

**2013 Summary of Program Staffing Levels by Job Classification, Years of Experience in Profession  
and Average Salary**

Years of Experience	Director		Deputy Director		Director of Litigation		Managing Attorney		Supervising Attorney		Staff Attorney	
	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary
0-1 YEAR	0	0	0	0	0	0	3	50,005	2	50,860	358	43,141
2 YEARS	0	0	0	0	0	0	3	42,037	2	57,958	196	45,973
3 YEARS	0	0	0	0	0	0	2	56,042	6	52,117	173	46,316
4 YEARS	0	0	0	0	0	0	5	51,692	9	56,677	163	48,923
5 YEARS	0	0	1	60,500	0	0	11	55,792	18	55,735	154	50,629
6-7 YEARS	1	51,000	1	60,800	0	0	20	63,544	30	62,718	321	52,487
8-9 YEARS	0	0	0	0	0	0	35	63,937	31	60,449	219	53,461
10-14 YEARS	0	0	6	81,848	4	81,493	88	67,935	70	68,440	304	59,179
15-19 YEARS	9	97,784	9	87,943	3	80,699	71	73,552	61	75,445	227	64,980
20-24 YEARS	14	112,193	14	99,449	8	82,099	95	76,399	70	80,478	169	72,243
25-29 YEARS	19	113,061	12	101,645	8	106,228	92	77,700	53	82,419	132	73,001
30 OR MORE YEARS	89	121,662	47	102,664	34	97,142	184	84,646	96	88,759	204	75,597
<b>Total Count / Avg. Salary</b>	<b>132</b>	<b>117,256</b>	<b>90</b>	<b>98,235</b>	<b>57</b>	<b>94,342</b>	<b>609</b>	<b>75,453</b>	<b>448</b>	<b>75,256</b>	<b>2,620</b>	<b>56,032</b>

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Years of Experience	Paralegal		Information Technology Staff		PAI Coordinator		Development Director		Training Responsible Person		Financial Professional	
	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary
0-1 YEAR	132	27,360	6	34,826	3	27,978	1	45,000	0	0	1	34,496
2 YEARS	42	32,311	2	41,432	3	37,770	3	49,639	0	0	2	61,788
3 YEARS	51	31,903	2	39,098	3	45,894	0	0	0	0	0	0
4 YEARS	35	31,522	3	39,433	3	43,670	0	0	0	0	3	38,750
5 YEARS	44	32,295	4	46,672	3	52,290	1	51,750	0	0	4	40,697
6-7 YEARS	88	33,332	7	52,291	8	39,057	2	41,375	0	0	7	43,023
8-9 YEARS	82	36,070	6	51,595	7	63,089	3	65,700	0	0	7	52,556
10-14 YEARS	186	39,205	28	52,066	14	46,724	8	59,437	1	50,800	33	54,189
15-19 YEARS	168	41,776	24	61,116	14	51,893	5	75,522	0	0	24	64,555
20-24 YEARS	155	44,915	16	66,636	14	55,370	3	60,761	0	0	34	60,432
25-29 YEARS	134	45,381	15	62,041	11	58,619	2	69,750	0	0	37	71,985
30 OR MORE YEARS	253	48,400	11	72,703	26	61,345	6	81,376	1	74,673	85	65,707
<b>Total Count / Avg. Salary</b>	<b>1,370</b>	<b>39,861</b>	<b>124</b>	<b>57,030</b>	<b>109</b>	<b>52,958</b>	<b>34</b>	<b>64,372</b>	<b>2</b>	<b>62,737</b>	<b>237</b>	<b>62,224</b>

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Years of Experience	Management Professional		Grants Manager		Law Clerk		Administrative Assistant		Secretarial/ Clerical		Other	
	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary	# of Positions	Average Salary
0-1 YEAR	4	47,375	3	35,417	7	33,244	16	30,813	70	25,371	39	31,498
2 YEARS	3	59,077	0	0	2	31,900	6	31,706	24	24,796	10	31,456
3 YEARS	6	46,023	2	49,000	0	0	4	33,077	37	26,341	13	28,638
4 YEARS	1	36,474	1	36,943	1	33,610	4	30,794	34	28,373	12	31,404
5 YEARS	7	51,907	0	0	0	0	6	31,468	39	28,304	13	40,982
6-7 YEARS	3	55,816	1	44,744	0	0	12	34,415	85	30,200	20	37,883
8-9 YEARS	9	52,775	1	95,000	0	0	15	35,874	90	30,508	17	39,962
10-14 YEARS	33	64,336	2	52,501	1	31,741	41	38,631	200	32,309	51	39,670
15-19 YEARS	32	66,956	4	65,602	0	0	35	40,882	153	34,242	41	41,320
20-24 YEARS	22	70,135	3	62,033	0	0	30	40,681	138	36,985	22	37,838
25-29 YEARS	22	64,196	2	70,139	0	0	37	44,368	125	37,131	23	42,183
30 OR MORE YEARS	72	67,414	2	59,725	0	0	104	44,523	297	39,739	38	44,199
<b>Total Count / Avg. Salary</b>	<b>214</b>	<b>64,299</b>	<b>21</b>	<b>56,865</b>	<b>11</b>	<b>32,896</b>	<b>310</b>	<b>40,599</b>	<b>1,292</b>	<b>33,995</b>	<b>299</b>	<b>38,333</b>

Figures include all full-time (90% and above) staff members who were employed as of 12/31/2013.

Figures do not include sub-recipient staffing.

Source: Grant Activity Reports – 2013