



UC Medical Center Executive Raises and Bonuses (Fall 2007)

- Medical Center CEO and CNO salaries were just increased up to 39%.
- Medical Center CEOs and CNOs also received bonuses up to \$83,000. As you are aware, bonuses are one-time payments in addition to any salary increase.
- At the same time, UC has offered their RNs salary increases as low as 2%.

| Location | Name/Title | CEO/CNO Salary Increase (10/1/07) | New CEO/CNO Salary (10/1/07) | CEO/CNO Bonus (9/19/07) | UC's Final Offer to RNs (10/17/07)* |
|--------------|---------------------------|-----------------------------------|------------------------------|-------------------------|-------------------------------------|
| UC Irvine | Maureen Zehntner, COO/CEO | 39%** | \$494,400 | \$75,100 | 2% - 5.6% after ratification |
| | Lisa Reiser, CNO | 22.7% | \$238,200 | \$25,350 | |
| UC San Diego | Richard Liekweg, CEO | 20.2% | \$565,500 | \$70,105 | 5% after ratification |
| | Margarita Baggett, CNO | 2.7% | \$238,200 | \$36,772 | |
| UC Davis | Ann Rice, CEO | 9% | \$539,650 | \$74,250 | 6% after ratification |
| | Carol Robinson, CNO | 5.5% | \$236,422 | \$33,600 | |
| UCSF | Mark Laret, CEO | 16.9% | \$646,200 | \$82,905 | 3% after ratification, with 2% 3-08 |
| | Sheila Antrum, CNO | 33.9%*** | \$250,000 | \$27,878 | |
| UCLA | David Feinberg, CEO | unknown | \$549,000**** | unknown | 2% after ratification, with 2% 5-08 |
| | Heidi Crooks, CNO | 7.4% | \$249,700 | \$33,700 | |

Other CEO/CNO Benefits

- **5% Retirement Contribution.** UC makes a 5% contribution to each CEO and CNO's Defined Contribution Plan each year. This money does not come out of their paycheck, but is rather supplemental retirement income for UC's top executives.*****
- **New 30% Bonus Program.** The maximum bonus a medical center executive can earn will increase to 30% for CEOs and 25% for CNOs (up from current maximum of 15-20%) effective July 1, 2008 for the 2008-09 plan year.

*In UC's final salary offer to CNA, UC proposed raises only for the first year of the contract.

- UC's final offer included lower increases for NPs at Irvine (1% - 3.1%) and San Diego (4%), and lower increases for CRNAs at Davis (2%), Irvine (1.4% - 2.9%) and San Diego (2%).
- UC offered Santa Cruz 3%, Merced 4%, Santa Barbara 2% and Riverside 3.5%.
- UC offered Berkeley 8% plus a new step, even though UC's survey shows Berkeley RNs are 29% behind the market.

Source for salary and bonus data: www.universityofcalifornia.edu/regents.

**Includes Ms. Zehntner's stipend of \$50,000 effective 11/07 in addition to the salary increase effective 10/07.

***Includes Ms. Antrum's promotion to CNO effective 10/07.

****Dr. Feinberg was hired as interim CEO 7/07 at \$549,000. Current salary is unknown.

*****see UC personnel Policy II-71: Senior Management Supplemental Benefit Program. www.atyourservice.ucop.edu.