

**Sonoma County Superintendent of Schools
General Counsel Salary Schedule
Fiscal Year 2022-2023
Effective July 1, 2022**

Schedule used for July and August pay v. MS

RANGE	LEVEL OF RESPONSIBILITY	STEP 1 ANNUAL	STEP 1 MONTHLY	STEP 2 ANNUAL	STEP 2 MONTHLY	RANGE'
1	GENERAL COUNSEL	\$210,123	17,510.26	\$224,514	18,709.52	1
2	GENERAL COUNSEL, Productivity Based	\$218,000	18,166.67	—	—	2

SCHEDULE 202MMO ANNUAL	
BASE HOURS PER DAY	8
BASE AVG DAYS PER YEAR	261
MONTHS PAID	12

General Counsel Salary Schedule to include Productivity (Hourly Billing) Steps (hypothetical example >>> not final salary schedule)

Baseline Salary ("Step 1") =

\$218,000

Plus "\$12,814 for every 100 billable hours worked in excess of 1,200 during the 22-23 fiscal year"

\$12,814

per hour (prorated across 100 hours) =

\$128.14

Ten steps beyond the baseline >>> just like the Attorney (Productivity) Salary Schedule and Steps that top-out at 2,200 annual billable hours

Step 1 (1,200 hours ("h"))	Step 2 (13h*)	Step 3 (14h)	Step 4 (15h)	Step 5 (16h)	Step 6 (17h)	Step 7 (18h)	Step 8 (19h)	Step 9 (20h)	Step 10 (21h)	Step 11 (2,200 hours ("h"))
\$218,000	\$230,814	\$243,628	\$256,442	\$269,256	\$282,070	\$294,884	\$307,698	\$320,512	\$333,326	\$346,140
Plus \$800/month (\$9,600 annually) not part of the defined benefit (not PERS-able)										
\$227,600	\$240,414	\$253,228	\$266,042	\$278,856	\$291,670	\$304,484	\$317,298	\$330,112	\$342,926	\$355,740

potential productivity steps

↳ taken out to the same "2200 hours" from the Attorney schedule

Schedule used August
for July and no
for payrolls (and no
change is anticipated
through June 2023)

Sonoma County Superintendent of Schools
Attorney Salary Schedule*
Fiscal Year 2022-2023
Effective July 1, 2022

*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	89,875.00	97,478.00	105,083.00	117,896.00	130,709.00	143,521.00					1
2	Schools Legal Counsel	97,690.00	106,096.00	118,908.00	131,723.00	144,538.00	157,350.00					2
3	Assistant General Counsel	110,150.00	119,357.00	132,172.00	144,985.00	157,798.00	170,611.00	183,424.00	196,238.00			3
4	Labor Relations Coordinator II	117,934.00	127,944.00	137,953.00	147,963.00	157,972.00	170,785.00					4
5	Associate Gen Counsel	117,934.00	127,944.00	137,953.00	147,963.00	157,972.00	170,785.00	183,600.00	196,413.00	209,226.00	222,040.00	5
7	Sr. Assoc General Counsel	151,345.00	162,156.00	172,968.00	183,780.00	196,593.00	209,407.00	222,220.00	235,034.00	247,848.00	260,660.00	7

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	Required Annual Billable Hours **	1300	1400	1500	1600	1700	1800					1
2	Required Annual Billable Hours **	1200	1300	1400	1500	1600	1700	1800	1900			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	1900	2000			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	
BASE HOURS PER DAY	8
BASE AVG DAYS PER YEAR	261
BASE AVG HOURS PER YEAR	2088
MONTHS PAID	12