



SAN JOAQUIN COUNTY
EMPLOYEES' RETIREMENT ASSOCIATION

NOW HIRING: RETIREMENT FINANCIAL OFFICER

Annual Salary: \$113,766.64 - \$138,284.12

ABOUT SJCERA

The San Joaquin County Employees' Retirement Association (SJCERA) is a public pension plan that provides retirement, disability, and survivor benefits to employees of San Joaquin County and certain other participating public entities. SJCERA manages and administers pension funds for a diverse group of public servants, ensuring their financial security in retirement.

With a commitment to excellence in retirement planning and investment management, SJCERA prioritizes transparency, integrity, and service, aiming to deliver sustainable financial solutions for its members. The organization also emphasizes professional development and fosters a collaborative, inclusive workplace culture.



3 REASONS YOU SHOULD WORK FOR SJCERA

OUR CULTURE

At SJCERA, we are a small team, and we pride ourselves on a collaborative and inclusive work environment. We believe in fostering mutual respect and transparency, creating a workplace where all employees feel valued and engaged.

PERSONAL DEVELOPMENT

We are committed to the growth of our employees by providing continuous learning opportunities. Our environment encourages personal and professional development, allowing individuals to thrive and reach their full potential.

MAKE AN IMPACT

At SJCERA, every employee plays a vital role in ensuring the financial well-being and retirement security of public servants. By working with us, you contribute to making a lasting impact on the lives of individuals who dedicate themselves to serving the community.

THE POSITION

As the Retirement Financial Officer at the San Joaquin County Employees' Retirement Association (SJCERA), you'll be an essential part of our leadership team, providing top-notch administrative, operational, and financial activities with SJCERA. You'll handle everything from managing the day-to-day operations of the investment and finance staff, while performing the most advanced professional accounting and oversight. If you're detail-oriented, organized, and possess strong professional accounting and investment skills, this role offers a great opportunity to make a meaningful impact in a supportive and dynamic work environment.

TYPICAL DUTIES

- Plans, organizes, and directs the financial operations of SJCERA.
- Leads and plans activities of a complex financial unit; supervises and evaluates professional and support staff.
- Oversees maintenance and control of essential accounting functions, assures that financial output is accurate and complete; maintains, balances, and reconciles retirement accounts.
- Reviews and analyzes cash flow data, directs preparation of annual reporting budget, reconciles revenue and budget reports.
- Ensures compliance with the General Accounting Standards Board, Financial Accounting Standards Board, and other regulatory standards.
- Coordinates the preparation of the annual retirement system actuarial study, compiles data, and evaluates system assets and liabilities.





MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE:

- Graduation from an accredited four-year college or university with a major in accounting, public or business administration, finance, economics or a closely related field, and including at least 12 semester units in accounting.
- Four years of increasing responsibility in fiscal, accounting, auditing or benefit administration work, of which one year must include advanced-journey level investment accounting experience, and at least one year supervising staff in the preparation, reconciliation and analysis of complex accounting documents and/or budgets.
- Possession of a valid California driver's license, if required by the nature of assignment.

SKILLS/ABILITIES:

- Knowledge of principles, practices, methods and techniques of accounting, financial management, public administration, and investment management.
- Understand general provisions of the County Employees' Retirement Act of 1937, retirement systems, and other state and federal retirement related laws.
- Ability to develop and implement complex accounting systems and financial controls; prepare and interpret various accounting statements and financial reports.

APPLICATION PROCESS

Applications including resume, cover letter, and answers to supplemental questions must be received by filing date: **May 1st, 2026**

For more information or to apply online, visit the San Joaquin County HR page at www.sjgov.org/department/hr. For questions, please call (209) 468-3370.

SELECTION PROCESS

If warranted by the number of qualified applicants, a Civil Service Oral Board Examination will be conducted. Following referral, candidates will participate in selection interviews with the SJCERA Executive team. Offers of employment are conditional on successfully passing a pre-employment background investigation.



COMPENSATION & BENEFITS

Approximate Annual Total Compensation:
 Retirement Financial Officer
 \$113,767 - \$138,284

Annual Cashable Compensation	Step 1	Step 5
Annual Base Salary	\$113,767	\$138,284
1% Employer 457 Contribution	\$1,137.67	\$1,382.84
Certified Public Accountant 5% Pay Supplement	\$5,688.35	\$6,914.20
Total Potential Annual Compensation	\$120,593.02	\$146,581.04

In addition to the base salary, the County offers a comprehensive compensation package that includes:

- 1% employer contribution to the County's 457 Deferred Compensation Plan
- 5% Additional Compensation Supplement for Certified Public Accountants
- Defined Benefit plan with CALPERS reciprocity
- 125 Flex Spending Benefits Plan Educational Reimbursement Program
- 12 days of sick leave annually (unlimited accumulation)
- 10 days of vacation leave (15 days after 3 years, 20 days after 10 years, and 23 days after 20 years)
- 14 paid holidays per year
- 10 days of administrative leave per fiscal year (pro-rated first year based on start date)

RECRUITMENT INCENTIVES

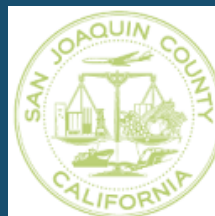
- Vacation accrual rate consistent with candidate's total years of public service.
- Sick leave credit up to 160 hours of unreimbursed sick leave from prior employment.
- Eligible for the New Hire Retention bonus:

One Year (2,080 hours): \$2,000
 Three Years (6,240 hours): \$1,000
 Six Years (12,480 hours): \$3,000

San Joaquin County Human Resources

44 N. San Joaquin St. Ste. 330
 Stockton, CA 95202

(209) 468-3370



SAN JOAQUIN
 COUNTY
Greatness grows here.

Equal Opportunity Employer