

2024 Market Reference Zones for Senior Management Group Positions

\$ in thousands

MRZ Title	2024 MRZs - Effective 8/1/24 (Base Salary)				
	P25	P50	P60	P75	P90
Level One SMGs - Office of the President (including UCANR) and Lawrence Berkeley National Laboratory					
President of the University	\$868.8	\$1,077.2	\$1,124.6	\$1,218.0	\$1,470.9
Executive Vice President - Academic Affairs and Provost	\$576.5	\$644.6	\$678.8	\$711.6	\$772.9
Executive Vice President - Chief Financial Officer	\$467.9	\$578.3	\$607.8	\$655.2	\$771.5
Executive Vice President - Chief Operating Officer	\$405.8	\$626.0	\$727.7	\$784.1	\$924.7
Executive Vice President - UC Health	\$878.0	\$972.1	\$1,049.1	\$1,164.6	\$1,335.6
Senior Vice President - Chief Compliance and Audit Officer	\$364.6	\$397.8	\$432.4	\$484.3	\$583.4
Senior Vice President - External Relations and Communications	\$340.4	\$402.3	\$420.2	\$448.2	\$514.8
Vice President - Investments and Chief Investment Officer (OCIO)	\$892.3	\$1,009.1	\$1,054.2	\$1,208.5	\$1,322.0
Senior Vice President - Legal Affairs and General Counsel	\$513.8	\$572.7	\$602.9	\$665.0	\$758.8
Vice President - National Labs	\$397.4	\$495.9	\$555.5	\$644.9	\$848.2
Secretary and Chief of Staff to the Regents	\$304.9	\$372.4	\$394.9	\$433.3	\$507.4
Vice President - Agriculture and Natural Resources (UC-ANR)	\$348.8	\$412.9	\$425.0	\$441.6	\$506.5
Director, Lawrence Berkeley National Laboratory (LBNL)	\$546.2	\$637.6	\$689.1	\$766.5	\$896.7
Level Two SMGs - Office of the President (including UCANR) and Lawrence Berkeley National Laboratory					
<u>UC Academic Affairs</u>					
Vice President - Graduate, Undergraduate and Equity Affairs	\$367.8	\$432.6	\$455.9	\$515.3	\$565.2
Vice President - Institutional Research and Academic Planning	\$340.5	\$389.6	\$411.2	\$434.3	\$487.0
Vice President - Research and Innovation	\$457.4	\$502.5	\$539.6	\$587.1	\$656.6
Vice Provost – Faculty Affairs and Academic Programs (Previous MRZ Title: Vice Provost – Academic Personnel)	\$272.8	\$331.7	\$390.3	\$414.4	\$436.6
<u>UC External Affairs and Communications</u>					
Associate Vice President - Federal Government Relations	\$295.0	\$350.5	\$376.0	\$411.2	\$472.7
Associate Vice President - State Government Relations	\$267.8	\$303.0	\$320.2	\$348.8	\$394.6
<u>UC Finance</u>					
Associate Vice President - Budget Analysis and Planning	\$252.8	\$311.4	\$342.7	\$391.6	\$473.5
Associate Vice President - Capital Financial Planning and Analysis	\$313.2	\$389.5	\$417.3	\$458.6	\$533.5
Associate Vice President - Capital Programs and Sustainability	\$300.0	\$369.0	\$384.0	\$406.4	\$505.5
Associate Vice President - Chief Procurement Officer	\$305.8	\$354.3	\$378.7	\$417.4	\$490.1
Associate Vice President - Chief Risk Officer	\$273.8	\$322.0	\$350.6	\$393.5	\$444.9
Associate Vice President - Systemwide Controller	\$314.9	\$371.7	\$394.4	\$433.8	\$489.5

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<u>UC Health</u>					
Associate Vice President - Strategic Sourcing/Chief Transformation Officer, UC Health	\$493.5	\$558.3	\$591.7	\$641.9	\$760.1
Associate Vice President - Clinical Affairs and Chief Health Officer, UC Health <i>(New MRZ - One SMG Position)</i>	\$501.6	\$648.8	\$718.1	\$822.1	\$991.1
Associate Vice President - Finance and Chief Strategy Officer, UC Health <i>(New MRZ - One SMG Position)</i>	\$478.3	\$569.4	\$615.1	\$683.7	\$751.0
Associate Vice President - Health Sciences, UC Health	\$411.7	\$511.0	\$542.8	\$590.5	\$659.4
Medical Director - Student Health, UC Health	\$435.2	\$500.4	\$532.9	\$581.8	\$755.6
<u>UC Investments</u>					
Chief Operating Officer - Investment Services (OCIO)	\$422.4	\$441.7	\$484.8	\$549.4	\$709.4
Senior Managing Director - Investments (OCIO)	\$428.7	\$481.3	\$512.7	\$559.7	\$692.1
<u>UC Legal</u>					
Deputy General Counsel <i>(Four SMG Positions - UC Legal)</i>	\$401.5	\$448.0	\$473.9	\$526.2	\$603.9
Deputy General Counsel/ Chief Legal Counsel for Health Services <i>(One SMG Position - UC Legal)</i>	\$420.7	\$495.9	\$516.0	\$546.1	\$710.5
<u>UC National Labs</u>					
Associate Vice President - National Labs	\$337.8	\$421.5	\$472.2	\$548.1	\$721.0
<u>UC Operations</u>					
Vice President - Information Technology and Chief Information Officer	\$378.6	\$449.6	\$479.7	\$529.3	\$606.2
Vice President - Systemwide Human Resources	\$352.7	\$429.6	\$461.8	\$507.9	\$584.4
<u>UC ANR</u>					
Associate Vice President - Business Operations (UC ANR)	\$258.8	\$315.5	\$338.0	\$410.2	\$482.8
<u>LBNL</u>					
Associate Laboratory Director (LBNL)	\$378.2	\$429.4	\$470.7	\$532.7	\$717.1
Chief Financial Officer (LBNL)	\$340.5	\$435.0	\$484.3	\$558.2	\$731.0
Chief Laboratory Counsel (LBNL)	\$338.1	\$413.8	\$454.9	\$516.6	\$662.7
Deputy Laboratory Director for Operations and Chief Operations Officer (LBNL)	\$325.0	\$416.4	\$470.7	\$552.0	\$765.3
Deputy Laboratory Director for Research and Chief Research Officer (LBNL)	\$416.0	\$472.4	\$517.8	\$586.0	\$788.9