

Exhibit A: Page 1

SBCERA Salary Schedule for All Employees - Effective 7/1/2025

| 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    | \$20.70     | \$21.11     | \$21.54     | \$21.96     | \$22.40     | \$22.85     | \$23.31     | \$23.78     | \$24.25     | \$24.74     | \$25.23     | \$25.74     | \$26.25     | \$26.77     | \$27.32     | \$27.85     | \$28.41     | \$28.99     | \$29.56     | \$30.17      | \$30.76      |
|   |       | Annually  | \$43,056.00 | \$43,908.80 | \$44,803.20 | \$45,676.80 | \$46,592.00 | \$47,528.00 | \$48,484.80 | \$49,462.40 | \$50,440.00 | \$51,459.20 | \$52,478.40 | \$53,539.20 | \$54,600.00 | \$55,681.60 | \$56,825.60 | \$57,928.00 | \$59,092.80 | \$60,299.20 | \$61,484.80 | \$62,753.60  | \$63,980.80  |
| Office Specialist                         | 5     | Hourly    | \$22.50     | \$22.95     | \$23.41     | \$23.87     | \$24.34     | \$24.82     | \$25.34     | \$25.85     | \$26.35     | \$26.88     | \$27.41     | \$27.97     | \$28.51     | \$29.09     | \$29.68     | \$30.27     | \$30.87     | \$31.49     | \$32.12     | \$32.77      | \$33.43      |
|   |       | Annually  | \$46,800.00 | \$47,736.00 | \$48,692.80 | \$49,649.60 | \$50,627.20 | \$51,625.60 | \$52,707.20 | \$53,768.00 | \$54,808.00 | \$55,910.40 | \$57,012.80 | \$58,177.60 | \$59,300.80 | \$60,507.20 | \$61,734.40 | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,809.60 | \$68,161.60  | \$69,534.40  |
| Disability Retirement Benefits Technician | 10    | Hourly    | \$24.82     | \$25.34     | \$25.85     | \$26.35     | \$26.88     | \$27.41     | \$27.97     | \$28.51     | \$29.09     | \$29.68     | \$30.27     | \$30.87     | \$31.49     | \$32.12     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18      | \$36.91      |
|   |       | Annually  | \$51,625.60 | \$52,707.20 | \$53,768.00 | \$54,808.00 | \$55,910.40 | \$57,012.80 | \$58,177.60 | \$59,300.80 | \$60,507.20 | \$61,734.40 | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,809.60 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40  | \$76,772.80  |
| Human Resources Technician                | 10    | Hourly    | \$24.82     | \$25.34     | \$25.85     | \$26.35     | \$26.88     | \$27.41     | \$27.97     | \$28.51     | \$29.09     | \$29.68     | \$30.27     | \$30.87     | \$31.49     | \$32.12     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18      | \$36.91      |
|   |       | Annually  | \$51,625.60 | \$52,707.20 | \$53,768.00 | \$54,808.00 | \$55,910.40 | \$57,012.80 | \$58,177.60 | \$59,300.80 | \$60,507.20 | \$61,734.40 | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,809.60 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40  | \$76,772.80  |
| Retirement Benefits Technician            | 10    | Hourly    | \$24.82     | \$25.34     | \$25.85     | \$26.35     | \$26.88     | \$27.41     | \$27.97     | \$28.51     | \$29.09     | \$29.68     | \$30.27     | \$30.87     | \$31.49     | \$32.12     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18      | \$36.91      |
|   |       | Annually  | \$51,625.60 | \$52,707.20 | \$53,768.00 | \$54,808.00 | \$55,910.40 | \$57,012.80 | \$58,177.60 | \$59,300.80 | \$60,507.20 | \$61,734.40 | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,809.60 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40  | \$76,772.80  |
| Executive Secretary                       | 15    | Hourly    | \$27.41     | \$27.97     | \$28.51     | \$29.09     | \$29.68     | \$30.27     | \$30.87     | \$31.49     | \$32.10     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.39     | \$39.15     | \$39.95      | \$40.75      |
|   |       | Annually  | \$57,012.80 | \$58,177.60 | \$59,300.80 | \$60,507.20 | \$61,734.40 | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,768.00 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,851.20 | \$81,432.00 | \$83,096.00  | \$84,760.00  |
| Legal Secretary                           | 15    | Hourly    | \$27.41     | \$27.97     | \$28.51     | \$29.09     | \$29.68     | \$30.27     | \$30.87     | \$31.49     | \$32.10     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.39     | \$39.15     | \$39.95      | \$40.75      |
|   |       | Annually  | \$57,012.80 | \$58,177.60 | \$59,300.80 | \$60,507.20 | \$61,734.40 | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,768.00 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,851.20 | \$81,432.00 | \$83,096.00  | \$84,760.00  |
| Accounting Technician                     | 20    | Hourly    | \$30.27     | \$30.87     | \$31.49     | \$32.12     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.40     | \$39.15     | \$39.95     | \$40.75     | \$41.56     | \$42.39     | \$43.24     | \$44.10      | \$44.98      |
|   |       | Annually  | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,809.60 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,872.00 | \$81,432.00 | \$83,096.00 | \$84,760.00 | \$86,444.80 | \$88,171.20 | \$89,939.20 | \$91,728.00  | \$93,558.40  |
| Facilities Maintenance Technician         | 20    | Hourly    | \$30.27     | \$30.87     | \$31.49     | \$32.12     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.40     | \$39.15     | \$39.95     | \$40.75     | \$41.56     | \$42.39     | \$43.24     | \$44.10      | \$44.98      |
|   |       | Annually  | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,809.60 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,872.00 | \$81,432.00 | \$83,096.00 | \$84,760.00 | \$86,444.80 | \$88,171.20 | \$89,939.20 | \$91,728.00  | \$93,558.40  |
| Information Systems Technician            | 20    | Hourly    | \$30.27     | \$30.87     | \$31.49     | \$32.12     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.40     | \$39.15     | \$39.95     | \$40.75     | \$41.56     | \$42.39     | \$43.24     | \$44.10      | \$44.98      |
|   |       | Annually  | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,809.60 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,872.00 | \$81,432.00 | \$83,096.00 | \$84,760.00 | \$86,444.80 | \$88,171.20 | \$89,939.20 | \$91,728.00  | \$93,558.40  |
| Senior Retirement Benefits Technician     | 20    | Hourly    | \$30.27     | \$30.87     | \$31.49     | \$32.12     | \$32.77     | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.40     | \$39.15     | \$39.95     | \$40.75     | \$41.56     | \$42.39     | \$43.24     | \$44.10      | \$44.98      |
|   |       | Annually  | \$62,961.60 | \$64,209.60 | \$65,499.20 | \$66,809.60 | \$68,161.60 | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,872.00 | \$81,432.00 | \$83,096.00 | \$84,760.00 | \$86,444.80 | \$88,171.20 | \$89,939.20 | \$91,728.00  | \$93,558.40  |
| Benefit Payment Specialist                | 25    | Hourly    | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.40     | \$39.15     | \$39.95     | \$40.75     | \$41.56     | \$42.39     | \$43.24     | \$44.10     | \$44.98     | \$45.86     | \$46.80     | \$47.74     | \$48.69      | \$49.67      |
|   |       | Annually  | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,872.00 | \$81,432.00 | \$83,096.00 | \$84,760.00 | \$86,444.80 | \$88,171.20 | \$89,939.20 | \$91,728.00 | \$93,558.40 | \$95,388.80 | \$97,344.00 | \$99,299.20 | \$101,275.20 | \$103,313.60 |
| Communications Specialist                 | 25    | Hourly    | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.40     | \$39.15     | \$39.95     | \$40.75     | \$41.56     | \$42.39     | \$43.24     | \$44.10     | \$44.98     | \$45.86     | \$46.80     | \$47.74     | \$48.69      | \$49.67      |
|   |       | Annually  | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,872.00 | \$81,432.00 | \$83,096.00 | \$84,760.00 | \$86,444.80 | \$88,171.20 | \$89,939.20 | \$91,728.00 | \$93,558.40 | \$95,388.80 | \$97,344.00 | \$99,299.20 | \$101,275.20 | \$103,313.60 |
| Disability Retirement Specialist          | 25    | Hourly    | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.40     | \$39.15     | \$39.95     | \$40.75     | \$41.56     | \$42.39     | \$43.24     | \$44.10     | \$44.98     | \$45.86     | \$46.80     | \$47.74     | \$48.69      | \$49.67      |
|   |       | Annually  | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,872.00 | \$81,432.00 | \$83,096.00 | \$84,760.00 | \$86,444.80 | \$88,171.20 | \$89,939.20 | \$91,728.00 | \$93,558.40 | \$95,388.80 | \$97,344.00 | \$99,299.20 | \$101,275.20 | \$103,313.60 |
| Human Resources Specialist                | 25    | Hourly    | \$33.43     | \$34.08     | \$34.77     | \$35.46     | \$36.18     | \$36.91     | \$37.63     | \$38.40     | \$39.15     | \$39.95     | \$40.75     | \$41.56     | \$42.39     | \$43.24     | \$44.10     | \$44.98     | \$45.86     | \$46.80     | \$47.74     | \$48.69      | \$49.67      |
|   |       | Annually  | \$69,534.40 | \$70,886.40 | \$72,321.60 | \$73,756.80 | \$75,254.40 | \$76,772.80 | \$78,270.40 | \$79,872.00 | \$81,432.00 | \$83,096.00 | \$84,760.00 | \$86,444.80 | \$88,171.20 | \$89,939.20 | \$91,728.00 | \$93,558.40 | \$          |             |             |              |              |

Exhibit A: Page 2

SBCERA Salary Schedule for All Employees - Effective 7/1/2025

| Classification                                    | Range | Pay Basis          | Step 1                  | Step 2                  | Step 3                  | Step 4                  | Step 5                  | Step 6                  | Step 7                  | Step 8                  | Step 9                  | Step 10                 | Step 11                 | Step 12                 | Step 13                 | Step 14                 | Step 15                 | Step 16                 | Step 17                 | Step 18                 | Step 19                 | Step 20                 | Step 21                 |
|---|-------|--------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Deputy Clerk of the Board/Sr. Executive Secretary | 36    | Hourly<br>Annually | \$42.55<br>\$88,504.00  | \$43.40<br>\$90,272.00  | \$44.25<br>\$92,040.00  | \$45.14<br>\$93,891.20  | \$46.05<br>\$95,784.00  | \$46.96<br>\$97,676.80  | \$47.92<br>\$99,673.60  | \$48.87<br>\$101,649.60 | \$49.85<br>\$103,688.00 | \$50.84<br>\$105,747.20 | \$51.86<br>\$107,868.80 | \$52.90<br>\$110,032.00 | \$53.97<br>\$112,257.60 | \$55.04<br>\$114,483.20 | \$56.15<br>\$116,792.00 | \$57.26<br>\$119,100.80 | \$58.42<br>\$121,513.60 | \$59.57<br>\$123,905.60 | \$60.77<br>\$126,401.60 | \$61.99<br>\$128,939.20 | \$63.22<br>\$131,497.60 |
| Senior Disability Retirement Specialist           | 36    | Hourly<br>Annually | \$42.55<br>\$88,504.00  | \$43.40<br>\$90,272.00  | \$44.25<br>\$92,040.00  | \$45.14<br>\$93,891.20  | \$46.05<br>\$95,784.00  | \$46.96<br>\$97,676.80  | \$47.92<br>\$99,673.60  | \$48.87<br>\$101,649.60 | \$49.85<br>\$103,688.00 | \$50.84<br>\$105,747.20 | \$51.86<br>\$107,868.80 | \$52.90<br>\$110,032.00 | \$53.97<br>\$112,257.60 | \$55.04<br>\$114,483.20 | \$56.15<br>\$116,792.00 | \$57.26<br>\$119,100.80 | \$58.42<br>\$121,513.60 | \$59.57<br>\$123,905.60 | \$60.77<br>\$126,401.60 | \$61.99<br>\$128,939.20 | \$63.22<br>\$131,497.60 |
| Senior Communications Specialist                  | 36    | Hourly<br>Annually | \$42.55<br>\$88,504.00  | \$43.40<br>\$90,272.00  | \$44.25<br>\$92,040.00  | \$45.14<br>\$93,891.20  | \$46.05<br>\$95,784.00  | \$46.96<br>\$97,676.80  | \$47.92<br>\$99,673.60  | \$48.87<br>\$101,649.60 | \$49.85<br>\$103,688.00 | \$50.84<br>\$105,747.20 | \$51.86<br>\$107,868.80 | \$52.90<br>\$110,032.00 | \$53.97<br>\$112,257.60 | \$55.04<br>\$114,483.20 | \$56.15<br>\$116,792.00 | \$57.26<br>\$119,100.80 | \$58.42<br>\$121,513.60 | \$59.57<br>\$123,905.60 | \$60.77<br>\$126,401.60 | \$61.99<br>\$128,939.20 | \$63.22<br>\$131,497.60 |
| Senior Retirement Specialist                      | 36    | Hourly<br>Annually | \$42.55<br>\$88,504.00  | \$43.40<br>\$90,272.00  | \$44.25<br>\$92,040.00  | \$45.14<br>\$93,891.20  | \$46.05<br>\$95,784.00  | \$46.96<br>\$97,676.80  | \$47.92<br>\$99,673.60  | \$48.87<br>\$101,649.60 | \$49.85<br>\$103,688.00 | \$50.84<br>\$105,747.20 | \$51.86<br>\$107,868.80 | \$52.90<br>\$110,032.00 | \$53.97<br>\$112,257.60 | \$55.04<br>\$114,483.20 | \$56.15<br>\$116,792.00 | \$57.26<br>\$119,100.80 | \$58.42<br>\$121,513.60 | \$59.57<br>\$123,905.60 | \$60.77<br>\$126,401.60 | \$61.99<br>\$128,939.20 | \$63.22<br>\$131,497.60 |
| Human Resources Analyst                           | 43    | Hourly<br>Annually | \$47.74<br>\$99,299.20  | \$48.69<br>\$101,275.20 | \$49.67<br>\$103,313.60 | \$50.66<br>\$105,372.80 | \$51.66<br>\$107,452.80 | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 |
| Investment Analyst                                | 43    | Hourly<br>Annually | \$47.74<br>\$99,299.20  | \$48.69<br>\$101,275.20 | \$49.67<br>\$103,313.60 | \$50.66<br>\$105,372.80 | \$51.66<br>\$107,452.80 | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 |
| Sr. Accountant                                    | 43    | Hourly<br>Annually | \$47.74<br>\$99,299.20  | \$48.69<br>\$101,275.20 | \$49.67<br>\$103,313.60 | \$50.66<br>\$105,372.80 | \$51.66<br>\$107,452.80 | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 |
| Sr. Business Systems Analyst                      | 43    | Hourly<br>Annually | \$47.74<br>\$99,299.20  | \$48.69<br>\$101,275.20 | \$49.67<br>\$103,313.60 | \$50.66<br>\$105,372.80 | \$51.66<br>\$107,452.80 | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 |
| Senior Paralegal                                  | 43    | Hourly<br>Annually | \$47.74<br>\$99,299.20  | \$48.69<br>\$101,275.20 | \$49.67<br>\$103,313.60 | \$50.66<br>\$105,372.80 | \$51.66<br>\$107,452.80 | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 |
| Business Systems Engineer                         | 44    | Hourly<br>Annually | \$50.30<br>\$104,624.00 | \$51.26<br>\$106,620.80 | \$52.24<br>\$108,659.20 | \$53.22<br>\$110,697.60 | \$54.25<br>\$112,840.00 | \$55.27<br>\$114,961.60 | \$56.32<br>\$117,145.60 | \$57.40<br>\$119,392.00 | \$58.51<br>\$121,700.80 | \$59.61<br>\$123,988.80 | \$60.78<br>\$126,422.40 | \$61.92<br>\$128,793.60 | \$63.12<br>\$131,289.60 | \$64.33<br>\$133,806.40 | \$65.57<br>\$136,385.60 | \$66.82<br>\$138,985.60 | \$68.11<br>\$141,668.80 | \$69.42<br>\$144,393.60 | \$70.77<br>\$147,201.60 | \$72.11<br>\$149,988.80 | \$73.52<br>\$152,921.60 |
| Communications Officer                            | 44    | Hourly<br>Annually | \$50.30<br>\$104,624.00 | \$51.26<br>\$106,620.80 | \$52.24<br>\$108,659.20 | \$53.22<br>\$110,697.60 | \$54.25<br>\$112,840.00 | \$55.27<br>\$114,961.60 | \$56.32<br>\$117,145.60 | \$57.40<br>\$119,392.00 | \$58.51<br>\$121,700.80 | \$59.61<br>\$123,988.80 | \$60.78<br>\$126,422.40 | \$61.92<br>\$128,793.60 | \$63.12<br>\$131,289.60 | \$64.33<br>\$133,806.40 | \$65.57<br>\$136,385.60 | \$66.82<br>\$138,985.60 | \$68.11<br>\$141,668.80 | \$69.42<br>\$144,393.60 | \$70.77<br>\$147,201.60 | \$72.11<br>\$149,988.80 | \$73.52<br>\$152,921.60 |
| Information Security Engineer                     | 44    | Hourly<br>Annually | \$50.30<br>\$104,624.00 | \$51.26<br>\$106,620.80 | \$52.24<br>\$108,659.20 | \$53.22<br>\$110,697.60 | \$54.25<br>\$112,840.00 | \$55.27<br>\$114,961.60 | \$56.32<br>\$117,145.60 | \$57.40<br>\$119,392.00 | \$58.51<br>\$121,700.80 | \$59.61<br>\$123,988.80 | \$60.78<br>\$126,422.40 | \$61.92<br>\$128,793.60 | \$63.12<br>\$131,289.60 | \$64.33<br>\$133,806.40 | \$65.57<br>\$136,385.60 | \$66.82<br>\$138,985.60 | \$68.11<br>\$141,668.80 | \$69.42<br>\$144,393.60 | \$70.77<br>\$147,201.60 | \$72.11<br>\$149,988.80 | \$73.52<br>\$152,921.60 |
| Account Auditing Supervisor                       | 48    | Hourly<br>Annually | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.27<br>\$162,801.60 |
| Clerk of the Board/Executive Assistant            | 48    | Hourly<br>Annually | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.27<br>\$162,801.60 |
| Disability Retirement Supervisor                  | 48    | Hourly<br>Annually | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.27<br>\$162,801.60 |
| Document Management Supervisor                    | 48    | Hourly<br>Annually | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.27<br>\$162,801.60 |
| Pension Administration System Assistant Manager   | 48    | Hourly<br>Annually | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.27<br>\$162,801.60 |
| Retirement Specialist Supervisor                  | 48    | Hourly<br>Annually | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.27<br>\$162,801.60 |
| Projects and Facilities Assistant Manager         | 48    | Hourly<br>Annually | \$52.71<br>\$109,636.80 | \$53.76<br>\$111,820.80 | \$54.85<br>\$114,088.00 | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.27<br>\$162,801.60 |
| Cloud-Infrastructure Architect                    | 51    | Hourly<br>Annually | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.30<br>\$162,864.00 | \$79.88<br>\$166,150.40 | \$81.49<br>\$169,499.20 | \$83.11<br>\$172,868.80 |
| Sr. Business Systems Engineer                     | 51    | Hourly<br>Annually | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.30<br>\$162,864.00 | \$79.88<br>\$166,150.40 | \$81.49<br>\$169,499.20 | \$83.11<br>\$172,868.80 |
| Sr. Investment Analyst                            | 51    | Hourly<br>Annually | \$55.93<br>\$116,334.40 | \$57.05<br>\$118,664.00 | \$58.18<br>\$121,014.40 | \$59.34<br>\$123,427.20 | \$60.54<br>\$125,923.20 | \$61.75<br>\$128,440.00 | \$62.99<br>\$131,019.20 | \$64.25<br>\$133,640.00 | \$65.53<br>\$136,302.40 | \$66.84<br>\$139,027.20 | \$68.17<br>\$141,793.60 | \$69.54<br>\$144,643.20 | \$70.94<br>\$147,555.20 | \$72.36<br>\$150,508.80 | \$73.79<br>\$153,483.20 | \$75.28<br>\$156,582.40 | \$76.78<br>\$159,702.40 | \$78.30<br>\$162,864.00 | \$79.88<br>\$166,150.40 | \$81.49<br>\$169,499.20 | \$83.11<br>\$172,868.80 |
| Associate Investment Officer                      | 56    | Hourly<br>Annually | \$63.35<br>\$131,768.00 | \$64.62<br>\$134,409.60 | \$65.91<br>\$137,092.80 | \$67.23<br>\$139,838.40 | \$68.57<br>\$142,625.60 | \$69.94<br>\$145,475.20 | \$71.34<br>\$148,387.20 | \$72.77<br>\$151,361.60 | \$74.23<br>\$154,398.40 | \$75.71<br>\$157,476.80 | \$77.22<br>\$160,617.60 | \$78.76<br>\$163,820.80 | \$80.34<br>\$167,107.20 | \$81.95<br>\$170,456.00 | \$83.59<br>\$173,867.20 | \$85.26<br>\$177,340.80 | \$86.97<br>\$180,897.60 | \$88.71<br>\$184,516.80 | \$90.48<br>\$188,198.40 | \$92.29<br>\$191,963.20 | \$94.14<br>\$195,811.20 |
| Accounting Manager                                | 61    | Hourly<br>Annually | \$70.77<br>\$147,201.60 | \$72.11<br>\$149,988.80 | \$80.89<br>\$168,251.20 | \$74.93<br>\$155,854.40 | \$76.37<br>\$158,849.60 | \$77.85<br>\$161,928.00 | \$79.36<br>\$165,068.80 | \$80.89<br>\$168,251.20 | \$82.46<br>\$171,516.80 | \$84.04<br>\$174,803.20 | \$85.67<br>\$1          |                         |                         |                         |                         |                         |                         |                         |                         |                         |                         |

Exhibit A: Page 3

SBCERA Salary Schedule for All Employees - Effective 7/1/2025

| 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      |
|---|-------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Disability Retirement Manager                         | 61    | Hourly    | \$70.77      | \$72.11      | \$80.89      | \$74.93      | \$76.37      | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     |
|   |       | Annually  | \$147,201.60 | \$149,988.80 | \$168,251.20 | \$155,854.40 | \$158,849.60 | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 |
| Government Affairs Manager                            | 61    | Hourly    | \$70.77      | \$72.11      | \$80.89      | \$74.93      | \$76.37      | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     |
|   |       | Annually  | \$147,201.60 | \$149,988.80 | \$168,251.20 | \$155,854.40 | \$158,849.60 | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 |
| Information Security Manager                          | 61    | Hourly    | \$70.77      | \$72.11      | \$80.89      | \$74.93      | \$76.37      | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     |
|   |       | Annually  | \$147,201.60 | \$149,988.80 | \$168,251.20 | \$155,854.40 | \$158,849.60 | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 |
| Information Systems Operations Manager                | 61    | Hourly    | \$70.77      | \$72.11      | \$80.89      | \$74.93      | \$76.37      | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     |
|   |       | Annually  | \$147,201.60 | \$149,988.80 | \$168,251.20 | \$155,854.40 | \$158,849.60 | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 |
| Investment Operations and Portfolio Analytics Manager | 61    | Hourly    | \$70.77      | \$72.11      | \$80.89      | \$74.93      | \$76.37      | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     |
|   |       | Annually  | \$147,201.60 | \$149,988.80 | \$168,251.20 | \$155,854.40 | \$158,849.60 | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 |
| Member Experience Manager                             | 61    | Hourly    | \$70.77      | \$72.11      | \$80.89      | \$74.93      | \$76.37      | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     |
|   |       | Annually  | \$147,201.60 | \$149,988.80 | \$168,251.20 | \$155,854.40 | \$158,849.60 | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 |
| Retirement Benefits Manager                           | 61    | Hourly    | \$70.77      | \$72.11      | \$80.89      | \$74.93      | \$76.37      | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     |
|   |       | Annually  | \$147,201.60 | \$149,988.80 | \$168,251.20 | \$155,854.40 | \$158,849.60 | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 |
| Survivor Benefits Manager                             | 61    | Hourly    | \$70.77      | \$72.11      | \$80.89      | \$74.93      | \$76.37      | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     |
|   |       | Annually  | \$147,201.60 | \$149,988.80 | \$168,251.20 | \$155,854.40 | \$158,849.60 | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 |
| Director of Communications & Stakeholder Relations    | 66    | Hourly    | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     | \$105.92     | \$107.97     | \$110.08     | \$112.24     | \$114.43     |
|   |       | Annually  | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 | \$220,313.60 | \$224,577.60 | \$228,966.40 | \$233,459.20 | \$238,014.40 |
| Investment Officer                                    | 66    | Hourly    | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     | \$105.92     | \$107.97     | \$110.08     | \$112.24     | \$114.43     |
|   |       | Annually  | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 | \$220,313.60 | \$224,577.60 | \$228,966.40 | \$233,459.20 | \$238,014.40 |
| Staff Counsel   | 66    | Hourly    | \$77.85      | \$79.36      | \$80.89      | \$82.46      | \$84.04      | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     | \$105.92     | \$107.97     | \$110.08     | \$112.24     | \$114.43     |
|   |       | Annually  | \$161,928.00 | \$165,068.80 | \$168,251.20 | \$171,516.80 | \$174,803.20 | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 | \$220,313.60 | \$224,577.60 | \$228,966.40 | \$233,459.20 | \$238,014.40 |
| Sr. Staff Counsel                                     | 71    | Hourly    | \$85.67      | \$87.34      | \$89.04      | \$90.76      | \$92.54      | \$94.33      | \$96.17      | \$98.03      | \$99.94      | \$101.89     | \$103.89     | \$105.92     | \$107.97     | \$110.08     | \$112.24     | \$114.43     | \$116.66     | \$118.95     | \$121.29     | \$123.66     | \$126.07     |
|   |       | Annually  | \$178,193.60 | \$181,667.20 | \$185,203.20 | \$188,780.80 | \$192,483.20 | \$196,206.40 | \$200,033.60 | \$203,902.40 | \$207,875.20 | \$211,931.20 | \$216,091.20 | \$220,313.60 | \$224,577.60 | \$228,966.40 | \$233,459.20 | \$238,014.40 | \$242,652.80 | \$247,416.00 | \$252,283.20 | \$257,212.80 | \$262,225.60 |
| Chief Financial Officer                               | 81    | Hourly    | \$103.89     | \$105.92     | \$107.97     | \$110.08     | \$112.24     | \$114.43     | \$116.66     | \$118.95     | \$121.29     | \$123.66     | \$126.07     | \$128.53     | \$131.06     | \$133.62     | \$136.25     | \$138.92     | \$141.66     | \$144.42     | \$147.26     | \$150.16     | \$153.12     |
|   |       | Annually  | \$216,091.20 | \$220,313.60 | \$224,577.60 | \$228,966.40 | \$233,459.20 | \$238,014.40 | \$242,652.80 | \$247,416.00 | \$252,283.20 | \$257,212.80 | \$262,225.60 | \$267,342.40 | \$272,604.80 | \$277,929.60 | \$283,400.00 | \$288,953.60 | \$294,652.80 | \$300,393.60 | \$306,300.80 | \$312,332.80 | \$318,489.60 |
| Chief Human Resources Officer                         | 81    | Hourly    | \$103.89     | \$105.92     | \$107.97     | \$110.08     | \$112.24     | \$114.43     | \$116.66     | \$118.95     | \$121.29     | \$123.66     | \$126.07     | \$128.53     | \$131.06     | \$133.62     | \$136.25     | \$138.92     | \$141.66     | \$144.42     | \$147.26     | \$150.16     | \$153.12     |
|   |       | Annually  | \$216,091.20 | \$220,313.60 | \$224,577.60 | \$228,966.40 | \$233,459.20 | \$238,014.40 | \$242,652.80 | \$247,416.00 | \$252,283.20 | \$257,212.80 | \$262,225.60 | \$267,342.40 | \$272,604.80 | \$277,929.60 | \$283,400.00 | \$288,953.60 | \$294,652.80 | \$300,393.60 | \$306,300.80 | \$312,332.80 | \$318,489.60 |
| Chief Information Officer                             | 81    | Hourly    | \$103.89     | \$105.92     | \$107.97     | \$110.08     | \$112.24     | \$114.43     | \$116.66     | \$118.95     | \$121.29     | \$123.66     | \$126.07     | \$128.53     | \$131.06     | \$133.62     | \$136.25     | \$138.92     | \$141.66     | \$144.42     | \$147.26     | \$150.16     | \$153.12     |
|   |       | Annually  | \$216,091.20 | \$220,313.60 | \$224,577.60 | \$228,966.40 | \$233,459.20 | \$238,014.40 | \$242,652.80 | \$247,416.00 | \$252,283.20 | \$257,212.80 | \$262,225.60 | \$267,342.40 | \$272,604.80 | \$277,929.60 | \$283,400.00 | \$288,953.60 | \$294,652.80 | \$300,393.60 | \$306,300.80 | \$312,332.80 | \$318,489.60 |
| Chief of Member Services                              | 81    | Hourly    | \$103.89     | \$105.92     | \$107.97     | \$110.08     | \$112.24     | \$114.43     | \$116.66     | \$118.95     | \$121.29     | \$123.66     | \$126.07     | \$128.53     | \$131.06     | \$133.62     | \$136.25     | \$138.92     | \$141.66     | \$144.42     | \$147.26     | \$150.16     | \$153.12     |
|   |       | Annually  | \$216,091.20 | \$220,313.60 | \$224,577.60 | \$228,966.40 | \$233,459.20 | \$238,014.40 | \$242,652.80 | \$247,416.00 | \$252,283.20 | \$257,212.80 | \$262,225.60 | \$267,342.40 | \$272,604.80 | \$277,929.60 | \$283,400.00 | \$288,953.60 | \$294,652.80 | \$300,393.60 | \$306,300.80 | \$312,332.80 | \$318,489.60 |
| Sr Investment Officer                                 | 86    | Hourly    | \$114.43     | \$116.66     | \$118.95     | \$121.29     | \$123.66     | \$126.07     | \$128.53     | \$131.06     | \$133.62     | \$136.25     | \$138.92     | \$141.66     | \$144.42     | \$147.26     | \$150.16     | \$153.12     | \$156.12     | \$159.20     | \$162.33     | \$165.52     | \$168.79     |
|   |       | Annually  | \$238,014.40 | \$242,652.80 | \$247,416.00 | \$252,283.20 | \$257,212.80 | \$262,225.60 | \$267,342.40 | \$272,604.80 | \$277,929.60 | \$283,400.00 | \$288,953.60 | \$294,652.80 | \$300,393.60 | \$306,300.80 | \$312,332.80 | \$318,489.60 | \$324,729.60 | \$331,136.00 | \$337,646.40 | \$344,281.60 | \$351,083.20 |
| Chief Counsel   | 91    | Hourly    | \$127.49     | \$129.97     | \$132.49     | \$135.06     | \$137.67     | \$140.35     | \$143.07     | \$145.86     | \$148.69     | \$151.58     | \$154.53     | \$157.55     | \$160.62     | \$163.75     | \$166.94     | \$170.20     | \$173.53     | \$176.92     | \$180.38     | \$183.91     | \$187.50     |
|   |       | Annually  | \$265,179.20 | \$270,337.60 | \$275,579.20 | \$280,924.80 | \$286,353.60 | \$291,928.00 | \$297,585.60 | \$303,388.80 | \$309,275.20 | \$315,286.40 | \$321,422.40 | \$327,704.00 | \$334,089.60 | \$340,600.00 | \$347,235.20 | \$354,016.00 | \$360,942.40 | \$367,993.60 | \$375,190.40 | \$382,532.80 | \$390,000.00 |
| Chief Investment Officer                              | 91    | Hourly    | \$127.49     | \$129.97     | \$132.49     | \$135.06     | \$137.67     | \$140.35     | \$143.07     | \$145.86     | \$148.69     | \$151.58     | \$154.53     | \$157.55     | \$160.62     | \$163.75     | \$166.94     | \$170.20     | \$173.53     | \$176.92     | \$180.38     | \$183.91     | \$187.50     |
|   |       | Annually  | \$265,179.20 | \$270,337.60 | \$275,579.20 | \$280,924.80 | \$286,353.60 | \$291,928.00 | \$297,585.60 | \$303,388.80 | \$309,275.20 | \$315,286.40 | \$321,422.40 | \$327,704.00 | \$334,089.60 | \$340,600.00 | \$347,235.20 | \$354,016.00 | \$360,942.40 | \$367,993.60 | \$375,190.40 | \$382,532.80 | \$390,000.00 |
| Chief Executive Officer                               | 93    | Hourly    | \$135.97     | \$138.53     | \$141.15     | \$143.84     | \$146.56     | \$149.34     | \$152.18     | \$155.07     | \$158.03     | \$161.03     | \$164.12     | \$167.24     | \$170.43     | \$173.69     | \$177.03     | \$180.40     | \$183.86     | \$187.39     | \$191.00     | \$194.67     | \$198.41     |
|   |       | Annually  | \$282,817.60 | \$288,142.40 | \$293,592.00 | \$299,187.20 | \$304,844.80 | \$310,627.20 | \$316,534.40 | \$322,545.60 | \$328,702.40 | \$334,942.40 | \$341,369.60 | \$347,859.20 | \$354,494.40 | \$361,275.20 | \$368,222.40 | \$375,232.00 | \$382,428.80 | \$389,771.20 | \$397,280.00 | \$404,913.60 | \$412,692.80 |

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