

BETH C. DRAIN, CA CSR NO. 7152

BEFORE THE
GOVERNANCE SUBCOMMITTEE OF THE
INDEPENDENT CITIZENS' OVERSIGHT COMMITTEE
TO THE
CALIFORNIA INSTITUTE FOR REGENERATIVE MEDICINE
ORGANIZED PURSUANT TO THE
CALIFORNIA STEM CELL RESEARCH AND CURES ACT
REGULAR MEETING

LOCATION: VIA ZOOM

DATE: JUNE 17, 2024
10 A.M.

REPORTER: BETH C. DRAIN, CA CSR
CSR. NO. 7152

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JUNE 17, 2024; 10 A.M.

CHAIRPERSON GASSON: THANK YOU VERY MUCH.
GOOD MORNING, EVERYONE, AND WELCOME TO THE
GOVERNANCE SUBCOMMITTEE. AND I'D LIKE TO BEGIN BY
ASKING SCOTT TO CALL ROLL PLEASE.

MR. TOCHER: SURE. KIM BARRETT. DAN
BERNAL. GEORGE BLUMENTHAL.

DR. BLUMENTHAL: HERE.

MR. TOCHER: MARIA BONNEVILLE.

VICE CHAIR BONNEVILLE: PRESENT.

MR. TOCHER: JOYCE SACKY.

DR. SACKY: PRESENT.

MR. TOCHER: ANNE-MARIE DULIEGE. ELENA
FLOWERS.

DR. FLOWERS: PRESENT.

MR. TOCHER: JUDY GASSON.

CHAIRPERSON GASSON: HERE.

MR. TOCHER: VITO IMBASCIANI.

CHAIRMAN IMBASCIANI: HERE.

MR. TOCHER: STEVE JUELSGAARD.

MR. JUELSGAARD: PRESENT.

MR. TOCHER: PAT LEVITT.

DR. LEVITT: HERE.

MR. TOCHER: LINDA MALKAS.

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DR. MALKAS: HERE.

MR. TOCHER: ADRIANA PADILLA. GREAT.

THAT'S NINE PRESENT, AND THAT IS A QUORUM, JUDY.

CHAIRPERSON GASSON: THANK YOU VERY MUCH,
SCOTT.

AND WE'RE GOING TO GO A LITTLE BIT OUT OF
ORDER FIRST THING THIS MORNING WITH ITEM NO. 5,
CONSIDERATION OF PROPOSED AMENDMENT TO INCREASE
CONTRACT AMOUNT FOR THE RANCHO BIOSCIENCES CONTRACT.

MR. AGUIRRE-SACASA: IT'S NOT ME. I DON'T
HAVE ANY -- ARE THERE ANY DOCUMENTS TO PRESENT?
SORRY.

DR. CANET-AVILES: IT'S A MEMO. DO YOU
WANT ME TO INTRODUCE THE MEMO?

MR. AGUIRRE-SACASA: IF YOU DON'T MIND,
ROSA.

DR. CANET-AVILES: YES. SO THANK YOU,
DR. GASSON.

WE HAD AGREED WITH RAFAEL THAT HE COULD BE
PRESENTING THIS. BUT BASICALLY RAFAEL AND I HAVE
SUBMITTED THE MEMO TO THE GOVERNANCE SUBCOMMITTEE AS
PART OF OUR STRATEGIC INITIATIVE TO ENHANCE OUR DATA
INFRASTRUCTURE CAPABILITY. WE HAVE BEEN WORKING
COLLABORATIVELY WITH RANCHO BIOSCIENCES TO BUILD AND
EXPAND OUR DATA SHARING AND MANAGEMENT SYSTEMS. AND

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WE PRESENTED THE MEMO FOR THE GOVERNANCE SUBCOMMITTEE TO SEEK YOUR CONSIDERATION FOR THE APPROVAL OF AN INCREASED BUDGET TO ACCOMMODATE THE EXPANSION AND THE SCOPE OF OUR ONGOING CONTRACT WITH RANCHO BIOSCIENCES.

WE HAVE AN INITIAL CONTRACT WITH RANCHO THAT WAS ALLOCATED FOR DATA INFRASTRUCTURE PROJECT THAT WAS \$200,000. THIS FUNDING HAS BEEN PIVOTAL IN ESTABLISHING THE FOUNDATION ELEMENTS SUCH AS THE DATA SHARING AND MANAGEMENT PLAN TEMPLATES, DATA SHARING GUIDELINES, AND THE INITIAL PHASE OF THE METADATA DASHBOARD THAT WILL ALLOW US TO HAVE THE DATA FROM OUR FUNDED AWARDS REACHABLE AND FINDABLE AND ACTIONABLE AND INTEROPERABLE.

SO WE HAVE IDENTIFIED SOME FURTHER NEEDS. THE CIRM TEAM HAS IDENTIFIED FURTHER NEEDS. WE WOULD LIKE TO EXTEND THE INITIAL PHASES OF DEPLOYMENT WITH SOME ADDITIONAL TASKS. ONE OF THEM IS TO INTEGRATE CIRM-FUNDED LEGACY DATA ON THIS METADATA DASHBOARD. THE OBJECTIVE COULD BE TO INTEGRATE, FOR EXAMPLE, THE COMPREHENSIVE GENOMICS INITIATIVE DATA INTO THE METADATA DASHBOARD TO ENHANCE THE UTILITY BY MAKING SUCH HISTORICAL DATA THAT WE FUNDED ACCESSIBLE. RIGHT NOW NOBODY KNOWS -- WELL, SOME PEOPLE UTILIZING IT KNOW; BUT IF

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YOU WANT TO KNOW WHERE IT IS, IT'S VERY HARD TO FIND. SO IT WOULD BE ACCESSIBLE THROUGH OUR METADATA DASHBOARD.

THE OTHER ONE COULD BE TO IDENTIFY, CURATE, AND INTEGRATE METADATA FROM LEGACY CIRM PROJECTS COMPLETED PRIOR TO ESTABLISHMENT OF THE CURRENT DATA SHARING PROTOCOLS. THE DATA SHARING PROTOCOLS WERE IMPLEMENTED WITH, I BELIEVE WE STARTED ABOUT A YEAR AND A HALF AGO. SO ANYTHING THAT CAME BEFORE THEN, WE DON'T HAVE A WAY TO KNOW WHERE IT IS. SO RANCHO WOULD BE DOING IDENTIFICATION, CURATION, AND INTEGRATION OF THE METADATA. WE DON'T HAVE TO HAVE IT ALL, BUT WE COULD THEN INTEGRATE INTO THE CURRENT METADATA DASHBOARD.

AND FINALLY, WE COULD BE DEVELOPING AN ONLINE VERSION OF INSTITUTIONAL CERTIFICATION FOR DATA USE LIMITATIONS. BASICALLY WE COULD IMPROVE THE SECURITY MEASURES FOR THIS FORM, SIGNING AND INTEGRATING THE DATA USE LIMITATION INFORMATION INTO THE METADATA DASHBOARD AS ADDITIONAL METADATA.

SO FINANCIALLY, THE CONSIDERATIONS FOR THIS, AND THIS IS WHY WE'RE COMING TO THE GOVERNANCE SUBCOMMITTEE, THE INITIAL CONTRACT THAT WE SIGNED WITH RANCHO WAS \$200,000. AND THE ADDITIONAL TASK

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PROPOSED WOULD REQUIRE A REVISED BUDGET UP TO \$372,640 OVER A 24-MONTH PERIOD. THIS REPRESENTS AN INCREASE OF \$172,640 FROM THE INITIAL BUDGET PRIMARILY DUE TO THE COMPLEXITIES INVOLVED IN INTEGRATING AND CURATING THE LEGACY DATA AS WELL AS THE DEVELOPMENT AND DEPLOYMENT OF ADDITIONAL FUNCTIONALITIES WITHIN THE METADATA DASHBOARD.

THE RATIONALE FOR THE BUDGET INCREASE IS THE INTEGRATION, AS I WAS SAYING, OF THE LEGACY DATA AND ENHANCEMENT OF THE METADATA DASHBOARD WHICH WE THINK ARE CRUCIAL FOR MAXIMIZING THE VALUE OF PAST AND ONGOING RESEARCH FUNDED BY CIRM. AND THESE ENHANCEMENTS WILL PROVIDE GREATER ACCESSIBILITY TO DATA FOR RESEARCH AND FACILITATING MORE ROBUST ANALYSIS AND FOSTERING ADVANCEMENTS IN REGENERATIVE MEDICINE BASED ON THE FUNDING THAT CIRM HAS NOT ONLY DEPLOYED FROM ONE AND A HALF YEARS AGO, BUT TO DATE.

THE CONCLUSION HERE IS THE PROPOSED BUDGET ADJUSTMENTS REFLECT ADDITIONAL RESOURCES REQUIRED TO FULFILL OUR MISSION. AND THE REQUESTED ACTION COULD BE THAT THE TEAM AT CIRM REQUESTS THE SUBCOMMITTEE APPROVAL TO AUGMENT THE CONTRACT AMOUNT AS INDICATED ABOVE, WHICH IS \$172,640. THANK YOU SO MUCH FOR YOUR ATTENTION.

DR. GASSON: THANK YOU VERY MUCH, ROSA.

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AND THIS IS SOMETHING THAT WE'VE BEEN TALKING ABOUT FOR A WHILE. THANK YOU FOR YOUR VERY CLEAR EXPLANATION. DOES ANYONE HAVE ANY QUESTIONS FOR ROSA BEFORE WE ASK FOR A MOTION? YES, GEORGE, AND THEN STEVE.

DR. BLUMENTHAL: FIRST OF ALL, THANK YOU, ROSA. I'M GENERALLY QUITE SUPPORTIVE OF THE IDEA OF MAKING LEGACY DATA AVAILABLE, BUT I HAVE A QUICK QUESTION. IS NONE OF THIS LEGACY DATA AVAILABLE IN OTHER DATABASES ALREADY SO THAT THIS WILL BE THE FIRST APPEARANCE OF THESE DATA?

DR. CANET-AVILES: SO THE DATA, IT IS AVAILABLE. ABOUT 10 PERCENT OF THE DATA FROM THE GENOMICS INITIATIVE IS AVAILABLE ON A REPOSITORY. THE ISSUE IS THAT WE DON'T HAVE A WAY TO SAY, OKAY, THE GENOMICS INITIATIVE, WHERE DID THE DATA GO? WE DON'T HAVE A PLACE IN OUR WEBSITE THAT SAYS THAT WE HAVE A DATABASE AND SAYS THESE EXPERIMENTS FROM THE GENOMICS INITIATIVE CAN BE FOUND HERE. THAT'S NOT AVAILABLE. AND THEN THERE IS 90 PERCENT, ABOUT 90 PERCENT OF THE DATA FROM THE GENOMICS INITIATIVE HAS BEEN HELD IN THE SERVERS OF THE INSTITUTIONS. AND THAT'S SOMETHING THAT WE COULD BE -- NOT ALL OF IT HAS TO BE AVAILABLE; BUT ONCE WE HAVE THE GO-AHEAD, IF WE GET THE GO-AHEAD, THAT IF THIS IS SOMETHING

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THAT THE BOARD AND THE GOVERNANCE SUBCOMMITTEE ARE INTERESTED IN, THEN WE ARE GOING TO START TALKING TO THE DIFFERENT PI'S OF THE GENOMICS HUB THAT COULD BE THEN MAKING THAT DATA THAT'S BEEN IN THEIR OWN SERVERS AVAILABLE.

SO 10 PERCENT IS AT THE GENOMICS HUB OF THE UCSC. THAT DATA IS THERE. BUT THEN THE OTHER DATA WE WOULD NEED TO REQUEST. I HOPE THAT WAS CLEAR WITH THAT.

DR. BLUMENTHAL: YES. THANK YOU.

CHAIRPERSON GASSON: STEVE.

MR. JUELSGAARD: SO I'M IN FAVOR OF THIS, BUT I HAVE EITHER ONE OR A SERIES OF PROCESS QUESTIONS DEPENDING UPON THE ANSWER TO THE FIRST QUESTION, WHICH IS WAS THIS PARTICULAR ITEM APPROVED SEPARATELY BY THIS COMMITTEE OR BY THE BOARD? WAS THERE AN ORIGINAL APPROVAL OF THE RANCHO BIOSCIENCES ARRANGEMENT AS A STANDALONE PROJECT?

DR. CANET-AVILES: AS ALWAYS, YOU ALWAYS HAVE THE BEST QUESTIONS, STEPHEN. SCOTT, CAN I -- GO AHEAD, SCOTT. SORRY.

MR. TOCHER: STEVE, THE REASON IT'S COMING TO YOU NOW -- THE ANSWER IS NO, IT DID NOT. IT WAS BECAUSE OF OUR INTERNAL GOVERNANCE POLICY THAT THE CONTRACT AMOUNT WAS BELOW THE THRESHOLD TO BRING TO

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THIS COMMITTEE. SO IT WAS SIGNED THROUGH PROCESSES INTERNALLY. BECAUSE THIS AMENDMENT WOULD INCREASE THE TOTAL CONTRACT AMOUNT PAST THE THRESHOLD THAT WOULD REQUIRE THE SUBCOMMITTEE'S APPROVAL, WHEN THIS HAPPENS, WE COME TO THE SUBCOMMITTEE FOR THE AUGMENTED AMOUNT FOR APPROVAL. SO THE AMOUNT IS BETWEEN 250 AND 500. ABOVE 500, WE WOULD TAKE THIS TO THE FULL BOARD; BUT BETWEEN 250 AND FIVE, IT COMES TO THIS SUBCOMMITTEE.

MR. JUELSGAARD: ALL RIGHT. I GOT IT. ACTUALLY THAT SOUNDS TO ME LIKE A VERY CUMBERSOME APPROVAL, BUT NONETHELESS IT'S THE ONE THAT WE HAVE, I GUESS. ALL RIGHT. THANK YOU FOR ANSWERING THAT FIRST QUESTION.

CHAIRPERSON GASSON: ANY OTHER -- PAT, YES, GO AHEAD PLEASE.

DR. LEVITT: IT SAYS 24 MONTHS. 24 MONTHS FROM WHEN? BECAUSE THE CONTRACT IS ALREADY -- THE \$200,000 CONTRACT STARTED ALREADY. THEY'VE ALREADY DONE WORK. SO IS THIS ADDITIONAL DOLLARS FOR WHATEVER AT THE END DATE IS FOR THE CURRENT CONTRACT, OR IS THERE AN EXTENSION FOR TWO FULL YEARS OF WORK TO DO THIS?

DR. CANET-AVILES: SO WE STARTED SIX MONTHS AGO, THIS PHASE OF THE DATA DASHBOARD, AND WE

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ALREADY HAVE A PILOT THAT IT WE ARE TESTING. IT
COULD BE 18 MORE MONTHS.

DR. LEVITT: OKAY. AND THE DELIVERABLES
ARE CLEAR, THAT THEY CAN DO ALL THIS WITHIN THAT
18-MONTH PERIOD OF TIME?

DR. CANET-AVILES: YES. YES. THEY ARE
QUICK, EFFECTIVE, AND VERY THOROUGH.

DR. LEVITT: OKAY.

DR. CANET-AVILES: AND THEY ARE ON TIME.
YES, WE ARE VERY HAPPY. JUST AS AN FY -- WELL, YES.

DR. LEVITT: OKAY.

CHAIRPERSON GASSON: OKAY. I DON'T SEE
ANY OTHER HANDS. IN THAT CASE IS THERE A MOTION TO
APPROVE THE INCREASE TO THIS CONTRACT BY THE
GOVERNANCE SUBCOMMITTEE?

DR. BLUMENTHAL: SO MOVED.

VICE CHAIR BONNEVILLE: SECOND.

CHAIRPERSON GASSON: OKAY. NO FURTHER
DISCUSSION, THEN IN THAT CASE I'LL ASK SCOTT TO CALL
THE ROLL PLEASE.

MR. TOCHER: SURE. LET ME JUST FORESEE IF
THERE'S ANY PUBLIC COMMENT. I'M 99 PERCENT SURE
THERE ISN'T, BUT I'LL JUST CONFIRM WITH CLAUDETTE.

CHAIRPERSON GASSON: THANK YOU, SCOTT.

MS. MANDAC: NO PUBLIC COMMENT.

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MR. TOCHER: OKAY. GREAT.

KIM BARRETT. DAN BERNAL. GEORGE

BLUMENTHAL.

DR. BLUMENTHAL: YES.

MR. TOCHER: MARIA BONNEVILLE.

VICE CHAIR BONNEVILLE: YES.

MR. TOCHER: JOYCE SACKY.

DR. SACKY: YES.

MR. TOCHER: ANNE-MARIE DULIEGE.

DR. DULIEGE: YES.

MR. TOCHER: ELENA FLOWERS.

DR. FLOWERS: YES.

MR. TOCHER: JUDY GASSON.

CHAIRPERSON GASSON: YES.

MR. TOCHER: VITO IMBASCIANI.

CHAIRMAN IMBASCIANI: YES.

MR. TOCHER: STEVE JUELSGAARD.

MR. JUELSGAARD: YES.

MR. TOCHER: PAT LEVITT.

DR. LEVITT: YES.

MR. TOCHER: LINDA MALKAS.

DR. MALKAS: YES.

MR. TOCHER: ADRIANA PADILLA. GREAT.

THANKS VERY MUCH, JUDY. THE MOTION CARRIES.

CHAIRPERSON GASSON: SO WE'LL RETURN TO

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THE AGENDA NOW, ITEM NO. 3, CONSIDERATION OF CIRM COMPENSATION POLICY. AND WE HAVE A PRESENTATION.

MR. AGUIRRE-SACASA: IN TWO SECONDS.

SHARING IT ON THE SCREEN.

CHAIRPERSON GASSON: THANK YOU.

MR. AGUIRRE-SACASA: CAN EVERYONE SEE THAT?

CHAIRPERSON GASSON: YES.

MR. AGUIRRE-SACASA: THANK YOU VERY MUCH. WE'RE GOING TO -- I'M GOING TO GO OVER A PREVIEW OR A SUMMARY OF THE PROPOSED COMPENSATION POLICY AS WELL AS THE MOVING AND RELOCATION POLICIES. WE ALWAYS START OFF WITH OUR MISSION WHICH I WON'T REPEAT TODAY. I GUESS FIRST WE'RE GOING TO DISCUSS THE 2024 COMPENSATION POLICY AND UPDATED SALARY RANGES, AND THEN WE'LL MOVE ON TO THE PROPOSED 2024 MOVING AND RELOCATION POLICY.

STARTING OFF WITH THE 2024 COMP POLICY, IT'S CONSISTENT WITH THE 2015 COMPENSATION POLICY AND MARKET PRACTICES. THE 2015 COMPENSATION POLICY WAS OBVIOUSLY APPROVED BY THE ICOC. AND JUST AS A BASELINE, THAT'S SET FORTH IN PROP 14.

THE POLICY OF THE SALARY RANGES ARE BASED ON THE COMPENSATION LEVELS OF MEDICAL SCHOOLS WITHIN THE UC SYSTEM AND OTHER NON-PROFIT ORGANIZATIONS WHO

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ARE QUALIFIED TO APPOINT AN EXECUTIVE OFFICER TO THE ICOC.

SO WE LOOKED OBVIOUSLY AT THE UC SYSTEM MEDICAL SYSTEM AS WELL AS OTHER NON-PROFITS THAT, AGAIN, ARE PERMITTED TO APPOINT AN EXECUTIVE OFFICER.

THE POLICY IS INTENDED TO CLARIFY CERTAIN COMPENSATION PRACTICES AND ADD RIGOR TO CHECKS AND BALANCES WITHIN THE COMPENSATION SYSTEM, BASICALLY JUST A CONTINUOUS IMPROVEMENT OF WHAT WAS APPROVED IN 2015.

THE ONE SPECIFIC CHANGE THAT I WANT TO HIGHLIGHT FOR THE MEMBERS OF THE COMMITTEE HERE IS THAT CURRENTLY NEITHER THE CHAIR, THE VICE CHAIR, NOR THE PRESIDENT AND CEO ARE ELIGIBLE FOR COST OF LIVING INCREASES. WE ARE PROPOSING IN THIS POLICY THAT YOU DO CONSIDER THAT. IF APPROVED, WE WOULD OBVIOUSLY GRANT COLA INCREASES TO THESE THREE PEOPLE IF APPROVED BY THE ICOC.

IF YOU REMEMBER THE BOARD IN 2022, YOU WERE PRESENTED WITH A MARKET ANALYSIS AT MORGANHR, AN OUTSIDE CONSULTANT, DID FOR US. WE USED THIS AS THE BASIS OF OUR ANALYSIS HERE. THE HR TEAM HAS DONE ADDITIONAL WORK, AGAIN, BASED ON MARKET ANALYSIS AS WELL AS RESEARCH.

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WHAT WE ARE RECOMMENDING SPECIFICALLY IS THAT THE SALARY RANGES BE ADJUSTED AS PRESENTED TO AVOID SALARY COMPACTION ISSUES AND TO FACILITATE UPWARD MOBILITY. BY SALARY COMPACTION WE MEAN THE COMPRESSION OF SALARY DIFFERENTIAL BETWEEN EMPLOYEES AT DIFFERENT LEVELS AND DEPARTMENTS WITHIN CIRM. THE EASIEST WAY TO SORT OF EXPLAIN THIS OR THE WAY I'M GOING TO TRY AND EXPLAIN IT IS IF YOU ARE, FOR EXAMPLE, A DIRECTOR IN A PARTICULAR LEVEL, WHAT WE FOUND WAS THAT THE HIGHEST -- LET ME GIVE AN ILLUSTRATIVE EXAMPLE -- THAT THE HIGHEST SALARY FOR THE DIRECTOR WHEN COMPARED TO THE NEXT HIGHER POSITION, FOR EXAMPLE, A SENIOR DIRECTOR, THERE WERE ISSUES WHERE THE DIRECTOR WAS MAKING MORE, IF NOT SUBSTANTIALLY MORE, THAN THE SENIOR DIRECTOR. SO OBVIOUSLY THOSE TYPES OF SITUATIONS SUGGEST THAT WE'RE TRYING TO ADDRESS BECAUSE, AGAIN, IN MOST CASES THE SENIOR POSITION SHOULD HAVE A GREATER RANGE OR A GREATER COMPENSATION.

SO WE ADDRESSED THAT OR WE ATTEMPTED TO ADDRESS THAT IN THE SALARY RANGES HERE. THE OTHER THING WE TRIED TO DO IS WE ADDED CERTAIN POSITIONS TO PERMIT CAREER ADVANCEMENT. THE RATIONALE FOR THAT IS, AGAIN, WE FEEL THAT WE'VE GOT A GOOD GROUP OF PEOPLE. WE WANT TO KEEP THEM AS LONG AS WE CAN.

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WE WANT TO MAKE SURE THAT WE DO THE BEST WE CAN SO THEY HAVE A CAREER OPPORTUNITY HERE, MAKE SURE THAT THEY CONTINUE TO FEEL THAT CIRM IS A PLACE WHERE THEY HAVE A LONG-TERM HORIZON, AND THAT THEY ARE MOTIVATED TO DO SO.

FOR EXAMPLE, WE DID NOT HAVE -- USED TO HAVE THE POSITION OF SENIOR PROJECT MANAGER. SO OUR PROJECT MANAGERS WHICH DO A FAIR AMOUNT OF WORK ARE, OF COURSE, VERY IMPORTANT TO THE DAY-TO-DAY OPERATIONS OF CIRM. SOME OF OUR PROJECT MANAGERS WERE REACHING TO THE POINT WHERE THEY DID NOT HAVE A NATURAL STEP TO GO IN THEIR PROGRESSION. OBVIOUSLY THIS COULD LEAD TO MORALE ISSUES AND ALSO TRANSITION ISSUES. SO WE'VE ADDED CERTAIN POSITIONS, SUCH AS SENIOR PROJECT MANAGER, SO THAT THERE IS A MORE LOGICAL AND DIRECT PROGRESSION FOR PEOPLE WHO WANT TO STAY AT CIRM AT THE SAME SORT OF LEVEL AND DON'T NECESSARILY WANT TO CHANGE THEIR ROLES.

AND THEN THE LAST THING THAT WE'RE RECOMMENDING IS THAT LAST YEAR THE ICOC APPROVED SOME COST OF LIVING INCREASES. WE HAVE UPDATED SALARY RANGES AS PER THE PREVIOUS POLICY TO ACCOMMODATE FOR THOSE COST OF LIVING ADJUSTMENTS. WE ARE ALSO PRESENTING A PROPOSED 3-PERCENT COST OF LIVING ADJUSTMENT AS WELL TO THESE NEW SALARIES NOT

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ONLY FOR THE RANK AND FILE, BUT, AGAIN, FOR THE CHAIR, VICE CHAIR, AND PRESIDENT AND CEO. AND SO THE UPDATED SALARY RANGES THERE, WHICH I'LL SHOW YOU IN A SECOND, INCLUDE THOSE COST OF LIVING ADJUSTMENTS FOR '22 AS WELL AS THE PROPOSED ONES FOR '24.

IF THEY'RE NOT APPROVED, WE'LL JUST GO -- WE'LL JUST ADJUST SALARY RANGES BASED ON THE '23 APPROVALS.

WITH THAT, ANY QUESTIONS ON THE COMP POLICY? OKAY. HEARING NONE.

MOVING --

CHAIRPERSON GASSON: RAFAEL, STEVE HAS HIS HAND UP.

MR. AGUIRRE-SACASA: SORRY, STEVE.

MR. JUELSGAARD: YEAH. CAN YOU GO TO THE APPENDIX PLEASE?

MR. AGUIRRE-SACASA: SURE.

MR. JUELSGAARD: THERE WE GO. SMALL PRINT. I HAVE A COUPLE OF QUESTIONS. SO YOU TALK ABOUT COMPACTION ISSUES, AND THEN YOU ADDRESS THAT BY BASICALLY CREATING MORE SENIOR POSITIONS. WHEN YOU SCROLL DOWN THROUGH THIS, YOU WILL SEE, OF COURSE, WE HAVE THE RANGES FROM 1 TO -- WHAT IS THE UPPER -- 10?

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MR. AGUIRRE-SACASA: YES, SIR. LEVEL 10.

MR. JUELSGAARD: MORE THAN 50 PERCENT OF THE POSITIONS, IF YOU WERE TO DO THE NUMERICAL COUNTING, ARE ABOVE FIVE FOR 6 THROUGH 10 FOR THIS ORGANIZATION. SO IT'S SKEWED TOWARDS THE UPPER END OF THE MEDIAN. AND SO YOU HAVEN'T CREATED JUNIOR POSITIONS TO DEAL WITH COMPACTION. YOU'VE ONLY CREATED SENIOR POSITIONS IF I UNDERSTAND THAT CORRECTLY, RIGHT?

MR. AGUIRRE-SACASA: I WOULD LOOK AT IT DIFFERENTLY, STEVE. WE LOOKED AT BOTH, ACTUALLY ALL THE SALARIES, NOT JUST THE SENIOR. WE DID CREATE SOME SENIOR POSITIONS, BUT SOME OF THE COMPACTION ISSUES WERE WITHIN THE LEVELS THEMSELVES. AND SO THEY WERE ADJUSTED WITHIN LEVEL 3, FOR EXAMPLE. I'M JUST PICKING A NUMBER THERE. WITHIN THERE WE LOOKED WITHIN ALL THE GROUPS WITHIN THAT LEVEL 3 GRADE SO THAT THE NUMBERS MADE SENSE AS WELL. SO IT'S NOT JUST SIMPLY BY ADDING SENIOR POSITIONS. THAT'S MOSTLY PROBABLY MORE OF A DEVELOPMENT MOVE MORE SO THAN ANYTHING ELSE. WE ADJUSTED SOME OF THE SALARY LEVELS WITHIN THE EXISTING POSITIONS TO ADDRESS SOME OF THESE COMPACTION LEVELS. SO I JUST WANTED TO CLARIFY THAT, STEVE.

MR. JUELSGAARD: OKAY. THEN SCROLL TO THE

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TOP PLEASE.

MR. AGUIRRE-SACASA: SURE.

MR. JUELSGAARD: NOW, I WANT TO LOOK AT THE VERY UPPER COLUMN WHICH IS COLORED YELLOW AT THE LEFT, BUT THEN COLORED DARK BLUE GOING FORWARD. AND I WANT TO LOOK AT THE POSITIONS STARTING WITH NO. 8. AND AT THE TOP IT SAYS CIRM MAX FOR LEVELS 1 TO 8, AND THEN WE HAVE THE 75TH.

MR. AGUIRRE-SACASA: IF I MAY, JUST AS A REMINDER, IN '22 WHEN THESE WERE PRESENTED TO THE ICOC, THE ICOC DECIDED THAT FOR LEVELS 1 THROUGH 8, THE MAX SHOULD BE AT THE 75TH PERCENTILE. FOR LEVELS 9 AND 10, THE MAX SHOULD BE AT THE 65TH PERCENTILE BASED ON THE ANALYSIS DONE BY MORGANHR BACK THEN, STEVE. JUST A REMINDER.

MR. JUELSGAARD: UNDERSTOOD. SO MY QUESTION IS, AND I DON'T KNOW IF YOU HAVE THIS ANALYSIS IN FRONT OF YOU, IS WHAT PERCENTAGE OF OUR EMPLOYEES ARE BEING PAID AT THE 75TH, WHAT PERCENTAGE ARE BEING PAID AT THE 65TH, WHAT PERCENTAGE ARE BEING PAID AT THE 50TH JUST SO WE UNDERSTAND WHERE OUR PAY IS AT GENERALLY SPEAKING? YOU MAY NOT HAVE THOSE NUMBERS IN FRONT OF YOU. I WILL ASK THAT QUESTION AGAIN WHEN IT COMES BEFORE THE ICOC. I JUST WANT TO SEE A BREAKDOWN AS

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PERCENTAGE OF EMPLOYEES, TOTAL EMPLOYEE POPULATION, WHAT PERCENT ARE AT THE 50TH, AT THE 65TH, AND AT THE 75TH, WHICH ARE THE THREE HIGHLIGHTED PAY SCALES THAT WE HAVE HERE.

MR. AGUIRRE-SACASA: SO I DON'T HAVE THAT INFORMATION, BUT WE'LL HAVE IT READY FOR THE MEETING.

MR. JUELGAARD: PERFECT. THANK YOU.

CHAIRPERSON GASSON: FURTHER QUESTIONS FOR RAFAEL AT THIS POINT? OKAY. AND THEN, RAFAEL, YOU WANTED TO GO ON TO NO. 4.

MR. AGUIRRE-SACASA: YEAH. SORRY. I'M JUST TRYING TO MAKE SURE I GET THE RIGHT SLIDE HERE. EVERYONE SEE THAT OKAY?

MR. TOCHER: JUDY.

CHAIRPERSON GASSON: YES.

MR. TOCHER: SORRY TO INTERRUPT. I THINK FOR PROCESS REASONS, DUE TO CONFLICTS THAT WE WANT TO CONTROL FOR IN THE COMP POLICY, I'D RECOMMEND THAT WE TAKE A MOTION TO APPROVE THESE AS SEPARATE ITEMS. SO BEFORE -- IF THERE ARE NO OTHER QUESTIONS FOR THE COMP POLICY, I WOULD RECOMMEND THAT WE JUST TAKE -- ENTERTAIN A MOTION TO APPROVE THAT SEPARATELY AND THEN PROCEED TO THE RELOCATION.

CHAIRPERSON GASSON: THANK YOU, SCOTT.

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THAT SOUNDS GOOD. AGAIN, ANY OTHER QUESTIONS FOR RAFAEL? AND IF NOT, MAY WE HAVE A MOTION TO APPROVE?

DR. BLUMENTHAL: MOVE TO APPROVE.

CHAIRPERSON GASSON: THANK YOU, GEORGE.
SECOND?

DR. LEVITT: SECOND. IT'S PAT.

CHAIRPERSON GASSON: THANK YOU, PAT. AND, SCOTT, KEEPING IN MIND ANY CONFLICTS OF INTEREST, WOULD YOU CALL THE ROLL PLEASE.

MR. TOCHER: SURE. LET WE JUST BRIEFLY CHECK AGAIN FOR ANY PUBLIC COMMENT. I DON'T SEE ANY. CAN YOU CONFIRM THAT, CLAUDETTE?

MS. MANDAC: NO HANDS RAISED.

MR. TOCHER: GREAT. THANKS VERY MUCH.

KIM BARRETT. DAN BERNAL. GEORGE
BLUMENTHAL.

DR. BLUMENTHAL: YES.

MR. TOCHER: JOYCE SACKY.

DR. SACKY: YES.

MR. TOCHER: ANNE-MARIE DULIEGE.

DR. DULIEGE: YES.

MR. TOCHER: ELENA FLOWERS.

DR. FLOWERS: YES.

MR. TOCHER: JUDY GASSON.

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CHAIRPERSON GASSON: YES.

MR. TOCHER: STEVE JUELSGAARD.

MR. JUELSGAARD: FOR THE PURPOSES OF THIS COMMITTEE MEETING, YES.

MR. TOCHER: THANK YOU. PAT LEVITT.

DR. LEVITT: YES.

MR. TOCHER: LINDA MALKAS.

DR. MALKAS: YES.

MR. TOCHER: GREAT. THANKS VERY MUCH, JUDY. THAT MOTION CARRIES.

CHAIRPERSON GASSON: THANK YOU, SCOTT. AND WE'LL GO BACK TO RAFAEL NOW FOR THE MOVING AND RELOCATION POLICY, WHICH IS ITEM NO. 4 ON THE AGENDA.

MR. AGUIRRE-SACASA: THANK YOU, JUDY. AND CONTINUATION OF THE AGENDA HERE, WE'RE LOOKING AT THE PROPOSED MOVING AND RELOCATION POLICY. AS A BASELINE, REIMBURSEMENT OF MOVING AND RELOCATION EXPENSES IS PERMITTED BY PROPOSITION 14. THE POLICY COMPLIES WITH THE IRS RULES AND REGULATIONS REGARDING MOVING AND RELOCATION EXPENSES.

LEGAL AND FINANCE CONDUCTED AN ANALYSIS OF MOVING AND RELOCATION POLICIES FOR THE UC SYSTEM AS WELL AS THE OTHER NON-PROFIT ORGANIZATIONS. AND WE FEEL THAT THIS POLICY IS CONSISTENT WITH THOSE AND

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PERMITS FLEXIBILITY TO THE ICOC AS NECESSARY.

AND THEN THE LAST THING THE POLICY ITSELF IS THAT IT'S ONLY APPLICABLE TO LEVEL 9 AND 10 EMPLOYEES. SO IT WOULD BE FOR EXECUTIVE OFFICERS AND THE CHAIR, VICE CHAIR, AND PRESIDENT POSITIONS.

THAT'S IT.

CHAIRPERSON GASSON: THANK YOU FOR THAT, RAFAEL. ANY QUESTIONS FOR RAFAEL AT THIS TIME? LINDA, DO YOU HAVE YOUR HAND UP? OKAY. I DON'T SEE ANY HANDS RAISED. AT THIS POINT WE CAN REQUEST A MOTION TO APPROVE THE MOVING AND RELOCATION POLICY.

DR. DULIEGE: I MOVE.

CHAIRPERSON GASSON: THANK YOU, ANNE-MARIE.

VICE CHAIR BONNEVILLE: SECOND.

CHAIRPERSON GASSON: THANK YOU, MARIA. AND SCOTT, IS THERE ANY PUBLIC COMMENT?

MR. TOCHER: I DON'T SEE ANY. CLAUDETTE, DO YOU SEE ANY?

MS. MANDAC: NO HANDS RAISED.

MR. TOCHER: GREAT.

CHAIRPERSON GASSON: IN THAT CASE WE CAN CALL THE ROLL PLEASE.

MR. TOCHER: KIM BARRETT. DAN BERNAL. GEORGE BLUMENTHAL.

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DR. BLUMENTHAL: YES.

MR. TOCHER: MARIA BONNEVILLE.

VICE CHAIR BONNEVILLE: YES.

MR. TOCHER: JOYCE SACKY.

DR. SACKY: YES.

MR. TOCHER: ANNE-MARIE DULIEGE.

DR. DULIEGE: YES.

MR. TOCHER: ELENA FLOWERS.

DR. FLOWERS: YES.

MR. TOCHER: JUDY GASSON.

CHAIRPERSON GASSON: YES.

MR. TOCHER: VITO IMBASCIANI.

CHAIRMAN IMBASCIANI: YES.

MR. TOCHER: STEVE JUELSGAARD.

MR. JUELSGAARD: YES.

MR. TOCHER: PAT LEVITT.

DR. LEVITT: YES.

MR. TOCHER: LINDA MALKAS.

DR. MALKAS: YES.

MR. TOCHER: GREAT. THANKS VERY MUCH,
JUDY. AND THE MOTION CARRIES.

CHAIRPERSON GASSON: THANK YOU, SCOTT.
THAT BRINGS US TO THE CONCLUSION OF THE ITEMS ON THE
AGENDA WITH THE EXCEPTION OF ANY PUBLIC COMMENT ON
ANY MATTER DISCUSSED TODAY OR ANY OTHER MATTER.

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MS. MANDAC: NO HANDS RAISED.

CHAIRPERSON GASSON: NO HANDS?

MR. TOCHER: CORRECT.

MS. MANDAC: NO HANDS.

CHAIRPERSON GASSON: GREAT. ANY OTHER MEMBERS OF THE BOARD HAVE ANY ITEMS FOR DISCUSSION AT THIS POINT IN TIME? SEEING NO HANDS RAISED, IN THAT CASE EVERYONE GETS 90 MINUTES OF YOUR MORNING BACK ON THIS MONDAY.

VICE CHAIR BONNEVILLE: THANK YOU.

CHAIRPERSON GASSON: THANK YOU TO THE MEMBERS OF THE STAFF FOR THE PRESENTATIONS. THANKS FOR THE BOARD MEMBERS.

(THE MEETING WAS THEN CONCLUDED.)

REPORTER'S CERTIFICATE

I, BETH C. DRAIN, A CERTIFIED SHORTHAND REPORTER IN AND FOR THE STATE OF CALIFORNIA, HEREBY CERTIFY THAT THE FOREGOING TRANSCRIPT OF THE VIRTUAL PROCEEDINGS BEFORE THE GOVERNANCE SUBCOMMITTEE OF THE INDEPENDENT CITIZEN'S OVERSIGHT COMMITTEE OF THE CALIFORNIA INSTITUTE FOR REGENERATIVE MEDICINE IN THE MATTER OF ITS REGULAR MEETING HELD ON JUNE 17, 2024, WAS HELD AS HEREIN APPEARS AND THAT THIS IS THE ORIGINAL TRANSCRIPT THEREOF AND THAT THE STATEMENTS THAT APPEAR IN THIS TRANSCRIPT WERE REPORTED STENOGRAPHICALLY BY ME AND TRANSCRIBED BY ME. I ALSO CERTIFY THAT THIS TRANSCRIPT IS A TRUE AND ACCURATE RECORD OF THE PROCEEDING.

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