

UNIVERSITY OF CALIFORNIA DAVIS HEALTH SYSTEM

COMPENSATION PLAN FOR STAFF PHYSICIANS

The UCDHS Staff Physician Compensation Plan is composed of three key elements: base pay, non-base pay, and incentive pay. Each component of the UCDHS Staff Physician Compensation Plan is described below.

BASE PAY

Base pay shall be assigned within the minimum and maximum of the MSP I-VII pay grades existing at the time: <http://www.hr.ucdavis.edu/Salariescales/Salary Grade/MSP>.

Staff Physicians will continue to be classified in accordance with the existing classification specifications based upon their assigned clinical, supervisory and administrative duties. Assistant Physicians will typically be assigned to MSP grades III and IV based on market demands, with Associate Physicians and above assigned to MSP grades IV through VII, again based on market demands.

NON-BASE PAY

The non-base pay component will reflect relevant pay data by clinical specialty or subspecialty, and will be used to bridge the gap between covered base pay described above and additional market driven compensation levels that the University must meet to attract and retain Staff Physicians. The resultant pay (base plus non-base, annualized rate) will fall within the proposed Staff Physician Salary Structure (SPSS), which has an annual maximum of \$400,300 (effective 3/8/11).

Non-base pay will be reviewed on a semi-annual to annual basis and will link the Staff Physician's salary to market productivity factors or to average salaries. Salary survey sources include, but are not limited to, the American Medical Group Association Compensation and Productivity Survey, the Medical Group Management Association Compensation and Productivity Survey, the Sullivan, Cotter and Associates, Inc. Physician Compensation and Productivity Survey Report, and the Warren HMO Salary Survey. The combination of base and non-base pay components (annualized rate) shall not exceed the maximum of the Staff Physician Salary Structure (maximum \$400,300, effective 3/8/11).

INCENTIVE PAY

Incentive pay shall range from 0% to 20% of base pay and shall be determined on the basis of departmentally developed, performance-based criteria. Factors used to determine individual incentive pay may include, but are not limited to, the following and shall reflect the operational needs of the department:

- ◆ utilization management
- ◆ productivity
- ◆ quality of care
- ◆ patient satisfaction
- ◆ group participation

When necessary to meet operational scheduling requirements, employees may be paid on an hourly basis and retain professional exemption status under the Fair Labor Standards Act.

OVERSIGHT AND REPORTING REQUIREMENTS

The Office of the President will conduct an annual review of the plan management. UCDHS will submit to the Office of the President an annual report on compensation actions for individuals covered by the plan.

As part of campus oversight responsibilities, limitations on outside earnings, for full-time appointments in particular, will be established consistent with the requirements for the Medical School Clinical Compensation Plan for clinical faculty.