

	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		EFFECTIVE JANUARY 12, 2026 (FOR SUSTAINABLE WORK SCHEDULE)											
6													
7		JOB CLASSIFICATION	STEP 1	STEP 2 *	STEP 3 *	STEP 4 *	STEP 5 *	STEP 6 *	STEP 7*	STEP 8	STEP 9	STEP 10	
8													
9		SENIOR ATTORNEY**	Hourly			72.2368	74.4039	76.6360	78.9351				
10			Bi-weekly			4,839.87	4,985.06	5,134.62	5,288.65				
11			Monthly			10,486.38	10,800.97	11,125.00	11,458.75				
12			Annually			125,836.55	129,611.65	133,500.00	137,505.00				
13													
14		ATTORNEY *	Hourly	48.7945	50.7463	52.7761	54.8872	57.0827	59.3660	61.7406	64.2102	66.7786	
15			Bi-weekly	3,269.23	3,400.00	3,536.00	3,677.44	3,824.54	3,977.52	4,136.62	4,302.08	4,474.17	
16			Monthly	7,083.33	7,366.67	7,661.33	7,967.79	8,286.50	8,617.96	8,962.68	9,321.18	9,694.03	
17			Annually	85,000.00	88,400.00	91,936.00	95,613.44	99,437.98	103,415.50	107,552.12	111,854.20	116,328.37	
18													
19		POST-GRADUATE FELLOW	Hourly	42.9851	44.7045								
20			Bi-weekly	2,880.00	2,995.20								
21			Monthly	6,240.00	6,489.60								
22			Annually	74,880.00	77,875.20								
23													
24		PRO BONO TRAINING ASSOC.	Hourly	33.1114	34.4358	35.8133	37.2458	38.7356					
25			Bi-weekly	2,218.46	2,307.20	2,399.49	2,495.47	2,595.29					
26			Monthly	4,806.67	4,998.93	5,198.89	5,406.85	5,623.12					
27			Annually	57,680.00	59,987.20	62,386.69	64,882.16	67,477.44					
28													
29		PROJECT COORDINATOR	Hourly	40.2067	41.8149	43.4875	45.2270	47.0361					
30			Bi-weekly	2,693.85	2,801.60	2,913.66	3,030.21	3,151.42					
31			Monthly	5,836.67	6,070.13	6,312.94	6,565.46	6,828.07					
32			Annually	70,040.00	72,841.60	75,755.26	78,785.47	81,936.89					
33													
34		SR. PARALEGAL**	Hourly	42.4869	43.7615	45.0744	46.4266	47.8194	49.2540				
35		SR. INTAKE PARALEGAL	Bi-weekly	2,846.62	2,932.02	3,019.98	3,110.58	3,203.90	3,300.02				
36		SR. CASE MANAGER	Monthly	6,167.68	6,352.72	6,543.30	6,739.60	6,941.78	7,150.04				
37		SR. OUTREACH COORDINATOR	Annually	74,012.21	76,232.58	78,519.56	80,875.14	83,301.40	85,800.44				
38													
39		PARALEGAL	Hourly	31.0448	32.2866	33.5780	34.9212	36.3180	37.7707	39.2815	40.8528		
40		INTAKE PARALEGAL	Bi-weekly	2,080.00	2,163.20	2,249.73	2,339.72	2,433.31	2,530.64	2,631.86	2,737.14		
41		CASE MANAGER	Monthly	4,506.67	4,686.93	4,874.41	5,069.39	5,272.16	5,483.05	5,702.37	5,930.47		
42		OUTREACH COORDINATOR	Annually	54,080.00	56,243.20	58,492.93	60,832.65	63,265.95	65,796.59	68,428.45	71,165.59		
43													
44		LAW CLERK	Hourly	\$25.00 /hour									
45													
46		SR LEGAL SECRETARY**	Hourly	35.2569	36.3146	37.4041	38.5262	39.6820	40.8724	42.0986	43.3616		
47		SR ADMIN COORDINATOR**	Bi-weekly	2,362.21	2,433.08	2,506.07	2,581.26	2,658.69	2,738.45	2,820.61	2,905.23		
48			Monthly	5,118.13	5,271.68	5,429.83	5,592.72	5,760.50	5,933.32	6,111.32	6,294.66		
49			Annually	61,417.57	63,260.10	65,157.90	67,112.64	69,126.02	71,199.80	73,335.80	75,535.87		
50													
51		LEGAL SECRETARY	Hourly	30.1378	31.3433	32.5970	33.9009						
52		ADMIN COORDINATOR	Bi-weekly	2,019.23	2,100.00	2,184.00	2,271.36						
53			Monthly	4,375.00	4,550.00	4,732.00	4,921.28						
54			Annually	52,500.00	54,600.00	56,784.00	59,055.36						
55													
56		ACCOUNTING CLERK	Hourly			30.1378	31.3433	32.5970	33.9009	35.2569	36.6672	38.1339	39.6593
57		FACILITIES ASSISTANT	Bi-weekly			2,019.23	2,100.00	2,184.00	2,271.36	2,362.21	2,456.70	2,554.97	2,657.17
58		ADMIN CLERK	Monthly			4,375.00	4,550.00	4,732.00	4,921.28	5,118.13	5,322.86	5,535.77	5,757.20
59			Annually			52,500.00	54,600.00	56,784.00	59,055.36	61,417.57	63,874.28	66,429.25	69,086.42

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61	SENIOR RECEPTIONIST**	Hourly	36.6672	37.7672	38.9002	40.0672						
62		Bi-weekly	2,456.70	2,530.40	2,606.32	2,684.51						
63		Monthly	5,322.86	5,482.54	5,647.02	5,816.43						
64		Annually	63,874.28	65,790.51	67,764.22	69,797.15						
66	RECEPTIONIST	Hourly			30.1378	31.3433	32.5970	33.9009	35.2569			
67		Bi-weekly			2,019.23	2,100.00	2,184.00	2,271.36	2,362.21			
68		Monthly			4,375.00	4,550.00	4,732.00	4,921.28	5,118.13			
69		Annually			52,500.00	54,600.00	56,784.00	59,055.36	61,417.57			
71	SUPPLEMENT TABLE											
72			HOURLY	BI-WEEKLY	MONTHLY	ANNUALLY						
74	Bilingual Oral I***		0.4121	28.85	62.50	750.00						
75	Bilingual Written I***		0.4121	28.85	62.50	750.00						
76	Both Written and Oral I		0.6868	48.08	104.17	1,250.00						
77	Bilingual Oral II***		0.5495	38.46	83.33	1,000.00						
78	Bilingual Written II***		0.5495	38.46	83.33	1,000.00						
79	Both Written and Oral II		1.0989	76.92	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%											