



BOARD OF RETIREMENT

Staff Report

File #: 23-483

Agenda Date: 12/7/2023

Agenda #: 28.

FROM: Debby Cherney, Chief Executive Officer

SUBJECT: Compensation and Benefit Adjustments for Unrepresented Employees

RECOMMENDATION:

Approve the implementation of adjustments to compensation and benefits for unrepresented employees of SBCERA; approve the SBCERA Salary Schedule for Unrepresented Employees effective December 30, 2023 (the pay period including January 1, 2024).

BACKGROUND:

Staff recommends that the Board adopt a new SBCERA Salary Schedule for Unrepresented Employees effective December 30, 2023 (the pay period including January 1, 2024), which is attached as Exhibit A. This salary schedule implements a Cost Living Adjustment (COLA) which is based upon the actual percent change in the Consumer Price Index for Riverside-San Bernardino-Ontario from September 2022 to September 2023 (4.9%).

Staff also recommends that the Board adopt the following changes in compensation and benefits for Unrepresented Employees:

1. For Unrepresented Employees currently receiving an employer pickup of member contributions to SBCERA (Tier 1 members only), such pickup will be reduced from 3% to 2% effective December 30, 2023. For Unrepresented Employees not currently receiving an employer pickup of member contributions, but who reach eligibility based on their legacy benefits groupings on or after December 30, 2023, they shall only be entitled to the same 2%.
2. If the Board has adopted the Terms and Conditions of Employment for Represented Employees, then apply such terms and conditions to the Unrepresented Employees, with the exception of the following Articles and Sections of the Terms and Conditions:
 - a. Article 2: Recognition
 - b. Article 3: Management Rights
 - c. Article 5: Salary and Other Compensation Items:
 - i. Section 5.1: Salary Increases
 - ii. Section 5.3.2: 401(k) Plan
 - d. Article 8: Retirement
 - i. Section 8.1: Pension Plan
 - e. Article 9: Employee Representatives/Stewards
 - f. Article 10: Grievances
 - g. Article 14: Union Rights

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- h. Article 15: Layoffs
- i. Article 21: Amendments

BUDGET IMPACT:

Costs for this item are included in the current year administrative budget.

STRATEGIC PLANNING GOAL/OBJECTIVE:

Quality Employer and Workplace

STAFF CONTACT:

Debby Cherney
Stacey Barnier

ATTACHMENTS:

Exhibit A: Unrepresented Employees Salary Schedule Effective December 30, 2023

SBCERA Salary Schedule for Unrepresented Employees - Effective December 30, 2023

Classification	Range	Unit	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Human Resources Technician	10	Unrep	Hourly	\$24.48	\$24.99	\$25.49	\$25.99	\$26.51	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.68	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40
			Annually	\$50,918.40	\$51,979.20	\$53,019.20	\$54,059.20	\$55,140.80	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,894.40	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00
Executive Secretary	15	Unrep	Hourly	\$27.03	\$27.58	\$28.12	\$28.69	\$29.27	\$29.85	\$30.44	\$31.06	\$31.66	\$32.32	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.86	\$38.61	\$39.40	\$40.19
			Annually	\$56,222.40	\$57,366.40	\$58,489.60	\$59,675.20	\$60,881.60	\$62,088.00	\$63,315.20	\$64,604.80	\$65,852.80	\$67,225.60	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,748.80	\$80,308.80	\$81,952.00	\$83,595.20
Human Resources Specialist	25	Unrep	Hourly	\$32.97	\$33.61	\$34.29	\$34.97	\$35.68	\$36.40	\$37.11	\$37.87	\$38.61	\$39.40	\$40.19	\$40.99	\$41.80	\$42.64	\$43.49	\$44.36	\$45.23	\$46.15	\$47.08	\$48.02	\$48.98
			Annually	\$68,577.60	\$69,908.80	\$71,323.20	\$72,737.60	\$74,214.40	\$75,712.00	\$77,188.80	\$78,769.60	\$80,308.80	\$81,952.00	\$83,595.20	\$85,259.20	\$86,944.00	\$88,691.20	\$90,459.20	\$92,268.80	\$94,078.40	\$95,992.00	\$97,926.40	\$99,881.60	\$101,878.40
Senior Legal Secretary	31	Unrep	Hourly	\$37.96	\$38.71	\$39.43	\$40.20	\$40.97	\$41.77	\$42.56	\$43.40	\$44.23	\$45.07	\$45.94	\$46.83	\$47.73	\$48.65	\$49.60	\$50.55	\$51.54	\$52.53	\$53.56	\$54.59	\$55.66
			Annually	\$78,956.80	\$80,516.80	\$82,014.40	\$83,616.00	\$85,217.60	\$86,881.60	\$88,524.80	\$90,272.00	\$91,998.40	\$93,745.60	\$95,555.20	\$97,406.40	\$99,278.40	\$101,192.00	\$103,168.00	\$105,144.00	\$107,203.20	\$109,262.40	\$111,404.80	\$113,547.20	\$115,772.80
Deputy Clerk of the Board/Sr. Executive Secretary	36	Unrep	Hourly	\$41.96	\$42.80	\$43.64	\$44.52	\$45.41	\$46.31	\$47.26	\$48.20	\$49.16	\$50.14	\$51.14	\$52.17	\$53.22	\$54.28	\$55.37	\$56.47	\$57.61	\$58.75	\$59.93	\$61.13	\$62.35
			Annually	\$87,276.80	\$89,024.00	\$90,771.20	\$92,601.60	\$94,452.80	\$96,324.80	\$98,300.80	\$100,256.00	\$102,252.80	\$104,291.20	\$106,371.20	\$108,513.60	\$110,697.60	\$112,902.40	\$115,169.60	\$117,457.60	\$119,828.80	\$122,200.00	\$124,654.40	\$127,150.40	\$129,688.00
Clerk of the Board/Executive Assistant	48	Unrep	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
			Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Projects and Facilities Assistant Manager	48	Unrep	Hourly	\$51.98	\$53.02	\$54.09	\$55.16	\$56.26	\$57.38	\$58.52	\$59.70	\$60.90	\$62.12	\$63.36	\$64.63	\$65.92	\$67.23	\$68.58	\$69.96	\$71.36	\$72.77	\$74.24	\$75.72	\$77.19
			Annually	\$108,118.40	\$110,281.60	\$112,507.20	\$114,732.80	\$117,020.80	\$119,350.40	\$121,721.60	\$124,176.00	\$126,672.00	\$129,209.60	\$131,788.80	\$134,430.40	\$137,113.60	\$139,838.40	\$142,646.40	\$145,516.80	\$148,428.80	\$151,361.60	\$154,419.20	\$157,497.60	\$160,555.20
Accounting Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Communications & Stakeholder Relations Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Disability Retirement Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Government Affairs Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Member Experience Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Information Security Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Information Systems Operations Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Investment Operations and Portfolio Analytics Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Retirement Benefits Manager	61	Unrep	Hourly	\$69.79	\$71.11	\$72.50	\$73.90	\$75.32	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46
			Annually	\$145,163.20	\$147,908.80	\$150,800.00	\$153,712.00	\$156,665.60	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80
Director of Communications & Stakeholder Relations	66	Unrep	Hourly	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85
			Annually	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00
Director of Human Resources & Risk Management	66	Unrep	Hourly	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85
			Annually	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00
Investment Officer	66	Unrep	Hourly	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85
			Annually	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00
Staff Counsel	66	Unrep	Hourly	\$76.78	\$78.26	\$79.77	\$81.32	\$82.88	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85
			Annually	\$159,702.40	\$162,780.80	\$165,921.60	\$169,145.60	\$172,390.40	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116.80	\$217,276.80	\$221,478.40	\$225,804.80	\$230,235.20	\$234,728.00
Sr. Staff Counsel	71	Unrep	Hourly	\$84.49	\$86.13	\$87.81	\$89.51	\$91.26	\$93.03	\$94.84	\$96.68	\$98.56	\$100.48	\$102.46	\$104.46	\$106.48	\$108.56	\$110.69	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33
			Annually	\$175,739.20	\$179,150.40	\$182,644.80	\$186,180.80	\$189,820.80	\$193,502.40	\$197,267.20	\$201,094.40	\$205,004.80	\$208,998.40	\$213,116										

SBCERA Salary Schedule for Unrepresented Employees - Effective December 30, 2023

Classification	Range	Unit	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Sr Investment Officer	86	Unrep	Hourly	\$112.85	\$115.05	\$117.31	\$119.62	\$121.95	\$124.33	\$126.76	\$129.25	\$131.78	\$134.37	\$137.00	\$139.70	\$142.43	\$145.23	\$148.09	\$151.01	\$153.96	\$157.00	\$160.09	\$163.23	\$166.46
			Annually	\$234,728.00	\$239,304.00	\$244,004.80	\$248,809.60	\$253,656.00	\$258,606.40	\$263,660.80	\$268,840.00	\$274,102.40	\$279,489.60	\$284,960.00	\$290,576.00	\$296,254.40	\$302,078.40	\$308,027.20	\$314,100.80	\$320,236.80	\$326,560.00	\$332,987.20	\$339,518.40	\$346,236.80
Chief Counsel	91	Unrep	Hourly	\$125.73	\$128.18	\$130.66	\$133.20	\$135.77	\$138.41	\$141.09	\$143.85	\$146.64	\$149.49	\$152.40	\$155.37	\$158.40	\$161.49	\$164.64	\$167.85	\$171.13	\$174.48	\$177.89	\$181.37	\$184.91
			Annually	\$261,518.40	\$266,614.40	\$271,772.80	\$277,056.00	\$282,401.60	\$287,892.80	\$293,467.20	\$299,208.00	\$305,011.20	\$310,939.20	\$316,992.00	\$323,169.60	\$329,472.00	\$335,899.20	\$342,451.20	\$349,128.00	\$355,950.40	\$362,918.40	\$370,011.20	\$377,249.60	\$384,612.80
Chief Investment Officer	91	Unrep	Hourly	\$125.73	\$128.18	\$130.66	\$133.20	\$135.77	\$138.41	\$141.09	\$143.85	\$146.64	\$149.49	\$152.40	\$155.37	\$158.40	\$161.49	\$164.64	\$167.85	\$171.13	\$174.48	\$177.89	\$181.37	\$184.91
			Annually	\$261,518.40	\$266,614.40	\$271,772.80	\$277,056.00	\$282,401.60	\$287,892.80	\$293,467.20	\$299,208.00	\$305,011.20	\$310,939.20	\$316,992.00	\$323,169.60	\$329,472.00	\$335,899.20	\$342,451.20	\$349,128.00	\$355,950.40	\$362,918.40	\$370,011.20	\$377,249.60	\$384,612.80
Chief Executive Officer	93	Unrep	Hourly	\$134.09	\$136.62	\$139.20	\$141.85	\$144.54	\$147.28	\$150.08	\$152.93	\$155.85	\$158.81	\$161.85	\$164.93	\$168.08	\$171.29	\$174.59	\$177.91	\$181.32	\$184.80	\$188.36	\$191.98	\$195.67
			Annually	\$278,907.20	\$284,169.60	\$289,536.00	\$295,048.00	\$300,643.20	\$306,342.40	\$312,166.40	\$318,094.40	\$324,168.00	\$330,324.80	\$336,648.00	\$343,054.40	\$349,606.40	\$356,283.20	\$363,147.20	\$370,052.80	\$377,145.60	\$384,384.00	\$391,788.80	\$399,318.40	\$406,993.60

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