| Job Level | Role | Min Experience | Additional Quals | $\begin{gathered} \text { Step } \\ 1 \\ \text { Min } \end{gathered}$ | Step 2 12.5\% | Step 3 25.0\% | Step 4 37.5\% | Step 5 50.0\% | Step 6 62.5\% | Step 7 75.0\% | Step 8 87.5\% | Step 9 Max |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 - Entry Level | Assistant/Associate | 0 years/2 years | Bachelor's or Equiv. | $\begin{gathered} 0<>1 \\ \$ 60,000 \end{gathered}$ | $\begin{gathered} 1<>2 \\ \$ 61,875 \end{gathered}$ | $\begin{gathered} 2<>3 \\ \$ 63,750 \end{gathered}$ | $\begin{gathered} 3<>4 \\ \$ 65,625 \end{gathered}$ | $\begin{gathered} 4<>5 \\ \$ 67,500 \end{gathered}$ | $\begin{gathered} 5<>6 \\ \$ 69,375 \end{gathered}$ | $\begin{gathered} 6<>7 \\ \$ 71,250 \end{gathered}$ | $\begin{gathered} 7<>8 \\ \$ 73,125 \end{gathered}$ | $\begin{gathered} 8+ \\ \$ 75,000 \end{gathered}$ |
| 2 - Mid-Level | Coordinator | 3 years | Bachelor's or Equiv. | $\begin{gathered} 3<>4 \\ \$ 67,500 \end{gathered}$ | $\begin{gathered} 4<>5 \\ \$ 69,375 \end{gathered}$ | $\begin{gathered} 5<>6 \\ \$ 71,250 \end{gathered}$ | $\begin{gathered} 6<>7 \\ \$ 73,125 \end{gathered}$ | $\begin{gathered} 7<>8 \\ \$ 75,000 \end{gathered}$ | $\begin{gathered} 8<>10 \\ \$ 76,875 \end{gathered}$ | $\begin{aligned} & 10<>12 \\ & \$ 78,750 \end{aligned}$ | $\begin{aligned} & 12<>14 \\ & \$ 80,625 \end{aligned}$ | $\begin{gathered} 14+ \\ \$ 82,500 \end{gathered}$ |
|  | Specialist | 3 years | Bachelor's or Equiv. | $\begin{gathered} 3<>4 \\ \$ 67,500 \end{gathered}$ | $\begin{gathered} 4<>5 \\ \$ 69,375 \end{gathered}$ | $\begin{gathered} 5<>6 \\ \$ 71,250 \end{gathered}$ | $\begin{gathered} 6<>7 \\ \$ 73,125 \end{gathered}$ | $\begin{gathered} 7<>8 \\ \$ 75,000 \end{gathered}$ | $\begin{gathered} 8<>10 \\ \$ 76,875 \end{gathered}$ | $\begin{aligned} & 10<>12 \\ & \$ 78,750 \end{aligned}$ | $\begin{aligned} & 12<>14 \\ & \$ 80,625 \end{aligned}$ | $\begin{gathered} 14+ \\ \$ 82,500 \end{gathered}$ |
|  | Manager | 4 years | Bachelor's or Equiv. | $\begin{gathered} 4<>5 \\ \$ 75,000 \end{gathered}$ | $\begin{gathered} 5<>6 \\ \$ 77,125 \end{gathered}$ | $\begin{gathered} 6<>7 \\ \$ 79,250 \end{gathered}$ | $\begin{gathered} 7<>8 \\ \$ 81,375 \end{gathered}$ | $\begin{gathered} 8<>10 \\ \$ 83,500 \end{gathered}$ | $\begin{aligned} & 10<>12 \\ & \$ 85,625 \end{aligned}$ | $\begin{aligned} & 12<>14 \\ & \$ 87,750 \end{aligned}$ | $\begin{aligned} & 14<>16 \\ & \$ 89,875 \end{aligned}$ | $\begin{gathered} 16+ \\ \$ 92,000 \end{gathered}$ |
|  | Policy Advocate | 4 years | Bachelor's or Equiv. | $\begin{gathered} 4<>5 \\ \$ 75,000 \end{gathered}$ | $\begin{gathered} 5<>6 \\ \$ 77,125 \end{gathered}$ | $\begin{gathered} 6<>7 \\ \$ 79,250 \end{gathered}$ | $\begin{gathered} 7<>8 \\ \$ 81,375 \end{gathered}$ | $\begin{gathered} 8<>10 \\ \$ 83,500 \end{gathered}$ | $\begin{aligned} & 10<>12 \\ & \$ 85,625 \end{aligned}$ | $\begin{aligned} & 12<>14 \\ & \$ 87,750 \end{aligned}$ | $\begin{aligned} & 14<>16 \\ & \$ 89,875 \end{aligned}$ | $\begin{gathered} 16+ \\ \$ 92,000 \end{gathered}$ |
|  | Counsel | 0 years post JD | JD | $\begin{gathered} 0<>1 \\ \$ 80,000 \end{gathered}$ | $\begin{gathered} 1<>2 \\ \$ 82,500 \end{gathered}$ | $\begin{gathered} 2<>3 \\ \$ 85,000 \end{gathered}$ | $\begin{gathered} 3<>4 \\ \$ 87,500 \end{gathered}$ | $\begin{gathered} 4<>5 \\ \$ 90,000 \end{gathered}$ | $\begin{gathered} 5<>6 \\ \$ 92,500 \end{gathered}$ | $\begin{gathered} 6<>8 \\ \$ 95,000 \end{gathered}$ | $\begin{gathered} 8<>10 \\ \$ 97,500 \end{gathered}$ | $\begin{gathered} 10+ \\ \$ 100,000 \end{gathered}$ |
| 3 - Senior Staff | Senior Manager | 7 years | Bachelor's or Equiv. | $\begin{gathered} 7<>8 \\ \$ 82,000 \end{gathered}$ | $\begin{gathered} 8<>9 \\ \$ 84,250 \end{gathered}$ | $\begin{gathered} 9<>10 \\ \$ 86,500 \end{gathered}$ | $\begin{aligned} & 10<>12 \\ & \$ 88,750 \end{aligned}$ | $\begin{aligned} & 12<>14 \\ & \$ 91,000 \end{aligned}$ | $\begin{aligned} & 14<>16 \\ & \$ 93,250 \end{aligned}$ | $\begin{aligned} & 16<>18 \\ & \$ 95,500 \end{aligned}$ | $\begin{aligned} & 18<>21 \\ & \$ 97,750 \end{aligned}$ | $\begin{gathered} 21+ \\ \$ 100,000 \end{gathered}$ |
|  | Senior Policy Advocate | 7 years | Bachelor's or Equiv. | $\begin{gathered} 7<>8 \\ \$ 82,000 \end{gathered}$ | $\begin{gathered} 8<>9 \\ \$ 84,250 \end{gathered}$ | $\begin{gathered} 9<>10 \\ \$ 86,500 \end{gathered}$ | $\begin{aligned} & 10<>12 \\ & \$ 88,750 \end{aligned}$ | $\begin{aligned} & 12<>14 \\ & \$ 91,000 \end{aligned}$ | $\begin{aligned} & 14<>16 \\ & \$ 93,250 \end{aligned}$ | $\begin{aligned} & 16<>18 \\ & \$ 95,500 \end{aligned}$ | $\begin{aligned} & 18<>21 \\ & \$ 97,750 \end{aligned}$ | $\begin{gathered} 21+ \\ \$ 100,000 \end{gathered}$ |
|  | Senior Counsel | 7 years post JD | JD | $\begin{gathered} 7<>8 \\ \$ 100,000 \end{gathered}$ | $\begin{gathered} 8<>9 \\ \$ 102,500 \end{gathered}$ | $\begin{gathered} 9<>10 \\ \$ 105,000 \end{gathered}$ | $\begin{gathered} 10<>12 \\ \$ 107,500 \end{gathered}$ | $\begin{gathered} 12<>14 \\ \$ 110,000 \end{gathered}$ | $\begin{gathered} 14<>16 \\ \$ 112,500 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 115,000 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 117,500 \end{gathered}$ | $\begin{gathered} 20+ \\ \$ 120,000 \end{gathered}$ |
| 4 - Director/Program Level Manager | Director | 8 years | Bachelor's or Equiv. | $\begin{gathered} 8<>9 \\ \$ 110,000 \end{gathered}$ | $\begin{gathered} 9<>10 \\ \$ 112,500 \end{gathered}$ | $\begin{gathered} 10<>12 \\ \$ 115,000 \end{gathered}$ | $\begin{gathered} 12<>14 \\ \$ 117,500 \end{gathered}$ | $\begin{gathered} 14<>16 \\ \$ 120,000 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 122,500 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 125,000 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 127,500 \end{gathered}$ | $\begin{array}{r} 22+ \\ \$ 130,000 \\ \hline \end{array}$ |
|  | Senior Director (or Senior Advisor) | 10 years | Bachelor's or Equiv. | $\begin{gathered} 10<>11 \\ \$ 125,000 \\ \hline \end{gathered}$ | $\begin{gathered} 11<>12 \\ \$ 128,125 \end{gathered}$ | $\begin{gathered} 12<>14 \\ \$ 131,250 \end{gathered}$ | $\begin{gathered} 14<>16 \\ \$ 134,375 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 137,500 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 140,625 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 143,750 \end{gathered}$ | $\begin{gathered} 22<>25 \\ \$ 146,875 \end{gathered}$ | $\begin{gathered} 25+ \\ \$ 150,000 \end{gathered}$ |
|  | Lead Counsel | 8 years post JD | JD required | $\begin{gathered} 8<>9 \\ \$ 120,000 \end{gathered}$ | $\begin{gathered} 9<>10 \\ \$ 123,125 \end{gathered}$ | $\begin{gathered} 10<>12 \\ \$ 126,250 \end{gathered}$ | $\begin{gathered} 12<>14 \\ \$ 129,375 \end{gathered}$ | $\begin{gathered} 14<>16 \\ \$ 132,500 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 135,625 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 138,750 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 141,875 \end{gathered}$ | $\begin{gathered} 22+ \\ \$ 145,000 \end{gathered}$ |
|  | Senior Lead Counsel | 10 years post JD | JD required | $\begin{gathered} 10<>11 \\ \$ 135,000 \end{gathered}$ | $\begin{gathered} 11<>12 \\ \$ 138,125 \end{gathered}$ | $\begin{gathered} 12<>14 \\ \$ 141,250 \end{gathered}$ | $\begin{gathered} 14<>16 \\ \$ 144,375 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 147,500 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 150,625 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 153,750 \end{gathered}$ | $\begin{gathered} 22<>25 \\ \$ 156,875 \end{gathered}$ | $\begin{gathered} 25+ \\ \$ 160,000 \end{gathered}$ |
| 5 - VP/Dept. Head | Associate VP | 12 years | Bachelor's or Equiv. | $\begin{gathered} 12<>13 \\ \$ 140,000 \end{gathered}$ | $\begin{gathered} 13<>14 \\ \$ 143,125 \end{gathered}$ | $\begin{gathered} 14<>16 \\ \$ 146,250 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 149,375 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 152,500 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 155,625 \end{gathered}$ | $\begin{gathered} 22<>24 \\ \$ 158,750 \end{gathered}$ | $\begin{gathered} 24<>27 \\ \$ 161,875 \end{gathered}$ | $\begin{gathered} 27+ \\ \$ 165,000 \end{gathered}$ |
|  | L\&P Associate VP | 12 years post JD | JD | $\begin{gathered} 12<>13 \\ \$ 150,000 \end{gathered}$ | $\begin{array}{\|c\|c\|c\|} \hline 13<>14 \\ \$ 153,125 \\ \hline \end{array}$ | $\begin{gathered} 14<>16 \\ \$ 156,250 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 159,375 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 162,500 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 165,625 \end{gathered}$ | $\begin{gathered} 22<>24 \\ \$ 168,750 \end{gathered}$ | $\begin{gathered} 24<>27 \\ \$ 171,875 \end{gathered}$ | $\begin{gathered} 27+ \\ \$ 175,000 \\ \hline \end{gathered}$ |
|  | Vice President | 12 years | Bachelor's or Equiv. | $\begin{gathered} 12<>13 \\ \$ 160,000 \\ \hline \end{gathered}$ | $\begin{gathered} 13<>14 \\ \$ 163,750 \end{gathered}$ | $\begin{gathered} 14<>16 \\ \$ 167,500 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 171,250 \\ \hline \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 175,000 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 178,750 \end{gathered}$ | $\begin{gathered} 22<>24 \\ \$ 182,500 \\ \hline \end{gathered}$ | $\begin{gathered} 24<>27 \\ \$ 186,250 \end{gathered}$ | $\begin{gathered} 27+ \\ \$ 190,000 \end{gathered}$ |
|  | L\&P Vice President | 12 years post JD | JD | $\begin{gathered} 12<>13 \\ \$ 180,000 \end{gathered}$ | $\begin{gathered} 13<>14 \\ \$ 183,125 \end{gathered}$ | $\begin{gathered} 14<>16 \\ \$ 186,250 \end{gathered}$ | $\begin{gathered} 16<>18 \\ \$ 189,375 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 192,500 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 195,625 \end{gathered}$ | $\begin{gathered} 22<>24 \\ \$ 198,750 \end{gathered}$ | $\begin{gathered} 24<>27 \\ \$ 201,875 \end{gathered}$ | $\begin{gathered} 27+ \\ \$ 205,000 \end{gathered}$ |
| 6 - Chief | Chief | 15 years | Bachelor's or Equiv. | $\begin{gathered} 15<>16 \\ \$ 180,000 \end{gathered}$ | $\begin{gathered} 16<>17 \\ \$ 183,125 \end{gathered}$ | $\begin{gathered} 17<>18 \\ \$ 186,250 \end{gathered}$ | $\begin{gathered} 18<>20 \\ \$ 189,375 \end{gathered}$ | $\begin{gathered} 20<>22 \\ \$ 192,500 \end{gathered}$ | $\begin{gathered} 22<>24 \\ \$ 195,625 \end{gathered}$ | $\begin{gathered} 24<>27 \\ \$ 198,750 \end{gathered}$ | $\begin{gathered} 27<>30 \\ \$ 201,875 \end{gathered}$ | $\begin{gathered} 30+ \\ \$ 205,000 \end{gathered}$ |

