

CBA APPENDIX 4

Washington Lawyers' Committee Salary Scales

[Attached]

Attorney Salary Scale

Years' Experience as an Attorney	Salary (current)	Proposed CBA Year 1-2	Proposed CBA Year 3
pre-bar		61,250	62,250
0	63,000	64,250	65,250
1	66,000	67,250	68,250
2	69,000	70,250	71,250
3	72,000	73,250	74,250
4	75,000	76,250	77,250
5	78,000	79,250	80,250
6	81,000	82,250	83,250
7	84,000	85,250	86,250
8	87,000	88,250	89,250
9	90,000	91,250	92,250
10	93,500	94,750	95,750
11	97,000	98,250	99,250
12	100,500	101,750	102,750
13	104,000	105,250	106,250
14	107,500	108,750	109,750
15	111,000	112,250	113,250
16	114,500	115,750	116,750
17	118,000	119,250	120,250
18	121,500	122,750	123,750
19	125,000	126,250	127,250
20	128,000	129,750	130,750
21+	132,000	133,250	134,250

Advocate Salary Scale

Years' Experience	Salary (current)	Proposed CBA Year 1	Proposed CBA Year 2-3
0	42,500	48,500	50,000
1	44,000	50,000	51,500
2	45,500	51,500	53,000
3	47,000	53,000	54,500
4	48,500	54,500	56,000
5	50,000	56,000	57,500
6	51,500	57,500	59,000
7	53,000	59,000	60,500
8	54,500	60,500	62,000
9	56,000	62,000	63,500
10	57,500	63,500	65,000
11	59,000	65,000	66,500
12	60,500	66,500	68,000
13	62,000	68,000	69,500
14	63,500	69,500	71,000

Development/Communications Salary Scale

Years' Experience	Salary (current)	Proposed CBA Year 1	Proposed CBA Year 2-3
0	42,500	48,500	50,000
1	44,000	50,000	51,500
2	45,500	51,500	53,000
3	47,000	53,000	54,500
4	48,500	54,500	56,000
5	50,000	56,000	57,500
6	51,500	57,500	59,000
7	53,000	59,000	60,500
8	54,500	60,500	62,000
9	56,000	62,000	63,500
10	57,500	63,500	65,000
11	59,000	65,000	66,500
12	60,500	66,500	68,000
13	62,000	68,000	69,500
14	63,500	69,500	71,000

Paralegal Salary Scale

Years' Experience	Salary (current)	Proposed CBA Year 1	Proposed CBA Year 2-3
0	40,000	46,500	47,500
1	41,500	48,000	49,000
2	43,000	49,500	50,500
3	44,500	51,000	52,000
4	46,000	52,500	53,500
5	47,500	54,000	55,000
6	49,000	55,500	56,500
7	50,500	57,000	58,000
8	52,000	58,500	59,500
9	53,500	60,000	61,000
10	55,000	61,500	62,500
11		63,000	64,000
12		64,500	65,500
13		66,000	67,000
14		67,500	68,500

Receptionist/Facilities Manager Salary Scale

Years' Experience	Salary (current)	Proposed CBA Year 1	Proposed CBA Year 2-3
0	35,000	41,500	44,000
1	36,000	42,500	45,000
2	37,000	43,500	46,000
3	38,000	44,500	47,000
4	39,000	45,500	48,000
5	40,000	46,500	49,000
6	41,000	47,500	50,000
7	42,000	48,500	51,000
8	43,000	49,500	52,000
9	44,000	50,500	53,000
10	45,000	51,500	54,000
11		52,500	55,000
12		53,500	56,000
13		54,500	57,000
14		55,500	58,000