

APPENDIX 2: SALARY SCALES

ATTORNEY & SOCIAL WORKER					
Step	2022	2023 (2% annual increase)	2024 (4% annual increase)	2025 (4% annual increase)	2026 (4% annual increase)
1	\$73,166	\$74,629	\$77,614	\$80,719	\$83,948
2	\$74,017	\$75,497	\$78,517	\$81,658	\$84,924
3	\$79,729	\$81,324	\$84,577	\$87,960	\$91,478
4	\$81,324	\$82,950	\$86,268	\$89,719	\$93,308
5	\$82,919	\$84,577	\$87,960	\$91,479	\$95,138
Senior Attorney & Social Worker					
6	\$85,574	\$87,285	\$90,777	\$94,408	\$98,184
7	\$87,169	\$88,912	\$92,469	\$96,168	\$100,014
8	\$88,764	\$90,539	\$94,161	\$97,927	\$101,844
9	\$90,359	\$92,166	\$95,853	\$99,687	\$103,674
10	\$91,954	\$93,793	\$97,545	\$101,447	\$105,504
11	\$93,549	\$95,420	\$99,237	\$103,206	\$107,335
12	\$95,144	\$97,047	\$100,929	\$104,966	\$109,165
13	\$96,738	\$98,673	\$102,620	\$106,724	\$110,993
14	\$98,333	\$100,300	\$104,312	\$108,484	\$112,823
15	\$99,928	\$101,927	\$106,004	\$110,244	\$114,654
16	\$101,523	\$103,553	\$107,696	\$112,003	\$116,484
17	\$103,118	\$105,180	\$109,388	\$113,763	\$118,314
18	\$104,713	\$106,807	\$111,080	\$115,523	\$120,144
19	\$106,308	\$108,434	\$112,772	\$117,282	\$121,974
20	\$107,422	\$109,570	\$113,953	\$118,511	\$123,252
21	\$109,498	\$111,688	\$116,155	\$120,802	\$125,634
22	\$111,093	\$113,315	\$117,847	\$122,561	\$127,464
23	\$112,688	\$114,942	\$119,539	\$124,321	\$129,294
24	\$114,283	\$116,569	\$121,231	\$126,081	\$131,124
25	\$115,878	\$118,196	\$122,923	\$127,840	\$132,954
26	\$117,381	\$119,729	\$124,518	\$129,498	\$134,678
27	\$118,884	\$121,262	\$126,112	\$131,157	\$136,403
28	\$120,387	\$122,795	\$127,707	\$132,815	\$138,127

Employees who are capped at Step 28 shall receive the applicable cost of living annual increase each year of the CBA.

One-Time Loyalty bonus: All union employees who reach their 20 year anniversary of employment with BayLegal and predecessor agencies before or during the life of this contract shall receive a one-time \$3,000 loyalty bonus.

Restepping: All Employees who were capped at Step 25 under the 2019-2022 Collective Bargaining Agreement shall—as of the implementation of this new CBA—be immediately resteped pursuant to Article 40, retroactive to the effective date of this contract as defined by Article 48.

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ADVOCATE					
Step	2022	2023 (2% annual increase)	2024 (4% annual increase)	2025 (4% annual increase)	2026 (4% annual increase)
1	\$57,529	\$58,680	\$61,027	\$63,468	\$66,007
2	\$58,613	\$59,785	\$62,177	\$64,664	\$67,250
3	\$59,697	\$60,891	\$63,327	\$65,860	\$68,494
4	\$63,333	\$64,600	\$67,184	\$69,871	\$72,666
5	\$64,418	\$65,706	\$68,335	\$71,068	\$73,911
Senior Advocate					
6	\$66,563	\$67,894	\$70,610	\$73,434	\$76,372
7	\$67,648	\$69,001	\$71,761	\$74,631	\$77,617
8	\$68,733	\$70,108	\$72,912	\$75,828	\$78,862
9	\$69,818	\$71,214	\$74,063	\$77,025	\$80,106
10	\$70,903	\$72,321	\$75,214	\$78,222	\$81,351
11	\$71,986	\$73,426	\$76,363	\$79,417	\$82,594
12	\$73,071	\$74,532	\$77,514	\$80,614	\$83,839
13	\$74,155	\$75,638	\$78,664	\$81,810	\$85,083
14	\$75,240	\$76,745	\$79,815	\$83,007	\$86,327
15	\$76,324	\$77,850	\$80,964	\$84,203	\$87,571
16	\$77,409	\$78,957	\$82,115	\$85,400	\$88,816
17	\$78,492	\$80,062	\$83,264	\$86,595	\$90,059
18	\$79,577	\$81,169	\$84,415	\$87,792	\$91,304
19	\$80,662	\$82,275	\$85,566	\$88,989	\$92,548
20	\$81,747	\$83,382	\$86,717	\$90,186	\$93,793
21	\$82,833	\$84,490	\$87,869	\$91,384	\$95,039
22	\$83,917	\$85,595	\$89,019	\$92,580	\$96,283
23	\$85,002	\$86,702	\$90,170	\$93,777	\$97,528
24	\$86,086	\$87,808	\$91,320	\$94,973	\$98,772
25	\$87,171	\$88,914	\$92,471	\$96,170	\$100,017
26	\$88,193	\$89,957	\$93,555	\$97,297	\$101,189
27	\$89,215	\$90,999	\$94,639	\$98,425	\$102,362
28	\$90,237	\$92,042	\$95,723	\$99,552	\$103,534

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SUPPORT STAFF					
Step	2022	2023 (2% annual increase)	2024 (4% annual increase)	2025 (4% annual increase)	2026 (4% annual increase)
1	\$56,763	\$57,898	\$60,214	\$62,623	\$65,128
2	\$57,719	\$58,873	\$61,228	\$63,677	\$66,225
3	\$58,677	\$59,851	\$62,245	\$64,734	\$67,324
4	\$61,803	\$63,039	\$65,561	\$68,183	\$70,910
5	\$62,759	\$64,014	\$66,575	\$69,238	\$72,007
Senior Support Staff					
6	\$64,777	\$66,073	\$68,715	\$71,464	\$74,323
7	\$65,735	\$67,050	\$69,732	\$72,521	\$75,422
8	\$66,692	\$68,026	\$70,747	\$73,577	\$76,520
9	\$67,648	\$69,001	\$71,761	\$74,631	\$77,617
10	\$68,605	\$69,977	\$72,776	\$75,687	\$78,715
11	\$69,562	\$70,953	\$73,791	\$76,743	\$79,813
12	\$70,519	\$71,929	\$74,807	\$77,799	\$80,911
13	\$71,476	\$72,906	\$75,822	\$78,855	\$82,009
14	\$72,433	\$73,882	\$76,837	\$79,910	\$83,107
15	\$73,390	\$74,858	\$77,852	\$80,966	\$84,205
16	\$74,346	\$75,833	\$78,866	\$82,021	\$85,302
17	\$75,304	\$76,810	\$79,882	\$83,078	\$86,401
18	\$76,261	\$77,786	\$80,898	\$84,134	\$87,499
19	\$77,217	\$78,761	\$81,912	\$85,188	\$88,596
20	\$78,174	\$79,737	\$82,927	\$86,244	\$89,694
21	\$79,130	\$80,713	\$83,941	\$87,299	\$90,791
22	\$80,087	\$81,689	\$84,956	\$88,355	\$91,889
23	\$81,045	\$82,666	\$85,973	\$89,411	\$92,988
24	\$82,002	\$83,642	\$86,988	\$90,467	\$94,086
25	\$82,958	\$84,617	\$88,002	\$91,522	\$95,183
26	\$83,859	\$85,536	\$88,958	\$92,516	\$96,217
27	\$84,760	\$86,455	\$89,913	\$93,510	\$97,250
28	\$85,661	\$87,374	\$90,869	\$94,504	\$98,284

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