

Exhibit A: Page 1

SBCERA Salary Schedule for All Employees - Effective 2/5/2026

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	\$21.87	\$22.32	\$22.75	\$23.21	\$23.67	\$24.15	\$24.64	\$25.12	\$25.63	\$26.14	\$26.67	\$27.20	\$27.73	\$28.30	\$28.85	\$29.43	\$30.03	\$30.62	\$31.26	\$31.87
		Annually	\$44,616.00	\$45,489.60	\$46,425.60	\$47,320.00	\$48,276.80	\$49,233.60	\$50,232.00	\$51,251.20	\$52,249.60	\$53,310.40	\$54,371.20	\$55,473.60	\$56,576.00	\$57,678.40	\$58,864.00	\$60,008.00	\$61,214.40	\$62,462.40	\$63,689.60	\$65,020.80	\$66,289.60
Office Specialist	5	Hourly	\$23.31	\$23.78	\$24.25	\$24.73	\$25.22	\$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
		Annually	\$48,484.80	\$49,462.40	\$50,440.00	\$51,438.40	\$52,457.60	\$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
Disability 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
Human Resources 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
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 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
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
		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 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
Benefit Payment Specialist	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
		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
Communications Specialist	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
		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
Disability Retirement Specialist	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
		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
Human Resources Specialist	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
		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
Retirement Specialist	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
		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
Survivor Benefits Specialist	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
		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
Information Services Coordinator	26	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
		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	\$102,336.00	\$104,291.20	\$106,308.80	\$108,368.00	\$110,468.80
Accountant	30	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
		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	\$102,876.80	\$104,915.20	\$107,036.80	\$109,158.40	\$111,321.60	\$113,588.80	\$115,856.00	\$118,185.60
Associate Business Systems Engineer	30	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
		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	\$102,876.80	\$104,915.20	\$107,036.80	\$109,158.40	\$111,321.60	\$113,588.80	\$115,856.00	\$118,185.60</

Exhibit A: Page 2

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Classification	Range	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Deputy Clerk of the Board/Sr. Executive Secretary	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
		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 Disability Retirement Specialist	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
		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 Communications Specialist	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
		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	\$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
		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
Human Resources Analyst	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	\$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	\$152,859.20
Investment Analyst	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	\$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	\$152,859.20
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	\$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	\$152,859.20
Sr. Business Systems Analyst	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	\$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	\$152,859.20
Senior Paralegal	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	\$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	\$152,859.20
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	\$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
Information Security 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
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	\$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
Document Management 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
Pension Administration System Assistant Manager	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
Retirement Specialist 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
Projects and Facilities Assistant Manager	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
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
		Annually	\$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	\$168,729.60	\$172,140.80	\$175,593.60	\$179,088.00
Sr. Investment Analyst	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	\$8		

Exhibit A: Page 3
SBCERA Salary Schedule for All Employees - Effective 2/5/2026

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	\$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
		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
Information Security 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
		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
Information Systems Operations 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
		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
Investment Operations and Portfolio Analytics 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
		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
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
		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
Retirement Benefits 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
		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
Survivor Benefits 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
		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
Director of Communications & Stakeholder Relations	66	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
		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
Investment Officer	66	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
		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 Counsel	66	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
		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
Sr. Staff Counsel	71	Hourly	\$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	\$120.86	\$123.23	\$125.66	\$128.11	\$130.61
		Annually	\$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	\$251,388.80	\$256,318.40	\$261,372.80	\$266,468.80	\$271,668.80
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
		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 Human Resources 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
		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	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
		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 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
		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
Sr Investment Officer	86	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	\$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
Deputy Chief Investment Officer	90	Hourly	\$125.66	\$128.17	\$130.73	\$133.35	\$136.02	\$138.74	\$141.52	\$144.35	\$147.24	\$150.19	\$153.19	\$156.25	\$159.38	\$162.57	\$165.87	\$169.18	\$172.56	\$176.01	\$179.53	\$183.12	\$186.78
		Annually	\$261,372.80	\$266,593.60	\$271,918.40	\$277,368.00	\$282,921.60	\$288,579.20	\$294,361.60	\$300,248.00	\$306,259.20	\$312,395.20	\$318,635.20	\$325,000.00	\$331,510.40	\$338,145.60	\$345,009.60	\$351,894.40	\$358,924.80	\$366,100.80	\$373,422.40	\$380,889.60	\$388,502.40
Chief Counsel	91	Hourly	\$132.08	\$134.65	\$137.26	\$139.92	\$142.63	\$145.40	\$148.22	\$151.11	\$154.04	\$157.04	\$160.09	\$163.22	\$166.40	\$169.65	\$172.95	\$176.33	\$179.78	\$183.29	\$186.87	\$190.53	\$194.25
		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
Chief Investment Officer	91	Hourly	\$132.08	\$134.65	\$137.26	\$139.92	\$142.63	\$145.40	\$148.22	\$151.11	\$154.04	\$157.04	\$160.09	\$163.22	\$166.40	\$169.65	\$172.95	\$176.33	\$179.78	\$183.29	\$186.87	\$190.53	\$194.25
		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