



2024 SALARY SCALES

(Effective January 1, 2024)

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

FELLOW*

| Years of Relevant Experience | Salary |
|-------------------------------------|---------------|
| 0-1 | \$ 88,785 |
| 1-2 | \$ 95,000 |
| 2-3 | \$ 101,650 |
| 3-4 | \$ 108,766 |
| 4-5 | \$ 116,379 |
| 5-6 | \$ 124,526 |
| 6-7 | \$ 133,242 |
| 7-8 | \$ 142,569 |
| 8-9 | \$ 152,549 |
| 9-10 | \$ 156,363 |

*Fellows hired before January 1, 2024, are on the Counsel scale.

COUNSEL

| 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 |
| 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 |