

2022 Market Reference Zones for Senior Management Group Positions

\$ in thousands

MRZ Title	2022 MRZs - Effective 8/1/22 (Base Salary)				
	P25	P50	P60	P75	P90
Level One SMGs - Office of the President					
President of the University	\$664.8	\$900.5	\$980.2	\$1133.0	\$1520.1
Executive Vice President - Chief Financial Officer	\$362.3	\$531.4	\$566.5	\$627.4	\$731.1
Executive Vice President - Chief Operating Officer	\$360.0	\$455.8	\$484.5	\$554.2	\$682.7
Executive Vice President - UC Health	\$735.7	\$847.2	\$917.1	\$1021.9	\$1201.4
Executive Vice President - Academic Affairs and Provost	\$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
Secretary and Chief of Staff to the Regents	\$247.9	\$303.6	\$329.9	\$369.7	\$462.3
Senior Vice President - Chief Compliance and Audit Officer	\$296.0	\$355.2	\$390.3	\$442.1	\$485.3
Senior Vice President - External Relations	\$280.9	\$366.1	\$390.4	\$435.2	\$542.2
Vice President - Investments and Chief Investment Officer (OCIO)	\$633.6	\$695.6	\$766.8	\$873.6	\$923.0
Vice President - Legal Affairs and General Counsel	\$366.4	\$501.8	\$533.4	\$591.5	\$682.7
Vice President - National Labs	\$294.1	\$402.4	\$439.8	\$495.9	\$623.6
Level Two SMGs - Office of the President					
Associate Vice President - Budget Analysis and Planning	\$226.1	\$277.2	\$292.8	\$321.2	\$371.0
Associate Vice President - Capital Financial Planning and Analysis	\$253.6	\$354.7	\$373.6	\$408.3	\$480.4
Associate Vice President - Capital Programs and Sustainability	\$245.3	\$272.8	\$300.0	\$340.7	\$381.7
Associate Vice President - Chief Clinical (Strategy) Officer (UC Health)	\$490.4	\$564.8	\$611.4	\$681.3	\$801.0
Associate Vice President - Chief Procurement Officer	\$250.2	\$303.4	\$329.8	\$362.6	\$423.8
Associate Vice President - Chief Risk Officer	\$252.0	\$289.4	\$305.4	\$329.6	\$445.1
Associate Vice President - Chief Transformation Officer (UC Health)	\$429.4	\$528.0	\$563.4	\$616.4	\$689.0
Associate Vice President - Federal Government Relations	\$254.5	\$312.3	\$345.0	\$394.0	\$451.3
Associate Vice President - National Labs	\$250.0	\$342.1	\$373.8	\$421.5	\$530.0
Associate Vice President - State Government Relations	\$227.4	\$265.5	\$282.4	\$314.5	\$347.9
Associate Vice President - Systemwide Controller	\$228.0	\$300.9	\$340.5	\$401.1	\$480.0
Chief Operating Officer - Investment Services (OCIO)	\$269.4	\$363.0	\$390.5	\$431.7	\$509.3
Deputy General Counsel/Chief Legal Counsel for Health Services	\$384.6	\$402.5	\$455.3	\$534.4	\$653.1
Deputy General Counsel	\$257.2	\$312.8	\$329.5	\$365.9	\$411.5
Medical Director, Student Health Insurance (UC Health)	\$206.7	\$266.4	\$298.8	\$347.4	\$458.6
Senior Managing Director - Investments (OCIO)	\$343.7	\$406.9	\$439.5	\$488.4	\$561.6
Vice President - Graduate, Undergraduate and Equity Affairs	\$311.3	\$339.4	\$359.3	\$433.2	\$498.7
Vice President - Health Sciences (UC Health)	\$323.5	\$368.7	\$421.4	\$522.7	\$580.0
Vice President - Information Technology and Chief Information Officer	\$309.3	\$414.3	\$447.3	\$490.4	\$572.0
Vice President - Institutional Research and Academic Planning	\$254.6	\$310.2	\$342.9	\$383.6	\$448.8
Vice President - Research and Innovation	\$414.3	\$486.8	\$517.8	\$566.6	\$642.7
Vice President - Systemwide Human Resources	\$267.1	\$351.3	\$390.7	\$438.9	\$515.5
Vice Provost - Academic Personnel	\$261.2	\$327.0	\$338.2	\$397.2	\$428.7