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

