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	
Office Specialist	5	Hourly Annually	\$22.50 \$46,800.00	\$22.95 \$47,736.00	\$23.41 \$48,692.80	\$23.87 \$49,649.60	\$24.34 \$50,627.20	\$24.82 \$51,625.60	\$25.34 \$52,707.20	\$25.85 \$53,768.00	\$26.35 \$54,808.00	\$26.88 \$55,910.40	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40
Disability Retirement Benefits		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
Technician	10	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 Annually	\$24.82 \$51.625.60	\$25.34 \$52,707.20	\$25.85 \$53,768.00	\$26.35 \$54,808.00	\$26.88 \$55,910.40	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80
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Retirement Benefits Technician	10	Hourly Annually	\$24.82 \$51,625.60	\$25.34 \$52,707.20	\$25.85 \$53,768.00	\$26.35 \$54,808.00	\$26.88 \$55,910.40	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$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
	13	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 Annually	\$27.41 \$57,012.80	\$27.97 \$58,177.60	\$28.51 \$59,300.80	\$29.09 \$60,507.20	\$29.68 \$61,734.40	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.10 \$66,768.00	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.39 \$79,851.20	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00
Accounting Technician	20	Hourly Annually	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40
Facilities Maintenance	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
Technician	20	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 Annually	\$30.27 \$62,961.60	\$30.87 \$64,209.60	\$31.49 \$65,499.20	\$32.12 \$66,809.60	\$32.77 \$68,161.60	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40
Soniar Datiromant Ranafita			\$30.27	\$30.87	\$31.49	\$32.12		\$33.43	\$34.08	\$34.77	\$35.46	\$36.18	\$36.91	\$37.63	\$38.40			\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98
Senior Retirement Benefits Technician	20	Hourly Annually	\$62,961.60	\$64,209.60	\$65,499.20	\$66,809.60	\$32.77 \$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	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75	\$86,444.80	\$42.39	\$43.24 \$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
benefit i dyment opecialist	25	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 Annually	\$33.43 \$69.534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60
		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
Disability Retirement Specialist	25	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		\$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	\$95,388.80	\$97,344.00	\$99,299.20		\$103,313.60
Retirement Specialist	25	Hourly Annually	\$33.43 \$69,534.40	\$34.08 \$70,886.40	\$34.77 \$72,321.60	\$35.46 \$73,756.80	\$36.18 \$75,254.40	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60
	05	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
Survivor Benefits Specialist	25	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
Information Services Coordinator	26	Hourly Annually	\$35.01 \$72,820.80	\$35.69 \$74,235.20	\$36.38 \$75,670.40	\$37.07 \$77,105.60	\$37.78 \$78,582.40	\$38.49 \$80,059.20	\$39.25 \$81,640.00	\$39.98 \$83,158.40	\$40.76 \$84,780.80	\$41.54 \$86,403.20	\$42.35 \$88,088.00	\$43.16 \$89,772.80	\$44.01 \$91,540.80	\$44.85 \$93,288.00	\$45.70 \$95,056.00	\$46.58 \$96,886.40	\$47.49 \$98,779.20	\$48.40	\$49.33 \$102,606.40	\$50.29 \$104.603.20	\$51.26 \$106,620.80
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Accountant	30	Hourly Annually	\$36.91 \$76,772.80	\$37.63 \$78,270.40	\$38.40 \$79,872.00	\$39.24 \$81,619.20	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00
Associate Business Systems	20	Hourly	\$36.91	\$37.63	\$38.40	\$39.24	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.98	\$45.86	\$46.80	\$47.74	\$48.69	\$49.67	\$50.66	\$51.66	\$52.71	\$53.76	\$54.85
Engineer	30	Annually	\$76,772.80	\$78,270.40	\$79,872.00	\$81,619.20	\$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	\$105,372.80	\$107,452.80	\$109,636.80	\$111,820.80	\$114,088.00
Senior Legal Secretary	31	Hourly Annually	\$38.49 \$80,059.20	\$39.25 \$81,640.00	\$39.98 \$83,158.40	\$40.76 \$84,780.80	\$41.54 \$86,403.20	\$42.35 \$88,088.00	\$43.16 \$89.772.80	\$44.01 \$91,540.80	\$44.85 \$93,288.00	\$45.70 \$95,056.00	\$46.58 \$96,886.40	\$47.49 \$98,779.20	\$48.40 \$100.672.00	\$49.33 \$102,606.40	\$50.29 \$104.603.20	\$51.26 \$106.620.80	\$52.26 \$108,700.80	\$53.27 \$110.801.60	\$54.31 \$112 964 80	\$55.35 \$115.128.00	\$56.44 \$117,395.20
Paralegal	33	Hourly Annually	\$39.15 \$81,432.00	\$39.95 \$83,096.00	\$40.75 \$84,760.00	\$41.56 \$86,444.80	\$42.39 \$88,171.20	\$43.24 \$89,939.20	\$44.10 \$91,728.00	\$44.98 \$93,558.40	\$45.86 \$95,388.80	\$46.80 \$97,344.00	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40
Business Systems Analyst	35	Hourly	\$41.12	\$41.95	\$42.78	\$43.63	\$44.50	\$45.41	\$46.31	\$47.23	\$48.18	\$49.13	\$50.13	\$51.12	\$52.14	\$53.18	\$54.26	\$55.34	\$56.45	\$57.56	\$58.73	\$59.90	\$61.08
Submitted Systems Andryst	- 35	Annually	\$85,529.60	\$87,256.00	\$88,982.40	\$90,750.40	\$92,560.00	\$94,452.80	\$96,324.80	\$98,238.40	\$100,214.40	\$102,190.40		\$106,329.60		\$110,614.40	\$112,860.80	\$115,107.20	\$117,416.00	\$119,724.80	\$122,158.40	\$124,592.00	\$127,046.40
Information Systems Engineer Enterprise Systems Engineer	35	Hourly	\$41.12 \$85.529.60	\$41.95 \$87.256.00	\$42.78 \$88.982.40	\$43.63 \$90.750.40	\$44.50 \$92.560.00	\$45.41 \$94.452.80	\$46.31 \$96.324.80	\$47.23 \$98.238.40	\$48.18 \$100.214.40	\$49.13 \$102,190.40	\$50.13 \$104.270.40	\$51.12 \$106.329.60	\$52.14 \$108.451.20	\$53.18 \$110,614.40	\$54.26 \$112.860.80	\$55.34 \$115,107.20	\$56.45 \$117.416.00	\$57.56 \$119,724.80	\$58.73 \$122.158.40	\$59.90 \$124 592 00	\$61.08 \$127,046.40
Enterprise Systems Engineer	1	Annually	şob,529.60	\$07,∠50.00	ədd,982.40	əyu,750.40	392,300.00	əy4,452.8U	\$90,3Z4.8U	୬୨ ୪,∠ 3୪.40	ş100,214.40	ş102,190.40	ş104,270.40	\$100,329.00	ş108,451.20	ş110,014.40	\$112,800.8U	ş115,107.20	ŞTT7,410.00	ş119,724.8U	३१८८,१५४.४७	ş124,592.00	Ş1∠7,040.40

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 Annually	\$42.55 \$88,504.00	\$43.40 \$90,272.00	\$44.25 \$92,040.00	\$45.14 \$93,891.20	\$46.05 \$95,784.00	\$46.96 \$97,676.80	\$47.92 \$99,673.60	\$48.87 \$101,649.60	\$49.85 \$103,688.00	\$50.84 \$105,747.20	\$51.86 \$107,868.80	\$52.90 \$110,032.00	\$53.97 \$112,257.60	\$55.04 \$114,483.20	\$56.15 \$116,792.00	\$57.26 \$119,100.80	\$58.42 \$121,513.60	\$59.57 \$123,905.60	\$60.77 \$126,401.60	\$61.99 \$128,939.20	\$63.22 \$131,497.60
Senior Disability Retirement Specialist	36	Hourly Annually	\$42.55 \$88,504.00	\$43.40 \$90,272.00	\$44.25 \$92,040.00	\$45.14 \$93,891.20	\$46.05 \$95,784.00	\$46.96 \$97,676.80	\$47.92 \$99,673.60	\$48.87 \$101,649.60	\$49.85 \$103,688.00	\$50.84 \$105,747.20	\$51.86 \$107,868.80	\$52.90 \$110,032.00	\$53.97 \$112,257.60	\$55.04 \$114,483.20	\$56.15 \$116,792.00	\$57.26 \$119,100.80	\$58.42 \$121,513.60	\$59.57 \$123,905.60	\$60.77 \$126,401.60	\$61.99 \$128,939.20	\$63.22 \$131,497.60
Senior Communications Specialist	36	Hourly Annually	\$42.55 \$88,504.00	\$43.40 \$90,272.00	\$44.25 \$92,040.00	\$45.14 \$93,891.20	\$46.05 \$95,784.00	\$46.96 \$97,676.80	\$47.92 \$99,673.60	\$48.87 \$101,649.60	\$49.85 \$103,688.00	\$50.84 \$105,747.20	\$51.86 \$107,868.80	\$52.90 \$110,032.00	\$53.97 \$112,257.60	\$55.04 \$114,483.20	\$56.15 \$116,792.00	\$57.26 \$119,100.80	\$58.42 \$121,513.60	\$59.57 \$123,905.60	\$60.77 \$126,401.60	\$61.99 \$128,939.20	\$63.22 \$131,497.60
Senior Retirement Specialist	36	Hourly Annually	\$42.55 \$88,504.00	\$43.40 \$90,272.00	\$44.25 \$92,040.00	\$45.14 \$93,891.20	\$46.05 \$95,784.00	\$46.96 \$97,676.80	\$47.92 \$99,673.60	\$48.87 \$101,649.60	\$49.85 \$103,688.00	\$50.84 \$105,747.20	\$51.86 \$107,868.80	\$52.90 \$110,032.00	\$53.97 \$112,257.60	\$55.04 \$114,483.20	\$56.15 \$116,792.00	\$57.26 \$119,100.80	\$58.42 \$121,513.60	\$59.57 \$123,905.60	\$60.77 \$126,401.60	\$61.99 \$128,939.20	\$63.22 \$131,497.60
Human Resources Analyst	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Investment Analyst	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Sr. Accountant	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Sr. Business Systems Analyst	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Senior Paralegal	43	Hourly Annually	\$47.74 \$99,299.20	\$48.69 \$101,275.20	\$49.67 \$103,313.60	\$50.66 \$105,372.80	\$51.66 \$107,452.80	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20
Business Systems Engineer	44	Hourly Annually	\$50.30 \$104,624.00	\$51.26 \$106,620.80	\$52.24 \$108,659.20	\$53.22 \$110,697.60	\$54.25 \$112,840.00	\$55.27 \$114,961.60	\$56.32 \$117,145.60	\$57.40 \$119,392.00	\$58.51 \$121,700.80	\$59.61 \$123,988.80	\$60.78 \$126,422.40	\$61.92 \$128,793.60	\$63.12 \$131,289.60	\$64.33 \$133,806.40	\$65.57 \$136,385.60	\$66.82 \$138,985.60	\$68.11 \$141,668.80	\$69.42 \$144,393.60	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$73.52 \$152,921.60
Communications Officer	44	Hourly Annually	\$50.30 \$104,624.00	\$51.26 \$106,620.80	\$52.24 \$108,659.20	\$53.22 \$110,697.60	\$54.25 \$112,840.00	\$55.27 \$114,961.60	\$56.32 \$117,145.60	\$57.40 \$119,392.00	\$58.51 \$121,700.80	\$59.61 \$123,988.80	\$60.78 \$126,422.40	\$61.92 \$128,793.60	\$63.12 \$131,289.60	\$64.33 \$133,806.40	\$65.57 \$136,385.60	\$66.82 \$138,985.60	\$68.11 \$141,668.80	\$69.42 \$144,393.60	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$73.52 \$152,921.60
Information Security Engineer	44	Hourly Annually	\$50.30 \$104,624.00	\$51.26 \$106,620.80	\$52.24 \$108,659.20	\$53.22 \$110,697.60	\$54.25 \$112,840.00	\$55.27 \$114,961.60	\$56.32 \$117,145.60	\$57.40 \$119,392.00	\$58.51 \$121,700.80	\$59.61 \$123,988.80	\$60.78 \$126,422.40	\$61.92 \$128,793.60	\$63.12 \$131,289.60	\$64.33 \$133,806.40	\$65.57 \$136,385.60	\$66.82 \$138,985.60	\$68.11 \$141,668.80	\$69.42 \$144,393.60	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$73.52 \$152,921.60
Account Auditing Supervisor	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Clerk of the Board/Executive Assistant	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Disability Retirement Supervisor	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Document Management Supervisor	48	Hourly Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$54.85 \$114,088.00	\$55.93 \$116,334.40	\$57.05 \$118,664.00	\$58.18 \$121,014.40	\$59.34 \$123,427.20	\$60.54 \$125,923.20	\$61.75 \$128,440.00	\$62.99 \$131,019.20	\$64.25 \$133,640.00	\$65.53 \$136,302.40	\$66.84 \$139,027.20	\$68.17 \$141,793.60	\$69.54 \$144,643.20	\$70.94 \$147,555.20	\$72.36 \$150,508.80	\$73.79 \$153,483.20	\$75.28 \$156,582.40	\$76.78 \$159,702.40	\$78.27 \$162,801.60
Pension Administration System Assistant Manager	48	Annually	\$52.71 \$109,636.80	\$53.76 \$111,820.80	\$114,088.00	\$55.93 \$116,334.40	\$118,664.00	\$121,014.40	\$123,427.20	\$60.54 \$125,923.20	\$128,440.00	\$131,019.20	\$133,640.00	\$136,302.40	\$139,027.20	\$141,793.60	\$69.54 \$144,643.20	\$147,555.20	\$72.36 \$150,508.80	\$73.79	\$156,582.40	\$76.78	\$162,801.60
Retirement Specialist Supervisor Projects and Facilities Assistant	48	Hourly Annually Hourly	\$52.71 \$109,636.80 \$52.71	\$53.76 \$111,820.80 \$53.76	\$54.85 \$114,088.00 \$54.85	\$55.93 \$116,334.40 \$55.93	\$57.05 \$118,664.00 \$57.05	\$58.18 \$121,014.40 \$58.18	\$59.34 \$123,427.20 \$59.34	\$60.54 \$125,923.20 \$60.54	\$61.75 \$128,440.00 \$61.75	\$62.99 \$131,019.20 \$62.99	\$64.25 \$133,640.00 \$64.25	\$65.53 \$136,302.40 \$65.53	\$66.84 \$139,027.20 \$66.84	\$68.17 \$141,793.60 \$68.17	\$69.54 \$144,643.20 \$69.54	\$70.94 \$147,555.20 \$70.94	\$72.36 \$150,508.80 \$72.36	\$73.79 \$153,483.20 \$73.79	\$75.28 \$156,582.40 \$75.28	\$76.78 \$159,702.40 \$76.78	\$78.27 \$162,801.60 \$78.27
Manager	48																		\$150,508.80 \$76.78				
Cloud Infrastructure Architect	51	Annually	\$116,334.40 \$55.93	\$118,664.00 \$57.05	\$121,014.40 \$58.18	\$123,427.20 \$59.34	\$125,923.20 \$60.54	\$128,440.00 \$61.75	\$131,019.20 \$62.99	\$133,640.00 \$64.25	\$136,302.40 \$65.53	\$139,027.20 \$66.84	\$141,793.60 \$68.17	\$144,643.20 \$69.54	\$70.94 \$147,555.20 \$70.94	\$150,508.80 \$72.36	\$153,483.20 \$73.79	\$156,582.40 \$75.28	\$159,702.40 \$76.78	\$78.30	\$75.88 \$166,150.40 \$79.88		\$172,868.80 \$83.11
Sr. Business Systems Engineer	51	Annually			\$58.18 \$121,014.40 \$58.18			\$01.75 \$128,440.00 \$61.75				\$00.84 \$139,027.20 \$66.84	\$08.17 \$141,793.60 \$68.17	\$09.54 \$144,643.20 \$69.54				\$75.28 \$156,582.40 \$75.28				\$81.49 \$169,499.20 \$81.49	
Sr. Investment Analyst	51																		\$159,702.40 \$86.97				
Associate Investment Officer	56	Annually	\$131,768.00 \$70.77	\$134,409.60 \$72.11	\$137,092.80	\$139,838.40 \$74.93	\$142,625.60 \$76.37	\$09.94 \$145,475.20 \$77.85	\$71.34 \$148,387.20 \$79.36		\$154,398.40 \$82.46	\$73.71 \$157,476.80 \$84.04	\$160,617.60 \$85.67	\$163,820.80 \$87.34		\$170,456.00 \$90.76	\$173,867.20 \$92.54	\$177,340.80 \$94.33	\$180,897.60 \$180,17	\$184,516.80 \$98.03	\$90.48 \$188,198.40 \$99.94		\$195,811.20 \$103.89
Accounting Manager Communications & Stakeholder	61	Annually				\$74.93 \$155,854.40 \$74.93						\$84.04 \$174,803.20 \$84.04		\$07.34 \$181,667.20 \$87.34				\$94.33 \$196,206.40 \$94.33				\$101.89 \$211,931.20 \$101.89	
Relations Manager	61																		\$96.17 \$200,033.60				

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
			470 77	470.44	400.00	474.00	474.07	477.05	470.04	400.00	400.44	404.04	405 47	407.04	400.04	400 70	400 54	404.00	404 47	400.00	400.04	4101.00	4100.00
Disability Retirement Manager	61	Hourly Annually	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$80.89 \$168,251.20	\$74.93 \$155,854.40	\$76.37 \$158,849.60	\$77.85 \$161,928.00	\$79.36 \$165,068.80	\$80.89 \$168,251.20	\$82.46 \$171,516.80	\$84.04 \$174,803.20	\$85.67 \$178,193.60	\$87.34 \$181,667.20	\$89.04 \$185,203.20	\$90.76 \$188,780.80	\$92.54 \$192,483.20	\$94.33 \$196,206.40	\$96.17 \$200,033.60	\$98.03 \$203,902.40	\$99.94 \$207,875.20	\$101.89 \$211,931.20	\$103.89 \$216,091.20
Government Affairs Manager	61	Hourly Annually	\$70.77 \$147.201.60	\$72.11 \$149,988.80	\$80.89 \$168.251.20	\$74.93 \$155,854.40	\$76.37 \$158.849.60	\$77.85 \$161,928.00	\$79.36 \$165.068.80	\$80.89 \$168,251.20	\$82.46 \$171,516.80	\$84.04 \$174,803.20	\$85.67 \$178,193.60	\$87.34 \$181,667.20	\$89.04 \$185.203.20	\$90.76 \$188,780.80	\$92.54 \$192.483.20	\$94.33 \$196,206.40	\$96.17 \$200.033.60	\$98.03 \$203,902.40	\$99.94 \$207,875.20	\$101.89 \$211,931.20	\$103.89 \$216,091.20
			\$70.77		· · ·														\$96.17				
Information Security Manager	61	Hourly Annually	\$147,201.60	\$72.11 \$149,988.80	\$80.89 \$168,251.20	\$74.93 \$155,854.40	\$76.37 \$158,849.60	\$77.85 \$161,928.00	\$79.36 \$165,068.80	\$80.89 \$168,251.20	\$82.46 \$171,516.80	\$84.04 \$174,803.20	\$85.67 \$178,193.60	\$87.34 \$181,667.20	\$89.04 \$185,203.20	\$90.76 \$188,780.80	\$92.54 \$192,483.20	\$94.33 \$196,206.40	\$96.17 \$200,033.60	\$98.03 \$203,902.40	\$99.94 \$207,875.20	\$101.89 \$211,931.20	\$103.89 \$216,091.20
Information Systems Operations Manager	61	Hourly Annually	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$80.89 \$168,251.20	\$74.93 \$155,854.40	\$76.37 \$158,849.60	\$77.85 \$161,928.00	\$79.36 \$165,068.80	\$80.89 \$168,251.20	\$82.46 \$171,516.80	\$84.04 \$174,803.20	\$85.67 \$178,193.60	\$87.34 \$181,667.20	\$89.04 \$185,203.20	\$90.76 \$188,780.80	\$92.54 \$192,483.20	\$94.33 \$196,206.40	\$96.17 \$200,033.60	\$98.03 \$203,902.40	\$99.94 \$207,875.20	\$101.89 \$211,931.20	\$103.89 \$216,091.20
Investment Operations and		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
Portfolio Analytics Manager	61	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	\$99.94 \$207,875.20		
Member Experience Manager	61	Hourly Annually	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$80.89 \$168,251.20	\$74.93 \$155,854.40	\$76.37 \$158,849.60	\$77.85 \$161,928.00	\$79.36 \$165,068.80	\$80.89 \$168,251.20	\$82.46 \$171,516.80	\$84.04 \$174,803.20	\$85.67 \$178,193.60	\$87.34 \$181,667.20	\$89.04 \$185,203.20	\$90.76 \$188,780.80	\$92.54 \$192,483.20	\$94.33 \$196,206.40	\$96.17 \$200,033.60	\$98.03 \$203,902.40	\$99.94 \$207,875.20	\$101.89 \$211,931.20	\$103.89 \$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 Annually	\$70.77 \$147,201.60	\$72.11 \$149,988.80	\$80.89 \$168,251.20	\$74.93 \$155,854.40	\$76.37 \$158,849.60	\$77.85 \$161,928.00	\$79.36 \$165,068.80	\$80.89 \$168,251.20	\$82.46 \$171,516.80	\$84.04 \$174,803.20	\$85.67 \$178,193.60	\$87.34 \$181,667.20	\$89.04 \$185,203.20	\$90.76 \$188,780.80	\$92.54 \$192,483.20	\$94.33 \$196,206.40	\$96.17 \$200,033.60	\$98.03 \$203,902.40	\$99.94 \$207,875.20	\$101.89 \$211,931.20	\$103.89 \$216,091.20
Director of Communications &	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
Stakeholder Relations	00	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 Annually	\$77.85 \$161,928.00	\$79.36 \$165,068.80	\$80.89 \$168,251.20	\$82.46 \$171,516.80	\$84.04 \$174,803.20	\$85.67 \$178,193.60	\$87.34 \$181,667.20	\$89.04 \$185,203.20	\$90.76 \$188,780.80	\$92.54 \$192,483.20	\$94.33 \$196,206.40	\$96.17 \$200,033.60	\$98.03 \$203,902.40	\$99.94 \$207,875.20	\$101.89 \$211,931.20	\$103.89 \$216,091.20	\$105.92 \$220,313.60	\$107.97 \$224,577.60	\$110.08 \$228,966.40	\$112.24 \$233,459.20	\$114.43 \$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 Annually	\$85.67 \$178,193.60	\$87.34 \$181,667.20	\$89.04 \$185,203.20	\$90.76 \$188,780.80	\$92.54 \$192,483.20	\$94.33 \$196,206.40	\$96.17 \$200,033.60	\$98.03 \$203,902.40	\$99.94 \$207,875.20	\$101.89 \$211,931.20	\$103.89 \$216,091.20	\$105.92 \$220,313.60	\$107.97 \$224,577.60	\$110.08 \$228,966.40	\$112.24 \$233,459.20	\$114.43 \$238,014.40	\$116.66 \$242,652.80	\$118.95 \$247,416.00	\$121.29 \$252,283.20	\$123.66 \$257,212.80	\$126.07 \$262,225.60
Chief Financial Officer	81	Hourly Annually	\$103.89 \$216.091.20	\$105.92 \$220,313.60	\$107.97 \$224,577.60	\$110.08 \$228,966.40	\$112.24 \$233.459.20	\$114.43 \$238,014.40	\$116.66 \$242,652.80	\$118.95 \$247,416.00	\$121.29 \$252.283.20	\$123.66 \$257,212.80	\$126.07 \$262,225.60	\$128.53 \$267,342.40	\$131.06 \$272.604.80	\$133.62 \$277,929.60	\$136.25 \$283.400.00	\$138.92 \$288,953.60	\$141.66 \$294,652.80	\$144.42 \$300,393.60	\$147.26 \$306,300.80	\$150.16 \$312,332.80	\$153.12 \$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
	01	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 Annually	\$103.89 \$216,091.20	\$105.92 \$220,313.60	\$107.97 \$224,577.60	\$110.08 \$228,966.40	\$112.24 \$233,459.20	\$114.43 \$238,014.40	\$116.66 \$242,652.80	\$118.95 \$247,416.00	\$121.29 \$252,283.20	\$123.66 \$257,212.80	\$126.07 \$262,225.60	\$128.53 \$267,342.40	\$131.06 \$272,604.80	\$133.62 \$277,929.60	\$136.25 \$283,400.00	\$138.92 \$288,953.60	\$141.66 \$294,652.80	\$144.42 \$300,393.60	\$147.26 \$306,300.80	\$150.16 \$312,332.80	\$153.12 \$318,489.60
Chief of Member Services	81	Hourly Annually	\$103.89 \$216.091.20	\$105.92 \$220,313.60	\$107.97 \$224,577.60	\$110.08 \$228,966.40	\$112.24 \$233.459.20	\$114.43 \$238.014.40	\$116.66 \$242.652.80	\$118.95 \$247,416.00	\$121.29 \$252,283.20	\$123.66 \$257,212.80	\$126.07 \$262,225.60	\$128.53 \$267,342.40	\$131.06 \$272.604.80	\$133.62 \$277,929.60	\$136.25 \$283,400.00	\$138.92 \$288,953.60	\$141.66 \$294.652.80	\$144.42 \$300,393.60	\$147.26 \$306.300.80	\$150.16 \$312.332.80	\$153.12 \$318,489.60
Cr. Investment Officer	06	Hourly	\$114.43	\$116.66	\$118.95		\$123.66	\$126.07	+ = := / = ==:= =	\$131.06		\$136.25		\$141.66		\$147.26		\$153.12	\$156.12	\$159.20	\$162.33	\$165.52	
Sr Investment Officer	86	Annually																				\$344,281.60	
Chief Counsel	91	Hourly Annually	\$127.49 \$265,179.20	\$129.97 \$270,337.60	\$132.49 \$275,579.20	\$135.06 \$280,924.80			\$143.07 \$297,585.60			\$151.58 \$315,286.40		\$157.55 \$327,704.00		\$163.75 \$340,600.00		\$170.20 \$354,016.00		\$176.92 \$367,993.60		\$183.91 \$382,532.80	\$187.50 \$390,000.00
Chief Investment Officer	91	Hourly	\$127.49 \$265.179.20	\$129.97 \$270.337.60		\$135.06 \$280.924.80			\$143.07 \$297.585.60			\$151.58 \$315.286.40				\$163.75 \$340.600.00		\$170.20 \$354.016.00		\$176.92 \$367 993 60		\$183.91 \$382,532.80	\$187.50 \$390.000.00
		Hourly	\$205,179.20	\$138.53			\$146.56		\$152.18			\$161.03		\$167.24		\$173.69		\$180.40	\$183.86	\$187.39	\$191.00	\$194.67	\$198.41
Chief Executive Officer	93																					\$404,913.60	

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