

City of San Jose Retirement Agency - Market Compensation Data (sorted by Total Monthly Compensation)
August 2022

Chief Investment Officer							
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp
1	CALPERS	Chief Investment Officer, PERS	\$ 58,958	113.6%	\$ 66,977	\$ 10,817	\$ 77,794
2	Orange County Employees Retirement System	Chief Investment Officer	\$ 37,929	112.5%	\$ 42,670	\$ 14,917	\$ 57,587
3	San Francisco Employees' Retirement System	Chief Operating Officer, Retirement	\$ 35,438	100.0%	\$ 35,438	\$ 7,056	\$ 42,494
4	San Bernardino County Employees' Retirement Association	Chief Investment Officer	\$ 28,186	115.7%	\$ 32,611	\$ 13,737	\$ 46,348
5	City of San Jose Retirement Agency	Chief Investment Officer	\$ 29,475	100.0%	\$ 29,475	\$ 7,549	\$ 37,024
6	Alameda County Employees' Retirement Association	Chief Investment Officer, ACERA	\$ 27,425	100.0%	\$ 27,425	\$ 8,755	\$ 36,180
7	Contra Costa County Employees' Retirement Association	Chief Investment Officer	\$ 27,422	100.0%	\$ 27,422	\$ 8,752	\$ 36,174
8	Los Angeles City Employees' Retirement System	Chief Investment Officer	\$ 23,530	111.0%	\$ 26,118	\$ 6,219	\$ 32,338
9	San Mateo County Employees' Retirement Association	Chief Investment Officer, SAMCERA	\$ 26,055	100.0%	\$ 26,055	\$ 9,719	\$ 35,774

Summary Results	Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly
Average of Comparators	\$ 33,118	\$ 35,589	\$ 45,586
% City of San Jose Retirement Agency Above/Below	-12.4%	-20.7%	-23.1%
Median of Comparators	\$ 27,805	\$ 30,018	\$ 39,337
% City of San Jose Retirement Agency Above/Below	5.7%	-1.8%	-6.2%
Number of Matches	8	8	8
Median of Comparators Excluding CALPERS	\$ 27,425	\$ 27,425	\$ 36,180
% City of San Jose Retirement Agency Above/Below	7.0%	7.0%	2.3%
60th Percentile	\$ 27,882	\$ 30,537	\$ 39,968
% City of San Jose Retirement Agency Above/Below	5.4%	-3.6%	-8.0%
75th Percentile	\$ 31,812	\$ 34,025	\$ 44,421
% City of San Jose Retirement Agency Above/Below	-7.9%	-15.4%	-20.0%
90th Percentile	\$ 36,434	\$ 38,331	\$ 50,844
% City of San Jose Retirement Agency Above/Below	-23.6%	-30.0%	-37.3%
Market Leader Position	\$ 37,929	\$ 42,670	\$ 57,587
% City of San Jose Retirement Agency Above/Below	-28.7%	-44.8%	-55.5%

DRAFT

City of San Jose Retirement Agency - Market Compensation Data (sorted by Total Monthly Compensation)
August 2022

Number of Matches	7	7	7
-------------------	---	---	---

N/C - Non Comparator

DRAFT

City of San Jose Retirement Agency - Market Compensation Data (sorted by Total Monthly Compensation)
August 2022

Salary Effective Date	Next Salary Increase	Next Percentage Increase
unknown	unknown	unknown
6/1/2021	unknown	unknown
7/1/2022	7/1/2023	2.50%
1/1/2022	unknown	unknown
8/7/2022	7/1/2023	3.00%
12/26/2021	unknown	unknown
7/13/2022	unknown	unknown
6/19/2022	unknown	unknown
2/20/2022	10/2/2022	3.00%

DRAFT

City of San Jose Retirement Agency - Market Compensation Data (sorted by Total Monthly Compensation)
August 2022

City of San Jose Retirement Agency - Market Compensation Data (sorted by Total Monthly Compensation)
August 2022

Retirement Investment Officer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package
1	San Bernardino County Employees' Retirement Association	Investment Officer	\$ 17,202	115.7%	\$ 19,902	\$ 8,136
2	Los Angeles City Employees' Retirement System	Investment Officer II	\$ 17,423	111.0%	\$ 19,339	\$ 5,244
3	Contra Costa County Employees' Retirement Association	Investment Officer	\$ 19,204	100.0%	\$ 19,204	\$ 7,208
4	Orange County Employees Retirement System	Investment Officer	\$ 15,925	112.5%	\$ 17,915	\$ 5,983
5	City of San Jose Retirement Agency	Retirement Investment Officer	\$ 16,059	100.0%	\$ 16,059	\$ 5,038
6	San Mateo County Employees' Retirement Association ¹	[Retirement Financial Analyst II/Retirement Finance Officer]	\$ 13,034	100.0%	\$ 13,034	\$ 7,121
7	CALPERS	Investment Officer III, PERS	\$ 11,373	113.6%	\$ 12,920	\$ 3,955
8	Alameda County Employees' Retirement Association	Investment Officer, ACERA	\$ 12,312	100.0%	\$ 12,312	\$ 6,151
9	San Francisco Employees' Retirement System	N/C				

Summary Results			Top Monthly Salary	Adjusted Top Monthly Salary
Average of Comparators			\$ 15,210	\$ 16,375
% City of San Jose Retirement Agency Above/Below			5.3%	-2.0%
Median of Comparators			\$ 15,925	\$ 17,915
% City of San Jose Retirement Agency Above/Below			0.8%	-11.6%
Number of Matches			7	7
Median of Comparators Excluding CALPERS			\$ 16,563	\$ 18,560
% City of San Jose Retirement Agency Above/Below			-3.1%	-15.6%
60th Percentile			\$ 17,202	\$ 19,204
% City of San Jose Retirement Agency Above/Below			-7.1%	-19.6%
75th Percentile			\$ 17,368	\$ 19,305
% City of San Jose Retirement Agency Above/Below			-8.1%	-20.2%
90th Percentile			\$ 18,314	\$ 19,621
% City of San Jose Retirement Agency Above/Below			-14.0%	-22.2%
Market Leader Position			\$ 19,204	\$ 19,902
% City of San Jose Retirement Agency Above/Below			-19.6%	-24.0%

Number of Matches	6	6
-------------------	---	---

N/C - Non Comparator
1 - San Mateo County Employees' Retirement Association: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency.

DRAFT

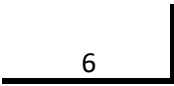
City of San Jose Retirement Agency - Market Compensation Data (sorted by Total Monthly Compensation)
August 2022

Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
\$ 28,038	1/1/2022	unknown	unknown
\$ 24,583	6/19/2022	1/29/2023	2.00%
\$ 26,412	7/13/2022	unknown	unknown
\$ 23,898	6/1/2021	unknown	unknown
\$ 21,097	8/7/2022	7/1/2023	3.00%
\$ 20,154	2/20/2022	10/2/2022	3.00%
\$ 16,875	7/1/2022	unknown	unknown
\$ 18,463	12/26/2021	unknown	unknown

Total Monthly
\$ 22,632 -7.3%
\$ 23,898 -13.3%
7
\$ 24,241 -14.9%
\$ 24,583 -16.5%
\$ 25,955 -23.0%
\$ 27,225 -29.0%
\$ 28,038 -32.9%

DRAFT

City of San Jose Retirement Agency - Market Compensation Data (sorted by Total Monthly Compensation)
August 2022



The salary displayed is an average of the matches.