## SBCERA Salary Schedule for Unrepresented Employees - Effective December 30, 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
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
Executive Secretary	15	Unrep Hourly Annually	\$27.03	\$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
Human Resources Specialist	25	Unren 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
Coming Lord Convotory	21	Annually Hourly	\$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 \$51.54	\$95,992.00 \$52.53	\$97,926.40 \$53.56	\$99,881.60	\$101,878.40
Senior Legal Secretary	31	Annually	\$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	,	\$105,144.00	\$107,203.20	\$109,262.40	\$111,404.80		
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
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
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
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	61	Unrep 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
Relations Manager  Disability Retirement Manager	61	Unrep Hourly	\$145,163.20	\$147,908.80	\$150,800.00 \$72.50	\$153,712.00 \$73.90	\$156,665.60	\$76.78	\$162,780.80 \$78.26	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20 \$84.49	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20 \$94.84	\$96.68	\$205,004.80	\$208,998.40	\$102.46
		Annually	\$145,163.20	\$147,908.80 \$71.11	\$150,800.00 \$72.50	\$153,712.00 \$73.90	\$156,665.60	\$159,702.40 \$76.78	\$162,780.80 \$78.26	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80 \$91.26	\$193,502.40	\$197,267.20 \$94.84	\$96.68	\$205,004.80	\$208,998.40	\$213,116.80
Government Affairs Manager	61	Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$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
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
Information Systems Operations 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
Investment Operations and Portfolio Analytics 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
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 &	66	Unren Hourly	\$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	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85
Stakeholder Relations  Director of Human Resources &	66	Hourly	\$76.78	\$78.26	\$79.77	\$169,145.60	\$82.88	\$84.49	\$86.13	\$182,644.80	\$186,180.80	\$189,820.80 \$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$208,998.40	\$102.46	\$104.46	\$106.48	\$225,804.80 \$108.56	\$230,235.20	\$112.85
Risk Management		Hourly	\$159,702.40 \$76.78	\$162,780.80 \$78.26	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80 \$91.26	\$193,502.40 \$93.03	\$197,267.20 \$94.84	\$201,094.40	\$205,004.80	\$208,998.40 \$100.48	\$102.46	\$217,276.80 \$104.46	\$106.48	\$225,804.80 \$108.56	\$230,235.20	\$234,728.00
Investment Officer	66	Annually	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$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	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00
Staff Counsel	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
Sr. Staff Counsel	71	Unrep 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	Unrep 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	Unrep 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	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33	\$126.76	\$129.25	\$131.78	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09	\$151.01
		· Annually	\$213,116.80	\$217,276.80	\$221,4/8.40	\$225,804.80	\$230,235.20	\$234,/28.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40	\$263,660.80	\$268,840.00	\$2/4,102.40	\$2/9,489.60	\$284,960.00	\$290,576.00	\$296,254.40	\$302,078.40	\$308,027.20	\$314,100.80

## SBCERA Salary Schedule for Unrepresented Employees - Effective December 30, 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
Sr Investment Officer	86	Unrep Hourly	\$112.85	\$115.05 0 \$239,304.00	\$117.31	\$119.62	\$121.95 \$253.656.00	\$124.33 \$258,606.40	\$126.76	\$129.25	\$131.78	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09 \$308.027.20	\$151.01	\$153.96	\$157.00 \$326.560.00	\$160.09 \$332.087.20	\$163.23	\$166.46 \$346,236.80
		Ailitually	\$234,720.00	3239,304.00	\$244,004.00	\$240,009.00	\$233,030.00	\$230,000.40	\$203,000.80	\$200,040.00	\$274,102.40	\$279,409.00	\$204,900.00	\$290,370.00	\$290,234.40	\$302,070.40	\$300,027.20	\$314,100.00	\$320,230.00	\$320,300.00	\$332,907.20	\$339,310.40	\$340,230.00
Chief Counsel	91	Unrep Hourly	\$125.73 \$261.518.40	\$128.18 0 \$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	\$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
		7 unidany	Q201,010.10	ψ200,011.10	Q271,772.00	Ψ277,000.00	Q202, 101.00	Q207,032.00	Q230, 107.20	Q277,200.00	Q000,011.20	Q010,303.20	Q010,332.00	Q020,103.00	Q023,172.00	Q000,033.20	Q0 12, 10 1.20	Q0 17,120.00	Q000,700.10	Q002,710.10	Q070,011.20	Q077,213.00	Q00 1,012.00
Chief Investment Officer	91	Unren 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	\$266,614.40	\$271,772.80	\$277,056.00	\$282,401.60	\$287,892.80	\$293,467.20	\$299,208.00	\$305,011.20	\$310,939.20	\$316,992.00	\$323,169.60	\$329,472.00	\$335,899.20	\$342,451.20	\$349,128.00	\$355,950.40	\$362,918.40	\$370,011.20	\$377,249.60	\$384,612.80
Chief Executive Officer	93	Unrep Hourly	\$134.09	\$136.62	\$139.20	\$141.85	\$144.54	\$147.28	\$150.08	\$152.93	\$155.85	\$158.81	\$161.85	\$164.93	\$168.08	\$171.29	\$174.59	\$177.91	\$181.32	\$184.80	\$188.36	\$191.98	\$195.67
	93	Annually	\$278,907.20	\$284,169.60	\$289,536.00	\$295,048.00	\$300,643.20	\$306,342.40	\$312,166.40	\$318,094.40	\$324,168.00	\$330,324.80	\$336,648.00	\$343,054.40	\$349,606.40	\$356,283.20	\$363,147.20	\$370,052.80	\$377,145.60	\$384,384.00	\$391,788.80	\$399,318.40	\$406,993.60

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