

Level	Role	Minimum Exp.	Addt'l Qualifications	Step 1 Min	Step 2 12.5%	Step 3 25%	Step 4 37.5%	Step 5 50%	Step 6 62.5%	Step 7 75%	Step 8 87.5%	Step 9 Max
Level 1	Assistant/Associate	0 years/2 years	Bachelor's or equiv.	0<>1 \$60,000	1<>2 \$61,875	2<>3 \$63,750	3<>4 \$65,625	4<>5 \$67,500	5<>6 \$69,375	6<>7 \$71,250	7<>8 \$73,125	8+ \$75,000
Level 2	Coordinator or Specialist	3 years	Bachelor's or equiv.	3<>4 \$67,500	4<>5 \$69,375	5<>6 \$71,250	6<>7 \$73,125	7<>8 \$75,000	8<>10 \$76,875	10<>12 \$78,750	12<>14 \$80,625	14+ \$82,500
	Manager or Policy Advocate	4 years	Bachelor's or equiv.	4<>5 \$75,000	5<>6 \$77,125	6<>7 \$79,250	7<>8 \$81,375	8<>10 \$83,500	10<>12 \$85,625	12<>14 \$87,750	14<>16 \$89,875	16+ \$92,000
	Counsel	0 years post J.D.	J.D.	0<>1 \$80,000	1<>2 \$82,500	2<>3 \$85,000	3<>4 \$87,500	4<>5 \$90,000	5<>6 \$92,500	6<>8 \$95,000	8<>10 \$97,500	10+ \$100,000
Level 3	Sr. Manager or Sr. Policy Advocate	7 years	Bachelor's or equiv.	7<>8 \$82,000	8<>9 \$84,250	9<>10 \$86,500	10<>12 \$88,750	12<>14 \$91,000	14<>16 \$93,250	16<>18 \$95,500	19<>21 \$97,750	21+ \$100,000
	Sr. Counsel	7 years post J.D.	J.D.	7<>8 \$100,000	8<>9 \$102,500	9<>10 \$105,000	10<>12 \$107,500	12<>14 \$110,000	14<>16 \$112,500	16<>18 \$115,000	19<>20 \$117,500	20+ \$120,000
Level 4	Director	8 years	Bachelor's or equiv.	8<>9 \$110,000	9<>10 \$112,500	10<>12 \$115,000	12<>14 \$117,500	14<>16 \$120,000	16<>18 \$122,500	18<>20 \$125,000	20<>22 \$127,500	22+ \$130,000
	Lead Counsel	8 years post J.D.	J.D.	8<>9 \$120,000	9<>10 \$123,125	10<>12 \$126,250	12<>14 \$129,375	14<>16 \$132,500	16<>18 \$135,625	18<>20 \$138,750	20<>22 \$141,875	22+ \$145,000
	Sr. Director or Sr. Advisor	10 years	Bachelor's or equiv.	10<>11 \$125,000	11<>12 \$128,125	12<>14 \$131,250	14<>16 \$134,375	16<>18 \$137,500	18<>20 \$140,625	20<>22 \$143,750	22<>25 \$146,875	25+ \$150,000
	Sr. Lead Counsel	10 years post J.D.	J.D.	10<>11 \$135,000	11<>12 \$138,125	12<>14 \$141,250	14<>16 \$144,375	16<>18 \$147,500	18<>20 \$150,625	20<>22 \$153,750	22<>25 \$156,875	25+ \$160,000
Level 5	Associate VP	12 years	Bachelor's or equiv.	12<>13 \$140,000	13<>14 \$143,125	14<>16 \$146,250	16<>18 \$149,375	18<>20 \$152,500	20<>22 \$155,625	22<>24 \$158,750	24<>27 \$161,875	27+ \$165,000
	Associate VP (J.D. Required)	12 years post J.D.	J.D.	12<>13 \$150,000	13<>14 \$153,125	14<>16 \$156,250	16<>18 \$159,375	18<>20 \$162,500	20<>22 \$165,625	22<>24 \$168,750	24<>27 \$171,875	27+ \$175,000
	VP	12 years	Bachelor's or equiv.	12<>13 \$160,000	13<>14 \$163,750	14<>16 \$167,500	16<>18 \$171,250	18<>20 \$175,000	20<>22 \$178,750	22<>24 \$182,500	24<>27 \$186,250	27+ \$190,000
	VP (J.D. Required)	12 years post J.D.	J.D.	12<>13 \$180,000	13<>14 \$183,125	14<>16 \$186,250	16<>18 \$189,375	18<>20 \$192,500	20<>22 \$195,625	22<>24 \$198,750	24<>27 \$201,875	27+ \$205,000
Level 6	Chief	15 years	Bachelor's or equiv.	15<>16 \$180,000	16<>17 \$183,125	17<>18 \$186,250	18<>20 \$189,375	20<>22 \$192,500	22<>24 \$195,625	24<>27 \$198,750	27<>30 \$201,875	30+ \$205,000
	Chief (J.D. Required)	15 years post J.D.	J.D.	15<>16 \$195,000	16<>17 \$198,125	17<>18 \$201,250	18<>20 \$204,375	20<>22 \$207,500	22<>24 \$210,625	24<>27 \$213,750	27<>30 \$216,875	30+ \$220,000