

**INTERIM ACTION
COMMITTEE ON COMPENSATION
OCTOBER 2007**

**APPOINTMENT SALARY FOR JANE BOUBELIK AS CHIEF LEGAL COUNSEL,
MEDICAL SCIENCES, LOS ANGELES CAMPUS**

Action under interim authority was requested to secure the appointment of this critical senior level position and allow Ms. Boubelik the opportunity to provide her current employer with notification of her decision.

Compensation:

- (1) Appointment salary of \$235,000, 100 percent time and effective January 1, 2008.
- (2) Per policy, eligibility for participation in the Clinical Enterprise Management Recognition Plan (CEMRP) with a maximum payout of up to 20 percent of base salary (\$47,000).

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.

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. All compensation (as defined in the Regents' 1993 Principles of Review of Executive Compensation) in this recommendation will be released to the public immediately following execution.

BACKGROUND

Through an open recruitment, Ms. Jane Boubelik was identified as the outstanding external candidate for this critical position in the Medical Sciences. While this position has not been slotted, the recruitment for the position was conducted with SLCG grade 107 (Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000) in mind.

[Compensation form attached.]

**APPOINTMENT SALARY FOR JANE BOUBELIK AS CHIEF LEGAL COUNSEL,
MEDICAL SCIENCES, LOS ANGELES CAMPUS**

SLCG GRADE 107– Minimum \$172,300 Midpoint of \$218,700 Maximum \$265,000

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$235,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan—maximum payout of up to 20% of base salary	X		\$47,000	NO	REGENTS
· Any other bonuses/Incentives:		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing		X			
· Payment in lieu of Vacation Pay		X			

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Page 2 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$282,000		

[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.