

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	\$16.53	\$16.86	\$17.20	\$17.54	\$17.89	\$18.25	\$18.61	\$18.98	\$19.36	\$19.75	\$20.15	\$20.55
	3B	\$19.75	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24	\$22.69	\$23.14	\$23.61	\$24.08	\$24.56
Office Specialist	5A	\$17.96	\$18.32	\$18.69	\$19.06	\$19.43	\$19.82	\$20.22	\$20.63	\$21.05	\$21.47	\$21.89	\$22.33
	5B	\$21.47	\$21.89	\$22.33	\$22.77	\$23.23	\$23.69	\$24.17	\$24.66	\$25.15	\$25.65	\$26.17	\$26.69
Enterprise Content Specialist	7A	\$18.86	\$19.23	\$19.62	\$20.01	\$20.41	\$20.82	\$21.24	\$21.66	\$22.09	\$22.54	\$22.99	\$23.44
	7B	\$22.54	\$22.99	\$23.44	\$23.92	\$24.40	\$24.88	\$25.38	\$25.89	\$26.41	\$26.94	\$27.48	\$28.02
Retirement Benefits Technician Disability Retirement Benefits Technician	10A	\$19.82	\$20.22	\$20.63	\$21.05	\$21.47	\$21.89	\$22.33	\$22.77	\$23.23	\$23.69	\$24.17	\$24.66
	10B	\$23.69	\$24.17	\$24.66	\$25.15	\$25.65	\$26.17	\$26.69	\$27.22	\$27.77	\$28.32	\$28.88	\$29.47
Executive Secretary Legal Secretary	15A	\$21.89	\$22.33	\$22.77	\$23.23	\$23.69	\$24.17	\$24.66	\$25.15	\$25.65	\$26.17	\$26.69	\$27.22
	15B	\$26.17	\$26.69	\$27.22	\$27.77	\$28.32	\$28.88	\$29.47	\$30.05	\$30.65	\$31.27	\$31.90	\$32.54
Accounting Technician Information Systems Technician Accounting Technician-Fiscal	20A	\$24.17	\$24.66	\$25.15	\$25.65	\$26.17	\$26.69	\$27.22	\$27.77	\$28.32	\$28.88	\$29.47	\$30.05
	20B	\$28.88	\$29.47	\$30.05	\$30.65	\$31.27	\$31.90	\$32.54	\$33.18	\$33.84	\$34.52	\$35.22	\$35.92
Payroll Specialist Retirement Specialist Disability Retirement Specialist Human Resources Specialist	25A	\$26.69	\$27.22	\$27.77	\$28.32	\$28.88	\$29.47	\$30.05	\$30.65	\$31.27	\$31.90	\$32.54	\$33.18
	25B	\$31.90	\$32.54	\$33.18	\$33.84	\$34.52	\$35.22	\$35.92	\$36.63	\$37.37	\$38.11	\$38.88	\$39.66
Sr Executive Secretary Information Systems Coordinator	26A	\$27.96	\$28.50	\$29.04	\$29.60	\$30.17	\$30.74	\$31.34	\$31.93	\$32.55	\$33.17	\$33.81	\$34.46
	26B	\$33.17	\$33.81	\$34.46	\$35.13	\$35.80	\$36.49	\$37.19	\$37.92	\$38.64	\$39.40	\$40.16	\$40.93
Accountant Associate Business Systems Engineer	30A	\$29.47	\$30.05	\$30.65	\$31.32	\$31.90	\$32.54	\$33.18	\$33.84	\$34.52	\$35.22	\$35.92	\$36.63
	30B	\$35.22	\$35.92	\$36.63	\$37.37	\$38.11	\$38.88	\$39.66	\$40.45	\$41.26	\$42.08	\$42.92	\$43.79
Sr Legal Secretary	31A	\$30.74	\$31.34	\$31.93	\$32.55	\$33.17	\$33.81	\$34.46	\$35.13	\$35.80	\$36.49	\$37.19	\$37.92
	31B	\$36.49	\$37.19	\$37.92	\$38.64	\$39.40	\$40.16	\$40.93	\$41.72	\$42.53	\$43.37	\$44.20	\$45.06

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	\$31.27	\$31.90	\$32.54	\$33.18	\$33.84	\$34.52	\$35.22	\$35.92	\$36.63	\$37.37	\$38.11	\$38.88
	33B	\$37.37	\$38.11	\$38.88	\$39.66	\$40.45	\$41.26	\$42.08	\$42.92	\$43.79	\$44.66	\$45.55	\$46.46
Business Systems Analyst Account Auditing Supervisor Information Systems Engineer	35A	\$32.83	\$33.49	\$34.16	\$34.84	\$35.54	\$36.25	\$36.98	\$37.71	\$38.47	\$39.24	\$40.03	\$40.83
	35B	\$39.24	\$40.03	\$40.83	\$41.64	\$42.47	\$43.32	\$44.19	\$45.07	\$45.97	\$46.89	\$47.83	\$48.78
Sr. Retirement Specialist Sr. Disability Retirement Specialist	36A	\$33.97	\$34.65	\$35.34	\$36.05	\$36.77	\$37.51	\$38.26	\$39.02	\$39.80	\$40.60	\$41.41	\$42.24
	36B	\$40.60	\$41.41	\$42.24	\$43.08	\$43.95	\$44.82	\$45.72	\$46.64	\$47.57	\$48.52	\$49.49	\$50.48
Executive Assistant	38A	\$36.58	\$37.27	\$37.97	\$38.70	\$39.42	\$40.17	\$40.93	\$41.71	\$42.50	\$43.31	\$44.13	\$44.98
	38B	\$43.31	\$44.13	\$44.98	\$45.84	\$46.72	\$47.60	\$48.52	\$49.45	\$50.39	\$51.36	\$52.35	\$53.35
Investment Analyst Sr Accountant Enterprise Content Manager	43A	\$38.11	\$38.88	\$39.66	\$40.45	\$41.26	\$42.08	\$42.92	\$43.79	\$44.66	\$45.55	\$46.46	\$47.39
	43B	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.29	\$51.30	\$52.33	\$53.38	\$54.43	\$55.53	\$56.64
Communications Officer Business Systems Engineer	44A	\$40.17	\$40.93	\$41.71	\$42.50	\$43.31	\$44.13	\$44.98	\$45.84	\$46.72	\$47.60	\$48.52	\$49.45
	44B	\$47.60	\$48.52	\$49.45	\$50.39	\$51.36	\$52.35	\$53.35	\$54.38	\$55.43	\$56.50	\$57.58	\$58.69
Internal Auditor Disability Retirement Supervisor Retirement Specialist Supervisor	48A	\$42.08	\$42.92	\$43.79	\$44.66	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.29	\$51.30	\$52.33
	48B	\$50.29	\$51.30	\$52.33	\$53.38	\$54.43	\$55.53	\$56.64	\$57.77	\$58.92	\$60.11	\$61.31	\$62.50
Sr Business Systems Engineer Sr. Investment Analyst	51A	\$44.66	\$45.55	\$46.46	\$47.39	\$48.34	\$49.31	\$50.29	\$51.30	\$52.33	\$53.38	\$54.43	\$55.53
	51B	\$53.38	\$54.43	\$55.53	\$56.64	\$57.77	\$58.92	\$60.11	\$61.31	\$62.53	\$63.78	\$65.06	\$66.36
Open Range	52A	\$46.72	\$47.60	\$48.52	\$49.45	\$50.39	\$51.36	\$52.35	\$53.35	\$54.38	\$55.43	\$56.50	\$57.58
	52B	\$55.43	\$56.50	\$57.58	\$58.69	\$59.83	\$60.98	\$62.16	\$63.36	\$64.58	\$65.84	\$67.11	\$68.41
Open Range	56A	\$49.31	\$50.29	\$51.30	\$52.33	\$53.38	\$54.43	\$55.53	\$56.64	\$57.77	\$58.92	\$60.11	\$61.31
	56B	\$58.92	\$60.11	\$61.31	\$62.53	\$63.78	\$65.06	\$66.36	\$67.69	\$69.04	\$70.42	\$71.83	\$73.26

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
Open Range	57A	\$51.36	\$52.35	\$53.35	\$54.38	\$55.43	\$56.50	\$57.58	\$58.69	\$59.83	\$60.98	\$62.16	\$63.36
	57B	\$60.98	\$62.16	\$63.36	\$64.58	\$65.84	\$67.11	\$68.41	\$69.74	\$71.09	\$72.48	\$73.89	\$75.32
Accounting Manager Retirement Benefits Officer Information Security Officer Communications & Stakeholder Relations Manager	61A	\$56.50	\$57.58	\$58.69	\$59.83	\$60.98	\$62.16	\$63.36	\$64.58	\$65.84	\$67.11	\$68.41	\$69.74
	61B	\$67.11	\$68.41	\$69.74	\$71.09	\$72.48	\$73.89	\$75.32	\$76.79	\$78.28	\$79.80	\$81.36	\$82.95
Director of Human Resources & Risk Management Investment Officer Staff Counsel	66A	\$62.16	\$63.36	\$64.58	\$65.84	\$67.11	\$68.41	\$69.74	\$71.09	\$72.48	\$73.89	\$75.32	\$76.79
	66B	\$73.89	\$75.32	\$76.79	\$78.28	\$79.80	\$81.36	\$82.95	\$84.57	\$86.21	\$87.90	\$89.62	\$91.37
Sr. Staff Counsel	71A	\$68.41	\$69.74	\$71.09	\$72.48	\$73.89	\$75.32	\$76.79	\$78.28	\$79.80	\$81.36	\$82.95	\$84.57
	71B	\$81.36	\$82.95	\$84.57	\$86.21	\$87.90	\$89.62	\$91.37	\$93.15	\$94.98	\$96.84	\$98.73	\$100.67
Open Range	76A	\$75.32	\$76.79	\$78.28	\$79.80	\$81.36	\$82.95	\$84.57	\$86.21	\$87.90	\$89.62	\$91.37	\$93.15
	76B	\$89.62	\$91.37	\$93.15	\$94.98	\$96.84	\$98.73	\$100.67	\$102.63	\$104.64	\$106.70	\$108.79	\$110.92
Chief Financial Officer Chief Information Officer Chief of Member Services	81A	\$82.95	\$84.57	\$86.21	\$87.90	\$89.62	\$91.37	\$93.15	\$94.98	\$96.84	\$98.73	\$100.67	\$102.63
	81B	\$98.73	\$100.67	\$102.63	\$104.64	\$106.70	\$108.79	\$110.92	\$113.11	\$115.32	\$117.59	\$119.91	\$122.26
Sr Investment Officer	86A	\$91.37	\$93.15	\$94.98	\$96.84	\$98.73	\$100.67	\$102.63	\$104.64	\$106.70	\$108.79	\$110.92	\$113.11
	86B	\$108.79	\$110.92	\$113.11	\$115.32	\$117.59	\$119.91	\$122.26	\$124.66	\$127.12	\$129.61	\$132.16	\$134.77
Chief Counsel Chief Investment Officer	91A	\$101.80	\$103.78	\$105.79	\$107.84	\$109.93	\$112.07	\$114.24	\$116.47	\$118.73	\$121.04	\$123.40	\$125.80
	91B	\$121.04	\$123.40	\$125.80	\$128.25	\$130.76	\$133.31	\$135.90	\$138.56	\$141.26	\$144.03	\$146.84	\$149.72
Chief Executive Officer	93A	\$108.57	\$110.62	\$112.72	\$114.85	\$117.03	\$119.25	\$121.52	\$123.83	\$126.19	\$128.59	\$131.04	\$133.54
	93B	\$128.59	\$131.04	\$133.54	\$136.09	\$138.69	\$141.35	\$144.05	\$146.81	\$149.63	\$152.51	\$155.43	\$158.43

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	\$34,377	\$35,065	\$35,766	\$36,481	\$37,211	\$37,955	\$38,714	\$39,489	\$40,279	\$41,084	\$41,906	\$42,744
	3B	\$41,084	\$41,906	\$42,744	\$43,599	\$44,471	\$45,360	\$46,267	\$47,193	\$48,137	\$49,099	\$50,081	\$51,083
Office Specialist	5A	\$37,367	\$38,109	\$38,873	\$39,637	\$40,424	\$41,234	\$42,066	\$42,920	\$43,774	\$44,651	\$45,528	\$46,450
	5B	\$44,651	\$45,528	\$46,450	\$47,372	\$48,316	\$49,283	\$50,272	\$51,284	\$52,318	\$53,352	\$54,431	\$55,510
Enterprise Content Specialist	7A	\$39,233	\$39,997	\$40,807	\$41,616	\$42,448	\$43,302	\$44,179	\$45,056	\$45,955	\$46,877	\$47,821	\$48,766
	7B	\$46,877	\$47,821	\$48,766	\$49,755	\$50,744	\$51,756	\$52,790	\$53,847	\$54,926	\$56,027	\$57,152	\$58,276
Retirement Benefits Technician Disability Retirement Benefits Technician	10A	\$41,234	\$42,066	\$42,920	\$43,774	\$44,651	\$45,528	\$46,450	\$47,372	\$48,316	\$49,283	\$50,272	\$51,284
	10B	\$49,283	\$50,272	\$51,284	\$52,318	\$53,352	\$54,431	\$55,510	\$56,612	\$57,759	\$58,905	\$60,074	\$61,289
Executive Secretary Legal Secretary	15A	\$45,528	\$46,450	\$47,372	\$48,316	\$49,283	\$50,272	\$51,284	\$52,318	\$53,352	\$54,431	\$55,510	\$56,612
	15B	\$54,431	\$55,510	\$56,612	\$57,759	\$58,905	\$60,074	\$61,289	\$62,503	\$63,762	\$65,043	\$66,347	\$67,674
Accounting Technician Information Systems Technician Accounting Technician-Fiscal	20A	\$50,272	\$51,284	\$52,318	\$53,352	\$54,431	\$55,510	\$56,612	\$57,759	\$58,905	\$60,074	\$61,289	\$62,503
	20B	\$60,074	\$61,289	\$62,503	\$63,762	\$65,043	\$66,347	\$67,674	\$69,023	\$70,394	\$71,811	\$73,249	\$74,711
Payroll Specialist Retirement Specialist Disability Retirement Specialist Human Resources Specialist	25A	\$55,510	\$56,612	\$57,759	\$58,905	\$60,074	\$61,289	\$62,503	\$63,762	\$65,043	\$66,347	\$67,674	\$69,023
	25B	\$66,347	\$67,674	\$69,023	\$70,394	\$71,811	\$73,249	\$74,711	\$76,195	\$77,724	\$79,275	\$80,871	\$82,490
Sr Executive Secretary Information Systems Coordinator	26A	\$58,163	\$59,288	\$60,412	\$61,558	\$62,750	\$63,941	\$65,178	\$66,415	\$67,696	\$69,000	\$70,327	\$71,676
	26B	\$69,000	\$70,327	\$71,676	\$73,070	\$74,464	\$75,902	\$77,364	\$78,870	\$80,377	\$81,950	\$83,524	\$85,143
Accountant Associate Business Systems Engineer	30A	\$61,289	\$62,503	\$63,762	\$65,156	\$66,347	\$67,674	\$69,023	\$70,394	\$71,811	\$73,249	\$74,711	\$76,195
	30B	\$73,249	\$74,711	\$76,195	\$77,724	\$79,275	\$80,871	\$82,490	\$84,131	\$85,817	\$87,526	\$89,280	\$91,078
Sr Legal Secretary	31A	\$63,941	\$65,178	\$66,415	\$67,696	\$69,000	\$70,327	\$71,676	\$73,070	\$74,464	\$75,902	\$77,364	\$78,870
	31B	\$75,902	\$77,364	\$78,870	\$80,377	\$81,950	\$83,524	\$85,143	\$86,784	\$88,470	\$90,202	\$91,933	\$93,731

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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	33A	\$65,043	\$66,347	\$67,674	\$69,023	\$70,394	\$71,811	\$73,249	\$74,711	\$76,195	\$77,724	\$79,275	\$80,871
	33B	\$77,724	\$79,275	\$80,871	\$82,490	\$84,131	\$85,817	\$87,526	\$89,280	\$91,078	\$92,900	\$94,743	\$96,632
Business Systems Analyst Account Auditing Supervisor Information Systems Engineer	35A	\$68,281	\$69,652	\$71,046	\$72,463	\$73,924	\$75,408	\$76,914	\$78,443	\$80,017	\$81,613	\$83,254	\$84,918
	35B	\$81,613	\$83,254	\$84,918	\$86,604	\$88,335	\$90,112	\$91,910	\$93,754	\$95,620	\$97,531	\$99,487	\$101,466
Sr. Retirement Specialist Sr. Disability Retirement Specialist	36A	\$70,661	\$72,074	\$73,515	\$74,986	\$76,485	\$78,015	\$79,575	\$81,167	\$82,790	\$84,446	\$86,135	\$87,858
	36B	\$84,446	\$86,135	\$87,858	\$89,615	\$91,407	\$93,235	\$95,100	\$97,002	\$98,942	\$100,921	\$102,939	\$104,998
Executive Assistant	38A	\$76,082	\$77,521	\$78,983	\$80,489	\$81,995	\$83,547	\$85,143	\$86,762	\$88,403	\$90,089	\$91,798	\$93,552
	38B	\$90,089	\$91,798	\$93,552	\$95,350	\$97,171	\$99,015	\$100,926	\$102,859	\$104,815	\$106,839	\$108,885	\$110,976
Investment Analyst Sr Accountant Enterprise Content Manager	43A	\$79,275	\$80,871	\$82,490	\$84,131	\$85,817	\$87,526	\$89,280	\$91,078	\$92,900	\$94,743	\$96,632	\$98,565
	43B	\$94,743	\$96,632	\$98,565	\$100,544	\$102,567	\$104,613	\$106,704	\$108,840	\$111,021	\$113,224	\$115,495	\$117,811
Communications Officer Business Systems Engineer	44A	\$83,547	\$85,143	\$86,762	\$88,403	\$90,089	\$91,798	\$93,552	\$95,350	\$97,171	\$99,015	\$100,926	\$102,859
	44B	\$99,015	\$100,926	\$102,859	\$104,815	\$106,839	\$108,885	\$110,976	\$113,112	\$115,293	\$117,518	\$119,767	\$122,082
Internal Auditor Disability Retirement Supervisor Retirement Specialist Supervisor	48A	\$87,526	\$89,280	\$91,078	\$92,900	\$94,743	\$96,632	\$98,565	\$100,544	\$102,567	\$104,613	\$106,704	\$108,840
	48B	\$104,613	\$106,704	\$108,840	\$111,021	\$113,224	\$115,495	\$117,811	\$120,171	\$122,555	\$125,028	\$127,523	\$129,996
Sr Business Systems Engineer Sr. Investment Analyst	51A	\$92,900	\$94,743	\$96,632	\$98,565	\$100,544	\$102,567	\$104,613	\$106,704	\$108,840	\$111,021	\$113,224	\$115,495
	51B	\$111,021	\$113,224	\$115,495	\$117,811	\$120,171	\$122,555	\$125,028	\$127,523	\$130,064	\$132,672	\$135,325	\$138,023
Open Range	52A	\$97,171	\$99,015	\$100,926	\$102,859	\$104,815	\$106,839	\$108,885	\$110,976	\$113,112	\$115,293	\$117,518	\$119,767
	52B	\$115,293	\$117,518	\$119,767	\$122,082	\$124,443	\$126,849	\$129,299	\$131,795	\$134,336	\$136,944	\$139,597	\$142,295
Open Range	56A	\$102,567	\$104,613	\$106,704	\$108,840	\$111,021	\$113,224	\$115,495	\$117,811	\$120,171	\$122,555	\$125,028	\$127,523
	56B	\$122,555	\$125,028	\$127,523	\$130,064	\$132,672	\$135,325	\$138,023	\$140,788	\$143,599	\$146,476	\$149,399	\$152,389

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Open Range	57A	\$106,839	\$108,885	\$110,976	\$113,112	\$115,293	\$117,518	\$119,767	\$122,082	\$124,443	\$126,849	\$129,299	\$131,795
	57B	\$126,849	\$129,299	\$131,795	\$134,336	\$136,944	\$139,597	\$142,295	\$145,060	\$147,870	\$150,748	\$153,693	\$156,661
Accounting Manager Retirement Benefits Officer Information Security Officer Communications & Stakeholder Relations Manager	61A	\$117,518	\$119,767	\$122,082	\$124,443	\$126,849	\$129,299	\$131,795	\$134,336	\$136,944	\$139,597	\$142,295	\$145,060
	61B	\$139,597	\$142,295	\$145,060	\$147,870	\$150,748	\$153,693	\$156,661	\$159,719	\$162,821	\$165,992	\$169,229	\$172,534
Director of Human Resources & Risk Management Investment Officer Staff Counsel	66A	\$129,299	\$131,795	\$134,336	\$136,944	\$139,597	\$142,295	\$145,060	\$147,870	\$150,748	\$153,693	\$156,661	\$159,719
	66B	\$153,693	\$156,661	\$159,719	\$162,821	\$165,992	\$169,229	\$172,534	\$175,907	\$179,324	\$182,831	\$186,406	\$190,048
Sr. Staff Counsel	71A	\$142,295	\$145,060	\$147,870	\$150,748	\$153,693	\$156,661	\$159,719	\$162,821	\$165,992	\$169,229	\$172,534	\$175,907
	71B	\$169,229	\$172,534	\$175,907	\$179,324	\$182,831	\$186,406	\$190,048	\$193,758	\$197,558	\$201,425	\$205,359	\$209,384
Open Range	76A	\$156,661	\$159,719	\$162,821	\$165,992	\$169,229	\$172,534	\$175,907	\$179,324	\$182,831	\$186,406	\$190,048	\$193,758
	76B	\$186,406	\$190,048	\$193,758	\$197,558	\$201,425	\$205,359	\$209,384	\$213,476	\$217,657	\$221,929	\$226,291	\$230,720
Chief Financial Officer Chief Information Officer Chief of Member Services	81A	\$172,534	\$175,907	\$179,324	\$182,831	\$186,406	\$190,048	\$193,758	\$197,558	\$201,425	\$205,359	\$209,384	\$213,476
	81B	\$205,359	\$209,384	\$213,476	\$217,657	\$221,929	\$226,291	\$230,720	\$235,262	\$239,871	\$244,592	\$249,403	\$254,305
Sr Investment Officer	86A	\$190,048	\$193,758	\$197,558	\$201,425	\$205,359	\$209,384	\$213,476	\$217,657	\$221,929	\$226,291	\$230,720	\$235,262
	86B	\$226,291	\$230,720	\$235,262	\$239,871	\$244,592	\$249,403	\$254,305	\$259,296	\$264,399	\$269,593	\$274,899	\$280,317
Chief Counsel Chief Investment Officer	91A	\$211,744	\$215,859	\$220,041	\$224,312	\$228,652	\$233,103	\$237,622	\$242,254	\$246,953	\$251,764	\$256,665	\$261,656
	91B	\$251,764	\$256,665	\$261,656	\$266,760	\$271,976	\$277,282	\$282,678	\$288,209	\$293,830	\$299,585	\$305,431	\$311,411
Chief Executive Officer	93A	\$225,819	\$230,090	\$234,452	\$238,881	\$243,423	\$248,032	\$252,753	\$257,565	\$262,466	\$267,457	\$272,561	\$277,754
	93B	\$267,457	\$272,561	\$277,754	\$283,060	\$288,479	\$294,009	\$299,630	\$305,363	\$311,231	\$317,212	\$323,305	\$329,532