

Agenda Item 3C**Comparative Salaries
in Five Major California Cities**

Job Title	Median Salary in Thousands of Dollars (rounded to the nearest hundred)				
	San Diego	Sacramento	Los Angeles	San Jose	San Francisco
Compared to San Diego Salaries*	-	2.3% above	6.3% above	10.9% above	11.1% above
Top Research & Dev. Executive	228.0	233.1	242.4	252.9	253.3
Executive Assistant	44.2	45.2	47.0	49.0	49.1
Controller	170.0	173.8	180.7	188.5	188.8
Accountant IV	70.4	72.0	74.9	78.1	78.3
Public Relations Manager	81.9	83.8	87.1	90.9	91.0
Research and Development Manager	105.2	107.6	111.8	116.7	116.9
Grants/Proposal Writer	43.1	44.1	45.9	47.8	47.9
Contracts Administrator III	68.0	69.5	72.3	75.4	75.5
Medical/Science Writer III	71.3	72.9	75.9	79.0	79.2
Patent Attorney IV	149.3	152.7	158.8	165.7	165.9
Patent Agent II	78.2	80.0	83.2	86.8	86.9
Licensing Specialist III	39.6	40.5	42.1	43.9	44.0
Paralegal III	56.8	58.1	60.4	63.0	63.1
Legal Secretary	41.5	42.4	44.1	46.0	46.1
Web Designer (Sr.)	89.5	91.5	95.1	99.3	99.4
Database Administrator	86.2	88.2	91.7	95.7	95.8
Documentation Specialist	49.5	50.6	52.6	54.9	55.0

Source: www.salary.com "Salary.com incorporates publicly available survey data in a proprietary mathematical model designed to adjust for unintended biases and inconsistencies inherent in many survey reports. We do not regurgitate numbers from survey sources. Our team of compensation professionals has more than 70 years of combined experience in compensation and statistical analysis, and adheres to professional compensation standards and principles. This team reviews the numbers, applies logic based on market conditions and industry trends, and comes up with accurate market-priced data."

Note about comparative salaries (source: www.salary.com)

Both Sacramento and San Francisco have higher comparative wages (2.3% higher, 11.1% higher respectively) for the jobs the CIRM will be requiring. Assuming average wages of \$100,000 for the 50 employees in the CIRM headquarters (roughly a \$5 million annual payroll), the net savings over 10 years for a San Diego based operation would be \$1,150,000 (\$115,000 x 10) over Sacramento and \$5,550,000 (\$555,000 x 10) over San Francisco. That is additional money that could be dedicated to research rather than salaries.