

SBCERA Salary Schedule for Unrepresented Employees - Effective July 1, 2022

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	\$21.53	\$21.97	\$22.42	\$22.86	\$23.31	\$23.77	\$24.25	\$24.73	\$25.23	\$25.74	\$26.25	\$26.77	\$27.32	\$27.86	\$28.42	\$28.99	\$29.56	\$30.16	\$30.76	\$31.37	\$32.01
			Annually	\$44,782.40	\$45,697.60	\$46,633.60	\$47,548.80	\$48,484.80	\$49,441.60	\$50,440.00	\$51,438.40	\$52,478.40	\$53,539.20	\$54,600.00	\$55,681.60	\$56,825.60	\$57,948.80	\$59,113.60	\$60,299.20	\$61,484.80	\$62,732.80	\$63,980.80	\$65,249.60	\$66,580.80
Executive Secretary	15	Unrep	Hourly	\$23.77	\$24.25	\$24.73	\$25.23	\$25.74	\$26.25	\$26.77	\$27.32	\$27.84	\$28.42	\$28.99	\$29.56	\$30.16	\$30.76	\$31.37	\$32.01	\$32.64	\$33.29	\$33.96	\$34.65	\$35.34
			Annually	\$49,441.60	\$50,440.00	\$51,438.40	\$52,478.40	\$53,539.20	\$54,600.00	\$55,681.60	\$56,825.60	\$57,907.20	\$59,113.60	\$60,299.20	\$61,484.80	\$62,732.80	\$63,980.80	\$65,249.60	\$66,580.80	\$67,891.20	\$69,243.20	\$70,636.80	\$72,072.00	\$73,507.20
Human Resources Specialist	25	Unrep	Hourly	\$28.99	\$29.56	\$30.16	\$30.76	\$31.37	\$32.01	\$32.64	\$33.30	\$33.96	\$34.65	\$35.34	\$36.05	\$36.76	\$37.50	\$38.25	\$39.01	\$39.78	\$40.58	\$41.40	\$42.23	\$43.07
			Annually	\$60,299.20	\$61,484.80	\$62,732.80	\$63,980.80	\$65,249.60	\$66,580.80	\$67,891.20	\$69,244.00	\$70,636.80	\$72,072.00	\$73,507.20	\$74,984.00	\$76,460.80	\$77,948.00	\$79,560.00	\$81,140.80	\$82,742.40	\$84,406.40	\$86,112.00	\$87,838.40	\$89,585.60
Senior Legal Secretary	31	Unrep	Hourly	\$33.39	\$34.04	\$34.68	\$35.35	\$36.03	\$36.73	\$37.43	\$38.16	\$38.89	\$39.63	\$40.40	\$41.18	\$41.97	\$42.79	\$43.62	\$44.46	\$45.32	\$46.20	\$47.10	\$48.01	\$48.95
			Annually	\$69,451.20	\$70,803.20	\$72,134.40	\$73,528.00	\$74,942.40	\$76,398.40	\$77,854.40	\$79,372.80	\$80,891.20	\$82,430.40	\$84,032.00	\$85,654.40	\$87,297.60	\$88,903.20	\$90,729.60	\$92,476.80	\$94,265.60	\$96,096.00	\$97,968.00	\$99,860.80	\$101,816.00
Deputy Clerk of the Board/Sr. Executive Secretary	36	Unrep	Hourly	\$36.90	\$37.64	\$38.38	\$39.15	\$39.94	\$40.73	\$41.56	\$42.39	\$43.23	\$44.10	\$44.97	\$45.88	\$46.80	\$47.73	\$48.69	\$49.66	\$50.66	\$51.67	\$52.70	\$53.75	\$54.83
			Annually	\$76,752.00	\$78,291.20	\$79,830.40	\$81,432.00	\$83,075.20	\$84,718.40	\$86,444.80	\$88,171.20	\$89,918.40	\$91,728.00	\$93,537.60	\$95,430.40	\$97,344.00	\$99,278.40	\$101,275.20	\$103,292.80	\$105,372.80	\$107,473.60	\$109,616.00	\$111,800.00	\$114,046.40
Clerk of the Board/Executive Assistant	48	Unrep	Hourly	\$45.71	\$46.62	\$47.56	\$48.51	\$49.47	\$50.46	\$51.47	\$52.50	\$53.56	\$54.63	\$55.72	\$56.84	\$57.97	\$59.12	\$60.31	\$61.52	\$62.76	\$63.99	\$65.29	\$66.59	\$67.88
			Annually	\$95,076.80	\$96,969.60	\$98,924.80	\$100,900.80	\$102,897.60	\$104,956.80	\$107,057.60	\$109,200.00	\$111,404.80	\$113,630.40	\$115,897.60	\$118,227.20	\$120,577.60	\$122,969.60	\$125,444.80	\$127,961.60	\$130,540.80	\$133,099.20	\$135,803.20	\$138,507.20	\$141,190.40
Accounting Manager	61	Unrep	Hourly	\$61.37	\$62.54	\$63.75	\$64.99	\$66.24	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10
			Annually	\$127,649.60	\$130,083.20	\$132,600.00	\$135,179.20	\$137,779.20	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00
Communications & Stakeholder Relations Manager	61	Unrep	Hourly	\$61.37	\$62.54	\$63.75	\$64.99	\$66.24	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10
			Annually	\$127,649.60	\$130,083.20	\$132,600.00	\$135,179.20	\$137,779.20	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00
Government Affairs Manager	61	Unrep	Hourly	\$61.37	\$62.54	\$63.75	\$64.99	\$66.24	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10
			Annually	\$127,649.60	\$130,083.20	\$132,600.00	\$135,179.20	\$137,779.20	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00
Member Experience Manager	61	Unrep	Hourly	\$61.37	\$62.54	\$63.75	\$64.99	\$66.24	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10
			Annually	\$127,649.60	\$130,083.20	\$132,600.00	\$135,179.20	\$137,779.20	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00
Information Security Manager	61	Unrep	Hourly	\$61.37	\$62.54	\$63.75	\$64.99	\$66.24	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10
			Annually	\$127,649.60	\$130,083.20	\$132,600.00	\$135,179.20	\$137,779.20	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00
Information Services Operations Manager	61	Unrep	Hourly	\$61.37	\$62.54	\$63.75	\$64.99	\$66.24	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10
			Annually	\$127,649.60	\$130,083.20	\$132,600.00	\$135,179.20	\$137,779.20	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00
Retirement Benefits Manager	61	Unrep	Hourly	\$61.37	\$62.54	\$63.75	\$64.99	\$66.24	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10
			Annually	\$127,649.60	\$130,083.20	\$132,600.00	\$135,179.20	\$137,779.20	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00
Director of Communications & Stakeholder Relations	66	Unrep	Hourly	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10	\$91.86	\$93.64	\$95.47	\$97.34	\$99.24
			Annually	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20
Director of Human Resources & Risk Management	66	Unrep	Hourly	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10	\$91.86	\$93.64	\$95.47	\$97.34	\$99.24
			Annually	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20
Investment Officer	66	Unrep	Hourly	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10	\$91.86	\$93.64	\$95.47	\$97.34	\$99.24
			Annually	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20
Staff Counsel	66	Unrep	Hourly	\$67.52	\$68.82	\$70.15	\$71.51	\$72.89	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10	\$91.86	\$93.64	\$95.47	\$97.34	\$99.24
			Annually	\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20
Sr. Staff Counsel	71	Unrep	Hourly	\$74.30	\$75.75	\$77.22	\$78.72	\$80.26	\$81.81	\$83.40	\$85.02	\$86.68	\$88.37	\$90.10	\$91.86	\$93.64	\$95.47	\$97.34	\$99.24	\$101.18	\$103.16	\$105.19	\$107.24	\$109.34
			Annually	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60	\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20	\$210,454.40	\$214,572.80	\$218,795.20	\$223,059.20	\$227,427.20
Chief Financial Officer	81	Unrep	Hourly	\$90.10	\$91.86	\$93.64	\$95.47	\$97.34	\$99.24	\$101.18	\$103.16	\$105.19	\$107.24	\$109.34	\$111.48	\$113.66	\$115.89	\$118.16	\$120.48	\$122.85	\$125.26	\$127.72	\$130.23	\$132.80
			Annually	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20	\$210,454.40	\$214,572.80	\$218,795.20	\$223,059.20	\$227,427.20	\$231,878.40	\$236,412.80	\$241,051.20	\$245,772.80	\$250,598.40	\$255,528.00	\$260,540.80	\$265,657.60	\$270,878.40	\$276,224.00
Chief Information Officer	81	Unrep	Hourly	\$90.10	\$91.86	\$93.64	\$95.47	\$97.34	\$99.24	\$101.18	\$103.16	\$105.19	\$107.24	\$109.34	\$111.48	\$113.66	\$115.89	\$118.16	\$120.48	\$122.85	\$125.26	\$127.72	\$130.23	\$132.80
			Annually	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20	\$210,454.40	\$214,572.80	\$218,795.20	\$223,059.20	\$227,427.20	\$231,878.40	\$236,412.80	\$241,051.20	\$245,772.80	\$250,598.40	\$255,528.00	\$260,540.80	\$265,657.60	\$270,878.40	\$276,224.00
Chief of Member Services	81	Unrep	Hourly	\$90.10	\$91.86	\$93.64	\$95.47	\$97.34	\$99.24	\$101.18	\$103.16	\$105.19	\$107.24	\$109.34	\$111.48	\$113.66	\$115.89	\$118.16	\$120.48	\$122.85	\$125.26	\$127.72	\$130.23	\$132.80
			Annually	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20	\$210,454.40	\$214,572.80	\$218,795												