

SBCERA Salary Schedule for Represented Employees - Effective December 16, 2023

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	\$19.37	\$19.75	\$20.15	\$20.55	\$20.95	\$21.38	\$21.81	\$22.25	\$22.68	\$23.14	\$23.60	\$24.08	\$24.56	\$25.04	\$25.55	\$26.06	\$26.58	\$27.12	\$27.66	\$28.21	\$28.78
			Annually	\$40,289.60	\$41,080.00	\$41,912.00	\$42,744.00	\$43,576.00	\$44,470.40	\$45,364.80	\$46,280.00	\$47,174.40	\$48,131.20	\$49,088.00	\$50,086.40	\$51,084.80	\$52,083.20	\$53,144.00	\$54,204.80	\$55,286.40	\$56,409.60	\$57,532.80	\$58,676.80	\$59,862.40
Office Specialist	5	Rep	Hourly	\$21.05	\$21.46	\$21.90	\$22.33	\$22.78	\$23.22	\$23.70	\$24.18	\$24.65	\$25.15	\$25.64	\$26.16	\$26.68	\$27.21	\$27.76	\$28.32	\$28.88	\$29.47	\$30.06	\$30.65	\$31.27
			Annually	\$43,784.00	\$44,636.80	\$45,552.00	\$46,446.40	\$47,382.40	\$48,297.60	\$49,296.00	\$50,294.40	\$51,272.00	\$52,312.00	\$53,331.20	\$54,412.80	\$55,494.40	\$56,596.80	\$57,740.80	\$58,905.60	\$60,070.40	\$61,297.60	\$62,524.80	\$63,752.00	\$65,041.60
Disability Retirement Benefits Technician	10	Rep	Hourly	\$23.22	\$23.70	\$24.18	\$24.65	\$25.15	\$25.64	\$26.16	\$26.68	\$27.21	\$27.76	\$28.32	\$28.88	\$29.47	\$30.06	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53
			Annually	\$48,297.60	\$49,296.00	\$50,294.40	\$51,272.00	\$52,312.00	\$53,331.20	\$54,412.80	\$55,494.40	\$56,596.80	\$57,740.80	\$58,905.60	\$60,070.40	\$61,297.60	\$62,524.80	\$63,752.00	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40
Retirement Benefits Technician	10	Rep	Hourly	\$23.22	\$23.70	\$24.18	\$24.65	\$25.15	\$25.64	\$26.16	\$26.68	\$27.21	\$27.76	\$28.32	\$28.88	\$29.47	\$30.06	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53
			Annually	\$48,297.60	\$49,296.00	\$50,294.40	\$51,272.00	\$52,312.00	\$53,331.20	\$54,412.80	\$55,494.40	\$56,596.80	\$57,740.80	\$58,905.60	\$60,070.40	\$61,297.60	\$62,524.80	\$63,752.00	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40
Legal Secretary	15	Rep	Hourly	\$25.64	\$26.16	\$26.68	\$27.21	\$27.76	\$28.32	\$28.88	\$29.47	\$30.03	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53	\$35.21	\$35.92	\$36.63	\$37.37	\$38.12
			Annually	\$53,331.20	\$54,412.80	\$55,494.40	\$56,596.80	\$57,740.80	\$58,905.60	\$60,070.40	\$61,297.60	\$62,462.40	\$63,752.00	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40	\$73,236.80	\$74,713.60	\$76,190.40	\$77,729.60	\$79,289.60
Accounting Technician	20	Rep	Hourly	\$28.32	\$28.88	\$29.47	\$30.06	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53	\$35.21	\$35.92	\$36.63	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08
			Annually	\$58,905.60	\$60,070.40	\$61,297.60	\$62,524.80	\$63,752.00	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40	\$73,236.80	\$74,713.60	\$76,190.40	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40
Accounting Technician - Fiscal	20	Rep	Hourly	\$28.32	\$28.88	\$29.47	\$30.06	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53	\$35.21	\$35.92	\$36.63	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08
			Annually	\$58,905.60	\$60,070.40	\$61,297.60	\$62,524.80	\$63,752.00	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40	\$73,236.80	\$74,713.60	\$76,190.40	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40
Facilities Maintenance Technician	20	Rep	Hourly	\$28.32	\$28.88	\$29.47	\$30.06	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53	\$35.21	\$35.92	\$36.63	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08
			Annually	\$58,905.60	\$60,070.40	\$61,297.60	\$62,524.80	\$63,752.00	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40	\$73,236.80	\$74,713.60	\$76,190.40	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40
Information Systems Technician	20	Rep	Hourly	\$28.32	\$28.88	\$29.47	\$30.06	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53	\$35.21	\$35.92	\$36.63	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08
			Annually	\$58,905.60	\$60,070.40	\$61,297.60	\$62,524.80	\$63,752.00	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40	\$73,236.80	\$74,713.60	\$76,190.40	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40
Communications Specialist	25	Rep	Hourly	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53	\$35.21	\$35.92	\$36.63	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08	\$42.91	\$43.78	\$44.65	\$45.55	\$46.46
			Annually	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40	\$73,236.80	\$74,713.60	\$76,190.40	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40	\$89,252.80	\$91,062.40	\$92,872.00	\$94,744.00	\$96,636.80
Disability Retirement Specialist	25	Rep	Hourly	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53	\$35.21	\$35.92	\$36.63	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08	\$42.91	\$43.78	\$44.65	\$45.55	\$46.46
			Annually	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40	\$73,236.80	\$74,713.60	\$76,190.40	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40	\$89,252.80	\$91,062.40	\$92,872.00	\$94,744.00	\$96,636.80
Retirement Specialist	25	Rep	Hourly	\$31.27	\$31.89	\$32.53	\$33.18	\$33.83	\$34.53	\$35.21	\$35.92	\$36.63	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08	\$42.91	\$43.78	\$44.65	\$45.55	\$46.46
			Annually	\$65,041.60	\$66,331.20	\$67,662.40	\$69,014.40	\$70,366.40	\$71,822.40	\$73,236.80	\$74,713.60	\$76,190.40	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40	\$89,252.80	\$91,062.40	\$92,872.00	\$94,744.00	\$96,636.80
Information Services Coordinator	26	Rep	Hourly	\$32.76	\$33.40	\$34.03	\$34.68	\$35.34	\$36.01	\$36.71	\$37.41	\$38.13	\$38.87	\$39.62	\$40.38	\$41.16	\$41.94	\$42.75	\$43.58	\$44.42	\$45.27	\$46.16	\$47.05	\$47.96
			Annually	\$68,140.80	\$69,472.00	\$70,782.40	\$72,134.40	\$73,507.20	\$74,900.80	\$76,356.80	\$77,812.80	\$79,310.40	\$80,849.60	\$82,409.60	\$83,990.40	\$85,612.80	\$87,235.20	\$88,920.00	\$90,646.40	\$92,393.60	\$94,161.60	\$96,012.80	\$97,864.00	\$99,756.80
Accountant	30	Rep	Hourly	\$34.53	\$35.21	\$35.92	\$36.70	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08	\$42.91	\$43.78	\$44.65	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.28	\$51.30
			Annually	\$71,822.40	\$73,236.80	\$74,713.60	\$76,336.00	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40	\$89,252.80	\$91,062.40	\$92,872.00	\$94,744.00	\$96,636.80	\$98,571.20	\$100,547.20	\$102,564.80	\$104,582.40	\$106,704.00
Associate Business Systems Engineer	30	Rep	Hourly	\$34.53	\$35.21	\$35.92	\$36.70	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08	\$42.91	\$43.78	\$44.65	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.28	\$51.30
			Annually	\$71,822.40	\$73,236.80	\$74,713.60	\$76,336.00	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40	\$89,252.80	\$91,062.40	\$92,872.00	\$94,744.00	\$96,636.80	\$98,571.20	\$100,547.20	\$102,564.80	\$104,582.40	\$106,704.00
Paralegal	33	Rep	Hourly	\$36.63	\$37.37	\$38.12	\$38.88	\$39.65	\$40.45	\$41.25	\$42.08	\$42.91	\$43.78	\$44.65	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.28	\$51.30	\$52.32	\$53.36	\$54.43
			Annually	\$76,190.40	\$77,729.60	\$79,289.60	\$80,870.40	\$82,472.00	\$84,136.00	\$85,800.00	\$87,526.40	\$89,252.80	\$91,062.40	\$92,872.00	\$94,744.00	\$96,636.80	\$98,571.20	\$100,547.20	\$102,564.80	\$104,582.40	\$106,704.00	\$108,825.60	\$110,988.80	\$113,214.40
Business Systems Analyst	35	Rep	Hourly	\$38.47	\$39.24	\$40.02	\$40.82	\$41.63	\$42.47	\$43.33	\$44.18	\$45.07	\$45.96	\$46.90	\$47.83	\$48.78	\$49.75	\$50.76	\$51.77	\$52.81	\$53.86	\$54.94	\$56.03	\$57.15
			Annually	\$80,017.60	\$81,619.20	\$83,241.60	\$84,905.60	\$86,590.40	\$88,337.60	\$90,126.40	\$91,894.40	\$93,745.60	\$95,596.80	\$97,552.00	\$99,486.40	\$101,462.40	\$103,480.00	\$105,580.80	\$107,681.60	\$109,844.80	\$112,028.80	\$114,275.20	\$116,542.40	\$118,872.00
Information Systems Engineer	35	Rep	Hourly	\$38.47	\$39.24	\$40.02	\$40.82	\$41.63	\$42.47	\$43.33	\$44.18	\$45.07	\$45.96	\$46.90	\$47.83	\$48.78	\$49.75	\$50.76	\$51.77	\$52.81	\$53.86	\$54.94	\$56.03	\$57.15
			Annually	\$80,017.60	\$81,619.20	\$83,241.60	\$84,905.60	\$86,590.40	\$88,337.60	\$90,126.40	\$91,894.40	\$93,745.60	\$95,596.80	\$97,552.00	\$99,486.40	\$101,462.40	\$103,480.00	\$105,580.80	\$107,681.60	\$109,844.80	\$112,028.80	\$114,275.20	\$116,542.40	\$118,872.00
Sr. Disability Retirement Specialist	36	Rep	Hourly	\$39.80	\$40.60	\$41.40	\$42.23	\$43.08	\$43.94	\$44.82	\$45.72	\$46.63	\$47.57	\$48.51	\$49.49	\$50.48	\$51.48	\$52.52	\$53.57	\$54.64	\$55.73	\$56.84	\$57.98	\$59.14
			Annually	\$82,784.00	\$84,448.00	\$86,112.00	\$87,838.40	\$89,606.40	\$91,395.20	\$93,225.60	\$95,097.60	\$96,990.40	\$98,945.60	\$100,900.80	\$102,939.20	\$104,998.40	\$107,078.40	\$109,241.60	\$111,425.60	\$113,651.20	\$115,918.40	\$118,227.20	\$120,598.40	\$123,011.20
Sr. Retirement Specialist	36	Rep	Hourly	\$39.80	\$40.60	\$41.40	\$42.23	\$43.08	\$43.94	\$44.82	\$45.72	\$46.63	\$47.57	\$48.51	\$49.49	\$50.48	\$51.48	\$52.52	\$53.57	\$54.64	\$55.73	\$56.84	\$57.98	\$59.14
			Annually	\$82,784.00	\$84,448.00	\$86,112.00	\$87,838.40	\$89,606.40	\$91,395.20	\$93,225.60	\$95,097.60	\$96,990.40	\$98,945.60	\$100,900.80	\$102,939.20	\$104,998.40	\$107,078.40	\$109,241.60	\$111,425.60	\$113,651.20	\$115,918.40	\$118,227.20	\$120,598.40	\$123,011.20
Investment Analyst	43	Rep	Hourly	\$44.65	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.28	\$51.30	\$52.32	\$53.36	\$54.43	\$55.51	\$56.63	\$57.77	\$58.92	\$60.10	\$61.31	\$62.53	\$63.77	\$65.05	\$66.36
			Annually	\$92,872.00	\$94,744.00	\$96,636.80	\$98,571.20	\$100,547.20	\$102,564.80	\$104,582.40	\$106,704.00	\$108,825.60	\$110,988.80	\$113,214.40	\$115,460.80	\$117,790.40	\$120,161.60	\$122,553.60	\$125,008.00	\$127,524.80	\$130,062.40	\$132,641.60	\$135,304.00	\$138,028.80
Sr. Accountant	43	Rep	Hourly	\$44.65	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.28	\$51.30	\$52.32	\$53.36	\$54.43	\$55.51	\$56.63	\$57.77	\$58.92	\$60.10	\$61.31	\$62.53	\$63.77	\$65.05	\$66.36
			Annually	\$92,872.00																				

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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 Security Engineer	44	Rep	Hourly	\$47.06	\$47.96	\$48.87	\$49.79	\$50.75	\$51.70	\$52.69	\$53.71	\$54.73	\$55.77	\$56.85	\$57.93	\$59.04	\$60.18	\$61.33	\$62.51	\$63.72	\$64.94	\$66.19	\$67.46	\$68.76
			Annually	\$97,884.80	\$99,756.80	\$101,649.60	\$103,563.20	\$105,560.00	\$107,536.00	\$109,595.20	\$111,716.80	\$113,838.40	\$116,001.60	\$118,248.00	\$120,494.40	\$122,803.20	\$125,174.40	\$127,566.40	\$130,020.80	\$132,537.60	\$135,075.20	\$137,675.20	\$140,316.80	\$143,020.80
Communications Officer	44	Rep	Hourly	\$47.06	\$47.96	\$48.87	\$49.79	\$50.75	\$51.70	\$52.69	\$53.71	\$54.73	\$55.77	\$56.85	\$57.93	\$59.04	\$60.18	\$61.33	\$62.51	\$63.72	\$64.94	\$66.19	\$67.46	\$68.76
			Annually	\$97,884.80	\$99,756.80	\$101,649.60	\$103,563.20	\$105,560.00	\$107,536.00	\$109,595.20	\$111,716.80	\$113,838.40	\$116,001.60	\$118,248.00	\$120,494.40	\$122,803.20	\$125,174.40	\$127,566.40	\$130,020.80	\$132,537.60	\$135,075.20	\$137,675.20	\$140,316.80	\$143,020.80
Account Auditing Supervisor	48	Rep	Hourly	\$49.31	\$50.28	\$51.30	\$52.32	\$53.36	\$54.43	\$55.51	\$56.63	\$57.77	\$58.92	\$60.10	\$61.31	\$62.53	\$63.77	\$65.05	\$66.36	\$67.69	\$69.03	\$70.42	\$71.83	\$73.22
			Annually	\$102,564.80	\$104,582.40	\$106,704.00	\$108,825.60	\$110,988.80	\$113,214.40	\$115,460.80	\$117,790.40	\$120,161.60	\$122,553.60	\$125,008.00	\$127,524.80	\$130,062.40	\$132,641.60	\$135,304.00	\$138,028.80	\$140,795.20	\$143,582.40	\$146,473.60	\$149,406.40	\$152,297.60
Disability Retirement Supervisor	48	Rep	Hourly	\$49.31	\$50.28	\$51.30	\$52.32	\$53.36	\$54.43	\$55.51	\$56.63	\$57.77	\$58.92	\$60.10	\$61.31	\$62.53	\$63.77	\$65.05	\$66.36	\$67.69	\$69.03	\$70.42	\$71.83	\$73.22
			Annually	\$102,564.80	\$104,582.40	\$106,704.00	\$108,825.60	\$110,988.80	\$113,214.40	\$115,460.80	\$117,790.40	\$120,161.60	\$122,553.60	\$125,008.00	\$127,524.80	\$130,062.40	\$132,641.60	\$135,304.00	\$138,028.80	\$140,795.20	\$143,582.40	\$146,473.60	\$149,406.40	\$152,297.60
Retirement Specialist Supervisor	48	Rep	Hourly	\$49.31	\$50.28	\$51.30	\$52.32	\$53.36	\$54.43	\$55.51	\$56.63	\$57.77	\$58.92	\$60.10	\$61.31	\$62.53	\$63.77	\$65.05	\$66.36	\$67.69	\$69.03	\$70.42	\$71.83	\$73.22
			Annually	\$102,564.80	\$104,582.40	\$106,704.00	\$108,825.60	\$110,988.80	\$113,214.40	\$115,460.80	\$117,790.40	\$120,161.60	\$122,553.60	\$125,008.00	\$127,524.80	\$130,062.40	\$132,641.60	\$135,304.00	\$138,028.80	\$140,795.20	\$143,582.40	\$146,473.60	\$149,406.40	\$152,297.60
Cloud Infrastructure Architect	51	Rep	Hourly	\$52.32	\$53.36	\$54.43	\$55.51	\$56.63	\$57.77	\$58.92	\$60.10	\$61.31	\$62.53	\$63.77	\$65.05	\$66.36	\$67.69	\$69.03	\$70.42	\$71.83	\$73.26	\$74.73	\$76.23	\$77.75
			Annually	\$108,825.60	\$110,988.80	\$113,214.40	\$115,460.80	\$117,790.40	\$120,161.60	\$122,553.60	\$125,008.00	\$127,524.80	\$130,062.40	\$132,641.60	\$135,304.00	\$138,028.80	\$140,795.20	\$143,582.40	\$146,473.60	\$149,406.40	\$152,380.80	\$155,438.40	\$158,558.40	\$161,720.00
Sr. Business Systems Engineer	51	Rep	Hourly	\$52.32	\$53.36	\$54.43	\$55.51	\$56.63	\$57.77	\$58.92	\$60.10	\$61.31	\$62.53	\$63.77	\$65.05	\$66.36	\$67.69	\$69.03	\$70.42	\$71.83	\$73.26	\$74.73	\$76.23	\$77.75
			Annually	\$108,825.60	\$110,988.80	\$113,214.40	\$115,460.80	\$117,790.40	\$120,161.60	\$122,553.60	\$125,008.00	\$127,524.80	\$130,062.40	\$132,641.60	\$135,304.00	\$138,028.80	\$140,795.20	\$143,582.40	\$146,473.60	\$149,406.40	\$152,380.80	\$155,438.40	\$158,558.40	\$161,720.00
Sr. Investment Analyst	51	Rep	Hourly	\$52.32	\$53.36	\$54.43	\$55.51	\$56.63	\$57.77	\$58.92	\$60.10	\$61.31	\$62.53	\$63.77	\$65.05	\$66.36	\$67.69	\$69.03	\$70.42	\$71.83	\$73.26	\$74.73	\$76.23	\$77.75
			Annually	\$108,825.60	\$110,988.80	\$113,214.40	\$115,460.80	\$117,790.40	\$120,161.60	\$122,553.60	\$125,008.00	\$127,524.80	\$130,062.40	\$132,641.60	\$135,304.00	\$138,028.80	\$140,795.20	\$143,582.40	\$146,473.60	\$149,406.40	\$152,380.80	\$155,438.40	\$158,558.40	\$161,720.00

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