

LEGAL AID FOUNDATION OF LOS ANGELES
BARGAINING UNIT FULL-TIME EMPLOYEE SALARIES
BY JOB CLASSIFICATIONS

Superior Performance Step Indicated by a box

EFFECTIVE JANUARY 4, 2021

JOB CLASSIFICATION		STEP 1	STEP 2 *	STEP 3 *	STEP 4 *	STEP 5 *	STEP 6 *	STEP 7 *	STEP 8	STEP 9	STEP 10
SENIOR ATTORNEY**	Hourly			57,1328	59,7037	62,3904	65,1980	68,1319			
	Bi-weekly			3,999.29	4,179.26	4,367.33	4,563.86	4,769.23			
	Monthly			8,665.13	9,055.07	9,462.54	9,888.36	10,333.33			
	Annually			103,981.61	108,660.78	113,550.52	118,660.29	124,000.00			
ATTORNEY *	Hourly	35.7143	37.3214	39.0009	40.7559	42.5900	44.5065	46.5093	48.6022	50.7893	53.0748
	Bi-weekly	2,500.00	2,612.50	2,730.06	2,852.92	2,981.30	3,115.45	3,255.65	3,402.15	3,555.25	3,715.24
	Monthly	5,416.67	5,660.42	5,915.14	6,181.32	6,459.48	6,750.15	7,053.91	7,371.33	7,703.04	8,049.68
	Annually	65,000.00	67,925.00	70,981.63	74,175.80	77,513.71	81,001.83	84,646.91	88,456.02	92,436.54	96,596.18
RESEARCH ASSISTANT PRO BONO TRAINING ASSOC.	Hourly	27.4725	28.7088	30.0007	31.3507	32.7615					
	Bi-weekly	1,923.08	2,009.62	2,100.05	2,194.55	2,293.31					
	Monthly	4,166.67	4,354.17	4,550.10	4,754.86	4,968.83					
	Annually	50,000.00	52,250.00	54,601.25	57,058.31	59,625.93					
PROJECT COORDINATOR	Hourly	31.2019	32.9180	34.7285	36.6386	38.6537					
	Bi-weekly	2,184.13	2,304.26	2,430.99	2,564.70	2,705.76					
	Monthly	4,732.29	4,992.56	5,267.15	5,556.85	5,862.47					
	Annually	56,787.45	59,910.76	63,205.86	66,682.18	70,349.70					
SR. PARALEGAL**	Hourly	31.3044	32.7131	34.1852	35.7235	37.3311	39.0110				
	Bi-weekly	2,191.31	2,289.92	2,392.96	2,500.65	2,613.18	2,730.77				
	Monthly	4,747.84	4,961.49	5,184.75	5,418.07	5,661.88	5,916.67				
	Annually	56,974.02	59,537.85	62,217.05	65,016.82	67,942.58	71,000.00				
PARALEGAL	Hourly	21.9780	22.9670	24.0005	25.0806	26.2092	27.3886	28.6211	29.9091		
	Bi-weekly	1,538.46	1,607.69	1,680.04	1,755.64	1,834.64	1,917.20	2,003.48	2,093.63		
	Monthly	3,333.33	3,483.33	3,640.08	3,803.89	3,975.06	4,153.94	4,340.87	4,536.21		
	Annually	40,000.00	41,800.00	43,681.00	45,646.65	47,700.74	49,847.28	52,090.40	54,434.47		
LAW CLERK	Hourly	15.00 /hour									
SR LEGAL SECRETARY** SR ADMIN COORDINATOR**	Hourly	25.6382	26.7920	27.9976	29.2575	30.5741	31.9499	33.3877	34.8901		
	Bi-weekly	1,794.68	1,875.44	1,959.83	2,048.02	2,140.19	2,236.49	2,337.14	2,442.31		
	Monthly	3,888.47	4,063.45	4,246.30	4,437.39	4,637.07	4,845.74	5,063.80	5,291.67		
	Annually	46,661.61	48,761.38	50,955.64	53,248.65	55,644.84	58,148.86	60,765.55	63,500.00		
LEGAL SECRETARY ADMIN COORDINATOR	Hourly	21.9780	22.9670	24.0005	25.0806						
	Bi-weekly	1,538.46	1,607.69	1,680.04	1,755.64						
	Monthly	3,333.33	3,483.33	3,640.08	3,803.89						
	Annually	40,000.00	41,800.00	43,681.00	45,646.65						
ACCOUNTING CLERK FACILITIES ASSISTANT ADMIN CLERK	Hourly	19.2308	20.0962	21.0005	21.9455	22.9331	23.9650	25.0435	26.1704	27.3481	28.5788
	Bi-weekly	1,346.15	1,406.73	1,470.03	1,536.19	1,605.31	1,677.55	1,753.04	1,831.93	1,914.37	2,000.51
	Monthly	2,916.67	3,047.92	3,185.07	3,328.40	3,478.18	3,634.70	3,798.26	3,969.18	4,147.79	4,334.44
	Annually	35,000.00	36,575.00	38,220.88	39,940.81	41,738.15	43,616.37	45,579.10	47,630.16	49,773.52	52,013.33

LEGAL AID FOUNDATION OF LOS ANGELES
 BARGAINING UNIT FULL-TIME EMPLOYEE SALARIES
 BY JOB CLASSIFICATIONS

Superior Performance Step Indicated by a box

EFFECTIVE JANUARY 4, 2021

JOB CLASSIFICATION		STEP 1	STEP 2 *	STEP 3 *	STEP 4 *	STEP 5 *	STEP 6 *	STEP 7*	STEP 8	STEP 9	STEP 10
SENIOR RECEPTIONIST**	Hourly	25.7593	26.9184	28.1298	29.3956						
	Bi-weekly	1,803.15	1,884.29	1,969.08	2,057.69						
	Monthly	3,906.82	4,082.63	4,266.35	4,458.33						
	Annually	46,881.87	48,991.55	51,196.17	53,500.00						
RECEPTIONIST	Hourly	19.2308	20.0962	21.0005	21.9455	22.9331	23.9650	25.0435			
	Bi-weekly	1,346.15	1,406.73	1,470.03	1,536.19	1,605.31	1,677.55	1,753.04			
	Monthly	2,916.67	3,047.92	3,185.07	3,328.40	3,478.18	3,634.70	3,798.26			
	Annually	35,000.00	36,575.00	38,220.88	39,940.81	41,738.15	43,616.37	45,579.10			

SUPPLEMENT TABLE

	HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY
Bilingual Oral I***	0.3022	21.15	45.83	550.00
Bilingual Written I***	0.3022	21.15	45.83	550.00
Both Written and Oral I	0.6044	42.30	91.67	1,100.00
Bilingual Oral II***	0.4121	28.85	62.50	750.00
Bilingual Written II***	0.4121	28.85	62.50	750.00
Both Written and Oral II	0.8242	57.70	125.00	1,500.00
Branch Administration	0.9846	68.92	149.33	1,791.92
Clinical Supervision	1.0309	72.16	156.35	1,876.18

* Step increases are not automatic or guaranteed; they are dependent upon employee merit and availability of funds.

** Promotion to these classifications is not automatic or guaranteed; it is at the sole discretion of LAFLA and subject to the availability of funds.

*** Promotion to these classifications is not automatic or guaranteed; it is dependent upon passing a qualifying exam or meeting achievement criteria established by LAFLA.
 Award of superior performance step increase shall be at the discretion of the Executive Director upon consultation with supervisors.

SUPPLEMENTS for topped out employees (Last step on most senior line)

December 2021 - 3%
 December 2022 - 3%
 December 2023 - 3%

VACATION LEAVE CASH-OUT OPTION

December 2021 - Members may cash out up to 70 hours of vacation leave as of the conclusion of the first pay period with an end date in December, provided members retain vacation leave balance of 35 hours at the time of the cash out request.
 December 2022 - Management will consider in good faith, based on LAFLA's finances.
 December 2023 - Management will consider in good faith, based on LAFLA's finances.