*. (December 1, 2010)
- R. From the Secretary and Chief of Staff, report of communications received subsequent to the November 1, 2010 report of communications. (December 1, 2010)
- S. From the Chairman and the President, letter response to Speaker John A. Pérez' letter regarding UC campus climate for members of the gay, lesbian, bisexual, and transgender community. (December 6, 2010)
- T. From the President, letter concerning post-employment benefits recommendations. (December 10, 2010)

- U. From the President, University of California Chief Financial Officer's Division of Risk Services Annual Report for fiscal year 2009-10. (December 17, 2010)
- V. From the President, copy of a *Los Angeles Times* editorial concerning California higher education. (December 17, 2010)
- W. From the President, letter informing of the death of former first lady of the University of California, Catherine Kerr. (December 22, 2010)
- X. From the Secretary and Chief of Staff, announcement of the appointment of a new Regent by Governor Schwarzenegger. (December 31, 2010)
- Y. From the Chairman and the President, statement released by the Chairman and the President regarding the pension issue raised by several UC executives. (January 4, 2011)
- Z. From the Secretary and Chief of Staff, copy of Faculty Representative Simmons' paper on shared governance. (January 5, 2011)
- AA. From Regent Pattiz, letter announcing the decision to step down by the Director of the Los Alamos National Laboratory and President of Los Alamos National Security, LLC. (January 5, 2011)

The meeting adjourned at 10:00 a.m.

Attest:

Secretary and Chief of Staff

Additions shown by underscoring; deletions shown by strikethrough

SCHEDULE OF REPORTS TO THE REGENTS [Pursuant to Bylaw 16.8(a)] Amended July 2010 <u>January 2011</u>	
	Month(s) Presented or Mailed to Regents
BOARD	
Report of the President Concerning University Activities and Individuals (the President's Report)	January March May July September November
COMMITTEE ON COMPENSATION	
Annual Reports on Executive Compensation for Calendar Year ____: (a) Incumbents in Senior Management Positions and (b) Deans and Certain Faculty Administrators (<i>mbm*</i>)	July
Annual Reports on Compensated Outside Professional Activities for Calendar Year ____: (a) Incumbents in Senior Management Positions and (b) Deans and Certain Faculty Administrators (<i>mbm*</i>)	July
Annual Report on Health Sciences Compensation Plan Participants' Compensation that Exceed the Reporting Threshold (<i>mbm*</i>)	November
<u>Biannual Report on Academic Personnel Salaries Above the Indexed Compensation Level (<i>mbm*</i>)</u>	<u>May</u> <u>November</u>
Annual Report on Adjustment of the Indexed Compensation Level (<i>mbm*</i>)	September

SCHEDULE OF REPORTS TO THE REGENTS

[Pursuant to Bylaw 16.8(a)]

Amended July 2010 January 2011

	Month(s) Presented or Mailed to Regents
Bi-Monthly <u>Compensation</u> Monitoring Reports: (a) Incumbents in Certain Senior Management Positions; (b) Deans and Exceptions to Policy for Certain Full-Time Faculty Administrators; and (c) Actions for Certain Athletic Positions and Coaches Systemwide (<i>mbm*</i>)	January March May July September November
COMMITTEE ON COMPENSATION and COMMITTEE ON LONG RANGE PLANNING	
Biennial Accountability Sub-Report on Faculty Competitiveness [Biennial cycle begins 2011]**	January
Biennial Accountability Sub-Report on Staff [Beginning 2010]	September
COMMITTEE ON COMPLIANCE AND AUDIT	
Annual Report on Internal Audit Plans	July
Annual Review of External Audit of Hastings College of the Law (<i>mbm*</i>)	March
Annual Report on <u>Ethics and Compliance</u>	September
Annual Report of External Auditors for the Year Ended June 30, ____	November
Annual Report on Internal Audit Activities	November
COMMITTEE ON EDUCATIONAL POLICY	
Annual Report on Private Support, Major Donors, and Namings and Endowed Chairs (<i>mbm*</i>)	November
Statistical Summary of Students and Staff (<i>mbm*</i>)	March
<u>Annual Report on Time to Degree (<i>mbm*</i>)</u>	<u>September</u>

*mbm: Report is sent to all Regents as a mailing between meetings (mbm)

** Modified from annual to biennial report in January 2010

SCHEDULE OF REPORTS TO THE REGENTS**[Pursuant to Bylaw 16.8(a)]****Amended ~~July 2010~~ January 2011**

	Month(s) Presented or Mailed to Regents
<u>Annual Report on Nonresident Undergraduate Students (mbm*)</u>	<u>November</u>
Annual Report on Student Financial Support (mbm*)	March
Annual Report on Undergraduate Admissions Requirements [effective 2013; will include Report on Comprehensive Review] (mbm*)	July
Annual Report on Proposals Seeking Research Funding from the Tobacco Industry (mbm*)	September
Report on Comprehensive Review (mbm*) [Consolidate with the Annual Report on Undergraduate Admissions Requirements, 2013]	April
COMMITTEE ON EDUCATIONAL POLICY and COMMITTEE ON FINANCE	
Annual Report on Self-Supporting Professional Degree Programs (mbm*)	August
COMMITTEE ON EDUCATIONAL POLICY and COMMITTEE ON LONG RANGE PLANNING	
Biennial Accountability Sub-Report on Graduate Academic and Professional Degree Students [Beginning 2010]	July
Biennial Accountability Sub-Report on Student Success [Beginning 2011]**	July
Annual Accountability Sub-Report on Diversity at the University of California	September
Annual Accountability Sub-Report on the University of California Admissions and Enrollments	March

*mbm: Report is sent to all Regents as a mailing between meetings (mbm)

** Modified from annual to biennial report in January 2010

SCHEDULE OF REPORTS TO THE REGENTS**[Pursuant to Bylaw 16.8(a)]****Amended ~~July 2010~~ January 2011**

	Month(s) Presented or Mailed to Regents
COMMITTEE ON FINANCE	
Annual Report on Risk Management (<i>mbm*</i>)	January
Annual Report on Use of Outside Counsel (<i>mbm*</i>)	January
Annual Report on Settlements and Separation Agreements	January
Annual Report on University Housing Assistance Programs (<i>mbm*</i>)	January
Annual Report on Expenditures of Associates to the President and Chancellors (<i>mbm*</i>)	September
University of California Financial Reports	November
Annual University of California Retirement Plan Actuarial Valuation Report	November
Annual Report on Debt Capital and External Finance Approvals (<i>mbm*</i>)	November <u>January</u>
Annual Report on the University of California Technology Transfer Program (<i>mbm*</i>)	May
<u>Annual Report on Administrative Efficiencies</u>	<u>May</u>
<u>Annual Report on Advocacy</u>	<u>January</u>
Annual Report on Newly Approved Indirect Costs (<i>mbm*</i>)	November

*mbm: Report is sent to all Regents as a mailing between meetings (mbm)

** Modified from annual to biennial report in January 2010

SCHEDULE OF REPORTS TO THE REGENTS

[Pursuant to Bylaw 16.8(a)]

Amended ~~July 2010~~ January 2011

	Month(s) Presented or Mailed to Regents
COMMITTEE ON FINANCE and COMMITTEE ON OVERSIGHT OF THE DEPARTMENT OF ENERGY LABORATORIES	
Annual Report on the Net Fee Income Received as Owner of a Limited Liability Company Managing a Department of Energy National Laboratory and Expenditures Made Therefrom (<i>mbm*</i>)	November
COMMITTEE ON GROUNDS AND BUILDINGS	
Annual Report on Sustainable Practices (<i>mbm*</i>)	January
Annual Report on Chancellor's Residence and Office Capital Projects (<i>mbm*</i>)	September
Annual Report on Major Capital Projects Implementation (<i>mbm*</i>)	October
Budget for State Capital Improvements	November
University of California Five Year Capital Program State Funds	November
Annual Report on Campus' Ten Year Capital Financial Plans	November
<u>Ten Year Consolidated State and Non-State Capital Financial Plan</u>	<u>November</u>
COMMITTEE ON HEALTH SERVICES	
Biannual Activity and Financial Status Report on Hospitals and Clinics (<i>mbm*</i>)	February August <u>November</u>

*mbm: Report is sent to all Regents as a mailing between meetings (mbm)

** Modified from annual to biennial report in January 2010

SCHEDULE OF REPORTS TO THE REGENTS

[Pursuant to Bylaw 16.8(a)]

Amended ~~July 2010~~ January 2011

	Month(s) Presented or Mailed to Regents
COMMITTEE ON HEALTH SERVICES and COMMITTEE ON LONG RANGE PLANNING	
Biennial Accountability Sub-Report on Health Sciences and Services [Biennial cycle begins 2011]**	March
COMMITTEE ON INVESTMENTS	
Annual Endowment Investment Report	February
Annual Report on Divestment Policies (<i>mbm</i> *)	September
Annual Report of the Treasurer (<i>mbm</i> *)	November
COMMITTEE ON LONG RANGE PLANNING	
Biennial Accountability Sub-Report on University Private Support [Biennial cycle begins 2010]**	January
Annual University of California Accountability Report	May
Biennial Accountability Sub-Report on the Research Enterprise [Biennial cycle begins 2010]**	January

*mbm: Report is sent to all Regents as a mailing between meetings (mbm)

** Modified from annual to biennial report in January 2010

Additions shown by underscoring; deletions shown by strikethrough

STANDING ORDER 100.4

DUTIES OF THE PRESIDENT OF THE UNIVERSITY

(q)(1)

Except as provided in paragraph (q)(2) below, the President is authorized to approve amendments to the Capital Improvement Program for projects not to exceed \$10 million. The President is also authorized to approve amendments to the Capital Improvement Program for projects exceeding \$10 million up to and including \$20 million, provided that concurrence is obtained from the Chairman of the Board and the Chairman of the Committee on Grounds and Buildings and also provided that all actions taken in excess of \$10 million up to and including \$20 million under this authority be reported at the next following meeting of the Board. However, the following shall be approved by the Board: (1) projects with a total cost in excess of \$20 million, (2) for projects in excess of \$20 million, any modification in project cost over standard cost-rise augmentation in excess of 25%, or (3) capital improvement projects of any construction cost when, in the judgment of the President, a project merits review and approval by The Regents because of special circumstances related to budget matters, external financing, fundraising activities, project design, environmental impacts, community concerns, or substantial program modifications.

(q)(2)

This paragraph shall apply exclusively to capital projects for those campus entities on ~~campuses~~ approved by the Committee on Grounds and Buildings for inclusion in the pilot phase of the Delegated Process Redesign for Capital Improvement Projects.

The President is authorized to approve amendments to the Capital Improvement Program for projects not to exceed \$60 million. However, the following shall be approved by the Board: (1) projects with a total cost in excess of \$60 million, (2) for projects in excess of \$60 million, any modification in project cost over standard cost-rise augmentation in excess of 25%, or (3) capital improvement projects of any construction cost when, in the judgment of the President, a project merits review and approval by The Regents because of special circumstances related to budget matters, external financing, fundraising activities, project design, environmental impacts, community concerns, or substantial program modifications.

This paragraph shall become inoperative and is repealed on ~~March 31, 2014~~ March 31, 2014, unless a later Regents' action, that becomes effective on or before ~~March 31, 2014~~ March 31, 2014, deletes or extends the date on which it becomes inoperative and is repealed.

(nn)(1)

Except as provided in paragraph (nn)(2) below, The President shall be the manager of all external financing of the Corporation. The President is authorized to obtain external financing for amounts up to and including \$10 million for the planning, construction, acquisition, equipping, and improvement of projects. The President is also authorized to obtain external financing for amounts in excess of \$10 million up to and including \$20 million, provided that concurrence is obtained from the Chairman of the Board and the Chairman of the Committee on Finance, and also provided that all actions taken to obtain external financing for amounts in excess of \$10 million up to and including \$20 million be reported at the next following meeting of the Board. External financing in excess of \$20 million requires Board approval. The President shall have the authority to (1) negotiate for and obtain interim financing for any external financing, (2) design, issue, and sell revenue bonds or other types of external financing, (3) issue variable rate or fixed rate debt, and execute interest rate swaps to convert fixed or variable rate debt, if desired, into variable or fixed rate debt, respectively, (4) refinance existing external financing for the purpose of realizing lower interest expense, provided that the President's authority to issue such refinancing shall not be limited in amount, (5) provide for reserve funds and for the payment of costs of issuance of such external financing, (6) perform all acts reasonably necessary in connection with the foregoing, and (7) execute all documents in connection with the foregoing, provided that the general credit of The Regents shall not be pledged for the issuance of any form of external financing.

(nn)(2)

This paragraph shall apply exclusively to capital projects for those campus entities on ~~campuses~~ approved by the Committee on Grounds and Buildings for inclusion in the pilot phase of the Delegated Process Redesign for Capital Improvement Projects.

The President shall be the manager of all external financing of the Corporation. The President is authorized to obtain external financing for amounts up to and including \$60 million for the planning, construction, acquisition, equipping, and improvement of projects. The President shall have the authority to (1) negotiate for and obtain interim financing for any external financing, (2) design, issue, and sell revenue bonds or other types of external financing, (3) issue variable rate or fixed rate debt, and execute interest rate swaps to convert fixed or variable rate debt, if desired, into variable or fixed rate debt, respectively, (4) refinance existing external financing for the purpose of realizing lower interest expense, provided that the President's authority to issue such refinancing shall not be limited in amount, (5) provide for reserve funds and for the payment of costs of issuance of such external financing, (6) perform all acts reasonably necessary in connection with the foregoing, and (7) execute all documents in connection with the foregoing, provided that the general credit of The Regents shall not be pledged for the issuance of any form of external financing.

This paragraph shall become inoperative and is repealed on ~~March 31, 2014~~ March 31, 2014, unless a later Regents' action, that becomes effective on or before ~~March 31, 2014~~ March 31, 2014, deletes or extends the date on which it becomes inoperative and is repealed.

Additions shown by underscoring; deletions shown by strikethrough

REGENTS POLICY 8102: APPROVAL OF DESIGN, LONG RANGE DEVELOPMENT PLANS, AND THE ADMINISTRATION OF THE CALIFORNIA ENVIRONMENTAL QUALITY ACT

- (1) The Regents designates the following categories of projects as requiring design approval by the Committee on Grounds and Buildings:
 - (a) Except as provided in subparagraph (c), building projects with a total project cost in excess of \$10,000,000, except when such projects consist of the following:
 - (i) alternations or remodeling where the exterior of the building is not materially changed;
 - (ii) buildings or facilities located on agricultural, engineering or other field stations; or
 - (iii) agriculture-related buildings or facilities located in areas of a campus devoted to agricultural functions.
 - (b) Capital improvement projects of any construction cost when, in the judgment of the President, a project merits review and approval by The Regents because of budget matters, fundraising activities, environmental impacts, community concerns, or other reasons.
 - (c) Building projects for those on ~~on~~-campuses which have been approved by the Committee on Grounds and Buildings for inclusion in the pilot phase of the Delegated Process ~~Redesign~~ for Capital Improvement Projects with a total project cost in excess of \$60 million subject to the same exclusions as subparagraph (a). This subparagraph shall become inoperative and is repealed on ~~March 31, 2014~~ March 31, 2014, unless later Regents' action, that becomes effective on or before ~~March 31, 2014~~ March 31, 2014, deletes or extends the date on which it becomes inoperative and is repealed.
- (2) The approval of building projects other than those subject to approval by the Committee on Grounds and Buildings as set forth above is governed by applicable Bylaws, Standing Orders, and delegations.
- (3) Consistent with applicable Bylaws and Standing Orders, the President shall determine the responsibility for unique project approvals and other actions significantly affecting land use that, given their nature, do not involve a design approval.
- (4) All building project approvals shall be generally in accordance with an applicable Long Range Development Plan. Adoption by The Regents is required for new and substantially updated LRDPs. All LRDP amendments or actions having the practical effect of an LRDP amendment shall be approved at the following level:
 - a. The Committee on Grounds and Buildings shall consider for approval all LRDP amendments except those delegated in b. below;

- b. The President is authorized to approve minor LRDP amendments provided that the amendment preserves the fundamental planning principles of the LRDP and is limited to:
 - i. siting a building project of \$10,000,000 or less;
 - ii. shifting less than 30,000 gross square feet of allocated building space; and/or
 - iii. changing land-use boundaries and designations for 4 acres or less of land.
- (5) The President has the responsibility for the administration of the University's compliance with the California Environmental Quality Act. As provided by CEQA, the certification or adoption of environmental documents is undertaken at the level of the associated project approval. The modification of environmental documents, including mitigation measures, may occur at the same level as the original certification or adoption, provided that the President is authorized to modify an environmental document certified or adopted by The Regents so long as the modification does not result in new or increased significant impacts.
- (6) Notwithstanding the foregoing, the approval of the Committee on Grounds and Buildings, or in appropriate circumstances The Regents, may be required for any project or other action addressed by this policy when, in the judgment of the President, an action merits review and approval by the Regents because of budget matters, fundraising activities, environmental impacts, community concerns, or other reasons.

Additions shown by underscoring; deletions shown by strikethrough

REGENTS POLICY 7104: ~~PROCEDURE FOR APPOINTMENT~~ POLICY ON SELECTION OF LABORATORY DIRECTORS

That the following ~~procedure for appointment of Directors of the three major Department of Energy Laboratories be endorsed by The Regents and be utilized for an experimental period, subject to review after appropriate experience:~~

- A. Procedure for the Appointment of a Director of the Lawrence Berkeley National Laboratory
- (1) The President will engage in succession planning for the position of Director of the Lawrence Berkeley National Laboratory in support of the systematic nationwide search that will be undertaken each time a vacancy occurs.
 - (2) When a vacancy occurs or is imminent in the position of Director of the Lawrence Berkeley National Laboratory, a joint Committee, including Regents and others, will be appointed to advise the President of the University. The Committee will consist of five Regents appointed by the Chairman of the Board, five members appointed by the President of the University from the University's faculty, research scientists, and research administrators (including one Academic Senate member selected from a slate of faculty with appropriate expertise that is proposed by the Chair of the Academic Senate), and the Chairman of the Board and the President of the University, ex officio. The President of the University will convene the Committee.
 - (3) The President of the University will submit to the Committee for evaluation not ~~less~~ fewer than five nor more than fifteen names of candidates whom he or she considers promising. The Committee will evaluate these nominations of the President and may consider or suggest other names. It may interview candidates. It will solicit the opinions of other interested groups in whatever manner it considers appropriate.
 - (4) Both the Committee and the President shall be mindful of the University's firm commitment to diversity in the employment of women and minorities in seeking out the most qualified candidates.
 - (5) After the Committee has completed its evaluations and advised the President of the University, ~~he~~ the President will make his or her recommendation to the Regents through the Committee on Oversight of the Department of Energy Laboratories for consideration and approval.

(Revised to update Atomic Energy Commission to Department of Energy and Committee on Special Research Projects to Committee on Oversight of the Department of Energy Laboratories.*

B. Procedure for Nomination of Los Alamos National Security, LLC (LANS) and Lawrence Livermore National Security, LLC (LLNS) Laboratory Directors (and LLC Presidents)

- (1) The Chairman of the LANS and LLNS LLC Board of Governors will engage in succession planning for the position of Director of the Los Alamos National Laboratory and the Director of the Lawrence Livermore National Laboratory in support of the systematic nationwide search that will be undertaken each time a vacancy occurs.
- (2) When a vacancy occurs or is imminent in the position of the Director of the Los Alamos National Laboratory or the Lawrence Livermore National Laboratory, the University-appointed Chairman of the LLC Board of Governors and the President of the University will appoint a Committee to advise the Chairman of the LLC Board. The Committee will consist of members drawn from the LLC Board of Governors, Regents, and members of the University of California faculty as well as others with appropriate expertise and experience, and will include one Academic Senate member selected from a slate of faculty with appropriate expertise that is proposed by the Chair of the Academic Senate. The Chairman of the LLC Board will convene the Committee.
- (3) The Chairman of the LLC Board will submit to the Committee for evaluation an appropriate list of candidates (typically not fewer than five or more than fifteen) whom he or she considers promising. The Committee will evaluate these nominations and may consider or suggest other names. It may interview candidates. It will solicit the opinions of other interested groups in whatever manner it considers appropriate.
- (4) Both the Committee and the Chair of the LLC Board shall be mindful of the University's and the LLC's firm commitment to diversity in the employment of women and minorities in seeking out the most qualified candidates.
- (5) After the Committee has completed its evaluations and advised the Chairman of the LLC Board, the Chairman of the LLC Board will make his or her recommendation to the Chairman of the Regents, the Chairman of the Committee on Oversight of the Department of Energy Laboratories, and the President of the University for consideration and concurrence.

Additions shown by underscoring; deletions shown by strikethrough

STANDING ORDER 100.4

DUTIES OF THE PRESIDENT OF THE UNIVERSITY

(dd)

Except as otherwise specifically provided in the Bylaws and Standing Orders, the President is authorized to execute on behalf of the Corporation all contracts and other documents necessary in the exercise of the President's duties, including documents to solicit and accept pledges, gifts, and grants, except that specific authorization by resolution of the Board shall be required for documents which involve or which are:

1. Exceptions to approved University programs and policies or obligations on the part of the University to expenditures or costs for which there is no established fund source or which require the construction of facilities not previously approved.
2. Renewal or modification of the prime contracts with the Department of Energy for the operation of the Ernest Orlando Lawrence Berkeley National Laboratory, the Los Alamos National Laboratory or the Lawrence Livermore National Laboratory that, in the opinion of the General Counsel, would constitute a cardinal change as a matter of law; and renewals or substantive modifications of the Los Alamos National Security LLC and Lawrence Livermore National Security LLC Agreements; ~~and modifications to the prime contracts pertaining to the Los Alamos National Laboratory or the Lawrence Livermore National Laboratory that would constitute a cardinal change.~~

Summary of Incentive Plan Payments
Campus - UC Davis
Year - 2008/09

Plan No.	30
Plan Name	Excellent Attendance
Plan Type	Incentive
Unit/Department	School of Medicine & School of Nursing
Description	Employees using 0-8 hours of sick time receive \$1000, employees using 8-16 hours of sick time receive \$500. Includes employees earning more than \$100,000.
Eligible Population	Unrepresented career employees in an eligible unrep title and in SOM or SON for an entire year. Phys, Asst Phys, Psych interns, students and limited/contract are ineligible.
Total No. Awards	149
Total Plan Payout	\$135,500

Last Name	First Name	Award Amount
Sala	Marbella	\$1,000
Hicks	Jessica	\$1,000
Forkin	James	\$1,000
Miller	Felicia	\$1,000
Santa Romana	Albert	\$1,000
Valenton	Elisa	\$500
Vidales	Rose	\$1,000
Robinson	Mark	\$1,000
Bingle	David	\$1,000
Chorba	Kathy	\$1,000
Cotton	Daniel	\$1,000
Covington	Steven	\$1,000
Gingold	Brian	\$500
Hee	Benjamin	\$1,000
Ransom	Jacquelyn	\$1,000
Wei	Shang	\$1,000
Anderson	Karen	\$1,000
Schambug	Joyce	\$1,000
Smith	William	\$500
Stoker	David	\$500
Turrell	Corrine	\$1,000
Rundle	Edith	\$1,000
Bailey	Thomas	\$1,000
Barnett	Marcy	\$500
Delwiche	Lora	\$1,000
Frost	Joshua	\$1,000
Garcia	Giselle	\$500
Hendrickson	Alan	\$1,000
Jose	Keith	\$1,000
Merrigan	Jessica	\$500
Rasor	Marianne	\$500
Rose	Melissa	\$1,000
Savage	Phillipa	\$1,000
Sonneborn	Dean	\$1,000
Trout	Amber	\$1,000
Ganal	Maribel	\$1,000
Morris	Beth	\$1,000
Chan	Donna	\$1,000
Dagang	Edward	\$1,000
Ibarra	Lina	\$1,000
Jouan	Amy	\$500
McCarthy	Christopher	\$1,000
Peoples	Gail	\$1,000
Raffetto	Anna	\$500
Bramson	Janice	\$1,000
Lowart	Pamela	\$1,000
Baldwin	Teressa	\$1,000
Christensen	Denise	\$1,000

Harlan	Christine	\$1,000
Heath	Janet	\$1,000
Jose	Mei	\$1,000
Kenny	Thomas	\$1,000
Latow	Polly	\$1,000
Macias	Denise	\$1,000
Mauer	Keith	\$1,000
Murga	Marisa	\$1,000
Phipps	Nikki	\$1,000
Thompson	Terri	\$1,000
Threlkeld	Kristi	\$1,000
Fortis	Linda	\$1,000
Arredondo	Juan	\$1,000
Hupcey	Roxanna	\$1,000
Kang	Xiaojian	\$1,000
La Grande	Jane	\$500
Zrelack	Patricia	\$1,000
Rognlie-Howes	Elizabeth	\$1,000
Barnes	Thomas	\$500
Cello	Kimberly	\$1,000
Dhillion	Bhupinder	\$1,000
Holderreed	Barbara	\$1,000
Fischer	Shirl	\$500
Chan	Geoff	\$1,000
Tinling	Steven	\$1,000
Adamson	Grete	\$1,000
Bean	Edwin	\$500
Choi	Michael	\$1,000
Oxford	Carol	\$1,000
Alarid	Michael	\$1,000
Hansen	Joan	\$1,000
Hildebrant	Roberta	\$1,000
Ingle	Christine	\$500
Bennett	Stephen	\$1,000
Dansker	Stephanie	\$1,000
Guarneri	Regina	\$1,000
Kasiraj	Jayanthi	\$1,000
Latour	Gina	\$500
Llewelyn	Lori	\$1,000
Lundquist	Kimberly	\$500
Siegel	Gaberiella	\$500
Sisneros	Gloria	\$500
Slauson	Daniel	\$1,000
Sweeting	Judith	\$1,000
Timmer	Susan	\$1,000
Zone	Sharon	\$1,000
Nichols	Sheryl	\$1,000
Bennett	Jeffrey	\$500
Henning	Kelly	\$1,000

Rocha	Marie	\$500
Sonico	Gerard	\$1,000
Tussing	Debra	\$1,000
Burkett	George	\$1,000
Stone	Sherri	\$1,000
Rodriguez	Maria	\$500
Abresch	Richard	\$1,000
Henricson	Erik	\$500
Birak	Jaskaran	\$500
Carvidi	Marie	\$1,000
Low	Teri	\$1,000
Terry	Alison	\$1,000
Tran	Thoan	\$1,000
Abbott	Dana	\$1,000
Miranda-Tuter	Audrey	\$1,000
Pellegrino	Lorraine	\$500
Perazzo	Sylvia	\$1,000
Poon	Benny	\$1,000
Roehrich	Rikki	\$1,000
Wold	Gary	\$1,000
Chang	Michelle	\$500
Soares	Stephanie	\$1,000
Carrick	Jennette	\$1,000
Casselman	Jodi	\$1,000
Anderson	Joseph	\$1,000
Pontow	Suzanne	\$1,000
Reginelli	Phyllis	\$1,000
Gillis	Michael	\$1,000
Bencken	Elizabeth	\$1,000
Blount	Cameron	\$1,000
Chedin	Erica	\$1,000
Elias	Jeffery	\$1,000
Wandzilak	Ted	\$1,000
Whitney	Erica	\$1,000
Rose	David	\$1,000
Rowen	David	\$1,000
Rai	Gurmeet	\$1,000
Watkins	Thomas	\$1,000
Higby	Sandra	\$1,000
Lelevier	Kathy	\$500
Miller	Stacy	\$1,000
Phinney	Ernest	\$1,000
Anderson	Kimberely	\$1,000
Schauer	Sharon	\$1,000
Urquiza	Anthony	\$1,000
Lehman	Karen	\$1,000
Hendricks	Paul	\$1,000
DeHerrera	Nancy	\$1,000
Harry	David	\$1,000

Katz-Bell	Jana	\$1,000
Annett	Geralyn	\$1,000
O'Sullivan	Darrell	\$1,000
Total:		\$135,500

Notes: Program award criteria:

Employees who used 0 to 8.0 hours of sick leave in a plan per year would receive a \$1,000 award. Employees who used 8.1 to 16 hours of sick leave in a plan year would receive a \$500 award. But for 2008-09 (and 2009-10) all awards have been deferred, per UCOP. The Program Plan Year is from October 1 through September 30th of each year.

Summary of Incentive Plan Payments
Campus - UCSF
Year - 2008/09

Plan No.	58	61	66
Plan Name	FAS Incentive Plan	SOD Management Incentive Plan	SOM Management Incentive Plan
Plan Type	Incentive	Incentive	Incentive
Unit/Department	Financial & Admin Services	School of Dentistry	School of Medicine
Description	Non-base building cash incentives for achievement of goals at FAS, department and individual levels. Max award for represented staff is \$1,000, and 10% for non-represented.	Plan identifies minimum performance levels in areas of financial management, internal controls, HR management, and compliance. Payouts range from 0% - 15%.	Plan identifies minimum performance levels in areas of financial management, internal controls, HR management, and compliance. Payouts range from 0% - 15%.
Eligible Population	All FAS Staff	MSOs and key senior administrators in the Dean's Office	MSOs and key senior administrators in the Dean's Office
Total No. Awards	1,337	5	138
Total Plan Payout	\$2,284,631.65	\$47,892.00	\$1,688,867.95
Average Payout	\$1,708.77	\$9,578.40	\$12,238.17
Median Payout	\$985.60	\$10,724.00	\$11,208.82
Largest Payout	\$24,956.69	\$11,907.00	\$41,204.84
Smallest Payout	\$194.60	\$4,227.00	\$1,790.51

TOTAL PAYOUT (3 Plans)**\$4,021,391.60**

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	Financial & Administrative Services	FAS Incentive Plan	VERMILLION,ERIC	Associate Vice Chancellor	\$277,500.00	\$277,500.00	\$24,956.69	\$302,456.69	8.99%
UCSF	Financial & Administrative Services	FAS Incentive Plan	LOPEZ,RANDY	Associate Vice Chancellor	\$277,500.00	\$277,500.00	\$22,200.00	\$299,700.00	8.00%
UCSF	OAAIS	FAS Incentive Plan	SHOWSTACK,JONATHAN	ASST V CHAN (FUNCTL AREA)-EXEC	\$247,700.04	\$247,700.04	\$12,189.32	\$259,889.36	4.92%
UCSF	Controller	FAS Incentive Plan	HAMILTON,CECILIA	ASST VICE CHAN (FUNCTL AREA)	\$234,999.96	\$234,999.96	\$11,891.00	\$246,890.96	5.06%
UCSF	Budget/Finance	FAS Incentive Plan	FLYNN,BRUCE	DIRECTOR (FUNCTIONAL AREA)	\$165,000.00	\$165,000.00	\$10,450.11	\$175,450.11	6.33%
UCSF	Budget/Finance	FAS Incentive Plan	HAWKINS,ANGELA	DIRECTOR (FUNCTIONAL AREA)	\$195,199.92	\$195,199.92	\$10,421.72	\$205,621.64	5.34%
UCSF	CPFM	FAS Incentive Plan	GIACOMI,JON	DIRECTOR (FUNCTIONAL AREA)	\$172,899.96	\$172,899.96	\$10,235.68	\$183,135.64	5.92%
UCSF	Budget/Finance	FAS Incentive Plan	SPRADLING,TRENT	DIRECTOR (FUNCTIONAL AREA)	\$156,000.00	\$156,000.00	\$9,654.84	\$165,654.84	6.19%
UCSF	Police	FAS Incentive Plan	ROSKOWSKI,PAMELA	CHIEF OF POLICE	\$184,500.00	\$184,500.00	\$9,594.00	\$194,094.00	5.20%
UCSF	Budget/Finance	FAS Incentive Plan	HINE,JAMES	DIRECTOR (FUNCTIONAL AREA)	\$180,000.00	\$180,000.00	\$8,856.00	\$188,856.00	4.92%
UCSF	CLS	FAS Incentive Plan	FORMAN,GARY	DIRECTOR (FUNCTIONAL AREA)	\$172,899.97	\$172,899.97	\$8,515.32	\$181,415.29	4.92%
UCSF	Financial & Administrative Services	FAS Incentive Plan	CANNING,MARCIA	Chf Campus Counsel/Assoc General Cnsl	\$234,210.00	\$234,210.00	\$8,431.56	\$242,641.56	3.60%
UCSF	Financial & Administrative Services	FAS Incentive Plan	HSU,STELLA	Assoc Vice Chancellor	\$207,570.00	\$207,570.00	\$8,302.80	\$215,872.80	4.00%
UCSF	CPFM	FAS Incentive Plan	KINCAID,MICHAEL	COMPUTING RESOURCE MANAGER III	\$138,341.64	\$138,341.64	\$8,189.83	\$146,531.47	5.92%
UCSF	Financial & Administrative Services	FAS Incentive Plan	TYBURSKI,MIKE	Director (Funct Area)	\$228,400.00	\$228,400.00	\$8,108.20	\$236,508.20	3.55%
UCSF	CPFM	FAS Incentive Plan	TRAN,TU	MANAGER (FUNCTIONAL AREA)	\$135,000.00	\$135,000.00	\$7,992.00	\$142,992.00	5.92%
UCSF	HR	FAS Incentive Plan	HICKEY,LAWRENCE	ASST DIR (FUNCTIONAL AREA)	\$152,175.96	\$152,175.96	\$7,639.23	\$159,815.19	5.02%
UCSF	CLS	FAS Incentive Plan	GLEDHILL,JON	DIRECTOR (FUNCTIONAL AREA)	\$162,069.48	\$162,069.48	\$7,341.75	\$169,411.23	4.53%
UCSF	Legal	FAS Incentive Plan	SCHNETZLER,GRETA	ADMIN/COORD/OFFICER(FUNC AREA)	\$200,930.04	\$200,930.04	\$7,233.48	\$208,163.52	3.60%
UCSF	Legal	FAS Incentive Plan	SPARKMAN,ANN	ADMIN/COORD/OFFICER(FUNC AREA)	\$200,930.04	\$200,930.04	\$7,233.48	\$208,163.52	3.60%
UCSF	Controller	FAS Incentive Plan	COTTERMAN,ROBERT	DIRECTOR (FUNCTIONAL AREA)	\$176,799.96	\$176,799.96	\$7,178.08	\$183,978.04	4.06%
UCSF	Controller	FAS Incentive Plan	LIN,SUSAN	DIRECTOR (FUNCTIONAL AREA)	\$176,799.96	\$176,799.96	\$7,178.08	\$183,978.04	4.06%
UCSF	CPFM	FAS Incentive Plan	PELZNER,JUDITH	MANAGER (FUNCTIONAL AREA)	\$115,964.52	\$115,964.52	\$6,865.10	\$122,829.62	5.92%
UCSF	CPFM	FAS Incentive Plan	LAU,JULIE	MANAGER (FUNCTIONAL AREA)	\$108,999.96	\$108,999.96	\$6,452.80	\$115,452.76	5.92%
UCSF	Budget/Finance	FAS Incentive Plan	TAYLOR,CHARLES	DIRECTOR (FUNCTIONAL AREA)	\$156,572.76	\$156,572.76	\$6,323.97	\$162,896.73	4.04%
UCSF	CPFM	FAS Incentive Plan	ARALAR JR.,REYNALDO	MANAGER (FUNCTIONAL AREA)	\$106,335.00	\$106,335.00	\$6,295.03	\$112,630.03	5.92%
UCSF	CPFM	FAS Incentive Plan	GILMORE,ROBERT	MANAGER (FUNCTIONAL AREA)	\$105,000.00	\$105,000.00	\$6,216.00	\$111,216.00	5.92%
UCSF	CLS	FAS Incentive Plan	CAMPOS,PETER	MANAGER (FUNCTIONAL AREA)	\$124,269.60	\$124,269.60	\$6,213.48	\$130,483.08	5.00%
UCSF	HR	FAS Incentive Plan	ZUZOVSKY,GUY	MANAGER (FUNCTIONAL AREA)	\$150,399.96	\$150,399.96	\$6,128.80	\$156,528.76	4.08%
UCSF	Budget/Finance	FAS Incentive Plan	NEPVEU,DENIS	DIRECTOR (FUNCTIONAL AREA)	\$150,799.92	\$150,799.92	\$6,090.81	\$156,890.73	4.04%
UCSF	HR	FAS Incentive Plan	TASTEVIN,FRANK	MANAGER (FUNCTIONAL AREA)	\$120,807.48	\$120,807.48	\$6,064.54	\$126,872.02	5.02%
UCSF	Budget/Finance	FAS Incentive Plan	MIA,NILO	ASST DIR (FUNCTIONAL AREA)	\$150,000.00	\$150,000.00	\$6,058.50	\$156,058.50	4.04%
UCSF	HR	FAS Incentive Plan	HONES,LUKE	MANAGER (FUNCTIONAL AREA)	\$118,899.96	\$118,899.96	\$5,968.78	\$124,868.74	5.02%
UCSF	Police	FAS Incentive Plan	UHLER,BRIAN	ASST CHIEF POLICE/POLICE CAPTN	\$135,000.00	\$135,000.00	\$5,940.00	\$140,940.00	4.40%
UCSF	Controller	FAS Incentive Plan	MAURER,MICHAEL	DIRECTOR (FUNCTIONAL AREA)	\$144,999.96	\$144,999.96	\$5,887.00	\$150,886.96	4.06%
UCSF	OAAIS	FAS Incentive Plan	WONG,JANE	DIRECTOR (FUNCTIONAL AREA)	\$199,800.00	\$199,800.00	\$5,834.16	\$205,634.16	2.92%
UCSF	CLS	FAS Incentive Plan	JONES,BARBARA	DIRECTOR (FUNCTIONAL AREA)	\$151,691.05	\$151,691.05	\$5,309.19	\$157,000.24	3.50%
UCSF	Police	FAS Incentive Plan	JONES,CHRISTOPHER	ASSOC DIR (FUNCTIONAL AREA)	\$120,000.00	\$120,000.00	\$5,280.00	\$125,280.00	4.40%
UCSF	Legal	FAS Incentive Plan	WYNSHAW-BORIS,DIANE	ADMIN/COORD/OFFICER(FUNC AREA)	\$143,500.08	\$143,500.08	\$5,166.00	\$148,666.08	3.60%
UCSF	CPFM	FAS Incentive Plan	GRIZZELL,ANDREW	PROGRAMMER/ANALYST IV	\$110,375.28	\$110,375.28	\$5,099.34	\$115,474.62	4.62%
UCSF	CLS	FAS Incentive Plan	MOY,BETTY	ANALYST VI - MSP	\$101,548.08	\$101,548.08	\$5,077.40	\$106,625.48	5.00%
UCSF	Controller	FAS Incentive Plan	ENGEN,STEVEN	MANAGER (FUNCTIONAL AREA)	\$125,004.00	\$125,004.00	\$5,075.16	\$130,079.16	4.06%
UCSF	Budget/Finance	FAS Incentive Plan	VILLANUEVA,MICHAEL	DIRECTOR (FUNCTIONAL AREA)	\$125,076.00	\$125,076.00	\$5,051.82	\$130,127.82	4.04%
UCSF	CLS	FAS Incentive Plan	STOUT,JASON	MANAGER (FUNCTIONAL AREA)	\$100,610.04	\$100,610.04	\$5,030.50	\$105,640.54	5.00%
UCSF	Budget/Finance	FAS Incentive Plan	RHINE,ROBERT	DIRECTOR (FUNCTIONAL AREA)	\$123,504.00	\$123,504.00	\$4,988.33	\$128,492.33	4.04%
UCSF	Controller	FAS Incentive Plan	KELSO,JUDITH	ADMIN/COORD/OFFICER(FUNC AREA)	\$122,814.84	\$122,814.84	\$4,986.28	\$127,801.12	4.06%
UCSF	CLS	FAS Incentive Plan	YOXSIMER,CINDY	COMPUTING RESOURCE MANAGER II	\$99,275.04	\$99,275.04	\$4,963.75	\$104,238.79	5.00%
UCSF	Controller	FAS Incentive Plan	JONES,JANET	DIRECTOR (FUNCTIONAL AREA)	\$121,333.68	\$121,333.68	\$4,926.15	\$126,259.83	4.06%
UCSF	Controller	FAS Incentive Plan	YEPESEN,JEFFREY	ASST DIR (FUNCTIONAL AREA)	\$121,100.52	\$121,100.52	\$4,916.68	\$126,017.20	4.06%
UCSF	CPFM	FAS Incentive Plan	WATT,JOSEPH	ADMIN/COORD/OFFICER(FUNC AREA)	\$105,999.96	\$105,999.96	\$4,897.20	\$110,897.16	4.62%
UCSF	Controller	FAS Incentive Plan	KAWAKAMI,GAIL	MANAGER (FUNCTIONAL AREA)	\$120,486.96	\$120,486.96	\$4,891.77	\$125,378.73	4.06%
UCSF	CPFM	FAS Incentive Plan	WONG,RUBY	MANAGER (FUNCTIONAL AREA)	\$105,300.00	\$105,300.00	\$4,864.86	\$110,164.86	4.62%
UCSF	OAAIS	FAS Incentive Plan	KAMERICK,MICHAEL	DIRECTOR (FUNCTIONAL AREA)	\$178,200.00	\$178,200.00	\$4,847.04	\$183,047.04	2.72%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	Controller	FAS Incentive Plan	NORRIS, RON	DIRECTOR (FUNCTIONAL AREA)	\$118,160.88	\$118,160.88	\$4,797.33	\$122,958.21	4.06%
UCSF	CLS	FAS Incentive Plan	FREEMAN, DANIEL	COMPUTING RESOURCE MANAGER II	\$95,614.56	\$95,614.56	\$4,780.73	\$100,395.29	5.00%
UCSF	OAAIS	FAS Incentive Plan	TIANEN, CARL	DIRECTOR (FUNCTIONAL AREA)	\$184,200.00	\$184,200.00	\$4,770.78	\$188,970.78	2.59%
UCSF	CLS	FAS Incentive Plan	BRAXTON, KEITH	DIRECTOR (FUNCTIONAL AREA)	\$126,099.12	\$126,099.12	\$4,766.55	\$130,865.67	3.78%
UCSF	CLS	FAS Incentive Plan	KOCH, ALANA	MANAGER (FUNCTIONAL AREA)	\$94,981.32	\$94,981.32	\$4,749.07	\$99,730.39	5.00%
UCSF	CLS	FAS Incentive Plan	WANG, SEN	ANALYST VI - MSP	\$94,748.04	\$94,748.04	\$4,737.40	\$99,485.44	5.00%
UCSF	OAAIS	FAS Incentive Plan	RAISSI, SHAHLA	DIRECTOR (FUNCTIONAL AREA)	\$161,200.08	\$161,200.08	\$4,707.04	\$165,907.12	2.92%
UCSF	Controller	FAS Incentive Plan	ZIMMERMANN, STAN	MANAGER (FUNCTIONAL AREA)	\$115,466.88	\$115,466.88	\$4,687.96	\$120,154.84	4.06%
UCSF	Budget/Finance	FAS Incentive Plan	HATHAWAY, DAVID	ASST DIR (FUNCTIONAL AREA)	\$115,500.00	\$115,500.00	\$4,665.05	\$120,165.05	4.04%
UCSF	Fin Srvs AVCA	FAS Incentive Plan	O'NEAL, JULIE	MANAGER (FUNCTIONAL AREA)	\$122,000.04	\$122,000.04	\$4,636.00	\$126,636.04	3.80%
UCSF	Controller	FAS Incentive Plan	CHEN, PEARL	MANAGER (FUNCTIONAL AREA)	\$113,999.88	\$113,999.88	\$4,628.40	\$118,628.28	4.06%
UCSF	Controller	FAS Incentive Plan	FONG, SCOTT	MANAGER (FUNCTIONAL AREA)	\$113,359.92	\$113,359.92	\$4,602.41	\$117,962.33	4.06%
UCSF	HR	FAS Incentive Plan	DIETTINGER, DONALD	MANAGER (FUNCTIONAL AREA)	\$129,107.04	\$129,107.04	\$4,583.30	\$133,690.34	3.55%
UCSF	CLS	FAS Incentive Plan	COX, KEVIN	ANALYST VI - MSP	\$111,775.20	\$111,775.20	\$4,571.61	\$116,346.81	4.09%
UCSF	CPFM	FAS Incentive Plan	BALANZA, GRISELDA	ANALYST V-SUPERVISOR	\$98,799.96	\$98,799.96	\$4,564.56	\$103,364.52	4.62%
UCSF	Police	FAS Incentive Plan	EASTERBROOK, JON	ASST CHIEF POLICE/POLICE CAPTN	\$141,786.12	\$141,786.12	\$4,537.16	\$146,323.28	3.20%
UCSF	Budget/Finance	FAS Incentive Plan	HATO, GABRIELLA	ADMIN/COORD/OFFICER(FUNC AREA)	\$111,999.96	\$111,999.96	\$4,523.68	\$116,523.64	4.04%
UCSF	CPFM	FAS Incentive Plan	BADE, MICHAEL	ASST VICE CHAN (FUNCTL AREA)	\$176,800.08	\$176,800.08	\$4,455.36	\$181,255.44	2.52%
UCSF	OAAIS	FAS Incentive Plan	SCHMIDT, HEIDI	DIRECTOR (FUNCTIONAL AREA)	\$178,200.00	\$178,200.00	\$4,367.68	\$182,567.68	2.45%
UCSF	Budget/Finance	FAS Incentive Plan	WESNER, KATHLEEN	DIRECTOR (FUNCTIONAL AREA)	\$141,000.00	\$70,500.00	\$4,363.25	\$74,863.25	6.19%
UCSF	CLS	FAS Incentive Plan	RAMIREZ, MARLENE	ANALYST V-SUPERVISOR	\$87,059.16	\$87,059.16	\$4,352.96	\$91,412.12	5.00%
UCSF	Budget/Finance	FAS Incentive Plan	KOLSOM, DAVID	DIRECTOR (FUNCTIONAL AREA)	\$147,999.96	\$147,999.96	\$4,321.60	\$152,321.56	2.92%
UCSF	Budget/Finance	FAS Incentive Plan	WONG, VIRGINIA	DIRECTOR (FUNCTIONAL AREA)	\$144,999.96	\$144,999.96	\$4,234.00	\$149,233.96	2.92%
UCSF	Police	FAS Incentive Plan	BERLIN, PAUL	ASST CHIEF POLICE/POLICE CAPTN	\$129,996.00	\$129,996.00	\$4,159.87	\$134,155.87	3.20%
UCSF	CPFM	FAS Incentive Plan	BOWER, BENJAMIN	ANALYST V-SUPERVISOR	\$90,000.00	\$90,000.00	\$4,158.00	\$94,158.00	4.62%
UCSF	CPFM	FAS Incentive Plan	HERRICK, ROBIN	ANALYST V-SUPERVISOR	\$90,000.00	\$90,000.00	\$4,158.00	\$94,158.00	4.62%
UCSF	CPFM	FAS Incentive Plan	MCCOY, AARON	ANALYST V-SUPERVISOR	\$90,000.00	\$90,000.00	\$4,158.00	\$94,158.00	4.62%
UCSF	CPFM	FAS Incentive Plan	SILVA, CHRISTOPHER	PROGRAMMER/ANALYST III	\$90,000.00	\$90,000.00	\$4,158.00	\$94,158.00	4.62%
UCSF	CPFM	FAS Incentive Plan	KELLY, ZOILA	ANALYST V-SUPERVISOR	\$89,963.04	\$89,963.04	\$4,156.29	\$94,119.33	4.62%
UCSF	Police	FAS Incentive Plan	RIVERA, BARNEY	POLICE LIEUTENANT - MSP	\$129,804.00	\$129,804.00	\$4,153.73	\$133,957.73	3.20%
UCSF	Police	FAS Incentive Plan	VILLALOBOS, ERICK	MANAGER (FUNCTIONAL AREA)	\$94,075.07	\$94,075.07	\$4,139.30	\$98,214.37	4.40%
UCSF	HR	FAS Incentive Plan	WRIGHT, SUSAN	MANAGER (FUNCTIONAL AREA)	\$141,100.32	\$141,100.32	\$4,120.13	\$145,220.45	2.92%
UCSF	Controller	FAS Incentive Plan	SU, SYLVIA	ANALYST VI - MSP	\$99,999.96	\$99,999.96	\$4,060.00	\$104,059.96	4.06%
UCSF	Controller	FAS Incentive Plan	GRAFTON, MICHAEL	MANAGER (FUNCTIONAL AREA)	\$99,779.28	\$99,779.28	\$4,051.04	\$103,830.32	4.06%
UCSF	Controller	FAS Incentive Plan	LU, FLORENCE	MANAGER (FUNCTIONAL AREA)	\$99,400.44	\$99,400.44	\$4,035.66	\$103,436.10	4.06%
UCSF	CPFM	FAS Incentive Plan	CURTIN, MATTHEW	ANALYST V-SUPERVISOR	\$87,000.00	\$87,000.00	\$4,019.40	\$91,019.40	4.62%
UCSF	CLS	FAS Incentive Plan	JACOBS, JAMES	MANAGER (FUNCTIONAL AREA)	\$113,383.68	\$113,383.68	\$3,968.43	\$117,352.11	3.50%
UCSF	CLS	FAS Incentive Plan	GEARLDS, TRACEY	DIRECTOR (FUNCTIONAL AREA)	\$123,074.04	\$123,074.04	\$3,966.06	\$127,040.10	3.22%
UCSF	CPFM	FAS Incentive Plan	JONES, BERNARD	ANALYST V-SUPERVISOR	\$84,951.12	\$84,951.12	\$3,924.74	\$88,875.86	4.62%
UCSF	OAAIS	FAS Incentive Plan	NARAYANA, SURYA	COMPUTING RESOURCE MANAGER III	\$159,999.96	\$159,999.96	\$3,921.60	\$163,921.56	2.45%
UCSF	Controller	FAS Incentive Plan	REITER, JAMES	PRINCIPAL ACCOUNTANT	\$96,438.96	\$96,438.96	\$3,915.42	\$100,354.38	4.06%
UCSF	Controller	FAS Incentive Plan	GEE, PATSY	ADMIN/COORD/OFFICER(FUNC AREA)	\$96,139.92	\$96,139.92	\$3,903.28	\$100,043.20	4.06%
UCSF	Controller	FAS Incentive Plan	MCKEE, LEAH	ANALYST VI - MSP	\$95,829.24	\$95,829.24	\$3,890.67	\$99,719.91	4.06%
UCSF	CPFM	FAS Incentive Plan	FINNEY, ALICE	ANALYST V	\$84,000.00	\$84,000.00	\$3,880.80	\$87,880.80	4.62%
UCSF	CPFM	FAS Incentive Plan	BECK, SANDRA	MANAGER (FUNCTIONAL AREA)	\$141,999.96	\$141,999.96	\$3,862.40	\$145,862.36	2.72%
UCSF	Controller	FAS Incentive Plan	HIRAPONG, KAREN	PRINCIPAL ACCOUNTANT	\$93,989.16	\$93,989.16	\$3,815.96	\$97,805.12	4.06%
UCSF	CPFM	FAS Incentive Plan	FISHER, S.	PROGRAMMER/ANALYST IV	\$127,937.04	\$102,349.63	\$3,782.84	\$106,132.47	3.70%
UCSF	HR	FAS Incentive Plan	JACKSON, RENE	MANAGER (FUNCTIONAL AREA)	\$128,714.04	\$128,714.04	\$3,758.45	\$132,472.49	2.92%
UCSF	OAAIS	FAS Incentive Plan	FRITZ, JEFFREY	DIRECTOR (FUNCTIONAL AREA)	\$185,000.04	\$185,000.04	\$3,679.65	\$188,679.69	1.99%
UCSF	HR	FAS Incentive Plan	HAYES, PAMELA	MANAGER (FUNCTIONAL AREA)	\$102,667.92	\$102,667.92	\$3,644.71	\$106,312.63	3.55%
UCSF	OAAIS	FAS Incentive Plan	CHIN, SHERMAN	PROG/ANALYST V-SUPERVISOR	\$148,021.92	\$148,021.92	\$3,628.02	\$151,649.94	2.45%
UCSF	CLS	FAS Incentive Plan	DAVIS, PETER	ANALYST V-SUPERVISOR	\$88,215.00	\$88,215.00	\$3,607.99	\$91,822.99	4.09%
UCSF	CPFM	FAS Incentive Plan	PETERSON, CRAIG	MANAGER (FUNCTIONAL AREA)	\$132,000.00	\$132,000.00	\$3,590.40	\$135,590.40	2.72%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CPFM	FAS Incentive Plan	TOPORKOFF,MICHAEL	MANAGER (FUNCTIONAL AREA)	\$132,000.00	\$132,000.00	\$3,590.40	\$135,590.40	2.72%
UCSF	CLS	FAS Incentive Plan	BROWN,KATHLEEN	ADMIN/COORD/OFFICER(FUNC AREA)	\$117,862.80	\$117,862.80	\$3,583.03	\$121,445.83	3.04%
UCSF	Budget/Finance	FAS Incentive Plan	RODRIGUEZ,ANN	ANALYST V-SUPERVISOR	\$85,500.00	\$85,500.00	\$3,581.60	\$89,081.60	4.19%
UCSF	Police	FAS Incentive Plan	HAMILTON,REGGIE	POLICE SERGEANT	\$111,840.00	\$111,840.00	\$3,578.88	\$115,418.88	3.20%
UCSF	OAAIS	FAS Incentive Plan	BARNEY,KEVIN	COMPUTING RESOURCE MANAGER III	\$145,614.00	\$145,614.00	\$3,569.00	\$149,183.00	2.45%
UCSF	Controller	FAS Incentive Plan	CAVIZO,DELIA	ANALYST V-SUPERVISOR	\$87,751.32	\$87,751.32	\$3,562.70	\$91,314.02	4.06%
UCSF	OAAIS	FAS Incentive Plan	SHAH,JAVED	PROGRAMMER/ANALYST V	\$145,000.08	\$145,000.08	\$3,553.95	\$148,554.03	2.45%
UCSF	OAAIS	FAS Incentive Plan	YADAV,MUKESH	PROGRAMMER/ANALYST V	\$145,000.08	\$145,000.08	\$3,553.95	\$148,554.03	2.45%
UCSF	Controller	FAS Incentive Plan	CARMONA,ESTHER	ANALYST V-SUPERVISOR	\$87,355.44	\$87,355.44	\$3,546.63	\$90,902.07	4.06%
UCSF	Controller	FAS Incentive Plan	GU,LIHUA	PRINCIPAL ACCOUNTANT	\$86,767.20	\$86,767.20	\$3,522.75	\$90,289.95	4.06%
UCSF	OAAIS	FAS Incentive Plan	SILVA,FELICIA	ASSOC DIR (FUNCTIONAL AREA)	\$176,499.96	\$176,499.96	\$3,510.58	\$180,010.54	1.99%
UCSF	OAAIS	FAS Incentive Plan	LAU,STEPHEN	PROGRAMMER/ANALYST V	\$134,835.00	\$134,835.00	\$3,492.23	\$138,327.23	2.59%
UCSF	Budget/Finance	FAS Incentive Plan	RODRIGUEZ,MICHAEL	DIRECTOR (FUNCTIONAL AREA)	\$119,499.96	\$119,499.96	\$3,489.40	\$122,989.36	2.92%
UCSF	OAAIS	FAS Incentive Plan	SCHLUNTZ,SEAN	PROGRAMMER/ANALYST V	\$134,583.00	\$134,583.00	\$3,485.70	\$138,068.70	2.59%
UCSF	PMO	FAS Incentive Plan	FELLOURIS,MARA	DIRECTOR (FUNCTIONAL AREA)	\$202,200.00	\$202,200.00	\$3,477.84	\$205,677.84	1.72%
UCSF	CPFM	FAS Incentive Plan	SITU,JUDITH	ANALYST IV	\$75,000.00	\$75,000.00	\$3,465.00	\$78,465.00	4.62%
UCSF	CPFM	FAS Incentive Plan	BODEEN,ELAINE	ANALYST IV	\$74,996.40	\$74,996.40	\$3,464.83	\$78,461.23	4.62%
UCSF	Controller	FAS Incentive Plan	PREVEDELLO,ANTHONY	ANALYST V	\$84,999.96	\$84,999.96	\$3,451.00	\$88,450.96	4.06%
UCSF	Controller	FAS Incentive Plan	RYAN,JAMES	ANALYST V	\$84,999.96	\$84,999.96	\$3,451.00	\$88,450.96	4.06%
UCSF	OAAIS	FAS Incentive Plan	WYNDEN,ROBERT	PROGRAMMER/ANALYST IV	\$126,252.00	\$126,252.00	\$3,434.05	\$129,686.05	2.72%
UCSF	Audit	FAS Incentive Plan	SHAKOOR,ZULEIKHA	ASSOC DIR (FUNCTIONAL AREA)	\$143,000.04	\$143,000.04	\$3,417.70	\$146,417.74	2.39%
UCSF	CPFM	FAS Incentive Plan	PIZZI,ROBERT	ANALYST V-SUPERVISOR	\$83,662.80	\$83,662.80	\$3,396.71	\$87,059.51	4.06%
UCSF	CPFM	FAS Incentive Plan	MUNN,MARGARET	DIRECTOR (FUNCTIONAL AREA)	\$176,400.00	\$176,400.00	\$3,386.88	\$179,786.88	1.92%
UCSF	OAAIS	FAS Incentive Plan	SULLIVAN,STEVEN	COMPUTING RESOURCE MANAGER III	\$137,988.48	\$137,988.48	\$3,382.10	\$141,370.58	2.45%
UCSF	OAAIS	FAS Incentive Plan	ZHANG,XINWEI	PROGRAMMER/ANALYST V	\$137,939.76	\$137,939.76	\$3,380.90	\$141,320.66	2.45%
UCSF	CLS	FAS Incentive Plan	MOHR,GREGORY	MANAGEMENT SERV OFFICER III	\$82,488.72	\$82,488.72	\$3,373.79	\$85,862.51	4.09%
UCSF	CPFM	FAS Incentive Plan	TU,LINH	ANALYST IV	\$72,999.96	\$72,999.96	\$3,372.60	\$76,372.56	4.62%
UCSF	CPFM	FAS Incentive Plan	PENA,ELIAS	ANALYST IV	\$72,800.04	\$72,800.04	\$3,363.36	\$76,163.40	4.62%
UCSF	HR	FAS Incentive Plan	WHISENAND,ANN	ADMIN/COORD/OFFICER(FUNC AREA)	\$114,785.04	\$114,785.04	\$3,351.72	\$118,136.76	2.92%
UCSF	HR	FAS Incentive Plan	GUERRERO,YVETTE	MANAGER (FUNCTIONAL AREA)	\$114,500.04	\$114,500.04	\$3,343.40	\$117,843.44	2.92%
UCSF	OAAIS	FAS Incentive Plan	KLUBA,KRAIG	PROG/ANALYST V-SUPERVISOR	\$136,099.56	\$136,099.56	\$3,335.80	\$139,435.36	2.45%
UCSF	Police	FAS Incentive Plan	VENABLE,THOMAS	POLICE SERGEANT	\$104,184.00	\$104,184.00	\$3,333.89	\$107,517.89	3.20%
UCSF	CPFM	FAS Incentive Plan	MAK,HEUNG	ANALYST IV	\$72,000.00	\$72,000.00	\$3,326.40	\$75,326.40	4.62%
UCSF	CPFM	FAS Incentive Plan	MEYER,JOSEPH	ANALYST IV	\$72,000.00	\$72,000.00	\$3,326.40	\$75,326.40	4.62%
UCSF	CPFM	FAS Incentive Plan	CHING,CONNIE	ANALYST IV	\$71,861.16	\$71,861.16	\$3,319.99	\$75,181.15	4.62%
UCSF	Controller	FAS Incentive Plan	ZHENG,LEI	ANALYST V	\$81,600.00	\$81,600.00	\$3,312.96	\$84,912.96	4.06%
UCSF	OAAIS	FAS Incentive Plan	FONG,JANNELLE	COMPUTING RESOURCE MANAGER II	\$135,000.00	\$135,000.00	\$3,308.85	\$138,308.85	2.45%
UCSF	CLS	FAS Incentive Plan	BROWER,CHARLES	MANAGER (FUNCTIONAL AREA)	\$97,026.24	\$97,026.24	\$3,298.89	\$100,325.13	3.40%
UCSF	Budget/Finance	FAS Incentive Plan	CHILD,CARROLL	DIRECTOR (FUNCTIONAL AREA)	\$116,184.96	\$116,184.96	\$3,291.98	\$119,476.94	2.83%
UCSF	Controller	FAS Incentive Plan	LEUNG,KEVIN	ACCOUNTANT IV	\$80,636.04	\$80,636.04	\$3,273.82	\$83,909.86	4.06%
UCSF	CPFM	FAS Incentive Plan	LAU,CINDY	ANALYST IV	\$70,500.00	\$70,500.00	\$3,257.10	\$73,757.10	4.62%
UCSF	Audit	FAS Incentive Plan	POON,TOMMY	ASSOC DIR (FUNCTIONAL AREA)	\$138,000.00	\$138,000.00	\$3,256.80	\$141,256.80	2.36%
UCSF	OAAIS	FAS Incentive Plan	HARDEN,GAIL	PROGRAMMER/ANALYST IV	\$119,600.04	\$119,600.04	\$3,253.12	\$122,853.16	2.72%
UCSF	Controller	FAS Incentive Plan	ALACCE,NORMA	ACCOUNTANT IV	\$80,000.04	\$80,000.04	\$3,248.00	\$83,248.04	4.06%
UCSF	CPFM	FAS Incentive Plan	LIU,LILI	ANALYST III	\$70,000.08	\$70,000.08	\$3,234.00	\$73,234.08	4.62%
UCSF	Controller	FAS Incentive Plan	SIMS,TONI	ACCOUNTANT IV	\$77,999.52	\$77,999.52	\$3,166.78	\$81,166.30	4.06%
UCSF	OAAIS	FAS Incentive Plan	MANDERS,CHRISTOPHER	PROGRAMMER/ANALYST IV	\$122,262.48	\$122,262.48	\$3,166.60	\$125,429.08	2.59%
UCSF	Budget/Finance	FAS Incentive Plan	SUELZLE,MATTHEW	ADMIN/COORD/OFFICER(FUNC AREA)	\$117,000.00	\$117,000.00	\$3,146.13	\$120,146.13	2.69%
UCSF	CPFM	FAS Incentive Plan	WONG,KAREN	ANALYST IV	\$68,025.96	\$68,025.96	\$3,142.80	\$71,168.76	4.62%
UCSF	Controller	FAS Incentive Plan	PELAEZ,CARMENCITA	ACCOUNTANT IV	\$77,153.76	\$77,153.76	\$3,132.44	\$80,286.20	4.06%
UCSF	OAAIS	FAS Incentive Plan	LEE,JASON	PROGRAMMER/ANALYST IV	\$127,332.96	\$127,332.96	\$3,120.93	\$130,453.89	2.45%
UCSF	OAAIS	FAS Incentive Plan	NGUYEN,LIEU	PROGRAMMER/ANALYST IV	\$127,120.92	\$127,120.92	\$3,115.73	\$130,236.65	2.45%
UCSF	Budget/Finance	FAS Incentive Plan	HAMBLETT,KAREN	ANALYST IV-SUPERVISOR	\$76,999.92	\$76,999.92	\$3,110.03	\$80,109.95	4.04%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	Police	FAS Incentive Plan	HERON,CHE	POLICE SERGEANT	\$96,924.00	\$96,924.00	\$3,101.57	\$100,025.57	3.20%
UCSF	Police	FAS Incentive Plan	PARTIKA,ERIC	POLICE SERGEANT	\$96,924.00	\$96,924.00	\$3,101.57	\$100,025.57	3.20%
UCSF	OAAIS	FAS Incentive Plan	JAW,SCOTT	PROGRAMMER/ANALYST IV	\$125,793.12	\$125,793.12	\$3,083.19	\$128,876.31	2.45%
UCSF	CLS	FAS Incentive Plan	ROBELO,OSWALDO	MANAGEMENT SERV'S OFFICER III	\$87,863.64	\$87,863.64	\$3,075.23	\$90,938.87	3.50%
UCSF	Controller	FAS Incentive Plan	BOYD,RENEE	ACCOUNTANT IV	\$75,682.92	\$75,682.92	\$3,072.73	\$78,755.65	4.06%
UCSF	Controller	FAS Incentive Plan	LONGSTRETH,ANDREW	ACCOUNTANT IV	\$75,649.92	\$75,649.92	\$3,071.39	\$78,721.31	4.06%
UCSF	Controller	FAS Incentive Plan	SERTSU,AZEB	ACCOUNTANT IV	\$75,649.92	\$75,649.92	\$3,071.39	\$78,721.31	4.06%
UCSF	Controller	FAS Incentive Plan	BELL,ALLA	ACCOUNTANT IV	\$75,512.28	\$75,512.28	\$3,065.80	\$78,578.08	4.06%
UCSF	Controller	FAS Incentive Plan	NG,YUK-LING	ACCOUNTANT IV	\$75,345.84	\$75,345.84	\$3,059.04	\$78,404.88	4.06%
UCSF	CLS	FAS Incentive Plan	GIANA,SILVANA	ANALYST V	\$87,305.76	\$87,305.76	\$3,055.70	\$90,361.46	3.50%
UCSF	OAAIS	FAS Incentive Plan	RAYANKER,VIJAYKUMAR	PROGRAMMER/ANALYST IV	\$112,000.08	\$112,000.08	\$3,046.40	\$115,046.48	2.72%
UCSF	CLS	FAS Incentive Plan	TOV,CHHUNLENG	ANALYST III-SUPERVISOR	\$60,570.00	\$60,570.00	\$3,028.50	\$63,598.50	5.00%
UCSF	OAAIS	FAS Incentive Plan	BLAIR,ROBERT	PROGRAMMER/ANALYST IV	\$103,659.96	\$103,659.96	\$3,026.87	\$106,686.83	2.92%
UCSF	Legal	FAS Incentive Plan	TASHIMA,PATRICIA	ANALYST IV-SUPERVISOR	\$84,000.00	\$84,000.00	\$3,024.00	\$87,024.00	3.60%
UCSF	AVC-Admin	FAS Incentive Plan	FRAYSSE,JOANNE	ANALYST V	\$83,200.08	\$83,200.08	\$2,995.20	\$86,195.28	3.60%
UCSF	CLS	FAS Incentive Plan	MAPA,MONICA	ANALYST V	\$84,927.96	\$84,927.96	\$2,972.48	\$87,900.44	3.50%
UCSF	OAAIS	FAS Incentive Plan	LOO,PETER	PROG/ANALYST V-SUPERVISOR	\$149,417.64	\$149,417.64	\$2,971.92	\$152,389.56	1.99%
UCSF	CLS	FAS Incentive Plan	DEL ROSARIO,MARK	ANALYST V	\$84,499.92	\$84,499.92	\$2,957.50	\$87,457.42	3.50%
UCSF	OAAIS	FAS Incentive Plan	CUMMINGS,TERRI	COMPUTING RESOURCE MANAGER III	\$146,957.04	\$146,957.04	\$2,922.98	\$149,880.02	1.99%
UCSF	CLS	FAS Incentive Plan	SACKS,CLIFFORD	PROGRAMMER/ANALYST III	\$82,904.64	\$82,904.64	\$2,901.66	\$85,806.30	3.50%
UCSF	OAAIS	FAS Incentive Plan	MOK,BERT	PROGRAMMER/ANALYST IV	\$118,172.28	\$118,172.28	\$2,896.40	\$121,068.68	2.45%
UCSF	CPFM	FAS Incentive Plan	CAMARILLO,ANGELINA	ANALYST II	\$62,499.96	\$62,499.96	\$2,887.50	\$65,387.46	4.62%
UCSF	OAAIS	FAS Incentive Plan	DEBATTISTA,JOSEPH	PROGRAMMER/ANALYST IV	\$117,777.72	\$117,777.72	\$2,886.73	\$120,664.45	2.45%
UCSF	OAAIS	FAS Incentive Plan	TESORERO,NORMAN	COMPUTING RESOURCE MANAGER II	\$98,814.96	\$98,814.96	\$2,885.40	\$101,700.36	2.92%
UCSF	HR	FAS Incentive Plan	MARINO,DIANE	ANALYST V	\$95,040.00	\$95,040.00	\$2,870.21	\$97,910.21	3.02%
UCSF	Police	FAS Incentive Plan	RACINE,JOHN	ANALYST II	\$64,999.92	\$64,999.92	\$2,860.00	\$67,859.92	4.40%
UCSF	CLS	FAS Incentive Plan	HEINZE,KATHRYN	ANALYST IV	\$81,500.04	\$81,500.04	\$2,852.50	\$84,352.54	3.50%
UCSF	CLS	FAS Incentive Plan	TA,TIMMY	ANALYST IV	\$81,000.00	\$81,000.00	\$2,835.00	\$83,835.00	3.50%
UCSF	OAAIS	FAS Incentive Plan	YOUNG,STEVE	PROG/ANALYST V-SUPERVISOR	\$142,366.08	\$142,366.08	\$2,831.66	\$145,197.74	1.99%
UCSF	Controller	FAS Incentive Plan	LEGASPI,NARCISA	COLLECTIONS MANAGER	\$69,645.00	\$69,645.00	\$2,827.59	\$72,472.59	4.06%
UCSF	OAAIS	FAS Incentive Plan	CHANG,HSIU-MING	PROGRAMMER/ANALYST IV	\$114,999.96	\$114,999.96	\$2,818.65	\$117,818.61	2.45%
UCSF	Fin Svcs AVCA	FAS Incentive Plan	WARD,DOUGLAS	ANALYST IV	\$73,999.92	\$73,999.92	\$2,812.00	\$76,811.92	3.80%
UCSF	Controller	FAS Incentive Plan	LEONG-YOW,PEARL	ACCOUNTANT III	\$69,115.80	\$69,115.80	\$2,806.10	\$71,921.90	4.06%
UCSF	Controller	FAS Incentive Plan	FERNANDEZ,ENRIQUE	ACCOUNTANT III	\$68,969.40	\$68,969.40	\$2,800.16	\$71,769.56	4.06%
UCSF	HR	FAS Incentive Plan	NOURSE,JAMES	PROGRAMMER/ANALYST IV	\$92,330.04	\$92,330.04	\$2,788.37	\$95,118.41	3.02%
UCSF	Controller	FAS Incentive Plan	TRAN,CHRISTINE	ACCOUNTANT III	\$68,673.96	\$68,673.96	\$2,788.16	\$71,462.12	4.06%
UCSF	Controller	FAS Incentive Plan	BREINER,DAVID	ACCOUNTANT III	\$68,542.68	\$68,542.68	\$2,782.83	\$71,325.51	4.06%
UCSF	CLS	FAS Incentive Plan	AHRENS,ERICK	ANALYST IV	\$79,500.00	\$79,500.00	\$2,782.50	\$82,282.50	3.50%
UCSF	OAAIS	FAS Incentive Plan	LENNON,GREGORY	PROGRAMMER/ANALYST IV	\$113,093.16	\$113,093.16	\$2,771.91	\$115,865.07	2.45%
UCSF	Budget/Finance	FAS Incentive Plan	CAPUYAN,MARIE	ANALYST V	\$94,800.12	\$94,800.12	\$2,768.16	\$97,568.28	2.92%
UCSF	OAAIS	FAS Incentive Plan	HATTEN-MILHOLIN,AUDREY	PROGRAMMER/ANALYST IV	\$111,938.04	\$111,938.04	\$2,743.60	\$114,681.64	2.45%
UCSF	Controller	FAS Incentive Plan	JALALI,ALEXANDRA	ANALYST II-SUPERVISOR	\$67,500.00	\$67,500.00	\$2,740.50	\$70,240.50	4.06%
UCSF	Budget/Finance	FAS Incentive Plan	CURRY,LAUREN	ANALYST V	\$93,600.00	\$93,600.00	\$2,733.12	\$96,333.12	2.92%
UCSF	CLS	FAS Incentive Plan	MANUEL,HARRY	ANALYST III-SUPERVISOR	\$54,594.96	\$54,594.96	\$2,729.75	\$57,324.71	5.00%
UCSF	Budget/Finance	FAS Incentive Plan	GLEICHENHAUS,MORISSA	ADMIN/COORD/OFFICER(FUNC AREA)	\$101,500.20	\$101,500.20	\$2,729.34	\$104,229.54	2.69%
UCSF	OAAIS	FAS Incentive Plan	COLEMAN,TERRIE	ANALYST VI - MSP	\$111,312.12	\$111,312.12	\$2,728.26	\$114,040.38	2.45%
UCSF	PMO	FAS Incentive Plan	NELSON,ZOANNE	ASST DIR (FUNCTIONAL AREA)	\$158,582.40	\$158,582.40	\$2,727.62	\$161,310.02	1.72%
UCSF	CLS	FAS Incentive Plan	MCGREGOR,TODD	ANALYST V	\$77,877.72	\$77,877.72	\$2,725.72	\$80,603.44	3.50%
UCSF	Controller	FAS Incentive Plan	ADAMS,BRUCE	ACCOUNTANT III	\$66,992.52	\$66,992.52	\$2,719.90	\$69,712.42	4.06%
UCSF	CLS	FAS Incentive Plan	DOWD,JENNIFER	ANALYST V-SUPERVISOR	\$77,675.04	\$77,675.04	\$2,718.63	\$80,393.67	3.50%
UCSF	OAAIS	FAS Incentive Plan	YANG,FAN	PROGRAMMER/ANALYST IV	\$110,796.00	\$110,796.00	\$2,715.61	\$113,511.61	2.45%
UCSF	Budget/Finance	FAS Incentive Plan	STONE,ELIZABETH	ANALYST V	\$93,000.00	\$93,000.00	\$2,715.60	\$95,715.60	2.92%
UCSF	OAAIS	FAS Incentive Plan	LANGE,DENISE	MANAGER (FUNCTIONAL AREA)	\$92,974.92	\$92,974.92	\$2,714.87	\$95,689.79	2.92%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	MCGOVERN,PATRICIA	ANALYST III-SUPERVISOR	\$73,020.60	\$73,020.60	\$2,701.76	\$75,722.36	3.70%
UCSF	OAAIS	FAS Incentive Plan	STIMELY,NOELLE	PROGRAMMER/ANALYST IV	\$110,000.04	\$110,000.04	\$2,696.10	\$112,696.14	2.45%
UCSF	CLS	FAS Incentive Plan	WONG, WING YAN	ANALYST IV	\$76,976.40	\$76,976.40	\$2,694.17	\$79,670.57	3.50%
UCSF	OAAIS	FAS Incentive Plan	LEE, I-CHEN	PROGRAMMER/ANALYST V	\$135,326.16	\$135,326.16	\$2,691.64	\$138,017.80	1.99%
UCSF	Budget/Finance	FAS Incentive Plan	HITCHINGHAM,JAMES	ANALYST V	\$91,999.92	\$91,999.92	\$2,686.40	\$94,686.32	2.92%
UCSF	Controller	FAS Incentive Plan	NG,LINDA	ACCOUNTANT III	\$66,000.00	\$66,000.00	\$2,679.60	\$68,679.60	4.06%
UCSF	CPFM	FAS Incentive Plan	LAM,SUSANNA	ANALYST II	\$57,965.52	\$57,965.52	\$2,678.01	\$60,643.53	4.62%
UCSF	Budget/Finance	FAS Incentive Plan	PENDERGAST,WILLIAM	ANALYST V	\$90,999.96	\$90,999.96	\$2,657.20	\$93,657.16	2.92%
UCSF	CPFM	FAS Incentive Plan	KRASNOW,DANIEL	MANAGER (FUNCTIONAL AREA)	\$125,000.04	\$125,000.04	\$2,650.00	\$127,650.04	2.12%
UCSF	HR	FAS Incentive Plan	ROSEN,JUDITH L.	ANALYST V	\$87,630.00	\$87,630.00	\$2,646.43	\$90,276.43	3.02%
UCSF	OAAIS	FAS Incentive Plan	ROBINSON,CARLOS	PROGRAMMER/ANALYST IV	\$107,912.76	\$107,912.76	\$2,644.94	\$110,557.70	2.45%
UCSF	Budget/Finance	FAS Incentive Plan	WATSON,LLOYD	BUYER V	\$90,500.04	\$90,500.04	\$2,642.60	\$93,142.64	2.92%
UCSF	OAAIS	FAS Incentive Plan	EWING,JAMES	ADMIN/COORD/OFFICER(FUNC AREA)	\$90,000.00	\$90,000.00	\$2,628.00	\$92,628.00	2.92%
UCSF	CPFM	FAS Incentive Plan	NELSON,GARY	MANAGER (FUNCTIONAL AREA)	\$123,801.36	\$123,801.36	\$2,624.59	\$126,425.95	2.12%
UCSF	CPFM	FAS Incentive Plan	ALOISE,SEAN	ANALYST II	\$56,750.04	\$56,750.04	\$2,621.85	\$59,371.89	4.62%
UCSF	CLS	FAS Incentive Plan	THACKER,CHRIS	PROGRAMMER/ANALYST III	\$74,867.04	\$74,867.04	\$2,620.35	\$77,487.39	3.50%
UCSF	CPFM	FAS Incentive Plan	BALAIS,BEATRIX	ANALYST II	\$56,697.60	\$56,697.60	\$2,619.43	\$59,317.03	4.62%
UCSF	Budget/Finance	FAS Incentive Plan	BREMOND,PHILIP	ANALYST V	\$89,139.00	\$89,139.00	\$2,602.86	\$91,741.86	2.92%
UCSF	CLS	FAS Incentive Plan	MAMETSUKA,GAIL	ASST DIR (FUNCTIONAL AREA)	\$100,266.96	\$100,266.96	\$2,596.91	\$102,863.87	2.59%
UCSF	OAAIS	FAS Incentive Plan	MA,VINCENT	PROGRAMMER/ANALYST IV	\$105,751.08	\$105,751.08	\$2,591.96	\$108,343.04	2.45%
UCSF	OAAIS	FAS Incentive Plan	ROBINSON,ALEXANDER	PROGRAMMER/ANALYST IV	\$105,751.08	\$105,751.08	\$2,591.96	\$108,343.04	2.45%
UCSF	Budget/Finance	FAS Incentive Plan	HOLMES,DIANNE	BUYER V	\$88,599.96	\$88,599.96	\$2,587.12	\$91,187.08	2.92%
UCSF	OAAIS	FAS Incentive Plan	NG-LEE,CAROL	ANALYST V	\$88,510.56	\$88,510.56	\$2,584.51	\$91,095.07	2.92%
UCSF	OAAIS	FAS Incentive Plan	NORRIS,PAUL	PROGRAMMER/ANALYST IV	\$95,000.04	\$95,000.04	\$2,584.00	\$97,584.04	2.72%
UCSF	Controller	FAS Incentive Plan	ALVARENGA,SILA	ANALYST IV	\$63,360.00	\$63,360.00	\$2,572.42	\$65,932.42	4.06%
UCSF	CPFM	FAS Incentive Plan	AU,YVONNE	ANALYST II	\$55,639.92	\$55,639.92	\$2,570.56	\$58,210.48	4.62%
UCSF	Controller	FAS Incentive Plan	SZETO,HELEN	ANALYST IV-SUPERVISOR	\$63,167.76	\$63,167.76	\$2,564.61	\$65,732.37	4.06%
UCSF	Budget/Finance	FAS Incentive Plan	DAMSGAARD,PATRICIA	ADMIN/COORD/OFFICER(FUNC AREA)	\$95,075.04	\$95,075.04	\$2,556.57	\$97,631.61	2.69%
UCSF	Budget/Finance	FAS Incentive Plan	ELA,DANIEL	BUYER V	\$87,499.92	\$87,499.92	\$2,555.00	\$90,054.92	2.92%
UCSF	Budget/Finance	FAS Incentive Plan	DI VITA,ADRIAN	ANALYST V	\$94,999.92	\$94,999.92	\$2,554.55	\$97,554.47	2.69%
UCSF	Budget/Finance	FAS Incentive Plan	SAK,JEROME	ANALYST VI - MSP	\$94,999.92	\$94,999.92	\$2,554.55	\$97,554.47	2.69%
UCSF	Budget/Finance	FAS Incentive Plan	PARSONS,FREDERICK	ANALYST VI - MSP	\$94,859.52	\$94,859.52	\$2,550.77	\$97,410.29	2.69%
UCSF	Controller	FAS Incentive Plan	AGUAS,ANNABELLE	ACCOUNTANT III	\$62,133.60	\$62,133.60	\$2,522.62	\$64,656.22	4.06%
UCSF	Police	FAS Incentive Plan	GOODE,CHARLES	MANAGER (FUNCTIONAL AREA)	\$78,600.00	\$78,600.00	\$2,515.20	\$81,115.20	3.20%
UCSF	Budget/Finance	FAS Incentive Plan	HILL,KATHLEEN	ANALYST VI - MSP	\$103,894.44	\$93,505.00	\$2,514.35	\$96,019.35	2.69%
UCSF	OAAIS	FAS Incentive Plan	SU,WAYLON	PROGRAMMER/ANALYST IV	\$126,330.00	\$126,330.00	\$2,512.70	\$128,842.70	1.99%
UCSF	OAAIS	FAS Incentive Plan	MOBED,KETTY	ANALYST V	\$92,000.03	\$92,000.03	\$2,502.40	\$94,502.43	2.72%
UCSF	CLS	FAS Incentive Plan	LEHTO,MORGAN	ANALYST IV	\$71,349.00	\$71,349.00	\$2,497.22	\$73,846.22	3.50%
UCSF	Police	FAS Incentive Plan	SALERNO,CAROLE	ANALYST IV	\$78,000.00	\$78,000.00	\$2,496.00	\$80,496.00	3.20%
UCSF	Police	FAS Incentive Plan	SILVER,ESTHER	ANALYST IV	\$78,000.00	\$78,000.00	\$2,496.00	\$80,496.00	3.20%
UCSF	OAAIS	FAS Incentive Plan	PETSKO,SEGIY	PROGRAMMER/ANALYST IV	\$100,839.48	\$100,839.48	\$2,471.58	\$103,311.06	2.45%
UCSF	Controller	FAS Incentive Plan	VASSALLO,GIOVANNI	ANALYST III	\$60,834.36	\$60,834.36	\$2,469.88	\$63,304.24	4.06%
UCSF	PMO	FAS Incentive Plan	HECKMAN,MARC	MANAGER (FUNCTIONAL AREA)	\$143,000.04	\$143,000.04	\$2,459.60	\$145,459.64	1.72%
UCSF	OAAIS	FAS Incentive Plan	TAN,JEFFREY	PROGRAMMER/ANALYST IV	\$100,217.52	\$100,217.52	\$2,456.33	\$102,673.85	2.45%
UCSF	CPFM	FAS Incentive Plan	TORRES,JUAN	ANALYST IV	\$72,955.92	\$72,955.92	\$2,451.32	\$75,407.24	3.36%
UCSF	CLS	FAS Incentive Plan	HILL,MARY	ANALYST III	\$70,000.08	\$70,000.08	\$2,450.08	\$72,450.08	3.50%
UCSF	Controller	FAS Incentive Plan	BALDOZA,GLORIA	ANALYST III	\$60,321.72	\$60,321.72	\$2,449.06	\$62,770.78	4.06%
UCSF	PMO	FAS Incentive Plan	STAGNARO,CHESTER	MANAGER (FUNCTIONAL AREA)	\$141,999.96	\$141,999.96	\$2,442.40	\$144,442.36	1.72%
UCSF	OAAIS	FAS Incentive Plan	CLARKE,DARIN	PROGRAMMER/ANALYST III	\$83,535.00	\$83,535.00	\$2,439.22	\$85,974.22	2.92%
UCSF	OAAIS	FAS Incentive Plan	STIRRAT,RICHARD	PROGRAMMER/ANALYST IV	\$94,148.88	\$94,148.88	\$2,438.46	\$96,587.34	2.59%
UCSF	Controller	FAS Incentive Plan	WONG,DANIEL	ANALYST III-SUPERVISOR	\$60,000.00	\$60,000.00	\$2,436.00	\$62,436.00	4.06%
UCSF	CLS	FAS Incentive Plan	WONG,ROBERT	ANALYST III-SUPERVISOR	\$59,417.28	\$59,417.28	\$2,430.17	\$61,847.45	4.09%
UCSF	Police	FAS Incentive Plan	AMMAN,SMARI	PROGRAMMER/ANALYST III	\$75,919.92	\$75,919.92	\$2,429.44	\$78,349.36	3.20%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	Budget/Finance	FAS Incentive Plan	STEVENSON,JR,ROBERT	ANALYST IV	\$90,337.44	\$90,337.44	\$2,429.17	\$92,766.61	2.69%
UCSF	CPFM	FAS Incentive Plan	HUGHES,ROSEMARIE	ANALYST II	\$52,536.96	\$52,536.96	\$2,427.21	\$54,964.17	4.62%
UCSF	CLS	FAS Incentive Plan	FRANK,ROBERT	CHILD DEVELOPMENT CENTER MGR	\$69,293.16	\$69,293.16	\$2,425.26	\$71,718.42	3.50%
UCSF	OAAIS	FAS Incentive Plan	REGALIA,TERESA	PROGRAMMER/ANALYST IV	\$93,000.00	\$93,000.00	\$2,408.70	\$95,408.70	2.59%
UCSF	CPFM	FAS Incentive Plan	TUBERTY,DENNIS	MANAGER (FUNCTIONAL AREA)	\$113,499.96	\$113,499.96	\$2,406.20	\$115,906.16	2.12%
UCSF	OAAIS	FAS Incentive Plan	WEINBERG,ROBERT	PROGRAMMER/ANALYST IV - SUPERV	\$120,737.04	\$120,737.04	\$2,401.46	\$123,138.50	1.99%
UCSF	Budget/Finance	FAS Incentive Plan	BUCY,NANCY	ANALYST V	\$88,999.92	\$88,999.92	\$2,393.21	\$91,393.13	2.69%
UCSF	AVC-Admin	FAS Incentive Plan	ZARE,KAMYAR	MANAGER (FUNCTIONAL AREA)	\$119,599.92	\$119,599.92	\$2,392.00	\$121,991.92	2.00%
UCSF	Controller	FAS Incentive Plan	MONTEMAYOR,LINDEN	ACCOUNTANT II	\$58,633.32	\$58,633.32	\$2,380.51	\$61,013.83	4.06%
UCSF	Budget/Finance	FAS Incentive Plan	COX,GLORIA	BUYER IV	\$81,499.92	\$81,499.92	\$2,379.80	\$83,879.72	2.92%
UCSF	Controller	FAS Incentive Plan	ROBINSON,FREDDIE	ANALYST III-SUPERVISOR	\$58,503.00	\$58,503.00	\$2,375.22	\$60,878.22	4.06%
UCSF	CPFM	FAS Incentive Plan	MITCHELL,PATTI	MANAGER (FUNCTIONAL AREA)	\$123,368.04	\$123,368.04	\$2,368.67	\$125,736.71	1.92%
UCSF	HR	FAS Incentive Plan	GOTTAS,MARK A	ADMIN/COORD/OFFICER(FUNC AREA)	\$114,000.00	\$114,000.00	\$2,365.50	\$116,365.50	2.08%
UCSF	HR	FAS Incentive Plan	MENTE,KATHRYN	LABOR RELATIONS ADVOCATE	\$114,000.00	\$114,000.00	\$2,365.50	\$116,365.50	2.08%
UCSF	Budget/Finance	FAS Incentive Plan	KRUPSKY,TANYA	BUYER IV	\$81,000.00	\$81,000.00	\$2,365.20	\$83,365.20	2.92%
UCSF	Budget/Finance	FAS Incentive Plan	SHARKEY,MICHAEL	ANALYST V	\$81,000.00	\$81,000.00	\$2,365.20	\$83,365.20	2.92%
UCSF	Budget/Finance	FAS Incentive Plan	LUCIEN,ANGELA	ANALYST V	\$83,449.92	\$83,449.92	\$2,364.47	\$85,814.39	2.83%
UCSF	OAAIS	FAS Incentive Plan	TANNENBAUM,ROBERT	PROGRAMMER/ANALYST IV	\$118,670.76	\$118,670.76	\$2,360.36	\$121,031.12	1.99%
UCSF	OAAIS	FAS Incentive Plan	POOLMAN,CANDICE	ASSOC DIR (FUNCTIONAL AREA)	\$155,000.04	\$155,000.04	\$2,356.00	\$157,356.04	1.52%
UCSF	Budget/Finance	FAS Incentive Plan	PEKAREK,JOHN	ANALYST V	\$83,115.60	\$83,115.60	\$2,355.00	\$85,470.60	2.83%
UCSF	OAAIS	FAS Incentive Plan	MENDOZA,EMERSON	PROGRAMMER/ANALYST IV	\$118,136.04	\$118,136.04	\$2,349.73	\$120,485.77	1.99%
UCSF	CLS	FAS Incentive Plan	LUO,XIN	PROGRAMMER/ANALYST II	\$66,999.96	\$66,999.96	\$2,345.00	\$69,344.96	3.50%
UCSF	Audit	FAS Incentive Plan	YOUNG,MARC	AUDITOR III	\$78,000.00	\$78,000.00	\$2,340.00	\$80,340.00	3.00%
UCSF	CLS	FAS Incentive Plan	GEE,LISA	REPROGRAPHICS SUPV, SR	\$68,808.96	\$68,808.96	\$2,339.50	\$71,148.46	3.40%
UCSF	HR	FAS Incentive Plan	MORRIS,CRYSTAL E	HR ANALYST V--SUPERVISOR	\$79,704.72	\$79,704.72	\$2,327.38	\$82,032.10	2.92%
UCSF	Controller	FAS Incentive Plan	KALHOR,NAHEED	ANALYST III-SUPERVISOR	\$57,250.68	\$57,250.68	\$2,324.38	\$59,575.06	4.06%
UCSF	OAAIS	FAS Incentive Plan	LAW,KWONG	PROGRAMMER/ANALYST IV	\$94,797.12	\$94,797.12	\$2,323.48	\$97,120.60	2.45%
UCSF	Controller	FAS Incentive Plan	POON,AMANDA	ACCOUNTANT II	\$57,000.00	\$57,000.00	\$2,314.20	\$59,314.20	4.06%
UCSF	CPFM	FAS Incentive Plan	SIMPSON,SUSAN	MANAGER (FUNCTIONAL AREA)	\$119,000.04	\$119,000.04	\$2,284.80	\$121,284.84	1.92%
UCSF	Controller	FAS Incentive Plan	FRANCISCO,RACHEL	ANALYST II	\$56,160.00	\$56,160.00	\$2,280.10	\$58,440.10	4.06%
UCSF	Controller	FAS Incentive Plan	HOM,CAROLYN	ANALYST III	\$56,119.92	\$56,119.92	\$2,278.47	\$58,398.39	4.06%
UCSF	Budget/Finance	FAS Incentive Plan	CLARK,ANDREW	ANALYST IV	\$78,000.00	\$78,000.00	\$2,277.60	\$80,277.60	2.92%
UCSF	Budget/Finance	FAS Incentive Plan	MORAN,DOUGLAS	ANALYST V	\$78,000.00	\$78,000.00	\$2,277.60	\$80,277.60	2.92%
UCSF	Controller	FAS Incentive Plan	OU,XUHUI	ACCOUNTANT II	\$56,025.36	\$56,025.36	\$2,274.63	\$58,299.99	4.06%
UCSF	HR	FAS Incentive Plan	ULMER,JERROLD C	ANALYST V	\$75,260.04	\$75,260.04	\$2,272.85	\$77,532.89	3.02%
UCSF	OAAIS	FAS Incentive Plan	SOSA,MIMI	COMPUTING RESOURCE MANAGER III	\$160,000.08	\$160,000.08	\$2,272.00	\$162,272.08	1.42%
UCSF	OAAIS	FAS Incentive Plan	MCCARTHY,THERESA	COMPUTING RESOURCE MANAGER II	\$114,166.32	\$114,166.32	\$2,270.77	\$116,437.09	1.99%
UCSF	Budget/Finance	FAS Incentive Plan	SINCLAIR,ANDREW	ANALYST IV	\$79,999.92	\$79,999.92	\$2,266.72	\$82,266.64	2.83%
UCSF	CLS	FAS Incentive Plan	SPARKS,REGINALD	PROGRAMMER/ANALYST II-SUPVR	\$66,662.88	\$66,662.88	\$2,266.54	\$68,929.42	3.40%
UCSF	CLS	FAS Incentive Plan	LAIDLAW,LAWRENCE	MANAGEMENT SERVICES OFFICER I	\$64,704.00	\$64,704.00	\$2,264.64	\$66,968.64	3.50%
UCSF	Controller	FAS Incentive Plan	WONG,KWONG-YIU	ACCOUNTANT II	\$55,571.04	\$55,571.04	\$2,256.18	\$57,827.22	4.06%
UCSF	OAAIS	FAS Incentive Plan	FAAS,LOUIS	PROGRAMMER/ANALYST IV	\$91,882.20	\$91,882.20	\$2,252.03	\$94,134.23	2.45%
UCSF	Controller	FAS Incentive Plan	CASTON,MARY	ACCOUNTANT I	\$55,450.80	\$55,450.80	\$2,251.30	\$57,702.10	4.06%
UCSF	HR	FAS Incentive Plan	DALE,ROBERT	HR ANALYST V	\$74,499.96	\$74,499.96	\$2,249.90	\$76,749.86	3.02%
UCSF	CLS	FAS Incentive Plan	BISHOP-WILLIAMS,JUDY	ANALYST III	\$64,257.36	\$64,257.36	\$2,249.01	\$66,506.37	3.50%
UCSF	Budget/Finance	FAS Incentive Plan	MACWAY,GREGORY	ANALYST V	\$76,999.92	\$76,999.92	\$2,248.40	\$79,248.32	2.92%
UCSF	HR	FAS Incentive Plan	YIN,YI	PROGRAMMER/ANALYST II	\$74,237.28	\$74,237.28	\$2,241.97	\$76,479.25	3.02%
UCSF	Police	FAS Incentive Plan	LAM,YOUNG	ANALYST IV	\$69,999.96	\$69,999.96	\$2,240.00	\$72,239.96	3.20%
UCSF	OAAIS	FAS Incentive Plan	ALLEN,FRED	PROGRAMMER/ANALYST IV	\$112,592.64	\$112,592.64	\$2,239.47	\$114,832.11	1.99%
UCSF	HR	FAS Incentive Plan	LUM,MICHAEL	HR ANALYST VI, MSP, SUPERVISOR	\$107,799.96	\$107,799.96	\$2,236.85	\$110,036.81	2.08%
UCSF	OAAIS	FAS Incentive Plan	TAI,FREDDIE	PROG/ANALYST V-SUPERVISOR	\$130,000.08	\$130,000.08	\$2,236.00	\$132,236.08	1.72%
UCSF	CLS	FAS Incentive Plan	YEE,DARLENE	ANALYST V-SUPERVISOR	\$86,259.96	\$86,259.96	\$2,234.13	\$88,494.09	2.59%
UCSF	Budget/Finance	FAS Incentive Plan	CAMP,LAURA	ANALYST V	\$82,999.92	\$82,999.92	\$2,231.87	\$85,231.79	2.69%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	SOBCZYK,JAMES	ANALYST VI - MSP	\$101,343.96	\$101,343.96	\$2,229.57	\$103,573.53	2.20%
UCSF	Controller	FAS Incentive Plan	LEE,STEPHEN	ANALYST II	\$54,794.76	\$54,794.76	\$2,224.67	\$57,019.43	4.06%
UCSF	CPFM	FAS Incentive Plan	ASISTIO,CYNTHIA	ANALYST I	\$48,048.00	\$48,048.00	\$2,219.82	\$50,267.82	4.62%
UCSF	Controller	FAS Incentive Plan	NG,JONATHAN	ACCOUNTANT II	\$54,500.04	\$54,500.04	\$2,212.70	\$56,712.74	4.06%
UCSF	Controller	FAS Incentive Plan	ORTEGA,GILBERTO	ANALYST III-SUPERVISOR	\$54,500.04	\$54,500.04	\$2,212.70	\$56,712.74	4.06%
UCSF	HR	FAS Incentive Plan	GONG,JANET	HR ANALYST V	\$72,999.96	\$72,999.96	\$2,204.60	\$75,204.56	3.02%
UCSF	HR	FAS Incentive Plan	INMAN,ASHLEY	HR ANALYST V	\$72,999.96	\$72,999.96	\$2,204.60	\$75,204.56	3.02%
UCSF	CLS	FAS Incentive Plan	KORAS,PETER	MANAGEMENT SERVS OFFICER III	\$84,999.96	\$84,999.96	\$2,201.50	\$87,201.46	2.59%
UCSF	Fin Srvs AVCA	FAS Incentive Plan	CHIN,JENNY	ANALYST IV	\$72,999.96	\$72,999.96	\$2,190.00	\$75,189.96	3.00%
UCSF	CLS	FAS Incentive Plan	MCNEIL,TIMOTHY	PARKING SUPV, PRIN	\$59,043.84	\$59,043.84	\$2,184.62	\$61,228.46	3.70%
UCSF	OAAIS	FAS Incentive Plan	SNEDDON,FRANCINE	PROGRAMMER/ANALYST III	\$88,986.60	\$88,986.60	\$2,181.06	\$91,167.66	2.45%
UCSF	Controller	FAS Incentive Plan	HA,NANCY	ACCOUNTANT II	\$53,604.00	\$53,604.00	\$2,176.32	\$55,780.32	4.06%
UCSF	CPFM	FAS Incentive Plan	REALUBIN,MARIA	ANALYST I	\$46,841.52	\$46,841.52	\$2,164.08	\$49,005.60	4.62%
UCSF	Budget/Finance	FAS Incentive Plan	MAZZEI,MARIA	BUYER III	\$73,999.92	\$73,999.92	\$2,160.80	\$76,160.72	2.92%
UCSF	OAAIS	FAS Incentive Plan	KEALY,JOHN	COMPUTING RESOURCE MANAGER II	\$112,327.07	\$112,327.07	\$2,156.68	\$114,483.75	1.92%
UCSF	CLS	FAS Incentive Plan	NODADO,AL	MANAGER (FUNCTIONAL AREA)	\$97,912.08	\$97,912.08	\$2,154.07	\$100,066.15	2.20%
UCSF	CLS	FAS Incentive Plan	ALMAN,GEOFFREY	ANALYST III	\$61,524.96	\$61,524.96	\$2,153.37	\$63,678.33	3.50%
UCSF	CLS	FAS Incentive Plan	GRUBBE,DAVID	ANALYST III	\$61,524.96	\$61,524.96	\$2,153.37	\$63,678.33	3.50%
UCSF	Budget/Finance	FAS Incentive Plan	BALDELLI,MICHAEL	ADMIN/COORD/OFFICER(FUNC AREA)	\$99,699.96	\$79,759.97	\$2,144.75	\$81,904.72	2.69%
UCSF	Budget/Finance	FAS Incentive Plan	TU,CHAU	ANALYST V	\$79,644.00	\$79,644.00	\$2,141.63	\$81,785.63	2.69%
UCSF	OAAIS	FAS Incentive Plan	MILLER,MATTHEW	COMPUTING RESOURCE MANAGER II	\$106,529.40	\$106,529.40	\$2,118.87	\$108,648.27	1.99%
UCSF	PMO	FAS Incentive Plan	SULLIVAN,PAUL	MANAGER (FUNCTIONAL AREA)	\$123,000.00	\$123,000.00	\$2,115.60	\$125,115.60	1.72%
UCSF	CLS	FAS Incentive Plan	KELLY,DONALD	ANALYST I-SUPERVISOR	\$51,637.44	\$51,637.44	\$2,111.97	\$53,749.41	4.09%
UCSF	OAAIS	FAS Incentive Plan	THOMASSEN,JAMES	PROGRAMMER/ANALYST IV	\$105,702.60	\$105,702.60	\$2,102.42	\$107,805.02	1.99%
UCSF	Police	FAS Incentive Plan	HOM,Alice	ANALYST II	\$65,700.00	\$65,700.00	\$2,102.40	\$67,802.40	3.20%
UCSF	Budget/Finance	FAS Incentive Plan	MICHLIG,NICHOLAS	BUYER III	\$72,000.00	\$72,000.00	\$2,102.40	\$74,102.40	2.92%
UCSF	Budget/Finance	FAS Incentive Plan	PALMA,DAISY	BUYER III	\$72,000.00	\$72,000.00	\$2,102.40	\$74,102.40	2.92%
UCSF	PMO	FAS Incentive Plan	CHIU,CYNTHIA	MANAGER (FUNCTIONAL AREA)	\$122,199.96	\$122,199.96	\$2,101.84	\$124,301.80	1.72%
UCSF	CPFM	FAS Incentive Plan	CROUSE,JOANIE	SUPERINTENDENT,PHYSICAL PLANT	\$83,400.00	\$83,400.00	\$2,101.68	\$85,501.68	2.52%
UCSF	CPFM	FAS Incentive Plan	LEE,DEXTER	SUPERINTENDENT,PHYSICAL PLT,SR	\$82,931.52	\$82,931.52	\$2,089.87	\$85,021.39	2.52%
UCSF	OAAIS	FAS Incentive Plan	MATVIISHIN,VLADIMIR	PROGRAMMER/ANALYST IV	\$105,000.00	\$105,000.00	\$2,088.45	\$107,088.45	1.99%
UCSF	PMO	FAS Incentive Plan	FREIWALD,VERONICA	MANAGER (FUNCTIONAL AREA)	\$120,999.96	\$120,999.96	\$2,081.20	\$123,081.16	1.72%
UCSF	Budget/Finance	FAS Incentive Plan	LEE,PETER	BUYER III	\$70,999.92	\$70,999.92	\$2,073.20	\$73,073.12	2.92%
UCSF	Controller	FAS Incentive Plan	LIU,YI	ACCOUNTANT I	\$51,032.04	\$51,032.04	\$2,071.90	\$53,103.94	4.06%
UCSF	OAAIS	FAS Incentive Plan	BROWN,ROLAND	ANALYST IV	\$70,708.08	\$70,708.08	\$2,064.68	\$72,772.76	2.92%
UCSF	OAAIS	FAS Incentive Plan	GUM,IVAN	PROGRAMMER/ANALYST IV	\$120,000.00	\$120,000.00	\$2,064.00	\$122,064.00	1.72%
UCSF	OAAIS	FAS Incentive Plan	RAYAMAJHI,SUSIL	PROGRAMMER/ANALYST IV	\$120,000.00	\$120,000.00	\$2,064.00	\$122,064.00	1.72%
UCSF	CLS	FAS Incentive Plan	FLANNERY,JUDY	PUBLICATIONS MANAGER	\$60,615.24	\$60,615.24	\$2,060.92	\$62,676.16	3.40%
UCSF	CPFM	FAS Incentive Plan	AUSTIN,KEVIN	MANAGER (FUNCTIONAL AREA)	\$135,000.00	\$135,000.00	\$2,052.00	\$137,052.00	1.52%
UCSF	OAAIS	FAS Incentive Plan	PHILLIPS,LAWRENCE	PROGRAMMER/ANALYST III	\$79,200.00	\$79,200.00	\$2,051.28	\$81,251.28	2.59%
UCSF	Audit	FAS Incentive Plan	QUACH,JOSEPHYNE	AUDITOR III	\$79,459.92	\$79,459.92	\$2,050.07	\$81,509.99	2.58%
UCSF	Controller	FAS Incentive Plan	BARTOLOME,VIOLETA	ANALYST I	\$50,486.76	\$50,486.76	\$2,049.76	\$52,536.52	4.06%
UCSF	Budget/Finance	FAS Incentive Plan	JOHNSON,GARY	ANALYST IV	\$75,750.00	\$75,750.00	\$2,036.92	\$77,786.92	2.69%
UCSF	Controller	FAS Incentive Plan	RUBANOV,CLAUDIA	ANALYST II	\$50,169.60	\$50,169.60	\$2,036.89	\$52,206.49	4.06%
UCSF	Controller	FAS Incentive Plan	CHAO,JASON	ACCOUNTANT I	\$50,117.04	\$50,117.04	\$2,034.75	\$52,151.79	4.06%
UCSF	Controller	FAS Incentive Plan	WEBB,TYRONE	ANALYST II	\$50,093.52	\$50,093.52	\$2,033.80	\$52,127.32	4.06%
UCSF	HR	FAS Incentive Plan	SHERIDAN,KELLY	HR ANALYST V	\$98,000.04	\$98,000.04	\$2,033.50	\$100,033.54	2.07%
UCSF	HR	FAS Incentive Plan	HOWLAND,ROGER	ANALYST V	\$67,239.96	\$67,239.96	\$2,030.65	\$69,270.61	3.02%
UCSF	Budget/Finance	FAS Incentive Plan	CELESTINE,GAYNELL	BUYER III	\$69,400.44	\$69,400.44	\$2,026.49	\$71,426.93	2.92%
UCSF	CLS	FAS Incentive Plan	SWANSON,JNAY	ANALYST II	\$57,823.80	\$57,823.80	\$2,023.83	\$59,847.63	3.50%
UCSF	OAAIS	FAS Incentive Plan	SEVILLANO,WALTER	PROGRAMMER/ANALYST III	\$82,452.00	\$82,452.00	\$2,020.90	\$84,472.90	2.45%
UCSF	OAAIS	FAS Incentive Plan	HALEY,MICHAEL	COMPUTING RESOURCE MANAGER I	\$82,445.40	\$82,445.40	\$2,020.74	\$84,466.14	2.45%
UCSF	OAAIS	FAS Incentive Plan	HOWELL,CYNTHIA	PROGRAMMER/ANALYST III	\$78,000.00	\$78,000.00	\$2,020.20	\$80,020.20	2.59%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	OAAIS	FAS Incentive Plan	MAYS,SARAH	PROGRAMMER/ANALYST III	\$78,000.00	\$78,000.00	\$2,020.20	\$80,020.20	2.59%
UCSF	OAAIS	FAS Incentive Plan	MILENKIEWICZ,JOAN	COMPUTING RESOURCE MANAGER I	\$82,200.36	\$82,200.36	\$2,014.73	\$84,215.09	2.45%
UCSF	CLS	FAS Incentive Plan	WONG,JAMES	SUPERINTENDENT,PHYSL PLT,ASST	\$77,741.40	\$77,741.40	\$2,013.50	\$79,754.90	2.59%
UCSF	CLS	FAS Incentive Plan	PARKINSON,WAYNE	ANALYST II	\$57,511.20	\$57,511.20	\$2,012.89	\$59,524.09	3.50%
UCSF	OAAIS	FAS Incentive Plan	PAN,YUNG-JANE	MANAGER (FUNCTIONAL AREA)	\$141,500.04	\$141,500.04	\$2,009.30	\$143,509.34	1.42%
UCSF	Legal	FAS Incentive Plan	DELLNER,THOMAS	ANALYST II	\$55,782.00	\$55,782.00	\$2,008.15	\$57,790.15	3.60%
UCSF	Legal	FAS Incentive Plan	FORTE,KAREN	ANALYST II	\$55,782.00	\$55,782.00	\$2,008.15	\$57,790.15	3.60%
UCSF	OAAIS	FAS Incentive Plan	ROWLAND,DEBRA	PROGRAMMER/ANALYST IV	\$100,784.88	\$100,784.88	\$2,004.61	\$102,789.49	1.99%
UCSF	HR	FAS Incentive Plan	CHAN,CLIFFORD C	HR ANALYST V	\$95,740.32	\$95,740.32	\$1,986.61	\$97,726.93	2.07%
UCSF	CLS	FAS Incentive Plan	KWAN,WAYNE	PARKING SUPV, PRIN	\$53,600.04	\$53,600.04	\$1,983.20	\$55,583.24	3.70%
UCSF	Controller	FAS Incentive Plan	HUANG,JIM	ANALYST II	\$48,804.00	\$48,804.00	\$1,981.44	\$50,785.44	4.06%
UCSF	OAAIS	FAS Incentive Plan	HAMILTON,EDWARD	MANAGER (FUNCTIONAL AREA)	\$115,000.08	\$115,000.08	\$1,978.00	\$116,978.08	1.72%
UCSF	Controller	FAS Incentive Plan	DAVID,CRESINI	ANALYST I	\$48,647.04	\$48,647.04	\$1,975.07	\$50,622.11	4.06%
UCSF	OAAIS	FAS Incentive Plan	TAM,MARIA	ANALYST IV	\$67,395.96	\$67,395.96	\$1,967.96	\$69,363.92	2.92%
UCSF	CLS	FAS Incentive Plan	CURTIS,SHAUNA	ANALYST IV-SUPERVISOR	\$75,830.64	\$75,830.64	\$1,964.01	\$77,794.65	2.59%
UCSF	Audit	FAS Incentive Plan	AMASAKI,SUGAKO	AUDITOR IV	\$90,000.00	\$90,000.00	\$1,962.00	\$91,962.00	2.18%
UCSF	OAAIS	FAS Incentive Plan	ZIMMERMAN,CAROL	PROGRAMMER/ANALYST IV	\$97,924.80	\$97,924.80	\$1,947.72	\$99,872.52	1.99%
UCSF	CPFM	FAS Incentive Plan	PEREZ,EMMA	ANALYST IV-SUPERVISOR	\$77,000.04	\$77,000.04	\$1,940.40	\$78,940.44	2.52%
UCSF	CPFM	FAS Incentive Plan	MCGEE,DIANE	ANALYST V	\$91,484.40	\$91,484.40	\$1,939.47	\$93,423.87	2.12%
UCSF	Budget/Finance	FAS Incentive Plan	RIGGS,GARY	ANALYST IV	\$72,049.92	\$72,049.92	\$1,937.42	\$73,987.34	2.69%
UCSF	Budget/Finance	FAS Incentive Plan	GRAHAM,SARAH	ANALYST V	\$72,000.00	\$72,000.00	\$1,936.08	\$73,936.08	2.69%
UCSF	Budget/Finance	FAS Incentive Plan	ROACH,TONI	ANALYST III-SUPERVISOR	\$66,000.00	\$66,000.00	\$1,927.20	\$67,927.20	2.92%
UCSF	OAAIS	FAS Incentive Plan	RAUSSE,DANICE	COMPUTING RESOURCE MANAGER I	\$78,530.28	\$78,530.28	\$1,924.78	\$80,455.06	2.45%
UCSF	OAAIS	FAS Incentive Plan	NADANER,NANCY	ANALYST IV	\$65,911.08	\$65,911.08	\$1,924.60	\$67,835.68	2.92%
UCSF	OAAIS	FAS Incentive Plan	ROCKWELL,THOMAS	PROGRAMMER/ANALYST II	\$78,217.44	\$78,217.44	\$1,917.11	\$80,134.55	2.45%
UCSF	CLS	FAS Incentive Plan	COLORADO-CALDWELL,SUZANNE	ANALYST IV	\$73,881.60	\$73,881.60	\$1,913.53	\$75,795.13	2.59%
UCSF	Budget/Finance	FAS Incentive Plan	HSIEH,ALVIN	ANALYST IV	\$65,400.00	\$65,400.00	\$1,909.68	\$67,309.68	2.92%
UCSF	Budget/Finance	FAS Incentive Plan	LEE,CYNTHIA	ANALYST V	\$88,769.04	\$71,015.23	\$1,909.60	\$72,924.83	2.69%
UCSF	OAAIS	FAS Incentive Plan	CHAN,ALLEN	PROGRAMMER/ANALYST IV	\$95,723.52	\$95,723.52	\$1,903.94	\$97,627.46	1.99%
UCSF	OAAIS	FAS Incentive Plan	RENN,RICHARD	PROGRAMMER/ANALYST IV	\$95,168.28	\$95,168.28	\$1,892.90	\$97,061.18	1.99%
UCSF	OAAIS	FAS Incentive Plan	GIEBLER,DANIEL	PROGRAMMER/ANALYST IV	\$95,000.04	\$95,000.04	\$1,889.55	\$96,889.59	1.99%
UCSF	CLS	FAS Incentive Plan	KIRrane,SUZANNE	ANALYST IV-SUPERVISOR	\$72,876.95	\$72,876.95	\$1,887.51	\$74,764.46	2.59%
UCSF	CLS	FAS Incentive Plan	MARKIET,EWALD	ANALYST I-SUPERVISOR	\$46,053.36	\$46,053.36	\$1,883.58	\$47,936.94	4.09%
UCSF	OAAIS	FAS Incentive Plan	MALIG,ARIEL	PROGRAMMER/ANALYST III	\$94,623.96	\$94,623.96	\$1,882.07	\$96,506.03	1.99%
UCSF	HR	FAS Incentive Plan	STEWART,KRISTEN	HR ANALYST V	\$90,000.00	\$90,000.00	\$1,867.50	\$91,867.50	2.08%
UCSF	HR	FAS Incentive Plan	URBAN,JEANIE	HR ANALYST V	\$90,000.00	\$90,000.00	\$1,867.50	\$91,867.50	2.08%
UCSF	Controller	FAS Incentive Plan	GALLOWAY,JACQUELINE	ASSISTANT III-SUPVR	\$45,881.52	\$45,881.52	\$1,862.79	\$47,744.31	4.06%
UCSF	Audit	FAS Incentive Plan	MATHIS,JULIA	AUDITOR III	\$82,000.08	\$82,000.08	\$1,861.40	\$83,861.48	2.27%
UCSF	CLS	FAS Incentive Plan	CARMONA,MARIO	ANALYST V	\$84,480.84	\$84,480.84	\$1,858.58	\$86,339.42	2.20%
UCSF	CLS	FAS Incentive Plan	GRANJA,SANDRA	ANALYST II	\$52,937.40	\$52,937.40	\$1,852.81	\$54,790.21	3.50%
UCSF	OAAIS	FAS Incentive Plan	KAZLAUSKAS,JOE	PROGRAMMER/ANALYST III	\$93,110.04	\$93,110.04	\$1,851.96	\$94,962.00	1.99%
UCSF	CPFM	FAS Incentive Plan	SUTTON,JULIE	PHYSICAL PLANT SUPVR (B)	\$73,365.96	\$73,365.96	\$1,848.82	\$75,214.78	2.52%
UCSF	CLS	FAS Incentive Plan	CRIGGER,PETER	ANALYST V	\$83,785.20	\$83,785.20	\$1,843.27	\$85,628.47	2.20%
UCSF	OAAIS	FAS Incentive Plan	SENIGAR,TODD	PROGRAMMER/ANALYST III	\$92,528.04	\$92,528.04	\$1,840.38	\$94,368.42	1.99%
UCSF	OAAIS	FAS Incentive Plan	KOEHLER,CHARLES	PROGRAMMER/ANALYST III	\$92,462.04	\$92,462.04	\$1,839.07	\$94,301.11	1.99%
UCSF	CPFM	FAS Incentive Plan	JUE,EILEEN	MANAGER (FUNCTIONAL AREA)	\$95,000.04	\$95,000.04	\$1,824.00	\$96,824.04	1.92%
UCSF	CPFM	FAS Incentive Plan	MCGEE,PATRICK	MANAGER (FUNCTIONAL AREA)	\$95,000.04	\$95,000.04	\$1,824.00	\$96,824.04	1.92%
UCSF	CPFM	FAS Incentive Plan	MULLIN,LUANNE	MANAGER (FUNCTIONAL AREA)	\$95,000.04	\$95,000.04	\$1,824.00	\$96,824.04	1.92%
UCSF	PMO	FAS Incentive Plan	GEDDIE,DEANNA	MANAGER (FUNCTIONAL AREA)	\$131,793.96	\$131,793.96	\$1,813.48	\$133,607.44	1.38%
UCSF	OAAIS	FAS Incentive Plan	CARTER,SCOTT	PROGRAMMER/ANALYST II	\$73,844.40	\$73,844.40	\$1,809.93	\$75,654.33	2.45%
UCSF	Police	FAS Incentive Plan	SORENSEN,MICHAEL	ANALYST I	\$56,408.40	\$56,408.40	\$1,805.07	\$58,213.47	3.20%
UCSF	OAAIS	FAS Incentive Plan	SAKR,TAMER	PROGRAMMER/ANALYST IV	\$93,864.24	\$93,864.24	\$1,802.19	\$95,666.43	1.92%
UCSF	CLS	FAS Incentive Plan	VILLARINA,TAMARA	ANALYST II	\$51,332.04	\$51,332.04	\$1,796.62	\$53,128.66	3.50%

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UCSF	CPFM	FAS Incentive Plan	DEGROOT,MICHAEL	MANAGER (FUNCTIONAL AREA)	\$117,999.96	\$117,999.96	\$1,793.60	\$119,793.56	1.52%
UCSF	CLS	FAS Incentive Plan	PALMER,JAMES	ANALYST I	\$51,165.24	\$51,165.24	\$1,790.78	\$52,956.02	3.50%
UCSF	Budget/Finance	FAS Incentive Plan	MENDOZA,LILY ANN	ANALYST III	\$66,360.00	\$66,360.00	\$1,784.42	\$68,144.42	2.69%
UCSF	CPFM	FAS Incentive Plan	SZETO,DONALD	ANALYST V	\$84,000.00	\$84,000.00	\$1,780.80	\$85,780.80	2.12%
UCSF	CLS	FAS Incentive Plan	MAC,JAIME	PARKING SUPVR	\$47,826.96	\$47,826.96	\$1,769.60	\$49,596.56	3.70%
UCSF	CPFM	FAS Incentive Plan	BLOCK,HELEN	ANALYST II	\$52,500.00	\$52,500.00	\$1,764.00	\$54,264.00	3.36%
UCSF	OAAIS	FAS Incentive Plan	LI,POTING	PROG/ANALYST V-SUPERVISOR	\$124,073.04	\$124,073.04	\$1,761.84	\$125,834.88	1.42%
UCSF	Budget/Finance	FAS Incentive Plan	BARRON-BALLON,BARBARA	ANALYST III	\$62,132.52	\$62,132.52	\$1,760.46	\$63,892.98	2.83%
UCSF	OAAIS	FAS Incentive Plan	HOEY,ANTHONY	PROGRAMMER/ANALYST III-SUPVR	\$87,605.05	\$87,605.05	\$1,742.46	\$89,347.51	1.99%
UCSF	Budget/Finance	FAS Incentive Plan	WRIGHT,NANCY	ANALYST II	\$64,699.92	\$64,699.92	\$1,739.78	\$66,439.70	2.69%
UCSF	OAAIS	FAS Incentive Plan	GWIN,IAN	PROGRAMMER/ANALYST III-SUPVR	\$87,436.20	\$87,436.20	\$1,739.11	\$89,175.31	1.99%
UCSF	CLS	FAS Incentive Plan	TALBOTT,RANDA	STUDENT AFFAIRS OFFICER II	\$49,622.16	\$49,622.16	\$1,736.78	\$51,358.94	3.50%
UCSF	OAAIS	FAS Incentive Plan	RAMOS,ERLINDA	ANALYST II	\$59,005.80	\$59,005.80	\$1,722.97	\$60,728.77	2.92%
UCSF	OAAIS	FAS Incentive Plan	GLOWIENKE,KURT	COMPUTING RESOURCE MANAGER III	\$141,138.00	\$141,138.00	\$1,721.88	\$142,859.88	1.22%
UCSF	Police	FAS Incentive Plan	BERNAL-SILVA,TERENCE	ANALYST II-SUPERVISOR	\$53,765.04	\$53,765.04	\$1,720.48	\$55,485.52	3.20%
UCSF	PMO	FAS Incentive Plan	KIRKPATRICK,CHRISTOPHER	PROGRAMMER/ANALYST IV	\$99,999.96	\$99,999.96	\$1,720.00	\$101,719.96	1.72%
UCSF	CLS	FAS Incentive Plan	RUBIO,FELIPE	CUSTODIAN SUPV, SR.	\$49,020.96	\$49,020.96	\$1,715.73	\$50,736.69	3.50%
UCSF	CLS	FAS Incentive Plan	MOON,LEONARD	ANALYST IV	\$76,506.00	\$61,204.80	\$1,713.73	\$62,918.53	2.80%
UCSF	CLS	FAS Incentive Plan	IHA,ELISA	ANALYST II	\$48,804.00	\$48,804.00	\$1,708.14	\$50,512.14	3.50%
UCSF	CLS	FAS Incentive Plan	FONG,GORDON	CHILD DEVEL CNTR TEACH I-SUP	\$48,800.16	\$48,800.16	\$1,708.01	\$50,508.17	3.50%
UCSF	CLS	FAS Incentive Plan	KAHN,EUGENE	ANALYST V	\$77,617.44	\$77,617.44	\$1,707.58	\$79,325.02	2.20%
UCSF	CLS	FAS Incentive Plan	WONG,LIANE	ANALYST III-SUPERVISOR	\$65,808.84	\$65,808.84	\$1,704.45	\$67,513.29	2.59%
UCSF	CPFM	FAS Incentive Plan	HASTINGS,GEORGE	MANAGER (FUNCTIONAL AREA)	\$120,000.00	\$120,000.00	\$1,704.00	\$121,704.00	1.42%
UCSF	OAAIS	FAS Incentive Plan	DE LA FUENTE,TERESA	ANALYST II	\$58,295.76	\$58,295.76	\$1,702.24	\$59,998.00	2.92%
UCSF	Police	FAS Incentive Plan	QUON,JASON	ANALYST II	\$53,000.04	\$53,000.04	\$1,696.00	\$54,696.04	3.20%
UCSF	OAAIS	FAS Incentive Plan	SCUDDER,DAVID	PROGRAMMER/ANALYST III-SUPVR	\$84,977.88	\$84,977.88	\$1,690.21	\$86,668.09	1.99%
UCSF	OAAIS	FAS Incentive Plan	NIKOL,MARINA	ANALYST II	\$57,422.04	\$57,422.04	\$1,676.72	\$59,098.76	2.92%
UCSF	CLS	FAS Incentive Plan	BELTRAN,JOSE	CUSTODIAN SUPV, SR.	\$47,699.64	\$47,699.64	\$1,669.49	\$49,369.13	3.50%
UCSF	OAAIS	FAS Incentive Plan	HAITH,GEORGE	PROGRAMMER/ANALYST II	\$67,945.32	\$67,945.32	\$1,665.34	\$69,610.66	2.45%
UCSF	HR	FAS Incentive Plan	NEAL,JERRY	ADMIN/COORD/OFFICER(FUNC AREA)	\$107,408.16	\$107,408.16	\$1,664.83	\$109,072.99	1.55%
UCSF	Police	FAS Incentive Plan	BERTULEIT,SUSAN	ANALYST I	\$51,999.96	\$51,999.96	\$1,664.00	\$53,663.96	3.20%
UCSF	CPFM	FAS Incentive Plan	MAGIERA,MILLICENT	MANAGER (FUNCTIONAL AREA)	\$108,999.96	\$108,999.96	\$1,656.80	\$110,656.76	1.52%
UCSF	Audit	FAS Incentive Plan	LI,LINDA	AUDITOR III	\$82,000.08	\$82,000.08	\$1,648.20	\$83,648.28	2.01%
UCSF	CPFM	FAS Incentive Plan	FASANO,FRANK	MANAGER (FUNCTIONAL AREA)	\$108,000.00	\$108,000.00	\$1,641.60	\$109,641.60	1.52%
UCSF	OAAIS	FAS Incentive Plan	HAWKINS,VALENCIA	PROGRAMMER/ANALYST III	\$82,384.68	\$82,384.68	\$1,638.63	\$84,023.31	1.99%
UCSF	CLS	FAS Incentive Plan	WHISMAN,GREGORY	ANALYST III-SUPERVISOR	\$63,042.72	\$63,042.72	\$1,632.81	\$64,675.53	2.59%
UCSF	HR	FAS Incentive Plan	HOWZE,LINDA	HR ANALYST II	\$54,000.00	\$54,000.00	\$1,630.80	\$55,630.80	3.02%
UCSF	CPFM	FAS Incentive Plan	QUAN,ZACHARY	MANAGER (FUNCTIONAL AREA)	\$107,000.04	\$107,000.04	\$1,626.40	\$108,626.44	1.52%
UCSF	Controller	FAS Incentive Plan	ARCEO,ROSCELLE	ASSISTANT III-SUPVR	\$39,999.96	\$39,999.96	\$1,624.00	\$41,623.96	4.06%
UCSF	CLS	FAS Incentive Plan	MILLER,SONIA	ANALYST III-SUPERVISOR	\$62,483.28	\$62,483.28	\$1,618.32	\$64,101.60	2.59%
UCSF	CLS	FAS Incentive Plan	MANNIX,JENNIFER	ANALYST IV-SUPERVISOR	\$73,528.08	\$73,528.08	\$1,617.62	\$75,145.70	2.20%
UCSF	CPFM	FAS Incentive Plan	STRIPLING,GWENDOLYN	ANALYST V	\$84,000.00	\$84,000.00	\$1,612.80	\$85,612.80	1.92%
UCSF	OAAIS	FAS Incentive Plan	CHAUDHARY,GAUTAM	PROGRAMMER/ANALYST IV	\$113,301.00	\$113,301.00	\$1,608.87	\$114,909.87	1.42%
UCSF	OAAIS	FAS Incentive Plan	GWEN,DEBORAH	PROGRAMMER/ANALYST II	\$65,383.08	\$65,383.08	\$1,602.54	\$66,985.62	2.45%
UCSF	OAAIS	FAS Incentive Plan	STONE,EDWARD	PROGRAMMER/ANALYST II	\$65,229.48	\$65,229.48	\$1,598.77	\$66,828.25	2.45%
UCSF	OAAIS	FAS Incentive Plan	FUGATE,CAREY	PROGRAMMER/ANALYST I	\$65,146.44	\$65,146.44	\$1,596.74	\$66,743.18	2.45%
UCSF	Budget/Finance	FAS Incentive Plan	CHOW,JOHN (split with CLS)	PROGRAMMER/ANALYST IV	\$109,000.08	\$109,000.08	\$1,591.40	\$110,591.48	1.46%
UCSF	OAAIS	FAS Incentive Plan	DITTRICH,ELISABETH	MANAGER (FUNCTIONAL AREA)	\$120,000.00	\$120,000.00	\$1,584.00	\$121,584.00	1.32%
UCSF	CLS	FAS Incentive Plan	CHARGUALAF,JOHN	STORES SUPVR, SR	\$60,799.68	\$60,799.68	\$1,574.71	\$62,374.39	2.59%
UCSF	OAAIS	FAS Incentive Plan	NGUYEN,MY-HIEU	COMPUTING RESOURCE MANAGER III	\$128,853.00	\$128,853.00	\$1,572.01	\$130,425.01	1.22%
UCSF	CPFM	FAS Incentive Plan	ANDERSON,LOUIS	CUSTODIAN SUPV, SR.	\$62,313.00	\$62,313.00	\$1,570.29	\$63,883.29	2.52%
UCSF	CPFM	FAS Incentive Plan	ANDREWS,ROBERT	MANAGER (FUNCTIONAL AREA)	\$103,067.76	\$103,067.76	\$1,566.63	\$104,634.39	1.52%
UCSF	Police	FAS Incentive Plan	BOYD,MELINA	ANALYST II	\$48,800.04	\$48,800.04	\$1,561.60	\$50,361.64	3.20%

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UCSF	Police	FAS Incentive Plan	KIDD,HUGH	SECURITY GUARD, SR-SUPVR	\$48,800.04	\$48,800.04	\$1,561.60	\$50,361.64	3.20%
UCSF	CLS	FAS Incentive Plan	SISKIN,STEVE	ANALYST III-SUPERVISOR	\$60,261.00	\$60,261.00	\$1,560.76	\$61,821.76	2.59%
UCSF	HR	FAS Incentive Plan	CRISTOBAL,JENNIFER	HR ANALYST II	\$51,000.00	\$51,000.00	\$1,540.20	\$52,540.20	3.02%
UCSF	HR	FAS Incentive Plan	HERMAN,CAREY	HR ANALYST II	\$51,000.00	\$51,000.00	\$1,540.20	\$52,540.20	3.02%
UCSF	AVC-Admin	FAS Incentive Plan	CHAO,PEI-RU	ANALYST V	\$77,000.04	\$77,000.04	\$1,540.00	\$78,540.04	2.00%
UCSF	OAAIS	FAS Incentive Plan	KUSUMONEGORO,SUKARNO	PROGRAMMER/ANALYST IV	\$108,000.00	\$108,000.00	\$1,533.60	\$109,533.60	1.42%
UCSF	CPFM	FAS Incentive Plan	MARTIN,JUAN	ADMIN/COORD/OFFICER(FUNC AREA)	\$108,000.00	\$108,000.00	\$1,533.60	\$109,533.60	1.42%
UCSF	OAAIS	FAS Incentive Plan	RENOUDE,MIKE	PROGRAMMER/ANALYST III	\$76,750.08	\$76,750.08	\$1,526.56	\$78,276.64	1.99%
UCSF	OAAIS	FAS Incentive Plan	SCULLION,BARBARA	ANALYST VI - MSP	\$107,458.92	\$107,458.92	\$1,525.92	\$108,984.84	1.42%
UCSF	OAAIS	FAS Incentive Plan	QIAN,JUE	PROGRAMMER/ANALYST IV	\$125,000.04	\$125,000.04	\$1,525.00	\$126,525.04	1.22%
UCSF	CLS	FAS Incentive Plan	CHAMBERS,ADRIENNE	RECREATION SUPVR, SR	Unknown	\$58,850.72	\$1,524.23	\$60,374.95	2.59%
UCSF	OAAIS	FAS Incentive Plan	LEE,ERIC	PROGRAMMER/ANALYST III	\$76,200.36	\$76,200.36	\$1,515.63	\$77,715.99	1.99%
UCSF	OAAIS	FAS Incentive Plan	BERING,MARK	PROGRAMMER/ANALYST III	\$78,932.52	\$78,932.52	\$1,515.50	\$80,448.02	1.92%
UCSF	CLS	FAS Incentive Plan	BOKA,BONNIE	RECREATION SUPVR, SR	Unknown	\$57,922.64	\$1,500.20	\$59,422.84	2.59%
UCSF	OAAIS	FAS Incentive Plan	CARDONA,BEATRICE	PROG/ANALYST V-SUPERVISOR	\$138,432.60	\$138,432.60	\$1,481.23	\$139,913.83	1.07%
UCSF	CPFM	FAS Incentive Plan	SHAPIRO,BRUCE	MANAGER (FUNCTIONAL AREA)	\$132,000.00	\$132,000.00	\$1,478.40	\$133,478.40	1.12%
UCSF	OAAIS	FAS Incentive Plan	KENNEDY,KEVIN	PROGRAMMER/ANALYST IV	\$104,000.04	\$104,000.04	\$1,476.80	\$105,476.84	1.42%
UCSF	CLS	FAS Incentive Plan	WHEELER,ANNETTE	RECREATION SUPVR, SR	\$56,784.00	\$56,784.00	\$1,470.71	\$58,254.71	2.59%
UCSF	CPFM	FAS Incentive Plan	KWOFIE,WINIFRED	MANAGER (FUNCTIONAL AREA)	\$129,999.96	\$129,999.96	\$1,456.00	\$131,455.96	1.12%
UCSF	CPFM	FAS Incentive Plan	HASSETT,BRIAN	SUPERINTENDENT,PHYSICAL PLANT	\$95,718.00	\$95,718.00	\$1,454.91	\$97,172.91	1.52%
UCSF	CPFM	FAS Incentive Plan	BHAKTA,RAJENDRA	SUPERINTENDENT,PHYSICAL PLANT	\$95,522.04	\$95,522.04	\$1,451.94	\$96,973.98	1.52%
UCSF	CPFM	FAS Incentive Plan	WILLIAMS,FRANK	ANALYST II	\$59,000.04	\$59,000.04	\$1,451.40	\$60,451.44	2.46%
UCSF	Police	FAS Incentive Plan	NARAG,JAMES	ANALYST I	\$45,198.96	\$45,198.96	\$1,446.37	\$46,645.33	3.20%
UCSF	OAAIS	FAS Incentive Plan	CHEESMAN,ALLEN	PROGRAMMER/ANALYST II	\$72,460.92	\$72,460.92	\$1,441.25	\$73,902.17	1.99%
UCSF	OAAIS	FAS Incentive Plan	PETSKO,NINA	ANALYST II	\$58,733.04	\$58,733.04	\$1,439.55	\$60,172.59	2.45%
UCSF	CLS	FAS Incentive Plan	GUSTAFSON,TIFFANY	RECREATION SUPVR, SR	Unknown	\$55,489.93	\$1,437.19	\$56,927.12	2.59%
UCSF	CLS	FAS Incentive Plan	SCHWARTZ,GARRETT	ANALYST II-SUPERVISOR	\$65,208.00	\$65,208.00	\$1,434.58	\$66,642.58	2.20%
UCSF	CLS	FAS Incentive Plan	YOUNUS,SYED	PROGRAMMER/ANALYST II	\$65,102.16	\$65,102.16	\$1,432.25	\$66,534.41	2.20%
UCSF	CLS	FAS Incentive Plan	COWEN,TIMOTHY	RECREATION SUPVR, SR	\$54,999.96	\$54,999.96	\$1,424.50	\$56,424.46	2.59%
UCSF	OAAIS	FAS Incentive Plan	WYNNE,ANGELIQUE	PROGRAMMER/ANALYST III	\$71,610.00	\$71,610.00	\$1,424.32	\$73,034.32	1.99%
UCSF	CLS	FAS Incentive Plan	BROWN,RICHARD	REPROGRAPHICS SUPVR	\$41,882.88	\$41,882.88	\$1,424.02	\$43,306.90	3.40%
UCSF	CLS	FAS Incentive Plan	JAYEWARDENE,GITA	CHILD DEVEL CNTR TEACH I-SUP	\$40,682.04	\$40,682.04	\$1,423.87	\$42,105.91	3.50%
UCSF	OAAIS	FAS Incentive Plan	GALICHA,MENARDO	PROGRAMMER/ANALYST II	\$71,508.36	\$71,508.36	\$1,422.30	\$72,930.66	1.99%
UCSF	OAAIS	FAS Incentive Plan	CHAU,SIO IENG	ANALYST VI - MSP	\$100,000.08	\$100,000.08	\$1,420.00	\$101,420.08	1.42%
UCSF	CLS	FAS Incentive Plan	SAMPIOR,GEORGE	STORES SUPVR	\$54,729.48	\$54,729.48	\$1,417.49	\$56,146.97	2.59%
UCSF	CPFM	FAS Incentive Plan	NURISSO,DONALD	PRINCIPAL ENGINEER	\$125,000.04	\$125,000.04	\$1,400.00	\$126,400.04	1.12%
UCSF	HR	FAS Incentive Plan	DUNCAN,AJA	ADMIN/COORD/OFFICER(FUNC AREA)	\$90,000.00	\$90,000.00	\$1,395.00	\$91,395.00	1.55%
UCSF	OAAIS	FAS Incentive Plan	MCFETRIDGE,MATTHEW	PROGRAMMER/ANALYST II	\$69,999.96	\$69,999.96	\$1,392.30	\$71,392.26	1.99%
UCSF	CLS	FAS Incentive Plan	ONO,COLETTE	ASSISTANT II-SUPVR	\$39,672.00	\$39,672.00	\$1,388.52	\$41,060.52	3.50%
UCSF	CLS	FAS Incentive Plan	BEYER,SCOTT	ANALYST III	\$53,598.00	\$53,598.00	\$1,388.19	\$54,986.19	2.59%
UCSF	OAAIS	FAS Incentive Plan	CHAO,KERRY	PROGRAMMER/ANALYST IV - SUPERV	\$112,900.08	\$112,900.08	\$1,377.38	\$114,277.46	1.22%
UCSF	OAAIS	FAS Incentive Plan	COUTANT,SERGE	PROGRAMMER/ANALYST II	\$69,108.00	\$69,108.00	\$1,374.56	\$70,482.56	1.99%
UCSF	OAAIS	FAS Incentive Plan	LAUTENBERGER,WILLIAM	PROGRAMMER/ANALYST IV	\$128,374.08	\$128,374.08	\$1,373.60	\$129,747.68	1.07%
UCSF	CPFM	FAS Incentive Plan	ALIGNAY,JAYCEE	ANALYST II	\$54,318.12	\$54,318.12	\$1,368.82	\$55,686.94	2.52%
UCSF	CLS	FAS Incentive Plan	HOWELL,ALBERT	PUBLICATIONS COORDINATOR, PRIN	\$61,714.08	\$61,714.08	\$1,357.71	\$63,071.79	2.20%
UCSF	HR	FAS Incentive Plan	TERRY,ALLEN	HR ANALYST V	\$87,180.84	\$87,180.84	\$1,351.30	\$88,532.14	1.55%
UCSF	CPFM	FAS Incentive Plan	MONKMAN,JEFFREY	ADMIN/COORD/OFFICER(FUNC AREA)	\$95,000.04	\$95,000.04	\$1,349.00	\$96,349.04	1.42%
UCSF	CLS	FAS Incentive Plan	JENSEN,LEEANE	RECREATION SUPVR, SR	\$51,999.96	\$51,999.96	\$1,346.80	\$53,346.76	2.59%
UCSF	CLS	FAS Incentive Plan	CHEN,JEANIE	ASSISTANT II	\$51,722.04	\$51,722.04	\$1,339.60	\$53,061.64	2.59%
UCSF	OAAIS	FAS Incentive Plan	SEGALA,LEANDRO	PROGRAMMER/ANALYST II	\$67,274.28	\$67,274.28	\$1,338.09	\$68,612.37	1.99%
UCSF	OAAIS	FAS Incentive Plan	SETO,MAY	ANALYST V	\$93,802.68	\$93,802.68	\$1,332.00	\$95,134.68	1.42%
UCSF	CPFM	FAS Incentive Plan	DWYER,PATRICK	PRINCIPAL ENGINEER	\$118,800.00	\$118,800.00	\$1,330.56	\$120,130.56	1.12%
UCSF	CLS	FAS Incentive Plan	AMEZCUA,ROSA	CHILD DEVEL CNTR TEACH I-SUP	\$37,923.60	\$37,923.60	\$1,327.33	\$39,250.93	3.50%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	MINVIELLE,E'LAN	ANALYST II	\$51,239.76	\$51,239.76	\$1,327.11	\$52,566.87	2.59%
UCSF	OAAIS	FAS Incentive Plan	CROVITZ,BETH	MANAGER (FUNCTIONAL AREA)	\$123,498.24	\$123,498.24	\$1,321.43	\$124,819.67	1.07%
UCSF	CLS	FAS Incentive Plan	LONG,TRACEY	PUBLICATIONS COORDINATOR, SR	\$59,841.12	\$59,841.12	\$1,316.50	\$61,157.62	2.20%
UCSF	OAAIS	FAS Incentive Plan	EVANS,THOMAS	PROGRAMMER/ANALYST II	\$66,177.84	\$66,177.84	\$1,316.28	\$67,494.12	1.99%
UCSF	Budget/Finance	FAS Incentive Plan	KLEINHENZ,ANDREW	ANALYST I	\$45,000.00	\$45,000.00	\$1,314.00	\$46,314.00	2.92%
UCSF	Budget/Finance	FAS Incentive Plan	TAYE,ABENET	ANALYST I	\$45,000.00	\$45,000.00	\$1,314.00	\$46,314.00	2.92%
UCSF	OAAIS	FAS Incentive Plan	KOVARCIK,LUMIR	PROGRAMMER/ANALYST IV	\$121,832.52	\$121,832.52	\$1,303.61	\$123,136.13	1.07%
UCSF	CPFM	FAS Incentive Plan	DEGU,SOLOMON	ENGINEER, SR	\$116,000.04	\$116,000.04	\$1,299.20	\$117,299.24	1.12%
UCSF	CLS	FAS Incentive Plan	HAMILTON,AMY	ASSISTANT III-SUPVR	\$49,995.12	\$49,995.12	\$1,294.87	\$51,289.99	2.59%
UCSF	CLS	FAS Incentive Plan	PHILIBOSIAN,LAUREN	ASSISTANT III-SUPVR	\$49,995.12	\$49,995.12	\$1,294.87	\$51,289.99	2.59%
UCSF	OAAIS	FAS Incentive Plan	EPPE,GEOFFREY	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,294.84	\$66,394.84	1.99%
UCSF	OAAIS	FAS Incentive Plan	HOFF,MICHAEL	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,294.84	\$66,394.84	1.99%
UCSF	OAAIS	FAS Incentive Plan	LA FORGIA,NANCY	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,294.84	\$66,394.84	1.99%
UCSF	OAAIS	FAS Incentive Plan	SAMANIEGO,ROY	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,294.84	\$66,394.84	1.99%
UCSF	OAAIS	FAS Incentive Plan	TOTH,NANCY	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,294.84	\$66,394.84	1.99%
UCSF	OAAIS	FAS Incentive Plan	XAVIER,KIMBERLEY	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,294.84	\$66,394.84	1.99%
UCSF	CPFM	FAS Incentive Plan	CONNELLY,CARLOWE	ANALYST II	\$61,003.80	\$61,003.80	\$1,293.28	\$62,297.08	2.12%
UCSF	OAAIS	FAS Incentive Plan	BECKER,GREGORY	PROGRAMMER/ANALYST IV	\$90,000.00	\$90,000.00	\$1,278.00	\$91,278.00	1.42%
UCSF	OAAIS	FAS Incentive Plan	AZARIN-BURDINE,DANICA	ANALYST IV	\$66,395.64	\$66,395.64	\$1,274.80	\$67,670.44	1.92%
UCSF	CPFM	FAS Incentive Plan	SALYER,JOLANDE	ANALYST III	\$72,000.00	\$72,000.00	\$1,267.20	\$73,267.20	1.76%
UCSF	CLS	FAS Incentive Plan	HUYNH,JANE	PUBLICATIONS COORDINATOR, SR	\$48,804.60	\$48,804.60	\$1,264.04	\$50,068.64	2.59%
UCSF	OAAIS	FAS Incentive Plan	DE SANTIAGO,RAMON	ANALYST V	\$73,038.00	\$73,038.00	\$1,256.25	\$74,294.25	1.72%
UCSF	CLS	FAS Incentive Plan	HAUGABOOK,ANN	ANALYST I-SUPERVISOR	\$57,076.32	\$57,076.32	\$1,255.68	\$58,332.00	2.20%
UCSF	OAAIS	FAS Incentive Plan	AQUINO,RONALD	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,249.92	\$66,349.92	1.92%
UCSF	OAAIS	FAS Incentive Plan	FRIAS,JUAN	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,249.92	\$66,349.92	1.92%
UCSF	OAAIS	FAS Incentive Plan	JAH,H. AMABINTU	ANALYST V	\$65,100.00	\$65,100.00	\$1,249.92	\$66,349.92	1.92%
UCSF	OAAIS	FAS Incentive Plan	MAHONEY,PATRICIA	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,249.92	\$66,349.92	1.92%
UCSF	OAAIS	FAS Incentive Plan	PUCILLO,DANIEL	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,249.92	\$66,349.92	1.92%
UCSF	OAAIS	FAS Incentive Plan	SY,RICHMARK	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$1,249.92	\$66,349.92	1.92%
UCSF	SVC Office	FAS Incentive Plan	NAKASHIGE,JOCELYN	DIRECTOR (FUNCTIONAL AREA)	\$155,721.36	\$155,721.36	\$1,245.77	\$156,967.13	0.80%
UCSF	CLS	FAS Incentive Plan	MENO,ANTHONY	STORES SUPVR	\$47,977.56	\$47,977.56	\$1,242.62	\$49,220.18	2.59%
UCSF	Audit	FAS Incentive Plan	LEE,BERNADETTE	AUDITOR III	\$85,000.08	\$85,000.08	\$1,241.00	\$86,241.08	1.46%
UCSF	HR	FAS Incentive Plan	TROWBRIDGE,ELISABETH	HR ANALYST IV	\$79,999.92	\$79,999.92	\$1,240.00	\$81,239.92	1.55%
UCSF	OAAIS	FAS Incentive Plan	ALFARO,KAREN	ANALYST V	\$87,000.00	\$87,000.00	\$1,235.40	\$88,235.40	1.42%
UCSF	CLS	FAS Incentive Plan	CHEN,HELEN	PROGRAMMER/ANALYST I	\$56,120.04	\$56,120.04	\$1,234.64	\$57,354.68	2.20%
UCSF	OAAIS	FAS Incentive Plan	MARTINEK,EDWARD	COMPUTING RESOURCE MANAGER III	\$133,978.20	\$133,978.20	\$1,232.60	\$135,210.80	0.92%
UCSF	OAAIS	FAS Incentive Plan	HSIAO,TONY	COMPUTING RESOURCE MANAGER III	\$133,484.04	\$133,484.04	\$1,228.05	\$134,712.09	0.92%
UCSF	CPFM	FAS Incentive Plan	PRICE,PATRICIA	ANALYST II	\$57,571.68	\$57,571.68	\$1,220.52	\$58,792.20	2.12%
UCSF	PMO	FAS Incentive Plan	SCHACHMAN,DAVID	ANALYST IV	\$70,614.00	\$70,614.00	\$1,214.56	\$71,828.56	1.72%
UCSF	OAAIS	FAS Incentive Plan	MISTRY,KANTILAL	PROGRAMMER/ANALYST IV	\$130,000.08	\$130,000.08	\$1,196.00	\$131,196.08	0.92%
UCSF	OAAIS	FAS Incentive Plan	LUI,NANCY	ANALYST V	\$84,000.00	\$84,000.00	\$1,192.80	\$85,192.80	1.42%
UCSF	CLS	FAS Incentive Plan	PODLONE,KANDICE	ANALYST II-SUPERVISOR	\$54,209.88	\$54,209.88	\$1,192.62	\$55,402.50	2.20%
UCSF	Police	FAS Incentive Plan	SEIBERT,GREGORY	SECURITY GUARD, SR-SUPVR	\$37,268.64	\$37,268.64	\$1,192.60	\$38,461.24	3.20%
UCSF	CLS	FAS Incentive Plan	SMITH,RICHARD	ANALYST I	\$54,000.00	\$54,000.00	\$1,188.00	\$55,188.00	2.20%
UCSF	OAAIS	FAS Incentive Plan	KIPNIS,SANDRA	PROGRAMMER/ANALYST III	\$83,651.88	\$83,651.88	\$1,187.86	\$84,839.74	1.42%
UCSF	Police	FAS Incentive Plan	CAMPOS,REINHOLD	SECURITY GUARD, SR-SUPVR	\$36,804.00	\$36,804.00	\$1,177.73	\$37,981.73	3.20%
UCSF	Police	FAS Incentive Plan	MAHARAJ,RAKESH	SECURITY GUARD, SR-SUPVR	\$36,804.00	\$36,804.00	\$1,177.73	\$37,981.73	3.20%
UCSF	Police	FAS Incentive Plan	WALLS,GLORIA	SECURITY GUARD, SR-SUPVR	\$36,804.00	\$36,804.00	\$1,177.73	\$37,981.73	3.20%
UCSF	OAAIS	FAS Incentive Plan	MADGULA,PRATAP	PROG/ANALYST V-SUPERVISOR	\$127,778.16	\$127,778.16	\$1,175.56	\$128,953.72	0.92%
UCSF	CPFM	FAS Incentive Plan	REOLA,CARLITO	CUSTODIAN SUPVR	\$46,252.18	\$46,252.18	\$1,165.55	\$47,417.73	2.52%
UCSF	CLS	FAS Incentive Plan	BAKER,JUDI	ANALYST I	\$45,000.00	\$45,000.00	\$1,165.50	\$46,165.50	2.59%
UCSF	CLS	FAS Incentive Plan	TACORDA,KRISTIN	ANALYST I	\$45,000.00	\$45,000.00	\$1,165.50	\$46,165.50	2.59%
UCSF	OAAIS	FAS Incentive Plan	EVIND,JUDITH	ANALYST III	\$60,702.00	\$60,702.00	\$1,165.48	\$61,867.48	1.92%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CPFM	FAS Incentive Plan	VALENZUELA,VIDA	CUSTODIAN SUPVR	\$45,971.12	\$45,971.12	\$1,158.47	\$47,129.59	2.52%
UCSF	CPFM	FAS Incentive Plan	CASTANEDA,JOSE	CUSTODIAN SUPVR	\$45,860.88	\$45,860.88	\$1,155.69	\$47,016.57	2.52%
UCSF	CPFM	FAS Incentive Plan	LAI,PETER	CUSTODIAN SUPVR	\$45,860.62	\$45,860.62	\$1,155.69	\$47,016.31	2.52%
UCSF	OAAIS	FAS Incentive Plan	HUNTER,ANTHONY	MANAGER (FUNCTIONAL AREA)	\$125,502.00	\$125,502.00	\$1,154.62	\$126,656.62	0.92%
UCSF	OAAIS	FAS Incentive Plan	LENOX,LINDA	MANAGER (FUNCTIONAL AREA)	\$125,500.08	\$125,500.08	\$1,154.60	\$126,654.68	0.92%
UCSF	CLS	FAS Incentive Plan	LEE,CYNTHIA	ANALYST I-SUPERVISOR	\$44,499.96	\$44,499.96	\$1,152.55	\$45,652.51	2.59%
UCSF	CLS	FAS Incentive Plan	ONG,GREGORY	ANALYST I-SUPERVISOR	\$44,499.96	\$44,499.96	\$1,152.55	\$45,652.51	2.59%
UCSF	CLS	FAS Incentive Plan	KIM,IAN	CUSTODIAN SUPV, SR.	\$52,241.04	\$52,241.04	\$1,149.30	\$53,390.34	2.20%
UCSF	CPFM	FAS Incentive Plan	COLLINS,ANDREW	CUSTODIAN SUPVR	\$45,554.86	\$45,554.86	\$1,147.98	\$46,702.84	2.52%
UCSF	CPFM	FAS Incentive Plan	LLANES,DENNIS	CUSTODIAN SUPVR	\$45,422.26	\$45,422.26	\$1,144.64	\$46,566.90	2.52%
UCSF	OAAIS	FAS Incentive Plan	VO,JENNIFER	PROGRAMMER/ANALYST IV	\$124,066.44	\$124,066.44	\$1,141.41	\$125,207.85	0.92%
UCSF	CLS	FAS Incentive Plan	TUCKER,MATTHEW	PUBLICATIONS COORDINATOR, SR	\$51,667.20	\$51,667.20	\$1,136.68	\$52,803.88	2.20%
UCSF	CPFM	FAS Incentive Plan	CALAGUI,BIENVENIDO	CUSTODIAN SUPVR	\$44,978.96	\$44,978.96	\$1,133.47	\$46,112.43	2.52%
UCSF	OAAIS	FAS Incentive Plan	RAJAE,HESSAM	PROGRAMMER/ANALYST IV	\$105,546.96	\$105,546.96	\$1,129.35	\$106,676.31	1.07%
UCSF	CPFM	FAS Incentive Plan	BLOOM,FRANK	ANALYST II	\$63,999.96	\$63,999.96	\$1,126.40	\$65,126.36	1.76%
UCSF	CPFM	FAS Incentive Plan	KAWABATA,KENNETH	MANAGER (FUNCTIONAL AREA)	\$99,999.96	\$99,999.96	\$1,120.00	\$101,119.96	1.12%
UCSF	OAAIS	FAS Incentive Plan	LIN,JASON	PROGRAMMER/ANALYST III	\$91,774.56	\$91,774.56	\$1,119.65	\$92,894.21	1.22%
UCSF	OAAIS	FAS Incentive Plan	FREDERICO,ELIZABETH	PROGRAMMER/ANALYST I	\$56,228.04	\$56,228.04	\$1,118.38	\$57,346.42	1.99%
UCSF	CPFM	FAS Incentive Plan	LOFTON,TROY	CUSTODIAN SUPVR	\$44,185.96	\$44,185.96	\$1,113.49	\$45,299.45	2.52%
UCSF	OAAIS	FAS Incentive Plan	MENG,BAOQI	PROGRAMMER/ANALYST IV	\$120,000.00	\$120,000.00	\$1,104.00	\$121,104.00	0.92%
UCSF	OAAIS	FAS Incentive Plan	FONTANILLA,MIGUELITO	PROGRAMMER/ANALYST IV	\$119,723.04	\$119,723.04	\$1,101.45	\$120,824.49	0.92%
UCSF	HR	FAS Incentive Plan	WATKINS,LINDA A	HR ANALYST IV	\$70,955.52	\$70,955.52	\$1,099.81	\$72,055.33	1.55%
UCSF	Audit	FAS Incentive Plan	LEE,HO	ANALYST III	\$65,000.04	\$65,000.04	\$1,098.50	\$66,098.54	1.69%
UCSF	CLS	FAS Incentive Plan	PAVLIK,KEITH	PUBLICATIONS COORDINATOR, SR	\$49,680.00	\$49,680.00	\$1,092.96	\$50,772.96	2.20%
UCSF	CPFM	FAS Incentive Plan	WARE,WANDA	ANALYST I	\$51,321.96	\$51,321.96	\$1,088.03	\$52,409.99	2.12%
UCSF	HR	FAS Incentive Plan	FORSTAT,SUSAN	HR ANALYST IV	\$69,999.96	\$69,999.96	\$1,085.00	\$71,084.96	1.55%
UCSF	OAAIS	FAS Incentive Plan	HE,YUN HUA	PROGRAMMER/ANALYST IV	\$117,899.40	\$117,899.40	\$1,084.67	\$118,984.07	0.92%
UCSF	CLS	FAS Incentive Plan	SANCHEZ,CLAUDIA	RECREATION SUPVR	\$41,776.80	\$41,776.80	\$1,082.02	\$42,858.82	2.59%
UCSF	PMO	FAS Incentive Plan	YUEN,EVA	ANALYST III	\$69,444.72	\$69,444.72	\$1,075.00	\$70,519.72	1.55%
UCSF	CLS	FAS Incentive Plan	HAYES,PARIS	ANALYST II	\$48,801.36	\$48,801.36	\$1,073.63	\$49,874.99	2.20%
UCSF	CLS	FAS Incentive Plan	LOFGREEN,JAMI	ANALYST II	\$48,801.12	\$48,801.12	\$1,073.62	\$49,874.74	2.20%
UCSF	CPFM	FAS Incentive Plan	PITTET,CAROLINE	ANALYST II	\$60,500.04	\$60,500.04	\$1,064.80	\$61,564.84	1.76%
UCSF	OAAIS	FAS Incentive Plan	SHIEH,GEORGE	PROGRAMMER/ANALYST IV	\$98,909.52	\$98,909.52	\$1,058.33	\$99,967.85	1.07%
UCSF	OAAIS	FAS Incentive Plan	MATTES,ANDREI	PROGRAMMER/ANALYST IV	\$114,999.96	\$114,999.96	\$1,058.00	\$116,057.96	0.92%
UCSF	CLS	FAS Incentive Plan	AMBEAU,MARGARET	___ ASSISTANT III-SUPVR	\$48,064.92	\$48,064.92	\$1,057.43	\$49,122.35	2.20%
UCSF	OAAIS	FAS Incentive Plan	LOH,JOHN	PROGRAMMER/ANALYST IV	\$114,900.00	\$114,900.00	\$1,057.08	\$115,957.08	0.92%
UCSF	CLS	FAS Incentive Plan	WEEG,JENNIFER	PUBLICATIONS COORDINATOR, SR	Unknown	\$43,643.34	\$1,051.24	\$44,694.58	2.41%
UCSF	OAAIS	FAS Incentive Plan	LUEY,ANDREW	PROGRAMMER/ANALYST IV	\$113,743.44	\$113,743.44	\$1,046.44	\$114,789.88	0.92%
UCSF	CPFM	FAS Incentive Plan	GALLIVAN,JULIE	ANALYST V	\$73,371.12	\$73,371.12	\$1,041.87	\$74,412.99	1.42%
UCSF	OAAIS	FAS Incentive Plan	LEE,RAYMOND	PROGRAMMER/ANALYST IV	\$110,000.04	\$110,000.04	\$1,012.00	\$111,012.04	0.92%
UCSF	HR	FAS Incentive Plan	BUCKLAND,ANNE	HR ANALYST III-SUPERVISOR	\$64,999.92	\$64,999.92	\$1,007.50	\$66,007.42	1.55%
UCSF	CPFM	FAS Incentive Plan	JIMENEZ,BERNADETTE	ANALYST II	\$57,199.92	\$57,199.92	\$1,006.72	\$58,206.64	1.76%
UCSF	CLS	FAS Incentive Plan	EISENBERG,LAURA	RECREATION SUPVR	\$38,672.40	\$38,672.40	\$1,001.62	\$39,674.02	2.59%
UCSF	CLS	FAS Incentive Plan	TSE,EDWIN	RECREATION SUPVR	\$38,619.72	\$38,619.72	\$1,000.25	\$39,619.97	2.59%
UCSF	CLS	FAS Incentive Plan	ACOSTA,MARIA	CUSTODIAN, SR	\$30,367.08	\$30,367.08	\$1,000.00	\$31,367.08	3.29%
UCSF	CLS	FAS Incentive Plan	AYALA,CARLA	BUILDING MAINTENANCE WORKER,SR	\$43,915.08	\$43,915.08	\$1,000.00	\$44,915.08	2.28%
UCSF	CLS	FAS Incentive Plan	BARTLETT,MAGGIE	COMPUTER RESOURCE SPEC. II	\$61,992.00	\$61,992.00	\$1,000.00	\$62,992.00	1.61%
UCSF	CLS	FAS Incentive Plan	BONILLA,SANDRA	___ ASSISTANT III	\$40,752.00	\$40,752.00	\$1,000.00	\$41,752.00	2.45%
UCSF	CLS	FAS Incentive Plan	CHARGUALAF,DESMOND	COMPUTER RESOURCE SPEC. II	\$46,800.00	\$46,800.00	\$1,000.00	\$47,800.00	2.14%
UCSF	CLS	FAS Incentive Plan	CHEN,DESHENG	___ ASSISTANT III	\$43,680.00	\$43,680.00	\$1,000.00	\$44,680.00	2.29%
UCSF	CLS	FAS Incentive Plan	CHICO,EMILY	___ ASSISTANT II	\$36,048.00	\$36,048.00	\$1,000.00	\$37,048.00	2.77%
UCSF	CLS	FAS Incentive Plan	CHOY,DAVID	___ ASSISTANT III	\$47,820.00	\$47,820.00	\$1,000.00	\$48,820.00	2.09%
UCSF	CLS	FAS Incentive Plan	COX,JEFFERY	BUILDING MAINTENANCE WRKR,LEAD	\$54,891.96	\$54,891.96	\$1,000.00	\$55,891.96	1.82%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	DAVENPORT,ZACHARY	ASSISTANT II	\$36,852.00	\$36,852.00	\$1,000.00	\$37,852.00	2.71%
UCSF	CLS	FAS Incentive Plan	DOUGHERTY,MICHAEL	FOOD SERVICE WORKER	\$34,410.24	\$34,410.24	\$1,000.00	\$35,410.24	2.91%
UCSF	CLS	FAS Incentive Plan	EISENMAN,CHRISTOPHER	BUILDING MAINTENANCE WORKER,SR	\$45,826.68	\$45,826.68	\$1,000.00	\$46,826.68	2.18%
UCSF	CLS	FAS Incentive Plan	FLORES,MICAELA	ASSISTANT III	\$41,652.00	\$41,652.00	\$1,000.00	\$42,652.00	2.40%
UCSF	CLS	FAS Incentive Plan	FULGHAM,KATIKA	CHILD DEVELOP CENTR TEACHER I	\$34,020.00	\$34,020.00	\$1,000.00	\$35,020.00	2.94%
UCSF	CLS	FAS Incentive Plan	GARCIA,DENIS	FOOD SERVICE WORKER, SR	\$34,932.24	\$34,932.24	\$1,000.00	\$35,932.24	2.86%
UCSF	CLS	FAS Incentive Plan	GEARLDS,CARL	ASSISTANT III	\$45,684.00	\$45,684.00	\$1,000.00	\$46,684.00	2.19%
UCSF	CLS	FAS Incentive Plan	HUDA,SHIREEN	ASSISTANT III	\$41,652.00	\$41,652.00	\$1,000.00	\$42,652.00	2.40%
UCSF	CLS	FAS Incentive Plan	KALOTI,HANAN	CHILD DEVELOP CENTR TEACHER I	\$31,236.00	\$31,236.00	\$1,000.00	\$32,236.00	3.20%
UCSF	CLS	FAS Incentive Plan	LARA FUNES,FRANCISCO	CUSTODIAN, SR	\$30,372.12	\$30,372.12	\$1,000.00	\$31,372.12	3.29%
UCSF	CLS	FAS Incentive Plan	LEUNG-CHAN,ANITA	ASSISTANT III	\$43,680.00	\$43,680.00	\$1,000.00	\$44,680.00	2.29%
UCSF	CLS	FAS Incentive Plan	LI,MEI	CHILD DEVELOPMENT CENTER ASS'T	\$24,828.00	\$24,828.00	\$1,000.00	\$25,828.00	4.03%
UCSF	CLS	FAS Incentive Plan	LOW,WAI	ASSISTANT III	\$47,820.00	\$47,820.00	\$1,000.00	\$48,820.00	2.09%
UCSF	CLS	FAS Incentive Plan	MALTEZ,JOHN	BUILDING MAINTENANCE WORKER,SR	\$51,785.64	\$51,785.64	\$1,000.00	\$52,785.64	1.93%
UCSF	CLS	FAS Incentive Plan	MAO,JIFEN	CUSTODIAN, SR	\$30,372.12	\$30,372.12	\$1,000.00	\$31,372.12	3.29%
UCSF	CLS	FAS Incentive Plan	MARQUEZ,YOLANDA	ASSISTANT II	\$35,328.00	\$35,328.00	\$1,000.00	\$36,328.00	2.83%
UCSF	CLS	FAS Incentive Plan	MELARA,MARIA	CUSTODIAN, SR	\$31,541.04	\$31,541.04	\$1,000.00	\$32,541.04	3.17%
UCSF	CLS	FAS Incentive Plan	MENJIVAR,HERBERT	CUSTODIAN, SR	\$32,868.60	\$32,868.60	\$1,000.00	\$33,868.60	3.04%
UCSF	CLS	FAS Incentive Plan	NAVARRO,AMANDA	ASSISTANT III	\$47,820.00	\$47,820.00	\$1,000.00	\$48,820.00	2.09%
UCSF	CLS	FAS Incentive Plan	OCHOA,SULEMA	ASSISTANT III	\$41,652.00	\$41,652.00	\$1,000.00	\$42,652.00	2.40%
UCSF	CLS	FAS Incentive Plan	PAL,NOAH	COMPUTER RESOURCE SPEC. I	\$45,732.00	\$45,732.00	\$1,000.00	\$46,732.00	2.19%
UCSF	CLS	FAS Incentive Plan	RAMIREZ,MANUEL	BUILDING MAINTENANCE WORKER,SR	\$43,915.08	\$43,915.08	\$1,000.00	\$44,915.08	2.28%
UCSF	CLS	FAS Incentive Plan	SIOBAL,KEMI	ASSISTANT III	\$41,652.00	\$41,652.00	\$1,000.00	\$42,652.00	2.40%
UCSF	CLS	FAS Incentive Plan	TSUI,HEUNG	CHILD DEVELOP CENTR TEACHER I	\$31,236.00	\$31,236.00	\$1,000.00	\$32,236.00	3.20%
UCSF	CLS	FAS Incentive Plan	VAZQUEZ,ATILES	MEETING ROOM CAPTAIN III(B)	\$37,584.00	\$37,584.00	\$1,000.00	\$38,584.00	2.66%
UCSF	CLS	FAS Incentive Plan	WIGHT,AMY	ASSISTANT II	\$36,048.00	\$36,048.00	\$1,000.00	\$37,048.00	2.77%
UCSF	CLS	FAS Incentive Plan	WU,YOUQIN	CUSTODIAN, SR	\$30,372.12	\$30,372.12	\$1,000.00	\$31,372.12	3.29%
UCSF	CLS	FAS Incentive Plan	HERNANDEZ,CAROLINE	RECREATION SUPVR	\$38,494.80	\$38,494.80	\$997.02	\$39,491.82	2.59%
UCSF	CLS	FAS Incentive Plan	THOMAS,DAVID	MAIL PROCESSOR, SR-SUPVR	\$45,229.80	\$45,229.80	\$995.06	\$46,224.86	2.20%
UCSF	Audit	FAS Incentive Plan	GROVES,ADRIENA	ANALYST I	\$59,000.04	\$59,000.04	\$991.20	\$59,991.24	1.68%
UCSF	CLS	FAS Incentive Plan	GAVAR,KELCEY	RECREATION SUPVR	\$38,100.00	\$38,100.00	\$986.79	\$39,086.79	2.59%
UCSF	CLS	FAS Incentive Plan	PETERSON,AARON	RECREATION SUPVR	\$38,100.00	\$38,100.00	\$986.79	\$39,086.79	2.59%
UCSF	CPFM	FAS Incentive Plan	ENGEL,MICHAEL	ENGINEER, ASST	\$87,999.96	\$87,999.96	\$985.60	\$88,985.56	1.12%
UCSF	CLS	FAS Incentive Plan	POWNALL,PERRIN	ANALYST I	\$44,503.80	\$44,503.80	\$979.08	\$45,482.88	2.20%
UCSF	CLS	FAS Incentive Plan	SHINN,CECELIA	ANALYST I-SUPERVISOR	\$44,499.96	\$44,499.96	\$979.00	\$45,478.96	2.20%
UCSF	CPFM	FAS Incentive Plan	MCDONALD,DENISE	ANALYST II	\$64,227.36	\$64,227.36	\$976.26	\$65,203.62	1.52%
UCSF	OAAIS	FAS Incentive Plan	TILOUPINE,ELIZABETH	ANALYST IV	\$72,494.04	\$72,494.04	\$956.92	\$73,450.96	1.32%
UCSF	OAAIS	FAS Incentive Plan	GREEN,GLEN	ANALYST VI - MSP	\$103,999.92	\$103,999.92	\$956.80	\$104,956.72	0.92%
UCSF	CLS	FAS Incentive Plan	VALLANGCA,R.	MAIL PROCESSOR, SR-SUPVR	\$43,412.28	\$43,412.28	\$955.07	\$44,367.35	2.20%
UCSF	CPFM	FAS Incentive Plan	ST MARTIN,GIROD	ANALYST II	\$62,587.20	\$62,587.20	\$951.33	\$63,538.53	1.52%
UCSF	OAAIS	FAS Incentive Plan	HOM,MARGARET	PROGRAMMER/ANALYST III	\$88,401.00	\$88,401.00	\$945.89	\$89,346.89	1.07%
UCSF	OAAIS	FAS Incentive Plan	GUDIEL,CESAR	PROGRAMMER/ANALYST III	\$77,331.36	\$77,331.36	\$943.44	\$78,274.80	1.22%
UCSF	CPFM	FAS Incentive Plan	BLUMER,DOUGLAS	ANALYST II	\$61,944.48	\$61,944.48	\$941.56	\$62,886.04	1.52%
UCSF	CLS	FAS Incentive Plan	KHOEI,ATAOLLAH	ASSISTANT II-SUPVR	\$42,675.00	\$42,675.00	\$938.85	\$43,613.85	2.20%
UCSF	CLS	FAS Incentive Plan	MCLEAN,HEIDY	CHILD DEVELOP CENTR TEACHER I	\$31,236.00	\$29,283.75	\$937.50	\$30,221.25	3.20%
UCSF	CLS	FAS Incentive Plan	KEY,ROBERT	PUBLICATIONS COORDINATOR	\$42,320.04	\$42,320.04	\$931.04	\$43,251.08	2.20%
UCSF	CPFM	FAS Incentive Plan	HYDE,KATHRYN	ANALYST IV	\$68,512.08	\$54,809.66	\$929.57	\$55,739.23	1.70%
UCSF	CPFM	FAS Incentive Plan	BERHE,SARAH	ASSISTANT III	\$46,692.00	\$46,692.00	\$920.00	\$47,612.00	1.97%
UCSF	CPFM	FAS Incentive Plan	BUT LEE,EDITH	ASSISTANT III	\$46,692.00	\$46,692.00	\$920.00	\$47,612.00	1.97%
UCSF	CPFM	FAS Incentive Plan	CHANG,ALICE	ASSISTANT III	\$46,692.00	\$46,692.00	\$920.00	\$47,612.00	1.97%
UCSF	CPFM	FAS Incentive Plan	LAWSON,SHAWN	STOREKEEPER, LEAD	\$47,379.96	\$47,379.96	\$920.00	\$48,299.96	1.94%
UCSF	CPFM	FAS Incentive Plan	LEE,ALAN	ASSISTANT III	\$47,820.00	\$47,820.00	\$920.00	\$48,740.00	1.92%
UCSF	CPFM	FAS Incentive Plan	LIEU,MEI	ASSISTANT III	\$48,888.00	\$48,888.00	\$920.00	\$49,808.00	1.88%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CPFM	FAS Incentive Plan	SANDOVAL, ELIZABETH	ASSISTANT III	\$45,684.00	\$45,684.00	\$920.00	\$46,604.00	2.01%
UCSF	CLS	FAS Incentive Plan	LEE, IRENE	PUBLICATIONS COORDINATOR	\$41,540.40	\$41,540.40	\$913.89	\$42,454.29	2.20%
UCSF	CLS	FAS Incentive Plan	WU, DA	PUBLICATIONS COORDINATOR	\$41,540.40	\$41,540.40	\$913.89	\$42,454.29	2.20%
UCSF	PMO	FAS Incentive Plan	HOLM, JACQUELINE	ANALYST VI - MSP	\$88,000.08	\$88,000.08	\$908.16	\$88,908.24	1.03%
UCSF	CLS	FAS Incentive Plan	BROWN, LAWRENCE	MAIL PROCESSOR, SR-SUPVR	\$41,250.60	\$41,250.60	\$907.51	\$42,158.11	2.20%
UCSF	CLS	FAS Incentive Plan	MAYORGA, SILVIO	MAIL PROCESSOR, SR-SUPVR	\$41,250.60	\$41,250.60	\$907.51	\$42,158.11	2.20%
UCSF	CLS	FAS Incentive Plan	TREVORS, JAMES	PUBLICATIONS COORDINATOR	\$41,223.12	\$41,223.12	\$906.91	\$42,130.03	2.20%
UCSF	OAAIS	FAS Incentive Plan	MERCADO, MARILOU	PROGRAMMER/ANALYST IV	\$98,085.60	\$98,085.60	\$902.39	\$98,987.99	0.92%
UCSF	Controller	FAS Incentive Plan	AGUINALDO, ABIGAIL	ASSISTANT III	\$39,840.00	\$39,840.00	\$900.00	\$40,740.00	2.26%
UCSF	Controller	FAS Incentive Plan	ANTUK, JAMES	ASSISTANT III	\$43,680.00	\$43,680.00	\$900.00	\$44,580.00	2.06%
UCSF	Controller	FAS Incentive Plan	ASHLEY, AGNETTA	ASSISTANT I	\$37,656.00	\$37,656.00	\$900.00	\$38,556.00	2.39%
UCSF	Controller	FAS Incentive Plan	BENNETT, STEPHEN	ASSISTANT II	\$38,472.00	\$38,472.00	\$900.00	\$39,372.00	2.34%
UCSF	Controller	FAS Incentive Plan	CABAROGIAS, AURORA	ASSISTANT III	\$41,652.00	\$41,652.00	\$900.00	\$42,552.00	2.16%
UCSF	Controller	FAS Incentive Plan	CALDERON, VICTORIA	ASSISTANT II	\$41,136.00	\$41,136.00	\$900.00	\$42,036.00	2.19%
UCSF	Controller	FAS Incentive Plan	CANCEL, MIRIAM	ASSISTANT III	\$41,652.00	\$41,652.00	\$900.00	\$42,552.00	2.16%
UCSF	Controller	FAS Incentive Plan	CHEVALIER, MELVIN	ASSISTANT III	\$42,684.00	\$42,684.00	\$900.00	\$43,584.00	2.11%
UCSF	Controller	FAS Incentive Plan	COLLADO, PERCIVAL	ASSISTANT III	\$41,652.00	\$41,652.00	\$900.00	\$42,552.00	2.16%
UCSF	Controller	FAS Incentive Plan	CRUZ, NOLI	ASSISTANT III	\$49,944.00	\$49,944.00	\$900.00	\$50,844.00	1.80%
UCSF	Controller	FAS Incentive Plan	DAY, EDWARD	ASSISTANT III	\$54,564.00	\$54,564.00	\$900.00	\$55,464.00	1.65%
UCSF	Controller	FAS Incentive Plan	FANDINO, MARIA	ASSISTANT III	\$41,652.00	\$41,652.00	\$900.00	\$42,552.00	2.16%
UCSF	Controller	FAS Incentive Plan	FERRER, TERESITA	ASSISTANT II	\$37,596.00	\$37,596.00	\$900.00	\$38,496.00	2.39%
UCSF	Controller	FAS Incentive Plan	FUNG, EMILY	ASSISTANT III	\$43,680.00	\$43,680.00	\$900.00	\$44,580.00	2.06%
UCSF	Controller	FAS Incentive Plan	GROVE, MICHAEL	ASSISTANT I	\$36,852.00	\$36,852.00	\$900.00	\$37,752.00	2.44%
UCSF	Controller	FAS Incentive Plan	GUILLORY, ALICE	ASSISTANT I	\$35,328.00	\$35,328.00	\$900.00	\$36,228.00	2.55%
UCSF	Controller	FAS Incentive Plan	HEALY, CATHERINE	ASSISTANT III	\$46,692.00	\$46,692.00	\$900.00	\$47,592.00	1.93%
UCSF	Controller	FAS Incentive Plan	IP, DENNIS	ASSISTANT III	\$51,060.00	\$51,060.00	\$900.00	\$51,960.00	1.76%
UCSF	Controller	FAS Incentive Plan	JOHNSON, MICHAEL	ASSISTANT II	\$36,048.00	\$36,048.00	\$900.00	\$36,948.00	2.50%
UCSF	Controller	FAS Incentive Plan	KENNEDY, FATIMA	ASSISTANT III	\$43,680.00	\$43,680.00	\$900.00	\$44,580.00	2.06%
UCSF	Controller	FAS Incentive Plan	KINNEL, AARON	ASSISTANT III	\$43,680.00	\$43,680.00	\$900.00	\$44,580.00	2.06%
UCSF	Controller	FAS Incentive Plan	LAZARO, MARIA	ASSISTANT III	\$39,840.00	\$39,840.00	\$900.00	\$40,740.00	2.26%
UCSF	Controller	FAS Incentive Plan	LEE, OLIVIA	ASSISTANT III	\$41,652.00	\$41,652.00	\$900.00	\$42,552.00	2.16%
UCSF	Controller	FAS Incentive Plan	LOK, KAREN	ASSISTANT I	\$33,924.00	\$33,924.00	\$900.00	\$34,824.00	2.65%
UCSF	Controller	FAS Incentive Plan	MISILAGI, MASINA	ASSISTANT III	\$45,684.00	\$45,684.00	\$900.00	\$46,584.00	1.97%
UCSF	Controller	FAS Incentive Plan	MONTILLA, CYNTHIA	COLLECTIONS REPRESENTATIVE, SR	\$54,828.00	\$54,828.00	\$900.00	\$55,728.00	1.64%
UCSF	Controller	FAS Incentive Plan	MONTOYA, LINA	ASSISTANT II	\$36,852.00	\$36,852.00	\$900.00	\$37,752.00	2.44%
UCSF	Controller	FAS Incentive Plan	NGUYEN, KHANH	ASSISTANT II	\$36,048.00	\$36,048.00	\$900.00	\$36,948.00	2.50%
UCSF	Controller	FAS Incentive Plan	PINLAC, EDWARD	ASSISTANT III	\$51,060.00	\$51,060.00	\$900.00	\$51,960.00	1.76%
UCSF	Controller	FAS Incentive Plan	QUACH, KIM	ASSISTANT III	\$49,944.00	\$49,944.00	\$900.00	\$50,844.00	1.80%
UCSF	Controller	FAS Incentive Plan	QUIMPO, CYNTHIA	ASSISTANT III	\$43,680.00	\$43,680.00	\$900.00	\$44,580.00	2.06%
UCSF	Controller	FAS Incentive Plan	RAMOS, RAESHELLE	ASSISTANT III	\$40,752.00	\$40,752.00	\$900.00	\$41,652.00	2.21%
UCSF	Controller	FAS Incentive Plan	REGALA, LORENZO	ASSISTANT III	\$41,652.00	\$41,652.00	\$900.00	\$42,552.00	2.16%
UCSF	Controller	FAS Incentive Plan	ROMERO, RENATO	ASSISTANT III	\$42,684.00	\$42,684.00	\$900.00	\$43,584.00	2.11%
UCSF	Controller	FAS Incentive Plan	SOO, KENTON	ASSISTANT II	\$37,596.00	\$37,596.00	\$900.00	\$38,496.00	2.39%
UCSF	Controller	FAS Incentive Plan	SWANNACK, AGNES	COLLECTIONS REPRESENTATIVE, SR	\$46,692.00	\$46,692.00	\$900.00	\$47,592.00	1.93%
UCSF	Controller	FAS Incentive Plan	SWEET, ERIKA	ASSISTANT III	\$39,840.00	\$39,840.00	\$900.00	\$40,740.00	2.26%
UCSF	Controller	FAS Incentive Plan	VILLARTA, MELANIE	ASSISTANT II	\$37,596.00	\$37,596.00	\$900.00	\$38,496.00	2.39%
UCSF	Controller	FAS Incentive Plan	YAO, JOHNNY	ASSISTANT I	\$31,128.00	\$31,128.00	\$900.00	\$32,028.00	2.89%
UCSF	Controller	FAS Incentive Plan	ZEPEDA, CARLOS	ASSISTANT III	\$40,752.00	\$40,752.00	\$900.00	\$41,652.00	2.21%
UCSF	CPFM	FAS Incentive Plan	HERBERT, LYNN	ANALYST II	\$59,188.92	\$59,188.92	\$899.67	\$60,088.59	1.52%
UCSF	OAAIS	FAS Incentive Plan	LEE, CORRINE	ANALYST V	\$84,000.00	\$84,000.00	\$898.80	\$84,898.80	1.07%
UCSF	HR	FAS Incentive Plan	YIP, DESIREE	HR ANALYST II	\$57,437.04	\$57,437.04	\$890.27	\$58,327.31	1.55%
UCSF	OAAIS	FAS Incentive Plan	HALL, SHAWN	PROGRAMMER/ANALYST III	\$72,442.68	\$72,442.68	\$883.80	\$73,326.48	1.22%
UCSF	CLS	FAS Incentive Plan	ALIFERIS, KATHRYN	ASSISTANT III	\$45,684.00	\$45,684.00	\$877.50	\$46,561.50	1.92%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	ALTER, BERNARD	AUTO EQUIPMENT OPERATOR, PRIN	\$41,130.96	\$41,130.96	\$877.50	\$42,008.46	2.13%
UCSF	CLS	FAS Incentive Plan	ALVARADO, ARISTOTELES	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	AMADOR, LARDIN	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	AMADOR-GARIN, LOEL	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	ANDERSON, CHRISTINA	ARTIST	\$38,448.00	\$38,448.00	\$877.50	\$39,325.50	2.28%
UCSF	CLS	FAS Incentive Plan	ANGELES, FELICISIMO	CUSTODIAN, LEAD	\$36,895.08	\$36,895.08	\$877.50	\$37,772.58	2.38%
UCSF	CLS	FAS Incentive Plan	ARGUELLO, NARCISO	STORES WORKER	\$40,416.84	\$40,416.84	\$877.50	\$41,294.34	2.17%
UCSF	CLS	FAS Incentive Plan	ARGUELLO, VICTOR	STOREKEEPER, SR	\$41,303.04	\$41,303.04	\$877.50	\$42,180.54	2.12%
UCSF	CLS	FAS Incentive Plan	BABU, WORKENEH	ASSISTANT III	\$49,944.00	\$49,944.00	\$877.50	\$50,821.50	1.76%
UCSF	CLS	FAS Incentive Plan	BEFFORD, JUANITA	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	BIANCHI, ANN	AUTO EQUIPMENT OPERATOR, PRIN	\$41,091.00	\$41,091.00	\$877.50	\$41,968.50	2.14%
UCSF	CLS	FAS Incentive Plan	BRAGADO, MARINO	AUTO EQUIPMENT OPERATOR, PRIN	\$41,102.88	\$41,102.88	\$877.50	\$41,980.38	2.13%
UCSF	CLS	FAS Incentive Plan	CALON JR., BERNARDO	CUSTODIAN, LEAD	\$33,619.44	\$33,619.44	\$877.50	\$34,496.94	2.61%
UCSF	CLS	FAS Incentive Plan	CAPORALE, DIANA	ASSISTANT III	\$47,820.00	\$47,820.00	\$877.50	\$48,697.50	1.84%
UCSF	CLS	FAS Incentive Plan	CARAANG, STEVEN	DRIVER, TRUCK	\$52,269.96	\$52,269.96	\$877.50	\$53,147.46	1.68%
UCSF	CLS	FAS Incentive Plan	CHAN, SALLY	ASSISTANT III	\$44,628.00	\$44,628.00	\$877.50	\$45,505.50	1.97%
UCSF	CLS	FAS Incentive Plan	CHAN, TONY	AUTO EQUIPMENT OPERATOR, PRIN	\$39,464.28	\$39,464.28	\$877.50	\$40,341.78	2.22%
UCSF	CLS	FAS Incentive Plan	CHIEM, THU	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	CHONG, ALBERT	ASSISTANT II	\$35,328.00	\$35,328.00	\$877.50	\$36,205.50	2.48%
UCSF	CLS	FAS Incentive Plan	CHU, RICHARD	AUTO EQUIPMENT OPERATOR, PRIN	\$39,388.20	\$39,388.20	\$877.50	\$40,265.70	2.23%
UCSF	CLS	FAS Incentive Plan	CLAMUCHA, REYNALDO	AUTO EQUIPMENT OPERATOR, PRIN	\$38,238.96	\$38,238.96	\$877.50	\$39,116.46	2.29%
UCSF	CLS	FAS Incentive Plan	CODY, BERTRAM	AUTO EQUIPMENT OPERATOR, PRIN	\$39,083.76	\$39,083.76	\$877.50	\$39,961.26	2.25%
UCSF	CLS	FAS Incentive Plan	CRITTENDON, AJAY	LIFEGUARD	\$28,188.00	\$28,188.00	\$877.50	\$29,065.50	3.11%
UCSF	CLS	FAS Incentive Plan	CUEVAS, KEVIN	ASSISTANT II	\$36,048.00	\$36,048.00	\$877.50	\$36,925.50	2.43%
UCSF	CLS	FAS Incentive Plan	DE CLARO, DENNIS WINIFRED	MAIL PROCESSOR, SR	\$40,886.88	\$40,886.88	\$877.50	\$41,764.38	2.15%
UCSF	CLS	FAS Incentive Plan	DE GUZMAN, EFREN	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	DEERING, HARRY	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%
UCSF	CLS	FAS Incentive Plan	DEGUZMAN, NESTOR	CUSTODIAN, SR	\$33,631.32	\$33,631.32	\$877.50	\$34,508.82	2.61%
UCSF	CLS	FAS Incentive Plan	DOUGLAS, WHITLEY	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%
UCSF	CLS	FAS Incentive Plan	ESCOBAR, SALVADOR	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	ESTRABO, EDGARDO	AUTO EQUIPMENT OPERATOR, PRIN	\$41,091.00	\$41,091.00	\$877.50	\$41,968.50	2.14%
UCSF	CLS	FAS Incentive Plan	FERRER, DARIUS	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	FIDELINO, TOMAS	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	FOLLY, ADEL	AUTO EQUIPMENT OPERATOR, PRIN	\$38,238.96	\$38,238.96	\$877.50	\$39,116.46	2.29%
UCSF	CLS	FAS Incentive Plan	FORMENTO, BENITO	AUTO EQUIPMENT OPERATOR, PRIN	\$38,238.36	\$38,238.36	\$877.50	\$39,115.86	2.29%
UCSF	CLS	FAS Incentive Plan	GAPAL, APOLLO	AUTO EQUIPMENT OPERATOR, PRIN	\$38,117.76	\$38,117.76	\$877.50	\$38,995.26	2.30%
UCSF	CLS	FAS Incentive Plan	GARCIA, ERNEST	AUTO EQUIPMENT OPERATOR, PRIN	\$41,102.88	\$41,102.88	\$877.50	\$41,980.38	2.13%
UCSF	CLS	FAS Incentive Plan	GARLITOS, CARLITO	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	GIRON, MARCO	AUTO EQUIPMENT OPERATOR, PRIN	\$41,091.00	\$41,091.00	\$877.50	\$41,968.50	2.14%
UCSF	CLS	FAS Incentive Plan	GIRON, RUDY	AUTO EQUIPMENT OPERATOR, PRIN	\$37,811.40	\$37,811.40	\$877.50	\$38,688.90	2.32%
UCSF	CLS	FAS Incentive Plan	GOEL, RANI	ARTIST, SR	\$42,924.00	\$42,924.00	\$877.50	\$43,801.50	2.04%
UCSF	CLS	FAS Incentive Plan	GOMEZ, OSCAR	DRIVER, TRUCK	\$52,273.20	\$52,273.20	\$877.50	\$53,150.70	1.68%
UCSF	CLS	FAS Incentive Plan	GONZALES, RENATO	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%
UCSF	CLS	FAS Incentive Plan	GONZALEZ-HERNANDEZ, HERMAN	AUTO EQUIPMENT OPERATOR, PRIN	\$35,227.44	\$35,227.44	\$877.50	\$36,104.94	2.49%
UCSF	CLS	FAS Incentive Plan	GUATEMALA, MANUEL	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	HANNA, RAMSEY	STOREKEEPER, SR	\$44,767.56	\$44,767.56	\$877.50	\$45,645.06	1.96%
UCSF	CLS	FAS Incentive Plan	HOOVER, JANET	ASSISTANT II	\$38,472.00	\$38,472.00	\$877.50	\$39,349.50	2.28%
UCSF	CLS	FAS Incentive Plan	IKEMI, COLETTE	MAIL PROCESSOR, SR	\$40,886.88	\$40,886.88	\$877.50	\$41,764.38	2.15%
UCSF	CLS	FAS Incentive Plan	JARQUIN, CANDIDO	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	JOHNSON, JANET	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	KOKUBU, HIROMASA	AUTO EQUIPMENT OPERATOR, PRIN	\$39,077.16	\$39,077.16	\$877.50	\$39,954.66	2.25%
UCSF	CLS	FAS Incentive Plan	LAU, HO BIU	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	LEE, TONE	AUTO EQUIPMENT OPERATOR, PRIN	\$36,817.56	\$36,817.56	\$877.50	\$37,695.06	2.38%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	LEMUS,MILDRED	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	LI,WEI	CUSTODIAN, SR	\$30,105.72	\$30,105.72	\$877.50	\$30,983.22	2.91%
UCSF	CLS	FAS Incentive Plan	LOPEZ,STEVEN	CUSTODIAN, SR	\$28,728.00	\$28,728.00	\$877.50	\$29,605.50	3.05%
UCSF	CLS	FAS Incentive Plan	LUM,NELSON	ASSISTANT III	\$47,820.00	\$47,820.00	\$877.50	\$48,697.50	1.84%
UCSF	CLS	FAS Incentive Plan	LUO,GUO XIONG	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	LYNN,JON	AUTO EQUIPMENT OPERATOR, PRIN	\$41,091.00	\$41,091.00	\$877.50	\$41,968.50	2.14%
UCSF	CLS	FAS Incentive Plan	MALASIG,MARIAN	CHILD DEVELOPMENT CENTER ASS'T	\$31,236.48	\$31,236.48	\$877.50	\$32,113.98	2.81%
UCSF	CLS	FAS Incentive Plan	MANGAN,NORMAN	AUTO EQUIPMENT OPERATOR, PRIN	\$41,098.68	\$41,098.68	\$877.50	\$41,976.18	2.14%
UCSF	CLS	FAS Incentive Plan	MATSUSHITA,SEIJI	AUTO EQUIPMENT OPERATOR, PRIN	\$34,608.00	\$34,608.00	\$877.50	\$35,485.50	2.54%
UCSF	CLS	FAS Incentive Plan	MENDOZA,ALEXANDER	STOREKEEPER, SR	\$45,657.84	\$45,657.84	\$877.50	\$46,535.34	1.92%
UCSF	CLS	FAS Incentive Plan	MIXON,JAMES	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%
UCSF	CLS	FAS Incentive Plan	MULROY,PATRICK	ASSISTANT III	\$49,944.00	\$49,944.00	\$877.50	\$50,821.50	1.76%
UCSF	CLS	FAS Incentive Plan	MURANAKA,TAKEYOSHI	AUTO EQUIPMENT OPERATOR, PRIN	\$41,141.76	\$41,141.76	\$877.50	\$42,019.26	2.13%
UCSF	CLS	FAS Incentive Plan	NAGUINLIN,BONG	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	NIKZAD,ARASH	LIFEGUARD	\$33,721.20	\$33,721.20	\$877.50	\$34,598.70	2.60%
UCSF	CLS	FAS Incentive Plan	NORIEGA,EMANUEL	AUTO EQUIPMENT OPERATOR, PRIN	\$39,083.76	\$39,083.76	\$877.50	\$39,961.26	2.25%
UCSF	CLS	FAS Incentive Plan	ORTEGA,PABLO	CUSTODIAN, LEAD	\$33,076.80	\$33,076.80	\$877.50	\$33,954.30	2.65%
UCSF	CLS	FAS Incentive Plan	PALACIOS,LUIS	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%
UCSF	CLS	FAS Incentive Plan	PANGILINAN,DANILO	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%
UCSF	CLS	FAS Incentive Plan	PARDILLO,JOSE	DRIVER, TRUCK	\$46,910.52	\$46,910.52	\$877.50	\$47,788.02	1.87%
UCSF	CLS	FAS Incentive Plan	PETERS,VERNON	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%
UCSF	CLS	FAS Incentive Plan	PHILLIPS,GREGORY	STORES WORKER	\$38,001.84	\$38,001.84	\$877.50	\$38,879.34	2.31%
UCSF	CLS	FAS Incentive Plan	QUACH,SALLY	ASSISTANT II	\$38,472.00	\$38,472.00	\$877.50	\$39,349.50	2.28%
UCSF	CLS	FAS Incentive Plan	QUIDLIG,ROMY	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	REITMEIR,NICOLE	ASSISTANT II	\$38,472.00	\$38,472.00	\$877.50	\$39,349.50	2.28%
UCSF	CLS	FAS Incentive Plan	RICHARDSON,WALLACE	AUTO EQUIPMENT OPERATOR, PRIN	\$40,023.84	\$40,023.84	\$877.50	\$40,901.34	2.19%
UCSF	CLS	FAS Incentive Plan	RIVERA,LAWRENCE	AUTO EQUIPMENT OPERATOR, PRIN	\$39,388.20	\$39,388.20	\$877.50	\$40,265.70	2.23%
UCSF	CLS	FAS Incentive Plan	RODAS,JOSE	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%
UCSF	CLS	FAS Incentive Plan	RODRIGUEZ,ADDYS	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	ROSALES MIRANDA,FRANCISCO	DRIVER, TRUCK	\$47,169.96	\$47,169.96	\$877.50	\$48,047.46	1.86%
UCSF	CLS	FAS Incentive Plan	SALENGA,DARMO	CUSTODIAN, SR	\$36,844.08	\$36,844.08	\$877.50	\$37,721.58	2.38%
UCSF	CLS	FAS Incentive Plan	SANCHEZ,DAVID	AUTO EQUIPMENT OPERATOR, PRIN	\$41,091.00	\$41,091.00	\$877.50	\$41,968.50	2.14%
UCSF	CLS	FAS Incentive Plan	SEGOVIA,JORGE	AUTO EQUIPMENT OPERATOR, PRIN	\$41,102.88	\$41,102.88	\$877.50	\$41,980.38	2.13%
UCSF	CLS	FAS Incentive Plan	SHARMA,RAJ	AUTO EQUIPMENT OPERATOR, PRIN	\$41,091.00	\$41,091.00	\$877.50	\$41,968.50	2.14%
UCSF	CLS	FAS Incentive Plan	SMOTRYS,JOHN	AUTO EQUIPMENT OPERATOR, PRIN	\$41,102.88	\$41,102.88	\$877.50	\$41,980.38	2.13%
UCSF	CLS	FAS Incentive Plan	SOOHOO,SAMUEL	LIFEGUARD	\$28,188.00	\$28,188.00	\$877.50	\$29,065.50	3.11%
UCSF	CLS	FAS Incentive Plan	SUMAN,LASHKARI	AUTO EQUIPMENT OPERATOR, PRIN	\$38,238.36	\$38,238.36	\$877.50	\$39,115.86	2.29%
UCSF	CLS	FAS Incentive Plan	SUMMERS,YOLANDA	AUTO EQUIPMENT OPERATOR, PRIN	\$41,102.88	\$41,102.88	\$877.50	\$41,980.38	2.13%
UCSF	CLS	FAS Incentive Plan	SYED,IJAZ	AUTO EQUIPMENT OPERATOR, PRIN	\$41,141.76	\$41,141.76	\$877.50	\$42,019.26	2.13%
UCSF	CLS	FAS Incentive Plan	TANG,CALVIN	CUSTODIAN, SR	\$28,732.56	\$28,732.56	\$877.50	\$29,610.06	3.05%
UCSF	CLS	FAS Incentive Plan	TANG,CHI	BUILDING MAINTENANCE WORKER,SR	\$39,924.00	\$39,924.00	\$877.50	\$40,801.50	2.20%
UCSF	CLS	FAS Incentive Plan	THARCHIN,THUPTEN	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	TORTORELLI,VERNDEAN	ARTIST, SR	\$44,820.00	\$44,820.00	\$877.50	\$45,697.50	1.96%
UCSF	CLS	FAS Incentive Plan	TSERING,THUPTEN	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	TURNER,PAULA	AUTO EQUIPMENT OPERATOR, PRIN	\$36,823.44	\$36,823.44	\$877.50	\$37,700.94	2.38%
UCSF	CLS	FAS Incentive Plan	URTECHO,NINFA	AUTO EQUIPMENT OPERATOR, PRIN	\$38,238.96	\$38,238.96	\$877.50	\$39,116.46	2.29%
UCSF	CLS	FAS Incentive Plan	VELARDE,BRENDA	ASSISTANT II	\$40,212.00	\$40,212.00	\$877.50	\$41,089.50	2.18%
UCSF	CLS	FAS Incentive Plan	VIDES,CARLOS	AUTO EQUIPMENT OPERATOR, PRIN	\$37,191.72	\$37,191.72	\$877.50	\$38,069.22	2.36%
UCSF	CLS	FAS Incentive Plan	VILLAMIL,FERNANDO	CUSTODIAN, SR	\$28,728.00	\$28,728.00	\$877.50	\$29,605.50	3.05%
UCSF	CLS	FAS Incentive Plan	WONG,NANG	CUSTODIAN, SR	\$30,563.16	\$30,563.16	\$877.50	\$31,440.66	2.87%
UCSF	CLS	FAS Incentive Plan	WYNNNE,PATRICK	DRIVER, TRUCK	\$42,144.00	\$42,144.00	\$877.50	\$43,021.50	2.08%
UCSF	CLS	FAS Incentive Plan	XIAO,BO JI	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	XIAO,BO JIANG	AUTO EQUIPMENT OPERATOR, PRIN	\$39,474.60	\$39,474.60	\$877.50	\$40,352.10	2.22%

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UCSF	CLS	FAS Incentive Plan	XIAO,BO XIN	AUTO EQUIPMENT OPERATOR, PRIN	\$38,241.12	\$38,241.12	\$877.50	\$39,118.62	2.29%
UCSF	CLS	FAS Incentive Plan	XIE,PENG	CUSTODIAN, LEAD	\$31,600.80	\$31,600.80	\$877.50	\$32,478.30	2.78%
UCSF	CLS	FAS Incentive Plan	YAU,ERIC	ASSISTANT III	\$42,684.00	\$42,684.00	\$877.50	\$43,561.50	2.06%
UCSF	CLS	FAS Incentive Plan	ZERNA,TEOFILO	BUILDING MAINTENANCE WORKER,SR	\$39,924.00	\$39,924.00	\$877.50	\$40,801.50	2.20%
UCSF	CLS	FAS Incentive Plan	PADUA,JASON	ASSISTANT III-SUPVR	\$39,800.04	\$39,800.04	\$875.60	\$40,675.64	2.20%
UCSF	CLS	FAS Incentive Plan	LOPEZ,MARCUS	MAIL PROCESSOR, SR-SUPVR	\$39,674.52	\$39,674.52	\$872.84	\$40,547.36	2.20%
UCSF	HR	FAS Incentive Plan	COLEMAN,PATRICIA D	HR ANALYST V	\$94,678.08	\$94,678.08	\$871.04	\$95,549.12	0.92%
UCSF	CLS	FAS Incentive Plan	ALSTON,PAUL	COOK	\$32,802.48	\$16,401.24	\$870.00	\$17,271.24	5.30%
UCSF	OAAIS	FAS Incentive Plan	DANDEKAR,SUNILA	PROGRAMMER/ANALYST IV	\$94,000.08	\$94,000.08	\$864.80	\$94,864.88	0.92%
UCSF	OAAIS	FAS Incentive Plan	PHAN,MAI	PROGRAMMER/ANALYST III	\$92,991.24	\$92,991.24	\$855.52	\$93,846.76	0.92%
UCSF	OAAIS	FAS Incentive Plan	MEDINA,RODNEY	ANALYST V	\$92,822.88	\$92,822.88	\$853.97	\$93,676.85	0.92%
UCSF	Police	FAS Incentive Plan	AHMED,ABDURAHMAN	SECURITY GUARD	\$30,960.24	\$30,960.24	\$850.00	\$31,810.24	2.75%
UCSF	Police	FAS Incentive Plan	ALDEGUER,JOEY	POLICE OFFICER	\$89,736.00	\$89,736.00	\$850.00	\$90,586.00	0.95%
UCSF	Police	FAS Incentive Plan	ALEXANDER,ZACHERY	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	ARMAS,ALFREDO	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	BAIG,ASMA	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	BALCE,WILFREDO	SECURITY GUARD	\$34,048.32	\$34,048.32	\$850.00	\$34,898.32	2.50%
UCSF	Police	FAS Incentive Plan	BANARES,ERIC	POLICE OFFICER	\$74,832.00	\$74,832.00	\$850.00	\$75,682.00	1.14%
UCSF	Police	FAS Incentive Plan	BASANG,PEPITO	SECURITY GUARD	\$31,931.76	\$31,931.76	\$850.00	\$32,781.76	2.66%
UCSF	Police	FAS Incentive Plan	BENITO,MARIO	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	BONILLA,ZAYDA	ASSISTANT III	\$39,840.00	\$39,840.00	\$850.00	\$40,690.00	2.13%
UCSF	Police	FAS Incentive Plan	BOYCHUK,DMYTRO	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	BUHAY,SALVADOR	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	CALAUNAN,JUN	SECURITY GUARD	\$30,694.80	\$30,694.80	\$850.00	\$31,544.80	2.77%
UCSF	Police	FAS Incentive Plan	CALDERON,VANESSA	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	CASTILLO,ALBERT	SECURITY GUARD	\$28,819.32	\$28,819.32	\$850.00	\$29,669.32	2.95%
UCSF	Police	FAS Incentive Plan	CELESTIAL,RAMONCITO	SECURITY GUARD	\$30,703.68	\$30,703.68	\$850.00	\$31,553.68	2.77%
UCSF	Police	FAS Incentive Plan	CHAN,GUZMAN	POLICE OFFICER	\$86,280.00	\$86,280.00	\$850.00	\$87,130.00	0.99%
UCSF	Police	FAS Incentive Plan	CHAN,JAMES	POLICE OFFICER	\$86,280.00	\$86,280.00	\$850.00	\$87,130.00	0.99%
UCSF	Police	FAS Incentive Plan	CHICO,JEREMY	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	CHIU,KENT	POLICE OFFICER	\$78,456.00	\$78,456.00	\$850.00	\$79,306.00	1.08%
UCSF	Police	FAS Incentive Plan	CUARESMA,DEMETRIO	SECURITY GUARD	\$30,089.64	\$30,089.64	\$850.00	\$30,939.64	2.82%
UCSF	Police	FAS Incentive Plan	DALIRE,ELIAS	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	DEORIAN,MICHAEL	DISPATCHER, PUBLIC SAFETY	\$47,484.00	\$47,484.00	\$850.00	\$48,334.00	1.79%
UCSF	Police	FAS Incentive Plan	DRAGON,ARTHUR	DISPATCHER, PUBLIC SAFETY	\$47,484.00	\$47,484.00	\$850.00	\$48,334.00	1.79%
UCSF	Police	FAS Incentive Plan	ESPIRITU,AMOR	SECURITY GUARD	\$33,700.44	\$33,700.44	\$850.00	\$34,550.44	2.52%
UCSF	Police	FAS Incentive Plan	GARCIA,OTTO	SECURITY GUARD	\$28,819.32	\$28,819.32	\$850.00	\$29,669.32	2.95%
UCSF	Police	FAS Incentive Plan	GONZALES,MICHELLE	POLICE OFFICER	\$86,280.00	\$86,280.00	\$850.00	\$87,130.00	0.99%
UCSF	Police	FAS Incentive Plan	GRANEY,MATTHEW	POLICE OFFICER	\$71,376.00	\$71,376.00	\$850.00	\$72,226.00	1.19%
UCSF	Police	FAS Incentive Plan	HAMILTON,SYLVIA	DISPATCHER, PUBLIC SAFETY	\$60,840.00	\$60,840.00	\$850.00	\$61,690.00	1.40%
UCSF	Police	FAS Incentive Plan	HEARD,DONALD	SECURITY GUARD	\$30,211.92	\$30,211.92	\$850.00	\$31,061.92	2.81%
UCSF	Police	FAS Incentive Plan	JONES,TONYA	SECURITY GUARD	\$28,877.04	\$28,877.04	\$850.00	\$29,727.04	2.94%
UCSF	Police	FAS Incentive Plan	LACAP,NORBERTO	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	LAM,ROLAND	POLICE OFFICER	\$71,376.00	\$71,376.00	\$850.00	\$72,226.00	1.19%
UCSF	Police	FAS Incentive Plan	LANGFORD,MOZELLE	POLICE OFFICER	\$86,280.00	\$86,280.00	\$850.00	\$87,130.00	0.99%
UCSF	Police	FAS Incentive Plan	LEE,LYMAN	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	LEE,WOOD	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	LEW,RAYMOND	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	LUDWIG,ROGER	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	MAREE,BOYCE	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	MILEY,NATASHA	DISPATCHER, PUBLIC SAFETY	\$49,704.00	\$49,704.00	\$850.00	\$50,554.00	1.71%
UCSF	Police	FAS Incentive Plan	MONAHAN,LAWRENCE	POLICE OFFICER	\$71,376.00	\$71,376.00	\$850.00	\$72,226.00	1.19%
UCSF	Police	FAS Incentive Plan	MORRIS,BELLAFA	DISPATCHER, PUBLIC SAFETY	\$60,840.00	\$60,840.00	\$850.00	\$61,690.00	1.40%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	Police	FAS Incentive Plan	MUZIO,ANTHONY	POLICE OFFICER	\$80,328.00	\$80,328.00	\$850.00	\$81,178.00	1.06%
UCSF	Police	FAS Incentive Plan	NG CHAN,LAI KWAN	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	NZEREM,CYRIACUS	POLICE OFFICER	\$89,736.00	\$89,736.00	\$850.00	\$90,586.00	0.95%
UCSF	Police	FAS Incentive Plan	OUYANG,BIN	SECURITY GUARD	\$29,800.80	\$29,800.80	\$850.00	\$30,650.80	2.85%
UCSF	Police	FAS Incentive Plan	PANG,THOMAS	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	PAYES,MANUEL	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	PHUNG,BINH	SECURITY GUARD	\$30,703.68	\$30,703.68	\$850.00	\$31,553.68	2.77%
UCSF	Police	FAS Incentive Plan	PONCE,DOUGLAS	SECURITY GUARD	\$31,931.76	\$31,931.76	\$850.00	\$32,781.76	2.66%
UCSF	Police	FAS Incentive Plan	PYATT,CHARLIE	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	REYNOLDS,CARL	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	RIVERA,ROBERTO	ASSISTANT II	\$35,328.00	\$35,328.00	\$850.00	\$36,178.00	2.41%
UCSF	Police	FAS Incentive Plan	SABRI,AL	SECURITY GUARD	\$30,529.68	\$30,529.68	\$850.00	\$31,379.68	2.78%
UCSF	Police	FAS Incentive Plan	SALANOA,PATRICIA	DISPATCHER, PUBLIC SAFETY	\$49,704.00	\$49,704.00	\$850.00	\$50,554.00	1.71%
UCSF	Police	FAS Incentive Plan	SANTOS,GILBERT	POLICE OFFICER	\$74,832.00	\$74,832.00	\$850.00	\$75,682.00	1.14%
UCSF	Police	FAS Incentive Plan	SANVICENTE,VIC JULIUS	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	SHAIKH,SHOAIB	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	SNIDER,MARY	POLICE OFFICER	\$89,736.00	\$89,736.00	\$850.00	\$90,586.00	0.95%
UCSF	Police	FAS Incentive Plan	SUTTLES,TIM	POLICE OFFICER	\$78,456.00	\$78,456.00	\$850.00	\$79,306.00	1.08%
UCSF	Police	FAS Incentive Plan	SUTTON,TYLER	ASSISTANT II	\$40,212.00	\$40,212.00	\$850.00	\$41,062.00	2.11%
UCSF	Police	FAS Incentive Plan	TANG,BRANDAN	POLICE OFFICER	\$86,280.00	\$86,280.00	\$850.00	\$87,130.00	0.99%
UCSF	Police	FAS Incentive Plan	THOMAS,PAUL	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	TIANGSON,FRANCISCO	SECURITY GUARD	\$28,752.00	\$28,752.00	\$850.00	\$29,602.00	2.96%
UCSF	Police	FAS Incentive Plan	TILIS,ARTUR	POLICE OFFICER	\$86,280.00	\$86,280.00	\$850.00	\$87,130.00	0.99%
UCSF	Police	FAS Incentive Plan	TONG,BOB	POLICE OFFICER	\$74,832.00	\$74,832.00	\$850.00	\$75,682.00	1.14%
UCSF	Police	FAS Incentive Plan	TOTH,MICHAEL	SECURITY GUARD	\$30,089.64	\$30,089.64	\$850.00	\$30,939.64	2.82%
UCSF	Police	FAS Incentive Plan	TURNIPSEED,EDITH	SECURITY GUARD	\$30,108.96	\$30,108.96	\$850.00	\$30,958.96	2.82%
UCSF	Police	FAS Incentive Plan	USIS,MICHAEL	POLICE OFFICER	\$78,456.00	\$78,456.00	\$850.00	\$79,306.00	1.08%
UCSF	Police	FAS Incentive Plan	VALENZUELA,ROMMEL	POLICE OFFICER	\$78,456.00	\$78,456.00	\$850.00	\$79,306.00	1.08%
UCSF	Police	FAS Incentive Plan	VANEGAS,HERNALDO	POLICE OFFICER	\$74,832.00	\$74,832.00	\$850.00	\$75,682.00	1.14%
UCSF	Police	FAS Incentive Plan	VELORO,EDGARDO	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	VELORO,EDSON	POLICE OFFICER	\$86,280.00	\$86,280.00	\$850.00	\$87,130.00	0.99%
UCSF	Police	FAS Incentive Plan	VILLARRUZ, RAMON	DISPATCHER, PUBLIC SAFETY	\$60,840.00	\$60,840.00	\$850.00	\$61,690.00	1.40%
UCSF	Police	FAS Incentive Plan	VISCARRA,NORA	SECURITY GUARD	\$29,475.48	\$29,475.48	\$850.00	\$30,325.48	2.88%
UCSF	Police	FAS Incentive Plan	WHITE,JAMES	POLICE OFFICER	\$74,832.00	\$74,832.00	\$850.00	\$75,682.00	1.14%
UCSF	Police	FAS Incentive Plan	WIESNER,MARK	POLICE OFFICER	\$71,376.00	\$71,376.00	\$850.00	\$72,226.00	1.19%
UCSF	Police	FAS Incentive Plan	WITHROW,ADAM	POLICE OFFICER	\$74,832.00	\$74,832.00	\$850.00	\$75,682.00	1.14%
UCSF	Police	FAS Incentive Plan	YEE,HENRY	POLICE SERGEANT	\$99,336.00	\$99,336.00	\$850.00	\$100,186.00	0.86%
UCSF	Police	FAS Incentive Plan	ZUASOLA,MARK	POLICE OFFICER	\$74,832.00	\$74,832.00	\$850.00	\$75,682.00	1.14%
UCSF	Police	FAS Incentive Plan	ZUNO,SABRINA	POLICE OFFICER	\$74,832.00	\$74,832.00	\$850.00	\$75,682.00	1.14%
UCSF	SVC Office	FAS Incentive Plan	SOOY,ADRIAN	ADMIN/COORD/OFFICER(FUNC AREA)	\$105,960.00	\$105,960.00	\$847.68	\$106,807.68	0.80%
UCSF	CLS	FAS Incentive Plan	KWONG,MUNSON	PUBLICATIONS COORDINATOR	\$38,486.52	\$38,486.52	\$846.70	\$39,333.22	2.20%
UCSF	OAAIS	FAS Incentive Plan	JAW,DAVID	PROGRAMMER/ANALYST III	\$91,491.00	\$91,491.00	\$841.72	\$92,332.72	0.92%
UCSF	SVC Office	FAS Incentive Plan	FULLER,JUDY	ADMIN/COORD/OFFICER(FUNC AREA)	\$104,960.04	\$104,960.04	\$839.68	\$105,799.72	0.80%
UCSF	OAAIS	FAS Incentive Plan	BEDROSIAN,ALBERT	PROGRAMMER/ANALYST II	\$68,507.04	\$68,507.04	\$835.79	\$69,342.83	1.22%
UCSF	HR	FAS Incentive Plan	DESCALSO,SUSAN	HR ANALYST I	\$53,860.80	\$53,860.80	\$834.84	\$54,695.64	1.55%
UCSF	HR	FAS Incentive Plan	RODRIGUEZ-VIDAL,RICARDO	HR ANALYST V	\$90,500.04	\$90,500.04	\$832.60	\$91,332.64	0.92%
UCSF	CLS	FAS Incentive Plan	ABEBE,WOINABEBA	PARKING ASST	\$28,983.96	\$28,983.96	\$825.00	\$29,808.96	2.85%
UCSF	CLS	FAS Incentive Plan	ACUNA,ANGELO	PARKING ASST	\$28,984.20	\$28,984.20	\$825.00	\$29,809.20	2.85%
UCSF	CLS	FAS Incentive Plan	ALAS,GUILLERMO	CUSTODIAN, SR	\$28,728.00	\$28,728.00	\$825.00	\$29,553.00	2.87%
UCSF	CLS	FAS Incentive Plan	AMBEAU,CAROL	MAIL PROCESSOR	\$38,758.08	\$38,758.08	\$825.00	\$39,583.08	2.13%
UCSF	CLS	FAS Incentive Plan	AMUZIE,ANGIE	PARKING REPRESENTATIVE, SR	\$38,819.28	\$38,819.28	\$825.00	\$39,644.28	2.13%
UCSF	CLS	FAS Incentive Plan	ARANGCON,ALFRED	MAIL PROCESSOR	\$31,894.80	\$31,894.80	\$825.00	\$32,719.80	2.59%
UCSF	CLS	FAS Incentive Plan	ARIAS,FERNANDO	PARKING REPRESENTATIVE	\$33,005.16	\$33,005.16	\$825.00	\$33,830.16	2.50%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	BARBER,MELISSA	ASSISTANT III	\$41,652.00	\$41,652.00	\$825.00	\$42,477.00	1.98%
UCSF	CLS	FAS Incentive Plan	BASBAS,JAY	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	CLS	FAS Incentive Plan	BASBAS,JEROME	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	CLS	FAS Incentive Plan	BAUTISTA,LIEZL	CUSTODIAN, SR	\$29,993.40	\$29,993.40	\$825.00	\$30,818.40	2.75%
UCSF	CLS	FAS Incentive Plan	BRAN,IVAN	TECHNICIAN, REPROGRAPHICS,PRIN	\$37,699.20	\$37,699.20	\$825.00	\$38,524.20	2.19%
UCSF	CLS	FAS Incentive Plan	BUCAD,CAROL	CLERK	\$24,696.00	\$24,696.00	\$825.00	\$25,521.00	3.34%
UCSF	CLS	FAS Incentive Plan	CAPORALE,MONICA	ASSISTANT II	\$35,328.00	\$35,328.00	\$825.00	\$36,153.00	2.34%
UCSF	CLS	FAS Incentive Plan	CARNERO,GRACE	CLERK	\$24,696.00	\$24,696.00	\$825.00	\$25,521.00	3.34%
UCSF	CLS	FAS Incentive Plan	CARPIO,CONRADO	MAIL PROCESSOR, SR	\$43,410.24	\$43,410.24	\$825.00	\$44,235.24	1.90%
UCSF	CLS	FAS Incentive Plan	CHAN,LAI	PARKING REPRESENTATIVE	\$34,833.36	\$34,833.36	\$825.00	\$35,658.36	2.37%
UCSF	CLS	FAS Incentive Plan	CHEU,WENDY	CUSTODIAN, SR	\$29,441.16	\$29,441.16	\$825.00	\$30,266.16	2.80%
UCSF	CLS	FAS Incentive Plan	CHOW,DAVID	ASSISTANT II	\$38,472.00	\$38,472.00	\$825.00	\$39,297.00	2.14%
UCSF	CLS	FAS Incentive Plan	CIRILO,GEORGE	ASSISTANT III	\$45,684.00	\$45,684.00	\$825.00	\$46,509.00	1.81%
UCSF	CLS	FAS Incentive Plan	CO,ANDY	ARTIST, SR	\$45,804.00	\$45,804.00	\$825.00	\$46,629.00	1.80%
UCSF	CLS	FAS Incentive Plan	COOPER,A.	MAIL PROCESSOR	\$30,146.04	\$30,146.04	\$825.00	\$30,971.04	2.74%
UCSF	CLS	FAS Incentive Plan	CORDERO,ALLAN	PARKING ASST	\$28,984.20	\$28,984.20	\$825.00	\$29,809.20	2.85%
UCSF	CLS	FAS Incentive Plan	CORTEZ,JOSE	PARKING REPRESENTATIVE	\$33,004.80	\$33,004.80	\$825.00	\$33,829.80	2.50%
UCSF	CLS	FAS Incentive Plan	CROTTI,AGOSTINO	CLERK, SR/SECRETARY	\$29,004.00	\$29,004.00	\$825.00	\$29,829.00	2.84%
UCSF	CLS	FAS Incentive Plan	CUSHERE,FE	ASSISTANT II	\$35,328.00	\$35,328.00	\$825.00	\$36,153.00	2.34%
UCSF	CLS	FAS Incentive Plan	DEER,PILAR	ASSISTANT III	\$41,652.00	\$41,652.00	\$825.00	\$42,477.00	1.98%
UCSF	CLS	FAS Incentive Plan	DELGADO,MARTHA	ASSISTANT II	\$35,328.00	\$35,328.00	\$825.00	\$36,153.00	2.34%
UCSF	CLS	FAS Incentive Plan	DER,MICHAEL	PARKING REPRESENTATIVE	\$33,004.80	\$33,004.80	\$825.00	\$33,829.80	2.50%
UCSF	CLS	FAS Incentive Plan	DOLMA,LHAKPA	CLERK, SR/SECRETARY	\$27,492.00	\$27,492.00	\$825.00	\$28,317.00	3.00%
UCSF	CLS	FAS Incentive Plan	EGU,EMEKA	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	CLS	FAS Incentive Plan	ESPIRITU,MINERVA	CLERK	\$24,696.00	\$24,696.00	\$825.00	\$25,521.00	3.34%
UCSF	CLS	FAS Incentive Plan	ESTRADA,ERNESTO	PARKING REPRESENTATIVE	\$37,335.60	\$37,335.60	\$825.00	\$38,160.60	2.21%
UCSF	CLS	FAS Incentive Plan	FERRER,JESUS	STOREKEEPER, SR	\$38,238.36	\$38,238.36	\$825.00	\$39,063.36	2.16%
UCSF	CLS	FAS Incentive Plan	FLORES,GUY	MAIL PROCESSOR	\$38,758.08	\$38,758.08	\$825.00	\$39,583.08	2.13%
UCSF	CLS	FAS Incentive Plan	FLORES,MARIO	PARKING REPRESENTATIVE	\$33,005.28	\$33,005.28	\$825.00	\$33,830.28	2.50%
UCSF	CLS	FAS Incentive Plan	FRANCISCO,MICHAEL	PARKING ASST	\$28,983.96	\$28,983.96	\$825.00	\$29,808.96	2.85%
UCSF	CLS	FAS Incentive Plan	FRANCISCO,RAMONCITO	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	CLS	FAS Incentive Plan	GARCIA,DINDO	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	CLS	FAS Incentive Plan	GILA,KIMBERLY	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	CLS	FAS Incentive Plan	GOMEZ,VERONICA	PARKING ASST	\$28,984.20	\$28,984.20	\$825.00	\$29,809.20	2.85%
UCSF	CLS	FAS Incentive Plan	GREWAL,LAKHWINDER	MAIL PROCESSOR, SR	\$40,886.88	\$40,886.88	\$825.00	\$41,711.88	2.02%
UCSF	CLS	FAS Incentive Plan	GUINTO,JOEL	PARKING ASST	\$28,983.96	\$28,983.96	\$825.00	\$29,808.96	2.85%
UCSF	CLS	FAS Incentive Plan	HERNANDEZ,CRISTIAN	PARKING REPRESENTATIVE, LEAD	\$38,523.96	\$38,523.96	\$825.00	\$39,348.96	2.14%
UCSF	CLS	FAS Incentive Plan	HERRERA,ANDRES	PARKING REPRESENTATIVE	\$33,005.28	\$33,005.28	\$825.00	\$33,830.28	2.50%
UCSF	CLS	FAS Incentive Plan	HOPPER,THOMAS	PARKING ASST	\$28,983.96	\$28,983.96	\$825.00	\$29,808.96	2.85%
UCSF	CLS	FAS Incentive Plan	HUGGINS,WILLIAM	ASSISTANT II	\$35,328.00	\$35,328.00	\$825.00	\$36,153.00	2.34%
UCSF	CLS	FAS Incentive Plan	INYANG,EFFIONG	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	CLS	FAS Incentive Plan	JANG,QIAN	CUSTODIAN, LEAD	\$32,902.68	\$32,902.68	\$825.00	\$33,727.68	2.51%
UCSF	CLS	FAS Incentive Plan	KEYES,ROJMONJATI	PARKING REPRESENTATIVE	\$34,833.36	\$34,833.36	\$825.00	\$35,658.36	2.37%
UCSF	CLS	FAS Incentive Plan	KIM,GU	CUSTODIAN, SR	\$30,340.20	\$30,340.20	\$825.00	\$31,165.20	2.72%
UCSF	CLS	FAS Incentive Plan	KIRKBRIDE,ROBERT	ASSISTANT II	\$41,136.00	\$41,136.00	\$825.00	\$41,961.00	2.01%
UCSF	CLS	FAS Incentive Plan	KIRKPATRICK,ROCHELLE	PARKING REPRESENTATIVE, SR	\$38,819.28	\$38,819.28	\$825.00	\$39,644.28	2.13%
UCSF	CLS	FAS Incentive Plan	KNOBEL,KYLE	ARTIST, SR	\$48,888.00	\$48,888.00	\$825.00	\$49,713.00	1.69%
UCSF	CLS	FAS Incentive Plan	LACAYO,ROGER	PARKING REPRESENTATIVE	\$33,004.80	\$33,004.80	\$825.00	\$33,829.80	2.50%
UCSF	CLS	FAS Incentive Plan	LAGURA,MARICAR	ASSISTANT III	\$39,840.00	\$39,840.00	\$825.00	\$40,665.00	2.07%
UCSF	CLS	FAS Incentive Plan	LAU,BURTON	ASSISTANT II	\$37,596.00	\$37,596.00	\$825.00	\$38,421.00	2.19%
UCSF	CLS	FAS Incentive Plan	LEE,CALVIN	MAIL PROCESSOR	\$30,146.04	\$30,146.04	\$825.00	\$30,971.04	2.74%
UCSF	CLS	FAS Incentive Plan	LEE,RICHARD	TECHNICIAN, REPROGRAPHICS,PRIN	\$35,420.40	\$35,420.40	\$825.00	\$36,245.40	2.33%
UCSF	CLS	FAS Incentive Plan	LEW,ROSEMARY	ASSISTANT III	\$41,652.00	\$41,652.00	\$825.00	\$42,477.00	1.98%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	LI,JESSICA	PARKING REPRESENTATIVE	\$33,005.28	\$33,005.28	\$825.00	\$33,830.28	2.50%
UCSF	CLS	FAS Incentive Plan	LORENZO,GILBERT	ARTIST	\$40,284.00	\$40,284.00	\$825.00	\$41,109.00	2.05%
UCSF	CLS	FAS Incentive Plan	LOUIE,ERIC	PARKING ASST	\$28,983.96	\$28,983.96	\$825.00	\$29,808.96	2.85%
UCSF	CLS	FAS Incentive Plan	LOW,JENNY	CUSTODIAN, LEAD	\$33,034.44	\$33,034.44	\$825.00	\$33,859.44	2.50%
UCSF	CLS	FAS Incentive Plan	LUZ,GEORGE	MAIL PROCESSOR	\$38,758.08	\$38,758.08	\$825.00	\$39,583.08	2.13%
UCSF	CLS	FAS Incentive Plan	LY,JACK	COMPUTER RESOURCE SPEC. I	\$42,108.00	\$42,108.00	\$825.00	\$42,933.00	1.96%
UCSF	CLS	FAS Incentive Plan	MA,REBECCA	CUSTODIAN, SR	\$28,728.00	\$28,728.00	\$825.00	\$29,553.00	2.87%
UCSF	CLS	FAS Incentive Plan	MACADANGDANG,ORLINO	MAIL PROCESSOR	\$34,757.04	\$34,757.04	\$825.00	\$35,582.04	2.37%
UCSF	CLS	FAS Incentive Plan	MAMARADLO JR,EMILIANO	TECHNICIAN, REPROGRAPHICS,PRIN	\$32,259.60	\$32,259.60	\$825.00	\$33,084.60	2.56%
UCSF	CLS	FAS Incentive Plan	MANANSALA,PAUL	MAIL PROCESSOR, SR	\$40,886.88	\$40,886.88	\$825.00	\$41,711.88	2.02%
UCSF	CLS	FAS Incentive Plan	MARTIN,NATIVID	ASSISTANT II	\$41,136.00	\$41,136.00	\$825.00	\$41,961.00	2.01%
UCSF	CLS	FAS Incentive Plan	MARTINEZ,DENNIS	PARKING REPRESENTATIVE	\$33,005.28	\$33,005.28	\$825.00	\$33,830.28	2.50%
UCSF	CLS	FAS Incentive Plan	MCCROHON,FREDERICK	STOREKEEPER	\$30,108.96	\$30,108.96	\$825.00	\$30,933.96	2.74%
UCSF	CLS	FAS Incentive Plan	MCDONAGH,PETER	AUTO EQUIPMENT OPERATOR, PRIN	\$44,535.72	\$44,535.72	\$825.00	\$45,360.72	1.85%
UCSF	CLS	FAS Incentive Plan	MEDINA,EUGENE	PARKING REPRESENTATIVE	\$37,453.32	\$37,453.32	\$825.00	\$38,278.32	2.20%
UCSF	CLS	FAS Incentive Plan	MITCHELL,HILDA	ASSISTANT II	\$36,048.00	\$36,048.00	\$825.00	\$36,873.00	2.29%
UCSF	CLS	FAS Incentive Plan	MITCHELL,KIRK	MAIL PROCESSOR	\$30,146.04	\$30,146.04	\$825.00	\$30,971.04	2.74%
UCSF	CLS	FAS Incentive Plan	MONTOKA,BENJAMIN	TECHNICIAN, REPROGRAPHICS,PRIN	\$29,868.36	\$29,868.36	\$825.00	\$30,693.36	2.76%
UCSF	CLS	FAS Incentive Plan	MORGAN,EDWARD	PARKING REPRESENTATIVE	\$33,004.80	\$33,004.80	\$825.00	\$33,829.80	2.50%
UCSF	CLS	FAS Incentive Plan	MORITA,LENA	ARTIST	\$39,336.00	\$39,336.00	\$825.00	\$40,161.00	2.10%
UCSF	CLS	FAS Incentive Plan	MULUGETA,AMARECH	MAIL PROCESSOR	\$32,766.84	\$32,766.84	\$825.00	\$33,591.84	2.52%
UCSF	CLS	FAS Incentive Plan	MUSALLAM,ROSELYN	CLERK, SR/SECRETARY	\$32,556.00	\$32,556.00	\$825.00	\$33,381.00	2.53%
UCSF	CLS	FAS Incentive Plan	NITIS,JOHN	PARKING REPRESENTATIVE, SR	\$38,819.28	\$38,819.28	\$825.00	\$39,644.28	2.13%
UCSF	CLS	FAS Incentive Plan	PENG,JASON	PARKING REPRESENTATIVE	\$37,335.60	\$37,335.60	\$825.00	\$38,160.60	2.21%
UCSF	CLS	FAS Incentive Plan	PEREZ,ANDREA	CLERK	\$24,696.00	\$24,696.00	\$825.00	\$25,521.00	3.34%
UCSF	CLS	FAS Incentive Plan	POWELL,AMY	ASSISTANT II	\$35,328.00	\$35,328.00	\$825.00	\$36,153.00	2.34%
UCSF	CLS	FAS Incentive Plan	RAISH,DAVID	PARKING REPRESENTATIVE	\$37,335.60	\$37,335.60	\$825.00	\$38,160.60	2.21%
UCSF	CLS	FAS Incentive Plan	REGALADO,FERNAND	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	CLS	FAS Incentive Plan	REYES,JUANA	TECHNICIAN, REPROGRAPHICS,PRIN	\$35,183.40	\$35,183.40	\$825.00	\$36,008.40	2.34%
UCSF	CLS	FAS Incentive Plan	RODRIGUEZ,ERNEST	CLERK, SR/SECRETARY	\$27,492.00	\$27,492.00	\$825.00	\$28,317.00	3.00%
UCSF	CLS	FAS Incentive Plan	RODRIGUEZ,MANOLO	PARKING ASST	\$28,983.96	\$28,983.96	\$825.00	\$29,808.96	2.85%
UCSF	CLS	FAS Incentive Plan	RUEDA,NUBIA	PARKING REPRESENTATIVE, LEAD	\$38,110.08	\$38,110.08	\$825.00	\$38,935.08	2.16%
UCSF	CLS	FAS Incentive Plan	SALVATERA,JASON	PARKING ASST	\$28,984.20	\$28,984.20	\$825.00	\$29,809.20	2.85%
UCSF	CLS	FAS Incentive Plan	SANCHEZ,MARCO	ARTIST, SR	\$48,888.00	\$48,888.00	\$825.00	\$49,713.00	1.69%
UCSF	CLS	FAS Incentive Plan	SEDILLO,JENNIFER	PARKING REPRESENTATIVE	\$33,005.28	\$33,005.28	\$825.00	\$33,830.28	2.50%
UCSF	CLS	FAS Incentive Plan	SOO HOO,STEVEN	PARKING ASST	\$28,983.72	\$28,983.72	\$825.00	\$29,808.72	2.85%
UCSF	CLS	FAS Incentive Plan	SORTO SANCHEZ,DORIS	ASSISTANT II	\$35,328.00	\$35,328.00	\$825.00	\$36,153.00	2.34%
UCSF	CLS	FAS Incentive Plan	SUN,TSZ	CUSTODIAN, LEAD	\$33,593.04	\$33,593.04	\$825.00	\$34,418.04	2.46%
UCSF	CLS	FAS Incentive Plan	TARAPE,FERNANDO	PARKING REPRESENTATIVE	\$34,776.96	\$34,776.96	\$825.00	\$35,601.96	2.37%
UCSF	CLS	FAS Incentive Plan	TAYLOR,MARCIA	CLERK	\$24,696.00	\$24,696.00	\$825.00	\$25,521.00	3.34%
UCSF	CLS	FAS Incentive Plan	TEXIN CRUZ,JOSUE	PARKING ASST	\$28,984.20	\$28,984.20	\$825.00	\$29,809.20	2.85%
UCSF	CLS	FAS Incentive Plan	TINAPAY,EDWIN	PARKING ASST	\$28,984.20	\$28,984.20	\$825.00	\$29,809.20	2.85%
UCSF	CLS	FAS Incentive Plan	TSE,SIU	PARKING REPRESENTATIVE	\$33,005.28	\$33,005.28	\$825.00	\$33,830.28	2.50%
UCSF	CLS	FAS Incentive Plan	VALLEDOR,ZENaida	ASSISTANT II	\$38,472.00	\$38,472.00	\$825.00	\$39,297.00	2.14%
UCSF	CLS	FAS Incentive Plan	VELASCO,FLORENTINO	MAIL PROCESSOR	\$38,267.28	\$38,267.28	\$825.00	\$39,092.28	2.16%
UCSF	CLS	FAS Incentive Plan	VERSOSA,ERNEST	PARKING REPRESENTATIVE	\$35,087.40	\$35,087.40	\$825.00	\$35,912.40	2.35%
UCSF	CLS	FAS Incentive Plan	VILLARINA,DANILO	BUILDING MAINTENANCE WORKER,SR	\$44,496.00	\$44,496.00	\$825.00	\$45,321.00	1.85%
UCSF	CLS	FAS Incentive Plan	WANG,YUEN	PARKING REPRESENTATIVE, LEAD	\$39,993.48	\$39,993.48	\$825.00	\$40,818.48	2.06%
UCSF	CLS	FAS Incentive Plan	WARD,JEFFREY	AUTO EQUIPMENT OPERATOR	\$30,108.96	\$30,108.96	\$825.00	\$30,933.96	2.74%
UCSF	CLS	FAS Incentive Plan	WENZLOW,DANIELA	ASSISTANT III	\$43,680.00	\$43,680.00	\$825.00	\$44,505.00	1.89%
UCSF	CLS	FAS Incentive Plan	WILLIAMS,ROSCOE	PARKING REPRESENTATIVE, SR	\$35,706.12	\$35,706.12	\$825.00	\$36,531.12	2.31%
UCSF	CLS	FAS Incentive Plan	WONG,EDWIN	TECHNICIAN, REPROGRAPHICS,LEAD	\$41,061.36	\$41,061.36	\$825.00	\$41,886.36	2.01%
UCSF	CLS	FAS Incentive Plan	WONG,JAY	TECHNICIAN, REPROGRAPHICS,LEAD	\$45,030.12	\$45,030.12	\$825.00	\$45,855.12	1.83%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	WONG, WILLIAM	ASSISTANT II	\$43,032.00	\$43,032.00	\$825.00	\$43,857.00	1.92%
UCSF	CLS	FAS Incentive Plan	XU, JINGXIAN	CUSTODIAN, SR	\$28,728.00	\$28,728.00	\$825.00	\$29,553.00	2.87%
UCSF	CLS	FAS Incentive Plan	XU, QING	CUSTODIAN, SR	\$28,728.00	\$28,728.00	\$825.00	\$29,553.00	2.87%
UCSF	CLS	FAS Incentive Plan	YAMAMOTO, FRANCISCO	PARKING REPRESENTATIVE, SR	\$37,579.56	\$37,579.56	\$825.00	\$38,404.56	2.20%
UCSF	CLS	FAS Incentive Plan	YU, PETER	TECHNICIAN, REPROGRAPHICS, PRIN	\$33,059.16	\$33,059.16	\$825.00	\$33,884.16	2.50%
UCSF	CLS	FAS Incentive Plan	ZALDANA, GUILLERMO	PARKING REPRESENTATIVE	\$33,004.80	\$33,004.80	\$825.00	\$33,829.80	2.50%
UCSF	CLS	FAS Incentive Plan	ZAMORA, REYNALDO	MAIL PROCESSOR	\$38,758.08	\$38,758.08	\$825.00	\$39,583.08	2.13%
UCSF	CLS	FAS Incentive Plan	ZEWGE, ASEDE	PARKING REPRESENTATIVE	\$33,005.04	\$33,005.04	\$825.00	\$33,830.04	2.50%
UCSF	OAAIS	FAS Incentive Plan	HUYNH, THANH	PROGRAMMER/ANALYST II	\$67,463.28	\$67,463.28	\$823.05	\$68,286.33	1.22%
UCSF	CLS	FAS Incentive Plan	GILFILLAN, ALEXANDER	RECREATION SUPVR, ASST	\$31,411.32	\$31,411.32	\$813.55	\$32,224.87	2.59%
UCSF	OAAIS	FAS Incentive Plan	TENG, FENNY SHU FEN	ANALYST V	\$88,230.00	\$88,230.00	\$811.72	\$89,041.72	0.92%
UCSF	CLS	FAS Incentive Plan	LA, HAI	PUBLICATIONS COORDINATOR	\$36,790.56	\$36,790.56	\$809.39	\$37,599.95	2.20%
UCSF	CLS	FAS Incentive Plan	KHANAL, SANJAY	PUBLICATIONS COORDINATOR	\$36,756.48	\$36,756.48	\$808.64	\$37,565.12	2.20%
UCSF	CLS	FAS Incentive Plan	TROULLIER, WOLFGANG	RECREATION PROGRAM INSTRUCTOR	Unknown	\$44,495.28	\$806.70	\$45,301.98	1.81%
UCSF	OAAIS	FAS Incentive Plan	DUBE, DENISE	PROGRAMMER/ANALYST II	\$66,116.88	\$66,116.88	\$806.63	\$66,923.51	1.22%
UCSF	OAAIS	FAS Incentive Plan	ZEIF, MICHAEL	PROGRAMMER/ANALYST II	\$65,504.52	\$65,504.52	\$799.16	\$66,303.68	1.22%
UCSF	OAAIS	FAS Incentive Plan	GILL, MARLENE	PROGRAMMER/ANALYST II	\$65,189.88	\$65,189.88	\$795.32	\$65,985.20	1.22%
UCSF	OAAIS	FAS Incentive Plan	CHARTIER, WILLIAM	PROGRAMMER/ANALYST II	\$65,111.04	\$65,111.04	\$794.35	\$65,905.39	1.22%
UCSF	OAAIS	FAS Incentive Plan	LAKSHMANAN, LALIT	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$794.22	\$65,894.22	1.22%
UCSF	OAAIS	FAS Incentive Plan	MA, ERIC	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$794.22	\$65,894.22	1.22%
UCSF	OAAIS	FAS Incentive Plan	TUNG, JERRY	PROGRAMMER/ANALYST II	\$65,100.00	\$65,100.00	\$794.22	\$65,894.22	1.22%
UCSF	CLS	FAS Incentive Plan	GEODZHAYEVA, NANA	RECREATION SUPVR, ASST	\$30,504.00	\$30,504.00	\$790.05	\$31,294.05	2.59%
UCSF	CLS	FAS Incentive Plan	ROBERSON, MICHAEL	RECREATION SUPVR, ASST	\$30,504.00	\$30,504.00	\$790.05	\$31,294.05	2.59%
UCSF	CLS	FAS Incentive Plan	ROSSETTO JR., ALDO	RECREATION SUPVR, ASST	\$30,504.00	\$30,504.00	\$790.05	\$31,294.05	2.59%
UCSF	CLS	FAS Incentive Plan	WESTALL, SAITE	RECREATION SUPVR, ASST	\$30,504.00	\$30,504.00	\$790.05	\$31,294.05	2.59%
UCSF	CPFM	FAS Incentive Plan	ABUTON JR, FRANCISCO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ALANZALON, GIL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ALDANA, SERGIO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ALLEN, RUBY	ASSISTANT III	\$48,888.00	\$48,888.00	\$790.00	\$49,678.00	1.62%
UCSF	CPFM	FAS Incentive Plan	ANDERSON, LACRECIA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ARAGON, PERCIVAL	BUILDING MAINTENANCE WORKER, SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	CPFM	FAS Incentive Plan	ARCE, ERICK	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ARGANA, ERNESTO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ARGUETA, CARMEN	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BAJJALIEH, SIHAM	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BARRERA, SERGIO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BEBING, GLORIA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BEBING, MARIA ELVIRA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BEI, DANIEL	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	BERMUDEZ MARTINEZ, MARIA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BLANCO, MIKE	MECHANIC, PHY PLNT, SUPV, ASST	\$84,877.20	\$84,877.20	\$790.00	\$85,667.20	0.93%
UCSF	CPFM	FAS Incentive Plan	BOURDOUD, MOHAMED	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BRANNER, JEFFREY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BROOKS JR, CHRISTOPHER	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	BROOKS, VICKIE	ASSISTANT III	\$46,692.00	\$46,692.00	\$790.00	\$47,482.00	1.69%
UCSF	HR	FAS Incentive Plan	BROWN, INEZ	ASSISTANT III	\$43,680.00	\$43,680.00	\$790.00	\$44,470.00	1.81%
UCSF	CPFM	FAS Incentive Plan	BROWN, ROBERT	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	BURLESON, NOELANI	ASSISTANT III	\$45,684.00	\$45,684.00	\$790.00	\$46,474.00	1.73%
UCSF	CPFM	FAS Incentive Plan	CALDERON, JULIO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CALHOUN, NADINE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CALVILLO, ARTHUR	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CAMPBELL, STEAVEN	ASSISTANT III	\$44,628.00	\$44,628.00	\$790.00	\$45,418.00	1.77%
UCSF	CPFM	FAS Incentive Plan	CAMPOS, GLORIA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CPFM	FAS Incentive Plan	CARRASCO,RAYMUNDO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CASSIDY,BRENDAN	BUILDING MAINTENANCE WORKER,SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	CPFM	FAS Incentive Plan	CASTANEDA COVARRUBIAS, RAMON	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CASTANEDA,JORGE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CASTILLO,JULIO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CHAVARRIA,JOSE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CHEN,HOWEY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CHEN,JADE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CHOW,ERIC	LABORER/GRDNR (B), PHSCL PLANT	\$44,694.52	\$44,694.52	\$790.00	\$45,484.52	1.77%
UCSF	CPFM	FAS Incentive Plan	CLAY,TOMMIE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	COLLADO,ELENITA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	COMTE,JAMES	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	CONTAWA,JOSEPH	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CORTEZ,EDGARDO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	CUBA,LAFAYETT	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DE GUZMAN,EDUARDO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DE GUZMAN,REYNALDO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DE LA CRUZ,CARLOS	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DE LUCCA,PAUL	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	DELOS SANTOS,ESTRELITA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DORI,RONNIE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DOUGLAS,JERMAINE	LABORER/GRDNR (A), PHSCL PLANT	\$41,776.80	\$41,776.80	\$790.00	\$42,566.80	1.89%
UCSF	CPFM	FAS Incentive Plan	DUEÑAS,ABEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DUEÑAS,GABRIEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DUONG,HIE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	EDRALIN,ELEANOR	ASSISTANT III	\$45,684.00	\$45,684.00	\$790.00	\$46,474.00	1.73%
UCSF	CPFM	FAS Incentive Plan	ESPINOZA,ROBERT	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	FISHER,ANDREW	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	FLORES,ANTONIO	BUILDING MAINTENANCE WORKER,SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	CPFM	FAS Incentive Plan	FLORES,HECTOR	LABORER/GRDNR (B), PHSCL PLANT	\$44,694.52	\$44,694.52	\$790.00	\$45,484.52	1.77%
UCSF	CPFM	FAS Incentive Plan	GARCIA,ADALBERTO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	GARRIDO,JULIO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	GEE,DAVID	BUILDING MAINTENANCE WORKER,SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	CPFM	FAS Incentive Plan	GIL,OSWALDO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	GOFF,ANTON	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	GOMEZ,JORGE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	GONG,KENNETH	MECHANIC, PHYSICAL PLANT	\$70,219.44	\$70,219.44	\$790.00	\$71,009.44	1.13%
UCSF	CPFM	FAS Incentive Plan	GONZALEZ,CHRISTOPHER	ASSISTANT III	\$45,684.00	\$45,684.00	\$790.00	\$46,474.00	1.73%
UCSF	CPFM	FAS Incentive Plan	GONZALEZ,JOSE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	HASKELL,ERIC	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	HEAD,MICHAEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	HENRY,JON	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	HERNANDEZ,JOE	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	HOFFER,ROBERT	MECHANIC, PHY PLNT, SUPV, ASST	\$84,877.20	\$84,877.20	\$790.00	\$85,667.20	0.93%
UCSF	CPFM	FAS Incentive Plan	HOLMES,RACHELE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	HOWARD,RITA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	HUGHES,LARRY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	HUI,CHI-YIU	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	HUYNH,THANG	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	JAQUEZ,ARMANDO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	KALAFATIC,KELLY	ASSISTANT III	\$45,684.00	\$45,684.00	\$790.00	\$46,474.00	1.73%
UCSF	CPFM	FAS Incentive Plan	LACSON,CARIDAD	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	LARA,MANUEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CPFM	FAS Incentive Plan	LAU,SANDY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	LEE,PATRICK	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	LI,HUAN	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	LI,JIAJU	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	OAAIS	FAS Incentive Plan	LI,LEI	ASSISTANT III	\$44,628.00	\$44,628.00	\$790.00	\$45,418.00	1.77%
UCSF	CPFM	FAS Incentive Plan	LOW,YUK	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MAK,PING	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MALLON,MATTHEW	BUILDING MAINTENANCE WORKER,SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	CPFM	FAS Incentive Plan	MANZANARES,ANTONIO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MARCELO,RODRIGO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MARTIN,MICHAEL	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	MARTINEZ,JOSE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MARTINEZ,JOSE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MARTINEZ,LEON	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MARTINEZ,MARTIN	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MARTINEZ,RAFAEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MCCLAIN,TERRANCE	LABORER/GRDNR (A), PHSCL PLANT	\$41,776.80	\$41,776.80	\$790.00	\$42,566.80	1.89%
UCSF	CPFM	FAS Incentive Plan	MENDEZ,RAMIRO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MENDOZA,ESTELITA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	METCALF,RONDA	ASSISTANT III	\$44,628.00	\$44,628.00	\$790.00	\$45,418.00	1.77%
UCSF	CPFM	FAS Incentive Plan	MOK,MICHAEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	MORALES,LUIS	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	NAZARENO,RONNIE	BUILDING MAINTENANCE WORKER,SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	CPFM	FAS Incentive Plan	NEVAREZ,MAURICIO	BUILDING MAINTENANCE WORKER,SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	CPFM	FAS Incentive Plan	NG,KWAN	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	NGUYEN,DANH	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	NGUYEN,LY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	NICKELSON,CORNEL	MECHANIC, PHY PLNT, SUPV, ASST	\$75,126.24	\$75,126.24	\$790.00	\$75,916.24	1.05%
UCSF	CPFM	FAS Incentive Plan	NISPEROS,ALEX	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	NITTLER,JONATHAN	MECHANIC, PHY PLNT, SUPV, ASST	\$84,877.20	\$84,877.20	\$790.00	\$85,667.20	0.93%
UCSF	CPFM	FAS Incentive Plan	NORTON,ROBERT	MECHANIC, PHYSICAL PLANT	\$70,219.44	\$70,219.44	\$790.00	\$71,009.44	1.13%
UCSF	CPFM	FAS Incentive Plan	OCA,GLESILDA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	OCHOA,LUIS	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	OCHOA,PAULINO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	OCON,JAIME	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	OLIVARES,PATRICIA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ORNELAS,SERGIO	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	ORTEGA,BUENAVENTURA	MECHANIC, PHY PLNT, SUPV, ASST	\$84,877.20	\$84,877.20	\$790.00	\$85,667.20	0.93%
UCSF	CPFM	FAS Incentive Plan	PABALATE JR.,JOSEPH	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	PAIK,DANIEL	MECHANIC, PHY PLNT, SUPV, ASST	\$84,877.20	\$84,877.20	\$790.00	\$85,667.20	0.93%
UCSF	CPFM	FAS Incentive Plan	PAIZ,GERMAN	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	PANUCO,HUMBERTO	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	PEREDES,JAVIER	LABORER/GRDNR (B), PHSCL PLANT	\$44,694.52	\$44,694.52	\$790.00	\$45,484.52	1.77%
UCSF	CPFM	FAS Incentive Plan	PARKER,BERNADETTE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	PARKER,MARCUS	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	PEREZ,JOSE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	PHILLIP,MARQUIS	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	POWERS,MICHAEL	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	PRESTON,CLINTON	BUILDING MAINTENANCE WRKR,LEAD	\$59,591.52	\$59,591.52	\$790.00	\$60,381.52	1.33%
UCSF	CPFM	FAS Incentive Plan	PRICE,LECHA	ASSISTANT III	\$45,684.00	\$45,684.00	\$790.00	\$46,474.00	1.73%
UCSF	CPFM	FAS Incentive Plan	RAMIREZ,FRANK	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	RAMOS,SAMUEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	RANDLE JR,AUBURY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CPFM	FAS Incentive Plan	REYES,RUBEN	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	REYNA,ROY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	RICO,RINA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	RIOS,JUAN	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ROBERGE,MACK	MECHANIC, PHY PLNT, SUPV, ASST	\$84,877.20	\$84,877.20	\$790.00	\$85,667.20	0.93%
UCSF	CPFM	FAS Incentive Plan	ROJAS ROMERO,EDMUNDO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ROJAS,EDUARDO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ROMAN,DAVID	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	SABEDRA,YANIRA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SANCHEZ,MARIA TERESA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SARRIA,LILIA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SAW,CHRISTINE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SERRANO,JORGE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SILVA,ANGELITO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SILVER,MAURICE	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	SIU,NANCY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SLIGER,VICKI	ASSISTANT III	\$46,692.00	\$46,692.00	\$790.00	\$47,482.00	1.69%
UCSF	CPFM	FAS Incentive Plan	SOO,LAI-FONG	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SPEECH JR,LARRY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SUNGA,JESUSIMO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	SWEENEY,MICHAEL	BUILDING MAINTENANCE WORKER	\$41,927.04	\$41,927.04	\$790.00	\$42,717.04	1.88%
UCSF	CPFM	FAS Incentive Plan	TALBOTT GIRON,RICARDO	BUILDING MAINTENANCE WORKER,SR	\$45,831.60	\$45,831.60	\$790.00	\$46,621.60	1.72%
UCSF	CPFM	FAS Incentive Plan	TALBOTT,WALTER	BUILDING MAINTENANCE WORKER,SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	CPFM	FAS Incentive Plan	TANG,LINH	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	TAYLOR,JAMES	LABORER/GRDNR (A), PHSCL PLANT	\$41,776.80	\$41,776.80	\$790.00	\$42,566.80	1.89%
UCSF	CPFM	FAS Incentive Plan	TERAGAWA,LLOYD	MECHANIC, PHYSICAL PLANT	\$70,219.44	\$70,219.44	\$790.00	\$71,009.44	1.13%
UCSF	CPFM	FAS Incentive Plan	THAI,STANLEY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	TORRES O,GUADALUPE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	TRINIDAD,MARTHA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	TSANG,CHI WO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	VALLE,FAUSTO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	VEGA,ANA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	VEGA,JORGE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	VELASQUEZ,ROSA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	VILLANUEVA,JERRY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	WALLS,EDWARD	LABORER/GRDNR (B), PHSCL PLANT	\$44,694.52	\$44,694.52	\$790.00	\$45,484.52	1.77%
UCSF	CPFM	FAS Incentive Plan	WANG,SAM	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	WASHINGTON,ANTWONE	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	WESSER,MARGARET	ASSISTANT III	\$44,628.00	\$44,628.00	\$790.00	\$45,418.00	1.77%
UCSF	CPFM	FAS Incentive Plan	WILLIAMS DANIELS,SHRITA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	WILLIAMS,DEMETRI	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	WILLIAMS,EARL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	WILLIAMS,LEONARD	LABORER/GRDNR (A), PHSCL PLANT	\$41,776.80	\$41,776.80	\$790.00	\$42,566.80	1.89%
UCSF	CPFM	FAS Incentive Plan	WOHLAUF,ERNST	BUILDING MAINTENANCE WORKER,SR	\$51,824.16	\$51,824.16	\$790.00	\$52,614.16	1.52%
UCSF	OAAIS	FAS Incentive Plan	WONG,GRACE	ASSISTANT III	\$45,684.00	\$45,684.00	\$790.00	\$46,474.00	1.73%
UCSF	CPFM	FAS Incentive Plan	WONG,MICHAEL	MECHANIC, PHYSICAL PLANT, SR	\$79,323.12	\$79,323.12	\$790.00	\$80,113.12	1.00%
UCSF	CPFM	FAS Incentive Plan	WOODWARD,DANIEL	MECHANIC, PHY PLNT, SUPV, ASST	\$75,126.24	\$75,126.24	\$790.00	\$75,916.24	1.05%
UCSF	CPFM	FAS Incentive Plan	WOOTEN JR,ELISHA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	WU,HENRY	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	XU,XIAO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	YU,ALICIA	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ZAMORA,CECILIO	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	ZUNIGA,RICHARD	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	CLS	FAS Incentive Plan	WESTALL,MELIAME	ASSISTANT II-SUPVR	\$35,792.88	\$35,792.88	\$787.44	\$36,580.32	2.20%
UCSF	OAAIS	FAS Incentive Plan	WITT,JERI	ANALYST V	\$84,190.08	\$84,190.08	\$774.55	\$84,964.63	0.92%
UCSF	OAAIS	FAS Incentive Plan	HIROSE,ELIZABETH	ASSISTANT III	\$49,944.00	\$49,944.00	\$770.00	\$50,714.00	1.54%
UCSF	HR	FAS Incentive Plan	ONTIVEROS,MARILU	HR ANALYST V	\$82,500.00	\$82,500.00	\$759.00	\$83,259.00	0.92%
UCSF	HR	FAS Incentive Plan	BOOHER,TIM	HR ANALYST V	\$81,564.96	\$81,564.96	\$750.40	\$82,315.36	0.92%
UCSF	CLS	FAS Incentive Plan	LEE,CHEOL	CUSTODIAN, SR	\$28,730.88	\$25,857.79	\$742.50	\$26,600.29	2.87%
UCSF	OAAIS	FAS Incentive Plan	TAMETA,MELISSA	ANALYST V	\$79,008.00	\$79,008.00	\$726.87	\$79,734.87	0.92%
UCSF	CLS	FAS Incentive Plan	SENIGAR II,DEXTER	PARKING REPRESENTATIVE	\$33,005.04	\$28,879.41	\$721.88	\$29,601.29	2.50%
UCSF	Fin Srvs AVCA	FAS Incentive Plan	GROSS,TIMOTHY	ASSISTANT III	\$45,684.00	\$45,684.00	\$720.00	\$46,404.00	1.58%
UCSF	Fin Srvs AVCA	FAS Incentive Plan	YUNG YEUNG,PIK	ASSISTANT III	\$41,652.00	\$41,652.00	\$720.00	\$42,372.00	1.73%
UCSF	CLS	FAS Incentive Plan	SANDERS,JOHN	CUSTODIAN, SR	\$30,610.08	\$24,488.06	\$702.00	\$25,190.06	2.87%
UCSF	CLS	FAS Incentive Plan	MUNOZ,RAMMET	ASSISTANT II	\$36,852.00	\$25,796.40	\$700.00	\$26,496.40	2.71%
UCSF	OAAIS	FAS Incentive Plan	MAU,ROSEMARY	ANALYST V	\$73,943.28	\$73,943.28	\$680.28	\$74,623.56	0.92%
UCSF	Controller	FAS Incentive Plan	MILIANI,GAIL	ASSISTANT III	\$49,944.00	\$37,458.00	\$675.00	\$38,133.00	1.80%
UCSF	CLS	FAS Incentive Plan	MAALONA,DONALD	PARKING REPRESENTATIVE, SR	\$35,706.12	\$28,564.90	\$660.00	\$29,224.90	2.31%
UCSF	CLS	FAS Incentive Plan	PORTILLO,RICH	PARKING REPRESENTATIVE	\$33,005.04	\$26,404.03	\$660.00	\$27,064.03	2.50%
UCSF	CPFM	FAS Incentive Plan	BOSWELL,PATRICK	ASSISTANT III	\$44,628.00	\$44,628.00	\$640.00	\$45,268.00	1.43%
UCSF	CPFM	FAS Incentive Plan	HART,JOHANNA	ASSISTANT III	\$46,692.00	\$46,692.00	\$640.00	\$47,332.00	1.37%
UCSF	CPFM	FAS Incentive Plan	MERSKY,BETH	ASSISTANT III	\$44,628.00	\$44,628.00	\$640.00	\$45,268.00	1.43%
UCSF	CPFM	FAS Incentive Plan	SAMPIOR,NISA	ASSISTANT III	\$45,684.00	\$45,684.00	\$640.00	\$46,324.00	1.40%
UCSF	Budget/Finance	FAS Incentive Plan	SMITH,DRUCILLA	ASSISTANT III	\$39,840.00	\$39,840.00	\$640.00	\$40,480.00	1.61%
UCSF	Budget/Finance	FAS Incentive Plan	VALENCIA,SONYA	ASSISTANT III	\$41,652.00	\$41,652.00	\$640.00	\$42,292.00	1.54%
UCSF	HR	FAS Incentive Plan	BASS,CAROLYN	ASSISTANT III	\$48,888.00	\$39,110.40	\$632.00	\$39,742.40	1.62%
UCSF	HR	FAS Incentive Plan	BENSON,CARRIE	ASSISTANT III	\$45,684.00	\$34,263.00	\$592.50	\$34,855.50	1.73%
UCSF	HR	FAS Incentive Plan	BRYCHEL,ERIN	ASSISTANT III	\$43,680.00	\$43,680.00	\$580.00	\$44,260.00	1.33%
UCSF	OAAIS	FAS Incentive Plan	LEARY,JESUS	COMPUTER RESOURCE SPEC. II	\$52,248.00	\$52,248.00	\$580.00	\$52,828.00	1.11%
UCSF	OAAIS	FAS Incentive Plan	LEE,JOSEPH	COMPUTER RESOURCE SPEC. II	\$52,248.00	\$52,248.00	\$580.00	\$52,828.00	1.11%
UCSF	OAAIS	FAS Incentive Plan	MEAGLEY,PATRICIA	COMPUTER RESOURCE SPEC. II	\$52,248.00	\$52,248.00	\$580.00	\$52,828.00	1.11%
UCSF	OAAIS	FAS Incentive Plan	MURSALIN,FREDDY	COMPUTER RESOURCE SPEC. II	\$55,236.00	\$55,236.00	\$580.00	\$55,816.00	1.05%
UCSF	OAAIS	FAS Incentive Plan	RYAN,CONOR	COMPUTER RESOURCE SPEC. II	\$61,992.00	\$61,992.00	\$580.00	\$62,572.00	0.94%
UCSF	HR	FAS Incentive Plan	TAM,AILEEN	ASSISTANT III	\$46,692.00	\$46,692.00	\$580.00	\$47,272.00	1.24%
UCSF	Fin Srvs AVCA	FAS Incentive Plan	RIVERA,ALBINA LORAIN	ASSISTANT III	\$44,628.00	\$35,702.40	\$576.00	\$36,278.40	1.61%
UCSF	HR	FAS Incentive Plan	OWEN,SUSAN	ANALYST II	\$62,000.04	\$62,000.04	\$570.40	\$62,570.44	0.92%
UCSF	CLS	FAS Incentive Plan	COX,LAUREN	ANALYST II	Unknown	\$36,352.02	\$564.91	\$36,916.93	1.55%
UCSF	HR	FAS Incentive Plan	LESTER,SHEILA	HR ANALYST III	\$60,999.96	\$60,999.96	\$561.20	\$61,561.16	0.92%
UCSF	OAAIS	FAS Incentive Plan	YUP,DEE-ANN	ANALYST III	\$59,636.88	\$59,636.88	\$548.66	\$60,185.54	0.92%
UCSF	OAAIS	FAS Incentive Plan	CHEANG,JEFFREY	ANALYST III	\$59,636.16	\$59,636.16	\$548.65	\$60,184.81	0.92%
UCSF	OAAIS	FAS Incentive Plan	LOPEZ,GEORGE	ANALYST III	\$58,008.00	\$58,008.00	\$533.67	\$58,541.67	0.92%
UCSF	CPFM	FAS Incentive Plan	BLUESTONE,SUSAN	ANALYST IV	\$68,929.20	\$41,357.52	\$526.07	\$41,883.59	1.27%
UCSF	HR	FAS Incentive Plan	FRANKLIN,CYNTHIA	HR ANALYST II	\$55,652.04	\$55,652.04	\$512.00	\$56,164.04	0.92%
UCSF	HR	FAS Incentive Plan	BEATTIE,JOHN	HR ANALYST II	\$54,999.96	\$54,999.96	\$506.00	\$55,505.96	0.92%
UCSF	CLS	FAS Incentive Plan	HOANG,DENNIS	RECREATION SUPVR,ASST	\$30,505.68	\$24,404.54	\$505.66	\$24,910.20	2.07%
UCSF	CLS	FAS Incentive Plan	LEE,PAULINE	ASSISTANT II	\$39,312.00	\$19,656.00	\$500.00	\$20,156.00	2.54%
UCSF	CLS	FAS Incentive Plan	MEDRANO,EMILIO	FOOD SERVICE WORKER	\$34,410.24	\$17,205.12	\$500.00	\$17,705.12	2.91%
UCSF	CLS	FAS Incentive Plan	RIQUIAC,ESRIN	FOOD SERVICE WORKER	\$31,800.24	\$15,900.12	\$500.00	\$16,400.12	3.14%
UCSF	CLS	FAS Incentive Plan	HLADKI,SHANE	PARKING REPRESENTATIVE	\$33,005.28	\$19,803.17	\$495.00	\$20,298.17	2.50%
UCSF	CLS	FAS Incentive Plan	ZHOU,JANET	PARKING REPRESENTATIVE	\$33,005.04	\$19,803.02	\$495.00	\$20,298.02	2.50%
UCSF	HR	FAS Incentive Plan	CORDOBA,ANNA	ASSISTANT II	\$42,096.00	\$42,096.00	\$490.00	\$42,586.00	1.16%
UCSF	HR	FAS Incentive Plan	MENDONCA,SHARON	ASSISTANT III	\$43,680.00	\$43,680.00	\$490.00	\$44,170.00	1.12%
UCSF	HR	FAS Incentive Plan	PARKER,ANDREW	SOCIAL WORKER, CLINICAL III	\$81,156.00	\$81,156.00	\$490.00	\$81,646.00	0.60%
UCSF	HR	FAS Incentive Plan	THORNTON,LUCILLE	ASSISTANT I	\$38,484.00	\$38,484.00	\$490.00	\$38,974.00	1.27%
UCSF	HR	FAS Incentive Plan	MUNOZ,FANNI	HR ANALYST II	\$52,020.00	\$52,020.00	\$478.58	\$52,498.58	0.92%
UCSF	SVC Office	FAS Incentive Plan	FAME,JANE	ANALYST I	\$58,484.28	\$58,484.28	\$467.87	\$58,952.15	0.80%

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UCSF	CLS	FAS Incentive Plan	HUANG,TING	CUSTODIAN, SR	\$28,730.88	\$14,365.44	\$438.75	\$14,804.19	3.05%
UCSF	CLS	FAS Incentive Plan	LINCOLN,STEPHANIE	CHILD DEVELOPMENT CENTER ASS'T	\$24,826.32	\$12,413.16	\$438.75	\$12,851.91	3.53%
UCSF	CLS	FAS Incentive Plan	DELGADO,JOSE	PARKING REPRESENTATIVE	\$32,990.40	\$16,495.20	\$412.50	\$16,907.70	2.50%
UCSF	CLS	FAS Incentive Plan	KWAN,NAM	CUSTODIAN, SR	\$28,730.88	\$14,365.44	\$412.50	\$14,777.94	2.87%
UCSF	CLS	FAS Incentive Plan	HAIDARY,AMIRA	RECREATION PROGRAM INSTRUCTOR	Unknown	\$31,707.32	\$410.61	\$32,117.93	1.30%
UCSF	CLS	FAS Incentive Plan	KAITZ,JOHN	RECREATION PROGRAM INSTRUCTOR	Unknown	\$30,902.40	\$400.19	\$31,302.59	1.30%
UCSF	CPFM	FAS Incentive Plan	CHAVEZ,SUSANYELES	ASSISTANT II	\$41,136.00	\$20,568.00	\$395.00	\$20,963.00	1.92%
UCSF	CPFM	FAS Incentive Plan	KENYON,ROBERTA	ASSISTANT III	\$45,685.44	\$22,842.72	\$395.00	\$23,237.72	1.73%
UCSF	CLS	FAS Incentive Plan	MEYERHOFFER,KENNETH	RECREATION PROGRAM INSTRUCTOR	Unknown	\$24,153.98	\$281.51	\$24,435.49	1.17%
UCSF	CLS	FAS Incentive Plan	HORI,KIMIKA	RECREATION PROGRAM INSTRUCTOR	Unknown	\$30,458.69	\$276.11	\$30,734.80	0.91%
UCSF	CLS	FAS Incentive Plan	ARAFELIS,FRED	AUTO EQUIPMENT OPERATOR, PRIN	\$41,091.84	\$10,272.96	\$219.38	\$10,492.34	2.14%
UCSF	HR	FAS Incentive Plan	YEE,LINDA G.	HR ANALYST IV	\$62,000.04	\$27,900.02	\$194.60	\$28,094.62	0.70%
UCSF	School of Dentistry	SOD Management Incentive Plan	Marina Dronsky	MANAGER (FUNCTIONAL AREA)	\$119,074.00	\$119,074.00	\$11,907.00	\$130,981.00	10.00%
UCSF	School of Dentistry	SOD Management Incentive Plan	Shirley Hodges	DIRECTOR (FUNCTIONAL AREA)	\$111,850.00	\$111,850.00	\$11,185.00	\$123,035.00	10.00%
UCSF	School of Dentistry	SOD Management Incentive Plan	Susan Schultz	MANAGER (FUNCTIONAL AREA)/ INTERIM ASSOCIA	\$119,160.00	\$107,244.00	\$10,724.00	\$117,968.00	10.00%
UCSF	School of Dentistry	SOD Management Incentive Plan	Stefanie Mott	MANAGEMENT SERV'S OFFICER III	\$82,076.00	\$82,076.00	\$9,849.00	\$91,925.00	12.00%
UCSF	School of Dentistry	SOD Management Incentive Plan	Giselle Martin	MANAGEMENT SERV'S OFFICER III	\$70,546.00	\$70,546.00	\$4,227.00	\$74,773.00	6.00%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Hindery, Michael A	ASSOC DEAN (FUNCTL AREA)-EXEC	\$334,998.72	\$334,998.72	\$41,204.84	\$376,203.56	12.30%
UCSF	CANCER CENTER	SOM Management Incentive Plan	Nadaf-Rahrov, Sorena	DIRECTOR (FUNCTIONAL AREA)	\$225,000.00	\$225,000.00	\$33,075.00	\$258,075.00	14.70%
UCSF	CLINICAL & TRANSLATIONAL SCI	SOM Management Incentive Plan	Autry, Susan A	DIRECTOR (FUNCTIONAL AREA)	\$218,592.72	\$218,592.72	\$29,182.13	\$247,774.85	13.35%
UCSF	LPPI: INSTR & RESEARCH	SOM Management Incentive Plan	Caffey, Marie P	DIRECTOR (FUNCTIONAL AREA)	\$199,400.04	\$199,400.04	\$25,124.41	\$224,524.45	12.60%
UCSF	NEUROLOGY	SOM Management Incentive Plan	Czech, Jane	DIRECTOR (FUNCTIONAL AREA)	\$178,999.92	\$178,999.92	\$24,433.49	\$203,433.41	13.65%
UCSF	CLINICAL PRACTICE ORG-ADMIN	SOM Management Incentive Plan	Martin, Margaret	DIRECTOR (FUNCTIONAL AREA)	\$180,006.48	\$180,006.48	\$24,300.87	\$204,307.35	13.50%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Bawa, Opinder Singh	DIRECTOR (FUNCTIONAL AREA)	\$175,016.16	\$175,016.16	\$22,577.08	\$197,593.24	12.90%
UCSF	SURGERY	SOM Management Incentive Plan	Blanc, Danielle C	MANAGER (FUNCTIONAL AREA)	\$165,000.00	\$165,000.00	\$21,285.00	\$186,285.00	12.90%
UCSF	CLINICAL PRACTICE ORG-ADMIN	SOM Management Incentive Plan	Rein, David	DIRECTOR (FUNCTIONAL AREA)	\$179,400.96	\$179,400.96	\$21,259.01	\$200,659.97	11.85%
UCSF	PATHOLOGY	SOM Management Incentive Plan	Bunker, Mary F	DIRECTOR (FUNCTIONAL AREA)	\$151,842.96	\$151,842.96	\$20,726.56	\$172,569.52	13.65%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Burgio, Louisa	DIRECTOR (FUNCTIONAL AREA)	\$160,671.00	\$160,671.00	\$20,485.55	\$181,156.55	12.75%
UCSF	SURGERY	SOM Management Incentive Plan	Panion, Michael Charles	DIRECTOR (FUNCTIONAL AREA)	\$180,000.00	\$180,000.00	\$19,710.00	\$199,710.00	10.95%
UCSF	RADIOLOGY	SOM Management Incentive Plan	Garzio, Catherine	MANAGER (FUNCTIONAL AREA)	\$180,000.00	\$180,000.00	\$19,440.00	\$199,440.00	10.80%
UCSF	DERMATOLOGY	SOM Management Incentive Plan	Kenaani, Mounira	MANAGER (FUNCTIONAL AREA)	\$135,000.00	\$135,000.00	\$19,440.00	\$154,440.00	14.40%
UCSF	CANCER CENTER	SOM Management Incentive Plan	Fraser, Marcy A	DIRECTOR (FUNCTIONAL AREA)	\$142,269.96	\$142,269.96	\$19,206.44	\$161,476.40	13.50%
UCSF	OB /GYN SFGH	SOM Management Incentive Plan	Meier, Jane	MANAGER (FUNCTIONAL AREA)	\$142,212.96	\$142,212.96	\$18,985.43	\$161,198.39	13.35%
UCSF	ORTHOPAEDIC SURGERY	SOM Management Incentive Plan	Capra, Richard Eugene	DIRECTOR (FUNCTIONAL AREA)	\$150,075.00	\$150,075.00	\$18,684.34	\$168,759.34	12.45%
UCSF	RADIOLOGY	SOM Management Incentive Plan	Bazzill, Todd	MANAGER (FUNCTIONAL AREA)	\$147,496.44	\$147,496.44	\$18,584.55	\$166,080.99	12.60%
UCSF	CANCER CENTER	SOM Management Incentive Plan	Jacobsen, Lynda J	DIRECTOR (FUNCTIONAL AREA)	\$165,000.00	\$165,000.00	\$18,562.50	\$183,562.50	11.25%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Maler, Bonnie A	DIRECTOR (FUNCTIONAL AREA)	\$135,657.36	\$135,657.36	\$18,313.74	\$153,971.10	13.50%
UCSF	ANESTHESIA/PERIOPERATIVE CARE	SOM Management Incentive Plan	Hajek, Charles J	MANAGER (FUNCTIONAL AREA)	\$141,999.96	\$141,999.96	\$18,104.99	\$160,104.95	12.75%
UCSF	UROLOGY	SOM Management Incentive Plan	Perry, Patricia E	MANAGER (FUNCTIONAL AREA)	\$132,999.96	\$132,999.96	\$17,954.99	\$150,954.95	13.50%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Paardekooper, Janna M	ASST DEAN (FUNCTIONAL AREA)	\$163,928.88	\$163,928.88	\$17,704.32	\$181,633.20	10.80%
UCSF	RESEARCH	SOM Management Incentive Plan	Hildebrand-Zanki, Susanne U	Associate Vice Chancellor	\$166,085.00	\$166,085.00	\$17,438.93	\$183,523.93	10.50%
UCSF	RADIATION ONCOLOGY	SOM Management Incentive Plan	Lewis, Vickie Lynn	DIRECTOR (FUNCTIONAL AREA)	\$135,000.00	\$135,000.00	\$17,415.00	\$152,415.00	12.90%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Meade, Georgianne C.	DIRECTOR (FUNCTIONAL AREA)	\$134,028.72	\$134,028.72	\$17,088.66	\$151,117.38	12.75%
UCSF	PATHOLOGY	SOM Management Incentive Plan	Wang, Kai C	ASST DIR (FUNCTIONAL AREA)	\$118,323.96	\$118,323.96	\$16,328.71	\$134,652.67	13.80%
UCSF	SURGERY	SOM Management Incentive Plan	Schumm, Daniel	MANAGER (FUNCTIONAL AREA)	\$159,946.20	\$159,946.20	\$16,314.51	\$176,260.71	10.20%
UCSF	S/M MGBS BILLING ORGANIZTION	SOM Management Incentive Plan	Skinner, Clifford A	DIRECTOR (FUNCTIONAL AREA)	\$179,400.96	\$179,400.96	\$16,146.09	\$195,547.05	9.00%
UCSF	MED-CAMPUS-HOSPITALISTS	SOM Management Incentive Plan	Novelero, Maria Lourdes V	MANAGER (FUNCTIONAL AREA)	\$113,930.64	\$113,930.64	\$16,064.22	\$129,994.86	14.10%
UCSF	PSYCHIATRY - SFGH	SOM Management Incentive Plan	Paternek, Margaret	DIRECTOR (FUNCTIONAL AREA)	\$141,326.04	\$141,326.04	\$15,899.18	\$157,225.22	11.25%
UCSF	PATHOLOGY	SOM Management Incentive Plan	Shimazu, Edwin K	PROGRAMMER/ANALYST IV	\$116,028.96	\$116,028.96	\$15,837.95	\$131,866.91	13.65%
UCSF	ORTHOPEDIC SURGERY-SFGH	SOM Management Incentive Plan	Houston, John F	ASST DIR (FUNCTIONAL AREA)	\$109,819.92	\$109,819.92	\$15,649.34	\$125,469.26	14.25%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Martin, Edwin Cervania	COMPUTING RESOURCE MANAGER II	\$140,000.40	\$140,000.40	\$15,540.04	\$155,540.44	11.10%
UCSF	LABORATORY MEDICINE	SOM Management Incentive Plan	Hang, Tony Huoi	MANAGER (FUNCTIONAL AREA)	\$114,400.08	\$114,400.08	\$15,444.01	\$129,844.09	13.50%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Snyman, Rhona M	COMPUTING RESOURCE MANAGER III	\$140,000.40	\$140,000.40	\$15,330.04	\$155,330.44	10.95%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	S/M STEM CELL PROGRAM	SOM Management Incentive Plan	Morikawa-Won, Stacey Y	MANAGEMENT SERVICES OFFICER IV	\$104,963.76	\$104,963.76	\$15,272.23	\$120,235.99	14.55%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Crvarich, Grace A.	MANAGER (FUNCTIONAL AREA)	\$128,119.68	\$128,119.68	\$14,990.00	\$143,109.68	11.70%
UCSF	PEDIATRICS-CAMPUS-ADMIN	SOM Management Incentive Plan	Jew, Jacqueline	DIRECTOR (FUNCTIONAL AREA)	\$188,400.00	\$188,400.00	\$14,977.80	\$203,377.80	7.95%
UCSF	ASSOCIATE DEAN - SFGH	SOM Management Incentive Plan	Greer, Timothy S	PROG/ANALYST V-SUPERVISOR	\$138,330.00	\$138,330.00	\$14,732.15	\$153,062.15	10.65%
UCSF	DEPT OF MEDICINE-VAMC	SOM Management Incentive Plan	Johnson, Bonnie Jacqueline	MANAGER (FUNCTIONAL AREA)	\$128,256.00	\$128,256.00	\$14,621.18	\$142,877.18	11.40%
UCSF	RADIATION ONCOLOGY	SOM Management Incentive Plan	Czech, Joseph	ANALYST V-SUPERVISOR	\$94,999.92	\$94,999.92	\$14,249.99	\$109,249.91	15.00%
UCSF	CANCER CENTER	SOM Management Incentive Plan	Brungardt, Karen F.	PROGRAMMER/ANALYST IV - SUPERV	\$106,564.56	\$106,564.56	\$14,226.37	\$120,790.93	13.35%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Orsine, Christopher	COMPUTING RESOURCE MANAGER III	\$138,204.72	\$138,204.72	\$14,096.88	\$152,301.60	10.20%
UCSF	S/M MGBS BILLING ORGANIZATION	SOM Management Incentive Plan	Mason, Maria	MANAGER (FUNCTIONAL AREA)	\$141,900.48	\$141,900.48	\$14,048.15	\$155,948.63	9.90%
UCSF	UCSF GLOBAL HEALTH SCIENCES	SOM Management Incentive Plan	Lopez, Georgina Y	MANAGER (FUNCTIONAL AREA)	\$117,282.96	\$117,282.96	\$13,898.03	\$131,180.99	11.85%
UCSF	CARDIOVASCULAR RESEARCH INST	SOM Management Incentive Plan	Sato, Isaac T	COMPUTING RESOURCE MANAGER II	\$102,625.56	\$102,625.56	\$13,854.45	\$116,480.01	13.50%
UCSF	MED-ADM-BUS & FIN	SOM Management Incentive Plan	Chen, Michael W	MANAGER (FUNCTIONAL AREA)	\$180,585.96	\$180,585.96	\$13,814.83	\$194,400.79	7.65%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Thurrow, Cathryn	DIRECTOR (FUNCTIONAL AREA)	\$176,603.04	\$176,603.04	\$13,510.13	\$190,113.17	7.65%
UCSF	STUDENT ACADEMIC AFFAIRS	SOM Management Incentive Plan	Raskulinec, Lisa	DIRECTOR (FUNCTIONAL AREA)	\$131,815.00	\$131,815.00	\$13,445.17	\$145,260.17	10.20%
UCSF	S/M-OSHER CTR INTEGRATIVE MED	SOM Management Incentive Plan	Hartanto, Liana	MANAGER (FUNCTIONAL AREA)	\$114,504.00	\$114,504.00	\$13,396.97	\$127,900.97	11.70%
UCSF	MED-CAMPUS-HEM ONC	SOM Management Incentive Plan	Wildman, James G	ADMIN/COORD/OFFICER(FUNC AREA)	\$120,000.00	\$120,000.00	\$13,320.00	\$133,320.00	11.10%
UCSF	SURGERY	SOM Management Incentive Plan	Johnson Hom, Gail M.	ANALYST VI - SUPVR - MSP	\$112,026.48	\$112,026.48	\$13,275.14	\$125,301.62	11.85%
UCSF	PHYSICAL THERAPY & REHAB SCI.	SOM Management Incentive Plan	Lambert, Mary	MANAGEMENT SERVICES OFFICER IV	\$90,995.04	\$90,995.04	\$12,966.79	\$103,961.83	14.25%
UCSF	RADIOLOGY	SOM Management Incentive Plan	Pitts, Nina G	MANAGER (FUNCTIONAL AREA)	\$134,340.00	\$134,340.00	\$12,896.64	\$147,236.64	9.60%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Manley, Thomas J	PROGRAMMER/ANALYST IV	\$107,260.56	\$107,260.56	\$12,871.27	\$120,131.83	12.00%
UCSF	ANATOMY	SOM Management Incentive Plan	Milllett, Margaret B	MANAGER (FUNCTIONAL AREA)	\$113,000.04	\$113,000.04	\$12,712.50	\$125,712.54	11.25%
UCSF	ASSOCIATE DEAN - SFGH	SOM Management Incentive Plan	Denham, Curtis W	MANAGER (FUNCTIONAL AREA)	\$150,001.92	\$150,001.92	\$12,600.16	\$162,602.08	8.40%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Corder, Candice	PROGRAMMER/ANALYST IV	\$110,413.44	\$110,413.44	\$12,421.51	\$122,834.95	11.25%
UCSF	MED-ADM-RESEARCH	SOM Management Incentive Plan	Sutton, Suzanne Chui	MANAGER (FUNCTIONAL AREA)	\$135,567.96	\$135,567.96	\$12,201.12	\$147,769.08	9.00%
UCSF	RADIOLOGY	SOM Management Incentive Plan	Jovais, Christopher S	PROGRAMMER/ANALYST IV	\$130,823.28	\$130,823.28	\$12,166.57	\$142,989.85	9.30%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Pugeda, Rodanni Tanega	PROGRAMMER/ANALYST IV	\$102,938.40	\$102,938.40	\$12,043.79	\$114,982.19	11.70%
UCSF	RADIOLOGY	SOM Management Incentive Plan	Razler, Christine	ANALYST VI - SUPVR - MSP	\$105,000.00	\$105,000.00	\$11,970.00	\$116,970.00	11.40%
UCSF	ANESTHESIA/PERIOPERATIVE CARE	SOM Management Incentive Plan	Immanuel, Bradley Rubins	COMPUTING RESOURCE MANAGER III	\$113,411.76	\$113,411.76	\$11,908.23	\$125,319.99	10.50%
UCSF	NEUROLOGY	SOM Management Incentive Plan	Robinson, Clarence F	MANAGER (FUNCTIONAL AREA)	\$113,002.56	\$113,002.56	\$11,865.27	\$124,867.83	10.50%
UCSF	PATHOLOGY	SOM Management Incentive Plan	McFaden, Shirley Ann	ANALYST V-SUPERVISOR	\$88,914.96	\$88,914.96	\$11,603.40	\$100,518.36	13.05%
UCSF	RADIOLOGY	SOM Management Incentive Plan	Day, Mark R	PROGRAMMER/ANALYST IV	\$129,415.08	\$129,415.08	\$11,453.23	\$140,868.31	8.85%
UCSF	MED-ADM-ASSOC CHAIR	SOM Management Incentive Plan	Drisman, Maye C.	DIRECTOR (FUNCTIONAL AREA)	\$195,200.04	\$195,200.04	\$11,419.20	\$206,619.24	5.85%
UCSF	S/M MEDICAL EDUCATION PROGRAM	SOM Management Incentive Plan	Souza, Kevin H	ASST DEAN (FUNCTIONAL AREA)	\$160,003.44	\$160,003.44	\$11,280.24	\$171,283.68	7.05%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Huang, Xiaoqing Cindy	PROGRAMMER/ANALYST IV	\$106,070.40	\$106,070.40	\$11,137.39	\$117,207.79	10.50%
UCSF	ASSOCIATE DEAN - SFGH	SOM Management Incentive Plan	Eckman, Douglas E	MANAGER (FUNCTIONAL AREA)	\$142,485.12	\$142,485.12	\$11,113.84	\$153,598.96	7.80%
UCSF	CLINICAL PRACTICE ORG-ADMIN	SOM Management Incentive Plan	Delane, Michael P	MANAGER (FUNCTIONAL AREA)	\$92,352.24	\$92,352.24	\$11,082.27	\$103,434.51	12.00%
UCSF	MED-SFGH-CLINICAL PRACTICE GRP	SOM Management Incentive Plan	Fernandez, Grace P	DIRECTOR (FUNCTIONAL AREA)	\$124,832.88	\$124,832.88	\$11,047.71	\$135,880.59	8.85%
UCSF	ASSOCIATE DEAN - SFGH	SOM Management Incentive Plan	Ewers, John M	MANAGER (FUNCTIONAL AREA)	\$114,902.64	\$114,902.64	\$11,030.65	\$125,933.29	9.60%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Margol, Valerie L	ANALYST V-SUPERVISOR	\$92,916.00	\$92,916.00	\$10,731.80	\$103,647.80	11.55%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Secunda, Richard M	DIRECTOR (FUNCTIONAL AREA)	\$123,338.16	\$123,338.16	\$10,545.41	\$133,883.57	8.55%
UCSF	UROLOGY	SOM Management Incentive Plan	Ghanem, Nabil F.	MANAGER (FUNCTIONAL AREA)	\$103,359.96	\$103,359.96	\$10,542.72	\$113,902.68	10.20%
UCSF	RADIOLOGY	SOM Management Incentive Plan	O'Hara, Susan J	MANAGER (FUNCTIONAL AREA)	\$153,112.32	\$153,112.32	\$10,541.78	\$163,654.10	6.88%
UCSF	MED-ADM-HR	SOM Management Incentive Plan	Schreiber, Jenny	MANAGER (FUNCTIONAL AREA)	\$129,999.96	\$129,999.96	\$10,530.00	\$140,529.96	8.10%
UCSF	MED-ADM-EDUC	SOM Management Incentive Plan	Sheehan, Susan M.	MANAGER (FUNCTIONAL AREA)	\$99,317.16	\$99,317.16	\$10,428.30	\$109,745.46	10.50%
UCSF	SURGERY	SOM Management Incentive Plan	Phelan, Patrick M	COMPUTING RESOURCE MANAGER II	\$119,086.92	\$119,086.92	\$10,360.56	\$129,447.48	8.70%
UCSF	ANESTHESIA/PERIOPERATIVE CARE	SOM Management Incentive Plan	Gaines, Eileen	MANAGER (FUNCTIONAL AREA)	\$108,583.80	\$108,583.80	\$10,261.17	\$118,844.97	9.45%
UCSF	MED-CAMPUS-GIM	SOM Management Incentive Plan	Leang, Emily N	ADMIN/COORD/OFFICER(FUNC AREA)	\$112,846.80	\$112,846.80	\$9,986.94	\$122,833.74	8.85%
UCSF	CLINICAL LABS SFGH	SOM Management Incentive Plan	Shea, Roseann	MANAGER (FUNCTIONAL AREA)	\$101,808.00	\$101,808.00	\$9,926.28	\$111,734.28	9.75%
UCSF	MED-CAMPUS-GI	SOM Management Incentive Plan	Flamburis, Annamaria	MANAGER (FUNCTIONAL AREA)	\$104,979.00	\$104,979.00	\$9,763.05	\$114,742.05	9.30%
UCSF	MED-SFGH-ADMIN	SOM Management Incentive Plan	Schaefer, Tracy L	MANAGER (FUNCTIONAL AREA)	\$161,964.00	\$161,964.00	\$9,717.84	\$171,681.84	6.00%
UCSF	FCM-PARNASSUS HEIGHTS	SOM Management Incentive Plan	Mozesson, Judith	DIRECTOR (FUNCTIONAL AREA)	\$138,999.96	\$138,999.96	\$9,591.00	\$148,590.96	6.90%
UCSF	MED-SFGH-ADMIN	SOM Management Incentive Plan	Judd, Kathryn A	MANAGER (FUNCTIONAL AREA)	\$129,804.00	\$129,804.00	\$9,540.59	\$139,344.59	7.35%
UCSF	MC3-SOM RAD ONC-MZ	SOM Management Incentive Plan	Akazawa, Pamela F	MANAGER (FUNCTIONAL AREA)	\$129,800.04	\$129,800.04	\$9,540.30	\$139,340.34	7.35%

Loc	Unit/Department	Plan Name	Name	Primary Title	7/1/09 Annualized Base Salary	Prorated July 2009 Base Salary	2008/2009 Earned Award	Total Cash Comp	2008/2009 Incentive Pay as Percentage of Base
UCSF	S/M-DIABETES CENTER	SOM Management Incentive Plan	Nguyen, Snow	ANALYST VI - SUPVR - MSP	\$83,551.68	\$83,551.68	\$9,399.56	\$92,951.24	11.25%
UCSF	MED-ADM-IT	SOM Management Incentive Plan	Wieland, Erik Allen	COMPUTING RESOURCE MANAGER III	\$130,299.96	\$130,299.96	\$9,186.15	\$139,486.11	7.05%
UCSF	LPPI: INSTR & RESEARCH	SOM Management Incentive Plan	Jacobson, Meredith	DIRECTOR (FUNCTIONAL AREA)	\$135,717.72	\$135,717.72	\$9,160.95	\$144,878.67	6.75%
UCSF	MED-ADM-BUS & FIN	SOM Management Incentive Plan	Lauritzen, Karen E	MANAGER (FUNCTIONAL AREA)	\$131,232.00	\$131,232.00	\$9,055.01	\$140,287.01	6.90%
UCSF	MED-ADM-HR	SOM Management Incentive Plan	Lacasse, Joann	ANALYST V	\$101,969.40	\$101,969.40	\$8,871.34	\$110,840.74	8.70%
UCSF	SURGERY	SOM Management Incentive Plan	Aubuchon, Tracy Ann	MANAGER (FUNCTIONAL AREA)	\$98,175.96	\$98,175.96	\$8,835.84	\$107,011.80	9.00%
UCSF	UROLOGY	SOM Management Incentive Plan	Broering, Jeanette M.	DIRECTOR (FUNCTIONAL AREA)	\$112,368.00	\$112,368.00	\$8,764.70	\$121,132.70	7.80%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Kuang, Becky Y	PROGRAMMER/ANALYST III	\$85,273.92	\$85,273.92	\$8,697.94	\$93,971.86	10.20%
UCSF	MED-CAMPUS-PULMONARY	SOM Management Incentive Plan	Keszler, Elissa J.	MANAGER (FUNCTIONAL AREA)	\$92,000.04	\$92,000.04	\$8,694.00	\$100,694.04	9.45%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Prugh, Jonathan R	PROGRAMMER/ANALYST III	\$83,206.80	\$83,206.80	\$8,611.90	\$91,818.70	10.35%
UCSF	SURGERY	SOM Management Incentive Plan	Cheng, Sharon Ka Yee	ANALYST V	\$88,314.00	\$88,314.00	\$8,610.62	\$96,924.62	9.75%
UCSF	SURGERY	SOM Management Incentive Plan	Carter, Esther	MANAGER (FUNCTIONAL AREA)	\$103,988.88	\$103,988.88	\$8,423.10	\$112,411.98	8.10%
UCSF	SURGERY	SOM Management Incentive Plan	Dale, Sukhjit K	ANALYST V	\$92,228.88	\$92,228.88	\$8,300.60	\$100,529.48	9.00%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Berrean, Patricia Beth	COMPUTING RESOURCE MANAGER II	\$98,804.16	\$98,804.16	\$8,299.55	\$107,103.71	8.40%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Cheung, Raymond M	PROGRAMMER/ANALYST III	\$75,230.64	\$75,230.64	\$8,012.06	\$83,242.70	10.65%
UCSF	CLINICAL LABS SFGH	SOM Management Incentive Plan	Clancy, Mary N	MANAGER (FUNCTIONAL AREA)	\$151,464.00	\$151,464.00	\$7,951.86	\$159,415.86	5.25%
UCSF	MED-ADM-REVENUE	SOM Management Incentive Plan	McLaren, Kevin J	MANAGER (FUNCTIONAL AREA)	\$165,060.00	\$165,060.00	\$7,922.88	\$172,982.88	4.80%
UCSF	DEPT OF EMERGENCY MEDICINE	SOM Management Incentive Plan	Massey, Carol E	DIRECTOR (FUNCTIONAL AREA)	\$125,004.00	\$125,004.00	\$7,717.75	\$132,721.75	6.17%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Matsubayashi, Scott	PROGRAMMER/ANALYST IV	\$85,440.96	\$85,440.96	\$7,433.36	\$92,874.32	8.70%
UCSF	MED-ADM-REVENUE	SOM Management Incentive Plan	Boro, Arlene T.	MANAGER (FUNCTIONAL AREA)	\$96,087.00	\$96,087.00	\$7,350.66	\$103,437.66	7.65%
UCSF	CANCER CENTER	SOM Management Incentive Plan	Burkart, Kathy J	MANAGER (FUNCTIONAL AREA)	\$133,598.04	\$133,598.04	\$7,214.29	\$140,812.33	5.40%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Elenes, Andres A	PROGRAMMER/ANALYST III-SUPVR	\$65,479.68	\$65,479.68	\$7,071.81	\$72,551.49	10.80%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Maher, Barbara Jean	PROGRAMMER/ANALYST III-SUPVR	\$67,170.96	\$67,170.96	\$6,851.44	\$74,022.40	10.20%
UCSF	MED-CAMPUS-ID	SOM Management Incentive Plan	Pham, Lan Tracey	MANAGEMENT SERVS OFFICER III	\$72,017.64	\$72,017.64	\$6,805.67	\$78,823.31	9.45%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Wang, Rolinda	PROGRAMMER/ANALYST IV	\$105,256.08	\$105,256.08	\$6,631.13	\$111,887.21	6.30%
UCSF	MED-SFGH-EXPERIMENTAL MEDICINE	SOM Management Incentive Plan	Pearson, Laurae L	MANAGER (FUNCTIONAL AREA)	\$93,807.00	\$93,807.00	\$6,613.39	\$100,420.39	7.05%
UCSF	MED-SFGH-GIM	SOM Management Incentive Plan	Dilaura, Margaret B	MANAGER (FUNCTIONAL AREA)	\$74,316.00	\$74,316.00	\$6,465.49	\$80,781.49	8.70%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Mukherjee, Yoshita	PROGRAMMER/ANALYST III	\$93,521.52	\$93,521.52	\$6,452.98	\$99,974.50	6.90%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Wilson, Mical C	PROGRAMMER/ANALYST II	\$65,103.84	\$65,103.84	\$6,445.28	\$71,549.12	9.90%
UCSF	RADIOLOGY	SOM Management Incentive Plan	Denton, Matthew M	PROGRAMMER/ANALYST IV	\$94,878.00	\$94,878.00	\$6,261.95	\$101,139.95	6.60%
UCSF	MICROBIOLOGY AND IMMUNOLOGY	SOM Management Incentive Plan	Kure, Larisa D	MANAGEMENT SERVICES OFFICER IV	\$101,430.00	\$101,430.00	\$6,237.95	\$107,667.95	6.15%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Boelter, Stephen	PROGRAMMER/ANALYST II	\$65,103.84	\$65,103.84	\$6,152.31	\$71,256.15	9.45%
UCSF	LPPI: INSTR & RESEARCH	SOM Management Incentive Plan	Gerick, Lisa	MANAGER (FUNCTIONAL AREA)	\$135,717.72	\$135,717.72	\$5,903.72	\$141,621.44	4.35%
UCSF	MED-CAMPUS-RHEUMATOLOGY	SOM Management Incentive Plan	Barlow, Anthony Norris	MANAGER (FUNCTIONAL AREA)	\$118,720.56	\$118,720.56	\$5,876.67	\$124,597.23	4.95%
UCSF	DEAN'S OFC: SCH OF NURSING	SOM Management Incentive Plan	Pero, Michelle	EX ASST/SP ASST/ASST(FLT AREA)	\$110,274.96	\$110,274.96	\$5,805.98	\$116,080.94	5.27%
UCSF	MED-SFGH-CLINICAL PRACTICE GRP	SOM Management Incentive Plan	Borrego, Maricela D	MANAGER (FUNCTIONAL AREA)	\$100,748.76	\$100,748.76	\$5,742.68	\$106,491.44	5.70%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Chin, Kathleen M.	PROGRAMMER/ANALYST I	\$57,670.56	\$57,670.56	\$5,622.88	\$63,293.44	9.75%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Azarcon, Daniel Ronald	PROGRAMMER/ANALYST II	\$57,211.20	\$57,211.20	\$5,320.64	\$62,531.84	9.30%
UCSF	S/M MEDICAL EDUCATION PROGRAM	SOM Management Incentive Plan	Mayfield, Chandler Hooven	ASST DIR (FUNCTIONAL AREA)	\$107,072.64	\$107,072.64	\$5,300.10	\$112,372.74	4.95%
UCSF	S/M-INSTITUTE OF GLOBAL HEALTH	SOM Management Incentive Plan	Stoller, Elizabeth Jane	MANAGER (FUNCTIONAL AREA)	\$117,101.88	\$117,101.88	\$5,093.93	\$122,195.81	4.35%
UCSF	SURGERY	SOM Management Incentive Plan	Nguyen, Phi A.	PROGRAMMER/ANALYST III-SUPVR	\$88,903.68	\$88,903.68	\$5,067.51	\$93,971.19	5.70%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Milionis, Cynthia Marie	PROGRAMMER/ANALYST III	\$80,053.92	\$80,053.92	\$5,043.40	\$85,097.32	6.30%
UCSF	MED-SFGH-ADMIN	SOM Management Incentive Plan	Drassinower, Cheryl	MANAGER (FUNCTIONAL AREA)	\$106,680.00	\$106,680.00	\$4,699.79	\$111,379.79	4.41%
UCSF	MED-ADM-HR	SOM Management Incentive Plan	Rau, Kathleen Anne	MANAGER (FUNCTIONAL AREA)	\$100,155.00	\$100,155.00	\$4,657.21	\$104,812.21	4.65%
UCSF	MED-SFGH-ADMIN	SOM Management Incentive Plan	Davenport-Mc Laugh, M	ANALYST VI - MSP	\$102,999.96	\$102,999.96	\$4,171.50	\$107,171.46	4.05%
UCSF	DEAN'S OFC: SCH OF MEDICINE	SOM Management Incentive Plan	Durr, Brian P.	PROGRAMMER/ANALYST II	\$65,396.16	\$65,396.16	\$3,629.49	\$69,025.65	5.55%
UCSF	PEDIATRICS-CAMPUS-ADMIN	SOM Management Incentive Plan	Deangelis, Lisa L	DIRECTOR (FUNCTIONAL AREA)	\$118,217.04	\$118,217.04	\$3,369.19	\$121,586.23	2.85%
UCSF	MED-SFGH-OCC MED	SOM Management Incentive Plan	Fowler, Jennifer Elaine	ANALYST V-SUPERVISOR	\$74,316.00	\$74,316.00	\$2,898.32	\$77,214.32	3.90%
UCSF	ANESTHESIA/PERIOPERATIVE CARE	SOM Management Incentive Plan	Schreibman, Carroll J.	MANAGER (FUNCTIONAL AREA)	\$91,820.88	\$91,820.88	\$1,790.51	\$93,611.39	1.95%