

Exhibit A: Page 1

SBCERA Salary Schedule for All Employees - Effective July 1, 2024

Classification	Range	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Receptionist	3	Hourly	\$20.41	\$20.82	\$21.24	\$21.66	\$22.09	\$22.53	\$22.99	\$23.45	\$23.92	\$24.40	\$24.88	\$25.38	\$25.89	\$26.40	\$26.94	\$27.47	\$28.02	\$28.59	\$29.15	\$29.75	\$30.34
		Annually	\$42,452.80	\$43,305.60	\$44,179.20	\$45,052.80	\$45,947.20	\$46,862.40	\$47,819.20	\$48,776.00	\$49,753.60	\$50,752.00	\$51,750.40	\$52,790.40	\$53,851.20	\$54,912.00	\$56,035.20	\$57,137.60	\$58,281.60	\$59,467.20	\$60,632.00	\$61,880.00	\$63,107.20
Office Specialist	5	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
		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	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
		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
Human Resources Technician	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
		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
Retirement Benefits Technician	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
		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	Hourly	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.66	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.86	\$38.61	\$39.40	\$40.19
		Annually	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,852.80	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,748.80	\$80,308.80	\$81,952.00	\$83,595.20
Legal Secretary	15	Hourly	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.66	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.86	\$38.61	\$39.40	\$40.19
		Annually	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,852.80	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,748.80	\$80,308.80	\$81,952.00	\$83,595.20
Accounting Technician	20	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
		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	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
		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
Facilities Maintenance Technician	20	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
		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
Information Systems Technician	20	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
		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
Benefit Payment Specialist	25	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
		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
Communications Specialist	25	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
		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
Disability Retirement Specialist	25	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
		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
Human Resources Specialist	25	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
		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	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
		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
Information Services Coordinator	26	Hourly	\$34.53	\$35.20	\$35.88	\$36.56	\$37.26	\$37.96	\$38.71	\$39.43	\$40.20	\$40.97	\$41.77	\$42.56	\$43.40	\$44.23	\$45.07	\$45.94	\$46.83	\$47.73	\$48.65	\$49.60	\$50.55
		Annually	\$71,822.40	\$73,216.00	\$74,630.40	\$76,044.80	\$77,500.80	\$78,956.80	\$80,516.80	\$82,014.40	\$83,616.00	\$85,217.60	\$86,881.60	\$88,524.80	\$90,272.00	\$91,998.40	\$93,745.60	\$95,555.20	\$97,406.40	\$99,278.40	\$101,192.00	\$103,168.00	\$105,144.00
Accountant	30	Hourly	\$36.40	\$37.11	\$37.87	\$38.70	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09
		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	\$							

Exhibit A: Page 2

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
Information Systems Engineer	35	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
Deputy Clerk of the Board/Sr. Executive Secretary	36	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	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	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
Human Resources Analyst	43	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
Investment Analyst	43	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	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	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	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	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	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	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	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	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	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	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	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	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	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			

Exhibit A: Page 3

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	\$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	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	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 Systems Operations Manager	61	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
Investment Operations and Portfolio Analytics Manager	61	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
Retirement Benefits Manager	61	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
Survivor Benefits Manager	61	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	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	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	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
Staff Counsel	66	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
Sr. Staff Counsel	71	Hourly Annually	\$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	Hourly Annually	\$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 Human Resources Officer	81	Hourly Annually	\$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	Hourly Annually	\$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 of Member Services	81	Hourly Annually	\$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
Sr Investment Officer	86	Hourly Annually	\$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	\$153.96 \$320,236.80	\$157.00 \$326,560.00	\$160.09 \$332,987.20	\$163.23 \$339,518.40	\$166.46 \$346,236.80
Chief Counsel	91	Hourly Annually	\$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 \$323,169.60	\$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	Hourly Annually	\$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 \$323,169.60	\$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	