## Exhibit A: Page 1

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

Security Securit													1				1	1		-					
Deck   Perform   Annual P deck LeG   Space decision	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
Annualy   Part and b	Executive Secretary	15	Unrep																						
Instante   Product   Solution																									
character   character <t< td=""><td rowspan="2">Human Resources Specialist</td><td>25</td><td>Unrep</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	Human Resources Specialist	25	Unrep																						
Difference   Annuality   Section (ap) Sectin (ap) Sectin (ap) Section (ap) Sectin (ap) Section (ap) Sectin (		_0	p																						
Senior Lagli Scortary   Space   Hearing   Space   Spac	Sr Executive Secretary	26	Unrep																						
Ball Ball Ball Ball   Ball Ball Ball Ball Ball Ball Ball Ball				Annually																					
Ease-   Hurry   S97.7   S94.49   S17.7   S94.70   S97.70   S94.70   S97.70   S94.70   S97.70   S94.70   S97.70   S97.70  S97.70  S97.70	Senior Legal Secretary	31	Unrep																						
between   between <t< td=""><td>• ,</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	• ,																								
Internal Auditor   40   Mmm   Hearth   548.21   549.24   593.42   583.74  583.7	Executive Assistant	38	Unrep																						
Internal Audio   40   Internal Audio   55,07-80   556,07-80   556,02-80   557,28-80   556,02-80   557,28-80   556,02-80   557,28-80  557,28-80   <			-																		<b>\$</b> ,				
Accounting Manager   61   Ume   Mounty   591.2   592.49   597.35   577.32   597.24   597.30   577.35   577.22   597.37   597.340   597.375   597.23   597.35  597.35  597	Internal Auditor	48	Unrep																						
Nuccount manage   Nucley   Str2/see 0																									
Communication & Stateholder   Funct   Stateholder   Stateholder   Str. 2   S	Accounting Manager	61	Unrep																						
Peterbone   Peterbone <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>																									
Member Experience Manager   61   Umer   Hourty   567.37   577.22   578.27   577.22  577.22  577.22  <	Relations Manager Member Experience Manager	61	Unrep																						
Member Deprender Mainager   0   Unitery   Annually   ST2:2494:00   ST3:72:00   ST3:72:0   ST3:72:00   ST3:72:0																									
Intermention Security Officer   61   Ume   Houry   561:37   562:37   564:39   566:32   564:88   571:51   571:51   571:20   577:20   577:22  577:22   577:22		61	Unrep																						
Intermentation Security Unice   Annuality   S172 Act 40 (\$130, 210, 512, 200, 00, 513, 172, 20)   S173, 20, 514, 314, 400, 515, 554, 000   S164, 440, 00, 515, 756, 000   S166, 440, 300, 517, 514, 410, 00, 516, 377, 20   S173, 472, 20, 517, 841, 40   S183, 200, 400, 513, 172, 20, 517, 200, 513, 772, 20   S174, 772, 20   S164, 440, 20, 517, 526, 000   S166, 440, 300, 517, 514, 314, 400, 515, 572, 20   S174, 772, 20 <t< td=""><td rowspan="2">Information Security Officer</td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	Information Security Officer		-																						
Neurine   Houring   Sel 37   Sel 3		61	Unrep																						
Network beneficiency   Online   Annually   S127720 S13524000   S137720 S13524000   S137720 S1372720 S137200 S1372720 S1372700 S1372700 S1372700 S1372700 S137200 S1372700 S137200 S																									
Orice for Human Resources 8   66   Unreg   Houry   \$57.52   \$77.22  \$77.22   \$77.22	Retirement Benefits Officer	61	Unrep																						
Naix Management   Online   Annually   Staty Analy   <																									
Investment Officer   66   Unrep   Hourly   567.52   572.29   577.32   578.72   588.30   585.00   586.68   588.37   590.10   591.86   593.64   593.74   597.24   597.24   597.22   578.77   577.22   578.77		66	Unrep																						
Investment Officer   Office   Office   Office   Staff Counsel																									,
Annually   Staff Counsel   Annually   Staff Add at 00 (\$145,112.00 (\$145,112.00 (\$145,112.00 (\$156,211.00		66	Unrep																						
Staft Counsel   Online   Annually   \$140,4410   \$143,145.00   \$143,745.00   \$143,745.00   \$154,574.00   \$153,776.00   \$166,940.80   \$170,164.80   \$173,472.00   \$176,841.00   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$183,209.40   \$190,244.00   \$183,209.40   \$190,244.00   \$183,209.40   \$190,244.00   \$183,209.40   \$190,244.00   \$190,244.00   \$190,247.00   \$100,247.00   \$100,247.00   \$100,247.00   \$100,247.00   \$100,247.00   \$100,247.00   \$100,247.00   \$100,247.00   \$110,480   \$113,46   \$113,66   \$115,89   \$111.8   \$103,26   \$127.72   \$130,28   \$122.85   <																									
Staff Counsel 71 Image Hourly \$\begin{tabular}{2}{3} \$\begin{tabular}{3} \$\	Staff Counsel	66	Unrep																						
Sr. Staff Counsel //																									
Chief Financial Officer   81   Unrep   Houry   90:10   93:186   93:264   95:47   97:34   99:24   \$10:18   \$10:26   \$11:26	Sr. Staff Counsel	71	Unrep				÷==	<u>-</u>																	
Child F Install   Online bill   Annually   Star Adds																									
Chief Information Officer   81   Unrep   Hourly   \$90.10   \$91.86   \$93.64   \$95.47   \$97.24   \$99.24   \$101.18   \$103.16   \$107.24   \$100.34   \$111.48   \$113.66   \$115.99   \$111.48	Chief Financial Officer	81	Unrep																						
Child information Uniced   Online bit of 7,08.00 (\$19,077.10)   \$19,887.76 (\$20,647.20)   \$200,647.20]   \$210,454.00   \$213,752.00   \$223,957.20   \$223,957.20   \$223,957.20   \$223,957.20   \$223,957.20   \$223,977.20   \$223,957.20   \$223,977.20   \$223,957.20   \$223,977.20   \$223,957.20   \$223,977.20   \$223,957.20   \$223,977.20   \$223,957.20   \$223,977.20   \$223,977.20   \$223,957.20   \$223,977.20   \$223,957.20   \$223,977.20   \$223,957.20   \$2																									
Chief of Member Services   81   Image   Hourly   \$90.10   \$91.86   \$93.64   \$99.74   \$99.73   \$99.24   \$101.18   \$103.16   \$107.24   \$109.34   \$111.48   \$113.66   \$115.89   \$118.16   \$122.48   \$122.85   \$122.52   \$127.72   \$130.23   \$132.80     Sr Investment Officer   86   Image   Hourly   \$90.24   \$101.18   \$100.24   \$212,772.0   \$223,359.20   \$224,157.20   \$223,059.20   \$227,472.70   \$233,478.40   \$234,125.00   \$241,051.20   \$241,052.20   \$134.40   \$136.40   \$136.40	Chief Information Officer	81	Unrep																						
Child or Member Services   61   Unrep   Annually   [\$17,408.00]   \$191,068.00]   \$191,068.00]   \$191,068.00]   \$191,068.00]   \$191,068.00]   \$191,068.00]   \$191,068.00]   \$192,072.00]   \$202,0472.00]   \$223,059.20]   \$223,059.20]   \$223,017.20]   \$234,017.100]   \$236,057.00]   \$226,057.00]   \$227,027.20]   \$231,020]   \$213,020]   \$133,200]   \$133,200]   \$133,400]   \$255,5200]   \$226,057.00]   \$227,027.20]   \$27,027.20]													,												
Sr Investment Officer   86   Unrep   Hourly   \$99.24   \$101.18   \$103.16   \$107.24   \$109.34   \$111.48   \$113.66   \$112.89   \$118.16   \$122.85   \$122.85   \$127.72   \$130.23   \$132.80   \$133.40   \$134.078   \$140.78   \$143.55   \$143.55   \$143.55   \$143.55   \$143.55   \$127.47   \$130.23   \$132.40   \$133.40   \$134.07   \$140.78   \$143.55   \$143.55   \$143.55   \$143.55   \$143.55   \$143.55   \$143.55   \$143.55   \$143.56   \$112.40   \$127.27   \$130.23   \$255.57.60   \$270,878.40   \$257,872.40   \$287,872.40   \$289,864.00   \$289,470.40   \$289,470.40   \$255,587.40   \$270,878.40   \$272,872.40   \$287,856.00   \$287,857.60   \$270,878.40   \$272,872.40   \$289,864.00   \$289,470.40   \$289,744.00   \$295,401.60   \$331,400.00   \$319,402   \$134.02   \$141.76   \$140.78   \$143.45   \$134.20   \$134.20   \$134.02   \$134.00   \$134.02   \$134.40   \$134.02   \$134.62   \$134.40   \$134.02	Chief of Member Services	81	Unrep																						
Sr. Investment Officer   Online   Online   Online   Online   Online   Status																									
Annually   \$2206,479.20   \$271,472.40   \$272,472.20   \$273,172.60   \$223,495.20   \$223,472.20   \$233,472.40   \$225,525.00   \$256,576.00   \$2270,878.40   \$226,586.20   \$228,586.10   \$229,282.40   \$299,586.10   \$229,282.40   \$299,586.10   \$229,282.40   \$299,586.10   \$229,282.40   \$299,586.10   \$229,282.40   \$299,586.10   \$229,282.40   \$299,586.10   \$229,282.40   \$299,586.10   \$292,822.40   \$299,586.10   \$292,822.40   \$299,586.10   \$292,822.40   \$299,586.10   \$292,822.40   \$299,586.10   \$292,822.40   \$299,586.10   \$292,822.40   \$299,586.10   \$292,822.40   \$299,826.10   \$289,64.10   \$299,826.10   \$281,64.12   \$19,40.20   \$114,40.20   \$144,70.40   \$299,826.10   \$231,70.00   \$338,228.80   \$217,72.511.40   \$217,72.512.408   \$126,80.40   \$227,877.61.60   \$228,419.00   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400   \$299,74.400	Sr Investment Officer	86	Unrep																						
Chief Counsel   Offer   Annualiy   \$229,985.60   \$234,457.60   \$239,012.80   \$243,651.20   \$253,177.60   \$258,086.40   \$263,212.00   \$268,236.80   \$273,457.60   \$278,761.60   \$289,744.00   \$295,401.60   \$307,028.80   \$313,040.00   \$319,155.20   \$323,535.20   \$331,760.00   \$338,228.80     Chief Investment Officer   91   Iunep   Hourly   \$110.75   \$112.72   \$114.49   \$121.72   \$124.08   \$126.26   \$133.40   \$139.40   \$295,401.60   \$307,028.80   \$313,040.00   \$319,155.20   \$325,395.20   \$331,760.00   \$338,228.80     Chief Investment Officer   91   Iunep   Hourly   \$110.75   \$112.72   \$124.08   \$121.72   \$124.08   \$121.00   \$268,236.80   \$278,761.60   \$289,744.00   \$295,401.60   \$301,163.20   \$307,028.80   \$313,040.00   \$319,155.20   \$325,395.20   \$338,228.80     Chief Investment Officer   91   Iunep   Hourly   \$229,985.60   \$234,457.60   \$228,395.20   \$258,317.76.00   \$258,866.40   \$268,236.80   \$278,761.60			2ep	Annually																					
Chief Investment Officer   Murep   Hourly   \$229,985.50   \$234,457.60   \$238,012.80   \$253,177.60   \$258,012.00   \$256,230.80   \$273,457.60   \$228,774.100	Chief Counsel	91	Unrep	Hourly	\$110.57		\$114.91	\$117.14	\$119.40	\$121.72	\$124.08	\$126.50	\$128.96	\$131.47											
Chief Investment Officer 91 Unrep Officer 93 Unrep Hourly \$117.92 \$120.15 \$122.42 \$124.74 \$127.11 \$129.52 \$131.98 \$134.49 \$137.06 \$139.66 \$142.33 \$145.05 \$147.81 \$150.64 \$153.53 \$156.46 \$159.46 \$162.52 \$165.65 \$168.83 \$172.08 \$172			enrep	Annually																					
Chief Exercitive Officer 93 Unrep Hourly \$117.92 \$120.15 \$122.42 \$124.74 \$127.11 \$129.52 \$131.98 \$134.49 \$137.06 \$139.66 \$142.33 \$145.05 \$147.81 \$150.64 \$153.53 \$156.46 \$159.46 \$159.46 \$162.52 \$165.65 \$168.83 \$172.08	Chief Investment Officer	91	Unren	Hourly	\$110.57	\$112.72	\$114.91	\$117.14	\$119.40	\$121.72	\$124.08	\$126.50	\$128.96		\$134.02	\$136.63			\$144.79		\$150.50			\$159.50	
		1	5cp	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				\$301,163.20	\$307,028.80	\$313,040.00	\$319,155.20		\$331,760.00	
Annually (\$245,273.60) (\$249,912.00) (\$254,633.60) (\$259,459.20) (\$264,388.80) (\$269,401.60) (\$274,518.40) (\$279,739.20) (\$285,084.80) (\$290,492.80) (\$290,492.80) (\$290,492.80) (\$307,444.80) (\$317,331.20) (\$317,342.40) (\$325,436.80) (\$338,041.60) (\$344,552.00) (\$351,166.40) (\$357,926.40) (\$317,342.40) (\$321,704.00) (\$317,342.40) (\$325,436.80) (\$338,041.60) (\$344,552.00) (\$344,5	Chief Executive Officer	93	Unren	Hourly	\$117.92	\$120.15	\$122.42	\$124.74	\$127.11	\$129.52	\$131.98	\$134.49	\$137.06	\$139.66	\$142.33	\$145.05	\$147.81	\$150.64	\$153.53	\$156.46	\$159.46	\$162.52	\$165.65	\$168.83	\$172.08
	offici Executive Officer	,,,	chiep	Annually	\$245,273.60	\$249,912.00	\$254,633.60	\$259,459.20	\$264,388.80	\$269,401.60	\$274,518.40	\$279,739.20	\$285,084.80	\$290,492.80	\$296,046.40	\$301,704.00	\$307,444.80	\$313,331.20	\$319,342.40	\$325,436.80	\$331,676.80	\$338,041.60	\$344,552.00	\$351,166.40	\$357,926.40

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