

**THE STATE BAR OF CALIFORNIA  
ANNUAL SALARY RANGES**

**BARGAINING UNIT**

**General Unit  
(Effective January 2016)**

Grade 1	\$33,144 – \$44,112
Grade 2	\$36,360 – \$48,468
Grade 3	\$40,200 – \$53,616
Grade 4	\$44,208 – \$58,920
Grade 5	\$48,984 – \$65,292
Grade 6	\$54,120 – \$72,108
Grade 7	\$59,532 – \$79,332
Grade 8	\$66,132 – \$87,276
Grade 9	\$72,720 – \$95,880
Grade 10A	\$79,192– \$105,228
Grade 10B	\$89,496 – \$116,796
Grade 10C	\$98,448 – \$131,940

**Attorney Unit  
(Effective January 2016)**

Grade 16A	\$85,332 - \$132,276
Grade 17A	\$105,228 - \$157,488

**EXECUTIVE STAFF**

**(Effective January 2016)**

Grade 54E	\$96,630 - \$140,172
Grade 55E	\$106,293 - \$154,125
Grade 56E	\$116,922 - \$171,983
Grade 57E	\$128,613 - \$188,223
Grade 58E	\$141,475 - \$208,255
Grade 59E	\$155,623 - \$229,079
Grade COO	\$239,500 - \$239,500
Grade ED	\$267,500 - \$267,500

**CONFIDENTIAL EMPLOYEES**

**Confidential Employees  
(Effective January 2016)**

Grade 31C	\$34,651 - \$47,141
Grade 32C	\$38,005 - \$51,437
Grade 33C	\$42,042 - \$56,892
Grade 34C	\$46,228 - \$62,524
Grade 35C	\$51,191 - \$69,286
Grade 36C	\$56,592 - \$76,555
Grade 37C	\$62,264 - \$84,191
Grade 38C	\$69,586 - \$92,591
Grade 39C	\$76,501 - \$101,769
Grade 40C	\$84,055 - \$111,151

**Confidential Attorneys  
(Effective January 2016)**

Grade 45CA	\$84,328 - \$105,178
Grade 46CA	\$93,969 - \$136,379
Grade 47CA	\$111,724 - \$183,526