



# The State Bar of California

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## **OPEN SESSION AGENDA ITEM 50-2 MARCH 2023**

**DATE:** March 16, 2023

**TO:** Members, Board of Trustees

**FROM:** Steve Mazer, Chief Administrative Officer

**SUBJECT:** Adoption of Employee Pay Schedule

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### **EXECUTIVE SUMMARY**

This item requests adoption of the State Bar employee pay schedule effective January 1, 2023, reflecting the 5 percent Cost of Living Adjustment (COLA) agreed to by the State Bar and its employees' union in the January 1, 2023, Memoranda of Understanding (MOU's).

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### **BACKGROUND**

All compensation reported to CalPERS must be compliant with the California Public Employees' Retirement Law (PERL).

Government Code section 20636 requires that base pay rates be set pursuant to publicly available pay schedules. California Code of Regulations section 570.5 clarifies the requirements of publicly available pay schedules, which include approval and adoption by the employer's governing body.

### **DISCUSSION**

The State Bar posts updated employee pay schedules on its public website every year. Attachment A is the employee pay schedule effective January 1, 2023, which reflects a 5 percent COLA to 2022 salary ranges, as well as selected other salary and classification adjustments, as agreed to by the State Bar and its employees' union in the January 1, 2023, MOU's. The 5 percent range adjustment is also applied to those classifications which are not subject to the MOU.

## **FISCAL/PERSONNEL IMPACT**

The COLAs add approximately \$4.2 million in salary and benefits costs, and have been included in the 2023 adopted budget.

## **AMENDMENTS TO RULES**

None

## **AMENDMENTS TO BOARD OF TRUSTEES POLICY MANUAL**

None

## **STRATEGIC PLAN GOALS & IMPLEMENTATION STEPS**

Goal 1. Protect the Public by Strengthening the Attorney Discipline System  
a.3. Sustain a well-resourced, motivated, and accountable, prosecutorial workforce.

## **RECOMMENDATIONS**

**Should the Board of Trustees concur in the proposed action, passage of the following resolution is recommended:**

**RESOLVED**, that the Board of Trustees approves the 2023 employee pay schedule included as Attachment A, as described herein.

## **ATTACHMENT LIST**

A. State Bar Employee 2023 Pay Schedule

## The State Bar of California 2023 Salary Ranges

Classification Title	Unit	Minimum Annual Salary	Maximum Annual Salary
Attorney I	Attorney	\$ 103,037	\$ 154,424
Attorney II	Attorney	\$ 113,339	\$ 169,872
Attorney III	Attorney	\$ 133,371	\$ 199,901
Attorney IV	Attorney	\$ 146,708	\$ 219,891
Attorney V	Attorney	\$ 161,378	\$ 241,880
Supervising Attorney	Attorney	\$ 161,378	\$ 241,880
Clinical Monitoring Analyst	General	\$ 88,481	\$ 117,971
Court Clerk	General	\$ 77,928	\$ 103,827
Financial Analyst	General	\$ 88,481	\$ 117,971
Fiscal Services Specialist	General	\$ 70,035	\$ 93,371
Forensic Accountant	General	\$ 93,990	\$ 125,321
General Services Specialist I	General	\$ 56,736	\$ 75,624
General Services Specialist II	General	\$ 63,037	\$ 84,022
General Services Specialist III	General	\$ 70,035	\$ 93,371
Investigator I	General	\$ 77,679	\$ 103,570
Investigator II	General	\$ 85,446	\$ 113,927
Investigator III	General	\$ 93,990	\$ 125,321
IT Analyst I	General	\$ 82,060	\$ 109,401
IT Analyst II	General	\$ 91,169	\$ 121,559
IT Analyst II*	General	\$ 91,169	\$ 125,236
IT Business Systems Analyst I	General	\$ 82,060	\$ 109,401
IT Business Systems Analyst II	General	\$ 91,169	\$ 121,559
IT Support Technician I	General	\$ 62,996	\$ 83,995
IT Support Technician II	General	\$ 69,983	\$ 93,318
Lead IT Analyst	General	\$ 107,076	\$ 142,745
Lead IT Analyst*	General	\$ 107,076	\$ 144,967
Lead IT Business Systems Analyst	General	\$ 107,076	\$ 142,745
Lead Program Analyst	General	\$ 107,076	\$ 142,745
Legal Secretary I	General	\$ 61,970	\$ 82,622
Legal Secretary II	General	\$ 68,163	\$ 90,888
Legal Secretary III	General	\$ 71,576	\$ 95,430
Paralegal	General	\$ 71,182	\$ 94,839
Probation Case Coordinator	General	\$ 77,816	\$ 103,743
Program Analyst	General	\$ 88,481	\$ 117,971
Program Coordinator	General	\$ 77,816	\$ 103,743
Program Specialist I	General	\$ 59,019	\$ 78,688
Program Specialist II	General	\$ 64,916	\$ 86,560
Program Specialist III	General	\$ 70,035	\$ 93,371
Program Supervisor	General	\$ 107,076	\$ 142,745
Public Information Officer	General	\$ 88,481	\$ 117,971
Public Trust Representative I	General	\$ 61,970	\$ 82,622
Public Trust Representative II	General	\$ 68,163	\$ 90,888
Public Trust Representative III	General	\$ 71,576	\$ 95,430

**ATTACHMENT A**  
**The State Bar of California 2023 Salary Ranges**

Classification Title	Unit	Minimum Annual Salary	Maximum Annual Salary
Senior Financial Analyst	General	\$ 97,336	\$ 129,781
Senior IT Analyst	General	\$ 95,737	\$ 127,644
Senior IT Analyst*	General	\$ 95,737	\$ 131,502
Senior IT Business Systems Analyst	General	\$ 95,737	\$ 127,644
Senior Paralegal	General	\$ 81,860	\$ 109,065
Senior Program Analyst	General	\$ 97,336	\$ 129,781
Translator-Interpreter	General	\$ 77,816	\$ 103,743
Assistant Chief Trial Counsel	Management	\$ 169,978	\$ 254,764
Court Counsel	Management	\$ 169,978	\$ 254,764
Finance Manager	Management	\$ 136,108	\$ 181,464
IT Manager I	Management	\$ 117,784	\$ 157,026
IT Manager II	Management	\$ 126,624	\$ 168,809
IT Manager III	Management	\$ 136,108	\$ 181,464
Manager, General Services	Management	\$ 117,784	\$ 157,026
Managing Attorney	Management	\$ 161,378	\$ 241,880
Program Manager I	Management	\$ 117,784	\$ 157,026
Program Manager II	Management	\$ 126,624	\$ 168,809
Program Manager III	Management	\$ 136,108	\$ 181,464
Chief Administrative Officer	Executive	\$ 200,998	\$ 301,263
Chief Financial Officer	Executive	\$ 200,998	\$ 301,263
Chief Mission Officer	Executive	\$ 200,998	\$ 301,263
Chief Programs Officer	Executive	\$ 200,998	\$ 301,263
Chief Trial Counsel	Executive	\$ 218,839	\$ 328,004
Clerk of the Court	Executive	\$ 182,726	\$ 273,883
Controller	Executive	\$ 152,431	\$ 203,242
Deputy Chief of Programs	Executive	\$ 182,726	\$ 273,883
Deputy Chief Trial Counsel	Executive	\$ 182,726	\$ 273,883
Deputy General Counsel	Executive	\$ 182,726	\$ 273,883
Director, General Services	Executive	\$ 167,680	\$ 223,569
Director, Human Resources	Executive	\$ 184,446	\$ 245,925
Executive Director	Executive	\$ 344,400	\$ 344,400
General Counsel	Executive	\$ 218,839	\$ 328,004
IT Director	Executive	\$ 184,446	\$ 245,925
IT Director I	Executive	\$ 152,431	\$ 203,242
Program Director I	Executive	\$ 152,431	\$ 203,242
Program Director II	Executive	\$ 167,680	\$ 223,569
Program Director III	Executive	\$ 184,446	\$ 245,925
Program Director III*	Executive	\$ 184,446	\$ 260,841
Public Trust Liaison	Executive	\$ 152,431	\$ 203,242
Special Counsel, Regulation	Executive	\$ 182,726	\$ 273,883
Attorney I	Confidential	\$ 103,037	\$ 154,424
Attorney II	Confidential	\$ 113,339	\$ 169,872
Attorney III	Confidential	\$ 133,371	\$ 199,901

**ATTACHMENT A**  
**The State Bar of California 2023 Salary Ranges**

Classification Title	Unit	Minimum Annual Salary	Maximum Annual Salary
Attorney IV	Confidential	\$ 146,708	\$ 219,891
Attorney V	Confidential	\$ 161,378	\$ 241,880
Financial Analyst	Confidential	\$ 88,481	\$ 117,971
Fiscal Services Specialist	Confidential	\$ 70,035	\$ 93,371
Human Resources Analyst	Confidential	\$ 88,481	\$ 117,971
Human Resources Coordinator	Confidential	\$ 77,816	\$ 103,743
Human Resources Specialist	Confidential	\$ 70,035	\$ 93,371
IT Analyst I	Confidential	\$ 82,060	\$ 109,401
IT Analyst II	Confidential	\$ 91,169	\$ 121,559
Lead Human Resources Analyst	Confidential	\$ 107,076	\$ 142,745
Lead IT Analyst	Confidential	\$ 107,076	\$ 142,745
Lead Program Analyst	Confidential	\$ 107,076	\$ 142,745
Legal Secretary I	Confidential	\$ 61,970	\$ 82,622
Legal Secretary II	Confidential	\$ 68,163	\$ 90,888
Legal Secretary III	Confidential	\$ 71,576	\$ 95,430
Paralegal	Confidential	\$ 71,182	\$ 94,839
Principal Financial Analyst	Confidential	\$ 117,784	\$ 157,026
Principal Financial Analyst II	Confidential	\$ 126,624	\$ 168,809
Principal Financial Analyst III	Confidential	\$ 136,108	\$ 181,464
Principal Human Resources Analyst	Confidential	\$ 117,784	\$ 157,026
Principal Human Resources Analyst II	Confidential	\$ 126,624	\$ 168,809
Principal Human Resources Analyst III	Confidential	\$ 136,108	\$ 181,464
Principal Program Analyst	Confidential	\$ 117,784	\$ 157,026
Principal Program Analyst*	Confidential	\$ 117,784	\$ 171,112
Principal Program Analyst II	Confidential	\$ 126,624	\$ 168,809
Principal Program Analyst III	Confidential	\$ 136,108	\$ 181,464
Program Analyst	Confidential	\$ 88,481	\$ 117,971
Program Coordinator	Confidential	\$ 77,816	\$ 103,743
Program Specialist I	Confidential	\$ 59,019	\$ 78,688
Program Specialist II	Confidential	\$ 64,916	\$ 86,560
Program Specialist III	Confidential	\$ 70,035	\$ 93,371
Program Supervisor	Confidential	\$ 107,076	\$ 142,745
Senior Financial Analyst	Confidential	\$ 97,336	\$ 129,781
Senior Human Resources Analyst	Confidential	\$ 97,336	\$ 129,781
Senior Paralegal	Confidential	\$ 81,860	\$ 109,065
Senior Program Analyst	Confidential	\$ 97,336	\$ 129,781

**\*Notes:**

An employee may be "red circled," i.e., receive wages in excess of the maximum of the salary range for their classification, in order to maintain at least a 5% wage differential between supervisors and subordinate employees, or due to application of other provisions of prior or current MOU's and personnel policies. An asterisk indicates a classification with a higher maximum salary for one or more "red circled" employees, with the actual maximum salary noted.