

New Executive Raises & Bonuses Approved, While Still Refusing To End Poverty Wages

- Medical Center Chief Executive Officer (CEO) and Chief Nursing Officer (CNO) **salaries were increased up to 34%** since the Fall of 2007
- In addition to salary increases, CEOs & CNOs also given one-time **bonuses up to \$89,000**
- **Extra 5% Retirement Contribution:** UC makes a 5% contribution to each CEO and CNO's Defined Contribution Plan each year. This money does not come out of their paycheck, but is rather supplemental retirement income for UC's top executives. ***

Location	Name/Title	CEO/CNO Salary Increase	Current CEO/CNO Salary	CEO/CNO Bonus (Nov. 2008)	5% Supplemental Retirement Contribution***
UC Irvine	Maureen Zehntner, CEO	12.3%	\$555,000**	\$74,432	\$27,750
	Lisa Reiser, CNO	2.0% (24.6%*)	\$243,000	\$26,507	\$12,150
UC San Diego	Richard Liekweg, CEO	16.8%	\$660,500	\$88,725	\$33,025
	Margarita Baggett, CNO	5.8%	\$252,000	\$37,800	\$12,600
UC Davis	Ann Rice, CEO	8.3%	\$584,300	\$89,700	\$29,215
	Carol Robinson, CNO	15.6%	\$273,300	\$39,400	\$13,665
UCSF	Mark Laret, CEO	14.5%	\$739,700	\$30,389	\$36,985
	Sheila Antrum, CNO	0.0% (33.9%*)	\$250,000	\$13,500	\$12,500
UCLA	David Feinberg, CEO	34.7%	\$739,700**	\$83,448	\$36,985
	Heidi Crooks, CNO	6.8%	\$266,800	\$39,475	\$13,340
	Posie Carpenter, CAO	10.0%	\$266,800	\$38,336	\$13,340

Medical Center's High Profits Continue

(Fiscal Year ending June 30, 2008)

UC Irvine	\$47 Million
UC San Diego	\$61 Million
UC Davis	\$45 Million
UCSF	\$41 Million
UCLA	\$33 Million
TOTAL	\$227 Million

We need to set UC's priorities straight in 2009!

It is shameful that while service workers are working two jobs, using public assistance and losing their homes because of low wages, executives are getting huge raises and bonuses on top of already high salaries!

In this economic climate, UC has a responsibility to prioritize good jobs in our communities by ending poverty wages for service workers and their families!

*Total salary increase since September 2007

** Maureen Zehntner was appointed as UCI's permanent CEO effective March 2008 @ \$555,000; David Feinberg was appointed as UCLA's permanent CEO effective December 2008 @ \$739,700.

*** Senior Management Supplemental Benefit Program (UC personnel Policy II-71, www.atyourservice.ucop.edu)

Source for executive salary/bonus data and medical center financial audit data: www.universityofcalifornia.edu/regents



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