

**COMMITTEE ON COMPENSATION  
JANUARY 2008**

**CHANGE IN TITLE, INTERIM RE-SLOTTING OF POSITION, AND SALARY  
ADJUSTMENT FOR DEBORA OBLEY AS ASSOCIATE VICE PRESIDENT- BUDGET  
OPERATIONS, OFFICE OF THE PRESIDENT**

**RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the change in title, interim re-slotting, and salary adjustment for Debora Obley as Associate Vice President – Budget Operations, Office of the President:

- (1) Change in title and interim re-slotting of the position from Assistant Vice President – Budget Development and External Relations, at SLCG 104, to Associate Vice President – Budget Operations, at SLCG 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
- (2) Salary adjustment of \$33,036 (20 percent) to bring annual base salary to \$198,300.
- (3) Effective February 1, 2008.

Additional items of compensation include:

- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program
- Standard Pension and Health and Welfare benefits and Standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability

The compensation described above shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written commitments.

**BACKGROUND**

Ms. Obley has been receiving an administrative stipend of \$23,100 since February 1, 2007 (14.0 percent of base salary at that time) in recognition of assuming the additional workload required in the Budget Office with the departure of the longtime Vice President, the absence of an Assistant Vice President for Planning and Fiscal Analysis, and the launch of an organizational assessment of the Budget Office.

The new management structure that has emerged better reflects the changing strategic role of the Budget Office. Since it is expected that the new Vice President Budget will be focused on

Sacramento and campus issues, Ms. Obley is being assigned responsibility to manage the Oakland functions. Two Assistant Vice President positions will be collapsed into a single Associate Vice President position, to be filled by Ms. Obley. Her responsibilities will include operational management of a streamlined Budget Office operation of 28 to 31 Oakland-based positions which will be deployed to provide ongoing strategic support for budget development and negotiation.

In addition, Ms. Obley will work in concert with the Vice President to develop and implement the management policies for the Budget Office. She will assist in developing proposals for inclusion in the budget, develop the justification needed to secure funds from the State, and provide support for negotiations with the Department of Finance, the California Postsecondary Education Commission, and other State agencies. These expanded job responsibilities translate into a more appropriately slotted and titled position of Associate Vice President – Budget Operations, at SLCG 106.

[Compensation form attached.]

**CHANGE IN TITLE, INTERIM RE-SLOTTING AND SALARY ADJUSTMENT FOR DEBORA OBLEY  
AS ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS, OFFICE OF THE PRESIDENT  
SLCG Grade 106 (Minimum \$154,200 Midpoint \$195,200 Maximum \$236,100)**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$198,300	NO	PRESIDENT
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only )		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	YES		\$9,915	NO	
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			

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SLCG Grade 106 (Minimum \$154,200 Midpoint \$195,200 Maximum \$236,100)**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO			
· Special Health Benefits or Other Benefits		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$208,215		

[Please note that all payments, reimbursements, special benefits, etc., should be listed on this form in order to be authorized by the President and The Regents. This information will be released to the Public.]

The only compensation permitted is what is listed on the summary page that accompanied the item.