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 \$21.45 Annually \$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
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Office Specialist	5	Hourly \$23.31 Annually \$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
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Disability Retirement Benefits Technician	10	Hourly \$25.71 Annually \$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
resimolar		Armadily \$00,470.00	Ç04,000.00	Q00,7 02.40	Q00,704.00	Q07,720.00	Q07,072.00	Ç00,270.40	Q01,440.20	Q02,071.20	Q00,700.00	Q00,220.00	Q00,010.40	Q07,043.00	Q07,222.40	ψ7 0,0 T 0.00	Q7 Z,000.40	Q70, 111 .00	ψ7 4 ,321.00	Q70,415.20	Ų77,700. 1 0	Q7 7,00 7.20
Human Resources Technician	10	Hourly \$25.71 Annually \$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
		Allitudily \$35,470.60	\$34,000.00	\$55,702.40	\$30,764.00	\$37,926.00	\$39,072.00	\$00,276.40	\$01,443.20	\$02,091.20	\$03,900.00	\$00,220.00	\$00,516.40	\$07,049.00	\$09,222.40	\$70,010.00	\$72,030.40	\$73,444.00	\$74,921.00	\$70,419.20	\$77,936.40	\$79,009.20
Retirement Benefits Technician	10	Hourly \$25.71	\$26.25	\$26.78	\$27.30	\$27.85	\$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24
		Annually \$53,476.80	\$54,600.00	\$55,702.40	\$56,784.00	\$57,928.00	\$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20
Executive Secretary	15	Hourly \$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.26	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.77	\$40.56	\$41.39	\$42.22
-		Annually \$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,180.80	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,721.60	\$84,364.80	\$86,091.20	\$87,817.60
Legal Secretary	15	Hourly \$28.40	\$28.98	\$29.54	\$30.14	\$30.75	\$31.36	\$31.98	\$32.62	\$33.26	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.77	\$40.56	\$41.39	\$42.22
		Annually \$59,072.00	\$60,278.40	\$61,443.20	\$62,691.20	\$63,960.00	\$65,228.80	\$66,518.40	\$67,849.60	\$69,180.80	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,721.60	\$84,364.80	\$86,091.20	\$87,817.60
Accounting Technician	20	Hourly \$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60
		Annually \$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00
Facilities Maintenance	20	Hourly \$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60
Technician		Annually \$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00
Information Systems Technician	20	Hourly \$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60
mornation systems recrimician	20	Annually \$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00
Senior Retirement Benefits	20	Hourly \$31.36	\$31.98	\$32.62	\$33.28	\$33.95	\$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60
Technician	20	Annually \$65,228.80	\$66,518.40	\$67,849.60	\$69,222.40	\$70,616.00	\$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00
D	25	Hourly \$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
Benefit Payment Specialist	25	Annually \$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
	0.5	Hourly \$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
Communications Specialist	25	Annually \$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
District Date of Control	٥٢	Hourly \$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
Disability Retirement Specialist	25	Annually \$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
	0.5	Hourly \$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
Human Resources Specialist	25	Annually \$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
		Hourly \$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
Retirement Specialist	25	Annually \$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80	\$104,915.20	\$107,036.80
0 1 0 0 111	0.5	Hourly \$34.63	\$35.31	\$36.02	\$36.74	\$37.48	\$38.24	\$38.98	\$39.78	\$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46
Survivor Benefits Specialist	25	Annually \$72,030.40	\$73,444.80	\$74,921.60	\$76,419.20	\$77,958.40	\$79,539.20	\$81,078.40	\$82,742.40	\$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60		\$95,035.20	\$96,928.00					
		Hourly \$36.27	\$36.97	\$37.69	\$38.40	\$39.14	\$39.88	\$40.66	\$41.42	\$42.23	\$43.04	\$43.87	\$44.71	\$45.59	\$46.46	\$47.35	\$48.26	\$49.20	\$50.14	\$51.11	\$52.10	\$53.11
Information Services Coordinator	26	Annually \$75,441.60	\$76,897.60	\$78,395.20	\$79,872.00	\$81,411.20	\$82,950.40	\$84,572.80	\$86,153.60	\$87,838.40	\$89,523.20	\$91,249.60	\$92,996.80	\$94,827.20	\$96,636.80	\$98,488.00	\$100,380.80			\$106,308.80	\$108,368.00	\$110,468.80
		Hourly \$38.24	\$38.98	\$39.78	\$40.65	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46	\$52.48	\$53.52	\$54.61	\$55.70	\$56.82
Accountant	30	Annually \$79,539.20	\$81,078.40	\$82,742.40	\$84,552.00	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40		\$104,915.20				\$113,588.80	\$115,856.00	
Associate Business Systems	H	Hourly \$38.24	\$38.98	\$39.78	\$40.65	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46	\$52.48	\$53.52	\$54.61	\$55.70	\$56.82
Engineer	30	Annually \$79,539.20	\$81,078.40	\$82,742.40	\$84,552.00	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40		\$104,915.20		\$109,158.40			\$115,856.00	\$118,185.60
		Hourly \$39.88	\$40.66	\$41.42	\$42.23	\$43.04	\$43.87	\$44.71	\$45.59	\$46.46	\$47.35	\$48.26	\$49.20	\$50.14	\$51.11	\$52.10	\$53.11	\$54.14	\$55.19	\$56.27	\$57.34	\$58.47
Senior Legal Secretary	31	Annually \$82,950.40	\$84,572.80	\$86,153.60	\$87,838.40	\$89,523.20	\$91,249.60	\$92,996.80	\$94,827.20	\$96,636.80	\$98,488.00		\$102,336.00			\$108,368.00				\$117,041.60	\$119,267.20	
		Hourly \$40.56	\$41.39	\$42.22	\$43.06	\$43.92	\$44.80	\$45.69	\$46.60	\$47.51	\$48.48	\$49.46	\$50.44	\$51.46	\$52.48	\$53.52	\$54.61	\$55.70	\$56.82	\$57.94	\$59.10	\$60.27
Paralegal	33	Annually \$84,364.80	\$86,091.20	\$87,817.60	\$89,564.80	\$91,353.60	\$93,184.00	\$95,035.20	\$96,928.00	\$98,820.80	\$100,838.40	\$102,876.80								\$120,515.20		\$125,361.60
		Hourly \$42.60	\$43.46	\$44.32	\$45.20	\$46.10	\$47.04	\$47.98	\$48.93	\$49.91	\$50.90	\$51.93	\$52.96	\$54.02	\$55.09	\$56.21	\$57.33	\$58.48	\$59.63	\$60.84	\$62.06	\$63.28
Business Systems Analyst	35	Hourly \$42.60 Annually \$88,608.00	\$90,396.80	\$44.32	\$45.20	\$95,888.00	\$47.04										\$119,246.40					
			-																			
Enterprise Systems Engineer	35	Hourly \$42.60 Annually \$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
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Exhibit A: Page 2
SBCERA Salary Schedule for All Employees - Effective 12/27/2025

Classification	Range	e 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 \$44.08 Annually \$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
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Senior Disability Retirement Specialist	36	Hourly \$44.08 Annually \$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	36	Hourly \$44.08	\$44.96	\$45.84	\$46.77	\$47.71	\$48.65	\$49.65	\$50.63	\$51.64	\$52.67	\$53.73	\$54.80	\$55.91	\$57.02	\$58.17	\$59.32	\$60.52	\$61.71	\$62.96	\$64.22	\$65.50
Specialist	30	Annually \$91,686.40	\$93,516.80	\$95,347.20	\$97,281.60	\$99,236.80	\$101,192.00	\$103,272.00	\$105,310.40	\$107,411.20	\$109,553.60	\$111,758.40	\$113,984.00	\$116,292.80	\$118,601.60	\$120,993.60	\$123,385.60	\$125,881.60	\$128,356.80	\$130,956.80	\$133,577.60	\$136,240.00
Senior Retirement Specialist	36	Hourly \$44.08 Annually \$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 \$49.46 Annually \$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
In	40	Hourly \$49.46	\$50.44	\$51.46	\$52.48	\$53.52	\$54.61	\$55.70	\$56.82	\$57.94	\$59.10	\$60.27	\$61.48	\$62.72	\$63.97	\$65.26	\$66.56	\$67.89	\$69.25	\$70.62	\$72.04	\$73.49
Investment Analyst	43	Annually \$102,876.80	\$104,915.20	\$107,036.80	\$109,158.40	\$111,321.60	\$113,588.80	\$115,856.00	\$118,185.60	\$120,515.20	\$122,928.00	\$125,361.60	\$127,878.40	\$130,457.60	\$133,057.60	\$135,740.80	\$138,444.80	\$141,211.20	\$144,040.00	\$146,889.60	\$149,843.20	
Sr. Accountant	43	Hourly \$49.46	\$50.44	\$51.46	\$52.48	\$53.52	\$54.61	\$55.70	\$56.82	\$57.94	\$59.10	\$60.27	\$61.48	\$62.72	\$63.97	\$65.26	\$66.56	\$67.89	\$69.25	\$70.62	\$72.04	\$73.49
		Annually \$102,876.80		\$107,036.80	\$109,158.40	\$111,321.60	\$113,588.80	\$115,856.00		\$120,515.20	\$122,928.00	\$125,361.60	\$127,878.40	\$130,457.60		\$135,740.80	\$138,444.80		\$144,040.00		\$149,843.20	. ,
Sr. Business Systems Analyst	43	Hourly \$49.46 Annually \$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
		Hourly \$49.46	\$50.44	\$51.46	\$52.48	\$53.52	\$54.61	\$55.70	\$56.82	\$57.94	\$59.10	\$60.27	\$61.48	\$62.72	\$63.97	\$65.26	\$66.56	\$67.89	\$69.25	\$70.62	\$72.04	\$73.49
Senior Paralegal	43	Annually \$102,876.80	\$104,915.20	\$107,036.80	\$109,158.40	\$111,321.60	\$113,588.80	\$115,856.00		\$120,515.20	\$122,928.00	\$125,361.60	\$127,878.40	\$130,457.60	\$133,057.60	\$135,740.80	\$138,444.80	\$141,211.20	\$144,040.00		\$149,843.20	
Business Systems Engineer	44	Hourly \$52.11	\$53.11	\$54.12	\$55.14	\$56.20	\$57.26	\$58.35	\$59.47	\$60.62	\$61.76	\$62.97	\$64.15	\$65.39	\$66.65	\$67.93	\$69.23	\$70.56	\$71.92	\$73.32	\$74.71	\$76.17
,		Annually \$108,388.80	\$110,468.80	\$112,569.60	\$114,691.20	\$116,896.00	\$119,100.80	\$121,368.00	\$123,697.60	\$126,089.60	\$128,460.80	\$130,977.60	\$133,432.00	\$136,011.20	\$138,632.00	\$141,294.40	\$143,998.40	\$146,764.80	\$149,593.60	\$152,505.60	\$155,396.80	\$158,433.60
Communications Officer	44	Hourly \$52.11 Annually \$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
		Hourly \$52.11	\$53.11	\$54.12	\$55.14	\$56.20	\$57.26	\$58.35	\$59.47	\$60.62	\$61.76	\$62.97	\$64.15	\$65.39	\$66.65	\$67.93	\$69.23	\$70.56	\$71.92	\$73.32	\$74.71	\$76.17
Information Security Engineer	44	Annually \$108,388.80	\$110,468.80	\$112,569.60	\$114,691.20	\$116,896.00	\$119,100.80	\$121,368.00	\$123,697.60	\$126,089.60	\$128,460.80	\$130,977.60	\$133,432.00	\$136,011.20	\$138,632.00	\$141,294.40	\$143,998.40	\$146,764.80	\$149,593.60		\$155,396.80	\$158,433.60
Account Auditing Supervisor	48	Hourly \$54.61	\$55.70	\$56.82	\$57.94	\$59.10	\$60.27	\$61.48	\$62.72	\$63.97	\$65.26	\$66.56	\$67.89	\$69.25	\$70.62	\$72.04	\$73.49	\$74.96	\$76.45	\$77.99	\$79.54	\$81.09
		Annually \$113,588.80	\$115,856.00	\$118,185.60	\$120,515.20	\$122,928.00	\$125,361.60	\$127,878.40	\$130,457.60	\$133,057.60	\$135,740.80	\$138,444.80	\$141,211.20	\$144,040.00	\$146,889.60	\$149,843.20	\$152,859.20	\$155,916.80	\$159,016.00	\$162,219.20	\$165,443.20	\$168,667.20
Clerk of the Board/Executive Assistant	48	Hourly \$54.61 Annually \$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		Hourly \$54.61	\$55.70	\$56.82	\$57.94	\$59.10	\$60.27	\$61.48	\$62.72	\$63.97	\$65.26	\$66.56	\$67.89	\$69.25	\$70.62	\$72.04	\$73.49	\$74.96	\$76.45	\$77.99	\$79.54	\$81.09
Supervisor	48	Annually \$113,588.80	\$115,856.00		\$120,515.20	\$122,928.00	\$125,361.60	\$127,878.40	-	\$133,057.60	\$135,740.80	\$138,444.80	\$141,211.20	\$144,040.00		\$149,843.20	\$152,859.20			\$162,219.20	\$165,443.20	
Pension Administration System	48	Hourly \$54.61	\$55.70	\$56.82	\$57.94	\$59.10	\$60.27	\$61.48	\$62.72	\$63.97	\$65.26	\$66.56	\$67.89	\$69.25	\$70.62	\$72.04	\$73.49	\$74.96	\$76.45	\$77.99	\$79.54	\$81.09
Assistant Manager		Annually \$113,588.80	\$115,856.00	\$118,185.60	\$120,515.20	\$122,928.00	\$125,361.60	\$127,878.40	\$130,457.60	\$133,057.60	\$135,740.80	\$138,444.80	\$141,211.20	\$144,040.00	\$146,889.60	\$149,843.20	\$152,859.20	\$155,916.80	\$159,016.00	\$162,219.20	\$165,443.20	\$168,667.20
Retirement Specialist Supervisor	48	Hourly \$54.61 Annually \$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		Hourly \$54.61	\$55.70	\$56.82	\$57.94	\$59.10	\$60.27	\$61.48	\$62.72	\$63.97	\$65.26	\$66.56	\$67.89	\$69.25	\$70.62	\$72.04	\$73.49	\$74.96	\$76.45	\$77.99	\$79.54	\$81.09
Manager	48	Annually \$113,588.80	\$115,856.00				\$125,361.60								\$146,889.60			\$155,916.80				
Sr. Business Systems Engineer	51	Hourly \$57.94	\$59.10	\$60.27	\$61.48	\$62.72	\$63.97	\$65.26	\$66.56	\$67.89	\$69.25	\$70.62	\$72.04	\$73.49	\$74.96	\$76.45	\$77.99	\$79.54	\$81.12	\$82.76	\$84.42	\$86.10
, ,			\$122,928.00		\$127,878.40		\$133,057.60	\$135,740.80	\$138,444.80	\$141,211.20	\$144,040.00	\$146,889.60	\$149,843.20	·		\$159,016.00	\$162,219.20	\$165,443.20	\$168,729.60	\$172,140.80	\$175,593.60	\$179,088.00
Sr. Investment Analyst	51	Hourly \$57.94 Annually \$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
		Hourly \$65.63	\$66.95	\$68.28	\$69.65	\$71.04	\$72.46	\$73.91	\$75.39	\$76.90	\$78.44	\$80.00	\$81.60	\$83.23	\$84.90	\$86.60	\$88.33	\$90.10	\$91.90	\$93.74	\$95.61	\$97.53
Associate Investment Officer	56	Annually \$136,510.40					\$150,716.80			\$159,952.00					\$176,592.00			\$187,408.00				
Accounting Manager	61	Hourly \$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
	ļ .	Annually \$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Communications & Stakeholder Relations Manager	61	Hourly \$73.32 Annually \$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	\$83.80	\$85.43 \$177,694.40	\$87.07	\$88.75	\$90.48 \$188,198.40	\$92.25 \$191,880.00	\$94.03 \$195,582.40	\$95.87 \$199,409.60	\$97.73	\$99.63 \$207,230.40	\$101.56	\$103.54	\$105.56 \$219,564.80	\$107.63 \$223,870.40
Totaliono Managei																·						
Disability Retirement Manager	61	Hourly \$73.32 Annually \$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

Exhibit A: Page 3
SBCERA Salary Schedule for All Employees - Effective 12/27/2025

Annually 15/25/00-10 15/25/00-10 15/25/00-10 15/25/00 15/25/00-10 15/25/00	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
March Marc	Government Affairs Manager	61					<u> </u>						<u> </u>		-			-		1	1	-	1 .	
Person 1 12-20-00 12-20-0			Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Arrayle 1 150-200 150-	Information Coought Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
New Note Part New Note	Information Security Manager	01	Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
New Note Part New Note	Information Systems Operations		Hourly	672 22	¢74.71	¢76 17	677.60	¢70.12	¢00.65	602.22	¢02 00	Ç0E 43	607.07	Ċ00 7E	¢00.49	\$02.2E	¢0.4.02	¢0€ 07	¢07.72	¢00.62	\$101 E6	\$102 E4	\$10E E6	¢107.62
Herefore Ligence of Legence (1) 1. 1. 1. 1. 1. 1. 1. 1	i	61					l		· ·						<u> </u>								- ·	
Performance of the control of the co										,														
Member Experience Manager 1	· ·	61		•			-			· ·											 			
Parlier Market M	Portrollo Analytics Manager		Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Amount A	Member Experience Manager	61	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
Service Demonstrate Nationary 61 Annually \$155,056.00 \$156,356.00 \$156,356.00 \$156,356.00 \$156,356.00 \$156,356.00 \$157,056.00	Wernber Experience Wanager	01	Annually	\$152,505.60	\$155,396.80	\$158,433.60	\$161,470.40	\$164,569.60	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40
Service Demonstrate Nationary 61 Annually \$155,056.00 \$156,356.00 \$156,356.00 \$156,356.00 \$156,356.00 \$156,356.00 \$157,056.00		1	Hourly	\$73.32	\$74.71	\$76.17	\$77.63	\$79.12	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63
The contract of Communications & 1	Retirement Benefits Manager	61				· ·	 		· ·				-							<u> </u>	<u> </u>	_	<u> </u>	
Amonable State State 19 Amonable State				4	4=+=+	A	4	4==	400.00	400.00	4	4	4	4	400.10	400.00	40.00	4	4	400.00	4.2.2	4	4	4.05.10
Hordy State Stat	Survivor Benefits Manager	61													<u> </u>									
Stateholice feelations 69			Aillidully	Q102,000.00	\$100,000.00	\$100,400.00	\$101,470.40	\$104,003.00	\$107,702.00	\$171,017.00	Q174,004.00	\$177,054.40	\$101,100.00	φ10 4 ,000.00	\$100,170.40	\$131,000.00	Q170,002. 4 0	\$177,407.00	Q200,270.40	\$207,200.40	Q211,244.00	Ψ210,000.20	\$213,004.00	\$220,070.40
Houry Sen 65 Set 22 Set 88 Set 4 Set 70 Set	Director of Communications &	66					<u> </u>	_							· ·									
Staff Coursel February 167,782 00 517,017,60 517	Stakeholder Relations		Annually	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00
Staff Courset Floring Staff Courset	1 000		Hourly	\$80.65	\$82.22	\$83.80	\$85.43	\$87.07	\$88.75	\$90.48	\$92.25	\$94.03	\$95.87	\$97.73	\$99.63	\$101.56	\$103.54	\$105.56	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55
Salt Counsel 71 Hourly S87.5 90.48 Sys.25 990.48 Sys.25 990.48 Sys.25 990.49 Sys.25 Sy	investment Officer	66	Annually	\$167,752.00	\$171,017.60	\$174,304.00	\$177,694.40	\$181,105.60	\$184,600.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00
Salt Counsel 71 Hourly S87.5 90.48 Sys.25 990.48 Sys.25 990.48 Sys.25 990.49 Sys.25 Sy			Hourly	¢00.65	602.22	602.00	Ç0E 43	607.07	Ċ00 7E	¢00.40	¢02.25	604.03	\$0E 97	¢07.72	\$00.63	\$101 F6	¢102 E4	\$10E E6	¢107.62	6100.72	¢111 06	6114.04	¢116.20	¢110 55
Figure 1 (Figure 1) (F	Staff Counsel	66		•		· ·	 														<u> </u>			
Annually \$184,600.00 \$188,198.40 \$191,880.00 \$195,882.40 \$299,409.60 \$203,278.40 \$207,220.40 \$211,244.80 \$215,363.20 \$219,564.80 \$223,870.40 \$222,870.40 \$223,870.40 \$224,584.00 \$251,388.80 \$256,318.40 \$261,372.80 \$266,468.80 \$271,668.			,		, ,,	, , , , , , , , , , , , , , , , , , , ,					,													
Chief Financial Officer 81 Hourly \$107.63 \$109.73 \$111.86 \$114.04 \$116.28 \$118.55 \$120.86 \$122.33 \$125.66 \$128.11 \$130.61 \$133.16 \$135.78 \$138.43 \$141.16 \$143.92 \$146.76 \$149.62 \$152.56 \$155.57 \$158.63 \$109.73 \$111.86 \$114.04 \$116.28 \$118.55 \$120.86 \$122.33 \$125.66 \$128.11 \$130.61 \$133.16 \$135.78 \$138.43 \$141.16 \$143.92 \$146.76 \$149.62 \$152.56 \$155.57 \$158.63 \$109.73 \$111.86 \$114.04 \$116.28 \$118.55 \$120.86 \$128.13 \$11.60 \$114.04 \$116.28 \$118.55 \$120.86 \$128.13 \$11.86 \$114.04 \$116.28 \$118.55 \$120.86 \$128.13 \$11.86 \$114.04 \$116.28 \$118.55 \$120.86 \$128.13 \$11.86 \$114.04 \$116.28 \$118.55 \$120.86 \$128.13 \$11.86 \$114.04 \$116.28 \$118.55 \$120.86 \$128.13 \$11.86 \$114.04 \$116.28 \$118.55 \$120.86 \$128.13 \$12.56 \$12.56 \$128.13 \$12.56 \$128.13 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.56 \$12.5	Sr. Staff Counsel	71											-					-		1 .	<u> </u>	-	<u> </u>	
Annually \$223,870.40 \$228,238.40 \$232,668.80 \$237,203.20 \$241,862.40 \$254,584.00 \$251,388.80 \$256,318.40 \$256,318.40 \$256,318.40 \$251,323 \$133.16 \$133			Annually	\$184,000.00	\$188,198.40	\$191,880.00	\$195,582.40	\$199,409.60	\$203,278.40	\$207,230.40	\$211,244.80	\$215,363.20	\$219,564.80	\$223,870.40	\$228,238.40	\$232,008.80	\$237,203.20	\$241,802.40	\$240,384.00	\$251,388.80	\$250,318.40	\$201,372.80	\$200,408.80	\$271,008.80
Annually \$223,870.40 \$228,284.0 \$232,688.0 \$237,203.20 \$241,862.40 \$245,684.00 \$251,388.00 \$256,318.40 \$256,318.40 \$261,372.80 \$266,688.00 \$271,668.80 \$276,972.80 \$282,422.40 \$287,934.00 \$293,012.80 \$293,05.00 \$305,260.80 \$311,209.60 \$317,234.80 \$323,385.60 \$329,995.40 \$400,000 \$40	Chief Financial Officer	81	Hourly	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61	\$133.16	\$135.78	\$138.43	\$141.16	\$143.92	\$146.76	\$149.62	\$152.56	\$155.57	\$158.63
Chief Information Officer Human Resources Unifer Human Resources	Ciliei i ilianciai officei	"	Annually	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80	\$276,972.80	\$282,422.40	\$287,934.40	\$293,612.80	\$299,353.60	\$305,260.80	\$311,209.60	\$317,324.80	\$323,585.60	\$329,950.40
Chief Information Officer Hourity S107.63 S109.73 S111.86 S114.04 S116.28 S118.55 S120.86 S123.23 S224.862.40 S226.868.80 S237.203.20 S241.862.40 S246.584.00 S251.388.80 S256.318.40 S261.372.80 S266.468.80 S271.668.80 S276.972.80 S282.422.40 S287.934.40 S293.612.80 S293.506 S305.260.80 S311.209.60 S317.324.80 S323.585.60 S329.950.40			Hourly	\$107.63	\$109.73	\$111.86	\$114.04	\$116.28	\$118.55	\$120.86	\$123.23	\$125.66	\$128 11	\$130.61	\$133.16	\$135.78	\$138.43	\$141 16	\$143.92	\$146.76	\$149.62	\$152.56	\$155.57	\$158.63
Chief Information Ufficer 81	Chief Human Resources Officer	81			-	· ·	<u> </u>		· ·	· ·	-	<u> </u>	<u> </u>	-				-				-	<u> </u>	<u> </u>
Chief Information Ufficer 81				4407.40	4400.70	444.00	A	4446.00	440.55	4400.04	410000	4405.44	410011	4100 11	4100.16	4105.70	4100.10	A	4440.00	A446 76	4440.60	44.50.54	A4 = = = = =	4150.60
Chief of Member Services 81 Hourly \$107.63 \$109.73 \$111.86 \$114.04 \$116.28 \$118.55 \$120.86 \$123.23 \$125.66 \$128.11 \$130.61 \$133.16 \$135.78 \$138.43 \$141.16 \$143.92 \$146.76 \$149.62 \$152.56 \$155.57 \$158.63 \$110.97.00 \$228.238.40 \$228.23	Chief Information Officer	81							· ·	· ·														
Chief Drivestment Officer Annually \$223,870.40 \$228,288.40 \$232,668.80 \$237,203.20 \$244,862.40 \$246,584.00 \$256,318.40 \$256			7 tilliaaliy	Q220,070.10	Ψ220,200:10	Q202,000.00	Q207,200.20	Q211,002.10	QZ 10,00 1.00	Q201,000.00	Q200,010.10	Q201,072.00	Q200,100.00	Q271,000.00	<i>\$270,372.00</i>	Q202, 122. 10	Q207,50 1.10	Q230,012.00	Ψ233,000.00	Q000,200.00	Q011,203.00	Q017,021.00	Q020,000.00	\$023,500.10
Annually \$228,270.40 \$228,284.00 \$232,088.80 \$237,203.20 \$241,882.40 \$232,088.80 \$256,318.40 \$251,338.80 \$256,318.40 \$271,588.80 \$271,588.	Chief of Member Services	81	_									· ·											<u> </u>	
Annually \$246,584.00 \$251,388.80 \$256,318.40 \$261,372.80 \$266,468.80 \$271,668.80 \$271,668.80 \$272,6972.80 \$282,422.40 \$287,934.40 \$293,612.80 \$293,535.60 \$305,260.80 \$311,209.60 \$317,324.80 \$323,585.60 \$329,950.40 \$336,419.20 \$343,054.40 \$349,793.60 \$356,678.40 \$363,729.60 \$404,040.00 \$404,040			Annually	\$223,870.40	\$228,238.40	\$232,668.80	\$237,203.20	\$241,862.40	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$2/1,668.80	\$276,972.80	\$282,422.40	\$287,934.40	\$293,612.80	\$299,353.60	\$305,260.80	\$311,209.60	\$317,324.80	\$323,585.60	\$329,950.40
Annually \$246,584.00 \$251,388.80 \$256,318.40 \$261,372.80 \$266,468.80 \$271,668.80 \$276,972.80 \$282,422.40 \$287,934.40 \$293,612.80 \$293,536.00 \$317,324.80 \$323,585.60 \$329,950.40 \$336,419.20 \$343,054.40 \$349,793.60 \$356,784.00 \$363,729.60 \$317,324.80 \$323,585.60 \$329,950.40 \$336,419.20 \$343,054.40 \$349,793.60 \$356,784.00 \$356,784.	Sr Investment Officer	06	Hourly	\$118.55	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61	\$133.16	\$135.78	\$138.43	\$141.16	\$143.92	\$146.76	\$149.62	\$152.56	\$155.57	\$158.63	\$161.74	\$164.93	\$168.17	\$171.48	\$174.87
Annually \$274,726.40 \$280,072.00 \$285,500.80 \$291,033.60 \$296,670.40 \$302,432.00 \$308,297.60 \$314,308.80 \$320,403.20 \$332,987.20 \$339,497.60 \$346,112.00 \$352,872.00 \$359,736.00 \$366,766.40 \$737,942.40 \$381,243.20 \$388,689.60 \$396,302.40 \$404,040.00 \$406,040.	or investment officer	80	Annually	\$246,584.00	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80	\$276,972.80	\$282,422.40	\$287,934.40	\$293,612.80	\$299,353.60	\$305,260.80	\$311,209.60	\$317,324.80	\$323,585.60	\$329,950.40	\$336,419.20	\$343,054.40	\$349,793.60	\$356,678.40	\$363,729.60
Annually \$274,726.40 \$280,072.00 \$285,500.80 \$291,033.60 \$296,670.40 \$302,432.00 \$308,297.60 \$314,308.80 \$320,403.20 \$332,987.20 \$339,497.60 \$334,5112.00 \$352,872.00 \$359,736.00 \$366,766.40 \$73,942.40 \$381,243.20 \$388,689.60 \$396,302.40 \$404,040.00 \$404,040.			Hourly	\$132 NO	\$124.65	\$127.26	\$130.02	\$1/12.62	\$1.45.40	\$1.40.22	¢151 11	\$154.04	\$157.04	\$160.00	\$162.22	\$166.40	\$160.65	\$172.05	\$176.22	\$170.70	\$182.20	\$186.07	\$100.52	\$104.25
Chief Investment Officer 91 Hourly \$132.08 \$134.65 \$137.26 \$139.92 \$142.63 \$145.40 \$148.22 \$151.11 \$154.04 \$160.09 \$163.22 \$166.40 \$169.65 \$172.95 \$176.33 \$179.78 \$183.29 \$186.87 \$190.53 \$194.25 \$180.00 \$18	Chief Counsel	91	Annually	\$274,726.40	\$280,072.00	\$285,500.80	\$291,033.60	\$296,670.40	\$302,432.00	\$308,297.60	\$314,308.80	\$320,403.20	\$326,643.20	\$332,987.20	\$339,497.60	\$346,112.00	\$352,872.00	\$359,736.00	\$366,766.40	\$373,942.40	\$381,243.20	\$388,689.60	\$396,302.40	\$404,040.00
Annually \$274,726.40 \$280,072.00 \$285,500.80 \$291,033.60 \$296,670.40 \$302,432.00 \$308,297.60 \$314,308.80 \$320,403.20 \$332,987.20 \$339,497.60 \$346,112.00 \$352,872.00 \$359,736.00 \$366,766.40 \$733,942.40 \$381,243.20 \$388,689.60 \$396,302.40 \$404,040.00 \$404,040.																								
Chief Executive Officer 93 Hourly \$140.86 \$143.52 \$146.23 \$146.23 \$149.02 \$151.84 \$154.72 \$157.66 \$160.65 \$163.72 \$166.83 \$170.03 \$173.26 \$176.57 \$179.94 \$183.40 \$186.89 \$190.48 \$194.14 \$197.88 \$201.68 \$205.55	Chief Investment Officer	91																						
			Annually	şZ/4,/Z0.4U	\$28U,U/2.UU	\$Z85,5UU.8U	\$291,033.00	\$290,070.40	\$3UZ,43Z.UU	\$3U8,297.0U	ş314,3U8.8U	ş3∠0,403.20	\$3∠0,043.20	\$33Z,987.ZU	\$339,497.0U	ş340,112.UU	⇒35∠, 8/∠.UU	აან9,/ან.UU	\$300,/00.4U	\$3/3,942.40	ş381,243.2U	\$388,889.6U	\$390,3UZ.4U	\$404,040.00
Annually \$292,988.80 \$298,521.60 \$304,158.40 \$309,961.60 \$315,827.20 \$321,817.60 \$327,932.80 \$334,152.00 \$347,006.40 \$353,662.40 \$367,265.60 \$374,275.20 \$381,472.00 \$388,731.20 \$396,198.40 \$403,811.20 \$411,590.40 \$419,494.40 \$427,544.00	Chief Executive Officer	03																						
	Chiler Executive Officer	70	Annually	\$292,988.80	\$298,521.60	\$304,158.40	\$309,961.60	\$315,827.20	\$321,817.60	\$327,932.80					\$360,380.80	\$367,265.60	\$374,275.20	\$381,472.00	\$388,731.20	\$396,198.40	\$403,811.20	\$411,590.40	\$419,494.40	\$427,544.00

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