



CIRM Compensation and Moving and Relocation Policies

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ICOC
June 27, 2024



OUR MISSION

Accelerating world class science to deliver transformative regenerative medicine treatments in an equitable manner to a diverse California and world



1. Proposed 2024 Compensation Policy and
2. Updated Salary Ranges
3. Proposed 2024 Moving and Relocation Policy

- Consistent with the terms of the 2015 Compensation Policy and market practices
 - As set forth in Proposition 14, both the Policy and the Salary Ranges are based on the compensation levels of medical schools within the UC system and nonprofit organization who are qualified to appoint an Executive Officer to the ICOC
- 2024 Policy clarifies certain CIRM compensation practices and adds rigor to the Policy's checks and balances
- We are requesting that the Chair, Vice-Chair and President and CEO be included for cost-of-living increases; currently, these positions are not included for COLA adjustments.

- Salaries based on the market analysis performed by MorganHR in 2022; HR team has done additional work.
- HR is recommending:
 1. the salary ranges be adjusted as presented to avoid salary compaction issues and to facilitate upward mobility;
 2. the addition of certain positions to permit career advancement; and
 3. the incorporation of the cost-of-living increases approved by the ICOC in 2023 and, if approved, those cost-of-living adjustments being considered by the ICOC on June 27, 2024, to the salary ranges.

“salary compaction” means the compression of salary differentials between employees at different levels and department within CIRM.

- Reimbursement of moving and relocation expenses permitted by Proposition 14
- Policy complies with IRS rules and regulations regarding moving and relocation expenses
- Legal and Finance conducted an analysis of the moving and relocation policies from the UC system as well as other and the nonprofit organizations who are qualified to appoint an Executive Officer to the ICOC
- Only Level 9 and 10 employees are eligible for reimbursement of moving and relocation expenses

Appendix – Proposed Salary Ranges

Job Family	Job Title	Level	CIRM Min (25th)	Final 50th	CIRM Max for levels 9 - 10 (65th)	CIRM Max for levels 1- 8 (75th)		CIRM Min (25th)	Final 50th	CIRM Max for levels 9 - 10 (65th)	
Executive	CEO	10	\$427,000	\$569,000	\$632,000	Without 3% COLA		\$439,810	\$586,070	\$650,960	With 3% COL
Executive	Chair	10	\$427,000	\$569,000	\$632,000	Without 3% COLA		\$439,810	\$586,070	\$650,960	With 3% COL
Executive	Vice-Chair	9	\$238,000	\$289,000	\$376,885	Without 3% COLA		\$245,140	\$297,670	\$388,192	With 3% COL
Legal	General Counsel	9	\$323,575	\$406,325	\$461,492						
Operations	VP	9	\$265,225	\$324,635	\$387,919						
Patient Access	VP	9	\$285,382	\$356,462	\$417,995						
Review	VP	9	\$265,225	\$324,635	\$376,620						
Scientific Programs	VP	9	\$285,382	\$356,462	\$417,995						
Therapeutics	VP	9	\$285,382	\$356,462	\$417,995						
Legal	Deputy General Counsel	8	\$214,240	\$277,956	\$307,661	\$335,467					
Board Governance	Senior Director	8	\$214,240	\$277,956	\$307,661	\$335,467					
Business Dev	Senior Director	8	\$213,241	\$236,581	\$253,555	\$284,321					
Core Programs (Therapeutics & Scientific, and Portfolio Dev & Review, Patient Access)	Senior Director	8	\$241,885	\$277,956	\$307,661	\$335,467					
Services	Senior Director	8	\$214,302	\$241,885	\$262,042	\$291,748					
Grants Mgmt & IT	Senior Director	8	\$201,062	\$227,033	\$247,190	\$289,121					
HR	Senior Director	8	\$190,550	\$232,131	\$255,344	\$273,712					
Marketing and Communications	Senior Director	8	\$190,550	\$232,131	\$255,344	\$273,712					
Legal	Associate General Counsel	7	\$198,388	\$222,789	\$239,763	\$250,372					
Board Governance	Director	7	\$168,683	\$194,145	\$214,302	\$228,094					
Business Dev	Director	7	\$207,936	\$230,215	\$246,129	\$257,799					
Core Programs (Therapeutics & Scientific, and Portfolio Dev & Review, Patient Access)	Director	7	\$229,154	\$260,981	\$282,199	\$297,052					
Services	Director	7	\$208,997	\$235,520	\$256,738	\$269,469					
Grants Mgmt	Director	7	\$175,100	\$205,815	\$224,911	\$242,050					
HR	Director	7	\$175,100	\$205,815	\$224,911	\$242,050					
IT	Director	7	\$195,206	\$219,606	\$238,703	\$251,433					
Marketing and Communications	Director	7	\$168,683	\$194,145	\$214,302	\$228,094					
Core Programs (Therapeutics & Scientific, and Portfolio Dev & Review, Patient Access)	Senior Research Fellow	7	\$229,154	\$260,981	\$282,199	\$297,052					

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Board Governance	Associate Director	6	\$135,960	\$156,921	\$163,796	\$179,838			
Core Programs (Therapeutics, Scientific, Patient Access, Portfolio Dev and Review)	Associate Director	6	\$190,828	\$219,606	\$234,459	\$244,007			
Grants Mgmt	Associate Director	6	\$131,552	\$144,282	\$153,831	\$171,701			
HR	Associate Director	6	\$135,960	\$156,921	\$163,796	\$179,838			
IT	Associate Director	6	\$178,231	\$201,571	\$212,180	\$225,972			
Marketing and Communications	Associate Director	6	\$135,960	\$156,921	\$163,796	\$179,838			
Legal	Counsel	6	\$175,100	\$182,825	\$195,958	\$206,000			
Core Programs (Therapeutics & Scientific, and Portfolio Dev & Review, Patient Access)	Research Fellow	6	\$190,828	\$219,606	\$234,459	\$244,007			
Services	Officer	6	\$167,622	\$187,779	\$202,632	\$219,606			
Business Dev	Senior Officer, Strategy	6	\$173,555	\$183,968	\$200,526	\$211,150			
IT	Development Manager	6	\$187,141	\$211,650	\$222,789	\$237,271			
Services	Finance Officer	5	\$127,308	\$140,039	\$149,587	\$171,458			
HR	HR Manager	5	\$127,308	\$140,039	\$149,587	\$169,904			
IT	IT Business Analyst	5	\$128,369	\$143,222	\$153,831	\$171,083			
(Therapeutics & Scientific, and Portfolio Dev & Review, Patient Access)	Program Manager	5	\$154,891	\$171,866	\$182,475	\$201,431			

Thank You!

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