

SBCERA Salary Schedule for All Employees - Effective July 1, 2024

Classification	Range	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
Receptionist	3	Hourly	\$20.41	\$20.82	\$21.24	\$21.66	\$22.09	\$22.53	\$22.99	\$23.45	\$23.92	\$24.40	\$24.88	\$25.38	\$25.89	\$26.40	\$26.94	\$27.47	\$28.02	\$28.59	\$29.15	\$29.75	\$30.34
		Annually	\$42,452.80	\$43,305.60	\$44,179.20	\$45,052.80	\$45,947.20	\$46,862.40	\$47,819.20	\$48,776.00	\$49,753.60	\$50,752.00	\$51,750.40	\$52,790.40	\$53,851.20	\$54,912.00	\$56,035.20	\$57,137.60	\$58,281.60	\$59,467.20	\$60,632.00	\$61,880.00	\$63,107.20
Office Specialist	5	Hourly	\$22.19	\$22.63	\$23.09	\$23.54	\$24.00	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97
		Annually	\$46,155.20	\$47,070.40	\$48,027.20	\$48,963.20	\$49,920.00	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60
Disability Retirement Benefits Technician	10	Hourly	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40
		Annually	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00
Human Resources Technician	10	Hourly	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40
		Annually	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00
Retirement Benefits Technician	10	Hourly	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40
		Annually	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00
Executive Secretary	15	Hourly	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.66	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.86	\$38.61	\$39.40	\$40.19
		Annually	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,852.80	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,748.80	\$80,308.80	\$81,952.00	\$83,595.20
Legal Secretary	15	Hourly	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.66	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.86	\$38.61	\$39.40	\$40.19
		Annually	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,852.80	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,748.80	\$80,308.80	\$81,952.00	\$83,595.20
Accounting Technician	20	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
		Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Accounting Technician - Fiscal	20	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
		Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Facilities Maintenance Technician	20	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
		Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Information Systems Technician	20	Hourly	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36
		Annually	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80
Benefit Payment Specialist	25	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
		Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Communications Specialist	25	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
		Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Disability Retirement Specialist	25	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
		Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Human Resources Specialist	25	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
		Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Retirement Specialist	25	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
		Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Information Services Coordinator	26	Hourly	\$34.53	\$35.20	\$35.88	\$36.56	\$37.26	\$37.96	\$38.71	\$39.43	\$40.20	\$40.97	\$41.77	\$42.56	\$43.40	\$44.23	\$45.07	\$45.94	\$46.83	\$47.73	\$48.65	\$49.60	\$50.55
		Annually	\$71,822.40	\$73,216.00	\$74,630.40	\$76,044.80	\$77,500.80	\$78,956.80	\$80,516.80	\$82,014.40	\$83,616.00	\$85,217.60	\$86,881.60	\$88,524.80	\$90,272.00	\$91,998.40	\$93,745.60	\$95,555.20	\$97,406.40	\$99,278.40	\$101,192.00	\$103,168.00	\$105,144.00
Accountant	30	Hourly	\$36.40	\$37.11	\$37.87	\$38.70	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09
		Annually	\$75,712.00	\$77,188.80	\$78,769.60	\$80,496.00	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20
Associate Business Systems Engineer	30	Hourly	\$36.40	\$37.11	\$37.87	\$38.70	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09
		Annually	\$75,712.00	\$77,188.80	\$78,769.60	\$80,496.00	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20
Senior Legal Secretary	31	Hourly	\$37.96	\$38.71	\$39.43	\$40.20	\$40.97	\$41.77	\$42.56	\$43.40	\$44.23	\$45.07	\$45.94	\$46.83	\$47.73	\$48.65	\$49.60	\$50.55	\$51.54	\$52.53	\$53.56	\$54.59	\$55.66
		Annually	\$78,956.80	\$80,516.80	\$82,014.40	\$83,516.00	\$85,217.60	\$86,881.60	\$88,524.80	\$90,272.00	\$91,998.40	\$93,745.60	\$95,555.20	\$97,406.40	\$99,278.40	\$101,192.00	\$103,168.00	\$105,144.00	\$107,203.20	\$109,262.40	\$111,404.80	\$113,547.20	\$115,772.80
Paralegal	33	Hourly</																					

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Classification	Range	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
Business Systems Analyst	35	Hourly	\$40.55	\$41.37	\$42.19	\$43.03	\$43.89	\$44.78	\$45.67	\$46.58	\$47.51	\$48.45	\$49.44	\$50.41	\$51.42	\$52.45	\$53.51	\$54.58	\$55.67	\$56.77	\$57.92	\$59.07	\$60.24
		Annually	\$84,344.00	\$86,049.60	\$87,755.20	\$89,502.40	\$91,291.20	\$93,142.40	\$94,993.60	\$96,886.40	\$98,820.80	\$100,776.00	\$102,835.20	\$104,852.80	\$106,953.60	\$109,096.00	\$111,300.80	\$113,526.40	\$115,793.60	\$118,081.60	\$120,473.60	\$122,865.60	\$125,299.20
Information Systems Engineer	35	Hourly	\$40.55	\$41.37	\$42.19	\$43.03	\$43.89	\$44.78	\$45.67	\$46.58	\$47.51	\$48.45	\$49.44	\$50.41	\$51.42	\$52.45	\$53.51	\$54.58	\$55.67	\$56.77	\$57.92	\$59.07	\$60.24
		Annually	\$84,344.00	\$86,049.60	\$87,755.20	\$89,502.40	\$91,291.20	\$93,142.40	\$94,993.60	\$96,886.40	\$98,820.80	\$100,776.00	\$102,835.20	\$104,852.80	\$106,953.60	\$109,096.00	\$111,300.80	\$113,526.40	\$115,793.60	\$118,081.60	\$120,473.60	\$122,865.60	\$125,299.20
Deputy Clerk of the Board/Sr. Executive Secretary	36	Hourly	\$41.96	\$42.80	\$43.64	\$44.52	\$45.41	\$46.31	\$47.26	\$48.20	\$49.16	\$50.14	\$51.14	\$52.17	\$53.22	\$54.28	\$55.37	\$56.47	\$57.61	\$58.75	\$59.93	\$61.13	\$62.35
		Annually	\$87,276.80	\$89,024.00	\$90,771.20	\$92,601.60	\$94,452.80	\$96,324.80	\$98,300.80	\$100,256.00	\$102,252.80	\$104,291.20	\$106,371.20	\$108,513.60	\$110,697.60	\$112,902.40	\$115,169.60	\$117,457.60	\$119,828.80	\$122,200.00	\$124,654.40	\$127,150.40	\$129,688.00
Senior Disability Retirement Specialist	36	Hourly	\$41.96	\$42.80	\$43.64	\$44.52	\$45.41	\$46.31	\$47.26	\$48.20	\$49.16	\$50.14	\$51.14	\$52.17	\$53.22	\$54.28	\$55.37	\$56.47	\$57.61	\$58.75	\$59.93	\$61.13	\$62.35
		Annually	\$87,276.80	\$89,024.00	\$90,771.20	\$92,601.60	\$94,452.80	\$96,324.80	\$98,300.80	\$100,256.00	\$102,252.80	\$104,291.20	\$106,371.20	\$108,513.60	\$110,697.60	\$112,902.40	\$115,169.60	\$117,457.60	\$119,828.80	\$122,200.00	\$124,654.40	\$127,150.40	\$129,688.00
Senior Retirement Specialist	36	Hourly	\$41.96	\$42.80	\$43.64	\$44.52	\$45.41	\$46.31	\$47.26	\$48.20	\$49.16	\$50.14	\$51.14	\$52.17	\$53.22	\$54.28	\$55.37	\$56.47	\$57.61	\$58.75	\$59.93	\$61.13	\$62.35
		Annually	\$87,276.80	\$89,024.00	\$90,771.20	\$92,601.60	\$94,452.80	\$96,324.80	\$98,300.80	\$100,256.00	\$102,252.80	\$104,291.20	\$106,371.20	\$108,513.60	\$110,697.60	\$112,902.40	\$115,169.60	\$117,457.60	\$119,828.80	\$122,200.00	\$124,654.40	\$127,150.40	\$129,688.00
Human Resources Analyst	43	Hourly	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96
		Annually	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80
Investment Analyst	43	Hourly	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96
		Annually	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80
Sr. Accountant	43	Hourly	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96
		Annually	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80
Sr. Business Systems Analyst	43	Hourly	\$47.08	\$48.02	\$48.98	\$49.96	\$50.95	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96
		Annually	\$97,926.40	\$99,881.60	\$101,878.40	\$103,916.80	\$105,976.00	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80
Business Systems Engineer	44	Hourly	\$49.61	\$50.55	\$51.52	\$52.49	\$53.50	\$54.51	\$55.54	\$56.61	\$57.70	\$58.79	\$59.94	\$61.07	\$62.25	\$63.44	\$64.66	\$65.90	\$67.17	\$68.46	\$69.79	\$71.11	\$72.50
		Annually	\$103,188.80	\$105,144.00	\$107,161.60	\$109,179.20	\$111,280.00	\$113,380.80	\$115,523.20	\$117,748.80	\$120,016.00	\$122,283.20	\$124,675.20	\$127,025.60	\$129,480.00	\$131,955.20	\$134,492.80	\$137,072.00	\$139,713.60	\$142,396.80	\$145,163.20	\$147,908.80	\$150,800.00
Information Security Engineer	44	Hourly	\$49.61	\$50.55	\$51.52	\$52.49	\$53.50	\$54.51	\$55.54	\$56.61	\$57.70	\$58.79	\$59.94	\$61.07	\$62.25	\$63.44	\$64.66	\$65.90	\$67.17	\$68.46	\$69.79	\$71.11	\$72.50
		Annually	\$103,188.80	\$105,144.00	\$107,161.60	\$109,179.20	\$111,280.00	\$113,380.80	\$115,523.20	\$117,748.80	\$120,016.00	\$122,283.20	\$124,675.20	\$127,025.60	\$129,480.00	\$131,955.20	\$134,492.80	\$137,072.00	\$139,713.60	\$142,396.80	\$145,163.20	\$147,908.80	\$150,800.00
Communications Officer	44	Hourly	\$49.61	\$50.55	\$51.52	\$52.49	\$53.50	\$54.51	\$55.54	\$56.61	\$57.70	\$58.79	\$59.94	\$61.07	\$62.25	\$63.44	\$64.66	\$65.90	\$67.17	\$68.46	\$69.79	\$71.11	\$72.50
		Annually	\$103,188.80	\$105,144.00	\$107,161.60	\$109,179.20	\$111,280.00	\$113,380.80	\$115,523.20	\$117,748.80	\$120,016.00	\$122,283.20	\$124,675.20	\$127,025.60	\$129,480.00	\$131,955.20	\$134,492.80	\$137,072.00	\$139,713.60	\$142,396.80	\$145,163.20	\$147,908.80	\$150,800.00
Account Auditing Supervisor	48	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
		Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Clerk of the Board/Executive Assistant	48	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
		Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Disability Retirement Supervisor	48	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
		Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Retirement Specialist Supervisor	48	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
		Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Projects and Facilities Assistant Manager	48	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
		Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Cloud Infrastructure Architect	51	Hourly	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.22	\$78.78	\$80.36	\$81.96
		Annually	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,617.60	\$163,862.40	\$167,148.80	\$170,476.80
Sr. Business Systems Engineer	51	Hourly	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.22	\$78.78	\$80.36	\$81.96
		Annually	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,617.60	\$163,862.40	\$167,148.80	\$170,476.80
Sr. Investment Analyst	51	Hourly	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.22	\$78.78	\$80.36	\$81.96
		Annually	\$11																				

SBCERA Salary Schedule for All Employees - Effective July 1, 2024

Classification	Range	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
Disability Retirement Manager	61	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
		Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Government Affairs Manager	61	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
		Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Member Experience Manager	61	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
		Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Information Security Manager	61	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
		Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Information Systems Operations Manager	61	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
		Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Investment Operations and Portfolio Analytics Manager	61	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
		Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Retirement Benefits Manager	61	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
		Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Survivor Benefits Manager	61	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
		Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Director of Communications & Stakeholder Relations	66	Hourly	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85
		Annually	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00
Investment Officer	66	Hourly	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85
		Annually	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00
Staff Counsel	66	Hourly	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85
		Annually	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00
Sr. Staff Counsel	71	Hourly	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33
		Annually	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40
Chief Financial Officer	81	Hourly	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33	\$126.76	\$129.25	\$131.78	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09	\$151.01
		Annually	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40	\$263,660.80	\$268,840.00	\$274,102.40	\$279,489.60	\$284,960.00	\$290,576.00	\$296,254.40	\$302,078.40	\$308,027.20	\$314,100.80
Chief Human Resources Officer	81	Hourly	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33	\$126.76	\$129.25	\$131.78	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09	\$151.01
		Annually	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40	\$263,660.80	\$268,840.00	\$274,102.40	\$279,489.60	\$284,960.00	\$290,576.00	\$296,254.40	\$302,078.40	\$308,027.20	\$314,100.80
Chief Information Officer	81	Hourly	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33	\$126.76	\$129.25	\$131.78	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09	\$151.01
		Annually	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40	\$263,660.80	\$268,840.00	\$274,102.40	\$279,489.60	\$284,960.00	\$290,576.00	\$296,254.40	\$302,078.40	\$308,027.20	\$314,100.80
Chief of Member Services	81	Hourly	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33	\$126.76	\$129.25	\$131.78	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09	\$151.01
		Annually	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40	\$263,660.80	\$268,840.00	\$274,102.40	\$279,489.60	\$284,960.00	\$290,576.00	\$296,254.40	\$302,078.40	\$308,027.20	\$314,100.80
Sr Investment Officer	86	Hourly	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33	\$126.76	\$129.25	\$131.78	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09	\$151.01	\$153.96	\$157.00	\$160.09	\$163.23	\$166.46
		Annually	\$234,728.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40	\$263,660.80	\$268,840.00	\$274,102.40	\$279,489.60	\$284,960.00	\$290,576.00	\$296,254.40	\$302,078.40	\$308,027.20	\$314,100.80	\$320,236.80	\$326,560.00	\$332,987.20	\$339,518.40	\$346,236.80
Chief Counsel	91	Hourly	\$125.73	\$128.18	\$130.66	\$133.20	\$135.77	\$138.41	\$141.09	\$143.85	\$146.64	\$149.49	\$152.40	\$155.37	\$158.40	\$161.49	\$164.64	\$167.85	\$171.13	\$174.48	\$177.89	\$181.37	\$184.91
		Annually	\$261,518.40	\$266,614.40	\$271,772.80	\$277,056.00	\$282,401.60	\$287,892.80	\$293,467.20	\$299,208.00	\$305,011.20	\$310,939.20	\$316,992.00	\$323,169.60	\$329,472.00	\$335,899.20	\$342,451.20	\$349,128.00	\$355,950.40	\$362,918.40	\$370,011.20	\$377,249.60	\$384,612.80
Chief Investment Officer	91	Hourly	\$125.73	\$128.18	\$130.66	\$133.20	\$135.77	\$138.41	\$141.09	\$143.85	\$146.64	\$149.49	\$152.40	\$155.37	\$158.40	\$161.49	\$164.64	\$167.85	\$171.13	\$174.48	\$177.89	\$181.37	\$184.91
		Annually	\$261,518.40	\$266,614.40	\$271,772.80	\$277,056.00	\$282,401.60	\$287,892.80	\$293,467.20	\$299,208.00	\$305,011.20	\$310,939.20	\$316,992.00	\$323,169.60	\$329,472.00	\$335,899.20	\$342,451.20	\$349,128.00	\$355,950.40	\$362,918.40	\$370,011.20	\$377,249.60	\$384,612.80
Chief Executive Officer	93	Hourly	\$134.09	\$136.																			