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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	$83,616.00	$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	$107,203.20	$109,262.40	$111,404.80	$113,547.20	$115,772.80
Paralegal	33	Hourly	$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	$49.96	$50.95	$51.98	$53.02	$54.09	$55.16	$56.26	$57.38
		Annually	$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	$103,916.80	$105,976.00	$108,118.40	$110,281.60	$112,507.20	$114,732.80	$117,020.80	$119,350.40
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

Exhibit A: Page 2

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
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	$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
Accounting 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
Communications & Stakeholder Relations 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
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

Exhibit A: Page 3

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
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
~~Director of Human Resources & Risk Management~~	~~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	$136.62	$139.20	$141.85	$144.54	$147.28	$150.08	$152.93	$155.85	$158.81	$161.85	$164.93	$168.08	$171.29	$174.59	$177.91	$181.32	$184.80	$188.36	$191.98	$195.67
		Annually	$278,907.20	$284,169.60	$289,536.00	$295,048.00	$300,643.20	$306,342.40	$312,166.40	$318,094.40	$324,168.00	$330,324.80	$336,648.00	$343,054.40	$349,606.40	$356,283.20	$363,147.20	$370,052.80	$377,145.60	$384,384.00	$391,788.80	$399,318.40	$406,993.60