2021 Salaries

4% increase from 2020 compensation chart

MINIMUM OF 2% BETWEEN STEPS

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9		Step 10
Accounting Clerk	$ 53,820.00	2.18%	$54,993.28	2.13%	$ 56,164.63	2.09%	$ 57,338.47	2.04%	$ 58,508.18	2.00%	$ 59,678.34	2.00%	$ 60,871.91	2.00%	$ 62,089.35	2.00%	$ 63,331.13	2.00%	$ 64,597.76
Communications Associate	$ 53,820.00		$54,993.28		$ 56,164.63		$ 57,338.47		$ 58,508.18		$ 59,678.34		$ 60,871.91		$ 62,089.35		$ 63,331.13		$ 64,597.76
Development Associate	$ 53,820.00		$54,993.28		$ 56,164.63		$ 57,338.47		$ 58,508.18		$ 59,678.34		$ 60,871.91		$ 62,089.35		$ 63,331.13		$ 64,597.76
Organizing Fellow	$ 53,820.00		$54,993.28		$ 56,164.63		$ 57,338.47		$ 58,508.18		$ 59,678.34		$ 60,871.91		$ 62,089.35		$ 63,331.13		$ 64,597.76
Legal Adminstrative Assistant	$ 53,820.00		$54,993.28		$ 56,164.63		$ 57,338.47		$ 58,508.18		$ 59,678.34		$ 60,871.91		$ 62,089.35		$ 63,331.13		$ 64,597.76
Program Associate	$ 53,820.00		$54,993.28		$ 56,164.63		$ 57,338.47		$ 58,508.18		$ 59,678.34		$ 60,871.91		$ 62,089.35		$ 63,331.13		$ 64,597.76
Development Manager - Individual Donors	$ 65,445.12	2.18%	$66,871.82	2.13%	$ 68,296.19	2.09%	$ 69,723.58	2.04%	$ 71,145.95	2.00%	$ 72,568.86	2.00%	$ 74,020.24	2.00%	$ 75,500.65	2.00%	$ 77,146.56	2.00%	$ 78,689.49
Digital Communications Strategist	$ 65,445.12		$66,871.82		$ 68,296.19		$ 69,723.58		$ 71,145.95		$ 72,568.86		$ 74,020.24		$ 75,500.65		$ 77,146.56		$ 78,689.49
Voter Protection Advocate	$ 65,445.12		$66,871.82		$ 68,296.19		$ 69,723.58		$ 71,145.95		$ 72,568.86		$ 74,020.24		$ 75,500.65		$ 77,146.56		$ 78,689.49
Voter Protection Organizer	$ 65,445.12		$66,871.82		$ 68,296.19		$ 69,723.58		$ 71,145.95		$ 72,568.86		$ 74,020.24		$ 75,500.65		$ 77,146.56		$ 78,689.49
Senior Campaign Strategy Associate	$ 79,438.32	2.18%	$81,170.08	2.13%	$ 82,899.00	2.09%	$ 84,631.59	2.04%	$ 86,358.07	2.00%	$ 88,085.23	2.00%	$ 89,846.94	2.00%	$ 91,643.88	2.00%	$ 93,641.71	2.00%	$ 95,514.55
Senior Network Coordinator	$ 79,438.32		$81,170.08		$ 82,899.00		$ 84,631.59		$ 86,358.07		$ 88,085.23		$ 89,846.94		$ 91,643.88		$ 93,641.71		$ 95,514.55
Senior Communications Associate	$ 79,438.32		$81,170.08		$ 82,899.00		$ 84,631.59		$ 86,358.07		$ 88,085.23		$ 89,846.94		$ 91,643.88		$ 93,641.71		$ 95,514.55
Senior Development Manager _ Foundations	$ 79,438.32		$81,170.08		$ 82,899.00		$ 84,631.59		$ 86,358.07		$ 88,085.23		$ 89,846.94		$ 91,643.88		$ 93,641.71		$ 95,514.55
Social Impact Storyteller	$ 79,438.32		$81,170.08		$ 82,899.00		$ 84,631.59		$ 86,358.07		$ 88,085.23		$ 89,846.94		$ 91,643.88		$ 93,641.71		$ 95,514.55
Staff Attorney	$ 79,438.32		$81,170.08		$ 82,899.00		$ 84,631.59		$ 86,358.07		$ 88,085.23		$ 89,846.94		$ 91,643.88		$ 93,641.71		$ 95,514.55
Senior Staff Attorney	$ 96,553.08	2.18%	$98,657.94	2.13%	$ 100,759.35	2.09%	$ 102,865.22	2.04%	$ 104,963.67	2.00%	$ 107,062.95	2.00%	$ 109,204.20	2.00%	$ 111,388.29	2.00%	$ 113,616.05	2.00%	$ 115,888.38

2022 Salaries

Advancement Project

3.75% increase from 2021

MINIMUM OF 2% BETWEEN STEPS

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9		Step 10
Accounting Clerk	$ 55,838.25	2.18%	$ 57,055.52	2.13%	$ 58,270.81	2.09%	$ 59,488.67	2.04%	$ 60,702.24	2.00%	$ 61,916.28	2.00%	$ 63,154.61	2.00%	$ 64,417.70	2.00%	$ 65,706.05	2.00%	$ 67,020.17
Communications Associate	$ 55,838.25		$ 57,055.52		$ 58,270.81		$ 59,488.67		$ 60,702.24		$ 61,916.28		$ 63,154.61		$ 64,417.70		$ 65,706.05		$ 67,020.17
Development Associate	$ 55,838.25		$ 57,055.52		$ 58,270.81		$ 59,488.67		$ 60,702.24		$ 61,916.28		$ 63,154.61		$ 64,417.70		$ 65,706.05		$ 67,020.17
Organizing Fellow	$ 55,838.25		$ 57,055.52		$ 58,270.81		$ 59,488.67		$ 60,702.24		$ 61,916.28		$ 63,154.61		$ 64,417.70		$ 65,706.05		$ 67,020.17
Legal Adminstrative Assistant	$ 55,838.25		$ 57,055.52		$ 58,270.81		$ 59,488.67		$ 60,702.24		$ 61,916.28		$ 63,154.61		$ 64,417.70		$ 65,706.05		$ 67,020.17
Program Associate	$ 55,838.25		$ 57,055.52		$ 58,270.81		$ 59,488.67		$ 60,702.24		$ 61,916.28		$ 63,154.61		$ 64,417.70		$ 65,706.05		$ 67,020.17
Development Manager - Individual Donors	$ 67,899.31	2.18%	$ 69,379.52	2.13%	$ 70,857.30	2.09%	$ 72,338.22	2.04%	$ 73,813.92	2.00%	$ 75,290.20	2.00%	$ 76,796.00	2.00%	$ 78,331.92	2.00%	$ 79,898.56	2.00%	$ 81,496.53
Digital Communications Strategist	$ 67,899.31		$ 69,379.52		$ 70,857.30		$ 72,338.22		$ 73,813.92		$ 75,290.20		$ 76,796.00		$ 78,331.92		$ 79,898.56		$ 81,496.53
Voter Protection Advocate	$ 67,899.31		$ 69,379.52		$ 70,857.30		$ 72,338.22		$ 73,813.92		$ 75,290.20		$ 76,796.00		$ 78,331.92		$ 79,898.56		$ 81,496.53
Voter Protection Organizer	$ 67,899.31		$ 69,379.52		$ 70,857.30		$ 72,338.22		$ 73,813.92		$ 75,290.20		$ 76,796.00		$ 78,331.92		$ 79,898.56		$ 81,496.53
Senior Campaign Strategy Associate	$ 82,417.26	2.18%	$ 84,213.95	2.13%	$ 86,007.71	2.09%	$ 87,805.27	2.04%	$ 89,596.50	2.00%	$ 91,388.43	2.00%	$ 93,216.20	2.00%	$ 95,080.52	2.00%	$ 96,982.13	2.00%	$ 98,921.77
Senior Network Coordinator	$ 82,417.26		$ 84,213.95		$ 86,007.71		$ 87,805.27		$ 89,596.50		$ 91,388.43		$ 93,216.20		$ 95,080.52		$ 96,982.13		$ 98,921.77
Senior Communications Associate	$ 82,417.26		$ 84,213.95		$ 86,007.71		$ 87,805.27		$ 89,596.50		$ 91,388.43		$ 93,216.20		$ 95,080.52		$ 96,982.13		$ 98,921.77
Senior Development Manager _ Foundations	$ 82,417.26		$ 84,213.95		$ 86,007.71		$ 87,805.27		$ 89,596.50		$ 91,388.43		$ 93,216.20		$ 95,080.52		$ 96,982.13		$ 98,921.77
Social Impact Storyteller	$ 82,417.26		$ 84,213.95		$ 86,007.71		$ 87,805.27		$ 89,596.50		$ 91,388.43		$ 93,216.20		$ 95,080.52		$ 96,982.13		$ 98,921.77
Staff Attorney	$ 82,417.26		$ 84,213.95		$ 86,007.71		$ 87,805.27		$ 89,596.50		$ 91,388.43		$ 93,216.20		$ 95,080.52		$ 96,982.13		$ 98,921.77
Senior Staff Attorney	$100,173.82	2.18%	$ 102,357.61	2.13%	$104,537.83	2.09%	$106,722.67	2.04%	$ 108,899.81	2.00%	$ 111,077.81	2.00%	$ 113,299.36	2.00%	$ 115,565.35	2.00%	$ 117,876.66	2.00%	$ 120,234.19

2023 Salaries

3.75% increase from 2022

MINIMUM OF 2% BETWEEN STEPS

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9		Step 10
Accounting Clerk	$ 57,932.18	2.18%	$ 59,195.11	2.13%	$ 60,455.96	2.09%	$ 61,719.49	2.04%	$ 62,978.57	2.00%	$ 64,238.14	2.00%	$ 65,522.90	2.00%	$ 66,833.36	2.00%	$ 68,170.03	2.00%	$ 69,533.43
Communications Associate	$ 57,932.18		$ 59,195.11		$ 60,455.96		$ 61,719.49		$ 62,978.57		$ 64,238.14		$ 65,522.90		$ 66,833.36		$ 68,170.03		$ 69,533.43
Development Associate	$ 57,932.18		$ 59,195.11		$ 60,455.96		$ 61,719.49		$ 62,978.57		$ 64,238.14		$ 65,522.90		$ 66,833.36		$ 68,170.03		$ 69,533.43
Organizing Fellow	$ 57,932.18		$ 59,195.11		$ 60,455.96		$ 61,719.49		$ 62,978.57		$ 64,238.14		$ 65,522.90		$ 66,833.36		$ 68,170.03		$ 69,533.43
Legal Adminstrative Assistant	$ 57,932.18		$ 59,195.11		$ 60,455.96		$ 61,719.49		$ 62,978.57		$ 64,238.14		$ 65,522.90		$ 66,833.36		$ 68,170.03		$ 69,533.43
Program Associate	$ 57,932.18		$ 59,195.11		$ 60,455.96		$ 61,719.49		$ 62,978.57		$ 64,238.14		$ 65,522.90		$ 66,833.36		$ 68,170.03		$ 69,533.43
Development Manager - Individual Donors	$ 70,445.54	2.18%	$ 71,981.25	2.13%	$ 73,514.45	2.09%	$ 75,050.90	2.04%	$ 76,581.94	2.00%	$ 78,113.58	2.00%	$ 79,675.85	2.00%	$ 81,269.37	2.00%	$ 82,894.75	2.00%	$ 84,552.65
Digital Communications Strategist	$ 70,445.54		$ 71,981.25		$ 73,514.45		$ 75,050.90		$ 76,581.94		$ 78,113.58		$ 79,675.85		$ 81,269.37		$ 82,894.75		$ 84,552.65
Voter Protection Advocate	$ 70,445.54		$ 71,981.25		$ 73,514.45		$ 75,050.90		$ 76,581.94		$ 78,113.58		$ 79,675.85		$ 81,269.37		$ 82,894.75		$ 84,552.65
Voter Protection Organizer	$ 70,445.54		$ 71,981.25		$ 73,514.45		$ 75,050.90		$ 76,581.94		$ 78,113.58		$ 79,675.85		$ 81,269.37		$ 82,894.75		$ 84,552.65
Senior Campaign Strategy Associate	$ 85,507.90	2.18%	$ 87,371.98	2.13%	$ 89,233.00	2.09%	$ 91,097.97	2.04%	$ 92,956.37	2.00%	$ 94,815.50	2.00%	$ 96,711.81	2.00%	$ 98,646.04	2.00%	$ 100,618.96	2.00%	$ 102,631.34
Senior Network Coordinator	$ 85,507.90		$ 87,371.98		$ 89,233.00		$ 91,097.97		$ 92,956.37		$ 94,815.50		$ 96,711.81		$ 98,646.04		$ 100,618.96		$ 102,631.34
Senior Communications Associate	$ 85,507.90		$ 87,371.98		$ 89,233.00		$ 91,097.97		$ 92,956.37		$ 94,815.50		$ 96,711.81		$ 98,646.04		$ 100,618.96		$ 102,631.34
Senior Development Manager _ Foundations	$ 85,507.90		$ 87,371.98		$ 89,233.00		$ 91,097.97		$ 92,956.37		$ 94,815.50		$ 96,711.81		$ 98,646.04		$ 100,618.96		$ 102,631.34
Social Impact Storyteller	$ 85,507.90		$ 87,371.98		$ 89,233.00		$ 91,097.97		$ 92,956.37		$ 94,815.50		$ 96,711.81		$ 98,646.04		$ 100,618.96		$ 102,631.34
Staff Attorney	$ 85,507.90		$ 87,371.98		$ 89,233.00		$ 91,097.97		$ 92,956.37		$ 94,815.50		$ 96,711.81		$ 98,646.04		$ 100,618.96		$ 102,631.34
Senior Staff Attorney	$103,930.34	2.18%	$106,196.02	2.13%	$108,458.00	2.09%	$110,724.77	2.04%	$ 112,983.55	2.00%	$ 115,243.22	2.00%	$ 117,548.09	2.00%	$ 119,899.05	2.00%	$ 122,297.03	2.00%	$ 124,742.97

	2024 Salaries																				
	3.75% increase from 2023																				
	MINIMUM OF 2% BETWEEN STEPS																				
		Step 1		**Step 2**		**Step 3**		**Step 4**		**Step 5**		**Step 6**		**Step 7**		**Step 8**		**Step 9**		**Step 10**
	Accounting Clerk	$ 60,104.64	2.18%	$ 61,414.92	2.13%	$ 62,723.06	2.09%	$ 64,033.97	2.04%	$ 65,340.27	2.00%	$ 66,647.07	2.00%	$ 67,980.01	2.00%	$ 69,339.61	2.00%	$ 70,726.40	2.00%	$ 72,140.93
	Communications Associate	$ 60,104.64		$ 61,414.92		$ 62,723.06		$ 64,033.97		$ 65,340.27		$ 66,647.07		$ 67,980.01		$ 69,339.61		$ 70,726.40		$ 72,140.93
	Development Associate	$ 60,104.64		$ 61,414.92		$ 62,723.06		$ 64,033.97		$ 65,340.27		$ 66,647.07		$ 67,980.01		$ 69,339.61		$ 70,726.40		$ 72,140.93
	Organizing Fellow	$ 60,104.64		$ 61,414.92		$ 62,723.06		$ 64,033.97		$ 65,340.27		$ 66,647.07		$ 67,980.01		$ 69,339.61		$ 70,726.40		$ 72,140.93
	Legal Adminstrative Assistant	$ 60,104.64		$ 61,414.92		$ 62,723.06		$ 64,033.97		$ 65,340.27		$ 66,647.07		$ 67,980.01		$ 69,339.61		$ 70,726.40		$ 72,140.93
	Program Associate	$ 60,104.64		$ 61,414.92		$ 62,723.06		$ 64,033.97		$ 65,340.27		$ 66,647.07		$ 67,980.01		$ 69,339.61		$ 70,726.40		$ 72,140.93
	Development Manager - Individual Donors	$ 73,087.24	2.18%	$ 74,680.55	2.13%	$ 76,271.24	2.09%	$ 77,865.31	2.04%	$ 79,453.76	2.00%	$ 81,042.84	2.00%	$ 82,663.69	2.00%	$ 84,316.97	2.00%	$ 86,003.31	2.00%	$ 87,723.37
	Digital Communications Strategist	$ 73,087.24		$ 74,680.55		$ 76,271.24		$ 77,865.31		$ 79,453.76		$ 81,042.84		$ 82,663.69		$ 84,316.97		$ 86,003.31		$ 87,723.37
	Voter Protection Advocate	$ 73,087.24		$ 74,680.55		$ 76,271.24		$ 77,865.31		$ 79,453.76		$ 81,042.84		$ 82,663.69		$ 84,316.97		$ 86,003.31		$ 87,723.37
	Voter Protection Organizer	$ 73,087.24		$ 74,680.55		$ 76,271.24		$ 77,865.31		$ 79,453.76		$ 81,042.84		$ 82,663.69		$ 84,316.97		$ 86,003.31		$ 87,723.37
	Senior Campaign Strategy Associate	$ 88,714.45	2.18%	$ 90,648.43	2.13%	$ 92,579.24	2.09%	$ 94,514.14	2.04%	$ 96,442.23	2.00%	$ 98,371.08	2.00%	$ 100,338.50	2.00%	$ 102,345.27	2.00%	$ 104,392.17	2.00%	$ 106,480.02
	Senior Network Coordinator	$ 88,714.45		$ 90,648.43		$ 92,579.24		$ 94,514.14		$ 96,442.23		$ 98,371.08		$ 100,338.50		$ 102,345.27		$ 104,392.17		$ 106,480.02
	Senior Communications Associate	$ 88,714.45		$ 90,648.43		$ 92,579.24		$ 94,514.14		$ 96,442.23		$ 98,371.08		$ 100,338.50		$ 102,345.27		$ 104,392.17		$ 106,480.02
	Senior Development Manager _ Foundations	$ 88,714.45		$ 90,648.43		$ 92,579.24		$ 94,514.14		$ 96,442.23		$ 98,371.08		$ 100,338.50		$ 102,345.27		$ 104,392.17		$ 106,480.02
	Social Impact Storyteller	$ 88,714.45		$ 90,648.43		$ 92,579.24		$ 94,514.14		$ 96,442.23		$ 98,371.08		$ 100,338.50		$ 102,345.27		$ 104,392.17		$ 106,480.02
	Staff Attorney	$ 88,714.45		$ 90,648.43		$ 92,579.24		$ 94,514.14		$ 96,442.23		$ 98,371.08		$ 100,338.50		$ 102,345.27		$ 104,392.17		$ 106,480.02
	Senior Staff Attorney	$107,827.73	2.18%	$110,178.37	2.13%	$112,525.17	2.09%	$114,876.95	2.04%	$ 117,220.44	2.00%	$ 119,564.84	2.00%	$ 121,956.14	2.00%	$ 124,395.26	2.00%	$ 126,883.17	2.00%	$ 129,420.83
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