



Washington State
Supreme Court,
Court of Appeals, and
Administrative Office of the Courts

2024 Compensation Study

Report of Findings

June 24, 2024

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Executive Summary

Background

This report presents the findings of a compensation market assessment requested by the Washington Courts Administrative Office of the Courts, Court of Appeals, and Supreme Court. The study covers 36 job titles that represent employees, segmented into four job groupings:

- Business Services
- Information Services
- Court Services
- Legal Services

The findings reflect market data collected from 16 public sector entities (11 other state court systems, the U.S. Courts, five local governments), as well as published survey data representing the private sector market. Segal collected salary range data from each public sector entity through a custom survey that requested information as of April 2024. Where necessary, Segal validated and completed survey responses using publicly available information.

Summary of Findings

Overall, the study found that Washington Courts' current pay ranges overall at the pay range midpoint are in aggregate about 89% of the market average. While minimum (starting) pay rates are somewhat closer to the public sector market, the midpoints and maximum rates are notably below both the public and private sector markets. The standard range for market competitiveness is **95% to 105%** of the market average.

Market Ratio of FY24 Salary Ranges by Sector

Sector	Minimum	Midpoint	Maximum
Public	95%	86%	80%
Private	92%	96%	97%
Overall	94%	89%	85%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates **below market** (less than 95%)

Black indicates **at market** (95% to 105%)

Blue indicates **above market** (greater than 105%)

Exhibit 2 below shows Washington Courts' market position for each of the job families, all of which are below market at the pay range midpoint.

Exhibit 2

Market Ratio of FY24 Salary Ranges by Job Grouping

Overall Market

Job Groupings	# of Titles	Minimum	Midpoint	Maximum
Business Services	11	92%	89%	87%
Court Services	9	97%	87%	82%
Information Technology	9	94%	92%	89%
Legal Services	7	95%	88%	82%
All Titles	36	94%	89%	85%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates **below market** (less than 95%)

Black indicates **at market** (95% to 105%)

Blue indicates **above market** (greater than 105%)

Exhibit 3 below shows that among the 36 benchmark job titles, 26 are “below market” at the range midpoint (less than 95% of the overall market average), while 9 are “at market” (95% to 105% of the market average). One is “above market” (more than 105% of the overall average).

The job titles most likely to be below-market are legal services positions, especially supreme court staff attorneys.

Exhibit 3

**Market Ratio of Each Benchmark Job
to the Overall Market Average at the Pay Range Midpoint
(in decreasing order by market ratio)**

Benchmark Job	Dept	Job Groupings	Overall Market Ratio at Midpoint
Desktop Support	AOC	Information Services	109%
Staff Attorney – COA	AOC	Legal Services	100%
IT Customer Service Specialist	AOC	Information Services	100%
Judicial Admin. Assistant – SC	SC	Court Services	98%
Law Clerk - SC or COA	SC/COA	Legal Services	97%
Judicial Admin. Assistant – COA	COA	Court Services	97%
Senior Payroll Analyst	AOC	Business Services	97%
Research Associate	AOC	Business Services	96%
Business Analyst	AOC	Business Services	95%
Administrative Assistant	AOC/COA	Business Services	95%
IT Security Officer	AOC	Information Services	94%
Public Records Officer	AOC	Court Services	94%

Benchmark Job	Dept	Job Groupings	Overall Market Ratio at Midpoint
System Support Analyst	AOC	Information Services	93%
Contracts Specialist	AOC	Business Services	93%
Software QA Tester	AOC	Information Services	92%
Senior Staff Attorney – SC	SC	Legal Services	90%
Court Budget Advisor	AOC	Business Services	90%
Case Manager – COA	COA	Court Services	89%
Human Resources Consultant	AOC	Business Services	89%
Staff Services Clerk	AOC	Court Services	88%
IT Solutions Architect	AOC	Information Services	88%
Legal Secretary – SC	AOC	Legal Services	87%
IT Project Manager	AOC	Information Services	87%
Digital Content Officer	AOC	Business Services	87%
Enterprise Architect	AOC	Information Services	86%
Senior Software Developer	AOC	Information Services	85%
Court Program Analyst	AOC	Court Services	85%
Staff Attorney – SC	SC	Legal Services	85%
Court Educator	AOC	Court Services	84%
Associate Director	AOC	Court Services	81%
Financial Services Analyst	AOC	Business Services	81%
Senior Legal Services Analyst	AOC	Legal Services	80%
Editor	AOC	Court Services	79%
Senior Case Manager – SC	SC	Court Services	78%

Benchmark Job	Dept	Job Groupings	Overall Market Ratio at Midpoint
Law Librarian 2	SC	Legal Services	76%
Communications Officer	AOC	Business Services	74%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates **below market** (less than 95%), **Black** indicates **at market** (95% to 105%), **Blue** indicates **above market** (greater than 105%).

Additional data for each job title can be found in the [Detailed Findings](#) section of this report.

Exhibit 4 shows the market competitiveness of the peer organizations.

Exhibit 4

Market Ratio by Comparison Organization*

Organization	# of Job Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Court Systems				
Arizona Courts	33	108%	87%	73%
California Courts	36	83%	78%	75%
Florida Courts	32	96%	79%	70%
Illinois Courts	35	86%	74%	75%
Minnesota Judicial Branch	36	100%	91%	84%
NYS Unified Court System	27	76%	76%	75%
Oregon Judicial Department	16	76%	69%	64%
Pennsylvania Courts	33	92%	82%	76%
Texas Courts	34	122%	106%	96%
U.S. Courts	29	109%	95%	86%
Virginia Judicial System	31	128%	83%	65%

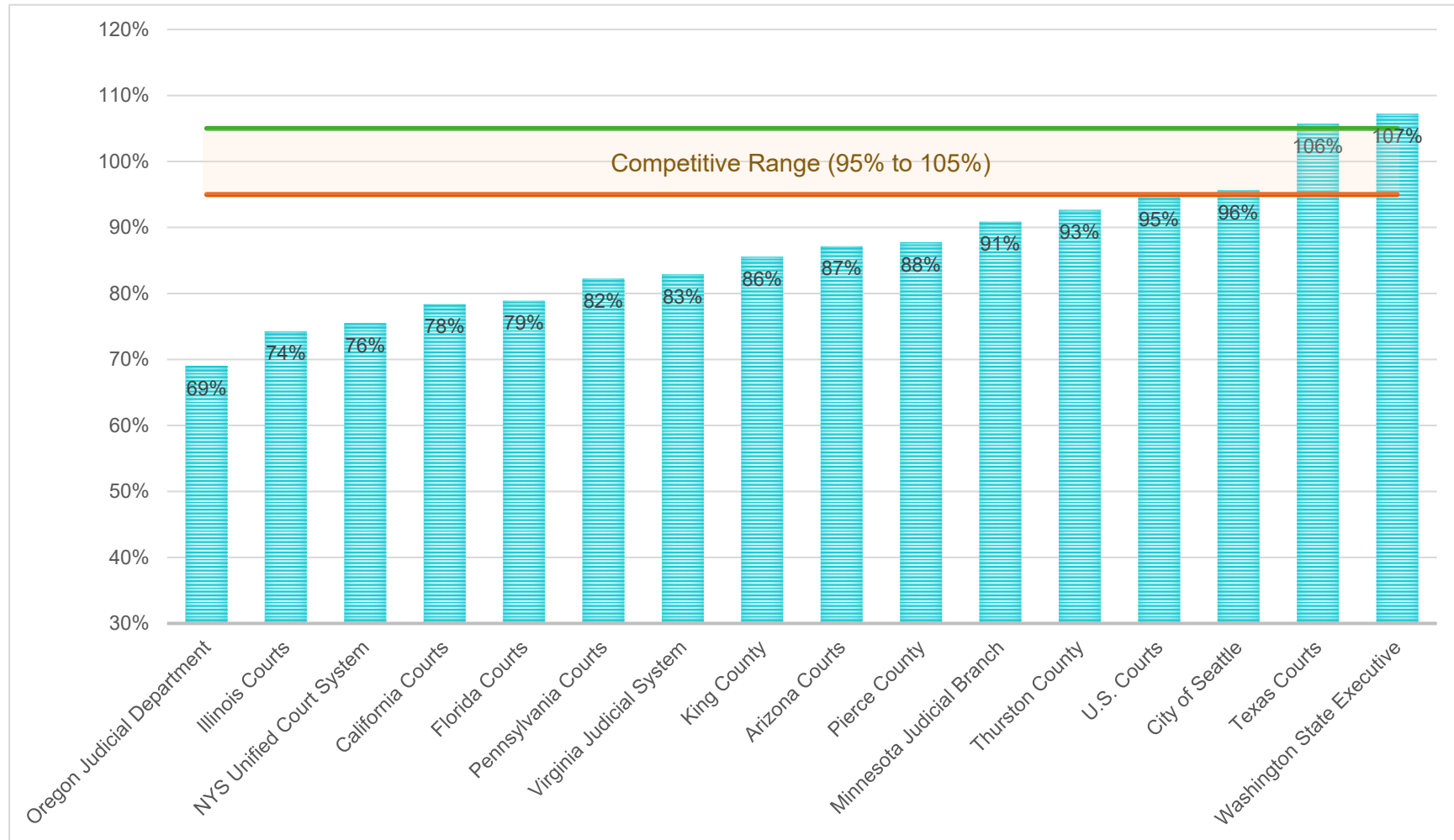
Organization	# of Job Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Government				
City of Seattle	31	97%	96%	95%
King County	33	85%	86%	86%
Pierce County	33	89%	88%	87%
Thurston County	28	94%	93%	92%
Washington State Executive	24	110%	107%	105%

*Pay rates for organizations outside of Washington have been geographically adjusted.

Red indicates **below market** (less than 95%), **Black** indicates **at market** (95% to 105%), **Blue** indicates **above market** (greater than 105%).

The peer comparison is calculated using all Washington Courts benchmark data for which the peer had a matching title divided by the average of all peer match data.

Market Ratio by Comparison Organization at the Range Midpoint*



*Pay rates for organizations outside of Washington have been geographically adjusted.

Detailed Findings

Exhibit 6 shows the market position for each benchmark job title within each job grouping. Titles are organized alphabetically within each job grouping.

Exhibit 6

Benchmark Job Titles

Job Grouping and Title

Business Services

Administrative Assistant

Business Analyst

Communications Officer

Contracts Specialist

Court Budget Advisor

Digital Content Officer

Financial Services Analyst

Human Resources Consultant

Research Associate

Senior Payroll Analyst

Staff Services Clerk

Information Technology

Customer Service Specialist

Desktop Support

Enterprise Architect

IT Security Officer

IT Solutions Architect

IT Project Manager

Senior Software Developer

Software QA Tester

System Support Analyst

Job Grouping and Title

Court Services

Associate Director

Court Educator

Court Program Analyst

Public Records Officer

Case Manager – COA

Senior Case Manager – SC

Editor

Judicial Admin. Assistant – COA

Judicial Admin. Assistant – SC

Legal Services

Senior Legal Services Analyst

Law Clerk – SC or COA

Law Librarian 2

Legal Secretary – SC

Staff Attorney – COA

Staff Attorney – SC

Senior Staff Attorney – SC

Exhibits 7 through 78 shows the market position for each benchmark job.

Business Services

Exhibit 7

Market Study Findings by Job Title and Market Sector

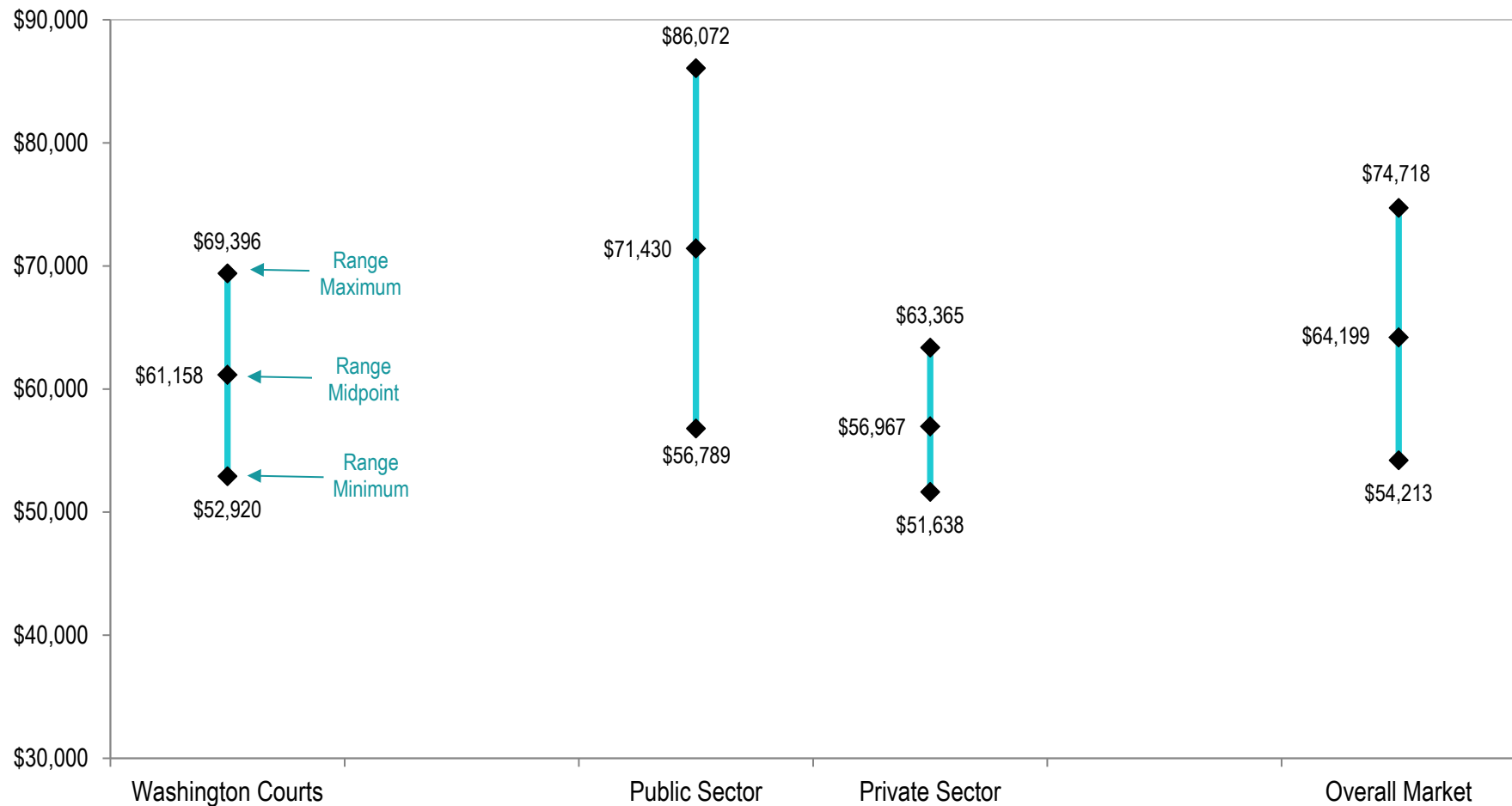
Administrative Assistant

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$52,920	\$61,158	\$69,396
Public Sector	Market Average	16	\$56,789	\$71,430	\$86,072
	Market Ratio		93%	86%	81%
	Adjustment to Reach Market Average		7%	17%	24%
Private Sector	Market Average	2	\$51,638	\$56,967	\$63,365
	Market Ratio		102%	107%	110%
	Adjustment to Reach Market Average		-2%	-7%	-9%
Overall	Market Average	18	\$54,213	\$64,199	\$74,718
	Market Ratio		98%	95%	93%
	Adjustment to Reach Market Average		2%	5%	8%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Administrative Assistant



Market Study Findings by Job Title and Market Sector

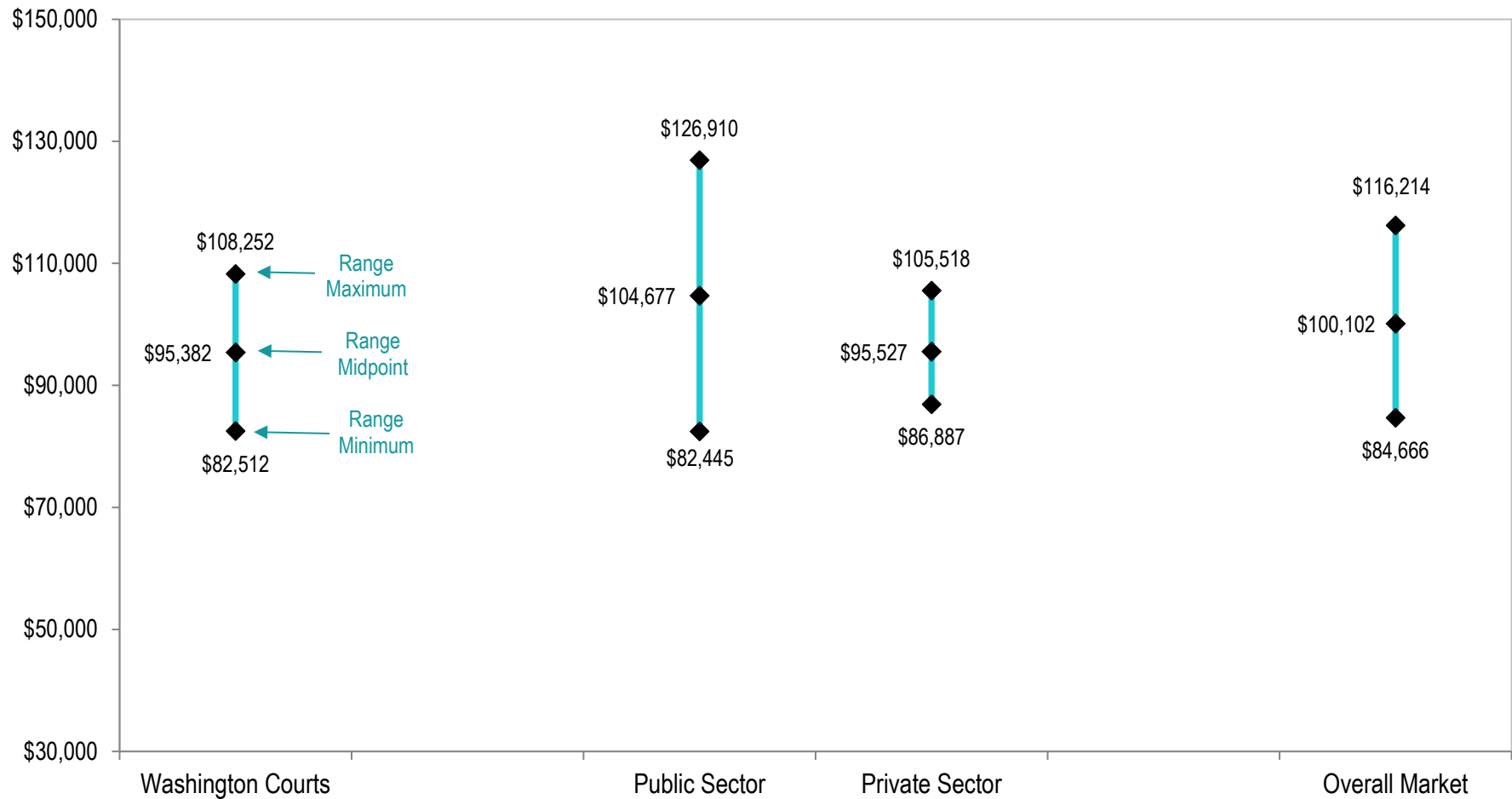
Business Analyst

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$82,512	\$95,382	\$108,252
Public Sector	Market Average	15	\$82,445	\$104,677	\$126,910
	Market Ratio		100%	91%	85%
	Adjustment to Reach Market Average		0%	10%	17%
Private Sector	Market Average	2	\$86,887	\$95,527	\$105,518
	Market Ratio		95%	100%	103%
	Adjustment to Reach Market Average		5%	0%	-3%
Overall	Market Average	17	\$84,666	\$100,102	\$116,214
	Market Ratio		97%	95%	93%
	Adjustment to Reach Market Average		3%	5%	7%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Business Analyst



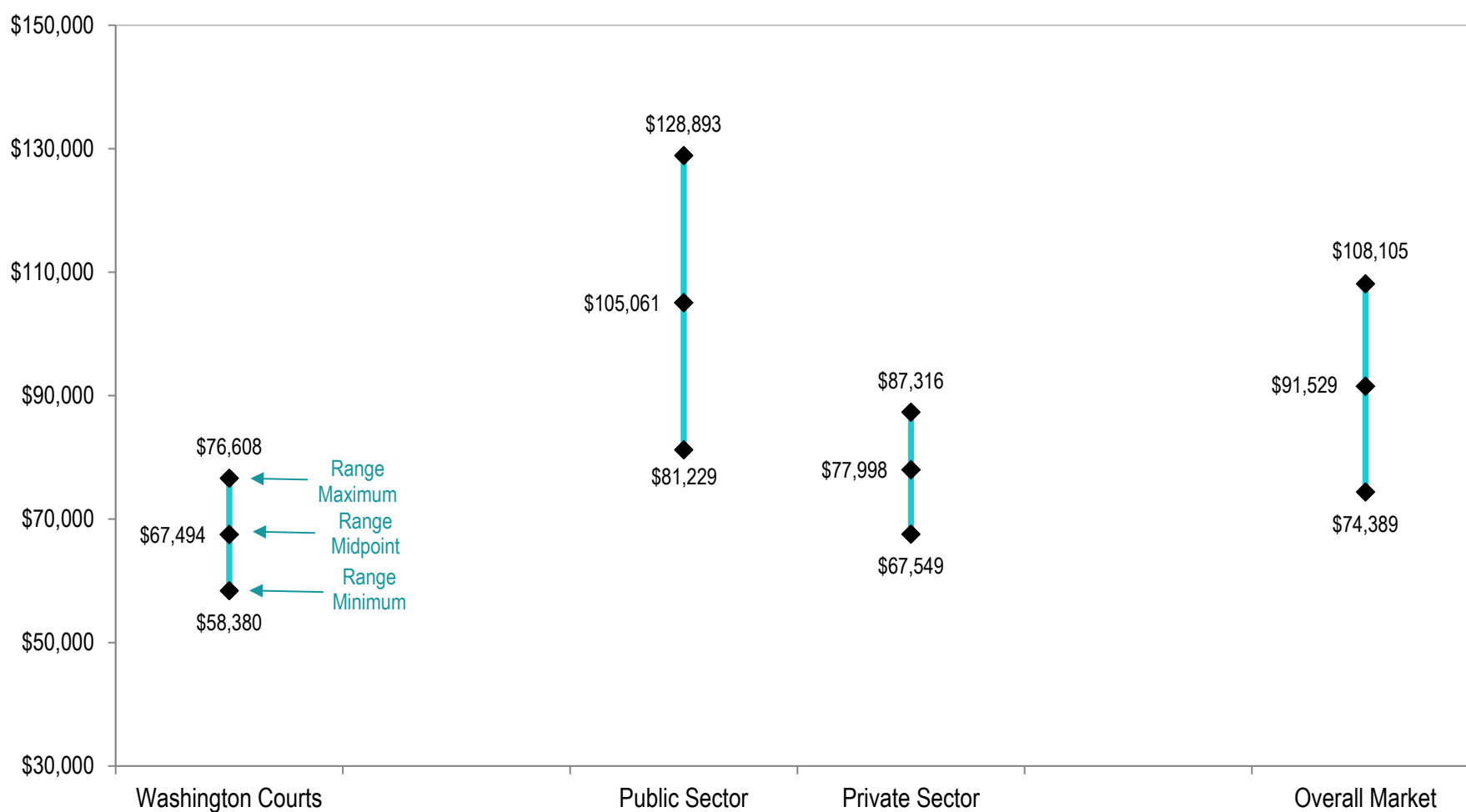
Market Study Findings
by Job Title and Market Sector
Communications Officer

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$58,380	\$67,494	\$76,608
Public Sector	Market Average	13	\$81,229	\$105,061	\$128,893
	Market Ratio		72%	64%	59%
	Adjustment to Reach Market Average		39%	56%	68%
Private Sector	Market Average	2	\$67,549	\$77,998	\$87,316
	Market Ratio		86%	87%	88%
	Adjustment to Reach Market Average		16%	16%	14%
Overall	Market Average	15	\$74,389	\$91,529	\$108,105
	Market Ratio		78%	74%	71%
	Adjustment to Reach Market Average		27%	36%	41%

Market Ratio = Washington Courts as a percent of the Market Average

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Annual Salary Ranges by Market Sector Communications Officer



Market Study Findings by Job Title and Market Sector

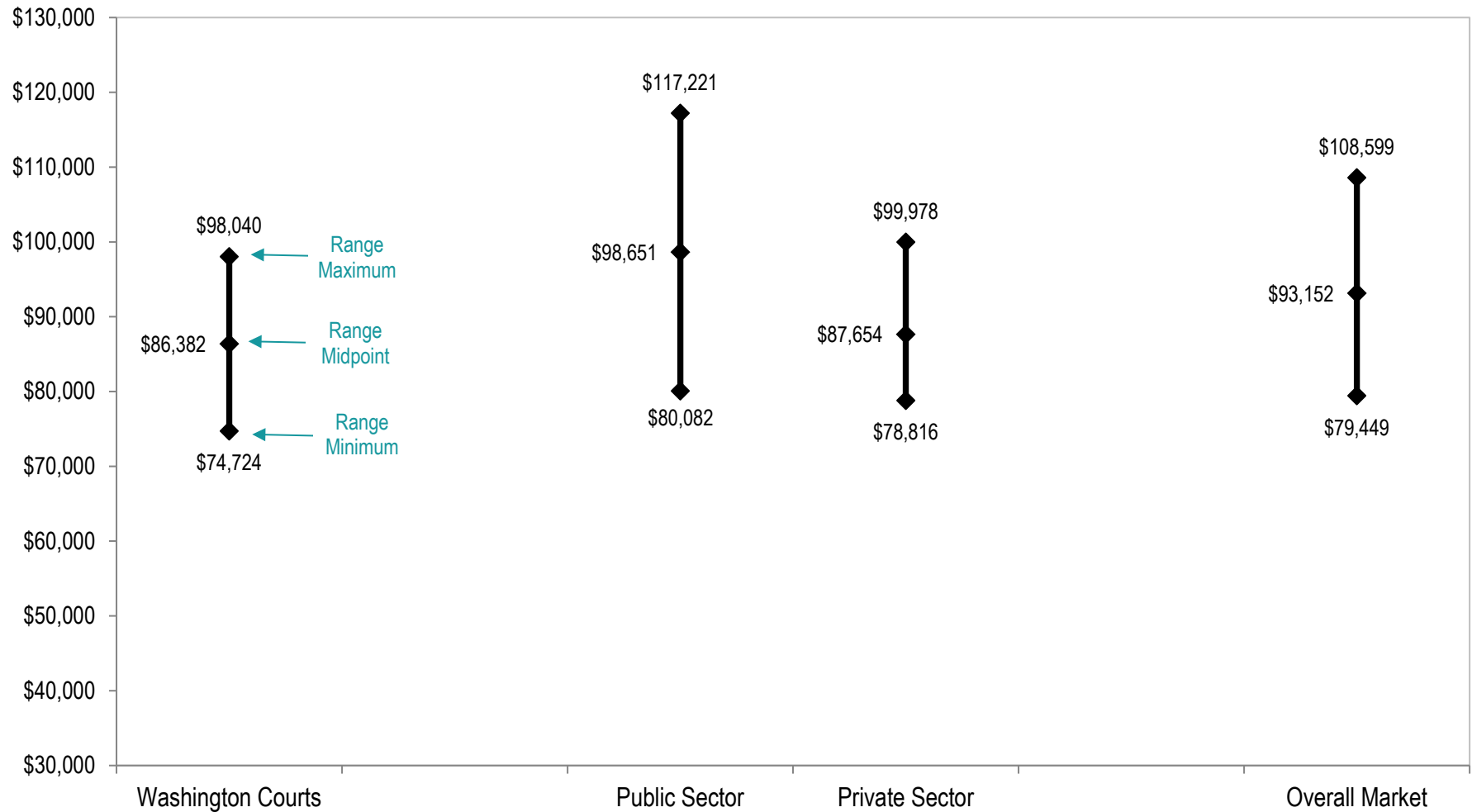
Contracts Specialist

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$74,724	\$86,382	\$98,040
Public Sector	Market Average	14	\$80,082	\$98,651	\$117,221
	Market Ratio		93%	88%	84%
	Adjustment to Reach Market Average		7%	14%	20%
Private Sector	Market Average	2	\$78,816	\$87,654	\$99,978
	Market Ratio		95%	99%	98%
	Adjustment to Reach Market Average		5%	1%	2%
Overall	Market Average	16	\$79,449	\$93,152	\$108,599
	Market Ratio		94%	93%	90%
	Adjustment to Reach Market Average		6%	8%	11%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Contracts Specialist



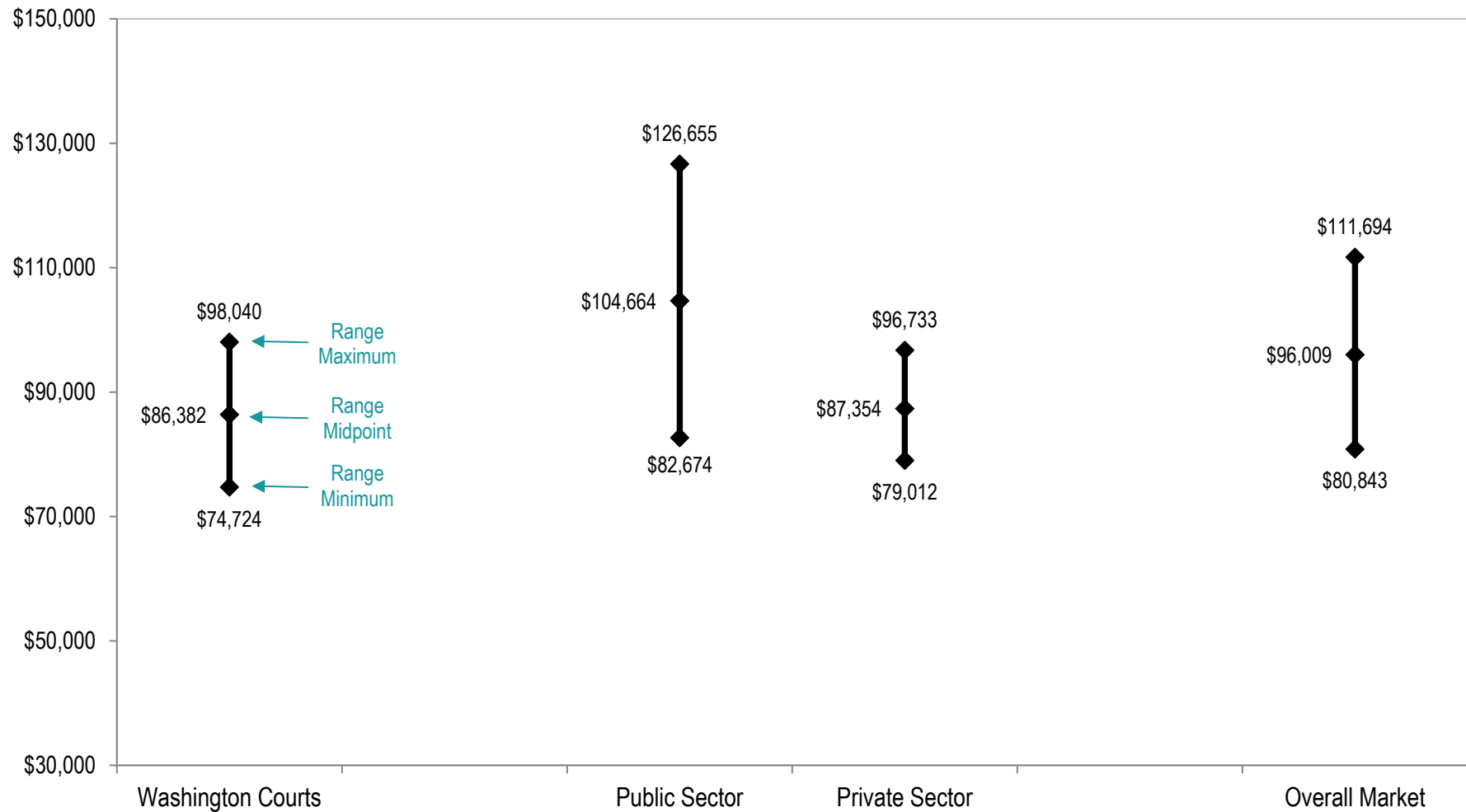
Market Study Findings
by Job Title and Market Sector
Court Budget Advisor

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$74,724	\$86,382	\$98,040
Public Sector	Market Average	14	\$82,674	\$104,664	\$126,655
	Market Ratio		90%	83%	77%
	Adjustment to Reach Market Average		11%	21%	29%
Private Sector	Market Average	2	\$79,012	\$87,354	\$96,733
	Market Ratio		95%	99%	101%
	Adjustment to Reach Market Average		6%	1%	-1%
Overall	Market Average	16	\$80,843	\$96,009	\$111,694
	Market Ratio		92%	90%	88%
	Adjustment to Reach Market Average		8%	11%	14%

Market Ratio = Washington Courts as a percent of the Market Average

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Annual Salary Ranges by Market Sector Court Budget Advisor



Market Study Findings by Job Title and Market Sector

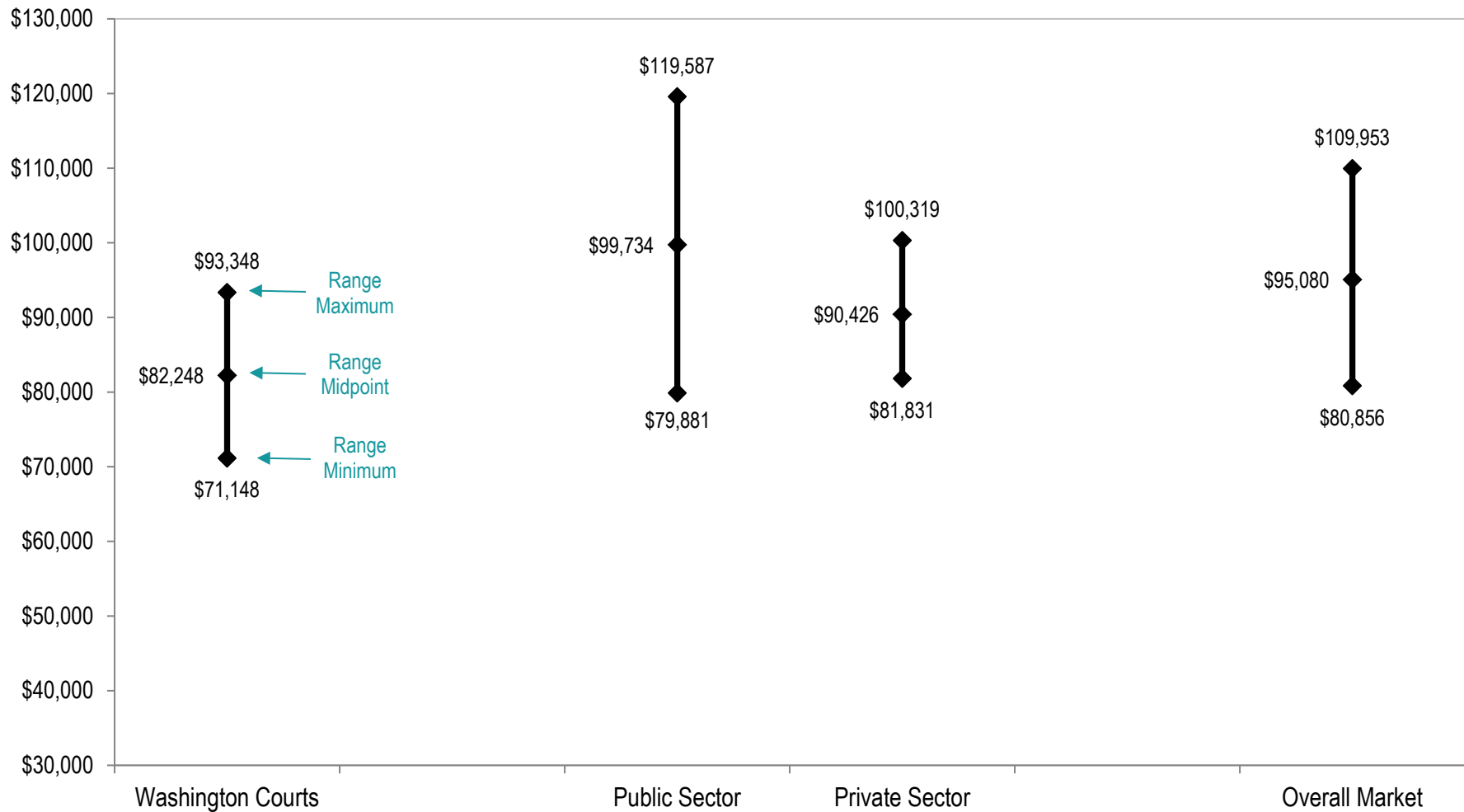
Digital Content Officer

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$71,148	\$82,248	\$93,348
Public Sector	Market Average	10	\$79,881	\$99,734	\$119,587
	Market Ratio		89%	82%	78%
	Adjustment to Reach Market Average		12%	21%	28%
Private Sector	Market Average	2	\$81,831	\$90,426	\$100,319
	Market Ratio		87%	91%	93%
	Adjustment to Reach Market Average		15%	10%	7%
Overall	Market Average	12	\$80,856	\$95,080	\$109,953
	Market Ratio		88%	87%	85%
	Adjustment to Reach Market Average		14%	16%	18%

Market Ratio = Washington Courts as a percent of the Market Average

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Annual Salary Ranges by Market Sector Digital Content Officer



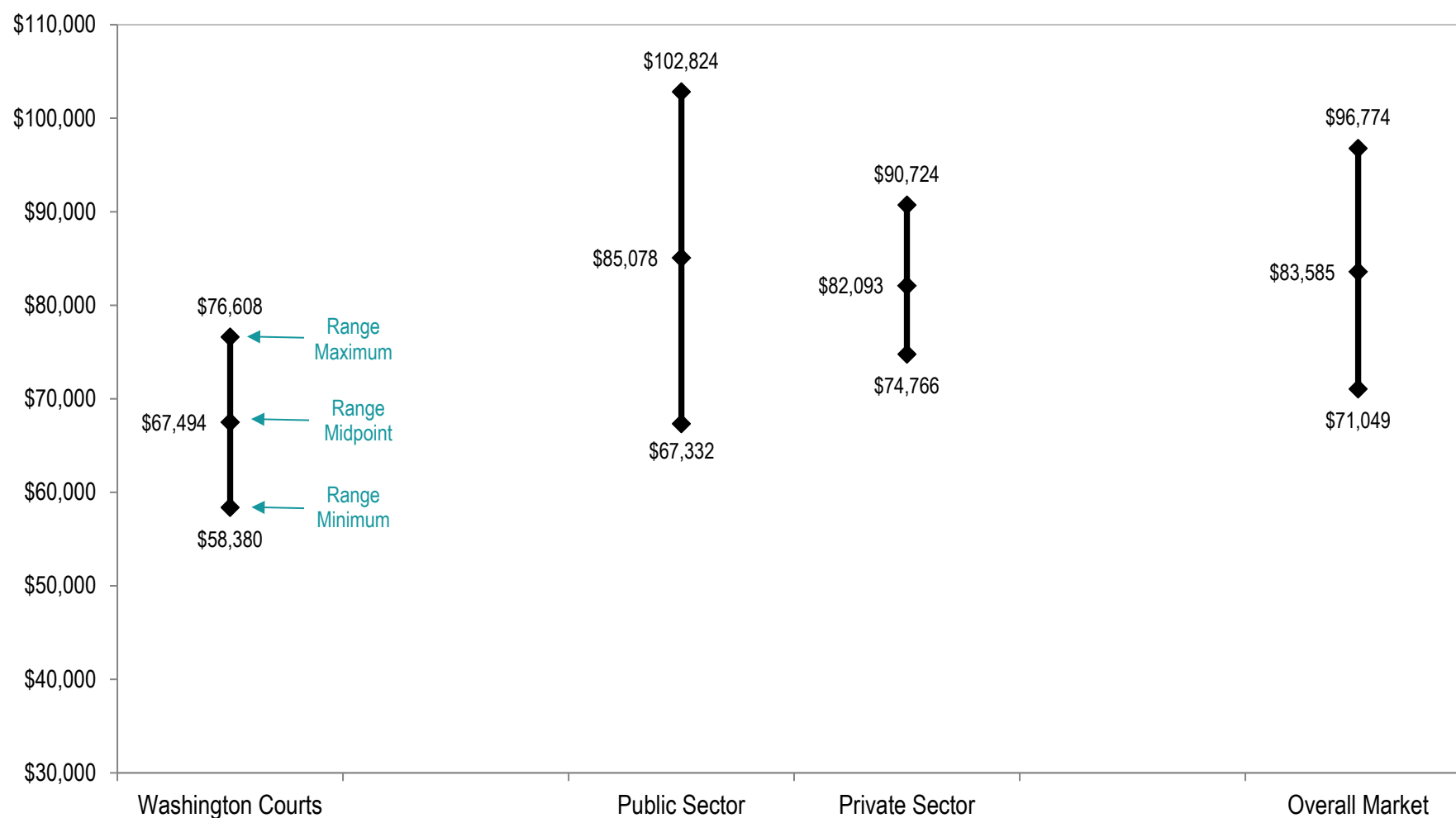
Market Study Findings
by Job Title and Market Sector
Financial Services Analyst

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$58,380	\$67,494	\$76,608
Public Sector	Market Average	16	\$67,332	\$85,078	\$102,824
	Market Ratio		87%	79%	75%
	Adjustment to Reach Market Average		15%	26%	34%
Private Sector	Market Average	2	\$74,766	\$82,093	\$90,724
	Market Ratio		78%	82%	84%
	Adjustment to Reach Market Average		28%	22%	18%
Overall	Market Average	18	\$71,049	\$83,585	\$96,774
	Market Ratio		82%	81%	79%
	Adjustment to Reach Market Average		22%	24%	26%

Market Ratio = Washington Courts as a percent of the Market Average

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Annual Salary Ranges by Market Sector Financial Services Analyst



Market Study Findings
by Job Title and Market Sector
Human Resources Consultant

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$69,396	\$80,232	\$91,068
Public Sector	Market Average	16	\$78,660	\$99,884	\$121,107
	Market Ratio		88%	80%	75%
	Adjustment to Reach Market Average		13%	24%	33%
Private Sector	Market Average	2	\$73,681	\$81,425	\$91,297
	Market Ratio		94%	99%	100%
	Adjustment to Reach Market Average		6%	1%	0%
Overall	Market Average	18	\$76,170	\$90,654	\$106,202
	Market Ratio		91%	89%	86%
	Adjustment to Reach Market Average		10%	13%	17%

Market Ratio = Washington Courts as a percent of the Market Average

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Annual Salary Ranges by Market Sector

Human Resources Consultant



Market Study Findings by Job Title and Market Sector

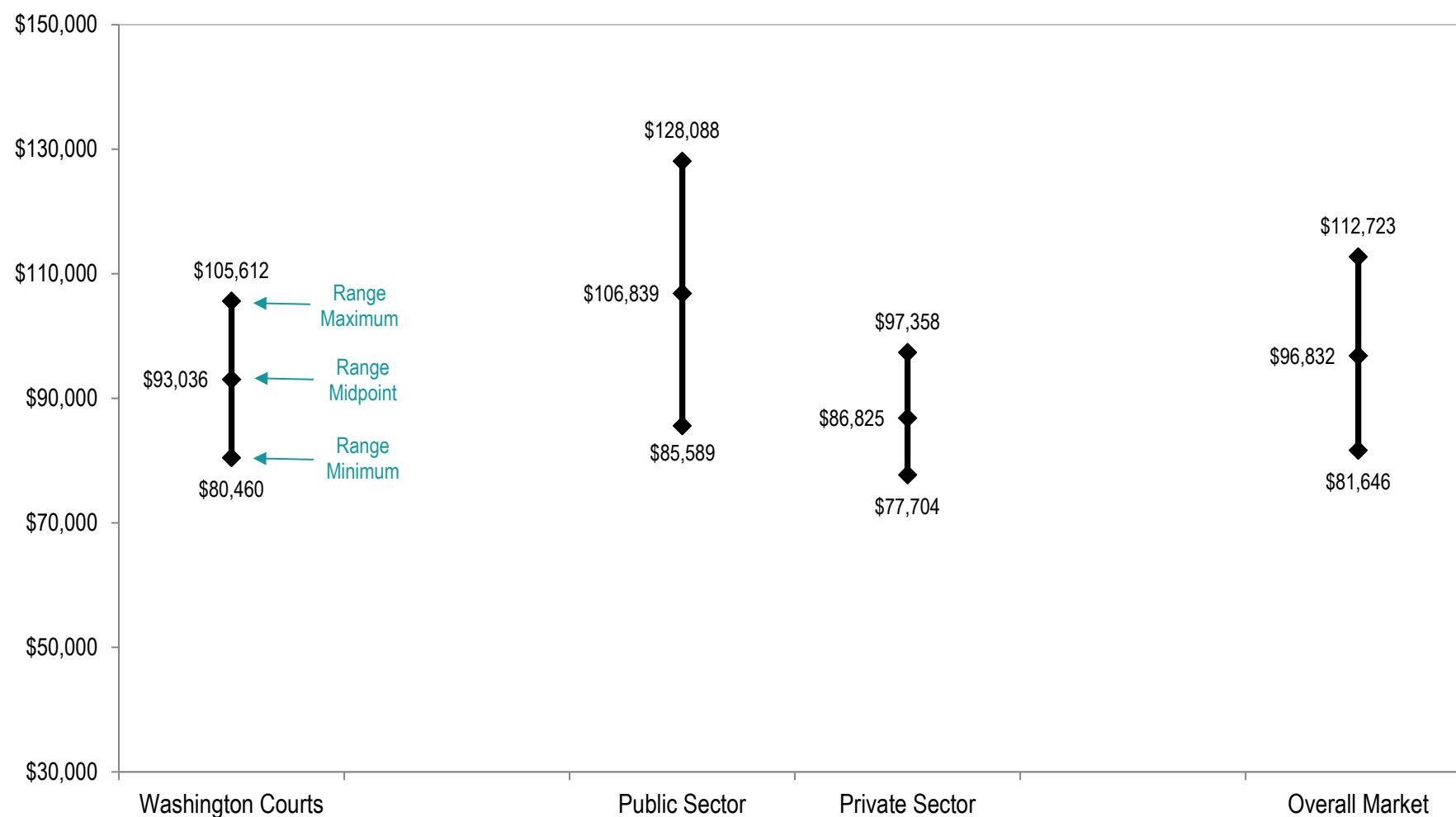
Research Associate

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$80,460	\$93,036	\$105,612
Public Sector	Market Average	13	\$85,589	\$106,839	\$128,088
	Market Ratio		94%	87%	82%
	Adjustment to Reach Market Average		6%	15%	21%
Private Sector	Market Average	2	\$77,704	\$86,825	\$97,358
	Market Ratio		104%	107%	108%
	Adjustment to Reach Market Average		-3%	-7%	-8%
Overall	Market Average	15	\$81,646	\$96,832	\$112,723
	Market Ratio		99%	96%	94%
	Adjustment to Reach Market Average		1%	4%	7%

Market Ratio = Washington Courts as a percent of the Market Average

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Annual Salary Ranges by Market Sector Research Associate



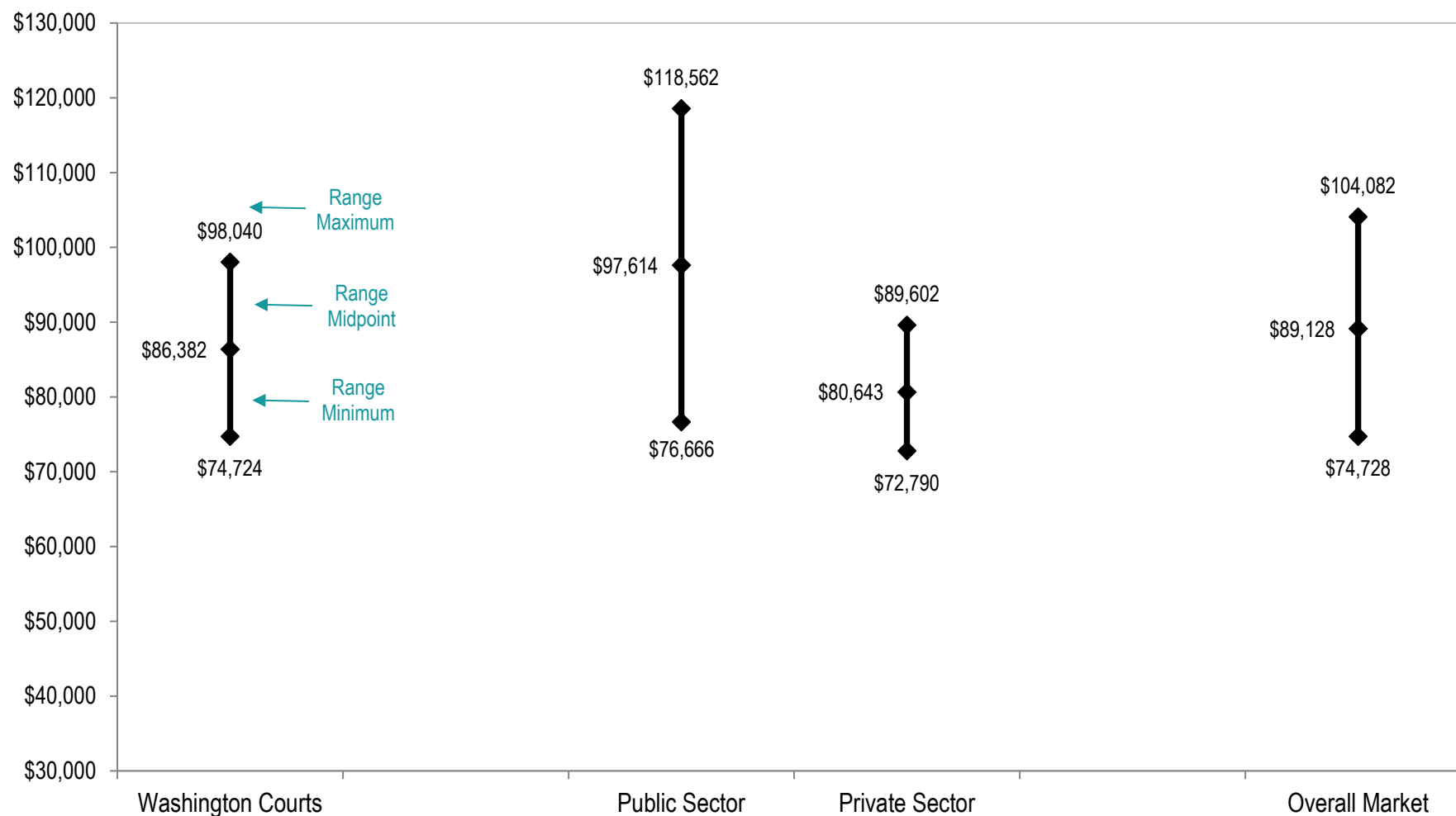
Market Study Findings
by Job Title and Market Sector
Senior Payroll Analyst

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$74,724	\$86,382	\$98,040
Public Sector	Market Average	12	\$76,666	\$97,614	\$118,562
	Market Ratio		97%	88%	83%
	Adjustment to Reach Market Average		3%	13%	21%
Private Sector	Market Average	2	\$72,790	\$80,643	\$89,602
	Market Ratio		103%	107%	109%
	Adjustment to Reach Market Average		-3%	-7%	-9%
Overall	Market Average	14	\$74,728	\$89,128	\$104,082
	Market Ratio		100%	97%	94%
	Adjustment to Reach Market Average		0%	3%	6%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Senior Payroll Analyst



Market Study Findings by Job Title and Market Sector

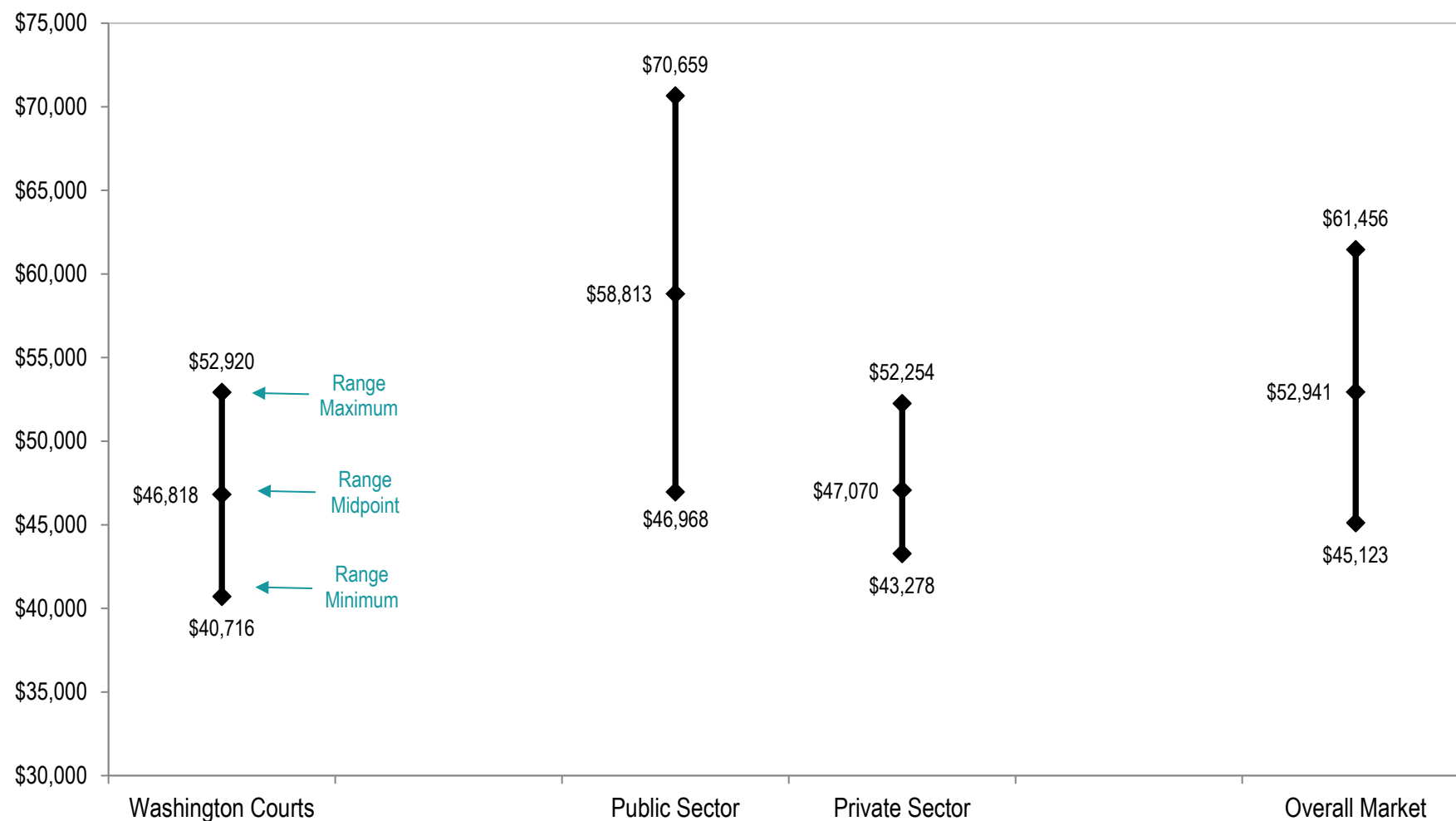
Staff Services Clerk

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$40,716	\$46,818	\$52,920
Public Sector	Market Average	13	\$46,968	\$58,813	\$70,659
	Market Ratio		87%	80%	75%
	Adjustment to Reach Market Average		15%	26%	34%
Private Sector	Market Average	2	\$43,278	\$47,070	\$52,254
	Market Ratio		94%	99%	101%
	Adjustment to Reach Market Average		6%	1%	-1%
Overall	Market Average	15	\$45,123	\$52,941	\$61,456
	Market Ratio		90%	88%	86%
	Adjustment to Reach Market Average		11%	13%	16%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Staff Services Clerk



Information Technology

Exhibit 29

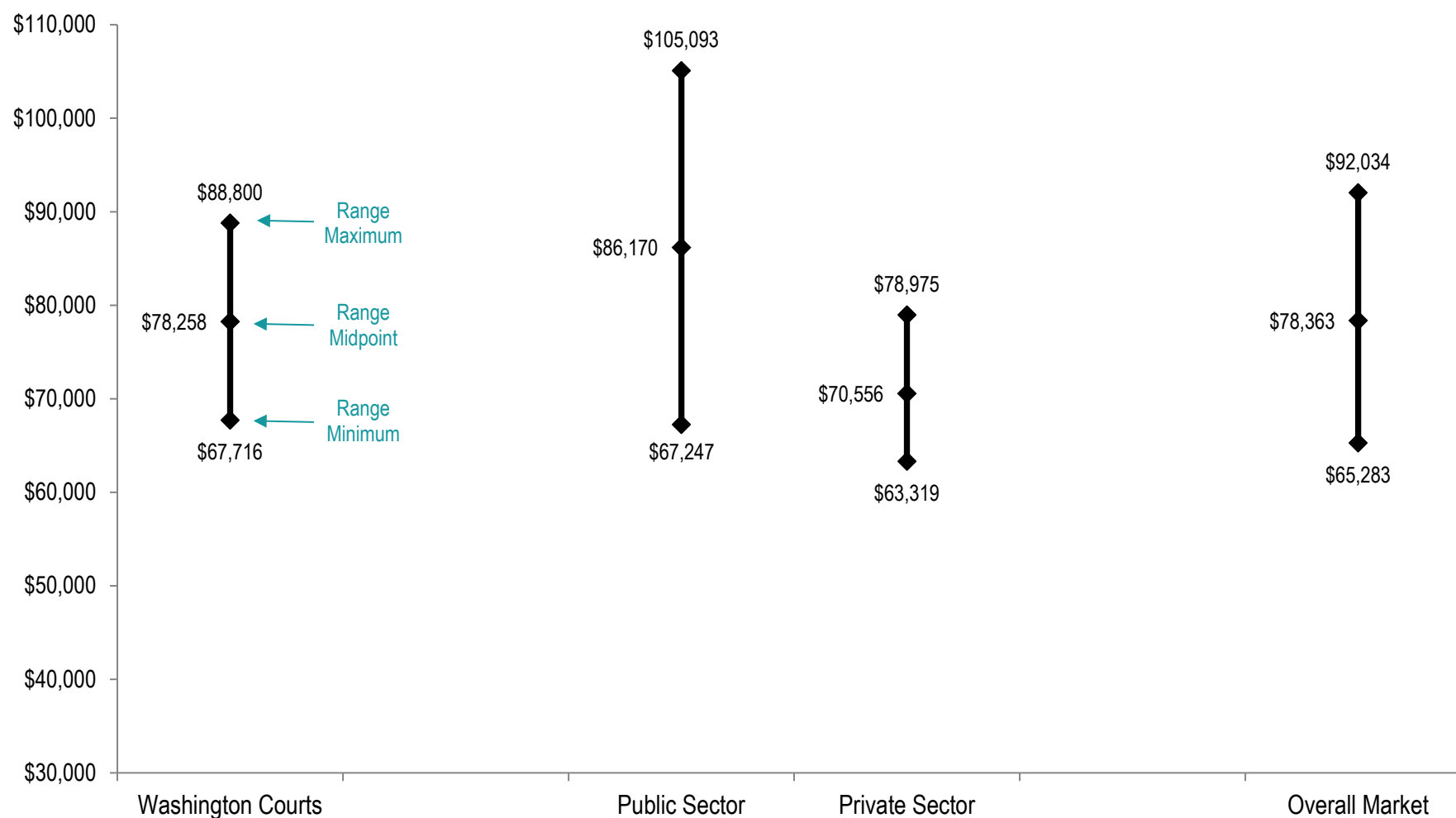
Market Study Findings by Job Title and Market Sector Customer Service Specialist

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$67,716	\$78,258	\$88,800
Public Sector	Market Average	15	\$67,247	\$86,170	\$105,093
	Market Ratio		101%	91%	84%
	Adjustment to Reach Market Average		-1%	10%	18%
Private Sector	Market Average	2	\$63,319	\$70,556	\$78,975
	Market Ratio		107%	111%	112%
	Adjustment to Reach Market Average		-6%	-10%	-11%
Overall	Market Average	17	\$65,283	\$78,363	\$92,034
	Market Ratio		104%	100%	96%
	Adjustment to Reach Market Average		-4%	0%	4%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Customer Service Specialist



Market Study Findings by Job Title and Market Sector

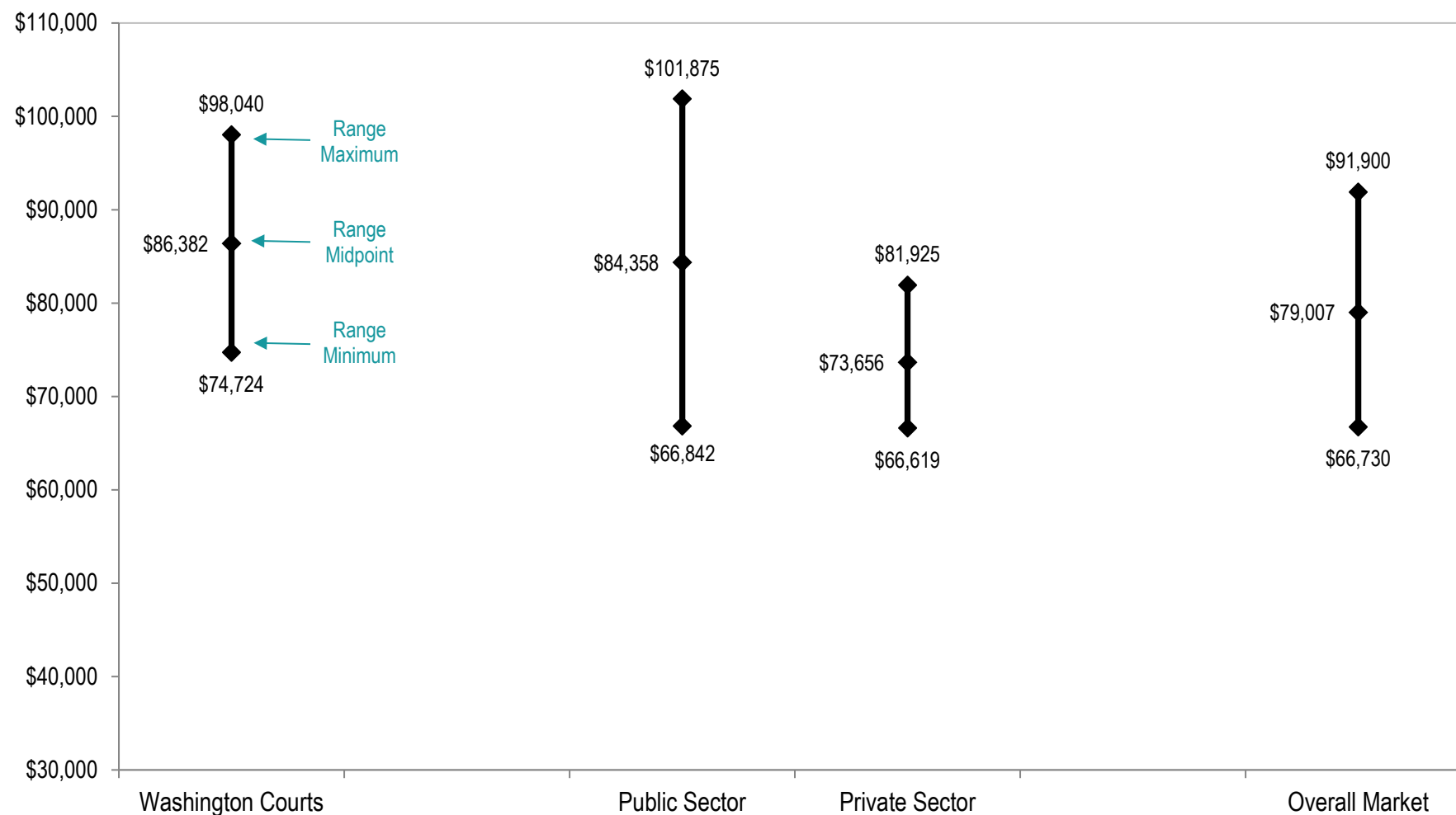
Desktop Support

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$74,724	\$86,382	\$98,040
Public Sector	Market Average	14	\$66,842	\$84,358	\$101,875
	Market Ratio		112%	102%	96%
	Adjustment to Reach Market Average		-11%	-2%	4%
Private Sector	Market Average	2	\$66,619	\$73,656	\$81,925
	Market Ratio		112%	117%	120%
	Adjustment to Reach Market Average		-11%	-15%	-16%
Overall	Market Average	16	\$66,730	\$79,007	\$91,900
	Market Ratio		112%	109%	107%
	Adjustment to Reach Market Average		-11%	-9%	-6%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Desktop Support



Market Study Findings by Job Title and Market Sector

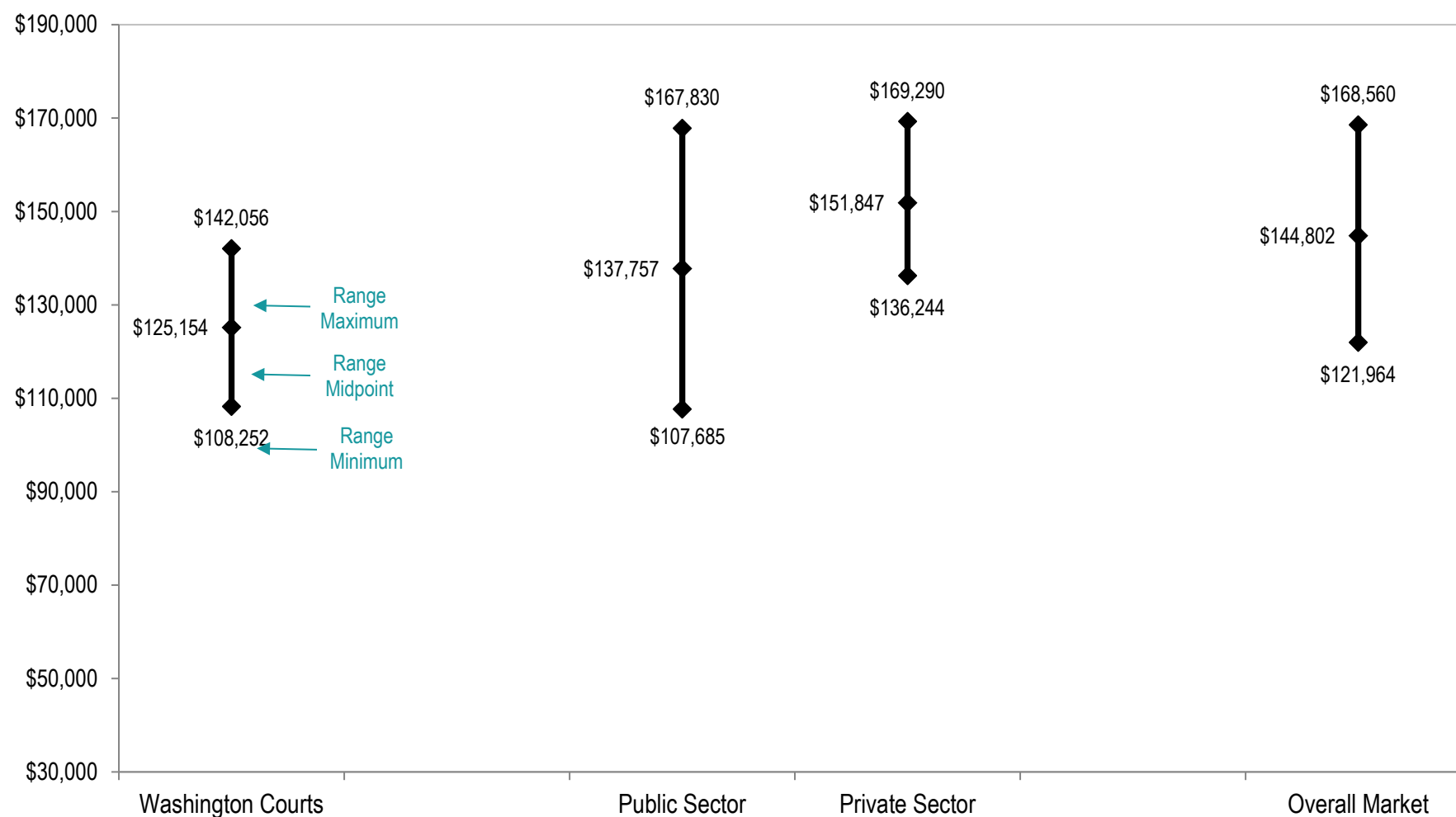
Enterprise Architect

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$108,252	\$125,154	\$142,056
Public Sector	Market Average	15	\$107,685	\$137,757	\$167,830
	Market Ratio		101%	91%	85%
	Adjustment to Reach Market Average		-1%	10%	18%
Private Sector	Market Average	2	\$136,244	\$151,847	\$169,290
	Market Ratio		79%	82%	84%
	Adjustment to Reach Market Average		26%	21%	19%
Overall	Market Average	17	\$121,964	\$144,802	\$168,560
	Market Ratio		89%	86%	84%
	Adjustment to Reach Market Average		13%	16%	19%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Enterprise Architect



Market Study Findings by Job Title and Market Sector

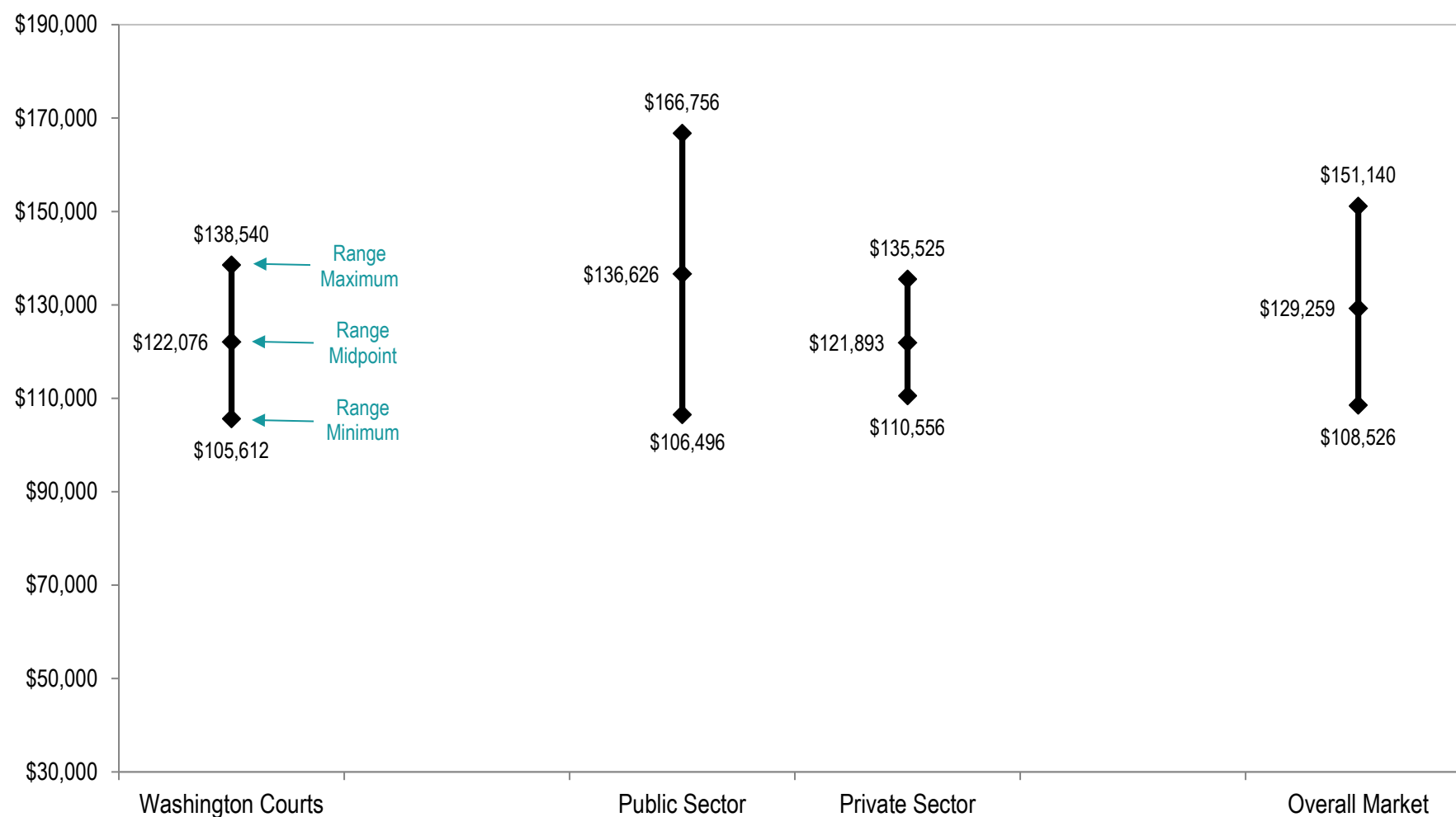
IT Security Officer

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$105,612	\$122,076	\$138,540
Public Sector	Market Average	15	\$106,496	\$136,626	\$166,756
	Market Ratio		99%	89%	83%
	Adjustment to Reach Market Average		1%	12%	20%
Private Sector	Market Average	2	\$110,556	\$121,893	\$135,525
	Market Ratio		96%	100%	102%
	Adjustment to Reach Market Average		5%	0%	-2%
Overall	Market Average	17	\$108,526	\$129,259	\$151,140
	Market Ratio		97%	94%	92%
	Adjustment to Reach Market Average		3%	6%	9%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector IT Security Officer



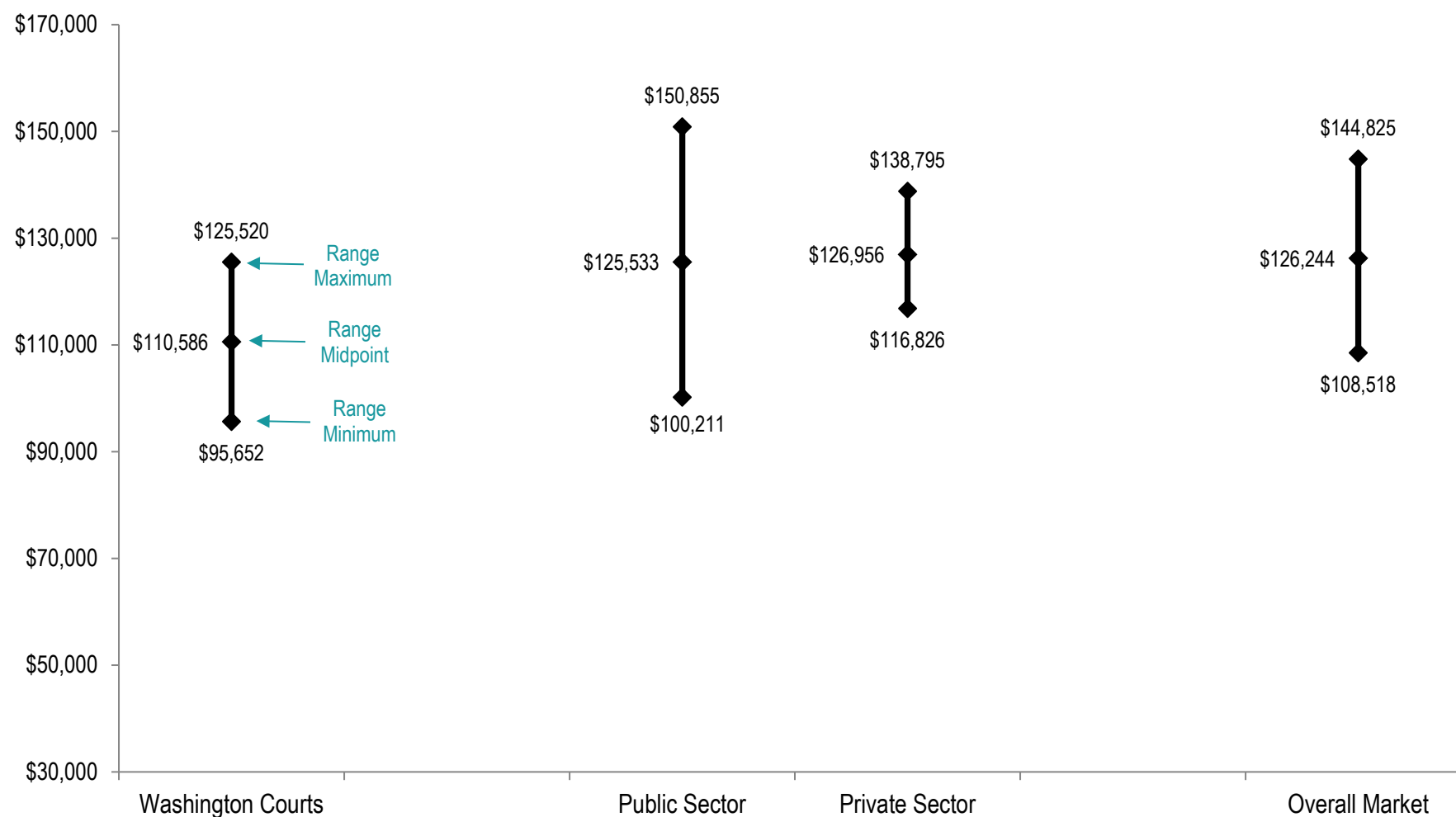
Market Study Findings
by Job Title and Market Sector
IT Solutions Architect

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$95,652	\$110,586	\$125,520
Public Sector	Market Average	14	\$100,211	\$125,533	\$150,855
	Market Ratio		95%	88%	83%
	Adjustment to Reach Market Average		5%	14%	20%
Private Sector	Market Average	2	\$116,826	\$126,956	\$138,795
	Market Ratio		82%	87%	90%
	Adjustment to Reach Market Average		22%	15%	11%
Overall	Market Average	16	\$108,518	\$126,244	\$144,825
	Market Ratio		88%	88%	87%
	Adjustment to Reach Market Average		13%	14%	15%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector IT Solutions Architect



Market Study Findings by Job Title and Market Sector

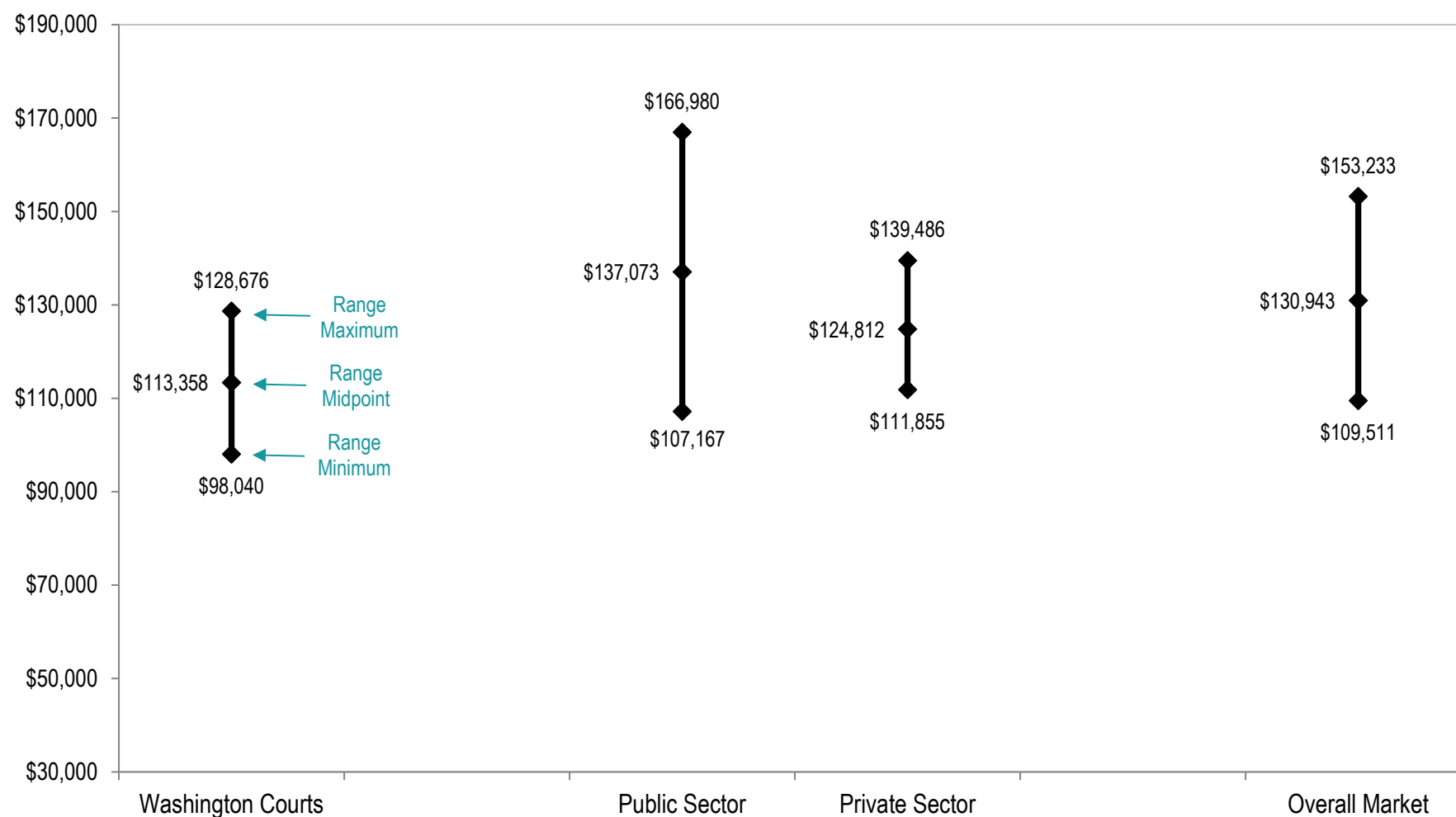
IT Project Manager

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$98,040	\$113,358	\$128,676
Public Sector	Market Average	15	\$107,167	\$137,073	\$166,980
	Market Ratio		91%	83%	77%
	Adjustment to Reach Market Average		9%	21%	30%
Private Sector	Market Average	2	\$111,855	\$124,812	\$139,486
	Market Ratio		88%	91%	92%
	Adjustment to Reach Market Average		14%	10%	8%
Overall	Market Average	17	\$109,511	\$130,943	\$153,233
	Market Ratio		90%	87%	84%
	Adjustment to Reach Market Average		12%	16%	19%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector IT Project Manager



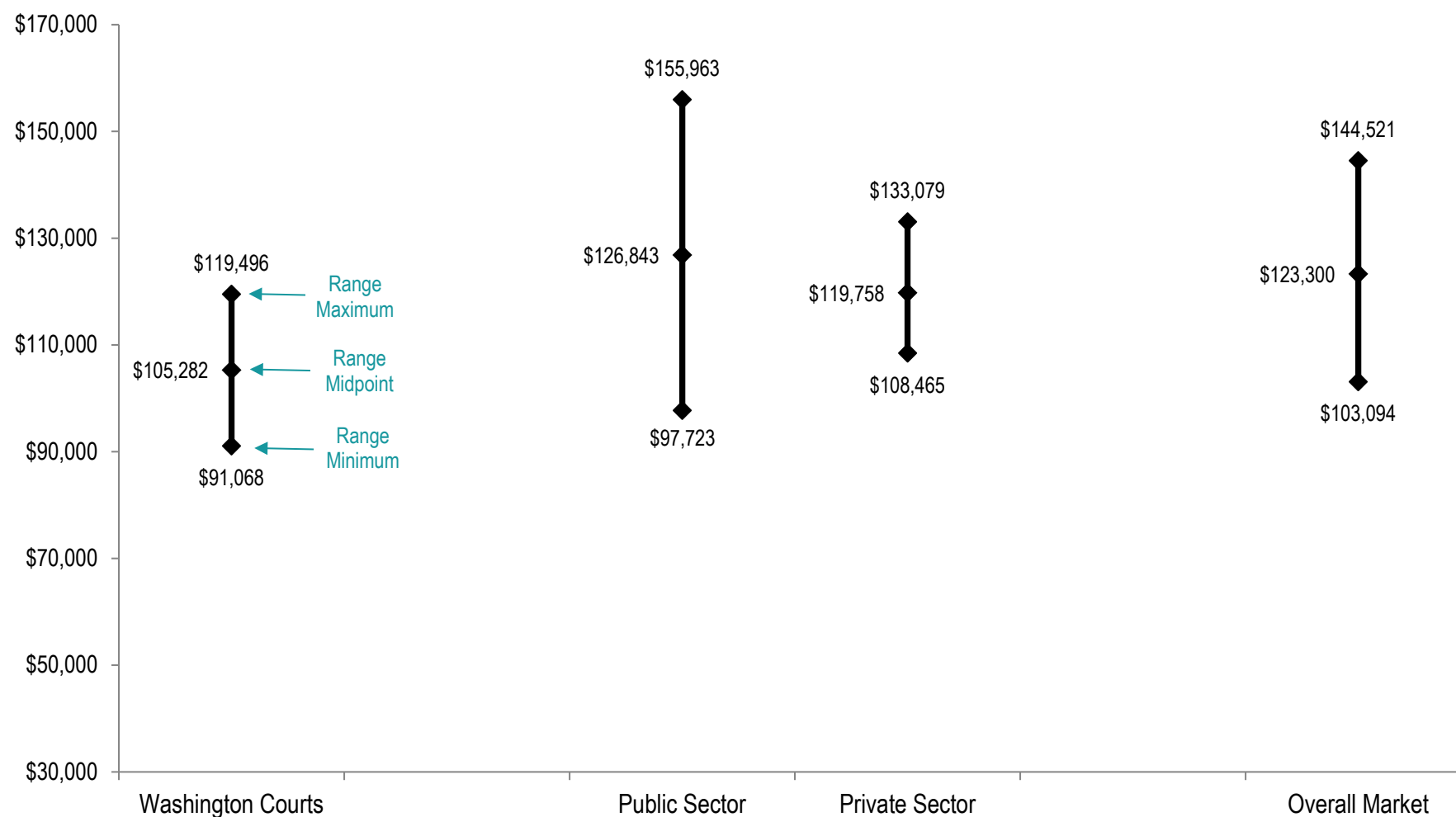
Market Study Findings
by Job Title and Market Sector
Senior Software Developer

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$91,068	\$105,282	\$119,496
Public Sector	Market Average	16	\$97,723	\$126,843	\$155,963
	Market Ratio		93%	83%	77%
	Adjustment to Reach Market Average		7%	20%	31%
Private Sector	Market Average	2	\$108,465	\$119,758	\$133,079
	Market Ratio		84%	88%	90%
	Adjustment to Reach Market Average		19%	14%	11%
Overall	Market Average	18	\$103,094	\$123,300	\$144,521
	Market Ratio		88%	85%	83%
	Adjustment to Reach Market Average		13%	17%	21%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Senior Software Developer



Market Study Findings by Job Title and Market Sector

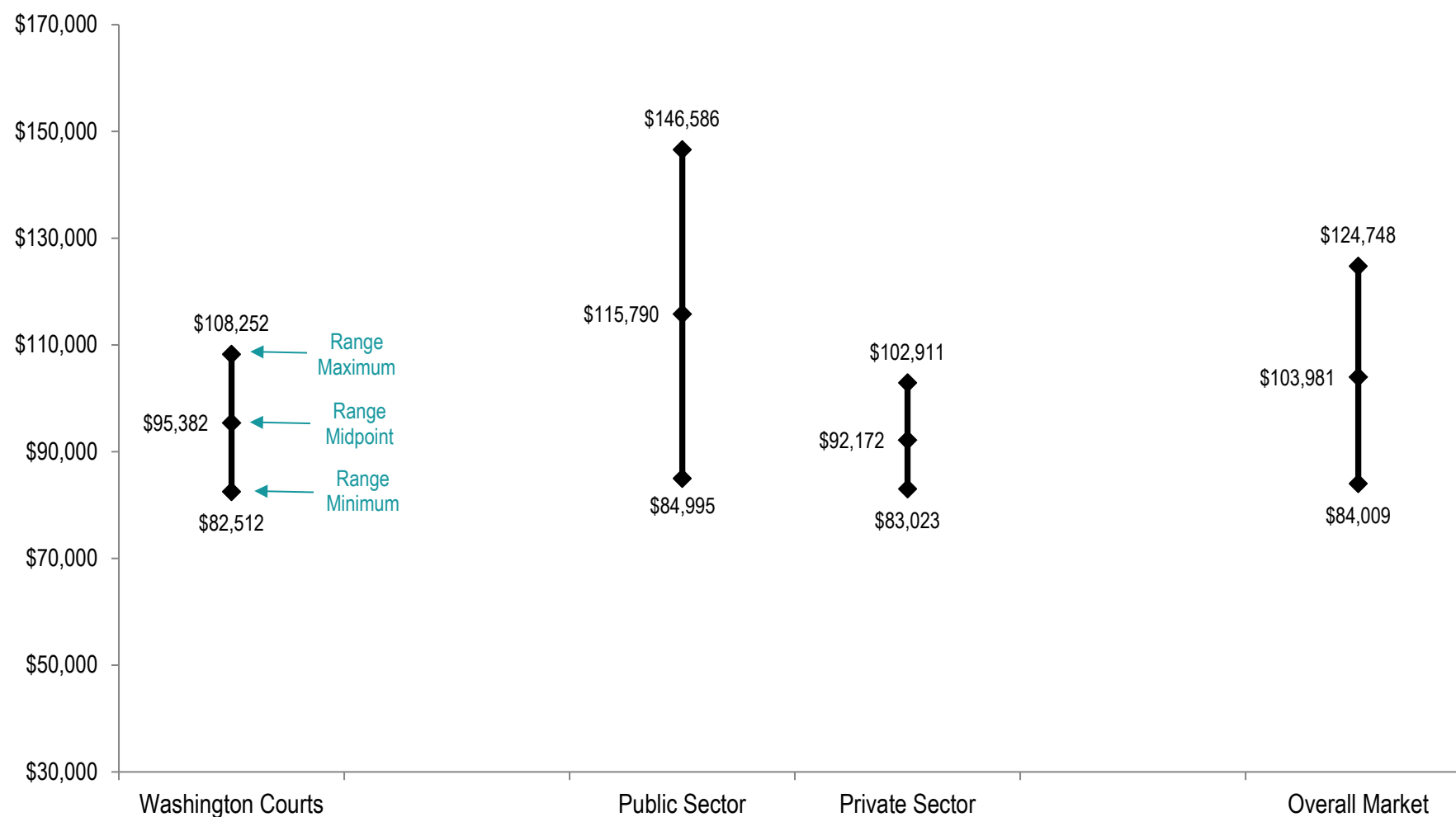
Software QA Tester

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$82,512	\$95,382	\$108,252
Public Sector	Market Average	7	\$84,995	\$115,790	\$146,586
	Market Ratio		97%	82%	74%
	Adjustment to Reach Market Average		3%	21%	35%
Private Sector	Market Average	2	\$83,023	\$92,172	\$102,911
	Market Ratio		99%	103%	105%
	Adjustment to Reach Market Average		1%	-3%	-5%
Overall	Market Average	9	\$84,009	\$103,981	\$124,748
	Market Ratio		98%	92%	87%
	Adjustment to Reach Market Average		2%	9%	15%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Software QA Tester



Market Study Findings by Job Title and Market Sector

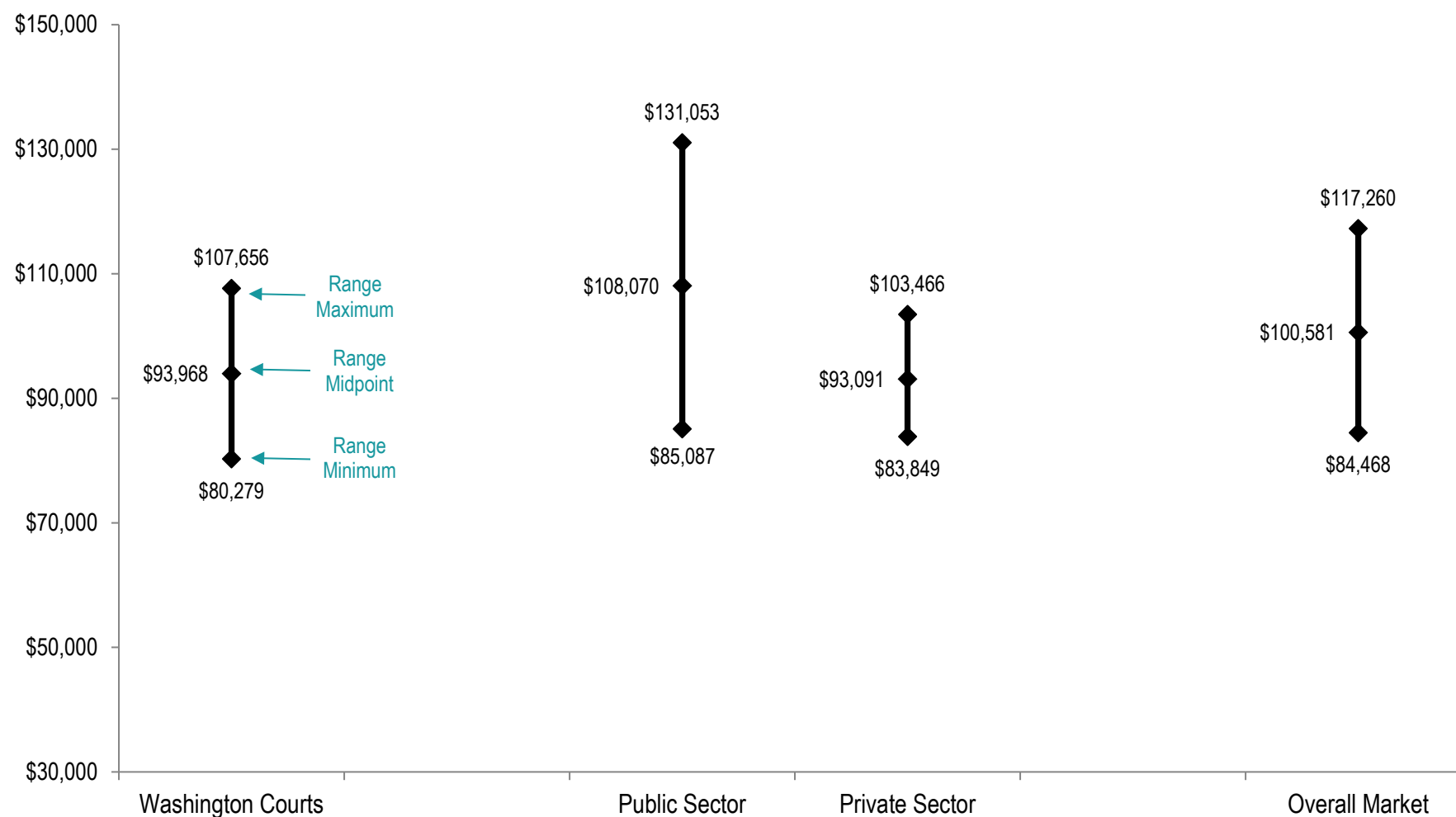
System Support Analyst

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$80,279	\$93,968	\$107,656
Public Sector	Market Average	16	\$85,087	\$108,070	\$131,053
	Market Ratio		94%	87%	82%
	Adjustment to Reach Market Average		6%	15%	22%
Private Sector	Market Average	2	\$83,849	\$93,091	\$103,466
	Market Ratio		96%	101%	104%
	Adjustment to Reach Market Average		4%	-1%	-4%
Overall	Market Average	18	\$84,468	\$100,581	\$117,260
	Market Ratio		95%	93%	92%
	Adjustment to Reach Market Average		5%	7%	9%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector System Support Analyst



Court Services

Exhibit 47

Market Study Findings by Job Title and Market Sector

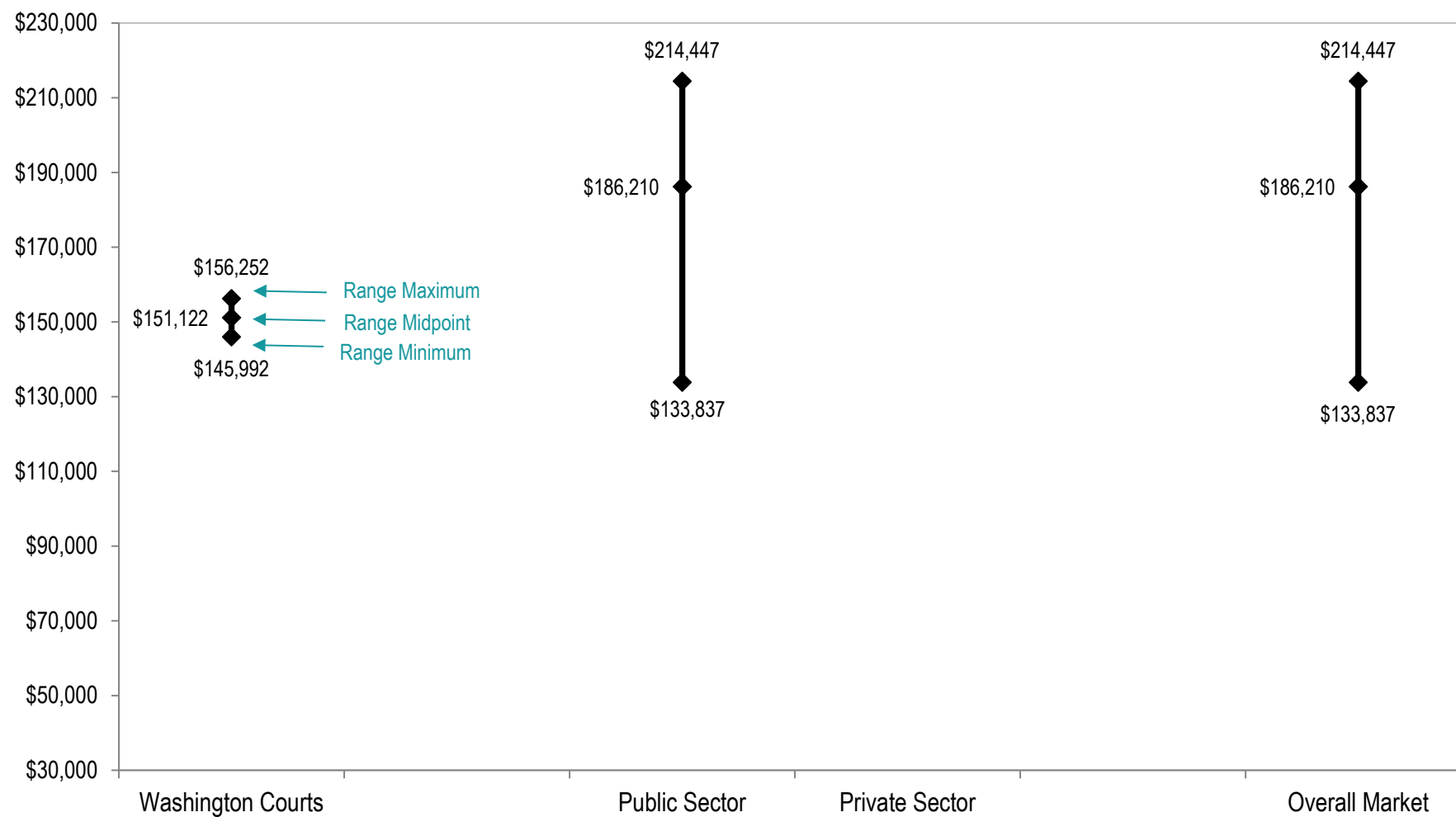
Associate Director

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$145,992	\$151,122	\$156,252
Public Sector	Market Average	12	\$133,837	\$186,210	\$214,447
	Market Ratio		109%	81%	73%
	Adjustment to Reach Market Average		-8%	23%	37%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	12	\$133,837	\$186,210	\$214,447
	Market Ratio		109%	81%	73%
	Adjustment to Reach Market Average		-8%	23%	37%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Associate Director



Market Study Findings by Job Title and Market Sector

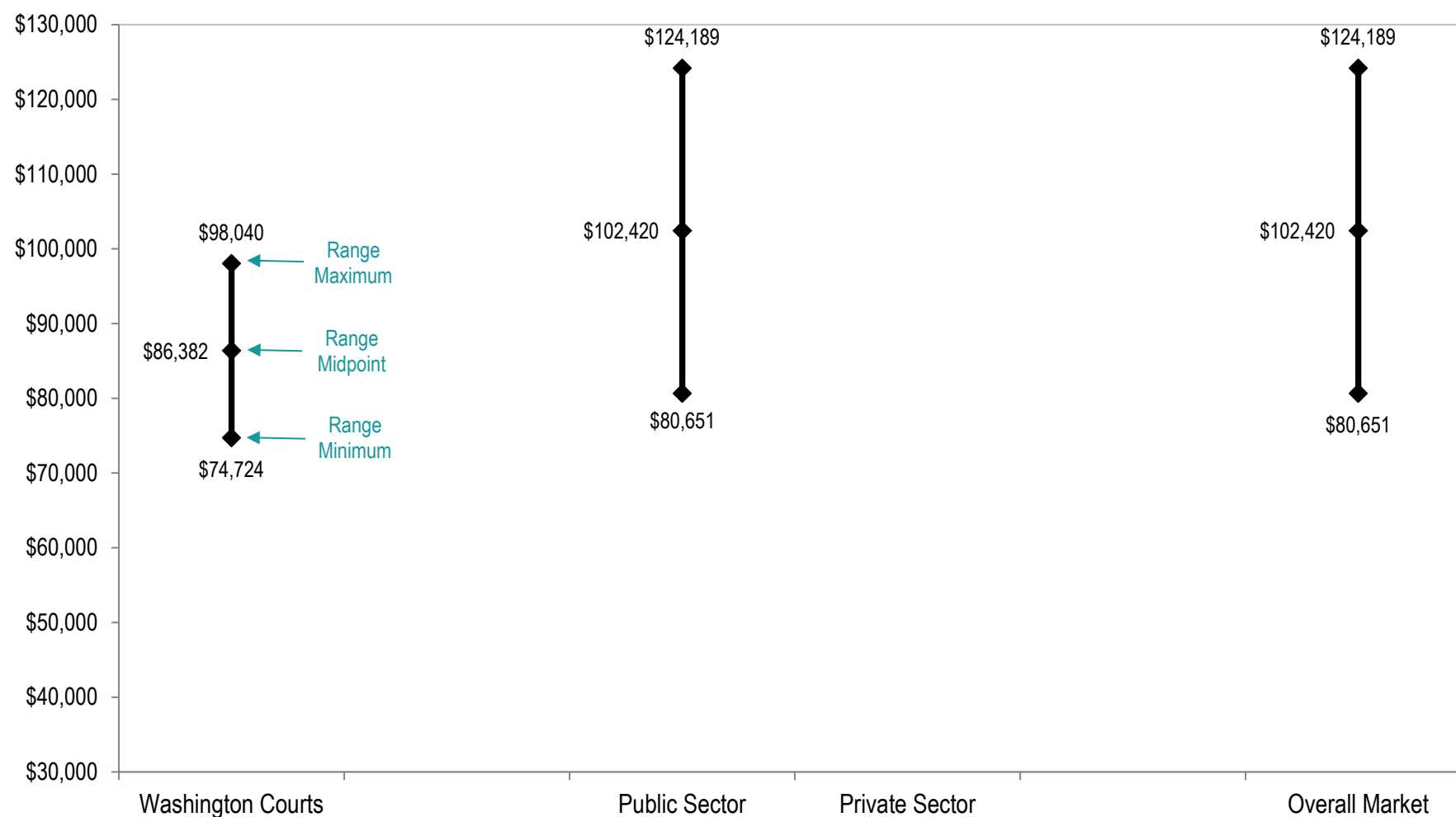
Court Educator

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$74,724	\$86,382	\$98,040
Public Sector	Market Average	14	\$80,651	\$102,420	\$124,189
	Market Ratio		93%	84%	79%
	Adjustment to Reach Market Average		8%	19%	27%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	14	\$80,651	\$102,420	\$124,189
	Market Ratio		93%	84%	79%
	Adjustment to Reach Market Average		8%	19%	27%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Court Educator



Market Study Findings by Job Title and Market Sector

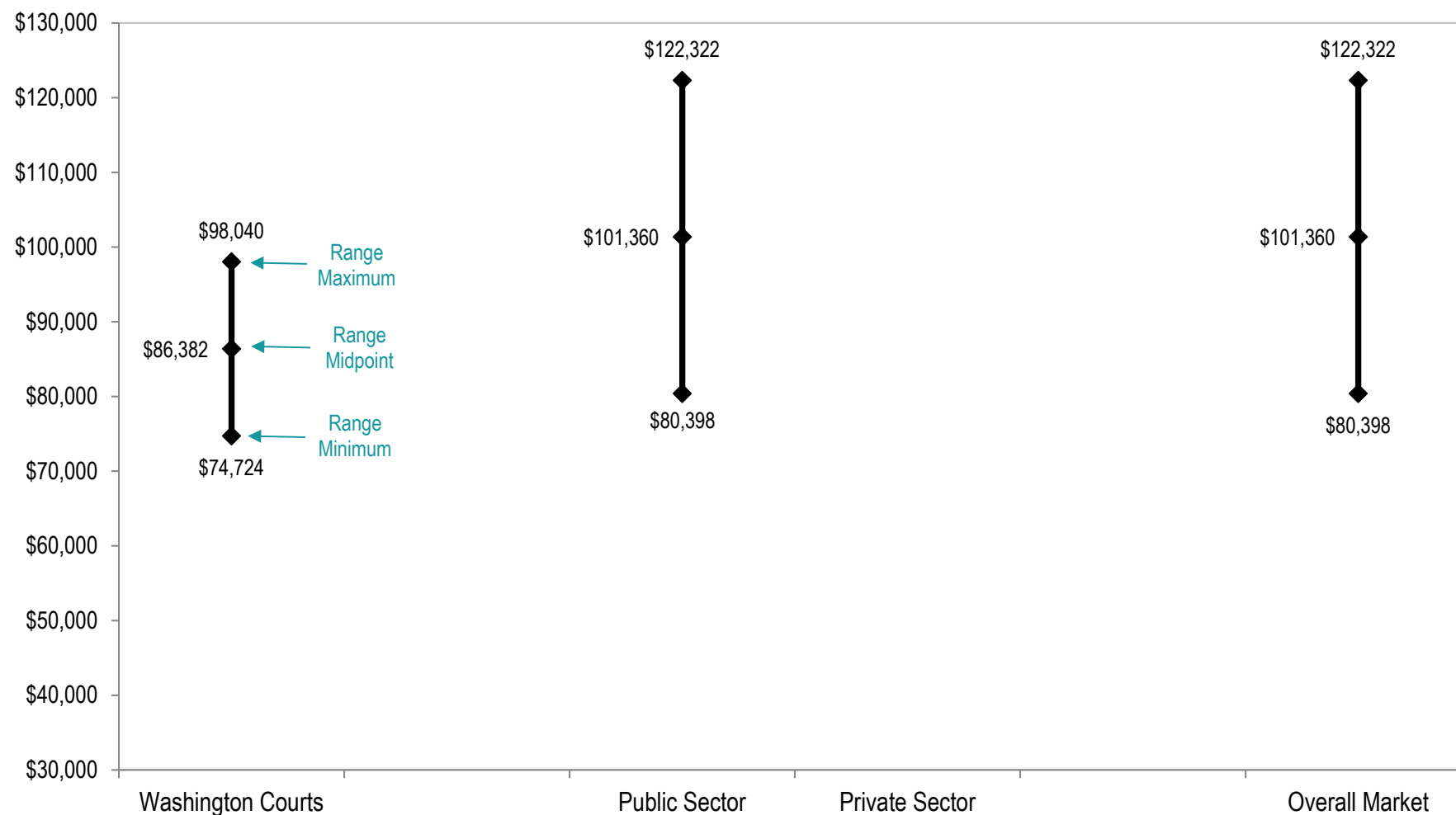
Court Program Analyst

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$74,724	\$86,382	\$98,040
Public Sector	Market Average	16	\$80,398	\$101,360	\$122,322
	Market Ratio		93%	85%	80%
	Adjustment to Reach Market Average		8%	17%	25%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	16	\$80,398	\$101,360	\$122,322
	Market Ratio		93%	85%	80%
	Adjustment to Reach Market Average		8%	17%	25%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Court Program Analyst



Market Study Findings by Job Title and Market Sector

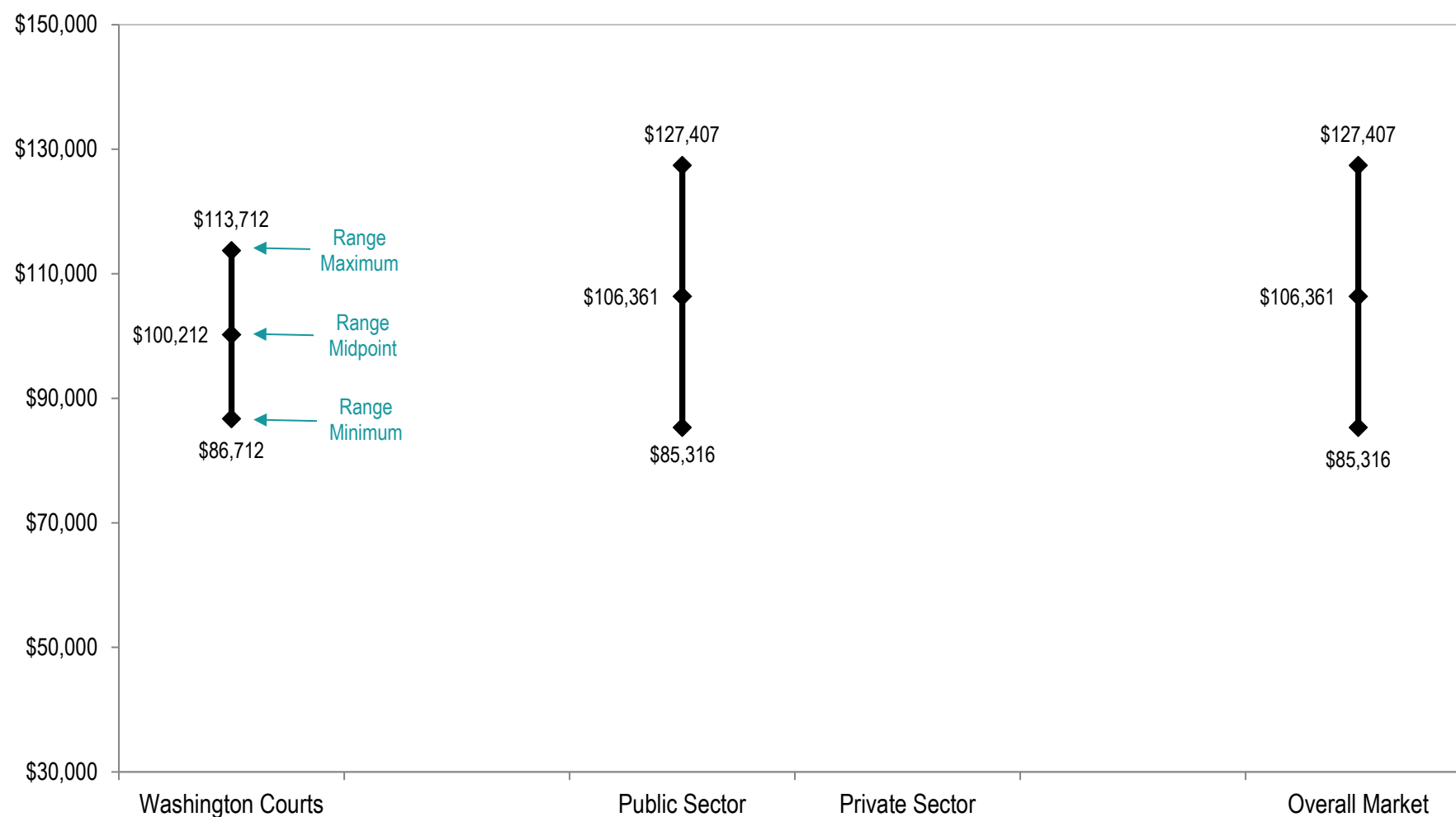
Public Records Officer

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$86,712	\$100,212	\$113,712
Public Sector	Market Average	9	\$85,316	\$106,361	\$127,407
	Market Ratio		102%	94%	89%
	Adjustment to Reach Market Average		-2%	6%	12%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	9	\$85,316	\$106,361	\$127,407
	Market Ratio		102%	94%	89%
	Adjustment to Reach Market Average		-2%	6%	12%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Public Records Officer



Market Study Findings by Job Title and Market Sector

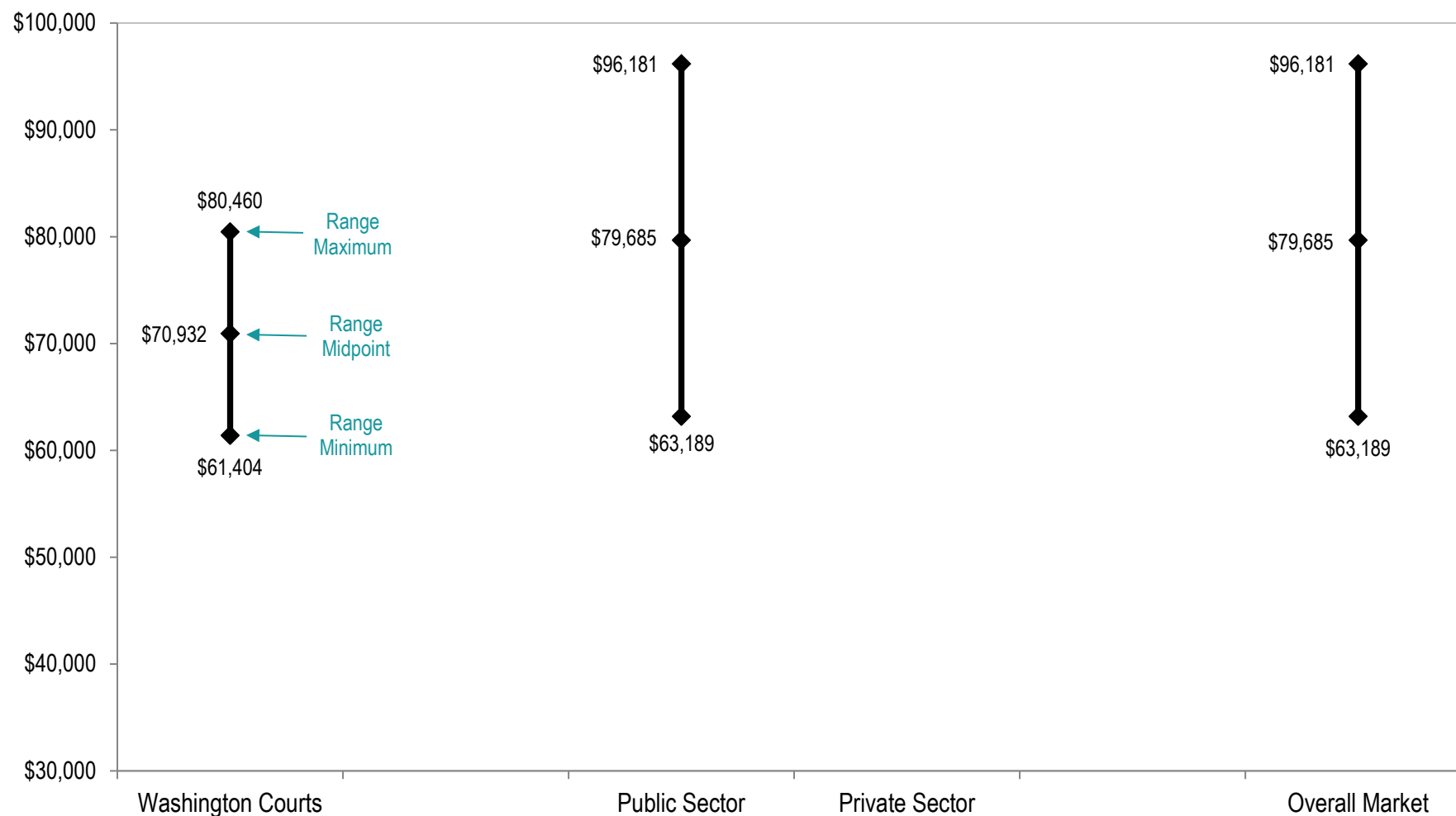
Case Manager - COA

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$61,404	\$70,932	\$80,460
Public Sector	Market Average	14	\$63,189	\$79,685	\$96,181
	Market Ratio		97%	89%	84%
	Adjustment to Reach Market Average		3%	12%	20%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	14	\$63,189	\$79,685	\$96,181
	Market Ratio		97%	89%	84%
	Adjustment to Reach Market Average		3%	12%	20%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Case Manager - COA



Market Study Findings by Job Title and Market Sector

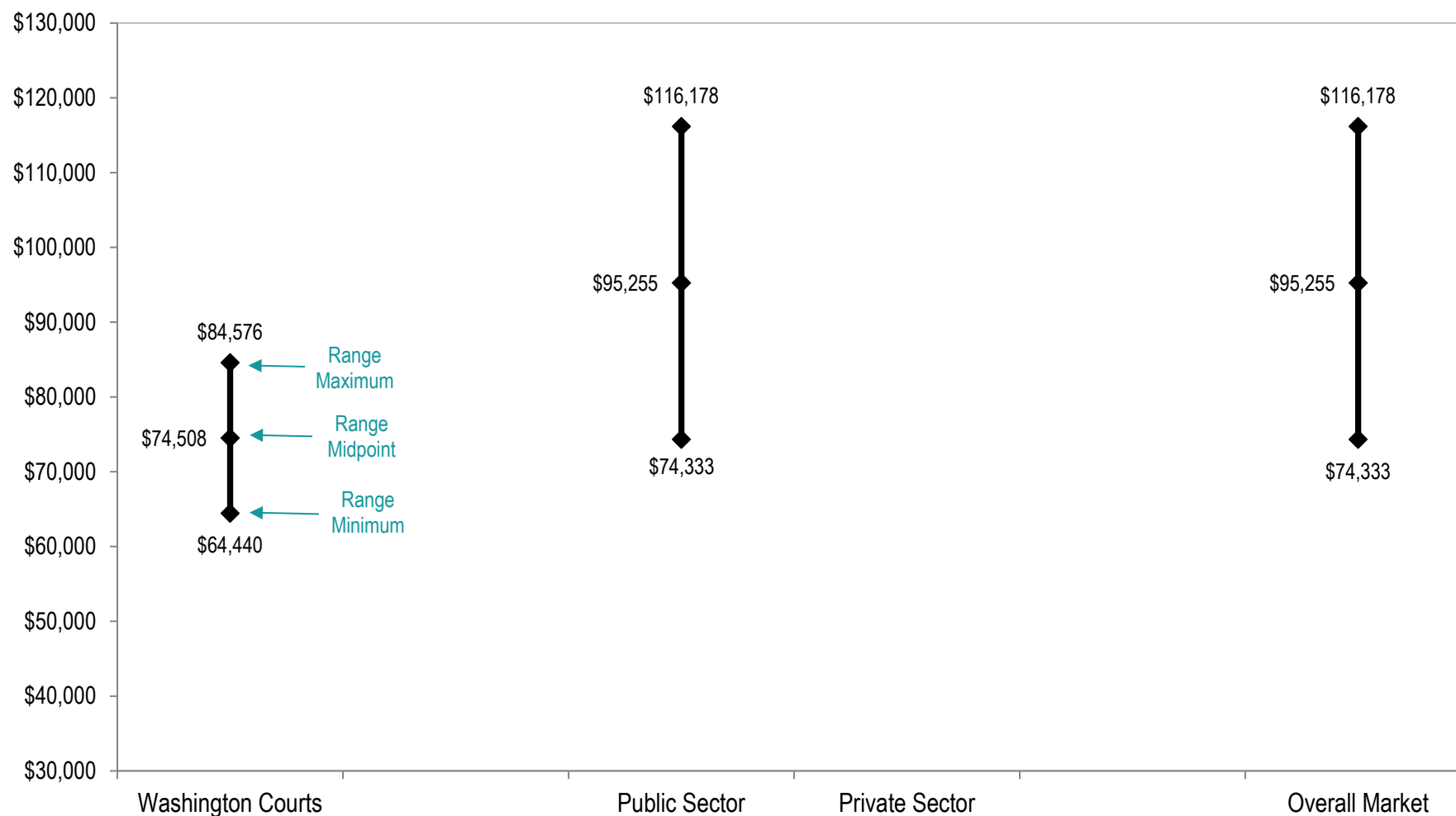
Senior Case Manager - SC

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$64,440	\$74,508	\$84,576
Public Sector	Market Average	13	\$74,333	\$95,255	\$116,178
	Market Ratio		87%	78%	73%
	Adjustment to Reach Market Average		15%	28%	37%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	13	\$74,333	\$95,255	\$116,178
	Market Ratio		87%	78%	73%
	Adjustment to Reach Market Average		15%	28%	37%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Senior Case Manager – SC



Market Study Findings by Job Title and Market Sector

Editor

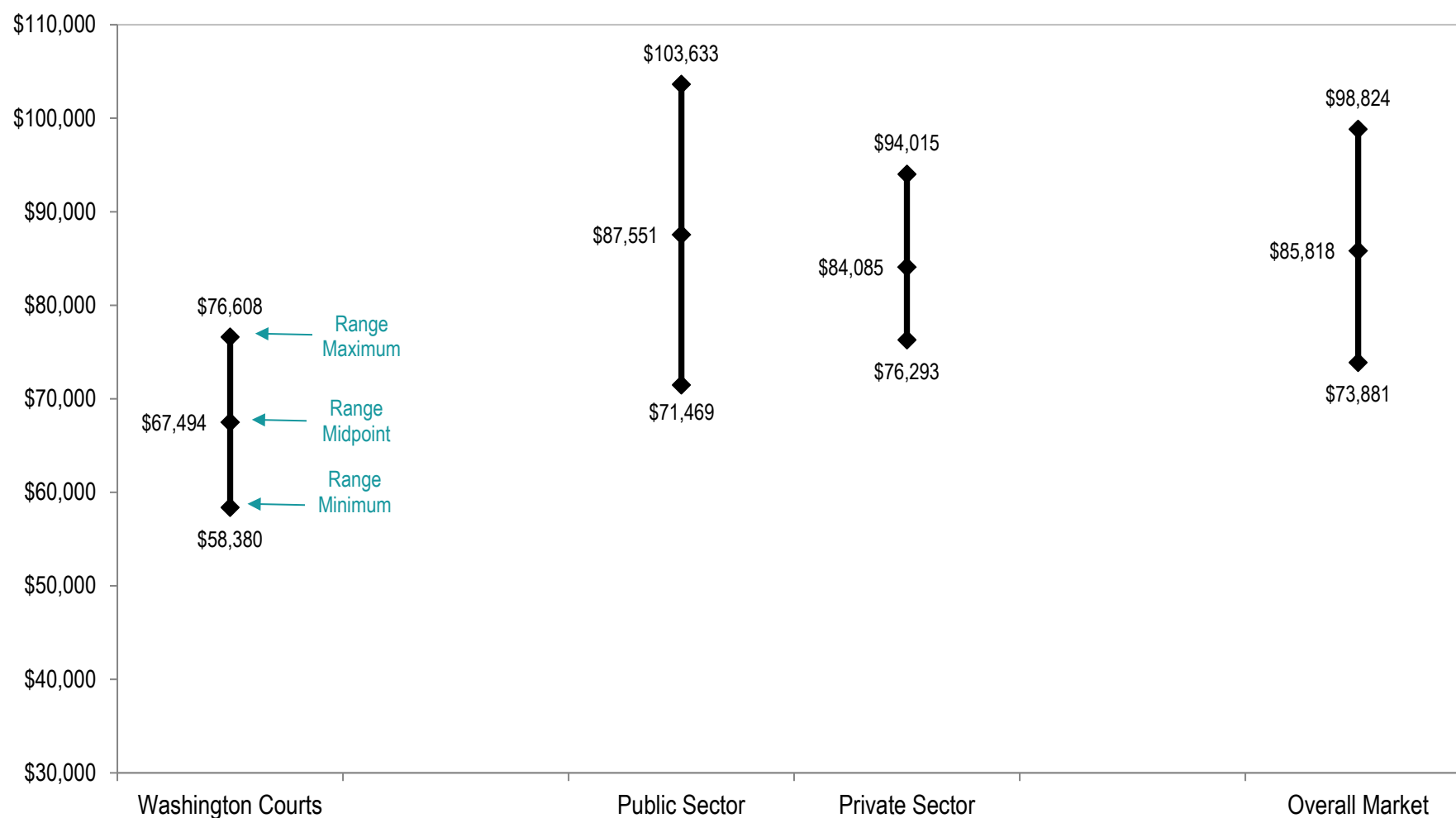
Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$58,380	\$67,494	\$76,608
Public Sector	Market Average	7	\$71,469	\$87,551	\$103,633
	Market Ratio		82%	77%	74%
	Adjustment to Reach Market Average		22%	30%	35%
Private Sector	Market Average	2	\$76,293	\$84,085	\$94,015
	Market Ratio		77%	80%	81%
	Adjustment to Reach Market Average		31%	25%	23%
Overall	Market Average	9	\$73,881	\$85,818	\$98,824
	Market Ratio		79%	79%	78%
	Adjustment to Reach Market Average		27%	27%	29%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector

Editor



Market Study Findings
by Job Title and Market Sector
Judicial Administrative Assistant - COA

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$67,716	\$78,258	\$88,800
Public Sector	Market Average	14	\$69,248	\$86,237	\$104,031
	Market Ratio		98%	91%	85%
	Adjustment to Reach Market Average		2%	10%	17%
Private Sector	Market Average	2	\$67,450	\$74,590	\$83,872
	Market Ratio		100%	105%	106%
	Adjustment to Reach Market Average		0%	-5%	-6%
Overall	Market Average	16	\$68,349	\$80,413	\$93,952
	Market Ratio		99%	97%	95%
	Adjustment to Reach Market Average		1%	3%	6%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector

Judicial Administrative Assistant – COA



Market Study Findings by Job Title and Market Sector

Judicial Administrative Assistant - SC

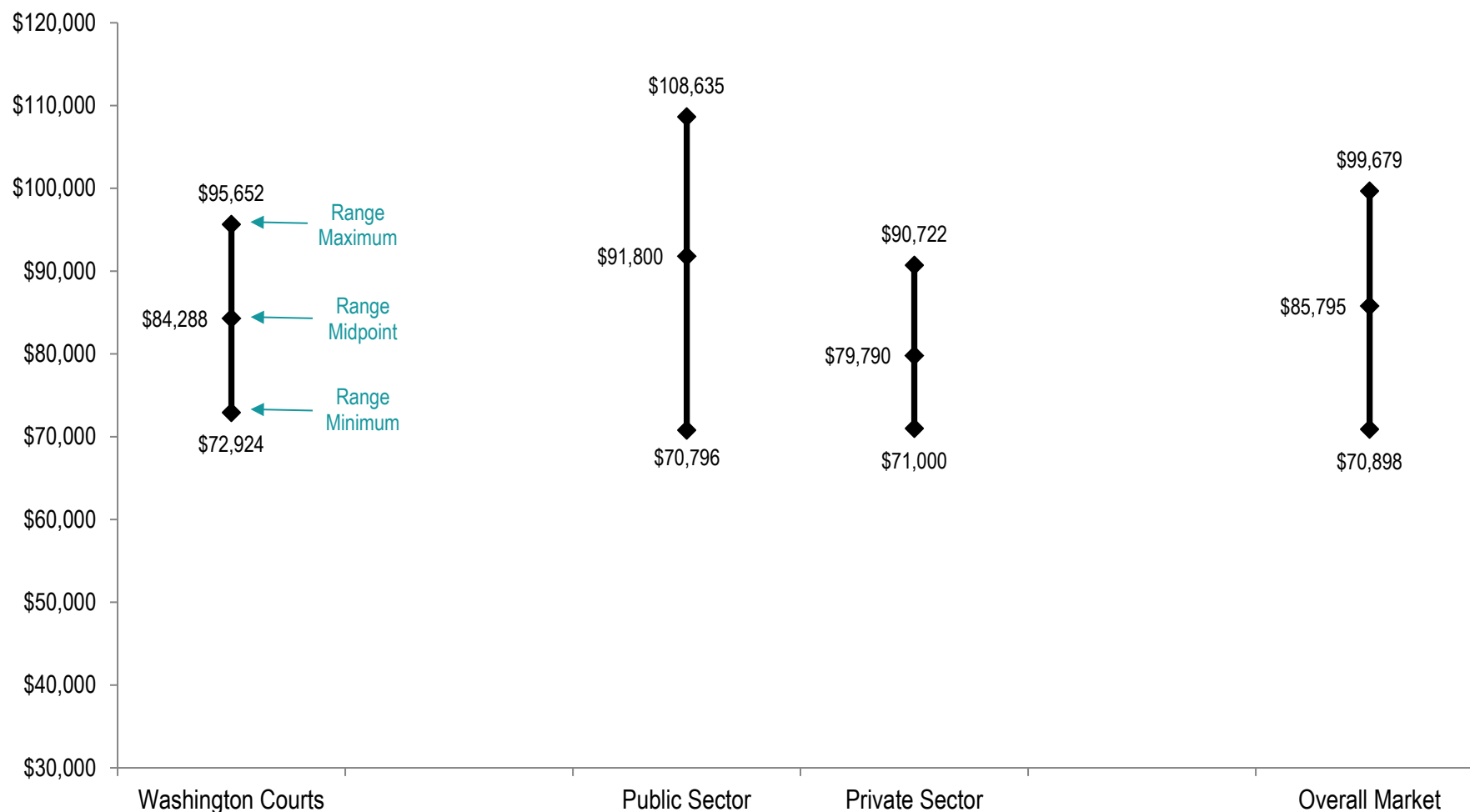
Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$72,924	\$84,288	\$95,652
Public Sector	Market Average	14	\$70,796	\$91,800	\$108,635
	Market Ratio		103%	92%	88%
	Adjustment to Reach Market Average		-3%	9%	14%
Private Sector	Market Average	2	\$71,000	\$79,790	\$90,722
	Market Ratio		103%	106%	105%
	Adjustment to Reach Market Average		-3%	-5%	-5%
Overall	Market Average	16	\$70,898	\$85,795	\$99,679
	Market Ratio		103%	98%	96%
	Adjustment to Reach Market Average		-3%	2%	4%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector

Judicial Administrative Assistant – SC



Legal Services

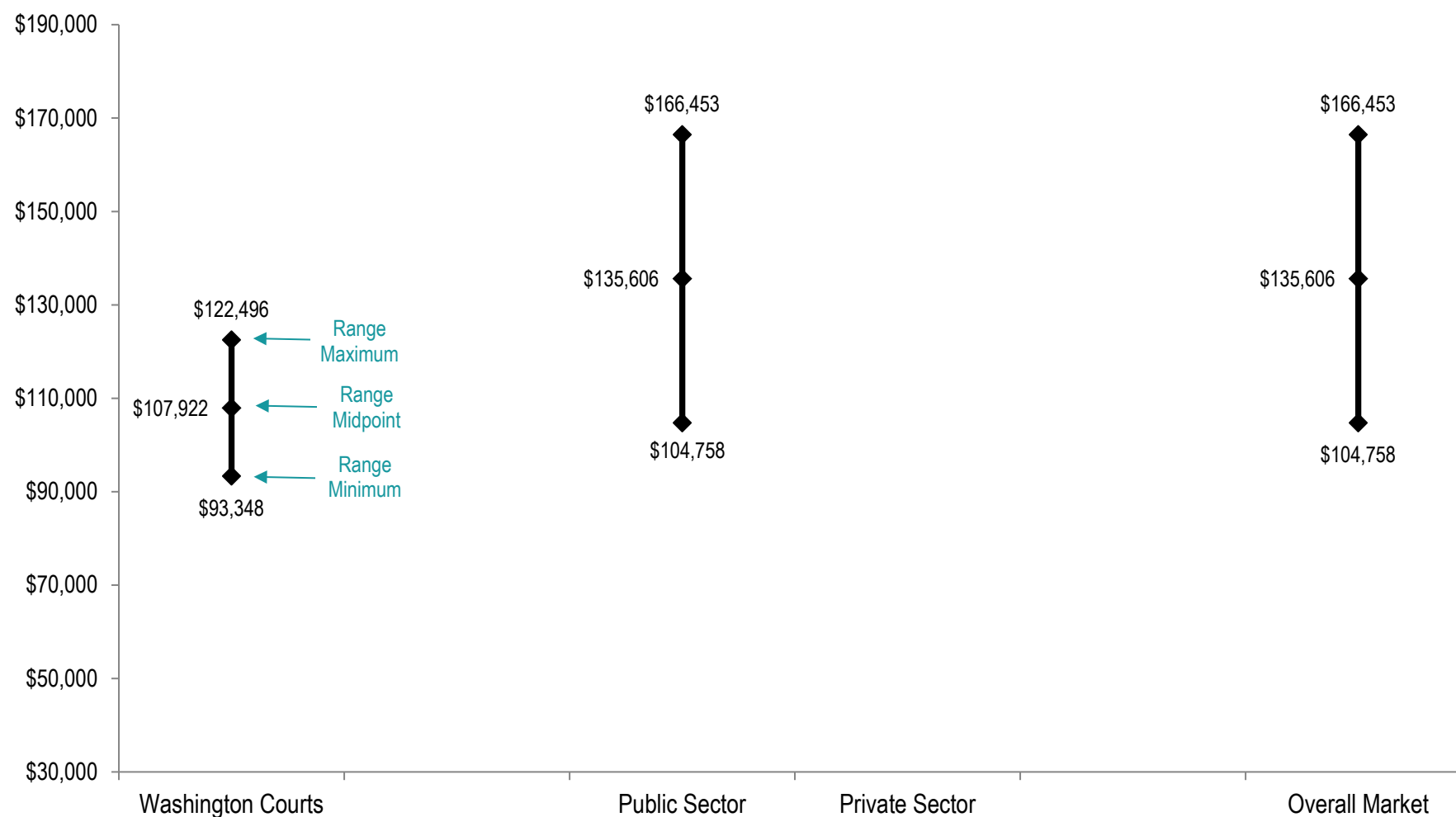
Exhibit 65

Market Study Findings by Job Title and Market Sector Senior Legal Services Analyst

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts	12	\$93,348	\$107,922	\$122,496
Public Sector	Market Average		\$104,758	\$135,606	\$166,453
	Market Ratio		89%	80%	74%
	Adjustment to Reach Market Average		12%	26%	36%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	12	\$104,758	\$135,606	\$166,453
	Market Ratio		89%	80%	74%
	Adjustment to Reach Market Average		12%	26%	36%

Market Ratio = Washington Courts as a percent of the Market Average
Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Senior Legal Services Analyst



Market Study Findings by Job Title and Market Sector

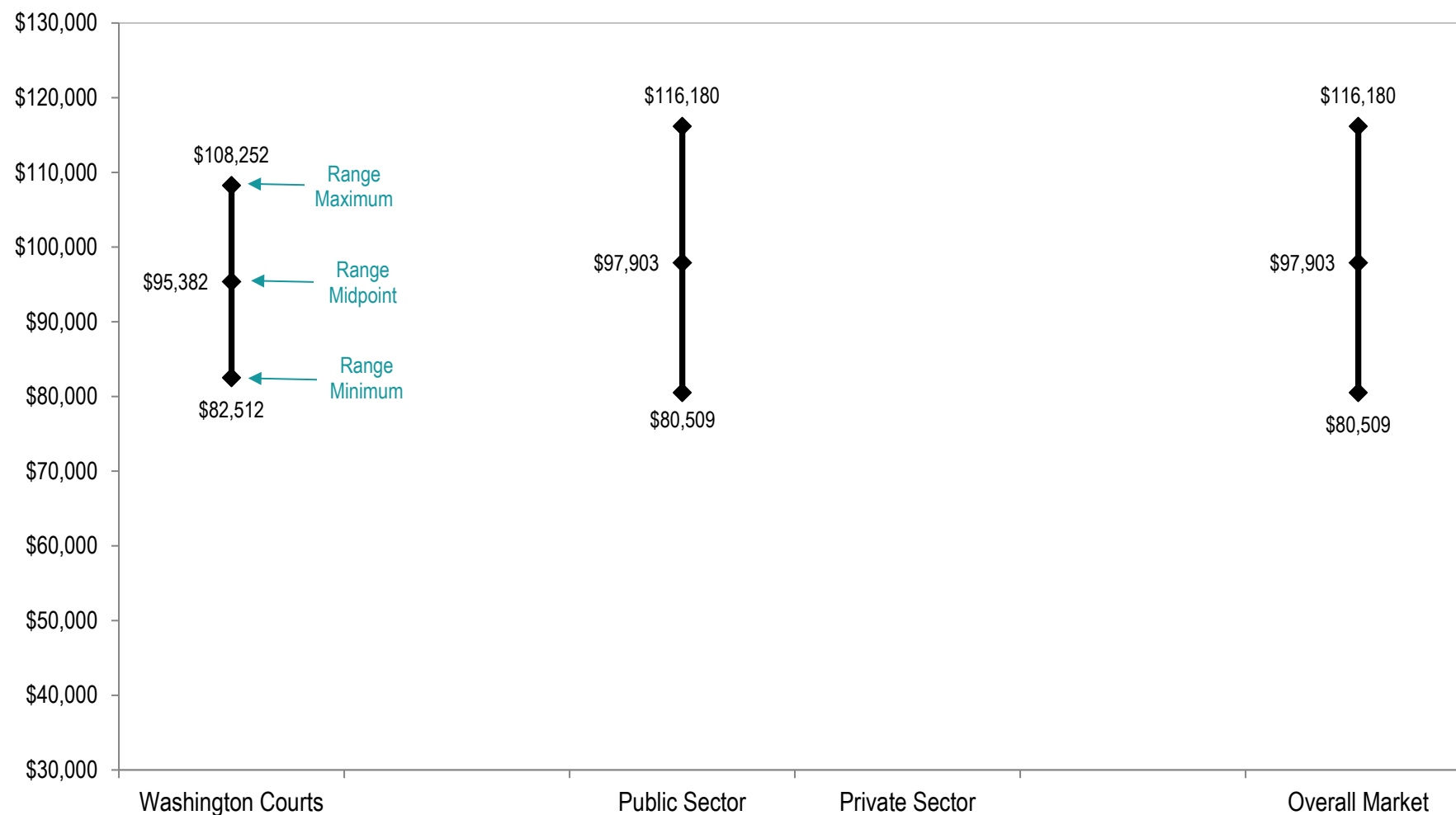
Law Clerk – SC or COA

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$82,512	\$95,382	\$108,252
Public Sector	Market Average	14	\$80,509	\$97,903	\$116,180
	Market Ratio		102%	97%	93%
	Adjustment to Reach Market Average		-2%	3%	7%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	14	\$80,509	\$97,903	\$116,180
	Market Ratio		102%	97%	93%
	Adjustment to Reach Market Average		-2%	3%	7%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Law Clerk – SC or COA



Market Study Findings by Job Title and Market Sector

Law Librarian 2

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$56,880	\$65,802	\$74,724
Public Sector	Market Average	13	\$76,886	\$95,559	\$114,232
	Market Ratio		74%	69%	65%
	Adjustment to Reach Market Average		35%	45%	53%
Private Sector	Market Average	1	\$67,500	\$77,400	\$92,100
	Market Ratio		84%	85%	81%
	Adjustment to Reach Market Average		19%	18%	23%
Overall	Market Average	14	\$72,193	\$86,480	\$103,166
	Market Ratio		79%	76%	72%
	Adjustment to Reach Market Average		27%	31%	38%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Law Librarian 2



Market Study Findings by Job Title and Market Sector

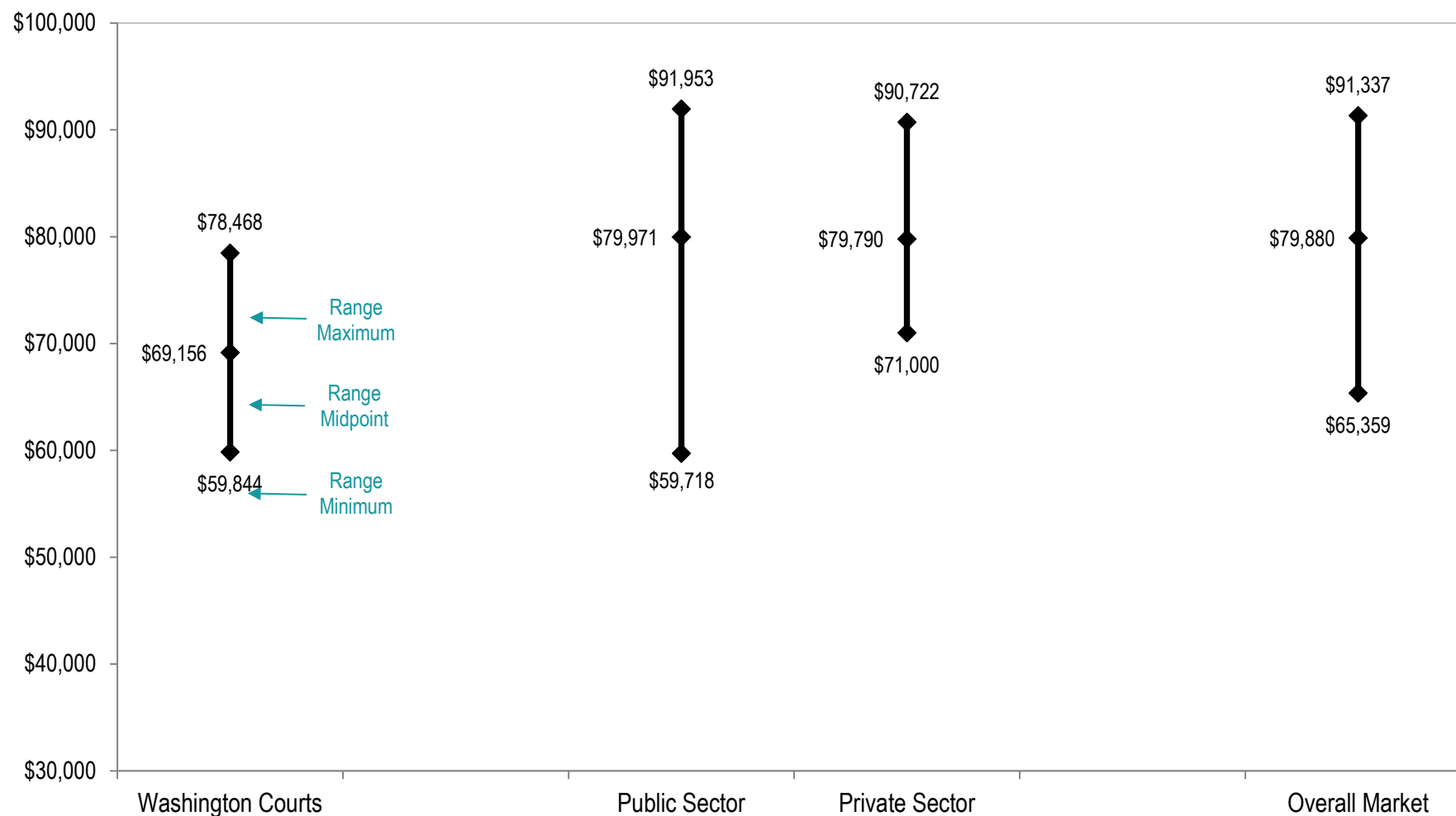
Legal Secretary - SC

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$59,844	\$69,156	\$78,468
Public Sector	Market Average	15	\$59,718	\$79,971	\$91,953
	Market Ratio		100%	86%	85%
	Adjustment to Reach Market Average		0%	16%	17%
Private Sector	Market Average	2	\$71,000	\$79,790	\$90,722
	Market Ratio		84%	87%	86%
	Adjustment to Reach Market Average		19%	15%	16%
Overall	Market Average	17	\$65,359	\$79,880	\$91,337
	Market Ratio		92%	87%	86%
	Adjustment to Reach Market Average		9%	16%	16%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Legal Secretary - SC



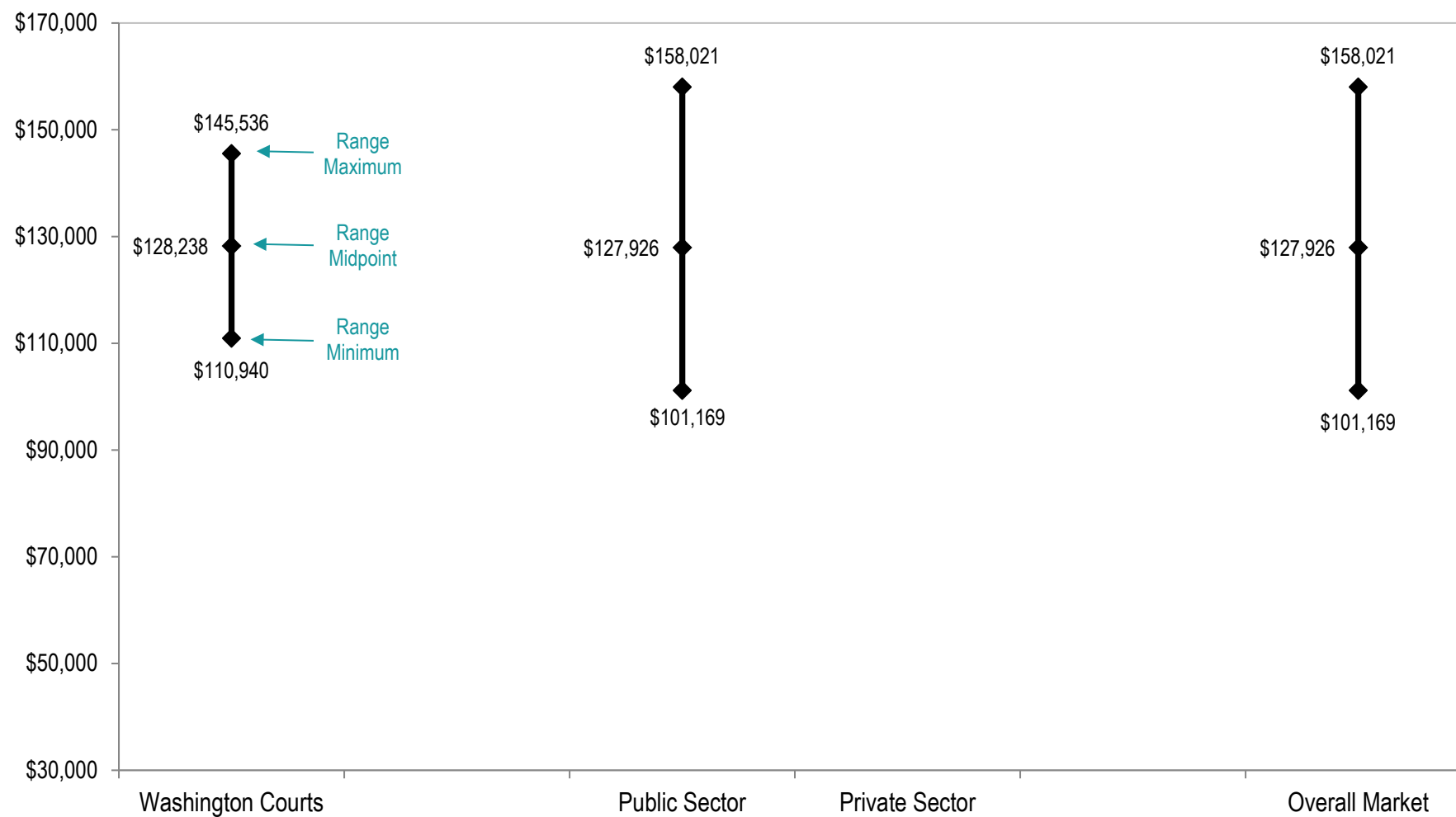
Market Study Findings
by Job Title and Market Sector
Staff Attorney – COA

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$110,940	\$128,238	\$145,536
Public Sector	Market Average	16	\$101,169	\$127,926	\$158,021
	Market Ratio		110%	100%	92%
	Adjustment to Reach Market Average		-9%	0%	9%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	16	\$101,169	\$127,926	\$158,021
	Market Ratio		110%	100%	92%
	Adjustment to Reach Market Average		-9%	0%	9%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Staff Attorney – COA



Market Study Findings by Job Title and Market Sector

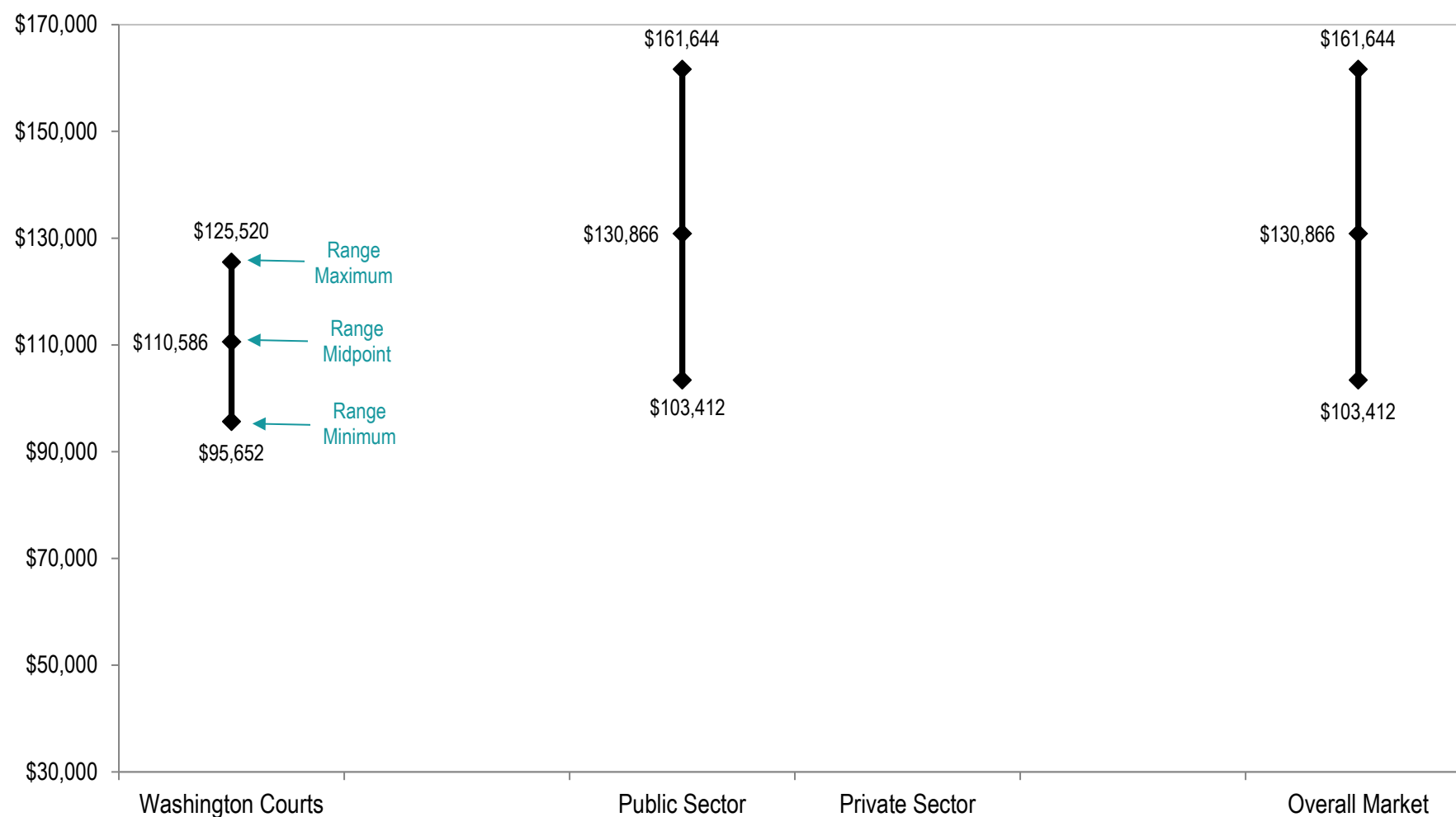
Staff Attorney – SC

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$95,652	\$110,586	\$125,520
Public Sector	Market Average	16	\$103,412	\$130,866	\$161,644
	Market Ratio		92%	85%	78%
	Adjustment to Reach Market Average		8%	18%	29%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	16	\$103,412	\$130,866	\$161,644
	Market Ratio		92%	85%	78%
	Adjustment to Reach Market Average		8%	18%	29%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. **Blue** indicates more than 105% of market.

Annual Salary Ranges by Market Sector Staff Attorney – SC



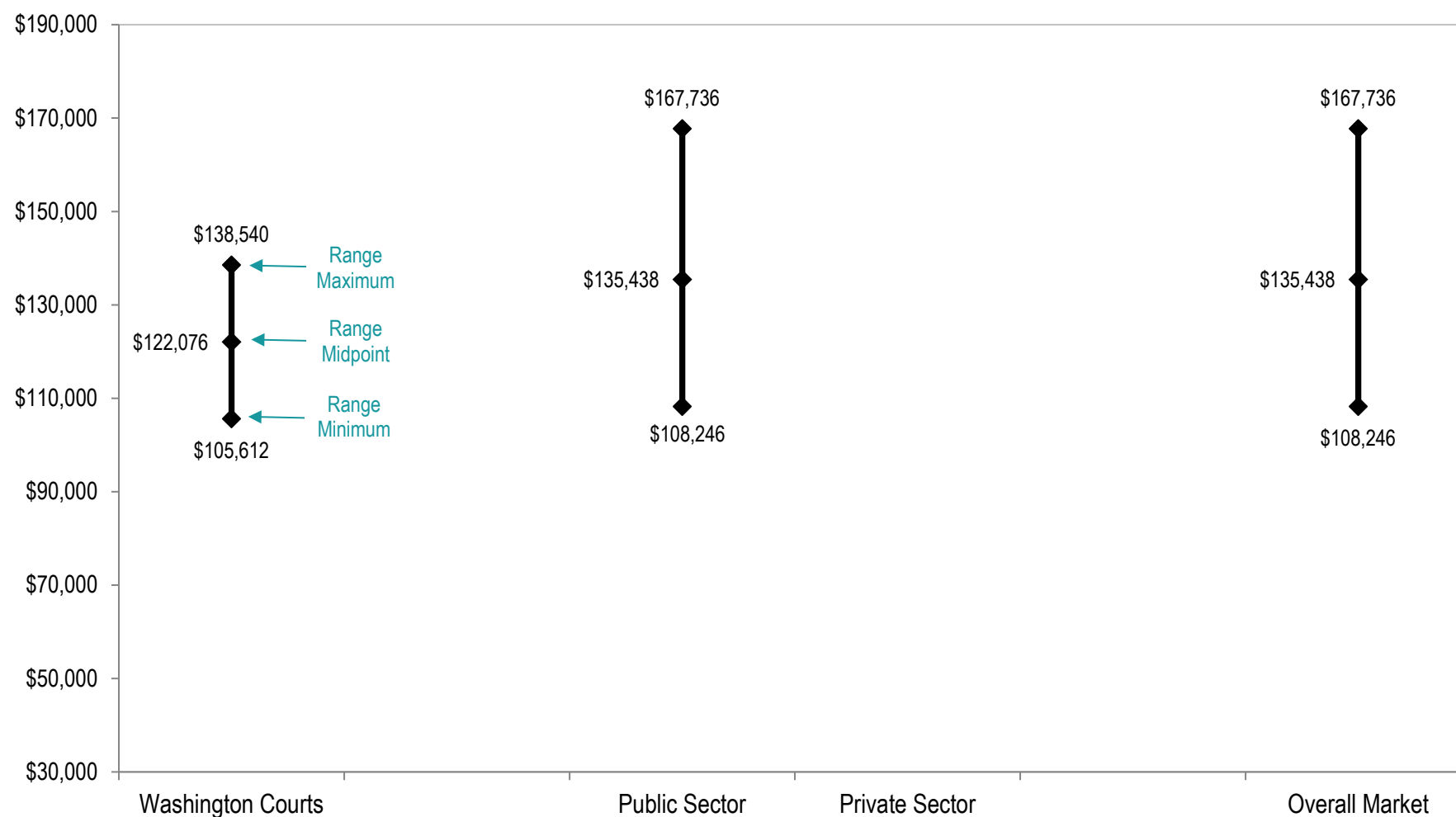
Market Study Findings
by Job Title and Market Sector
Senior Staff Attorney – SC

Sector	Data Element	# of Job Matches	Minimum	Midpoint	Maximum
	Washington Courts		\$105,612	\$122,076	\$138,540
Public Sector	Market Average	13	\$108,246	\$135,438	\$167,736
	Market Ratio		98%	90%	83%
	Adjustment to Reach Market Average		2%	11%	21%
Private Sector	Market Average	0	N/A	N/A	N/A
	Market Ratio		N/A	N/A	N/A
	Adjustment to Reach Market Average		N/A	N/A	N/A
Overall	Market Average	13	\$108,246	\$135,438	\$167,736
	Market Ratio		98%	90%	83%
	Adjustment to Reach Market Average		2%	11%	21%

Market Ratio = Washington Courts as a percent of the Market Average

Red indicates less than 95% of market. Blue indicates more than 105% of market.

Annual Salary Ranges by Market Sector Senior Staff Attorney—SC



Methodology

Benchmark Jobs

The following 36 job titles were identified as benchmark positions, representing 49% of employees in the Washington Administrative Office of the Courts (AOC), Court of Appeals (COA), and Supreme Court (SC).

Exhibit 79

Benchmark Job Titles (Arranged Alphabetically Within Job Grouping)

	Job Title	Dept	Grouping	Pay Grade	# of Employees
1	Administrative Assistant	AOC/COA	Business Services	50	5
2	Business Analyst	AOC	Business Services	68	30
3	Communications Officer	AOC	Business Services	54	2
4	Contracts Specialist	AOC	Business Services	64	2
5	Court Budget Advisor	AOC	Business Services	64	1
6	Digital Content Officer	AOC	Business Services	72	0
7	Financial Services Analyst	AOC	Business Services	54	3
8	Human Resources Consultant	AOC	Business Services	61	6
9	Research Associate	AOC	Business Services	67	2
10	Senior Payroll Analyst	AOC	Business Services	64	1
11	Staff Services Clerk	AOC	Business Services	39	1
12	Customer Service Specialist	AOC	Information Services	60	12
13	Desktop Support	AOC	Information Services	64	5
14	Enterprise Architect	AOC	Information Services	79	2

	Job Title	Dept	Grouping	Pay Grade	# of Employees
15	IT Security Officer	AOC	Information Services	78	1
16	IT Solutions Architect	AOC	Information Services	74	4
17	IT Project Manager	AOC	Information Services	75	4
18	Senior Software Developer	AOC	Information Services	72	4
19	Software QA Tester	AOC	Information Services	68	26
20	System Support Analyst	AOC	Information Services	68	0
21	Associate Director	AOC	Court Services	N/A	1
22	Court Educator	AOC	Court Services	64	12
23	Court Program Analyst	AOC	Court Services	64	15
24	Public Records Officer	AOC	Court Services	70	2
25	Case Manager – COA	COA	Court Services	56	11
26	Senior Case Manager – SC	SC	Court Services	58	4
27	Editor	SC	Court Services	54	1
28	Judicial Admin. Assistant – COA	COA	Court Services	60	22
29	Judicial Admin. Assistant – SC	SC	Court Services	63	9
30	Senior Legal Services Analyst	AOC	Legal Services	73	6
31	Law Clerk – SC or COA	COA/SC	Legal Services	68	59
32	Law Librarian 2	SC	Legal Services	53	3
33	Legal Secretary – SC	SC	Legal Services	55	2
34	Staff Attorney – COA	COA	Legal Services	80	9
35	Staff Attorney – SC	SC	Legal Services	74	2
36	Senior Staff Attorney – SC	SC	Legal Services	78	3
				Total	272

These benchmark jobs represent 49% of all employees covered by the study, with a large majority of employees benchmarked in the Supreme Court and Court of Appeals.

Exhibit 80

Representation of Benchmarked Positions

Department	# of Employees	# of Employees in Benchmark Jobs	% of Employees Benchmarked
Supreme Court	64	41	64%
Court of Appeals	111	85	77%
Administrative Office of the Courts	384	146	38%
All Departments	559	272	49%

Market Comparators & Data Sources

The market data in this analysis reflects two current market sectors, which represent the types of organizations with which the organization competes for talent:

- Public sector, including other court systems nationwide and governments in Washington.
- Private sector employers

The table below identifies the 11 court systems and five (5) governments identified as peer employers for this study. We were able to obtain data from all judiciaries and all local governments, either through a survey response from the entity's human resources department or through publicly available information (pay scales and job descriptions posted on the organization's public website).

Exhibit 81

Public Sector Market Comparators

Court System	Data Collection Method
Arizona Supreme Court	Responded to survey
Judicial Courts of California	Segal completed survey
Florida Courts	Segal completed survey
Illinois Courts	Responded to survey
Minnesota Judicial Branch	Responded to survey
N.Y.S. Unified Court System	Segal completed survey
Oregon Judicial Department	Responded to survey
Pennsylvania Courts	Responded to survey
Texas Judicial Branch	Segal completed survey
U.S. Courts	Segal completed survey
Virginia Judicial System	Responded to survey

Governments	Data Collection Method
City of Seattle	Segal completed survey
King County	Responded to survey
Pierce County	Responded to survey
Thurston County	Segal completed survey
State of Washington Executive Branch	Segal completed survey

The private sector data was compiled from two subscription databases of aggregated published salary surveys, described below.

Exhibit 82

Private Sector Data Sources

Short Name	Data Source	Description
ERI	Economic Research Institute, Salary Assessor	<p>The Salary Assessor tool, owned and managed by the Economic Research Institute, is a subscription database updated quarterly that includes pay data from employer-provided compensation surveys for a wide range of occupational areas, industries, and geographic locations.</p> <p>Data used in this analysis reflect the 25th, 50th, and 75th percentiles of base annual salaries in Washington as of April 2024.</p>
PayFactors	PayFactors, Survey of Surveys	<p>PayFactors market data tool is a proprietary database containing compensation market rates for more than 5,000 jobs. The data are derived from commercially available compensation surveys, each of which complies with generally accepted principles and practices of WorldatWork and U.S. Department of Justice survey standards.</p> <p>Data used in this analysis reflect the 25th, 50th, and 75th percentiles of base annual salaries in Washington as of April 2024.</p>

Data Adjustments and Calculations

To account for geographic cost differences between Washington state and the other states, we used the cost-of-labor differentials reported by the Economic Research Institute (ERI) Geographic Assessor as of April 2024. All of these states have lower costs than Washington.

Exhibit 83

Geographic Adjustments

Peer Employer	Adjustment Factor	Notes
Arizona Courts	23.8%	Costs are 23.8% <u>lower</u> than the State of Washington
California Courts	5.5%	Costs are 5.5% <u>lower</u> than the State of Washington
Florida Courts	34.2%	Costs are 34.2% <u>lower</u> than the State of Washington
Illinois Courts	21.0%	Costs are 21.0% <u>lower</u> than the State of Washington
Minnesota Judicial Branch	10.8%	Costs are 10.8% <u>lower</u> than the State of Washington
NYS Unified Court System	15.8%	Costs are 15.8% <u>lower</u> than the State of Washington
Oregon Judicial Department	12.6%	Costs are 12.6% <u>lower</u> than the State of Washington
Pennsylvania Courts	22.2%	Costs are 22.2% <u>lower</u> than the State of Washington
Texas Courts	9.8%	Costs are 9.8% <u>lower</u> than the State of Washington
U.S Courts	0%	Costs are the same as the State of Washington
Virginia Judicial System	16.1%	Costs are 16.1% <u>lower</u> than the State of Washington
City of Seattle	0%	Costs are the same as the State of Washington
King County	0%	Costs are the same as the State of Washington
Pierce County	7.5%	Costs are 7.5% <u>lower</u> than the State of Washington
Thurston County	16.9%	Costs are 16.9% <u>lower</u> than the State of Washington
Washington State Executive	0%	Costs are the same as the State of Washington

Source: Economic Research Institute, Geographic Assessor, April 2024

The following calculations were used in the market data analysis.

Exhibit 84

Data Calculations

Result	Calculation Description
Pay Range Midpoint	The midway point between the minimum and maximum rates in a pay range, which the average of the pay range minimum and maximum
Market Sector Average	The straight average (mean) of all data points in the market sector for a particular job title. For example, the Public Sector average of pay range minimums for Administrative Assistant reflects the straight average of 16 pay range minimum rates (one for each matching job among the public sector entities in this study).
Overall Market Average	The average of the two market sectors' averages. For example, the Overall Market Average minimum pay rate for the Staff Services Clerk (\$45,123) reflects the average of two data points: the Public Sector average (\$46,968) and the Private Sector average (\$43,278).
Market Ratio (%)	Washington Court's pay rate as a percent of the market rate $\text{Washington Courts} / \text{Market Average}$
Adjustment to Equal Market Average	The percentage increase or decrease to Washington Courts' pay rate to reach a market ratio of 100% $(\text{Overall Market Average} - \text{Washington Courts}) / \text{Washington Courts}$

|Appendix – Detailed Market Data

Washington Courts
Detailed Market Data (Adjusted)

Administrative Assistant						
Business Services Job Grouping						
Reports to a Director, Associate Director, or Manager providing expert level work on varied and complex tasks involving priority setting, organization and implementation of administrative matters. Three (3) years of progressively responsible administrative support experience in a similar professional work environment.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Administrative Assistant II	Non-Exempt	40	\$41,883	\$61,043	\$80,203
California Courts	Administrative Assistant	Non-Exempt	40	\$62,593	\$71,984	\$81,376
Florida Courts	Administrative Assistant II	Non-Exempt	40	\$51,960	\$72,745	\$93,529
Illinois Courts	Executive Assistant	Exempt	37.5	\$61,001	\$76,249	\$91,498
Minnesota Judicial Branch	Executive Assistant	Non-Exempt	40	\$63,574	\$81,133	\$98,692
NYS Unified Court System	Secretary	Non-Exempt	35	\$66,714	\$82,603	\$98,492
Oregon Judicial Department	Management Assistant 1	Non-Exempt	40	\$54,478	\$69,489	\$84,501
Pennsylvania Courts	Administrative Assistant 2	Non-Exempt	35	\$63,796	\$83,290	\$102,783
Texas Judicial Branch	Executive Assistant II	Non-Exempt	40	\$49,663	\$64,572	\$79,480
U.S. Courts	Administrative Assistant	Exempt	40	\$43,908	\$61,487	\$79,065
VA Judicial System	Administrative Assistant	Non-Exempt	40	\$32,931	\$62,004	\$91,077
State Court System Market Average				\$53,864	\$71,509	\$89,154
Washington Courts	Administrative Assistant	Non-Exempt	40	\$52,920	\$61,158	\$69,396
Washington Courts as a % of State Court System Market Average				98%	86%	78%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Administrative Specialist II-MC	Non-Exempt	40	\$69,739	\$73,915	\$78,091
King County	Confidential Administrative Asst - KCDC	Non-Exempt	40	\$70,348	\$79,884	\$89,420
Pierce County	Administrative Assistant	Non-Exempt	40	\$68,848	\$77,320	\$85,792
Thurston County	Administrative Assistant I	Non-Exempt	40	\$60,583	\$70,582	\$80,581
Washington State Executive	Administrative Assistant 4	Non-Exempt	40	\$46,596	\$54,582	\$62,568
Government Market Average				\$63,223	\$71,257	\$79,291
Washington Courts	Administrative Assistant	Non-Exempt	40	\$52,920	\$61,158	\$69,396
Washington Courts as a % of Government Market Average				84%	86%	88%
Custom Survey Market Average				\$56,789	\$71,430	\$86,072
Washington Courts as a % of Custom Survey Market Average				93%	86%	81%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Administrative Assistant - level 3		N/A	\$51,476	\$55,934	\$61,729
Payfactors	Administrative Assistant II		N/A	\$51,800	\$58,000	\$65,000
Published Survey Market Average				\$51,638	\$56,967	\$63,365
Washington Courts	Administrative Assistant	Non-Exempt	40	\$52,920	\$61,158	\$69,396
Washington Courts as a % of Market Average				102%	107%	110%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$54,213	\$64,199	\$74,718
Washington Courts	Administrative Assistant	Non-Exempt	40	\$52,920	\$61,158	\$69,396
Washington Courts as a % of Market Average				98%	95%	93%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Associate Director						
Court Services Job Grouping						
Reporting to the highest level agency director, is responsible for various program activities such as communications, public information, human resources, information technology, legislative relations, and/or court programs. Manages staff performing work in these areas. Substantive education/experience in the area of responsibility to be equal to ten years or more.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Deputy Director	Exempt	40	\$133,477	\$199,445	\$265,413
California Courts	Chief Officer I	Exempt	40	\$197,493	\$246,882	\$296,271
Florida Courts	Deputy Trial Court Technology Officer	Exempt	40	\$107,395	\$150,363	\$193,331
Illinois Courts	Administrative Director	Exempt	37.5	N/A	\$318,958	N/A
Minnesota Judicial Branch	Deputy State Court Administrator	Exempt	40	\$148,340	\$189,161	\$229,981
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	Assistant Deputy State Court Administrator	Exempt	4	\$193,687	\$247,077	\$300,468
Pennsylvania Courts	No Match	N/A	N/A	N/A	N/A	N/A
Texas Judicial Branch	Manager VII	Exempt	40	\$96,805	\$130,264	\$163,724
U.S. Courts	No Match	N/A	N/A	N/A	N/A	N/A
VA Judicial System	Assistant Director	Exempt	40	\$73,424	\$128,743	\$184,063
State Court System Market Average				\$135,803	\$201,362	\$233,321
Washington Courts	Associate Director	Exempt	40	\$145,992	\$151,122	\$156,252
Washington Courts as a % of State Court System Market Average				108%	75%	67%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Executive 2	N/A	40	\$118,139	\$156,516	\$194,894
King County	Deputy Director	Exempt	40	\$143,543	\$162,746	\$181,948
Pierce County	Assistant Director of Human Resources	Exempt	40	\$129,887	\$152,672	\$175,457
Thurston County	Department Assistant Director	Exempt	40	\$130,022	\$151,697	\$173,372
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$130,398	\$155,908	\$181,418
Washington Courts	Associate Director	Exempt	40	\$145,992	\$151,122	\$156,252
Washington Courts as a % of Government Market Average				112%	97%	86%
Custom Survey Market Average				\$133,837	\$186,210	\$214,447
Washington Courts as a % of Custom Survey Market Average				109%	81%	73%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Associate Director	Exempt	40	\$145,992	\$151,122	\$156,252
Washington Courts as a % of Market Average				N/A	N/A	N/A
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$133,837	\$186,210	\$214,447
Washington Courts	Associate Director	Exempt	40	\$145,992	\$151,122	\$156,252
Washington Courts as a % of Market Average				109%	81%	73%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Business Analyst						
Business Services Job Grouping						
Elicit business requirements, provide expert systems analysis services, and assist with quality assurance for statewide systems that support all levels of the organization. Substantive education/experience in business analysis functions.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Business Analyst	Exempt	40	\$64,619	\$95,385	\$126,151
California Courts	Business Systems Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	Systems Analyst I	Exempt	40	\$81,748	\$114,447	\$147,146
Illinois Courts	IT Data Analyst	Exempt	37.5	\$91,161	\$113,950	\$136,740
Minnesota Judicial Branch	Business Process Specialist	Exempt	40	\$74,331	\$94,701	\$115,072
NYS Unified Court System	Analyst series	Exempt	35	\$106,121	\$123,573	\$141,026
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Management Analyst 2	Exempt	35	\$71,825	\$94,606	\$117,388
Texas Judicial Branch	IT Business Analyst II	Exempt	40	\$63,867	\$84,025	\$104,184
U.S. Courts	Systems or Programmer Analyst	Exempt	40	\$77,880	\$102,250	\$126,620
VA Judicial System	Program Administrative Specialist III	Exempt	40	\$73,424	\$128,744	\$184,064
State Court System Market Average				\$79,467	\$106,380	\$133,293
Washington Courts	Business Analyst	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of State Court System Market Average				104%	90%	81%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	IT Systems Analyst	N/A	40	\$88,886	\$96,111	\$103,335
King County	Business Analyst - KCDC	Exempt	40	\$96,189	\$109,214	\$122,239
Pierce County	Computer System Business Analyst 2	Non-Exempt	40	\$88,117	\$103,787	\$119,456
Thurston County	Business Applications Analyst	Non-Exempt	40	\$89,507	\$104,277	\$119,048
Washington State Executive	IT Business Analyst - Journey	Exempt	40	\$79,296	\$92,970	\$106,644
Government Market Average				\$88,399	\$101,272	\$114,144
Washington Courts	Business Analyst	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Government Market Average				93%	94%	95%
Custom Survey Market Average				\$82,445	\$104,677	\$126,910
Washington Courts as a % of Custom Survey Market Average				100%	91%	85%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Business Analyst -- level 2		N/A	\$88,674	\$96,353	\$106,335
Payfactors	Business Analyst II		N/A	\$85,100	\$94,700	\$104,700
Published Survey Market Average				\$86,887	\$95,527	\$105,518
Washington Courts	Business Analyst	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Market Average				95%	100%	103%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$84,666	\$100,102	\$116,214
Washington Courts	Business Analyst	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Market Average				97%	95%	93%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Communications Officer						
Business Services Job Grouping						
Drafts press releases, brochures and other materials to inform and educate the public on the activities of the judicial branch of government. With minimal supervision, produces materials for events, social media campaigns, and authors internal & external newsletters. With supervision, responds to media inquiries. Bachelor's degree in communications, public relations or journalism and one (1) year of professional experience plus the ability to conduct research and assemble complex information.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Communications Officer	Exempt	40	\$86,950	\$129,133	\$171,317
California Courts	Communications Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	Communications Specialist	Exempt	40	\$77,901	\$109,061	\$140,222
Illinois Courts	Public Information Officer	Exempt	37.5	\$99,108	\$123,886	\$148,664
Minnesota Judicial Branch	Communications Specialist	Exempt	40	\$68,802	\$87,668	\$106,535
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Assistant Director of Communications	Exempt	35	\$106,579	\$139,119	\$171,659
Texas Judicial Branch	Information Specialist III	Non-Exempt	40	\$52,862	\$68,953	\$85,045
U.S. Courts	No Match	N/A	N/A	N/A	N/A	N/A
VA Judicial System	PR & Marketing Manager IV	Exempt	40	\$95,924	\$165,829	\$235,734
State Court System Market Average				\$84,728	\$116,971	\$149,215
Washington Courts	Communications Officer	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of State Court System Market Average				69%	58%	51%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Public Relations Specialist	N/A	40	\$71,973	\$77,830	\$83,687
King County	Program Specialist - JDC Community Outreach - SC	Exempt	40	\$84,349	\$95,798	\$107,246
Pierce County	Public Information Specialist	Non-Exempt	40	\$88,117	\$100,065	\$112,013
Thurston County	Public Information Specialist	Exempt	40	\$81,101	\$94,622	\$108,144
Washington State Executive	Communications Consultant 3	Exempt	40	\$52,620	\$61,710	\$70,800
Government Market Average				\$75,632	\$86,005	\$96,378
Washington Courts	Communications Officer	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Government Market Average				77%	78%	79%
Custom Survey Market Average				\$81,229	\$105,061	\$128,893
Washington Courts as a % of Custom Survey Market Average				72%	64%	59%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Communications Coordinator - level 2		N/A	\$62,398	\$68,195	\$75,732
Payfactors	Communications Specialist		N/A	\$72,700	\$87,800	\$98,900
Published Survey Market Average				\$67,549	\$77,998	\$87,316
Washington Courts	Communications Officer	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Market Average				86%	87%	88%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$74,389	\$91,529	\$108,105
Washington Courts	Communications Officer	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Market Average				78%	74%	71%
N/A = Data Not Available						
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.						
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.						
The Published Data Sources reflect percentiles of actual base salaries.						

Washington Courts
Detailed Market Data (Adjusted)

Contracts Specialist						
Business Services Job Grouping						
Organization-wide responsibility for drafting, negotiating and administering moderately to very complex contracts to ensure goods/services are delivered timely, best value is received and appropriate terms/conditions. Designs and publishes RFPs for procurement of goods/services, answers vendor questions and coordinates/participates in evaluation of proposals. Substantive education/experience in contract drafting, contract cost/price analysis, contract compliance and/or procurement management.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Procurement Officer	Exempt	40	\$78,259	\$115,998	\$153,738
California Courts	Fiscal Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	General Services Analyst	Non-Exempt	40	\$72,673	\$101,742	\$130,811
Illinois Courts	Grants Manager	Exempt	37.5	\$99,108	\$123,886	\$148,664
Minnesota Judicial Branch	Accounting Officer	Non-Exempt	40	\$63,574	\$81,133	\$98,692
NYS Unified Court System	Analyst	Exempt	35	\$95,185	\$111,458	\$127,731
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Procurement Supervisor	Exempt	35	\$81,767	\$107,426	\$133,086
Texas Judicial Branch	Contract Specialist III	Non-Exempt	40	\$52,862	\$68,953	\$85,045
U.S. Courts	Contracting Specialist	Exempt	40	\$77,880	\$91,758	\$105,636
VA Judicial System	No Match	N/A	N/A	N/A	N/A	N/A
State Court System Market Average				\$79,000	\$101,608	\$124,216
Washington Courts	Contracts Specialist	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of State Court System Market Average				95%	85%	79%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Grants and Contracts Specialist, Senior	N/A	40	\$76,149	\$82,518	\$88,886
King County	Finance & Contract Specialist - KCSC	Exempt	40	\$102,251	\$116,202	\$130,153
Pierce County	Procurement and Contracts Specialist 1	Non-Exempt	40	\$78,147	\$88,497	\$98,847
Thurston County	Procurement & Contract Specialist II	Non-Exempt	40	\$89,507	\$104,277	\$119,048
Washington State Executive	Contracts Specialist 3	Non-Exempt	40	\$64,092	\$75,150	\$86,208
Government Market Average				\$82,029	\$93,329	\$104,628
Washington Courts	Contracts Specialist	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Government Market Average				91%	93%	94%

Custom Survey Market Average				\$80,082	\$98,651	\$117,221
Washington Courts as a % of Custom Survey Market Average				93%	88%	84%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Contracts Negotiator - level 2		N/A	\$75,932	\$82,507	\$91,055
Payfactors	Purchasing Agent III		N/A	\$81,700	\$92,800	\$108,900
Published Survey Market Average				\$78,816	\$87,654	\$99,978
Washington Courts	Contracts Specialist	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				95%	99%	98%

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$79,449	\$93,152	\$108,599
Washington Courts	Contracts Specialist	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				94%	93%	90%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Court Budget Advisor						
Business Services Job Grouping						
Responsible for the technical preparation, accuracy review, submission, implementation and monitoring of the biennial and supplemental operating budgets for the judicial branch. Prepares biennial and supplemental allotments. Forecasts, monitors and analyzes revenue and expenditures for the judicial branch. Bachelor's degree in accounting, business or public administration and five (5) years of progressively responsible budgeting experience.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Budget Analyst	Exempt	40	\$70,498	\$104,270	\$138,041
California Courts	Senior Fiscal Analyst	Exempt	40	\$94,801	\$118,505	\$142,208
Florida Courts	Budget Analyst III	Exempt	40	\$91,955	\$128,737	\$165,518
Illinois Courts	No Match	N/A	N/A	N/A	N/A	N/A
Minnesota Judicial Branch	Financial Analyst II	Exempt	40	\$80,208	\$102,209	\$124,210
NYS Unified Court System	Budget Analyst	Exempt	35	\$106,121	\$123,573	\$141,026
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Budget Administrator	Exempt	35	\$93,491	\$122,394	\$151,297
Texas Judicial Branch	Budget Analyst IV	Exempt	40	\$68,060	\$89,768	\$111,475
U.S. Courts	Budget Analyst	Exempt	40	\$77,880	\$91,758	\$105,636
VA Judicial System	Financials Services Manager I	Exempt	40	\$73,424	\$128,744	\$184,064
State Court System Market Average				\$84,049	\$112,217	\$140,386
Washington Courts	Court Budget Advisor	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of State Court System Market Average				89%	77%	70%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Financial Analyst	N/A	40	\$86,610	\$93,741	\$100,871
King County	Business & Finance Specialist - KCSC	Exempt	40	\$84,349	\$95,798	\$107,246
Pierce County	Budget Analyst	Non-Exempt	40	\$88,117	\$100,065	\$112,013
Thurston County	Financial Analyst	Non-Exempt	40	\$85,241	\$99,309	\$113,378
Washington State Executive	Budget Analyst 3	Exempt	40	\$56,676	\$66,432	\$76,188
Government Market Average				\$80,199	\$91,069	\$101,939
Washington Courts	Court Budget Advisor	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Government Market Average				93%	95%	96%

Custom Survey Market Average				\$82,674	\$104,664	\$126,655
Washington Courts as a % of Custom Survey Market Average				90%	83%	77%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Budget Analyst - level 2		N/A	\$81,624	\$89,208	\$99,066
Payfactors	Budget Analyst II		N/A	\$76,400	\$85,500	\$94,400
Published Survey Market Average				\$79,012	\$87,354	\$96,733
Washington Courts	Court Budget Advisor	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				95%	99%	101%

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$80,843	\$96,009	\$111,694
Washington Courts	Court Budget Advisor	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				92%	90%	88%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Court Educator						
Court Services Job Grouping						
Designs, develops, delivers, supports, and improves court education programs for internal and external customers throughout the organization and community. Substantive education/experience in adult education.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Training Specialist	Exempt	40	\$78,259	\$115,998	\$153,738
California Courts	Education Developer	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	Court Education Program Consultant	Non-Exempt	40	\$76,717	\$107,404	\$138,091
Illinois Courts	Learning and Development Manager	Exempt	37.5	\$99,108	\$123,886	\$148,664
Minnesota Judicial Branch	Education and Development Program Specialist	Exempt	40	\$74,331	\$94,701	\$115,072
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Judicial Education Director	Exempt	35	\$121,380	\$158,117	\$194,854
Texas Judicial Branch	Education Specialist IV	Non-Exempt	40	\$63,867	\$84,025	\$104,184
U.S. Courts	Education Specialist	Exempt	40	\$77,880	\$91,758	\$105,636
VA Judicial System	Education Coordinator I	Exempt	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$81,938	\$109,819	\$137,700
Washington Courts	Court Educator	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of State Court System Market Average				91%	79%	71%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Training & Education Coordinator	N/A	40	\$77,465	\$83,979	\$90,494
King County	Educator Consultant Courtroom Trainer - KCSC	Non-Exempt	40	\$82,346	\$93,518	\$104,689
Pierce County	Training and Development Specialist	Exempt	40	\$88,115	\$100,052	\$111,989
Thurston County	Education and Outreach Specialist II	Non-Exempt	40	\$81,185	\$94,580	\$107,975
Washington State Executive	Technical Training Consultant	Exempt	40	\$62,568	\$73,380	\$84,192
Government Market Average				\$78,336	\$89,102	\$99,868
Washington Courts	Court Educator	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Government Market Average				95%	97%	98%

Custom Survey Market Average				\$80,651	\$102,420	\$124,189
Washington Courts as a % of Custom Survey Market Average				93%	84%	79%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Court Educator	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$80,651	\$102,420	\$124,189
Washington Courts	Court Educator	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				93%	84%	79%

N/A = Data Not Available
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Washington Courts
Detailed Market Data (Adjusted)

Court Program Analyst						
Court Services Job Grouping						
Manages participation of diverse stakeholder groups in the development, implementation and evaluation of changes to processes/practices/staffing in order to improve the efficiency and integrity of operations to enhance consumer experiences/outcomes. Studies demographic and societal factors impacting operation. Reviews, designs and analyzes alternative approaches and estimates the statewide impact of proposed changes. Bachelor's degree in court administration, social work or closely allied field and three (3) years of progressively responsible experience in program development.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Sr Court Policy Analyst	Exempt	40	\$78,259	\$115,998	\$153,738
California Courts	Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	Sr. Court Analyst I	Exempt	40	\$72,673	\$101,742	\$130,811
Illinois Courts	Court Programs Administrator	Exempt	37.5	\$91,161	\$113,950	\$136,740
Minnesota Judicial Branch	Research Analyst I	Exempt	40	\$68,802	\$87,668	\$106,535
NYS Unified Court System	Principal Court Analyst	Non-Exempt	35	\$95,185	\$111,300	\$127,415
Oregon Judicial Department	Analyst 3	Exempt	40	\$93,161	\$118,847	\$144,532
Pennsylvania Courts	Judicial Programs Administrator	Exempt	35	\$93,491	\$122,394	\$151,297
Texas Judicial Branch	Program Specialist VI	N/A	40	\$63,867	\$84,025	\$104,184
U.S. Courts	Management Analyst	Exempt	40	\$77,880	\$91,758	\$105,636
VA Judicial System	Court Analyst	Exempt	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$80,034	\$105,470	\$130,905
Washington Courts	Court Program Analyst	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of State Court System Market Average				93%	82%	75%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Management Systems Analyst	N/A	40	\$83,687	\$90,577	\$97,468
King County	Program Analyst - KCSC	Exempt	40	\$87,339	\$99,247	\$111,156
Pierce County	Court Case Coordinator	Non-Exempt	40	\$88,117	\$100,065	\$112,013
Thurston County	Management Analyst	Exempt	40	\$81,101	\$94,622	\$108,144
Washington State Executive	Management Analyst 4	Exempt	40	\$65,748	\$77,082	\$88,416
Government Market Average				\$81,198	\$92,319	\$103,439
Washington Courts	Court Program Analyst	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Government Market Average				92%	94%	95%
Custom Survey Market Average				\$80,398	\$101,360	\$122,322
Washington Courts as a % of Custom Survey Market Average				93%	85%	80%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Court Program Analyst	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				N/A	N/A	N/A
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$80,398	\$101,360	\$122,322
Washington Courts	Court Program Analyst	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				93%	85%	80%

N/A = Data Not Available
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Washington Courts
Detailed Market Data (Adjusted)

IT Customer Service Specialist						
Information Services Job Grouping						
Delivers customer support services for information technology applications by providing consultation and problem resolution to customers using applications supported by the organization. Six (6) years of experience working in client support and customer service data information environment						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Technical Support Administrator	Exempt	40	\$64,619	\$95,385	\$126,151
California Courts	Computer Support Technician	Non-Exempt	40	\$70,825	\$88,544	\$106,263
Florida Courts	User Support Analyst	Exempt	40	\$58,983	\$82,576	\$106,169
Illinois Courts	IS Technical Consultant	Exempt	37.5	\$73,985	\$92,480	\$110,974
Minnesota Judicial Branch	Information Technology Specialist II	Non-Exempt	40	\$68,802	\$87,668	\$106,535
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	Information Technology Representative	Non-Exempt	40	\$88,730	\$113,185	\$137,641
Pennsylvania Courts	Help Desk Operator 2	Non-Exempt	35	\$55,822	\$72,878	\$89,935
Texas Judicial Branch	IT Support Specialist III	Non-Exempt	40	\$46,674	\$60,477	\$74,281
U.S. Courts	IT Support Specialist	Exempt	40	\$53,711	\$74,918	\$96,124
VA Judicial System	IT Specialist II	Exempt	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$63,835	\$86,847	\$109,859
Washington Courts	IT Customer Service Specialist	Exempt	40	\$67,716	\$78,258	\$88,800
Washington Courts as a % of State Court System Market Average				106%	90%	81%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	IT Specialist	N/A	40	\$73,184	\$79,250	\$85,316
King County	PC Technician - KCDC	Non-Exempt	40	\$81,252	\$92,309	\$103,366
Pierce County	Department Computer Support Specialist 1	Non-Exempt	40	\$73,654	\$86,250	\$98,847
Thurston County	Business Applications Technician II	Non-Exempt	40	\$73,635	\$85,788	\$97,941
Washington State Executive	IT Customer Support - Journey	Non-Exempt	40	\$68,628	\$80,484	\$92,340
Government Market Average				\$74,071	\$84,816	\$95,562
Washington Courts	IT Customer Service Specialist	Exempt	40	\$67,716	\$78,258	\$88,800
Washington Courts as a % of Government Market Average				91%	92%	93%
Custom Survey Market Average				\$67,247	\$86,170	\$105,093
Washington Courts as a % of Custom Survey Market Average				101%	91%	84%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Information Technology Help Desk Rep.- level 3		N/A	\$63,237	\$69,112	\$76,750
Payfactors	Customer Help Desk Technician III		N/A	\$63,400	\$72,000	\$81,200
Published Survey Market Average				\$63,319	\$70,556	\$78,975
Washington Courts	IT Customer Service Specialist	Exempt	40	\$67,716	\$78,258	\$88,800
Washington Courts as a % of Market Average				107%	111%	112%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$65,283	\$78,363	\$92,034
Washington Courts	IT Customer Service Specialist	Exempt	40	\$67,716	\$78,258	\$88,800
Washington Courts as a % of Market Average				104%	100%	96%

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Washington Courts
Detailed Market Data (Adjusted)

Desktop Support						
Information Services Job Grouping						
Provides technical support of desktop computers, applications, and related technology. Responsible for assisting in and maintaining agency standards, procedures, and guidelines related to desktop software. Substantive education/experience performing technical IT work in an IT environment.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Support Center Analyst II	Non-Exempt	40	\$49,997	\$73,288	\$96,579
California Courts	Computer Support Specialist	Non-Exempt	40	\$75,917	\$91,090	\$106,263
Florida Courts	Senior User Support Analyst - District Court	Exempt	40	\$64,147	\$89,806	\$115,465
Illinois Courts	Help Desk Technician 1	Exempt	37.5	\$73,985	\$92,480	\$110,974
Minnesota Judicial Branch	Information Technology Specialist I	Non-Exempt	40	\$54,598	\$68,305	\$82,013
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	IT Support Tech	Non-Exempt	35	\$55,822	\$72,878	\$89,935
Texas Judicial Branch	IT Support Specialist IV	Non-Exempt	40	\$52,862	\$68,953	\$85,045
U.S. Courts	IT Support Specialist Senior	Exempt	40	\$64,980	\$85,308	\$105,636
VA Judicial System	Computer Operations Tech II	Non-Exempt	40	\$43,021	\$78,636	\$114,250
State Court System Market Average				\$59,481	\$80,083	\$100,684
Washington Courts	Desktop Support	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of State Court System Market Average				126%	108%	97%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	IT Technician	N/A	40	\$65,459	\$70,804	\$76,149
King County	Desktop Support Technician - KCSC	Non-Exempt	40	\$86,397	\$98,132	\$109,866
Pierce County	Department Computer Support Specialist 2	Non-Exempt	40	\$88,117	\$103,787	\$119,456
Thurston County	IT Consultant I	Exempt	40	\$81,185	\$94,580	\$107,975
Washington State Executive	IT Customer Support - Senior/Specialist	Non-Exempt	40	\$79,296	\$92,970	\$106,644
Government Market Average				\$80,091	\$92,055	\$104,018
Washington Courts	Desktop Support	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Government Market Average				93%	94%	94%
Custom Survey Market Average				\$66,842	\$84,358	\$101,875
Washington Courts as a % of Custom Survey Market Average				112%	102%	96%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Information Technology Help Desk Rep.- level 4		N/A	\$63,237	\$69,112	\$76,750
Payfactors	IT Help Desk Support Specialist III		N/A	\$70,000	\$78,200	\$87,100
Published Survey Market Average				\$66,619	\$73,656	\$81,925
Washington Courts	Desktop Support	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				112%	117%	120%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$66,730	\$79,007	\$91,900
Washington Courts	Desktop Support	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				112%	109%	107%

N/A = Data Not Available
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Washington Courts
Detailed Market Data (Adjusted)

Digital Content Officer						
Business Services Job Grouping						
Write, edit, and publish content for all digital platforms. Manage day-to-day content updates and messaging for the Washington Courts website. Assist with developing social media campaigns. Complete visual design projects for digital media. Design and build web pages to coordinate with the established layout. Bachelor's degree in digital communications, marketing, public relations, journalism or a closely related field; and a minimum of one years' experience working with content management and graphics design.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Communications Specialist	Exempt	40	\$64,619	\$95,385	\$126,151
California Courts	Communications Editor	Exempt	40	\$82,490	\$98,981	\$115,471
Florida Courts	Communications Coordinator	Exempt	40	\$77,901	\$109,061	\$140,222
Illinois Courts	Public Education and Engagement Coordinator	Exempt	37.5	\$73,985	\$92,480	\$110,974
Minnesota Judicial Branch	Communications Specialist	Exempt	40	\$68,802	\$87,668	\$106,535
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Communications Specialist 3	Exempt	35	\$81,767	\$107,426	\$133,086
Texas Judicial Branch	Information Specialist V	Exempt	40	\$68,060	\$89,768	\$111,475
U.S. Courts	No Match	N/A	N/A	N/A	N/A	N/A
VA Judicial System	No Match	N/A	N/A	N/A	N/A	N/A
State Court System Market Average				\$73,946	\$97,253	\$120,559
Washington Courts	Digital Content Officer	Exempt	40	\$71,148	\$82,248	\$93,348
Washington Courts as a % of State Court System Market Average				96%	85%	77%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Content Strategist	N/A	40	\$94,524	\$104,724	\$114,924
King County	Communications Officer - KCDC	Exempt	40	\$98,542	\$111,783	\$125,024
Pierce County	Public Information Specialist	Non-Exempt	40	\$88,117	\$100,065	\$112,013
Thurston County	No Match	N/A	N/A	N/A	N/A	N/A
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$93,728	\$105,524	\$117,320
Washington Courts	Digital Content Officer	Exempt	40	\$71,148	\$82,248	\$93,348
Washington Courts as a % of Government Market Average				76%	78%	80%
Custom Survey Market Average				\$79,881	\$99,734	\$119,587
Washington Courts as a % of Custom Survey Market Average				89%	82%	78%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Digital Content Specialist - level 3		N/A	\$69,162	\$75,151	\$82,937
Payfactors	IT Internet/Web Content Administrator III		N/A	\$94,500	\$105,700	\$117,700
Published Survey Market Average				\$81,831	\$90,426	\$100,319
Washington Courts	Digital Content Officer	Exempt	40	\$71,148	\$82,248	\$93,348
Washington Courts as a % of Market Average				87%	91%	93%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$80,856	\$95,080	\$109,953
Washington Courts	Digital Content Officer	Exempt	40	\$71,148	\$82,248	\$93,348
Washington Courts as a % of Market Average				88%	87%	85%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Enterprise Architect						
Information Services Job Grouping						
Responsible for the ongoing development and evolution of information technology strategy and standards for an extensive portfolio of systems, products and services. Works with all levels of stakeholders to build a holistic view of the organization's information technology strategy, processes and assets. Applies this knowledge to ensure that the business and IT are in alignment by translating key business decisions into strategic enterprise goals and objectives which drive IT initiatives. Prefer a Bachelor's degree in Computer Science and several years of progressively responsible experience in the development, design and implementation of substantive information technology products.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Enterprise Software Architect	Exempt	40	\$78,259	\$115,998	\$153,738
California Courts	IT Architect	Exempt	40	\$118,321	\$147,914	\$177,507
Florida Courts	IT Project Manager I	Exempt	40	\$79,839	\$111,774	\$143,710
Illinois Courts	Senior Data and Innovation Manager	Exempt	37.5	\$108,975	\$136,219	\$163,462
Minnesota Judicial Branch	Information Technology Specialist V	Exempt	40	\$100,983	\$128,767	\$156,552
NYS Unified Court System	Technical Manager	Exempt	35	\$138,541	\$159,482	\$180,424
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	IT Infrastructure Architect 2	Exempt	35	\$121,380	\$158,117	\$194,854
Texas Judicial Branch	Systems Analyst VI	Exempt	40	\$88,005	\$118,422	\$148,838
U.S. Courts	Enterprise Architect	Exempt	40	\$92,624	\$121,586	\$150,547
VA Judicial System	IT Manager II	Exempt	40	\$95,924	\$165,829	\$235,734
State Court System Market Average				\$102,285	\$136,411	\$170,537
Washington Courts	Enterprise Architect	Exempt	40	\$108,252	\$125,154	\$142,056
Washington Courts as a % of State Court System Market Average				106%	92%	83%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Info Technology Professional B	N/A	40	\$94,879	\$118,640	\$142,402
King County	Enterprise Architect - Application	Exempt	40	\$155,397	\$176,185	\$196,974
Pierce County	IT Analyst Supervisor	Exempt	40	\$118,413	\$145,797	\$173,182
Thurston County	IT Technical Manager	Exempt	40	\$117,462	\$137,032	\$156,602
Washington State Executive	IT Architecture - Expert	Non-Exempt	40	\$106,272	\$124,596	\$142,920
Government Market Average				\$118,484	\$140,450	\$162,416
Washington Courts	Enterprise Architect	Exempt	40	\$108,252	\$125,154	\$142,056
Washington Courts as a % of Government Market Average				91%	89%	87%
Custom Survey Market Average				\$107,685	\$137,757	\$167,830
Washington Courts as a % of Custom Survey Market Average				101%	91%	85%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Enterprise Architect - level 2		N/A	\$116,887	\$128,493	\$143,580
Payfactors	IT Enterprise Architect		N/A	\$155,600	\$175,200	\$195,000
Published Survey Market Average				\$136,244	\$151,847	\$169,290
Washington Courts	Enterprise Architect	Exempt	40	\$108,252	\$125,154	\$142,056
Washington Courts as a % of Market Average				79%	82%	84%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$121,964	\$144,802	\$168,560
Washington Courts	Enterprise Architect	Exempt	40	\$108,252	\$125,154	\$142,056
Washington Courts as a % of Market Average				89%	86%	84%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
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The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Financial Services Analyst						
Business Services Job Grouping						
Performs professional level accounting, payroll and/or auditing in accordance with generally accepted accounting principles, government auditing standards and regulations, and organizational procedures. Substantive education/experience in fiscal bookkeeping or recordkeeping and accounting.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Financial Specialist	Exempt	40	\$64,619	\$95,385	\$126,151
California Courts	Associate Fiscal Analyst	Non-Exempt	40	\$82,490	\$98,981	\$115,471
Florida Courts	Accountant III	Exempt	40	\$59,732	\$83,625	\$107,518
Illinois Courts	Fiscal Analyst	Exempt	37.5	\$73,985	\$92,480	\$110,974
Minnesota Judicial Branch	Financial Analyst I	Non-Exempt	40	\$68,802	\$87,668	\$106,535
NYS Unified Court System	Court Analyst	Exempt	35	\$73,050	\$86,060	\$99,070
Oregon Judicial Department	Accountant	Exempt	40	\$76,650	\$97,776	\$118,901
Pennsylvania Courts	Fiscal Tech	Non-Exempt	35	\$55,822	\$72,878	\$89,935
Texas Judicial Branch	Accountant IV	Non-Exempt	40	\$52,862	\$68,953	\$85,045
U.S. Courts	Financial Specialist	Exempt	40	\$53,711	\$70,507	\$87,303
VA Judicial System	Financial Services II	Exempt	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$65,266	\$86,789	\$108,311
Washington Courts	Financial Services Analyst	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of State Court System Market Average				89%	78%	71%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Accounting Technician III-MC	N/A	40	\$73,456	\$77,935	\$82,413
King County	Accountant	Non-Exempt	40	\$77,479	\$87,844	\$98,209
Pierce County	Accountant 2	Non-Exempt	40	\$93,459	\$106,458	\$119,456
Thurston County	Accounting Assistant III	Non-Exempt	40	\$63,601	\$74,105	\$84,609
Washington State Executive	Fiscal Analyst 3	Non-Exempt	40	\$51,384	\$60,228	\$69,072
Government Market Average				\$71,876	\$81,314	\$90,752
Washington Courts	Financial Services Analyst	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Government Market Average				81%	83%	84%
Custom Survey Market Average				\$67,332	\$85,078	\$102,824
Washington Courts as a % of Custom Survey Market Average				87%	79%	75%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Financial - level 1		N/A	\$84,931	\$92,286	\$101,847
Payfactors	Financial Analyst I		N/A	\$64,600	\$71,900	\$79,600
Published Survey Market Average				\$74,766	\$82,093	\$90,724
Washington Courts	Financial Services Analyst	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Market Average				78%	82%	84%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$71,049	\$83,585	\$96,774
Washington Courts	Financial Services Analyst	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Market Average				82%	81%	79%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Human Resources Consultant						
Business Services Job Grouping						
Supports, develops, and implements a variety of specialized HR activities organization wide. Implements and maintains specified HR programs, including payroll and benefits, onboarding, and recruitment/selection. Provides assistance and consultation to management and staff regarding employment issues and laws. Ensures the quality, consistency and effectiveness of assigned HR services. Substantive education/experience in human resource consultation or disciplines.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	HR Supervisor	Exempt	40	\$70,498	\$104,270	\$138,041
California Courts	HR Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	HR Analyst II	Exempt	40	\$75,580	\$105,812	\$136,044
Illinois Courts	Senior Human Resources Generalist	Exempt	37.5	\$91,161	\$113,950	\$136,740
Minnesota Judicial Branch	Human Resources Specialist	Exempt	40	\$80,208	\$102,209	\$124,210
NYS Unified Court System	Senior Court Analyst	Exempt	35	\$85,573	\$100,390	\$115,208
Oregon Judicial Department	Human Resources Manager	Exempt	40	\$113,239	\$144,458	\$175,676
Pennsylvania Courts	HR Analyst 3	Exempt	35	\$81,767	\$107,426	\$133,086
Texas Judicial Branch	HR Specialist V	Exempt	40	\$63,867	\$84,025	\$104,184
U.S. Courts	HR Specialist	Exempt	40	\$59,158	\$77,641	\$96,124
VA Judicial System	Human Resource Analyst II	Exempt	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$78,814	\$104,788	\$130,762
Washington Courts	Human Resources Consultant	Exempt	40	\$69,396	\$80,232	\$91,068
Washington Courts as a % of State Court System Market Average				88%	77%	70%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Personnel Specialist	N/A	40	\$77,465	\$83,979	\$90,494
King County	Human Resource Analyst - KCDC	Non-Exempt	40	\$87,339	\$99,247	\$111,156
Pierce County	Human Resources Specialist	Non-Exempt	40	\$73,654	\$83,199	\$92,744
Thurston County	HR Analyst	Exempt	40	\$89,058	\$103,898	\$118,739
Washington State Executive	HR Consultant 3	Exempt	40	\$64,092	\$75,150	\$86,208
Government Market Average				\$78,322	\$89,095	\$99,868
Washington Courts	Human Resources Consultant	Exempt	40	\$69,396	\$80,232	\$91,068
Washington Courts as a % of Government Market Average				89%	90%	91%

Custom Survey Market Average				\$78,660	\$99,884	\$121,107
Washington Courts as a % of Custom Survey Market Average				88%	80%	75%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Human Resources Consultant - level 2		N/A	\$77,362	\$84,549	\$93,893
Payfactors	HR Business Partner I		N/A	\$70,000	\$78,300	\$88,700
Published Survey Market Average				\$73,681	\$81,425	\$91,297
Washington Courts	Human Resources Consultant	Exempt	40	\$69,396	\$80,232	\$91,068
Washington Courts as a % of Market Average				94%	99%	100%

Combined Sources (Custom and Published Data)			Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average					\$76,170	\$90,654	\$106,202
Washington Courts	Human Resources Consultant	Exempt	40		\$69,396	\$80,232	\$91,068
Washington Courts as a % of Market Average					91%	89%	86%

N/A = Data Not Available
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The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

IT Security Officer						
Information Services Job Grouping						
Establishes and maintains an enterprise IT security vision, strategy and program that ensures all information assets and their supporting technology are adequately protected. Bachelor's degree in Computer Science or closely related field and a minimum of five (5) years of experience in IT security and leading a team of information security IT professionals. Professional certification						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Cyber Security Analyst	Exempt	40	\$78,259	\$115,998	\$153,738
California Courts	IT Architect	Exempt	40	\$118,321	\$147,914	\$177,507
Florida Courts	Information Security Officer	Exempt	40	\$126,852	\$177,593	\$228,334
Illinois Courts	IT Security Manager	Exempt	37.5	\$108,975	\$136,219	\$163,462
Minnesota Judicial Branch	Chief Information Security Officer	Exempt	40	\$117,848	\$150,259	\$182,671
NYS Unified Court System	Network/Systems Engineer III	Non-Exempt	35	\$124,634	\$144,129	\$163,624
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Network/Communications Security Manager	Exempt	35	\$121,380	\$158,117	\$194,854
Texas Judicial Branch	Cybersecurity Analyst III	Exempt	40	\$88,005	\$118,422	\$148,838
U.S. Courts	Cyber Security Specialist	Exempt	40	\$92,624	\$121,586	\$150,547
VA Judicial System	IT Specialist III	Exempt	40	\$73,424	\$128,744	\$184,064
State Court System Market Average				\$105,032	\$139,898	\$174,764
Washington Courts	IT Security Officer	Exempt	40	\$105,612	\$122,076	\$138,540
Washington Courts as a % of State Court System Market Average				101%	87%	79%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Info Technology Professional B	N/A	40	\$94,879	\$118,640	\$142,402
King County	IT Security Officer - Department	Exempt	40	\$124,503	\$141,159	\$157,815
Pierce County	IT Security Officer	Exempt	40	\$118,413	\$145,797	\$173,182
Thurston County	IT Security Consultant	Exempt	40	\$103,049	\$120,220	\$137,390
Washington State Executive	IT Security - Expert	Non-Exempt	40	\$106,272	\$124,596	\$142,920
Government Market Average				\$109,423	\$130,083	\$150,742
Washington Courts	IT Security Officer	Exempt	40	\$105,612	\$122,076	\$138,540
Washington Courts as a % of Government Market Average				97%	94%	92%

Custom Survey Market Average				\$106,496	\$136,626	\$166,756
Washington Courts as a % of Custom Survey Market Average				99%	89%	83%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Information Technology Security Analyst - level 3		N/A	\$103,612	\$112,585	\$124,249
Payfactors	IT Security Analyst III		N/A	\$117,500	\$131,200	\$146,800
Published Survey Market Average				\$110,556	\$121,893	\$135,525
Washington Courts	IT Security Officer	Exempt	40	\$105,612	\$122,076	\$138,540
Washington Courts as a % of Market Average				96%	100%	102%

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$108,526	\$129,259	\$151,140
Washington Courts	IT Security Officer	Exempt	40	\$105,612	\$122,076	\$138,540
Washington Courts as a % of Market Average				97%	94%	92%

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Washington Courts
Detailed Market Data (Adjusted)

IT Solutions Architect						
Information Services Job Grouping						
Develops options and recommendations for IT designs and solutions to meet business requirements and resolve identified business problems within the organization. Bachelor's degree in an IT discipline and substantive experience working across expansive, multiple areas of software, hardware, networking, and integration of diverse technology areas for architecting front-end, back-end, data analytics or cloud-based solutions using a variety of appropriate technologies.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Office 365 Solutions Administrator	Exempt	40	\$70,498	\$104,270	\$138,041
California Courts	IT Architect	Exempt	40	\$118,321	\$147,914	\$177,507
Florida Courts	Information Systems Consultant II	Exempt	40	\$100,332	\$140,465	\$180,598
Illinois Courts	IT Operations Manager	Exempt	37.5	\$108,975	\$136,219	\$163,462
Minnesota Judicial Branch	Information Technology Specialist V	Exempt	40	\$100,983	\$128,767	\$156,552
NYS Unified Court System	Engineer III	Non-Exempt	35	\$124,634	\$144,129	\$163,624
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	IT Specialist 4	Exempt	35	\$93,491	\$122,394	\$151,297
Texas Judicial Branch	Programmer IV	Exempt	40	\$80,005	\$107,656	\$135,307
U.S. Courts	Applications Developer	Exempt	40	\$77,880	\$114,214	\$150,547
VA Judicial System	No Match	N/A	N/A	N/A	N/A	N/A
State Court System Market Average				\$97,235	\$127,336	\$157,437
Washington Courts	IT Solutions Architect	Exempt	40	\$95,652	\$110,586	\$125,520
Washington Courts as a % of State Court System Market Average				98%	87%	80%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Enterprise Applications Analyst	N/A	40	\$105,653	\$117,032	\$128,412
King County	Information Solution Developer - PAO	Exempt	40	\$124,503	\$141,159	\$157,815
Pierce County	IT Software Engineer, 2	Exempt	40	\$93,433	\$114,378	\$135,324
Thurston County	IT Consultant III	Exempt	40	\$103,049	\$120,220	\$137,390
Washington State Executive	IT App Development - Expert	Non-Exempt	40	\$101,196	\$118,644	\$136,092
Government Market Average				\$105,567	\$122,287	\$139,007
Washington Courts	IT Solutions Architect	Exempt	40	\$95,652	\$110,586	\$125,520
Washington Courts as a % of Government Market Average				91%	90%	90%

Custom Survey Market Average				\$100,211	\$125,533	\$150,855
Washington Courts as a % of Custom Survey Market Average				95%	88%	83%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	IT Solutions Architect - level 2		N/A	\$118,352	\$126,412	\$136,889
Payfactors	Applications Architect II		N/A	\$115,300	\$127,500	\$140,700
Published Survey Market Average				\$116,826	\$126,956	\$138,795
Washington Courts	IT Solutions Architect	Exempt	40	\$95,652	\$110,586	\$125,520
Washington Courts as a % of Market Average				82%	87%	90%

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$108,518	\$126,244	\$144,825
Washington Courts	IT Solutions Architect	Exempt	40	\$95,652	\$110,586	\$125,520
Washington Courts as a % of Market Average				88%	88%	87%

N/A = Data Not Available
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Washington Courts
Detailed Market Data (Adjusted)

IT Project Manager						
Information Services Job Grouping						
Leads and directs high-visibility IT projects such as infrastructure upgrades, feasibility studies, business-focused IT solution development, upgrades to legacy systems, and implementation of organization-wide case management systems. Bachelor's degree in computer science, business administration, or a closely allied field and three (3) years of project management experience in a large/complex IT environment to include experience managing/directing professional staff.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Project Manager	Exempt	40	\$86,950	\$129,133	\$171,317
California Courts	Sr. Application Development Analyst	Exempt	40	\$109,024	\$136,274	\$163,524
Florida Courts	IT Project Manager II	Exempt	40	\$117,684	\$164,758	\$211,831
Illinois Courts	Applications Manager	Exempt	37.5	\$108,975	\$136,219	\$163,462
Minnesota Judicial Branch	Information Technology Project Manager	Exempt	40	\$86,593	\$110,434	\$134,274
NYS Unified Court System	Principal IT Analyst	Exempt	35	\$138,541	\$159,482	\$180,424
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Assistant Director of IT	Exempt	35	\$156,624	\$190,951	\$225,279
Texas Judicial Branch	Project Manager IV	Exempt	40	\$80,005	\$107,656	\$135,307
U.S. Courts	IT Specialist (Project Manager)	Exempt	40	\$92,624	\$121,586	\$150,547
VA Judicial System	IT Manager II	Exempt	40	\$95,924	\$165,829	\$235,734
State Court System Market Average				\$107,294	\$142,232	\$177,170
Washington Courts	IT Project Manager	Exempt	40	\$98,040	\$113,358	\$128,676
Washington Courts as a % of State Court System Market Average				91%	80%	73%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Info Technology Professional B	N/A	40	\$94,879	\$118,640	\$142,402
King County	IT Project Manager II - KCDC	Exempt	40	\$125,091	\$141,049	\$157,007
Pierce County	IT Project Manager	Exempt	40	\$105,266	\$129,274	\$153,282
Thurston County	IT Consultant III	Exempt	40	\$103,049	\$120,220	\$137,390
Washington State Executive	IT Project Management - Senior/Specialist	Non-Exempt	40	\$106,272	\$124,596	\$142,920
Government Market Average				\$106,911	\$126,756	\$146,600
Washington Courts	IT Project Manager	Exempt	40	\$98,040	\$113,358	\$128,676
Washington Courts as a % of Government Market Average				92%	89%	88%

Custom Survey Market Average				\$107,167	\$137,073	\$166,980
Washington Courts as a % of Custom Survey Market Average				91%	83%	77%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Information Technology Project Manager - level 2		N/A	\$122,010	\$134,124	\$149,872
Payfactors	IT Project Manager II		N/A	\$101,700	\$115,500	\$129,100
Published Survey Market Average				\$111,855	\$124,812	\$139,486
Washington Courts	IT Project Manager	Exempt	40	\$98,040	\$113,358	\$128,676
Washington Courts as a % of Market Average				88%	91%	92%

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$109,511	\$130,943	\$153,233
Washington Courts	IT Project Manager	Exempt	40	\$98,040	\$113,358	\$128,676
Washington Courts as a % of Market Average				90%	87%	84%

N/A = Data Not Available
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Washington Courts
Detailed Market Data (Adjusted)

Public Records Officer						
Court Services Job Grouping						
Coordinates risk management functions to include the specific areas of public records, records management, business continuity, and other areas as assigned by the Management Services Division Director. Substantive education/experience in business administration, public administration, or related field; and five (5) years senior level project/program management experience, public records and/or risk management experience.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	No Match	N/A	N/A	N/A	N/A	N/A
California Courts	Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	No Match	N/A	N/A	N/A	N/A	N/A
Illinois Courts	Deputy Chief, Public Communications	Exempt	37.5	\$121,127	\$151,409	\$181,690
Minnesota Judicial Branch	Research Analyst II	Exempt	40	\$93,534	\$119,202	\$144,870
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Procurement Supervisor	Exempt	35	\$81,767	\$107,426	\$133,086
Texas Judicial Branch	No Match	N/A	N/A	N/A	N/A	N/A
U.S. Courts	No Match	N/A	N/A	N/A	N/A	N/A
VA Judicial System	Program Administrative Specialist II	N/A	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$88,465	\$118,104	\$147,742
Washington Courts	Public Records Officer	Exempt	40	\$86,712	\$100,212	\$113,712
Washington Courts as a % of State Court System Market Average				98%	85%	77%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	City Archivist, Assistant	N/A	40	\$88,886	\$96,111	\$103,335
King County	Assistant Superintendent of Records	Exempt	40	\$95,914	\$108,745	\$121,576
Pierce County	Legal Records Specialist	Non-Exempt	40	\$78,147	\$88,497	\$98,847
Thurston County	No Match	N/A	N/A	N/A	N/A	N/A
Washington State Executive	Records Management Supervisor	Exempt	40	\$62,568	\$73,380	\$84,192
Government Market Average				\$81,379	\$91,683	\$101,988
Washington Courts	Public Records Officer	Exempt	40	\$86,712	\$100,212	\$113,712
Washington Courts as a % of Government Market Average				107%	109%	111%

Custom Survey Market Average				\$85,316	\$106,361	\$127,407
Washington Courts as a % of Custom Survey Market Average				102%	94%	89%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Public Records Officer	Exempt	40	\$86,712	\$100,212	\$113,712
Washington Courts as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$85,316	\$106,361	\$127,407
Washington Courts	Public Records Officer	Exempt	40	\$86,712	\$100,212	\$113,712
Washington Courts as a % of Market Average				102%	94%	89%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Research Associate						
Business Services Job Grouping						
Conducts research studies and analysis. Determines feasibility of research projects. Plans and directs advanced research studies involving statistics or data analysis. Functions as the principal researcher with responsibility for research projects and resulting reports. Master's degree in a social science or closely related field and two (2) years of professional work in an applied or graduate setting in research and statistical analysis.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Statistical Specialist	Exempt	40	\$70,498	\$104,270	\$138,041
California Courts	Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	Court Statistics Consultant	Exempt	40	\$85,017	\$119,024	\$153,031
Illinois Courts	Data Manager	Exempt	37.5	\$99,108	\$123,886	\$148,664
Minnesota Judicial Branch	Research Analyst II	Exempt	40	\$93,977	\$119,423	\$144,870
NYS Unified Court System	Principal Analyst	Exempt	35	\$95,185	\$111,458	\$127,731
Oregon Judicial Department	Analyst 4	Exempt	40	\$107,848	\$137,580	\$167,312
Pennsylvania Courts	Research Analyst 2	Exempt	35	\$55,822	\$72,878	\$89,935
Texas Judicial Branch	Research Specialist V	Exempt	40	\$68,060	\$89,768	\$111,475
U.S. Courts	No Match	N/A	N/A	N/A	N/A	N/A
VA Judicial System	No Match	N/A	N/A	N/A	N/A	N/A
State Court System Market Average				\$85,024	\$110,045	\$135,067
Washington Courts	Research Associate	Exempt	40	\$80,460	\$93,036	\$105,612
Washington Courts as a % of State Court System Market Average				95%	85%	78%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Research & Evaluation Assistant II	N/A	40	\$92,164	\$99,733	\$107,302
King County	Justice Research Analyst - KCSC	Exempt	40	\$112,619	\$127,752	\$142,885
Pierce County	Data Analyst	Exempt	40	\$83,049	\$101,146	\$119,243
Thurston County	No Match	N/A	N/A	N/A	N/A	N/A
Washington State Executive	Research Investigator 2	Non-Exempt	40	\$59,616	\$69,864	\$80,112
Government Market Average				\$86,862	\$99,624	\$112,386
Washington Courts	Research Associate	Exempt	40	\$80,460	\$93,036	\$105,612
Washington Courts as a % of Government Market Average				93%	93%	94%

Custom Survey Market Average				\$85,589	\$106,839	\$128,088
Washington Courts as a % of Custom Survey Market Average				94%	87%	82%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Research Associate - level 3		N/A	\$83,907	\$90,649	\$99,415
Payfactors	Research Associate		N/A	\$71,500	\$83,000	\$95,300
Published Survey Market Average				\$77,704	\$86,825	\$97,358
Washington Courts	Research Associate	Exempt	40	\$80,460	\$93,036	\$105,612
Washington Courts as a % of Market Average				104%	107%	108%

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$81,646	\$96,832	\$112,723
Washington Courts	Research Associate	Exempt	40	\$80,460	\$93,036	\$105,612
Washington Courts as a % of Market Average				99%	96%	94%

N/A = Data Not Available
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Washington Courts
Detailed Market Data (Adjusted)

Senior Legal Services Analyst						
Legal Services Job Grouping						
Analyzes complex legal information, statutes & case law and prepares memos, opinions, judicial benchbooks and presentations for decision-makers. Identifies and analyzes pertinent factors, including legal, practical and business, to make written and oral recommendations on courses of action for the agency, statewide associations and stakeholder groups. Supports statewide boards, committees, and judicial groups by identifying issues for consideration, performing legal research & analysis; preparing forms, memos & reports and disseminating materials/information. Law degree (JD), good standing in the State Bar and four (4) years of experience as a practicing attorney.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Assistant Legal Counsel	Exempt	40	\$86,950	\$129,133	\$171,317
California Courts	Attorney I	Exempt	40	\$149,415	\$164,360	\$179,305
Florida Courts	Senior Attorney II	Exempt	40	\$107,063	\$148,641	\$190,219
Illinois Courts	Executive Office Attorney	Exempt	37.5	\$108,975	\$136,219	\$163,462
Minnesota Judicial Branch	Court Operations Analyst II	Exempt	40	\$86,593	\$110,434	\$134,274
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Attorney 3	Exempt	35	\$93,491	\$122,394	\$151,297
Texas Judicial Branch	General Counsel II	Exempt	40	\$96,805	\$130,264	\$163,724
U.S. Courts	Research & Writing Specialist	Exempt	40	\$81,242	\$115,889	\$150,535
VA Judicial System	Senior Staff Attorney	Exempt	40	\$107,250	\$171,492	\$235,734
State Court System Market Average				\$101,976	\$136,536	\$171,096
Washington Courts	Senior Legal Services Analyst	Exempt	40	\$93,348	\$107,922	\$122,496
Washington Courts as a % of State Court System Market Average				92%	79%	72%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Strategic Advisor 1 - Courts Legal	Exempt	40	\$100,621	\$125,719	\$150,816
King County	Justice Research Analyst - KCSC	Exempt	40	\$112,619	\$127,752	\$142,885
Pierce County	Council Senior Legal Analyst	Exempt	40	\$126,069	\$144,971	\$163,874
Thurston County	No Match	N/A	N/A	N/A	N/A	N/A
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$113,103	\$132,814	\$152,525
Washington Courts	Senior Legal Services Analyst	Exempt	40	\$93,348	\$107,922	\$122,496
Washington Courts as a % of Government Market Average				83%	81%	80%
Custom Survey Market Average				\$104,758	\$135,606	\$166,453
Washington Courts as a % of Custom Survey Market Average				89%	80%	74%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Senior Legal Services Analyst	Exempt	40	\$93,348	\$107,922	\$122,496
Washington Courts as a % of Market Average				N/A	N/A	N/A
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$104,758	\$135,606	\$166,453
Washington Courts	Senior Legal Services Analyst	Exempt	40	\$93,348	\$107,922	\$122,496
Washington Courts as a % of Market Average				89%	80%	74%

N/A = Data Not Available
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Washington Courts
Detailed Market Data (Adjusted)

Senior Payroll Analyst						
Business Services Job Grouping						
Performs professional journey level payroll accounting and auditing duties in accordance with generally accepted accounting principles, governmental auditing standards and regulations, and procedures. Substantive education/experience in accounting and payroll.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Sr. Payroll Specialist	Exempt	40	\$70,498	\$104,270	\$138,041
California Courts	Fiscal Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	No Match	N/A	N/A	N/A	N/A	N/A
Illinois Courts	Senior Payroll Analyst	Exempt	37.5	\$84,472	\$105,535	\$126,598
Minnesota Judicial Branch	Accounting Officer	Non-Exempt	40	\$63,574	\$81,133	\$98,692
NYS Unified Court System	Principal Analyst	Exempt	35	\$95,185	\$111,458	\$127,731
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Accountant 3	Exempt	35	\$81,767	\$107,426	\$133,086
Texas Judicial Branch	Payroll Specialist V	Non-Exempt	40	\$63,867	\$84,025	\$104,184
U.S. Courts	Financial Administrator	Exempt	40	\$77,880	\$91,758	\$105,636
VA Judicial System	Financial Services III	Exempt	40	\$73,424	\$128,744	\$184,064
State Court System Market Average				\$77,818	\$102,941	\$128,064
Washington Courts	Senior Payroll Analyst	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of State Court System Market Average				96%	84%	77%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Accountant	N/A	40	\$73,811	\$79,887	\$85,963
King County	Payroll Administrator	Non-Exempt	40	\$72,158	\$81,811	\$91,464
Pierce County	Payroll Specialist	Non-Exempt	40	\$73,654	\$83,199	\$92,744
Thurston County	No Match	N/A	N/A	N/A	N/A	N/A
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$73,208	\$81,632	\$90,057
Washington Courts	Senior Payroll Analyst	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Government Market Average				102%	106%	109%

Custom Survey Market Average				\$76,666	\$97,614	\$118,562
Washington Courts as a % of Custom Survey Market Average				97%	88%	83%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Payroll Analyst - level 3		N/A	\$72,180	\$78,886	\$87,604
Payfactors	Payroll Analyst		N/A	\$73,400	\$82,400	\$91,600
Published Survey Market Average				\$72,790	\$80,643	\$89,602
Washington Courts	Senior Payroll Analyst	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				103%	107%	109%

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$74,728	\$89,128	\$104,082
Washington Courts	Senior Payroll Analyst	Exempt	40	\$74,724	\$86,382	\$98,040
Washington Courts as a % of Market Average				100%	97%	94%

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Washington Courts
Detailed Market Data (Adjusted)

Senior Software Developer						
Information Services Job Grouping						
Designs and develops software solutions to automate complex business processes spanning technology platforms. Performs in-depth analysis of functional business requirements to build solutions to support the core business operations through the integration of functionality and data into software components. May monitor, oversee and prioritize work of other developers. Bachelor's degree in IT/Computer Science and eight (8) years of experience working in a complex IT environment including design/development of software.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Sr. Developer	Exempt	40	\$78,259	\$115,998	\$153,738
California Courts	Senior Application Development Analyst	Exempt	40	\$109,024	\$136,274	\$163,524
Florida Courts	Information Systems Consultant II	Exempt	40	\$100,332	\$140,465	\$180,598
Illinois Courts	Senior Software Engineer	Exempt	37.5	\$99,108	\$123,886	\$148,664
Minnesota Judicial Branch	Information Technology Specialist V	Exempt	40	\$100,983	\$128,767	\$156,552
NYS Unified Court System	Applications Programmer	Non-Exempt	35	\$111,856	\$130,041	\$148,227
Oregon Judicial Department	Information Technology Developer	Exempt	40	\$113,239	\$144,458	\$175,676
Pennsylvania Courts	IT Manager 2	Exempt	35	\$106,579	\$139,119	\$171,659
Texas Judicial Branch	Programmer IV	Non-Exempt	40	\$80,005	\$107,656	\$135,307
U.S. Courts	Applications Developer	Exempt	40	\$77,880	\$114,214	\$150,547
VA Judicial System	IT Specialist IV	Exempt	40	\$95,924	\$165,829	\$235,734
State Court System Market Average				\$97,563	\$131,519	\$165,475
Washington Courts	Senior Software Developer	Exempt	40	\$91,068	\$105,282	\$119,496
Washington Courts as a % of State Court System Market Average				93%	80%	72%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Info Technology Professional C	N/A	40	\$82,977	\$103,711	\$124,445
King County	Applications Developer - IT - KCSC	Exempt	40	\$107,309	\$121,951	\$136,593
Pierce County	IT Software Engineer, Lead	Exempt	40	\$105,266	\$129,274	\$153,282
Thurston County	IT Consultant III	Exempt	40	\$103,049	\$120,220	\$137,390
Washington State Executive	IT App Development - Senior/Specialist	Non-Exempt	40	\$91,776	\$107,622	\$123,468
Government Market Average				\$98,075	\$116,555	\$135,035
Washington Courts	Senior Software Developer	Exempt	40	\$91,068	\$105,282	\$119,496
Washington Courts as a % of Government Market Average				93%	90%	88%

Custom Survey Market Average				\$97,723	\$126,843	\$155,963
Washington Courts as a % of Custom Survey Market Average				93%	83%	77%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Lead Software Developer - level 2		N/A	\$117,630	\$127,816	\$141,058
Payfactors	IT Software Developer II		N/A	\$99,300	\$111,700	\$125,100
Published Survey Market Average				\$108,465	\$119,758	\$133,079
Washington Courts	Senior Software Developer	Exempt	40	\$91,068	\$105,282	\$119,496
Washington Courts as a % of Market Average				84%	88%	90%

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$103,094	\$123,300	\$144,521
Washington Courts	Senior Software Developer	Exempt	40	\$91,068	\$105,282	\$119,496
Washington Courts as a % of Market Average				88%	85%	83%

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Washington Courts
Detailed Market Data (Adjusted)

Software QA Tester						
Information Services Job Grouping						
Provides quality assurance support to the development and maintenance of systems through testing, defect reporting and analysis, and participation in system implementation. Bachelor's degree in IT, computer science, business administration, public administration or closely allied field; and five (5) years of experience working in a complex IT environment.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Sr. Quality Assurance Analyst	Exempt	40	\$70,498	\$104,270	\$138,041
California Courts	Application Development Analyst	Exempt	40	\$103,148	\$128,941	\$154,734
Florida Courts	Information Systems Consultant I	Exempt	40	\$91,955	\$128,737	\$165,518
Illinois Courts	Database Administrator	Exempt	37.5	\$121,127	\$151,409	\$181,690
Minnesota Judicial Branch	Information Technology Specialist III	Exempt	40	\$80,208	\$102,209	\$124,210
NYS Unified Court System	No Match	N/A	N/A	N/A	N/A	N/A
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Management Analyst 2	Exempt	35	\$71,825	\$94,606	\$117,388
Texas Judicial Branch	No Match	N/A	N/A	N/A	N/A	N/A
U.S. Courts	No Match	N/A	N/A	N/A	N/A	N/A
VA Judicial System	IT Specialist II	Exempt	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$84,995	\$115,790	\$146,586
Washington Courts	Software Quality Assurance Tester	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of State Court System Market Average				97%	82%	74%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	No Match	N/A	N/A	N/A	N/A	N/A
King County	No Match	N/A	N/A	N/A	N/A	N/A
Pierce County	No Match	N/A	N/A	N/A	N/A	N/A
Thurston County	No Match	N/A	N/A	N/A	N/A	N/A
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				N/A	N/A	N/A
Washington Courts	Software Quality Assurance Tester	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Government Market Average				N/A	N/A	N/A
Custom Survey Market Average				\$84,995	\$115,790	\$146,586
Washington Courts as a % of Custom Survey Market Average				97%	82%	74%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Software Quality Assurance Analyst - level 2		N/A	\$87,745	\$95,344	\$105,221
Payfactors	IT Quality Assurance Analyst II		N/A	\$78,300	\$89,000	\$100,600
Published Survey Market Average				\$83,023	\$92,172	\$102,911
Washington Courts	Software Quality Assurance Tester	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Market Average				99%	103%	105%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$84,009	\$103,981	\$124,748
Washington Courts	Software Quality Assurance Tester	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Market Average				98%	92%	87%
N/A = Data Not Available						
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Washington Courts
Detailed Market Data (Adjusted)

Staff Services Clerk						
Business Services Job Grouping						
Performs a wide variety of routine laborer and clerical tasks within multiple functional areas including facility maintenance, warehouse, inventory, reproduction and mail operations.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	General Building Technician	Non-Exempt	40	\$35,259	\$51,014	\$66,768
California Courts	Facilities Assistant	Non-Exempt	40	\$60,060	\$70,718	\$81,376
Florida Courts	No Match	N/A	N/A	N/A	N/A	N/A
Illinois Courts	Logistics Assistant	Exempt	37.5	\$61,001	\$76,249	\$91,498
Minnesota Judicial Branch	Office Assistant I	Non-Exempt	40	\$40,194	\$49,200	\$58,207
NYS Unified Court System	Court Aide	Non-Exempt	35	\$52,948	\$63,360	\$73,773
Oregon Judicial Department	Multnomah Facilities Support/Procurement Clerk	Non-Exempt	40	\$69,516	\$88,682	\$107,848
Pennsylvania Courts	Support Assistant	Non-Exempt	35	\$44,288	\$53,382	\$62,477
Texas Judicial Branch	Maintenance Specialist III	Non-Exempt	40	\$35,607	\$44,910	\$54,212
U.S. Courts	Mailroom & Facilities Assistant	Exempt	40	\$35,431	\$46,537	\$57,643
VA Judicial System	Admin & Office Specialist II	Non-Exempt	40	\$27,557	\$53,144	\$78,731
State Court System Market Average				\$46,186	\$59,720	\$73,253
Washington Courts	Staff Services Clerk	Non-Exempt	40	\$40,716	\$46,818	\$52,920
Washington Courts as a % of State Court System Market Average				88%	78%	72%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Office Assistant-MC	N/A	40	\$41,697	\$45,007	\$48,316
King County	No Match	N/A	N/A	N/A	N/A	N/A
Pierce County	Mail Services Clerk	Non-Exempt	40	\$57,202	\$64,311	\$71,419
Thurston County	Mail Services Technician	Non-Exempt	40	\$49,820	\$58,057	\$66,295
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$49,573	\$55,792	\$62,010
Washington Courts	Staff Services Clerk	Non-Exempt	40	\$40,716	\$46,818	\$52,920
Washington Courts as a % of Government Market Average				82%	84%	85%
Custom Survey Market Average				\$46,968	\$58,813	\$70,659
Washington Courts as a % of Custom Survey Market Average				87%	80%	75%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Warehouse Stock Clerk - level 3		N/A	\$44,255	\$47,539	\$51,807
Payfactors	Clerk II		N/A	\$42,300	\$46,600	\$52,700
Published Survey Market Average				\$43,278	\$47,070	\$52,254
Washington Courts	Staff Services Clerk	Non-Exempt	40	\$40,716	\$46,818	\$52,920
Washington Courts as a % of Market Average				94%	99%	101%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$45,123	\$52,941	\$61,456
Washington Courts	Staff Services Clerk	Non-Exempt	40	\$40,716	\$46,818	\$52,920
Washington Courts as a % of Market Average				90%	88%	86%

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Washington Courts
Detailed Market Data (Adjusted)

System Support Analyst						
Information Services Job Grouping						
Provides system support of elements of AOC computer, mainframe and network operations. Bachelor's degree in IT, computer science, business administration, public administration or closely allied field; and five (5) years of experience working in a complex IT environment.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Sr. Network Engineer	Exempt	40	\$78,259	\$115,998	\$153,738
California Courts	Technology Analyst	Exempt	40	\$89,697	\$112,121	\$134,545
Florida Courts	Distributed Systems Support Analyst	Exempt	40	\$85,017	\$119,024	\$153,031
Illinois Courts	Network Engineer	Exempt	37.5	\$91,161	\$113,950	\$136,740
Minnesota Judicial Branch	Information Technology Specialist III	Exempt	40	\$80,208	\$102,209	\$124,210
NYS Unified Court System	Network/System Engineer II	Non-Exempt	35	\$106,121	\$123,573	\$141,026
Oregon Judicial Department	Information Technology Specialist	Exempt	40	\$113,239	\$144,458	\$175,676
Pennsylvania Courts	IT Infrastructure Technician	Non-Exempt	35	\$63,126	\$82,844	\$102,561
Texas Judicial Branch	Network Specialist III	Non-Exempt	40	\$63,867	\$84,025	\$104,184
U.S. Courts	Systems Analyst	Exempt	40	\$77,880	\$102,250	\$126,620
VA Judicial System	IT Specialist II	Exempt	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$82,253	\$109,165	\$136,077
Washington Courts	System Support Analyst	Exempt	40	\$80,279	\$93,968	\$107,656
Washington Courts as a % of State Court System Market Average				98%	86%	79%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Info Technology Systems Analyst	N/A	40	\$88,886	\$96,111	\$103,335
King County	IT Systems Specialist - KCDC	Non-Exempt	40	\$89,470	\$101,677	\$113,884
Pierce County	IT Systems Engineer 2	Exempt	40	\$93,433	\$114,379	\$135,325
Thurston County	IT Consultant II	Exempt	40	\$97,394	\$113,631	\$129,868
Washington State Executive	IT Network & Telecomm - Senior/Specialist	Non-Exempt	40	\$87,432	\$102,510	\$117,588
Government Market Average				\$91,323	\$105,661	\$120,000
Washington Courts	System Support Analyst	Exempt	40	\$80,279	\$93,968	\$107,656
Washington Courts as a % of Government Market Average				88%	89%	90%
Custom Survey Market Average				\$85,087	\$108,070	\$131,053
Washington Courts as a % of Custom Survey Market Average				94%	87%	82%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	System Support Analyst - level 3		N/A	\$79,498	\$86,382	\$95,332
Payfactors	IT Systems Analyst II		N/A	\$88,200	\$99,800	\$111,600
Published Survey Market Average				\$83,849	\$93,091	\$103,466
Washington Courts	System Support Analyst	Exempt	40	\$80,279	\$93,968	\$107,656
Washington Courts as a % of Market Average				96%	101%	104%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$84,468	\$100,581	\$117,260
Washington Courts	System Support Analyst	Exempt	40	\$80,279	\$93,968	\$107,656
Washington Courts as a % of Market Average				95%	93%	92%

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Washington Courts
Detailed Market Data (Adjusted)

Case Manager - COA						
Court Services Job Grouping						
Responsible for all aspects of appellate case processing from opening new appeals and transfer cases through mandating terminated cases. Monitors case progress, distribute briefs, evaluates and issues orders, rulings and correspondence. Dockets all case information into an automated case management system. Reviews all documents, including briefs, for compliance with appellate rules and procedures. Prepares and processes court opinions, orders, rulings for appropriate signatures and authors correspondence to counsel and/or pro se litigants. Prefer a 2-year degree in legal secretarial science and one (1) year of secretarial experience in a legal environment.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Operations Manager II - COA	Exempt	40	\$78,259	\$115,998	\$153,738
California Courts	Deputy Clerk	Non-Exempt	40	\$71,801	\$82,155	\$92,509
Florida Courts	Deputy Clerk III - District Court	Non-Exempt	40	\$67,122	\$91,856	\$116,590
Illinois Courts	Chief Deputy Clerk - Appellate	Exempt	37.5	\$84,400	\$105,499	\$126,598
Minnesota Judicial Branch	Appellate Court Clerk	Non-Exempt	40	\$54,598	\$68,305	\$82,013
NYS Unified Court System	Court Clerk	Non-Exempt	35	\$73,050	\$86,060	\$99,070
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Appellate Court Clerk 2	Non-Exempt	35	\$45,988	\$57,666	\$69,344
Texas Judicial Branch	Deputy Clerk III	Non-Exempt	40	\$43,881	\$55,638	\$67,396
U.S. Courts	Case Administrator	Exempt	40	\$53,711	\$70,507	\$87,303
VA Judicial System	Deputy Clerk II	Non-Exempt	40	\$43,021	\$78,636	\$114,250
State Court System Market Average				\$61,583	\$81,232	\$100,881
Washington Courts	Case Manager - COA	Exempt	40	\$61,404	\$70,932	\$80,460
Washington Courts as a % of State Court System Market Average				100%	87%	80%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Court Clerk	N/A	40	\$61,366	\$66,409	\$71,451
King County	Judicial Technician II - SC	Non-Exempt	40	\$74,827	\$84,945	\$95,064
Pierce County	Court Facilitator or Court Services Assistant	Non-Exempt	40	\$65,831	\$74,101	\$82,372
Thurston County	Judicial Assistant	Non-Exempt	40	\$66,786	\$77,810	\$88,833
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$67,203	\$75,816	\$84,430
Washington Courts	Case Manager - COA	Exempt	40	\$61,404	\$70,932	\$80,460
Washington Courts as a % of Government Market Average				91%	94%	95%
Custom Survey Market Average				\$63,189	\$79,685	\$96,181
Washington Courts as a % of Custom Survey Market Average				97%	89%	84%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Case Manager - COA	Exempt	40	\$61,404	\$70,932	\$80,460
Washington Courts as a % of Market Average				N/A	N/A	N/A
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$63,189	\$79,685	\$96,181
Washington Courts	Case Manager - COA	Exempt	40	\$61,404	\$70,932	\$80,460
Washington Courts as a % of Market Average				97%	89%	84%

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Washington Courts
Detailed Market Data (Adjusted)

Senior Case Manager - SC						
Court Services Job Grouping						
Acts as the Senior Case Manager and subject matter expert for all administrative and procedural matters pertaining to notice of appeal cases, notice for discretionary review cases, motions for discretionary review (other than those personal restraint petition cases), writ of mandamus cases, motion for public expenditure cases, recall cases, federal certified question cases, and other miscellaneous case types. Responsible for managing and entering data into the Supreme Court case management system, developing court calendars and statistical reports, and administratively processing all case materials related to listed case types. Associate's degree in legal secretarial science or related field & five (5) years of secretarial/clerical field, two (2) of which must be in a legal environment						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Operations Manager III - SC	Exempt	40	\$86,950	\$129,133	\$171,317
California Courts	Senior Deputy Clerk	Non-Exempt	40	\$79,438	\$90,621	\$101,805
Florida Courts	Deputy Clerk III - Supreme Court	Non-Exempt	40	\$67,988	\$95,183	\$122,378
Illinois Courts	Chief Deputy Clerk - Supreme	Exempt	37.5	\$121,127	\$151,409	\$181,690
Minnesota Judicial Branch	Appellate Court Clerk Leadworker	Non-Exempt	40	\$58,924	\$73,649	\$88,375
NYS Unified Court System	Senior Court Clerk	Non-Exempt	35	\$85,573	\$100,390	\$115,208
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Chief Clerk	Exempt	35	\$81,767	\$107,399	\$133,031
Texas Judicial Branch	Deputy Clerk IV	N/A	40	\$49,663	\$64,572	\$79,480
U.S. Courts	Case Manager	Exempt	40	\$59,158	\$77,641	\$96,124
VA Judicial System	Deputy Clerk III	Non-Exempt	40	\$56,202	\$100,361	\$144,520
State Court System Market Average				\$74,679	\$99,036	\$123,393
Washington Courts	Senior Case Manager - SC	Exempt	40	\$64,440	\$74,508	\$84,576
Washington Courts as a % of State Court System Market Average				86%	75%	69%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Senior Court Clerk	N/A	40	\$65,062	\$70,460	\$75,857
King County	Judicial Technician III - SC	Non-Exempt	40	\$84,349	\$95,798	\$107,246
Pierce County	No Match	N/A	N/A	N/A	N/A	N/A
Thurston County	Lead Judicial Assistant Superior Court	Non-Exempt	40	\$70,126	\$81,704	\$93,282
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$73,179	\$82,654	\$92,128
Washington Courts	Senior Case Manager - SC	Exempt	40	\$64,440	\$74,508	\$84,576
Washington Courts as a % of Government Market Average				88%	90%	92%
Custom Survey Market Average				\$74,333	\$95,255	\$116,178
Washington Courts as a % of Custom Survey Market Average				87%	78%	73%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Senior Case Manager - SC	Exempt	40	\$64,440	\$74,508	\$84,576
Washington Courts as a % of Market Average				N/A	N/A	N/A
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$74,333	\$95,255	\$116,178
Washington Courts	Senior Case Manager - SC	Exempt	40	\$64,440	\$74,508	\$84,576
Washington Courts as a % of Market Average				87%	78%	73%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Editor						
Court Services Job Grouping						
Performs skilled editorial work in the various stages of quality control editing of Supreme Court and Court of Appeal opinions for language usage, syntax, style, grammar and punctuation as well as accuracy of citations & quoted materials. Proofreads/edits headnotes and materials prepared by contractors. This work requires great attention to detail and working knowledge of the Bluebook of Citations, the Chicago Manual of Style, the WA Opinion reference manual and office manuals on citation style. Bachelor's degree in English, journalism, communications or related field and two (2) years of experience in writing/editing of legal documents and making concrete suggestions for improving language, usage and style.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	No Match	N/A	N/A	N/A	N/A	N/A
California Courts	Legal Editorial Assistant	Non-Exempt	40	\$75,968	\$86,562	\$97,157
Florida Courts	Professional Writer	Exempt	40	\$78,603	\$110,045	\$141,486
Illinois Courts	Paralegal Editor 1	Exempt	37.5	\$51,991	\$64,987	\$77,983
Minnesota Judicial Branch	Administrative Specialist	Exempt	40	\$68,802	\$87,668	\$106,535
NYS Unified Court System	Legal Editor	Non-Exempt	35	\$100,441	\$117,156	\$133,870
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	No Match	N/A	N/A	N/A	N/A	N/A
Texas Judicial Branch	Editor II	Non-Exempt	40	\$52,862	\$68,953	\$85,045
U.S. Courts	No Match	N/A	N/A	N/A	N/A	N/A
VA Judicial System	No Match	N/A	N/A	N/A	N/A	N/A
State Court System Market Average				\$71,445	\$89,229	\$107,013
Washington Courts	Editor	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of State Court System Market Average				82%	76%	72%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Technical Writer	N/A	40	\$71,618	\$77,486	\$83,353
King County	No Match	N/A	N/A	N/A	N/A	N/A
Pierce County	No Match	N/A	N/A	N/A	N/A	N/A
Thurston County	No Match	N/A	N/A	N/A	N/A	N/A
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$71,618	\$77,486	\$83,353
Washington Courts	Editor	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Government Market Average				82%	87%	92%
Custom Survey Market Average				\$71,469	\$87,551	\$103,633
Washington Courts as a % of Custom Survey Market Average				82%	77%	74%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Legal Editor - level 3		N/A	\$87,585	\$95,170	\$105,029
Payfactors	Editor II		N/A	\$65,000	\$73,000	\$83,000
Published Survey Market Average				\$76,293	\$84,085	\$94,015
Washington Courts	Editor	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Market Average				77%	80%	81%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$73,881	\$85,818	\$98,824
Washington Courts	Editor	Exempt	40	\$58,380	\$67,494	\$76,608
Washington Courts as a % of Market Average				79%	79%	78%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
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The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Judicial Admin. Assistant - COA						
Court Services Job Grouping						
Serves as confidential administrative assistant to a Judge on the Court of Appeals. Coordinates day-to- day operation of the chamber/office and develops/implements procedures to facilitate management of the Judge's office; keeps the Judge informed of significant and important items requiring review or action and calls attention to deadlines; reviews, edits and cite checks cases for accuracy; prepares orders at the Judges direction; assembles and summarizes a variety of information and data for use by the Judge; prepares letters, memoranda and other correspondence; maintains files and records. Prefer a two-year legal secretary or paralegal degree and five (5) years of experience as a legal secretary, paralegal, executive secretary or confidential administrative assistant.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Judicial Assistant - COA	Exempt	40	N/A	\$80,997	N/A
California Courts	Judicial Assistant to Appellate Justice	Non-Exempt	40	\$79,577	\$90,767	\$101,957
Florida Courts	Appellate Judicial Assistant - District Court	Exempt	40	\$62,121	\$86,970	\$111,818
Illinois Courts	Appellate Court Judicial Secretary	Exempt	37.5	\$99,155	\$105,105	\$111,054
Minnesota Judicial Branch	Judicial Administrative Assistant II	Non-Exempt	40	\$58,924	\$73,649	\$88,375
NYS Unified Court System	Secretary to Appellate Division Justice	Non-Exempt	35	\$85,573	\$100,390	\$115,208
Oregon Judicial Department	Court Operations Associate	Non-Exempt	40	\$60,058	\$76,610	\$93,161
Pennsylvania Courts	Chief Judicial Administrative Assistant	Exempt	35	\$81,767	\$107,399	\$133,031
Texas Judicial Branch	Legal Secretary IV	Non-Exempt	40	\$56,287	\$73,642	\$90,998
U.S. Courts	Judicial Assistant	Exempt	40	\$67,147	\$86,380	\$105,612
VA Judicial System	Administrative Assistant COA	Non-Exempt	40	\$32,931	\$74,275	\$115,619
State Court System Market Average				\$68,354	\$86,926	\$106,683
Washington Courts	Judicial Administrative Assistant - COA	Exempt	40	\$67,716	\$78,258	\$88,800
Washington Courts as a % of State Court System Market Average				99%	90%	83%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	No Match	N/A	N/A	N/A	N/A	N/A
King County	Administrative Assistant - DC	Non-Exempt	40	\$70,348	\$79,884	\$89,420
Pierce County	Judicial Assistant for District Court	Non-Exempt	40	\$79,556	\$93,437	\$107,319
Thurston County	Judicial Assistant	Non-Exempt	40	\$66,786	\$77,810	\$88,833
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$72,230	\$83,710	\$95,191
Washington Courts	Judicial Administrative Assistant - COA	Exempt	40	\$67,716	\$78,258	\$88,800
Washington Courts as a % of Government Market Average				94%	93%	93%
Custom Survey Market Average				\$69,248	\$86,237	\$104,031
Washington Courts as a % of Custom Survey Market Average				98%	91%	85%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Legal Secretary - level 3		N/A	\$67,599	\$73,879	\$82,044
Payfactors	Legal Secretary II		N/A	\$67,300	\$75,300	\$85,700
Published Survey Market Average				\$67,450	\$74,590	\$83,872
Washington Courts	Judicial Administrative Assistant - COA	Exempt	40	\$67,716	\$78,258	\$88,800
Washington Courts as a % of Market Average				100%	105%	106%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$68,349	\$80,413	\$93,952
Washington Courts	Judicial Administrative Assistant - COA	Exempt	40	\$67,716	\$78,258	\$88,800
Washington Courts as a % of Market Average				99%	97%	95%

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The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Judicial Admin. Assistant - SC						
Court Services Job Grouping						
Serves as confidential administrative assistant to a Judge on the Court of Appeals. Coordinates day-to- day operation of the chamber/office and develops/implements procedures to facilitate management of the Judge's office; keeps the Judge informed of significant and important items requiring review or action and calls attention to deadlines; reviews, edits and cite checks cases for accuracy; prepares orders at the Judges direction; assembles and summarizes a variety of information and data for use by the Judge; prepares letters, memoranda and other correspondence; maintains files and records. Prefer a two-year legal secretary or paralegal degree and five (5) years of experience as a legal secretary, paralegal, executive secretary or confidential administrative assistant.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Judicial Assistant - SC	Exempt	40	N/A	\$82,101	N/A
California Courts	Judicial Assistant to a SC Justice	Non-Exempt	40	\$83,402	\$95,149	\$106,897
Florida Courts	Appellate Judicial Assistant - Supreme Court	Exempt	40	\$64,606	\$90,449	\$116,291
Illinois Courts	Supreme Court Judicial Secretary	Exempt	37.5	N/A	\$126,515	N/A
Minnesota Judicial Branch	Judicial Administrative Assistant III	Non-Exempt	40	\$63,574	\$81,133	\$98,692
NYS Unified Court System	Secretary to COA Judge	Non-Exempt	35	\$95,185	\$111,458	\$127,731
Oregon Judicial Department	Court Operations Associate	Non-Exempt	40	\$60,058	\$76,610	\$93,161
Pennsylvania Courts	Chief Administrative Judicial Assistant	Exempt	35	\$81,767	\$107,426	\$133,086
Texas Judicial Branch	Legal Secretary IV	Non-Exempt	40	\$56,287	\$73,642	\$90,998
U.S. Courts	Judicial Assistant	Exempt	40	\$67,147	\$86,380	\$105,612
VA Judicial System	Administrative Assistant SC	Non-Exempt	40	\$32,931	\$74,275	\$115,619
State Court System Market Average				\$67,217	\$91,376	\$109,787
Washington Courts	Judicial Administrative Assistant - SC	Exempt	40	\$72,924	\$84,288	\$95,652
Washington Courts as a % of State Court System Market Average				108%	92%	87%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	No Match	N/A	N/A	N/A	N/A	N/A
King County	Executive Office Assistant	Non-Exempt	40	\$84,349	\$95,798	\$107,246
Pierce County	Judicial Assistant for Superior Court	Non-Exempt	40	\$93,459	\$106,458	\$119,456
Thurston County	Judicial Assistant	Non-Exempt	40	\$66,786	\$77,810	\$88,833
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$81,532	\$93,355	\$105,178
Washington Courts	Judicial Administrative Assistant - SC	Exempt	40	\$72,924	\$84,288	\$95,652
Washington Courts as a % of Government Market Average				89%	90%	91%
Custom Survey Market Average				\$70,796	\$91,800	\$108,635
Washington Courts as a % of Custom Survey Market Average				103%	92%	88%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Legal Secretary - level 3		N/A	\$67,599	\$73,879	\$82,044
Payfactors	Legal Secretary III		N/A	\$74,400	\$85,700	\$99,400
Published Survey Market Average				\$71,000	\$79,790	\$90,722
Washington Courts	Judicial Administrative Assistant - SC	Exempt	40	\$72,924	\$84,288	\$95,652
Washington Courts as a % of Market Average				103%	106%	105%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$70,898	\$85,795	\$99,679
Washington Courts	Judicial Administrative Assistant - SC	Exempt	40	\$72,924	\$84,288	\$95,652
Washington Courts as a % of Market Average				103%	98%	96%

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Washington Courts
Detailed Market Data (Adjusted)

Law Clerk - SC or COA						
Legal Services Job Grouping						
Works closely with a Supreme Court Justice or Court of Appeals Judge to provide substantive assistance by reviewing briefs and the appellate record, conducting legal research/analysis, writing pre-hearing memoranda & fact summaries, drafting opinions, & assisting to prepare for oral argument. Graduation from an accredited law school plus strong legal writing & analytical skills. Prefer moot court or law review.						

State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Law Clerk I - SC	Non-Exempt	40	N/A	\$74,502	N/A
California Courts	Law Clerk	Exempt	40	\$70,559	\$80,521	\$90,482
Florida Courts	Trial Court Attorney	Exempt	40	\$83,055	\$116,277	\$149,499
Illinois Courts	Appellate Court Law Clerk	Exempt	37.5	N/A	\$122,952	N/A
Minnesota Judicial Branch	Supreme Court Law Clerk	Exempt	40	N/A	\$83,793	N/A
NYS Unified Court System	Assistant Law Clerk	Exempt	35	\$95,185	\$111,458	\$127,731
Oregon Judicial Department	Law Clerk	Exempt	40	\$93,161	\$100,505	\$107,848
Pennsylvania Courts	Judicial Clerk	Exempt	35	\$82,968	\$90,414	\$97,861
Texas Judicial Branch	Court Law Clerk II	Exempt	40	\$56,287	\$73,642	\$90,998
U.S. Courts	Judicial Law Clerk	Exempt	40	\$81,242	\$115,889	\$150,535
VA Judicial System	Law Clerk	Exempt	40	N/A	\$105,943	N/A
State Court System Market Average				\$80,351	\$97,809	\$116,422
Washington Courts	Law Clerk - SC or COA	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of State Court System Market Average				103%	98%	93%

Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	No Match	N/A	N/A	N/A	N/A	N/A
King County	Attorney	Exempt	40	\$84,755	\$110,847	\$136,938
Pierce County	County Attorney 1	Exempt	40	\$86,011	\$100,041	\$114,071
Thurston County	Law Clerk	Exempt	40	\$71,867	\$83,851	\$95,836
Washington State Executive	No Match	N/A	N/A	N/A	N/A	N/A
Government Market Average				\$80,878	\$98,246	\$115,615
Washington Courts	Law Clerk - SC or COA	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Government Market Average				102%	97%	94%

Custom Survey Market Average				\$80,509	\$97,903	\$116,180
Washington Courts as a % of Custom Survey Market Average				102%	97%	93%

Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Law Clerk - SC or COA	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Market Average				N/A	N/A	N/A

Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$80,509	\$97,903	\$116,180
Washington Courts	Law Clerk - SC or COA	Exempt	40	\$82,512	\$95,382	\$108,252
Washington Courts as a % of Market Average				102%	97%	93%

N/A = Data Not Available
All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.
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Washington Courts
Detailed Market Data (Adjusted)

Law Librarian 2						
Legal Services Job Grouping						
Performs journey-level professional law librarian duties, including: patron reference and circulation assistance; legal research training; interlibrary loan and document delivery; embedded librarian support of judicial branch commissions and projects; planning and implementing collection assessment, development, and preservation projects; original cataloging and classification of library materials; use and maintenance of the integrated library system; integration of digital collections with the integrated library system; acquisition of new items; and the development of Internet-based library services. Master's degree in Library Science and two (2) years of experience as a professional librarian.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	No Match	N/A	N/A	N/A	N/A	N/A
California Courts	Law Librarian	Exempt	40	\$97,043	\$110,677	\$124,312
Florida Courts	Senior Librarian	Non-Exempt	40	\$60,771	\$85,079	\$109,387
Illinois Courts	Librarian	Exempt	37.5	\$78,642	\$98,302	\$117,962
Minnesota Judicial Branch	Library Division Supervisor	Exempt	40	\$80,208	\$102,209	\$124,210
NYS Unified Court System	Senior Law Librarian	Non-Exempt	35	\$100,441	\$117,156	\$133,870
Oregon Judicial Department	Librarian	Exempt	40	\$93,161	\$118,847	\$144,532
Pennsylvania Courts	No Match	N/A	N/A	N/A	N/A	N/A
Texas Judicial Branch	Librarian III	Non-Exempt	40	\$52,862	\$68,953	\$85,045
U.S. Courts	Law Librarian	Exempt	40	\$81,242	\$93,439	\$105,636
VA Judicial System	Library Manager	Non-Exempt	40	\$73,424	\$128,744	\$184,064
State Court System Market Average				\$79,755	\$102,601	\$125,446
Washington Courts	Law Librarian 2	Exempt	40	\$56,880	\$65,802	\$74,724
Washington Courts as a % of State Court System Market Average				71%	64%	60%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Librarian	N/A	40	\$79,323	\$87,759	\$96,194
King County	Librarian - Assistant	Non-Exempt	40	\$75,663	\$85,785	\$95,908
Pierce County	Law Librarian	Non-Exempt	40	\$71,508	\$80,517	\$89,525
Thurston County	No Match	N/A	N/A	N/A	N/A	N/A
Washington State Executive	Library & Archival Professional 3	Non-Exempt	40	\$55,224	\$64,800	\$74,376
Government Market Average				\$70,430	\$79,715	\$89,001
Washington Courts	Law Librarian 2	Exempt	40	\$56,880	\$65,802	\$74,724
Washington Courts as a % of Government Market Average				81%	83%	84%
Custom Survey Market Average				\$76,886	\$95,559	\$114,232
Washington Courts as a % of Custom Survey Market Average				74%	69%	65%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	Librarian II		N/A	\$67,500	\$77,400	\$92,100
Published Survey Market Average				\$67,500	\$77,400	\$92,100
Washington Courts	Law Librarian 2	Exempt	40	\$56,880	\$65,802	\$74,724
Washington Courts as a % of Market Average				84%	85%	81%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$72,193	\$86,480	\$103,166
Washington Courts	Law Librarian 2	Exempt	40	\$56,880	\$65,802	\$74,724
Washington Courts as a % of Market Average				79%	76%	72%

N/A = Data Not Available
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The overall market average is a straight average of Custom Survey Market Average and Published Survey Market Average.
The Published Data Sources reflect percentiles of actual base salaries.

Washington Courts
Detailed Market Data (Adjusted)

Legal Secretary - SC						
Legal Services Job Grouping						
Independently performs a broad range of legal secretarial work in support of the Supreme Court Commissioner, Deputy Commissioner and staff attorneys. Responsible for proper legal citation form, proofing and final production of Commissioner's rulings and case screening memoranda for the justices of the Washington Supreme Court. Organizes/maintains archive and retrieval system of memoranda and rulings. Responsible for proper filing of Commissioner Rulings with clerk of the court and return of case files to clerk's office. Two (2) years of college in legal secretarial science and four (4) years of secretarial/clerical experience. Two (2) years of which must be in a legal environment.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Staff Attorney Legal Specialist	Non-Exempt	40	\$54,415	\$79,964	\$105,513
California Courts	Judicial Secretary II	Non-Exempt	40	\$62,542	\$71,313	\$80,084
Florida Courts	Paralegal	Non-Exempt	40	\$65,730	\$92,022	\$118,313
Illinois Courts	Supreme Court Junior Law Clerk	Exempt	37.5	N/A	\$137,875	N/A
Minnesota Judicial Branch	Executive Assistant	Non-Exempt	40	\$63,574	\$81,133	\$98,692
NYS Unified Court System	Secretary to Court of Appeals	Non-Exempt	35	\$108,783	\$127,380	\$145,978
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Executive Secretary	Non-Exempt	35	\$63,796	\$83,290	\$102,783
Texas Judicial Branch	Legal Secretary III	Non-Exempt	40	\$43,881	\$55,638	\$67,396
U.S. Courts	Legal Assistant	Exempt	40	\$49,400	\$68,346	\$87,291
VA Judicial System	Legal Secretary	Non-Exempt	40	\$32,931	\$74,275	\$115,619
State Court System Market Average				\$60,561	\$87,124	\$102,408
Washington Courts	Legal Secretary - SC	Non-Exempt	40	\$59,844	\$69,156	\$78,468
Washington Courts as a % of State Court System Market Average				99%	79%	77%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	Legal Assistant	N/A	40	\$61,680	\$65,438	\$69,196
King County	Legal Secretary	Non-Exempt	40	\$64,089	\$72,663	\$81,237
Pierce County	Legal Assistant 2	Non-Exempt	40	\$60,242	\$67,641	\$75,040
Thurston County	Legal Assistant II	Non-Exempt	40	\$60,583	\$70,582	\$80,581
Washington State Executive	Legal Assistant 3	Non-Exempt	40	\$44,400	\$52,008	\$59,616
Government Market Average				\$58,199	\$65,667	\$73,134
Washington Courts	Legal Secretary - SC	Non-Exempt	40	\$59,844	\$69,156	\$78,468
Washington Courts as a % of Government Market Average				103%	105%	107%
Custom Survey Market Average				\$59,718	\$79,971	\$91,953
Washington Courts as a % of Custom Survey Market Average				100%	86%	85%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	Legal Secretary - level 3		N/A	\$67,599	\$73,879	\$82,044
Payfactors	Legal Secretary III		N/A	\$74,400	\$85,700	\$99,400
Published Survey Market Average				\$71,000	\$79,790	\$90,722
Washington Courts	Legal Secretary - SC	Non-Exempt	40	\$59,844	\$69,156	\$78,468
Washington Courts as a % of Market Average				84%	87%	86%
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$65,359	\$79,880	\$91,337
Washington Courts	Legal Secretary - SC	Non-Exempt	40	\$59,844	\$69,156	\$78,468
Washington Courts as a % of Market Average				92%	87%	86%

N/A = Data Not Available
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Washington Courts
Detailed Market Data (Adjusted)

Staff Attorney - COA						
Legal Services Job Grouping						
Assists the Court in resolving all types of motions and cases by screening notices of appeal/notices for discretionary review for compliance with appellate rules, consolidation/linking with other pending cases, and disposition track; conducting legal research/analysis; drafting prehearing memoranda, opinions, rulings, and orders. For example, in Non-oral argument cases: Reviews briefs and record; researches issues; consults with judges; prepares prehearing memorandum or draft opinion; finalizes opinion/order; addresses motions for reconsideration. Graduation from an accredited law school, membership in good standing in the State Bar and four (4) years of appellate practice experience.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Staff Attorney I	Exempt	40	\$80,759	\$102,124	\$123,490
California Courts	Appellate Court Attorney D	Exempt	40	\$122,804	\$147,800	\$172,795
Florida Courts	District Court Career Attorney	Exempt	40	\$112,859	\$152,840	\$192,822
Illinois Courts	Appellate Court Research Attorney	Exempt	37.5	\$99,108	\$123,886	\$148,664
Minnesota Judicial Branch	Attorney	Exempt	40	\$93,534	\$119,202	\$144,870
NYS Unified Court System	Senior Appellate Court Attorney	Exempt	35	\$124,634	\$144,129	\$163,624
Oregon Judicial Department	Senior Staff Counsel	Exempt	40	\$151,761	\$193,592	\$235,424
Pennsylvania Courts	Attorney 3	Exempt	35	\$93,491	\$122,394	\$151,297
Texas Judicial Branch	Attorney III	Exempt	40	\$80,005	\$107,656	\$135,307
U.S. Courts	Staff Attorney	Exempt	40	\$81,242	\$129,569	\$177,896
VA Judicial System	Staff Attorney	Exempt	40	N/A	\$102,900	N/A
State Court System Market Average				\$104,020	\$131,463	\$164,619
Washington Courts	Staff Attorney - COA	Exempt	40	\$110,940	\$128,238	\$145,536
Washington Courts as a % of State Court System Market Average				107%	98%	88%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	City Attorney, Asst	N/A	40	\$80,847	\$137,443	\$194,038
King County	Program Attorney-SC	Exempt	40	\$102,251	\$116,202	\$130,153
Pierce County	County Attorney 2	Exempt	40	\$104,537	\$122,832	\$141,127
Thurston County	Court Staff Attorney	Exempt	40	\$101,969	\$118,964	\$135,958
Washington State Executive	Staff Attorney	Exempt	40	\$87,732	\$105,288	\$122,844
Government Market Average				\$95,467	\$120,146	\$144,824
Washington Courts	Staff Attorney - COA	Exempt	40	\$110,940	\$128,238	\$145,536
Washington Courts as a % of Government Market Average				116%	107%	100%
Custom Survey Market Average				\$101,169	\$127,926	\$158,021
Washington Courts as a % of Custom Survey Market Average				110%	100%	92%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Staff Attorney - COA	Exempt	40	\$110,940	\$128,238	\$145,536
Washington Courts as a % of Market Average				N/A	N/A	N/A
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$101,169	\$127,926	\$158,021
Washington Courts	Staff Attorney - COA	Exempt	40	\$110,940	\$128,238	\$145,536
Washington Courts as a % of Market Average				110%	100%	92%

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Washington Courts
Detailed Market Data (Adjusted)

Staff Attorney - SC						
Legal Services Job Grouping						
Assists the Court in resolving all types of motions and cases by screening notices of appeal/notices for discretionary review for compliance with appellate rules, consolidation/linking with other pending cases, and disposition track; conducting legal research/analysis; drafting prehearing memoranda, opinions, rulings, and orders. For example, in Non-oral argument cases: Reviews briefs and record; researches issues; consults with judges; prepares prehearing memorandum or draft opinion; finalizes opinion/order; addresses motions for reconsideration. Graduation from an accredited law school, membership in good standing in the State Bar and four (4) years of appellate practice experience.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Staff Attorney I	Exempt	40	\$80,759	\$102,124	\$123,490
California Courts	Supreme Court Attorney D	Exempt	40	\$122,804	\$147,800	\$172,795
Florida Courts	Supreme Court Career Attorney	Exempt	40	\$133,418	\$180,114	\$226,811
Illinois Courts	Supreme Court Research Attorney	Exempt	37.5	\$99,108	\$123,886	\$148,664
Minnesota Judicial Branch	Attorney	Exempt	40	\$93,534	\$119,202	\$144,870
NYS Unified Court System	Senior Appellate Court Attorney	Exempt	35	\$124,634	\$144,129	\$163,624
Oregon Judicial Department	Senior Staff Counsel	Exempt	40	\$151,761	\$193,592	\$235,424
Pennsylvania Courts	Judicial Clerk 2 - SC	Exempt	35	\$106,579	\$139,119	\$171,659
Texas Judicial Branch	Attorney III	Exempt	40	\$80,005	\$107,656	\$135,307
U.S. Courts	Staff Attorney	Exempt	40	\$81,242	\$129,569	\$177,896
VA Judicial System	Staff Attorney	Exempt	40	N/A	\$105,943	N/A
State Court System Market Average				\$107,384	\$135,740	\$170,054
Washington Courts	Staff Attorney - SC	Exempt	40	\$95,652	\$110,586	\$125,520
Washington Courts as a % of State Court System Market Average				89%	81%	74%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	City Attorney, Asst	N/A	40	\$80,847	\$137,443	\$194,038
King County	Program Attorney-SC	Exempt	40	\$102,251	\$116,202	\$130,153
Pierce County	County Attorney 2	Exempt	40	\$104,537	\$122,832	\$141,127
Thurston County	Court Staff Attorney	Exempt	40	\$101,969	\$118,964	\$135,958
Washington State Executive	Staff Attorney	Exempt	40	\$87,732	\$105,288	\$122,844
Government Market Average				\$95,467	\$120,146	\$144,824
Washington Courts	Staff Attorney - SC	Exempt	40	\$95,652	\$110,586	\$125,520
Washington Courts as a % of Government Market Average				100%	92%	87%
Custom Survey Market Average				\$103,412	\$130,866	\$161,644
Washington Courts as a % of Custom Survey Market Average				92%	85%	78%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Staff Attorney - SC	Exempt	40	\$95,652	\$110,586	\$125,520
Washington Courts as a % of Market Average				N/A	N/A	N/A
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$103,412	\$130,866	\$161,644
Washington Courts	Staff Attorney - SC	Exempt	40	\$95,652	\$110,586	\$125,520
Washington Courts as a % of Market Average				92%	85%	78%

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Washington Courts
Detailed Market Data (Adjusted)

Senior Staff Attorney - SC						
Legal Services Job Grouping						
Analyzes petitions and motions seeking Supreme Court review and provides the Justices with legal memoranda including summary of the case, discussion of the considerations involved in selecting cases for review, legal analysis of the issues, and recommends whether the Court should hear the case. To recommend case disposition: studies trial record, performs complex legal research, analyzes emerging legal developments, & considers issues in pending cases. Cases researched/ analyzed involve issues where the law is not well-settled, lower court opinions may be conflicting, the US Supreme Court has announced new constitutional rules, or there are emerging legal developments with wide ranging impacts. Graduation from an accredited law school, membership in good standing in the State Bar and four (4) years of appellate practice experience.						
State Court System	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Arizona Supreme Court	Sr. Staff Attorney	Exempt	40	\$93,673	\$139,476	\$185,280
California Courts	Senior Supreme Court Attorney	Exempt	40	\$139,042	\$167,324	\$195,606
Florida Courts	No Match	N/A	N/A	N/A	N/A	N/A
Illinois Courts	Supreme Court Senior Law Clerk	Exempt	37.5	N/A	\$135,550	N/A
Minnesota Judicial Branch	Senior Attorney	Exempt	40	\$109,080	\$139,051	\$169,021
NYS Unified Court System	Principal Appellate Court Attorney	Exempt	35	\$146,230	\$167,873	\$189,516
Oregon Judicial Department	No Match	N/A	N/A	N/A	N/A	N/A
Pennsylvania Courts	Judicial Clerk 3 - SC	Exempt	35	\$121,380	\$158,117	\$194,854
Texas Judicial Branch	Attorney IV	Exempt	40	\$96,805	\$130,264	\$163,724
U.S. Courts	Staff Attorney	Exempt	40	\$81,242	\$129,569	\$177,896
VA Judicial System	Senior Staff Attorney	Exempt	40	N/A	\$107,250	N/A
State Court System Market Average				\$112,493	\$141,608	\$182,271
Washington Courts	Senior Staff Attorney - SC	Exempt	40	\$105,612	\$122,076	\$138,540
Washington Courts as a % of State Court System Market Average				94%	86%	76%
Government	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City of Seattle	No Match	N/A	N/A	N/A	N/A	N/A
King County	Program Attorney-Lead-SC	Exempt	40	\$107,309	\$121,951	\$136,593
Pierce County	County Attorney 3	Exempt	40	\$119,455	\$138,263	\$157,072
Thurston County	Court Staff Attorney	Exempt	40	\$101,969	\$118,964	\$135,958
Washington State Executive	Assistant Attorney General	Exempt	40	\$74,520	\$107,046	\$139,572
Government Market Average				\$100,813	\$121,556	\$142,299
Washington Courts	Senior Staff Attorney - SC	Exempt	40	\$105,612	\$122,076	\$138,540
Washington Courts as a % of Government Market Average				105%	100%	97%
Custom Survey Market Average				\$108,246	\$135,438	\$167,736
Washington Courts as a % of Custom Survey Market Average				98%	90%	83%
Published Survey Sources	Matching Title	Exemption Status	Workweek	Base 25th	Base 50th	Base 75th
Economic Research Institute	No Match		N/A	N/A	N/A	N/A
Payfactors	No Match		N/A	N/A	N/A	N/A
Published Survey Market Average				N/A	N/A	N/A
Washington Courts	Senior Staff Attorney - SC	Exempt	40	\$105,612	\$122,076	\$138,540
Washington Courts as a % of Market Average				N/A	N/A	N/A
Combined Sources (Custom and Published Data)		Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall Comparator Market Average				\$108,246	\$135,438	\$167,736
Washington Courts	Senior Staff Attorney - SC	Exempt	40	\$105,612	\$122,076	\$138,540
Washington Courts as a % of Market Average				98%	90%	83%

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