

SBCERA Salary Schedule for All Employees - Effective 7/1/2025

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
Senior Retirement Benefits 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
Survivor Benefits 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	\$96,886.40	\$98,779.20	\$100,672.00	\$102,606.40	\$104,603.20	\$106,620.80	\$108,700.80	\$110,801.60	\$112,964.80	\$115,128.00	\$117,395.20
Paralegal	33	Hourly	\$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	\$50.66	\$51.66	\$52.71	\$53.76	\$54.85	\$55.93	\$57.05	\$58.18
		Annually	\$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	\$105,372.80	\$107,452.80	\$109,636.80	\$111,820.80	\$114,088.00	\$116,334.40	\$118,	

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Deputy Clerk of the Board/Sr. Executive Secretary	36	Hourly Annually	\$42.55 \$88,504.00	\$43.40 \$90,272.00	\$44.25 \$92,040.00	\$45.14 \$93,891.20	\$46.05 \$95,784.00	\$46.96 \$97,676.80	\$47.92 \$99,673.60	\$48.87 \$101,649.60	\$49.85 \$103,688.00	\$50.84 \$105,747.20	\$51.86 \$107,868.80	\$52.90 \$110,032.00	\$53.97 \$112,257.60	\$55.04 \$114,483.20	\$56.15 \$116,792.00	\$57.26 \$119,100.80	\$58.42 \$121,513.60	\$59.57 \$123,905.60	\$60.77 \$126,401.60	\$61.99 \$128,939.20	\$63.22 \$131,497.60
Senior Disability Retirement Specialist	36	Hourly Annually	\$42.55 \$88,504.00	\$43.40 \$90,272.00	\$44.25 \$92,040.00	\$45.14 \$93,891.20	\$46.05 \$95,784.00	\$46.96 \$97,676.80	\$47.92 \$99,673.60	\$48.87 \$101,649.60	\$49.85 \$103,688.00	\$50.84 \$105,747.20	\$51.86 \$107,868.80	\$52.90 \$110,032.00	\$53.97 \$112,257.60	\$55.04 \$114,483.20	\$56.15 \$116,792.00	\$57.26 \$119,100.80	\$58.42 \$121,513.60	\$59.57 \$123,905.60	\$60.77 \$126,401.60	\$61.99 \$128,939.20	\$63.22 \$131,497.60
Senior Communications Specialist	36	Hourly Annually	\$42.55 \$88,504.00	\$43.40 \$90,272.00	\$44.25 \$92,040.00	\$45.14 \$93,891.20	\$46.05 \$95,784.00	\$46.96 \$97,676.80	\$47.92 \$99,673.60	\$48.87 \$101,649.60	\$49.85 \$103,688.00	\$50.84 \$105,747.20	\$51.86 \$107,868.80	\$52.90 \$110,032.00	\$53.97 \$112,257.60	\$55.04 \$114,483.20	\$56.15 \$116,792.00	\$57.26 \$119,100.80	\$58.42 \$121,513.60	\$59.57 \$123,905.60	\$60.77 \$126,401.60	\$61.99 \$128,939.20	\$63.22 \$131,497.60
Senior Retirement Specialist	36	Hourly Annually	\$42.55 \$88,504.00	\$43.40 \$90,272.00	\$44.25 \$92,040.00	\$45.14 \$93,891.20	\$46.05 \$95,784.00	\$46.96 \$97,676.80	\$47.92 \$99,673.60	\$48.87 \$101,649.60	\$49.85 \$103,688.00	\$50.84 \$105,747.20	\$51.86 \$107,868.80	\$52.90 \$110,032.00	\$53.97 \$112,257.60	\$55.04 \$114,483.20	\$56.15 \$116,792.00	\$57.26 \$119,100.80	\$58.42 \$121,513.60	\$59.57 \$123,905.60	\$60.77 \$126,401.60	\$61.99 \$128,939.20	\$63.22 \$131,497.60
Human Resources Analyst	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Investment Analyst	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Sr. Accountant	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Sr. Business Systems Analyst	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Senior Paralegal	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Business Systems Engineer	44	Hourly Annually	\$50.30 \$104,624.00	\$51.26 \$106,620.80	\$52.24 \$108,659.20	\$53.22 \$110,697.60	\$54.25 \$112,840.00	\$55.27 \$114,961.60	\$56.32 \$117,145.60	\$57.40 \$119,392.00	\$58.51 \$121,700.80	\$59.61 \$123,988.80	\$60.78 \$126,422.40	\$61.92 \$128,793.60	\$63.12 \$131,289.60	\$64.33 \$133,806.40	\$65.57 \$136,385.60	\$66.82 \$138,985.60	\$68.11 \$141,668.80	\$69.42 \$144,393.60	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$73.52 \$152,921.60
Communications Officer	44	Hourly Annually	\$50.30 \$104,624.00	\$51.26 \$106,620.80	\$52.24 \$108,659.20	\$53.22 \$110,697.60	\$54.25 \$112,840.00	\$55.27 \$114,961.60	\$56.32 \$117,145.60	\$57.40 \$119,392.00	\$58.51 \$121,700.80	\$59.61 \$123,988.80	\$60.78 \$126,422.40	\$61.92 \$128,793.60	\$63.12 \$131,289.60	\$64.33 \$133,806.40	\$65.57 \$136,385.60	\$66.82 \$138,985.60	\$68.11 \$141,668.80	\$69.42 \$144,393.60	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$73.52 \$152,921.60
Information Security Engineer	44	Hourly Annually	\$50.30 \$104,624.00	\$51.26 \$106,620.80	\$52.24 \$108,659.20	\$53.22 \$110,697.60	\$54.25 \$112,840.00	\$55.27 \$114,961.60	\$56.32 \$117,145.60	\$57.40 \$119,392.00	\$58.51 \$121,700.80	\$59.61 \$123,988.80	\$60.78 \$126,422.40	\$61.92 \$128,793.60	\$63.12 \$131,289.60	\$64.33 \$133,806.40	\$65.57 \$136,385.60	\$66.82 \$138,985.60	\$68.11 \$141,668.80	\$69.42 \$144,393.60	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$73.52 \$152,921.60
Account Auditing Supervisor	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Clerk of the Board/Executive Assistant	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Document Management Supervisor	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Pension Administration System Assistant Manager	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Retirement Specialist Supervisor	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Projects and Facilities Assistant Manager	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Sr. Business Systems Engineer	51	Hourly Annually	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.30 \$162,864.00	\$79.88 \$166,150.40	\$81.49 \$169,499.20	\$83.11 \$172,868.80
Sr. Investment Analyst	51	Hourly Annually	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.30 \$162,864.00	\$79.88 \$166,150.40	\$81.49 \$169,499.20	\$83.11 \$172,868.80
Associate Investment Officer	56	Hourly Annually	\$63.35 \$131,768.00																				

SBCERA Salary Schedule for All Employees - Effective 7/1/2025

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

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