

Client
Salary Schedule
Month Year

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	43,993	53,451	3,666	4,454	1,692.04	2,055.83
2	45,093	54,788	3,758	4,566	1,734.34	2,107.22
3	46,220	56,157	3,852	4,680	1,777.70	2,159.90
4	47,376	57,561	3,948	4,797	1,822.14	2,213.90
5	48,560	59,000	4,047	4,917	1,867.69	2,269.25
6	49,774	60,475	4,148	5,040	1,914.38	2,325.98
7	51,018	61,987	4,252	5,166	1,962.24	2,384.13
8	52,294	63,537	4,358	5,295	2,011.30	2,443.73
9	53,601	65,125	4,467	5,427	2,061.58	2,504.82
10	54,941	66,754	4,578	5,563	2,113.12	2,567.44
11	56,315	68,422	4,693	5,702	2,165.95	2,631.63
12	57,723	70,133	4,810	5,844	2,220.10	2,697.42
13	59,166	71,886	4,930	5,991	2,275.60	2,764.86
14	60,645	73,683	5,054	6,140	2,332.49	2,833.98
15	62,161	75,526	5,180	6,294	2,390.80	2,904.83
16	63,715	77,414	5,310	6,451	2,450.57	2,977.45
17	65,308	79,349	5,442	6,612	2,511.84	3,051.88
18	66,940	81,333	5,578	6,778	2,574.63	3,128.18
19	68,614	83,366	5,718	6,947	2,639.00	3,206.39
20	70,329	85,450	5,861	7,121	2,704.98	3,286.55
21	72,088	87,586	6,007	7,299	2,772.60	3,368.71
22	73,890	89,776	6,157	7,481	2,841.91	3,452.93
23	75,737	92,020	6,311	7,668	2,912.96	3,539.25
24	77,630	94,321	6,469	7,860	2,985.79	3,627.73
25	79,571	96,679	6,631	8,057	3,060.43	3,718.42
26	81,560	99,096	6,797	8,258	3,136.94	3,811.38
27	83,600	101,573	6,967	8,464	3,215.37	3,906.67
28	85,689	104,113	7,141	8,676	3,295.75	4,004.34
29	87,832	106,716	7,319	8,893	3,378.14	4,104.44
30	90,028	109,383	7,502	9,115	3,462.60	4,207.06
31	92,278	112,118	7,690	9,343	3,549.16	4,312.23
32	94,585	114,921	7,882	9,577	3,637.89	4,420.04
33	96,950	117,794	8,079	9,816	3,728.84	4,530.54
34	99,374	120,739	8,281	10,062	3,822.06	4,643.80
35	101,858	123,757	8,488	10,313	3,917.61	4,759.90

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	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
36	104,404	126,851	8,700	10,571	4,015.55	4,878.89
37	107,014	130,023	8,918	10,835	4,115.94	5,000.87
38	109,690	133,273	9,141	11,106	4,218.84	5,125.89
39	112,432	136,605	9,369	11,384	4,324.31	5,254.04
40	115,243	140,020	9,604	11,668	4,432.42	5,385.39
41	118,124	143,521	9,844	11,960	4,543.23	5,520.02
42	121,077	147,109	10,090	12,259	4,656.81	5,658.02
43	124,104	150,786	10,342	12,566	4,773.23	5,799.47
44	127,207	154,556	10,601	12,880	4,892.56	5,944.46
45	130,387	158,420	10,866	13,202	5,014.87	6,093.07
46	133,646	162,380	11,137	13,532	5,140.25	6,245.40
47	136,988	166,440	11,416	13,870	5,268.75	6,401.53
48	140,412	170,601	11,701	14,217	5,400.47	6,561.57
49	143,923	174,866	11,994	14,572	5,535.48	6,725.61
50	147,521	179,238	12,293	14,936	5,673.87	6,893.75
51	151,209	183,718	12,601	15,310	5,815.72	7,066.09
52	154,989	188,311	12,916	15,693	5,961.11	7,242.75
53	158,864	193,019	13,239	16,085	6,110.14	7,423.82
54	162,835	197,845	13,570	16,487	6,262.89	7,609.41
55	166,906	202,791	13,909	16,899	6,419.46	7,799.65
56	171,079	207,861	14,257	17,322	6,579.95	7,994.64
57	175,356	213,057	14,613	17,755	6,744.45	8,194.50
58	179,740	218,384	14,978	18,199	6,913.06	8,399.37
59	184,233	223,843	15,353	18,654	7,085.88	8,609.35
60	188,839	229,439	15,737	19,120	7,263.03	8,824.58
61	193,560	235,175	16,130	19,598	7,444.61	9,045.20
62	198,399	241,055	16,533	20,088	7,630.72	9,271.33
63	203,359	247,081	16,947	20,590	7,821.49	9,503.11
64	208,443	253,258	17,370	21,105	8,017.03	9,740.69
65	213,654	259,589	17,804	21,632	8,217.45	9,984.21
66	218,995	266,079	18,250	22,173	8,422.89	10,233.81
67	224,470	272,731	18,706	22,728	8,633.46	10,489.66
68	230,082	279,549	19,173	23,296	8,849.30	10,751.90
69	235,834	286,538	19,653	23,878	9,070.53	11,020.70
70	241,730	293,702	20,144	24,475	9,297.29	11,296.21

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	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
71	247,773	301,044	20,648	25,087	9,529.73	11,578.62
72	253,967	308,570	21,164	25,714	9,767.97	11,868.08
73	260,316	316,284	21,693	26,357	10,012.17	12,164.79
74	266,824	324,192	22,235	27,016	10,262.47	12,468.91
75	273,495	332,296	22,791	27,691	10,519.04	12,780.63
76	280,332	340,604	23,361	28,384	10,782.01	13,100.14
77	287,341	349,119	23,945	29,093	11,051.56	13,427.65
78	294,524	357,847	24,544	29,821	11,327.85	13,763.34
79	301,887	366,793	25,157	30,566	11,611.05	14,107.42
80	309,434	375,963	25,786	31,330	11,901.32	14,460.11
81	317,170	385,362	26,431	32,113	12,198.86	14,821.61
82	325,100	394,996	27,092	32,916	12,503.83	15,192.15
83	333,227	404,871	27,769	33,739	12,816.42	15,571.95
84	341,558	414,993	28,463	34,583	13,136.83	15,961.25
85	350,097	425,367	29,175	35,447	13,465.25	16,360.28
86	358,849	436,002	29,904	36,333	13,801.89	16,769.29
87	367,820	446,902	30,652	37,242	14,146.93	17,188.52
88	377,016	458,074	31,418	38,173	14,500.61	17,618.24
89	386,441	469,526	32,203	39,127	14,863.12	18,058.69
90	396,102	481,264	33,009	40,105	15,234.70	18,510.16
91	406,005	493,296	33,834	41,108	15,615.57	18,972.91
92	416,155	505,628	34,680	42,136	16,005.96	19,447.24
93	426,559	518,269	35,547	43,189	16,406.11	19,933.42
94	437,223	531,226	36,435	44,269	16,816.26	20,431.75
95	448,153	544,506	37,346	45,376	17,236.66	20,942.55
96	459,357	558,119	38,280	46,510	17,667.58	21,466.11
97	470,841	572,072	39,237	47,673	18,109.27	22,002.76
98	482,612	586,374	40,218	48,864	18,562.00	22,552.83
99	494,677	601,033	41,223	50,086	19,026.05	23,116.65
100	507,044	616,059	42,254	51,338	19,501.70	23,694.57

Client
Proposed Range Placement Recommendations
Month Year

Class Title	Current Maximum Monthly Salary	% from Adjusted Top Monthly Base Salary	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark
Chief Investment Officer*	\$29,475	7.0%	\$27,412	75	\$27,691	-6.05%	x
Retirement Investment Analyst I	\$8,896			36	\$10,571	18.82%	
Retirement Investment Analyst II	\$10,411	-12.0%	\$11,661	40	\$11,668	12.08%	x
Retirement Investment Officer	\$16,059	-11.6%	\$17,922	58	\$18,199	13.33%	x
Retirement Investment Officer, Senior	\$18,705			64	\$21,105	12.83%	
Retirement Investment Operations Supervisor	\$13,883	-8.8%	\$15,104	51	\$15,310	10.28%	x
Senior Accountant	\$10,438	6.9%	\$9,717	33	\$9,816	-5.95%	x
Staff Specialist	\$7,296	-2.4%	\$7,471	22	\$7,481	2.53%	

**Market placement excludes CalPERS data*

Legend for columns:

Column 1 - Classification Title.

Column 2 - Office's current monthly maximum salaries (including non-pensionable maximum).

Column 3 - Shows the percentage difference between the Office's current monthly maximum salaries and the desired market position.

Column 4 - Market placement shows the monthly market values derived from the adjusted base salary survey results.

Column 5 - Salary range number of the consultant's newly proposed salary range schedule.

Column 6 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 7 - Difference between the Office's current salaries and the consultant's proposed salaries.

Column 8 - Indicates whether the classification was a study benchmark.

Column 9 - Rationale for each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

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Proposed Range Placement Recommendations
Month Year

Rationale
Market and range placement. Y rate.
Internal alignment. 10% below Retirement Investment Analyst II.
Market and range placement.
Market and range placement.
Internal alignment. 15% above Retirement Investment Officer.
Market and range placement.
Market and range placement. Y rate.
Market and range placement.