

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

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

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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	\$ 156,242	\$ 208,323
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
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
Special Counsel, Regulation	Executive	\$ 187,294	\$ 280,730
Attorney I	Confidential	\$ 105,613	\$ 158,285
Attorney II	Confidential	\$ 116,172	\$ 174,119

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Classification Title	Unit	Minimum Annual Salary	Maximum Annual Salary
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 IT Analyst	Confidential	\$ 120,729	\$ 160,952
Principal IT Analyst II	Confidential	\$ 129,790	\$ 173,029
Principal IT 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

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**\*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.