
From: Senior Vice Chancellor John Plotts [plots2@UCSF.EDU]
Sent: Tuesday, July 20, 2010 4:03 PM
To: FAS-STAFF@LISTSRV.UCSF.EDU
Subject: FAS Incentive Plan Decision

July 20, 2010

ALL FAS STAFF:

I am writing to update you on the FAS Incentive Plan decision for fiscal year 2010/11 and the UC Regents decisions that affect our potential payout for accomplishments for the fiscal year ending June 30, 2009 (FY 08-09).

Given the budget reductions we are experiencing for fiscal year 2010/11 and the fact that to fund the Incentive Plan, each department will have to identify additional cost savings and reductions, FAS leadership has decided to suspend the FAS Incentive Plan for another year. The Regents are also discussing changes to incentive programs that will affect all campuses and the extent of these changes is still unclear at this point. Later this fiscal year, FAS leadership will revisit incentive plan options which could involve significant changes to the program involving eligibility and participation.

With respect to the payout for accomplishments for the 2008/09 FAS Incentive Plan, you may recall from earlier communications that The Regents, in January 2009, voted to suspend bonus and certain other incentive/variable pay plans and to amend the locally funded similar programs to allow payments up to \$1,000 per year to only those non-Senior Management Group staff with an annual base salary of less than \$100,000. Left alone, this would have affected and limited payments to FAS based on outlined salary and payout limits.

However, in March 2009 The Regents approved changes to the terms of the proposal approved in January 2009 to recognize and allow payments under established and approved incentive plans (FAS is a recognized and approved incentive plan) but that "For all staff members, consideration of any incentive or variable pay plan payments attributable to fiscal years 2008-09 and 2009-10 will be deferred until the end of fiscal year 2009-10, at which time this suspension will be reviewed." An exception was provided for the Clinical Enterprise Management Recognition Plan and other substantially similar locally-funded clinical incentive programs.

At the end of FY 2008-2009 we documented the achievements for the goals in the FAS Incentive Plan. However, as noted above, proposed payments for FAS Incentive Plan participants are deferred at this time, pending a review of the suspension by UCOP and The Regents. While UCOP has established a committee to review potential payments under these suspended Plans, it has not yet determined if we will be allowed to process payouts.

We will update you as information related to the above becomes available. If you have any questions, please contact Mike Tyburski at mtyburski@hr.ucsf.edu or 514-2036.

John E. Plotts
Senior Vice Chancellor—Finance and Administration