

East Bay Community Law Center
Salary Ranges-Proposed Revision per OneJustice Survey
Updated 6/2/2021

Position	Years of Experience for Starting Salaries					
PROGRAM						
Program Directors 5-10 years	5	6	7	8	9	10
	93,000	95,000	97,000	99,000	101,000	103,000
Program Deputy Directors 3-8 years	3	4	5	6	7	8
	86,000	88,000	90,000	92,000	94,000	96,000
Attorney 0-11 years	0	1	2	3	4	5
	68,000	70,000	72,000	74,000	76,000	78,000
	6	7	8	9	10	11
	80,000	82,000	84,000	86,000	88,000	90,000
Social Worker 0-5 years	0	1	2	3	4	5
	68,000	70,000	72,000	74,000	76,000	78,000
Program/Project Manager 4-8 years	4	5	6	7	8	
	66,000	68,000	70,000	72,000	74,000	
Paralegal (Accredited Rep) 1-6 years	1	2	3	4	5	6
	57,000	59,000	61,000	63,000	65,000	67,000
Intake or Program Coordinator 0-5 years	0	1	2	3	4	5
	53,000	55,000	57,000	59,000	61,000	63,000
	29.12	30.22	31.32	32.42	33.52	34.62
ADMINISTRATION						
Finance Manager 5-10 years	5	6	7	8	9	10
	71,000	73,000	75,000	77,000	79,000	81,000
Office Manager 4-8 years	4	5	6	7	8	
	64,000	66,000	68,000	70,000	72,000	
Administrative Assistant 0-5 years	0	1	2	3	4	5
	50,000	52,000	54,000	56,000	58,000	60,000
	27.47	28.57	29.67	30.77	31.87	32.97
DEVELOPMENT						
Data & Evaluation Manager 5-10 years	5	6	7	8	9	10
	80,000	82,000	84,000	86,000	88,000	90,000
Institutional Giving Manager 3-5 years	5					
	77,000					
Development/Contracts Officer 4-8 years	5	6	7	8	9	
	77,000	79,000	81,000	83,000	85,000	
Development Assistant 0-5 years	0	1	2	3	4	5
	50,000	52,000	54,000	56,000	58,000	60,000
	27.47	28.57	29.67	30.77	31.87	32.97