

**DRAFT**

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

<b>Retirement Investment Officer</b>						
<b>Rank</b>	<b>Comparator Agency</b>	<b>Classification Title</b>	<b>Top Monthly Salary</b>	<b>Geographic Differential</b>	<b>Adjusted Top Monthly Salary</b>	<b>Benefits Package</b>
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	<b>City of San Jose Retirement Agency</b>	<b>Retirement Investment Officer</b>	<b>\$ 16,059</b>	<b>100.0%</b>	<b>\$ 16,059</b>	<b>\$ 5,038</b>
6	San Mateo County Employees' Retirement Association <sup>1</sup>	[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				

<b>Summary Results</b>	<b>Top Monthly Salary</b>	<b>Adjusted Top Monthly Salary</b>
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 matches.

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Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
\$ 28,038	1/1/22	unknown	unknown
\$ 26,412	7/13/22	unknown	unknown
\$ 24,583	6/19/22	1/29/23	2.00%
\$ 23,898	6/1/21	unknown	unknown
<b>\$ 21,097</b>	<b>8/7/22</b>	<b>7/1/23</b>	<b>3.00%</b>
\$ 20,154	2/20/22	10/2/22	3.00%
\$ 18,463	12/26/21	unknown	unknown
\$ 16,875	7/1/22	unknown	unknown

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

y. The salary displayed is an average of the