

Exhibit A: Page 1

SBCERA Salary Schedule for All Employees - Effective 12/27/2025

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 Annually	\$21.45 \$44,616.00	\$21.87 \$45,489.60	\$22.32 \$46,425.60	\$22.75 \$47,320.00	\$23.21 \$48,276.80	\$23.67 \$49,233.60	\$24.15 \$50,232.00	\$24.64 \$51,251.20	\$25.12 \$52,249.60	\$25.63 \$53,310.40	\$26.14 \$54,371.20	\$26.67 \$55,473.60	\$27.20 \$56,576.00	\$27.73 \$57,678.40	\$28.30 \$58,864.00	\$28.85 \$60,008.00	\$29.43 \$61,214.40	\$30.03 \$62,462.40	\$30.62 \$63,689.60	\$31.26 \$65,020.80	\$31.87 \$66,289.60
Office Specialist	5	Hourly Annually	\$23.31 \$48,484.80	\$23.78 \$49,462.40	\$24.25 \$50,440.00	\$24.73 \$51,438.40	\$25.22 \$52,457.60	\$25.71 \$53,476.80	\$26.25 \$54,600.00	\$26.78 \$55,702.40	\$27.30 \$56,784.00	\$27.85 \$57,928.00	\$28.40 \$59,072.00	\$28.98 \$60,278.40	\$29.54 \$61,443.20	\$30.14 \$62,691.20	\$30.75 \$63,960.00	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.28 \$69,222.40	\$33.95 \$70,616.00	\$34.63 \$72,030.40
Disability Retirement Benefits Technician	10	Hourly Annually	\$25.71 \$53,476.80	\$26.25 \$54,600.00	\$26.78 \$55,702.40	\$27.30 \$56,784.00	\$27.85 \$57,928.00	\$28.40 \$59,072.00	\$28.98 \$60,278.40	\$29.54 \$61,443.20	\$30.14 \$62,691.20	\$30.75 \$63,960.00	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.28 \$69,222.40	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20
Human Resources Technician	10	Hourly Annually	\$25.71 \$53,476.80	\$26.25 \$54,600.00	\$26.78 \$55,702.40	\$27.30 \$56,784.00	\$27.85 \$57,928.00	\$28.40 \$59,072.00	\$28.98 \$60,278.40	\$29.54 \$61,443.20	\$30.14 \$62,691.20	\$30.75 \$63,960.00	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.28 \$69,222.40	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20
Retirement Benefits Technician	10	Hourly Annually	\$25.71 \$53,476.80	\$26.25 \$54,600.00	\$26.78 \$55,702.40	\$27.30 \$56,784.00	\$27.85 \$57,928.00	\$28.40 \$59,072.00	\$28.98 \$60,278.40	\$29.54 \$61,443.20	\$30.14 \$62,691.20	\$30.75 \$63,960.00	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.28 \$69,222.40	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20
Executive Secretary	15	Hourly Annually	\$28.40 \$59,072.00	\$28.98 \$60,278.40	\$29.54 \$61,443.20	\$30.14 \$62,691.20	\$30.75 \$63,960.00	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.26 \$69,180.80	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.77 \$82,721.60	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60
Legal Secretary	15	Hourly Annually	\$28.40 \$59,072.00	\$28.98 \$60,278.40	\$29.54 \$61,443.20	\$30.14 \$62,691.20	\$30.75 \$63,960.00	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.26 \$69,180.80	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.77 \$82,721.60	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60
Accounting Technician	20	Hourly Annually	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.28 \$69,222.40	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00
Facilities Maintenance Technician	20	Hourly Annually	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.28 \$69,222.40	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00
Information Systems Technician	20	Hourly Annually	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.28 \$69,222.40	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00
Senior Retirement Benefits Technician	20	Hourly Annually	\$31.36 \$65,228.80	\$31.98 \$66,518.40	\$32.62 \$67,849.60	\$33.28 \$69,222.40	\$33.95 \$70,616.00	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00
Benefit Payment Specialist	25	Hourly Annually	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80
Communications Specialist	25	Hourly Annually	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80
Disability Retirement Specialist	25	Hourly Annually	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80
Human Resources Specialist	25	Hourly Annually	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80
Retirement Specialist	25	Hourly Annually	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80
Survivor Benefits Specialist	25	Hourly Annually	\$34.63 \$72,030.40	\$35.31 \$73,444.80	\$36.02 \$74,921.60	\$36.74 \$76,419.20	\$37.48 \$77,958.40	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80
Information Services Coordinator	26	Hourly Annually	\$36.27 \$75,441.60	\$36.97 \$76,897.60	\$37.69 \$78,395.20	\$38.40 \$79,872.00	\$39.14 \$81,411.20	\$39.88 \$82,950.40	\$40.66 \$84,572.80	\$41.42 \$86,153.60	\$42.23 \$87,838.40	\$43.04 \$89,523.20	\$43.87 \$91,249.60	\$44.71 \$92,996.80	\$45.59 \$94,827.20	\$46.46 \$96,636.80	\$47.35 \$98,488.00	\$48.26 \$100,380.80	\$49.20 \$102,336.00	\$50.14 \$104,291.20	\$51.11 \$106,308.80	\$52.10 \$108,368.00	\$53.11 \$110,468.80
Accountant	30	Hourly Annually	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.65 \$84,552.00	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60
Associate Business Systems Engineer	30	Hourly Annually	\$38.24 \$79,539.20	\$38.98 \$81,078.40	\$39.78 \$82,742.40	\$40.65 \$84,552.00	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60
Senior Legal Secretary	31	Hourly Annually	\$39.88 \$82,950.40	\$40.66 \$84,572.80	\$41.42 \$86,153.60	\$42.23 \$87,838.40	\$43.04 \$89,523.20	\$43.87 \$91,249.60	\$44.71 \$92,996.80	\$45.59 \$94,827.20	\$46.46 \$96,636.80	\$47.35 \$98,488.00	\$48.26 \$100,380.80	\$49.20 \$102,336.00	\$50.14 \$104,291.20	\$51.11 \$106,308.80	\$52.10 \$108,368.00	\$53.11 \$110,468.80	\$54.14 \$112,611.20	\$55.19 \$114,795.20	\$56.27 \$117,041.60	\$57.34 \$119,267.20	\$58.47 \$121,617.60
Paralegal	33	Hourly Annually	\$40.56 \$84,364.80	\$41.39 \$86,091.20	\$42.22 \$87,817.60	\$43.06 \$89,564.80	\$43.92 \$91,353.60	\$44.80 \$93,184.00	\$45.69 \$95,035.20	\$46.60 \$96,928.00	\$47.51 \$98,820.80	\$48.48 \$100,838.40	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60
Business Systems Analyst	35	Hourly Annually	\$42.60 \$88,608.00	\$43.46 \$90,396.80	\$44.32 \$92,185.60	\$45.20 \$94,016.00	\$46.10 \$95,888.00	\$47.04 \$97,843.20	\$47.98 \$99,798.40	\$48.93 \$101,774.40	\$49.91 \$103,812.80	\$50.90 \$105,872.00	\$51.93 \$108,014.40	\$52.96 \$110,156.80	\$54.02 \$112,361.60	\$55.09 \$114,587.20	\$56.21 \$116,916.80	\$57.33 \$119,246.40	\$58.48 \$121,638.40	\$59.63 \$124,030.40	\$60.84 \$126,547.20	\$62.06 \$129,084.80	\$63.28 \$131,622.40
Enterprise Systems Engineer	35	Hourly Annually	\$42.60 \$88,608.00	\$43.46 \$90,396.80	\$44.32 \$92,185.60	\$45.20 \$94,016.00	\$46.10 \$95,888.00	\$47.04 \$97,843.20	\$47.98 \$99,798.40	\$48.93 \$101,774.40	\$49.91 \$103,812.80	\$50.90 \$105,872.00	\$51.93 \$108,014.40	\$52.96 \$110,156.80	\$54.02 \$112,361.60	\$55.09 \$114,587.20	\$56.21 \$116,916.80	\$57.33 \$119,246.40	\$58.48 \$121,638.40	\$59.63 \$124,030.40	\$60.84 \$126,547.20	\$62.06 \$129,084.80	\$63.28 \$131,622.40

Exhibit A: Page 2

SBCERA Salary Schedule for All Employees - Effective 12/27/2025

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
Deputy Clerk of the Board/Sr. Executive Secretary	36	Hourly Annually	\$44.08 \$91,686.40	\$44.96 \$93,516.80	\$45.84 \$95,347.20	\$46.77 \$97,281.60	\$47.71 \$99,236.80	\$48.65 \$101,192.00	\$49.65 \$103,272.00	\$50.63 \$105,310.40	\$51.64 \$107,411.20	\$52.67 \$109,553.60	\$53.73 \$111,758.40	\$54.80 \$113,984.00	\$55.91 \$116,292.80	\$57.02 \$118,601.60	\$58.17 \$120,993.60	\$59.32 \$123,385.60	\$60.52 \$125,881.60	\$61.71 \$128,356.80	\$62.96 \$130,956.80	\$64.22 \$133,577.60	\$65.50 \$136,240.00
Senior Disability Retirement Specialist	36	Hourly Annually	\$44.08 \$91,686.40	\$44.96 \$93,516.80	\$45.84 \$95,347.20	\$46.77 \$97,281.60	\$47.71 \$99,236.80	\$48.65 \$101,192.00	\$49.65 \$103,272.00	\$50.63 \$105,310.40	\$51.64 \$107,411.20	\$52.67 \$109,553.60	\$53.73 \$111,758.40	\$54.80 \$113,984.00	\$55.91 \$116,292.80	\$57.02 \$118,601.60	\$58.17 \$120,993.60	\$59.32 \$123,385.60	\$60.52 \$125,881.60	\$61.71 \$128,356.80	\$62.96 \$130,956.80	\$64.22 \$133,577.60	\$65.50 \$136,240.00
Senior Communications Specialist	36	Hourly Annually	\$44.08 \$91,686.40	\$44.96 \$93,516.80	\$45.84 \$95,347.20	\$46.77 \$97,281.60	\$47.71 \$99,236.80	\$48.65 \$101,192.00	\$49.65 \$103,272.00	\$50.63 \$105,310.40	\$51.64 \$107,411.20	\$52.67 \$109,553.60	\$53.73 \$111,758.40	\$54.80 \$113,984.00	\$55.91 \$116,292.80	\$57.02 \$118,601.60	\$58.17 \$120,993.60	\$59.32 \$123,385.60	\$60.52 \$125,881.60	\$61.71 \$128,356.80	\$62.96 \$130,956.80	\$64.22 \$133,577.60	\$65.50 \$136,240.00
Senior Retirement Specialist	36	Hourly Annually	\$44.08 \$91,686.40	\$44.96 \$93,516.80	\$45.84 \$95,347.20	\$46.77 \$97,281.60	\$47.71 \$99,236.80	\$48.65 \$101,192.00	\$49.65 \$103,272.00	\$50.63 \$105,310.40	\$51.64 \$107,411.20	\$52.67 \$109,553.60	\$53.73 \$111,758.40	\$54.80 \$113,984.00	\$55.91 \$116,292.80	\$57.02 \$118,601.60	\$58.17 \$120,993.60	\$59.32 \$123,385.60	\$60.52 \$125,881.60	\$61.71 \$128,356.80	\$62.96 \$130,956.80	\$64.22 \$133,577.60	\$65.50 \$136,240.00
Human Resources Analyst	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Investment Analyst	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Sr. Accountant	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Sr. Business Systems Analyst	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Senior Paralegal	43	Hourly Annually	\$49.46 \$102,876.80	\$50.44 \$104,915.20	\$51.46 \$107,036.80	\$52.48 \$109,158.40	\$53.52 \$111,321.60	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20
Business Systems Engineer	44	Hourly Annually	\$52.11 \$108,388.80	\$53.11 \$110,468.80	\$54.12 \$112,569.60	\$55.14 \$114,691.20	\$56.20 \$116,896.00	\$57.26 \$119,100.80	\$58.35 \$121,368.00	\$59.47 \$123,697.60	\$60.62 \$126,089.60	\$61.76 \$128,460.80	\$62.97 \$130,977.60	\$64.15 \$133,432.00	\$65.39 \$136,011.20	\$66.65 \$138,632.00	\$67.93 \$141,294.40	\$69.23 \$143,998.40	\$70.56 \$146,764.80	\$71.92 \$149,593.60	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60
Communications Officer	44	Hourly Annually	\$52.11 \$108,388.80	\$53.11 \$110,468.80	\$54.12 \$112,569.60	\$55.14 \$114,691.20	\$56.20 \$116,896.00	\$57.26 \$119,100.80	\$58.35 \$121,368.00	\$59.47 \$123,697.60	\$60.62 \$126,089.60	\$61.76 \$128,460.80	\$62.97 \$130,977.60	\$64.15 \$133,432.00	\$65.39 \$136,011.20	\$66.65 \$138,632.00	\$67.93 \$141,294.40	\$69.23 \$143,998.40	\$70.56 \$146,764.80	\$71.92 \$149,593.60	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60
Information Security Engineer	44	Hourly Annually	\$52.11 \$108,388.80	\$53.11 \$110,468.80	\$54.12 \$112,569.60	\$55.14 \$114,691.20	\$56.20 \$116,896.00	\$57.26 \$119,100.80	\$58.35 \$121,368.00	\$59.47 \$123,697.60	\$60.62 \$126,089.60	\$61.76 \$128,460.80	\$62.97 \$130,977.60	\$64.15 \$133,432.00	\$65.39 \$136,011.20	\$66.65 \$138,632.00	\$67.93 \$141,294.40	\$69.23 \$143,998.40	\$70.56 \$146,764.80	\$71.92 \$149,593.60	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60
Account Auditing Supervisor	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Clerk of the Board/Executive Assistant	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Document Management Supervisor	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Pension Administration System Assistant Manager	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Retirement Specialist Supervisor	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Projects and Facilities Assistant Manager	48	Hourly Annually	\$54.61 \$113,588.80	\$55.70 \$115,856.00	\$56.82 \$118,185.60	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.09 \$168,667.20
Sr. Business Systems Engineer	51	Hourly Annually	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.12 \$168,729.60	\$82.76 \$172,140.80	\$84.42 \$175,593.60	\$86.10 \$179,088.00
Sr. Investment Analyst	51	Hourly Annually	\$57.94 \$120,515.20	\$59.10 \$122,928.00	\$60.27 \$125,361.60	\$61.48 \$127,878.40	\$62.72 \$130,457.60	\$63.97 \$133,057.60	\$65.26 \$135,740.80	\$66.56 \$138,444.80	\$67.89 \$141,211.20	\$69.25 \$144,040.00	\$70.62 \$146,889.60	\$72.04 \$149,843.20	\$73.49 \$152,859.20	\$74.96 \$155,916.80	\$76.45 \$159,016.00	\$77.99 \$162,219.20	\$79.54 \$165,443.20	\$81.12 \$168,729.60	\$82.76 \$172,140.80	\$84.42 \$175,593.60	\$86.10 \$179,088.00
Associate Investment Officer	56	Hourly Annually	\$65.63 \$136,510.40	\$66.95 \$139,256.00	\$68.28 \$142,022.40	\$69.65 \$144,872.00	\$71.04 \$147,763.20	\$72.46 \$150,716.80	\$73.91 \$153,732.80	\$75.39 \$156,811.20	\$76.90 \$159,952.00	\$78.44 \$163,155.20	\$80.00 \$166,400.00	\$81.60 \$169,728.00	\$83.23 \$173,118.40	\$84.90 \$176,592.00	\$86.60 \$180,128.00	\$88.33 \$183,726.40	\$90.10 \$187,408.00	\$91.90 \$191,152.00	\$93.74 \$194,979.20	\$95.61 \$198,868.80	\$97.53 \$202,862.40
Accounting Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Communications & Stakeholder Relations Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Disability Retirement Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.0											

Exhibit A: Page 3

SBCERA Salary Schedule for All Employees - Effective 12/27/2025

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 Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Information Security Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Information Systems Operations Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Investment Operations and Portfolio Analytics Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Member Experience Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Retirement Benefits Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Survivor Benefits Manager	61	Hourly Annually	\$73.32 \$152,505.60	\$74.71 \$155,396.80	\$76.17 \$158,433.60	\$77.63 \$161,470.40	\$79.12 \$164,569.60	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Director of Communications & Stakeholder Relations	66	Hourly Annually	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40	\$109.73 \$228,238.40	\$111.86 \$232,668.80	\$114.04 \$237,203.20	\$116.28 \$241,862.40	\$118.55 \$246,584.00
Investment Officer	66	Hourly Annually	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40	\$109.73 \$228,238.40	\$111.86 \$232,668.80	\$114.04 \$237,203.20	\$116.28 \$241,862.40	\$118.55 \$246,584.00
Staff Counsel	66	Hourly Annually	\$80.65 \$167,752.00	\$82.22 \$171,017.60	\$83.80 \$174,304.00	\$85.43 \$177,694.40	\$87.07 \$181,105.60	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40	\$109.73 \$228,238.40	\$111.86 \$232,668.80	\$114.04 \$237,203.20	\$116.28 \$241,862.40	\$118.55 \$246,584.00
Sr. Staff Counsel	71	Hourly Annually	\$88.75 \$184,600.00	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73 \$203,278.40	\$99.63 \$207,230.40	\$101.56 \$211,244.80	\$103.54 \$215,363.20	\$105.56 \$219,564.80	\$107.63 \$223,870.40	\$109.73 \$228,238.40	\$111.86 \$232,668.80	\$114.04 \$237,203.20	\$116.28 \$241,862.40	\$118.55 \$246,584.00	\$120.86 \$251,388.80	\$123.23 \$256,318.40	\$125.66 \$261,372.80	\$128.11 \$266,468.80	\$130.61 \$271,668.80
Chief Financial Officer	81	Hourly Annually	\$107.63 \$223,870.40	\$109.73 \$228,238.40	\$111.86 \$232,668.80	\$114.04 \$237,203.20	\$116.28 \$241,862.40	\$118.55 \$246,584.00	\$120.86 \$251,388.80	\$123.23 \$256,318.40	\$125.66 \$261,372.80	\$128.11 \$266,468.80	\$130.61 \$271,668.80	\$133.16 \$276,972.80	\$135.78 \$282,422.40	\$138.43 \$287,934.40	\$141.16 \$293,612.80	\$143.92 \$299,353.60	\$146.76 \$305,260.80	\$149.62 \$311,209.60	\$152.56 \$317,324.80	\$155.57 \$323,585.60	\$158.63 \$329,950.40
Chief Human Resources Officer	81	Hourly Annually	\$107.63 \$223,870.40	\$109.73 \$228,238.40	\$111.86 \$232,668.80	\$114.04 \$237,203.20	\$116.28 \$241,862.40	\$118.55 \$246,584.00	\$120.86 \$251,388.80	\$123.23 \$256,318.40	\$125.66 \$261,372.80	\$128.11 \$266,468.80	\$130.61 \$271,668.80	\$133.16 \$276,972.80	\$135.78 \$282,422.40	\$138.43 \$287,934.40	\$141.16 \$293,612.80	\$143.92 \$299,353.60	\$146.76 \$305,260.80	\$149.62 \$311,209.60	\$152.56 \$317,324.80	\$155.57 \$323,585.60	\$158.63 \$329,950.40
Chief Information Officer	81	Hourly Annually	\$107.63 \$223,870.40	\$109.73 \$228,238.40	\$111.86 \$232,668.80	\$114.04 \$237,203.20	\$116.28 \$241,862.40	\$118.55 \$246,584.00	\$120.86 \$251,388.80	\$123.23 \$256,318.40	\$125.66 \$261,372.80	\$128.11 \$266,468.80	\$130.61 \$271,668.80	\$133.16 \$276,972.80	\$135.78 \$282,422.40	\$138.43 \$287,934.40	\$141.16 \$293,612.80	\$143.92 \$299,353.60	\$146.76 \$305,260.80	\$149.62 \$311,209.60	\$152.56 \$317,324.80	\$155.57 \$323,585.60	\$158.63 \$329,950.40
Chief of Member Services	81	Hourly Annually	\$107.63 \$223,870.40	\$109.73 \$228,238.40	\$111.86 \$232,668.80	\$114.04 \$237,203.20	\$116.28 \$241,862.40	\$118.55 \$246,584.00	\$120.86 \$251,388.80	\$123.23 \$256,318.40	\$125.66 \$261,372.80	\$128.11 \$266,468.80	\$130.61 \$271,668.80	\$133.16 \$276,972.80	\$135.78 \$282,422.40	\$138.43 \$287,934.40	\$141.16 \$293,612.80	\$143.92 \$299,353.60	\$146.76 \$305,260.80	\$149.62 \$311,209.60	\$152.56 \$317,324.80	\$155.57 \$323,585.60	\$158.63 \$329,950.40
Sr Investment Officer	86	Hourly Annually	\$118.55 \$246,584.00	\$120.86 \$251,388.80	\$123.23 \$256,318.40	\$125.66 \$261,372.80	\$128.11 \$266,468.80	\$130.61 \$271,668.80	\$133.16 \$276,972.80	\$135.78 \$282,422.40	\$138.43 \$287,934.40	\$141.16 \$293,612.80	\$143.92 \$299,353.60	\$146.76 \$305,260.80	\$149.62 \$311,209.60	\$152.56 \$317,324.80	\$155.57 \$323,585.60	\$158.63 \$329,950.40	\$161.74 \$336,419.20	\$164.93 \$343,054.40	\$168.17 \$349,793.60	\$171.48 \$356,678.40	\$174.87 \$363,729.60
Chief Counsel	91	Hourly Annually	\$132.08 \$274,726.40	\$134.65 \$280,072.00	\$137.26 \$285,500.80	\$139.92 \$291,033.60	\$142.63 \$296,670.40	\$145.40 \$302,432.00	\$148.22 \$308,297.60	\$151.11 \$314,308.80	\$154.04 \$320,403.20	\$157.04 \$326,643.20	\$160.09 \$332,987.20	\$163.22 \$339,497.60	\$166.40 \$346,112.00	\$169.65 \$352,872.00	\$172.95 \$359,736.00	\$176.33 \$366,766.40	\$179.78 \$373,942.40	\$183.29 \$381,243.20	\$186.87 \$388,689.60	\$190.53 \$396,302.40	\$194.25 \$404,040.00
Chief Investment Officer	91	Hourly Annually	\$132.08 \$274,726.40	\$134.65 \$280,072.00	\$137.26 \$285,500.80	\$139.92 \$291,033.60	\$142.63 \$296,670.40	\$145.40 \$302,432.00	\$148.22 \$308,297.60	\$151.11 \$314,308.80	\$154.04 \$320,403.20	\$157.04 \$326,643.20	\$160.09 \$332,987.20	\$163.22 \$339,497.60	\$166.40 \$346,112.00	\$169.65 \$352,872.00	\$172.95 \$359,736.00	\$176.33 \$366,766.40	\$179.78 \$373,942.40	\$183.29 \$381,243.20	\$186.87 \$388,689.60	\$190.53 \$396,302.40	\$194.25 \$404,040.00
Chief Executive Officer	93	Hourly Annually	\$140.86 \$292,988.80	\$143.52 \$298,521.60	\$146.23 \$304,158.40	\$149.02 \$309,961.60	\$151.84 \$315,827.20	\$154.72 \$321,817.60	\$157.66 \$327,932.80	\$160.65 \$334,152.00	\$163.72 \$340,537.60	\$166.83 \$347,006.40	\$170.03 \$353,662.40	\$173.26 \$360,380.80	\$176.57 \$367,265.60	\$179.94 \$374,275.20	\$183.40 \$381,472.00	\$186.89 \$388,731.20	\$190.48 \$396,198.40	\$194.14 \$403,811.20	\$197.88 \$411,590.40	\$201.68 \$419,494.40	\$205.55 \$427,544.00

Note: Amounts reported as an annual amount are used as reference only; compensation is paid based on the hourly rate.