

**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	Controllor	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 (Func 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	Controllor	FAS Incentive Plan	COTTERMAN,ROBERT	DIRECTOR (FUNCTIONAL AREA)	\$176,799.96	\$176,799.96	\$7,178.08	\$183,978.04	4.06%
UCSF	Controllor	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	Controllor	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	Controllor	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	Controllor	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	Controllor	FAS Incentive Plan	JONES,JANET	DIRECTOR (FUNCTIONAL AREA)	\$121,333.68	\$121,333.68	\$4,926.15	\$126,259.83	4.06%
UCSF	Controllor	FAS Incentive Plan	YEPSEN,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	Controllor	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%

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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	DHIRAPONG, 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%

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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 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,SERGIY	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	\$2,450.00	\$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	BUCK,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 SERV OFFICER III	\$84,999.96	\$84,999.96	\$2,201.50	\$87,201.46	2.59%
UCSF	Fin Svcs 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,JINAY	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	KIRRRANE,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	JAYWARDENE,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,YOLANDE	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%

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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,SEJI	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,BELLAFE	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%



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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	MONTOYA,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	BAJALIEH,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	CONTAWE,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	DUENAS,ABEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DUENAS,GABRIEL	CUSTODIAN, SR	\$36,703.16	\$36,703.16	\$790.00	\$37,493.16	2.15%
UCSF	CPFM	FAS Incentive Plan	DUONG,HIEN	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), PHSC 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	PAREDES,JAVIER	LABORER/GRDNR (B), PHSC 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 Svcs AVCA	FAS Incentive Plan	GROSS,TIMOTHY	ASSISTANT III	\$45,684.00	\$45,684.00	\$720.00	\$46,404.00	1.58%
UCSF	Fin Svcs 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 Svcs 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%



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	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 ASSOCIATE	\$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 SERVS 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 SERVS 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	Autri, Susan A	DIRECTOR (FUNCTIONAL AREA)	\$218,592.72	\$218,592.72	\$29,182.13	\$247,774.85	13.35%
UCSF	LPMI: 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	Hajak, 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 ORGANIZATION	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	Crvrarch, 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	Millett, 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	Chrisman, 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%

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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	Abuchon, 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%