

# Exhibit A: Page 1

## SBCERA Hourly Salary Schedule for Represented Employees - Effective July 1, 2022

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Receptionist	3A	\$16.81	\$17.14	\$17.49	\$17.84	\$18.19	\$18.56	\$18.93	\$19.31	\$19.69	\$20.09	\$20.49	\$20.90
	3B	\$20.09	\$20.49	\$20.90	\$21.32	\$21.74	\$22.18	\$22.62	\$23.07	\$23.54	\$24.01	\$24.49	\$24.98
Office Specialist	5A	\$18.27	\$18.63	\$19.01	\$19.38	\$19.77	\$20.16	\$20.57	\$20.99	\$21.40	\$21.83	\$22.26	\$22.71
	5B	\$21.83	\$22.26	\$22.71	\$23.16	\$23.62	\$24.10	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14
Enterprise-Content Specialist	7A	\$19.18	\$19.56	\$19.95	\$20.35	\$20.75	\$21.17	\$21.60	\$22.03	\$22.47	\$22.92	\$23.38	\$23.84
	7B	\$22.92	\$23.38	\$23.84	\$24.33	\$24.81	\$25.31	\$25.81	\$26.33	\$26.86	\$27.39	\$27.94	\$28.49
Retirement Benefits Technician Disability Retirement Benefits Technician	10A	\$20.16	\$20.57	\$20.99	\$21.40	\$21.83	\$22.26	\$22.71	\$23.16	\$23.62	\$24.10	\$24.58	\$25.07
	10B	\$24.10	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97
Legal Secretary	15A	\$22.26	\$22.71	\$23.16	\$23.62	\$24.10	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14	\$27.68
	15B	\$26.61	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97	\$30.56	\$31.18	\$31.80	\$32.44	\$33.09
Accounting Technician Information Systems Technician Accounting Technician-Fiscal	20A	\$24.58	\$25.07	\$25.58	\$26.09	\$26.61	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97	\$30.56
	20B	\$29.37	\$29.97	\$30.56	\$31.18	\$31.80	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.81	\$36.53
Payroll-Specialist Retirement Specialist Disability Retirement Specialist Communications Specialist	25A	\$27.14	\$27.68	\$28.24	\$28.80	\$29.37	\$29.97	\$30.56	\$31.18	\$31.80	\$32.44	\$33.09	\$33.75
	25B	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.81	\$36.53	\$37.25	\$38.00	\$38.76	\$39.54	\$40.33

# Exhibit A: Page 2

## SBCERA Hourly Salary Schedule for Represented Employees - Effective July 1, 2022

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Information Systems Coordinator	26A	\$28.44	\$28.99	\$29.54	\$30.10	\$30.68	\$31.26	\$31.87	\$32.47	\$33.10	\$33.74	\$34.39	\$35.05
	26B	\$33.74	\$34.39	\$35.05	\$35.73	\$36.41	\$37.11	\$37.83	\$38.56	\$39.30	\$40.07	\$40.84	\$41.63
Accountant Associate Business Systems Engineer	30A	\$29.97	\$30.56	\$31.18	\$31.86	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.81	\$36.53	\$37.25
	30B	\$35.81	\$36.53	\$37.25	\$38.00	\$38.76	\$39.54	\$40.33	\$41.14	\$41.96	\$42.80	\$43.65	\$44.53
Paralegal	33A	\$31.80	\$32.44	\$33.09	\$33.75	\$34.42	\$35.11	\$35.81	\$36.53	\$37.25	\$38.00	\$38.76	\$39.54
	33B	\$38.00	\$38.76	\$39.54	\$40.33	\$41.14	\$41.96	\$42.80	\$43.65	\$44.53	\$45.42	\$46.32	\$47.25
Business Systems Analyst Information Systems Engineer	35A	\$33.39	\$34.06	\$34.74	\$35.43	\$36.14	\$36.87	\$37.61	\$38.35	\$39.12	\$39.90	\$40.71	\$41.52
	35B	\$39.90	\$40.71	\$41.52	\$42.34	\$43.19	\$44.06	\$44.94	\$45.84	\$46.75	\$47.69	\$48.64	\$49.61
Sr. Retirement Specialist Sr. Disability Retirement Specialist	36A	\$34.55	\$35.24	\$35.94	\$36.66	\$37.40	\$38.14	\$38.91	\$39.69	\$40.48	\$41.29	\$42.11	\$42.96
	36B	\$41.29	\$42.11	\$42.96	\$43.82	\$44.69	\$45.59	\$46.50	\$47.43	\$48.38	\$49.34	\$50.33	\$51.34
Investment Analyst Sr. Accountant <del>Enterprise Content Manager</del> Sr. Business Systems Analyst	43A	\$38.76	\$39.54	\$40.33	\$41.14	\$41.96	\$42.80	\$43.65	\$44.53	\$45.42	\$46.32	\$47.25	\$48.19
	43B	\$46.32	\$47.25	\$48.19	\$49.16	\$50.15	\$51.15	\$52.17	\$53.22	\$54.28	\$55.36	\$56.47	\$57.60
Communications Officer Business Systems Engineer Information Security Engineer	44A	\$40.85	\$41.63	\$42.42	\$43.22	\$44.05	\$44.88	\$45.74	\$46.62	\$47.51	\$48.41	\$49.35	\$50.29
	44B	\$48.41	\$49.35	\$50.29	\$51.25	\$52.24	\$53.24	\$54.26	\$55.31	\$56.37	\$57.46	\$58.56	\$59.69

# Exhibit A: Page 3

**SBCERA Hourly Salary Schedule for Represented Employees - Effective July 1, 2022**

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Disability Retirement Supervisor Retirement Specialist Supervisor Account Auditing Supervisor	48A	\$42.80	\$43.65	\$44.53	\$45.42	\$46.32	\$47.25	\$48.19	\$49.16	\$50.15	\$51.15	\$52.17	\$53.22
	48B	\$51.15	\$52.17	\$53.22	\$54.28	\$55.36	\$56.47	\$57.60	\$58.76	\$59.92	\$61.13	\$62.35	\$63.56
Sr Business Systems Engineer Sr. Investment Analyst	51A	\$45.42	\$46.32	\$47.25	\$48.19	\$49.16	\$50.15	\$51.15	\$52.17	\$53.22	\$54.28	\$55.36	\$56.47
	51B	\$54.28	\$55.36	\$56.47	\$57.60	\$58.76	\$59.92	\$61.13	\$62.35	\$63.59	\$64.87	\$66.17	\$67.49

# Exhibit A: Page 4

## SBCERA Annual Salary Schedule for Represented Employees - Effective July 1, 2022

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Receptionist	3A	\$34,962	\$35,661	\$36,374	\$37,102	\$37,844	\$38,601	\$39,373	\$40,160	\$40,963	\$41,783	\$42,618	\$43,471
	3B	\$41,783	\$42,618	\$43,471	\$44,340	\$45,227	\$46,131	\$47,054	\$47,995	\$48,955	\$49,934	\$50,933	\$51,951
Office Specialist	5A	\$38,002	\$38,756	\$39,534	\$40,311	\$41,112	\$41,935	\$42,781	\$43,650	\$44,518	\$45,410	\$46,302	\$47,239
	5B	\$45,410	\$46,302	\$47,239	\$48,177	\$49,137	\$50,120	\$51,126	\$52,155	\$53,207	\$54,259	\$55,357	\$56,454
Enterprise-Content Specialist	7A	\$39,900	\$40,677	\$41,500	\$42,323	\$43,169	\$44,038	\$44,930	\$45,822	\$46,736	\$47,674	\$48,634	\$49,595
	7B	\$47,674	\$48,634	\$49,595	\$50,601	\$51,607	\$52,636	\$53,687	\$54,762	\$55,860	\$56,980	\$58,123	\$59,266
Retirement Benefits Technician Disability Retirement Benefits Technician	10A	\$41,935	\$42,781	\$43,650	\$44,518	\$45,410	\$46,302	\$47,239	\$48,177	\$49,137	\$50,120	\$51,126	\$52,155
	10B	\$50,120	\$51,126	\$52,155	\$53,207	\$54,259	\$55,357	\$56,454	\$57,574	\$58,741	\$59,907	\$61,096	\$62,330
Legal Secretary	15A	\$46,302	\$47,239	\$48,177	\$49,137	\$50,120	\$51,126	\$52,155	\$53,207	\$54,259	\$55,357	\$56,454	\$57,574
	15B	\$55,357	\$56,454	\$57,574	\$58,741	\$59,907	\$61,096	\$62,330	\$63,565	\$64,846	\$66,149	\$67,475	\$68,824
Accounting Technician Information Systems Technician Accounting Technician-Fiscal	20A	\$51,126	\$52,155	\$53,207	\$54,259	\$55,357	\$56,454	\$57,574	\$58,741	\$59,907	\$61,096	\$62,330	\$63,565
	20B	\$61,096	\$62,330	\$63,565	\$64,846	\$66,149	\$67,475	\$68,824	\$70,196	\$71,591	\$73,031	\$74,495	\$75,981
Payroll Specialist Retirement Specialist Disability Retirement Specialist Communications Specialist	25A	\$56,454	\$57,574	\$58,741	\$59,907	\$61,096	\$62,330	\$63,565	\$64,846	\$66,149	\$67,475	\$68,824	\$70,196
	25B	\$67,475	\$68,824	\$70,196	\$71,591	\$73,031	\$74,495	\$75,981	\$77,490	\$79,045	\$80,623	\$82,246	\$83,892

# Exhibit A: Page 5

## SBCERA Annual Salary Schedule for Represented Employees - Effective July 1, 2022

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Information Systems Coordinator	26A	\$59,152	\$60,295	\$61,439	\$62,605	\$63,817	\$65,028	\$66,286	\$67,544	\$68,847	\$70,173	\$71,522	\$72,894
	26B	\$70,173	\$71,522	\$72,894	\$74,312	\$75,729	\$77,193	\$78,679	\$80,211	\$81,743	\$83,343	\$84,944	\$86,590
Accountant Associate Business Systems Engineer	30A	\$62,330	\$63,565	\$64,846	\$66,263	\$67,475	\$68,824	\$70,196	\$71,591	\$73,031	\$74,495	\$75,981	\$77,490
	30B	\$74,495	\$75,981	\$77,490	\$79,045	\$80,623	\$82,246	\$83,892	\$85,561	\$87,276	\$89,014	\$90,798	\$92,627
Paralegal	33A	\$66,149	\$67,475	\$68,824	\$70,196	\$71,591	\$73,031	\$74,495	\$75,981	\$77,490	\$79,045	\$80,623	\$82,246
	33B	\$79,045	\$80,623	\$82,246	\$83,892	\$85,561	\$87,276	\$89,014	\$90,798	\$92,627	\$94,479	\$96,354	\$98,274
Business Systems Analyst Information Systems Engineer	35A	\$69,441	\$70,836	\$72,254	\$73,694	\$75,181	\$76,690	\$78,222	\$79,777	\$81,377	\$83,001	\$84,670	\$86,362
	35B	\$83,001	\$84,670	\$86,362	\$88,077	\$89,837	\$91,644	\$93,473	\$95,348	\$97,245	\$99,189	\$101,178	\$103,190
Sr. Retirement Specialist Sr. Disability Retirement Specialist	36A	\$71,862	\$73,299	\$74,765	\$76,260	\$77,786	\$79,341	\$80,928	\$82,547	\$84,198	\$85,882	\$87,599	\$89,351
	36B	\$85,882	\$87,599	\$89,351	\$91,138	\$92,961	\$94,820	\$96,717	\$98,651	\$100,624	\$102,636	\$104,689	\$106,783
Investment Analyst Sr. Accountant <del>Enterprise Content Manager</del> Sr. Business Systems Analyst	43A	\$80,623	\$82,246	\$83,892	\$85,561	\$87,276	\$89,014	\$90,798	\$92,627	\$94,479	\$96,354	\$98,274	\$100,241
	43B	\$96,354	\$98,274	\$100,241	\$102,253	\$104,311	\$106,392	\$108,518	\$110,690	\$112,908	\$115,149	\$117,458	\$119,813
Communications Officer Business Systems Engineer Information Security Engineer	44A	\$84,967	\$86,590	\$88,237	\$89,906	\$91,621	\$93,358	\$95,142	\$96,971	\$98,823	\$100,698	\$102,642	\$104,608
	44B	\$100,698	\$102,642	\$104,608	\$106,597	\$108,655	\$110,736	\$112,862	\$115,035	\$117,253	\$119,516	\$121,803	\$124,158

## Exhibit A: Page 6

### SBCERA Annual Salary Schedule for Represented Employees - Effective July 1, 2022

Classification	Range/ Band	Step 1	Step 2	Step 3	Step 4 / 13	Step 5 / 14	Step 6 / 15	Step 7 / 16	Step 8 / 17	Step 9 / 18	Step 10 / 19	Step 11 / 20	Step 12 / 21
Disability Retirement Supervisor Retirement Specialist Supervisor Account Auditing Supervisor	48A	\$89,014	\$90,798	\$92,627	\$94,479	\$96,354	\$98,274	\$100,241	\$102,253	\$104,311	\$106,392	\$108,518	\$110,690
	48B	\$106,392	\$108,518	\$110,690	\$112,908	\$115,149	\$117,458	\$119,813	\$122,214	\$124,638	\$127,153	\$129,691	\$132,206
Sr Business Systems Engineer Sr. Investment Analyst	51A	\$94,479	\$96,354	\$98,274	\$100,241	\$102,253	\$104,311	\$106,392	\$108,518	\$110,690	\$112,908	\$115,149	\$117,458
	51B	\$112,908	\$115,149	\$117,458	\$119,813	\$122,214	\$124,638	\$127,153	\$129,691	\$132,275	\$134,927	\$137,625	\$140,369