



The State Bar of California

OPEN SESSION AGENDA ITEM 50-2 JANUARY 2024

DATE: January 18, 2024

TO: Members, Board of Trustees

FROM: Steve Mazer, Chief Administrative Officer

SUBJECT: Adoption of Employee Pay Schedule

EXECUTIVE SUMMARY

This item requests adoption of the State Bar employee pay schedule effective January 1, 2024, reflecting the 2.5 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).

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 an updated employee pay schedule on its public website every year. Attachment A is the employee pay schedule effective January 1, 2024, which reflects a 2.5 percent COLA to 2023 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 2.5 percent COLA is also applied to those classifications which are not subject to the MOU.

FISCAL/PERSONNEL IMPACT

The COLA adds approximately \$2.0 million in salary and benefits costs and has been included in the 2024 budget.

AMENDMENTS TO RULES

None

AMENDMENTS TO BOARD OF TRUSTEES POLICY MANUAL

None

STRATEGIC PLAN GOALS & IMPLEMENTATION STEPS

None – core business operations

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 2024 employee pay schedule included as Attachment A, as described herein.

ATTACHMENT LIST

- A.** State Bar Employee 2024 Pay Schedule

**The State Bar of California
2024 Salary Ranges**

ATTACHMENT A

Classification Title	Unit	Minimum Annual Salary	Maximum Annual Salary
Attorney I	Attorney	\$ 105,613	\$ 158,285
Attorney II	Attorney	\$ 116,172	\$ 174,119
Attorney III	Attorney	\$ 136,705	\$ 204,899
Attorney IV	Attorney	\$ 150,376	\$ 225,388
Attorney V	Attorney	\$ 165,412	\$ 247,927
Supervising Attorney	Attorney	\$ 165,412	\$ 247,927
Clinical Monitoring Analyst	General	\$ 90,693	\$ 120,920
Court Clerk	General	\$ 79,876	\$ 106,423
Financial Analyst	General	\$ 90,693	\$ 120,920
Fiscal Services Specialist	General	\$ 71,786	\$ 95,705
Forensic Accountant	General	\$ 96,340	\$ 128,454
General Services Specialist I	General	\$ 58,154	\$ 77,515
General Services Specialist II	General	\$ 64,613	\$ 86,123
General Services Specialist III	General	\$ 71,786	\$ 95,705
Investigator I	General	\$ 79,621	\$ 106,159
Investigator II	General	\$ 87,582	\$ 116,775
Investigator III	General	\$ 96,340	\$ 128,454
IT Analyst I	General	\$ 84,112	\$ 112,136
IT Analyst II	General	\$ 93,448	\$ 124,598
IT Analyst II*	General	\$ 93,448	\$ 125,236
IT Business Systems Analyst I	General	\$ 84,112	\$ 112,136
IT Business Systems Analyst II	General	\$ 93,448	\$ 124,598
IT Support Technician I	General	\$ 64,571	\$ 86,095
IT Support Technician II	General	\$ 71,733	\$ 95,651
Lead IT Analyst	General	\$ 109,753	\$ 146,314
Lead IT Business Systems Analyst	General	\$ 109,753	\$ 146,314
Lead Program Analyst	General	\$ 109,753	\$ 146,314
Legal Secretary I	General	\$ 63,519	\$ 84,688
Legal Secretary II	General	\$ 69,867	\$ 93,160
Legal Secretary III	General	\$ 73,365	\$ 97,816
Paralegal	General	\$ 72,962	\$ 97,210
Paralegal Supervisor	General	\$ 75,891	\$ 101,174
Probation Case Coordinator	General	\$ 79,761	\$ 106,337
Program Analyst	General	\$ 90,693	\$ 120,920
Program Coordinator	General	\$ 79,761	\$ 106,337
Program Specialist I	General	\$ 60,494	\$ 80,655
Program Specialist II	General	\$ 66,539	\$ 88,724
Program Specialist III	General	\$ 71,786	\$ 95,705
Program Supervisor	General	\$ 109,753	\$ 146,314
Public Information Officer	General	\$ 90,693	\$ 120,920
Public Trust Representative I	General	\$ 63,519	\$ 84,688
Public Trust Representative II	General	\$ 69,867	\$ 93,160
Public Trust Representative III	General	\$ 73,365	\$ 97,816

**The State Bar of California
2024 Salary Ranges**

Classification Title	Unit	Minimum Annual Salary	Maximum Annual Salary
Senior Financial Analyst	General	\$ 99,769	\$ 133,026
Senior IT Analyst	General	\$ 98,130	\$ 130,835
Senior IT Analyst*	General	\$ 98,130	\$ 131,502
Senior IT Business Systems Analyst	General	\$ 98,130	\$ 130,835
Senior Paralegal	General	\$ 83,907	\$ 111,792
Senior Program Analyst	General	\$ 99,769	\$ 133,026
Translator - Interpreter	General	\$ 79,761	\$ 106,337
Assistant Chief Trial Counsel	Management	\$ 174,227	\$ 261,133
Court Counsel	Management	\$ 174,227	\$ 261,133
Deputy Special Counsel, Regulation	Management	\$ 174,227	\$ 261,133
Finance Manager	Management	\$ 139,511	\$ 186,001
IT Manager I	Management	\$ 120,729	\$ 160,952
IT Manager II	Management	\$ 129,790	\$ 173,029
IT Manager III	Management	\$ 139,511	\$ 186,001
Manager, General Services	Management	\$ 120,729	\$ 160,952
Managing Attorney	Management	\$ 157,901	\$ 236,654
Program Manager I	Management	\$ 120,729	\$ 160,952
Program Manager II	Management	\$ 129,790	\$ 173,029
Program Manager III	Management	\$ 139,511	\$ 186,001
Chief Administrative Officer	Executive	\$ 206,023	\$ 308,795
Chief Financial Officer	Executive	\$ 206,023	\$ 308,795
Chief Mission Officer	Executive	\$ 206,023	\$ 308,795
Chief Programs Officer	Executive	\$ 206,023	\$ 308,795
Chief Trial Counsel	Executive	\$ 235,526	\$ 353,014
Clerk of the Court	Executive	\$ 187,294	\$ 280,730
Controller	Executive	\$ 171,872	\$ 229,158
Deputy Chief of Mission Advancement*	Executive	\$ 187,294	\$ 286,650
Deputy Chief of Programs	Executive	\$ 187,294	\$ 280,730
Deputy Chief Trial Counsel	Executive	\$ 187,294	\$ 280,730
Deputy General Counsel	Executive	\$ 187,294	\$ 280,730
Director, General Services	Executive	\$ 171,872	\$ 229,158
Director, Human Resources	Executive	\$ 189,057	\$ 252,073
Executive Director	Executive	\$ 370,661	\$ 370,661
Finance Director	Executive	\$ 156,242	\$ 208,323
General Counsel	Executive	\$ 235,526	\$ 353,014
IT Director	Executive	\$ 189,057	\$ 252,073
IT Director I	Executive	\$ 156,242	\$ 208,323
Program Director I	Executive	\$ 156,242	\$ 208,323
Program Director I*	Executive	\$ 156,242	\$ 245,925
Program Director II	Executive	\$ 171,872	\$ 229,158
Program Director III	Executive	\$ 189,057	\$ 252,073
Program Director III*	Executive	\$ 189,057	\$ 260,841
Public Trust Liaison	Executive	\$ 156,242	\$ 208,323

**The State Bar of California
2024 Salary Ranges**

Classification Title	Unit	Minimum Annual Salary	Maximum Annual Salary
Special Counsel, Programs	Executive	\$ 187,294	\$ 280,730
Special Counsel, Regulation	Executive	\$ 187,294	\$ 280,730
Attorney I	Confidential	\$ 105,613	\$ 158,285
Attorney II	Confidential	\$ 116,172	\$ 174,119
Attorney III	Confidential	\$ 136,705	\$ 204,899
Attorney IV	Confidential	\$ 150,376	\$ 225,388
Attorney V	Confidential	\$ 165,412	\$ 247,927
Financial Analyst	Confidential	\$ 90,693	\$ 120,920
Fiscal Services Specialist	Confidential	\$ 71,786	\$ 95,705
Human Resources Analyst	Confidential	\$ 90,693	\$ 120,920
Human Resources Coordinator	Confidential	\$ 79,761	\$ 106,337
Human Resources Specialist	Confidential	\$ 71,786	\$ 95,705
IT Analyst I	Confidential	\$ 84,112	\$ 112,136
IT Analyst II	Confidential	\$ 93,448	\$ 124,598
Lead Financial Analyst	Confidential	\$ 109,753	\$ 146,314
Lead Human Resources Analyst	Confidential	\$ 109,753	\$ 146,314
Lead IT Analyst	Confidential	\$ 109,753	\$ 146,314
Lead Program Analyst	Confidential	\$ 109,753	\$ 146,314
Legal Secretary I	Confidential	\$ 63,519	\$ 84,688
Legal Secretary II	Confidential	\$ 69,867	\$ 93,160
Legal Secretary III	Confidential	\$ 73,365	\$ 97,816
Paralegal	Confidential	\$ 72,962	\$ 97,210
Principal Financial Analyst	Confidential	\$ 120,729	\$ 160,952
Principal Financial Analyst II	Confidential	\$ 129,790	\$ 173,029
Principal Financial Analyst III	Confidential	\$ 139,511	\$ 186,001
Principal Human Resources Analyst	Confidential	\$ 120,729	\$ 160,952
Principal Human Resources Analyst II	Confidential	\$ 129,790	\$ 173,029
Principal Human Resources Analyst III	Confidential	\$ 139,511	\$ 186,001
Principal Program Analyst	Confidential	\$ 120,729	\$ 160,952
Principal Program Analyst II	Confidential	\$ 129,790	\$ 173,029
Principal Program Analyst III	Confidential	\$ 139,511	\$ 186,001
Program Analyst	Confidential	\$ 90,693	\$ 120,920
Program Coordinator	Confidential	\$ 79,761	\$ 106,337
Program Specialist I	Confidential	\$ 60,494	\$ 80,655
Program Specialist II	Confidential	\$ 66,539	\$ 88,724
Program Specialist III	Confidential	\$ 71,786	\$ 95,705
Program Supervisor	Confidential	\$ 109,753	\$ 146,314
Senior Financial Analyst	Confidential	\$ 99,769	\$ 133,026
Senior Human Resources Analyst	Confidential	\$ 99,769	\$ 133,026
Senior Paralegal	Confidential	\$ 83,907	\$ 111,792
Senior Program Analyst	Confidential	\$ 99,769	\$ 133,026

*Notes:

The State Bar of California
2024 Salary Ranges

Classification Title	Unit	Minimum Annual Salary	Maximum Annual Salary
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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.