

	A	B	C	D	E	F	G	H	I	J	K	L	M
1		LEGAL AID FOUNDATION OF LOS ANGELES											
2		BARGAINING UNIT FULL-TIME EMPLOYEE SALARIES											
3		BY JOB CLASSIFICATIONS											
4		Superior Performance Step Indicated by a box											
5		<b>EFFECTIVE JANUARY 1, 2024</b>											
6													
7		JOB CLASSIFICATION	STEP 1	STEP 2 *	STEP 3 *	STEP 4 *	STEP 5 *	STEP 6 *	STEP 7*	STEP 8	STEP 9	STEP 10	
9		SENIOR ATTORNEY**	Hourly			67.1271	69.1410	71.2152	73.3516				
10			Bi-weekly			4,698.90	4,839.87	4,985.06	5,134.62				
11			Monthly			10,180.95	10,486.38	10,800.97	11,125.00				
12			Annually			122,171.41	125,836.55	129,611.65	133,500.00				
14		ATTORNEY *	Hourly	43.9560	45.7143	47.5429	49.4446	51.4224	53.4792	55.6184	57.8432	60.1569	
15			Bi-weekly	3,076.92	3,200.00	3,328.00	3,461.12	3,599.56	3,743.55	3,893.29	4,049.02	4,210.98	
16			Monthly	6,666.67	6,933.33	7,210.67	7,499.09	7,799.06	8,111.02	8,435.46	8,772.88	9,123.79	
17			Annually	80,000.00	83,200.00	86,528.00	89,989.12	93,588.68	97,332.23	101,225.52	105,274.54	109,485.52	
19		POST-GRADUATE FELLOW	Hourly	39.5604	41.1429								
20			Bi-weekly	2,769.23	2,880.00								
21			Monthly	6,000.00	6,240.00								
22			Annually	72,000.00	74,880.00								
24		PRO BONO TRAINING ASSOC.	Hourly	30.7692	32.0000	33.2800	34.6112	35.9956					
25			Bi-weekly	2,153.85	2,240.00	2,329.60	2,422.78	2,519.70					
26			Monthly	4,666.67	4,853.33	5,047.47	5,249.37	5,459.34					
27			Annually	56,000.00	58,240.00	60,569.60	62,992.38	65,512.08					
29		PROJECT COORDINATOR	Hourly	37.3626	38.8571	40.4114	42.0279	43.7090					
30			Bi-weekly	2,615.38	2,720.00	2,828.80	2,941.95	3,059.63					
31			Monthly	5,666.67	5,893.33	6,129.07	6,374.23	6,629.20					
32			Annually	68,000.00	70,720.00	73,548.80	76,490.75	79,550.38					
34		SR. PARALEGAL**	Hourly	39.1020	40.2750	41.4833	42.7278	44.0096	45.3299				
35		SR. INTAKE PARALEGAL	Bi-weekly	2,737.14	2,819.25	2,903.83	2,990.94	3,080.67	3,173.09				
36		SR. CASE MANAGER	Monthly	5,930.47	6,108.38	6,291.63	6,480.38	6,674.79	6,875.04				
37		SR. OUTREACH COORDINATOR	Annually	71,165.59	73,300.56	75,499.58	77,764.56	80,097.50	82,500.42				
39		PARALEGAL	Hourly	28.5714	29.7143	30.9029	32.1390	33.4245	34.7615	36.1520	37.5981		
40		INTAKE PARALEGAL	Bi-weekly	2,000.00	2,080.00	2,163.20	2,249.73	2,339.72	2,433.31	2,530.64	2,631.86		
41		CASE MANAGER	Monthly	4,333.33	4,506.67	4,686.93	4,874.41	5,069.39	5,272.16	5,483.05	5,702.37		
42		OUTREACH COORDINATOR	Annually	52,000.00	54,080.00	56,243.20	58,492.93	60,832.65	63,265.95	65,796.59	68,428.45		
44		LAW CLERK	Hourly	\$25.00 /hour									
46		SR LEGAL SECRETARY**	Hourly	32.1390	33.1031	34.0962	35.1191	36.1727	37.2579	38.3756	39.5269		
47		SR ADMIN COORDINATOR**	Bi-weekly	2,249.73	2,317.22	2,386.74	2,458.34	2,532.09	2,608.05	2,686.29	2,766.88		
48			Monthly	4,874.41	5,020.64	5,171.26	5,326.40	5,486.19	5,650.78	5,820.30	5,994.91		
49			Annually	58,492.93	60,247.72	62,055.15	63,916.80	65,834.31	67,809.33	69,843.62	71,938.92		
51		LEGAL SECRETARY	Hourly	27.4725	28.5714	29.7143	30.9029						
52		ADMIN COORDINATOR	Bi-weekly	1,923.08	2,000.00	2,080.00	2,163.20						
53			Monthly	4,166.67	4,333.33	4,506.67	4,686.93						
54			Annually	50,000.00	52,000.00	54,080.00	56,243.20						
56		ACCOUNTING CLERK	Hourly		27.4725	28.5714	29.7143	30.9029	32.1390	33.4245	34.7615	36.1520	
57		FACILITIES ASSISTANT	Bi-weekly		1,923.08	2,000.00	2,080.00	2,163.20	2,249.73	2,339.72	2,433.31	2,530.64	
58		ADMIN CLERK	Monthly		4,166.67	4,333.33	4,506.67	4,686.93	4,874.41	5,069.39	5,272.16	5,483.05	
59			Annually		50,000.00	52,000.00	54,080.00	56,243.20	58,492.93	60,832.65	63,265.95	65,796.59	

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7	JOB CLASSIFICATION		STEP 1	STEP 2 *	STEP 3 *	STEP 4 *	STEP 5 *	STEP 6 *	STEP 7*	STEP 8	STEP 9	STEP 10
61	SENIOR RECEPTIONIST**	Hourly	33.4245	34.4273	35.4601	36.5239						
62		Bi-weekly	2,339.72	2,409.91	2,482.21	2,556.67						
63		Monthly	5,069.39	5,221.47	5,378.11	5,539.46						
64		Annually	60,832.65	62,657.62	64,537.35	66,473.47						
66	RECEPTIONIST	Hourly			27.4725	28.5714	29.7143	30.9029	32.1390			
67		Bi-weekly			1,923.08	2,000.00	2,080.00	2,163.20	2,249.73			
68		Monthly			4,166.67	4,333.33	4,506.67	4,686.93	4,874.41			
69		Annually			50,000.00	52,000.00	54,080.00	56,243.20	58,492.93			
71	SUPPLEMENT TABLE											
72			HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY						
74	Bilingual Oral I***		0.3022	21.15	62.50	750.00						
75	Bilingual Written I***		0.3022	21.15	62.50	750.00						
76	Both Written and Oral I		0.6044	42.30	104.17	1,250.00						
77	Bilingual Oral II***		0.4121	28.85	83.33	1,000.00						
78	Bilingual Written II***		0.4121	28.85	83.33	1,000.00						
79	Both Written and Oral II		0.8242	57.70	166.67	2,000.00						
80												
81	Interpretation Pay (Per Section 5.3 of CBA):		\$25.00 /hour									
82												
83	* Step increases are not automatic or guaranteed; they are dependent upon employee merit and availability of funds.											
84	** Promotion to these classifications is not automatic or guaranteed; it is at the sole discretion of LAFLA and subject to the availability of funds.											
85	*** Promotion to these classifications is not automatic or guaranteed; it is dependent upon passing a qualifying exam or meeting achievement criteria established by LAFLA.											
86	Award of superior performance step increase shall be at the discretion of the Executive Director upon consultation with supervisors.											
87												
88	SUPPLEMENTS for topped out employees (Last step on most senior line)											
89												
90	December 2024 - 3%											
91	December 2025 - 3%											
92	December 2026 - 3%											
93	December 2027 - 3%											