

# UC Medical Center Executive Raises and Bonuses (Fall 2007)

- Medical Center Chief Executive Officer (CEO) and Chief Nursing Officer (CNO) salaries were just increased by **up to 39%**.
- Medical Center CEOs and CNOs also received bonuses of **up to \$83,000**—a one-time payment *in addition* to any salary increase.
- At the same time, UC has offered their Patient Care and Service workers salary increases as **low as 3%** and refused to guarantee any increase at all for thousands of workers.

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

## Other CEO/CNO Benefits

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

Source for salary and bonus data: [www.universityofcalifornia.edu/regents](http://www.universityofcalifornia.edu/regents)

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

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

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

\*\*\*\*\*see UC personnel Policy II-71: Senior Management Supplemental Benefit Program. [www.atyourservice.ucop.edu](http://www.atyourservice.ucop.edu)



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