



SALARY SCALES

Please Note

Employees in Assistant, Manager, and Director roles are classified as Grade 1 or Grade 2 based on educational background.

Grade 1: Lived experience; High school degree or equivalent; Associate Degree; Bachelor's Degree; Professional certificate

Grade 2: Master's Degree; Doctorate; Juris Doctor or equivalent

COUNSEL & LEGAL FELLOW

Years of Relevant Experience	Salary
0-1	\$ 95,000
1-2	\$ 101,650
2-3	\$ 108,766
3-4	\$ 116,379
4-5	\$ 124,526
5-6	\$ 133,242
6-7	\$ 142,569
7-8	\$ 152,549
8-9	\$ 156,363
9-10	\$ 160,272
10-11	\$ 164,279
11-12	\$ 168,386
12-13	\$ 172,595
13-14	\$ 176,910
14-15	\$ 181,333
15-16	\$ 185,866
16-17	\$ 190,513
17-18	\$ 195,276
18-19	\$ 200,158
19-20	\$ 205,162
20-21	\$ 210,291
21-22	\$ 215,548
22-23	\$ 220,937
23-24	\$ 226,460
24-25	\$ 232,122
25-26	\$ 237,925
26-27	\$ 243,873
27-28	\$ 249,970
28-29	\$ 256,219
29-30	\$ 262,624
30-31	\$ 269,190
31-32	\$ 275,920
32-33	\$ 282,818
33-34	\$ 289,888
34-35	\$ 297,135
35-36	\$ 304,564
36-37	\$ 312,178
37-38	\$ 319,982
38-39	\$ 327,982
39-40	\$ 336,181

PARALEGAL

Years of Relevant Experience	Salary
0-1	\$ 85,000
1-2	\$ 87,125
2-3	\$ 89,303
3-4	\$ 91,536
4-5	\$ 93,824
5-6	\$ 96,170
6-7	\$ 98,574
7-8	\$ 101,038
8-9	\$ 103,564
9-10	\$ 106,153
10-11	\$ 108,807
11-12	\$ 111,527
12-13	\$ 114,316
13-14	\$ 117,173
14-15	\$ 120,103
15-16	\$ 123,105
16-17	\$ 126,183
17-18	\$ 129,338
18-19	\$ 132,571
19-20	\$ 135,885
20-21	\$ 139,282
21-22	\$ 142,764
22-23	\$ 146,334
23-24	\$ 149,992
24-25	\$ 153,742
25-26	\$ 157,585
26-27	\$ 161,525
27-28	\$ 165,563
28-29	\$ 169,702
29-30	\$ 173,945
30-31	\$ 178,293
31-32	\$ 182,751
32-33	\$ 187,319
33-34	\$ 192,002
34-35	\$ 196,802
35-36	\$ 201,722
36-37	\$ 206,766
37-38	\$ 211,935
38-39	\$ 217,233
39-40	\$ 222,664

ASSISTANT GRADE 1

Years of Relevant Experience	Salary
0-1	\$ 67,500
1-2	\$ 69,188
2-3	\$ 70,917
3-4	\$ 72,690
4-5	\$ 74,507
5-6	\$ 76,370
6-7	\$ 78,279
7-8	\$ 80,236
8-9	\$ 82,242
9-10	\$ 84,298
10-11	\$ 86,406
11-12	\$ 88,566
12-13	\$ 90,780
13-14	\$ 93,049
14-15	\$ 95,376
15-16	\$ 97,760
16-17	\$ 100,204
17-18	\$ 102,709
18-19	\$ 105,277
19-20	\$ 107,909
20-21	\$ 110,607
21-22	\$ 113,372
22-23	\$ 116,206
23-24	\$ 119,111
24-25	\$ 122,089
25-26	\$ 125,141
26-27	\$ 128,270
27-28	\$ 131,477
28-29	\$ 134,763
29-30	\$ 138,132
30-31	\$ 141,586
31-32	\$ 145,125
32-33	\$ 148,754
33-34	\$ 152,472
34-35	\$ 156,284
35-36	\$ 160,191
36-37	\$ 164,196
37-38	\$ 168,301
38-39	\$ 172,509
39-40	\$ 176,821

ASSISTANT GRADE 2

Years of Relevant Experience	Salary
0-1	\$ 75,000
1-2	\$ 76,875
2-3	\$ 78,797
3-4	\$ 80,767
4-5	\$ 82,786
5-6	\$ 84,856
6-7	\$ 86,977
7-8	\$ 89,151
8-9	\$ 91,380
9-10	\$ 93,665
10-11	\$ 96,006
11-12	\$ 98,406
12-13	\$ 100,867
13-14	\$ 103,388
14-15	\$ 105,973
15-16	\$ 108,622
16-17	\$ 111,338
17-18	\$ 114,121
18-19	\$ 116,974
19-20	\$ 119,899
20-21	\$ 122,896
21-22	\$ 125,969
22-23	\$ 129,118
23-24	\$ 132,346
24-25	\$ 135,654
25-26	\$ 139,046
26-27	\$ 142,522
27-28	\$ 146,085
28-29	\$ 149,737
29-30	\$ 153,481
30-31	\$ 157,318
31-32	\$ 161,251
32-33	\$ 165,282
33-34	\$ 169,414
34-35	\$ 173,649
35-36	\$ 177,990
36-37	\$ 182,440
37-38	\$ 187,001
38-39	\$ 191,676
39-40	\$ 196,468

MANAGER GRADE 1

Years of Relevant Experience	Salary
0-1	\$ 76,500
1-2	\$ 78,413
2-3	\$ 80,373
3-4	\$ 82,382
4-5	\$ 84,442
5-6	\$ 86,553
6-7	\$ 88,717
7-8	\$ 90,934
8-9	\$ 93,208
9-10	\$ 95,538
10-11	\$ 97,926
11-12	\$ 100,375
12-13	\$ 102,884
13-14	\$ 105,456
14-15	\$ 108,092
15-16	\$ 110,795
16-17	\$ 113,565
17-18	\$ 116,404
18-19	\$ 119,314
19-20	\$ 122,297
20-21	\$ 125,354
21-22	\$ 128,488
22-23	\$ 131,700
23-24	\$ 134,993
24-25	\$ 138,368
25-26	\$ 141,827
26-27	\$ 145,372
27-28	\$ 149,007
28-29	\$ 152,732
29-30	\$ 156,550
30-31	\$ 160,464
31-32	\$ 164,476
32-33	\$ 168,587
33-34	\$ 172,802
34-35	\$ 177,122
35-36	\$ 181,550
36-37	\$ 186,089
37-38	\$ 190,741
38-39	\$ 195,510
39-40	\$ 200,397

MANAGER GRADE 2

Years of Relevant Experience	Salary
0-1	\$ 85,000
1-2	\$ 87,125
2-3	\$ 89,303
3-4	\$ 91,536
4-5	\$ 93,824
5-6	\$ 96,170
6-7	\$ 98,574
7-8	\$ 101,038
8-9	\$ 103,564
9-10	\$ 106,153
10-11	\$ 108,807
11-12	\$ 111,527
12-13	\$ 114,316
13-14	\$ 117,173
14-15	\$ 120,103
15-16	\$ 123,105
16-17	\$ 126,183
17-18	\$ 129,338
18-19	\$ 132,571
19-20	\$ 135,885
20-21	\$ 139,282
21-22	\$ 142,764
22-23	\$ 146,334
23-24	\$ 149,992
24-25	\$ 153,742
25-26	\$ 157,585
26-27	\$ 161,525
27-28	\$ 165,563
28-29	\$ 169,702
29-30	\$ 173,945
30-31	\$ 178,293
31-32	\$ 182,751
32-33	\$ 187,319
33-34	\$ 192,002
34-35	\$ 196,802
35-36	\$ 201,722
36-37	\$ 206,766
37-38	\$ 211,935
38-39	\$ 217,233
39-40	\$ 222,664

DIRECTOR GRADE 1

Years of Relevant Experience	Salary
0-1	\$ 85,500
1-2	\$ 91,485
2-3	\$ 97,889
3-4	\$ 104,741
4-5	\$ 112,073
5-6	\$ 119,918
6-7	\$ 128,312
7-8	\$ 137,294
8-9	\$ 140,727
9-10	\$ 144,245
10-11	\$ 147,851
11-12	\$ 151,547
12-13	\$ 155,336
13-14	\$ 159,219
14-15	\$ 163,200
15-16	\$ 167,280
16-17	\$ 171,462
17-18	\$ 175,748
18-19	\$ 180,142
19-20	\$ 184,646
20-21	\$ 189,262
21-22	\$ 193,993
22-23	\$ 198,843
23-24	\$ 203,814
24-25	\$ 208,910
25-26	\$ 214,132
26-27	\$ 219,486
27-28	\$ 224,973
28-29	\$ 230,597
29-30	\$ 236,362
30-31	\$ 242,271
31-32	\$ 248,328
32-33	\$ 254,536
33-34	\$ 260,899
34-35	\$ 267,422
35-36	\$ 274,107
36-37	\$ 280,960
37-38	\$ 287,984
38-39	\$ 295,184
39-40	\$ 302,563

DIRECTOR GRADE 2

Years of Relevant Experience	Salary
0-1	\$ 95,000
1-2	\$ 101,650
2-3	\$ 108,766
3-4	\$ 116,379
4-5	\$ 124,526
5-6	\$ 133,242
6-7	\$ 142,569
7-8	\$ 152,549
8-9	\$ 156,363
9-10	\$ 160,272
10-11	\$ 164,279
11-12	\$ 168,386
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