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

Chief Investment Officer										
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	CALPERS	Chief Investment Officer, PERS	\$ 58,958	113.6%	\$ 66,977	\$ 10,817	\$ 77,794	unknown	unknown	unknown
2	Orange County Employees Retirement System	Chief Investment Officer	\$ 37,929	112.5%	\$ 42,670	\$ 14,917	\$ 57,587	6/1/2021	unknown	unknown
3	San Bernardino County Employees' Retirement Association	Chief Investment Officer	\$ 28,186	115.7%	\$ 32,611	\$ 13,737	\$ 46,348	1/1/2022	unknown	unknown
4	San Francisco Employees' Retirement System	Chief Operating Officer, Retirement	\$ 35,438	100.0%	\$ 35,438	\$ 7,056	\$ 42,494	7/1/2022	7/1/2023	2.50%
5	City of San Jose Retirement Agency	Chief Investment Officer	\$ 29,475	100.0%	\$ 29,475	\$ 7,549	\$ 37,024	8/7/2022	7/1/2023	3.00%
6	Alameda County Employees' Retirement Association	Chief Investment Officer, ACERA	\$ 27,425	100.0%	\$ 27,425	\$ 8,755	\$ 36,180	12/26/2021	unknown	unknown
7	Contra Costa County Employees' Retirement Association	Chief Investment Officer	\$ 27,422	100.0%	\$ 27,422	\$ 8,752	\$ 36,174	7/13/2022	unknown	unknown
8	San Mateo County Employees' Retirement Association	Chief Investment Officer, SAMCERA	\$ 26,055	100.0%	\$ 26,055	\$ 9,719	\$ 35,774	2/20/2022	10/2/2022	3.00%
9	Los Angeles City Employees' Retirement System	Chief Investment Officer	\$ 23,530	111.0%	\$ 26,118	\$ 6,219	\$ 32,338	6/19/2022	unknown	unknown

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%
Number of Matches	7	7	7

N/C - Non Comparator

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August 2022

Retirement Investment Analyst II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date
1	Contra Costa County Employees' Retirement Association	Investment Analyst	\$ 13,648	100.0%	\$ 13,648	\$ 6,164	\$ 19,812	7/13/2022
2	San Mateo County Employees' Retirement Association	Retirement Financial Analyst II	\$ 11,773	100.0%	\$ 11,773	\$ 6,057	\$ 17,830	4/19/2022
3	San Francisco Employees' Retirement System	Investment Analyst	\$ 12,170	100.0%	\$ 12,170	\$ 4,157	\$ 16,327	7/1/2022
4	San Bernardino County Employees' Retirement Association	Investment Analyst	\$ 9,984	115.7%	\$ 11,552	\$ 3,848	\$ 15,400	1/1/2022
5	Orange County Employees Retirement System	Investment Analyst	\$ 9,653	112.5%	\$ 10,859	\$ 4,288	\$ 15,148	6/1/2021
6	City of San Jose Retirement Agency	Retirement Investment Analyst II	\$ 10,411	100.0%	\$ 10,411	\$ 3,981	\$ 14,932	8/7/2022
7	CALPERS	Investment Officer II, PERS	\$ 8,932	113.6%	\$ 10,147	\$ 3,501	\$ 13,647	7/1/2022
8	Alameda County Employees' Retirement Association	N/C						
9	Los Angeles City Employees' Retirement System	N/C						

Summary Results	Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,027	\$ 11,691	\$ 16,361
% City of San Jose Retirement Agency Above/Below	-5.9%	-12.3%	-13.7%
Median of Comparators	\$ 10,878	\$ 11,662	\$ 15,864
% City of San Jose Retirement Agency Above/Below	-4.5%	-12.0%	-10.2%
Number of Matches	6	6	6

N/C - Non Comparator

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

Next Salary Increase	Next Percentage Increase
unknown	unknown
10/2/2022	3.00%
7/1/2023	2.50%
unknown	unknown
unknown	unknown
7/1/2023	3.00%
unknown	unknown

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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	Contra Costa County Employees' Retirement Association	Investment Officer	\$ 19,204	100.0%	\$ 19,204	\$ 7,208
3	Los Angeles City Employees' Retirement System	Investment Officer II	\$ 17,423	111.0%	\$ 19,339	\$ 5,244
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	Alameda County Employees' Retirement Association	Investment Officer, ACERA	\$ 12,312	100.0%	\$ 12,312	\$ 6,151
8	CALPERS	Investment Officer III, PERS	\$ 11,373	113.6%	\$ 12,920	\$ 3,955
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

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. The salary di

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August 2022

Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
\$ 28,038	1/1/2022	unknown	unknown
\$ 26,412	7/13/2022	unknown	unknown
\$ 24,583	6/19/2022	1/29/2023	2.00%
\$ 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%
\$ 18,463	12/26/2021	unknown	unknown
\$ 16,875	7/1/2022	unknown	unknown

Total Monthly
\$ 22,632 -7.3%
\$ 23,898 -13.3%
7

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

Retirement Investment Operations Supervisor							
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp
1	Orange County Employees Retirement System	Director of Investment Operations	\$ 21,267	112.5%	\$ 23,925	\$ 7,427	\$ 31,352
2	Alameda County Employees' Retirement Association	Investment Operations Officer, ACERA	\$ 15,879	100.0%	\$ 15,879	\$ 6,766	\$ 22,645
3	San Mateo County Employees' Retirement Association	Retirement Finance Officer	\$ 14,340	100.0%	\$ 14,340	\$ 7,381	\$ 21,721
4	Contra Costa County Employees' Retirement Association ¹	[Accounting Manager/Internal Auditor]	\$ 13,744	100.0%	\$ 13,744	\$ 6,182	\$ 19,926
5	City of San Jose Retirement Agency	Retirement Investment Operations Supervisor	\$ 13,883	100.0%	\$ 13,883	\$ 4,632	\$ 18,515
6	CALPERS	N/C					
7	Los Angeles City Employees' Retirement System	N/C					
8	San Bernardino County Employees' Retirement Association	N/C					
9	San Francisco Employees' Retirement System	N/C					

Summary Results	Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly
Average of Comparators	\$ 16,307	\$ 16,972	\$ 23,911
% City of San Jose Retirement Agency Above/Below	-17.5%	-22.3%	-29.1%
Median of Comparators	\$ 15,109	\$ 15,109	\$ 22,183
% City of San Jose Retirement Agency Above/Below	-8.8%	-8.8%	-19.8%
Number of Matches	4	4	4

N/C - Non Comparator

1 - Contra Costa 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. The salary matches.

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

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

/ displayed is an average of the

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Senior Accountant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date
1	San Francisco Employees' Retirement System	Accountant IV	\$ 12,656	100.0%	\$ 12,656	\$ 4,254	\$ 16,910	7/1/2022
2	San Mateo County Employees' Retirement Association	Retirement Senior Accountant	\$ 9,994	100.0%	\$ 9,994	\$ 5,703	\$ 15,697	4/19/2022
3	San Bernardino County Employees' Retirement Association	Senior Accountant	\$ 9,984	115.7%	\$ 11,552	\$ 3,848	\$ 15,400	1/1/2022
4	Contra Costa County Employees' Retirement Association	Accounting Supervisor	\$ 9,936	100.0%	\$ 9,936	\$ 5,323	\$ 15,259	7/13/2022
5	Alameda County Employees' Retirement Association	Retirement Accountant III	\$ 9,506	100.0%	\$ 9,506	\$ 5,498	\$ 15,003	12/26/2021
6	City of San Jose Retirement Agency	Senior Accountant	\$ 10,438	100.0%	\$ 10,438	\$ 3,987	\$ 14,425	8/7/2022
7	CALPERS	Financial Accountant I	\$ 8,350	113.6%	\$ 9,486	\$ 3,596	\$ 13,082	unknown
8	Los Angeles City Employees' Retirement System	Senior Accountant I	\$ 8,399	111.0%	\$ 9,323	\$ 3,507	\$ 12,830	6/19/2022
9	Orange County Employees Retirement System	Senior Accountant/Auditor	\$ 8,323	112.5%	\$ 9,364	\$ 2,814	\$ 12,178	7/1/2022

Summary Results		Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly
Average of Comparators		\$ 9,644	\$ 10,227	\$ 14,545
% City of San Jose Retirement Agency Above/Below		7.6%	2.0%	-0.8%
Median of Comparators		\$ 9,721	\$ 9,721	\$ 15,131
% City of San Jose Retirement Agency Above/Below		6.9%	6.9%	-4.9%
Number of Matches		8	8	8

N/C - Non Comparator

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August 2022

Next Salary Increase	Next Percentage Increase
7/1/2023	2.50%
10/2/2022	3.00%
unknown	unknown
unknown	unknown
unknown	unknown
unknown	unknown
unknown	unknown
unknown	unknown
1/29/2023	2.00%
unknown	unknown

DRAFT

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August 2022

Staff Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date
1	Alameda County Employees' Retirement Association	Administrative Specialist II	\$ 8,060	100.0%	\$ 8,060	\$ 5,159	\$ 13,219	12/26/2021
2	San Mateo County Employees' Retirement Association	Retirement Support Specialist	\$ 6,437	100.0%	\$ 6,437	\$ 4,995	\$ 11,433	4/19/2022
3	San Francisco Employees' Retirement System	Junior Management Assistant	\$ 7,796	100.0%	\$ 7,796	\$ 3,534	\$ 11,330	7/1/2022
4	CALPERS	Administrative Assistant II	\$ 6,739	113.6%	\$ 7,656	\$ 3,055	\$ 10,711	7/1/2022
5	Contra Costa County Employees' Retirement Association	Administrative Assistant	\$ 6,483	100.0%	\$ 6,483	\$ 4,107	\$ 10,589	1/1/2022
6	City of San Jose Retirement Agency	Staff Specialist	\$ 7,296	100.0%	\$ 7,296	\$ 3,202	\$ 10,498	8/7/2022
7	Los Angeles City Employees' Retirement System	Management Aide	\$ 6,565	111.0%	\$ 7,287	\$ 3,154	\$ 10,441	6/19/2022
8	Orange County Employees Retirement System	N/C						
9	San Bernardino County Employees' Retirement Association	N/C						

Summary Results	Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,013	\$ 7,286	\$ 11,287
% City of San Jose Retirement Agency Above/Below	3.9%	0.1%	-7.5%
Median of Comparators	\$ 6,652	\$ 7,471	\$ 11,020
% City of San Jose Retirement Agency Above/Below	8.8%	-2.4%	-5.0%
Number of Matches	6	6	6

N/C - Non Comparator

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Next Salary Increase	Next Percentage Increase
unknown	unknown
10/2/2022	3.00%
7/1/2023	2.50%
unknown	unknown
1/1/2023	3.00%
unknown	unknown
6/19/2023	2.00%