

SBCERA Salary Schedule for Unrepresented Employees - Effective January 1, 2023

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		
Human Resources Technician	10	Unrep	Hourly	\$23.34	\$23.82	\$24.30	\$24.78	\$24.18	\$25.77	\$26.29	\$26.81	\$27.35	\$27.90	\$28.46	\$29.02	\$29.61	\$30.20	\$30.81	\$31.43	\$32.04	\$32.69	\$33.34	\$34.01	\$34.70		
			Annually	\$48,547.20	\$49,545.60	\$50,544.00	\$51,542.40	\$52,540.80	\$53,539.20	\$54,537.60	\$55,536.00	\$56,534.40	\$57,532.80	\$58,531.20	\$59,529.60	\$60,528.00	\$61,526.40	\$62,524.80	\$63,523.20	\$64,521.60	\$65,520.00	\$66,518.40	\$67,516.80	\$68,515.20	\$69,513.60	
Executive Secretary	15	Unrep	Hourly	\$25.77	\$26.29	\$26.81	\$27.35	\$27.90	\$28.46	\$29.02	\$29.61	\$30.18	\$30.76	\$31.34	\$31.93	\$32.52	\$33.11	\$33.70	\$34.29	\$34.88	\$35.47	\$36.06	\$36.65	\$37.24	\$37.83	
			Annually	\$53,601.60	\$54,683.20	\$55,764.80	\$56,846.40	\$57,928.00	\$59,009.60	\$60,091.20	\$61,172.80	\$62,254.40	\$63,336.00	\$64,417.60	\$65,499.20	\$66,580.80	\$67,662.40	\$68,744.00	\$69,825.60	\$70,907.20	\$71,988.80	\$73,070.40	\$74,152.00	\$75,233.60	\$76,315.20	
Human Resources Specialist	25	Unrep	Hourly	\$31.43	\$32.04	\$32.69	\$33.34	\$34.01	\$34.70	\$35.38	\$36.06	\$36.74	\$37.43	\$38.11	\$38.80	\$39.49	\$40.18	\$40.87	\$41.56	\$42.25	\$42.94	\$43.63	\$44.32	\$45.01	\$45.70	
			Annually	\$65,374.40	\$66,643.20	\$67,912.00	\$69,180.80	\$70,449.60	\$71,718.40	\$72,987.20	\$74,256.00	\$75,524.80	\$76,793.60	\$78,062.40	\$79,331.20	\$80,600.00	\$81,868.80	\$83,137.60	\$84,406.40	\$85,675.20	\$86,944.00	\$88,212.80	\$89,481.60	\$90,750.40	\$92,019.20	
Senior Legal Secretary	31	Unrep	Hourly	\$36.19	\$36.90	\$37.61	\$38.32	\$39.03	\$39.74	\$40.45	\$41.16	\$41.87	\$42.58	\$43.29	\$44.00	\$44.71	\$45.42	\$46.13	\$46.84	\$47.55	\$48.26	\$48.97	\$49.68	\$50.39	\$51.10	\$51.81
			Annually	\$75,275.20	\$76,752.00	\$78,228.80	\$79,705.60	\$81,182.40	\$82,659.20	\$84,136.00	\$85,612.80	\$87,089.60	\$88,566.40	\$90,043.20	\$91,520.00	\$92,996.80	\$94,473.60	\$95,950.40	\$97,427.20	\$98,904.00	\$100,380.80	\$101,857.60	\$103,334.40	\$104,811.20	\$106,288.00	
Deputy Clerk of the Board/Sr. Executive Secretary	36	Unrep	Hourly	\$40.00	\$40.80	\$41.60	\$42.40	\$43.20	\$44.00	\$44.80	\$45.60	\$46.40	\$47.20	\$48.00	\$48.80	\$49.60	\$50.40	\$51.20	\$52.00	\$52.80	\$53.60	\$54.40	\$55.20	\$56.00	\$56.80	\$57.60
			Annually	\$83,200.00	\$84,864.00	\$86,528.00	\$88,192.00	\$89,856.00	\$91,520.00	\$93,184.00	\$94,848.00	\$96,512.00	\$98,176.00	\$99,840.00	\$101,504.00	\$103,168.00	\$104,832.00	\$106,496.00	\$108,160.00	\$109,824.00	\$111,488.00	\$113,152.00	\$114,816.00	\$116,480.00	\$118,144.00	
Clerk of the Board/Executive Assistant	48	Unrep	Hourly	\$49.55	\$50.54	\$51.53	\$52.52	\$53.51	\$54.50	\$55.49	\$56.48	\$57.47	\$58.46	\$59.45	\$60.44	\$61.43	\$62.42	\$63.41	\$64.40	\$65.39	\$66.38	\$67.37	\$68.36	\$69.35	\$70.34	\$71.33
			Annually	\$103,064.00	\$105,123.20	\$107,182.40	\$109,241.60	\$111,300.80	\$113,360.00	\$115,419.20	\$117,478.40	\$119,537.60	\$121,596.80	\$123,656.00	\$125,715.20	\$127,774.40	\$129,833.60	\$131,892.80	\$133,952.00	\$136,011.20	\$138,070.40	\$140,129.60	\$142,188.80	\$144,248.00	\$146,307.20	\$148,366.40
Accounting Manager	61	Unrep	Hourly	\$66.53	\$67.79	\$69.11	\$70.45	\$71.80	\$73.14	\$74.49	\$75.83	\$77.17	\$78.51	\$79.85	\$81.19	\$82.53	\$83.87	\$85.21	\$86.55	\$87.89	\$89.23	\$90.57	\$91.91	\$93.25	\$94.59	\$95.93
			Annually	\$138,382.40	\$141,003.20	\$143,748.80	\$146,536.00	\$149,344.00	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80
Communications & Stakeholder Relations Manager	61	Unrep	Hourly	\$66.53	\$67.79	\$69.11	\$70.45	\$71.80	\$73.14	\$74.49	\$75.83	\$77.17	\$78.51	\$79.85	\$81.19	\$82.53	\$83.87	\$85.21	\$86.55	\$87.89	\$89.23	\$90.57	\$91.91	\$93.25	\$94.59	\$95.93
			Annually	\$138,382.40	\$141,003.20	\$143,748.80	\$146,536.00	\$149,344.00	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80
Government Affairs Manager	61	Unrep	Hourly	\$66.53	\$67.79	\$69.11	\$70.45	\$71.80	\$73.14	\$74.49	\$75.83	\$77.17	\$78.51	\$79.85	\$81.19	\$82.53	\$83.87	\$85.21	\$86.55	\$87.89	\$89.23	\$90.57	\$91.91	\$93.25	\$94.59	\$95.93
			Annually	\$138,382.40	\$141,003.20	\$143,748.80	\$146,536.00	\$149,344.00	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80
Member Experience Manager	61	Unrep	Hourly	\$66.53	\$67.79	\$69.11	\$70.45	\$71.80	\$73.14	\$74.49	\$75.83	\$77.17	\$78.51	\$79.85	\$81.19	\$82.53	\$83.87	\$85.21	\$86.55	\$87.89	\$89.23	\$90.57	\$91.91	\$93.25	\$94.59	\$95.93
			Annually	\$138,382.40	\$141,003.20	\$143,748.80	\$146,536.00	\$149,344.00	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80
Information Security Officer	61	Unrep	Hourly	\$66.53	\$67.79	\$69.11	\$70.45	\$71.80	\$73.14	\$74.49	\$75.83	\$77.17	\$78.51	\$79.85	\$81.19	\$82.53	\$83.87	\$85.21	\$86.55	\$87.89	\$89.23	\$90.57	\$91.91	\$93.25	\$94.59	\$95.93
			Annually	\$138,382.40	\$141,003.20	\$143,748.80	\$146,536.00	\$149,344.00	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80
Information Services Operations Manager	61	Unrep	Hourly	\$66.53	\$67.79	\$69.11	\$70.45	\$71.80	\$73.14	\$74.49	\$75.83	\$77.17	\$78.51	\$79.85	\$81.19	\$82.53	\$83.87	\$85.21	\$86.55	\$87.89	\$89.23	\$90.57	\$91.91	\$93.25	\$94.59	\$95.93
			Annually	\$138,382.40	\$141,003.20	\$143,748.80	\$146,536.00	\$149,344.00	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80
Retirement Benefits Manager	61	Unrep	Hourly	\$66.53	\$67.79	\$69.11	\$70.45	\$71.80	\$73.14	\$74.49	\$75.83	\$77.17	\$78.51	\$79.85	\$81.19	\$82.53	\$83.87	\$85.21	\$86.55	\$87.89	\$89.23	\$90.57	\$91.91	\$93.25	\$94.59	\$95.93
			Annually	\$138,382.40	\$141,003.20	\$143,748.80	\$146,536.00	\$149,344.00	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80
Director of Communications & Stakeholder Relations	66	Unrep	Hourly	\$73.19	\$74.60	\$76.04	\$77.52	\$79.01	\$80.54	\$82.11	\$83.71	\$85.33	\$87.00	\$88.68	\$90.41	\$92.16	\$93.96	\$95.79	\$97.67	\$99.58	\$101.51	\$103.49	\$105.52	\$107.58	\$109.68	\$111.83
			Annually	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80	\$215,259.20	\$219,481.60	\$223,766.40	\$228,144.00	\$232,664.00
Director of Human Resources & Risk Management	66	Unrep	Hourly	\$73.19	\$74.60	\$76.04	\$77.52	\$79.01	\$80.54	\$82.11	\$83.71	\$85.33	\$87.00	\$88.68	\$90.41	\$92.16	\$93.96	\$95.79	\$97.67	\$99.58	\$101.51	\$103.49	\$105.52	\$107.58	\$109.68	\$111.83
			Annually	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80	\$215,259.20	\$219,481.60	\$223,766.40	\$228,144.00	\$232,664.00
Investment Officer	66	Unrep	Hourly	\$73.19	\$74.60	\$76.04	\$77.52	\$79.01	\$80.54	\$82.11	\$83.71	\$85.33	\$87.00	\$88.68	\$90.41	\$92.16	\$93.96	\$95.79	\$97.67	\$99.58	\$101.51	\$103.49	\$105.52	\$107.58	\$109.68	\$111.83
			Annually	\$152,235.20	\$155,168.00	\$158,163.20	\$161,241.60	\$164,340.80	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80	\$215,259.20	\$219,481.60	\$223,766.40	\$228,144.00	\$232,664.00
Staff Counsel	66	Unrep	Hourly	\$80.54	\$82.11	\$83.71	\$85.33	\$87.00	\$88.68	\$90.41	\$92.16	\$93.96	\$95.79	\$97.67	\$99.58	\$101.51	\$103.49	\$105.52	\$107.58	\$109.68	\$111.83	\$114.03	\$116.25	\$118.52	\$120.84	\$123.21
			Annually	\$167,523.20	\$170,788.80	\$174,116.80	\$177,486.40	\$180,960.00	\$184,454.40	\$188,052.80	\$191,692.80	\$195,436.80	\$199,243.20	\$203,153.60	\$207,126.40	\$211,140.80	\$215,259.20	\$219,481.60	\$223,766.40	\$228,144.00	\$232,664.00	\$237,288.00	\$241,968.00	\$246,704.00	\$251,496.00	\$256,344.00
Sr. Staff Counsel	71	Unrep	Hourly	\$97.67	\$99.58	\$101.51	\$103.49	\$105.52	\$107.58	\$109.68	\$111.83	\$114.03	\$116.25	\$118.52	\$120.84	\$123.21	\$125.62	\$128.09	\$130.60	\$133.17	\$135.78	\$138.45	\$141.17	\$143.96	\$146.81	\$149.70
			Annually	\$203,153.60	\$207,126.40	\$211,140.80	\$215,259.20	\$219,481.60	\$223,766.40	\$228,144.00	\$232,664.00	\$237,288.00	\$241,968.00	\$246,704.00	\$251,496.00	\$256,344.00	\$261,248.00</									