

Attachment C

LEVEL	CIRM Position Titles	Category	Minimum salary	Maximum salary (1.6 above the minimum salary=60% salary range)	Corresponding Salary Survey Title	Salary survey range 25th to 75th Percentile	Definition of category
9	ICOC Chair and Vice Chair and President	E	\$300,000	\$480,000	President and Dean, School of Medicine	HE/PRI=\$372,553-\$485,560	E=Executive
8	Chief Scientific Officer	T	\$190,000	\$304,000	VP, Research	HE/PRI=\$242,082-\$312,598	
7	Director, Scientific Activities	T	150,000.00	240,000.00	VP, Research & Director, Research	HE/PRI for VP, Research=\$242,082-\$312,598 HE/PRI for Director, Research=\$139,438-\$176-059	T=Technical such as Scientific or IT
	Deputy to the Vice Chair	T	150,000.00	240,000.00	VP, Research & Director, Research	HE/PRI for VP, Research=\$242,082-\$312,598 HE/PRI for Director, Research=\$139,438-\$176-059	
	Chief Communications Officer	B	\$150,000	\$240,000	VP, Marketing	***There is no salary survey data attributed to the duties assigned to this position. Therefore, we have placed the position into the most appropriate CIRM salary level based on the job duties and responsibilities, reporting relationship and equity within the organization. In addition, we did contact two organizations defined in Proposition 71 language and confidentially they confirmed our ranges were appropriate and consistent with the applicable labor market.	B=Business or outward facing to the business community such as marketing or business development.
	Chief of Staff	B	\$150,000	\$240,000	VP, Marketing	HE/PRI for VP, Finance/Admin & Manager, Regulatory Affairs=\$159,700-\$212,245**	
	General Counsel	A	\$150,000	\$240,000*	General Counsel	HE/PRI=\$175,200-\$250,000	A=Administrative or inward focusing to the organization such as Human Resources, Legal Affairs or Office Management.
	Chief Administrative Officer	A	\$150,000	\$240,000	CFO/VP, Finance	HE/PRI=\$208,842-\$283-524	
6	SPO II/SRO II	T	\$100,000	\$160,000	Principal Research Scientist	HE/PRI=\$114,633-\$144,897.	
	Chief Information Officer	T	\$100,000	\$160,000	CIO/VP IT	No applicable data.***	
	Senior Officer for Medical & Ethical Standards	T	\$100,000	\$160,000		The Senior Officer to the Medical & Ethical Standards position was recruited for and based on the applicant pool, the salary set reflected the local labor market salary demands.	
	Deputy Chief of Staff	B	\$100,000	\$160,000	Manager, Marketing Communication	No sufficient or applicable data***	
5	SPO I/SRO I	T	\$80,000	\$128,000	Senior Research Scientist & Research Scientist 3	HE/PRI for Senior Research Scientist=\$93,097-\$122,886 & HE/PRI for Research Scientist 3=\$72,107- \$96,507.	
	Director, Legislation & Research Policy	B	\$90,000	\$144,000	Director, Marketing	HE/PRI= \$91,226-\$130,552	
	Grants Management Officer	B	\$90,000	\$144,000	Manager, Grants	No applicable data.***	
	Chief Human Resources Officer	A	\$90,000	\$144,000	Director, Human Resources	HE/PRI=\$94,779-\$144,171	

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		Director of ICOC Board Relations	B	\$80,000	\$128,000	Manager, Events & Tradeshow	HE/PRI=\$87,500-\$106,500	
	4	Senior Communications Specialist	B	\$80,000	\$128,000	Marketing Communication Specialist	No sufficient or applicable data***	
		Chairman's Liaison to the Working Groups	B	\$80,000	\$128,000	Manager, Clinical Sciences Liaison	No sufficient or applicable data***	
	3	Senior Executive Assistant to the President	A	\$60,000	\$96,000		Senior Executive Assistant to the President was recruited for and based on the applicant pool, the salary set reflected the local labor market salary demands.	
		Facilities, Procurement, & Operations Manager	B	\$60,000	\$96,000		The Facilities, Procurement & Operations position was recruited for and based on the applicant pool the salaries demanded support the CIRM range.	
	2	Executive Assistant to the Chairman, Facilities & Procurement Analyst, Grants Management & Grants Technical Specialist	A	\$50,000	\$80,000	Executive Assistant	No applicable data.***	
	1	Administrative & Meeting Coordinator, Senior Administrative Coordinator, Grants Management & Technical Assistant	A	\$40,000	\$64,000	Administrative Assistant	HE/PRI for Administrative Assistant=37,823-\$52,793	
					*Due to the specialized nature of the General Counsel position, CIRM may need to offer beyond the range but will request prior ICOC Board approval.		**Due to the diverse duties of the Chief of Staff, the salary range provided combines the range of the VP, Finance/Admin and Manager, Regulatory Affairs.	
							***There is no applicable salary survey data attributed to the duties assigned to these positions. Therefore, we have placed these positions into the most appropriate CIRM salary level based on the job duties and responsibilities, reporting relationship and equity within the organization.	