

The Regents of the University of California

**GOVERNANCE COMMITTEE**

July 21, 2022

The Governance Committee met on the above date at the UCSF-Mission Bay Conference Center, 1675 Owens Street, San Francisco and by teleconference meeting conducted in accordance with California Government Code §§ 11133.

Members present: Regents Cohen, Drake, Elliott, Leib, Park, Pérez, Reilly, Sherman, and Sures

In attendance: Regents Anguiano, Blas Pedral, Hernandez, Makarechian, Ortiz Oakley, Pouchot, and Timmons, Regents-designate Ellis, Raznick, and Tesfai, Faculty Representatives Cochran and Horwitz, Regents Analyst Sheridan, General Counsel Robinson, Provost Brown, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Vice Presidents Brown, Leasure, and Lloyd, Chancellors Block, Christ, Gillman, Hawgood, Larive, Muñoz, Wilcox, and Yang, and Recording Secretary Johns

The meeting convened at 1:15 p.m. with Committee Chair Leib presiding.

**1. APPROVAL OF MINUTES OF PREVIOUS MEETING**

Upon motion duly made and seconded, the minutes of the meeting of May 18, 2022 were approved, Regents Cohen, Drake, Elliott, Leib, Park, Pérez, Reilly, Sherman, and Sures voting “aye.”<sup>1</sup>

**2. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR TRICIA LYALL AS INTERIM SECRETARY AND CHIEF OF STAFF TO THE REGENTS AS DISCUSSED IN CLOSED SESSION**

The Committee recommended approval of the following items in connection with the appointment of and compensation for Tricia Lyall as Interim Secretary and Chief of Staff to the Regents:

- A. Per policy, appointment of Tricia Lyall as Interim Secretary and Chief of Staff to the Regents, at 100 percent time.
- B. Per policy, an annual base salary of \$230,400. At the conclusion of the interim appointment, Ms. Lyall’s annual base salary will revert to her annual base salary in effect as of June 30, 2022 (\$161,007), plus any adjustments made under a systemwide salary program during the interim appointment.

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<sup>1</sup> Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code § 11123(b)(1)(D)] for all meetings held by teleconference.

- C. Per policy, continuation of standard pension and health and welfare benefits.
- D. Per policy, an administrative fund will be established for official entertainment and other purposes permitted by University policy. Adjustments may occur annually as allowed by policy.
- E. Ms. Lyall will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- F. This action will be effective July 1, 2022 through June 30, 2023, or until a new Secretary and Chief of Staff to the Regents is appointed, whichever occurs first.

The compensation described above shall constitute the University's total commitment until modified by the Regents, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Committee Chair Leib recalled that Secretary and Chief of Staff Anne Shaw had retired and recommended this appointment.

Vice President Lloyd explained that this item reflected the Chair of the Board's recommendation to the Committee based on the discussion that had taken place in closed session.

Regent Sures asked about the level of the proposed base salary within the Market Reference Zone (MRZ) for the position. Ms. Lloyd responded that the proposed salary was at the 25th percentile of the MRZ.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board, Regents Cohen, Drake, Elliott, Leib, Park, Pérez, Reilly, Sherman, and Sures voting "aye."

3. **APPROVAL OF 2022 SYSTEMWIDE SALARY PROGRAM INCREASES FOR CERTAIN LEVEL ONE SENIOR MANAGEMENT GROUP EMPLOYEES AND TWO EMPLOYEES IN THE MANAGERS AND SENIOR PROFESSIONALS PERSONNEL PROGRAM AS DISCUSSED IN CLOSED SESSION**

The Committee recommended approval of the following items in connection with the 2022 systemwide salary program increases for certain Level One Senior Management Group employees and two employees in the Managers and Senior Professionals personnel program:

- A. Per policy, a general increase of 4.5 percent of the base salary in effect as of June 30, 2022 for each Level One Senior Management Group (SMG) employee systemwide who is eligible for such an increase pursuant to Universitywide guidelines and any applicable UC location guidelines.
- B. As an exception to policy, a general increase of 4.5 percent of the base salary in effect as of June 30, 2022 for each Office of the President employee in the Managers and Senior Professionals Personnel Program who is eligible for such an increase pursuant to Universitywide and UC location guidelines and for whom Regents' approval is required because the employee's total cash compensation exceeds the Indexed Compensation Level and the employee's resulting base salary will exceed the maximum of the salary range for the employee's position.
- C. The general increase for the Laboratory Director, Lawrence Berkeley National Laboratory, will be effective October 1, 2022. The general increases for all other employees will be effective July 1, 2022 for employees paid monthly and June 26, 2022 for employees paid bi-weekly.

The resulting base salaries shall constitute the University's total commitment for base salary until modified by the Regents, President, or Chancellor, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Interim Executive Director Jay Henderson briefly introduced the item, which would provide a 4.5 percent market adjustment for certain Level One Senior Management Group employees and two employees in the Managers and Senior Professionals personnel program, consistent with the 2022 systemwide salary program for policy-covered staff.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board, Regents Cohen, Drake, Elliott, Leib, Pérez, Reilly, Sherman, and Sures voting "aye" and Regent Park voting "no."

#### 4. **APPROVAL OF 2022 BENCHMARKING FRAMEWORK/MARKET REFERENCE ZONES FOR SENIOR MANAGEMENT GROUP POSITIONS**

The President of the University recommended that the Governance Committee:

- A. Recommend that the Regents approve the Market Reference Zones (MRZs) for the positions in the Senior Management Group located at the campuses, Lawrence Berkeley National Laboratory, UC Agriculture and Natural Resources, and the Office of the President, effective August 1, 2022, as shown in Attachment 1.

- B. Approve the 2022 benchmarking framework and resulting MRZs for the non-State-funded UC Health Senior Management Group positions as shown in Attachment 2. If approved by both the Health Services Committee and the Governance Committee, these MRZs will become effective on August 1, 2022.

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Interim Executive Director Jay Henderson explained that this item was a companion item to item H2, *Approval of 2022 Benchmarking Framework/Market Reference Zones for Non-State-Funded UC Health Senior Management Group Positions*, which had been considered by the Health Services Committee in the preceding meeting.

Upon motion duly made and seconded, the Committee approved the President's recommendation and voted to present it to the Board, Regents Cohen, Drake, Elliott, Leib, Park, Pérez, Reilly, Sherman, and Sures voting "aye."

5. **RESOLUTION TO EXCLUDE ACCESS TO FEDERAL CLASSIFIED INFORMATION**

The President of the University recommended that the resolution pertaining to the University's Facility Security Clearances be approved as shown in Attachment 3.

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Regent Elliott briefly introduced the item.

Upon motion duly made and seconded, the Committee approved the President's recommendation and voted to present it to the Board, Regents Cohen, Drake, Elliott, Leib, Park, Pérez, Reilly, Sherman, and Sures voting "aye."

The meeting adjourned at 1:20 p.m.

Attest:

Secretary and Chief of Staff

**2022 Market Reference Zones for Senior Management Group Positions  
Located at the Campuses, LBNL, UC-ANR, and the Office of the President**

\$ in thousands

MRZ Title	2022 MRZs - Effective 8/1/22 (Base Salary)					2022 MRZs - Effective 8/1/22 (Total Cash Compensation)				
	P25	P50	P60	P75	P90	P25	P50	P60	P75	P90
<b>Level One SMGs - Campuses</b>										
Chancellor	\$558.7	\$832.4	\$942.0	\$1231.2	\$1639.7	\$569.1	\$832.4	\$985.1	\$1345.0	\$1908.9
<b>Level Two SMGs - Campuses</b>										
Executive Vice Chancellor and Provost	\$414.8	\$487.4	\$510.3	\$669.4	\$784.3	\$414.8	\$487.4	\$510.3	\$669.4	\$784.3
Chief Campus Counsel	\$249.3	\$334.9	\$355.6	\$429.4	\$485.8	\$301.9	\$422.7	\$459.0	\$569.5	\$688.4
Dean - University Extension	\$225.1	\$272.0	\$290.6	\$356.4	\$389.0	\$225.1	\$272.0	\$290.6	\$356.4	\$389.0
University Librarian	\$204.0	\$256.7	\$270.8	\$316.6	\$356.0	\$204.0	\$256.7	\$270.8	\$316.6	\$356.0
Vice Chancellor - Academic Personnel	\$201.8	\$273.9	\$281.5	\$367.7	\$397.0	\$201.8	\$273.9	\$281.5	\$367.7	\$397.0
Vice Chancellor - Budget and Planning	\$190.6	\$241.7	\$259.9	\$306.4	\$354.6	\$197.0	\$274.1	\$296.9	\$358.3	\$438.6
Vice Chancellor - Business Administration	\$240.5	\$347.2	\$372.2	\$467.3	\$577.1	\$257.7	\$438.7	\$476.1	\$627.7	\$830.9
Vice Chancellor - Business Development, Innovation and Partnerships (UCSF)	\$365.1	\$443.1	\$461.5	\$489.2	\$656.8	\$429.0	\$504.7	\$547.3	\$611.3	\$769.8
Vice Chancellor - Chief Financial Officer (Campus Only)	\$300.4	\$399.8	\$426.6	\$514.0	\$619.6	\$327.3	\$479.6	\$543.5	\$708.0	\$871.5
Vice Chancellor - Chief Financial Officer (Health System and Campus) <i>(Previous MRZ Title: VC-Health System and Campus; Oversees Finance for General Campus, Health Sciences Schools and/or Med Ctr Financials)</i>	\$382.8	\$478.6	\$513.3	\$571.1	\$688.4	\$434.7	\$576.0	\$657.9	\$786.7	\$968.4
Vice Chancellor - Community and Government Relations	\$215.5	\$252.6	\$264.4	\$297.5	\$371.8	\$227.0	\$280.4	\$299.8	\$347.5	\$438.9
Vice Chancellor - Development/University Relations	\$347.1	\$464.7	\$491.9	\$602.6	\$661.7	\$347.1	\$464.7	\$491.9	\$602.6	\$661.7
Vice Chancellor - Diversity, Equity and Inclusion <i>(Previous MRZ Title: VC-Equity and Inclusion)</i>	\$227.7	\$282.4	\$304.7	\$360.3	\$420.1	\$256.8	\$339.1	\$375.1	\$454.6	\$546.5
Vice Chancellor - Graduate Studies and Dean - Graduate Division	\$216.6	\$285.4	\$300.2	\$348.8	\$395.4	\$216.6	\$285.4	\$300.2	\$348.8	\$395.4
Vice Chancellor - Health Sciences and Dean - School of Medicine	\$625.4	\$859.4	\$865.9	\$891.2	\$1059.3	\$625.4	\$859.4	\$865.9	\$891.2	\$1059.3
Vice Chancellor - Health Sciences <sup>1</sup> <i>(Not dually appointed as Dean-SOM)</i>	\$909.0	\$1037.4	\$1082.3	\$1151.3	\$1276.9	\$909.0	\$1037.4	\$1082.3	\$1151.3	\$1276.9
Vice Chancellor - Information Technology and Chief Information Officer (Campus Only) <i>(Previous MRZ Title: VC - Information Technology)</i>	\$284.1	\$340.4	\$365.0	\$418.4	\$491.1	\$307.0	\$392.7	\$427.4	\$507.6	\$626.6
Vice Chancellor - Information Technology and Chief Information Officer (Health System and Campus) <sup>1</sup> <i>(Oversees IT for General Campus, Health Sciences Schools and/or Med Ctr IT)</i>	\$330.4	\$381.0	\$411.1	\$460.2	\$540.2	\$367.6	\$450.9	\$492.3	\$558.4	\$689.3
Vice Chancellor - Marine Sciences and Dean - Graduate School of Marine Sciences	\$397.6	\$408.6	\$428.9	\$459.5	\$493.2	\$397.6	\$408.6	\$428.9	\$459.5	\$493.2

<sup>1</sup> New MRZ

**2022 Market Reference Zones for Senior Management Group Positions  
Located at the Campuses, LBNL, UC-ANR, and the Office of the President**

\$ in thousands

MRZ Title	2022 MRZs - Effective 8/1/22 (Base Salary)					2022 MRZs - Effective 8/1/22 (Total Cash Compensation)				
	P25	P50	P60	P75	P90	P25	P50	P60	P75	P90
Vice Chancellor - Research	\$314.5	\$388.0	\$413.1	\$472.1	\$535.6	\$330.4	\$443.0	\$508.4	\$631.6	\$738.8
Vice Chancellor - Strategic Communications (Previous MRZ Title: VC-Communications)	\$203.5	\$250.0	\$274.2	\$313.9	\$364.9	\$220.5	\$277.2	\$309.5	\$364.3	\$402.6
Vice Chancellor - Student Affairs	\$247.8	\$312.3	\$329.1	\$376.0	\$393.7	\$247.8	\$312.3	\$329.1	\$376.0	\$393.7
Vice Chancellor - Undergraduate Education	\$229.6	\$295.7	\$324.2	\$452.1	\$539.5	\$229.6	\$295.7	\$324.2	\$452.1	\$539.5
<b>Level One SMGs - Office of the President, UC Agriculture and Natural Resources, and Lawrence Berkeley National Laboratory</b>										
President of the University	\$664.8	\$900.5	\$980.2	\$1133.0	\$1520.1	\$677.3	\$900.5	\$1029.1	\$1255.3	\$1813.7
Executive Vice President - Chief Financial Officer	\$362.3	\$531.4	\$566.5	\$627.4	\$731.1	\$392.3	\$705.1	\$788.5	\$922.0	\$1149.3
Executive Vice President - Chief Operating Officer	\$360.0	\$455.8	\$484.5	\$554.2	\$682.7	\$409.6	\$556.0	\$601.6	\$696.7	\$908.1
Executive Vice President - UC Health	\$735.7	\$847.2	\$917.1	\$1021.9	\$1201.4	\$808.6	\$847.2	\$1086.9	\$1446.4	\$1671.5
Executive Vice President - Academic Affairs and Provost	\$395.2	\$449.5	\$510.0	\$570.3	\$674.0	\$395.2	\$449.5	\$510.0	\$570.3	\$674.0
Lawrence Berkeley National Laboratory, Director	\$402.6	\$505.9	\$544.4	\$602.1	\$603.6	\$461.2	\$602.1	\$625.7	\$661.1	\$817.1
Secretary and Chief of Staff to the Regents	\$247.9	\$303.6	\$329.9	\$369.7	\$462.3	\$265.1	\$341.9	\$384.4	\$448.3	\$577.0
Senior Vice President - Chief Compliance and Audit Officer	\$296.0	\$355.2	\$390.3	\$442.1	\$485.3	\$307.8	\$417.4	\$471.8	\$552.3	\$691.2
Senior Vice President - External Relations	\$280.9	\$366.1	\$390.4	\$435.2	\$542.2	\$303.4	\$438.5	\$472.5	\$532.0	\$660.9
Vice President - Agriculture and Natural Resources (UC-ANR)	\$305.4	\$332.6	\$357.9	\$395.6	\$422.0	\$312.0	\$354.8	\$390.0	\$442.7	\$516.1
Vice President - Investments and Chief Investment Officer (OCIO)	\$633.6	\$695.6	\$766.8	\$873.6	\$923.0	\$1399.0	\$1747.7	\$2123.7	\$2698.5	\$2829.7
Vice President - Legal Affairs and General Counsel	\$366.4	\$501.8	\$533.4	\$591.5	\$682.7	\$387.8	\$601.5	\$657.2	\$752.3	\$950.2
Vice President - National Labs	\$294.1	\$402.4	\$439.8	\$495.9	\$623.6	\$351.3	\$563.7	\$620.3	\$705.2	\$1076.7
<b>Level Two SMGs - Office of the President, UC Agriculture and Natural Resources, and Lawrence Berkeley National Laboratory</b>										
Associate Vice President - Academic Programs and Strategic Initiatives (UC-ANR)	\$209.4	\$247.4	\$261.8	\$283.9	\$311.0	\$216.5	\$271.3	\$296.6	\$335.0	\$413.2
Associate Vice President - Budget Analysis and Planning	\$226.1	\$277.2	\$292.8	\$321.2	\$371.0	\$230.8	\$311.1	\$334.6	\$374.9	\$442.5
Associate Vice President - Business Operations (UC-ANR)	\$237.9	\$291.2	\$304.2	\$335.8	\$423.4	\$250.5	\$314.3	\$358.1	\$435.8	\$518.2
Associate Vice President - Capital Financial Planning and Analysis	\$253.6	\$354.7	\$373.6	\$408.3	\$480.4	\$283.3	\$391.5	\$436.1	\$509.7	\$734.8
Associate Vice President - Capital Programs and Sustainability (Previous MRZ Title: AVP-Energy and Sustainability)	\$245.3	\$272.8	\$300.0	\$340.7	\$381.7	\$260.0	\$322.6	\$370.7	\$443.0	\$586.2
Associate Vice President - Chief Procurement Officer	\$250.2	\$303.4	\$329.8	\$362.6	\$423.8	\$276.2	\$348.4	\$393.1	\$453.2	\$567.6
Associate Vice President - Chief Risk Officer	\$252.0	\$289.4	\$305.4	\$329.6	\$445.1	\$272.6	\$315.7	\$338.9	\$374.0	\$505.9

**2022 Market Reference Zones for Senior Management Group Positions  
Located at the Campuses, LBNL, UC-ANR, and the Office of the President**

\$ in thousands

MRZ Title	2022 MRZs - Effective 8/1/22 (Base Salary)					2022 MRZs - Effective 8/1/22 (Total Cash Compensation)				
	P25	P50	P60	P75	P90	P25	P50	P60	P75	P90
Associate Vice President - Chief Strategy Officer (UC Health)	\$490.4	\$564.8	\$611.4	\$681.3	\$801.0	\$539.1	\$564.8	\$724.6	\$964.3	\$1114.4
Associate Vice President - Chief Transformation Officer (UC Health)	\$429.4	\$528.0	\$563.4	\$616.4	\$689.0	\$477.2	\$558.2	\$643.2	\$770.7	\$938.5
Associate Vice President - Federal Government Relations	\$254.5	\$312.3	\$345.0	\$394.0	\$451.3	\$296.0	\$352.2	\$388.0	\$441.3	\$727.0
Associate Vice President - Systemwide Controller	\$228.0	\$300.9	\$340.5	\$401.1	\$480.0	\$235.3	\$374.0	\$416.3	\$481.0	\$608.6
Associate Vice President and Director - State Government Relations	\$227.4	\$265.5	\$282.4	\$314.5	\$347.9	\$246.9	\$290.0	\$311.0	\$349.4	\$419.1
Associate Vice President for National Labs	\$250.0	\$342.1	\$373.8	\$421.5	\$530.0	\$298.6	\$479.1	\$527.2	\$599.4	\$915.2
Chief Legal Counsel for Health Services (One Position - UC Legal)	\$384.6	\$402.5	\$455.3	\$534.4	\$653.1	\$445.4	\$539.3	\$565.3	\$604.2	\$662.5
Deputy General Counsel (Four Positions - UC Legal)	\$257.2	\$312.8	\$329.5	\$365.9	\$411.5	\$274.8	\$342.8	\$370.8	\$424.1	\$498.2
Investment Services - Chief Operating Officer (OCIO)	\$269.4	\$363.0	\$390.5	\$431.7	\$509.3	\$634.4	\$904.2	\$1079.7	\$1341.0	\$1535.1
Lawrence Berkeley National Laboratory (LBNL) Associate Laboratory Director	\$360.4	\$399.8	\$448.9	\$522.7	\$632.4	\$395.2	\$559.1	\$750.1	\$1036.5	\$1358.5
Lawrence Berkeley National Laboratory (LBNL) Chief Financial Officer	\$298.6	\$402.7	\$459.5	\$544.8	\$680.7	\$359.4	\$630.7	\$783.1	\$1011.8	\$1389.9
Lawrence Berkeley National Laboratory (LBNL) Chief Laboratory Counsel	\$293.9	\$369.2	\$404.6	\$457.6	\$574.9	\$364.0	\$536.2	\$627.5	\$764.6	\$1092.3
Lawrence Berkeley National Laboratory (LBNL) Chief Operating Officer	\$275.9	\$355.3	\$385.6	\$431.2	\$620.9	\$334.3	\$431.2	\$485.6	\$567.3	\$1196.2
Lawrence Berkeley National Laboratory (LBNL) Deputy Laboratory Director - Research	\$356.4	\$407.6	\$435.8	\$478.2	\$516.7	\$404.7	\$506.3	\$574.6	\$676.9	\$774.7
Medical Director, Student Health Insurance (UC Health)	\$206.7	\$266.4	\$298.8	\$347.4	\$458.6	\$237.3	\$314.7	\$352.2	\$408.4	\$545.5
Senior Managing Director - Investments (OCIO)	\$343.7	\$406.9	\$439.5	\$488.4	\$561.6	\$551.1	\$742.1	\$868.9	\$1026.6	\$2233.0
Vice President and Chief Academic Officer (UC Health) (Previous MRZ Title: AVP-Health Sciences)	\$323.5	\$368.7	\$421.4	\$522.7	\$580.0	\$354.6	\$377.9	\$458.6	\$601.8	\$688.1
Vice President - Graduate, Undergraduate and Equity Affairs (Previous MRZ Title: VP - Education Partnership)	\$311.3	\$339.4	\$359.3	\$433.2	\$498.7	\$311.3	\$339.4	\$359.3	\$433.2	\$498.7
Vice President - Information Technology and Chief Information Officer	\$309.3	\$414.3	\$447.3	\$490.4	\$572.0	\$351.3	\$472.9	\$547.4	\$652.6	\$771.7
Vice President - Institutional Research and Academic Planning	\$254.6	\$310.2	\$342.9	\$383.6	\$448.8	\$254.6	\$310.2	\$342.9	\$383.6	\$448.8
Vice President - Research and Innovation (Previous MRZ Title: VP-Research and Graduate Studies)	\$414.3	\$486.8	\$517.8	\$566.6	\$642.7	\$434.5	\$554.5	\$635.0	\$758.0	\$886.6
Vice President - Systemwide Human Resources	\$267.1	\$351.3	\$390.7	\$438.9	\$515.5	\$283.2	\$430.3	\$498.8	\$590.7	\$714.4
Vice Provost - Academic Personnel	\$261.2	\$327.0	\$338.2	\$397.2	\$428.7	\$261.2	\$327.0	\$338.2	\$397.2	\$428.7

2022 Market Reference Zones for Non-State Funded UC Health Senior Management Group Positions

\$ in thousands

MRZ Title	2022 MRZs - Effective 8/1/22 (Base Salary)					2022 MRZs - Effective 8/1/22 (Total Cash Compensation)				
	P25	P50	P60	P75	P90	P25	P50	P60	P75	P90
<b>Level One SMGs - Medical Centers</b>										
Chief Executive Officer (Medical Center) UCSF Health	\$1436.1	\$1751.0	\$1862.6	\$2030.0	\$2644.4	\$1779.3	\$2271.4	\$2696.8	\$3334.8	\$4462.9
Chief Executive Officer (Medical Center) UCLA Health	\$1436.1	\$1751.0	\$1862.6	\$2030.0	\$2644.4	\$1779.3	\$2271.4	\$2696.8	\$3334.8	\$4462.9
Chief Executive Officer (Medical Center) UCD Health	\$954.8	\$1404.7	\$1524.1	\$1703.2	\$1996.0	\$1153.7	\$1560.7	\$1819.6	\$2208.0	\$3022.6
Chief Executive Officer (Medical Center) UCSD Health	\$954.8	\$1404.7	\$1524.1	\$1703.2	\$1996.0	\$1153.7	\$1560.7	\$1819.6	\$2208.0	\$3022.6
Chief Executive Officer (Medical Center) UCI Health	\$802.8	\$1045.2	\$1167.2	\$1350.1	\$1531.3	\$868.8	\$1155.0	\$1278.3	\$1463.3	\$1839.1
Chief Executive Officer (Community Based Services) UCR Health	\$386.1	\$461.2	\$530.6	\$634.7	\$719.0	\$452.8	\$563.0	\$622.7	\$712.2	\$911.9
<b>Level Two SMGs - Medical Centers</b>										
Chief Financial Officer (Medical Center) UCSF Health	\$750.7	\$893.7	\$950.5	\$1035.7	\$1361.0	\$879.3	\$1078.5	\$1236.7	\$1474.0	\$1733.8
Chief Financial Officer (Medical Center) UCLA Health	\$750.7	\$893.7	\$950.5	\$1035.7	\$1361.0	\$879.3	\$1078.5	\$1236.7	\$1474.0	\$1733.8
Chief Financial Officer (Medical Center) UCD Health	\$551.4	\$712.4	\$768.1	\$851.7	\$992.9	\$621.8	\$833.4	\$917.7	\$1044.3	\$1405.0
Chief Financial Officer (Medical Center) UCSD Health	\$551.4	\$712.4	\$768.1	\$851.7	\$992.9	\$621.8	\$833.4	\$917.7	\$1044.3	\$1405.0
Chief Financial Officer (Medical Center) UCI Health	\$405.5	\$555.8	\$611.7	\$695.6	\$810.1	\$439.5	\$623.6	\$683.6	\$773.6	\$982.0
Chief Information Officer (Medical Center) UCSF Health	\$498.6	\$580.1	\$620.7	\$681.6	\$814.8	\$561.6	\$710.7	\$792.7	\$915.7	\$1032.5
Chief Information Officer (Medical Center) UCLA Health	\$498.6	\$580.1	\$620.7	\$681.6	\$814.8	\$561.6	\$710.7	\$792.7	\$915.7	\$1032.5
Chief Information Officer (Medical Center) UCD Health	\$458.7	\$522.6	\$558.1	\$611.4	\$713.6	\$505.8	\$588.2	\$637.2	\$710.7	\$919.7
Chief Information Officer (Medical Center) UCSD Health	\$458.7	\$522.6	\$558.1	\$611.4	\$713.6	\$505.8	\$588.2	\$637.2	\$710.7	\$919.7
Chief Information Officer (Medical Center) UCI Health	\$393.4	\$472.2	\$492.5	\$522.8	\$564.7	\$435.2	\$496.5	\$528.0	\$575.3	\$675.3
Chief Medical Officer (Medical Center) UCSF Health	\$627.1	\$738.9	\$849.0	\$1014.2	\$1185.8	\$749.6	\$997.2	\$1093.3	\$1237.3	\$1528.9
Chief Medical Officer (Medical Center) UCLA Health <sup>1</sup>	\$627.1	\$738.9	\$849.0	\$1014.2	\$1185.8	\$749.6	\$997.2	\$1093.3	\$1237.3	\$1528.9
Chief Medical Officer (Medical Center) UCD Health	\$574.9	\$663.9	\$719.0	\$801.7	\$1048.0	\$648.0	\$752.8	\$851.6	\$999.8	\$1277.2
Chief Medical Officer (Medical Center) UCSD Health	\$574.9	\$663.9	\$719.0	\$801.7	\$1048.0	\$648.0	\$752.8	\$851.6	\$999.8	\$1277.2
Chief Medical Officer (Medical Center) UCI Health	\$542.5	\$597.0	\$626.6	\$670.9	\$765.8	\$573.9	\$659.7	\$695.3	\$748.7	\$866.2

<sup>1</sup> New MRZ



## 2022 Market Reference Zones for Non-State Funded UC Health Senior Management Group Positions

\$ in thousands

MRZ Title	2022 MRZs - Effective 8/1/22 (Base Salary)					2022 MRZs - Effective 8/1/22 (Total Cash Compensation)				
	P25	P50	P60	P75	P90	P25	P50	P60	P75	P90
Chief Nursing Officer (Medical Center) UCSF Health <sup>1</sup>	\$442.5	\$486.0	\$521.6	\$574.9	\$648.4	\$533.9	\$635.0	\$674.8	\$734.7	\$800.4
Chief Nursing Officer (Medical Center) UCLA Health	\$442.5	\$486.0	\$521.6	\$574.9	\$648.4	\$533.9	\$635.0	\$674.8	\$734.7	\$800.4
Chief Nursing Officer (Medical Center) UCD Health	\$398.1	\$446.1	\$477.5	\$524.6	\$573.9	\$407.3	\$536.0	\$579.8	\$645.6	\$734.3
Chief Nursing Officer (Medical Center) UCSD Health <sup>2</sup>	\$398.1	\$446.1	\$477.5	\$524.6	\$573.9	\$407.3	\$536.0	\$579.8	\$645.6	\$734.3
Chief Nursing Officer (Medical Center) UCI Health	\$327.3	\$392.0	\$413.6	\$446.1	\$530.9	\$365.6	\$408.2	\$455.4	\$526.3	\$628.5
Chief Operating Officer (Medical Center) UCSF Health	\$881.9	\$1032.1	\$1081.2	\$1154.7	\$1496.7	\$1028.4	\$1394.4	\$1505.5	\$1672.1	\$1834.2
Chief Operating Officer (Medical Center) UCLA Health	\$881.9	\$1032.1	\$1081.2	\$1154.7	\$1496.7	\$1028.4	\$1394.4	\$1505.5	\$1672.1	\$1834.2
Chief Operating Officer (Hospital Division and Chief Administrator) UCD Health <sup>3</sup>	\$626.0	\$836.2	\$911.2	\$1023.8	\$1155.3	\$709.6	\$979.6	\$1103.3	\$1289.0	\$1643.2
Chief Operating Officer (Ambulatory Services) UCD Health <sup>3,4</sup>	\$376.0	\$452.9	\$477.4	\$514.1	\$632.8	\$432.8	\$529.5	\$568.3	\$626.5	\$860.1
Chief Operating Officer (Sr. Vice President, Clinical Practice and Ambulatory Care) UCSD Health <sup>5</sup>	\$376.0	\$452.9	\$477.4	\$514.1	\$632.8	\$432.8	\$529.5	\$568.3	\$626.5	\$860.1
Chief Operating Officer (Physician Network) UCSD Health <sup>5</sup>	\$279.1	\$411.2	\$448.4	\$504.2	\$596.3	\$359.0	\$467.3	\$550.5	\$675.3	\$775.9
Chief Operating Officer (Medical Center) UCI Health	\$518.0	\$626.9	\$691.0	\$787.0	\$992.9	\$579.4	\$718.6	\$801.1	\$924.9	\$1190.4
Chief Strategy Officer and President, Health Affiliates Network, UCSF Health	\$701.0	\$812.8	\$868.4	\$952.0	\$1154.5	\$808.2	\$1014.8	\$1092.8	\$1209.9	\$1471.1
Chief Strategy Officer, UCLA Health	\$642.6	\$745.0	\$796.1	\$872.6	\$1058.3	\$740.9	\$930.2	\$1001.8	\$1109.0	\$1348.5
Chief Strategy Officer, UCD Health <sup>1</sup>	\$499.8	\$616.9	\$652.7	\$706.5	\$799.5	\$599.7	\$727.8	\$795.5	\$897.0	\$1067.6
Chief Strategy Officer, UCSD Health <sup>1</sup>	\$499.8	\$616.9	\$652.7	\$706.5	\$799.5	\$599.7	\$727.8	\$795.5	\$897.0	\$1067.6
Chief Strategy Officer, UCI Health <sup>1</sup>	\$403.0	\$486.0	\$536.2	\$611.6	\$680.8	\$440.5	\$556.3	\$603.5	\$674.5	\$766.5
Sr. Vice President, Adult Services, UCSF Health	\$601.4	\$696.7	\$745.9	\$819.8	\$949.1	\$809.8	\$940.6	\$1003.0	\$1096.6	\$1265.7
Sr. Vice President, Children's Services, UCSF Health	\$724.0	\$840.4	\$892.4	\$970.5	\$1099.8	\$899.4	\$1060.2	\$1168.0	\$1329.5	\$1590.6

**RESOLUTION**

Pursuant to the *Policy on Security Clearance for Access to Federal Classified Information* adopted on March 29, 2012, and amended on December 30, 2015 and March 16, 2017, and this Resolution, the following named Key Management Personnel member as defined in Regents Policy 1600 shall not require, shall not have, and can be effectively excluded from access to all classified information and/or special nuclear material released to the Regents of the University of California until such individual is granted the required access authorization from the cognizant security agency. And, as a consequence of this Resolution, such individual does not occupy a position that would enable him to adversely affect the policies or practices of the University of California, or its subsidiary, regarding the performance of classified contracts for the United States Government.

**NAME**

**TITLE**

Richard Leib

Chair of the Board of Regents of the University of California