

**Sonoma County Superintendent of Schools
Attorney Salary Schedule*
Fiscal Year 2019-2020
Effective July 1, 2019**

**This is a productivity-based billable hour salary schedule and constitutes a 1.0 Full Time Equivalent position*

RANGE	LEVEL OF RESPONSIBILITY	STEP 1 ANNUAL	STEP 2 ANNUAL	STEP 3 ANNUAL	STEP 4 ANNUAL	STEP 5 ANNUAL	STEP 6 ANNUAL	STEP 7 ANNUAL	STEP 8 ANNUAL	STEP 9 ANNUAL	STEP 10 ANNUAL	RANGE'
1	Labor Relations Coordinator I	\$82,248.48	\$89,206.72	\$96,164.97	\$107,891.02	\$119,617.06	\$131,343.11					1
2	Schools Legal Counsel	\$89,400.53	\$97,092.76	\$108,818.81	\$120,544.86	\$132,270.90	\$143,996.95					2
3	Assistant General Counsel	\$100,802.99	\$109,229.21	\$120,955.27	\$132,681.31	\$144,407.36	\$156,133.40	\$167,859.45	\$179,585.48			3
4	Labor Relations Coordinator II	\$107,926.56	\$117,086.77	\$126,247.01	\$135,407.22	\$144,567.45	\$156,293.48					4
5	Associate Gen Counsel	\$107,926.56	\$117,086.78	\$126,247.00	\$135,407.22	\$144,567.44	\$156,293.48	\$168,019.54	\$179,745.58	\$191,471.62	\$203,197.65	5
7	Sr. Assoc General Counsel	\$138,502.22	\$148,396.44	\$158,290.65	\$168,184.86	\$179,910.91	\$191,636.95	\$203,363.00	\$215,089.05	\$226,815.09	\$238,541.14	7

RANGE	Billable Hours**	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	RANGE'
1	Required Annual Billable Hours **	1300	1400	1500	1600	1700	1800					1
2	Required Annual Billable Hours **	1200	1300	1400	1500	1600	1700					2
3	Required Annual Billable Hours **	1200	1300	1400	1500	1600	1700	1800	1900			3
4	Required Annual Billable Hours **	1300	1400	1500	1600	1700	1800					4
5	Required Annual Billable Hours **	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	5
7	Required Annual Billable Hours **	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	7

**** Compensation for Billable Hours Above those Required for Step Placement (SCLS notes)**

Attorneys shall be entitled to the following compensation for billable hours worked beyond the required hours for their step placement, but shall not receive compensation for any billable hours worked beyond the maximum for their salary range:

1 to 99 excess billable hours shall be compensated at \$60.00 per hour.

If the excess hours are 100 or more, the individual will move to the next step.

The remaining billable hours over 100 shall be compensated at \$60.00 per hour.

SCHEDULE 204MMO ANNUAL	
BASE HOURS PER DAY	8
BASE AVG DAYS PER YEAR	262
BASE AVG HOURS PER YEAR	2096
MONTHS PAID	12