# ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2016: INCUMBENTS IN CERTAIN SENIOR MANAGEMENT POSITIONS

#### **EXECUTIVE SUMMARY**

The University of California is committed to transparency and accountability in reporting the compensation of its employees. As part of this commitment, this report provides detailed information on compensation paid to the University's highest level administrators, the Senior Management Group (SMG) and officers of the University, regardless of compensation amount. This report also includes certain highly compensated non-SMG employees who met the report criteria. The report is posted on UC's compensation website (<a href="http://compensation.universityofcalifornia.edu/reports.html">http://compensation.universityofcalifornia.edu/reports.html</a>) to ensure public access to the information. The report adheres to a broad definition of compensation adopted by the Board of Regents.

Specifically, this report provides compensation information for calendar year 2016 for the following employees who were active employees as of December 31, 2016: (1) all incumbents in the SMG personnel program and incumbents in an acting or interim SMG role, regardless of their total cash compensation, (2) all officers of the University, regardless of their total cash compensation, (3) all incumbents in administrator positions who are non-academic, non-represented, exempt employees whose total cash compensation exceeds the current Indexed Compensation Level (ICL), and (4) incumbents in "Other Specified Employees" (OSE) positions, such as athletic directors and coaches, whose total cash compensation exceeds the ICL. The ICL during calendar year 2016 was \$304,000.

#### **OBSERVATIONS**

- Executive compensation remains a small percentage of payroll: Compensation for incumbents in senior management positions included in this report represents <u>less than 1 percent</u> of UC's total payroll of \$14.2 billion.
- <u>UC health sciences personnel and coaches remain the highest paid employees</u>: As in previous years, athletic coaches and medical center senior administrators who are included in this report were among the top-earning employees at UC in 2016. They are paid from non-State funds. Top UC earners also include world-renowned faculty physicians paid predominantly from their clinical practice income. These academic appointees are not included in this report; however, they are included in the Annual Report on Employee Compensation. This report is also posted on UC's compensation website (http://compensation.universityofcalifornia.edu/reports.html).
- A lack of consistent annual merit increases has impacted competitiveness: For many years, budgetary challenges have meant that UC employees have not received regular salary increases. Level One Senior Management Group members (President of the University, all Chancellors, medical center Chief Executive Officers, and SMGs who report directly to the President and/or the Board of Regents) did not receive general salary increases from 2007 to 2014. Over this period, wages within the general labor market increased. The lack of general

salary increases over this multi-year period impacted the University's competitive position for talent. The lack of a regular salary program for SMG members at UC made it difficult to recruit and retain people for senior leadership positions.

In 2011, after several years without merit increases for non-represented staff – including one year when salaries were reduced through a furlough/salary reduction program – the University was able to fund such increases. However, SMG members were excluded from this program. In addition, many employees, including SMG members, have seen their takehome pay decrease as their contributions to health and pension plans increase.

In 2013, UC implemented a salary program for policy-covered (non-union represented) staff; however, the program excluded the following employees:

- Level One SMGs (the President of the University, all Chancellors, medical center Chief Executive Officers, and SMGs who report directly to the President and/or the Regents)
- Athletic coaches and other athletic personnel whose salaries are covered by multiyear contracts
- Level Two SMGs whose proposed base salary fell at or above the 75<sup>th</sup> percentile of their Market Reference Zone (MRZ)

In 2014, UC implemented another salary program for policy-covered (non-union represented) staff. This time the program excluded athletic coaches and other athletic personnel whose salaries are covered by multi-year contracts and student employees. SMGs were included in the program. They received modest salary increases averaging 3 percent, as did those in the Management and Senior Professional (MSP) categories whose total cash compensation exceeded the ICL. The President of the University was eligible to participate, but chose not to.

In 2016, consistent with the 2016-2017 salary program for non-represented staff at all levels, the President recommended approval of base salary increases for certain SMG members. The increases included Level One SMG members who were in their current role for at least a year and had not received a salary increase the previous year.

The lack of salary increases over a multi-year period poses talent retention issues and hiring challenges at UC. These challenges are expected to grow, particularly as the economy recovers and more institutions are in a position to recruit UC's top performers.

• <u>UC Chancellors' compensation relative to market</u>: In 2016, UC Chancellors' average salaries were 22 percent below the 50<sup>th</sup> percentile of the Market Reference Zone (MRZ). An MRZ is a unique range of market competitors' salary data that the University has established for each functional position in the Senior Management Group. The MRZ displays the 25th, 50th, 60th, 75th and 90th percentile base salary in the defined competitive market for each functional position. MRZs are intended to reflect the dynamic labor market in which the University competes for talent.

The salaries of most UC Chancellors fall in the bottom third as compared to other American Association of Universities (AAU) institutions. Many institutions, particularly private ones, offer much higher cash compensation and additional forms of compensation that UC does not offer, which further exacerbates the disparity.

- <u>Incentive compensation is used to motivate excellent performance in support of University priorities</u>: Like many public institutions nationwide, UC uses incentive compensation plans to encourage and reward sustained individual and group performance in support of key University objectives in the following areas:
  - Medical Centers: Incentive compensation plans for UC medical centers include employees at all levels – from clerical and custodial staff to senior leadership – and reward individual as well as group efforts that accomplish key priorities, such as improving patient care and safety, enhancing operational efficiency and maintaining sound financial management.
  - Office of the Chief Investment Officer: Consistent with industry standards, the Office of the Chief Investment Officer (CIO) has an annual incentive compensation plan that motivates and rewards employees responsible for maximizing long-term total investment returns while assuming appropriate levels of risk and promoting teamwork.
  - Athletic Directors, Coaches and Other Athletic Positions: For athletic directors, coaches and other incumbents in athletic positions included in this report, incentive compensation is funded by athletic department revenue or other non-State sources, including revenue generated from television and radio contracts, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. The incentive compensation for athletic directors, coaches and other athletic positions is typically tied to the attainment of specific goals, such as winning a national championship, and is paid only if those goals are met. As teams improve their winning records, national attention brings outside employment opportunities, which may require adjusting compensation terms to retain successful coaches. When hiring a new coach or retaining an existing coach, the market demand for their services necessarily plays a role in determining the compensation offered by the University. The compensation offered to UC coaches is also aligned with that of other coaches in the PAC-12 with comparable win/loss records.
- No State funds used for incentives: State funds were not used to fund incentive award payments for clinical and health sciences personnel, CIO personnel, or coaches and other athletic personnel included in this report.

- <u>Funding source for recognition awards</u>: By policy, only non-SMG staff were eligible to receive recognition awards. Recognition awards may be funded within existing division and department budgets. Unrestricted fund sources (mainly general and common funds) may be used for recognition awards. The use of restricted funds is subject to any restrictions on those funds.
- Incentive and recognition award pay by the numbers: Of the 293 employees included in this report, 110 received incentive or recognition award pay, which collectively totaled approximately \$9.2 million, or approximately 0.06 percent of UC's \$14.2 billion annual payroll. Of this \$9.2 million, \$5.2 million, or 57.8 percent, consisted of payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans. Approximately \$2.2 million, or 24.9 percent of the total incentive and recognition pay, consisted of payments under the CIO Annual Incentive Plan (AIP). Incentive awards for athletic directors, coaches, and incumbents in other athletic positions totaled approximately \$1.5 million, or 17.1 percent. Recognition award program payments of approximately \$25,500 made up the remainder.

#### REPORT FORMAT AND CONTENT

The report includes compensation information for 293 University employees who were employed in a position that met the reportable population criteria on December 31, 2016. The report does not include employees who separated from the University prior to December 31, 2016.

The report consists of two sections: (1) a list of the employees and the compensation elements for each employee that make up their total cash compensation during the calendar year, and (2) an addendum with footnotes that provides additional information regarding some of the compensation elements listed for particular employees.

The following information provides a description of the data in each column of the report:

<u>Annualized Base Salary as of December 31</u>: This column reports the annualized base salary rate for the employee and includes any changes to the employee's base salary as of December 31, 2016 such as market, equity, merit, and other salary adjustments.

<u>Actual Base Salary Received</u>: This column reports the actual base salary received by the employee during the calendar year.

<u>Actual Bonuses/Incentives Received</u>: This column reports the total incentive awards and/or recognition awards received by the employee during the calendar year. Such compensation falls into one of the following categories: (a) incentive and/or recognition award compensation received by coaches, (b) incentive awards from the clinical incentive plans, CEMRP and CEMRP2, (c) incentive awards from the CIO's AIP, and (d) awards from recognition award plans.

<u>Actual Amount Received from the Health Sciences Compensation Plan</u>: This column reports the total compensation received by the employee during the calendar year from the Health Sciences Compensation Plan (HSCP), per policy, from qualified outside activities such as clinical services, research and other professional activities. Because an employee's outside activities fluctuate from year to year, the HSCP payments will fluctuate accordingly. UC policy stipulates that the funds distributed from the HSCP not be derived from State sources.

<u>Actual Stipend Received</u>: This column reports the actual stipend total the employee received during the calendar year.

<u>Actual Auto Allowance Paid</u>: This column represents the actual auto allowance the employee received during the calendar year.

<u>Other Cash Compensation/Payments Received</u>: This column reports the total of any other compensation or payments that the employee received from the University during the calendar year.

<u>Actual Temporary Housing/Relocation Allowances Paid to Employee</u>: This column reports the actual temporary housing allowance and/or relocation allowances that were paid to an employee during the calendar year.

<u>Total Cash Compensation</u>: This column reports the sum of the actual amounts received by the employee in the following categories during the calendar year: base salary, incentive or recognition awards, health sciences compensation, stipend, auto allowance, other cash compensation/payments, and actual temporary housing/relocation allowances. The total cash compensation may not correspond with the employee's W-2 earnings because there are elements included in W-2 earnings that are not included in the University's definition of total cash compensation, such as imputed income.

<u>Senior Management Benefits</u>: A "Y" in this column indicates that the employee received one or both of the following benefits during the calendar year: Senior Manager Life Insurance and/or Executive Salary Continuation for Disability.

<u>University-Provided Housing</u>: A "Y" in this column indicates that the employee received University housing, which is provided to the President of the University and the Chancellors.

<u>Severance Benefits</u>: A "Y" in this column indicates that an individual received pay pursuant to a severance or separation agreement.

<u>Senior Management Supplemental Benefit</u>: This column reports the percentage of the employee's total eligible salary that the University contributed on the employee's behalf to the Senior Management Supplemental Benefit Program during the calendar year if the employee is an SMG member eligible for this benefit. SMG members with underlying tenured faculty appointments are not eligible to receive this benefit unless it has been approved as an exception to policy.

<u>Additional Post-Retirement Benefits</u>: A "Y' in this column indicates that the employee received post-retirement benefits such as retiree medical coverage, enhanced retirement income benefits, and enhanced retirement vesting schedules. This may occur with rehired retirees.

<u>Reimbursed Moving Costs</u>: This column reports the total amount the employee received during the calendar year in connection with moving, such as a temporary housing and reimbursement for house-hunting trip expenses, travel expenses, and payments to outside vendors for the shipment of household goods, storage fees, or other moving expenses consistent with policy.

<u>University-Provided Home Mortgage</u>: This column reports the original loan amount if an employee is participating in one of the University's home loan programs.

#### DATA COLLECTION, REVIEW, AND CERTIFICATION PROCESS

The Annual Report on Executive Compensation was produced from data collected by each campus, medical center and laboratory using a variety of sources, such as payroll, accounts payable and personnel records, to populate a data warehouse, the Senior Leadership Information System (SLIS). Multiple data quality reviews were conducted by the Office of the President (OP) and local entities. The first certification occurred at the individual level when each person received a report from SLIS displaying his or her data and was asked to certify that the information was accurate and complete. In addition, campus and OP staff reviewed the population and data to validate the accuracy and completeness of the data. Each Chancellor, Laboratory Director, and Executive Vice President reviewed his or her location's data and certified it to be accurate and complete. Thereafter, the President of the University reviewed the contents of the report.

(Attachments)

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MACHINE OF MACHINE   MAC						Base Salary as of	Base Salary	Bonuses/ Incentives	Received from the Health Sciences Compensation	Stipend	Auto Allowance	Compensation/ Payments/	Temporary Housing/ Relocation Allowances			Provided		Supple- mental	Post- Retirement	Moving	Provided Home
PRINCIPATION STRUCTURES   PRINCIPATION   CO.   MAY   CO.	Name		Loc	MRZ/Salary Range	Comments	Dec. 31	Received	Received	Plan	Received	Paid	Received	Pd to Empl	Compensation	Benefits	Housing	Benefits	Benefit	Benefits	Costs	Mortgage
DEMA CANCAL AFAIRS   COT HALTS   COT HAL																					
					Below the 60th																
DAVID ALCOCER   MITTER AREA 98 - 1900 FT NO.   DAVID ALCOCER   MITTER AL	JOSHUA S ADLER		UCSF	MRZ		\$630,000	\$612,643	\$83,903						\$696,546	Υ	N	N	5%	N		
SEAR CASAN, MARTS   SEAR					Below the 50th																
MARCHAND	DAVID ALCOCER		UCOP	MRZ	Percentile	\$189,668	\$160,356	\$5,000		\$9,977				\$175,333	N	N	N		N		
STEPHEN TOOD ALFORD   North CLUGANT AFFAITES   LOCA   Subjey Plange   Subjey																					
MAMAND P ALIVISATIOS   MSANCH COLOR   MAZ   Precentific   S480,540   S434,858   S2279   S437,087   V N N N S1,380,000																					
ARRAMAD PAINSATOS   SISSACHCH   US   MIZ   Percentile   \$40,500   \$343,688   \$2,229   \$537,000   V   N   N   N   \$1,330,000	STEPHEN TODD ALFORD		UCLA	Salary Range		\$300,000	\$300,000	\$10,000				\$2,370,000		\$2,680,000	N	N	N		N		
HEAD FOOTBALL STRENGTH   SCA   Safary Range   S250,000   S250,00	ADMAND D ALIVICATOS		LICE	MAD 7		Ć420 F40	C424 0F0				ć2 220			¢427.007	v	N.					¢1 220 000
MADIFICATION   STATEMENT   S	ARIVIAND F ALIVISATOS	RESEARCH	UCB	IVINZ		3430,340	3434,030				32,223			3437,067	-	IN	IN		14		\$1,330,000
SALPETER ALOSIS		HEAD FOOTBALL STRENGTH																			
SATION AMANTHASWAM	SAL PETER ALOSI		UCLA	Salary Range		\$250,000	\$250,000					\$130,833		\$380,833	N	N	N		N		
SATISH ANANTHASWAM IN INVESTMENTS				, ,	Below the																
SENION VICE PRESIDENT OF CHILDREN'S SENION STATE PRESIDENT SENION STATE SENION STATE PRESIDENT SENION STATE		DIRECTOR, FIXED INCOME			Maximum Salary																
CHILDREN'S SERVICES/PRESIDENT- SERVICES/PRESIDENT- SERVICES/PRESIDENT- SERVICES/PRESIDENT- NOTIFICATION AND CHILDREN'S  WICE PRACTICUM.  WICE	SATISH ANANTHASWAMY		UCOP	Salary Range	Range	\$304,808	\$297,388	\$191,043						\$488,431	N	N	N		N		
SERVICES/PRESIDENT-   BRIDGE CHUIDEN'S   BROWN CHUIDEN'S   BROWN CHUIDEN'S   BROWN CHUIDEN'S   BROWN CHUIDEN'S   S25,000   S17,720   V N N N S% N   N   S N   N   S N   N   S N   N   S N   N																					
SERVICE CHARGE NOTE   SERVICE CHARGE NOTE   SERVICE																					
MICHAELE ANDERSON MOSPITAL, UCSF MARZ Percentile 5925,000 \$17,720   \$17,720   \$17,720   \$1,72					Relow the 90th																
THOMAS ANDRIOLA   NICE PRESIDENT AND CHIEFE   COLOR   MIZ   Percentile   \$366,064   \$359,845	MICHAEL R ANDERSON		UCSE	MR7		\$925,000	\$17,720							\$17,720	Y	N	N	5%	N		
VICE CHANCELOR						4020,000	4=-,-==					1		¥,					1		
MARIA RAMOS ANGUIAND  PLANNING AND BUDGET  SENDRY (VEP PRISIDENT)  ADULT SERVICES, UCSF  HEALTH/PRESIDENT-UCSF  HEALTH/PRESIDENT-UCSF  HEALTH/PRESIDENT-UCSF  HEALTH/PRESIDENT-UCSF  HEALTH/PRESIDENT-UCSF  HEALTH/PRESIDENT-UCSF  HEALTH/PRESIDENT-UCSF  Below the 50th  Percentile  S625,000  S536,068  S75,253  Below the 50th  S611,321  Y  N  N  N  SSOCIATE VICE CHANCELLOR  - UNDVERSITY DEVELOPMENT  AND ALUMNI RELATIONS  CHIEF FARNETT  AND ALUMNI RELATIONS  CHIEF FARNETT  AND ALUMNI RELATIONS  CHIEF FARNET CHIEF GROUP  ARRINGTON	THOMAS ANDRIOLA	INFORMATION OFFICER	UCOP	MRZ	Percentile	\$366,064	\$359,845							\$359,845	Υ	N	N	5%	N		
SHION VICE PRESIDENT— ADULT SERVICES, UCS F HEALTH/PRESIDENT—UCS F MRZ Percentile Sc25,000 \$536,068 \$75,253 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$																					
ADULT SERVICES, UCSF HEALTH/PRESIDENT-UCSF SHEILA E ANTRUM MEDICAL CENTER UCSF MRZ Percentile S025,000 S536,068 S75,253 SHEILA E ANTRUM MEDICAL CENTER UCSF MRZ Percentile S025,000 S536,068 S75,253 SECURITY S026,0837 V N N S5% N N N N N N N N N N N N N N N N N N N	MARIA RAMOS ANGUIANO		UCR	MRZ	Percentile	\$269,100	\$263,792						\$5,208	\$269,000	Υ	N	N	5%	N		
HEALTH/PRESIDENT-LUCSF   Below the 50th   S25,000   S336,068   S75,253   S811,321   Y N N N 5% N																					
SHELIA E ANTRUM   MEDICAL CENTER   UCSF   MRZ   Percentile   Se25,000   S536,068   S75,253   S611,321   Y   N   N   5%   N					Relow the 50th																
ACOB A APPELSMITH   CHIEF CAMPUS COUNSEL   U.CD   MRZ   Percentile   \$266,086   \$260,837     N   N   5%   N   N   N   5%   N   N   N   N   N   N   N   N   N	SHELLA E ANTRUM		LICSE	MR7		\$625,000	\$536,068	\$75,253						\$611 321	v	N	N	5%	N		
ACOB A APPELSMITH   CHIEF CAMPUS COUNSEL   UCD   MRZ   Percentile   \$266,086   \$260,087	STEIDTEANTON	WESTONE CENTER	003			Ç023,000	Ç330,000	Ç73,233						Q011,521	<u> </u>		<u> </u>	3,0			
UNIVERSITY DEVELOPMENT   AND ALUMNIR RELATIONS   UCSF   Salary Range   Percentile   \$400,000   \$383,407	JACOB A APPELSMITH	CHIEF CAMPUS COUNSEL	UCD	MRZ		\$266,086	\$260,837							\$260,837	Υ	N	N	5%	N		
UNIVERSITY DEVELOPMENT   AND ALUMNIR RELATIONS   UCSF   Salary Range   Percentile   \$400,000   \$383,407		ASSOCIATE VICE CHANCELLOR	2																		
IENNIFER P. ARRIETT			1		Below the 50th																
CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP, UCLA HEALTH UCLA Salary Range Range \$319,300 \$313,446 \$46,501 \$ \$23,250 \$383,197 N N N N N N N N N N N N N N N N N N N	JENNIFER P. ARNETT		UCSF	Salary Range		\$400,000	\$383,407							\$383,407	N	N	N		N		
ARRINGTON UCLA HEALTH UCLA Salary Range Range \$319,300 \$313,446 \$46,501 \$ \$23,250 \$383,197 N N N N N N N N N N N N N N N N N N N		CHIEF FINANCIAL OFFICER,		, ,	Below the																
ASSOCIATE VICE PRESIDENT   Below the 90th   S318,834   Y N N 5% N   S578M/NIDE CONTROLLER   UCOP   MRZ   Percentile   S327,049   S318,834   S318,834   Y N N N 5% N   S58 N   S58 N N N N N N N N N N N N N N N N N N N					Maximum Salary																
PEGGY MCNAMARA ARRIVAS   SYSTEM/WIDE CONTROLLER   UCOP   MRZ   Percentile   S327,049   S318,834   Y   N   N   5%   N	ARRINGTON		UCLA	Salary Range		\$319,300	\$313,446	\$46,501					\$23,250	\$383,197	N	N	N		N		
EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA   Maximum Salary   Maximum Salary   Selow the   Maximum Salary   Selow the   Selo	DECCV 1401414114 4 DDDV46		ucon			6227.040	6240.024							4340 034	.,			F0/			
GENERAL SERVICES, UCLA   Maximum Salary   Maximum Salary   S265,460   S38,069   S19,925   S323,454   N N N N N N N N N N N N N N N N N N	PEGGY MCNAMAKA ARRIVAS		UCOP	MKZ		\$327,049	\$318,834	-	1	<del>                                     </del>	<u> </u>	+	<b>-</b>	\$318,834	Y	N	N	5%	N		$\vdash$
RICHARD F AZAR HOSPITAL SYSTEM UCLA Salary Range Range \$270,417 \$265,460 \$38,069 \$19,925 \$323,454 N N N N N N N N N N N N N N N N N N																					
Selow the 90th   Selo	RICHARD F AZAR		UCLA	Salary Range		\$270.417	\$265,460	\$38,069				\$19,925	1	\$323,454	N	N	N	1	N		
JAGDEEP SINGH BACHHER         CHIEF (INVESTMENT OFFICER UCOP)         MRZ         Percentile         \$652,454         \$641,368         \$680,127         \$8,916         \$1,330,411         Y         N         N         5%         N         \$1,800,000           CHIEF CLINICAL AND         Below the 25th         Below the 25th         N			1	,		<del>+//</del>	7222,.20	+,	i e	1	1	7,3		,,	<u> </u>	-		<b>1</b>	T		$\vdash$
MARGARITA M BAGGETT         SUPPORT SERVICES OFFICER         UCSD         MRZ         Percentile         \$377,260         \$369,637         Y         N         5%         N           Below the Maximum Salary	JAGDEEP SINGH BACHHER		UCOP	MRZ		\$652,454	\$641,368	\$680,127			\$8,916			\$1,330,411	Υ	N	N	5%	N		\$1,800,000
Below the Maximum Salary																					
Maximum Salary Maximum Salary	MARGARITA M BAGGETT	SUPPORT SERVICES OFFICER	UCSD	MRZ		\$377,260	\$369,637					1		\$369,637	Υ	N	N	5%	N		
			1									1	1		l			1			
	ROSEMARIE A BALLA	AVC AND CFO	UCB	Salary Range		\$274,456	\$267,103			\$30,420			\$14,625	\$312,148	N	N	N		N		

						P	innuai keport On	Executive Compens	ation for Calendal	r rear 2016										
	ADMINISTRATIVE VICE			Below the 75th																
MICHAEL JOHN BECK	CHANCELLOR	UCLA	MRZ	Percentile	\$360,000	\$270,000					\$36,000	\$6,048	\$312,048	Υ	N	N	5%	N	\$9,648	\$1,015,000
	SENIOR VICE PRESIDENT-			note the sectors																
	INFORMATION TECHNOLOGY,			Below the Midpoint											l					
JOSEPH BENGFORT	CAMPUS/UCSF HEALTH	UCSF	Salary Range	Salary Range	\$459,193	\$450,767	\$67,617						\$518,384	N	N	N		N		
	VICE PRESIDENT-FINANCIAL			Below the																
	PLANNING AND BUDGETING,			Maximum Salary																
JAMES BENNAN	UCSF HEALTH	UCSF	Salary Range	Range	\$283,279	\$272,813	\$39,670				\$9,782		\$322,265	N	N	N		N		
				Below the 50th																
DAVID ERIK BERGQUIST	CHIEF CAMPUS COUNSEL	UCR	MRZ	Percentile	\$243,483	\$240,019							\$240,019	Υ	N	N	5%	N		
				Below the 50th																
FRANKLIN SCOTT BIDDY	VICE CHANCELLOR	UCB	MRZ	Percentile	\$410,046	\$403,079				\$8,916			\$411,995	Y	N	N	5%	N		
I				Below the 75th																
JEFFREY A BLAIR	LABORATORY COUNSEL	LBNL	MRZ	Percentile	\$317,424	\$307,254							\$307,254	Υ	N	N	5%	N		
				Below the 50th																
GENE D. BLOCK	CHANCELLOR	UCLA	MRZ	Percentile	\$454,574	\$446,851				\$8,916			\$455,767	Y	Υ	N		N		
CEORGE D DILIBATATION	CUANCEU OR			Below the 25th	6204.655	6207.050				60.046			4205 DEC	v	.,	l				
GEORGE R BLUMENTHAL	CHANCELLOR	UCSC	MRZ	Percentile	\$394,655	\$387,950				\$8,916			\$396,866	Y	Y	N		N		
	MANAGING DIRECTOR -			Palow the Midneint																
RICHARD M. BOOKSTABER		ucon	Color Broom	Below the Midpoint	\$309.000	6202 750	\$49.500						6252.250	N	N	l				
RICHARD M. BOOKSTABER	INVESTMENTS	UCOP	Salary Range	Salary Range Below the	\$309,000	\$303,750	\$49,500						\$353,250	N	N	N		N		
	CHIEF LEGAL COUNSEL, UCLA			Maximum Salary																
LANG SCHULED DOUBLE UK			Color Broom		6264 507	6252 200	652.224				62.204		6240.000	N		l				
JANE ESTHER BOUBELIK	HEALTH DEFENSIVE	UCLA	Salary Range	Range No independent	\$264,507	\$263,380	\$52,324				\$3,284		\$318,988	IN	N	N		N		
	COORDINATOR/ASSISTANT																			
THOMAS NA DRADIEV	FOOTBALL COACH	LICLA	Calani Banas	survey data	\$250,000	\$250,000				\$3,600	\$245,417		\$499,017	N		N		N		
THOMAS M. BRADLEY	VICE CHANCELLOR -	UCLA	Salary Range	available Below the 50th	\$250,000	\$250,000				\$3,000	\$245,417		\$499,017	IN	IN	IN		IN		
SCOTT A BRANDT	RESEARCH	UCSC	MRZ	Percentile	\$315,353	\$310,866							\$310,866	v	N	N		N	l	\$571,500
SCOTT A BRANDI	VICE CHANCELLOR,	UCSC	IVIKZ	Below the 25th	\$315,353	\$310,800							\$310,800	,	IN	IN		IN		\$571,500
KEITH EDWARD BRANT	UNIVERSITY RELATIONS	UCSC	MRZ	Percentile	\$304,478	\$300,146				\$8,916		\$14,000	\$323,062	v	N	N	5%	N	l	
KETTH EDWARD BRAINT	VICE CHANCELLOR -	UCSC	IVINZ	reitentile	3304,476	\$300,140				\$0,510		314,000	3323,002		IN	IV	370	14		
	ADMINISTRATIVE AND			Below the 75th											l				l	
WENDELL C BRASE	BUSINESS SERVICES	UCI	MRZ	Percentile	\$327,818	\$322,248							\$322,248	٧	N	N	5%	N	l	\$300,000
WEINDEEL C BIOASE	VICE CHANCELLOR - HEALTH	OCI	IVIIVE	rercentile	JJ27,010	JJ22,240							JJ22,240		.,,	- '	370	.,	1	\$300,000
	SCIENCES AND DEAN,			Below the 50th																
DAVID ALLEN BRENNER	SCHOOL OF MEDICINE	UCSD	MRZ	Percentile	\$586,390	\$576,427		\$220,000					\$796,427	v	N	N		N		\$2,660,000
BATTIB ALEELT BITEITTER	SCHOOL OF MEDICINE	0000		Below the 60th	<b>\$300,330</b>	\$570,127		Ç220,000	1				\$730,4E7		- ''			- ''		\$2,000,000
NATHAN ERIC BROSTROM	CHIEF FINANCIAL OFFICER	LICOP	MRZ	Percentile	\$424,360	\$417,150				\$8,916			\$426,066	v	N	N	5%	N		
	VICE PRESIDENT -	300.		. J. centile	Y-12-1,500	y-11,1250			<del> </del>	70,510			Ç-120,000	<u> </u>	<del>- "</del> -	<del>- "-</del>	3,0	<u> </u>	<del>                                     </del>	-
	INSTITUTIONAL RESEARCH	1	1	Below the 75th						ĺ	l				l	l			l	
PAMELA HOPE BROWN	AND ACADEMIC PLANNING	UCOP	MRZ	Percentile	\$285,725	\$260,585				ĺ	l		\$260,585	Υ	N	N	5%	N	l	
	VICE CHANCELLOR -	1	+	Below the 50th	T/	+,			1				,,		<u> </u>	<del></del>			l	
SANDRA A BROWN	RESEARCH	UCSD	MRZ	Percentile	\$327,665	\$321,380				ĺ	l		\$321,380	Υ	N	N		N	l	
	MEDICAL DIRECTOR -	1	+		+	+,			1				7,		<u> </u>	<del></del>			l	
	STUDENT HEALTH &	1	1	Below the 25th						ĺ	l				l	l			l	
BRAD BUCHMAN	COUNSELING	UCOP	MRZ	Percentile	\$375,000	\$125,000			1				\$125,000	Υ	N	N	5%	N		
	VICE PRESIDENT NATIONAL	1	1	Below the 75th	,, .,	,							,		<u> </u>					
KIMBERLY SUSAN BUDIL	LABORATORIES	UCOP	MRZ	Percentile	\$376,619	\$370,221			1	\$8,916			\$379,137	Υ	N	N	5%	N		
		1	1	1	,,	,,===				,			,, .,		<u> </u>	<u> </u>				
	INTERIM PROVOST AND	1	1	Below the 25th					1		l				l	l			l	
KENNETH C BURTIS	EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Percentile	\$290,863	\$254,289			\$12,395	ĺ	l		\$266,684	N	N	N		N	l	
	MEDICAL GROUP EXECUTIVE	1	1	Below the 90th	,				1	1					1				1	
JOHN DUNCAN CAMPBELL	DIRECTOR	UCSD	MRZ	Percentile	\$298,918	\$292,874	\$45,892			ĺ	l		\$338,766	Υ	N	N	5%	N	l	
	VICE PROVOST - ACADEMIC	1	1	Below the 50th	/-				İ	1			,		1				1	
SUSAN L. CARLSON	PERSONNEL	UCOP	MRZ	Percentile	\$282,743	\$277,166				ĺ	l		\$277,166	Υ	N	N		N	l	
1					,,· ·-	, ,							T	-						

							Innual Report On	Executive Compens	ation for Calendar	Year 2016									
	ASSOCIATE VICE			Below the															
	CHANCELLOR, HEALTH			Maximum Salary														l	
KATHRYN A CARRICO	SCIENCES DEVELOPMENT	UCLA	Salary Range	Range	\$350,893	\$344,931						\$16,410	\$361,341	N	N	N		N	
	INTERIM VICE CHANCELLOR -			Below the 75th															
CAMERON S CARTER	RESEARCH	UCD	MRZ	Percentile	\$442,928	\$347,744		\$105,271	\$7,292				\$460,307	N	N	N		N	
	SENIOR MANAGING																		
	DIRECTOR, PUBLIC EQUITY			Below the 60th													l	l	
SCOTT CHAN	INVESTMENTS	UCOP	MRZ	Percentile	\$321,360	\$314,150	\$97,335						\$411,485	Υ	N	N	5%	N	
	VICE PRESIDENT-MEDICAL			Below the															
	CENTER ADMINISTRATION,			Maximum Salary													l	l	
CYNTHIA L. CHIARAPPA	UCSF HEALTH	UCSF	Salary Range	Range	\$293,865	\$285,194	\$41,071		\$6,782				\$333,047	N	N	N	l	N	
	VICE DEAN-FINANCE AND																		
	ADMINISTRATION, SCHOOL			Below the Midpoint														l	
MAYE C. CHRISMAN	OF MEDICINE	UCSF	Salary Range	Salary Range	\$366,919	\$359,681	\$32,793						\$392,474	N	N	N		N	
	INTERIM EXECUTIVE VICE			Below the 25th															
CAROL T CHRIST	CHANCELLOR AND PROVOST	UCB	MRZ	Percentile	\$231,750	\$97,959							\$97,959	N	N	N		N	
				No independent															
	HEAD COACH, WOMEN'S			survey data		l				l	ĺ						l	l	
CORI RASHEL CLOSE	BASKETBALL	UCLA	Salary Range	available	\$250,000	\$250,000	\$60,000			\$5,400	\$158,655		\$474,055	N	N	N	<u> </u>	N	
	VICE CHANCELLOR, BUSINESS																		
	AND ADMINISTRATIVE			Below the 60th															
RON T COLEY	SERVICES	UCR	MRZ	Percentile	\$317,538	\$311,274						\$18,437	\$329,711	Y	N	N	5%	N	
				Below the															
	VICE PRESIDENT-CLINICAL			Maximum Salary														l	
HEIDI MODEL COLLINS	SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Range	\$315,706	\$302,650	\$44,623						\$347,273	N	N	N		N	
				Below the Midpoint														l	
MARGARET T CONK	CHIEF STRATEGY OFFICER	UCI	Salary Range	Salary Range	\$364,976	\$357,266	\$62,844						\$420,110	N	N	N		N	
	ASSOCIATE VICE CHANCELLOR			Below the															
	AND CHIEF INFORMATION			Maximum Salary															
LARRY D CONRAD	OFFICER	UCB	Salary Range	Range	\$337,890	\$334,977							\$334,977	N	N	N		N	
	INTERIM CHIEF			Below the 25th															
JOHN K COOK	INFORMATION OFFICER	UCD	MRZ	Percentile	\$318,723	\$312,064	\$44,344				\$17,971		\$374,379	N	N	N		N	
	ASSOCIATE VICE PRESIDENT -																		
	CHIEF PROCUREMENT			Below the 75th														l	
WILLIAM MAURICE COOPER	OFFICER	UCOP	MRZ	Percentile	\$342,989	\$331,664							\$331,664	Y	N	N		N	
	VICE CHANCELLOR/CHIEF			Below the 75th															
TERESA A COSTANTINIDIS	FINANCIAL OFFICER	UCSF	MRZ	Percentile	\$327,364	\$283,716			\$38,715				\$322,431	Y	N	N	5%	N	
				Below the 50th															
M ELIZABETH COWELL	UNIVERSITY LIBRARIAN	UCSC	MRZ	Percentile	\$223,871	\$219,454							\$219,454	Y	N	N	5%	N	
	INTERIM EXECUTIVE VICE			Below the 50th															
PETER F. COWHEY	CHANCELLOR	UCSD	MRZ	Percentile	\$373,000	\$324,000							\$324,000	N	N	N		N	\$710,000
				Above the															
	CHIEF ADMINISTRATIVE			Maximum Salary														l	
JULIE ELIZABETH CRONER	OFFICER	UCSD	Salary Range	Range	\$291,756	\$290,638	\$38,687				\$8,753		\$338,078	N	N	N		N	
	EXECUTIVE DIRECTOR,										_		_						
1	RESEARCH GRANTS			Below the 25th		l				l	ĺ						l	l	
MARY SHANNA CROUGHAN	PROGRAM OFFICE	UCOP	MRZ	Percentile	\$203,718	\$200,256							\$200,256	Y	N	N	5%	N	
1	DIRECTOR - PRIVATE EQUITY			Below the Midpoint		l				l	ĺ						l	l	
MICHELE ELISE CUCULLU	INVESTMENTS	UCOP	Salary Range	Salary Range	\$241,413	\$236,651	\$184,713						\$421,364	N	N	N		N	
	PROVOST AND EXECUTIVE			Below the 50th							_		_						
PAUL D'ANIERI	VICE CHANCELLOR	UCR	MRZ	Percentile	\$349,830	\$342,929				\$8,916	<u> </u>	\$23,698	\$375,543	Υ	N	N	<u> </u>	N	\$408,900
				Below the														1	
1				Maximum Salary		l				l	ĺ						l	l	
GRADY PATRICK DANIEL	CHIEF ADMIN OFFICER	UCSD	Salary Range	Range	\$273,862	\$273,426	\$38,567						\$311,993	N	N	N		N	
				Below the													l		
1	CHIEF FINANCIAL OFFICER,			Maximum Salary		l				l	ĺ						l	l	
RONALD ANTHONY DAVIS	UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Range	\$391,400	\$368,026	\$85,025					\$3,288	\$456,339	N	N	N		N	

Annual Report On Executive Compensation for Calendar Year 2016 VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPUS Below the 90th \$313,875 \$359,300 ADELA DE LA TORRE DIVERSITY UCD MRZ Percentile \$319,300 \$313,875 N OPERATING OFFICER. Below the CHILDREN'S SERVICES, UCSF Maximum Salary RICHARD D. DECARLO HEALTH Salary Range Range \$596,562 \$583,534 \$90,084 \$673,618 N SVP-STRATEGY AND BUSINESS Maximum Salary SHELBY K. DECOSTA DEVELOPMENT, UCSF HEALTH UCSF Salary Range Range \$520,000 \$443,228 \$38,554 \$42,380 \$524,162 \$28,985 VICE CHANCELLOR -Below the 90th PLANNING AND BUDGET JCSC MRZ \$282,730 \$278,707 MARGARET L DELANEY Percentile \$278,707 Ν Below the 50th NICHOLAS DIRKS CHANCELLOR Percentile \$531,939 \$522,902 \$8,916 \$30,425 \$562,243 N EXECUTIVE DIRECTOR Below the NETWORKED DATA Maximum Salary DAVID O. DOBBS WAREHOUSE, UCSF HEALTH UCSF \$324,642 \$318,687 \$48,960 \$18,750 \$386,397 Salary Range Range N CHIEF FINANCIAL OFFICER -Below the 25th LORI R DONALDSON UCSD MEDICAL CENTER JCSD Percentile \$361,558 \$354,255 \$2,500 \$356,755 5% PROVOST AND EXECUTIVE V Below the 25th MRZ AIMEE DORR ACADEMIC AFFAIRS JCOP Percentile \$382,454 \$375,956 \$375,956 VICE CHANCELLOR -Below the 60th MARY M DOYLE INFORMATION TECHNOLOGY UCSC MRZ Percentile \$282,730 \$278,707 \$278,707 5% N \$945,000 VICE PRESIDENT SYSTEMWIDE HUMAN Below the 60th RESOURCES UCOP \$327,818 \$327,818 \$27,318 \$8,916 5% \$989,100 DWAINE BRIAN DUCKETT MR7 Percentile \$364,052 N N DEAN - UNIVERS Below the 50th SHARON A. DUFFY EXTENSION MR7 Percentile \$225,101 \$221,277 \$221,277 N MEDICAL OFFICER-BENIOFF Below the CHILDREN'S HOSPITAL Maximum Salary DAVID J DURAND UCSF Salary Range \$412,500 \$410,925 \$62,221 \$17,413 \$490,559 N Range No independent survey data HEAD COACH - FOOTBALL vailable DANIEL DYKES Salary Range \$350,000 \$341,667 \$40,000 \$5,400 \$2,504,166 \$2,891,233 N VICE PRESIDENT-MATOR CONSTRUCTION PROJECTS, Maximum Salary STUART ECKBLAD UCSF HEALTH UCSF Salary Range Range \$296,934 \$291,491 \$31,590 \$323,081 CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF Below the OPERATING OFFICER, Maximum Salary FARANAK K ELAHI FACULTY PRACTICE GROUP UCLA Salary Range Range \$336,527 \$330,809 \$61,261 \$392,070 VICE PRESIDENT, RESEARCH ARTHUR BARON ELLIS UCOP MRZ AND GRADUATE STUDIES Percentile \$300,000 \$92,391 \$8,052 \$100,443 5% Ν RESOURCES PLANNING & Below the TALENT ACQUISITION, UCLA Maximum Salary \$268,733 ROBIN EPSTEIN LUDEWIG HEALTH Salary Range Range \$276,959 \$40,334 \$11,716 \$320,783 No independent survev data

\$215,700

\$3,000

\$422,852

\$314,650

\$302,093

N

N

DAVID ESQUER

JOHN G. FALLE

ROGER W FALCONE

HEAD COACH - BASEBALL

ASSOCIATE VICE PRESIDENT FEDERAL GOVERMENT

SCIENTIFIC DIVISION

DIRECTOR

RELATIONS

Salary Range

Salary Range

JCOP MRZ

vailable

Maximum Salary

Below the 75th

Percentile

Below the

Range

\$170,000

\$327,740

\$304,773

\$167,152

\$314,650

\$299,093

\$40,000

						, ,	nnual Report On	Executive Compense	ntion for Calendar	Year 2016										
	VICE PRESIDENT-HEALTH			Below the																, ,
	PLAN STRATEGY/MANAGED			Maximum Salary																ı
REECE I FAWLEY	CARE, UCSF HEALTH VICE CHANCELLOR - HEALTH	UCSF	Salary Range	Range	\$371,288	\$360,942	\$53,137		\$2,336				\$416,415	N	N	N		N		
	AFFAIRS AND CHIEF																			ı
	EXECUTIVE OFFICER - UC			Below the 25th																ı
HOWARD J FEDEROFF	IRVINE HEALTH SYSTEM	UCI	MRZ	Percentile	\$800,000	\$765,277	\$167,840	\$64,168		\$7,678			\$1,004,963	Y	N	N		N		ı
	VICE CHANCELLOR PLANNING			Below the 90th	, ,		, , , , ,	, , , , ,		. ,			, ,						1	
DANIEL MARTIN FEITELBERG	AND BUDGET	UCM	MRZ	Percentile	\$288,398	\$282,709						\$15,938	\$298,647	Υ	N	N	5%	N		ı
	VICE CHANCELLOR FOR																			
	ADMINISTRATIVE																			ı
	SERVICES/CAMPUS			Below the 60th																ı
MARC P FISHER	ARCHITECT INTERIM ASSOCIATE VICE	UCSB	MRZ	Percentile	\$303,016	\$297,868							\$297,868	Y	N	N		N		
	PRESIDENT & DIRECTOR,																			'
	STATE GOVERNMENT			Below the 25th																ı
KIERAN FLAHERTY	RELATIONS	UCOP	MR7	Percentile	\$207,500	\$177,260			\$2,256				\$179,517	N	N	N		N		,
				Below the	+===,===	72.17200			+=/===				¥ = 1 = 7 = 2	- '					1 1	
	CHIEF CONTRACTING			Maximum Salary		1					1									i
MARGARET G. FOLLETTE	OFFICER, UCLA HEALTH	UCLA	Salary Range	Range	\$287,777	\$282,495	\$41,909						\$324,404	N	N	N		N		
				Above the				•												
	MANAGING DIRECTOR,	1		Maximum Salary					l			1					l			ı '
EDMOND FONG	ABSOLUTE RETURNS	UCOP	Salary Range	Range	\$295,949	\$289,309	\$208,190						\$497,499	N	N	N		N		
	ASSOCIATE VICE CHANCELLOR, HEALTH			Above the Maximum Salary																, ,
JEAN ELIZABETH FORD	SCIENCES ADVANCEMENT	LICSD	Salary Range	Range	\$340,000	\$340,000	\$49,019				\$11,220		\$400,239	N	N	N		N	\$2,981	'
JEAN ELIZABETH FORD	VICE CHANCELLOR-	UC3D	Salary Natige	Natige	\$340,000	3340,000	343,013				311,220		3400,233	IN	IN	IN		IN	32,301	
	UNIVERSITY																			, ,
	DEVELOPMENT/ALUMNI			Below the 75th																, ,
JOHN B FORD	RELATIONS	UCSF	MRZ	Percentile	\$488,036	\$466,559				\$8,916			\$475,475	Y	N	N	5%	N		, ,
				Below the																,
	DIRECTOR - PATIENT			Maximum Salary																'
ANN D FRANKEL	ACCOUNTS ADMINISTRATION	UCD	Salary Range	Range	\$269,468	\$264,152	\$46,647						\$310,799	N	N	N		N		
	VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-			Below the 25th																'
JULIE ANN FREISCHLAG	SCHOOL OF MEDICINE	UCD	MRZ	Percentile	\$537,138	\$528,012		\$195,475					\$723,487	Υ	N	N		N		'
JOEIE ANN FREISCHEAG	VICE CHANCELLOR-	UCD	IVINZ	reiteiltile	3337,130	3328,012		3155,475					3723,467	- '	IN	IN		IN	<del>                                     </del>	
	STRATEGIC																			ı
	COMMUNICATIONS/UNIVERS			Below the Midpoint																ı
BARBARA J. FRENCH	ITY RELATIONS	UCSF	Salary Range	Salary Range	\$332,748	\$319,387					1		\$319,387	N	N	N		N		i
JULIA MARY COMBS				Below the 60th																
FRIEDLANDER	DEPUTY GENERAL COUNSEL	UCOP	MRZ	Percentile	\$257,500	\$253,125							\$253,125	Υ	N	N	5%	N		
	VP-CHILDREN'S SERVICES			Below the		1					1									i
ROBERT S. FRIES	FINANCE/CFO, CHILDREN'S HOSPITAL OAKLAND	LICSE	Calary Bango	Maximum Salary	\$520,163	\$511,656	\$43,537				1	\$50,906	\$606,099	N	N	N		N	\$40,479	i
NUDERI 3. FRIES	HUSFITAL UAKLAND	UCSF	Salary Range	Range	\$320,103	\$311,036	\$45,557		-		-	\$50,900	\$60,000	IN	IN	IN	<b>-</b>	IN	\$40,479	
	CAMPUS PROVOST AND			Below the 50th		1					1									i
ALISON GALLOWAY	EXECUTIVE VICE CHANCELLOR	ucsc	MRZ	Percentile	\$362,990	\$355,830			l			1	\$355,830	Υ	N	N	l	N		ı
					· · · · · · · · · · · · · · · · · · ·															
	DIRECTOR, LABOR RELATIONS			Below the		1					1									i
	& COMPENSATION, UCLA	1		Maximum Salary					l			1					l			ı
MAURE D GARDNER	HEALTH	UCLA	Salary Range	Range	\$276,959	\$268,733	\$40,334		\$11,716		\$10,142		\$330,925	N	N	N		N		
	CHIEF CAMPUS COUNSEL			Dalamaha 754h																ı
DIANE FIELDS GEOCARIS	AND ASSOCIATE GENERAL COUNSEL	LICI	MD7	Below the 75th	\$287,005	\$282,129					1		\$282,129	v	N	N	5%	N		i
DIAINE FIELDS GEOCARIS	COUNSEL	UCI	MRZ	Percentile Below the 60th	\$287,005	\$282,129			-		-	-	\$282,129	T	IN	IN	376	IN	<b> </b>	
GEOFFREY TAYLOR GIBBS	DEPUTY GENERAL COUNSEL	UCOP	MRZ	Percentile	\$265,740	\$261,225					1		\$261,225	Y	N	N	5%	N		ı
					7,	+,						1	,,				***			

							Annual Report On	Executive Compens	ation for Calenda	r Year 2016										
				Above the																
	MANAGING DIRECTOR - REAL			Maximum Salary																i l
GLORIA BROWNING GIL	ESTATE	UCOP	Salary Range	Range	\$315,132	\$309,777	\$144,542						\$454,319	N	N	N		N		\$726,200
				Below the 50th																i l
HOWARD AARON GILLMAN	CHANCELLOR	UCI	MRZ	Percentile	\$499,550	\$491,063				\$8,916			\$499,979	Υ	Υ	N		N		
				Below the																i
	SENIOR PHILANTHROPIC			Maximum Salary																i l
NICHOLAS GOLDSBOROUGH	ADVISOR, EXTERNAL AFFAIRS	UCLA	Salary Range	Range	\$318,270	\$312,863							\$312,863	N	N	N		N		ı
	VICE CHANCELLOR - STUDENT			Below the 60th																1.
JUAN C GONZALEZ	AFFAIRS	UCSD	MRZ	Percentile	\$276,905	\$271,594						\$16,250	\$287,844	Υ	N	N	5%	N		\$525,000
	INTERIM VICE CHANCELLOR			Below the 60th																i
MONROE GORDEN JR.	STUDENT AFFAIRS	UCLA	MRZ	Percentile	\$273,000	\$251,854	\$10,000						\$261,854	N	N	N		N		
				No independent																i
l	HEAD WOMEN'S BASKETBALL			survey data																i
LINDSAY GOTTLIEB	COACH	UCB	Salary Range	available	\$335,000	\$322,500	\$65,000			\$5,400	\$225,000		\$617,900	N	N	N		N		
	CHIEF NURSING EXECUTIVE,		L	Below the 90th																i
KAREN ANN GRIMLEY	UCLA HEALTH	UCLA	MRZ	Percentile No independent	\$379,050	\$372,102	\$76,334						\$448,436	Y	N	N	5%	N		
	DIRECTOR, INTERCOLLEGIATE			survey data																i l
DANIEL GENE GUERRERO	ATHLETICS	UCLA	Salary Range	available	\$850,593	\$837,092	\$95,000						\$932,092	N	N.	N.		N		\$850,000
DAINIEE GEIVE GOERRERO	ASSOCIATE CHIEF	UCLA	Jaiai y Italige		\$850,593	\$637,092	\$95,000						\$932,092	IN	N	N		IN		3030,000
ADTUUR BIRTING CUILAARAS				Below the 50th	43.45.455	6220 622	6440 405					645.000	d=02.020	v	N	N	F0/	N		ć4 220 000
ARTHUR RIBEIRO GUIMARAES	SENIOR VICE PRESIDENT,	UCOP	MRZ	Percentile	\$346,466	\$339,632	\$148,406		ļ			\$15,000	\$503,038	Y	N	N	5%	N		\$1,330,000
	OFFICE OF INNOVATION &			Below the 50th																i l
CHRISTINE GULBRANSON	ENTREPRENEURSHIP	UCOP	MRZ	Percentile	\$325,000	\$177.273				\$4.863			\$182.136	v	N	N	5%	N		1
CHRISTINE GOEBRANSON	VICE PROVOST DIVERSITY	UCUF	IVINZ	Below the 60th	3323,000	31/1,2/3				34,003	<b>†</b>		\$102,130		IN	IN	370	IN		$\vdash$
VELVIA YVETTE GULLATT	AND ENGAGEMENT	LICOP	MRZ	Percentile	\$252.089	\$246,570							\$246,570	v	N	N	5%	N		1
VELVIA TVETTE GOLLATT	AND ENGAGEWENT	UCUF	IVINZ	Below the 50th	3232,003	3240,370							3240,370		IN	IN	370	IN		
ELISABETH R GUNTHER	CAMPUS COUNSEL	UCM	MRZ	Percentile	\$237,544	\$234,164						\$7,725	\$241,889	٧	N	N	5%	N		\$243,000
EEIS/IDETT IN CONTINEN	CHINI OS COONSEE	O C.IVI		Below the	Q237,344	Q234,104						Ç1,123	Q2-11,003			- ''	5,0			\$243,000
	ASSOCIATE VICE CHANCELLOF			Maximum Salary																i l
CLARE T HANSEN SHINNERL	CAMPUS LIFE SERVICES	UCSF	Salary Range	Range	\$311,732	\$306,264							\$306,264	N	N	N		N		1
			, ,		, ,	1							, , .							
	VP-MERGERS, ACQUISITIONS,			Below the																i
	BUSINESS DEVELOPMENT,			Maximum Salary																i
JOHN P HARRIS	UCSF HEALTH	UCSF	Salary Range	Range	\$412,004	\$404,446	\$48,336						\$452,782	N	N	N		N		i l
	INTERIM CHIEF CAMPUS			Below the 50th																
LIV KRISTIN HASSETT	COUNSEL	UCSC	MRZ	Percentile	\$225,000	\$192,780	\$500		\$1,774				\$195,054	N	N	N		N		i
				Below the 75th																
SAMUEL HAWGOOD	CHANCELLOR	UCSF	MRZ	Percentile	\$795,675	\$782,156				\$8,916			\$791,072	Υ	Υ	N		N		i
	VICE CHANCELLOR -			Below the 25th																
PETER A. HAYASHIDA	UNIVERSITY ADVANCEMENT	UCR	MRZ	Percentile	\$311,221	\$305,933				\$8,916			\$314,849	Υ	N	N	5%	N		\$409,500
	SENIOR VICE PRESIDENT,	1		Below the 60th	l .															i 7
JULIE ANN HENDERSON	PUBLIC AFFAIRS	UCOP	MRZ	Percentile	\$288,400	\$283,500			1	\$8,916			\$292,416	Υ	N	N	5%	N		ldot
1	VICE CHANCELLOR -			Below the 50th	l .	1	ĺ													1.
BRIAN T HERVEY	UNIVERSITY ADVANCEMENT	UCI	MRZ	Percentile	\$383,000	\$342,821				\$3,715			\$346,536	Υ	N	N	5%	N		\$529,200
DALBULLUSVES	INTERNAL CHANGELLOR		1407	Below the 25th	l		ĺ													6507.500
RALPH J HEXTER	INTERIM CHANCELLOR	UCD	MRZ	Percentile	\$400,842	\$394,032			ļ	\$8,916			\$402,948	Υ	N	N		N		\$607,500
1	VICE CHANCELLOR			L		1	ĺ													1
	DEVELOPMENT AND ALUMNI	l		Below the 25th																i l
KYLE DEAN HOFFMAN	RELATIONS	UCM	MRZ	Percentile	\$244,953	\$241,469				\$8,916			\$250,385	Υ	N	N	5%	N		
ROBIN HELENE HOLMES-		l		Below the 25th			ĺ							l	l					1 1
SULLIVAN	VP STUDENT AFFAIRS	UCOP	MRZ	Percentile	\$290,000	\$25,317			1				\$25,317	Υ	N	N	5%	N	\$10,897	$\longleftarrow$
	VC OF UNIVERSITY DEVELOPMENT AND ALUMNI			Delessable Forb		1	ĺ													1
HILLE MODGAN HOODES		LICE	14D7	Below the 50th	¢201 400	6394.750	ĺ			¢0.016		¢10.670	6412.226	v		N.	F0/	N.		1 1
JULIE MORGAN HOOPER	RELATIONS ASSOCIATE LABORATORY	UCB	MRZ	Percentile Below the 75th	\$391,400	\$384,750	1		<b> </b>	\$8,916	1	\$18,670	\$412,336	Y	N	N	5%	N		
CUCAN CHUIDDADD	DIRECTOR	LDAU	MRZ		6267.428	6355.350	ĺ						6255.250	v		N	5%	N		1
SUSAN S HUBBARD	DIRECTOR	LBNL	IVIKZ	Percentile	\$367,128	\$355,358							\$355,358	Ý	N	iN	5%	iN		

						P	innuai keport On	Executive Compensa	ition for Calendar	Tear 2016										
	VP - AGRICULTURE AND			Below the 60th																
GLENDA LEE HUMISTON	NATURAL RESOURCES	UCOP	MRZ	Percentile	\$281,000	\$274,000							\$274,000	Y	N	N	5%	N		
	INTERIM VICE CHANCELLOR			Below the 50th																
JOSEPH ROBERT INCANDELA	FOR RESEARCH	UCSB	MRZ	Percentile	\$320,000	\$304,525							\$304,525	N	N	N		N		
				Below the																
	SCIENTIFIC DIVISION			Maximum Salary																
BARBARA V. JACAK	DIRECTOR FACULTY	LBNL	Salary Range	Range	\$268,900	\$230,100			\$20,880		\$76,650		\$327,630	N	N	N		N		
				Above the																
	EXECUTIVE DIRECTOR,			Maximum Salary																
	ANCILLARY SERVICES	UCI	Salary Range	Range	\$310,500	\$315,977	\$22,084						\$338,061	N	N	N		N		
	VICE CHANCELLOR - CHIEF			Below the 75th																
MEREDITH MICHAELS JED	FINANCIAL OFFICER	UCI	MRZ	Percentile	\$329,000	\$324,000							\$324,000	Υ	N	N	5%	N		
	SENIOR VICE CHANCELLOR-																			
	FINANCE AND			Below the 75th																
PAUL E JENNY	ADMINISTRATION	UCSF	MRZ	Percentile	\$368,000	\$163,091					\$73,600		\$236,691	Y	N	N	5%	N	\$22,683	
	CHIEF COMMUNICATIONS			Below the																
	AND MARKETING OFFICER,			Maximum Salary								l					l			
NANCY WEIGEL JENSEN	UCLA HEALTH	UCLA	Salary Range	Range	\$309,000	\$303,750	\$60,254					\$22,500	\$386,504	N	N	N	l	N		
				Below the																
				Maximum Salary								l					l			
MATTHEW JENUSAITIS	CHIEF OF STAFF	UCSD	Salary Range	Range	\$284,991	\$245,995	\$42,264		\$62,700				\$350,959	N	N	N	l	N		
	EXECUTIVE VICE PRESIDENT-			-																
	UCSF HEALTH																			
	OPERATIONS/CHIEF			Below the 90th																
VINCENT L JOHNSON JR.	OPERATING OFFICER	UCSF	MRZ	Percentile	\$710,000	\$733,138	\$114,648						\$847,786	Y	N	N	5%	N	\$35,613	
	SENIOR VICE PRESIDENT-UCSF			Below the 60th																
KENNETH M JONES	HEALTH AFFILIATES	UCSF	MRZ	Percentile	\$620,816	\$602,509	\$77,792						\$680,301	Y	N	N	5%	N		
	VICE CHANCELLOR EQUITY,			Below the 75th	+,	7002,000	4,						7000,000							
	DIVERSITY AND INCLUSION	UCLA	MRZ	Percentile	\$280,160	\$290,290					\$141,944	\$12,000	\$444,234	Y	N	N		N		\$1,000,000
	INTERIM VICE CHANCELLOR			Below the 50th	+===,===	+===,===					4= 1= /0 11	<b>+</b> /	¥,							+-,,
ANN R KARAGOZIAN	FOR RESEARCH	UCLA	MR7	Percentile	\$314,650	\$301,130							\$301,130	N	N	N		N		
				No independent	402.7000	+000/000							7002,200	- '						
	DEFENSIVE COORDINATOR -			survey data																
	FOOTBALL	UCB	Salary Range	available	\$250,000	\$239,583					\$333,750		\$573,333	N	N	N		N		
744110471440177744	T CO TEXTEE	OCD	building Hurige	Below the	Ģ230,000	Ų233,303					<i>4333,130</i>		<b>4373,333</b>	.,	- ''					
	ASSOCIATE LABORATORY			Maximum Salary																
	DIRECTOR	LBNL	Salary Range	Range	\$415,056	\$401,756							\$401,756	N	N	N		N		
	VICE CHANCELLOR -	CDIVE	Julia y Hallige	nunge	J413,030	J401,730							J-101,730	- 14	- "	- "	<del>                                     </del>	- "		
	DEVELOPMENT AND ALUMNI			Below the 50th								l					l			
SHAUN B. KEISTER	RELATIONS	UCD	MRZ	Percentile	\$388,108	\$380,452				\$8,916	\$890	l	\$390,258	v	N	N	5%	N		
	VICE CHANCELLOR -	JCD	IVIIVZ	Below the 60th	2200,100	\$30U,#3Z				30,710	3030		3350,236	-	IV	IN	370	IN		
	RESEARCH	UCI	MRZ	Percentile	\$358,000	\$150,524						l	\$150,524	v	N	N	l	N	\$26,940	
HAWOU F. KHANGONEKAR	NESERIVER	JCI	IVIIVZ	Below the 50th	3330,000	\$130,324							\$130,324	-	IV	IN	l	IN	<b>⊋∠∪,⊅4</b> ∪	
PRADEEP K KHOSLA	CHANCELLOR	LICED	MRZ	Percentile	\$449,208	\$441,573				\$8,916			\$450,489	v	v	N		N	1	
	ASSOCIATE VICE PRESIDENT -	OCSD	IVINZ	reitentile	\$449,208	\$441,573				\$8,910			\$450,469		T	IN	<del>                                     </del>	IN	$\vdash$	
	CAPITAL FINANCIAL	l										l					l		1	
	PLANNING/CAPITAL			Below the 75th								l					l			
		LICOR	MAD 7		6245.245	6204 022							¢204.022	٧	N	N	5%		1	
SANDRA H KIM	PROGRAMS	UCOP	IVIKZ	Percentile	\$315,345	\$304,932							\$304,932	Y	N	N	5%	N		
1	DEAN-SCHOOL OF	l										l					l		1	
				Rolow the EOth								l					l			
	MEDICINE/VICE CHANCELLOR			Below the 50th	6645.540	6620.075		6200 CO.4				l	6020 570	.,	١	١	l	١	1	6525 000
TALMADGE E. KING JR	MEDICAL AFFAIRS	UCSF	MRZ	Percentile	\$645,540	\$639,975		\$280,604					\$920,579	Y	N	N	<b>.</b>	N	<b> </b>	\$625,000
l		l	L	Below the 60th								l			l	l	l	l		
JAMES D KIRK	CHIEF MEDICAL OFFICER	UCD	MRZ	Percentile	\$495,000	\$443,613	\$90,731						\$534,344	Y	N	N	5%	N		
L		l	L	Below the 60th								l			l	l	l	l	l	
MARGARET M KLAWUNN	VC STUDENT AFFAIRS	UCSB	MRZ	Percentile	\$272,940	\$268,302							\$268,302	Υ	N	N		N	\$24,466	\$500,550
[	VC-UNDERGRADUATE	1.		Below the 90th								l					l			
CATHERINE P KOSHLAND	EDUCATION	UCB	MRZ	Percentile	\$278,409	\$273,679							\$273,679	Y	N	N		N		

							annuai keport On	Executive Compens	ation for Calendar	r Year 2016										
	ASSOCIATE VICE CHANCELLOR OF INFORMATION																			
	TECHNOLOGY AND CHIEF			Below the 25th																1
ANN ELIZABETH KOVALCHICK	INFORMATION OFFICER	UCM	MRZ	Percentile	\$219,606	\$215,274						\$7,000	\$222,274	Υ	N	N	5%	N		\$314,900
	CHIEF CONTRACTING OFFICER			Below the Maximum Salary																
DAVID V. KRAUS	- MEDICAL CENTER	LICSD	Salary Range	Range	\$355,315	\$348,712	\$63,770		\$16,196				\$428,678	N	N	N		N		1
5,115 T. 115105	CHIEF ADMINISTRATIVE	0000	bulary number	nunge	<i>ψ333,313</i>	\$510,71L	Ç03,770		\$10,130				\$120,070	- "	- ''	- "		- ''		<del>                                     </del>
	OFFICER - SURGICAL,			Below the																1
	ANESTHESIA, MUSC, NEURO,			Maximum Salary																1
BRENDAN REED KREMER	IMAGING SVCS	UCSD	Salary Range	Range	\$284,260	\$278,980			\$26,239				\$305,219	N	N	N		N		
				Below the																
	ASSOCIATE			Maximum Salary																1
CLARE M KRISTOFCO	CHANCELLOR/CHIEF OF STAFF	UCSD	Salary Range	Range	\$283,292	\$277,704	\$5,000		\$22,239				\$304,943	N	N	N		N		
GLENN D. KUBIAK	CHIEF OPERATING OFFICER	LBNL	MRZ	Below the 75th Percentile	\$390,000	\$345,976							\$345,976	γ	N	N	5%	N		
GEETIN B. NOBIJIN		LDITE		referrence	<del>\$330,000</del>	Ş343,570							\$343,370	·	- "		3,0	.,,		
1	MANAGING DIRECTOR -		1	Below the Midpoint								1	l		l	l	l			
SAMUEL KUNZ	INVESTMENTS	UCOP	Salary Range	Salary Range	\$291,748	\$286,791	\$63,436					\$11,000	\$361,227	N	N	N		N		
	DIDECTOR DEVENUE OVOIE			Below the																
THCIA KIMANI	DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEALTH	LICCE	Salary Bango	Maximum Salary	\$271,858	\$265,710	\$28,666			1	\$12,422	1	\$306,798	N	N	N		N		
LUCIA KWAN	SERVICES, UCSF REALTH	UCSF	Salary Range	Range Below the	\$271,858	\$205,710	\$28,000				\$12,422		\$300,798	IN	IN	IN		IN		<del></del>
	CONTROLLER, HOSPITAL			Maximum Salary																
GWENDOLINE E LAKE	SYSTEM	UCLA	Salary Range	Range	\$290,064	\$276,382	\$40,619				\$13,343		\$330,344	N	N	N		N		
	PRESIDENT AND CHIEF																			
	EXECUTIVE OFFICER, UCSF			Below the 60th																
MARK R LARET	HEALTH	UCSF	MRZ	Percentile	\$1,041,543	\$1,012,846	\$185,156			\$8,916			\$1,206,918	Υ	N	N	5%	N		
	VICE CHANCELLOR BUSINESS			Date the Fort																
	AND ADMINISTRATIVE SERVICES	UCSC		Below the 50th	620F 400	4270.057							6270.057	v	١	l	/			\$662,350
SARAH CHRISTINA LATHAM	PROVOST AND EXECUTIVE	UCSC	MRZ	Percentile Below the 50th	\$285,488	\$279,857							\$279,857	Y	N	N	5%	N		\$662,350
ENRIQUE JOSE LAVERNIA	VICE CHANCELLOR	UCI	MRZ	Percentile	\$386,250	\$379,688				\$8,916			\$388,604	٧	N	N		N		
ETTINIQUE FOSE ETTENNIA	CHIEF TECHNOLOGY OFFICER,	00.	······L	Below the	\$300,E30	<i>\$373,000</i>				\$0,510			\$300,004		- ''			- ''		<del>                                     </del>
	INFORMATION SERVICES &			Maximum Salary																1
WILLIAM C. LAZARUS	SOLUTIONS	UCLA	Salary Range	Range	\$328,901	\$303,858	\$44,556						\$348,414	N	N	N		N		1
	VICE CHANCELLOR - STUDENT			Below the 50th																
HARRY LE GRANDE	AFFAIRS VICE CHANCELLOR MARINE	UCB	MRZ	Percentile	\$258,331	\$253,942					\$88		\$254,030	Υ	N	N	5%	N		ļ
	SCIENCES, DEAN OF SCHOOL																			
	OF MARINE SCIENCES, AND																			
	DIRECTOR OF SCRIPPS																			Ì
	INSTITUTION OF			Below the 50th																
MARGARET S LEINEN	OCEANOGRAPHY	UCSD	MRZ	Percentile	\$340,061	\$333,538	1			1		\$19,375	\$352,913	Υ	N	N		N		İ
				Below the 25th																
DOROTHY JANE LELAND	CHANCELLOR	UCM	MRZ	Percentile	\$394,655	\$385,076				\$8,916			\$393,992	Υ	Υ	N		N		
	LIEAD AAFAI'S DAGKETDALL		1	No independent			1			1		1				l				
IAMES A LES	HEAD MEN'S BASKETBALL COACH	LICD	Salary Bango	survey data	\$310,000	\$304,167	1			1	\$29,317	1	\$333,484	N	N	N		N		
JAMES A. LES	INTERIM VICE CHANCELLOR	UCD	Salary Range	available Below the 90th	3310,000	\$304,107	-	-	1	-	343,31/	-	\$333,404	IV	IN	IN	1	IN	-	<del></del>
MICHAEL S LEVINE	ACADEMIC PERSONNEL	UCLA	MRZ	Percentile	\$320,000	\$319,125			\$2,100				\$321,225	N	N	N		N		İ
				Below the 50th	,				1 . ,											
HAIPENG LI	UNIVERSITY LIBRARIAN	UCM	MRZ	Percentile	\$205,600	\$202,333						\$7,000	\$209,333	Υ	N	N	5%	N	\$11,586	<u> </u>
	DIRECTOR, BUDGET &			Below the																
ELICENIE I LIEVA	FINANCIAL PLANNING,		Salar Bress	Maximum Salary	6270.047	6272.525	640.545			1	640.474	1	6224 225	١	۱	l		١		İ
EUGENIE L LISKA	HOSPITAL SYSTEM	UCLA	Salary Range	Range Below the 75th	\$278,917	\$272,537	\$40,619	-	<b> </b>	<b>-</b>	\$18,174	<b>!</b>	\$331,330	N	N	N	-	N		
CHERYL A LLOYD	CHIEF RISK OFFICER	UCOP	MRZ	Percentile	\$249,554	\$245,176							\$245,176	Υ	N	N	5%	N		
					,															

	for Calendar Year 2016	

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				Below the																
	REVENUE CYCLE DIRECTOR,			Maximum Salary																
BERNADETTE LODGE-LEMON		UCLA	Salary Range	Range	\$334,750	\$315,203	\$44,712				\$28,216		\$388,131	N	N	N		N		
	INTERIM SENIOR VICE																			
	PRESIDENT, CHIEF			Dalam the COth																
LOUIS ALLES LOUISE	COMPLIANCE AND AUDIT	ucon		Below the 50th	ć200.000	60.006							ć0.00c			٠				
JOHN ALLEN LOHSE	OFFICER ASSISTANT VICE PRESIDENT -	UCOP	MKZ	Percentile Below the 25th	\$290,000	\$9,886							\$9,886	N	N	N		N		
GEORGE LOUIE	UC HEALTH	UCOP	MRZ	Percentile	\$340,000	\$205,079							\$205,079	v	N	N	5%	N		
GEORGE EOOIE	EXECUTIVE VICE CHANCELLOR	UCUF	IVINZ	Below the 50th	\$340,000	\$203,075							3203,075		IN	IN	370	IN		-
DANIEL H. LOWENSTEIN	AND PROVOST	UCSF	MRZ	Percentile	\$355,250	\$352,188				\$8,916			\$361,104	v	N	N	5%	N		
DANIEL II. LOWENSTEIN	EXECUTIVE	OCSI	IVIIVE	rercentile	\$333,£30	y332,100				90,510			Ç301,104		- 14	- "	370			<del>                                     </del>
	ADVISOR/ASSOCIATE DEAN-																			
	CHILDREN'S SERVICES, UCSF			Contract																
BERTRAM H LUBIN	HEALTH	UCSF	Salary Range	appointment	\$715,000	\$712,254	\$133,470			\$8,916			\$854,640	Υ	N	N		N		
			, ,	Below the 90th																
JEFFREY MACKIE-MASON	UNIVERSITY LIBRARIAN	UCB	MRZ	Percentile	\$311,060	\$305,775							\$305,775	Υ	N	N		N	\$6,774	\$1,330,000
				Below the																
	VICE PRESIDENT-FACILITIES &			Maximum Salary																
TIMOTHY M MAHANEY	SUPPORT SVCS, UCSF HEALTH	UCSF	Salary Range	Range	\$322,847	\$315,338	\$42,932						\$358,270	N	N	N		N		
	CHIEF DATA OFFICER, OFFICE	1 -													l					1 7
	OF HEALTH INFORMATICS																			
	AND ANALYSIS,			Below the																
MOHAMMED H MAHDI	INFORMATION SERVICES &		color proces	Maximum Salary	ć220.222	6344 534	645.000					62.224	£250.555		١	٠				
MAHBOUBA STEVEN L. MANDEVILLE-	SOLUTIONS	UCLA	Salary Range	Range Below the 50th	\$329,323	\$311,531	\$45,893					\$3,231	\$360,655	N	N	N		N		
GAMBLE	UNIVERSITY LIBRARIAN	UCR	MRZ	Percentile	\$224,010	\$220,204							\$220,204	v	N	N	5%	N		
GAIVIBLE	CHIEF OF ENTERPRISE	OCK	IVINZ	reiteiltile	3224,010	3220,204							3220,204		IN	IN	370	IN		<del></del>
	APPLICATIONS,			Below the																
	INFORMATION SERVICES &			Maximum Salary																
JEANNE M MARKLAND	SOLUTIONS	UCLA	Salary Range	Range	\$329,200	\$306,519	\$45,016						\$351,535	N	N	N		N		
			, , ,	. 0	, ,	, , .	,.						, ,							
	CHIEF NURSING AND PATIENT	1		Below the 75th																
TOBY K MARSH	CARE SERVICES OFFICER	UCD	MRZ	Percentile	\$348,000	\$292,581	\$58,255				\$8,822		\$359,658	Υ	N	N	5%	N		
				Below the 50th																
DAVID B MARSHALL	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Percentile	\$339,488	\$333,720				\$8,916			\$342,636	Υ	N	N		N		
				No independent																
	HEAD MEN'S BASKETBALL			survey data																
CUONZO LAMAR MARTIN	COACH	UCB	Salary Range	available	\$250,000	\$250,000	\$1,121,333			\$5,400	\$1,556,365		\$2,933,098	N	N	N		N		
				No independent																
DEMETRICE AARON MARTIN	ASSISTANT FOOTBALL COACH	LICL A	Salary Range	survey data available	\$250,000	\$250,000	l		ĺ	\$2,250	\$207,400		\$459,650	N	N	N		N		
DEIVIETRICE AARON WARTIN	A3313TANT FOOTBALL COACH	UCLA	Salary Natige	No independent	\$230,000	\$230,000				32,230	3207,400		3435,030	IN	IN	IN		IN		<del></del>
				survey data																
WILLIAM W MARTIN	HEAD COACH - MEN'S TENNIS	UCLA	Salary Range	available	\$155,000	\$149,167					\$199,842		\$349,009	N	N	N		N		
	VICE CHANCELLOR -				¥-00,000	7-10,-01					7-00/01-		40.0,000							
	RESOURCE MANAGEMENT	1		Below the 60th			l		ĺ	1					l	l				
GARY CLIFFORD MATTHEWS	AND PLANNING	UCSD	MRZ	Percentile	\$338,745	\$332,990	l		ĺ	1			\$332,990	Υ	N	N	5%	N		
	CHIEF FINANCIAL OFFICER -			Below the 50th			İ			İ										
TIMOTHY R MAURICE	UC DAVIS HEALTH	UCD	MRZ	Percentile	\$452,389	\$443,465	\$84,686	<u> </u>	<u> </u>	<u> </u>			\$528,151	Υ	N	N	5%	N		\$651,000
				Below the 25th																
PATRICIA SPEES MAYSENT	CHIEF EXECUTIVE OFFICER	UCSD	MRZ	Percentile	\$784,984	\$794,981	\$9,685			\$8,127			\$812,793	Υ	N	N	5%	N		
		1 -		L											l					1
l	VICE CHANCELLORHEALTH	l		Below the 50th			l		ĺ	1				l	l	l				
JOHN MAZZIOTTA	SCIENCES/CEOUCLA HEALTH	UCLA	MRZ	Percentile	\$618,000	\$607,500		\$165,389					\$772,889	Υ	N	N		N		
	ASSOCIATE VICE PRESIDENT-	l		Below the 60th	l .		l		ĺ	1					l	l				
DAVID B. MCCALLEN	NATIONAL LABORATORIES	UCOP	MKZ	Percentile	\$331,796	\$323,906							\$323,906	Υ	N	N	5%	N		

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				No independent																
ANGUE DODERT AGGILIRE	ACCICTANT FOOTDALL COACIL		Calair Barria	survey data	ć250.000	6226.075				62.250	6440.467		£200.202		l					
ANGUS ROBERT MCCLURE	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	available Below the 75th	\$250,000	\$236,875				\$2,250	\$149,167		\$388,292	N	N	N		N		
PAUL M. MCNEIL	DEAN - UC DAVIS EXTENSION	HCD	MRZ	Percentile	\$259,487	\$254,368							\$254,368	v	N	N	5%	N	\$11,882	
TAGE WI. WICKETE	DEAN - OC DAVIS EXTENSION	OCD	IVIIVE	No independent	Ç233,407	J234,300							J2J4,300		- "		370		J11,002	<del>                                     </del>
				survey data																
JAMES LAWRENCE MORA	HEAD COACH, FOOTBALL	UCLA	Salary Range	available	\$300,000	\$300,000	\$95,000				\$3,137,500		\$3,532,500	N	N	N		N		
	VICE PRESIDENT-FACULTY			Below the																
	PRACTICE OPERATIONS, UCSF			Maximum Salary																
DAVID R. MORGAN	HEALTH	UCSF	Salary Range	Range	\$318,963	\$310,740	\$46,710						\$357,450	N	N	N		N		
	DIRECTOR - UNIVERSITY OF			Below the 75th																
ALISON MARGARET MUDDITT	CALIFORNIA PRESS	UCOP	MRZ	Percentile	\$311,753	\$304,758							\$304,758	Υ	N	N	5%	N		
	CHIEF STRATEGY OFFICER,			At the Maximum of																
SANTIAGO MUNOZ III	UCLA HEALTH	UCLA	Salary Range	the Salary Range	\$392,000	\$380,739	\$78,755		\$34,844		\$4,746		\$499,084	N	N	N		N		
	VICE PROVOST-		,		+	7000,000	4.0,.00		40.,0		7.7		¥,							
	INFORMATION AND																			
	EDUCATIONAL TECHNOLOGY																			
VIJAYALAKSHMI	AND CHIEF INFORMATION			Below the 75th																
MURALIDHARAN	OFFICER	UCD	MRZ	Percentile	\$335,081	\$328,471					\$3,906	\$19,531	\$351,908	Υ	N	N	5%	N		\$810,000
	CHIEF ADMINISTRATIVE			Below the																
LISA CAROLE MURPHY	OFFICER - MEDICINE, CVC, PRIMARY SVCS	LICCD	Calas. Danas	Maximum Salary	\$284,114	\$275,200	\$37,527						\$312,727	N	N	N		N		
LISA CAROLE MORPHY	PRESIDENT OF THE	UCSD	Salary Range	Range Below the 25th	\$284,114	\$275,200	\$37,527						\$312,727	IN	IN	IN		IN		
JANET ANN NAPOLITANO	UNIVERSITY	UCOP	MRZ	Percentile	\$570,000	\$570,000				\$8,916			\$578,916	γ	Y	N	5%	N		
	CHIEF INFORMATION			Below the	+,	70.0,000				40,000			40.0,020				9,1			
	OFFICER, SCHOOL OF			Maximum Salary																
BENJAMIN NATHAN	MEDICINE	UCLA	Salary Range	Range	\$328,281	\$297,759	\$43,500					\$21,750	\$363,009	N	N	N		N		
	ASSOCIATE VICE PRESIDENT -			Below the 50th																
CATHRYN L NATION	HEALTH SCIENCES	UCOP	MRZ	Percentile	\$259,284	\$253,467							\$253,467	Υ	N	N	5%	N		
D. C. L. C. C. C. C. L. L. L. L.	EXECUTIVE VICE PRESIDENT,	ucon	MRZ	Below the 50th	\$350,000	4245 404				60.046			6255 407	.,	١	N	5%	N		
RACHAEL OLSON NAVA	CHIEF OPERATING OFFICER VICE CHANCELLOR-DIVERSITY	UCOP	IVIKZ	Percentile Below the 90th	\$350,000	\$346,191				\$8,916			\$355,107		IN	IN	376	IN		
J RENEE NAVARRO	AND OUTREACH	UCSF	MRZ	Percentile	\$297,986	\$292,924							\$292,924	γ	N	N	5%	N		
	VICE CHANCELLORLEGAL				+,	7-0-,0-1							4-0-,0-1				0.1			
	AFFAIRS AND ASSOCIATE			Below the 75th																
LOUISE COLLEEN NELSON	GENERAL COUNSEL	UCLA	MRZ	Percentile	\$295,000	\$14,526							\$14,526	Υ	N	N	5%	N		
	VICE CHANCELLOR FOR			Below the 50th																
CHARLES T NIES	STUDENT AFFAIRS	UCM	MRZ	Percentile	\$256,250	\$240,904							\$240,904	Υ	N	N	3%	N		
	DEPUTY GENERAL COUNSEL -			n. I																
RACHEL NOSOWSKY	HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Below the 75th Percentile	\$294,763	\$288,548							\$288,548	v	N	N	5%	N		
RACHEL NOSOWSKY	CHIEF OPERATING OFFICER,	UCUP	IVIKZ	Below the 75th	\$294,763	\$288,548							\$288,548		IN	IN	376	IN		
JOHN SHANNON O'KELLEY	UCLA HEALTH	UCLA	MRZ	Percentile	\$643,000	\$586.359	\$127.045		\$7,596				\$721.000	γ	N	N	5%	N		
	ASSISTANT VICE PRESIDENT -				, ,	, ,			, ,				, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,							
	INSTITUTIONAL			Below the 50th																
GEOFFREY A O'NEILL	ADVANCEMENT	UCOP	MRZ	Percentile	\$200,904	\$197,490							\$197,490	Υ	N	N	5%	N		
	SENIOR VICE PRESIDENT-																			
L	HUMAN RESOURCES,		L	Below the Midpoint											l					
DAVID ODATO	CAMPUS/UCSF HEALTH	UCSF	Salary Range	Salary Range	\$413,925	\$404,882	\$62,505			ļ	1		\$467,387	N	N	N		N		<u> </u>
STEVEN A. OLSEN	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 75th Percentile	\$360.000	\$347,984	1			1			\$347,984	v	N	N	5%	N		\$692,650
STEVEN A. OLSEN	VICE CHANCELLOR - CHIEF	JCLA	IVIIV	Below the 25th	3300,000	2341,204	-		1	-	1		\$347,70 <del>4</del>	-	IN	IN	370	IN	-	JUJZ,UJU
PIERRE-YVES OUILLET	FINANCIAL OFFICER	UCSD	MRZ	Percentile	\$410,000	\$389,375	1			ĺ			\$389,375	Υ	N	N	5%	N		\$701,000
	VICE PRESIDENT/CHIEF		1	Below the	, ,,,,,,,						İ		,,.							
	STRATEGY OFFICER, UCSF		1	Maximum Salary			1			1										
LISA H. OZAETA	HEALTH	UCSF	Salary Range	Range	\$364,105	\$355,680	\$57,169		]				\$412,849	N	N	N		N		

							Annuai Keport On	Executive Compens	ation for Calendar	tear 2010										
	SENIOR ASSOCIATE DEAN OF																			1
	FINANCE AND			Below the																1
	ADMINISTRATION, SCHOOL			Maximum Salary																1
JANNA M PAARDEKOOPER	OF MEDICINE		Salary Range	Range	\$334,750	\$316,941	\$15,458					\$4,000	\$336,399	N	N	N		N		1
	VICE CHANCELLOR - STUDENT			Below the 60th																1
THOMAS A. PARHAM	AFFAIRS	UCI	MRZ	Percentile	\$280,000	\$259,277							\$259,277	Υ	N	N	5%	N		1
	CHIEF CAMPUS COUNSEL			0.1. 11. 751																1
	AND ASSOCIATE GENERAL			Below the 75th																1
DANIEL W PARK	COUNSEL	UCSD	MRZ	Percentile	\$282,470	\$277,052					\$2,550		\$279,602	Y	N	N	5%	N		ļ
				Below the 60th																1
CHRISTOPHER M PATTI	CHIEF CAMPUS COUNSEL	UCB	MRZ	Percentile	\$272,482	\$267,853							\$267,853	Y	N	N	5%	N		<u> </u>
				Below the 50th		4														1
HAROLD GUY PATTON	CHIEF NURSING OFFICER	UCI	MRZ	Percentile	\$300,000	\$14,773							\$14,773	Y	N	N	5%	N	\$7,414	<u> </u>
	VICE CHANCELLOR FOR			note the soul													l			1
	RESEARCH AND ECONOMIC			Below the 50th													l			1
MICHAEL J. PAZZANI	DEVELOPMENT	UCR	MRZ	Percentile	\$339,877	\$318,193							\$318,193	Y	N	N		N		\$660,000
	SENIOR VICE PRESIDENT,			Below the 50th																1
NELSON EDWARD PEACOCK	GOVERNMENT RELATIONS	UCOP	MRZ	Percentile	\$288,400	\$283,500				\$8,916		\$20,000	\$312,416	Y	N	N	5%	N		<b>!</b>
T	PROVOST AND EXECUTIVE			Below the 25th	6242.200	6200 744				60.046		646.265	4224.025	.,		N	l	N		1
THOMAS WILLIAM PETERSON	VICE CHANCELLOR - EQUITY,	UCM	MRZ	Percentile	\$313,200	\$308,744				\$8,916		\$16,365	\$334,025	Y	N	N		N		1
DECIMA D DETITE		ucco		Below the 60th	6257 500	6252 425						645 625	4250 750	.,		N	F0/	N		1
BECKY R PETITT	DIVERSITY AND INCLUSION	UCSD	MRZ	Percentile	\$257,500	\$253,125						\$15,625	\$268,750	Y	N	N	5%	N		<b>!</b>
	CHIEF DEDUTY CENEDAL																			1
	CHIEF DEPUTY GENERAL COUNSEL & DEPUTY GENERAL	.1		Below the 60th																1
WAREN IENGEN BETRUI AWG					ć200 20c	6202.074							6202.074	Υ		N	F0/	N		1
KAREN JENSEN PETRULAKIS	COUNSEL LITIGATION	UCOP	MRZ	Percentile	\$299,386	\$293,074							\$293,074	Y	N	N	5%	N		1
	ASSOCIATE VICE PRESIDENT -			Below the 60th																1
DAVID LOUIS BUILLING	ENERGY AND SUSTAINABILITY	LICOR	MD7		¢240.020	¢200 C70							¢200 C70	v	N	N	F0/	N		1
DAVID LOUIS PHILLIPS	ENERGY AND SUSTAINABILITY	UCUP	IVIKZ	Percentile Below the 75th	\$219,938	\$208,670							\$208,670		IN	IN	5%	IN		
CHARLES H PODESTA	CHIEF INFORMATION OFFICER	n IICI	MRZ	Percentile	\$401,700	\$392,688	\$63,932						\$456,620	Υ	N	N	5%	N		1
CHARLES II FODESTA	CHIEF INFORMATION OFFICER	N OCI	IVINZ	No independent	3401,700	3352,000	303,532						3430,020		IN	IN	370	14		├──
				survey data																1
KENNEDY POLAMALU	ASSISTANT FOOTBALL COACH	LICLA	Calary Bango	available	\$250,000	\$250,000				\$2,250	\$280,417		\$532,667	N	N	N		N		1
KENNEDI FOLAMALO	CHIEF NURSING	UCLA	Salary Natige	available	\$230,000	\$230,000			-	32,230	3200,417	-	3332,007	IN	IN	IN		14		<b>├</b> ──
	INFORMATICS OFFICER,			Below the																1
	INFORMATION SERVICES &			Maximum Salary																1
ELLEN S. POLLACK	SOLUTIONS	LICLA	Salary Range	Range	\$303,063	\$274,887	\$40,159				\$6,974		\$322,020	N	N	N		N		1
ELLEN S. I GLEACK	VICE PRESIDENT -	UCLA	Jaiai y Range	Ivarige	\$303,003	J274,007	540,133		<b>†</b>		30,574	<b>†</b>	J322,020	- ''	- '`		1	.,		├──
WENDY JEAN POWERS-	AGRICULTURE AND NATURAL			Below the 75th																1
SCHILLING	RESOURCES	UCOP	MRZ	Percentile	\$243,000	\$109,534							\$109,534	v	N	N	5%	N	\$1,750	1
30221140	ASSOCIATE LABORATORY	JCOF		Below the 75th	9243,000	910 <i>3</i> ,334		1	<del>                                     </del>			<del>                                     </del>	J10J,JJ4	-	14	- 14	370	- 14	71,750	<del></del>
RAMAMOORTHY RAMESH	DIRECTOR	LBNL	MRZ	Percentile	\$374,916	\$362,896	l			l	l		\$362,896	Υ	N	N	l	N		
	VICE CHANCELLOR BUSINESS				<b>40.4,510</b>	, , , , , , , , , , , , , , , , , , ,							,,oso	- '	- '	- '		- '		<del>                                     </del>
1	AND ADMINISTRATIVE		1	Below the 60th			l			l	l		l				l			
MICHAEL REESE	SERVICES	UCM	MRZ	Percentile	\$288,783	\$283,086	l			l	l		\$283,086	Y	N	N	5%	N		
	CHIEF EXECUTIVE OFFICER -	30.07	<u> </u>	Below the 50th	Q200,703	9203,000	<b> </b>		-	<b> </b>	<b> </b>	-	9203,000	-			3,0			<del>                                     </del>
ANN MADDEN RICE	UC DAVIS MEDICAL CENTER	UCD	MRZ	Percentile	\$878,425	\$861,097	\$209,351			\$8,916	l		\$1,079,364	Y	N	N	5%	N		
		+	+	Below the	70.0,0	+,,	+,		<b> </b>	7-,		<b> </b>	, -, -, -, -, -, -, -, -, -, -, -, -, -,	-						<b>—</b>
1	EHR APPLICATION SOLUTIONS	s	1	Maximum Salary			l			l	l		l				l			
LORI LOU RIDLEY	ARCHITECT, UCSF HEALTH	UCSF	Salary Range	Range	\$285,325	\$278,689	\$25,957			l	\$9,820		\$314,466	N	N	N	l	N		
	EXECUTIVE DIRECTOR-	+		Below the	7-00/0-0	+=,	7-0,000		<b> </b>		+-,	<b> </b>	,,				l			<b>—</b>
	QUALITY AND PATIENT		1	Maximum Salary			l			l	l		l				l			
JANET LYNNE RIMICCI	SAFETY, UCLA HEALTH	UCLA	Salary Range	Range	\$283,261	\$278,065	\$41,252			l	l		\$319,317	N	N	N	l	N		1
	,	+			T/	7	7,		<b> </b>			<b> </b>	7,				l			<b>—</b>
	GENERAL COUNSEL AND VICE	:1	1	Below the 60th			l			l	l		l				l			
CHARLES F ROBINSON	PRESIDENT - LEGAL AFFAIRS	UCOP	MRZ	Percentile	\$454,574	\$446,851	l			\$8,916	l		\$455,767	Y	N	N	5%	N		\$800,000
	DEAN - UNIVERSITY	1	+	Below the 25th	T	+ ,			<b> </b>	7-,		<b> </b>	T/	-						, ===,==0
LYNDA ROGERS	EXTENSION	UCSC	MRZ	Percentile	\$186,611	\$182,779	l			l	l		\$182,779	Y	N	N	5%	N		
				1	+,	,							, ,,							

						P	Innual Report On	Executive Compens	ation for Calendar	Year 2016										
	ASSISTANT VICE			Below the Maximum Salary																
CHERYL ANN ROSS	CHANCELLOR/CONTROLLER	UCSD	Salary Range	Range	\$258,750	\$253,646	\$5,000		\$50,000				\$308,646	N	N	N		N		
CHEMICANIMINOSS	VICE CHANCELLOR-STUDENT	0000	Juliury Hurige	Below the 50th	Q230,730	\$233,040	\$5,000		<b>\$30,000</b>				\$300,040	- ''				- ''		
JAMES W. SANDOVAL	AFFAIRS	UCR	MRZ	Percentile	\$248,792	\$244,565							\$244,565	Υ	N	N	5%	N		
				No independent																
				survey data																
JOHN JOSEPH SAVAGE	HEAD COACH - BASEBALL	UCLA	Salary Range	available	\$300,000	\$300,000					\$577,947		\$877,947	N	N	N		N		
				No independent survey data																
WILLIAM BERNARD SCHERER	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	available	\$250,000	\$221,552				\$3,717	\$81,188		\$306,457	N	N	N		N		
			,8-	Below the	+===,===	7-1-7-0-1				40)	+00,000		4000,.01							
	CHIEF HEALTH SCIENCES			Maximum Salary																
PETER SCHNEIDER	COUNSEL	UCI	Salary Range	Range	\$308,311	\$284,632	\$27,659						\$312,291	N	N	N		N		
				Below the 75th																
GRETA SCHNETZLER	CHIEF CAMPUS COUNSEL	UCSF	MRZ	Percentile	\$282,644	\$277,842							\$277,842	Υ	N	N	5%	N		
BRIAN E. SCHOTTLAENDER	UNIVERSITY LIBRARIAN	UCSD	MD7	Below the 75th Percentile	\$289,366	\$283,816							\$283,816	v	N	N	5%	N		\$351,000
BRIAN E. SCHOTTERENDER	ONIVERSITI EIDITAMAN	OCSD	IVIIVE	Below the	3203,300	\$203,010							\$203,010		- "	- "	370	- "		JJJ1,000
	SENIOR PORTFOLIO			Maximum Salary																
DAVID W SCHROEDER	MANAGER	UCOP	Salary Range	Range	\$294,621	\$294,621	\$147,793						\$442,414	N	N	N		N		
				Below the 50th																
ANGELA LYNN SCIOSCIA	CHIEF MEDICAL OFFICER	UCSD	MRZ	Percentile	\$451,321	\$443,040							\$443,040	Υ	N	N	5%	N		
	VICE PRESIDENT-BENIOFF			Below the																
KIMBERLY SCURR	CHILDREN'S HOSPITAL, UCSF HEALTH	LICCE	Coloni Bonos	Maximum Salary	¢227.546	6220.454	650.225				¢10.300		¢207.00F	N	N	N		N		
KIMBERLY SCURK	SECRETARY AND CHIEF OF	UCSF	Salary Range	Range Below the 50th	\$337,546	\$328,151	\$50,335				\$19,399		\$397,885	N	N	N	1	N		
ANNE SHAW	STAFF TO THE REGENTS	UCOP	MRZ	Percentile	\$238,703	\$234,647				\$8,916			\$243,563	γ	N	N	5%	N		
	CHIEF FINANCIAL OFFICER -			Below the 75th	,,·	720.70				+=,===			7=10,000							
AJAY SIAL	UCI HEALTH SYSTEM	UCI	MRZ	Percentile	\$550,000	\$258,335					\$110,000		\$368,335	Υ	N	N	5%	N	\$23,089	
	CHIEF OPERATING OFFICER,			Below the 50th																
BRADLEY W SIMMONS	MEDICAL CENTER	UCD	MRZ	Percentile	\$575,000	\$259,186					\$50,000		\$309,186	Υ	N	N	5%	N	\$32,062	
LIGHT D CILION	DEPUTY LABORATORY			Above the 90th	6433.540	6447.026							6447.026	v	١		F0/			ć4 057 75
HORST D SIMON	DIRECTOR	LBNL	MRZ	Percentile	\$432,540	\$417,926							\$417,926	Y	N	N	5%	N		\$1,057,750
	VICE PRESIDENT-REVENUE			Below the Midpoint																
CLIFFORD A SKINNER	CYCLE, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$291,735	\$286,385	\$46,518				\$10,075		\$342,978	N	N	N		N		
	`			Below the 60th																
MACKENZIE SMITH	UNIVERSITY LIBRARIAN	UCD	MRZ	Percentile	\$261,935	\$256,768							\$256,768	Υ	N	N	5%	N		
	ASSOCIATE VICE			Below the																
	CHANCELLOR, OFFICE OF		Color Broom	Maximum Salary	6300 545	6204.256							6204.256	N	١	N		N		
MARCIA LEE SMITH	RESEARCH ADMINISTRATION SENIOR VICE PRESIDENT-	UCLA	Salary Kange	Range Below the	\$309,515	\$304,256							\$304,256	N	N	N	1	N		
	FACULTY PRACTICES, UCSF			Maximum Salary							1	1								
SUSAN D. SMITH	HEALTH	UCSF	Salary Range	Range	\$561,000	\$536,347	\$71,780						\$608,127	N	N	N		N		
	DEAN-CONTINUING										İ	İ	İ							
	EDUCATION AND UCLA	1		Above the 90th													1			l
WAYNE DAVID SMUTZ	EXTENSION	UCLA	MRZ	Percentile	\$327,818	\$322,248						\$7,500	\$329,748	Υ	N	N	5%	N		\$1,012,500
	OFFENSIVE COORDINATOR			No independent							1	1								
JACOB S SPAVITAL	AND QUARTERBACKS COACH	UCB	Salary Range	survey data available	\$225,000	\$180,356					\$128,253	\$25,000	\$333,609	N	N	N		N		
JACOB 3 SFAVITAL	PRESIDENT, UCLA	ОСВ	Salary Narige	available	3223,000	\$100,550					\$120,233	323,000	\$333,009	IN	IN	IN		IN	+	-
	HEALTH/CEO, UCLA HOSPITAL			Below the 50th							1	1								
JOHNESE MARIA SPISSO	SYSTEM	UCLA	MRZ	Percentile	\$876,000	\$755,172	\$95,659			\$16,718		\$12,000	\$879,549	Υ	N	N	5%	N	\$9,603	
	SR VICE PRESIDENT AND			Ì																
	CHIEF FINANCIAL OFFICER,	1		Below the 75th		[						1					1			
PAUL A STATON	UCLA HEALTH	UCLA	MRZ	Percentile	\$642,000	\$611,953	\$138,725				\$53,599		\$804,277	Υ	N	N	5%	N		
MIDCINIA CTEEL	LININ/EDCITY LIDDADIAN	LICLA	1407	Below the 60th	¢267.201	6262.746					1	66.115	6369.055	v			F0/			ć1 220 00°
VIRGINIA STEEL	UNIVERSITY LIBRARIAN	UCLA	IVIKZ	Percentile	\$267,281	\$262,740		l	l	l	l .	\$6,115	\$268,855	Y	N	N	5%	N	1	\$1,330,00

						F	Annual Report On	Executive Compens	ation for Calendar	Year 2016									
CARDELLA DENISE STEPHENS		UCSB	MRZ	Below the 50th Percentile	\$240,400	\$238,579							\$238,579	Υ	N	N	5%	N	\$779,050
	SENIOR MANAGING																		
CTCUTALL CTCOLAND	DIRECTOR, FIXED INCOME	ucon		Below the 60th	6240.000	6224 272	£4.53.400					65.647	ć 400 200	v		N	F0/		
STEVEN L. STERMAN	ASSETS EXECUTIVE VICE PRESIDENT -	UCOP	MKZ	Percentile Below the 50th	\$340,000	\$321,272	\$163,400					\$5,617	\$490,289	Y	N	N	5%	N	
JOHN DAVID STOBO	UC HEALTH	UCOP	MP7	Percentile	\$633,782	\$623,014	\$135,370			\$8,916			\$767,300	γ	N	N	5%	N	\$1,330,000
JOHN DAVID STORO	SENIOR VICE PRESIDENT-	UCUF	IVINZ	reiteitile	3033,762	3023,014	3133,370			\$6,510			3707,300		IN	IN	370	IN	\$1,550,000
	FINANCE/CHIEF FINANCIAL			Below the 90th															
BARRIE E STRICKLAND	OFFICER, UCSF HEALTH	UCSF	MRZ	Percentile	\$720,000	\$656,094	\$97,919						\$754,013	Υ	N	N	5%	N	
	, , , , , , , , , , , , , , , , , , , ,			Below the 50th	, ,,,,,,,,	, ,	, , , , ,						, . ,						
NAILAH SUAD-BAKARI	VC EQUITY AND INCLUSION	UCB	MRZ	Percentile	\$240,351	\$236,267							\$236,267	Υ	N	N		N	\$722,000
	DIRECTOR AND SENIOR			Below the Midpoint															
MICHAEL ALLEN SWETT	PORTFOLIO MANAGER	UCOP	Salary Range	Salary Range	\$242,179	\$236,095	\$79,656					\$15,938	\$331,689	N	N	N		N	
WHO I WEE / LEEL IV SWETT	ASSOCIATE LABORATORY	0001	Suidi y Hunge	Below the 50th	ÇE-12,175	Ç250,055	\$73,030					Ģ15,550	<b>\$331,003</b>	- "		- ''		- "	
TIMOTHY JAMES SYMONS	DIRECTOR	LBNL	MRZ	Percentile	\$316,920	\$306,760							\$306,760	γ	N	N	5%	N	
		1	† <u> </u>	Below the	+,	+,			1		1	l	,,						
	CHIEF HUMAN RESOURCES	1		Maximum Salary								l	l						
SUSAN JAN TAKEUCHI	OFFICER, UCLA HEALTH	UCLA	Salary Range	Range	\$360,500	\$353,881	\$74,751					\$4,000	\$432,632	N	N	N		N	
				Below the 50th								İ	İ						
LORELEI A. TANJI	UNIVERSITY LIBRARIAN VICE CHANCELLOR -	UCI	MRZ	Percentile	\$236,077	\$231,420							\$231,420	Υ	N	N	5%	N	
	RESEARCH AND ECONOMIC			Below the 25th															
SAMUEL JUSTIN TRAINA	DEVELOPMENT	UCM	MRZ	Percentile	\$258,364	\$254,259							\$254,259	٧	N	N		N	\$276,000
SAMOLE JOSTIN TRAINA	ASSOCIATE VICE PRESIDENT -	OCIVI	IVIILE	Below the 50th	3230,304	\$254,255							J234,233		- 14	- 14		.,	3270,000
TU M. TRAN	BUSINESS OPERATIONS	UCOP	MRZ	Percentile	\$232,605	\$226,762							\$226,762	Υ	N	N	5%	N	
	EXECUTIVE DIRECTOR-																		
	INNOVATION ALLIANCES &			Below the 25th															
WILLIAM TINSLEY TUCKER	SERVICES	UCOP	MRZ	Percentile	\$214,659	\$212,247							\$212,247	Υ	N	N	5%	N	
MANDOLIES TAVITA				No independent															
MARQUES TAVITA	ACCICTANT FOOTBALL COACU	LICLA	Calas Danas	survey data	¢250.000	ć220.220					¢164.166		C204 404	N.	N.	N			
TUIASOSOPO	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	available No independent	\$250,000	\$220,238					\$164,166		\$384,404	N	N	N		N	
	HEAD MEN'S BASKETBALL			survey data															
RUSSELL DEVLIN TURNER	COACH	UCI	Salary Range	available	\$325,000	\$325,000	\$210,000						\$535,000	N	N	N		N	
ROSSELL DEVLIN TORNER	VICE CHANCELLOR -	UCI	Salai y Nalige	Below the 50th	3323,000	3323,000	3210,000		1				\$333,000	IN	IN	IN		IN	
RHEA P TURTELTAUB	EXTERNAL AFFAIRS	UCLA	MRZ	Percentile	\$435,000	\$427,592				\$8,916			\$436,508	٧	N	N	5%	N	
THE TOTAL PROPERTY OF	EXTERNOLE ATTAINS	CCD	iviii.	rerectione	\$455,000	Ç427,552				Q0,510			\$130,500			- ''	370	- "	
	VICE PRESIDENT-FINANCE,	1				ĺ					ĺ	l	l						
	PHYSICIAN ORGANIZATIONS,	1		Below the Midpoint								l	l						
TAMMY LEHR WALLACE	UCSF HEALTH	UCSF	Salary Range	Salary Range	\$286,641	\$273,816	\$30,617		\$5,459				\$309,892	N	N	N		N	
	ASSOC VICE CHAN. EXTENDED											İ	İ						
	STUDIES AND PUBLIC	1																	
	SERVICE, DEAN-UNIVERSITY	1		Below the 25th								l	l						
WALSHOK	EXTENSION VICE PRESIDENT-PHARMACY	UCSD	MRZ	Percentile	\$206,670	\$202,705							\$202,705	Υ	N	N	5%	N	
	SERVICES/INTERIM VICE	1		Rolow tho															
	PRESIDENT-CLINICAL	1		Below the		ĺ					ĺ	l	l						
DANIEL WANDRES	SERVICES, UCSF HEALTH	LICEE	Salary Range	Maximum Salary	\$323,995	\$318,053	\$48,646		\$30,432		\$7,470	\$2,466	\$407,067	N	N	N		N	
DAINIEL WAINDRES	CHIEF NURSING OFFICER,	UCSF	Salai y nalige	Range Below the	2223,333	2218,033	340,040		35U,43Z		31,470	32,400	3407,007	iN	iN	N		iN	
	UCLA RONALD REAGAN	1		Maximum Salary								l	l						
CATHY RODGERS WARD	MEDICAL CENTER	UCLA	Salary Range	Range	\$293,365	\$285,282	\$41,909				1		\$327,191	N	N	N		N	
NODGENS WIND		3051	and the same	8c	Q233,303	\$203,202	Ų-1,505		1				<i>432.</i> ,132	.,	.,			.,	
	DEAN-GRADUATE DIV/VC-			Below the 60th		1					1								
ELIZABETH WATKINS	STUDENT ACADEMIC AFFAIRS	UCSF	MRZ	Percentile	\$272,079	\$269,737					\$15,797		\$285,534	N	N	N		N	

						, and a	Annual Report On	Executive Compensa	tion for Calendar	Year 2016										
	CHIEF ADMINISTRATIVE																			
	OFFICER, SANTA MONICA-																			
	UCLA MEDICAL CENTER AND			Below the 75th																
PAUL H. WATKINS	ORTHOPAEDIC HOSPITAL	UCLA	MRZ	Percentile	\$392,000	\$357,719	\$77,521						\$435,240	Υ	N	N	5%	N		
	EXECUTIVE VICE CHANCELLOP	3		Below the 50th																
SCOTT L WAUGH	AND PROVOST	UCLA	MRZ	Percentile	\$418,800	\$409,395				\$8,916			\$418,311	Y	N	N	5%	N		
KIM ARTHUR WILCOX	CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$394,655	\$387,950				\$8,916			\$396,866	v	v	N		N		
KIW ARTHUR WILCOX	CHANCELLOR	UCK	IVIKZ	No independent	\$394,000	\$387,950				\$8,910			\$390,000	- 1	T	IN		IN		
				survey data																
HAROLD MICHAEL WILLIAMS	ATHI FTICS DIRECTOR	UCB	Salary Range	available	\$519,000	\$519,000	\$93,500			\$5,400	\$90,000		\$707,900	N	N	N		N		
TO MICE OF THE PARENT WILL WILLIAM	ATTREETIES SINECTON	000	Sulary Hange	Below the 50th	<b>\$313,000</b>	<b>4313,000</b>	Ç33,300			<b>43,400</b>	<b>\$30,000</b>		<i>\$707,500</i>	- ''	- ''					
KIM P WILLIAMS	CHIEF FINANCIAL OFFICER	LBNL	MRZ	Percentile	\$305,208	\$295,428							\$295,428	Υ	N	N	5%	N		
				No independent																
	HEAD COACH MEN'S			survey data																
ROBERT ALLEN WILLIAMS	BASKETBALL	UCSB	Salary Range	available	\$347,961	\$340,934							\$340,934	N	N	N		N		
	INTERIM CHIEF MEDICAL			Below the 50th																
WILLIAM C WILSON MICHAEL STEWART	OFFICER	UCI	MRZ	Percentile	\$470,000	\$155,209		\$294,791					\$450,000	N	N	N		N		
WITHERELL	LABORATORY DIRECTOR	LBNL	MRZ	Below the 50th	\$439,992	\$403,343				\$6,687		\$10,330	\$420,360	.,	N	N		N	\$9,830	\$1,128,000
WITHERELL	LABORATORY DIRECTOR	LBINL	IVIKZ	Percentile Below the	\$439,992	\$403,343				\$0,087		\$10,550	\$420,300	- 1	IN	IN		IN	\$9,630	\$1,128,000
	DIRECTOR - HEALTH SYSTEM			Maximum Salary																
ANNIE M WONG	CONTRACTS	UCD	Salary Range	Range	\$259.065	\$254,664	\$52,086				\$9,377		\$316.127	N	N	N		N		
	EXECUTIVE DIRECTOR-IT	1	,	Below the	7-00,000	7-0 1,000 1	70-7000				40,011		, o = 0, = 2.	- '						
	APPLICATIONS,			Maximum Salary																
JANE Y. WONG	CAMPUS/UCSF HEALTH	UCSF	Salary Range	Range	\$270,730	\$260,728	\$24,169		\$22,805		\$11,410		\$319,112	N	N	N		N		
	DEPUTY GENERAL COUNSEL -																			
	LABOR, EMPLOYMENT AND			Below the 60th																
ALLISON M. WOODALL	BENEFITS	UCOP	MRZ	Percentile	\$272,267	\$265,065							\$265,065	Υ	N	N	5%	N		
B	DEAN - UNIVERSITY			Below the 50th	4224.054	6224.044							ć224.044	.,	١	N	/			
DIANA WU DRAGUN	PROFESSOR/VC-SCIENCE	UCB	MRZ	Percentile Below the 75th	\$224,864	\$221,044							\$221,044	Y	N	N	5%	N		
KEITH YAMAMOTO	POLICY AND STRATEGY	UCSF	MRZ	Percentile	\$400,500	\$404,733			\$19,433				\$424.166	N	N	N		N		
RETTI TAIVIAIVIOTO	TOLICI AND STRATEGI	OCSI	IVIIVE	Below the 25th	5400,500	Ş404,733			\$15,455				5424,100	- 14	- 14	- 14		- 14		
HENRY T. YANG	CHANCELLOR	UCSB	MR7	Percentile	\$401,020	\$394,207				\$8,916			\$403,123	Υ	γ	N	5%	N		
				No independent	, . ,	, , .				, , , ,			, ,							
	FORMER ASSISTANT			survey data																
ERIC LAMONE YARBER	FOOTBALL COACH	UCLA	Salary Range	available	\$250,000	\$250,000					\$168,333		\$418,333	N	N	N		N		
	ASSOCIATE LABORATORY			Below the 60th																
KATHERINE A YELICK	DIRECTOR	LBNL	MRZ	Percentile	\$345,204	\$334,144							\$334,144	Y	N	N		N		
	CUIES DUADA A CV OSS:			Below the																
DIANE 174104	CHIEF PHARMACY OFFICER,	l	Salar Barra	Maximum Salary	6207.002	6204 725	624.020		l		642.402	l	\$330.555		l	l	l		l	
DIANE J ZALBA	UCLA HEALTH SCIENCES DIRECTOR - HEAD OF CREDIT	UCLA	Salary Range	Range	\$287,003	\$281,736	\$34,830				\$12,102		\$328,668	N	N	N		N		
	RESEARCH - FIXED INCOME			Below the Midpoint																
XIAOCHUAN ZHANG	INVESTMENTS	LICOP	Salary Range	Salary Range	\$240,251	\$236,169	\$103,193		l			l	\$339.362	N	N	N	l	N	l	
AIAOCHOAN ZHANG	HAAFAHAIFIAIA	UCUF	Jaiai y Marige	Jaiai y Nalige	7240,231	7230,105	7103,153				1		,JJJ,302	14	//	- 19		ıV.		

Staff Comments

Amount

Compensation Element

ADLER, JOSHUA S UCSF		
EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES/VI	CE DEAN-CLINICA	L AFFAIRS, UCSF HEALTH
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$630,000	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$612,643	D + (1 + 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1 +
Clinical Enterprise Management Recognition Program	\$83,903	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Clinical Enterprise Management Recognition Program	\$05,505	aganist pre-established goals.
ALCOCER, DAVID UCOP		
ASSOCIATE VICE PRESIDENT – BUDGET AND ANALYS	ıc	
ASSOCIATE VICE PRESIDENT - BUDGET AND ANALYS	15	
		Per policy appointment of and compensation for David Alcocor as Interim Associate Vice
Annual Base as of Dec 31	\$189,668	Per policy, appointment of and compensation for David Alcocer as Interim Associate Vice President – Budget and Analysis with an annual base salary of \$189,668, effective 7/1/16.
Actual Base Salary Received	\$160,356	Tresident Budget and Amaryons with an annual base salary of \$105,000, effective 7, 1, 10.
Recognition Award	\$5,000	STAR award received prior to Interim AVP appointment.
Stipend	\$9,977	Stipend received for additional responsibilities.
ALFORD,STEPHEN TODD UCLA		
HEAD COACH, MEN'S BASKETBALL, INTERCOLLEGIAT	TE ATHLETICS	
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$300,000	
Incentive Received	\$10,000	Annual performance-based incentive opportunity as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$2,300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$30,000	Per contract, a contingent retention bonus totaling \$90,000 if Coach Alford remains as Head Coach on these dates: \$30,000 to be paid on the first pay date following May 1, 2014; \$30,000 to be paid on the first pay date following May 1, 2015; and \$30,000 to be paid on the first pay date following May 1, 2016.
Other Cash Compensation/Payments	\$40,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$11,328	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$30,077	Per contract, data reflects the imputed income for a courtesy vehicle.

Chief Investment Officer Administrative Incentive Plan

Compensation Element	Amount	Staff Comments
ALLUGATOR ADMAND DILICO		
ALIVISATOS,ARMAND P UCB		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$430,540	Effective 7/1/16, received merit salary increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$434,858	Appointed as Vice Chancellor - Research at Berkeley campus in 2016. Earnings include salary from previous appointment as Lab Director of LBNL.
Executive Auto Allowance	\$2,229	Per policy, annual auto allowance \$8,916 (\$743 per month) as Lab Director of LBNL prior to current appointment in 2016; received less than twelve monthly payments in 2016.
Home Loan Program	\$1,330,000	Per policy, participation in Home Loan Program upon appointment as Lab Director of LBNL; continued eligibility with current appointment.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of tenured faculty.
ALOSI,SAL PETER UCLA		
HEAD FOOTBALL STRENGTH & CONDITION	ING COACH	
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$120,833	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$9,158	Per contract, data reflects the imputed income for the courtesy vehicle.
Other Benefit	\$560	Per contract, spousal travel consistent with Athletics Department practice.
ANANTHASWAMY,SATISH UCOP		
DIRECTOR, FIXED INCOME INVESTMENTS		
		Effective 7/1/16, a merit based increase and an equity based increase were received consistent
Annual Base as of Dec 31	\$304,808	with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$297,388	
		The Administrative Oversight Committee approved the incentive payout award of \$191,043.04 (62.68 percent of base salary) for FY 2015-16. Satish Ananthaswamy's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25

the Short-Term Investment Pool (STIP) rate of return).

\$191,043

percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on

# **Compensation Element**

Amount

**Staff Comments** 

ANDERSON, MICHAEL R UCSF		
SENIOR VICE PRESIDENT-CHILDREN'S SER	VICES/PRESIDENT-BENIOFF	CHILDREN'S HOSPITAL, UCSF HEALTH
		New hire appointment of Michael R. Anderson as the Senior Vice President-Children's
Annual Base as of Dec 31	\$925,000	Services/President-Benioff Children's Hospital approved by the Health Sciences Committee on 10/18/16.
Actual Base Salary Received	\$17,720	
Actual base salary necessed	\$17,720	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
ANDRIOLA,THOMAS UCOP		
VICE PRESIDENT AND CHIEF INFORMATIO	N OFFICER	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$366,064	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$359,845	
	<u>.</u>	
ANGUIANO, MARIA RAMOS UCR		
VICE CHANCELLOR PLANNING AND BUE	OGET	
Annual Base as of Dec 31	\$269,100	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
	. ,	represented/stail Salary Flati for fiscal year 2010-2017.
Actual Base Salary Received	\$263,792	Per policy, a relocation allowance of \$62,500 to be paid over a two year period. The amount
Relocation Allowance	\$5,208	reflects the final relocation payment paid out in 2016.
Other Benefit	\$558	Executive Life Imputed Income
ANTRUM,SHEILA E UCSF		
SENIOR VICE PRESIDENT-ADULT SERVICES	S, UCSF HEALTH/PRESIDENT-	UCSF MEDICAL CENTER
		Effective 6/19/16, Sheila Antrum received a merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2016-17. Ms. Antrum received a
		market-based salary adjustment effective December 1, 2016 consistent with Regents' Policy
Annual Base as of Dec 31	\$625,000	7701.
Actual Base Salary Received	\$536,068	

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$75,253	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
APPELSMITH, JACOB A UCD		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$266,086	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$260,837	
Executive Disability	7	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
	•	
ARNETT, JENNIFER P. UCSF		
ASSOCIATE VICE CHANCELLOR - UNIVERSITY DEVELO	OPMENT	
	_	
Annual Base as of Dec 31	\$400,000	Effective 7/1/16, a merit based increase and an equity increase were received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$383,407	
ARRINGTON, JONATHON DUANE UCLA		
CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GRO	UP, UCLA HEALTH	
	T	
Annual Base as of Dec 31	\$319,300	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$313,446	
Clinical Enterprise Management Recognition Program	\$46,501	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$23,250	Relocation allowance of 25 percent of base salary (\$77,500) to be paid over four years. Data reflects amount paid in 2016 (Year 2). Approved by the Chancellor on 2/9/15.

# **Compensation Element**

Amount

**Staff Comments** 

ARRIVAS,PEGGY MCNAMARA UCOP		
ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTRO	LLER	
Annual Base as of Dec 31	\$327,049	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$318,834	
AZAR,RICHARD F UCLA		
EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA HO	SPITAL SYSTEM	
Annual Base as of Dec 31	\$270,417	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$265,460	
Clinical Enterprise Management Recognition Program	\$38,069	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) annually with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$19,925	Data reflects payment for paid time off in excess of accumulation limits.
BACHHER, JAGDEEP SINGH UCOP		
CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$652,454	Effective 7/1/16, a merit based salary increase was received consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$641,368	
Chief Investment Officer Administrative Incentive Plan	\$680,127	The Regents and Administrative Oversight Committee approved the incentive payout award of \$680,227.19 for FY 2015-16. Jagdeep Singh Bachher's target and maximum award opportunities (as a percent of base salary) are 100 percent and 165 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
	•	
Home Loan Program	\$1,800,000	Per policy, eligible to participate in the UC Home Loan Program.

# **Compensation Element**

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Staff Comments

BAGGETT,MARGARITA M UCSD		
CHIEF CLINICAL AND SUPPORT SERVICES OF	FICER	
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$377,260	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$369,637	
DALLA DOCEMANIE A LICH		
BALLA,ROSEMARIE A UCB		
AVC AND CFO		
Assessed December of December 24	6274.456	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$274,456	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$267,103	
Stipend	\$30,420	Approved stipend for assuming additional duties after VC – Administration and Finance retired.
Relocation Allowance	\$14,625	Approved at time of appointment.
BECK, MICHAEL JOHN UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
		Effective 3/1/16, appointment and compensation for Michael Beck as Administrative Vice
Annual Base as of Dec 31	\$360,000	Chancellor, approved by the Regents on 11/20/15.
Actual Base Salary Received	\$270,000	
		Per policy, a hiring bonus of 20 percent of base salary (\$72,000) to be paid in two installments-
Other Cash Compensation/Payments	\$36,000	remaining balance of \$36,000 will be paid in 2017. Approved by the Regents 11/20/15.
Temporary Housing Allowance	\$6,048	Per policy, temporary housing for a period of 90 days.
		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
Home Loan Program	\$1,015,000	Per policy, eligible to participate in the UC Home Loan Program.
Moving Expenses - Moving Services	\$9,648	Relocation of household goods and personal effects from Claremont, CA to Los Angeles, CA.
BENGFORT,JOSEPH UCSF		
SENIOR VICE PRESIDENT-INFORMATION TEC	HNOLOGY, CAMPUS/UCS	F HEALTH
	,	
		Effective6/19/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$459,193	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Daga Calamy Dagains d	6450.767	
Actual Base Salary Received	\$450,767	

# Compensation Element Amount Staff Comments

		Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise
		Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum
Clinical Enterprise Management Recognition Program	\$67,617	potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
BENNAN, JAMES UCSF	+0.70=:	
VICE PRESIDENT-FINANCIAL PLANNING AND BUDGE	TING, UCSF HEAL	ГН
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$283,279	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$272,813	
	400.670	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance
Clinical Enterprise Management Recognition Program	\$39,670	against pre-established goals.
Other Cash Compensation/Payments	\$9,782	Data reflects payment for paid time off amount in excess of accumulation limits.
BERGQUIST,DAVID ERIK UCR		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$243,483	Until May 1,2014, Mr. Bergquist served as Interim Chief Campus Counsel at an annualized salary of \$221,450. The Interim salary was paid by UCOP. The total annual base received from UCOP, paid through UCLA, was \$92,270.80.
Actual Base Salary Received	\$240,019	Geor, paid through Geth, was \$52,270.00.
Actual Dasc Salary Received	7240,013	
BIDDY,FRANKLIN SCOTT UCB		
VICE CHANCELLOR		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$410,046	represented) Staff Salary Plan for fiscal year 2016-2017.
Annual Base as of Dec 31  Actual Base Salary Received	\$410,046 \$403,079	represented) Staff Salary Plan for fiscal year 2016-2017.

# Compensation Element Amount Staff Comments

BLAIR, JEFFREY A LBNL		
LABORATORY COUNSEL		
		Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$317,424	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$307,254	
BLOCK,GENE D. UCLA		
CHANCELLOR		
CHANCELLOR		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$454,574	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$446,851	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
		Eligibility for a Home Loan Program to buy a home after stepping down as Chancellor, if he
Home Loan Program		assumes a tenured faculty position at UCLA. Approved by Regents December 2006.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BLUMENTHAL,GEORGE R UCSC		
CHANCELLOR		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$394,655	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$387,950	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BOOKSTABER,RICHARD M. UCOP		
MANAGING DIRECTOR - INVESTMENTS		
		FW 11 7/4/60 11 11 11 11 11 11 11 11 11 11 11 11 11
Annual Base as of Dec 31	\$309,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$303,750	

Staff Comments

Amount

**Compensation Element** 

opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent) in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term investment Pool (STIP) rate of return).    BOUBELIK, JANE ESTHER UCLA			
### Contracts Counting Payments    Chief LeGal Counting C	Chief Investment Officer Administrative Incentive Plan	\$49,500	(16.02 percent of base salary) for FY 2015-16. Richard Bookstaber's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term
### Contracts Counting Payments    Chief LeGal Counting C			
Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$263,380  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percen and a maximum potential payout of 25 percent of annual salary. Actual award amount is bas on performance against pre-established goals.  Other Cash Compensation/Payments \$3,284  Data reflects payment for paid time off in excess of accumulation limits.  BRADLEY,THOMAS M. UCLA  DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH  Annual Base as of Dec 31 \$250,000  Base salary approved as part of negotiated athletics' contract.  Actual Base Salary Received \$250,000  Effective 7/1/16, per renewed contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtey evhicle.  Other Cash Compensation/Payments \$235,417  Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.  Other Cash Compensation/Payments \$10,000  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit \$2,461  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle.			
Annual Base as of Dec 31  Actual Base Salary Received  \$263,380  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percei and a maximum potential payout of 25 percent of annual salary. Actual award amount is bas on performance against pre-established goals.  Other Cash Compensation/Payments  \$3,284  Data reflects payment for paid time off in excess of accumulation limits.  BRADLEY,THOMAS M. UCLA  DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH  Annual Base as of Dec 31  \$250,000  Base salary approved as part of negotiated athletics' contract.  Actual Base Salary Received  \$250,000  Coach Auto Allowance  \$3,600  Ilieu of a courtesy vehicle.  Other Cash Compensation/Payments  \$235,417  Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Cash Compensation/Payments  \$10,000  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle.	CHIEF LEGAL COUNSEL, UCLA HEALTH		
Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program \$52,324 on performance against pre-established goals.  Other Cash Compensation/Payments \$3,284 Data reflects payment for paid time off in excess of accumulation limits.  BRADLEY,THOMAS M. UCLA  DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH  Annual Base as of Dec 31 \$250,000 Base salary approved as part of negotiated athletics' contract.  Actual Base Salary Received \$250,000   Effective 7/1/16, per renewed contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle.  Other Cash Compensation/Payments \$235,417 representing the campus as part of negotiated athletics' contract.  Other Cash Compensation/Payments \$10,000 negotiated athletics' contract.  \$2,461 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle.	Annual Base as of Dec 31	\$264,507	
Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program \$52,324 on performance against pre-established goals.  Other Cash Compensation/Payments \$3,284 Data reflects payment for paid time off in excess of accumulation limits.  BRADLEY,THOMAS M. UCLA  DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH  Annual Base as of Dec 31 \$250,000 Base salary approved as part of negotiated athletics' contract.  Actual Base Salary Received \$250,000 Effective 7/1/16, per renewed contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle.  Other Cash Compensation/Payments \$235,417 representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit \$2,461 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle	Actual Base Salary Received	\$263,380	
BRADLEY,THOMAS M. UCLA  DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH  Annual Base as of Dec 31 \$250,000 Base salary approved as part of negotiated athletics' contract.  Actual Base Salary Received \$250,000  Coach Auto Allowance \$3,600 lieu of a courtesy vehicle.  Other Cash Compensation/Payments \$235,417 representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit \$2,461 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle.	Clinical Enterprise Management Recognition Program	\$52,324	Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based
Annual Base as of Dec 31 \$250,000 Base salary approved as part of negotiated athletics' contract.  Actual Base Salary Received \$250,000  Coach Auto Allowance \$3,600 lieu of a courtesy vehicle.  Other Cash Compensation/Payments \$235,417 representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit \$2,461 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle	Other Cash Compensation/Payments	\$3,284	Data reflects payment for paid time off in excess of accumulation limits.
Annual Base as of Dec 31 \$250,000 Base salary approved as part of negotiated athletics' contract.  Actual Base Salary Received \$250,000  Coach Auto Allowance \$3,600 lieu of a courtesy vehicle.  Other Cash Compensation/Payments \$235,417 representing the campus as part of negotiated athletics' contract.  Other Cash Compensation/Payments \$10,000 regotiated athletics' contract.  Other Benefit \$2,461 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle			
Annual Base as of Dec 31 \$250,000 Base salary approved as part of negotiated athletics' contract.  Actual Base Salary Received \$250,000  Coach Auto Allowance \$3,600 lieu of a courtesy vehicle.  Other Cash Compensation/Payments \$235,417 representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit \$2,461 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle			
Actual Base Salary Received \$250,000  Coach Auto Allowance \$3,600   Effective 7/1/16, per renewed contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle.  Talent fees are part of guaranteed compensation for participation in outside events  Other Cash Compensation/Payments \$235,417   representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit \$2,461   Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle	DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL CO	DACH	
Actual Base Salary Received \$250,000  Coach Auto Allowance \$3,600 Effective 7/1/16, per renewed contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle.  Talent fees are part of guaranteed compensation for participation in outside events  Other Cash Compensation/Payments \$235,417 representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit \$2,461 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle			
Effective 7/1/16, per renewed contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle.  Other Cash Compensation/Payments  Other Cash Compensation/Payments  \$235,417  Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit  \$2,461  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle	Annual Base as of Dec 31		Base salary approved as part of negotiated athletics' contract.
Coach Auto Allowance \$3,600 lieu of a courtesy vehicle.  Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit \$10,000 negotiated athletics' contract.  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle.	Actual Base Salary Received	\$250,000	5ff-sti - 7/4/46
Other Cash Compensation/Payments  \$235,417  representing the campus as part of negotiated athletics' contract.  Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.  Other Benefit  \$2,461  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle	Coach Auto Allowance	\$3,600	
Other Cash Compensation/Payments \$10,000 negotiated athletics' contract.  Other Benefit \$2,461 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, data reflects the imputed income for the courtesy vehicle.	Other Cash Compensation/Payments	\$235,417	representing the campus as part of negotiated athletics' contract.
Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle	Other Cash Compensation/Payments	\$10,000	
	Other Benefit	\$2,461	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other benefit \$2,877   discontinued on 6/30/10.	Other Benefit	\$2,877	Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle discontinued on 6/30/16.

# Compensation Element Amount Staff Comments

BRANDT,SCOTT A UCSC		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$315,353	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$310,866	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$571,500	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BRANT,KEITH EDWARD UCSC		
VICE CHANCELLOR, UNIVERSITY RELATION	S	
Annual Base as of Dec 31	\$304,478	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$300,146	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$14,000	Per policy, a relocation allowance of 25 percent of base salary (\$70,000). The relocation allowance will be paid in annual installments over four years: 40 percent (\$28,000) in year 1, 30 percent (\$21,000) in year 2, 20 percent (\$14,000) in year 3, and 10 percent (\$7,000) in year 4, subject to limitations under policy. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects actual amount paid in 2016.
	•	
BRASE,WENDELL C UCI		
VICE CHANCELLOR - ADMINISTRATIVE AND	BUSINESS SERVICES	
	<u> </u>	
Annual Base as of Dec 31	\$327,818	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$322,248	
Home Loan Program	\$300,000	Per policy, eligible to participate in the UC Home Loan Program.

Staff Comments

Amount

# Compensation Element

BRENNER, DAVID ALLEN UCSD		
VICE CHANCELLOR - HEALTH SCIENCES AND	DEAN, SCHOOL OF MEDIC	CINE
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (no
Annual Base as of Dec 31	\$586,390	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$576,427	
Health Sciences Compensation Plan	\$220,000	Per policy, eligible to participate in Health Sciences Compensation Plan.
Home Loan Program	\$2,660,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BROSTROM,NATHAN ERIC UCOP		
CHIEF FINANCIAL OFFICER		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (no
Annual Base as of Dec 31	\$424,360	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$417,150	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
BROWN,PAMELA HOPE UCOP		
VICE PRESIDENT - INSTITUTIONAL RESEARCH	AND ACADEMIC PLANNI	NG
		Effective 7/1/16, a merit based increase and an equity based increase were received consiste
Annual Base as of Dec 31	\$285,725	with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$260,585	
BROWN,SANDRA A UCSD		
VICE CHANCELLOR - RESEARCH		
	4227.667	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (no
Annual Base as of Dec 31	\$327,665	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$321,380	Describes to distille to continue to the Control Management Country (1997)
Conior Managament Cunalariant		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program
Senior Management Supplement		due to tenured faculty appointment.  Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
<b>'</b>		
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

# **Compensation Element**

Amount

**Staff Comments** 

NSELING	
\$375,000	Salary upon appointment in 2016.
\$125,000	
	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
\$376,619	represented) Staff Salary Plan for fiscal year 2016-2017.
\$370 221	
\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
ELLOR	
	Per approval of President Napolitano on 5/4/16, appointed to Acting Provost/Executive Vice
	Chancellor on 4/28/16 with a base salary increase of 20 percent from \$235,326 to \$282,391. Effective 7/1/16, Mr. Burtis received a performance-based merit increase to \$290,863 for fiscal
	year 2016-2017. Appointed to Interim Provost/Executive Vice Chancellor on 8/27/16 per
\$290,863	approval of President Napolitano on 9/3/16 with no additional increase to base salary.
. ,	
\$254.289	
<del>Ψ20 1,203</del>	Stipend for position as faculty advisor to the Chancellor which ended 4/26/16 when Mr. Burtis
\$12,395	was appointed to Interim Provost and Executive Vice Chancellor.
	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
\$298,918	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
	\$375,000 \$125,000 \$376,619 \$370,221 \$8,916 CELLOR \$290,863 \$254,289 \$12,395

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$45,892	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
	7 12/22	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
CARLSON,SUSAN L. UCOP		
VICE PROVOST - ACADEMIC PERSONNEL		
	_	
Annual Base as of Dec 31	\$282,743	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$277,166	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
CARRICO,KATHRYN A UCLA		
ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES D	EVELOPMENT	
	1	
Annual Base as of Dec 31	\$350,893	Effective 7/1/16, Kathryn Carrico received a merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Actual Base Salary Received	\$344,931	
Relocation Allowance	\$16,410	Relocation allowance of 25 percent (\$78,750) payable over three years. Data reflects amount paid in 2016 (last installment). Approved by Chancellor 8/29/13.
CARTER,CAMERON S UCD		
INTERIM VICE CHANCELLOR - RESEARCH		
		Per approval by President Napolitano on 9/29/16, appointed to Interim Vice Chancellor-Research effective 10/1/16 with a base salary increase of 2.5 percent from \$432,125 to
Annual Base as of Dec 31	\$442,928	\$442,928.
Actual Base Salary Received	\$347,744	

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$105,271	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP) with a "Y" component in the amount of \$115,100 annually while a faculty member at the UC Davis School of Medicine. The "Y" component ended on 9/30/16 due to the start of the Interim Vice Chancellor-Research appointment. The "Y" component will resume when Mr. Carter reverts to his previous position.
	,	A stipend of \$8,000 for serving as Director of the Center for Neuroscience which ended
Stipend	\$7,292	9/30/16 when Mr. Carter was appointed to the Interim Vice Chancellor of Research.
Other Benefit	\$1,045	Med Comp Insurance for Dr. Carter as a School of Medicine faculty member for 2016.
CHAN COST LICOR		
CHAN, SCOTT UCOP	FCTN AFNITC	
SENIOR MANAGING DIRECTOR, PUBLIC EQUITY INV	ESTIVIENTS	
Annual Base as of Dec 31	\$321,360	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$314,150	
Chief Investment Officer Administrative Incentive Plan	\$97,335	The Administrative Oversight Committee approved the incentive payout award of \$97,335.00 (30.29 percent of base salary) for FY 2015-16. Scott Chan's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
CHIARAPPA,CYNTHIA L. UCSF		
VICE PRESIDENT-MEDICAL CENTER ADMINISTRATIO	N, UCSF HEALTH	
Annual Base as of Dec 31	\$293,865	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$285,194	
Stipend	\$6,782	Temporary 15 percent stipend for the assumption of additional responsibilities due to organizational restructuring, effective 10/24/16-6/30/17, approved under local authority.  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance
Clinical Enterprise Management Recognition Program	\$41,071	against pre-established goals.

# Compensation Element Amount Staff Comments

CHRISMAN,MAYE C. UCSF		
VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL	OL OF MEDICINE	
Annual Base as of Dec 31	\$366,919	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$359,681	
Clinical Enterprise Management Recognition Program	\$32,793	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
CHRIST, CAROL UCB		
INTERIM EXECUTIVE VICE CHANCELLOR AND PROVO	ST	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$231,750	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$97,959	Appointed at 43 percent time; amount reflects payment at reduced rate
CLOSE,CORI RASHEL UCLA		
HEAD COACH, WOMEN'S BASKETBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Incentive	\$60,000	Annual performance-based incentive opportunity as part of negotiated athletics' contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$155,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$3,655	Payout based on annual participation in summer camps approved as part of negotiated contract.
Other Benefit	\$5,018	Reflects taxable benefit reported on W-2 form for UCLA Sporting Event Tickets.
COLEY,RON T UCR		
VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE	SERVICES	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$317,538	represented) Staff Salary Plan for fiscal year 2016-2017.

Compensation Element	Amount	Staff Comments
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Actual Base Salary Received	\$311,274	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
		Per policy, a relocation allowance of 25 percent of base salary (\$73,750) paid in monthly
5 1 111	440.40=	installments over four years: 25 percent (\$18,438) per year. Data reflects actual payment
Relocation Allowance	\$18,437	received in 2016.
COLLING HEIDI MODEL HOCE		
COLLINS,HEIDI MODEL UCSF VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH		
VICE PRESIDENT-CLINICAL STSTEIVIS, OCSF HEALTH		
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$315,706	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$302,650	(1000)
,	. ,	Data reflected is the actual award amount for 2015-16 as approved by the Administrative
		Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise
		Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum
		potential award of 25 percent of annual salary. Actual award amount is based on performance
Clinical Enterprise Management Recognition Program	\$44,623	against pre-established goals.
CONK,MARGARET T UCI		
CHIEF STRATEGY OFFICER		
CHIEF STRATEGY OFFICER		
	¢264.076	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$364,976	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
	\$364,976 \$357,266	represented) Staff Salary Plan for fiscal year 2016-2017.
Annual Base as of Dec 31		represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the
Annual Base as of Dec 31		represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise
Annual Base as of Dec 31		represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum
Annual Base as of Dec 31		represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise
Annual Base as of Dec 31 Actual Base Salary Received	\$357,266	represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance
Annual Base as of Dec 31 Actual Base Salary Received	\$357,266	represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance
Annual Base as of Dec 31 Actual Base Salary Received  Clinical Enterprise Management Recognition Program	\$357,266 \$62,844	represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance
Annual Base as of Dec 31 Actual Base Salary Received  Clinical Enterprise Management Recognition Program  CONRAD,LARRY D UCB	\$357,266 \$62,844	represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Annual Base as of Dec 31 Actual Base Salary Received  Clinical Enterprise Management Recognition Program  CONRAD,LARRY D UCB	\$357,266 \$62,844	represented) Staff Salary Plan for fiscal year 2016-2017.  Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance

# Compensation Element

Annual Base as of Dec 31 \$318,723  Actual Base Salary Received \$312,064  Clinical Enterprise Management Recognition Program \$44,344  Other Cash Compensation/Payments \$17,971  COOPER, WILLIAM MAURICE UCOP  ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER  Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	Per approval by President Napolitano on 12/13/16, interim Chief Information Officer, UC Davis Health System, appointment was extended until 6/30/17. Effective 7/1/16, Mr. Cook received a performance-based merit increase to annual base salary, consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-17.  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 14.40 percent (\$44,344.07). Award based on annual salary as of 6/30/16.  Data reflects payment for paid time off in excess of accumulation limits.
Actual Base Salary Received \$312,064  Clinical Enterprise Management Recognition Program \$44,344  Other Cash Compensation/Payments \$17,971  COOPER,WILLIAM MAURICE UCOP  ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER  Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	Health System, appointment was extended until 6/30/17. Effective 7/1/16, Mr. Cook received a performance-based merit increase to annual base salary, consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-17.  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 14.40 percent (\$44,344.07). Award based on annual salary as of 6/30/16.
Actual Base Salary Received \$312,064  Clinical Enterprise Management Recognition Program \$44,344  Other Cash Compensation/Payments \$17,971  COOPER,WILLIAM MAURICE UCOP  ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER  Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	Health System, appointment was extended until 6/30/17. Effective 7/1/16, Mr. Cook received a performance-based merit increase to annual base salary, consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-17.  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 14.40 percent (\$44,344.07). Award based on annual salary as of 6/30/16.
Clinical Enterprise Management Recognition Program \$44,344  Other Cash Compensation/Payments \$17,971  COOPER,WILLIAM MAURICE UCOP  ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER  Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 14.40 percent (\$44,344.07). Award based on annual salary as of 6/30/16.
Other Cash Compensation/Payments \$17,971  COOPER,WILLIAM MAURICE UCOP  ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER  Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 14.40 percent (\$44,344.07). Award based on annual salary as of 6/30/16.
COOPER, WILLIAM MAURICE UCOP  ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER  Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	Data reflects payment for paid time off in excess of accumulation limits.
COOPER, WILLIAM MAURICE UCOP  ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER  Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	
Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	
Annual Base as of Dec 31 \$342,989  Actual Base Salary Received \$331,664	
Actual Base Salary Received \$331,664	
Actual Base Salary Received \$331,664	
	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
COSTANTINIDIS,TERESA A UCSF	
COSTANTINIDIS, TERESA A UCSF	
VICE CHANCELLOD CHIEF FINANCIAL OFFICED	
VICE CHANCELLOR/CHIEF FINANCIAL OFFICER	
Annual Base as of Dec 31 \$327,364	Effective 8/23/16, Teresa Costantinidis was appointed as Vice Chancellor/Chief Financial Officer per Presidential approval (8/22/16).
Actual Base Salary Received \$283,716	
Stipend \$38,715	Temporary 20 percent stipend, effective 7/1/15-8/22/16, in recognition of Interim Senior Vice Chancellor-Finance and Administration responsibilities. Approved by President (6/16/15).
Executive Disability	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive

#### **Compensation Element**

Compensation Element	Amount	Staff Comments
COWELL,M ELIZABETH UCSC		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$223,871	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$219,454	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
COWHEY, PETER F. UCSD		
INTERIM EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$373,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-17. Appointment of and compensation for Interim Executive Vice Chancellor, effective 8/1/16 through 7/31/17.
Actual Base Salary Received	\$324,000	
Home Loan Program	\$710,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
CRONER,JULIE ELIZABETH UCSD		
CHIEF ADMINISTRATIVE OFFICER		
		Ms. Croner did not receive an increase in base salary for fiscal year 2016-17 because she is at
Annual Base as of Dec 31	\$291,756	the maximum of the salary range.
Actual Base Salary Received	\$290,638	
Clinical Enterprise Management Recognition Program	\$38,687	Data reflected in the report is a combination of 2014/15 actual award balance of \$637 (paid in 2016) and 2015/16 actual award amount (\$38,050) as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$8,753	Ms. Croner is at the maximum of the salary range. Per guidelines for 2016-17 merit-based salary program for policy covered (non-exclusively represented) employees, Ms. Croner received a one-time lump sum retirement eligible annualized payment equivalent to the annual amount she would receive if her current salary was not at the maximum of the salary range.

Staff Comments

# Compensation Element Amount

CROUGHAN, MARY SHANNA UCOP	OFFICE	
EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM	OFFICE	
Annual Base as of Dec 31	\$203,718	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$200,256	
CUCULLU,MICHELE ELISE UCOP		
DIRECTOR - PRIVATE EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$241,413	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$236,651	
Chief Investment Officer Administrative Incentive Plan	\$184,713	The Administrative Oversight Committee approved the incentive payout award of \$184,712.98 (79.19 percent of base salary) for FY 2015-16. Michele Cucullu's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
D'ANIERI, PAUL UCR		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$349,830	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$342,929	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month)
Relocation Allowance	\$23,698	Per policy, a relocation allowance of 25 percent base salary (\$81,250) to be paid in equal monthly installments over two years. Data reflects actual amount received in 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$408,900	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per President Napolitano approval June 19, 2014, eligible to accrue sabbatical credits as a member of tenured faculty.

# **Compensation Element**

Amount

DANIEL,GRADY PATRICK UCSD		
CHIEF ADMIN OFFICER		
Annual Base as of Dec 31	\$273,862	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$273,426	
Clinical Enterprise Management Recognition Program	\$38,567	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
DAVIS,RONALD ANTHONY UCLA		
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
CHET HVANCIAE OFFICER, OCEA HOST HAE STSTEM		
Annual Base as of Dec 31	\$391,400	Effective 5/22/16, appointment and compensation for Ronald Davis as Chief Financial Officer, Hospital System, approved by the Chancellor on 5/16/16.
Actual Base Salary Received	\$368,026	
Clinical Enterprise Management Recognition Program	\$85,025	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$3,288	Relocation allowance of 25 percent (\$71,250) payable over a period of four years. Data reflects payment that was received in 2016 (last installment). Approved by the Chancellor on 4/3/12.
DE LA TORRE,ADELA UCD		
VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPU	S DIVERSITY	
Annual Base as of Dec 31	\$319,300	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$313,875	
Senior Management Supplement	1	Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

Compensation Element	Amount	Staff Comments
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Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$359,300	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DECARLO,RICHARD D. UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER, CHILDR	EN'S SERVICES, U	JCSF HEALTH
Annual Base as of Dec 31	\$596,562	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$583,534	
Clinical Enterprise Management Recognition Program	\$90.084	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
elinical Enterprise Management Recognition (170gram	750,004	against pre established goals.
DECOSTA,SHELBY K. UCSF		
SVP-STRATEGY AND BUSINESS DEVELOPMENT, UCSF		
3VF-STRATEGY AND BOSINESS DEVELOPMENT, OCS	TILALITI	
Annual Base as of Dec 31	\$520,000	11/6/16: 16.6 percent market salary adjustment/retention equity increase approved under local authority. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
	·	
Actual Base Salary Received	<b>\$</b> ፈፈՉ ንንՋ	
Actual Base Salary Received  Clinical Enterprise Management Recognition Program	\$443,228 \$38,554	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Actual Base Salary Received  Clinical Enterprise Management Recognition Program  Relocation Allowance		Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum

DELANEY,MARGARET L UCSC		
VICE CHANCELLOR - PLANNING AND BUDGET		
Annual Base as of Dec 31	\$282,730	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,707	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DIRKS,NICHOLAS UCB		
CHANCELLOR		
	T	
Annual Base as of Dec 31	\$531,939	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$522,902	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Relocation Allowance	\$30,425	Per policy, relocation allowance of 25 percent base salary (\$121,700) to be paid in four equal annual installments beginning January 1, 2014. Data reflects actual payment received in 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Other Benefit		Accelerated eligibility schedule for University's insured retiree health-care plans.
DOBBS, DAVID O. UCSF		
EXECUTIVE DIRECTOR-NETWORKED DATA WAREHO	USE, UCSF HEALT	H .
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Annual Base as of Dec 31	\$324,642	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$318,687	
Clinical Enterprise Management Recognition Program	\$48,960	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$18,750	Relocation allowance of 25 percent (\$75,000) of annual base salary paid over two years: 25 percent (\$18,750) within first 30 days (paid on 11/26/14); 25 percent upon completion of 90 days (paid on 1/28/15); 25 percent upon completion of first year (paid 10/21/15); 25 percent upon completion of second year (paid 10/19/16). Repayment clause, if separation occurs during first two years. 9/16/14: Approved by Chancellor Hawgood and UCSF Compensation Committee.
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DONALDSON,LORI R UCSD		
CHIEF FINANCIAL OFFICER - UCSD MEDICAL	L CENTER	
Annual Base as of Dec 31	\$361,558	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$354,255	
Stipend	\$2,500	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
DORR,AIMEE UCOP		
PROVOST AND EXECUTIVE VP - ACADEMIC	AFFAIRS	
Annual Base as of Dec 31	\$382,454	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received  Senior Management Supplement	\$375,956	Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DOYLE, MARY M UCSC		
VICE CHANCELLOR - INFORMATION TECHN	OLOGY	
Annual Base as of Dec 31	\$282,730	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,707	
Home Loan Program	\$945,000	Per policy, eligible to participate in the UC Home Loan Program.

DUCKETT,DWAINE BRIAN UCOP		
VICE PRESIDENT, SYSTEMWIDE HUMAN RESOURCES		
Annual Base as of Dec 31	\$327,818	No salary increase received in 2016.
Actual Base Salary Received	\$327,818	
Stipend	\$27,318	Dwaine Duckett assisted the office of the CIO in developing a strategy to implement a new organizational design, develop new roles and responsibilities for the investment and operational staff while mitigating the risk typically associated with such large scale organizational change. Dwaine Duckett has been approved to receive a temporary 10 percent stipend (\$32,782 annualized) for one year or until the organization redesign of the CIO's office is implemented. Dwaine Duckett's stipend ended on 9/30/16.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$989,100	Per policy, eligible to participate in the UC Home Loan Program.
DUFFY,SHARON A. UCR		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$225,101	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$221,277	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits	· · · · · · · · · · · · · · · · · · ·	
DURAND, DAVID J UCSF		
VICE PRESIDENT/CHIEF MEDICAL OFFICER-BENIOFF	CHILDREN'S HOSP	ITAL OAKLAND
	4442 - 222	Appointment of and contract compensation for David J. Durand as Chief Medical Officer -
Annual Base as of Dec 31	\$412,500	Children's Hospital Oakland effective 1/1/14 - 12/31/16 (three-year contract appointment).
Actual Base Salary Received	\$410,925	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance
Clinical Enterprise Management Recognition Program	\$62,221	against pre-established goals.
Other Cash Compensation/Payments	\$17,413	Data reflects payment for paid time off amount in excess of accumulation limits.

#### **Compensation Element**

Actual Base Salary Received

Compensation Element	Amount	Staff Comments
DYKES,DANIEL UCB		
HEAD COACH - FOOTBALL		
Annual Base as of Dec 31	\$350,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$341,667	
Incentive	\$40,000	Incentive for Academic performance incentives and bowl game appearance per negotiated athletics' contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$2,254,166	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as part of negotiated athletics' contract.
Other One-Time Payment	\$250,000	Signing bonus as part of negotiated athletics' contract.
Other Benefit	\$4,108	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$5,000	Country Club membership approved as part of negotiated athletics' contract; taxable benefit reported on W-2.
Other Benefit	\$1,955	Taxable value of spousal travel to bowl game
ECVOLAD LOTHADT HOSE		
ECKBLAD, J STUART UCSF VICE PRESIDENT-MAJOR CONSTRUCTION PROJECT	C LICCE HEALTH	
VICE FRESIDENT-IVIATOR CONSTRUCTION PROJECT	3, OCSF HEALTH	
Annual Base as of Dec 31	\$296,934	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$291,491	
		Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximur potential award of 15 percent of annual salary. Actual award amount is based on performance.
Clinical Enterprise Management Recognition Plan	\$31,590	against pre-established goals.
ELAHI,FARANAK K UCLA		
CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CH	IEF OPERATING OFF	ICER. FACULTY PRACTICE GROUP
		,
Annual Base as of Dec 31	\$336,527	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (nor represented) Staff Salary Plan for fiscal year 2016-2017.

\$330,809

Staff Comments

Amount

**Compensation Element** 

	45.55	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 20 percent of annual salary. Actual award amount is based
Clinical Enterprise Management Recognition Program	\$61,261	on performance against pre-established goals.
ELLIS,ARTHUR BARON UCOP		
VICE PRESIDENT, RESEARCH AND GRADUATE STUD	IFC	
VICE PRESIDENT, RESEARCH AND GRADUATE STOD	ile3	
Annual Base as of Dec 31	\$300,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$92,391	
Relocation Allowance	\$8,052	Arthur Ellis is eligible to receive actual and reasonable expenses associated with moving his household goods and personal effects from his primary residences to his new residence. The moving expenses incurred were \$8,051.73.
Relocation Allowance	\$6,032	moving expenses incurred were \$0,031.75.
EPSTEIN LUDEWIG,ROBIN UCLA		
DIRECTOR, HUMAN RESOURCES PLANNING & TALE	NT ACOUISITION	LICIA HEALTH
Differential in the control of the c	THI MEQUISITION,	OOD THE PERMIT
		Effective 2/28/16, an equity increase of 6.5 percent was approved for Robin Epstein Ludewig. Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$276,959	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$268,733	Effective A/2A/AC three white 12/21/AC are administrative attracted of C.F. respect to well at
Stipend	\$11,716	Effective 4/24/16 through 12/31/16, an administrative stipend of 6.5 percent to reflect temporary expanded responsibilities was approved by UCLA Health.
Superior	711,710	Data reflected in the report is the actual award amount for 2015-16 as approved by the
		Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the
		Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 10 percent
		and a maximum potential payout of 15 percent of annual salary. Actual award amount is based
Clinical Enterprise Management Recognition Plan	\$40,334	on performance against pre-established goals.
ESQUER,DAVID UCB		
HEAD COACH - BASEBALL		
TILAD COACIT - DAJEDALE		
Annual Base as of Dec 31	\$170,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$167,152	Includes retroactive pay to 8/1/15. Per contract, approved by Regents.

Compensation Element	Amount	Staff Comments
Incentive	\$40,000	Includes deferred compensation (\$20k) and other academic performance incentives approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$215,700	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus and equipment/apparel fee approved as part of negotiated athletics' contract.
Other Benefit	\$1,688	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
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FALCONE, ROGER W LBNL		
SCIENTIFIC DIVISION DIRECTOR		

#### SCIENTIFIC DIVISION DIRECTOR

		Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$327,740	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$314,650	

#### FALLE, JOHN G. UCOP

#### ASSOCIATE VICE PRESIDENT - FEDERAL GOVERMENT RELATIONS

Annual Base as of Dec 31	\$304,773	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Allitual Base as Of Dec 31	\$304,773	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$299,093	
		In 2016, John Falle received \$3,000 (250.00 per month) to offset the higher cost of medical
Other Cash Compensation/Payments	\$3,000	premiums in Washington DC due to the discontinuation of a HMO option.

#### FAWLEY, REECE I UCSF

#### VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE, UCSF HEALTH

		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$371,288	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$360,942	
		Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance
Clinical Enterprise Management Recognition Program	\$53,137	against pre-established goals.

Compensation Element	Amount	Staff Comments
Stipend	\$2,336	A stipend of 19.1 percent of base salary for serving as the Interim Chief Strategic Planning Officer, effective 7/1/14-12/31/15. Original appt/stipend: Approved by UCSF Compensation Committee (6/24/14); first extension approved by Chancellor (12/17/14), endorsed by UCSF Compensation Committee (12/16/14); second extension approved by Chancellor (6/15/15), endorsed by UCSF Compensation Committee (6/15/15). Interim appointment/stipend ended on 12/31/15.
Superio	<i>\$2,550</i>	01112/31/13
FEDEROFF,HOWARD J UCI		
VICE CHANCELLOR - HEALTH AFFAIRS AND CHIEF EX	CUTIVE OFFICER	R - UC IRVINE HEALTH SYSTEM
Annual Base as of Dec 31	\$800,000	Salary upon appointment in January 2016.
Actual Base Salary Received	\$765,277	
Clinical Enterprise Management Recognition Program	\$167,840	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Health Sciences Compensation Plan	\$64,168	Health Sciences Compensation Plan (HSCP) income paid in calendar year 2016 for prior appointment as Vice Chancellor - Health Affairs and Dean - School of Medicine, which ended 1/21/2016. Employee's participation in CEMRP did not overlap with HSCP.
Executive Auto Allowance	\$7,678	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment as CEO UCI Health in 2016; received less than twelve monthly payments in 2016.  Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
FEITELBERG,DANIEL MARTIN UCM		
VICE CHANCELLOR PLANNING AND BUDGET		
Annual Base as of Dec 31	\$288,398	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$282,709	
Relocation Allowance	\$15,938	Relocation allowance of \$63,750 (25 percent of his proposed base salary). This allowance was payable in annual installments of 25 percent per year over four years of employment with the 4th (final) payment paid out in August 2016.

# **Compensation Element**

Amount

FISHER,MARC P UCSB		
VICE CHANCELLOR FOR ADMINISTRATIVE SERVICE	S/CAMPUS ARCHITE	ECT
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Annual Base as of Dec 31	\$303,016	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$297,868	
FLAHERTY, KIERAN UCOP		
INTERIM ASSOCIATE VICE PRESIDENT & DIRECTOR	, STATE GOVERNME	ENT RELATIONS
Annual Base as of Dec 31	\$207,500	Per policy, appointment of and compensation for Kieran Flaherty as Interim Associate Vice President & Director, State Government Relations with an annual base salary of \$207,500, effective 11/1/2016.
Actual Base Salary Received	\$177,260	
Stipend	\$2,256	Administrative stipend for additional responsibilities prior to SMG appointment
FOLLETTE,MARGARET G. UCLA		
CHIEF CONTRACTING OFFICER, UCLA HEALTH		
	-	
Annual Base as of Dec 31	\$287,777	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$282,495	
Clinical Enterprise Management Recognition Plan	\$41,909	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Cimical Effect prize Management necognition Fian	Ų-1,303	performance against pre-established gods and objectives.
FONG,EDMOND UCOP		
MANAGING DIRECTOR, ABSOLUTE RETURNS		
Annual Base as of Dec 31	\$295,949	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$289,309	

Compensation Element	Amount	Staff Comments
Chief Investment Officer Administrative Incentive Plan	\$208,190	The Administrative Oversight Committee approved the incentive payout award of \$208,190.30 (70.35 percent of base salary) for FY 2015-16. Edmond Fong's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
FORD, JEAN ELIZABETH UCSD  ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES AD	WANCEMENT	
ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES AL	VANCLIVILINI	
Annual Base as of Dec 31	\$340,000	Ms. Ford did not receive an increase in base salary for fiscal year 2016-17 because she is at the maximum of the salary range.
Actual Base Salary Received	\$340,000	
Clinical Enterprise Management Recognition Program	\$49,019	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$11,220	Ms. Ford is at the maximum of the salary range. Per guidelines for 2016-17 merit-based salary program for policy covered (non-exclusively represented) employees, Ms. Ford received a one-time lump sum retirement eligible annualized payment equivalent to the annual amount she would receive if her current salary was not at the maximum of the salary range.
Moving Expenses - Shipment of Household Goods	\$2,981	Move household goods and personal effects from rental unit to permanent residence in Encinitas, CA.
FORD JOHN B LICES		
FORD, JOHN B UCSF VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALU	MNI RELATIONS	
VIOL OF MICELLAND OF THE LAND OF THE CONTROL OF THE		
Annual Base as of Dec 31	\$488,036	Effective 12/1/16, John Ford received a market based salary adjustment approved by President Napolitano on 1/23/17. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$466,559	, , , , , , , , , , , , , , , , , , , ,
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability	70,010	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

FRANKEL,ANN D UCD		
DIRECTOR - PATIENT ACCOUNTS ADMINISTRATION		
Annual Base as of Dec 31	\$269,468	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$264,152	
Clinical Enterprise Management Recognition Program	\$46,647	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 17.92 percent (\$46,646.94). Award based on annual salary as of 6/30/16.
FREISCHLAG,JULIE ANN UCD		
VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND	DEAN-SCHOOL OI	F MEDICINE
Annual Base as of Dec 31	\$537,138	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$528,012	
Health Sciences Compensation Plan	\$195,475	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP) with a "Y" payment in the amount of \$195,475 annually, approved by President Yudof on 9/16/13. The "Y" payment is paid in monthly payments in the amount of \$16,289.58.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, eligible to accrue sabbatical credits as a member of tenured faculty.
Other Benefit	\$1,624	MedComp Insurance for Dr. Freischlag as a School of Medicine member for 2016.
FRENCH,BARBARA J. UCSF		
VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/	UNIVERSITY RELA	TIONS
Annual Base as of Dec 31	\$332,748	Effective 12/1/16, Barbara French received a 2 percent market-based salary adjustment as approved by President Janet Napolitano on 2/13/17. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Compensation Element	Amount	Staff Comments
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Actual Base Salary Received	\$319,387	
Senior Management Supplement		Ineligible due to MSP appointment and without salary SMG appointment.
Executive Life		Ineligible due to MSP appointment and without salary SMG appointment.
Executive Disability		Ineligible due to MSP appointment and without salary SMG appointment.
FRIEDLANDER,JULIA MARY COMBS UCOP		
DEPUTY GENERAL COUNSEL		
Annual Base as of Dec 31	\$257,500	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$253,125	Tepresented John Salary Flam for fiscal year 2010 2017.
Actual base salary neceived	3233,123	
FRIES,ROBERT S. UCSF		
VP-CHILDREN'S SERVICES FINANCE/CFO, CHILDREN'S	S HOSPITAL OAKL	AND
VI - CHIEDREN'S SERVICES I INANCE, CI O, CHIEDREN	S 11031 11AL OAKL	שיוה
		Effective C/10/16, a marit based increase was received consistent with the Policy Covered
Annual Base as of Dec 31	\$520.163	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Hire Date: 12/1/15
	12 2, 22	(Horr represented) start satary marrier install year 2010 2017. Time bate. 12/1/15
Actual Base Salary Received	\$511,656	
Clinical Enterprise Management Recognition Program	\$43,537	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$50,906	25 percent relocation allowance approved under local authority. 12/1/15 appointment as Vice President-Children's Services Finance/Chief Financial Officer, Children's Services, UCSF Health/Children's Hospital Oakland. Approved 11/10/15 Chancellor; endorsed 11/6/15 UCSF Compensation Committee.
Moving Expenses - Family's Move	\$40,479	Robert Fries was approved for moving expense reimbursement which totaled \$40,479.33 in 2016.
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GALLOWAY,ALISON UCSC		
CAMPUS PROVOST AND EXECUTIVE VICE CHANCELL	OR	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Professor Galloway stepped down
Annual Base as of Dec 31	362,990	from her SMG position 12/31/2016 and is on sabbatical leave 1/1/2017 through 12/31/2017.

Actual Base Salary Received	\$355,830	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
GARDNER,MAURE D UCLA		
DIRECTOR, LABOR RELATIONS & COMPENSATION,	UCLA HEALTH	
Annual Base as of Dec 31	\$276,959	On leave, not available for certification process. Effective 2/28/16, an equity increase of 6.5 percent was approved for Maure Gardner. Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$268,733	2010 2017.
Clinical Enterprise Management Recognition Plan	\$40,334	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$11,716	Effective 4/24/16 through 12/31/16, an administrative stipend of 6.5 percent to reflect temporary expanded responsibilities, was approved by UCLA Health.
Other Cash Compensation/Payments	\$10,142	Data reflects payment for paid time off amount in excess of accumulation limits.
GEOCARIS, DIANE FIELDS UCI		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERA	AL COUNSEL	
Annual Base as of Dec 31	\$287,005	
Actual Base Salary Received	\$282,129	
GIBBS,GEOFFREY TAYLOR UCOP		
DEPUTY GENERAL COUNSEL		
Annual Base as of Dec 31	\$265,740	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$261,225	
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# **Compensation Element**

Amount

GIL,GLORIA BROWNING UCOP		
MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$315,132	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$309,777	
Chief Investment Officer Administrative Incentive Plan	\$144,542	The Administrative Oversight Committee approved the incentive payout award of \$144,541.63 (45.87 percent of base salary) for FY 2015-16. Gloria Gil's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Home Loan Program	\$726,200	Per policy, eligible to participate in the UC Home Loan Program.
GILLMAN,HOWARD AARON UCI		
CHANCELLOR		
Annual Base as of Dec 31	\$499,550	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$491,063	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
GOLDSBOROUGH,NICHOLAS UCLA		
SENIOR PHILANTHROPIC ADVISOR, EXTERNAL AFFAIR	RS	
Ι		
Annual Base as of Dec 31	\$318,270	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$312,863	

# **Compensation Element**

Amount

GONZALEZ,JUAN C UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$276,905	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$271,594	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$16,250	Relocation allowance of 25 percent base salary (\$65,000) to be paid in equal installments over a four-year period. Approved by President Napolitano on 7/2/14. Data reflects third annual installment payment.
Home Loan Program	\$525,000	Per policy, eligible to participate in the UC Home Loan Program.
GORDEN JR.,MONROE UCLA INTERIM VICE CHANCELLORSTUDENT AFF	ALDC	
INTERIM VICE CHANCELLORSTUDENT AFF	-AIKS	
Annual Base as of Dec 31	\$273,000	Effective 7/1/16, appointment and compensation for Monroe Gorden Jr as Interim Vice ChancellorStudent Affairs, approved by President Napolitano on 4/12/16. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$251,854	
Recognition Award	\$10,000	STAR Award received on 6/17/16 in former role as Associate Vice Chancellor (MSP) under campuswide program for Policy-Covered Staff in recognition of their achievements.
GOTTLIEB,LINDSAY UCB		
HEAD WOMEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$335,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$322,500	
Incentive	\$65,000	Discretionary bonus based on key performance indicators per negotiated athletics' contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle

Compensation Element	Amount	Staff Comments
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		Talent Fees are part of guaranteed compensation for standard participation in outside events
Other Cash Compensation/Payments	\$225,000	representing the campus as part of negotiated athletics contract.
Other Benefit	\$1,160	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
GRIMLEY,KAREN ANN UCLA		
CHIEF NURSING EXECUTIVE, UCLA HEALTH		
Annual Base as of Dec 31	\$379,050	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$372,102	
Clinical Enterprise Management Recognition Program	\$76,334	Data reflected is the actual award amount received from UCI (\$15,853.33) and UCLA (\$60,480.84) for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against preestablished goals. (Incumbent transferred from UCI to UCLA in Sept. 2015.)
Clinical Enterprise Management Necognition Frogram	\$70,334	established goals. (Incumbent transferred from oct to octa in Sept. 2013.)
GUERRERO, DANIEL GENE UCLA		
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$850,593	Base salary approved as part of negotiated athletics' contract.
	+,	base salary approved as part of negotiated atmetics contract.
Actual Base Salary Received	\$837,092	base salary approved as part of negotiated atmetics contract.
Actual Base Salary Received Incentive	. ,	Supplemental Compensation Opportunities based on performance-related goals approved as part of negotiated athletics' contract.
	\$837,092	Supplemental Compensation Opportunities based on performance-related goals approved as
Incentive	\$837,092 \$95,000	Supplemental Compensation Opportunities based on performance-related goals approved as part of negotiated athletics' contract.
Incentive Home Loan Program	\$837,092 \$95,000 \$850,000	Supplemental Compensation Opportunities based on performance-related goals approved as part of negotiated athletics' contract.  Per policy, eligible to participate in the UC Home Loan Program.
Incentive Home Loan Program Other Benefit Other Benefit	\$837,092 \$95,000 \$850,000 \$16,822	Supplemental Compensation Opportunities based on performance-related goals approved as part of negotiated athletics' contract.  Per policy, eligible to participate in the UC Home Loan Program.  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Incentive Home Loan Program Other Benefit	\$837,092 \$95,000 \$850,000 \$16,822	Supplemental Compensation Opportunities based on performance-related goals approved as part of negotiated athletics' contract.  Per policy, eligible to participate in the UC Home Loan Program.  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Incentive Home Loan Program Other Benefit Other Benefit GUIMARAES,ARTHUR RIBEIRO UCOP	\$837,092 \$95,000 \$850,000 \$16,822	Supplemental Compensation Opportunities based on performance-related goals approved as part of negotiated athletics' contract.  Per policy, eligible to participate in the UC Home Loan Program.  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Incentive Home Loan Program Other Benefit Other Benefit GUIMARAES,ARTHUR RIBEIRO UCOP	\$837,092 \$95,000 \$850,000 \$16,822	Supplemental Compensation Opportunities based on performance-related goals approved as part of negotiated athletics' contract.  Per policy, eligible to participate in the UC Home Loan Program.  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.

Compensation Element	Amount	Staff Comments
Chief Investment Officer Administrative Incentive Plan	\$148,406	The Administrative Oversight Committee approved the incentive payout award of \$148,408.00 (42.83 percent of base salary) for FY 2015-16. Arthur Guimaraes's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Relocation Allowance	\$15,000	Per policy, a relocation allowance equal to 23.1 percent of base salary (\$75,000) to be paid on a monthly basis over a four-year period: 40 percent (\$30,000) in the first year 2014; 30 percent (\$22,500) in the second year 2015; 20 percent (\$15,000) in the third year 2016; and 10 percent (\$7,500) in the fourth year 2017. Data reflects third year payment.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
GULBRANSON, CHRISTINE UCOP		
SVP RSCH INNOV ENTREPREN		
Annual Base as of Dec 31	\$325,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$177,273	
Executive Auto Allowance	\$4,863	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment in 2016; received less than twelve monthly payments in 2016.
GULLATT, VELVIA YVETTE UCOP  VICE PROVOST DIVERSITY AND ENGAGEMENT		
VICE PROVOST DIVERSITY AND ENGAGEMENT		
Annual Base as of Dec 31	\$252,089	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$246,570	
GUNTHER,ELISABETH R UCM		
CAMPUS COUNSEL		
Annual Base as of Dec 31	\$237,544	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$234,164	

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$7,725	Per policy, a relocation allowance of 10 percent (\$23,175) of base salary (\$231,750) to be paid in annual installments over three years: 33.3 percent (\$7,725) in year 1, 33.3 percent (\$7,725) in year 2, and 33.3 percent (\$7,725) in year three. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects second-year annual installment payment.
Home Loan Program	\$243,000	Per policy, eligible to participate in the UC Home Loan Program.
HANSEN SHINNERL,CLARE T UCSF		
ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVI	CES	
Annual Base as of Dec 31	\$311,732	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$306,264	
HARRIS,JOHN P UCSF		
VP-MERGERS, ACQUISITIONS, BUSINESS DEVELOPN	лент, ucsf healt	Н
Annual Base as of Dec 31	\$412,004	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$404,446	
Clinical Enterprise Management Recognition Program	\$48,336	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
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HASSETT,LIV KRISTIN UCSC		
INTERIM CHIEF CAMPUS COUNSEL		
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Annual Base as of Dec 31	\$225,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$192,780	
Recognition Award	\$500	STAR plan award received March 2016 prior to Interim SMG appointment.
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HAWGOOD,SAMUEL UCSF		
CHANCELLOR		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$795,675	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$782,156	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
HAYASHIDA,PETER A. UCR		
VICE CHANCELLOR - UNIVERSITY ADVANCEME	NT	
VICE CHARGETTON CHARGETTAND VALVETAND		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$311,221	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$305,933	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$409,500	Per policy, eligible to participate in the UC Home Loan Program.
HENDERSON, JULIE ANN UCOP		
SENIOR VICE PRESIDENT, PUBLIC AFFAIRS		
SEINOR VICE FRESIDENT, POBLIC AFFAIRS		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$288,400	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$283,500	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
LUEDVEV DRIANTE LIGH		
HERVEY,BRIAN T UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEME	:NT	
Annual Base as of Dec 31	\$383,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$342,821	
·		Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment in
Executive Auto Allowance	\$3,715	2016; received less than twelve monthly payments in 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$529,200	Per policy, eligible to participate in the UC Home Loan Program.

# **Compensation Element**

Amount

HEXTER,RALPH J UCD		
INTERIM CHANCELLOR		
Annual Base as of Dec 31	\$400,842	Pursuant to an existing delegation of authority, Mr. Hexter filled the role as Acting Chancellor on 4/27/16 while the Chancellor was on Administrative leave with no change in base salary. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Per approval by the UC Regents on 9/15/16 he was appointed Interim Chancellor until a new Chancellor is appointed with no change to his base salary.
Actual Base Salary Received	\$394,032	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Home Loan Program	\$607,500	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible to accrue sabbatical credits as a member of tenured faculty.
HOFFMAN,KYLE DEAN UCM		
VICE CHANCELLOR DEVELOPMENT AND AL	LUMNI RELATIONS	
Annual Base as of Dec 31	\$244,953	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$241,469	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
HOLMES-SULLIVAN, ROBIN HELENE UCOP		
VP STUDENT AFFAIRS		
		Per policy, appointment of and compensation for Robin Holmes-Sullivan as Vice President – Student Affairs with an annual base salary of \$290,000. This action was approved by the
Annual Base as of Dec 31	\$290,000	President with a 10/31/16 appointment date.
Actual Base Salary Received	\$25,317	

Moving Expenses - Shipment of Household Goods  HOOPER,JULIE MORGAN UCB  VC OF UNIVERSITY DEVELOPMENT AND ALUMNI RELA	\$10,897 TIONS	Per policy, Robin Holmes-Sullivan is eligible to receive actual and reasonable expenses associate with moving her household goods and personal effects from her primary residence to her new residence. The moving expenses incurred were paid to S&M Moving Systems in the amount of \$10,896.66.
HOOPER,JULIE MORGAN UCB	1 2/22	her new residence. The moving expenses incurred were paid to S&M Moving Systems in the
HOOPER,JULIE MORGAN UCB	1 2/22	
HOOPER,JULIE MORGAN UCB	1 2/22	amount of \$10,896.66.
	TIONS	
	TIONS	
VC OF UNIVERSITY DEVELOPMENT AND ALUMINI RELA	HONS	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$391,400	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$384,750	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
	. ,	
Relocation Allowance	\$18,670	Part of original MSP offer (Fundraising Mgr 4 appt); pre-dates SMG appointment.
Home Loan Program	\$1,300,000	Per policy, eligible to participate in the UC Home Loan Program.
HUBBARD,SUSAN S LBNL		
ASSOCIATE LABORATORY DIRECTOR		
		Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$367,128	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
	•	
Actual Base Salary Received	\$355,358	
		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
HUMISTON, GLENDA LEE UCOP		
VP – AGRICULTURE AND NATURAL RESOURCES		
Annual Daga as of Dag 34	¢204.000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$281,000	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$274,000	
Evacutiva Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Executive Disability		Deficit.

# Compensation Element

Amount	Staff	Commen
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INCANDELA, JOSEPH ROBERT UCSB		
INTERIM VICE CHANCELLOR FOR RESEARCH		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$320,000	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$304,525	
LACAK DADDADA W LDNII		
JACAK,BARBARA V. LBNL SCIENTIFIC DIVISION DIRECTOR FACULTY		
SCIENTIFIC DIVISION DIRECTOR FACULTY		
Annual Base as of Dec 31	\$268,900	Per APM 680, increased Academic Annual Base Salary by 16 percent, rounded to the nearest \$100 effective 12/31/2016.
Actual Base Salary Received	\$230,100	
Stipend	\$20,880	Per policy, an administrative stipend of 8 percent (currently \$20,880, annualized) of Fiscal Year Equivalent salary in recognition of the additional responsibilities as the Nuclear Science Division Director approved by Laboratory Director Alivisatos effective January 1, 2015. The stipend is not intended for an acting or temporary position and therefore does not have an end date.
Other Cash Compensation/Payments	\$76,650	Summer salary compensation for research. Includes \$417.29 retroactive summer salary paid in August 2016.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
LANCEZIAN KRIKOR LICI		
JANSEZIAN,KRIKOR UCI EXECUTIVE DIRECTOR, ANCILLARY SERVICES		
EXECUTIVE DIRECTOR, ANCILLARY SERVICES		
Annual Base as of Dec 31	\$310,500	No merit increase received in 2016.
Actual Base Salary Received	\$315,977	Actual base salary received in CY2016 exceeds appointment rate due to 27 biweekly pay periods in CY2016, as opposed to 26.
Clinical Enterprise Management Recognition Program	\$22,084	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
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Compensation Element Am	nount St	taff Comments
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JED,MEREDITH MICHAELS UCI		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$329,600	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$324,000	
ISAN V PALIT E LIGHT		
JENNY, PAUL E UCSF	DATION	
SENIOR VICE CHANCELLOR-FINANCE AND ADMINIST	KATION	
		Per policy, appointment of and compensation for <u>Paul Jenny</u> as Senior Vice Chancellor –
		Finance and Administration with an annual base salary of \$368,000. This action was approved
Annual Base as of Dec 31	\$368,000	by the President with a 6/22/16 appointment date.
Actual Base Salary Received	\$163,091	
Other Cash Compensation/Payments	\$73,600	20 percent hiring bonus approved per policy on 6/7/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Family's Move	\$22,683	Moving expense reimbursement element approved by the President on 6/7/16. Paul Jenny was reimbursed for \$22,683 in moving expenses in 2016.
JENSEN,NANCY WEIGEL UCLA		
CHIEF COMMUNICATIONS AND MARKETING OFFICE	R, UCLA HEALTH	
Annual Base as of Dec 31	\$309,000	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$303,750	
	7-10).00	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based
Clinical Enterprise Management Recognition Program	\$60,254	on performance against pre-established goals.
Relocation Allowance	\$22,500	Relocation allowance of 25 percent of base salary (\$75,000) to be paid over four years. Data reflects amount paid in 2016 (Year 2). Approved by the Chancellor on 6/19/15.
		·

# Compensation Element

Amount

JENUSAITIS, MATTHEW UCSD		
CHIEF OF STAFF		
Annual Base as of Dec 31	\$284,991	Effective 7/31/16, Mr. Jenusaitis received an increase of 24.6 percent in base salary due to position reclassification from MSP C to MSP D, based on increased scope and greater responsibilities. He is responsible for UCSD Health operational excellence, project management and cross-functional projects. In addition, he now has responsibility for business development and management of hospital affiliation relationships and joint ventures.
Actual Base Salary Received	\$245,995	
Clinical Enterprise Management Recognition Program	\$42,264	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$62,700	Mr. Jenusaitis received a stipend for performing higher level duties for period 8/16/15-9/30/16. He was asked by Health Sciences Chief Executive Officer to oversee several higher level functions which include clinical service agreements with UHS in Riverside County, business development, and Critical Care outreach in Riverside and Imperial Counties, etc. At the time the stipend was approved, he was below the salary threshold, so Chancellor's approval was not required
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JOHNSON, VINCENT L JR. UCSF		
EXECUTIVE VICE PRESIDENT-UCSF HEALTH OPERATION	NS/CHIFF OPERA	TING OFFICER
Annual Base as of Dec 31	\$710,000	Vincent Johnson's appointment salary remained the same throughout 2016 (no merit increase). Vincent Johnson separated from UC on 2/27/17.
Actual Base Salary Received	\$733,138	Vincent Johnson transferred from UC Davis to UC San Francisco on 1/4/16. On 1/4/16, he received UC Davis REG pay covering 12/1/15-12/31/15 (\$50,646.73). On 2/1/16, he received UC Davis REG pay covering 1/1/16-1/3/16 (\$2,410.78). Total UC Davis REG pay received in 2016: \$53,057.51. In 2016, Vincent Johnson received \$680,080 in REG pay from UCSF.
Clinical Enterprise Management Recognition Program	\$114,648	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. UC Davis payout=\$60,808.51; UC San Francisco payout=\$53,839.57. TOTAL=\$114,648.08.

Compensation Element	Amount	Staff Comments
Relocation Reimbursement - Temporary Housing	\$27,409	Policy exception for 120 days of temporary housing approved by the Regents on 11/19/15: 2/1/16-5/30/16 (120 days). Reimbursement of \$27,408.96 in 2016.
Moving Expenses - Family's Move	\$8,204	The Regents approved the moving expense reimbursement element for Vincent Johnson. Vincent Johnson received \$8,203.52 in moving expense reimbursements in 2016.
JONES,KENNETH M UCSF		
SENIOR VICE PRESIDENT-UCSF HEALTH AFFILIATES		
Annual Base as of Dec 31	\$620,816	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$602,509	
Clinical Enterprise Management Recognition Program	\$77,792	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Cimical Enterprise Management Recognition (10gram	<i>\</i>	against pre established godisi
KANG, JERRY UCLA		
VICE CHANCELLOR EQUITY, DIVERSITY AND INCLU	SION	
Annual Base as of Dec 31	\$280,160	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. This appointment is 70 percent SMG and 30 percent Academic.
Actual Base Salary Received	\$290,290	Combined base salary received as Vice Chancellor at 70 percent time with an annual rate of \$280,160 (\$196,112) and as Law Professor at 30 percent time with annual faculty rate of \$327,800 (\$98,340).
Other Cash Compensation/Payments	\$141,944	Cumulative summer salary as faculty member for 2015 and 2016.
Housing Allowance	\$12,000	Per offer letter for academic appointment and approved by the Executive Vice Chancellor and Provost, a Faculty Housing Allowance totaling \$48,100 payable from July 2015 thru June 2019.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Executive Disability		
Home Loan Program	\$1,000,000	Per policy, eligible to participate in the UC Home Loan Program.

KARAGOZIAN,ANN R UCLA		
INTERIM VICE CHANCELLOR FOR RESEARCH		
Average Page 24	6244.650	Effective 1/3/16, appointment and compensation for Ann Karagozian as Interim Vice Chancellor for Research, approved by President Napolitano on 1/7/16. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary
Annual Base as of Dec 31	\$314,650	Plan for fiscal year 2016-2017.
Actual Base Salary Received Senior Management Supplement	\$301,130	Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of the tenured faculty.
KAUFMAN, ARTHUR A UCB		
DEFENSIVE COORDINATOR - FOOTBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$239,583	
Other Cash Compensation/Payments	\$333,750	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,336	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
KEASLING,JAY D LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$415,056	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$401,756	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.
KEISTER,SHAUN B. UCD		
VICE CHANCELLOR - DEVELOPMENT AND AL	LIMMI PELATIONS	
VICE CHANCELLON - DEVELOPIVIENT AND AL	OWINI RELATIONS	
Arrayal Daga on of Dag 21	¢200.400	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$388,108	represented) Staff Salary Plan for fiscal year 2016-2017.

# Compensation Element

Amount

Actual Base Salary Received	\$380,452	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Other Cash Compensation/Payments	\$890	Per approval by Chancellor Katehi on 1/12/16, compensation for development of two modules for the FUN200 course at the UC Davis Extension.
KHARGONEKAR,PRAMOD P. UCI		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$358,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$150,524	
Moving Expenses - Other	\$3,910	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his household (including car rental, meals, fuel, and temporary lodging).
Moving Expenses - Moving Services	\$825	Relocation of household goods.
Moving Expenses - Family's Move	\$19,829	Per policy, reimbursement of actual and reasonable expenses associated with moving Mr.  Khargonekar's household goods and personal effects from his former primary residence to his new primary residence, subject to the limitations under policy (including moving company, auto removal, and other removal expenses).
Moving Expenses - Initial Househunting	\$2,376	Eligible for two house hunting trips with spouse and up to two return trips to his former residence, subject to limitations under policy.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
KHOSLA, PRADEEP K UCSD		
CHANCELLOR		
Annual Base as of Dec 31	\$449,208	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$441,573	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, the Chancellor resides at the University House.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

# **Compensation Element**

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KIM,SANDRA H UCOP		
ASSOCIATE VICE PRESIDENT - CAPITAL FINANCIAL P	LANNING/CAPITAL	PROGRAMS
	1	
Annual Base as of Dec 31	\$315,345	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$304,932	represented/ Stan Salary Flamon listal year 2010-2017.
Necdal Base Salary Received	\$304,332	
KING JR,TALMADGE E. UCSF		
DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-MI	EDICAL AFFAIRS	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$645,540	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$639,975	
Health Sciences Compensation Plan	\$280,604	Health Sciences Compensation Plan component of Dean-School of Medicine/Vice Chancellor-Medical Affairs appointment (X and Y components). Approved by the President (5/15/15).
·	\$625,000	Per policy, eligible to participate in the UC Home Loan Program.
Home Loan Program	\$625,000	Per policy, engine to participate in the OC nome Loan Program.
KIRK,JAMES D UCD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$495,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Per approval by President Napolitano on 12/7/16, Dr. Kirk received a 9.7 percent (\$43,720) market-based salary adjustment effective 11/1/16 increasing his annual base salary from \$451,280 to \$495,000.
Actual Base Salary Received	\$443,613	
Clinical Enterprise Management Recognition Program	\$90,731	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 20.71 percent (\$90,730.66). Award based on annual salary as of 6/30/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

# Compensation Element

KLAWUN, MARGARET M UCSB		
VC STUDENT AFFAIRS		
Annual Base as of Dec 31	\$272,940	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$268,302	
Moving Expenses - Family's Move	\$5,967	Per policy, per offer letter dated July 2015, approved by President June 2015. Expense paid in 2016.
Moving Expenses - Shipment of Household Goods	\$1,558	Per policy, per offer letter dated July 2015, approved by President June 2015. Expense paid in 2016.
Moving Expenses – Short Term Storage of Household Goods	\$1,620	Per policy, per offer letter dated July 2015, approved by President June 2015. Expense paid in 2016.
Moving Expenses - Moving Services	\$15,321	Per policy, per offer letter dated July 2015, approved by President June 2015. Expense paid in 2016.
Home Loan Program	\$500,550	Per policy, eligible to participate in the UC Home Loan Program.
KOSHLAND,CATHERINE P UCB		
VC-UNDERGRADUATE EDUCATION		
Annual Base as of Dec 31	\$278,409	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$273,679	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
KOVALCHICK,ANN ELIZABETH UCM		
ASSOCIATE VICE CHANCELLOR OF INFORMATION TE	CHNOLOGY AND	CHIEF INFORMATION OFFICER
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$219,606	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$215,274	
Home Loan Program	\$314,900	Per policy, eligible to participate in the UC Home Loan Program.
		Per policy, a relocation allowance of 14 percent of base salary (\$28,000) to be paid in annual installments over four years: 25 percent (\$7,000) in Year 1, 25 percent (\$7,000) in Year 2, 25 percent (\$7,000) in Year 3, and 25 percent (\$7,000) in Year 4. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects third-year annual installment
Relocation Allowance	\$7,000	payment.

Compensation Element	Amount	Staff Comments
VRALIC DAVID V. LICCD		
KRAUS,DAVID V. UCSD CHIEF CONTRACTING OFFICER - MEDICAL CENTER		
CHIEF CONTING OFFICER WIEDICAL CENTER		
Annual Base as of Dec 31	\$355,315	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$348,712	
Clinical Enterprise Management Recognition Program	\$63,770	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
		Mr. Kraus was asked by UC Office of the President to lead several higher level, enterprise-wide initiatives during the 2015-16 fiscal year. The annual stipend approved was \$57,200 (7/1/2015 8/29/2015) and \$30,194 (8/30/2015-6/30/2016). Total paid of \$48,855 and \$16,196 in 2015 and 2016 respectively, with UCOP reimbursing 50 percent of the salary (including administrative stipend), benefits, and travel expenses to the UC San Diego Health System. This
Stipend	\$16,196	was approved by Chancellor Khosla in November 2015.
KREMER,BRENDAN REED UCSD		
CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANEST	HESIA, MUSC, N	EURO, IMAGING SVCS
Annual Base as of Dec 31	\$284,260	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,980	
Stipend	\$26,239	Mr. Kremer was asked by Patricia Maysent, Health Sciences Chief Executive Officer, to serve a executive point of contact and accountability for the successful opening of Jacobs Medical Center. The annual stipend approved was \$56,271 from July 3, 2016 to December 31, 2016 (total stipend paid in calendar year 2016: \$26,239). This was approved by Chancellor Khosla in July 2016.
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KRISTOFCO,CLARE M UCSD		
ASSOCIATE CHANCELLOR/CHIEF OF STAFF		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (nor

represented) Staff Salary Plan for fiscal year 2016-2017.

\$283,292

\$277,704

Annual Base as of Dec 31

Actual Base Salary Received

Compensation Element	Amount	Staff Comments
Recognition Award	\$5,000	Data in the report is the actual Star award amount for 2015-16. STAR (Staff Appreciation Recognition) award is part of the employee incentive awards to recognize and reward excellence in university service. Actual award amount is based on performance.
Stipend	\$22,239	Ms. Kristofco was asked by Chancellor Pradeep Khosla to lead Advancement unit for period 2/1/2016-1/31/2017. She played a critical role in ensuring continued progress toward the public launch of the \$2B Campaign for UC San Diego. With the absence of a Vice Chancellor - Advancement, she assisted with the smooth transition to new leadership in the Advancement office and provided leadership of the overall planning of campus-wide celebrations leading to the campaign launch.
Superiu	322,233	the campaign faunch.
KUBIAK,GLENN D. LBNL		
CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$390,000	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Received a 9.6 percent market-based salary adjustment effective 12/1/16, approved per policy.
Actual Base Salary Received	\$345,976	Actual base salary received in 2016 includes \$1,660 retroactive pay due to 10/01/15 merit increase paid on 01/01/16 paycheck, and \$1,140 retroactive pay due to 10/01/16 merit increase processed in December 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
KUNZ,SAMUEL UCOP		
MANAGING DIRECTOR - INVESTMENTS		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$291,748	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$286,791	
Chief Investment Officer Administrative Incentive Plan	\$63,436	The Administrative Oversight Committee approved the incentive payout award of \$63,436.36 (21.74 percent of base salary) for FY 2015-16. Samuel Kunz target and maximum award opportunities (as a percent of base salary) are 45 percent and 90percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Relocation Allowance	\$11,000	Per policy, a relocation allowance equal to 20 percent of base salary (\$55,000) to be paid on a monthly basis over a four-year period: 40 percent (\$22,000) in the first year 2014; 30 percent (\$16,500) in the second year 2015; 20 percent (\$11,000) in the third year 2016; and 10 percent (\$5,500) in the fourth year 2017. Data reflects third year payment.

KWAN,LUCIA UCSF		
DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEAL	TH	
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$271,858	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$265,710	
Clinical Enterprise Management Recognition Plan	\$28,666	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$12,422	Data reflects payment for paid time off amount in excess of accumulation limits.
LAKE,GWENDOLINE E UCLA		
CONTROLLER, HOSPITAL SYSTEM		
CONTROLLER, HOSI HAL STSTEM		
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$290,064	(non-represented) Staff Salary Plan for fiscal year 2016-2017. As an exception to policy, an equity increase of 4 percent, effective 9/11/16 was approved by UCLA Health and retroactively approved on 12/19/16 by the Chancellor and on 1/24/17 by the President.
Actual Base Salary Received	\$276,382	approved on 12/13/10 by the chanceror and on 1/2 // 17 by the resident.
Clinical Enterprise Management Recognition Plan	\$40,619	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout based on performance against pre-established goals.
Other Cash Compensation/Payments	\$13,343	Data reflects payment for paid time off in excess of accumulation limits.
LARET,MARK R UCSF		
PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF	HEALTH	
		Effective C/40/4C and the additional and the additi
Annual Base as of Dec 31	\$1,041,543	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$1,012,846	

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$185,156	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
LATHAM CARALL CURICTIMA LICCO		
LATHAM, SARAH CHRISTINA UCSC VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE	SERVICES	
VIOL OF A VIOLETON BOOM VEDS A VIOLENTIA VIOLETON VEDES A	321111023	
Annual Base as of Dec 31	\$285,488	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$279,857	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$662,350	Per policy, eligible to participate in the UC Home Loan Program.
LAVERNIA, ENRIQUE JOSE UCI		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$386,250	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$379,688	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
LAZARUS, WILLIAM C. UCLA		
CHIEF TECHNOLOGY OFFICER, INFORMATION SERVI	CES & SOLUTIONS	
Annual Base as of Dec 31	\$328,901	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, an equity increase of 7.5 percent was approved by the Chancellor on 10/26/16.
Actual Base Salary Received	\$303,858	

Compensation Element	Amount	Staff Comments
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Clinical Enterprise Management Recognition Plan	\$44,556	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Clinical Enterprise Management Recognition Plan	\$44,550	performance against pre-established goals and objectives.
LE GRANDE,HARRY UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$258,331	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$253,942	
Other Compensation	\$88	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
LEINEN, MARGARET S UCSD		
VICE CHANCELLOR MARINE SCIENCES. DEAN OF SE	CHOOL OF MARINE	SCIENCES. AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY
VICE CHANCELLOR MARINE SCIENCES, DEAN OF S	CHOOL OF MARINE	SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY
VICE CHANCELLOR MARINE SCIENCES, DEAN OF SO	CHOOL OF MARINE	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$340,061	
Annual Base as of Dec 31	\$340,061	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31  Actual Base Salary Received		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program
Annual Base as of Dec 31	\$340,061	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Annual Base as of Dec 31  Actual Base Salary Received	\$340,061	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments
Annual Base as of Dec 31  Actual Base Salary Received  Senior Management Supplement	\$340,061 \$333,538	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth
Annual Base as of Dec 31  Actual Base Salary Received  Senior Management Supplement  Relocation Allowance	\$340,061 \$333,538	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth installment payment.
Annual Base as of Dec 31  Actual Base Salary Received  Senior Management Supplement  Relocation Allowance	\$340,061 \$333,538	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth installment payment.
Annual Base as of Dec 31  Actual Base Salary Received  Senior Management Supplement  Relocation Allowance  Accrual of Sabbatical Credits	\$340,061 \$333,538	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth installment payment.
Annual Base as of Dec 31  Actual Base Salary Received  Senior Management Supplement  Relocation Allowance  Accrual of Sabbatical Credits  LELAND, DOROTHY JANE UCM	\$340,061 \$333,538	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth installment payment.
Annual Base as of Dec 31  Actual Base Salary Received  Senior Management Supplement  Relocation Allowance  Accrual of Sabbatical Credits  LELAND, DOROTHY JANE UCM  CHANCELLOR	\$340,061 \$333,538 \$19,375	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth installment payment.  Per policy, accrual of sabbatical credits as a member of tenured faculty.  Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31  Actual Base Salary Received  Senior Management Supplement  Relocation Allowance  Accrual of Sabbatical Credits  LELAND, DOROTHY JANE UCM	\$340,061 \$333,538	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth installment payment.  Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base as of Dec 31  Actual Base Salary Received  Senior Management Supplement  Relocation Allowance  Accrual of Sabbatical Credits  LELAND, DOROTHY JANE UCM  CHANCELLOR	\$340,061 \$333,538 \$19,375	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.  Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth installment payment.  Per policy, accrual of sabbatical credits as a member of tenured faculty.  Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-

Compensation Element	Amount	Staff Comments
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University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits a member of tenured faculty.
Administrative Fund		Administrative Fund will be established. Adjustments may occur annually as allowed by policy.
LES,JAMES A. UCD		
HEAD MEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$310,000	Per approval by the UC Regents on 5/21/15, the annual guaranteed compensation of renewed contract for Mr. Les will be: \$300,000 in year 1, \$310,000 in year 2, \$320,000 in year 3, \$330,000 in year 4, \$340,000 in year 5, and \$350,000 in year six. Contract period for year 2 is 7/1/16-6/30/17.
Actual Base Salary Received	\$304,167	
Other Cash Compensation/Payments	\$20,000	Per negotiated contract, approved by the UC Regents 5/21/15, Mr. Les shall receive a one-time, non-base building incentive and retention bonus of \$20,000 payable upon the first game of that following season if he serves as the Head Coach for that game in the event the University is paid at least \$200,000 in guaranteed game fees for games scheduled in any single basketball season for men's basketball games.
Other Cash Compensation/Payments	\$9,102	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$215	Per ratification of IX (Unit 18 Lecturers) contract, the University provided a one-time, non-base building, non-UC Retirement Program eligible payment of \$215.
LEVINE, MICHAEL S UCLA		
INTERIM VICE CHANCELLORACADEMIC PER	SONNEL	
Annual Base as of Dec 31	\$320,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$319,125	
Stipend	\$2,100	Academic Stipend of \$3,600 for serving in previous role as the Associate Director for Education at the Brain Research Institute.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of the tenured faculty.
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# Compensation Element Amount Staff Comments

UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$205,600	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$202,333	
Moving Expenses - Other	\$5,090	2015 Non-taxable moving expenses were erroneously left out of last year's AREC. Haipeng moved to UC Merced from Hong Kong in two phases: 2015 non-taxable expenses included ground transportation to the airport in Hong Kong and airfare of \$2,249.94. 2016 Non-taxable moving expenses were related to the final move and included the moving company expense of \$2,840.33.
Moving Expenses - Other	\$6,496	2015 Taxable moving expenses were erroneously left out of last year's AREC. Haipeng moved to UC Merced from Hong Kong in two phases: 2015 taxable expenses of \$4,967.49 included pre-trip expenses, temporary housing, rental vehicle while Haipeng's vehicle was shipped, and meals during his trip. 2016 Taxable moving expenses in the amount of \$1,528.27 were related to the final move and included airfare for the family, car rental, gas, and meals during the trip.
Relocation Allowance	\$7,000	Per policy, a relocation allowance of 10.5 percent of base salary (\$21,000) to be paid in annual installments over three years: 33.3 percent (\$7,000) in Year 1, 33.3 percent (\$7,000) in Year 2, and 33.3 percent (\$7,000) in Year 3. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects second year annual installment payment.
LISKA,EUGENIE L UCLA		
DIRECTOR, BUDGET & FINANCIAL PLANNING, HOSPI	TAL SYSTEM	
Annual Base as of Dec 31	\$278,917	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$272,537	
Clinical Enterprise Management Recognition Plan	\$40,619	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$18,174	Data reflects payment for paid time off in excess of accumulation limits.

# Compensation Element Amount Staff Comments

LLOYD,CHERYL A UCOP		
CHIEF RISK OFFICER		
Annual Base as of Dec 31	\$249,554	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$245,176	
LODGE-LEMON,BERNADETTE UCLA		
REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYST	EM	
Annual Base as of Dec 31	\$334,750	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 6/19/16, received a 9 percent retention salary increase, approved by the Chancellor on 5/16/16.
Actual Base Salary Received	\$315,203	
Clinical Enterprise Management Recognition Plan	\$44,712	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$28,216	Data reflects payment for paid time off in excess of accumulation limits.
LOHSE, JOHN ALLEN UCOP		
INTERIM SENIOR VICE PRESIDENT, CHIEF COMPLI	ANCE AND AUDIT O	FFICER
Annual Base as of Dec 31	\$290,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$9,886	
LOUIE, GEORGE UCOP		
ASSISTANT VICE PRESIDENT – UC HEALTH		
Annual Base as of Dec 31	\$340,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$205,079	

Staff Comments

Amount

\$305,775

#### Compensation Element

Actual Base Salary Received

LOWENSTEIN, DANIEL H. UCSF		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$355,250	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$352,188	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
LUBIN,BERTRAM H UCSF		
EXECUTIVE ADVISOR/ASSOCIATE DEAN-CHILDREN'S	SERVICES, UCSF H	IEALTH
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Annual Base as of Dec 31	\$715,000	Appointment of and contract compensation for Bertram H. Lubin as Chief Executive Officer - Children's Hospital Oakland, effective 1/1/14 - 12/31/16 (three-year contract appointment). UCSF and Children's Hospital Oakland affiliation. Appointment began 1/1/14.
Actual Base Salary Received	\$712,254	
Clinical Enterprise Management Recognition Program	\$133,470	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Auto Allowance	\$8,916	UCSF and Children's Hospital Oakland affiliation. As an exception to policy, inclusion of executive auto allowance approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
Executive Life		UCSF and Children's Hospital Oakland affiliation. As an exception to policy, inclusion of executive life insurance to \$800,000 approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
MACKIE MACON IEEEDEV LICE		
MACKIE-MASON, JEFFREY UCB		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$311,060	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non represented) Staff Salary Plan for fiscal year 2016-2017.
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Compensation Element	Amount	Staff Comments
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Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Reimbursement - Temporary Housing	\$3,405	Temp housing per offer letter; reported on W-2 as wages, tips and comp subject to income and employment taxes.
Moving Expenses - Other	\$2,479	Pre-Move House hunting per offer letter reported on W-2 as wages, tips and comp subject to income and employment taxes.
Moving Expenses - Other	\$607	Meals - reported on W-2 as wages, tips and comp subject to income and employment taxes.
Moving Expenses - Other	\$283	Part of temp housing/living costs; covered in offer letter.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
AAALIANEV TIMOTUV AALIGGE		
MAHANEY,TIMOTHY M UCSF		
VICE PRESIDENT-FACILITIES & SUPPORT SVCS, UCSF	HEALTH	
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Annual Base as of Dec 31	\$322,847	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
	. ,	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$315,338	
		Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise
		Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum
		potential award of 25 percent of annual salary. Actual award amount is based on performance
Clinical Enterprise Management Recognition Program	\$42,932	against pre-established goals.
MAHBOUBA,MOHAMMED H MAHDI UCLA		
CHIEF DATA OFFICER, OFFICE OF HEALTH INFORMA	TICS AND ANALYSI	S, INFORMATION SERVICES & SOLUTIONS
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
		(non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, received a 4.5
Annual Base as of Dec 31	\$329,323	percent equity increase, approved by the Chancellor on 10/26/16.
Actual Base Salary Received	\$311,531	
		Data reflected in the report is the actual award amount for 2015-16 as approved by the
		Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the
		Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10
Clinical Enterprise Management Recognition Plan	\$45,893	percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Cimical Enterprise Management Necognition Fidil	Ç <del>1</del> 0,073	Relocation allowance of 25 percent (\$70,000) to be paid over a period of four years. Data
Relocation Allowance	\$3,231	reflects amount paid in 2016 (last installment). Approved by Chancellor on 5/29/12.
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# Compensation Element

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MANDEVILLE-GAMBLE,STEVEN L. UCR		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$224,010	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$220,204	
Other Benefit	\$1,199	Executive Life Insurance imputed income.
MARKLAND, JEANNE M UCLA		
CHIEF OF ENTERPRISE APPLICATIONS, INFORMATION	N SERVICES & SOL	UTIONS
Annual Base as of Dec 31	\$329,200	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, received a 6.5 percent equity increase, approved by the Chancellor 10/26/16.
Actual Base Salary Received	\$306,519	
Clinical Enterprise Management Recognition Plan	\$45,016	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
MARSH,TOBY K UCD		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICE	CER	
Annual Base as of Dec 31	\$348,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$292,581	
Clinical Enterprise Management Recognition Program	\$58,255	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Eligible to participate with a target of 15 percent and max of 20 percent while in Director, Patient Care Services position from 7/1/15-3/31/16; actual award 17.92 percent (\$42,115.45). Eligible to participate with a target of 15 percent and max of 25 percent while in interim Chief Nursing Officer position 4/1/16-6/30/16; actual award 20.71 percent (\$16,139.45).
Other Cash Compensation/Payments	\$8,822	Data reflects payment for paid time off amount in excess of accumulation limits.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

# **Compensation Element**

Amount

MARSHALL, DAVID B UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$339,488	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$333,720	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
MARTIN,CUONZO LAMAR UCB		
HEAD MEN'S BASKETBALL COACH		
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Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Incentive	\$1,121,333	Other incentives based on achieving performance goals approved as part of negotiated athletics' contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$1,456,365	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$100,000	Signing bonus per new contract.
Other Benefit	\$13,145	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$2,816	Reflects taxable value of Country Club membership
MAADTINI DEMACTRICE AADONI LICI A		
MARTIN, DEMETRICE AARON UCLA ASSISTANT FOOTBALL COACH		
ASSISTANT TOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Coach Auto Allowance	\$2,250	Effective 7/1/16, per renewed contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.

Compensation Element	Amount	Staff Comments
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Other Cosh Commonstine / Downsonts	ć02 F00	Talent fees are part of guaranteed compensation for participation in outside events
Other Cash Compensation/Payments	\$92,500	representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$104,900	Contingent Retention Bonus approved as part of negotiated contract.
Other Benefit	\$1,115	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$2,461	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
		Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle
Other Benefit	\$3,932	discontinued on 6/30/16.
MARTIN, WILLIAM W UCLA		
HEAD COACH - MEN'S TENNIS		
Annual Base as of Dec 31	\$155,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$149,167	
		Payout based on annual participation in summer camps for youth approved as part of
Other Cash Compensation/Payments	\$189,842	negotiated contract.
Other Cash Compensation/Payments	\$10,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$2,940	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
MATTHEWS,GARY CLIFFORD UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMEN	NT AND PLANNING	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$338,745	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$332,990	
MAURICE,TIMOTHY R UCD		
CHIEF FINANCIAL OFFICER - UC DAVIS HEALT	Н	
	4	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$452,389	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$443,465	

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$84,686	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 19.37 percent (\$84,686.38). Award based on annual salary as of 6/30/16.
Executive Life		Per policy, eligible for Executive Life Insurance.
Home Loan Program	\$651,000	Per policy, eligible to participate in the UC Home Loan Program.
MAYSENT, PATRICIA SPEES UCSD		
CHIEF EXECUTIVE OFFICER		
Annual Base as of Dec 31	\$785,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$794,981	Actual base salary received was more than annual base due to Ms. Maysent's retroactive payments for interim appointment in 2015 that were paid out in 2016.
Clinical Enterprise Management Recognition Program	\$9,685	Data reflected in the report is the actual award balance for 2014-15 (\$438,740 paid in 2015 and \$9,684 paid in 2016) as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Auto Allowance	\$8,127	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment in 2016; received less than twelve monthly payments in 2016.
Executive Disability	. ,	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
MAZZIOTTA,JOHN UCLA		
VICE CHANCELLORHEALTH SCIENCES/CEOUCLA H	EALTH	
Annual Base as of Dec 31	\$618,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$607,500	
Health Sciences Compensation Plan	\$165,389	Per policy, eligible to participate in Health Sciences Compensation Plan, approved by the President 2/18/15. Cumulative amount received from his previous appointment as Clinical Professor and his current appointment as Vice Chancellor.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of the tenured faculty.

# **Compensation Element**

Amount

MCCALLEN, DAVID B. UCOP		
ASSOCIATE VICE PRESIDENT- NATIONAL LABORAT	ORIES	
Arrayal Bass of Bas 24	6224 706	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31 Actual Base Salary Received	\$331,796 \$323,906	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual base Salary Neceiveu	\$323,300	
MCCLURE, ANGUS ROBERT UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$236,875	
Coach Auto Allowance	\$2,250	Effective 7/1/16, per renewed contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$72,500	Contingent Retention Bonus approved as part of negotiated contract.
Other Cash Compensation/Payments	\$26,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$40,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$3,546	Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle discontinued on 6/30/16.
Other Benefit	\$590	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$2,461	UCLA Sporting Event Tickets coaches' Perq.
MCNEIL,PAUL M. UCD		
DEAN - UC DAVIS EXTENSION		
Annual Base as of Dec 31	\$259,487	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
	· · ·	Tepresented/stan salary Frantisi listaryear 2010-2017.
Actual Base Salary Received	\$254,368	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
Relocation Reimbursement - Temporary Housing	\$11,882	Per policy, Mr. McNeil is eligible for reimbursement of limited housing-related expenses actually and reasonably incurred for up to 90 days, subject to the limitations under policy.

# **Compensation Element**

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Other Cash Compensation/Payments \$3,137,500 Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.  Other Benefit \$1,158 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for al regular season games.  Other Benefit \$1,329 Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit \$1,260 Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP			
Annual Base as of Dec 31  \$300,000  Incentive  \$95,000  Annual performance-based incentive opportunity as part of negotiated athletics' contract.  Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.  Other Benefit  \$11,158  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Other Benefit  \$1,329  Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for al regular season games.  Other Benefit  \$1,329  Other Benefit  \$31,052  Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit  \$1,260  Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received  \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program  \$46,710  MUDDITT,ALISON MARGARET UCOP	MORA, JAMES LAWRENCE UCLA		
Actual Base Salary Received \$300,000 Incentive \$95,000 Annual performance-based incentive opportunity as part of negotiated athletics' contract Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.  Other Benefit \$11,158 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for al regular season games.  Other Benefit \$1,329 Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit \$1,260 Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740 Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program \$46,710 against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	HEAD COACH, FOOTBALL		
Actual Base Salary Received \$300,000 Incentive \$95,000 Annual performance-based incentive opportunity as part of negotiated athletics' contract Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.  Other Benefit \$11,158 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for al regular season games.  Other Benefit \$1,329 Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit \$1,260 Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740 Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program \$46,710 against pre-established goals.  MUDDITT,ALISON MARGARET UCOP			
Actual Base Salary Received \$300,000 Incentive \$95,000 Annual performance-based incentive opportunity as part of negotiated athletics' contract Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.  Other Benefit \$11,158 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for al regular season games.  Other Benefit \$1,329 Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit \$1,260 Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740 Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program \$46,710 against pre-established goals.  MUDDITT,ALISON MARGARET UCOP			
Incentive \$95,000 Annual performance-based incentive opportunity as part of negotiated athletics' contract  Other Cash Compensation/Payments \$3,137,500 Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.  Other Benefit \$11,158 Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for all regular season games.  Other Benefit \$1,329 Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit \$1,260 Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740 Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program \$46,710 against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics' contract.
Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.  Other Benefit  \$11,158  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for al regular season games.  Other Benefit  \$13,052  Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit  \$1,260  Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received  \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maxim potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	Actual Base Salary Received	\$300,000	
Other Benefit  S11,158  Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.  Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for al regular season games.  Other Benefit  \$31,329  Other Benefit  \$31,052  Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit  \$1,260  Per contract, spousal travel consistent with Athletics Department practice.  MORGAN, DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received  S310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program  \$46,710  MUDDITT,ALISON MARGARET UCOP	Incentive	\$95,000	Annual performance-based incentive opportunity as part of negotiated athletics' contract.
Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for al regular season games.  Other Benefit \$31,052 Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit \$1,260 Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterp Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	Other Cash Compensation/Payments	\$3,137,500	
Other Benefit \$1,329 regular season games.  Other Benefit \$31,052 Per approved contract, data reflects the imputed income for two courtesy vehicles.  Other Benefit \$1,260 Per contract, spousal travel consistent with Athletics Department practice.  MORGAN,DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterphen Management Recognition Program \$46,710 against pre-established goals.  MUDDITT, ALISON MARGARET UCOP	Other Benefit	\$11,158	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit  \$1,260 Per contract, spousal travel consistent with Athletics Department practice.  MORGAN, DAVID R. UCSF VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 Cinon-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received  \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterphy Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximupotential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT, ALISON MARGARET UCOP	Other Benefit	\$1,329	Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for all regular season games.
MORGAN,DAVID R. UCSF  VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Annual Base as of Dec 31 \$318,963 (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterphanagement Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	Other Benefit	\$31,052	Per approved contract, data reflects the imputed income for two courtesy vehicles.
VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterpolicy. Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	Other Benefit	\$1,260	Per contract, spousal travel consistent with Athletics Department practice.
VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH  Effective 6/19/16, a merit based increase was received consistent with the Policy-Covere (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterpolicy. Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	MORCAN DAVID D. LICCE		
Annual Base as of Dec 31 \$318,963 (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterpolicy Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP		LICCELIEALTH	
Annual Base as of Dec 31 \$318,963 (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterphene Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	VICE PRESIDENT-PACULTY PRACTICE OPERATIONS,	, UCSF HEALTH	
Actual Base Salary Received \$310,740  Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterph Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	Annual Base as of Dec 31	\$318,963	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterpolicy, Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximu potential award of 25 percent of annual salary. Actual award amount is based on perform against pre-established goals.  MUDDITT,ALISON MARGARET UCOP	Actual Base Salary Received	\$310,740	
MUDDITT,ALISON MARGARET UCOP		\$46.710	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals
	emited Enterprise Management necognition Frogram	770,710	against pre established godis.
	MUDDITT,ALISON MARGARET UCOP		
DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS	DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS		
Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered represented) Staff Salary Plan for fiscal year 2016-2017.	Annual Base as of Dec 31	\$311,753	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received \$304,758	Actual Base Salary Received	\$304,758	

# Compensation Element

Amount

MUNOZ,SANTIAGO III UCLA		
CHIEF STRATEGY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$392,000	Effective 2/4/16, Santiago Munoz received an 8.57 percent equity increase, approved by the Chancellor on 2/4/16. Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$380,739	
Clinical Enterprise Management Recognition Program	\$78,755	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$34,844	Effective 7/1/16, an administrative stipend of 19.1 percent, for 2 years to reflect his role in the UC Health Initiative, approved by President Napolitano on 8/4/16.
Other Cash Compensation/Payments	\$4,746	Data reflects payment for paid time off amount in excess of accumulation limits.
MURALIDHARAN,VIJAYALAKSHMI UCD		
VICE PROVOST-INFORMATION AND EDUCATIONAL T	ECHNOLOGY AND	CHIEF INFORMATION OFFICER
,	ECHNOLOGY ANI	O CHIEF INFORMATION OFFICER
,	\$335,081	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
VICE PROVOST-INFORMATION AND EDUCATIONAL T		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31  Actual Base Salary Received	\$335,081 \$328,471	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, a hiring bonus of \$15,625 (5 percent of base salary) was authorized for Ms. Murali and will be paid in four annual installments. The first installment of \$3,906.25 was paid on 10/1/14. The second, third and fourth installments of \$3,906.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her hire date,
VICE PROVOST-INFORMATION AND EDUCATIONAL T  Annual Base as of Dec 31	\$335,081	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, a hiring bonus of \$15,625 (5 percent of base salary) was authorized for Ms. Murali and will be paid in four annual installments. The first installment of \$3,906.25 was paid on 10/1/14. The second, third and fourth installments of \$3,906.25 will be paid on August 1, 2015,
Annual Base as of Dec 31  Actual Base Salary Received  Other Cash Compensation/Payments	\$335,081 \$328,471 \$3,906	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.  Per policy, a hiring bonus of \$15,625 (5 percent of base salary) was authorized for Ms. Murali and will be paid in four annual installments. The first installment of \$3,906.25 was paid on 10/1/14. The second, third and fourth installments of \$3,906.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her hire date, she will be subject to the terms outlined in her Repayment Agreement.  Per policy, a relocation allowance of 25 percent base salary (\$78,125) to be paid in four annual installments. The first installment of \$19,531.25 was paid on 10/1/14. The second, third and fourth installments of \$19,531.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her appointment, she will be subject to the

Staff Comments

Amount

#### Compensation Element

MURPHY,LISA CAROLE UCSD		
CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, F	PRIMARY SVCS	
Annual Base as of Dec 31	\$284,114	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$275,200	
Clinical Enterprise Management Recognition Program	\$37,527	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target rate of 15 percent ar maximum potential payout of 25 percent. Actual award amount is based on performance against pre-established goals.
NAPOLITANO, JANET ANN UCOP		
PRESIDENT OF THE UNIVERSITY		
Annual Base as of Dec 31	\$570,000	No salary increase received in 2016.
Actual Base Salary Received	\$570,000	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		One-year leased housing at a cost of \$11,500 per month which is a \$1,487.00 increase in rent. The lease term was extended to commence September 1, 2015 through August 31, 2018. Leased housing is necessary because of significant repairs and renovations required at Blake house.
House Maintenance (tel, util, etc.)	\$27,402	Residential maintenance expenses include: \$5,242.24 to Pacific Gas and Electric, \$15,738 for cleaning service, \$664.95 for cleaning supplies, \$3,721.81 for plant service, \$2,035.27 for phone and internet service.
Other Benefit	\$5,589	Imputed income for the 12-Month period ending 10/31/16 for Marc Rizzo's 5 percent persona time spent as House Manager for President Janet Napolitano.
Moving Expenses-Long Term Storage of Household Goods	\$11,298	President Janet Napolitano requires the use of a storage unit to store office documentation and awards she has received but does not have room for in her office at the University of California or at her residence.
NATUAN DENIAMIN LICEA		
NATHAN,BENJAMIN UCLA CHIEF INFORMATION OFFICER, SCHOOL OF MEDICIN	IE	
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, received a 9.
Annual Base as of Dec 31	\$328,281	percent equity increase, approved by the Chancellor 10/26/16.

Compensation Element	Amount	Staff Comments
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	400= ==0	
Actual Base Salary Received	\$297,759	Determine the distribution of the second supplies the second suppl
		Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the
		Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 10 percent
		and a maximum potential payout of 15 percent of annual salary. Actual award amount is based
Clinical Enterprise Management Recognition Plan	\$43,500	on performance against pre-established goals.
, ,	. ,	Relocation allowance of 25 percent of base salary (\$72,500) to be paid over four years. Data
Relocation Allowance	\$21,750	reflects amount paid in 2016 (Year 2). Approved by the Chancellor on 1/13/15.
NATION,CATHRYN L UCOP		
ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$259,284	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$253,467	
NAVA BACHAFI OLCONILICOR		
NAVA,RACHAEL OLSON UCOP	FFICED	
EXECUTIVE VICE PRESIDENT, CHIEF OPERATING O	FFICER	
Annual Base as of Dec 31	\$350,000	Effective 2/1/16, a pre-approved salary increase was received per approval of appointment.
Actual Base Salary Received	\$346,191	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
NAVADDO I DENEE LICCE		
NAVARRO, J RENEE UCSF		
VICE CHANCELLOR-DIVERSITY AND OUTREACH		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$297,986	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$292,924	
		•
NELSON,LOUISE COLLEEN UCLA		
VICE CHANCELLORLEGAL AFFAIRS AND ASSOCIA	TE GENERAL COUNS	SEL SEL
Annual Base as of Dec 31	\$295,000	Salary upon appointment in 2016.
	•	

# Compensation Element

Amount

Actual Daga Calamy Dagained	\$14,526	
Actual Base Salary Received	\$14,520	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
NIES, CHARLES UCM		
VICE CHANCELLOR FOR STUDENT AFFAIRS		
	1	
Annual Base as of Dec 31	\$256,250	Salary upon appointment in 2016.
Actual Base Salary Received	\$240,904	
NOSOWSKY,RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH LAW AND ME	EDICAL CENTER SER	VICES
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$294,763	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$288,548	
O'KELLEY,JOHN SHANNON UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH		
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$643,000	(non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/1/2016, received a 9.95 percent market-based salary adjustment, approved by President Napolitano on 10/26/16.
Actual Base Salary Received	\$586,359	
Clinical Enterprise Management Recognition Program	\$127,045	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$7,596	Effective 4/15/15 through 2/7/16, a temporary administrative stipend of 10 percent for assuming additional responsibilities during recruitment of CEO-UCLA Hospital System.  Approved by the President on 4/22/15.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

# Compensation Element

Amount

O'NEILL,GEOFFREY A UCOP		
ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVA	NCEMENT	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$200,904	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$197,490	
ODATO,DAVID UCSF		
SENIOR VICE PRESIDENT-HUMAN RESOURCES, CAM	PUS/UCSF HEALT	Н
	T	
	6442.025	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$413,925	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$404,882	
		Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise
		Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum
		potential award of 25 percent of annual salary. Actual award amount is based on performance
Clinical Enterprise Management Recognition Program	\$62,505	against pre-established goals.
OLSEN,STEVEN A. UCLA		
VICE CHANCELLOR- CHIEF FINANCIAL OFFICER		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$360,000	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$347,984	
Home Loan Program	\$692,650	Per policy, eligible to participate in the UC Home Loan Program.
OUILLET, PIERRE-YVES UCSD		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$410,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$389,375	
Home Loan Program	\$701,000	Per policy, eligible to participate in the UC Home Loan Program.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Compensation Element Amount Staff Comments

OZAETA,LISA H. UCSF		
VICE PRESIDENT/CHIEF STRATEGY OFFICER, UCSF HE	ALTH	
Annual Base as of Dec 31	\$364,105	Effective 6/19/16, a merit based increase and a market salary adjustment were received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$355,680	
Clinical Enterprise Management Recognition Plan	\$57,169	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
PAARDEKOOPER,JANNA M UCLA		
SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINI	STRATION SCHOOL	OL OF MEDICINE
SENION ASSOCIATE DEAN OF FINANCE AND ADMINI	STRATION, SCHOOL	OL OF WILDIGHNE
Annual Base as of Dec 31	\$334,750	Effective 2/8/16, appointment and compensation for Janna Paardekooper as Senior Associate Dean of Finance & Administration, School of Medicine, UCLA. Previously held a career appointment at UCSF. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$316,941	
Clinical Enterprise Management Recognition Program	\$15,458	Data reflected in the report is the actual prorated award amount received from UCSF for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Temporary Housing Allowance	\$4,000	Per policy, a temporary housing reimbursement for 30 days.
PARHAM,THOMAS A. UCI		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$280,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Received market-based salary adjustment of 6.8 percent effective in October 2016, approved per policy.
Actual Base Salary Received	\$259,277	and the period of the period o
Executive Disability	7233,211	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

#### **Compensation Element**

Amount

PARK,DANIEL W UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE G	SENERAL COUNSEL	
Annual Base as of Dec 31	\$282,470	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$277,052	
Other Cash Compensation/Payments	\$2,550	Data reflects payment as University Extension instructor.
PATTI,CHRISTOPHER M UCB		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$272,482	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$267,853	
Executive Disability	. ,	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
PATTON,HAROLD GUY UCI		
CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$300,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$14,773	Surry apon appointment in 2010.
Moving Expenses - Other	\$7,414	Taxable moving expenses associated with move of primary household items.
Executive Disability	***/	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
·	'	
PAZZANI,MICHAEL J. UCR		
VICE CHANCELLOR FOR RESEARCH AND ECO	NOMIC DEVELOPMENT	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Received a 5 percent market-based
Annual Base as of Dec 31	\$339,877	salary adjustment, approved per policy.
Actual Base Salary Received	\$318,193	

Staff Comments

Amount

**Compensation Element** 

	7	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Home Loan Program	\$660,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
PEACOCK,NELSON EDWARD UCOP		
SENIOR VICE PRESIDENT, GOVERNMENT	RELATIONS	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$288,400	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$283,500	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Relocation Allowance	\$20,000	Per policy, a relocation allowance of 25 percent of annual base salary (\$70,000) to offset the difference in cost of living between Maryland and California. The allowance will be paid in annual installments over four years as follows: \$20,000 on 10/31/14, in year 1; \$20,000 on 10/31/15, in year 2; \$20,000 on 10/31/16, in year 3; \$10,000 on 10/31/17, in year 4. Any unpaid relocation allowance amounts will be forfeited at the time of separation.
Nelocation / Mowarice	720,000	unpaid relocation anowance amounts will be forfeited at the time of separation.
PETERSON,THOMAS WILLIAM UCM		
PROVOST AND EXECUTIVE VICE CHANCEL	LOR	
Annual Base as of Dec 31	\$313,200	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$308,744	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Relocation Allowance	\$16,365	Relocation allowance of 25 percent (\$65,459) of annual base salary to be paid in four equal annual installments. If employee separates from the University prior to the conclusion of the payouts, any unpaid relocation allowance amounts would be forfeited at the time of separation.
Nelocation Allowance	\$10,303	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
PETITT, BECKY R UCSD	AND INCLUSION	
VICE CHANCELLOR – EQUITY, DIVERSITY A	AND INCLUSION	
	4257 -00	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$257,500	represented) Staff Salary Plan for fiscal year 2016-2017.

Compensation Element	Amount	Staff Comments
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Actual Base Salary Received	\$253,125	
	7-00,2-0	Relocation allowance of \$62,500 (25 percent of base salary) to be paid in equal installments
Relocation Allowance	\$15,625	over a four-year period. Data reflects second annual installment payment.
PETRULAKIS,KAREN JENSEN UCOP		
CHIEF DEPUTY GENERAL COUNSEL & DEPUTY GENERAL	RAL COUNSEL LITI	GATION
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$299,386	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$293,074	
PHILLIPS, DAVID LOUIS UCOP		
ASSOCIATE VICE PRESIDENT – ENERGY AND SUSTAIN	NABILITY	
	T	
	4010.000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$219,938	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$208,670	
PODESTA,CHARLES H UCI		
CHIEF INFORMATION OFFICER		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$401,700	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$392,688	
		Data reflected in the report is the actual award amount for 2015-16 as approved by the
		Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum
		potential award of 25 percent of annual salary. Actual award amount is based on performance
Clinical Enterprise Management Recognition Program	\$63,932	against pre-established goals.
	. ,	Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
POLAMALU,KENNEDY UCLA		
ASSISTANT FOOTBALL COACH		
		Employee separated prior to the certification process. Base salary approved as part of
Annual Base as of Dec 31	\$250,000	negotiated athletics' contract.

Compensation Element	Amount	Staff Comments
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Actual Base Salary Received	\$250,000	
Coach Auto Allowance	\$2,250	Effective 7/1/16, per renewed contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$80,417	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$130,000	Contingent Retention Bonus approved as part of negotiated contract.
Other Cash Compensation/Payments	\$60,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$4,600	Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle discontinued on 6/30/16.
Other Benefit	\$2,461	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$710	Per contract, spousal travel consistent with Athletics Department practice.
CHIEF NURSING INFORMATICS OFFICER, INFORM	ATION SERVICES & S	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, received a 9.9
Annual Base as of Dec 31	\$303,063	percent equity increase, approved by the Chancellor 10/26/16.
Actual Base Salary Received		
	\$274,887	
Clinical Enterprise Management Recognition Plan		Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives
Clinical Enterprise Management Recognition Plan Other Cash Compensation/Payments	\$40,159	Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Clinical Enterprise Management Recognition Plan Other Cash Compensation/Payments		Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is
	\$40,159	Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$40,159 \$6,974	Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments  POWERS-SCHILLING, WENDY JEAN UCOP	\$40,159 \$6,974	Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.

	Compensation Element	Amount	Staff Comments
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Moving Expenses - Shipment of Household Goods	\$1,750	Wendy Powers-Schilling is eligible to receive actual and reasonable expenses associated with moving her household good and personal effects from her primary residence to her new residence. The moving expenses incurred were \$1,749.96.
Moving Expenses Shipment of Household Goods	71,750	Testachee. The moving expenses meaned were \$1,745.50.
RAMESH,RAMAMOORTHY LBNL		
ASSOCIATE LABORATORY DIRECTOR		
		Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$374,916	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$362,896	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with an underlying faculty appointment.
REESE,MICHAEL UCM		
VICE CHANCELLOR BUSINESS AND ADMINISTRATIV	F SFRVICES	
	1	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$288,783	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$283,086	Topicos incomposan care ( Train for Issue ( 2020 2027)
Actual base salary neceived	7203,000	
DIGE ANNUAL DEFINITION		
RICE,ANN MADDEN UCD		
CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CE	NTER	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$878,425	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$861,097	
		Data reflected in the report is the actual award amount for 2015-16 as approved by the
		Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the
		Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based
		on performance against pre-established goals. Actual award for 2016: 24.67 percent
Clinical Enterprise Management Recognition Program	\$209,351	(\$209,350.93). Award based on annual salary as of 6/30/16
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Auto Allowance	\$0,210	Fer policy, armuar auto allowance payment of \$0,310 (\$745 per month).

# **Compensation Element**

RIDLEY,LORI LOU UCSF		
EHR APPLICATION SOLUTIONS ARCHITECT, UCSF H	EALTH	
Annual Base as of Dec 31	\$285,325	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,689	
Clinical Enterprise Management Recognition Plan	\$25,957	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$9,820	Data reflects payment for paid time off amount in excess of accumulation limits.
RIMICCI,JANET LYNNE UCLA		
EXECUTIVE DIRECTOR-QUALITY AND PATIENT SAFE	TY, UCLA HEALTH	
Annual Base as of Dec 31	\$283,261	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,065	
Clinical Enterprise Management Recognition Plan	\$41,252	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Clinical Enterprise Management Recognition Plan	\$41,252	on performance against pre-established goals.
ROBINSON,CHARLES F UCOP		
GENERAL COUNSEL AND VICE PRESIDENT - LEGAL	ΔFFΔIRS	
CENTER COCKSEL AND VICE INCOME.	1171110	
Annual Base as of Dec 31	\$454,574	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$446,851	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$800,000	Per policy, eligible to participate in the UC Home Loan Program.

# **Compensation Element**

Amount

ROGERS,LYNDA UCSC		
DEAN - UNIVERSITY EXTENSION		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$186,611	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$182,779	
B. 199		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
ROSS,CHERYL ANN UCSD		
ASSISTANT VICE CHANCELLOR/CONTROLI	ER	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$258,750	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$253,646	
		Data in the report is the actual Star award amount for 2015-16. STAR (Staff Appreciation
		Recognition) award is part of the employee incentive awards to recognize and reward
Recognition Award	\$5,000	excellence in university service. Actual award amount is based on performance.
		Ms. Ross was asked by Vice Chancellor and Chief Financial Officer - Health Sciences and Campus to lead operational and strategic matters for the Vice Chancellor Health Sciences
Stipend	\$50,000	Controllers office from 11/1/2015-4/30/2017.
- Copenia	<b>400,000</b>	
SANDOVAL, JAMES W. UCR		
VICE CHANCELLOR-STUDENT AFFAIRS		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$248,792	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$244,565	
Other Benefit	\$2,487	Executive life insurance imputed income.
SAVAGE,JOHN JOSEPH UCLA		
HEAD COACH - BASEBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics' contract.
		The state of the s
Actual Base Salary Received	\$300,000	

Other Cash Compensation/Payments	\$52,947	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other Cosh Company at in / Pours and	¢200.000	Talent fees are part of guaranteed compensation for participation in outside events
Other Cash Compensation/Payments	\$300,000	representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$75,000	Contingent retention bonus as part of negotiated contract.
Other Cash Compensation/Payments	\$150,000	Equipment Vendor provides additional Talent Fee for the Coach, as part of negotiated contract.
Other Benefit	\$7,669	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
SCHERER, WILLIAM BERNARD UCLA		
ASSISTANT FOOTBALL COACH		
	40=	
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$221,552	
Coach Auto Allowance	\$3,717	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$51,631	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$19,557	Per policy, vacation balance paid out as a former staff member because coaches are not eligible for vacation accrual.
Other Benefit	\$210	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,949	UCLA Sporting Event Tickets
SCHNEIDER, PETER UCI		
CHIEF HEALTH SCIENCES COUNSEL		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$308,311	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$284,632	
		Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a maximum potential award of 15 percent of
Clinical Enterprise Management Recognition Program	\$27,659	annual salary. Actual award amount is based on performance against pre-established goals.

# Compensation Element

Amount

SCHNETZLER,GRETA UCSF		
CHIEF CAMPUS COUNSEL		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$282,644	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$277,842	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Executive disability		Deficit.
SCHOTTLAENDER,BRIAN E. UCSD		
UNIVERSITY LIBRARIAN		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$289,366	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$283,816	
Home Loan Program	\$351,000	Per policy, eligible to participate in the UC Home Loan Program.
SCHROEDER, DAVID W UCOP		
SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$294,621	
Actual Base Salary Received	\$294,621	
		The Administrative Oversight Committee approved the incentive payout award of \$147,793.20 (50.16) percent of base salary) for FY 2015-16. David Schroeder's target and maximum award
		opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term
Chief Investment Officer Administrative Incentive Plan	\$147,793	Investment Pool (STIP) rate of return).
	• •	· · · · · · · · · · · · · · · · · · ·
SCIOSCIA,ANGELA LYNN UCSD		
CHIEF MEDICAL OFFICER		
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$451,321	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$443,040	

# **Compensation Element**

Amount

SCURR,KIMBERLY UCSF		
VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UC	CSF HEALTH	
Annual Base as of Dec 31	\$337,546	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$328,151	
Clinical Enterprise Management Recognition Program	\$50,335	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$19,399	Data reflects payment for paid time off amount in excess of accumulation limits.
SHAW,ANNE UCOP		
SECRETARY AND CHIEF OF STAFF TO THE REGENTS		
Annual Base as of Dec 31	\$238,703	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$234,647	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
CIAL ALAVLICI		
SIAL,AJAY UCI CHIEF FINANCIAL OFFICER - UCI HEALTH SYSTEM		
CHIEF FINANCIAL OFFICER - OCI HEALTH SYSTEM		
Annual Base as of Dec 31	\$550,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$258,335	
Other Cash Compensation/Payments	\$110,000	Hiring bonus approved 5/13/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Family's Move	\$4,999	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his household.
Moving Expenses - Other	\$15,344	Per policy, reimbursement of actual and reasonable expenses associated with moving Mr. Sial's household goods and personal effects from his former primary residence to his new primary residence, subject to the limitations under policy. Taxable moving expenses.

# **Compensation Element**

#### Amount

Moving Expenses - Moving Services	\$2,746	Per policy, reimbursement of actual and reasonable expenses associated with moving Mr. Sial's household goods and personal effects from his former primary residence to his new primary residence, subject to the limitations under policy. Non-taxable moving expenses.
SIMMONS,BRADLEY W UCD		
CHIEF OPERATING OFFICER, MEDICAL CENTER		
	1	
Annual Base as of Dec 31	\$575,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$259,186	
Other Cash Compensation/Payments	\$50,000	Per policy, a hiring bonus of \$50,000 (8.7 percent of base salary) was paid in a lump sum on 8/3/16 and is subject to the following repayment schedule if Mr. Simmons separates from the University within four years of his appointment: 100 percent if separation occurs within the first year; 75 percent if separation occurs within the second year; 50 percent if separation occurs within the third year; and 25 percent if separation occurs within fourth year of employment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Reimbursement - Temporary Housing	\$7,800	Per policy, Mr. Simmons is eligible for reimbursement of limited housing-related expenses actually and reasonably incurred for up to 90 days, subject to the limitations under policy.
Moving Expenses - Initial Househunting	\$1,997	Eligible for two house hunting trips with spouse and up to two return trips to his former residence, subject to limitations under policy.
Moving Expenses - Family's Move	\$1,036	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his household.
Moving Expenses - Shipment of Household Goods	\$20,076	Per policy, the University will reimburse actual and reasonable expenses for common carrier transportation related to moving household goods and personal effects from the former primary residence for the appointee and members of his household, including packing, crating, transporting, unpacking, and uncrating household goods and personal effects. The appointee must use a common carrier from the University's preferred vendors list.
Moving Expenses –Short Term Storage of Household		Per policy, the University will reimburse actual and reasonable expenses related to storage of
Goods	\$1,153	household goods for up to 90 days.
SIMON,HORST D LBNL		
DEPUTY LABORATORY DIRECTOR		
DEFOTE EADORATORY DIRECTOR		
Annual Base as of Dec 31	\$432,540	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Compensation Element	Amount	Staff Comments
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ctual base salary received includes \$2,018 retroactive pay due to 10/01/15 merit increase aid on 01/01/16 paycheck.  er policy, eligible to participate in the UC Home Loan Program.  ffective 6/19/16, a merit based increase was received consistent with the Policy-Covered non-represented) Staff Salary Plan for fiscal year 2016-2017.  ata reflected is the actual award amount for 2015-16 as approved by the Administrative
ffective 6/19/16, a merit based increase was received consistent with the Policy-Covered non-represented) Staff Salary Plan for fiscal year 2016-2017.  ata reflected is the actual award amount for 2015-16 as approved by the Administrative
non-represented) Staff Salary Plan for fiscal year 2016-2017.  ata reflected is the actual award amount for 2015-16 as approved by the Administrative
non-represented) Staff Salary Plan for fiscal year 2016-2017.  ata reflected is the actual award amount for 2015-16 as approved by the Administrative
non-represented) Staff Salary Plan for fiscal year 2016-2017.  ata reflected is the actual award amount for 2015-16 as approved by the Administrative
non-represented) Staff Salary Plan for fiscal year 2016-2017.  ata reflected is the actual award amount for 2015-16 as approved by the Administrative
non-represented) Staff Salary Plan for fiscal year 2016-2017.  ata reflected is the actual award amount for 2015-16 as approved by the Administrative
versight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise flanagement Recognition Plan (CEMRP), with a target award of 15 percent and a maximum otential award of 25 percent of annual salary. Actual award amount is based on performance gainst pre-established goals.
ata reflects payment for paid time off amount in excess of accumulation limits.
ffective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-epresented) Staff Salary Plan for fiscal year 2016-2017.
er policy, eligible; has not yet met the five-year vesting requirement in SMG to receive enefit.
ffective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-

# Compensation Element Amount Staff Comments

SMITH,SUSAN D. UCSF		
SENIOR VICE PRESIDENT-FACULTY PRACTICES, UCSF	HEALTH	
Annual Base as of Dec 31	\$561,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$536,347	
Clinical Enterprise Management Recognition Program	\$71,780	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Clinical Litter prise Management Necognition Program	\$71,780	against pre-established goals.
SMUTZ,WAYNE DAVID UCLA		
DEAN-CONTINUING EDUCATION AND UCLA EXTENS	ION	
Annual Base as of Dec 31	\$327,818	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$322,248	
Relocation Allowance	\$7,500	Relocation allowance of 25 percent (\$75,000) payable over four years. Data reflects amount paid in 2016 (last installment). Approved by Regents July 2013.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$1,012,500	Per policy, eligible to participate in the UC Home Loan Program.
SPAVITAL, JACOB S UCB		
OFFENSIVE COORDINATOR AND QUARTERBACKS CO	DACH	
	T	
Annual Base as of Dec 31	\$225,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$180,356	
Other Cash Compensation/Payments	\$128,253	Talent fees for public appearances on behalf of sports program per contract.
Relocation Allowance	\$25,000	Relocation allowance per contract.
Other Benefit	\$968	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.

# Compensation Element Amount Staff Comments

SPISSO, JOHNESE MARIA UCLA		
PRESIDENT, UCLA HEALTH/CEO, UCLA HOSPITAL SYS	TEM	
Annual Base as of Dec 31	\$876,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$755,172	
Clinical Enterprise Management Recognition Program	\$95,659	Data reflected in the report is the actual prorated award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 20 percent and a maximum potential payout of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals (prorated).
Executive Auto Allowance	\$16,718	Per policy, an annual automobile allowance of \$8,916. Due to administrative error, auto allowance was overpaid in 2016. Repayment has been scheduled with Payroll.
Temporary Housing Allowance	\$12,000	Per policy, reimbursement for limited temporary housing-related expenses actually and reasonably incurred, not to exceed \$12,000 for a period of up to 90 days.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Initial Househunting	\$2,629	Per policy, reimbursement of costs associated with two trips (coach airfare, meals and reasonable lodging) to secure housing in the Los Angeles area. Approved by the Regents on 1/7/16.
Moving Expenses - Secondary Househunting	\$3,007	Per policy, reimbursement of costs associated with two trips (coach airfare, meals and reasonable lodging) to secure housing in the Los Angeles area. Approved by the Regents on 1/7/16.
Moving Expenses - Shipment of Household Goods	\$3,967	Per policy, reimbursement of actual and reasonable expenses related to moving two personal motor vehicles (from Seattle to Los Angeles).
STATON,PAUL A UCLA		
SR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER,	UCLA HEALTH	
,		
		Effective 1/1/16, appointment and compensation as Sr. Vice President and Chief Financial Officer, UCLA Health, approved by the Regents in February 2016. Effective 10/1/16, received a
Annual Base as of Dec 31	\$642,000	3.5 percent market-based salary adjustment, approved by President Napolitano on 10/26/16.
Actual Base Salary Received	\$611,953	

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$138,725	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$53,599	An annual retention-based payment of 10 percent beginning 2015 through 2017. Performance expectations must be met and must be actively employed at UCLA in order to receive that year's retention bonus. Approved by President Napolitano on 3/20/15.
STEEL, VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$267,281	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$262,740	
Relocation Allowance	\$6,115	Relocation allowance of 25 percent (\$61,150) payable over four years. Data reflects amount paid in 2016 (last installment). Approved by the President on 4/17/13.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program
STEPHENS,CARDELLA DENISE UCSB		
UNIVERSITY LIBRARIAN		
	ı	
Annual Base as of Dec 31	\$240,400	Received 10 percent market-based salary adjustment effective January 1, 2016, approved per policy. No merit increase received in 2016.
Actual Base Salary Received	\$238,579	
Home Loan Program	\$779,050	Per policy, eligible to participate in the UC Home Loan Program.
STERMAN,STEVEN L. UCOP		
SENIOR MANAGING DIRECTOR, FIXED INCOME ASSE	TS	
	T	
Annual Base as of Dec 31	\$340,000	Salary upon appointment in 2016.

\$321,272

Actual Base Salary Received

Compensation Element	Amount	Staff Comments
Chief Investment Officer Administrative Incentive Plan	\$163,400	The Administrative Oversight Committee approved the incentive payout award of \$163,400.02 (48.06 percent of base salary) for FY 2015-16. Steven Sterman's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
	4	A relocation allowance of 25 percent (\$67,405) of the annual salary to be paid on a monthly basis over a four-year period according to the following formula: 40 percent in the 1st year, 30 percent in the 2nd year, 20 percent in the 3rd year, 10 percent in the 4th year. Since the relocation will be paid over a four-year period and received on monthly paycheck, the remainder would be forfeited if Steven Stevens were to leave within the four-year period.
Relocation Allowance	\$5,617	Data reflects the third year relocation installment payment.
STORO IOUN DAVID LICOR		
STOBO,JOHN DAVID UCOP  EXECUTIVE VICE PRESIDENT - UC HEALTH		
EXECUTIVE VICE PRESIDENT - OC HEALTH		
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$633,782	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$623,014	
Clinical Enterprise Management Recognition Program	\$135,370	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
STRICKLAND,BARRIE E UCSF		
SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL	OFFICER, UCSF H	IEALTH
Annual Base as of Dec 31	\$720,000	Received 15.2 percent salary adjustment approved 8/11/16 by the Regents.
Actual Base Salary Received	\$656,094	
Clinical Enterprise Management Recognition Program	\$97,919	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

#### Compensation Flement

Annual Base as of Dec 31  Actual Base Salary Received  \$236,267  Home Loan Program  \$722,000  Per policy, eligible to participate in the UC Home Loan Program.  Accrual of Sabbatical Credits  Accrual of Sabbatical Credits as a member of tenured faculty.  Other Benefit  \$176  Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.  SWETT,MICHAEL ALLEN UCOP  DIRECTOR AND SENIOR PORTFOLIO MANAGER  Annual Base as of Dec 31  \$242,179  Actual Base Salary Received  \$236,095  The Administrative Oversight Committee approved the incentive payout award of (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Chief Investment Officer Administrative Incentive Plan  \$79,656  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,000) paid to Michael Swett on a monthly basis over a four-year period.	ensation Element	Amount	Staff Comments
VE EQUITY AND INCLUSION  Effective 7/1/16, a merit based increase was received consistent with the Policy-Corporation and the Policy-Corporation and the Policy-Corporation and the Policy-Corporation and the Policy-Corporation and the Policy-Corporation and the Policy-Corporation and the Policy-Corporation and the Policy of Per policy, eligible to participate in the UC Home Loan Program.  Accrual of Sabbatical Credits Accrual of Sabbatical Credits as a member of tenured faculty.  Other Benefit S176 Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.  SWETT,MICHAEL ALLEN UCOP  DIRECTOR AND SENIOR PORTFOLIO MANAGER  Annual Base as of Dec 31 \$242,179  Actual Base Salary Received \$236,095  The Administrative Oversight Committee approved the incentive payout award of (12.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-eyear period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest base Chief Investment Officer Administrative Incentive Plan \$79,656 Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (525,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,500 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,500 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,500 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,500 paid to Michael Swett on a	DAI/ARI MAII ALLI I/CR		
Annual Base as of Dec 31  S240,351  Effective 7/1/16, a merit based increase was received consistent with the Policy-Corepresented) Staff Salary Plan for fiscal year 2016-2017.  Actual Base Salary Received  S236,267  Home Loan Program  \$722,000  Per policy, eligible to participate in the UC Home Loan Program.  Accrual of Sabbatical Credits  Accrual of Sabbatical credits as a member of tenured faculty.  Other Benefit  \$176  Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.  SWETT, MICHAEL ALLEN UCOP  DIRECTOR AND SENIOR PORTFOLIO MANAGER  Annual Base as of Dec 31  Actual Base Salary Received  The Administrative Oversight Committee approved the incentive payout award of (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid or a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest base Chief Investment Officer Administrative Incentive Plan  \$79,656  Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,400).  SYMONS, TIMOTHY JAMES LBNL			
Annual Base as of Dec 31  Actual Base Salary Received  \$236,267  Home Loan Program  \$722,000  Per policy, eligible to participate in the UC Home Loan Program.  Accrual of Sabbatical Credits  Accrual of Sabbatical Credits as a member of tenured faculty.  Other Benefit  \$176  Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.  SWETT, MICHAEL ALLEN UCOP  DIRECTOR AND SENIOR PORTFOLIO MANAGER  Annual Base as of Dec 31  \$242,179  Actual Base Salary Received  \$236,095  The Administrative Oversight Committee approved the incentive payout award of (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based. Short-Term Investment Pool (STIP) rate of return).  Per policy, eligible to participate in the UC Home Loan Program.  Accrual of sabbatical credits as a member of tenured faculty.  Accrual of sabbatical credits as a member of tenured faculty.  The Administrative Oversight Committee approved the incentive payout award of (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based.  Chief Investment Officer Administrative Incentive Plan  \$79,656  Short-Term Investment Pool (STIP) rate of return).  Per policy, eligible to participate in the UC Home Loan Program.  Accrual of sabbatical credits as member of tenured faculty.  Short-Term Investment Pool (STIP) rate of ore trun).  Per policy, eligible to participate in the UC Home Loan Program.  Short-Term Investment Pool (STIP) rate of ore turn).  Per policy, a relocation allowance of 25 percent of	UTTY AND INCLUSION		
Home Loan Program  \$722,000  Per policy, eligible to participate in the UC Home Loan Program.  Accrual of Sabbatical Credits  Accrual of Sabbatical credits as a member of tenured faculty.  Other Benefit  \$176  Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.  SWETT, MICHAEL ALLEN UCOP  DIRECTOR AND SENIOR PORTFOLIO MANAGER  Annual Base as of Dec 31  \$242,179  Actual Base Salary Received  \$236,095  The Administrative Oversight Committee approved the incentive payout award of (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation Allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,7, third year, and 10 percent (\$5,625) in the fourth year.  SYMONS, TIMOTHY JAMES LBNL	l Base as of Dec 31	\$240,351	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Accrual of Sabbatical Credits  Other Benefit  \$176  Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.  SWETT,MICHAEL ALLEN UCOP  DIRECTOR AND SENIOR PORTFOLIO MANAGER  Annual Base as of Dec 31  \$242,179  Actual Base Salary Received  \$236,095  The Administrative Oversight Committee approved the incentive payout award of (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,7, third year, and 10 percent (\$55,625) in the fourth year.  SYMONS, TIMOTHY JAMES LBNL	Base Salary Received	\$236,267	
Other Benefit  \$176  Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.  SWETT, MICHAEL ALLEN UCOP  DIRECTOR AND SENIOR PORTFOLIO MANAGER  Annual Base as of Dec 31  \$242,179  Actual Base Salary Received  \$236,095  The Administrative Oversight Committee approved the incentive payout award of \$(32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,1 third year, and 10 percent (\$5,625) in the fourth year.  SYMONS, TIMOTHY JAMES LBNL	Loan Program	\$722,000	Per policy, eligible to participate in the UC Home Loan Program.
SWETT,MICHAEL ALLEN UCOP  DIRECTOR AND SENIOR PORTFOLIO MANAGER  Annual Base as of Dec 31  Actual Base Salary Received  \$236,095  The Administrative Oversight Committee approved the incentive payout award of \$(32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,6,875) in the fourth year.  SYMONS, TIMOTHY JAMES LBNL	ıl of Sabbatical Credits		Accrual of sabbatical credits as a member of tenured faculty.
Annual Base as of Dec 31 \$242,179  Actual Base Salary Received \$236,095  The Administrative Oversight Committee approved the incentive payout award of \$(32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum a opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,2000).  SYMONS, TIMOTHY JAMES LBNL	Benefit	\$176	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Annual Base as of Dec 31 \$242,179  Actual Base Salary Received \$236,095  The Administrative Oversight Committee approved the incentive payout award of \$ (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum a opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,75).  SYMONS, TIMOTHY JAMES LBNL	T,MICHAEL ALLEN UCOP		
Actual Base Salary Received  \$236,095  The Administrative Oversight Committee approved the incentive payout award of \$(32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum a opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,3 third year, and 10 percent (\$5,625) in the fourth year.  SYMONS, TIMOTHY JAMES LBNL	TOR AND SENIOR PORTFOLIO MANAGER		
Actual Base Salary Received  \$236,095  The Administrative Oversight Committee approved the incentive payout award of \$(32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum a opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,3 third year, and 10 percent (\$5,625) in the fourth year.  SYMONS, TIMOTHY JAMES LBNL			
The Administrative Oversight Committee approved the incentive payout award of \$\( (32.89\) percent of base salary\) for FY 2015-16. Michael Swett target and maximum a opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,75).  SYMONS, TIMOTHY JAMES LBNL	l Base as of Dec 31	\$242,179	
(32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum a opportunities (as a percent of base salary) are 45 percent and 90 percent, respective incentives are paid over a three-year period (50 percent in the current plan year, 2 paid in the next year and 25 percent paid in the year thereafter, plus interest based Short-Term Investment Pool (STIP) rate of return).  Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000 paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,75) third year, and 10 percent (\$5,625) in the fourth year.  SYMONS, TIMOTHY JAMES LBNL	Base Salary Received	\$236,095	
paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22, allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,72 third year, and 10 percent (\$5,625) in the fourth year.  SYMONS, TIMOTHY JAMES LBNL	nvestment Officer Administrative Incentive Plan	\$79,656	The Administrative Oversight Committee approved the incentive payout award of \$79,656.21 (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
SYMONS, TIMOTHY JAMES LBNL	tion Allowance	Ć1F 020	Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000) will be paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,500) of the allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,250) in the
	tion Allowance	\$15,938	third year, and 10 percent (\$5,625) in the fourth year.
	NIS TIMOTHY IAMES I DNI		
ASSOCIATE LABORATORY DIRECTOR			
	LIATE LABORATORT DIRECTOR		
Annual Base as of Dec 31  Effective10/1/16, a merit based increase was received consistent with the Policy-Corporate (Proposition of the Proposition of the Proposition of the Policy-Corporate (Proposition of the Proposition of the Proposition of the Policy-Corporate (Proposition of the Proposition of th	l Base as of Dec 31	\$316,920	Effective10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received \$306,760	Race Salary Received	\$306.760	

# Compensation Element Amount Staff Comments

TAKEUCHI,SUSAN JAN UCLA		
CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$360,500	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$353,881	
Clinical Enterprise Management Recognition Program	\$74,751	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Temporary Housing Allowance	\$4,000	Per policy, temporary housing reimbursement for 30 days upon transfer to UCLA.
TANJI,LORELEI A. UCI		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$236,077	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$231,420	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
TRAINA,SAMUEL JUSTIN UCM		
VICE CHANCELLOR - RESEARCH AND ECONOMIC DEV	/ELOPMENT	
Annual Base as of Dec 31	\$258,364	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$254,259	
Home Loan Program	\$276,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
TRAN,TU M. UCOP		
ASSOCIATE VICE PRESIDENT - BUSINESS OPERATION:	S	
	4222 CO-	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$232,605	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$226,762	

# **Compensation Element**

Amount

TUCKER, WILLIAM TINSLEY UCOP		
EXECUTIVE DIRECTOR – INNOVATION ALLIAN	NCES & SERVICES	
Annual Base as of Dec 31	\$214,659	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$212,247	
TUIASOSOPO, MARQUES TAVITA UCLA		
FORMER ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$220,238	
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$154,166	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$12,953	Per contract, data reflects the imputed income for the courtesy vehicle.
Other Benefit	\$1,949	Per contract, spousal travel consistent with Athletics Department practice.
TURNER,RUSSELL DEVLIN UCI		
HEAD MEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$325,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$325,000	
	\$210,000	Incentive payments approved as part of negotiated athletics' contract; including \$54,000 game guarantee; \$6,000 Big West Conference All-Academic team members; \$2,500 Post-Season National Invitation Tournament.
Incentive	\$210,000	Coach Turner is provided with access to the Newport Beach Country Club where university business expenses are paid for by UCI and a minimum of \$1,100 per year food and beverage requirement is maintained. All personal expenses associated with use of the Club are paid
Other Benefit		directly by Coach Turner. UCI only pays for bona fide business expenses.

Compensation Element	Amount	Staff Comments
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TURTELTAUB,RHEA P UCLA		
VICE CHANCELLOR - EXTERNAL AFFAIRS		
	T	
		Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-
Annual Base as of Dec 31	\$435,000	represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$427,592	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
WALLACE, TAMMY LEHR UCSF		
VICE PRESIDENT-FINANCE, PHYSICIAN ORGANIZAT	IONS, UCSF HEALTH	ł
		Promotional appointment effective 2/8/16 to Vice President-Finance, Physician Organizations,
		UCSF Health; 20.3 percent salary increase from \$229,116. Approved under local authority.
		Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$286,641	(non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$273,816	
Clinical Enterprise Management Recognition Plan	\$12,610	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) at the start of 2016, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Moved to CEMRP mid plan year, so portion of incentive paid under the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amounts are based on performance against pre-established goals. CEMRP2 - \$12,610; CEMRP \$18,007
Stipend	\$5,459	15 percent stipend for serving as Interim Controller, UCSF Health, from 3/15/15-2/7/16, approved under local authority (while in former MSP 6 position).
WALSHOK,MARY LINDENSTEIN UCSD		
ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLI	C SERVICE, DEAN-U	INIVERSITY EXTENSION
Annual Base as of Dec 31	\$206,670	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$202,705	

Compensation Element	Amount	Staff Comments
WANDRES, DANIEL UCSF		
VICE PRESIDENT-PHARMACY SERVICES/INTERIM VIC	E PRESIDENT-CL	NICAL SERVICES, UCSF HEALTH
Annual Base as of Dec 31	\$323,995	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$318,053	
Clinical Enterprise Management Recognition Program	\$48,646	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$30,432	Temporary stipend in recognition of Interim Vice President-Clinical Services, UCSF Health, appointment, under local authority from 12/1/14-11/30/16. Exception to policy stipend extension from 12/1/16-6/30/17 approved by President (1/31/17).
Other Cash Compensation/Payments	\$7,470	Data reflects payment for paid time off amount in excess of accumulation limits.
Relocation Allowance	\$2,466	Year 4 of 4: Relocation allowance. Declining percentage: year 1 (40 percent); year 2 (30 percent); year 3 (20 percent); year 4 (10 percent). Per policy, 25 percent of annual base salary-total: \$71,250 (over 4 years). Approved, under delegated authority, by Chancellor (3/8/12); endorsed by UCSF Compensation Committee (3/7/12).
WARD,CATHY RODGERS UCLA CHIEF NURSING OFFICER, UCLA RONALD REAGAN M	FDICAL CENTER	
CHIEF WORDING OFFICER, OCENTRONICES REMOVED IN	EDICAL CENTER	
Annual Base as of Dec 31	\$293,365	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$285,282	
Clinical Enterprise Management Recognition Plan	\$41,909	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.

Compensation Element Amount Staff Comments

WATKINS,ELIZABETH UCSF		
DEAN-GRADUATE DIV/VC-STUDENT ACADEMIC AFFA	AIRS	
		The Vice Chancellor - Student Academic Affairs appointment is an SMG appointment without salary. Employee's primary appointment as Dean-Graduate Division is academic. Effective 7/1/16, Elizabeth Watkins received a 1.5 percent academic salary increase consistent with the
Annual Base as of Dec 31	\$272,079	academic salary plan for fiscal year 2016-17.
Actual Base Salary Received	\$269,737	
Senior Management Supplement		Ineligible due to academic appointment and without salary SMG appointment.
Other Cash Compensation/Payments	\$15,797	Negotiated salary component under local authority allowed by the academic personnel program.
Executive Life		Ineligible due to academic appointment and without salary SMG appointment.
Executive Disability		Ineligible due to academic appointment and without salary SMG appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WATKINS,PAUL H. UCLA		
CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-U	CLA MEDICAL CE	NTER AND ORTHOPAEDIC HOSPITAL
Annual Base as of Dec 31	\$392,000	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/1/16, received a 9.85 percent market-based salary adjustment, approved by President Napolitano on 10/26/16.
Actual Base Salary Received	\$357,719	
		Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent
Clinical Enterprise Management Recognition Program	\$77,521	and a maximum potential payout of 25 percent of annual salary. Actual award amount is based
Clinical Enterprise Management Recognition Program  Executive Disability	\$77,521	
	\$77,521	and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.  Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
	\$77,521	and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.  Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability	\$77,521	and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.  Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability  WAUGH,SCOTT L UCLA	\$77,521	and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.  Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive

Compensation Element	Amount	Staff Comments
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Actual Base Salary Received	\$409,395	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WILCOX,KIM ARTHUR UCR		
CHANCELLOR		
Annual Base as of Dec 31	\$394,655	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$387,950	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WILLIAMS, HAROLD MICHAEL UCB		
ATHLETICS DIRECTOR		
Annual Base as of Dec 31	\$519,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$519,000	base salary approved as part of negotiated atmetics contract.
Incentive	\$93,500	Incentive payment approved as part of negotiated athletics' contract
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$90,000	Retention bonus per contract.
Other Benefit	\$1,474	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$1,504	Taxable amount for spousal travel to sports events per contract.
Annual Base Salary Received	\$519,000	Includes REG earnings received per contract.
WILLIAMS,KIM P LBNL		
CHIEF FINANCIAL OFFICER		
		Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered
Annual Base as of Dec 31	\$305,208	(non-represented) Staff Salary Plan for fiscal year 2016-2017.

# **Compensation Element**

Amount

Actual Base Salary Received	\$295,428	
		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive
Executive Disability		benefit.
WILLIAMS, ROBERT ALLEN UCSB		
HEAD COACH MEN'S BASKETBALL		
TIEAD COACH WEN'S DASKETBALL		
Annual Base as of Dec 31	\$347,961	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$340,934	
WILSON, WILLIAM C. UCI		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$470,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$155,209	
Haalkh Caianaaa Camaaanaakian Dlan	¢204.704	Day waling aliaile to wantisinate in Haalth Cainage Companyation Dlay
Health Sciences Compensation Plan	\$294,791	Per policy, eligible to participate in Health Sciences Compensation Plan.
WITHERELL, MICHAEL STEWART LBNL		
LABORATORY DIRECTOR		
	4.00.000	Salary upon appointment in 2016 (adjusted from \$440,000 to divide equally into 12 monthly
Annual Base Salary Received	\$439,992	payments)
Actual Base Salary Received	\$403,343	Received \$329,994 from LBNL as Laboratory Director; received \$73,349.25 from previous position as Vice Chancellor for Research at UCSB.
Thousand Build Sunary Theodorea	ψ (65)5 (5	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment in
Executive Auto Allowance	\$6,687	2016; received less than twelve monthly payments in 2016.
		Per Policy, payment of a Temporary Housing Allowance as detailed in Dr. Witherell's offer
	440.000	letter for a maximum of 90 days up to a \$4,500 monthly maximum. Reimbursement includes
Temporary Housing Allowance	\$10,330	\$10,251 rent and \$79.30 rental car expenses.
		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to
Senior Management Supplement		tenured faculty appointment.
		Per UC Regents Policy 7710 SMG Moving Reimbursement, non-taxable reimbursement of
Moving Evnences Femily's Move	6727	actual and reasonable expenses related to traveling to the new primary residence by the
Moving Expenses - Family's Move	\$727	appointee and members of his or her household. Excluded from Current Compensation.

Compensation Element	Amount	Staff Comments
Moving Expenses - Shipment of Household Goods	\$9,103	Per UC Regents Policy 7710 SMG Moving Reimbursement policy, non-taxable reimbursement for actual and reasonable expenses for common carrier transportation related to moving household goods from the former primary residence to the new primary residence. Amount includes \$8,183.80 reimbursed for moving company costs, \$823.16 reimbursed for Fed Ex shipping costs, and \$96.13 cost of rental car for travel to supervise movers. Excluded from Current Compensation.
Home Loan Program	\$1,128,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Administrative Fund		Per policy, Administrative Fund allocation for use by the Laboratory Director as an additional resource that would otherwise not be available for the performance of official responsibilities. 2016 Administrative Fund net allocation: \$61,900.
WONG,ANNIE M UCD		
DIRECTOR - HEALTH SYSTEM CONTRACTS		
		F(C. 1) 7/4/4C
Annual Base as of Dec 31	\$259,065	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$254,664	
Clinical Enterprise Management Recognition Program	\$52,086	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 20.71 percent (\$52,085.60). Award based on annual salary as of 6/30/16.
Other Cash Compensation/Payments	\$9,377	Data reflects payment for paid time off amount in excess of accumulation limits of 300 hours.
WONG,JANE Y. UCSF		
EXECUTIVE DIRECTOR-IT APPLICATIONS, CAMPUS/U	CSF HEALTH	
Annual Base as of Dec 31	\$270,730	Effective 7/1/16, a merit based increase and market-based salary adjustment were received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

\$260,728

Actual Base Salary Received

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Plan	\$24,169	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$22,805	15 percent stipend effective 5/9/16-11/30/16 due to the assumption of additional temporary responsibilities, approved under local authority. Stipend extension, effective 12/1/16-6/30/17, approved under local authority.
Other Cash Compensation/Payments	\$11,410	Data reflects payment for paid time off amount in excess of accumulation limits.
WOODALL,ALLISON M. UCOP		
DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMEN	T AND BENEFITS	
Annual Base as of Dec 31	\$272,267	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$265,065	
WILL DRACHIN DIAMA LICE		
WU DRAGUN, DIANA UCB DEAN – UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$224,864	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$221,044	
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YAMAMOTO, KEITH UCSF		
PROFESSOR/VC-SCIENCE POLICY AND STRATEGY		
Annual Base as of Dec 31	\$400,500	The Vice Chancellor - Science Policy and Strategy appointment is an SMG appointment without salary. Employee remains in the academic personnel program with no change to academic base salary. The appointment was approved by the President (11/13/15). While the SMG appointment is without salary, due to the academic appointment not being reported in the annual academic reporting process, it is included in SMG reporting.

Compensation Element	Amount	Staff Comments
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¢404 722	On 3/2/16, Keith Yamamoto received retroactive pay, covering 7/1/15-12/31/15, for an academic salary increase, under local authority, effective 7/1/15 (\$396,900). Total retroactive pay paid on 3/2/16: \$7,600.05.
	The Vice Chancellor - Science Policy and Strategy appointment is a SMG appointment without salary. Employee remains in the academic personnel program with no change to academic base salary. Ongoing five percent administrative stipend in recognition of Vice Chancellor - Science Policy and Strategy responsibilities.
Ų13, 133	Ineligible due to academic appointment and without salary SMG appointment.
	Ineligible due to academic appointment and without salary SMG appointment.
	Ineligible due to academic appointment and without salary SMG appointment.
	Per policy, accrual of sabbatical credits as a member of tenured faculty.
	,
\$401,020	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
\$394,207	
\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
	Per policy, a University-provided house on campus while serving as Chancellor.
	Per policy, accrual of sabbatical credits due to underlying faculty appointment.
\$250,000	Employee separated prior to the certification process. Base salary approved as part of negotiated athletics' contract.
\$250,000	
\$158 333	Talent Fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract. (In 2015, Mr. Yarber's talent fee was overpaid. Overpayment was paid in January 2016. Talent fee reported here is the correct amount received in 2016.)
	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
. ,	Per contract, spousal travel consistent with Athletics Department practice.
-	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
	Per contract, data reflects the imputed income for the courtesy vehicle.
	\$394,207 \$8,916 \$250,000

#### **Compensation Element**

Compensation Element	Amount	Staff Comments	
YELICK,KATHERINE A LBNL			
ASSOCIATE LABORATORY DIRECTOR			
Annual Base as of Dec 31	\$345,204	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.	
Actual Base Salary Received	\$334,144		
Senior Management Supplement	. ,	Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.	
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.	
ZALBA, DIANE J UCLA			
CHIEF PHARMACY OFFICER, UCLA HEALTH SCIENCES			
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Annual Base as of Dec 31	\$287,003	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.	
Actual Base Salary Received	\$281,736		
,		Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is	
Clinical Enterprise Management Recognition Plan	\$34,830	based on performance against pre-established goals and objectives.	
Other Cash Compensation/Payments	\$12,102	Data reflects payment for paid time off in excess of accumulation limits.	
ZHANG,XIAOCHUAN UCOP			
DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS			

#### ZHANG,XIAOCHUAN UCOP

#### **DIRECTOR - HEAD OF CREDIT RI**

Annual Base as of Dec 31	\$240,251	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$236,169	
		The Administrative Oversight Committee approved the incentive payout award of \$103,192.81 (42.95 percent of base salary) for FY 2015-16. Xiaochuan Zhang's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term
Chief Investment Officer Administrative Incentive Plan	\$103,193	Investment Pool (STIP) rate of return).