

Exhibit A: Page 1

SBCERA Salary Schedule for Unrepresented Employees - Effective January 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
Executive Secretary	15	Unrep	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
			Annually	\$49,441.60	\$50,440.00	\$51,438.40	\$52,478.40	\$53,539.20	\$54,600.00	\$55,681.60	\$56,825.60	\$57,907.20	\$59,113.60	\$60,299.20	\$61,484.80	\$62,732.80	\$63,980.80	\$65,249.60	\$66,580.80	\$67,891.20	\$69,243.20	\$70,636.80	\$72,072.00	\$73,507.20
Human Resources Specialist	25	Unrep	Hourly	\$28.99	\$29.56	\$30.16	\$30.76	\$31.37	\$32.01	\$32.64	\$33.30	\$33.96	\$34.65	\$35.34	\$36.05	\$36.76	\$37.50	\$38.25	\$39.01	\$39.78	\$40.58	\$41.40	\$42.23	\$43.07
			Annually	\$60,299.20	\$61,484.80	\$62,732.80	\$63,980.80	\$65,249.60	\$66,580.80	\$67,891.20	\$69,243.20	\$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
Sr Executive Secretary	26	Unrep	Hourly	\$30.37	\$30.96	\$31.55	\$32.15	\$32.77	\$33.39	\$34.04	\$34.68	\$35.35	\$36.03	\$36.73	\$37.43	\$38.16	\$38.89	\$39.63	\$40.40	\$41.18	\$41.97	\$42.79	\$43.62	\$44.46
			Annually	\$63,169.60	\$64,396.80	\$65,624.00	\$66,872.00	\$68,161.60	\$69,451.20	\$70,803.20	\$72,134.40	\$73,528.00	\$74,942.40	\$76,398.40	\$77,854.40	\$79,372.80	\$80,891.20	\$82,430.40	\$84,032.00	\$85,654.40	\$87,297.60	\$89,003.20	\$90,729.60	\$92,476.80
Senior Legal Secretary	31	Unrep	Hourly	\$33.39	\$34.04	\$34.68	\$35.35	\$36.03	\$36.73	\$37.43	\$38.16	\$38.89	\$39.63	\$40.40	\$41.18	\$41.97	\$42.79	\$43.62	\$44.46	\$45.32	\$46.20	\$47.10	\$48.01	\$48.95
			Annually	\$69,451.20	\$70,803.20	\$72,134.40	\$73,528.00	\$74,942.40	\$76,398.40	\$77,854.40	\$79,372.80	\$80,891.20	\$82,430.40	\$84,032.00	\$85,654.40	\$87,297.60	\$89,003.20	\$90,729.60	\$92,476.80	\$94,265.60	\$96,096.00	\$97,968.00	\$99,860.80	\$101,816.00
Executive Assistant	38	Unrep	Hourly	\$39.73	\$40.48	\$41.25	\$42.03	\$42.82	\$43.63	\$44.46	\$45.30	\$46.16	\$47.05	\$47.93	\$48.85	\$49.79	\$50.74	\$51.70	\$52.71	\$53.71	\$54.74	\$55.79	\$56.86	\$57.95
			Annually	\$82,638.40	\$84,198.40	\$85,800.00	\$87,422.40	\$89,065.60	\$90,750.40	\$92,476.80	\$94,224.00	\$96,012.80	\$97,864.00	\$99,694.40	\$101,608.00	\$103,563.20	\$105,539.20	\$107,536.00	\$109,636.80	\$111,716.80	\$113,859.20	\$116,043.20	\$118,268.80	\$120,536.00
Internal Auditor	48	Unrep	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
			Annually	\$95,076.80	\$96,969.60	\$98,924.80	\$100,900.80	\$102,897.60	\$104,956.80	\$107,057.60	\$109,200.00	\$111,404.80	\$113,630.40	\$115,897.60	\$118,227.20	\$120,577.60	\$122,969.60	\$125,444.80	\$127,961.60	\$130,540.80	\$133,099.20	\$135,803.20	\$138,507.20	\$141,190.40
Accounting 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	\$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
Communications & Stakeholder Relations 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	\$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
Member Experience 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	\$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 Officer	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	\$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
Retirement Benefits Officer	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	\$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
Director of Human Resources & Risk Management	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	\$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
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	\$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
Staff Counsel	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	\$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
Sr. Staff Counsel	71	Unrep	Hourly	\$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	\$101.18	\$103.16	\$105.19	\$107.24	\$109.34
			Annually	\$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	\$210,454.40	\$214,572.80	\$218,795.20	\$223,059.20	\$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
			Annually	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20	\$210,454.40	\$214,572.80	\$218,795.20	\$223,059.20	\$227,427.20	\$231,878.40	\$236,412.80	\$241,051.20	\$245,772.80	\$250,598.40	\$255,528.00	\$260,540.80	\$265,657.60	\$270,878.40	\$276,224.00
Chief Information 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
			Annually	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20	\$210,454.40	\$214,572.80	\$218,795.20	\$223,059.20	\$227,427.20	\$231,878.40	\$236,412.80	\$241,051.20	\$245,772.80	\$250,598.40	\$255,528.00	\$260,540.80	\$265,657.60	\$270,878.40	\$276,224.00
Chief of Member Services	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
			Annually	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20	\$210,454.40	\$214,572.80	\$218,795.20	\$223,059.20	\$227,427.20	\$231,878.40	\$236,412.80	\$241,051.20	\$245,772.80	\$250,598.40	\$255,528.00	\$260,540.80	\$265,657.60	\$270,878.40	\$276,224.00
Sr Investment Officer	86	Unrep	Hourly	\$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	\$135.40	\$138.07	\$140.78	\$143.55	\$146.38
			Annually	\$206,419.20	\$210,454.40	\$214,572.80	\$218,795.20	\$223,059.20	\$227,427.20	\$231,878.40	\$236,412.80	\$241,051.20	\$245,772.80	\$250,598.40	\$255,528.00	\$260,540.80	\$265,657.60	\$270,878.40	\$276,224.00	\$281,632.00	\$287,185.60	\$292,822.40	\$298,584.00	\$304,470.40
Chief Counsel	91	Unrep	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
			Annually	\$229,985.60	\$234,457.60	\$239,012.00	\$243,651.20	\$248,352.00	\$253,177.60	\$258,064.00	\$263,120.00	\$268,236.80	\$273,457.60	\$278,761.60	\$284,196.00	\$289,744.00	\$295,401.60	\$301,163.20	\$307,028.80	\$313,004.00				