



California Judicial Council Executive Summary Compensation Study Report

[Agreement No. 1027484]

**Gallagher Benefits
Services, Inc.**

[Fox Lawson Group]

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August 25, 2015

Mr. Martin Hoshino
Administrative Director
Judicial Council of California
455 Golden Gate Avenue
San Francisco, CA 94102-3688

Executive Summary Classification & Compensation Study Reports

Dear Mr. Hoshino:

Arthur J. Gallagher's Human Resources & Compensation Consulting Practice (Fox Lawson) is pleased to submit our Executive Summary of the Classification and Compensation studies conducted with final reports each for classification and compensation results delivered today as well.

The study process unfolded over many months and involved considerable participation on the part of the Council, your management staff, human resources, and the employees. The resulting classification and compensation results are based on the information collected from and about employees and their work, Judicial Council directives, data collected from the marketplace in which the JCC administration competes for employees, JCC staff feedback, and best practices in classification and compensation noted over the course of our 30 years of conducting such studies.

We appreciate having the opportunity to work with the Judicial Council of California on this significant project. Should you have any questions regarding the report, please contact Sandy Spellman at (602)795-2742; sandra_spellman@ajg.com or me at (602) 840-1070; bruce_lawson@ajg.com.

Sincerely,

Bruce Lawson, MPA, CCP, IPMA-CP
Managing Director

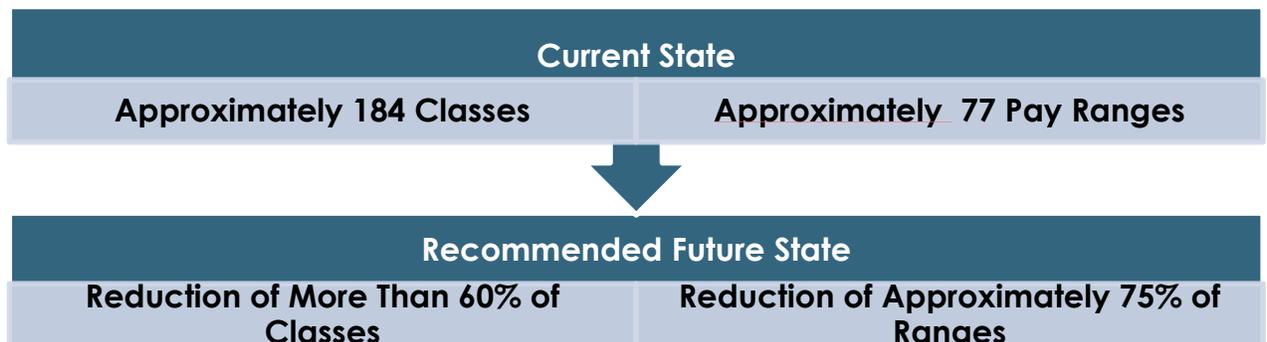


EXECUTIVE SUMMARY – CLASSIFICATION STUDY

We conducted a diagnostic review of the current classification and compensation systems including a detailed job analysis based on current and new job documentation, employee occupational panels and interviews, as well as best practices nationwide. System findings included:

Current System	Best Practices
<ul style="list-style-type: none"> - More than 70 Different Pay Ranges in Use - More than 180 Job Classifications – Narrow Class Structure - Lack of “Shape” to Pay Structure to Provide Ranges Appropriate to Jobs - Lack of Standardized Range Midpoint Differentials - Limited Merit & COLAs for Pay Progression 	<ul style="list-style-type: none"> - No More than 30 Pay Ranges - 1:10 or More Ratio of Classifications/Employees – Broad Class Structures - Funnel-Shaped Structures with narrower ranges at lower levels and broader ranges for professional and management levels - 5% - 10% Mid-Point Progression Among Ranges - Use of Performance Pay for Horizontal Pay Range Progression

Based on the broad classification philosophy adopted by the Judicial Council administrative staff and using the Decision Band™ Method of job evaluation to identify internal alignment, we recommend significant reduction of classifications and pay ranges.





Following is a summary of the new classification system identifying the levels and associated Decision Band™ Method (DBM) job evaluation rating for each class.

Please note that the DBM ratings represent the internal alignment for only the JCC administration and cannot be compared to such ratings for any other organization because the ratings are based upon job content and not job titles.

Class System Summary

ADMINISTRATIVE SUPPORT	
Administrative Assistant	A13
Administrative Technician	B21
Administrative Specialist	B22
Administrative Coordinator	B23
Executive Coordinator	B24
Administrative Support Supervisor I/II	B31/B32
ANALYST	
Associate Analyst	B25
Analyst	C42
Senior Analyst	C43
Supervising Analyst	C51
APPLICATION DEVELOPMENT	
Application Development Analyst	C42
Senior Application Development Analyst	C43
Information Systems Supervisor I/II	C51/C52
AUDIT SERVICES	
Auditor	C42
Senior Auditor	C43
Audit Supervisor	C51
AV-MEDIA	
Media Technician	B22
Media Telecom Specialist	B23
Media Telecom Support Supervisor	B32
Media Producer	C41
Media Production Supervisor	C51



BUSINESS SYSTEMS	
Business Systems Coordinator	B24
Business Systems Analyst	C42
Senior Business Systems Analyst	C43
Business Systems Supervisor	C51
COMMUNICATIONS	
Graphics/Production Specialist	B24
Communications Editor	B25
Communications Analyst	C42
Communications Supervisor	C51
EDUCATION	
Education Developer	C42
Senior Education Developer	C43
Education Supervisor	C51
FACILITIES ANALYSIS	
Associate Facilities Analyst	B25
Facilities Analyst	C42
Senior Facilities Analyst	C43
Facilities Supervisor	C51
FACILITIES ENGINEERING	
Engineering Specialist	B25
Engineer	C42
Engineering Supervisor	C52
FACILITIES OPERATIONS	
Security Coordinator	C41
Facilities Management Administrator	C41
Facilities Operations Supervisor	C51
FACILITIES PROJECT MANAGEMENT	
Project Manager	C43
Senior Project Manager	C44
FACILITIES SUPPORT	
Facilities Assistant	A13
Facilities Specialist	B22
Facilities Support Supervisor	B32



FISCAL ANALYSIS	
Associate Fiscal Analyst	B25
Fiscal Analyst	C42
Senior Fiscal Analyst	C43
Fiscal Supervisor	C51
FISCAL SERVICES SUPPORT	
Fiscal Services Specialist	B22
Fiscal Services Coordinator	B23
Fiscal Services Support Supervisor	B32
HUMAN RESOURCES	
Associate Human Resources Analyst	B25
Human Resources Analyst	C42
Senior Human Resources Analyst	C43
Labor & Employee Relations Officer	C44
Human Resources Supervisor	C51
LEGAL SERVICES	
Legal Analyst	C42
Attorney I/II	C43/C44
Supervising Attorney	C52
LEGISLATIVE ANALYSIS	
Legislative Advocate	C44
MANAGEMENT	
Manager	D61
Principal Advisor	D62
Principal Manager Zone I/II	D62/D63
Director	E81
Chief Officer Zone I/II	E91/E92
Administrative Director	F101
TECHNOLOGY ANALYSIS	
Technology Analyst	C42
Senior Technology Analyst	C43
TECHNOLOGY SUPPORT	
Computer Support Technician	B23
Computer Support Specialist	B24
Technology Help Desk Coordinator	B25



EXECUTIVE SUMMARY – COMPENSATION STUDY

Compensation Study Process

Fox Lawson Group (FLG) developed a salary survey instrument in order to gather pay practice and compensation data from select comparator organizations. Benchmark jobs were summarized and reviewed by the Judicial Council of California staff prior to dissemination of the survey instrument. Industry standards suggest that 1/3 of jobs are necessary to represent the types and levels of work conducted in an organization. For this study, an expanded total of 66 jobs were researched.

The survey was distributed to 58 organizations, as agreed upon by the Judicial Council staff. Data for benchmark jobs was compiled as a result of the survey, “data-mining” of comparators and the use of published source survey and industry data. All data was collected in accordance with strict industry standards governing compensation studies.

The compiled data was adjusted, as appropriate, for geography, timeframe, work hours, etc., and an analysis of the JCC administration's position related to the market was conducted.

Following a review of the market analysis and identification of the key metrics for JCC administration use, pay structure models were developed as follows:

1. 50th percentile of market range maximums to develop range midpoints that are reflective of the combined public and court sectors;
2. 50th percentile of market range maximums to develop range midpoints that are reflective of all sectors, which includes public, court and private sectors;
3. 60th percentile of market range maximums to develop range midpoints that are reflective of the combined public and court sectors;
4. 60th percentile of market range maximums to develop range midpoints that are reflective of all sectors, which includes public, court and private sectors.

Once the pay structure option was selected by the Administrative Director, further analysis was conducted to maintain pay structure control points while adjusting ranges as necessary due to budget constraints.



Market Analysis

The following table summarizes the Judicial Council of California's level of competitiveness for each comparator metric **by metric** (positive numbers indicate that the JCC administration is above the market for that metric and negative numbers suggest that the JCC administration falls below the market):

	Annual Salaries ¹	Range Min	Range MidPt	Range Max	JCC MidPt vs Actual Salaries ¹
Average					
Court Sector	15.9%	18.1%	11.9%	7.1%	7.1%
Public Sector	4.5% ¹	9.7%	7.1%	5.5%	-5.2% ¹
Private Sector ²	8.7%	10.0%	-2.1%	-17.0%	-0.3%
Court & Public Sectors	13.4%	13.8%	9.9%	7.1%	5.1%
All Sectors	12.5%	13.2%	8.4%	4.5%	3.9%
Median (50th Percentile)					
Court Sector	16.5%	18.6%	12.9%	7.6%	7.8%
Public Sector	5.5% ¹	9.9%	8.1%	7.9%	-4.1% ¹
Private Sector ²	9.9%	10.1%	-1.6%	-16.5%	0.9%
Court & Public Sectors	14.4%	14.1%	10.8%	9.2%	6.1%
All Sectors	14.3%	14.3%	9.9%	8.3%	6.2%
60th Percentile					
Court Sector	13.7%	15.0%	10.0%	5.0%	4.9%
Public Sector	3.7% ¹	6.8%	5.3%	4.7%	-6.1% ¹
Private Sector ²	6.7%	8.1%	-3.8%	-18.8%	-2.9%
Court & Public Sectors	11.9%	10.7%	7.6%	6.2%	3.4%
All Sectors	11.0%	10.5%	6.9%	4.7%	2.5%
75th Percentile					
Court Sector	9.4%	9.8%	5.4%	1.1%	0.3%
Public Sector	0.3% ¹	1.7%	0.9%	-1.2%	-9.8% ¹
Private Sector ²	1.8%	4.9%	-7.3%	-22.5%	-8.3%
Court & Public Sectors	7.3%	4.8%	2.4%	-0.1%	-1.5%
All Sectors	5.4%	4.2%	0.8%	-3.4%	-3.8%

¹Public sector (excluding courts) actual salary information represents only 12% of the benchmark positions (due to lack of actual survey participation from California organizations and the need to data-mine benchmark matches). Therefore, actual salary data comparisons for the public sector (excluding courts) should not be relied upon. Salary range data for the public sector (excluding courts) is representative of sufficient data and is appropriate to utilize in assessing competitiveness in salary range minimum, midpoint and maximum.

²Private sector survey data obtained from published survey sources, on average, contained less than 1% public sector data when all organization data was utilized as the scope criteria.



Pay Structure Options

Pay Structure 1 Option: This structure is based on the median (50th percentile) public and court sector range maximum data to develop the range midpoints. Additionally, range minimums and maximums have been adjusted, per State reporting requirements, to be wholly divisible by 12.

General Structure:

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
A11	\$41,964	\$48,264	\$54,564	30%
A12	\$44,352	\$51,011	\$57,660	30%
A13	\$46,884	\$53,913	\$60,948	30%
B21	\$47,496	\$56,990	\$66,492	40%
B22	\$50,196	\$60,233	\$70,272	40%
B23	\$53,052	\$63,660	\$74,268	40%
B24/B31	\$56,856	\$68,228	\$79,596	40%
B25/B32	\$61,788	\$74,139	\$86,496	40%
C41	\$63,564	\$79,459	\$95,352	50%
C42	\$67,188	\$83,980	\$100,776	50%
C43	\$71,004	\$88,758	\$106,512	50%
C44/C51	\$76,104	\$95,127	\$114,156	50%
C45/C52	\$82,692	\$103,369	\$124,044	50%
D61	\$85,224	\$110,787	\$136,356	60%
D62	\$90,072	\$117,090	\$144,108	60%
D63	\$95,196	\$123,753	\$152,316	60%
D64/D71	\$102,024	\$132,633	\$163,236	60%
D65/D72	\$110,868	\$144,124	\$177,384	60%
E81	\$114,420	\$154,466	\$194,508	70%
E82	\$120,924	\$163,255	\$205,584	70%
E83	\$127,812	\$172,544	\$217,272	70%
E84/E91	\$136,980	\$184,925	\$232,872	70%
E85/E92	\$148,848	\$200,947	\$253,044	70%
F101	\$161,748	\$218,357	\$274,968	70%
F102	\$175,764	\$237,276	\$298,788	70%

Attorney Job Family Structure:

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
C42	\$93,024	\$116,286	\$139,548	50%
C43	\$98,472	\$123,097	\$147,720	50%
C44/C51	\$105,300	\$131,626	\$157,956	50%
C45/C52	\$113,484	\$141,852	\$170,220	50%
D61	\$115,680	\$150,381	\$185,088	60%
D62	\$120,912	\$157,192	\$193,464	60%
D63	\$126,960	\$165,052	\$203,136	60%
D64/D71	\$132,720	\$172,532	\$212,352	60%
D65/D72	\$140,580	\$182,758	\$224,928	60%
E81	\$141,696	\$191,287	\$240,876	70%
E82	\$148,776	\$200,852	\$252,924	70%
E83	\$156,216	\$210,894	\$265,572	70%
E84/E91	\$164,028	\$221,439	\$278,844	70%
E85/E92	\$172,236	\$232,511	\$292,788	70%

Note 1: The Attorney Structure supports the attorney classifications at the Judicial Council of California. The pay structure options shown are reflective of the base pay region of Sacramento and do not reflect any differentials for San Francisco or Los Angeles. Note 2: Due to modifications of the ranges to accommodate reporting requirements and range width adjustments, the column marked "Prop Mid" represents the "Control Point" or "Job Rate" for the range and may not be the midpoint.



Pay Structure 2 Option: This structure is based on the median (50th percentile) of all sectors (public, courts and private sectors) range maximum data to develop the range midpoints. Additionally, range minimums and maximums have been adjusted, per State reporting requirements, to be wholly divisible by 12.

General Structure:

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
A11	\$41,760	\$48,030	\$54,300	30%
A12	\$44,196	\$50,827	\$57,456	30%
A13	\$46,776	\$53,787	\$60,804	30%
B21	\$47,436	\$56,929	\$66,420	40%
B22	\$50,208	\$60,244	\$70,284	40%
B23	\$53,124	\$63,753	\$74,376	40%
B24/B31	\$57,024	\$68,436	\$79,836	40%
B25/B32	\$62,088	\$74,506	\$86,928	40%
C41	\$63,984	\$79,979	\$95,976	50%
C42	\$67,704	\$84,637	\$101,568	50%
C43	\$71,652	\$89,566	\$107,484	50%
C44/C51	\$76,920	\$96,145	\$115,380	50%
C45/C52	\$83,736	\$104,674	\$125,604	50%
D61	\$86,436	\$112,363	\$138,288	60%
D62	\$91,464	\$118,906	\$146,352	60%
D63	\$96,792	\$125,831	\$154,872	60%
D64/D71	\$103,908	\$135,074	\$166,248	60%
D65/D72	\$113,124	\$147,056	\$180,996	60%
E81	\$116,928	\$157,858	\$198,780	70%
E82	\$123,744	\$167,051	\$210,360	70%
E83	\$130,944	\$176,780	\$222,612	70%
E84/E91	\$140,568	\$189,765	\$238,968	70%
E85/E92	\$153,036	\$206,599	\$260,160	70%
F101	\$166,608	\$224,926	\$283,236	70%
F102	\$181,392	\$244,878	\$308,364	70%

Attorney Job Family Structure:

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
C42	\$92,928	\$116,164	\$139,392	50%
C43	\$98,556	\$123,194	\$147,828	50%
C44/C51	\$105,600	\$131,998	\$158,400	50%
C45/C52	\$114,048	\$142,554	\$171,060	50%
D61	\$116,424	\$151,358	\$186,288	60%
D62	\$121,836	\$158,388	\$194,940	60%
D63	\$127,932	\$166,307	\$204,684	60%
D64/D71	\$134,016	\$174,222	\$214,428	60%
D65/D72	\$142,140	\$184,778	\$227,424	60%
E81	\$143,388	\$193,582	\$243,768	70%
E82	\$150,564	\$203,261	\$255,960	70%
E83	\$158,088	\$213,424	\$268,752	70%
E84/E91	\$165,996	\$224,095	\$282,192	70%
E85/E92	\$174,300	\$235,300	\$296,304	70%

Note 1: The Attorney Structure supports the attorney classifications at the Judicial Council of California. The pay structure options shown are reflective of the base pay region of Sacramento and do not reflect any differentials for San Francisco or Los Angeles.

Note 2: Due to modifications of the ranges to accommodate reporting requirements and range width adjustments, the column marked "Prop Mid" represents the "Control Point" or "Job Rate" for the range and may not be the midpoint.



Pay Structure 3 Option: This structure is based on the 60th percentile public and court sector range maximum data to develop the range midpoints. Additionally, range minimums and maximums have been adjusted, per State reporting requirements, to be wholly divisible by 12.

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
A11	\$42,576	\$48,959	\$55,344	30%
A12	\$45,048	\$51,812	\$58,572	30%
A13	\$47,676	\$54,831	\$61,980	30%
B21	\$48,360	\$58,036	\$67,704	40%
B22	\$51,180	\$61,418	\$71,652	40%
B23	\$54,168	\$64,997	\$75,828	40%
B24/B31	\$58,140	\$69,774	\$81,408	40%
B25/B32	\$63,312	\$75,967	\$88,632	40%
C41	\$65,244	\$81,551	\$97,860	50%
C42	\$69,048	\$86,303	\$103,560	50%
C43	\$73,068	\$91,332	\$109,596	50%
C44/C51	\$78,432	\$98,045	\$117,660	50%
C45/C52	\$85,404	\$106,748	\$128,100	50%
D61	\$88,152	\$114,594	\$141,036	60%
D62	\$93,288	\$121,272	\$149,256	60%
D63	\$98,724	\$128,338	\$157,956	60%
D64/D71	\$105,972	\$137,771	\$169,560	60%
D65/D72	\$115,380	\$150,000	\$184,620	60%
E81	\$119,280	\$161,025	\$202,776	70%
E82	\$126,228	\$170,408	\$214,584	70%
E83	\$133,584	\$180,338	\$227,088	70%
E84/E91	\$143,400	\$193,593	\$243,780	70%
E85/E92	\$156,132	\$210,777	\$265,428	70%
F101	\$169,992	\$229,486	\$288,984	70%
F102	\$185,076	\$249,855	\$314,628	70%

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
C42	\$96,336	\$120,426	\$144,516	50%
C43	\$101,856	\$127,318	\$152,784	50%
C44/C51	\$108,756	\$135,948	\$163,140	50%
C45/C52	\$117,036	\$146,296	\$175,560	50%
D61	\$119,172	\$154,926	\$190,680	60%
D62	\$125,136	\$162,673	\$200,208	60%
D63	\$131,388	\$170,806	\$210,228	60%
D64/D71	\$137,964	\$179,346	\$220,740	60%
D65/D72	\$144,372	\$187,688	\$231,000	60%
E81	\$145,416	\$196,318	\$247,212	70%
E82	\$152,688	\$206,134	\$259,572	70%
E83	\$160,332	\$216,441	\$272,556	70%
E84/E91	\$168,348	\$227,263	\$286,188	70%
E85/E92	\$176,760	\$238,626	\$300,492	70%

Note 1: The Attorney Structure supports the attorney classifications at the Judicial Council of California. The pay structure options shown are reflective of the base pay region of Sacramento and do not reflect any differentials for San Francisco or Los Angeles.

Note 2: Due to modifications of the ranges to accommodate reporting requirements and range width adjustments, the column marked "Prop Mid" represents the "Control Point" or "Job Rate" for the range and may not be the midpoint.



Pay Structure 4 Option: This structure is based on the 60th percentile of all sectors (public, courts and private sectors) range maximum data to develop the range midpoints. Additionally, range minimums and maximums have been adjusted, per State reporting requirements, to be wholly divisible by 12.

General Structure:

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
A11	\$42,588	\$48,972	\$55,356	30%
A12	\$45,120	\$51,888	\$58,656	30%
A13	\$47,808	\$54,977	\$62,148	30%
B21	\$48,552	\$58,261	\$67,968	40%
B22	\$51,444	\$61,730	\$72,012	40%
B23	\$54,504	\$65,405	\$76,308	40%
B24/B31	\$58,596	\$70,318	\$82,032	40%
B25/B32	\$63,912	\$76,697	\$89,484	40%
C41	\$65,964	\$82,458	\$98,952	50%
C42	\$69,900	\$87,368	\$104,844	50%
C43	\$74,052	\$92,570	\$111,084	50%
C44/C51	\$79,620	\$99,523	\$119,424	50%
C45/C52	\$86,844	\$108,552	\$130,260	50%
D61	\$89,772	\$116,706	\$143,640	60%
D62	\$95,124	\$123,654	\$152,196	60%
D63	\$100,788	\$131,017	\$161,256	60%
D64/D71	\$108,348	\$140,858	\$173,364	60%
D65/D72	\$118,188	\$153,637	\$189,096	60%
E81	\$122,352	\$165,177	\$207,996	70%
E82	\$129,636	\$175,012	\$220,380	70%
E83	\$137,352	\$185,432	\$233,508	70%
E84/E91	\$147,672	\$199,361	\$251,052	70%
E85/E92	\$161,076	\$217,447	\$273,828	70%
F101	\$175,680	\$237,175	\$298,668	70%
F102	\$191,628	\$258,692	\$325,764	70%

Attorney Job Family Structure:

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
C42	\$91,992	\$114,993	\$137,988	50%
C43	\$98,904	\$123,631	\$148,356	50%
C44/C51	\$107,556	\$134,447	\$161,340	50%
C45/C52	\$117,936	\$147,417	\$176,904	50%
D61	\$121,716	\$158,233	\$194,748	60%
D62	\$128,364	\$166,871	\$205,380	60%
D63	\$135,012	\$175,509	\$216,012	60%
D64/D71	\$143,328	\$186,325	\$229,320	60%
D65/D72	\$153,300	\$199,295	\$245,280	60%
E81	\$155,640	\$210,111	\$264,588	70%
E82	\$163,416	\$220,617	\$277,812	70%
E83	\$171,588	\$231,648	\$291,708	70%
E84/E91	\$180,168	\$243,230	\$306,288	70%
E85/E92	\$189,180	\$255,392	\$321,600	70%

Note 1: The Attorney Structure supports the attorney classifications at the Judicial Council of California. The pay structure options shown are reflective of the base pay region of Sacramento and do not reflect any differentials for San Francisco or Los Angeles.

Note 2: Due to modifications of the ranges to accommodate reporting requirements and range width adjustments, the column marked "Prop Mid" represents the "Control Point" or "Job Rate" for the range and may not be the midpoint.



Pay Structure Recommendations

We recommend to the Administrative Director consideration of Option 3 as it most appropriately addresses key factors identified by the Judicial Council staff, which include:

- Anchoring the pay structure(s) against the public and court sector labor markets;
- A pay structure based on the 60th percentile of the market will allow for changes in market that will have occurred over the implementation time period, since the data at point of implementation will be approximately one (1) year old; and,
- A structure that is sustainable.
- The organization is positioned for the present and future for reasonable competition and maximum performance.

It is our understanding that after reviewing and evaluating the presented options, the Administrative Director determined the model pay structure of Option 1 to be the most appropriate model for the Judicial Council of California, and further that this model was adopted with a more conservative structure than initially proposed in order to address budget issues as well as to best position the organization for the future. We were pleased to work through the modifications with the Judicial Council staff and are confident that the result is consistent with the study methodology and that it maintains the structural integrity of the range control points developed in the model.



Judicial Council Staff Considerations

The following represents pay structure decisions made by the Administrative Director:

- The following two structures are based upon the recommended Option 1 reflective of the 50th percentile of the market.
- Due to budget constraints, range widths are modified.
- However, all range control points remain consistent with the FLG recommendations contained in Option 1.

General Pay Schedule:

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
A11	\$41,964	\$48,264	\$54,564	30%
A12	\$44,352	\$51,011	\$57,660	30%
A13	\$46,884	\$53,913	\$60,948	30%
B21	\$47,496	\$56,990	\$66,492	40%
B22	\$50,196	\$60,233	\$70,272	40%
B23	\$53,052	\$63,660	\$74,268	40%
B24/B31	\$56,856	\$68,228	\$79,596	40%
B25/B32	\$61,788	\$74,139	\$86,496	40%
C41	\$63,564	\$79,459	\$95,352	50%
C42	\$67,188	\$83,980	\$100,776	50%
C43	\$71,004	\$88,758	\$106,512	50%
C44/C51	\$76,104	\$95,127	\$114,156	50%
C45/C52	\$82,692	\$103,369	\$124,044	50%
D61	\$88,632	\$110,787	\$132,948	50%
D62	\$93,672	\$117,090	\$140,508	50%
D63	\$99,000	\$123,753	\$148,500	50%
D64/D71	\$106,104	\$132,633	\$159,156	50%
D65/D72	\$115,296	\$144,124	\$172,944	50%
E81	\$123,576	\$154,466	\$185,364	50%
E82	\$130,608	\$163,255	\$195,900	50%
E83	\$138,036	\$172,544	\$207,048	50%
E84/E91	\$147,936	\$184,925	\$221,904	50%
E85/E92	\$160,752	\$200,947	\$241,140	50%
F101	\$174,684	\$218,357	\$262,032	50%
F102	\$189,816	\$237,276	\$284,736	50%

Attorney Pay Schedule:

DBM Rating	Prop Min	Prop Mid	Prop Max	Range Width
C42	\$105,720	\$116,286	\$126,852	20%
C43	\$111,912	\$123,097	\$134,292	20%
C44/C51	\$119,664	\$131,626	\$143,592	20%
C45/C52	\$128,952	\$141,852	\$154,752	20%
D61	\$136,716	\$150,381	\$164,052	20%
D62	\$142,896	\$157,192	\$171,480	20%
D63	\$150,048	\$165,052	\$180,060	20%
D64/D71	\$156,852	\$172,532	\$188,220	20%
D65/D72	\$166,140	\$182,758	\$199,368	20%
E81	\$173,892	\$191,287	\$208,680	20%
E82	\$182,592	\$200,852	\$219,108	20%
E83	\$191,724	\$210,894	\$230,064	20%
E84/E91	\$201,312	\$221,439	\$241,572	20%
E85/E92	\$211,368	\$232,511	\$253,644	20%

Note 1: The Attorney Structure supports the attorney classifications at the Judicial Council of California. The pay structure options shown are reflective of the base pay region of Sacramento and do not reflect any differentials for San Francisco or Los Angeles. Note 2: Due to modifications of the ranges to accommodate reporting requirements and range width adjustments, the column marked "Prop Mid" represents the "Control Point" or "Job Rate" for the range and may not be the midpoint.