The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Assistant Chief Trial Counsel | 236,654.05 | 1 | Management |
| Assistant Chief Trial Counsel | 240,885.25 | 1 | Management |
| Assistant Chief Trial Counsel | 248,486.06 | 1 | Management |
| Assistant Chief Trial Counsel | 248,486.75 | 1 | Management |
| Assistant Chief Trial Counsel | 249,273.85 | 1 | Management |
| Assistant Chief Trial Counsel | 261,133.00 | 1 | Management |
| Attorney I | 111,782.26 | 1 | BU Attorney |
| Attorney I | 128,125.00 | 1 | Confidential Attorney |
| Attorney II | 122,308.13 | 1 | BU Attorney |
| Attorney II | 122,335.80 | 1 | BU Attorney |
| Attorney II | 125,000.00 | 1 | Long Term Casual |
| Attorney II | 128,423.53 | 1 | BU Attorney |
| Attorney II | 128,423.53 | 1 | BU Attorney |
| Attorney II | 128,423.53 | 1 | BU Attorney |
| Attorney II | 128,423.53 | 1 | BU Attorney |
| Attorney II | 131,285.08 | 1 | BU Attorney |
| Attorney II | 134,484.10 | 1 | BU Attorney |
| Attorney II | 134,597.34 | 1 | BU Attorney |
| Attorney II | 134,965.85 | 1 | BU Attorney |
| Attorney II | 134,965.85 | 1 | BU Attorney |
| Attorney II | 134,965.85 | 1 | BU Attorney |
| Attorney II | 137,979.35 | 1 | BU Attorney |
| Attorney II | 137,979.35 | 1 | BU Attorney |
| Attorney II | 138,836.25 | 1 | BU Attorney |
| Attorney II | 138,836.25 | 1 | BU Attorney |
| Attorney II | 138,836.25 | 1 | BU Attorney |
| Attorney II | 138,836.25 | 1 | BU Attorney |
| Attorney II | 138,836.25 | 1 | BU Attorney |
| Attorney II | 138,836.25 | 1 | BU Attorney |
| Attorney II | 138,836.25 | 1 | BU Attorney |
| Attorney II | 141,150.70 | 1 | BU Attorney |
| Attorney II | 141,150.70 | 1 | BU Attorney |
| Attorney II | 141,150.70 | 1 | BU Attorney |
| Attorney II | 141,207.92 | 1 | BU Attorney |
| Attorney II | 141,208.04 | 1 | BU Attorney |
| Attorney II | 141,208.10 | 1 | BU Attorney |
| Attorney II | 141,208.10 | 1 | BU Attorney |
| Attorney II | 141,208.10 | 1 | BU Attorney |
| Attorney II | 141,208.10 | 1 | BU Attorney |
| Attorney II | 141,208.10 | 1 | BU Attorney |
| Attorney II | 141,208.10 | 1 | BU Attorney |
| Attorney II | 141,327.00 | 1 | BU Attorney |
| Attorney II | 142,307.16 | 1 | BU Attorney |
| Attorney II | 142,307.16 | 1 | BU Attorney |
| Attorney II | 144,020.22 | 1 | BU Attorney |
| Attorney II | 144,621.35 | 1 | BU Attorney |
| Attorney II | 144,621.35 | 1 | BU Attorney |

The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Attorney II | 145,778.58 | 1 | BU Attorney |
| Attorney II | 146,934.78 | 1 | BU Attorney |
| Attorney II | 147,933.13 | 1 | BU Attorney |
| Attorney II | 148,268.30 | 1 | BU Attorney |
| Attorney II | 148,268.44 | 1 | BU Attorney |
| Attorney II | 155,682.13 | 1 | BU Attorney |
| Attorney II | 155,682.47 | 1 | BU Attorney |
| Attorney II | 155,682.87 | 1 | BU Attorney |
| Attorney II | 174,119.00 | 1 | BU Attorney |
| Attorney III | 147,932.10 | 1 | BU Attorney |
| Attorney III | 148,270.56 | 1 | BU Attorney |
| Attorney III | 149,170.30 | 1 | BU Attorney |
| Attorney III | 151,716.40 | 1 | BU Attorney |
| Attorney III | 151,716.40 | 1 | BU Attorney |
| Attorney III | 151,716.42 | 1 | BU Attorney |
| Attorney III | 151,716.54 | 1 | BU Attorney |
| Attorney III | 155,328.50 | 1 | BU Attorney |
| Attorney III | 155,329.53 | 1 | BU Attorney |
| Attorney III | 155,682.13 | 1 | BU Attorney |
| Attorney III | 155,683.15 | 1 | BU Attorney |
| Attorney III | 158,941.26 | 1 | BU Attorney |
| Attorney III | 159,302.43 | 1 | BU Attorney |
| Attorney III | 159,303.00 | 1 | BU Attorney |
| Attorney III | 159,303.45 | 1 | BU Attorney |
| Attorney III | 159,303.45 | 1 | BU Attorney |
| Attorney III | 163,095.95 | 1 | BU Attorney |
| Attorney III | 163,465.98 | 1 | BU Attorney |
| Attorney III | 163,467.00 | 1 | BU Attorney |
| Attorney III | 166,888.85 | 1 | BU Attorney |
| Attorney III | 167,267.70 | 1 | BU Attorney |
| Attorney III | 167,268.58 | 1 | BU Attorney |
| Attorney III | 171,981.05 | 1 | BU Attorney |
| Attorney III | 182,825.15 | 1 | Confidential Attorney |
| Attorney III | 188,720.44 | 1 | Confidential Attorney |
| Attorney III | 203,195.57 | 1 | BU Attorney |
| Attorney III | 204,899.00 | 1 | BU Attorney |
| Attorney III | 204,899.00 | 1 | BU Attorney |
| Attorney IV | 167,268.15 | 1 | BU Attorney |
| Attorney IV | 174,029.63 | 1 | BU Attorney |
| Attorney IV | 183,198.25 | 1 | BU Attorney |
| Attorney IV | 191,922.03 | 1 | BU Attorney |
| Attorney IV | 199,012.98 | 1 | BU Attorney |
| Attorney IV | 201,383.92 | 1 | BU Attorney |
| Attorney IV | 215,143.40 | 1 | BU Attorney |
| Attorney IV | 215,143.40 | 1 | BU Attorney |
| Attorney IV | 215,143.45 | 1 | BU Attorney |
| Attorney IV | 221,637.91 | 1 | Confidential Attorney |

The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Attorney IV | 222,568.50 | 1 | Confidential Attorney |
| Attorney IV | 222,568.50 | 1 | Confidential Attorney |
| Attorney IV | 222,568.50 | 1 | Confidential Attorney |
| Attorney IV | 225,388.00 | 1 | Confidential Attorney |
| Attorney IV | 225,388.00 | 1 | Confidential Attorney |
| Attorney V | 206,332.50 | 1 | BU Attorney |
| Attorney V | 215,143.45 | 1 | BU Attorney |
| Attorney V | 215,143.45 | 1 | BU Attorney |
| Attorney V | 236,654.05 | 1 | BU Attorney |
| Attorney V | 236,654.24 | 1 | BU Attorney |
| Attorney V | 237,195.25 | 1 | Confidential Attorney |
| Attorney V | 247,927.00 | 1 | Confidential Attorney |
| Attorney V | 247,927.00 | 1 | Confidential Attorney |
| Chief Administrative Officer | 307,566.63 | 1 | Executive |
| Chief Financial Officer | 287,623.20 | 1 | Executive |
| Chief Mission Officer | 286,650.00 | 1 | Executive |
| Chief Programs Officer | 308,795.00 | 1 | Executive |
| Chief Trial Counsel | 340,354.33 | 1 | Executive |
| Clerk of the Court | 264,676.53 | 1 | Executive |
| Clinical Monitoring Analyst | 92,250.00 | 1 | BU General |
| Clinical Monitoring Analyst | 95,227.68 | 1 | BU General |
| Clinical Monitoring Analyst | 111,653.25 | 1 | BU General |
| Clinical Monitoring Analyst | 116,180.68 | 1 | BU General |
| Controller | 208,323.00 | 1 | Executive |
| Court Clerk | 88,492.35 | 1 | BU General |
| Court Clerk | 93,639.01 | 1 | BU General |
| Court Clerk | 106,423.00 | 1 | BU General |
| Court Clerk | 106,423.00 | 1 | BU General |
| Court Clerk | 106,423.00 | 1 | BU General |
| Court Clerk | 106,423.00 | 1 | BU General |
| Court Clerk | 106,423.00 | 1 | BU General |
| Court Clerk | 106,423.00 | 1 | BU General |
| Court Clerk | 106,423.00 | 1 | BU General |
| Court Counsel | 252,404.20 | 1 | Management |
| Deputy Chief of Programs | 275,639.93 | 1 | Executive |
| Deputy Chief Trial Counsel | 276,915.03 | 1 | Executive |
| Deputy General Counsel | 270,953.63 | 1 | Executive |
| Deputy Special Counsel, Regulation | 261,133.00 | 1 | Executive |
| Director, General Services | 229,158.00 | 1 | Executive |
| Director, Human Resources | 216,437.98 | 1 | Executive |
| Executive Director | 370,661.00 | 1 | Executive |
| Finance Manager | 186,001.00 | 1 | Management |
| Financial Analyst | 96,055.31 | 1 | BU General |
| Financial Analyst | 105,516.77 | 1 | BU General |
| Financial Analyst | 105,575.00 | 1 | BU General |
| Financial Analyst | 120,920.00 | 1 | Confidential |
| Fiscal Services Specialist | 84,755.84 | 1 | Confidential |

The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Fiscal Services Specialist | 87,299.68 | 1 | BU General |
| Fiscal Services Specialist | 90,407.20 | 1 | BU General |
| Fiscal Services Specialist | 92,062.88 | 1 | BU General |
| Fiscal Services Specialist | 95,707.04 | 1 | BU General |
| Forensic Accountant | 117,526.50 | 1 | BU General |
| General Counsel | 353,010.00 | 1 | Executive |
| General Services Specialist II | 67,845.44 | 1 | BU General |
| General Services Specialist II | 71,240.00 | 1 | BU General |
| General Services Specialist II | 82,467.84 | 1 | BU General |
| General Services Specialist II | 86,124.48 | 1 | BU General |
| General Services Specialist II | 86,124.48 | 1 | BU General |
| General Services Specialist II | 86,124.48 | 1 | BU General |
| General Services Specialist II | 86,124.48 | 1 | BU General |
| General Services Specialist II | 86,124.48 | 1 | BU General |
| General Services Specialist II | 86,124.48 | 1 | BU General |
| General Services Specialist III | 82,472.00 | 1 | BU General |
| General Services Specialist III | 91,624.00 | 1 | BU General |
| Human Resources Analyst | 90,693.03 | 1 | Confidential |
| Human Resources Analyst | 104,871.85 | 1 | Confidential |
| Human Resources Analyst | 104,871.85 | 1 | Confidential |
| Human Resources Analyst | 109,881.03 | 1 | Confidential |
| Human Resources Coordinator | 95,326.40 | 1 | Confidential |
| Investigator I | 83,603.52 | 1 | BU General |
| Investigator I | 84,504.16 | 1 | BU General |
| Investigator I | 87,786.40 | 1 | BU General |
| Investigator I | 87,786.40 | 1 | BU General |
| Investigator I | 87,786.40 | 1 | BU General |
| Investigator I | 87,786.40 | 1 | BU General |
| Investigator I | 88,085.92 | 1 | BU General |
| Investigator I | 88,146.24 | 1 | BU General |
| Investigator I | 89,173.76 | 1 | BU General |
| Investigator I | 92,175.20 | 1 | BU General |
| Investigator I | 92,175.20 | 1 | BU General |
| Investigator I | 92,281.28 | 1 | BU General |
| Investigator I | 92,661.92 | 1 | BU General |
| Investigator I | 92,661.92 | 1 | BU General |
| Investigator I | 92,661.92 | 1 | BU General |
| Investigator I | 94,677.44 | 1 | BU General |
| Investigator I | 96,058.56 | 1 | BU General |
| Investigator I | 96,424.64 | 1 | BU General |
| Investigator I | 100,927.84 | 1 | BU General |
| Investigator I | 101,622.56 | 1 | BU General |
| Investigator I | 101,709.92 | 1 | BU General |
| Investigator I | 101,872.16 | 1 | BU General |
| Investigator I | 102,681.28 | 1 | BU General |
| Investigator I | 106,159.04 | 1 | BU General |
| Investigator I | 106,159.04 | 1 | BU General |

The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Investigator I | 106,159.04 | 1 | BU General |
| Investigator II | 97,067.36 | 1 | BU General |
| Investigator II | 97,075.68 | 1 | BU General |
| Investigator II | 101,624.64 | 1 | BU General |
| Investigator II | 101,624.64 | 1 | BU General |
| Investigator II | 101,624.64 | 1 | BU General |
| Investigator II | 101,924.16 | 1 | BU General |
| Investigator II | 101,926.24 | 1 | BU General |
| Investigator II | 101,926.24 | 1 | BU General |
| Investigator II | 102,180.00 | 1 | BU General |
| Investigator II | 103,405.12 | 1 | BU General |
| Investigator II | 103,750.40 | 1 | BU General |
| Investigator II | 106,306.72 | 1 | BU General |
| Investigator II | 106,460.64 | 1 | BU General |
| Investigator II | 106,460.64 | 1 | BU General |
| Investigator II | 106,460.64 | 1 | BU General |
| Investigator II | 106,460.64 | 1 | BU General |
| Investigator II | 106,460.64 | 1 | BU General |
| Investigator II | 106,704.00 | 1 | BU General |
| Investigator II | 106,704.00 | 1 | BU General |
| Investigator II | 106,704.00 | 1 | BU General |
| Investigator II | 106,704.00 | 1 | BU General |
| Investigator II | 106,706.08 | 1 | BU General |
| Investigator II | 106,706.08 | 1 | BU General |
| Investigator II | 106,706.08 | 1 | BU General |
| Investigator II | 107,020.16 | 1 | BU General |
| Investigator II | 107,290.56 | 1 | BU General |
| Investigator II | 109,054.40 | 1 | BU General |
| Investigator II | 110,019.52 | 1 | BU General |
| Investigator II | 110,019.52 | 1 | BU General |
| Investigator II | 111,469.28 | 1 | BU General |
| Investigator II | 111,783.36 | 1 | BU General |
| Investigator II | 112,652.80 | 1 | BU General |
| Investigator II | 115,772.80 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |

The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator II | 116,775.36 | 1 | BU General |
| Investigator III | 111,785.44 | 1 | BU General |
| Investigator III | 111,785.44 | 1 | BU General |
| Investigator III | 117,374.40 | 1 | BU General |
| Investigator III | 122,961.28 | 1 | BU General |
| Investigator III | 127,456.16 | 1 | BU General |
| Investigator III | 127,466.56 | 1 | BU General |
| Investigator III | 127,753.60 | 1 | BU General |
| Investigator III | 128,454.56 | 1 | BU General |
| Investigator III | 128,454.56 | 1 | BU General |
| Investigator III | 128,454.56 | 1 | BU General |
| IT Analyst I | 97,185.38 | 1 | BU General |
| IT Analyst I | 112,136.00 | 1 | BU General |
| IT Analyst I | 112,136.00 | 1 | BU General |
| IT Analyst II | 113,006.25 | 1 | BU General |
| IT Analyst II | 118,656.56 | 1 | BU General |
| IT Analyst II | 124,306.88 | 1 | BU General |
| IT Analyst II | 124,598.00 | 1 | BU General |
| IT Analyst II | 124,598.00 | 1 | BU General |
| IT Analyst II | 124,598.00 | 1 | BU General |
| IT Analyst II | 124,598.00 | 1 | BU General |
| IT Analyst II | 124,598.00 | 1 | BU General |
| IT Analyst II | 124,598.00 | 1 | BU General |
| IT Analyst II | 124,598.00 | 1 | BU General |
| IT Analyst II | 125,236.00 | 1 | BU General |
| IT Analyst II | 125,236.00 | 1 | BU General |
| IT Business Systems Analyst I | 112,136.00 | 1 | BU General |
| IT Business Systems Analyst II | 124,598.00 | 1 | BU General |
| IT Business Systems Analyst II | 124,598.00 | 1 | BU General |
| IT Business Systems Analyst II | 124,598.00 | 1 | BU General |
| IT Director | 252,073.00 | 1 | Executive |
| IT Director I | 192,110.63 | 1 | Executive |
| IT Director I | 208,323.00 | 1 | Executive |
| IT Manager I | 153,629.31 | 1 | Management |
| IT Manager I | 156,020.95 | 1 | Management |

The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| IT Manager I | 158,208.75 | 1 | Management |
| IT Manager III | 186,001.00 | 1 | Management |
| IT Manager III | 186,001.00 | 1 | Management |
| IT Support Technician II | 95,652.96 | 1 | BU General |
| Lead Financial Analyst | 141,450.00 | 1 | Confidential |
| Lead Human Resources Analyst | 142,065.00 | 1 | Confidential |
| Lead Human Resources Analyst | 146,314.00 | 1 | Confidential |
| Lead Human Resources Analyst | 146,314.00 | 1 | Confidential |
| Lead IT Analyst | 146,314.00 | 1 | Confidential |
| Lead Program Analyst | 117,875.00 | 1 | BU General |
| Lead Program Analyst | 123,243.88 | 1 | BU General |
| Lead Program Analyst | 127,616.60 | 1 | BU General |
| Lead Program Analyst | 129,957.19 | 1 | BU General |
| Lead Program Analyst | 132,818.85 | 1 | BU General |
| Lead Program Analyst | 139,048.88 | 1 | BU General |
| Lead Program Analyst | 146,314.00 | 1 | BU General |
| Lead Program Analyst | 146,314.00 | 1 | BU General |
| Legal Secretary II | 80,884.96 | 1 | BU General |
| Legal Secretary II | 80,897.44 | 1 | BU General |
| Legal Secretary II | 86,484.32 | 1 | BU General |
| Legal Secretary II | 88,992.80 | 1 | BU General |
| Legal Secretary II | 91,006.24 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary II | 93,161.12 | 1 | BU General |
| Legal Secretary III | 87,280.96 | 1 | BU General |
| Legal Secretary III | 97,816.16 | 1 | Confidential |
| Managing Attorney | 207,178.13 | 1 | Management |
| Managing Attorney | 237,192.18 | 1 | Management |
| Paralegal | 72,962.24 | 1 | Long Term Casual |
| Paralegal | 80,408.64 | 1 | BU General |
| Paralegal | 80,444.00 | 1 | BU General |
| Paralegal | 80,500.16 | 1 | Long Term Casual |
| Paralegal | 80,737.28 | 1 | Long Term Casual |
| Paralegal | 82,001.92 | 1 | BU General |
| Paralegal | 84,755.84 | 1 | BU General |
| Paralegal | 84,880.64 | 1 | BU General |
| Paralegal | 89,284.00 | 1 | BU General |
| Paralegal | 89,344.32 | 1 | BU General |
| Paralegal | 90,509.12 | 1 | BU General |

The State Bar of California
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| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Paralegal | 91,014.56 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Paralegal | 97,210.88 | 1 | BU General |
| Principal Financial Analyst | 136,325.00 | 1 | Confidential |
| Principal Financial Analyst | 142,577.50 | 1 | Confidential |
| Principal Financial Analyst | 160,952.00 | 1 | Confidential |
| Principal Financial Analyst | 160,952.00 | 1 | Confidential |
| Principal Human Resources Analyst II | 168,998.93 | 1 | Confidential |
| Principal Human Resources Analyst II | 168,998.93 | 1 | Confidential |
| Principal Human Resources Analyst II | 168,998.93 | 1 | Confidential |
| Principal Program Analyst | 142,636.95 | 1 | Confidential |
| Principal Program Analyst | 148,625.00 | 1 | Confidential |
| Principal Program Analyst | 150,560.20 | 1 | Confidential |
| Principal Program Analyst | 152,558.95 | 1 | Confidential |
| Principal Program Analyst | 155,948.63 | 1 | Confidential |
| Principal Program Analyst | 160,952.00 | 1 | Confidential |
| Principal Program Analyst | 160,952.00 | 1 | Confidential |
| Principal Program Analyst | 160,952.00 | 1 | Confidential |
| Principal Program Analyst | 160,952.00 | 1 | Confidential |
| Probation Case Coordinator | 83,882.24 | 1 | BU General |
| Probation Case Coordinator | 102,885.12 | 1 | BU General |
| Probation Case Coordinator | 102,885.12 | 1 | BU General |
| Probation Case Coordinator | 102,885.12 | 1 | BU General |
| Probation Case Coordinator | 102,885.12 | 1 | BU General |
| Probation Case Coordinator | 102,885.12 | 1 | BU General |
| Program Analyst | 98,048.43 | 1 | BU General |
| Program Analyst | 99,445.50 | 1 | BU General |
| Program Analyst | 100,010.28 | 1 | BU General |
| Program Analyst | 100,629.38 | 1 | BU General |
| Program Analyst | 100,669.57 | 1 | BU General |
| Program Analyst | 101,705.63 | 1 | BU General |
| Program Analyst | 101,705.63 | 1 | BU General |
| Program Analyst | 102,707.05 | 1 | BU General |
| Program Analyst | 103,327.18 | 1 | Confidential |
| Program Analyst | 104,770.38 | 1 | BU General |
| Program Analyst | 105,276.03 | 1 | BU General |
| Program Analyst | 105,661.10 | 1 | BU General |

The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Program Analyst | 106,532.65 | 1 | BU General |
| Program Analyst | 107,581.95 | 1 | BU General |
| Program Analyst | 109,600.18 | 1 | BU General |
| Program Analyst | 110,239.07 | 1 | BU General |
| Program Analyst | 110,648.19 | 1 | BU General |
| Program Analyst | 111,652.23 | 1 | BU General |
| Program Analyst | 111,743.81 | 1 | BU General |
| Program Analyst | 114,885.08 | 1 | BU General |
| Program Analyst | 115,751.17 | 1 | BU General |
| Program Analyst | 120,920.00 | 1 | Confidential |
| Program Coordinator | 93,579.20 | 1 | BU General |
| Program Coordinator | 93,641.60 | 1 | BU General |
| Program Coordinator | 96,952.96 | 1 | BU General |
| Program Coordinator | 98,307.04 | 1 | BU General |
| Program Coordinator | 100,491.04 | 1 | BU General |
| Program Coordinator | 101,797.28 | 1 | BU General |
| Program Coordinator | 105,279.20 | 1 | BU General |
| Program Coordinator | 105,520.48 | 1 | BU General |
| Program Coordinator | 106,337.92 | 1 | Confidential |
| Program Coordinator | 106,337.92 | 1 | BU General |
| Program Coordinator | 106,337.92 | 1 | BU General |
| Program Coordinator | 106,337.92 | 1 | BU General |
| Program Coordinator | 106,337.92 | 1 | BU General |
| Program Director I | 166,050.00 | 1 | Executive |
| Program Director I | 179,375.00 | 1 | Executive |
| Program Director I | 186,313.23 | 1 | Executive |
| Program Director I | 186,460.83 | 1 | Executive |
| Program Director I | 186,460.83 | 1 | Executive |
| Program Director I | 208,323.00 | 1 | Executive |
| Program Director I | 245,925.00 | 1 | Executive |
| Program Director II | 199,738.68 | 1 | Executive |
| Program Director II | 223,569.00 | 1 | Executive |
| Program Director III | 226,719.75 | 1 | Executive |
| Program Director III | 258,221.00 | 1 | Executive |
| Program Director III | 260,841.00 | 1 | Executive |
| Program Manager I | 151,402.75 | 1 | Management |
| Program Manager I | 160,952.00 | 1 | Management |
| Program Manager II | 153,629.31 | 1 | Management |
| Program Manager II | 173,029.00 | 1 | Management |
| Program Manager II | 173,029.00 | 1 | Management |
| Program Manager II | 173,029.00 | 1 | Management |
| Program Manager III | 183,500.63 | 1 | Management |
| Program Specialist I | 60,496.80 | 1 | BU General |
| Program Specialist I | 60,496.80 | 1 | BU General |
| Program Specialist I | 60,496.80 | 1 | BU General |
| Program Specialist I | 63,521.12 | 1 | BU General |
| Program Specialist I | 63,521.12 | 1 | BU General |

The State Bar of California
2024 Employee Annual Salary Ranges by Job Classification

| Classification Title | Annualized Salary | Full-Time Equivalent | Unit |
| :---: | :---: | :---: | :---: |
| Program Specialist I | 63,521.12 | 1 | BU General |
| Program Specialist I | 64,116.00 | 1 | BU General |
| Program Specialist I | 64,116.00 | 1 | BU General |
| Program Specialist I | 66,697.28 | 1 | BU General |
| Program Specialist I | 67,310.88 | 1 | BU General |
| Program Specialist I | 68,912.48 | 1 | BU General |
| Program Specialist I | 68,947.84 | 1 | BU General |
| Program Specialist I | 72,748.00 | 1 | BU General |
| Program Specialist I | 72,748.00 | 1 | BU General |
| Program Specialist I | 72,781.28 | 1 | BU General |
| Program Specialist I | 74,224.80 | 1 | BU General |
| Program Specialist I | 74,224.80 | 1 | BU General |
| Program Specialist I | 74,904.96 | 1 | BU General |
| Program Specialist I | 76,003.20 | 1 | BU General |
| Program Specialist I | 76,013.60 | 1 | BU General |
| Program Specialist I | 76,568.96 | 1 | BU General |
| Program Specialist I | 77,517.44 | 1 | BU General |
| Program Specialist I | 78,039.52 | 1 | BU General |
| Program Specialist I | 78,039.52 | 1 | BU General |
| Program Specialist I | 78,540.80 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist I | 80,656.16 | 1 | BU General |
| Program Specialist II | 69,871.36 | 1 | BU General |
| Program Specialist II | 69,871.36 | 1 | BU General |
| Program Specialist II | 71,751.68 | 1 | BU General |
| Program Specialist II | 72,750.08 | 1 | BU General |
| Program Specialist II | 72,750.08 | 1 | BU General |
| Program Specialist II | 73,457.28 | 1 | BU General |
| Program Specialist II | 73,569.60 | 1 | BU General |
| Program Specialist II | 74,224.80 | 1 | BU General |
| Program Specialist II | 76,876.80 | 1 | Confidential |
| Program Specialist II | 79,951.04 | 1 | BU General |
| Program Specialist II | 80,720.64 | 1 | BU General |
| Program Specialist II | 80,882.88 | 1 | BU General |
| Program Specialist II | 81,756.48 | 1 | BU General |

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| :---: | :---: | :---: | :---: |
| Program Specialist II | 81,943.68 | 1 | BU General |
| Program Specialist II | 83,613.92 | 1 | BU General |
| Program Specialist II | 86,124.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist II | 88,724.48 | 1 | BU General |
| Program Specialist III | 71,787.04 | 1 | BU General |
| Program Specialist III | 73,596.64 | 1 | BU General |
| Program Specialist III | 74,050.08 | 1 | BU General |
| Program Specialist III | 75,372.96 | 1 | BU General |
| Program Specialist III | 75,379.20 | 1 | BU General |
| Program Specialist III | 79,560.00 | 1 | BU General |
| Program Specialist III | 81,024.32 | 1 | BU General |
| Program Specialist III | 83,620.16 | 1 | BU General |
| Program Specialist III | 83,894.72 | 1 | BU General |
| Program Specialist III | 86,769.28 | 1 | BU General |
| Program Specialist III | 89,737.44 | 1 | BU General |
| Program Specialist III | 89,872.64 | 1 | BU General |
| Program Specialist III | 91,135.20 | 1 | BU General |
| Program Specialist III | 93,121.60 | 1 | BU General |
| Program Specialist III | 93,161.12 | 1 | BU General |
| Program Specialist III | 94,226.08 | 1 | BU General |
| Program Specialist III | 94,226.08 | 1 | BU General |
| Program Specialist III | 95,707.04 | 1 | Confidential |
| Program Specialist III | 95,707.04 | 1 | BU General |
| Program Specialist III | 95,707.04 | 1 | Confidential |
| Program Specialist III | 95,707.04 | 1 | BU General |
| Program Specialist III | 95,707.04 | 1 | BU General |

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| :---: | :---: | :---: | :---: |
| Program Specialist III | 95,707.04 | 1 | BU General |
| Program Specialist III | 95,707.04 | 1 | BU General |
| Program Specialist III | 95,707.04 | 1 | BU General |
| Program Specialist III | 95,707.04 | 1 | BU General |
| Program Specialist III | 95,707.04 | 1 | BU General |
| Program Specialist III | 95,707.04 | 1 | BU General |
| Program Supervisor | 115,240.75 | 1 | BU General |
| Program Supervisor | 117,235.40 | 1 | BU General |
| Program Supervisor | 118,618.13 | 1 | BU General |
| Program Supervisor | 125,835.29 | 1 | BU General |
| Program Supervisor | 126,122.15 | 1 | BU General |
| Program Supervisor | 126,956.50 | 1 | BU General |
| Program Supervisor | 126,956.50 | 1 | BU General |
| Program Supervisor | 126,956.87 | 1 | BU General |
| Program Supervisor | 126,966.29 | 1 | BU General |
| Program Supervisor | 127,037.48 | 1 | BU General |
| Program Supervisor | 128,451.98 | 1 | BU General |
| Program Supervisor | 129,370.06 | 1 | BU General |
| Program Supervisor | 132,330.04 | 1 | Confidential |
| Program Supervisor | 133,486.78 | 1 | BU General |
| Program Supervisor | 136,455.18 | 1 | BU General |
| Program Supervisor | 142,337.65 | 1 | BU General |
| Program Supervisor | 142,745.00 | 1 | BU General |
| Program Supervisor | 145,482.35 | 1 | BU General |
| Program Supervisor | 145,482.35 | 1 | BU General |
| Program Supervisor | 145,999.98 | 1 | BU General |
| Program Supervisor | 146,314.00 | 1 | BU General |
| Program Supervisor | 146,314.00 | 1 | BU General |
| Program Supervisor | 146,314.00 | 1 | BU General |
| Program Supervisor | 146,314.00 | 1 | BU General |
| Program Supervisor | 146,314.00 | 1 | BU General |
| Public Trust Liaison | 180,810.00 | 1 | Executive |
| Public Trust Representative I | 71,695.52 | 1 | BU General |
| Public Trust Representative II | 78,884.00 | 1 | BU General |
| Public Trust Representative II | 85,995.52 | 1 | BU General |
| Public Trust Representative II | 93,161.12 | 1 | BU General |
| Public Trust Representative III | 88,260.64 | 1 | BU General |
| Public Trust Representative III | 92,674.40 | 1 | BU General |
| Public Trust Representative III | 96,811.52 | 1 | BU General |
| Senior Financial Analyst | 117,526.50 | 1 | BU General |
| Senior Financial Analyst | 133,026.00 | 1 | Confidential |
| Senior Financial Analyst | 133,026.00 | 1 | BU General |
| Senior Human Resources Analyst | 129,384.73 | 1 | Confidential |
| Senior Human Resources Analyst | 129,384.73 | 1 | Confidential |
| Senior IT Analyst | 130,835.00 | 1 | BU General |
| Senior IT Analyst | 130,835.00 | 1 | BU General |
| Senior IT Analyst | 130,835.00 | 1 | BU General |

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| :---: | :---: | :---: | :---: |
| Senior IT Analyst | 131,502.00 | 1 | BU General |
| Senior IT Business Systems Analyst | 130,835.00 | 1 | BU General |
| Senior Paralegal | 99,937.76 | 1 | Confidential |
| Senior Paralegal | 102,071.84 | 1 | BU General |
| Senior Paralegal | 102,071.84 | 1 | BU General |
| Senior Program Analyst | 99,769.40 | 1 | BU General |
| Senior Program Analyst | 103,230.83 | 1 | Confidential |
| Senior Program Analyst | 107,398.89 | 1 | BU General |
| Senior Program Analyst | 107,625.00 | 1 | BU General |
| Senior Program Analyst | 108,000.00 | 1 | Long Term Casual |
| Senior Program Analyst | 110,239.18 | 1 | BU General |
| Senior Program Analyst | 110,700.00 | 1 | BU General |
| Senior Program Analyst | 112,750.00 | 1 | BU General |
| Senior Program Analyst | 113,006.25 | 1 | BU General |
| Senior Program Analyst | 114,800.00 | 1 | BU General |
| Senior Program Analyst | 115,528.78 | 1 | BU General |
| Senior Program Analyst | 116,850.00 | 1 | BU General |
| Senior Program Analyst | 117,875.00 | 1 | BU General |
| Senior Program Analyst | 117,875.00 | 1 | BU General |
| Senior Program Analyst | 128,036.85 | 1 | BU General |
| Senior Program Analyst | 128,036.85 | 1 | BU General |
| Senior Program Analyst | 132,217.31 | 1 | BU General |
| Senior Program Analyst | 133,026.00 | 1 | BU General |
| Senior Program Analyst | 133,026.00 | 1 | BU General |
| Senior Program Analyst | 133,026.00 | 1 | BU General |
| Senior Program Analyst | 133,026.00 | 1 | BU General |
| Senior Program Analyst | 133,026.00 | 1 | BU General |
| Special Counsel, Regulation | 280,730.00 | 1 | Executive |
| Supervising Attorney | 167,268.62 | 1 | BU Attorney |
| Supervising Attorney | 175,630.70 | 1 | BU Attorney |
| Supervising Attorney | 189,420.00 | 1 | BU Attorney |
| Supervising Attorney | 189,967.01 | 1 | BU Attorney |
| Supervising Attorney | 193,855.51 | 1 | BU Attorney |
| Supervising Attorney | 199,371.42 | 1 | BU Attorney |
| Supervising Attorney | 201,976.61 | 1 | BU Attorney |
| Supervising Attorney | 213,355.80 | 1 | BU Attorney |
| Supervising Attorney | 215,143.45 | 1 | BU Attorney |
| Supervising Attorney | 219,411.50 | 1 | BU Attorney |
| Supervising Attorney | 230,991.78 | 1 | BU Attorney |
| Supervising Attorney | 236,654.05 | 1 | BU Attorney |
| Supervising Attorney | 236,654.24 | 1 | BU Attorney |
| Supervising Attorney | 236,654.24 | 1 | BU Attorney |
| Supervising Attorney | 236,654.24 | 1 | BU Attorney |
| Supervising Attorney | 236,654.24 | 1 | BU Attorney |
| Supervising Attorney | 236,654.24 | 1 | BU Attorney |
| Translator - Interpreter | 96,948.80 | 1 | BU General |
| Translator - Interpreter | 106,337.92 | 1 | BU General |

