

**Sonoma County Superintendent of Schools
Attorney Salary Schedule*
Fiscal Year 2020-2021
Effective July 1, 2020**

**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	RANGE¹
1	Labor Relations Coordinator I	\$84,715.94	\$91,882.93	\$99,049.92	\$111,127.76	\$123,205.58	\$135,283.41					1
2	Schools Legal Counsel	\$92,082.55	\$100,005.55	\$112,083.38	\$124,161.21	\$136,239.03	\$148,316.86					2
3	Assistant General Counsel	\$103,827.08	\$112,506.09	\$124,583.93	\$136,661.75	\$148,739.59	\$160,817.41	\$172,895.24	\$184,973.04			3
3	Coor Employee/Employer Relations	\$109,229.22	\$120,955.25	\$132,681.31	\$144,407.35	\$156,133.40	\$0.00					3
4	Labor Relations Coordinator II	\$111,164.36	\$120,599.38	\$130,034.43	\$139,469.44	\$148,904.48	\$160,982.29					4
5	Associate Gen Counsel	\$111,164.36	\$120,599.39	\$130,034.41	\$139,469.44	\$148,904.47	\$160,982.29	\$173,060.13	\$185,137.95	\$197,215.77	\$209,293.58	5
5	Assoc Gen Counsel (Lead Atty/Supv Attys/Supv Reg Lgl Ofc)	\$157,776.13	\$169,502.17	\$181,228.22	\$192,954.27	\$204,680.31	\$0.00	\$0.00	\$0.00			5
7	Sr. Assoc General Counsel	\$142,657.29	\$152,848.34	\$163,039.37	\$173,230.41	\$185,308.24	\$197,386.06	\$209,463.89	\$221,541.73	\$233,619.55	\$245,697.38	7

RANGE	Billable Hours**	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	RANGE¹
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 **	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	261
BASE AVG HOURS PER YEAR	2088
MONTHS PAID	12