

SBCERA Salary Schedule for All Employees - Effective 12/28/2024

Classification	Range	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	Hourly	\$20.70	\$21.11	\$21.54	\$21.96	\$22.40	\$22.85	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.77	\$27.32	\$27.85	\$28.41	\$28.99	\$29.56	\$30.17	\$30.76
		Annually	\$43,056.00	\$43,908.80	\$44,803.20	\$45,676.80	\$46,592.00	\$47,528.00	\$48,484.80	\$49,462.40	\$50,440.00	\$51,459.20	\$52,478.40	\$53,539.20	\$54,600.00	\$55,681.60	\$56,825.60	\$57,928.00	\$59,092.80	\$60,299.20	\$61,484.80	\$62,753.60	\$63,980.80
Office Specialist	5	Hourly	\$22.50	\$22.95	\$23.41	\$23.87	\$24.34	\$24.82	\$25.34	\$25.85	\$26.35	\$26.88	\$27.41	\$27.97	\$28.51	\$29.09	\$29.68	\$30.27	\$30.87	\$31.49	\$32.12	\$32.77	\$33.43
		Annually	\$46,800.00	\$47,736.00	\$48,692.80	\$49,649.60	\$50,627.20	\$51,625.60	\$52,707.20	\$53,768.00	\$54,808.00	\$55,910.40	\$57,012.80	\$58,177.60	\$59,300.80	\$60,507.20	\$61,734.40	\$62,961.60	\$64,209.60	\$65,499.20	\$66,809.60	\$68,161.60	\$69,534.40
Disability Retirement Benefits Technician	10	Hourly	\$24.82	\$25.34	\$25.85	\$26.35	\$26.88	\$27.41	\$27.97	\$28.51	\$29.09	\$29.68	\$30.27	\$30.87	\$31.49	\$32.12	\$32.77	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91
		Annually	\$51,625.60	\$52,707.20	\$53,768.00	\$54,808.00	\$55,910.40	\$57,012.80	\$58,177.60	\$59,300.80	\$60,507.20	\$61,734.40	\$62,961.60	\$64,209.60	\$65,499.20	\$66,809.60	\$68,161.60	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80
Human Resources Technician	10	Hourly	\$24.82	\$25.34	\$25.85	\$26.35	\$26.88	\$27.41	\$27.97	\$28.51	\$29.09	\$29.68	\$30.27	\$30.87	\$31.49	\$32.12	\$32.77	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91
		Annually	\$51,625.60	\$52,707.20	\$53,768.00	\$54,808.00	\$55,910.40	\$57,012.80	\$58,177.60	\$59,300.80	\$60,507.20	\$61,734.40	\$62,961.60	\$64,209.60	\$65,499.20	\$66,809.60	\$68,161.60	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80
Retirement Benefits Technician	10	Hourly	\$24.82	\$25.34	\$25.85	\$26.35	\$26.88	\$27.41	\$27.97	\$28.51	\$29.09	\$29.68	\$30.27	\$30.87	\$31.49	\$32.12	\$32.77	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91
		Annually	\$51,625.60	\$52,707.20	\$53,768.00	\$54,808.00	\$55,910.40	\$57,012.80	\$58,177.60	\$59,300.80	\$60,507.20	\$61,734.40	\$62,961.60	\$64,209.60	\$65,499.20	\$66,809.60	\$68,161.60	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80
Executive Secretary	15	Hourly	\$27.41	\$27.97	\$28.51	\$29.09	\$29.68	\$30.27	\$30.87	\$31.49	\$32.10	\$32.77	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.39	\$39.15	\$39.95	\$40.75
		Annually	\$57,012.80	\$58,177.60	\$59,300.80	\$60,507.20	\$61,734.40	\$62,961.60	\$64,209.60	\$65,499.20	\$66,768.00	\$68,161.60	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,851.20	\$81,432.00	\$83,096.00	\$84,760.00
Legal Secretary	15	Hourly	\$27.41	\$27.97	\$28.51	\$29.09	\$29.68	\$30.27	\$30.87	\$31.49	\$32.10	\$32.77	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.39	\$39.15	\$39.95	\$40.75
		Annually	\$57,012.80	\$58,177.60	\$59,300.80	\$60,507.20	\$61,734.40	\$62,961.60	\$64,209.60	\$65,499.20	\$66,768.00	\$68,161.60	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,851.20	\$81,432.00	\$83,096.00	\$84,760.00
Accounting Technician	20	Hourly	\$30.27	\$30.87	\$31.49	\$32.12	\$32.77	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40	\$39.15	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98
		Annually	\$62,961.60	\$64,209.60	\$65,499.20	\$66,809.60	\$68,161.60	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,872.00	\$81,432.00	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40
Facilities Maintenance Technician	20	Hourly	\$30.27	\$30.87	\$31.49	\$32.12	\$32.77	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40	\$39.15	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98
		Annually	\$62,961.60	\$64,209.60	\$65,499.20	\$66,809.60	\$68,161.60	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,872.00	\$81,432.00	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40
Information Systems Technician	20	Hourly	\$30.27	\$30.87	\$31.49	\$32.12	\$32.77	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40	\$39.15	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98
		Annually	\$62,961.60	\$64,209.60	\$65,499.20	\$66,809.60	\$68,161.60	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,872.00	\$81,432.00	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40
Benefit Payment Specialist	25	Hourly	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40	\$39.15	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98	\$45.86	\$46.80	\$47.74	\$48.69	\$49.67
		Annually	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,872.00	\$81,432.00	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40	\$95,388.80	\$97,344.00	\$99,299.20	\$101,275.20	\$103,313.60
Communications Specialist	25	Hourly	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40	\$39.15	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98	\$45.86	\$46.80	\$47.74	\$48.69	\$49.67
		Annually	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,872.00	\$81,432.00	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40	\$95,388.80	\$97,344.00	\$99,299.20	\$101,275.20	\$103,313.60
Disability Retirement Specialist	25	Hourly	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40	\$39.15	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98	\$45.86	\$46.80	\$47.74	\$48.69	\$49.67
		Annually	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,872.00	\$81,432.00	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40	\$95,388.80	\$97,344.00	\$99,299.20	\$101,275.20	\$103,313.60
Human Resources Specialist	25	Hourly	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40	\$39.15	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98	\$45.86	\$46.80	\$47.74	\$48.69	\$49.67
		Annually	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,872.00	\$81,432.00	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40	\$95,388.80	\$97,344.00	\$99,299.20	\$101,275.20	\$103,313.60
Retirement Specialist	25	Hourly	\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40	\$39.15	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98	\$45.86	\$46.80	\$47.74	\$48.69	\$49.67
		Annually	\$69,534.40	\$70,886.40	\$72,321.60	\$73,756.80	\$75,254.40	\$76,772.80	\$78,270.40	\$79,872.00	\$81,432.00	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40	\$95,388.80	\$97,344.00	\$99,299.20	\$101,275.20	\$103,313.60
Information Services Coordinator	26	Hourly	\$35.01	\$35.69	\$36.38	\$37.07	\$37.78	\$38.49	\$39.25	\$39.98	\$40.76	\$41.54	\$42.35	\$43.16	\$44.01	\$44.85	\$45.70	\$46.58	\$47.49	\$48.40	\$49.33	\$50.29	\$51.26
		Annually	\$72,820.80	\$74,235.20	\$75,670.40	\$77,105.60	\$78,582.40	\$80,059.20	\$81,640.00	\$83,158.40	\$84,780.80	\$86,403.20	\$88,088.00	\$89,772.80	\$91,540.80	\$93,288.00	\$95,056.00	\$96,886.40	\$98,779.20	\$100,672.00	\$102,606.40	\$104,603.20	\$106,620.80
Accountant	30	Hourly	\$36.91	\$37.63	\$38.40	\$39.24	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98	\$45.86	\$46.80	\$47.74	\$48.69	\$49.67	\$50.66	\$51.66	\$52.71	\$53.76	\$54.85
		Annually	\$76,772.80	\$78,270.40	\$79,872.00	\$81,619.20	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40	\$95,388.80	\$97,344.00	\$99,299.20	\$101,275.20	\$103,313.60	\$105,372.80	\$107,452.80	\$109,636.80	\$111,820.80	\$114,088.00
Associate Business Systems Engineer	30	Hourly	\$36.91	\$37.63	\$38.40	\$39.24	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98	\$45.86	\$46.80	\$47.74	\$48.69	\$49.67	\$50.66	\$51.66	\$52.71	\$53.76	\$54.85
		Annually	\$76,772.80	\$78,270.40	\$79,872.00	\$81,619.20	\$83,096.00	\$84,760.00	\$86,444.80	\$88,171.20	\$89,939.20	\$91,728.00	\$93,558.40	\$95,388.80	\$97,344.00	\$99,299.20	\$101,275.20	\$103,313.60	\$105,372.80	\$107,452.80	\$109,636.80	\$111,820.80	\$114,088.00
Senior Legal Secretary	31	Hourly	\$38.49	\$39.25	\$39.98	\$40.76	\$41.54	\$42.35	\$43.16	\$44.01	\$44.85	\$45.70	\$46.58	\$47.49	\$48.40	\$49.33	\$50.29	\$51.26	\$52.26	\$53.27	\$54.31	\$55.35	\$56.44
		Annually	\$80,059.20	\$81,640.00	\$83,158.40	\$84,780.80	\$86,403.20	\$88,088.00	\$89,772.80	\$91,540.80	\$93,288.00	\$95,056.00</											

SBCERA Salary Schedule for All Employees - Effective 12/28/2024

Classification	Range	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
Senior Retirement Specialist	36	Hourly	\$42.55	\$43.40	\$44.25	\$45.14	\$46.05	\$46.96	\$47.92	\$48.87	\$49.85	\$50.84	\$51.86	\$52.90	\$53.97	\$55.04	\$56.15	\$57.26	\$58.42	\$59.57	\$60.77	\$61.99	\$63.22
		Annually	\$88,504.00	\$90,272.00	\$92,040.00	\$93,891.20	\$95,784.00	\$97,676.80	\$99,673.60	\$101,649.60	\$103,688.00	\$105,747.20	\$107,868.80	\$110,032.00	\$112,257.60	\$114,483.20	\$116,792.00	\$119,100.80	\$121,513.60	\$123,905.60	\$126,401.60	\$128,939.20	\$131,497.60
Human Resources Analyst	43	Hourly	\$47.74	\$48.69	\$49.67	\$50.66	\$51.66	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94
		Annually	\$99,299.20	\$101,275.20	\$103,313.60	\$105,372.80	\$107,452.80	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20
Investment Analyst	43	Hourly	\$47.74	\$48.69	\$49.67	\$50.66	\$51.66	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94
		Annually	\$99,299.20	\$101,275.20	\$103,313.60	\$105,372.80	\$107,452.80	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20
Sr. Accountant	43	Hourly	\$47.74	\$48.69	\$49.67	\$50.66	\$51.66	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94
		Annually	\$99,299.20	\$101,275.20	\$103,313.60	\$105,372.80	\$107,452.80	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20
Sr. Business Systems Analyst	43	Hourly	\$47.74	\$48.69	\$49.67	\$50.66	\$51.66	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94
		Annually	\$99,299.20	\$101,275.20	\$103,313.60	\$105,372.80	\$107,452.80	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20
Business Systems Engineer	44	Hourly	\$50.30	\$51.26	\$52.24	\$53.22	\$54.25	\$55.27	\$56.32	\$57.40	\$58.51	\$59.61	\$60.78	\$61.92	\$63.12	\$64.33	\$65.57	\$66.82	\$68.11	\$69.42	\$70.77	\$72.11	\$73.52
		Annually	\$104,624.00	\$106,620.80	\$108,659.20	\$110,697.60	\$112,840.00	\$114,961.60	\$117,145.60	\$119,392.00	\$121,700.80	\$123,988.80	\$126,422.40	\$128,793.60	\$131,289.60	\$133,806.40	\$136,385.60	\$138,985.60	\$141,668.80	\$144,393.60	\$147,201.60	\$149,988.80	\$152,921.60
Information Security Engineer	44	Hourly	\$50.30	\$51.26	\$52.24	\$53.22	\$54.25	\$55.27	\$56.32	\$57.40	\$58.51	\$59.61	\$60.78	\$61.92	\$63.12	\$64.33	\$65.57	\$66.82	\$68.11	\$69.42	\$70.77	\$72.11	\$73.52
		Annually	\$104,624.00	\$106,620.80	\$108,659.20	\$110,697.60	\$112,840.00	\$114,961.60	\$117,145.60	\$119,392.00	\$121,700.80	\$123,988.80	\$126,422.40	\$128,793.60	\$131,289.60	\$133,806.40	\$136,385.60	\$138,985.60	\$141,668.80	\$144,393.60	\$147,201.60	\$149,988.80	\$152,921.60
Communications Officer	44	Hourly	\$50.30	\$51.26	\$52.24	\$53.22	\$54.25	\$55.27	\$56.32	\$57.40	\$58.51	\$59.61	\$60.78	\$61.92	\$63.12	\$64.33	\$65.57	\$66.82	\$68.11	\$69.42	\$70.77	\$72.11	\$73.52
		Annually	\$104,624.00	\$106,620.80	\$108,659.20	\$110,697.60	\$112,840.00	\$114,961.60	\$117,145.60	\$119,392.00	\$121,700.80	\$123,988.80	\$126,422.40	\$128,793.60	\$131,289.60	\$133,806.40	\$136,385.60	\$138,985.60	\$141,668.80	\$144,393.60	\$147,201.60	\$149,988.80	\$152,921.60
Account Auditing Supervisor	48	Hourly	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94	\$72.36	\$73.79	\$75.28	\$76.78	\$78.27
		Annually	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20	\$150,508.80	\$153,483.20	\$156,582.40	\$159,702.40	\$162,801.60
Clerk of the Board/Executive Assistant	48	Hourly	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94	\$72.36	\$73.79	\$75.28	\$76.78	\$78.27
		Annually	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20	\$150,508.80	\$153,483.20	\$156,582.40	\$159,702.40	\$162,801.60
Disability Retirement Supervisor	48	Hourly	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94	\$72.36	\$73.79	\$75.28	\$76.78	\$78.27
		Annually	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20	\$150,508.80	\$153,483.20	\$156,582.40	\$159,702.40	\$162,801.60
Retirement Specialist Supervisor	48	Hourly	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94	\$72.36	\$73.79	\$75.28	\$76.78	\$78.27
		Annually	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20	\$150,508.80	\$153,483.20	\$156,582.40	\$159,702.40	\$162,801.60
Projects and Facilities Assistant Manager	48	Hourly	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94	\$72.36	\$73.79	\$75.28	\$76.78	\$78.27
		Annually	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20	\$150,508.80	\$153,483.20	\$156,582.40	\$159,702.40	\$162,801.60
Cloud Infrastructure Architect	51	Hourly	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94	\$72.36	\$73.79	\$75.28	\$76.78	\$78.30	\$79.88	\$81.49	\$83.11
		Annually	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20	\$150,508.80	\$153,483.20	\$156,582.40	\$159,702.40	\$162,864.00	\$166,150.40	\$169,499.20	\$172,868.80
Sr. Business Systems Engineer	51	Hourly	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94	\$72.36	\$73.79	\$75.28	\$76.78	\$78.30	\$79.88	\$81.49	\$83.11
		Annually	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20	\$150,508.80	\$153,483.20	\$156,582.40	\$159,702.40	\$162,864.00	\$166,150.40	\$169,499.20	\$172,868.80
Sr. Investment Analyst	51	Hourly	\$55.93	\$57.05	\$58.18	\$59.34	\$60.54	\$61.75	\$62.99	\$64.25	\$65.53	\$66.84	\$68.17	\$69.54	\$70.94	\$72.36	\$73.79	\$75.28	\$76.78	\$78.30	\$79.88	\$81.49	\$83.11
		Annually	\$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$144,643.20	\$147,555.20	\$150,508.80	\$153,483.20	\$156,582.40	\$159,702.40	\$162,864.00	\$166,150.40	\$169,499.20	\$172,868.80
Accounting Manager	61	Hourly	\$70.77	\$72.11	\$73.52	\$74.93	\$76.37	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89
		Annually	\$147,201.60	\$149,988.80	\$152,921.60	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20
Communications & Stakeholder Relations Manager	61	Hourly	\$70.77	\$72.11	\$73.52	\$74.93	\$76.37	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89
		Annually	\$147,201.60	\$149,988.80	\$152,921.60	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20
Disability Retirement Manager	61	Hourly	\$70.77	\$72.11	\$73.52	\$74.93	\$76.37	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89
		Annually	\$147,201.60	\$149,988.80	\$152,921.60	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20
Government Affairs Manager	61	Hourly	\$70.77	\$72.11	\$73.52	\$74.93	\$76.37	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89
		Annually	\$147,201.60	\$149,988.80	\$152,921.60	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20
Member Experience Manager	61	Hourly	\$70.77	\$72.11	\$73.52	\$74.93	\$76.37	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89
		Annually	\$147,201.60	\$149,988.80	\$152,921.60	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20
Information Security Manager	61	Hourly	\$70.77	\$72.11	\$73.52	\$74.93	\$76.37	\$77.85	\$79.36	\$80.89	\$82.4												

SBCERA Salary Schedule for All Employees - Effective 12/28/2024

Classification	Range	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
Survivor Benefits Manager	61	Hourly	\$70.77	\$72.11	\$73.52	\$74.93	\$76.37	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89
		Annually	\$147,201.60	\$149,988.80	\$152,921.60	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20
Director of Communications & Stakeholder Relations	66	Hourly	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89	\$105.92	\$107.97	\$110.08	\$112.24	\$114.43
		Annually	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20	\$220,313.60	\$224,577.60	\$228,966.40	\$233,459.20	\$238,014.40
Investment Officer	66	Hourly	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89	\$105.92	\$107.97	\$110.08	\$112.24	\$114.43
		Annually	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20	\$220,313.60	\$224,577.60	\$228,966.40	\$233,459.20	\$238,014.40
Staff Counsel	66	Hourly	\$77.85	\$79.36	\$80.89	\$82.46	\$84.04	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89	\$105.92	\$107.97	\$110.08	\$112.24	\$114.43
		Annually	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20	\$220,313.60	\$224,577.60	\$228,966.40	\$233,459.20	\$238,014.40
Sr. Staff Counsel	71	Hourly	\$85.67	\$87.34	\$89.04	\$90.76	\$92.54	\$94.33	\$96.17	\$98.03	\$99.94	\$101.89	\$103.89	\$105.92	\$107.97	\$110.08	\$112.24	\$114.43	\$116.66	\$118.95	\$121.29	\$123.66	\$126.07
		Annually	\$178,193.60	\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40	\$207,875.20	\$211,931.20	\$216,091.20	\$220,313.60	\$224,577.60	\$228,966.40	\$233,459.20	\$238,014.40	\$242,652.80	\$247,416.00	\$252,283.20	\$257,212.80	\$262,225.60
Chief Financial Officer	81	Hourly	\$103.89	\$105.92	\$107.97	\$110.08	\$112.24	\$114.43	\$116.66	\$118.95	\$121.29	\$123.66	\$126.07	\$128.53	\$131.06	\$133.62	\$136.25	\$138.92	\$141.66	\$144.42	\$147.26	\$150.16	\$153.12
		Annually	\$216,091.20	\$220,313.60	\$224,577.60	\$228,966.40	\$233,459.20	\$238,014.40	\$242,652.80	\$247,416.00	\$252,283.20	\$257,212.80	\$262,225.60	\$267,342.40	\$272,604.80	\$277,929.60	\$283,400.00	\$288,953.60	\$294,652.80	\$300,393.60	\$306,300.80	\$312,332.80	\$318,489.60
Chief Human Resources Officer	81	Hourly	\$103.89	\$105.92	\$107.97	\$110.08	\$112.24	\$114.43	\$116.66	\$118.95	\$121.29	\$123.66	\$126.07	\$128.53	\$131.06	\$133.62	\$136.25	\$138.92	\$141.66	\$144.42	\$147.26	\$150.16	\$153.12
		Annually	\$216,091.20	\$220,313.60	\$224,577.60	\$228,966.40	\$233,459.20	\$238,014.40	\$242,652.80	\$247,416.00	\$252,283.20	\$257,212.80	\$262,225.60	\$267,342.40	\$272,604.80	\$277,929.60	\$283,400.00	\$288,953.60	\$294,652.80	\$300,393.60	\$306,300.80	\$312,332.80	\$318,489.60
Chief Information Officer	81	Hourly	\$103.89	\$105.92	\$107.97	\$110.08	\$112.24	\$114.43	\$116.66	\$118.95	\$121.29	\$123.66	\$126.07	\$128.53	\$131.06	\$133.62	\$136.25	\$138.92	\$141.66	\$144.42	\$147.26	\$150.16	\$153.12
		Annually	\$216,091.20	\$220,313.60	\$224,577.60	\$228,966.40	\$233,459.20	\$238,014.40	\$242,652.80	\$247,416.00	\$252,283.20	\$257,212.80	\$262,225.60	\$267,342.40	\$272,604.80	\$277,929.60	\$283,400.00	\$288,953.60	\$294,652.80	\$300,393.60	\$306,300.80	\$312,332.80	\$318,489.60
Chief of Member Services	81	Hourly	\$103.89	\$105.92	\$107.97	\$110.08	\$112.24	\$114.43	\$116.66	\$118.95	\$121.29	\$123.66	\$126.07	\$128.53	\$131.06	\$133.62	\$136.25	\$138.92	\$141.66	\$144.42	\$147.26	\$150.16	\$153.12
		Annually	\$216,091.20	\$220,313.60	\$224,577.60	\$228,966.40	\$233,459.20	\$238,014.40	\$242,652.80	\$247,416.00	\$252,283.20	\$257,212.80	\$262,225.60	\$267,342.40	\$272,604.80	\$277,929.60	\$283,400.00	\$288,953.60	\$294,652.80	\$300,393.60	\$306,300.80	\$312,332.80	\$318,489.60
Sr Investment Officer	86	Hourly	\$114.43	\$116.66	\$118.95	\$121.29	\$123.66	\$126.07	\$128.53	\$131.06	\$133.62	\$136.25	\$138.92	\$141.66	\$144.42	\$147.26	\$150.16	\$153.12	\$156.12	\$159.20	\$162.33	\$165.52	\$168.79
		Annually	\$238,014.40	\$242,652.80	\$247,416.00	\$252,283.20	\$257,212.80	\$262,225.60	\$267,342.40	\$272,604.80	\$277,929.60	\$283,400.00	\$288,953.60	\$294,652.80	\$300,393.60	\$306,300.80	\$312,332.80	\$318,489.60	\$324,729.60	\$331,136.00	\$337,646.40	\$344,281.60	\$351,083.20
Chief Counsel	91	Hourly	\$127.49	\$129.97	\$132.49	\$135.06	\$137.67	\$140.35	\$143.07	\$145.86	\$148.69	\$151.58	\$154.53	\$157.55	\$160.62	\$163.75	\$166.94	\$170.20	\$173.53	\$176.92	\$180.38	\$183.91	\$187.50
		Annually	\$265,179.20	\$270,337.60	\$275,579.20	\$280,924.80	\$286,353.60	\$291,928.00	\$297,585.60	\$303,388.80	\$309,275.20	\$315,286.40	\$321,422.40	\$327,704.00	\$334,089.60	\$340,600.00	\$347,235.20	\$354,016.00	\$360,942.40	\$367,993.60	\$375,190.40	\$382,532.80	\$390,000.00
Chief Investment Officer	91	Hourly	\$127.49	\$129.97	\$132.49	\$135.06	\$137.67	\$140.35	\$143.07	\$145.86	\$148.69	\$151.58	\$154.53	\$157.55	\$160.62	\$163.75	\$166.94	\$170.20	\$173.53	\$176.92	\$180.38	\$183.91	\$187.50
		Annually	\$265,179.20	\$270,337.60	\$275,579.20	\$280,924.80	\$286,353.60	\$291,928.00	\$297,585.60	\$303,388.80	\$309,275.20	\$315,286.40	\$321,422.40	\$327,704.00	\$334,089.60	\$340,600.00	\$347,235.20	\$354,016.00	\$360,942.40	\$367,993.60	\$375,190.40	\$382,532.80	\$390,000.00
Chief Executive Officer	93	Hourly	\$135.97	\$138.53	\$141.15	\$143.84	\$146.56	\$149.34	\$152.18	\$155.07	\$158.03	\$161.03	\$164.12	\$167.24	\$170.43	\$173.69	\$177.03	\$180.40	\$183.86	\$187.39	\$191.00	\$194.67	\$198.41
		Annually	\$282,817.60	\$288,142.40	\$293,592.00	\$299,187.20	\$304,844.80	\$310,627.20	\$316,534.40	\$322,545.60	\$328,702.40	\$334,942.40	\$341,369.60	\$347,859.20	\$354,494.40	\$361,275.20	\$368,222.40	\$375,232.00	\$382,428.80	\$389,771.20	\$397,280.00	\$404,913.60	\$412,692.80

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