

APPENDIX B:  
DNA SALARY PLAN AND SCALE

**A. IN GENERAL**

1. Salary Scales.

Base salary scales have been prepared for Litigator; Tribal Court Advocate; Paralegal/Tribal Court Advocate Trainee; Receptionist, Legal Secretary, Manager of Information Systems/Information Systems Assistant and Administrative Staff. Managing Litigators and Project Directors receive their "base job" annual salary, plus \$2,000. The person serving as Office Manager receive their "base job" annual salary, plus \$1,000. To recognize that Tribal Court Advocates are tribally-licensed attorneys doing the same work as attorneys who went to law school, Tribal Court Advocates are on the Tribal Court Advocate salary scale only until they successfully complete their first 3 years of legal practice after becoming licensed, at which point they move to the start of the Litigator salary scale. Law school graduates start at A-0, the start of the Litigator salary scale, regardless of law school clinics they've done, or summer internships, or job experience before receiving their J.D. The attached Experience Credit Table is for experience AFTER receiving one's JD. Tribal Court Advocate trainees start on the Paralegal/TCA Trainee scale, until they become licensed in their relevant tribal court, at which point they move to the appropriate place on the Tribal Court Advocate salary scale (then, after 3 years of successful legal practice would move to the start of the Litigator salary scale). The Executive Director determines on which scale all other staff positions are placed.

2. Salary Step.

All base salary scales maintain the differential between steps as indicated on the individual salary scales.

3. Increases.

For Admin Staff, Receptionist, Legal Secretary, Paralegal/TCA Trainee, Custodian, and Maintenance Worker, these scales will automatically upgrade every February, to coincide with the % of the current Federal Poverty Guidelines. For them and all other positions, if appropriate, step MERIT increases are given on employee's anniversary date. When staff move into new positions, their anniversary dates do not change.

**B. MERIT INCREASES**

1. In General.

Aside from these Federal Poverty Guidelines increases, ALL other step increases are for MERIT only, justified by a performance evaluation which recommends a merit increase; there are NO "annual" or "regular" increases on anniversaries. Wage steps are shown on the salary scales. All employees complete a self-evaluation, which are then given to their supervisor. All decisions bearing on an employee's entry-level base salary, merit increase or other salary adjustment must be justified in writing, which will be maintained in the employee's personnel file with a copy to the employee. The Executive Director and the Litigation and Human Resource Directors will not approve any salary or adjustment to salary until a Performance evaluation justifying a merit increase has been supplied. The Litigation Director/Senior Attorney(s) must review all salary recommendations regarding litigators prior to submission to the Executive Director. The Human Resource Director must review all salary recommendations regarding support staff and all other personnel prior to submission to the Executive Director.

2. Increases for Litigators

Following a self-evaluation, litigators' supervisors will evaluate litigator work and may recommend a a MERIT increase. All recommendations must be justified in writing via a performance evaluation showing more than satisfactorily performance of their job duties according to their job description. In evaluating litigators, in addition to job duties, consideration will be given to the staff member's contribution to DNA's mission of providing legal services, and educating our client communities. Consideration will be given to the complexity or diversity of the caseload, creativity, experience, quality of work, professionalism, including knowledge of and adherence to funding requirements, LSC regulations, DNA rules, regulations, and policies, and ethical rules, regulations, and policies, supervisory abilities (where appropriate), grant writing skills (where appropriate), grant administration skills (where appropriate) , and the willingness to accept additional responsibilities. Experience or seniority will not alone justify a merit increase.

3. Increases for Support Staff

For Admin Staff, Receptionist, Legal Secretary, Paralegal/TCA Trainee, Custodian, and Maintenance Worker, these scales will automatically upgrade every February, to coincide with the % of the current Federal Poverty Guidelines. In order to receive an additional MERIT step increase, that must be recommended by the supervisor through a Performance Evaluation reporting that the staff is more than satisfactorily performing their job duties according to their job description. Additional consideration will be given to the complexity and diversity of developed skills, professionalism, accuracy of work, timeliness, knowledge of and adherence to funding requirements, DNA policies and appropriate rules and regulations, computer literacy, language literacy, working together as a team, and willingness to accept additional responsibilities.

4. All Other Staff

Following a self-evaluation, staffs' supervisors are responsible to evaluate staffs' work and recommending movement on a scale via a MERIT increase, justified through the written Performance Evaluation reporting that the staff is more than satisfactorily performing their job duties according to their job description. Additional consideration will be given to the complexity and diversity work responsibilities, professionalism, accuracy of work, ability to perform tasks promptly, knowledge of and adherence to funding requirements, DNA policies, and appropriate rules and regulations, working together as a team, supervisory abilities (where appropriate), grant writing skills (where appropriate), grant administration skills (where appropriate), and willingness to accept additional responsibilities.

**C. PLAN REVIEW AND MODIFICATION**

DNA's salary plan will be reviewed and modified by the Board as required to maintain the principles of an equitable salary policy for all employees. As of 9/25/2015, the Hopi Public Defender office may have litigator salaries higher than the Litigator salary scale, to take into account that DNA's contract with The Hopi Tribe allows that, the different type of work being done, and the difficulty of recruiting attorneys to that office.

**D. STARTING SALARIES**

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1. No Experience.

The starting base salary for staff with no relevant experience is the Step A, Initial Hiring Column of the appropriate salary scale.

2. Experience.

The Experience Credit Table will be used to determine all starting salaries. As noted with attorneys, the starting salary excludes all work prior to obtaining their J.D. degree. As noted with Tribal Court Advocates, they stay on the Tribal Court Advocate scale until they've successfully completed 3 years of active litigation experience, and then they move to the start of the Attorney salary scale. Years of experience from the Experience Credit Table is rounded up or down to the nearest years and will be used to determine the appropriate step on the appropriate salary scale [Fractions of 0 - 4 will be rounded down. Fractions of 5-9 will be rounded up.]. When evaluating relevant job experience for a permanent or temporary position, DNA only considers relevant experience that the applicant includes on the signed job application or resume. If the application form does not contain enough space for all relevant job experience, the applicant should attach a signed addendum containing that information.

3. Bar Admissions.

Litigators must pass their first relevant bar within twelve (12) months of being hired by DNA. There is no step increase when a litigator becomes licensed. Tribal Court Advocate Trainees who become licensed will move onto the Tribal Court Advocate salary scale.

4. Relevant Bars.

(a) Advocates - Hopi Bar where advocate works primarily in Hopi Courts. Otherwise, Navajo Nation Bar or admission into other tribal bar where the advocate works

(b) Attorneys

CHINLE-Navajo Nation; Arizona; New Mexico;  
COCONINO-Navajo Nation; Arizona  
CROWNPOINT-Navajo Nation; New Mexico;  
FARMINGTON-Navajo Nation; New Mexico;  
HOPI-Hopi Nation, Navajo Nation; Arizona;  
MEXICAN HAT-Navajo Nation; New Mexico; Utah  
SHIPROCK-Navajo Nation; New Mexico;  
TUBA CITY-Navajo Nation; Arizona; Hopi Nation  
WINDOW ROCK-Navajo Nation; Arizona; New Mexico

(c) Other relevant bars.

Upon prior written approval of the Legal Director, DNA will pay bar application fees and annual dues of any litigator who must become admitted into a tribal bar other than the Navajo or Hopi bars in order to perform his or her job.

5. Bar Dues

DNA will fully reimburse litigators for the actual cost of relevant bar membership at the end of the membership year. This reimbursement will be based on the litigator working for DNA for more than six months of the year covered by the dues.

**E. CORRECTION OF ERRORS IN SALARY DETERMINATIONS**

If any salary amount is incorrectly determined, the Human Resource Director must determine, subject to Executive Director approval, whether the error was the fault of DNA's administration (such as failure to credit known experience) or the fault of the employee (such as failure to disclose relevant experience in a job application).

If salary was incorrectly determined due to error or omission by DNA's Administration, the employee's salary is corrected retroactively. If salary has incorrectly determined due to error or omission of the employee, correction shall be made prospectively only, provided, that if the employee made willful misstatements resulting in a salary above the correct amount, the employee's salary will be decreased retroactively and the employee may be terminated.

If due to error by DNA, the correct salary is higher than initially determined, the correct salary will be paid retroactively to the date on which its payment would otherwise have begun. If the correct salary is lower than initially determined, the salary will be corrected prospectively only.

EXPERIENCE CREDIT TABLES

TYPE OF EXPERIENCE: % of years Counted

Licensed Tribal Court Advocate:

Licensed Advocate or Paralegal, DNA or other legal aid:	100%
Licensed Advocate or Paralegal, non-legal aid:	67%
Other law or poverty-related work	25%
Other non-poverty-related work	0%

Tribal Court Advocate Trainee

Paralegal/Advocate Training Program (2 years max.):	50%
College-Legal Studies Focus (4 years max.):	50%
Other College:	34%
Law School (3 years max.):	75%
Other Law or Poverty-Related Work:	25%
Other non-poverty related work	0%

Attorneys/Law School graduates

Master's Degree related to DNA's work (1 year max)	100%
Legal Aid Attorney or government attorney:	100%
Other licensed legal practice	67%
Other non-legal work	0%

Support Staff/Paralegal

Directly Related Job Duties	100%
Secretarial Work (not legal aid)	75%
Other Related Work	50%
Colletge	50%
Law or Poverty Related Work:	25%
Other non-poverty related work	0%

Note: All credit shown is for full-time employment. Credit is reduced if employment was part-time.

ADMINISTRATION SALARY SCALE  
Jan 26, 2017

185% FPG	Merit Incr	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15+
STEP	Yrs Exp.		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	600
A	0	\$ 22,311.00	\$ 22,868.78	\$ 23,440.49	\$ 24,026.51	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,124.86
B	1	\$ 22,868.78	\$ 23,440.49	\$ 24,026.51	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 32,912.98
C	2	\$ 23,440.49	\$ 24,026.51	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,720.80
D	3	\$ 24,026.51	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,548.83
E	4	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,397.55
F	5	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,267.48
G	6	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,159.17
H	7	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,073.15
I	8	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,009.98
J	9	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23	\$ 39,970.23
K	10	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23	\$ 40,354.48	\$ 40,954.48
L	11	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23	\$ 40,354.48	\$ 41,363.35	\$ 41,963.35
M	12	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23	\$ 40,354.48	\$ 41,363.35	\$ 42,397.43	\$ 42,997.43
N	13	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23	\$ 40,354.48	\$ 41,363.35	\$ 42,397.43	\$ 43,457.37	\$ 44,057.37
O	14	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23	\$ 40,354.48	\$ 41,363.35	\$ 42,397.43	\$ 43,457.37	\$ 44,543.80	\$ 45,143.80
P	15	\$ 32,470.60	\$ 33,282.37	\$ 34,114.43	\$ 34,967.29	\$ 35,841.47	\$ 36,737.51	\$ 37,655.95	\$ 38,597.35	\$ 39,562.28	\$ 40,551.34	\$ 41,565.12	\$ 42,604.25	\$ 43,669.35	\$ 44,761.09	\$ 45,880.11	\$ 46,480.11

HOURLY RATE																		
A	0	\$ 10.73	\$ 10.99	\$ 11.27	\$ 11.55	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92
B	1	\$ 10.99	\$ 11.27	\$ 11.55	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32
C	2	\$ 11.27	\$ 11.55	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73
D	3	\$ 11.55	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15
E	4	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58
F	5	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02
G	6	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47
H	7	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93
I	8	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40
J	9	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.89
K	10	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.89	\$ 20.38
L	11	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.89	\$ 20.38	\$ 20.89
M	12	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.89	\$ 20.38	\$ 20.89	\$ 21.42
N	13	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.89	\$ 20.38	\$ 20.89	\$ 21.42	\$ 21.94
O	14	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.89	\$ 20.38	\$ 20.89	\$ 21.42	\$ 21.94	\$ 22.47
P	15	\$ 15.61	\$ 16.00	\$ 16.40	\$ 16.81	\$ 17.23	\$ 17.66	\$ 18.10	\$ 18.56	\$ 19.02	\$ 19.50	\$ 19.98	\$ 20.48	\$ 20.99	\$ 21.52	\$ 22.06	\$ 22.61	\$ 23.17

**NOTE:** Amended ECT tab, 2(b): On the Admin Scale, the 2/2010 scale indicated that after step 15, there will be a flat increase of \$800.

LEGAL SECRETARY SALARY SCALE  
Jan 26, 2017

165% FPG	Merit Incr	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15+
STEP	Yrs Exper		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	600
A	0	\$ 19,899.00	\$ 20,396.48	\$ 20,906.39	\$ 21,429.05	\$ 21,964.77	\$ 22,513.89	\$ 23,076.74	\$ 23,653.66	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,716.77
B	1	\$ 20,396.48	\$ 20,906.39	\$ 21,429.05	\$ 21,964.77	\$ 22,513.89	\$ 23,076.74	\$ 23,653.66	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,419.69
C	2	\$ 20,906.39	\$ 21,429.05	\$ 21,964.77	\$ 22,513.89	\$ 23,076.74	\$ 23,653.66	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,140.18
D	3	\$ 21,429.05	\$ 21,964.77	\$ 22,513.89	\$ 23,076.74	\$ 23,653.66	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 30,878.68
E	4	\$ 21,964.77	\$ 22,513.89	\$ 23,076.74	\$ 23,653.66	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,635.65
F	5	\$ 22,513.89	\$ 23,076.74	\$ 23,653.66	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,411.54
G	6	\$ 23,076.74	\$ 23,653.66	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,206.83
H	7	\$ 23,653.66	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,422.00	\$ 34,022.00
I	8	\$ 24,245.00	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,422.00	\$ 34,257.55	\$ 34,857.55
J	9	\$ 24,851.12	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,422.00	\$ 34,257.55	\$ 35,113.99	\$ 35,713.99
K	10	\$ 25,472.40	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,422.00	\$ 34,257.55	\$ 35,113.99	\$ 35,991.84	\$ 36,591.84
L	11	\$ 26,109.21	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,422.00	\$ 34,257.55	\$ 35,113.99	\$ 35,991.84	\$ 36,891.63	\$ 37,491.63
M	12	\$ 26,761.94	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,422.00	\$ 34,257.55	\$ 35,113.99	\$ 35,991.84	\$ 36,891.63	\$ 37,813.92	\$ 38,413.92
N	13	\$ 27,430.99	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,422.00	\$ 34,257.55	\$ 35,113.99	\$ 35,991.84	\$ 36,891.63	\$ 37,813.92	\$ 38,759.27	\$ 39,359.27
O	14	\$ 28,116.77	\$ 28,819.69	\$ 29,540.18	\$ 30,278.68	\$ 31,035.65	\$ 31,811.54	\$ 32,606.83	\$ 33,422.00	\$ 34,257.55	\$ 35,113.99	\$ 35,991.84	\$ 36,891.63	\$ 37,813.92	\$ 38,759.27	\$ 39,728.25	\$ 40,328.25
P	15	\$ 28,960.27	\$ 29,684.28	\$ 30,426.38	\$ 31,187.04	\$ 31,966.72	\$ 32,765.89	\$ 33,585.03	\$ 34,424.66	\$ 35,285.28	\$ 36,167.41	\$ 37,071.59	\$ 37,998.38	\$ 38,948.34	\$ 39,922.05	\$ 40,920.10	\$ 41,520.10

Hourly Rate	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15+	
A	0	\$ 9.57	\$ 9.81	\$ 10.05	\$ 10.30	\$ 10.56	\$ 10.82	\$ 11.09	\$ 11.37	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	613.52
B	1	\$ 9.81	\$ 10.05	\$ 10.30	\$ 10.56	\$ 10.82	\$ 11.09	\$ 11.37	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	613.86
C	2	\$ 10.05	\$ 10.30	\$ 10.56	\$ 10.82	\$ 11.09	\$ 11.37	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	614.20
D	3	\$ 10.30	\$ 10.56	\$ 10.82	\$ 11.09	\$ 11.37	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	614.56
E	4	\$ 10.56	\$ 10.82	\$ 11.09	\$ 11.37	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	614.92
F	5	\$ 10.82	\$ 11.09	\$ 11.37	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	615.29
G	6	\$ 11.09	\$ 11.37	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	615.68
H	7	\$ 11.37	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	\$ 16.07	616.07
I	8	\$ 11.66	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	\$ 16.07	\$ 16.47	616.47
J	9	\$ 11.95	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	\$ 16.07	\$ 16.47	\$ 16.88	616.88
K	10	\$ 12.25	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	\$ 16.07	\$ 16.47	\$ 16.88	\$ 17.30	617.30
L	11	\$ 12.55	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	\$ 16.07	\$ 16.47	\$ 16.88	\$ 17.30	\$ 17.74	617.74
M	12	\$ 12.87	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	\$ 16.07	\$ 16.47	\$ 16.88	\$ 17.30	\$ 17.74	\$ 18.18	618.18
N	13	\$ 13.19	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	\$ 16.07	\$ 16.47	\$ 16.88	\$ 17.30	\$ 17.74	\$ 18.18	\$ 18.63	618.63
O	14	\$ 13.52	\$ 13.86	\$ 14.20	\$ 14.56	\$ 14.92	\$ 15.29	\$ 15.68	\$ 16.07	\$ 16.47	\$ 16.88	\$ 17.30	\$ 17.74	\$ 18.18	\$ 18.63	\$ 19.10	619.10
P	15	\$ 13.92	\$ 14.27	\$ 14.63	\$ 14.99	\$ 15.37	\$ 15.75	\$ 16.15	\$ 16.55	\$ 16.96	\$ 17.39	\$ 17.82	\$ 18.27	\$ 18.73	\$ 19.19	\$ 19.67	619.67

**PARALEGAL AND TRIBAL COURT ADVOCATE TRAINEE SALARY SCALE**

Jan 26, 2017

185% FPG	Merit Incr	0	1	2	3	4	5	6	7	8	9	10
STEP	Yrs Exper.		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	750
A	0	\$ 22,311.00	\$ 22,868.78	\$ 23,440.49	\$ 24,026.51	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97
B	1	\$ 22,868.78	\$ 23,440.49	\$ 24,026.51	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97
C	2	\$ 23,440.49	\$ 24,026.51	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81
D	3	\$ 24,026.51	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96
E	4	\$ 24,627.17	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86
F	5	\$ 25,242.85	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98
G	6	\$ 25,873.92	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80
H	7	\$ 26,520.77	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83
I	8	\$ 27,183.79	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55
J	9	\$ 27,863.38	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48
K	10	\$ 28,559.97	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17
L	11	\$ 29,273.97	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15
M	12	\$ 30,005.81	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98
N	13	\$ 30,755.96	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23
O	14	\$ 31,524.86	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23	\$ 40,354.48
P	15	\$ 32,312.98	\$ 33,120.80	\$ 33,948.83	\$ 34,797.55	\$ 35,667.48	\$ 36,559.17	\$ 37,473.15	\$ 38,409.98	\$ 39,370.23	\$ 40,354.48	\$ 41,363.35

Hourly Rate	0	1	2	3	4	5	6	7	8	9	10	
A	0	\$ 10.73	\$ 10.99	\$ 11.27	\$ 11.55	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73
B	1	\$ 10.99	\$ 11.27	\$ 11.55	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07
C	2	\$ 11.27	\$ 11.55	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43
D	3	\$ 11.55	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79
E	4	\$ 11.84	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16
F	5	\$ 12.14	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54
G	6	\$ 12.44	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92
H	7	\$ 12.75	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32
I	8	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73
J	9	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15
K	10	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58
L	11	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02
M	12	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47
N	13	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93
O	14	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40
P	15	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.89

LITIGATORY SALARY SCALE  
Jan 26, 2017

Merit Inc →		0	1	2	3	4	5	6	7	8	9	10
STEP ↓	Yrs Exper.		2.50%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	1005
A	0	37,500.00	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	47,837.36
B	1	38,437.50	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,008.17
C	2	39,398.44	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,208.25
D	3	40,383.40	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,438.33
E	4	41,392.98	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,699.16
F	5	42,427.81	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	53,991.52
G	6	43,488.50	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,316.18
H	7	44,575.72	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	56,673.96
I	8	45,690.11	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,065.68
J	9	46,832.36	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,492.20
K	10	48,003.17	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	60,954.38
L	11	49,203.25	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,453.12
M	12	50,433.33	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32	63,989.32
N	13	51,694.16	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32	64,558.93	65,563.93
O	14	52,986.52	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32	64,558.93	66,172.90	67,177.90
P	15	54,311.18	55,668.96	57,060.68	58,487.20	59,949.38	61,448.12	62,984.32	64,558.93	66,172.90	67,827.22	68,832.22

This scale is for law school graduates, but also for Tribal Court Advocates who have successfully completed 3 years of litigator duties after becoming licensed with their tribal bar.

If an individual on this scale is also a Managing Litigator or Project Director, they are on this scale, plus \$2,000 for the additional duties.

HOPI PD ONLY--Per the 2018 budget the Hopi PD office requires changes in the managing attorney's salary from current to new budget amount of \$62,400, staff attorney at \$61,501; legal secretary at \$21,632 and Investigator at \$35,880.

RECEPTIONIST SALARY SCALE  
Jan 26, 2017

150% FPG	Merit Incr	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15+
<b>STEP</b>	Yrs Exper		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	600
<b>A</b>	0	18,090	18,542	19,006	19,481	19,968	20,467	20,979	21,503	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,161
<b>B</b>	1	18,542	19,006	19,481	19,968	20,467	20,979	21,503	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,800
<b>C</b>	2	19,006	19,481	19,968	20,467	20,979	21,503	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,455
<b>D</b>	3	19,481	19,968	20,467	20,979	21,503	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,126
<b>E</b>	4	19,968	20,467	20,979	21,503	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,814
<b>F</b>	5	20,467	20,979	21,503	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,520
<b>G</b>	6	20,979	21,503	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,243
<b>H</b>	7	21,503	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,384	30,984
<b>I</b>	8	22,041	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,384	31,143	31,743
<b>J</b>	9	22,592	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,384	31,143	31,922	32,522
<b>K</b>	10	23,157	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,384	31,143	31,922	32,720	33,320
<b>L</b>	11	23,736	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,384	31,143	31,922	32,720	33,538	34,138
<b>M</b>	12	24,329	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,384	31,143	31,922	32,720	33,538	34,376	34,976
<b>N</b>	13	24,937	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,384	31,143	31,922	32,720	33,538	34,376	35,236	35,836
<b>O</b>	14	25,561	26,200	26,855	27,526	28,214	28,920	29,643	30,384	31,143	31,922	32,720	33,538	34,376	35,236	36,117	36,717
<b>P</b>	15	26,328	26,986	27,660	28,352	29,061	29,787	30,532	31,295	32,078	32,879	33,701	34,544	35,408	36,293	37,200	37,800

HOURLY RATE																	
A	0	8.70	8.91	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.58
B	1	8.91	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.88
C	2	9.14	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.20
D	3	9.37	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.52
E	4	9.60	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.85
F	5	9.84	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.19
G	6	10.09	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.54
H	7	10.34	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.90
I	8	10.60	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.26
J	9	10.86	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.64
K	10	11.13	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	16.02
L	11	11.41	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	16.12	16.41
M	12	11.70	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	16.12	16.53	16.82
N	13	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	16.12	16.53	16.94	17.23
O	14	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	16.12	16.53	16.94	17.36	17.65
P	15	12.66	12.97	13.30	13.63	13.97	14.32	14.68	15.05	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.17



TRIBAL COURT ADVOCATE (Bar Licensed) SALARY SCALE  
Jan 26, 2017

Merit Incr →		0	1	2	3	4	5	6	7	8	9	10	11+
STEP ↓	Yrs Exper		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	950
A	0	\$ 28,500.00	\$ 29,212.50	\$ 29,942.81	\$ 30,691.38	\$ 31,458.67	\$ 32,245.13	\$ 33,051.26	\$ 33,877.54	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,432.41
B	1	\$ 29,212.50	\$ 29,942.81	\$ 30,691.38	\$ 31,458.67	\$ 32,245.13	\$ 33,051.26	\$ 33,877.54	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,344.47
C	2	\$ 29,942.81	\$ 30,691.38	\$ 31,458.67	\$ 32,245.13	\$ 33,051.26	\$ 33,877.54	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,279.33
D	3	\$ 30,691.38	\$ 31,458.67	\$ 32,245.13	\$ 33,051.26	\$ 33,877.54	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,237.56
E	4	\$ 31,458.67	\$ 32,245.13	\$ 33,051.26	\$ 33,877.54	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,219.75
F	5	\$ 32,245.13	\$ 33,051.26	\$ 33,877.54	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,226.50
G	6	\$ 33,051.26	\$ 33,877.54	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,258.41
H	7	\$ 33,877.54	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,316.12
I	8	\$ 34,724.48	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,450.27	\$ 45,400.27
J	9	\$ 35,592.59	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,450.27	\$ 45,561.53	\$ 46,511.53
K	10	\$ 36,482.41	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,450.27	\$ 45,561.53	\$ 46,700.57	\$ 47,650.57
L	11	\$ 37,394.47	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,450.27	\$ 45,561.53	\$ 46,700.57	\$ 47,868.08	\$ 48,818.08
M	12	\$ 38,329.33	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,450.27	\$ 45,561.53	\$ 46,700.57	\$ 47,868.08	\$ 49,064.78	\$ 50,014.78
N	13	\$ 39,287.56	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,450.27	\$ 45,561.53	\$ 46,700.57	\$ 47,868.08	\$ 49,064.78	\$ 50,291.40	\$ 51,241.40
O	14	\$ 40,269.75	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,450.27	\$ 45,561.53	\$ 46,700.57	\$ 47,868.08	\$ 49,064.78	\$ 50,291.40	\$ 51,548.69	\$ 52,498.69
P	15	\$ 41,276.50	\$ 42,308.41	\$ 43,366.12	\$ 44,450.27	\$ 45,561.53	\$ 46,700.57	\$ 47,868.08	\$ 49,064.78	\$ 50,291.40	\$ 51,548.69	\$ 52,837.41	\$ 53,787.41

\*This scale is for when Tribal Court Advocates become licensed in tribal court--they stay on this scale for 3 years, and assuming they're successfully completing litigator duties for those 3 years, they move to the start of the Litigator salary scale. If an individual on this scale is also a Managing Litigator or Project Director, they are on this scale, plus \$2,000 for the additional duties.

Merit Incr →		0	1	2	3	4	5	6	7	8	9	10	11+
A	0	\$ 13.70	\$ 14.04	\$ 14.40	\$ 14.76	\$ 15.12	\$ 15.50	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 967.54
B	1	\$ 14.04	\$ 14.40	\$ 14.76	\$ 15.12	\$ 15.50	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98	\$ 967.98
C	2	\$ 14.40	\$ 14.76	\$ 15.12	\$ 15.50	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 968.43
D	3	\$ 14.76	\$ 15.12	\$ 15.50	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 968.89
E	4	\$ 15.12	\$ 15.50	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 969.36
F	5	\$ 15.50	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 969.84
G	6	\$ 15.89	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34	\$ 970.34
H	7	\$ 16.29	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.85	\$ 970.85
I	8	\$ 16.69	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.85	\$ 21.37	\$ 971.37
J	9	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.85	\$ 21.37	\$ 21.90	\$ 971.90
K	10	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.85	\$ 21.37	\$ 21.90	\$ 22.45	\$ 972.45
L	11	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.85	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 973.01
M	12	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.85	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 23.59	\$ 973.59
N	13	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.85	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 23.59	\$ 24.18	\$ 974.18
O	14	\$ 19.36	\$ 19.84	\$ 20.34	\$ 20.85	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 23.59	\$ 24.18	\$ 24.78	\$ 974.78
P	15	\$ 19.84	\$ 20.34	\$ 20.85	\$ 21.37	\$ 21.90	\$ 22.45	\$ 23.01	\$ 23.59	\$ 24.18	\$ 24.78	\$ 25.40	\$ 975.40

**CUSTODIAN SALARY SCALE**

Jan 26, 2017

150% FPG	Merit Incr	0	1	2	3	4	5	6	7	8	9	10	11
STEP	Yrs Exper		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
A	0	\$ 18,090.00	\$ 18,542.25	\$ 19,005.81	\$ 19,480.95	\$ 19,967.98	\$ 20,467.17	\$ 20,978.85	\$ 21,503.33	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65
B	1	\$ 18,542.25	\$ 19,005.81	\$ 19,480.95	\$ 19,967.98	\$ 20,467.17	\$ 20,978.85	\$ 21,503.33	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04
C	2	\$ 19,005.81	\$ 19,480.95	\$ 19,967.98	\$ 20,467.17	\$ 20,978.85	\$ 21,503.33	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26
D	3	\$ 19,480.95	\$ 19,967.98	\$ 20,467.17	\$ 20,978.85	\$ 21,503.33	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70
E	4	\$ 19,967.98	\$ 20,467.17	\$ 20,978.85	\$ 21,503.33	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71
F	5	\$ 20,467.17	\$ 20,978.85	\$ 21,503.33	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71
G	6	\$ 20,978.85	\$ 21,503.33	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07
H	7	\$ 21,503.33	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07	\$ 28,214.23
I	8	\$ 22,040.91	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07	\$ 28,214.23	\$ 28,919.58
J	9	\$ 22,591.93	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07	\$ 28,214.23	\$ 28,919.58	\$ 29,642.57
K	10	\$ 23,156.73	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07	\$ 28,214.23	\$ 28,919.58	\$ 29,642.57	\$ 30,383.64
L	11	\$ 23,735.65	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07	\$ 28,214.23	\$ 28,919.58	\$ 29,642.57	\$ 30,383.64	\$ 31,143.23
M	12	\$ 24,329.04	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07	\$ 28,214.23	\$ 28,919.58	\$ 29,642.57	\$ 30,383.64	\$ 31,143.23	\$ 31,921.81
N	13	\$ 24,937.26	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07	\$ 28,214.23	\$ 28,919.58	\$ 29,642.57	\$ 30,383.64	\$ 31,143.23	\$ 31,921.81	\$ 32,719.85
O	14	\$ 25,560.70	\$ 26,199.71	\$ 26,854.71	\$ 27,526.07	\$ 28,214.23	\$ 28,919.58	\$ 29,642.57	\$ 30,383.64	\$ 31,143.23	\$ 31,921.81	\$ 32,719.85	\$ 33,537.85
P	15	\$ 26,327.52	\$ 26,985.71	\$ 27,660.35	\$ 28,351.86	\$ 29,060.65	\$ 29,787.17	\$ 30,531.85	\$ 31,295.14	\$ 32,077.52	\$ 32,879.46	\$ 33,701.45	\$ 34,543.98

Hourly Rate	0	1	2	3	4	5	6	7	8	9	10	11	
A	0	\$ 8.70	\$ 8.91	\$ 9.14	\$ 9.37	\$ 9.60	\$ 9.84	\$ 10.09	\$ 10.34	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41
B	1	\$ 8.91	\$ 9.14	\$ 9.37	\$ 9.60	\$ 9.84	\$ 10.09	\$ 10.34	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70
C	2	\$ 9.14	\$ 9.37	\$ 9.60	\$ 9.84	\$ 10.09	\$ 10.34	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99
D	3	\$ 9.37	\$ 9.60	\$ 9.84	\$ 10.09	\$ 10.34	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29
E	4	\$ 9.60	\$ 9.84	\$ 10.09	\$ 10.34	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60
F	5	\$ 9.84	\$ 10.09	\$ 10.34	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91
G	6	\$ 10.09	\$ 10.34	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23
H	7	\$ 10.34	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23	\$ 13.56
I	8	\$ 10.60	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23	\$ 13.56	\$ 13.90
J	9	\$ 10.86	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23	\$ 13.56	\$ 13.90	\$ 14.25
K	10	\$ 11.13	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23	\$ 13.56	\$ 13.90	\$ 14.25	\$ 14.61
L	11	\$ 11.41	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23	\$ 13.56	\$ 13.90	\$ 14.25	\$ 14.61	\$ 14.97
M	12	\$ 11.70	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23	\$ 13.56	\$ 13.90	\$ 14.25	\$ 14.61	\$ 14.97	\$ 15.35
N	13	\$ 11.99	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23	\$ 13.56	\$ 13.90	\$ 14.25	\$ 14.61	\$ 14.97	\$ 15.35	\$ 15.73
O	14	\$ 12.29	\$ 12.60	\$ 12.91	\$ 13.23	\$ 13.56	\$ 13.90	\$ 14.25	\$ 14.61	\$ 14.97	\$ 15.35	\$ 15.73	\$ 16.12
P	15	\$ 12.66	\$ 12.97	\$ 13.30	\$ 13.63	\$ 13.97	\$ 14.32	\$ 14.68	\$ 15.05	\$ 15.42	\$ 15.81	\$ 16.20	\$ 16.61

MAINTENANCE-CUSTODIAN WORKER SALARY SCALE  
Jan 26, 2017

165% FPG	Merit Incr	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15+
STEP	YRS Exp		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	600
A	0	19,899.00	20,396.48	20,906.39	21,429.05	21,964.77	22,513.89	23,076.74	23,653.66	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,716.77
B	1	20,396.48	20,906.39	21,429.05	21,964.77	22,513.89	23,076.74	23,653.66	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,419.69
C	2	20,906.39	21,429.05	21,964.77	22,513.89	23,076.74	23,653.66	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,140.18
D	3	21,429.05	21,964.77	22,513.89	23,076.74	23,653.66	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	30,878.68
E	4	21,964.77	22,513.89	23,076.74	23,653.66	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,635.65
F	5	22,513.89	23,076.74	23,653.66	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,411.54
G	6	23,076.74	23,653.66	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,206.83
H	7	23,653.66	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,422.00	34,022.00
I	8	24,245.00	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,422.00	34,257.55	34,857.55
J	9	24,851.12	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,422.00	34,257.55	35,113.99	35,713.99
K	10	25,472.40	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,422.00	34,257.55	35,113.99	35,991.84	36,591.84
L	11	26,109.21	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,422.00	34,257.55	35,113.99	35,991.84	36,891.63	37,491.63
M	12	26,761.94	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,422.00	34,257.55	35,113.99	35,991.84	36,891.63	37,813.92	38,413.92
N	13	27,430.99	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,422.00	34,257.55	35,113.99	35,991.84	36,891.63	37,813.92	38,759.27	39,359.27
O	14	28,116.77	28,819.69	29,540.18	30,278.68	31,035.65	31,811.54	32,606.83	33,422.00	34,257.55	35,113.99	35,991.84	36,891.63	37,813.92	38,759.27	39,728.25	40,328.25
P	15	28,960.27	29,684.28	30,426.38	31,187.04	31,966.72	32,765.89	33,585.03	34,424.66	35,285.28	36,167.41	37,071.59	37,998.38	38,948.34	39,922.05	40,920.10	41,520.10

Hourly Rate	STEP	YEARS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
A	0		9.57	9.81	10.05	10.30	10.56	10.82	11.09	11.37	11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.81
B	1		9.81	10.05	10.30	10.56	10.82	11.09	11.37	11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.14
C	2		10.05	10.30	10.56	10.82	11.09	11.37	11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.49
D	3		10.30	10.56	10.82	11.09	11.37	11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.85
E	4		10.56	10.82	11.09	11.37	11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.21
F	5		10.82	11.09	11.37	11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.58
G	6		11.09	11.37	11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.68	15.96
H	7		11.37	11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.68	16.07	16.36
I	8		11.66	11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.68	16.07	16.47	16.76
J	9		11.95	12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.68	16.07	16.47	16.88	17.17
K	10		12.25	12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.68	16.07	16.47	16.88	17.30	17.59
L	11		12.55	12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.68	16.07	16.47	16.88	17.30	17.74	18.02
M	12		12.87	13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.68	16.07	16.47	16.88	17.30	17.74	18.18	18.47
N	13		13.19	13.52	13.86	14.20	14.56	14.92	15.29	15.68	16.07	16.47	16.88	17.30	17.74	18.18	18.63	18.92
O	14		13.52	13.86	14.20	14.56	14.92	15.29	15.68	16.07	16.47	16.88	17.30	17.74	18.18	18.63	19.10	19.39
P	15		13.92	14.27	14.63	14.99	15.37	15.75	16.15	16.55	16.96	17.39	17.82	18.27	18.73	19.19	19.67	19.96

INFORMATION TECHNOLOGY SALARY SCALE

Jan 26, 2017

185% STEP	Merit Incr Yrs Experi	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15+
			3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	900
A	0	\$ 24,000.05	\$ 24,600.05	\$ 25,215.05	\$ 25,845.43	\$ 26,491.56	\$ 27,153.85	\$ 27,832.70	\$ 28,528.52	\$ 29,241.73	\$ 29,972.77	\$ 30,722.09	\$ 31,490.15	\$ 32,277.40	\$ 33,084.33	\$ 33,911.44	\$ 34,759.23
B	1	\$ 24,600.05	\$ 25,461.05	\$ 26,352.19	\$ 27,274.52	\$ 28,229.12	\$ 29,217.14	\$ 30,239.74	\$ 31,298.14	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 36,499.24	\$ 37,776.72	\$ 39,098.90	\$ 40,467.36	\$ 41,367.36
C	2	\$ 25,461.05	\$ 26,352.19	\$ 27,274.52	\$ 28,229.12	\$ 29,217.14	\$ 30,239.74	\$ 31,298.14	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,776.72	\$ 39,098.90	\$ 40,467.36	\$ 41,883.72	\$ 42,783.72
D	3	\$ 26,352.19	\$ 27,274.52	\$ 28,229.12	\$ 29,217.14	\$ 30,239.74	\$ 31,298.14	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 39,098.90	\$ 40,467.36	\$ 41,883.72	\$ 43,349.65	\$ 44,249.65
E	4	\$ 27,274.52	\$ 28,229.12	\$ 29,217.14	\$ 30,239.74	\$ 31,298.14	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 40,467.36	\$ 41,883.72	\$ 43,349.65	\$ 44,866.89	\$ 45,766.89
F	5	\$ 28,229.12	\$ 29,217.14	\$ 30,239.74	\$ 31,298.14	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,883.72	\$ 43,349.65	\$ 44,866.89	\$ 46,437.23	\$ 47,337.23
G	6	\$ 29,217.14	\$ 30,239.74	\$ 31,298.14	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 43,349.65	\$ 44,866.89	\$ 46,437.23	\$ 48,062.53	\$ 48,962.53
H	7	\$ 30,239.74	\$ 31,298.14	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,866.89	\$ 46,437.23	\$ 48,062.53	\$ 49,744.72	\$ 50,644.72
I	8	\$ 31,298.14	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,149.11	\$ 46,437.23	\$ 48,062.53	\$ 49,744.72	\$ 51,485.79	\$ 52,385.79
J	9	\$ 32,393.57	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,149.11	\$ 45,694.33	\$ 48,062.53	\$ 49,744.72	\$ 51,485.79	\$ 53,287.79	\$ 54,187.79
K	10	\$ 33,527.34	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,149.11	\$ 45,694.33	\$ 47,293.63	\$ 49,744.72	\$ 51,485.79	\$ 53,287.79	\$ 55,152.86	\$ 56,052.86
L	11	\$ 34,700.80	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,149.11	\$ 45,694.33	\$ 47,293.63	\$ 48,948.91	\$ 51,485.79	\$ 53,287.79	\$ 55,152.86	\$ 57,083.21	\$ 57,983.21
M	12	\$ 35,915.33	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,149.11	\$ 45,694.33	\$ 47,293.63	\$ 48,948.91	\$ 50,662.12	\$ 53,287.79	\$ 55,152.86	\$ 57,083.21	\$ 59,081.12	\$ 59,981.12
N	13	\$ 37,172.37	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,149.11	\$ 45,694.33	\$ 47,293.63	\$ 48,948.91	\$ 50,662.12	\$ 52,435.29	\$ 55,152.86	\$ 57,083.21	\$ 59,081.12	\$ 61,148.96	\$ 62,048.96
O	14	\$ 38,473.40	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,149.11	\$ 45,694.33	\$ 47,293.63	\$ 48,948.91	\$ 50,662.12	\$ 52,435.29	\$ 54,270.53	\$ 57,083.21	\$ 59,081.12	\$ 61,148.96	\$ 63,289.18	\$ 64,189.18
P	15	\$ 39,819.97	\$ 41,213.67	\$ 42,656.15	\$ 44,149.11	\$ 45,694.33	\$ 47,293.63	\$ 48,948.91	\$ 50,662.12	\$ 52,435.29	\$ 54,270.53	\$ 56,170.00	\$ 59,081.12	\$ 61,148.96	\$ 63,289.18	\$ 65,504.30	\$ 66,404.30

Note: Resolution 2016-3 Additional Amendments to experience Credit Tables and Salary Scales. C) The IT Salary Scale adopted by this Board on 7/29/2000, but was not included in the 9/2015 scales. The I.T. Salary Scale should be integrated into the 9/2015 Salary Scales, with one change: **After step 15, there will be a flat increase of \$900.**

Hourly Rate		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
A	0	\$ 11.54	\$ 11.83	\$ 12.12	\$ 12.43	\$ 12.74	\$ 13.05	\$ 13.38	\$ 13.72	\$ 14.06	\$ 14.41	\$ 14.77	\$ 15.14	\$ 15.52	\$ 15.91	\$ 16.30	\$ 16.71
B	1	\$ 11.83	\$ 12.24	\$ 12.67	\$ 13.11	\$ 13.57	\$ 14.05	\$ 14.54	\$ 15.05	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.55	\$ 18.16	\$ 18.80	\$ 19.46	\$ 19.89
C	2	\$ 12.24	\$ 12.67	\$ 13.11	\$ 13.57	\$ 14.05	\$ 14.54	\$ 15.05	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.27	\$ 18.16	\$ 18.80	\$ 19.46	\$ 20.14	\$ 20.57
D	3	\$ 12.67	\$ 13.11	\$ 13.57	\$ 14.05	\$ 14.54	\$ 15.05	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.80	\$ 19.46	\$ 20.14	\$ 20.84	\$ 21.27
E	4	\$ 13.11	\$ 13.57	\$ 14.05	\$ 14.54	\$ 15.05	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.46	\$ 20.14	\$ 20.84	\$ 21.57	\$ 22.00
F	5	\$ 13.57	\$ 14.05	\$ 14.54	\$ 15.05	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.14	\$ 20.14	\$ 20.84	\$ 21.57	\$ 22.33	\$ 22.76
G	6	\$ 14.05	\$ 14.54	\$ 15.05	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.84	\$ 21.57	\$ 22.33	\$ 23.11	\$ 23.54
H	7	\$ 14.54	\$ 15.05	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.57	\$ 22.33	\$ 23.11	\$ 23.92	\$ 24.35
I	8	\$ 15.05	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.23	\$ 22.33	\$ 23.11	\$ 23.92	\$ 24.75	\$ 25.19
J	9	\$ 15.57	\$ 16.12	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.23	\$ 21.97	\$ 23.11	\$ 23.92	\$ 24.75	\$ 25.62	\$ 26.05
K	10	\$ 16.12	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.23	\$ 21.97	\$ 22.74	\$ 23.92	\$ 24.75	\$ 25.62	\$ 26.52	\$ 26.95
L	11	\$ 16.68	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.23	\$ 21.97	\$ 22.74	\$ 23.53	\$ 24.75	\$ 25.62	\$ 26.52	\$ 27.44	\$ 27.88
M	12	\$ 17.27	\$ 17.87	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.23	\$ 21.97	\$ 22.74	\$ 23.53	\$ 24.36	\$ 25.62	\$ 26.52	\$ 27.44	\$ 28.40	\$ 28.84
N	13	\$ 17.87	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.23	\$ 21.97	\$ 22.74	\$ 23.53	\$ 24.36	\$ 25.21	\$ 26.52	\$ 27.44	\$ 28.40	\$ 29.40	\$ 29.83
O	14	\$ 18.50	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.23	\$ 21.97	\$ 22.74	\$ 23.53	\$ 24.36	\$ 25.21	\$ 26.09	\$ 27.44	\$ 28.40	\$ 29.40	\$ 30.43	\$ 30.86
P	15	\$ 19.14	\$ 19.81	\$ 20.51	\$ 21.23	\$ 21.97	\$ 22.74	\$ 23.53	\$ 24.36	\$ 25.21	\$ 26.09	\$ 27.00	\$ 28.40	\$ 29.40	\$ 30.43	\$ 31.49	\$ 31.93