2016-2017 Clinical Excellence Staff Incentive Plan  
Question and Answers for Staff

Incentive Award Payment Calculation:

<table>
<thead>
<tr>
<th>Calculation:</th>
<th>Unit Specific (50%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational (50%) [Based on Patient Satisfaction]</td>
<td>= Payment</td>
</tr>
<tr>
<td>Met at Maximum: $500</td>
<td>+</td>
</tr>
<tr>
<td>Not Met: $0</td>
<td></td>
</tr>
<tr>
<td>Threshold: $250</td>
<td></td>
</tr>
<tr>
<td>Target: $375</td>
<td></td>
</tr>
<tr>
<td>Max: $500</td>
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</tbody>
</table>

When will payments be made?
All eligible employees will receive payment on the 11/15/2017 paycheck.

Why did I not receive an award?
Most common reasons:
- You were hired after 1/1/2017
- You worked less than 1044 hours between 7/1/16 and 6/30/17
- Your performance evaluation is below standard
- You terminated employment before incentive payout date: 11/15/2017
- You are a campus employee (in order to be eligible your appointment must be funded by UCSD Health System or UCSD Clinical Practice Organization)
- You are a physician, resident, or hold a temporary appointment (less than 90 days)

How come employees are receiving different payout amounts?
50% of the award opportunity is based on organizational performance and 50% of the opportunity is based on unit specific goals. Unit specific goals vary by cost center. Employees are paid based on their cost center’s goal achievement level.

I work in several different departments. How will my award be calculated?
If an employee works in several different departments their payment is based on the area in which they worked the most hours during FY 2016-2017.

How do I know at what level my department met its goals?
Your supervisor can provide you this information.

How do I know how much I will receive?
Please refer to the table above. If you do not know the level at which your department met its goals, please contact your supervisor.

Will this be paid on a separate check?
Payments will be part of employee’s normal bi-weekly paycheck.
Will employees out on a leave of absence or workers compensation receive payment? Employees on a leave of absence will be paid once they return from their leave.

How will taxes be calculated? 
Lump sum payments are taxed at a flat rate of 35%.
  • Federal Taxes: 25%
  • California Taxes: 10.23%
For more information on taxes please visit http://www.irs.gov/

Can I change my tax withholdings for this paycheck? 
Yes. This can be done on “At Your Service” (https://atyourserviceonline.ucop.edu)

Are residents eligible (Pharmacy, Physician, etc.)? 
No.