## 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 Annually	\$21.53 \$44.782.40	\$21.97 \$45.697.60	\$22.42 \$46.633.60	\$22.86 \$47.548.80	\$23.31 \$48.484.80	\$23.77 \$49.441.60	\$24.25 \$50.440.00	\$24.73 \$51.438.40	\$25.23 \$52.478.40	\$25.74 \$53.539.20	\$26.25 \$54.600.00	\$26.77 \$55.681.60	\$27.32 \$56.825.60	\$27.86 \$57.948.80	\$28.42 \$59.113.60	\$28.99 \$60.299.20	\$29.56 \$61.484.80	\$30.16 \$62.732.80	\$30.76 \$63.980.80	\$31.37 \$65.249.60	\$32.01 \$66.580.80
Executive Secretary	15	Unren	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
Human Resources Specialist	0.5		Annually Hourly	\$49,441.60 \$28.99	\$50,440.00 \$29.56	\$51,438.40 \$30.16	\$52,478.40 \$30.76	\$53,539.20 \$31.37	\$54,600.00 \$32.01	\$55,681.60 \$32.64	\$56,825.60 \$33.30	\$57,907.20 \$33.96	\$59,113.60 \$34.65	\$60,299.20 \$35.34	\$61,484.80 \$36.05	\$62,732.80 \$36.76	\$63,980.80 \$37.50	\$65,249.60 \$38.25	\$66,580.80 \$39.01	\$67,891.20 \$39.78	\$69,243.20 \$40.58	\$70,636.80 \$41.40	\$72,072.00 \$42.23	\$73,507.20 \$43.07
	25	Unrep	Annually	\$60,299.20	\$61,484.80	\$62,732.80		\$65,249.60	\$66,580.80	\$67,891.20	\$69,264.00	\$70,636.80	\$72,072.00	\$73,507.20	\$74,984.00	\$76,460.80	\$78,000.00	\$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 Annually	\$33.39 \$69,451.20	\$34.04 \$70,803.20	\$34.68 \$72,134.40	\$35.35 \$73,528.00	\$36.03 \$74,942.40	\$36.73 \$76,398.40	\$37.43 \$77,854.40	\$38.16 \$79,372.80	\$38.89	\$39.63 \$82,430.40	\$40.40	\$41.18 \$85,654.40	\$41.97 \$87,297.60	\$42.79 \$89,003.20	\$43.62 \$90,729.60	\$44.46 \$92,476.80	\$45.32 \$94,265.60	\$46.20 \$96,096.00	\$47.10 \$97,968.00	\$48.01 \$99,860.80	\$48.95 \$101,816.00
Deputy Clerk of the Board/Sr. Executive Secretary	36	Unrep	Hourly	\$36.90 \$76.752.00	\$37.64 \$78.291.20	\$38.38 \$79.830.40	\$39.15 \$81.432.00	\$39.94 \$83.075.20	\$40.73 \$84,718.40	\$41.56 \$86,444.80	\$42.39 \$88.171.20	\$43.23 \$89,918.40	\$44.10 \$91,728.00	\$44.97 \$93,537.60	\$45.88 \$95,430.40	\$46.80 \$97.344.00	\$47.73 \$99.278.40	\$48.69	\$49.66 \$103,292.80	\$50.66 \$105,372.80	\$51.67 \$107.473.60	\$52.70 \$109.616.00	\$53.75 \$111,800.00	\$54.83 \$114.046.40
Clerk of the Board/Executive	48	Unren	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
Assistant		Omep	Annually Hourly	\$95,076.80 \$61.37	\$96,969.60 \$62.54	\$98,924.80 \$63.75	\$100,900.80	\$102,897.60 \$66.24	\$104,956.80 \$67.52	\$107,057.60 \$68.82	\$109,200.00	\$111,404.80 \$71.51	\$113,630.40 \$72.89	\$115,897.60 \$74.30	\$118,227.20 \$75.75	\$120,577.60 \$77.22	\$122,969.60 \$78.72	\$125,444.80 \$80.26	\$127,961.60 \$81.81	\$130,540.80 \$83.40	\$133,099.20 \$85.02	\$135,803.20 \$86.68	\$138,507.20 \$88.37	\$141,190.40 \$90.10
Accounting Manager	61	Unrep	Annually	\$127,649.60	\$130,083.20	\$132,600.00	\$135,179.20		\$140,441.60	\$143,145.60	\$145,912.00	\$148,740.80	\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	4		\$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 \$127.649.60	\$62.54 \$130.083.20	\$63.75 \$132.600.00	\$64.99 \$135.179.20	\$66.24 \$137.779.20	\$67.52	\$68.82 \$143.145.60	\$70.15 \$145.912.00	\$71.51 \$148.740.80	\$72.89 \$151.611.20	\$74.30 \$154.544.00	\$75.75 \$157.560.00	\$77.22 \$160.617.60	\$78.72	\$80.26	\$81.81 \$170.164.80	\$83.40	\$85.02 \$176.841.60	\$86.68 \$180.294.40	\$88.37 \$183.809.60	\$90.10 \$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 Hourly	\$127,649.60 \$61.37	\$130,083.20 \$62.54	\$132,600.00 \$63.75	\$135,179.20 \$64.99	\$137,779.20 \$66.24	\$140,441.60 \$67.52	\$143,145.60 \$68.82	\$145,912.00 \$70.15	\$148,740.80 \$71.51	\$151,611.20 \$72.89	\$154,544.00 \$74.30	\$157,560.00 \$75.75	\$160,617.60 \$77.22	\$163,737.60 \$78.72	\$166,940.80 \$80.26	\$170,164.80 \$81.81	\$173,472.00 \$83.40	\$176,841.60 \$85.02	\$180,294.40	\$183,809.60 \$88.37	\$187,408.00 \$90.10
Member Experience Manager	61	Unrep	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 \$127,649.60	\$62.54	\$63.75 \$132,600.00	\$64.99 \$135,179.20	\$66.24 \$137,779.20	\$67.52 \$140,441.60	\$68.82	\$70.15 \$145,912.00	\$71.51 \$148,740.80	\$72.89 \$151,611.20	\$74.30 \$154,544.00	\$75.75 \$157,560.00	\$77.22 \$160,617.60	\$78.72 \$163,737.60	\$80.26	\$81.81	\$83.40	\$85.02 \$176,841.60	\$86.68	\$88.37	\$90.10 \$187,408.00
Information Services Operations Manager	61	Unrep	Hourly	\$61.37 \$127,649.60	\$62.54 \$130,083.20	\$63.75 \$132,600.00	\$64.99 \$135,179.20	\$66.24 \$137,779.20	\$67.52 \$140,441.60	\$68.82	\$70.15 \$145,912.00	\$71.51 \$148,740.80	\$72.89 \$151,611.20	\$74.30 \$154,544.00	\$75.75 \$157,560.00	\$77.22	\$78.72	\$80.26	\$81.81 \$170,164.80	\$83.40	\$85.02	\$86.68 \$180,294.40	\$88.37 \$183,809.60	\$90.10 \$187,408.00
Retirement Benefits Manager	61	Unrer	Annually 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
Director of Communications &		Onie	Annually Hourly	\$127,649.60 \$67.52	\$130,083.20 \$68.82	\$132,600.00 \$70.15	\$135,179.20 \$71.51	\$137,779.20 \$72.89	\$140,441.60 \$74.30	\$143,145.60 \$75.75	\$145,912.00 \$77.22	\$148,740.80 \$78.72	\$151,611.20 \$80.26	\$154,544.00 \$81.81	\$157,560.00 \$83.40	\$160,617.60 \$85.02	\$163,737.60 \$86.68	\$166,940.80 \$88.37	\$170,164.80 \$90.10	\$173,472.00 \$91.86	\$176,841.60 \$93.64	\$180,294.40	\$183,809.60	\$187,408.00 \$99.24
Stakeholder Relations	66	Unrep	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 \$140.441.60	\$68.82	\$70.15 \$145,912.00	\$71.51 \$148.740.80	\$72.89 \$151.611.20	\$74.30 \$154.544.00	\$75.75 \$157,560.00	\$77.22	\$78.72 \$163,737.60	\$80.26 \$166.940.80	\$81.81 \$170.164.80	\$83.40 \$173.472.00	\$85.02 \$176.841.60	\$86.68 \$180.294.40	\$88.37 \$183.809.60	\$90.10 \$187.408.00	\$91.86	\$93.64 \$194.771.20	\$95.47 \$198,577.60	\$97.34 \$202,467.20	\$99.24 \$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 Hourly	\$140,441.60 \$67.52	\$143,145.60 \$68.82	\$145,912.00	\$148,740.80 \$71.51	\$151,611.20 \$72.89	\$154,544.00	\$157,560.00 \$75.75	\$160,617.60	\$163,737.60 \$78.72	\$166,940.80 \$80.26	\$170,164.80	\$173,472.00 \$83.40	\$176,841.60	\$180,294.40 \$86.68	\$183,809.60	\$187,408.00	\$191,068.80	\$194,771.20 \$93.64	\$198,577.60 \$95.47	\$202,467.20 \$97.34	\$206,419.20 \$99.24
Staff Counsel	66	Unrep	Annually	\$140,441.60	\$143,145.60		\$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 \$154.544.00	\$75.75 \$157.560.00	\$77.22 \$160.617.60	\$78.72 \$163.737.60	\$80.26 \$166.940.80	\$81.81 \$170.164.80	\$83.40 \$173.472.00	\$85.02 \$176.841.60	\$86.68 \$180.294.40	\$88.37 \$183.809.60	\$90.10 \$187.408.00	\$91.86 \$191.068.80	\$93.64 \$194.771.20	\$95.47 \$198.577.60	\$97.34 \$202.467.20	\$99.24 \$206.419.20	\$101.18 \$210.454.40	\$103.16 \$214.572.80	\$105.19 \$218.795.20	\$107.24 \$223.059.20	\$109.34 \$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
Chief Information Officer	81	Unron	Annually Hourly	\$187,408.00 \$90.10	\$191,068.80 \$91.86	\$194,771.20 \$93.64	\$198,577.60 \$95.47	\$202,467.20 \$97.34	\$99.24	\$101.18	\$214,572.80 \$103.16	\$218,795.20 \$105.19	\$223,059.20 \$107.24	\$109.34	\$231,878.40 \$111.48	\$113.66	\$115.89	\$118.16	\$250,598.40 \$120.48	\$122.85	\$260,540.80 \$125.26	\$265,657.60 \$127.72	\$130.23	\$276,224.00 \$132.80
Chief of Member Services  Sr Investment Officer		Oniep	Annually Hourly	\$187,408.00 \$90.10	\$191,068.80 \$91.86	\$194,771.20 \$93.64	\$198,577.60 \$95.47	\$202,467.20 \$97.34	\$206,419.20 \$99.24	\$210,454.40 \$101.18	\$214,572.80 \$103.16	\$218,795.20 \$105.19	\$223,059.20 \$107.24	\$227,427.20 \$109.34	\$231,878.40 \$111.48	\$236,412.80 \$113.66	\$241,051.20 \$115.89	\$245,772.80 \$118.16	\$250,598.40 \$120.48	\$255,528.00 \$122.85	\$260,540.80 \$125.26	\$265,657.60 \$127.72	\$270,878.40 \$130.23	\$276,224.00 \$132.80
	81	Unrep	Annually	\$187,408.00	\$191,068.80		\$198,577.60				\$103.10		\$223,059.20	\$227,427.20	\$231,878.40			\$245,772.80				\$265,657.60	\$270,878.40	
	86	Unrep	Hourly	\$99.24 \$206.419.20	\$101.18	\$103.16 \$214.572.80	\$105.19 \$218.795.20	\$107.24 \$223.059.20	\$109.34 \$227.427.20	\$111.48 \$231.878.40	\$113.66 \$236.412.80	\$115.89 \$241.051.20	\$118.16 \$245.772.80	\$120.48 \$250.598.40	\$122.85 \$255.528.00	\$125.26 \$260.540.80	\$127.72 \$265.657.60	\$130.23 \$270.878.40	\$132.80	\$135.40 \$281.632.00	\$138.07 \$287.185.60	\$140.78 \$292.822.40	\$143.55 \$298.584.00	\$146.38 \$304.470.40
Chief Counsel	91	Unren	Hourly	\$110.57	\$112.72	\$114.91	\$117.14	\$119.40	\$121.72	\$124.08	\$126.50	\$128.96	\$131.47	\$134.02	\$136.63	\$139.30	\$142.02	\$144.79	\$147.61	\$150.50	\$153.44	\$156.44	\$159.50	\$162.61
Chief Investment Officer			Annually Hourly	\$229,985.60 \$110.57	\$234,457.60 \$112.72	\$239,012.80 \$114.91	\$243,651.20 \$117.14	\$248,352.00 \$119.40	\$253,177.60 \$121.72	\$258,086.40 \$124.08	\$263,120.00	\$268,236.80 \$128.96	\$273,457.60 \$131.47	\$278,761.60 \$134.02	\$284,190.40 \$136.63	\$289,744.00	\$295,401.60 \$142.02	\$301,163.20 \$144.79	\$307,028.80	\$313,040.00 \$150.50	\$319,155.20 \$153.44	\$325,395.20 \$156.44	\$331,760.00 \$159.50	\$338,228.80 \$162.61
	91	Unrep	Annually	\$229,985.60	\$234,457.60	\$239,012.80	\$243,651.20	\$248,352.00	\$253,177.60	\$258,086.40	\$263,120.00	\$268,236.80	\$273,457.60	\$278,761.60	\$284,190.40	\$289,744.00	\$295,401.60	\$301,163.20	\$307,028.80	\$313,040.00	\$319,155.20	\$325,395.20	\$331,760.00	\$338,228.80
Chief Executive Officer	93	Unrep	Hourly	\$117.92	\$120.15	\$122.42 \$254.633.60	\$124.74	\$127.11 \$264.388.80	\$129.52	\$131.98	\$134.49	\$137.06 \$285.084.80	\$139.66 \$290.492.80	\$142.33	\$145.05	\$147.81	\$150.64	\$153.53	\$156.46 \$325.436.80	\$159.46	\$162.52 \$338.041.60	\$165.65 \$344.552.00	\$168.83	\$172.08 \$357.926.40
			Annually	V240,210.00	V247,712.00	ψ <u>2</u> υ <del>4</del> ,033.00	V2J7,4J7.2U	ψ <u>2</u> υ <del>4</del> ,υυυ.00	9207,401.00	ψ2/ <del>4</del> ,010.40	1 42/2,/33.20	9200,00 <del>4</del> .00	VE20,422.00	QZ 20,040.40	QUU 1,7 04.00	1 9307,444.00	yo 10,00 1.20	9017,042.4U	/ VOCO,400.00	QUU 1,U / U.OU	ψυσυ,υ <del>4</del> 1.00	ψυ <del>44</del> ,υυΖ.00	QUUI, 100.40	9007,720.4U

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