

Sonoma County Superintendent of Schools  
Attorney Salary Schedule\*  
Fiscal Year 2021-2022

Effective July 1, 2021/Clarified and Affirmed September 10, 2021

\*This is a productivity-based billable hour salary schedule and constitutes a 1.0 Full Time Equivalent position

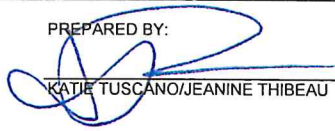
RANGE	LEVEL OF RESPONSIBILITY	STEP 1 ANNUAL	STEP 2 ANNUAL	STEP 3 ANNUAL	STEP 4 ANNUAL	STEP 5 ANNUAL	STEP 6 ANNUAL	STEP 7 ANNUAL	STEP 8 ANNUAL	STEP 9 ANNUAL	STEP 10 ANNUAL	RANGE'
1	Labor Relations Coordinator I	87,257.00	94,639.00	102,022.00	114,462.00	126,902.00	139,341.00					1
2	Schools Legal Counsel	94,845.00	103,006.00	115,445.00	127,886.00	140,326.00	152,767.00					2
3	Assistant General Counsel	106,942.00	115,881.00	128,322.00	140,762.00	153,202.00	165,642.00	178,082.00	190,522.00			3
4	Labor Relations Coordinator II	114,499.00	124,217.00	133,935.00	143,653.00	153,371.00	165,811.00					4
5	Associate Gen Counsel	114,499.00	124,217.00	133,935.00	143,653.00	153,371.00	165,811.00	178,252.00	190,692.00	203,132.00	215,573.00	5
7	Sr. Assoc General Counsel	146,937.00	157,433.00	167,930.00	178,427.00	190,867.00	203,308.00	215,748.00	228,188.00	240,629.00	253,068.00	7


RANGE	Billable Hours**	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	RANGE'
1	Required Annual Billable Hours **	1300	1400	1500	1600	1700	1800					1
2	Required Annual Billable Hours **	1200	1300	1400	1500	1600	1700					2
3	Required Annual Billable Hours **	1200	1300	1400	1500	1600	1700	1800	1900			3
4	Required Annual Billable Hours **	1300	1400	1500	1600	1700	1800					4
5	Required Annual Billable Hours **	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	5
7	Required Annual Billable Hours **	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	7

When an attorney is paid \$60 per hour for up to 99 excess billable hours in a given fiscal year, the payment will be retroactively distributed over 12 months of that same fiscal year. A legal Stipulation that the SCLS "Productivity-Based Billable Hour Pay Schedules" complies with applicable law was executed by PERS on October 27, 2006. CalPERS correspondence dated September 16, 2020 under the subject heading of "Productivity-Based Billable Hour Pay Schedules" confirmed that excess billable hours are creditable compensation. Copies of the Stipulation and letter are available upon request.

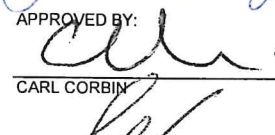
**\*\* Compensation for Billable Hours Above those Required for Step Placement (SCLS notes)**  
Attorneys shall be entitled to the following compensation for billable hours worked beyond the required hours for their step placement, but shall not receive compensation for any billable hours worked beyond the maximum for their salary range:  
1 to 99 excess billable hours shall be compensated at \$60.00 per hour.  
If the excess hours are 100 or more, the individual will move to the next step.  
The remaining billable hours over 100 shall be compensated at \$60.00 per hour.

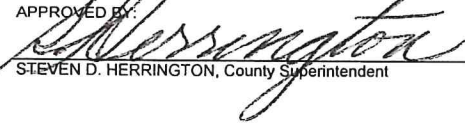
SCHEDULE 204MMO ANNUAL	
BASE HOURS PER DAY	8
BASE AVG DAYS PER YEAR	261
BASE AVG HOURS PER YEAR	2088
MONTHS PAID	12

PREPARED BY:   
KATIE TUSCANO/JEANINE THIBEAU DATED 10/13/2021

REVIEWED BY:   
JOHN LAUGHLIN DATED 10/13/21

REVIEWED BY:   
ELISSA ALFANO DATED 10/13/21

APPROVED BY:   
CARL CORBIN DATED 10-13-21

APPROVED BY:   
STEVEN D. HERRINGTON, County Superintendent DATED 10-13-21