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

Classification	Range	Unit	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Receptionist	3	Rep	Hourly Annually	\$20.41 \$42,452.80	\$20.82 \$43,305.60	\$21.24 \$44,179.20	\$21.66 \$45,052.80	\$22.09 \$45,947.20	\$22.53 \$46,862.40	\$22.99 \$47,819.20	\$23.45 \$48,776.00	\$23.92 \$49,753.60	\$24.40 \$50,752.00	\$24.88 \$51,750.40	\$25.38 \$52,790.40	\$25.89 \$53,851.20	\$26.40 \$54,912.00	\$26.94 \$56,035.20	\$27.47 \$57,137.60	\$28.02 \$58,281.60	\$28.59 \$59,467.20	\$29.15 \$60,632.00	\$29.75 \$61,880.00	\$30.34 \$63,107.20
Office Conscioling	5	Rep	Hourly	\$22.19	\$22.63	\$23.09	\$23.54	\$24.00	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97
Office Specialist	5	кер	Annually	\$46,155.20	\$47,070.40	\$48,027.20	\$48,963.20	\$49,920.00	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60
Disability Retirement Benefits Technician	10	Rep	Hourly Annually	\$24.48 \$50,918.40	\$24.99 \$51,979.20	\$25.49 \$53,019.20	\$25.99 \$54,059.20	\$26.51 \$55,140.80	\$27.03 \$56,222.40	\$27.58 \$57,366.40	\$28.12 \$58,489.60	\$28.69 \$59,675.20	\$29.27 \$60,881.60	\$29.85 \$62,088.00	\$30.44 \$63,315.20	\$31.06 \$64,604.80	\$31.68 \$65,894.40	\$32.32 \$67,225.60	\$32.97 \$68,577.60	\$33.61 \$69,908.80	\$34.29 \$71,323.20	\$34.97 \$72,737.60	\$35.68 \$74,214.40	\$36.40 \$75,712.00
Human Resources Technician	10	Unrep	Hourly Annually	\$24.48 \$50.918.40	\$24.99 \$51.979.20	\$25.49 \$53.019.20	\$25.99 \$54.059.20	\$26.51 \$55,140.80	\$27.03 \$56,222.40	\$27.58 \$57,366.40	\$28.12 \$58.489.60	\$28.69 \$59,675.20	\$29.27 \$60.881.60	\$29.85 \$62.088.00	\$30.44 \$63.315.20	\$31.06 \$64.604.80	\$31.68 \$65.894.40	\$32.32 \$67.225.60	\$32.97 \$68,577.60	\$33.61 \$69,908.80	\$34.29 \$71,323.20	\$34.97 \$72,737.60	\$35.68 \$74,214.40	\$36.40 \$75,712.00
	10		Hourly	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40
Retirement Benefits Technician	10	Rep	Annually	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00
Executive Secretary	15	Unrep	Hourly Annually	\$27.03 \$56,222.40	\$27.58 \$57,366.40	\$28.12 \$58,489.60	\$28.69 \$59,675.20	\$29.27 \$60,881.60	\$29.85 \$62,088.00	\$30.44 \$63,315.20	\$31.06 \$64,604.80	\$31.66 \$65,852.80	\$32.32 \$67,225.60	\$32.97 \$68,577.60	\$33.61 \$69,908.80	\$34.29 \$71,323.20	\$34.97 \$72,737.60	\$35.68 \$74,214.40	\$36.40 \$75,712.00	\$37.11 \$77,188.80	\$37.86 \$78,748.80	\$38.61 \$80,308.80	\$39.40 \$81,952.00	\$40.19 \$83,595.20
Legal Secretary	15	Rep	Hourly	\$27.03	\$27.58 \$57.366.40	\$28.12 \$58.489.60	\$28.69	\$29.27 \$60.881.60	\$29.85 \$62.088.00	\$30.44	\$31.06 \$64.604.80	\$31.66	\$32.32	\$32.97 \$68.577.60	\$33.61 \$69.908.80	\$34.29 \$71.323.20	\$34.97	\$35.68 \$74.214.40	\$36.40	\$37.11 \$77.188.80	\$37.86 \$78.748.80	\$38.61 \$80.308.80	\$39.40	\$40.19
			Annually	\$56,222.40	\$30.44	\$31.06	\$59,675.20 \$31.68	\$32.32	\$32.97	\$63,315.20 \$33.61	\$34.29	\$65,852.80	\$67,225.60 \$35.68	\$36.40	\$37.11	\$37.87	\$72,737.60	\$39.40	\$75,712.00 \$40.19	\$40.99	\$41.80	\$42.64	\$81,952.00	\$83,595.20
Accounting Technician	20	Rep	Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Accounting Technician - Fiscal	20	Rep	Hourly Annually	\$29.85 \$62,088.00	\$30.44 \$63,315.20	\$31.06 \$64,604.80	\$31.68 \$65,894.40	\$32.32 \$67,225.60	\$32.97 \$68,577.60	\$33.61 \$69,908.80	\$34.29 \$71,323.20	\$34.97 \$72,737.60	\$35.68 \$74,214.40	\$36.40 \$75,712.00	\$37.11 \$77,188.80	\$37.87 \$78,769.60	\$38.61 \$80,308.80	\$39.40 \$81,952.00	\$40.19 \$83,595.20	\$40.99 \$85,259.20	\$41.80 \$86,944.00	\$42.64 \$88,691.20	\$43.49 \$90,459.20	\$44.36 \$92,268.80
Facilities Maintenance Technician	20	Rep	Hourly Annually	\$29.85 \$62,088.00	\$30.44 \$63,315.20	\$31.06 \$64,604.80	\$31.68 \$65,894.40	\$32.32 \$67,225.60	\$32.97 \$68,577.60	\$33.61 \$69,908.80	\$34.29 \$71,323.20	\$34.97 \$72,737.60	\$35.68 \$74,214.40	\$36.40 \$75,712.00	\$37.11 \$77,188.80	\$37.87 \$78,769.60	\$38.61 \$80,308.80	\$39.40 \$81,952.00	\$40.19 \$83,595.20	\$40.99 \$85,259.20	\$41.80 \$86,944.00	\$42.64 \$88,691.20	\$43.49 \$90,459.20	\$44.36 \$92,268.80
Information Systems Technician	20	Rep	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
information systems reclinician	20	кер	Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Communications Specialist	25	Unrep	Hourly Annually	\$32.97 \$68,577.60	\$33.61 \$69,908.80	\$34.29 \$71,323.20	\$34.97 \$72,737.60	\$35.68 \$74,214.40	\$36.40 \$75,712.00	\$37.11 \$77,188.80	\$37.87 \$78,769.60	\$38.61 \$80,308.80	\$39.40 \$81,952.00	\$40.19 \$83,595.20	\$40.99 \$85,259.20	\$41.80 \$86,944.00	\$42.64 \$88,691.20	\$43.49 \$90,459.20	\$44.36 \$92,268.80	\$45.23 \$94,078.40	\$46.15 \$95,992.00	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40
Disability Retirement Specialist	25	Unrep	Hourly Annually	\$32.97 \$68.577.60	\$33.61 \$69.908.80	\$34.29 \$71.323.20	\$34.97 \$72.737.60	\$35.68 \$74,214.40	\$36.40 \$75,712.00	\$37.11 \$77,188.80	\$37.87 \$78,769.60	\$38.61 \$80.308.80	\$39.40 \$81.952.00	\$40.19 \$83.595.20	\$40.99 \$85.259.20	\$41.80 \$86,944.00	\$42.64 \$88,691.20	\$43.49 \$90,459.20	\$44.36 \$92,268.80	\$45.23 \$94,078.40	\$46.15 \$95,992.00	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40
	25	Unrep	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
Human Resources Specialist	25	Unrep	Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Retirement Specialist	25	Unrep	Hourly Annually	\$32.97 \$68,577.60	\$33.61 \$69,908.80	\$34.29 \$71,323.20	\$34.97 \$72,737.60	\$35.68 \$74,214.40	\$36.40 \$75,712.00	\$37.11 \$77,188.80	\$37.87 \$78,769.60	\$38.61 \$80,308.80	\$39.40 \$81,952.00	\$40.19 \$83,595.20	\$40.99 \$85,259.20	\$41.80 \$86,944.00	\$42.64 \$88,691.20	\$43.49 \$90,459.20	\$44.36 \$92,268.80	\$45.23 \$94,078.40	\$46.15 \$95,992.00	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40
Information Services Coordinator	26	Rep	Hourly Annually	\$34.53 \$71,822.40	\$35.20 \$73,216.00	\$35.88 \$74,630.40	\$36.56 \$76,044.80	\$37.26 \$77,500.80	\$37.96 \$78,956.80	\$38.71 \$80,516.80	\$39.43 \$82,014.40	\$40.20 \$83,616.00	\$40.97 \$85,217.60	\$41.77 \$86,881.60	\$42.56 \$88,524.80	\$43.40 \$90,272.00	\$44.23 \$91,998.40	\$45.07 \$93,745.60	\$45.94 \$95,555.20	\$46.83 \$97,406.40	\$47.73 \$99,278.40	\$48.65 \$101,192.00	\$49.60 \$103,168.00	\$50.55 \$105,144.00
Accountant	30	Rep	Hourly	\$36.40	\$37.11 \$77.188.80	\$37.87	\$38.70	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36 \$92.268.80	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98 \$108.118.40	\$53.02	\$54.09
Associate Business Systems		_	Hourly	\$75,712.00	\$37.11	\$78,769.60	\$80,496.00	\$81,952.00 \$39.40	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40 \$45.23	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00 \$50.95	\$51.98	\$110,281.60 \$53.02	\$112,507.20 \$54.09
Engineer	30	Rep	Annually	\$75,712.00	\$77,188.80	\$78,769.60	\$80,496.00	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20
Senior Legal Secretary	31	Unrep	Hourly Annually	\$37.96 \$78,956.80	\$38.71 \$80,516.80	\$39.43 \$82,014.40	\$40.20 \$83,616.00	\$40.97 \$85,217.60	\$41.77 \$86,881.60	\$42.56 \$88,524.80	\$43.40 \$90,272.00	\$44.23 \$91,998.40	\$45.07 \$93,745.60	\$45.94 \$95,555.20	\$46.83 \$97,406.40	\$47.73 \$99,278.40	\$48.65 \$101,192.00	\$49.60 \$103,168.00	\$50.55 \$105,144.00	\$51.54 \$107,203.20	\$52.53 \$109,262.40	\$53.56 \$111,404.80	\$54.59 \$113,547.20	\$55.66 \$115,772.80
Paralegal	33	Rep	Hourly	\$38.61 \$80,308.80	\$39.40 \$81,952.00	\$40.19 \$83,595.20	\$40.99 \$85,259.20	\$41.80 \$86,944.00	\$42.64 \$88,691.20	\$43.49 \$90,459.20	\$44.36 \$92,268.80	\$45.23 \$94,078.40	\$46.15 \$95,992.00	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40	\$49.96 \$103,916.80	\$50.95 \$105,976.00	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40
During a Contain Analysi	25	D	Hourly	\$40.55	\$41.37	\$42.19	\$43.03	\$43.89	\$44.78	\$45.67	\$46.58	\$47.51	\$48.45	\$49.44	\$50.41	\$51.42	\$52.45	\$53.51	\$54.58	\$55.67	\$56.77	\$57.92	\$59.07	\$60.24
Business Systems Analyst	35	Rep	Annually	\$84,344.00	\$86,049.60	\$87,755.20	\$89,502.40	\$91,291.20	\$93,142.40	\$94,993.60	\$96,886.40	\$98,820.80	\$100,776.00	\$102,835.20	\$104,852.80	\$106,953.60	\$109,096.00	\$111,300.80	\$113,526.40	\$115,793.60	\$118,081.60	\$120,473.60	\$122,865.60	\$125,299.20
Information Systems Engineer	35	Rep	Hourly Annually	\$40.55 \$84,344.00	\$41.37 \$86,049.60	\$42.19 \$87,755.20	\$43.03 \$89,502.40	\$43.89 \$91,291.20	\$44.78 \$93,142.40	\$45.67 \$94,993.60	\$46.58 \$96,886.40	\$47.51 \$98,820.80	\$48.45 \$100,776.00	\$49.44 \$102,835.20	\$50.41 \$104,852.80	\$51.42 \$106,953.60	\$52.45 \$109,096.00	\$53.51 \$111,300.80	\$54.58 \$113,526.40	\$55.67 \$115,793.60	\$56.77 \$118,081.60	\$57.92 \$120,473.60	\$59.07 \$122,865.60	\$60.24 \$125,299.20

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

Classification	Range	Unit Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Deputy Clerk of the Board/Sr. Executive Secretary	36	Unrep Hourly Annually	\$41.96 \$87,276.80	\$42.80 \$89,024.00	\$43.64 \$90,771.20	\$44.52 \$92,601.60	\$45.41 \$94,452.80	\$46.31 \$96,324.80	\$47.26 \$98,300.80	\$48.20 \$100,256.00	\$49.16 \$102,252.80	\$50.14 \$104,291.20	\$51.14 \$106,371.20	\$52.17 \$108,513.60	\$53.22 \$110,697.60	\$54.28 \$112,902.40	\$55.37 \$115,169.60	\$56.47 \$117,457.60	\$57.61 \$119,828.80	\$58.75 \$122,200.00	\$59.93 \$124,654.40	\$61.13 \$127,150.40	\$62.35 \$129,688.00
Senior Disability Retirement Specialist	36	Unrep Hourly Annually	\$41.96 \$87,276.80	\$42.80 \$89,024.00	\$43.64 \$90,771.20	\$44.52 \$92,601.60	\$45.41 \$94,452.80	\$46.31 \$96,324.80	\$47.26 \$98,300.80	\$48.20 \$100,256.00	\$49.16 \$102,252.80	\$50.14 \$104,291.20	\$51.14 \$106,371.20	\$52.17 \$108,513.60	\$53.22 \$110,697.60	\$54.28 \$112,902.40	\$55.37 \$115,169.60	\$56.47 \$117,457.60	\$57.61 \$119,828.80	\$58.75 \$122,200.00	\$59.93 \$124,654.40	\$61.13 \$127,150.40	\$62.35 \$129,688.00
Senior Retirement Specialist	36	Unrep Hourly Annually	\$41.96 \$87.276.80	\$42.80 \$89.024.00	\$43.64 \$90.771.20	\$44.52 \$92.601.60	\$45.41 \$94,452.80	\$46.31 \$96,324.80	\$47.26 \$98,300.80	\$48.20 \$100.256.00	\$49.16 \$102.252.80	\$50.14 \$104.291.20	\$51.14 \$106.371.20	\$52.17 \$108.513.60	\$53.22 \$110.697.60	\$54.28 \$112,902.40	\$55.37 \$115.169.60	\$56.47 \$117.457.60	\$57.61 \$119.828.80	\$58.75 \$122,200.00	\$59.93 \$124.654.40	\$61.13 \$127.150.40	\$62.35 \$129,688.00
Investment Analyst	43	Rep Hourly Annually	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40	\$49.96 \$103,916.80	\$50.95 \$105,976.00	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80
Sr. Accountant	43	Rep Hourly Annually	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40	\$49.96 \$103,916.80	\$50.95 \$105,976.00	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80
Sr. Business Systems Analyst	43	Rep Hourly Annually	\$47.08 \$97,926.40	\$48.02 \$99,881.60	\$48.98 \$101,878.40	\$49.96 \$103,916.80	\$50.95 \$105,976.00	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80
Business Systems Engineer	44	Rep Hourly Annually	\$49.61 \$103,188.80	\$50.55 \$105,144.00	\$51.52 \$107,161.60	\$52.49 \$109,179.20	\$53.50 \$111,280.00	\$54.51 \$113,380.80	\$55.54 \$115,523.20	\$56.61 \$117,748.80	\$57.70 \$120,016.00	\$58.79 \$122,283.20	\$59.94 \$124,675.20	\$61.07 \$127,025.60	\$62.25 \$129,480.00	\$63.44 \$131,955.20	\$64.66 \$134,492.80	\$65.90 \$137,072.00	\$67.17 \$139,713.60	\$68.46 \$142,396.80	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00
Information Security Engineer	44	Rep Hourly Annually	\$49.61 \$103,188.80	\$50.55 \$105,144.00	\$51.52 \$107,161.60	\$52.49 \$109,179.20	\$53.50 \$111,280.00	\$54.51 \$113,380.80	\$55.54 \$115,523.20	\$56.61 \$117,748.80	\$57.70 \$120,016.00	\$58.79 \$122,283.20	\$59.94 \$124,675.20	\$61.07 \$127,025.60	\$62.25 \$129,480.00	\$63.44 \$131,955.20	\$64.66 \$134,492.80	\$65.90 \$137,072.00	\$67.17 \$139,713.60	\$68.46 \$142,396.80	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00
Communications Officer	44	Rep Hourly Annually	\$49.61 \$103,188.80	\$50.55 \$105,144.00	\$51.52 \$107,161.60	\$52.49 \$109,179.20	\$53.50 \$111,280.00	\$54.51 \$113,380.80	\$55.54 \$115,523.20	\$56.61 \$117,748.80	\$57.70 \$120,016.00	\$58.79 \$122,283.20	\$59.94 \$124,675.20	\$61.07 \$127,025.60	\$62.25 \$129,480.00	\$63.44 \$131,955.20	\$64.66 \$134,492.80	\$65.90 \$137,072.00	\$67.17 \$139,713.60	\$68.46 \$142,396.80	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00
Account Auditing Supervisor	48	Unrep Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Clerk of the Board/Executive Assistant	48	Unrep Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Disability Retirement Supervisor	48	Unrep Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Retirement Specialist Supervisor	48	Unrep Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Projects and Facilities Assistant Manager	48	Unrep Hourly Annually	\$51.98 \$108,118.40	\$53.02 \$110,281.60	\$54.09 \$112,507.20	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.19 \$160,555.20
Cloud Infrastructure Architect	51	Rep Hourly Annually	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.22 \$160,617.60	\$78.78 \$163,862.40	\$80.36 \$167,148.80	\$81.96 \$170,476.80
Sr. Business Systems Engineer	51	Rep Hourly Annually	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.22 \$160,617.60	\$78.78 \$163,862.40	\$80.36 \$167,148.80	\$81.96 \$170,476.80
Sr. Investment Analyst	51	Rep Hourly Annually	\$55.16 \$114,732.80	\$56.26 \$117,020.80	\$57.38 \$119,350.40	\$58.52 \$121,721.60	\$59.70 \$124,176.00	\$60.90 \$126,672.00	\$62.12 \$129,209.60	\$63.36 \$131,788.80	\$64.63 \$134,430.40	\$65.92 \$137,113.60	\$67.23 \$139,838.40	\$68.58 \$142,646.40	\$69.96 \$145,516.80	\$71.36 \$148,428.80	\$72.77 \$151,361.60	\$74.24 \$154,419.20	\$75.72 \$157,497.60	\$77.22 \$160,617.60	\$78.78 \$163,862.40	\$80.36 \$167,148.80	\$81.96 \$170,476.80
Accounting Manager	61	Unrep Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Communications & Stakeholder Relations Manager	61	Unrep Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Disability Retirement Manager	61	Unrep Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Government Affairs Manager	61	Unrep Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Member Experience Manager	61	Unrep Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Information Security Manager	61	Unrep Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80

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

Classification	Range	Unit	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Information Systems Operations Manager	61	Unrep	Hourly	\$69.79 \$145.163.20	\$71.11 \$147.908.80	\$72.50 \$150.800.00	\$73.90 \$153.712.00	\$75.32 \$156.665.60	\$76.78 \$159.702.40	\$78.26 \$162.780.80	\$79.77 \$165.921.60	\$81.32 \$169.145.60	\$82.88 \$172.390.40	\$84.49	\$86.13 \$179.150.40	\$87.81 \$182.644.80	\$89.51 \$186.180.80	\$91.26 \$189.820.80	\$93.03	\$94.84 \$197.267.20	\$96.68 \$201.094.40	\$98.56 \$205.004.80	\$100.48 \$208.998.40	\$102.46 \$213.116.80
Investment Operations and	61	Unren	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
Portfolio Analytics Manager	01	Оптер		\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80			\$172,390.40	\$175,739.20		\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Retirement Benefits Manager	61	Unrep	Hourly Annually	\$69.79 \$145,163.20	\$71.11 \$147,908.80	\$72.50 \$150,800.00	\$73.90 \$153,712.00	\$75.32 \$156,665.60	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80
Director of Communications & Stakeholder Relations	66	Unrep	Hourly Annually	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00
Director of Human Resources & Risk Management	66	Unrep	Hourly Annually	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00
Investment Officer	66	Unrep	Hourly	\$76.78 \$159,702.40	\$78.26 \$162,780.80	\$79.77 \$165,921.60	\$81.32 \$169,145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179,150.40	\$87.81 \$182,644.80	\$89.51 \$186,180.80	\$91.26 \$189,820.80	\$93.03 \$193,502.40	\$94.84 \$197,267.20	\$96.68 \$201,094.40	\$98.56 \$205,004.80	\$100.48 \$208,998.40	\$102.46 \$213,116.80	\$104.46 \$217,276.80	\$106.48 \$221,478.40	\$108.56 \$225,804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00
Staff Counsel	66	Unrep	Hourly	\$76.78 \$159.702.40	\$78.26 \$162.780.80	\$79.77 \$165,921.60	\$81.32 \$169.145.60	\$82.88 \$172,390.40	\$84.49 \$175,739.20	\$86.13 \$179.150.40	\$87.81 \$182.644.80	\$89.51 \$186,180.80	\$91.26 \$189.820.80	\$93.03 \$193.502.40	\$94.84 \$197,267.20	\$96.68 \$201.094.40	\$98.56 \$205.004.80	\$100.48 \$208.998.40	\$102.46 \$213.116.80	\$104.46 \$217.276.80	\$106.48 \$221.478.40	\$108.56 \$225.804.80	\$110.69 \$230.235.20	\$112.85 \$234.728.00
Sr. Staff Counsel	71	Unrep	Hourly	\$84.49 \$175.739.20	\$86.13 \$179.150.40	\$87.81 \$182.644.80	\$89.51 \$186.180.80	\$91.26 \$189.820.80	\$93.03 \$193.502.40	\$94.84 \$197.267.20	\$96.68 \$201.094.40	\$98.56 \$205.004.80	\$100.48 \$208.998.40	\$102.46 \$213.116.80	\$104.46 \$217.276.80	\$106.48 \$221.478.40	\$108.56 \$225.804.80	\$110.69 \$230.235.20	\$112.85 \$234.728.00	\$115.05 \$239.304.00	\$117.31 \$244.004.80	\$119.62 \$248.809.60	\$121.95 \$253.656.00	\$124.33 \$258.606.40
Chief Financial Officer	81	Unrep	Hourly	\$102.46 \$213.116.80	\$104.46 \$217.276.80	\$106.48 \$221.478.40	\$108.56 \$225.804.80	\$110.69 \$230,235.20	\$112.85 \$234,728.00	\$115.05 \$239,304.00	\$117.31 \$244.004.80	\$119.62 \$248.809.60	\$121.95 \$253.656.00	\$124.33 \$258,606.40	\$126.76 \$263,660.80	\$129.25 \$268.840.00	\$131.78 \$274.102.40	\$134.37 \$279,489.60	\$137.00 \$284,960.00	\$139.70 \$290.576.00	\$142.43 \$296,254.40	\$145.23 \$302.078.40	\$148.09 \$308,027.20	\$151.01 \$314.100.80
Chief Information Officer	81	Unrep	Hourly	\$102.46 \$213.116.80	\$104.46 \$217.276.80	\$106.48 \$221.478.40	\$108.56 \$225.804.80	\$110.69 \$230.235.20	\$112.85 \$234.728.00	\$115.05 \$239.304.00	\$117.31 \$244.004.80	\$119.62 \$248.809.60	\$121.95 \$253.656.00	\$124.33 \$258.606.40	\$126.76	\$129.25 \$268.840.00	\$131.78 \$274.102.40	\$134.37 \$279.489.60	\$137.00 \$284.960.00	\$139.70 \$290.576.00	\$142.43 \$296.254.40	\$145.23 \$302.078.40	\$148.09 \$308.027.20	\$151.01 \$314.100.80
Chief of Member Services	81	Unrep	Hourly	\$102.46 \$213.116.80	\$104.46 \$217.276.80	\$106.48	\$108.56 \$225.804.80	\$110.69	\$112.85 \$234,728.00	\$115.05	\$117.31 \$244.004.80	\$119.62 \$248.809.60	\$121.95 \$253,656.00	\$124.33 \$258,606.40	\$126.76 \$263,660.80	\$129.25	\$131.78 \$274,102.40	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09	\$151.01
Sr Investment Officer	86	Unrep	Hourly Annually	\$112.85 \$234.728.00	\$115.05 \$239.304.00	\$221,478.40 \$117.31 \$244.004.80	\$119.62 \$248.809.60	\$230,235.20 \$121.95 \$253.656.00	\$124.33 \$258.606.40	\$239,304.00 \$126.76 \$263.660.80	\$129.25 \$268.840.00	\$131.78 \$274.102.40	\$134.37 \$279,489.60	\$137.00 \$284.960.00	\$139.70 \$290.576.00	\$268,840.00 \$142.43 \$296.254.40	\$145.23 \$302.078.40	\$279,489.60 \$148.09 \$308.027.20	\$284,960.00 \$151.01 \$314.100.80	\$290,576.00 \$153.96 \$320.236.80	\$296,254.40 \$157.00 \$326.560.00	\$302,078.40 \$160.09 \$332.987.20	\$308,027.20 \$163.23 \$339.518.40	\$14,100.80 \$166.46 \$346.236.80
Chief Counsel	91	Unrep	Hourly	\$125.73 \$261.518.40	\$128.18 \$266.614.40	\$130.66 \$271.772.80	\$133.20 \$277,056.00	\$135.77 \$282,401.60	\$138.41 \$287.892.80	\$141.09 \$293,467.20	\$143.85 \$299,208.00	\$146.64 \$305.011.20	\$149.49 \$310,939.20	\$152.40 \$316,992.00	\$155.37	\$158.40 \$329.472.00	\$161.49 \$335,899.20	\$164.64 \$342,451.20	\$167.85 \$349,128.00	\$171.13 \$355,950.40	\$174.48 \$362.918.40	\$177.89 \$370.011.20	\$181.37 \$377,249.60	\$184.91 \$384.612.80
Chief Investment Officer	91	Unrep	Hourly	\$125.73	\$128.18	\$130.66	\$133.20	\$135.77	\$138.41	\$141.09	\$143.85	\$146.64	\$149.49	\$152.40	\$155.37	\$158.40	\$161.49	\$164.64	\$167.85	\$171.13	\$174.48	\$177.89	\$181.37	\$184.91
			Annually	\$261,518.40 \$134.09	\$266,614.40 \$136.62	\$271,772.80	\$277,056.00 \$141.85	\$282,401.60 \$144.54	\$287,892.80 \$147.28	\$293,467.20 \$150.08	\$299,208.00 \$152.93	\$305,011.20 \$155.85	\$310,939.20	\$316,992.00 \$161.85	\$323,169.60 \$164.93	\$329,472.00 \$168.08	\$335,899.20	\$342,451.20	\$349,128.00	\$355,950.40 \$181.32	\$362,918.40 \$184.80	\$370,011.20	\$377,249.60 \$191.98	\$384,612.80
Chief Executive Officer	93	Unrep		\$278,907.20				\$300,643.20	\$306,342.40			\$324,168.00			\$343,054.40			\$363,147.20				\$391,788.80	\$399,318.40	

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