

SBCERA Salary Schedule for All Employees - Effective 2/5/2026

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	\$21.45	\$21.87	\$22.32	\$22.75	\$23.21	\$23.67	\$24.15	\$24.64	\$25.12	\$25.63	\$26.14	\$26.67	\$27.20	\$27.73	\$28.30	\$28.85	\$29.43	\$30.03	\$30.62	\$31.26	\$31.87
		Annually	\$44,616.00	\$45,489.60	\$46,425.60	\$47,320.00	\$48,276.80	\$49,233.60	\$50,232.00	\$51,251.20	\$52,249.60	\$53,310.40	\$54,371.20	\$55,473.60	\$56,576.00	\$57,678.40	\$58,864.00	\$60,008.00	\$61,214.40	\$62,462.40	\$63,689.60	\$65,020.80	\$66,289.60
Office Specialist	5	Hourly	\$23.31	\$23.78	\$24.25	\$24.73	\$25.22	\$25.71	\$26.25	\$26.78	\$27.30	\$27.85	\$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63
		Annually	\$48,484.80	\$49,462.40	\$50,440.00	\$51,438.40	\$52,457.60	\$53,476.80	\$54,600.00	\$55,702.40	\$56,784.00	\$57,928.00	\$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40
Disability Retirement Benefits Technician	10	Hourly	\$25.71	\$26.25	\$26.78	\$27.30	\$27.85	\$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24
		Annually	\$53,476.80	\$54,600.00	\$55,702.40	\$56,784.00	\$57,928.00	\$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20
Human Resources Technician	10	Hourly	\$25.71	\$26.25	\$26.78	\$27.30	\$27.85	\$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24
		Annually	\$53,476.80	\$54,600.00	\$55,702.40	\$56,784.00	\$57,928.00	\$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20
Retirement Benefits Technician	10	Hourly	\$25.71	\$26.25	\$26.78	\$27.30	\$27.85	\$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24
		Annually	\$53,476.80	\$54,600.00	\$55,702.40	\$56,784.00	\$57,928.00	\$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20
Executive Secretary	15	Hourly	\$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.26	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.77	\$40.56	\$41.39	\$42.22
		Annually	\$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,180.80	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,721.60	\$84,364.80	\$86,091.20	\$87,817.60
Legal Secretary	15	Hourly	\$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.26	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.77	\$40.56	\$41.39	\$42.22
		Annually	\$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,180.80	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,721.60	\$84,364.80	\$86,091.20	\$87,817.60
Accounting Technician	20	Hourly	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60
		Annually	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00
Facilities Maintenance Technician	20	Hourly	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60
		Annually	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00
Information Systems Technician	20	Hourly	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60
		Annually	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00
Senior Retirement Benefits Technician	20	Hourly	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60
		Annually	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00
Benefit Payment Specialist	25	Hourly	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
		Annually	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
Communications Specialist	25	Hourly	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
		Annually	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
Disability Retirement Specialist	25	Hourly	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
		Annually	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
Human Resources Specialist	25	Hourly	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
		Annually	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
Retirement Specialist	25	Hourly	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
		Annually	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
Survivor Benefits Specialist	25	Hourly	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
		Annually	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
Information Services Coordinator	26	Hourly	\$36.27	\$36.97	\$37.69	\$38.40	\$39.14	\$39.88	\$40.66	\$41.42	\$42.23	\$43.04	\$43.87	\$44.71	\$45.59	\$46.46	\$47.35	\$48.26	\$49.20	\$50.14	\$51.11	\$52.10	\$53.11
		Annually	\$75,441.60	\$76,897.60	\$78,395.20	\$79,872.00	\$81,411.20	\$82,950.40	\$84,572.80	\$86,153.60	\$87,838.40	\$89,523.20	\$91,249.60	\$92,996.80	\$94,827.20	\$96,636.80	\$98,488.00	\$100,380.80	\$102,336.00	\$104,291.20	\$106,308.80	\$108,368.00	\$110,468.80
Accountant	30	Hourly	\$38.24	\$38.98	\$39.78	\$40.65	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46	\$52.48	\$53.52	\$54.61	\$55.70	\$56.82
		Annually	\$79,539.20	\$81,078.40	\$82,742.40	\$84,552.00	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80	\$109,158.40	\$111,321.60	\$113,588.80	\$115,856.00	\$118,185.60
Associate Business Systems Engineer	30	Hourly	\$38.24	\$38.98	\$39.78	\$40.65	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46	\$52.48	\$53.52	\$54.61	\$55.70	\$56.82
		Annually	\$79,539.20	\$81,078.40	\$82,742.40	\$84,552.00	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80	\$109,158.40	\$111,321.60	\$113,588.80	\$115,856.00	\$118,185.60
Senior Legal Secretary																							

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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
Deputy Clerk of the Board/Sr. Executive Secretary	36	Hourly Annually	\$44.08 \$91,686.40	\$44.96 \$93,516.80	\$45.84 \$95,347.20	\$46.77 \$97,281.60	\$47.71 \$99,236.80	\$48.65 \$101,192.00	\$49.65 \$103,272.00	\$50.63 \$105,310.40	\$51.64 \$107,411.20	\$52.67 \$109,553.60	\$53.73 \$111,758.40	\$54.80 \$113,984.00	\$55.91 \$116,292.80	\$57.02 \$118,601.60	\$58.17 \$120,993.60	\$59.32 \$123,385.60	\$60.52 \$125,881.60	\$61.71 \$128,356.80	\$62.96 \$130,956.80	\$64.22 \$133,577.60	\$65.50 \$136,240.00
Senior Disability Retirement Specialist	36	Hourly Annually	\$44.08 \$91,686.40	\$44.96 \$93,516.80	\$45.84 \$95,347.20	\$46.77 \$97,281.60	\$47.71 \$99,236.80	\$48.65 \$101,192.00	\$49.65 \$103,272.00	\$50.63 \$105,310.40	\$51.64 \$107,411.20	\$52.67 \$109,553.60	\$53.73 \$111,758.40	\$54.80 \$113,984.00	\$55.91 \$116,292.80	\$57.02 \$118,601.60	\$58.17 \$120,993.60	\$59.32 \$123,385.60	\$60.52 \$125,881.60	\$61.71 \$128,356.80	\$62.96 \$130,956.80	\$64.22 \$133,577.60	\$65.50 \$136,240.00
Senior Communications Specialist	36	Hourly Annually	\$44.08 \$91,686.40	\$44.96 \$93,516.80	\$45.84 \$95,347.20	\$46.77 \$97,281.60	\$47.71 \$99,236.80	\$48.65 \$101,192.00	\$49.65 \$103,272.00	\$50.63 \$105,310.40	\$51.64 \$107,411.20	\$52.67 \$109,553.60	\$53.73 \$111,758.40	\$54.80 \$113,984.00	\$55.91 \$116,292.80	\$57.02 \$118,601.60	\$58.17 \$120,993.60	\$59.32 \$123,385.60	\$60.52 \$125,881.60	\$61.71 \$128,356.80	\$62.96 \$130,956.80	\$64.22 \$133,577.60	\$65.50 \$136,240.00
Senior Retirement Specialist	36	Hourly Annually	\$44.08 \$91,686.40	\$44.96 \$93,516.80	\$45.84 \$95,347.20	\$46.77 \$97,281.60	\$47.71 \$99,236.80	\$48.65 \$101,192.00	\$49.65 \$103,272.00	\$50.63 \$105,310.40	\$51.64 \$107,411.20	\$52.67 \$109,553.60	\$53.73 \$111,758.40	\$54.80 \$113,984.00	\$55.91 \$116,292.80	\$57.02 \$118,601.60	\$58.17 \$120,993.60	\$59.32 \$123,385.60	\$60.52 \$125,881.60	\$61.71 \$128,356.80	\$62.96 \$130,956.80	\$64.22 \$133,577.60	\$65.50 \$136,240.00
Human Resources Analyst	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Investment Analyst	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Sr. Accountant	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Sr. Business Systems Analyst	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Senior Paralegal	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Business Systems Engineer	44	Hourly Annually	\$52.11 \$108,388.80	\$53.11 \$110,468.80	\$54.12 \$112,569.60	\$55.14 \$114,691.20	\$56.20 \$116,896.00	\$57.26 \$119,100.80	\$58.35 \$121,368.00	\$59.47 \$123,697.60	\$60.62 \$126,089.60	\$61.76 \$128,460.80	\$62.97 \$130,977.60	\$64.15 \$133,432.00	\$65.39 \$136,011.20	\$66.65 \$138,632.00	\$67.93 \$141,294.40	\$69.23 \$143,998.40	\$70.56 \$146,764.80	\$71.92 \$149,593.60	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60
Communications Officer	44	Hourly Annually	\$52.11 \$108,388.80	\$53.11 \$110,468.80	\$54.12 \$112,569.60	\$55.14 \$114,691.20	\$56.20 \$116,896.00	\$57.26 \$119,100.80	\$58.35 \$121,368.00	\$59.47 \$123,697.60	\$60.62 \$126,089.60	\$61.76 \$128,460.80	\$62.97 \$130,977.60	\$64.15 \$133,432.00	\$65.39 \$136,011.20	\$66.65 \$138,632.00	\$67.93 \$141,294.40	\$69.23 \$143,998.40	\$70.56 \$146,764.80	\$71.92 \$149,593.60	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60
Information Security Engineer	44	Hourly Annually	\$52.11 \$108,388.80	\$53.11 \$110,468.80	\$54.12 \$112,569.60	\$55.14 \$114,691.20	\$56.20 \$116,896.00	\$57.26 \$119,100.80	\$58.35 \$121,368.00	\$59.47 \$123,697.60	\$60.62 \$126,089.60	\$61.76 \$128,460.80	\$62.97 \$130,977.60	\$64.15 \$133,432.00	\$65.39 \$136,011.20	\$66.65 \$138,632.00	\$67.93 \$141,294.40	\$69.23 \$143,998.40	\$70.56 \$146,764.80	\$71.92 \$149,593.60	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60
Account Auditing Supervisor	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Clerk of the Board/Executive Assistant	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Document Management Supervisor	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Pension Administration System Assistant Manager	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Retirement Specialist Supervisor	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Projects and Facilities Assistant Manager	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Sr. Business Systems Engineer	51	Hourly Annually	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.12 \$168,729.60	\$82.76 \$172,140.80	\$84.42 \$175,593.60	\$86.10 \$179,088.00
Sr. Investment Analyst	51	Hourly Annually	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.12 \$168,729.60	\$82.76 \$172,140.80	\$84.42 \$175,593.60	\$86.10 \$179,088.00
Associate Investment Officer	56	Hourly Annually	\$65.63 \$136,510.40	\$66.95 \$139,256.00	\$68.28 \$142,022.40	\$69.65 \$144,872.00	\$71.04 \$147,763.20	\$72.46 \$150,716.80	\$73.91 \$153,732.80	\$75.39 \$156,811.20	\$76.90 \$159,952.00	\$78.44 \$163,155.20	\$80.00 \$166,400.00	\$81.60 \$169,728.00	\$83.23 \$173,118.40	\$84.90 \$176,592.00	\$86.60 \$180,128.00	\$88.33 \$183,726.40	\$90.10 \$187,408.00	\$91.90 \$191,152.00	\$93.74 \$194,979.20	\$95.61 \$198,868.80	\$97.53 \$202,862.40
Accounting Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Communications & Stakeholder Relations Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60																

SBCERA Salary Schedule for All Employees - Effective 2/5/2026

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
Government Affairs Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
		Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Information Security Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
		Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Information Systems Operations Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
		Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Investment Operations and Portfolio Analytics Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
		Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Member Experience Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
		Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Retirement Benefits Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
		Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Survivor Benefits Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
		Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Director of Communications & Stakeholder Relations	66	Hourly	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55
		Annually	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00
Investment Officer	66	Hourly	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55
		Annually	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00
Staff Counsel	66	Hourly	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55
		Annually	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00
Sr. Staff Counsel	71	Hourly	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61
		Annually	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80
Chief Financial Officer	81	Hourly	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61	\$133.16	\$135.78	\$138.43	\$141.16	\$143.92	\$146.76	\$149.62	\$152.56	\$155.57	\$158.63
		Annually	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80	\$276,972.80	\$282,422.40	\$287,934.40	\$293,612.80	\$299,353.60	\$305,260.80	\$311,209.60	\$317,324.80	\$323,585.60	\$329,950.40
Chief Human Resources Officer	81	Hourly	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61	\$133.16	\$135.78	\$138.43	\$141.16	\$143.92	\$146.76	\$149.62	\$152.56	\$155.57	\$158.63
		Annually	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80	\$276,972.80	\$282,422.40	\$287,934.40	\$293,612.80	\$299,353.60	\$305,260.80	\$311,209.60	\$317,324.80	\$323,585.60	\$329,950.40
Chief Information Officer	81	Hourly	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61	\$133.16	\$135.78	\$138.43	\$141.16	\$143.92	\$146.76	\$149.62	\$152.56	\$155.57	\$158.63
		Annually	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80	\$276,972.80	\$282,422.40	\$287,934.40	\$293,612.80	\$299,353.60	\$305,260.80	\$311,209.60	\$317,324.80	\$323,585.60	\$329,950.40
Chief of Member Services	81	Hourly	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61	\$133.16	\$135.78	\$138.43	\$141.16	\$143.92	\$146.76	\$149.62	\$152.56	\$155.57	\$158.63
		Annually	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80	\$276,972.80	\$282,422.40	\$287,934.40	\$293,612.80	\$299,353.60	\$305,260.80	\$311,209.60	\$317,324.80	\$323,585.60	\$329,950.40
Sr Investment Officer	86	Hourly	\$118.55	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61	\$133.16	\$135.78	\$138.43	\$141.16	\$143.92	\$146.76	\$149.62	\$152.56	\$155.57	\$158.63	\$161.74	\$164.93	\$168.17	\$171.48	\$174.87
		Annually	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80	\$276,972.80	\$282,422.40	\$287,934.40	\$293,612.80	\$299,353.60	\$305,260.80	\$311,209.60	\$317,324.80	\$323,585.60	\$329,950.40	\$336,419.20	\$343,054.40	\$349,793.60	\$356,678.40	\$363,729.60
Deputy Chief Investment Officer	90	Hourly	\$125.66	\$128.17	\$130.73	\$133.35	\$136.02	\$138.74	\$141.52	\$144.35	\$147.24	\$150.19	\$153.19	\$156.25	\$159.38	\$162.57	\$165.87	\$169.18	\$172.56	\$176.01	\$179.53	\$183.12	\$186.78
		Annually	\$261,372.80	\$266,593.60	\$271,918.40	\$277,368.00	\$282,921.60	\$288,579.20	\$294,361.60	\$300,248.00	\$306,259.20	\$312,395.20	\$318,635.20	\$325,000.00	\$331,510.40	\$338,145.60	\$345,009.60	\$351,894.40	\$358,924.80	\$366,100.80	\$373,422.40	\$380,889.60	\$388,502.40
Chief Counsel	91	Hourly	\$132.08	\$134.65	\$137.26	\$139.92	\$142.63	\$145.40	\$148.22	\$151.11	\$154.04	\$157.04	\$160.09	\$163.22	\$166.40	\$169.65	\$172.95	\$176.33	\$179.78	\$183.29	\$186.87	\$190.53	\$194.25
		Annually	\$274,726.40	\$280,072.00	\$285,500.80	\$291,033.60	\$296,670.40	\$302,432.00	\$308,297.60	\$314,308.80	\$320,403.20	\$326,643.20	\$332,987.20	\$339,497.60	\$346,112.00	\$352,872.00	\$359,736.00	\$366,766.40	\$373,942.40	\$381,243.20	\$388,689.60	\$396,302.40	\$404,040.00
Chief Investment Officer	91	Hourly	\$132.08	\$134.65	\$137.26	\$139.92	\$142.63	\$145.40	\$148.22	\$151.11	\$154.04	\$157.04	\$160.09	\$163.22	\$166.40	\$169.65	\$172.95	\$176.33	\$179.78	\$183.29	\$186.87	\$190.53	\$194.25
		Annually	\$274,726.40	\$280,072.00	\$285,500.80	\$291,033.60	\$296,670.40	\$302,432.00	\$308,297.60	\$314,308.80	\$320,403.20	\$326,643.20	\$332,987.20	\$339,497.60	\$346,112.00	\$352,872.00	\$359,736.00	\$366,766.40	\$373,942.40	\$381,243.20	\$388,689.60	\$396,302.40	\$404,040.00
Chief Executive Officer</																							