CIRM Compensation and Moving and Relocation Policies

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Governance Subcommittee
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OUR MISSION

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

Agenda

1. Proposed 2024 Compensation Policy and

2. Updated Salary Ranges

3. Proposed 2024 Moving and Relocation Policy

2024 Compensation 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 eligible for cost-of-living increases; currently, these positions are not eligible for COLAs.

Updated Salary Ranges

- 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 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.

- 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

Job Family	Job Title	Level	CIRM Min (25th)	Final 50th	CIRM Max for levels 9 - 10 (65th)	CIRM Max 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
Executive	Chair	10	$427,000	$569,000	$632,000	Without 3% COLA			$439,810	$586,070	$650,960
Executive	Vice-Chair	9	$238,000	$289,000	$376,885	Without 3% COLA			$245,140	$297,670	$388,192
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	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	Senior Research Fellow	7	$229,154	$260,981	$282,199	$297,052					
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					

Department	Title	Level				
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
Grants Mgmt	Senior Grants Mgmt Officer	5	$127,308	$140,039	$149,587	$161,813
All CIRM Programs	Manager	5	$127,308	$140,039	$149,587	$161,813
Business Dev	Senior Science Officer	5	$154,891	$171,866	$182,475	$201,431
Executive	Senior Science Officer/Special Projects	5	$154,891	$171,866	$182,475	$201,431
Core Programs (Therapeutics, Scientific, Portfolio Dev & Review, Patient Access)	Senior Science Officer 1	5	$154,891	$171,866	$182,475	$201,431
(Therapeutics & Scientific, and Portfolio	Senior Science Officer 2	5	$168,554	$196,267	$208,997	$217,485
IT	Senior Software Engineer	5	$153,831	$168,683	$180,353	$187,779
IT	Software Engineer	5	$128,369	$143,222	$153,831	$160,196
Grants Mgmt	Grants Officer	4	$115,638	$129,430	$138,978	$149,587
HR	Human Resources Specialist	4	$95,914	$104,689	$116,975	$131,016
All CIRM Programs	Project Manager	4	$115,638	$129,430	$138,978	$149,587
Core Programs (Therapeutics, Scientific, Portfolio Dev & Review)	Science Officer	4	$133,673	$150,648	$161,257	$167,622
Executive	Senior Executive Assistant	4	$115,638	$129,430	$138,978	$149,587
Marketing and Communications	Communications Team Coordinator	3	$95,481	$106,090	$113,516	$118,821
Executive	Executive Assistant	3	$95,481	$106,090	$113,516	$118,821
Finance and Business Services	Finance and Business Services Coordinator	3	$79,568	$84,872	$90,177	$115,532
Grants Mgmt	Grants Coordinator	3	$79,568	$84,872	$90,177	$115,532
HR	HR Generalist	3	$79,568	$84,872	$90,177	$115,532
Administrative Support	Administrative Assistant	2	$76,385	$82,750	$92,298	$102,907
HR	HR Assistant	2	$76,385	$82,750	$92,298	$102,907
Administrative Support	Contract Administrator	1	$60,471	$67,898	$79,568	$89,116
Administrative Support	Office Manager	1	$60,471	$67,898	$79,568	$89,116
All CIRM Programs	Program Assistant	1	$53,560	$55,702	$57,845	$59,987

Thank You!

Please visit us at:
www.cirm.ca.gov