

SBCERA Salary Schedule for All Employees - Effective April 6, 2024

Classification	Range	Unit	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Receptionist	3	Rep	Hourly	\$20.41	\$20.82	\$21.24	\$21.66	\$22.09	\$22.53	\$22.99	\$23.45	\$23.92	\$24.40	\$24.88	\$25.38	\$25.89	\$26.40	\$26.94	\$27.47	\$28.02	\$28.59	\$29.15	\$29.75	\$30.34
			Annually	\$42,452.80	\$43,305.60	\$44,179.20	\$45,052.80	\$45,947.20	\$46,862.40	\$47,819.20	\$48,776.00	\$49,753.60	\$50,752.00	\$51,750.40	\$52,790.40	\$53,851.20	\$54,912.00	\$56,035.20	\$57,137.60	\$58,281.60	\$59,467.20	\$60,632.00	\$61,880.00	\$63,107.20
Office Specialist	5	Rep	Hourly	\$22.19	\$22.63	\$23.09	\$23.54	\$24.00	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97
			Annually	\$46,155.20	\$47,070.40	\$48,027.20	\$48,963.20	\$49,920.00	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60
Disability Retirement Benefits Technician	10	Rep	Hourly	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40
			Annually	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00
Human Resources Technician	10	Unrep	Hourly	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40
			Annually	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00
Retirement Benefits Technician	10	Rep	Hourly	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40
			Annually	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00
Executive Secretary	15	Unrep	Hourly	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.66	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.86	\$38.61	\$39.40	\$40.19
			Annually	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,852.80	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,748.80	\$80,308.80	\$81,952.00	\$83,595.20
Legal Secretary	15	Rep	Hourly	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.66	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.86	\$38.61	\$39.40	\$40.19
			Annually	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,852.80	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,748.80	\$80,308.80	\$81,952.00	\$83,595.20
Accounting Technician	20	Rep	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
			Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Accounting Technician - Fiscal	20	Rep	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
			Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Facilities Maintenance Technician	20	Rep	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
			Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Information Systems Technician	20	Rep	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
			Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Communications Specialist	25	Unrep	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
			Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Disability Retirement Specialist	25	Unrep	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
			Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Human Resources Specialist	25	Unrep	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
			Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Retirement Specialist	25	Unrep	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
			Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Information Services Coordinator	26	Rep	Hourly	\$34.53	\$35.20	\$35.88	\$36.56	\$37.26	\$37.96	\$38.71	\$39.43	\$40.20	\$40.97	\$41.77	\$42.56	\$43.40	\$44.23	\$45.07	\$45.94	\$46.83	\$47.73	\$48.65	\$49.60	\$50.55
			Annually	\$71,822.40	\$73,216.00	\$74,630.40	\$76,044.80	\$77,500.80	\$78,956.80	\$80,516.80	\$82,014.40	\$83,616.00	\$85,217.60	\$86,861.60	\$88,523.20	\$90,192.00	\$91,998.40	\$93,745.60	\$95,555.20	\$97,406.40	\$99,278.40	\$101,192.00	\$103,168.00	\$105,144.00
Accountant	30	Rep	Hourly	\$36.40	\$37.11	\$37.87	\$38.70	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09
			Annually	\$75,712.00	\$77,188.80	\$78,769.60	\$80,496.00	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20
Associate Business Systems Engineer	30	Rep	Hourly	\$36.40	\$37.11	\$37.87	\$38.70	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09
			Annually	\$75,712.00	\$77,188.80	\$78,769.60	\$80,496.00	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20
Senior Legal Secretary	31	Unrep	Hourly	\$37.96	\$38.71	\$39.43	\$40.20	\$40.97	\$41.77	\$42.56	\$43.40	\$44.23	\$45.07	\$45.94	\$46.83	\$47.73	\$48.65	\$49.60	\$50.55	\$51.54	\$52.53	\$53.56	\$54.59	\$55.66
			Annually	\$78,956.80	\$80,516.80	\$82,014.40	\$83,616.00	\$85,217.60	\$86,881.60	\$88,524.80	\$90,272.00	\$91,998.40	\$93,745.60	\$95,555.20	\$97,406.40	\$99,278.40	\$101,192.00	\$103,168.00	\$105,144.00	\$107,203.20	\$109,262.40	\$111,404.80	\$113,547.20	\$115,772.80
Paralegal	33	Rep	Hourly	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38
			Annually	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00</											

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Classification	Range	Unit	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Deputy Clerk of the Board/Sr. Executive Secretary	36	Unrep	Hourly Annually	\$41.96 \$87,276.80	\$42.80 \$89,024.00	\$43.64 \$90,771.20	\$44.52 \$92,601.60	\$45.41 \$94,452.80	\$46.31 \$96,324.80	\$47.26 \$98,300.80	\$48.20 \$100,256.00	\$49.16 \$102,252.80	\$50.14 \$104,291.20	\$51.14 \$106,371.20	\$52.17 \$108,513.60	\$53.22 \$110,697.60	\$54.28 \$112,902.40	\$55.37 \$115,169.60	\$56.47 \$117,457.60	\$57.61 \$119,828.80	\$58.75 \$122,200.00	\$59.93 \$124,654.40	\$61.13 \$127,150.40	\$62.35 \$129,688.00
Senior Disability Retirement Specialist	36	Unrep	Hourly Annually	\$41.96 \$87,276.80	\$42.80 \$89,024.00	\$43.64 \$90,771.20	\$44.52 \$92,601.60	\$45.41 \$94,452.80	\$46.31 \$96,324.80	\$47.26 \$98,300.80	\$48.20 \$100,256.00	\$49.16 \$102,252.80	\$50.14 \$104,291.20	\$51.14 \$106,371.20	\$52.17 \$108,513.60	\$53.22 \$110,697.60	\$54.28 \$112,902.40	\$55.37 \$115,169.60	\$56.47 \$117,457.60	\$57.61 \$119,828.80	\$58.75 \$122,200.00	\$59.93 \$124,654.40	\$61.13 \$127,150.40	\$62.35 \$129,688.00
Senior Retirement Specialist	36	Unrep	Hourly Annually	\$41.96 \$87,276.80	\$42.80 \$89,024.00	\$43.64 \$90,771.20	\$44.52 \$92,601.60	\$45.41 \$94,452.80	\$46.31 \$96,324.80	\$47.26 \$98,300.80	\$48.20 \$100,256.00	\$49.16 \$102,252.80	\$50.14 \$104,291.20	\$51.14 \$106,371.20	\$52.17 \$108,513.60	\$53.22 \$110,697.60	\$54.28 \$112,902.40	\$55.37 \$115,169.60	\$56.47 \$117,457.60	\$57.61 \$119,828.80	\$58.75 \$122,200.00	\$59.93 \$124,654.40	\$61.13 \$127,150.40	\$62.35 \$129,688.00
Investment Analyst	43	Rep	Hourly Annually	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40	\$49.96 \$103,916.80	\$50.95 \$105,976.00	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80
Sr. Accountant	43	Rep	Hourly Annually	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40	\$49.96 \$103,916.80	\$50.95 \$105,976.00	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80
Sr. Business Systems Analyst	43	Rep	Hourly Annually	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40	\$49.96 \$103,916.80	\$50.95 \$105,976.00	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80
Business Systems Engineer	44	Rep	Hourly Annually	\$49.61 \$103,188.80	\$50.55 \$105,144.00	\$51.52 \$107,161.60	\$52.49 \$109,179.20	\$53.50 \$111,280.00	\$54.51 \$113,380.80	\$55.54 \$115,523.20	\$56.61 \$117,748.80	\$57.70 \$120,016.00	\$58.79 \$122,283.20	\$59.94 \$124,675.20	\$61.07 \$127,025.60	\$62.25 \$129,480.00	\$63.44 \$131,955.20	\$64.66 \$134,492.80	\$65.90 \$137,072.00	\$67.17 \$139,713.60	\$68.46 \$142,396.80	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00
Information Security Engineer	44	Rep	Hourly Annually	\$49.61 \$103,188.80	\$50.55 \$105,144.00	\$51.52 \$107,161.60	\$52.49 \$109,179.20	\$53.50 \$111,280.00	\$54.51 \$113,380.80	\$55.54 \$115,523.20	\$56.61 \$117,748.80	\$57.70 \$120,016.00	\$58.79 \$122,283.20	\$59.94 \$124,675.20	\$61.07 \$127,025.60	\$62.25 \$129,480.00	\$63.44 \$131,955.20	\$64.66 \$134,492.80	\$65.90 \$137,072.00	\$67.17 \$139,713.60	\$68.46 \$142,396.80	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00
Communications Officer	44	Rep	Hourly Annually	\$49.61 \$103,188.80	\$50.55 \$105,144.00	\$51.52 \$107,161.60	\$52.49 \$109,179.20	\$53.50 \$111,280.00	\$54.51 \$113,380.80	\$55.54 \$115,523.20	\$56.61 \$117,748.80	\$57.70 \$120,016.00	\$58.79 \$122,283.20	\$59.94 \$124,675.20	\$61.07 \$127,025.60	\$62.25 \$129,480.00	\$63.44 \$131,955.20	\$64.66 \$134,492.80	\$65.90 \$137,072.00	\$67.17 \$139,713.60	\$68.46 \$142,396.80	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00
Account Auditing Supervisor	48	Unrep	Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Clerk of the Board/Executive Assistant	48	Unrep	Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Disability Retirement Supervisor	48	Unrep	Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Retirement Specialist Supervisor	48	Unrep	Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Projects and Facilities Assistant Manager	48	Unrep	Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Cloud Infrastructure Architect	51	Rep	Hourly Annually	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.22 \$160,617.60	\$78.78 \$163,862.40	\$80.36 \$167,148.80	\$81.96 \$170,476.80
Sr. Business Systems Engineer	51	Rep	Hourly Annually	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.22 \$160,617.60	\$78.78 \$163,862.40	\$80.36 \$167,148.80	\$81.96 \$170,476.80
Sr. Investment Analyst	51	Rep	Hourly Annually	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.22 \$160,617.60	\$78.78 \$163,862.40	\$80.36 \$167,148.80	\$81.96 \$170,476.80
Accounting Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Communications & Stakeholder Relations Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Disability Retirement Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Government Affairs Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Member Experience Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$2

SBCERA Salary Schedule for All Employees - Effective April 6, 2024

Classification	Range	Unit	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Information Systems Operations Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Investment Operations and Portfolio Analytics Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Retirement Benefits Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Director of Communications & Stakeholder Relations	66	Unrep	Hourly Annually	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00
Director of Human Resources & Risk Management	66	Unrep	Hourly Annually	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00
Investment Officer	66	Unrep	Hourly Annually	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00
Staff Counsel	66	Unrep	Hourly Annually	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00
Sr. Staff Counsel	71	Unrep	Hourly Annually	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00	\$115.05 \$239,304.00	\$117.31 \$244,004.80	\$119.62 \$248,809.60	\$121.95 \$253,656.00	\$124.33 \$258,606.40
Chief Financial Officer	81	Unrep	Hourly Annually	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00	\$115.05 \$239,304.00	\$117.31 \$244,004.80	\$119.62 \$248,809.60	\$121.95 \$253,656.00	\$124.33 \$258,606.40	\$126.76 \$263,660.80	\$129.25 \$268,840.00	\$131.78 \$274,102.40	\$134.37 \$279,489.60	\$137.00 \$284,960.00	\$139.70 \$290,576.00	\$142.43 \$296,254.40	\$145.23 \$302,078.40	\$148.09 \$308,027.20	\$151.01 \$314,100.80
Chief Information Officer	81	Unrep	Hourly Annually	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00	\$115.05 \$239,304.00	\$117.31 \$244,004.80	\$119.62 \$248,809.60	\$121.95 \$253,656.00	\$124.33 \$258,606.40	\$126.76 \$263,660.80	\$129.25 \$268,840.00	\$131.78 \$274,102.40	\$134.37 \$279,489.60	\$137.00 \$284,960.00	\$139.70 \$290,576.00	\$142.43 \$296,254.40	\$145.23 \$302,078.40	\$148.09 \$308,027.20	\$151.01 \$314,100.80
Chief of Member Services	81	Unrep	Hourly Annually	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00	\$115.05 \$239,304.00	\$117.31 \$244,004.80	\$119.62 \$248,809.60	\$121.95 \$253,656.00	\$124.33 \$258,606.40	\$126.76 \$263,660.80	\$129.25 \$268,840.00	\$131.78 \$274,102.40	\$134.37 \$279,489.60	\$137.00 \$284,960.00	\$139.70 \$290,576.00	\$142.43 \$296,254.40	\$145.23 \$302,078.40	\$148.09 \$308,027.20	\$151.01 \$314,100.80
Sr Investment Officer	86	Unrep	Hourly Annually	\$112.85 \$234,728.00	\$115.05 \$239,304.00	\$117.31 \$244,004.80	\$119.62 \$248,809.60	\$121.95 \$253,656.00	\$124.33 \$258,606.40	\$126.76 \$263,660.80	\$129.25 \$268,840.00	\$131.78 \$274,102.40	\$134.37 \$279,489.60	\$137.00 \$284,960.00	\$139.70 \$290,576.00	\$142.43 \$296,254.40	\$145.23 \$302,078.40	\$148.09 \$308,027.20	\$151.01 \$314,100.80	\$153.96 \$320,236.80	\$157.00 \$326,560.00	\$160.09 \$332,987.20	\$163.23 \$339,518.40	\$166.46 \$346,236.80
Chief Counsel	91	Unrep	Hourly Annually	\$125.73 \$261,518.40	\$128.18 \$266,614.40	\$130.66 \$271,772.80	\$133.20 \$277,056.00	\$135.77 \$282,401.60	\$138.41 \$287,892.80	\$141.09 \$293,467.20	\$143.85 \$299,208.00	\$146.64 \$305,011.20	\$149.49 \$310,939.20	\$152.40 \$316,992.00	\$155.37 \$323,169.60	\$158.40 \$329,472.00	\$161.49 \$335,899.20	\$164.64 \$342,451.20	\$167.85 \$349,128.00	\$171.13 \$355,950.40	\$174.48 \$362,918.40	\$177.89 \$370,011.20	\$181.37 \$377,249.60	\$184.91 \$384,612.80
Chief Investment Officer	91	Unrep	Hourly Annually	\$125.73 \$261,518.40	\$128.18 \$266,614.40	\$130.66 \$271,772.80	\$133.20 \$277,056.00	\$135.77 \$282,401.60	\$138.41 \$287,892.80	\$141.09 \$293,467.20	\$143.85 \$299,208.00	\$146.64 \$305,011.20	\$149.49 \$310,939.20	\$152.40 \$316,992.00	\$155.37 \$323,169.60	\$158.40 \$329,472.00	\$161.49 \$335,899.20	\$164.64 \$342,451.20	\$167.85 \$349,128.00	\$171.13 \$355,950.40	\$174.48 \$362,918.40	\$177.89 \$370,011.20	\$181.37 \$377,249.60	\$184.91 \$384,612.80
Chief Executive Officer	93	Unrep	Hourly Annually	\$134.09 \$278,907.20	\$136.62 \$284,169.60	\$139.20 \$289,536.00	\$141.85 \$295,048.00	\$144.54 \$300,643.20	\$147.28 \$306,342.40	\$150.08 \$312,166.40	\$152.93 \$318,094.40	\$155.85 \$324,168.00	\$158.81 \$330,324.80	\$161.85 \$336,648.00	\$164.93 \$343,054.40	\$168.08 \$349,606.40	\$171.29 \$356,283.20	\$174.59 \$363,147.20	\$177.91 \$370,052.80	\$181.32 \$377,145.60	\$184.80 \$384,384.00	\$188.36 \$391,788.80	\$191.98 \$399,318.40	\$195.67 \$406,993.60

Note: Amounts reported as an annual amount are used as reference only; compensation is paid based on the hourly rate.