

Agenda	Item #9 A	6/2/2006	ICOC	Meeting	CIRM	Compensation	Structure										
LEVEL	CIRM Position Titles	Category	Original minimum-maximum salary range	Proposed salary range (50% salary range)	Corresponding Salary Survey Title	25th to 75th Percentile-HE/PRI	State Controller's Office	Governor's Office	CalPers	UC	Mercer-nationwide for government & nonprofits.	Mercer-CA for any industry	Foundation survey-nationwide	Foundation survey-nationwide with assets of \$1.5 billion and higher	Radford	Definition of category	
10	ICOC Chair and Vice Chair and President	E	\$300,000-\$480,000	\$275,000-\$412,500	President and Dean, School of Medicine	HE/PRI=\$372,553-\$485,560		\$131,412***					\$241,000-\$455,800 (\$289,200-\$546,960****)	\$401,300-\$542,600	\$292,500-\$389,300	E=Executive	
9	Chief Scientific Officer	T	\$190,000-\$304,000	\$180,000-\$270,000	VP, Research	HE/PRI=\$242,082-\$312,598							\$165,200-\$243,500 (\$198,240-\$292,200****)	\$226,300-\$274,300	\$175,800-\$216,900	T=Technical such as Scientific or IT	
	General Counsel	A	\$150,000-\$240,000	\$150,000-\$225,000	General Counsel	HE/PRI=\$175,200-\$250,000	\$140,000	\$123,252	\$140,028	\$161,500-\$181,650	\$182,100	\$315,700	\$154,600-\$258,000 (\$185,520-\$309,600****)	\$179,500-\$269,000	\$199,600-\$251,400	A=Administrative or inward focusing to the organization such as Human Resources, Legal Affairs or Office Management.	
8	Director, Scientific Activities	T	\$150,000-\$240,000	\$140,000-\$210,000	VP, Research & Director, Research	HE/PRI for VP, Research=\$242,082-\$312,598 HE/PRI for Director, Research=\$139,438-\$176-059							\$120,000-\$183,300 (\$144,000-\$219,960****)	\$150,000-\$197,500	VP, Research=\$175,800 \$216,900 & Director, Research \$165,724-\$191,513		
	Chief Administrative Officer	A	\$150,000-\$240,000	\$140,000-\$210,000	CFO/VP, Finance	HE/PRI=\$208,842-\$283,524	\$115,000	\$123,252	\$106,248	\$185,775-\$208,250	\$159,400	\$325,300	\$99,100-\$172,200 (\$118,920-\$206,640****)	\$116,200-\$179,900	\$200,000-\$249,100		
7	Deputy to the Vice Chair	T	\$150,000-\$240,000	\$130,000-\$195,000	VP, Research & Director, Research	HE/PRI for VP, Research=\$242,082-\$312,598 HE/PRI for Director, Research=\$139,438-\$176-059							\$120,000-\$183,300 (\$144,000-\$219,960****)	\$150,000-\$197,500	VP, Research=\$175,800 \$216,900 & Director, Research \$165,724-\$191,513		
	Chief Communications Officer	B	\$150,000-\$240,000	\$130,000-\$195,000	VP, Marketing		\$115,000	\$123,252	\$106,704	\$150,425-\$155,475	\$139,400	\$178,900	\$143,800-\$236,100 (\$172,560-\$283,320****)	\$159,900-\$216,900	\$190,000-\$234,900	B=Business or outward facing to the business community such as marketing or business development.	
	Chief of Staff to the Chair	B	\$150,000-\$240,000	\$130,000-\$195,000	VP, Marketing	HE/PRI for VP, Finance/Admin & Manager, Regulatory Affairs=\$159,700-\$212,245*		\$129,432	\$131,412				\$145,600-\$274,300 (\$174,720-\$329,160****)				
6	SPO II/SRO II	T	\$100,000-\$160,000	\$100,000-\$150,000	Principal Research Scientist	HE/PRI=\$114,633-\$144,897.							\$104,300-\$129,500 (\$125,160-\$155,400****)	\$110,000-\$140,200	\$125,230-\$150,595		
	Chief Information Officer	T	\$100,000-\$160,000	\$100,000-\$150,000	CIO/VP IT	HE=\$161,040-\$211,300							\$89,900-\$115,500 (\$107,880-\$138,600****)	\$96,800-\$128,100	\$175,000-\$237,500		
	Senior Officer for Medical & Ethical Standards	T	\$100,000-\$160,000	\$100,000-\$150,000		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 to the Chair	B	\$100,000-\$160,000	\$100,000-\$150,000	Manager, Marketing Communication	No sufficient or applicable data**											
	SPO I/SRO I	T	\$80,000-\$128,000	\$80,000-\$120,000	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.							\$70,300-\$92,600 (\$84,360-\$111,120****)	\$78,500-\$95,800	Senior Research Scientist=\$105,000-\$128,650 & Research Scientist 3=\$91,800-\$107,377.		

5	Director, Legislation & Research Policy	B	\$90,000-\$144,000	\$90,000-\$135,000	Director, Marketing	HE/PRI= \$91,226-\$130,552				\$95,299-\$116,799			\$118,000-\$142,578	
	Grants Management Officer	B	\$90,000-\$144,000	\$90,000-\$135,000	Manager, Grants	HE=\$60,930-\$83,713						\$92,100-\$111,900 (110,520-\$134,280****)	\$90,500-\$121,700	\$87,092-\$102,661
	Chief Human Resources Officer	A	\$90,000-\$144,000	\$90,000-\$135,000	Director, Human Resources	HE/PRI=\$94,779-\$144,171				\$120,898-\$158,775			\$134,500-\$227,000	\$132,822-\$153,828
4	Director of ICOC Board Relations	B	\$80,000-\$128,000	\$80,000-\$120,000	Manager, Events & Tradeshow	PRI=\$87,500-\$106,500								\$91,802-\$114,700
	Senior Communications Specialist	B	\$80,000-\$128,000	\$80,000-\$120,000	Marketing Communication Specialist	No sufficient or applicable data**						\$67,700-\$87,000 (81,240-\$104,400****)	\$67,500-\$86,700	
	Chairman's Liaison to the Working Groups	B	\$80,000-\$128,000	\$80,000-\$120,000	Manager, Clinical Sciences Liaison	HE/PRI=\$92,037								\$97,516-\$111,552
3	Senior Executive Assistant to the President	A	\$60,000-\$96,000	\$60,000-\$90,000		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.						\$50,000-\$83,300 (60,000-\$99,960****)	\$60,000-\$90,500	
	Facilities, Procurement, & Operations Manager	B	\$60,000-\$96,000	\$60,000-\$90,000		The Facilities, Procurement & Operations Manager position was recruited for and the salaries of the applicant pool support the CIRM range. The position was not filled.						\$52,800-\$73,900 (63,360-\$88,680****)	\$63,100-\$80,000	
2	Executive Assistant to the Chairman, Facilities & Procurement Analyst, Grants Management & Grants Technical Specialist	A	\$50,000-\$80,000	\$50,000-\$75,000	Executive Assistant	No applicable data.**						\$53,900-\$74,700 (64,680-\$89,640****)		\$69,570-\$79,924
1	Administrative & Meeting Coordinator, Senior Administrative Coordinator, Grants Management & Technical Assistant	A	\$40,000-\$64,000	\$40,000-\$60,000	Administrative Assistant	HE/PRI for Administrative Assistant=37,823-\$52,793						\$36,500-\$47,900 (43,800-\$57,480****)	\$41,400-\$48,100	\$51,399-\$59,177
						*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.				***Health & Human Services Agency Secretary		****Reflects a 20% geographic differential		

