

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	\$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	Unrep	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
Human Resources Specialist	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
			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
Senior Legal Secretary	31	Unrep	Hourly	\$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	\$51.54	\$52.53	\$53.56	\$54.59	\$55.66
			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	\$103,168.00	\$105,144.00	\$107,203.20	\$109,262.40	\$111,404.80	\$113,547.20	\$115,772.80
Deputy Clerk of the Board/Sr. Executive Secretary	36	Unrep	Hourly	\$41.96	\$42.80	\$43.64	\$44.52	\$45.41	\$46.31	\$47.26	\$48.20	\$49.16	\$50.14	\$51.14	\$52.17	\$53.22	\$54.28	\$55.37	\$56.47	\$57.61	\$58.75	\$59.93	\$61.13	\$62.35
			Annually	\$87,276.80	\$89,024.00	\$90,771.20	\$92,601.60	\$94,452.80	\$96,324.80	\$98,300.80	\$100,256.00	\$102,252.80	\$104,291.20	\$106,371.20	\$108,513.60	\$110,697.60	\$112,902.40	\$115,169.60	\$117,457.60	\$119,828.80	\$122,200.00	\$124,654.40	\$127,150.40	\$129,688.00
Clerk of the Board/Executive Assistant	48	Unrep	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
			Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Projects and Facilities Assistant Manager	48	Unrep	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
			Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Accounting Manager	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
			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
Communications & Stakeholder Relations Manager	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
			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
Disability Retirement Manager	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
			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
Government Affairs Manager	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
			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	\$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
			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
Information Security Manager	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
			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
Information Systems Operations Manager	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
			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
Investment Operations and Portfolio Analytics Manager	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
			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
Retirement Benefits Manager	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
			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
Director of Communications & Stakeholder Relations	66	Unrep	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
			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
Director of Human Resources & Risk Management	66	Unrep	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
			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
Investment Officer	66	Unrep	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
			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	\$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
			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
Sr. Staff Counsel	71	Unrep	Hourly	\$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	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33
			Annually	\$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	\$							

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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
Sr Investment Officer	86	Unrep	Hourly	\$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	\$153.96	\$157.00	\$160.09	\$163.23	\$166.46
			Annually	\$234,728.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40	\$263,660.80	\$268,840.00	\$274,102.40	\$279,489.60	\$284,960.00	\$290,576.00	\$296,254.40	\$302,078.40	\$308,027.20	\$314,100.80	\$320,236.80	\$326,560.00	\$332,987.20	\$339,518.40	\$346,236.80
Chief Counsel	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	\$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 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	\$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
			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.