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 Annually	\$20.70 \$43,056.00	\$21.11 \$43,908.80	\$21.54 \$44,803.20	\$21.96 \$45,676.80	\$22.40 \$46,592.00	\$22.85 \$47,528.00	\$23.31 \$48,484.80	\$23.78 \$49,462.40	\$24.25 \$50,440.00	\$24.74 \$51,459.20	\$25.23 \$52,478.40	\$25.74 \$53,539.20	\$26.25 \$54,600.00	\$26.77 \$55,681.60	\$27.32 \$56,825.60	\$27.85 \$57,928.00	\$28.41 \$59,092.80	\$28.99 \$60,299.20	\$29.56 \$61,484.80	\$30.17 \$62,753.60	\$30.76 \$63,980.80
Office Specialist	5	Hourly Annually	\$22.50 \$46,800.00	\$22.95 \$47,736.00	\$23.41 \$48,692.80	\$23.87 \$49,649.60	\$24.34 \$50,627.20	\$24.82 \$51,625.60	\$25.34 \$52,707.20	\$25.85 \$53,768.00	\$26.35 \$54,808.00	\$26.88 \$55,910.40	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40
Disability Retirement Benefits Technician	10	Hourly Annually	\$24.82 \$51,625.60	\$25.34 \$52,707.20	\$25.85 \$53,768.00	\$26.35 \$54,808.00	\$26.88 \$55,910.40	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80
Human Resources Technician	10	Hourly Annually	\$24.82 \$51,625.60	\$25.34 \$52,707.20	\$25.85 \$53,768.00	\$26.35 \$54,808.00	\$26.88 \$55,910.40	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80
Retirement Benefits Technician	10	Hourly Annually	\$24.82 \$51,625.60	\$25.34 \$52,707.20	\$25.85 \$53,768.00	\$26.35 \$54,808.00	\$26.88 \$55,910.40	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80
Executive Secretary	15	Hourly Annually	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.10 \$66,768.00	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.39 \$79,851.20	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00
Legal Secretary	15	Hourly Annually	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.10 \$66,768.00	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.39 \$79,851.20	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00
Accounting Technician	20	Hourly Annually	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40
Facilities Maintenance Technician	20	Hourly Annually	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40
Information Systems Technician	20	Hourly Annually	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40
Senior Retirement Benefits Technician	20	Hourly Annually	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40
Benefit Payment Specialist	25	Hourly Annually	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60
Communications Specialist	25	Hourly Annually	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60
Disability Retirement Specialist	25	Hourly Annually	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60
Human Resources Specialist	25	Hourly Annually	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60
Retirement Specialist	25	Hourly Annually	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60
Survivor Benefits Specialist	25	Hourly Annually	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60
Information Services Coordinator	26	Hourly Annually	\$35.01 \$72,820.80	\$35.69 \$74,235.20	\$36.38 \$75,670.40	\$37.07 \$77,105.60	\$37.78 \$78,582.40	\$38.49 \$80,059.20	\$39.25 \$81,640.00	\$39.98 \$83,158.40	\$40.76 \$84,780.80	\$41.54 \$86,403.20	\$42.35 \$88,088.00	\$43.16 \$89,772.80	\$44.01 \$91,540.80	\$44.85 \$93,288.00	\$45.70 \$95,056.00	\$46.58 \$96,886.40	\$47.49 \$98,779.20	\$48.40 \$100,672.00	\$49.33 \$102,606.40	\$50.29 \$104,603.20	\$51.26 \$106,620.80
Accountant	30	Hourly Annually	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.24 \$81,619.20	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$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
Associate Business Systems Engineer	30	Hourly Annually	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.24 \$81,619.20	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$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
Senior Legal Secretary	31	Hourly Annually	\$38.49 \$80,059.20	\$39.25 \$81,640.00	\$39.98 \$83,158.40	\$40.76 \$84,780.80	\$41.54 \$86,403.20	\$42.35 \$88,088.00	\$43.16 \$89,772.80	\$44.01 \$91,540.80	\$44.85 \$93,288.00	\$45.70 \$95,056.00	\$46.58 \$96,886.40	\$47.49 \$98,779.20	\$48.40 \$100,672.00	\$49.33 \$102,606.40	\$50.29 \$104,603.20	\$51.26 \$106,620.80	\$52.26 \$108,700.80	\$53.27 \$110,801.60	\$54.31 \$112,964.80	\$55.35 \$115,128.00	\$56.44 \$117,395.20
Paralegal	33	Hourly Annually	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$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
Business Systems Analyst	35	Hourly Annually	\$41.12 \$85,529.60	\$41.95 \$87,256.00	\$42.78 \$88,982.40	\$43.63 \$90,750.40	\$44.50 \$92,560.00	\$45.41 \$94,452.80	\$46.31 \$96,324.80	\$47.23 \$98,238.40	\$48.18 \$100,214.40	\$49.13 \$102,190.40	\$50.13 \$104,270.40	\$51.12 \$106,329.60	\$52.14 \$108,451.20	\$53.18 \$110,614.40	\$54.26 \$112,860.80	\$55.34 \$115,107.20	\$56.45 \$117,416.00	\$57.56 \$119,724.80	\$58.73 \$122,158.40	\$59.90 \$124,592.00	\$61.08 \$127,046.40
Enterprise Systems Engineer	35	Hourly Annually	\$41.12 \$85,529.60	\$41.95 \$87,256.00	\$42.78 \$88,982.40	\$43.63 \$90,750.40	\$44.50 \$92,560.00	\$45.41 \$94,452.80	\$46.31 \$96,324.80	\$47.23 \$98,238.40	\$48.18 \$100,214.40	\$49.13 \$102,190.40	\$50.13 \$104,270.40	\$51.12 \$106,329.60	\$52.14 \$108,451.20	\$53.18 \$110,614.40	\$54.26 \$112,860.80	\$55.34 \$115,107.20	\$56.45 \$117,416.00	\$57.56 \$119,724.80	\$58.73 \$122,158.40	\$59.90 \$124,592.00	\$61.08 \$127,046.40

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
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	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
Specialist	30	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
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
Conjur Datiroment Checiplist	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
Senior Retirement Specialist	30	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 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	\$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
Investment Analyst	43	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 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	\$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
or. business systems Analyst	40	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
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	\$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
Business Systems Engineer	44	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 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	\$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
information decounty Engineer		Annually	,	\$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 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	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
Assistant		Í	,		\$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		\$156,582.40		•
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	\$75.28 \$156.582.40	\$76.78 \$150.702.40	\$78.27
•		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
Retirement Specialist Supervisor	48		\$109,636.80				\$118,664.00		\$123,427.20						\$139,027.20						\$156,582.40		
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
		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
Sr. Business Systems Engineer	51		\$116,334.40								\$136,302.40					\$150,508.80					\$166,150.40		
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
	F.(Hourly	\$63.35	\$64.62	\$65.91	\$67.23	\$68.57	\$69.94	\$71.34	\$72.77	\$74.23	\$75.71	\$77.22	\$78.76	\$80.34	\$81.95	\$83.59	\$85.26	\$86.97	\$88.71	\$90.48	\$92.29	\$94.14
Associate Investment Officer	56		\$131,768.00			\$139,838.40	\$142,625.60	\$145,475.20	\$148,387.20		\$154,398.40			\$163,820.80	\$167,107.20	\$170,456.00					\$188,198.40		
Accounting 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
Communications & Stakeholder	61	Hourly	\$70.77	\$72.11	\$80.89	\$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
Relations Manager	01	_			\$168,251.20	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80		\$171,516.80			\$181,667.20	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60		\$207,875.20	\$211,931.20	\$216,091.20
Disability Retirement 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
	<u> </u>	g	,207.00	, , 2 3	,	,	,	, , , 20.00	,	y . 2 5,20 1.20	, ,	,,000.20	, 5, . 50.00	, ,	,		, ,	, s,200.10	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, > 0 1.20	,,0.,1.20

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	\$70.77	\$72.11	\$80.89	\$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
Government Arrans Manager	01	Annually	\$147,201.60	\$149,988.80	\$168,251.20	\$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
		Hourly	\$70.77	\$72.11	\$80.89	\$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
Information Security Manager	61	Annually		\$149,988.80	\$168,251.20	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80	\$168,251.20	\$171,516.80	\$174,803.20	\$178,193.60	· ·	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	\$200,033.60	\$203,902.40		\$211,931.20	
		·																					
Information Systems Operations	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
Manager		Allitually	\$147,201.00	\$149,900.00	\$100,231.20	\$155,654.40	\$156,649.00	\$101,920.00	\$100,000.00	\$100,231.20	\$171,310.60	\$174,003.20	\$176,193.00	\$161,007.20	\$165,205.20	\$100,700.00	\$192,403.20	\$190,200.40	\$200,033.00	\$203,902.40	\$207,675.20	\$211,931.20	\$216,091.20
Investment Operations and	61	Hourly	\$70.77	\$72.11	\$80.89	\$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
Portfolio Analytics Manager		Annually	\$147,201.60	\$149,988.80	\$168,251.20	\$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
		Hourly	\$70.77	\$72.11	\$80.89	\$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
Member Experience Manager	61	Annually	\$147,201.60		\$168,251.20	\$155,854.40	\$158,849.60	\$161,928.00	\$165,068.80	\$168,251.20		\$174,803.20	\$178,193.60	· ·	\$185,203.20	\$188,780.80	\$192,483.20	\$196,206.40	•			\$211,931.20	
			470 77	Å70.44	400.00	47400	474.07	477.05	470.04	400.00	400.46	40404	405.67	407.04	400.04	400.76	400.54	40400	404.47	400.00	400.04	410100	440000
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
		Annually	\$147,201.00	\$143,300.00	\$100,201.20	Q100,004.40	\$100,045.00	Q101,520.00	Q100,000.00	\$100,201.20	Q171,010.00	\$174,000.20	\$170,130.00	\$101,007.20	\$100,200.20	\$100,700.00	Q172,400.20	\$130,200.40	Q200,000.00	Q200,702.40	Q207,070.20	QZ11,501.20	Q210,031.20
Survivor Benefits Manager	61	Hourly	\$70.77	\$72.11	\$80.89	\$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
Survivor Demonto munugor	- '	Annually	\$147,201.60	\$149,988.80	\$168,251.20	\$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 &		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
Stakeholder Relations	66	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		\$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
		Haurbi	677.05	670.2¢	ბიი იი	000.46	¢04.04	005 67	¢07.24	600.04	¢00.76	000 E4	604.22	¢06.17	¢00.02	¢00.04	¢101.00	6102.00	¢105.00	¢107.07	¢110.00	0110 0 Λ	6114.40
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		\$110.08 \$228,966.40	\$112.24	\$114.43 \$238,014.40
		7 tilliadily	\$101,520.00	\$100,000.00	\$100,201.20	\$171,010.00	\$17 1,000.20	Q170,170.00	Q101,007.20	\$100,200.20	\$100,700.00	\$152,100.20	\$170,200.10	\$200,000.00	Q200,302.10	Q207,070.20	Q211,501.20	Q210,031.20	Q220,010.00	QZZ 1,077.00	Q220,500.10	Q200, 107.20	Q200,011.10
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
0- 0-# 0	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
Sr. Staff Counsel	71	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
		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
Chief Financial Officer	81	Annually		\$105.92	\$107.97	\$228,966.40	\$112.24	\$238,014.40	\$242,652.80	\$118.95	\$252,283.20	\$257,212.80	\$262,225.60	+ · · ·	\$272,604.80	\$133.62	\$136.25	\$138.92	\$294,652.80	\$144.42	L	\$130.16	
			4 = * 5 / 5 * * * * * * * * * * * * * * * * * * *	•			,		,													-	
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
Ciliei illioittation Cilicei	01	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
		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
Chief of Member Services	81	Annually				\$228,966.40	\$233,459.20	\$238,014.40	\$242,652.80	\$247,416.00	\$252,283.20	\$257,212.80			\$272,604.80	\$277,929.60	\$283,400.00	\$288,953.60			\$306,300.80	•	
			****	.	4	4101.00		4	1	4.2.2		*****	4				*.==				4	4	
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
		Aillidally	\$230,014.40	\$242,032.00	\$247,410.00	\$232,203.20	\$237,212.00	\$202,223.00	Q207,342.40	\$272,004.00	\$277,929.00	\$203,400.00	\$200,933.00	\$294,032.00	\$300,393.00	\$300,300.00	\$312,332.00	\$510,409.00	\$324,729.00	\$331,130.00	\$337,040.40	Q344,201.00	\$331,003.20
Chief Counsel	91						\$137.67																
		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
01: (1	04	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
Chief Investment Officer	91		\$265,179.20				\$286,353.60																
			4405.07	0400 50	01.45.15	Å1.40.0.4	0145.55	01.40.04	A150.10	Å4.F.F. 0.7	0450.00	Å161.00	416440	016701	0470 40	A170 (0	A477.00	0100.10	4400.00	0107.00	4101.00	010117	0100.11
Chief Executive Officer	93		\$135.97				\$146.56	\$149.34	\$152.18					\$167.24							\$191.00		\$198.41 \$412,692.80
		Annually	9202,017.0U	9200,142.4U	\$230,03Z.00	7233,107.2U	ψ30 4 ,0 44 .00	Q310,0Z7.ZU	JJ 10,JJ4.40	9322,3 4 3.00	\$320,702. 4 0	\$33 4 ,942.40	\$541,509.00	\$347,039.20	1,004,494.40	9301,Z/3.ZU	4300,222.40	\$373,Z3Z.UU	9302, 4 20.60	ψ30 3 ,/ / 1.20	\$397,Z0U.UU	V 1 04,713.00	9412,092.0U

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