# SBCERA HOURLY RATE SALARY SCHEDULE

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Receptionist	3A	\$16.81	\$17.14	\$17.49	\$17.84	\$18.19	\$18.56	\$18.93	\$19.31	\$19.69	\$20.09	\$20.49	\$20.90
Receptionist	3B	\$20.09	\$20.49	\$20.90	\$21.32	\$21.74	\$22.18	\$22.62	\$23.07	\$23.54	\$24.01	\$24.49	\$24.98
Office Specialist	5A	\$18.27	\$18.63	\$19.01	\$19.38	\$19.77	\$20.16	\$20.57	\$20.99	\$21.40	\$21.83	\$22.26	\$22.71
office specialist	5B	\$21.83	\$22.26	\$22.71	\$23.16	\$23.62	\$24.10	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14
	7A	\$19.18	\$19.56	\$19.95	\$20.35	\$20.75	\$21.17	\$21.60	\$22.03	\$22.47	\$22.92	\$20.49 \$24.49 \$22.26	\$23.84
Enterprise Content Specialist	7B	\$22.92	\$23.38	\$23.84	\$24.33	\$24.81	\$25.31	\$25.81	\$26.33	\$26.86	\$27.39	\$27.94	\$28.49
Retirement Benefits Technician Disability Retirement Benefits	10A	\$20.16	\$20.57	\$20.99	\$21.40	\$21.83	\$22.26	\$22.71	\$23.16	\$23.62	\$24.10	\$24.58	\$25.07
Technician	10B	\$24.10	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97
Executive Secretary	15A	\$22.26	\$22.71	\$23.16	\$23.62	\$24.10	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14	\$27.68
Legal Secretary	15B	\$26.61	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97	\$30.56	\$31.18	\$31.80	\$32.44	\$33.09
Accounting Technician	20A	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37		\$30.56
Information Systems Technician Accounting Technician-Fiscal	20B	\$29.37	\$29.97	\$30.56	\$31.18	\$31.80	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.81	\$36.53
Payroll Specialist Retirement Specialist	25A	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97	\$30.56	\$31.18	\$31.80	\$32.44		\$33.75
Disability Retirement Specialist Human Resources Specialist	25B	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.81	\$36.53	\$37.25	\$38.00	\$38.76	\$39.54	\$40.33
Sr Executive Secretary	26A	\$28.44	\$28.99	\$29.54	\$30.10	\$30.68	\$31.26	\$31.87	\$32.47	\$33.10	\$33.74	\$34.39	\$35.05
Information Systems Coordinator	26B	\$33.74	\$34.39	\$35.05	\$35.73	\$36.41	\$37.11	\$37.83	\$38.56	\$39.30	\$40.07	\$40.84	\$41.63
Accountant	30A	\$29.97	\$30.56	\$31.18	\$31.86	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.81	\$36.53	\$37.25
Associate Business Systems Engineer	30B	\$35.81	\$36.53	\$37.25	\$38.00	\$38.76	\$39.54	\$40.33	\$41.14	\$41.96	\$42.80	\$43.65	\$44.53
	31A	\$31.26	\$31.87	\$32.47	\$33.10	\$33.74	\$34.39	\$35.05	\$35.73	\$36.41	\$37.11	\$37.83	\$38.56
Sr Legal Secretary	31B	\$37.11	\$37.83	\$38.56	\$39.30	\$40.07	\$40.84	\$41.63	\$42.43	\$43.26	\$44.10	\$44.95	\$45.83

# SBCERA HOURLY RATE SALARY SCHEDULE

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Paralegal	33A	\$31.80	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.81	\$36.53	\$37.25	\$38.00	\$38.76	\$39.54
Business Systems Analyst Account Auditing Supervisor Information Systems Engineer  Sr. Retirement Specialist Sr. Disability Retirement Specialist  Executive Assistant  Investment Analyst Sr Accountant	33B	\$38.00	\$38.76	\$39.54	\$40.33	\$41.14	\$41.96	\$42.80	\$43.65	\$44.53	\$45.42	\$46.32	\$47.25
Business Systems Analyst	35A	\$33.39	\$34.06	\$34.74	\$35.43	\$36.14	\$36.87	\$37.61	\$38.35	\$39.12	\$39.90	\$40.71	\$41.52
Information Systems Engineer	35B	\$39.90	\$40.71	\$41.52	\$42.34	\$43.19	\$44.06	\$44.94	\$45.84	\$46.75	\$47.69	\$48.64	\$49.61
Sr. Retirement Specialist	36A	\$34.55	\$35.24	\$35.94	\$36.66	\$37.40	\$38.14	\$38.91	\$39.69	\$40.48	\$41.29	\$38.00 \$38.76 \$46.32 \$46.32 \$9.90 \$40.71 \$7.69 \$48.64 \$11.29 \$42.11 \$9.34 \$50.33 \$40.05 \$44.88 \$2.24 \$53.24 \$6.32 \$47.25 \$55.36 \$56.47 \$8.41 \$49.35 \$7.46 \$58.56 \$1.15 \$52.17 \$61.13 \$62.35 \$44.28 \$55.36 \$44.87 \$66.17 \$66.37 \$57.46	\$42.96
Sr. Disability Retirement Specialist	36B	\$41.29	\$42.11	\$42.96	\$43.82	\$44.69	\$45.59	\$46.50	\$47.43	\$48.38	\$49.34		\$51.34
Executive Assistant	38A	\$37.20	\$37.90	\$38.62	\$39.35	\$40.09	\$40.85	\$41.63	\$42.42	\$43.22	\$44.05	\$44.88	\$45.74
Executive Assistant	38B	\$44.05	\$44.88	\$45.74	\$46.62	\$47.51	\$48.41	\$49.35	\$50.29	\$51.25	\$52.24	\$53.24	\$54.26
Investment Analyst Sr Accountant	43A	\$38.76	\$39.54	\$40.33	\$41.14	\$41.96	\$42.80	\$43.65	\$44.53	\$45.42	\$46.32	\$47.25	\$48.19
Enterprise Content Manager	43B	\$46.32	\$47.25	\$48.19	\$49.16	\$50.15	\$51.15	\$52.17	\$53.22	\$54.28	2 \$46.32 \$47.25 8 \$55.36 \$56.47 1 \$48.41 \$49.35	\$57.60	
Communications Officer	44A	\$40.85	\$41.63	\$42.42	\$43.22	\$44.05	\$44.88	\$45.74	\$46.62	\$47.51	\$48.41	\$49.35	\$50.29
Business Systems Engineer	44B	\$48.41	\$49.35	\$50.29	\$51.25	\$52.24	\$53.24	\$54.26	\$55.31	\$56.37	\$57.46	\$58.56	\$59.69
Internal Auditor Disability Retirement Supervisor	48A	\$42.80	\$43.65	\$44.53	\$45.42	\$46.32	\$47.25	\$48.19	\$49.16	\$50.15	\$51.15	\$52.17	\$53.22
Retirement Specialist Supervisor	48B	\$51.15	\$52.17	\$53.22	\$54.28	\$55.36	\$56.47	\$57.60	\$58.76	\$59.92	\$61.13	\$62.35	\$63.56
Sr Business Systems Engineer	51A	\$45.42	\$46.32	\$47.25	\$48.19	\$49.16	\$50.15	\$51.15	\$52.17	\$53.22	\$54.28	\$55.36	\$56.47
Sr. Investment Analyst	51B	\$54.28	\$55.36	\$56.47	\$57.60	\$58.76	\$59.92	\$61.13	\$62.35	\$63.59	\$64.87	\$48.64 \$42.11 \$50.33 \$44.88 \$53.24 \$47.25 \$56.47 \$49.35 \$58.56 \$52.17 \$62.35 \$55.36 \$66.17 \$57.46	\$67.49
Open Range	52A	\$47.51	\$48.41	\$49.35	\$50.29	\$51.25	\$52.24	\$53.24	\$54.26	\$55.31	\$56.37	\$57.46	\$58.56
Spen nange	52B	\$56.37	\$57.46	\$58.56	\$59.69	\$60.85	\$62.02	\$63.22	\$64.44	\$65.68	\$66.96	\$68.25	\$69.57
Open Range	56A	\$50.15	\$51.15	\$52.17	\$53.22	\$54.28	\$55.36	\$56.47	\$57.60	\$58.76	\$59.92	\$61.13	\$62.35
open nange	56B	\$59.92	\$61.13	\$62.35	\$63.59	\$64.87	\$66.17	\$67.49	\$68.84	\$70.21	\$71.62	\$73.05	\$74.51

# SBCERA HOURLY RATE SALARY SCHEDULE

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Onen Range	57A	\$52.24	\$53.24	\$54.26	\$55.31	\$56.37	\$57.46	\$58.56	\$59.69	\$60.85	\$62.02	\$63.22	\$64.44
Open Kange	57B	\$62.02	\$63.22	\$64.44	\$65.68	\$66.96	\$68.25	\$69.57	\$70.93	\$72.30	\$73.71	\$75.15	\$76.60
Accounting Manager Retirement Benefits Officer Information Security Officer	61A	\$57.46	\$58.56	\$59.69	\$60.85	\$62.02	\$63.22	\$64.44	\$65.68	\$66.96	\$68.25	\$69.57	\$70.93
Retirement Benefits Officer Information Security Officer Communications & Stakeholder Relations Manager Director of Human Resources & Risk Management Investment Officer Retirement Officer Retirement Officer Retirement Officer Chief Financial Officer Chief Information Officer Chief of Member Services Retirement Officer Retirement Officer Retirement Officer Retirement Officer Retirement Officer	61B	\$68.25	\$69.57	\$70.93	\$72.30	\$73.71	\$75.15	\$76.60	\$78.09	\$79.61	\$81.16	\$82.74	\$84.36
Director of Human Resources & Risk Management	66A	\$63.22	\$64.44	\$65.68	\$66.96	\$68.25	\$69.57	\$70.93	\$72.30	\$73.71	\$75.15	\$76.60	\$78.09
Investment Officer Staff Counsel	66B	\$75.15	\$76.60	\$78.09	\$79.61	\$81.16	\$82.74	\$84.36	\$86.01	\$87.68	\$89.39	\$91.14	\$92.92
Sr. Staff Council	71A	\$69.57	\$70.93	\$72.30	\$73.71	\$75.15	\$76.60	\$78.09	\$79.61	\$81.16	\$82.74	\$84.36	\$86.01
or. Starr couriser	71B	\$82.74	\$84.36	\$86.01	\$87.68	\$89.39	\$91.14	\$92.92	\$94.74	\$96.59	\$98.49	\$100.41	\$102.38
Onen Benge	76A	\$76.60	\$78.09	\$79.61	\$81.16	\$82.74	\$84.36	\$86.01	\$87.68	\$89.39	\$91.14	\$92.92	\$94.74
Open Kange	76B	\$91.14	\$92.92	\$94.74	\$96.59	\$98.49	\$100.41	\$102.38	\$104.38	\$106.42	\$108.51	\$110.64	\$112.81
Chief Financial Officer	81A	\$84.36	\$86.01	\$87.68	\$89.39	\$91.14	\$92.92	\$94.74	\$96.59	\$98.49	\$100.41	\$102.38	\$104.38
Chief of Member Services	81B	\$100.41	\$102.38	\$104.38	\$106.42	\$108.51	\$110.64	\$112.81	\$115.03	\$117.28	\$119.59	\$121.94	\$124.34
Sr Investment Officer	86A	\$92.92	\$94.74	\$96.59	\$98.49	\$100.41	\$102.38	\$104.38	\$106.42	\$108.51	\$110.64	\$112.81	\$115.03
	86B	\$110.64	\$112.81	\$115.03	\$117.28	\$119.59	\$121.94	\$124.34	\$126.78	\$129.28	\$131.82	\$134.41	\$137.06
Chief Counsel	91A	\$103.53	\$105.54	\$107.59	\$109.68	\$111.80	\$113.97	\$116.18	\$118.45	\$120.75	\$123.10	\$125.49	\$127.93
Chief Investment Officer	91B	\$123.10	\$125.49	\$127.93	\$130.43	\$132.98	\$135.57	\$138.21	\$140.92	\$143.67	\$146.48	\$69.57 \$82.74 \$76.60 \$91.14 \$84.36 \$100.41 \$92.92 \$110.64 \$102.38 \$121.94 \$112.81	\$152.26
Chief Executive Officer	93A	\$110.41	\$112.50	\$114.63	\$116.80	\$119.02	\$121.27	\$123.58	\$125.93	\$128.33	\$130.77	\$133.27	\$135.81
Cine: Executive Officer	93B	\$130.77	\$133.27	\$135.81	\$138.40	\$141.05	\$143.75	\$146.50	\$149.31	\$152.17	\$155.10	\$158.08	\$161.12

# SBCERA ANNUAL SALARY SCHEDULE

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Receptionist	3A	\$34,962	\$35,661	\$36,374	\$37,102	\$37,844	\$38,601	\$39,373	\$40,160	\$40,963	\$41,783	\$42,618	\$43,471
Receptionist	3B	\$41,783	\$42,618	\$43,471	\$44,340	\$45,227	\$46,131	\$47,054	\$47,995	\$48,955	\$49,934	\$50,933	\$51,951
	5A	\$38,002	\$38,756	\$39,534	\$40,311	\$41,112	\$41,935	\$42,781	\$43,650	\$44,518	\$45,410	\$46,302	\$47,239
Office Specialist	5B	\$45,410	\$46,302	\$47,239	\$48,177	\$49,137	\$50,120	\$51,126	\$52,155	\$53,207	\$54,259	\$55,357	\$56,454
	7A	\$39,900	\$40,677	\$41,500	\$42,323	\$43,169	\$44,038	\$44,930	\$45,822	\$46,736	\$47,674	\$48,634	\$49,595
Enterprise Content Specialist	7B	\$47,674	\$48,634	\$49,595	\$50,601	\$51,607	\$52,636	\$53,687	\$54,762	\$55,860	\$56,980	\$58,123	\$59,266
Retirement Benefits Technician Disability Retirement Benefits	10A	\$41,935	\$42,781	\$43,650	\$44,518	\$45,410	\$46,302	\$47,239	\$48,177	\$49,137	\$50,120	\$51,126	\$52,155
Technician	10B	\$50,120	\$51,126	\$52,155	\$53,207	\$54,259	\$55,357	\$56,454	\$57,574	\$58,741	\$59,907	\$61,096	\$62,330
Executive Secretary	15A	\$46,302	\$47,239	\$48,177	\$49,137	\$50,120	\$51,126	\$52,155	\$53,207	\$54,259	\$55,357	\$56,454	\$57,574
Legal Secretary	15B	\$55,357	\$56,454	\$57,574	\$58,741	\$59,907	\$61,096	\$62,330	\$63,565	\$64,846	\$66,149	\$67,475	\$68,824
Accounting Technician	20A	\$51,126	\$52,155	\$53,207	\$54,259	\$55,357	\$56,454	\$57,574	\$58,741	\$59,907	\$61,096	\$62,330	\$63,565
Information Systems Technician Accounting Technician-Fiscal	20B	\$61,096	\$62,330	\$63,565	\$64,846	\$66,149	\$67,475	\$68,824	\$70,196	\$71,591	\$73,031	\$74,495	\$75,981
Payroll Specialist Retirement Specialist	25A	\$56,454	\$57,574	\$58,741	\$59,907	\$61,096	\$62,330	\$63,565	\$64,846	\$66,149	\$67,475	\$68,824	\$70,196
Disability Retirement Specialist Human Resources Specialist	25B	\$67,475	\$68,824	\$70,196	\$71,591	\$73,031	\$74,495	\$75,981	\$77,490	\$79,045	\$80,623	\$82,246	\$83,892
Sr Executive Secretary	26A	\$59,152	\$60,295	\$61,439	\$62,605	\$63,817	\$65,028	\$66,286	\$67,544	\$68,847	\$70,173	\$71,522	\$72,894
Information Systems Coordinator	26B	\$70,173	\$71,522	\$72,894	\$74,312	\$75,729	\$77,193	\$78,679	\$80,211	\$81,743	\$83,343	\$84,944	\$86,590
Accountant Associate Business Systems	30A	\$62,330	\$63,565	\$64,846	\$66,263	\$67,475	\$68,824	\$70,196	\$71,591	\$73,031	\$74,495	\$75,981	\$77,490
Engineer	30B	\$74,495	\$75,981	\$77,490	\$79,045	\$80,623	\$82,246	\$83,892	\$85,561	\$87,276	\$89,014	\$90,798	\$92,627
Sr Legal Secretary	31A	\$65,028	\$66,286	\$67,544	\$68,847	\$70,173	\$71,522	\$72,894	\$74,312	\$75,729	\$77,193	\$78,679	\$80,211
is regai secretary	31B	\$77,193	\$78,679	\$80,211	\$81,743	\$83,343	\$84,944	\$86,590	\$88,259	\$89,974	\$91,735	\$93,496	\$95,325

# SBCERA ANNUAL SALARY SCHEDULE

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Paralegal  Business Systems Analyst Account Auditing Supervisor Information Systems Engineer  Sr. Retirement Specialist Sr. Disability Retirement Specialist  Executive Assistant  Investment Analyst Sr Accountant Enterprise Content Manager  Communications Officer Business Systems Engineer  Internal Auditor Disability Retirement Supervisor Retirement Specialist Supervisor	33A	\$66,149	\$67,475	\$68,824	\$70,196	\$71,591	\$73,031	\$74,495	\$75,981	\$77,490	\$79,045	\$80,623	\$82,246
	33B	\$79,045	\$80,623	\$82,246	\$83,892	\$85,561	\$87,276	\$89,014	\$90,798	\$92,627	\$94,479	\$96,354	\$98,274
Business Systems Analyst	35A	\$69,441	\$70,836	\$72,254	\$73,694	\$75,181	\$76,690	\$78,222	\$79,777	\$81,377	\$83,001	\$84,670	\$86,362
Information Systems Engineer	35B	\$83,001	\$84,670	\$86,362	\$88,077	\$89,837	\$91,644	\$93,473	\$95,348	\$97,245	\$99,189	\$101,178	\$103,190
Sr. Retirement Specialist	36A	\$71,862	\$73,299	\$74,765	\$76,260	\$77,786	\$79,341	\$80,928	\$82,547	\$84,198	\$94,479 \$96,354  \$83,001 \$84,670  \$99,189 \$101,178  \$85,882 \$87,599  \$102,636 \$104,689  \$91,621 \$93,358  \$108,655 \$110,736  \$96,354 \$98,274  \$115,149 \$117,458  \$100,698 \$102,642  \$119,516 \$121,803  \$106,392 \$108,518  \$127,153 \$129,691  \$112,908 \$115,149  \$134,927 \$137,625  \$117,253 \$119,516	\$89,351	
Sr. Disability Retirement Specialist	36B	\$85,882	\$87,599	\$89,351	\$91,138	\$92,961	\$94,820	\$96,717	\$98,651	\$100,624		\$106,783	
Executive Assistant	38A	\$77,376	\$78,839	\$80,325	\$81,857	\$83,389	\$84,967	\$86,590	\$88,237	\$89,906	\$91,621	\$93,358	\$95,142
	38B	\$91,621	\$93,358	\$95,142	\$96,971	\$98,823	\$100,698	\$102,642	\$104,608	\$106,597	\$108,655	\$110,736	\$112,862
Investment Analyst Sr Accountant	43A	\$80,623	\$82,246	\$83,892	\$85,561	\$87,276	\$89,014	\$90,798	\$92,627	\$94,479	\$96,354	\$98,274	\$100,241
Enterprise Content Manager	43B	\$96,354	\$98,274	\$100,241	\$102,253	\$104,311	\$106,392	\$108,518	\$110,690	\$112,908	\$115,149	\$117,458	\$119,813
Communications Officer	44A	\$84,967	\$86,590	\$88,237	\$89,906	\$91,621	\$93,358	\$95,142	\$96,971	\$98,823	\$100,698	\$102,642	\$104,608
Business Systems Engineer	44B	\$100,698	\$102,642	\$104,608	\$106,597	\$108,655	\$110,736	\$112,862	\$115,035	\$117,253	\$119,516	\$121,803	\$124,158
Internal Auditor Disability Retirement Supervisor	48A	\$89,014	\$90,798	\$92,627	\$94,479	\$96,354	\$98,274	\$100,241	\$102,253	\$104,311	\$106,392	\$108,518	\$110,690
Retirement Specialist Supervisor	48B	\$106,392	\$108,518	\$110,690	\$112,908	\$115,149	\$117,458	\$119,813	\$122,214	\$124,638	\$127,153	\$129,691	\$132,206
Sr Business Systems Engineer	51A	\$94,479	\$96,354	\$98,274	\$100,241	\$102,253	\$104,311	\$106,392	\$108,518	\$110,690	\$112,908	\$115,149	\$117,458
Sr. Investment Analyst	51B	\$112,908	\$115,149	\$117,458	\$119,813	\$122,214	\$124,638	\$127,153	\$129,691	\$132,275	\$134,927	\$84,670 \$101,178 \$87,599 \$104,689 \$93,358 \$110,736 \$98,274 \$117,458 \$102,642 \$121,803 \$108,518 \$129,691 \$115,149 \$137,625 \$119,516	\$140,369
Open Range	52A	\$98,823	\$100,698	\$102,642	\$104,608	\$106,597	\$108,655	\$110,736	\$112,862	\$115,035	\$117,253	\$119,516	\$121,803
	52B	\$117,253	\$119,516	\$121,803	\$124,158	\$126,559	\$129,005	\$131,497	\$134,036	\$136,619	\$139,272	\$141,970	\$144,714
Open Range	56A	\$104,311	\$106,392	\$108,518	\$110,690	\$112,908	\$115,149	\$117,458	\$119,813	\$122,214	\$124,638	\$127,153	\$129,691
	56B	\$124,638	\$127,153	\$129,691	\$132,275	\$134,927	\$137,625	\$140,369	\$143,182	\$146,040	\$148,966	\$151,939	\$154,980

# SBCERA ANNUAL SALARY SCHEDULE

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Open Range	57A	\$108,655	\$110,736	\$112,862	\$115,035	\$117,253	\$119,516	\$121,803	\$124,158	\$126,559	\$129,005	\$131,497	\$134,036
····	57B	\$129,005	\$131,497	\$134,036	\$136,619	\$139,272	\$141,970	\$144,714	\$147,526	\$150,384	\$153,311	\$156,306	\$159,324
Accounting Manager Retirement Benefits Officer Information Security Officer	61A	\$119,516	\$121,803	\$124,158	\$126,559	\$129,005	\$131,497	\$134,036	\$136,619	\$139,272	\$141,970	\$144,714	\$147,526
Communications & Stakeholder Relations Manager	61B	\$141,970	\$144,714	\$147,526	\$150,384	\$153,311	\$156,306	\$159,324	\$162,434	\$165,589	\$168,813	\$172,106	\$175,467
Director of Human Resources & Risk Management	66A	\$131,497	\$134,036	\$136,619	\$139,272	\$141,970	\$144,714	\$147,526	\$150,384	\$153,311	\$156,306	\$159,324	\$162,434
Investment Officer Staff Counsel	66B	\$156,306	\$159,324	\$162,434	\$165,589	\$168,813	\$172,106	\$175,467	\$178,897	\$182,372	\$185,939	\$189,575	\$193,279
Sr. Staff Counsel	71A	\$144,714	\$147,526	\$150,384	\$153,311	\$156,306	\$159,324	\$162,434	\$165,589	\$168,813	\$172,106	\$175,467	\$178,897
31. Staff Couriser	71B	\$172,106	\$175,467	\$178,897	\$182,372	\$185,939	\$189,575	\$193,279	\$197,052	\$200,916	\$204,849	\$208,850	\$212,943
Open Range	76A	\$159,324	\$162,434	\$165,589	\$168,813	\$172,106	\$175,467	\$178,897	\$182,372	\$185,939	\$189,575	\$193,279	\$197,052
Open Kange	76B	\$189,575	\$193,279	\$197,052	\$200,916	\$204,849	\$208,850	\$212,943	\$217,105	\$221,358	\$225,702	\$230,138	\$234,642
Chief Financial Officer Chief Information Officer	81A	\$175,467	\$178,897	\$182,372	\$185,939	\$189,575	\$193,279	\$197,052	\$200,916	\$204,849	\$208,850	\$212,943	\$217,105
Chief of Member Services	81B	\$208,850	\$212,943	\$217,105	\$221,358	\$225,702	\$230,138	\$234,642	\$239,261	\$243,948	\$248,750	\$253,643	\$258,628
Sr Investment Officer	86A	\$193,279	\$197,052	\$200,916	\$204,849	\$208,850	\$212,943	\$217,105	\$221,358	\$225,702	\$230,138	\$234,642	\$239,261
	86B	\$230,138	\$234,642	\$239,261	\$243,948	\$248,750	\$253,643	\$258,628	\$263,704	\$268,894	\$274,176	\$279,572	\$285,083
Chief Counsel	91A	\$215,344	\$219,528	\$223,781	\$228,126	\$232,539	\$237,066	\$241,662	\$246,372	\$251,151	\$256,044	\$261,029	\$266,105
Chief Investment Officer	918	\$298,825	\$304,678	\$310,623	\$316,705								
Chief Executive Officer	93A	\$229,658	\$234,002	\$238,438	\$242,942	\$247,561	\$252,248	\$257,050	\$261,943	\$266,928	\$272,004	\$277,194	\$282,476
Cine Executive Officer	93B	\$272,004	\$277,194	\$282,476	\$287,872	\$293,383	\$299,008	\$304,724	\$310,555	\$316,522	\$322,604	\$328,801	\$335,135