

Exhibit A: Page 1

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
	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
Office Specialist	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
	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
Enterprise Content Specialist	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
	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 Technician	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
	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 Legal 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
	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 Information Systems Technician Accounting Technician-Fiscal	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
	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 Disability Retirement Specialist Human Resources Specialist Communications 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
	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 Information Systems Coordinator	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
	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

Note: Annual Salary Schedule is used as a reference only;
compensation is paid based on the hourly rate.

Exhibit A: Page 2

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
Accountant Associate Business Systems Engineer	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
	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
	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
Paralegal	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 Information Systems Engineer	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
	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 Sr. Disability Retirement Specialist	36A	\$71,862	\$73,299	\$74,765	\$76,260	\$77,786	\$79,341	\$80,928	\$82,547	\$84,198	\$85,882	\$87,599	\$89,351
	36B	\$85,882	\$87,599	\$89,351	\$91,138	\$92,961	\$94,820	\$96,717	\$98,651	\$100,624	\$102,636	\$104,689	\$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 Enterprise Content Manager Sr. Business Systems Analyst	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
	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 Business Systems Engineer	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
	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

Note: Annual Salary Schedule is used as a reference only;
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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
Internal Auditor Disability Retirement Supervisor Retirement Specialist Supervisor Account Auditing 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
	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 Sr. Investment Analyst	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
	51B	\$112,908	\$115,149	\$117,458	\$119,813	\$122,214	\$124,638	\$127,153	\$129,691	\$132,275	\$134,927	\$137,625	\$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
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 Communications & Stakeholder Relations Manager Member Experience Manager	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
	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 Investment Officer Staff Counsel	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
	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
	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

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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
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
	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 Chief of Member Services	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
	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 Chief Investment Officer	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
	91B	\$256,044	\$261,029	\$266,105	\$271,295	\$276,600	\$281,996	\$287,484	\$293,108	\$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
	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

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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
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
	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
	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
Enterprise Content Specialist	7A	\$19.18	\$19.56	\$19.95	\$20.35	\$20.75	\$21.17	\$21.60	\$22.03	\$22.47	\$22.92	\$23.38	\$23.84
	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 Technician	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
	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 Legal 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
	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 Information Systems Technician Accounting Technician-Fiscal	20A	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97	\$30.56
	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 Disability Retirement Specialist Human Resources Specialist Communications Specialist	25A	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97	\$30.56	\$31.18	\$31.80	\$32.44	\$33.09	\$33.75
	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 Information Systems Coordinator	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
	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

Note: Annual Salary Schedule is used as a reference only;
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Exhibit A: Page 6

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
Accountant Associate Business Systems Engineer	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
	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
Sr Legal Secretary	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
	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
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
	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 Information Systems Engineer	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
	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 Sr. Disability Retirement Specialist	36A	\$34.55	\$35.24	\$35.94	\$36.66	\$37.40	\$38.14	\$38.91	\$39.69	\$40.48	\$41.29	\$42.11	\$42.96
	36B	\$41.29	\$42.11	\$42.96	\$43.82	\$44.69	\$45.59	\$46.50	\$47.43	\$48.38	\$49.34	\$50.33	\$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
	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 Enterprise Content Manager Sr. Business Systems Analyst	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
	43B	\$46.32	\$47.25	\$48.19	\$49.16	\$50.15	\$51.15	\$52.17	\$53.22	\$54.28	\$55.36	\$56.47	\$57.60
Communications Officer Business Systems Engineer	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
	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

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Exhibit A: Page 7

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
Internal Auditor Disability Retirement Supervisor Retirement Specialist Supervisor Account Auditing 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
	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 Sr. Investment Analyst	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
	51B	\$54.28	\$55.36	\$56.47	\$57.60	\$58.76	\$59.92	\$61.13	\$62.35	\$63.59	\$64.87	\$66.17	\$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
	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
	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
Open 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
	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 Communications & Stakeholder Relations Manager	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
	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 Investment Officer Staff Counsel	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
	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 Counsel	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
	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

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Exhibit A: Page 8

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	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
	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 Chief Information Officer Chief of Member Services	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
	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 Chief Investment Officer	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
	91B	\$123.10	\$125.49	\$127.93	\$130.43	\$132.98	\$135.57	\$138.21	\$140.92	\$143.67	\$146.48	\$149.34	\$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
	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