## Exhibit B: Page 1

## SBCERA Salary Schedule for Unrepresented Employees - Effective July 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
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Human Resources Technician	10	Unre	Hourly Annually	\$21.53 \$44.782.40	\$21.97 \$45,697.60	\$22.42 \$46,633.60	\$22.86 \$47.548.80	\$23.31 \$48.484.80	\$23.77 \$49.441.60	\$24.25 \$50.440.00	\$24.73 \$51.438.40	\$25.23 \$52.478.40	\$25.74 \$53.539.20	\$26.25 \$54.600.00	\$26.77 \$55,681.60	\$27.32 \$56,825.60	\$27.86 \$57.948.80	\$28.42 \$59.113.60	\$28.99	\$29.56 \$61.484.80	\$30.16	\$30.76 \$63,980.80	\$31.37 \$65,249.60	\$32.01 \$66.580.80
F	4.5		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
Executive Secretary	15	Unre	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	
Human Resources Specialist	25	Unrei	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
Sr Executive Secretary		<u> </u>	Annually	\$60,299.20	\$61,484.80	\$62,732.80	\$63,980.80	\$65,249.60		\$67,891.20 \$34.04		\$70,636.80	\$72,072.00	\$73,507.20	\$74,984.00	\$76,460.80	\$78,000.00		\$81,140.80	\$82,742.40	\$84,406.40	\$86,112.00 \$42.79	\$87,838.40 \$43.62	\$89,585.60 \$44.46
	26	Unre	Hourly Annually	\$30.37 \$63,169.60	\$30.96 \$64,396.80	\$31.55 \$65,624.00	\$32.15 \$66,872.00	\$32.77 \$68,161.60	\$33.39 \$69,451.20	\$70,803.20	\$34.68 \$72,134.40	\$35.35 \$73,528.00	\$36.03 \$74,942.40	\$36.73 \$76,398.40	\$37.43 \$77,854.40	\$38.16 \$79,372.80	\$38.89	\$39.63 \$82,430.40	\$40.40	\$41.18 \$85,654.40	\$41.97	\$89,003.20	\$90,729.60	
Si11St	31	Unrei	- 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
Senior Legal Secretary	31	Unre	Annually	\$69,451.20	\$70,803.20	\$72,134.40	\$73,528.00	\$74,942.40		\$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
Deputy Clerk of the Board/Sr.	36	Unrei	Hourly	\$36.90	\$37.64	\$38.38	\$39.15	\$39.94	\$40.73	\$41.56	\$42.39	\$43.23	\$44.10	\$44.97	\$45.88	\$46.80	\$47.73	\$48.69	\$49.66	\$50.66	\$51.67	\$52.70	\$53.75	\$54.83
Executive Secretary  Executive Assistant		Unre	Annually	\$76,752.00	\$78,291.20	\$79,830.40	\$81,432.00	\$83,075.20	\$84,718.40	\$86,444.80	\$88,171.20	\$89,918.40	\$91,728.00	\$93,537.60	\$95,430.40	\$97,344.00			\$103,292.80	\$105,372.80	\$107,473.60	\$109,616.00	\$111,800.00	\$114,046.40
	38		Hourly Annually	\$39.73 \$82,638.40	\$40.48	\$41.25 \$85,800.00	\$42.03 \$87,422.40	\$42.82 \$89,065.60	\$43.63 \$90.750.40	\$44.46 \$92,476.80	\$45.30 \$94,224.00	\$46.16 \$96,012.80	\$47.05 \$97,864.00	\$47.93 \$99,694.40	\$48.85	\$49.79 \$103,563.20	\$50.74	\$51.70 \$107,536.00	\$52.71	\$53.71 \$111,716.80	\$54.74	\$55.79 \$116,043.20	\$56.86 \$118,268.80	\$57.95 \$120,536.00
Clerk of the Board/Executive Assistant Internal Auditor	48	Unrep	Hourby	\$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
	48		Annually	\$95,076.80	\$96,969.60	\$98,924.80	\$100,900.80		\$104,956.80		\$109,200.00	\$111,404.80	\$113,630.40	\$115,897.60	\$118,227.20		\$122,969.60		\$127,961.60	\$130,540.80	\$133,099.20	\$135,803.20	\$138,507.20	\$141,190.40
	48		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		\$98,924.80			\$104,956.80					\$115,897.60		\$120,577.60		\$125,444.80			\$133,099.20	\$135,803.20	\$138,507.20	
Accounting Manager	61	Unre	P Hourly Annually	\$61.37 \$127.649.60	\$62.54 \$130.083.20	\$63.75 \$132.600.00	\$64.99 \$135.179.20	\$66.24	\$67.52 \$140.441.60	\$68.82 \$143.145.60	\$70.15 \$145.912.00	\$71.51 \$148.740.80	\$72.89 \$151.611.20	\$74.30 \$154.544.00	\$75.75 \$157.560.00	\$77.22 \$160.617.60	\$78.72 \$163.737.60	\$80.26 \$166.940.80	\$81.81	\$83.40 \$173.472.00	\$85.02	\$86.68 \$180.294.40	\$88.37 \$183.809.60	\$90.10 \$187.408.00
Communications & Stakeholder			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
Relations Manager	61	Unre	Annually	\$127,649.60		\$132,600.00			\$140,441.60		\$145,912.00		\$151,611.20		\$157,560.00	\$160,617.60	\$163,737.60			\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	
Government Affairs Manager	61	Unrei	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
Member Experience Manager Information Security Officer			Annually	\$127,649.60		\$132,600.00		\$137,779.20					\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60			\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	
	61	Unre	Hourly Annually	\$61.37	\$62.54 \$130.083.20	\$63.75	\$64.99 \$135.179.20	\$66.24	\$67.52 \$140.441.60	\$68.82	\$70.15 \$145.912.00	\$71.51	\$72.89	\$74.30 \$154.544.00	\$75.75 \$157.560.00	\$77.22 \$160.617.60	\$78.72	\$80.26 \$166.940.80	\$81.81	\$83.40 \$173.472.00	\$85.02	\$86.68 \$180.294.40	\$88.37 \$183.809.60	\$90.10 \$187.408.00
			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
Manager	61	Unre	Annually	\$127,649.60		\$132,600.00		\$137,779.20	\$140,441.60		\$145,912.00		\$151,611.20	\$154,544.00	\$157,560.00	\$160,617.60	\$163,737.60			\$173,472.00	\$176,841.60	\$180,294.40	\$183,809.60	\$187,408.00
Information Services Operations	61	Unrei	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
Manager Retirement Benefits Officer	-		Annually		\$130,083.20		\$135,179.20 \$64.99		\$140,441.60	\$143,145.60	\$145,912.00 \$70.15		\$151,611.20	\$154,544.00 \$74.30	\$157,560.00 \$75.75	\$160,617.60 \$77.22	\$163,737.60	\$166,940.80	\$170,164.80 \$81.81	\$173,472.00 \$83.40	\$176,841.60 \$85.02	\$180,294.40 \$86.68	\$183,809.60 \$88.37	\$187,408.00
Manager	61	Unre	P Hourly Annually	\$61.37 \$127.649.60	\$62.54 \$130.083.20	\$63.75	\$135,179,20	\$66.24	\$67.52 \$140.441.60		\$145.912.00	\$71.51	\$72.89	\$154.544.00	\$157.560.00	\$160.617.60	\$78.72	\$166,940,80		\$173,472,00	\$176.841.60	\$80.08	\$183,809,60	
Director of Communications &			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
Stakeholder Relations	66	Unre	Annually		\$143,145.60		\$148,740.80		\$154,544.00		\$160,617.60	\$163,737.60		\$170,164.80	\$173,472.00			\$183,809.60	\$187,408.00	\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	
Director of Human Resources &	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
Risk Management	-		Annually Hourly	\$140,441.60 \$67.52	\$143,145.60	\$145,912.00 \$70.15	\$148,740.80 \$71.51	\$151,611.20	\$154,544.00 \$74.30	\$157,560.00 \$75.75	\$160,617.60	\$163,737.60 \$78.72	\$166,940.80 \$80.26	\$170,164.80 \$81.81	\$173,472.00 \$83.40	\$176,841.60 \$85.02	\$180,294.40 \$86.68	\$183,809.60	\$187,408.00 \$90.10	\$191,068.80 \$91.86	\$194,771.20 \$93.64	\$198,577.60 \$95.47	\$202,467.20 \$97.34	\$206,419.20
nvestment Officer	66	Unre	Annually	\$140.441.60			\$148,740.80		\$154.544.00		\$160,617.60		\$166,940,80		\$173,472.00			\$183,809.60		\$191,068.80	\$194,771.20	\$95.47	\$97.34	
Staff Counsel	66	Unror	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
	00	Unite	Annually	\$140,441.60		\$145,912.00			\$154,544.00	\$157,560.00	\$160,617.60		\$166,940.80	\$170,164.80	\$173,472.00	\$176,841.60	\$180,294.40			\$191,068.80	\$194,771.20	\$198,577.60	\$202,467.20	\$206,419.20
Sr. Staff Counsel Chief Financial Officer	71	Unre	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
	1		Annually Hourly	\$154,544.00	\$157,560.00	\$93.64	\$163,737.60 \$95.47	\$166,940.80	\$170,164.80 \$99.24	\$173,472.00	\$176,841.60 \$103.16	\$180,294.40	\$183,809.60	\$187,408.00 \$109.34	\$191,068.80 \$111.48	\$194,771.20 \$113.66	\$198,577.60 \$115.89	\$202,467.20 \$118.16	\$206,419.20	\$210,454.40 \$122.85	\$214,572.80 \$125.26	\$218,795.20 \$127.72	\$223,059.20 \$130.23	\$132.80
	81	Unre	Annually		\$191.068.80	\$194,771,20		\$202,467,20			\$214.572.80		\$223.059.20	\$227,427,20	\$231.878.40	\$236.412.80	\$241.051.20	\$245.772.80		\$255.528.00	\$260.540.80	\$265.657.60	\$270.878.40	
Chief Information Officer Chief of Member Services	81	Unrei	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
	01	Offic	Annually		\$191,068.80		\$198,577.60	,	\$206,419.20		\$214,572.80		\$223,059.20		\$231,878.40	,		\$245,772.80		\$255,528.00	\$260,540.80	\$265,657.60	\$270,878.40	
	81	Unre	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
		<del> </del>	Annually Hourly	\$187,408.00 \$99.24	\$191,068.80 \$101.18	\$194,771.20 \$103.16	\$198,577.60 \$105.19	\$202,467.20	\$206,419.20 \$109.34	\$210,454.40 \$111.48	\$214,572.80 \$113.66	\$218,795.20 \$115.89	\$223,059.20 \$118.16	\$227,427.20 \$120.48	\$231,878.40 \$122.85	\$236,412.80 \$125.26	\$241,051.20 \$127.72	\$245,772.80 \$130.23	\$250,598.40 \$132.80	\$255,528.00 \$135.40	\$260,540.80 \$138.07	\$265,657.60 \$140.78	\$270,878.40 \$143.55	\$276,224.00
Sr Investment Officer	86	Unre	Annually	\$206,419,20				\$223.059.20		\$231.878.40			\$245,772.80	\$250.598.40	\$255.528.00	\$260.540.80	\$265.657.60		\$132.60	\$281.632.00	\$287.185.60	\$292.822.40	\$298.584.00	
Chief Counsel	91	Unrei	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
	71	Jille	Annually	\$229,985.60		\$239,012.80	,	,	\$253,177.60	\$258,086.40	,	,	\$273,457.60	\$278,761.60	\$284,190.40	\$289,744.00	\$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	Unre	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
<u> </u>	1	<u> </u>	Annually Hourly	\$229,985.60 \$117.92	\$234,457.60 \$120.15	\$239,012.80 \$122.42	\$243,651.20 \$124.74	\$248,352.00 \$127.11	\$253,177.60 \$129.52	\$258,086.40 \$131.98	\$263,120.00 \$134.49	\$268,236.80 \$137.06	\$273,457.60 \$139.66	\$278,761.60 \$142.33	\$284,190.40 \$145.05	\$289,744.00 \$147.81	\$295,401.60 \$150.64	\$301,163.20 \$153.53	\$307,028.80 \$156.46	\$313,040.00 \$159.46	\$319,155.20 \$162.52	\$325,395.20 \$165.65	\$331,760.00 \$168.83	\$338,228.80
Chief Executive Officer	93	Unre							\$129.52					\$142.33		\$147.81		\$153.53			\$338.041.60		\$351.166.40	
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Note: Amounts reported as an annual amount are used as reference only; compensation is paid based on the hourly rate.