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Safeguarding Justice for All Americans

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March 9, 2016

The Honorable
United States Attorney
United States Attorney's Office
Street
City, State, Zip

Re: AUSA Pay Inequity

Dear

We are writing to highlight the importance and urgency of the Assistant U.S. Attorney pay inequity issue, which we understand will be addressed at the U.S. Attorneys' conference next week. Before addressing the issue, we want to express our sincere appreciation to the many people who have been working on it, including EOUSA Director Monty Wilkinson (and the many other people under his leadership at EOUSA), U.S. Attorney and AGAC Chair John Walsh and the other AGAC members, and the AGAC Subcommittee on Office Management and Budget.

By way of background, in 2010 the Executive Office for United States Attorneys commissioned a study to compare the pay progression of an AUSA to a Department of Justice Trial Attorney. The study, "A proposal to Review the GS and AD Attorney Pay Policies That Mandate Disparate Pay for Equivalent Work," concluded that "[w]ithin 3½ years of joining the Department as a GS 11, the Department GS attorney may be promoted to GS 15—a salary level that cannot be reached by a comparably rated AUSA until she has reached the AD 28 level, which takes more than eight years."

The 2010 study also stated: "Four years after bar admission, the men and women who are AUSAs may be paid as much as **\$31,000 less** than equally qualified and rated GS attorneys in the Department's OBDDs." AUSAs around the country confirmed this pay inequity in their responses to a questionnaire on AUSA pay sent to only the 20 largest offices. Some of their responses are reprinted in Attachment 1 and confirm there is a serious concern among many AUSAs who are paid less than their Department counterparts. It is noteworthy too that this pay inequity has a long-term impact: AUSAs who are underpaid are also earning less for their future retirement annuity.

In addition to the 2010 EOUSA-commissioned study, NAAUSA has raised the pay inequity issue many times, for many years. For example, in April 2013 NAAUSA wrote to Deputy Attorney General James Cole and suggested two options for resolving the AUSA pay inequity problem:

- (1) Align the AD pay scale to correspond with the GS pay scale, an action that we believe is within the Attorney General's current authority; or
- (2) Place all AUSAs into the same GS pay system as the majority of DOJ attorneys, an option that could require Congressional approval.

Despite this study and the widespread, longstanding concern about AUSA pay policies, the pay inequity issue has unfortunately gone unaddressed, while becoming increasingly urgent for AUSAs. *See, e.g.,* Vacancy Announcements (Attachment 2) and Administratively Determined Pay Plan Charts for AUSAs.¹ On October 19, 2015, NAAUSA representatives met with the AGAC Subcommittee on Office Management and Budget to get a better understanding of the issues involved in eliminating AUSA pay inequity. It was clear from that meeting that the subcommittee members recognized the problem and were committed to finding solutions—and again we appreciate that commitment.

With this background, we believe it would be appropriate to ask the following questions at the conference:

1. Why haven't the attorney pay policies been changed so that AUSAs' and Trial Attorneys' initial appointments and pay progression are the same? For example, DOJ pay policy authorizes new Trial Attorneys to start at a much higher GS pay than new AUSAs under the AD system.
2. The 2010 EOUSA study and a Justice Management Division review of salaries noted that budget limitations affected AUSA salaries. In a March 2014 meeting with EOUSA and JMD, NAAUSA suggested requesting additional funding and noted there was still time to correct pay inequities in the FY 2016 budget. Has a request for additional funding been considered?
3. The 2010 study detailed how the DOJ pay policies resulted in AUSAs being paid \$20,000 - \$30,000 less than their DOJ attorney counterparts. What is being done to resolve the issue?

We appreciate your support for the dedicated Assistant U.S. Attorneys working under your leadership, and we look forward to continuing to work together to ensure that the policies that have resulted in pay inequity are changed in this Administration.

Sincerely,



Steven H. Cook
President

Attachments

¹<https://usanetsp.usa.doj.gov/staffs/PS/ layouts/WopiFrame.aspx?sourcedoc=/staffs/PS/AD%20Pay%20Library/2016%20Line%20AUSA%20Pay%20Chart.pdf&action=default&Source=https%3A%2F%2Fusanet%2Eusa%2Edoj%2Egov%2Fstaffs%2FPS%2FAD%2520Pay%2520Library%2FForms%2FAIII>

Attachment 1

I also believe that there is tremendous inequity in the pay offered to AUSAs compared to high-level administrative staff on the GS scale. Our office recently posted a vacancy for the chief admin officer, whose salary apparently goes up to \$158,000 a year. Why are we offering an administrative officer twice the salary of entry-level AUSAs?

I have more than 7 years experience, but I'm still dealing with the pay inequity. This has been one of the most troubling things about my service. [Note: Starting Salary \$70,156 – Current Salary \$115,872 – Narcotics Prosecutor]

I know that NAAUSA is collecting information, so I offer the following: I started with Main Justice (ENRD) in 2008, four years out of law school, as a GS-15 trial attorney. I transferred to a USAO in 2012, and took an approximately \$26,000 pay cut to do so (only some of which was locality pay). I still make less now than when I left ENRD in 2012 -- and I make considerably less now than the guaranteed GS-15 salary, with step increases, that I would be making had I stuck with my position with ENRD.

I started as a DOJ Trial Attorney in the Civil Division in 2009 as GS-12, with one year of clerkship experience. I was promoted three times during the 3.25 years I was there. By the time I left in February 2013, I was GS-15 and my salary was approximately \$123,000. To work at the USAO, I was forced to take an approximately \$23,000 pay cut, to a job that was more challenging and involved longer hours, in a city with a substantially higher cost of living than Washington DC. Only this past spring - after over two years in the USAO and two raises - was I making as much money as I had been making as a Trial Attorney. [Note: Graduated from Law School (GLS) 2008.]

Considering that I have experience being both an AUSA and a DOJ trial attorney, I am very surprised that I get paid so much less to handle a much larger and more varied docket. In many ways, it makes me feel like the DOJ values AUSAs less than DOJ trial attorneys, which I think hurts morale in the USAOs around the country. [Note: GLS 2008; 2011 start as Trial Attorney at DOJ \$92,001; left DOJ in 2014 as GS-15 making \$125,000; starting salary as AUSA \$92,383; current AUSA salary \$94,868.]

When I was hired I had 11 years of experience as a local state prosecutor. It is unfathomable to me how DOJ can justify the published salaries for ENTRY level attorneys with little or no experience being hired at the same salary as someone with over 10 years of prosecutorial courtroom experience. What is worse (and further demoralizing) is that someone with 4 years of experience can be newly hired at a salary that is \$14,000 per year higher than my current salary, a prosecutor with 24 years of criminal prosecutorial experience.

I can personally speak to this issue. I was a Trial Attorney in Main Justice from 2008 to 2011. At Main Justice, I received frequent step increases based on merit and other factors. By the time I left in January 2011, I was a GS15-8 (almost maxed out) making more than \$148,000 a year. In order to take the job with the USAO, I had to sign a paper agreeing to take a more than \$40,000 pay cut. [Note: GLS 2002; 2011 starting salary as AUSA \$106,000; current salary after six years as an AUSA \$117,000.]

The salary gap is a major reason myself and others cannot view the USAO as a long term career option. It is the sole reason why myself and colleagues may not fulfill their commitments to this office.

My partner, who graduated law school in 2012 and has 2 years less experience than I do and no clerkships experience (while I completed 2 federal clerkships), currently works at DOJ main and makes approximately \$14,000 more than I do. It's frustrating and unfair. My job is also much, much, much more stressful than his.

I came to the U.S. Attorney's Office from Criminal Division at Main Justice (Fraud Section). I was on the GS pay scale at grade 15, step 2 (making \$126,000). I would have been promoted automatically to 15/2

in July. I took a \$16,000 pay cut when I moved from Main Justice to the U.S. Attorney's Office in May 2015.

I love being an AUSA, but the significant salary gap likely will lead me to find another position at main DOJ or in private practice to account for the difference in pay. Even accounting for future salary bumps, my current salary is not sustainable for a family living in the DC area.

The pay disparity between USAO and DOJ is quite distressing for someone who is trying to raise a family. Even despite the pay cut, I chose an opportunity at USAO as opposed to a position with a GS scale salary because I knew that this was the true "trial lawyer" job. The disparity is great both in salary and amount of work hours. My friends at DOJ admit that line prosecutors at the USAO offices often work harder, especially at USAO DC. It is unfair.

I have received an outstanding rating every year. [Note: 2009 starting salary \$77,724 – current salary after six years of service \$109,305]

This is one of my biggest sources of frustration with this job. We certainly don't do it for the money, but it's extremely unfair to be paid tens of thousands of dollars less than counterparts in the same agency who certainly do not work longer hours than we as AUSAs do. [Note 2012 starting salary \$77,980 – current salary \$94,423.

There is also the problem of AUSAs not being paid comparably for their years of service when they move on to a job with Main Justice. Such an AUSA will not get a comparable salary and will instead be placed in a box in the GS scale where his or her current salary stands and start from there. [Note 2008 starting salary \$66,651 – current salary after 7 years \$102,526

Was interviewing for a job at main justice around the same time that I interviewed for that. Salary, with locality pay, for that position projected to be \$135,000. [Note: starting salary \$93,000]

I came over from an agency where I had a GS-scale position -- I was a GS 15, step 4 (salary \$137,494). Main Justice would have matched my grade/step/salary. [Note: 2014 starting salary \$97,427, six years legal experience, current salary \$100,264]

I have been with the USAO for nearly four years, but, without a significant pay raise, I don't expect to survive until my five-year anniversary. [Note: 2012 starting \$94,000 – current salary \$99,000]

My salary is an example of the problem: I started work at the Tax Division, Western Criminal Enforcement Section in 2007 through the DOJ Honors Program and worked my way up to a GS-15 salary. I left the Tax Division in 2014 for this AUSA position, and the USAO agreed to "red circle" my pay and match my salary at Tax. I am sure I'm making a lot more than my colleagues who did not have the benefit of coming from Main Justice.

In 2008, I started as a trial attorney at Main Justice (USDOJ) in Washington, D.C. I started as a GS-14 step 2 with a salary of \$101,301. When I left main Justice in 2012 to become an AUSA, I was a GS-15 step 3 with a salary of \$132,009. I took a pay cut of \$8,014 when I became an AUSA. I have been an AUSA for over three years and my salary is still \$2,491 less than I made as a DOJ trial attorney. [Note: Starting AUSA salary \$123,995 – current salary after 7 years of experience \$129,518. Had she stayed at DOJ she would be making approximately \$30,000 more.]

I was a Trial Attorney in the Civil Rights Division prior to beginning as an AUSA. When I took this position, I took a salary reduction from \$89,033 (GS-13) to \$71,921. [Note: This AUSA with six years experience as an AUSA currently makes \$90,680.]

It is devastating to morale to receive 20,000 less than entry level attorneys to main Justice positions handling far less important matters than me. [Note: Starting salary in 2008 \$75,000 – after seven years of service – current salary 106,714.]

I could have taken a job with the DOJ that would have paid \$30,000 more from the start. This is mind blowing. Everyone at our office works tirelessly and should be compensated fairly. I was also offered a position in Santa Clara right out of law school that paid 97 to start. This is compared to the 77 I started at here last year.

When I received the job offer for my position as an AUSA, I also received a job offer in Main Justice. The starting salary for that position was \$124,000 -- over \$30,000 higher than my offer as an AUSA. For personal reasons, I chose to accept my current position as an AUSA, but foregoing that money was very difficult.

The pay disparity between AUSAs and DOJ Trial Attorneys is incredibly disheartening. Whether intentional or not, the disparity sends a message that the work of DOJ trial attorneys is valued more than our work. It is also incredibly challenging to live comfortably in the DC-metropolitan area on this salary and still be expected to pay student loans, etc. Something must be done about the disparity. While I do not intend to leave my job in the near future, it is understandable why some of my colleagues opt to leave a job they love because of the financial hardship staying in this job can create, especially for AUSAs who have families. I applaud the efforts of those who are working to close this gap. Progress takes time, but there is no legitimate justification for this disparity, and it must be eradicated immediately. The pay disparity between AUSAs and DOJ Trial Attorneys is incredibly disheartening. Whether intentional or not, the disparity sends a message that the work of DOJ trial attorneys is valued more than our work. It is also incredibly challenging to live comfortably in the DC-metropolitan area on this salary and still be expected to pay student loans, etc. Something must be done about the disparity. While I do not intend to leave my job in the near future, it is understandable why some of my colleagues opt to leave a job they love because of the financial hardship staying in this job can create, especially for AUSAs who have families. I applaud the efforts of those who are working to close this gap. Progress takes time, but there is no legitimate justification for this disparity, and it must be eradicated immediately. [Note: four years out of law school.]

I came over as an honors hire from Tax and had to agree to a salary cut of over \$30,000. I was a GS 15-2 when I came over and had 2 years of clerking experience and nearly 4 years of work experience at the time I started at the USAO. [Note: current salary \$92,000.]

It is depressing and demoralizing to see how underpaid I actually am. [Note: starting salary in 2009 \$91,008, current salary after seven years of experience – 117,109.]

All of my friends who graduated with me and work for the government (including career law clerks) make \$20-40,000 more than me. I have, by far, the most litigation experience when compared to any other DOJ trial lawyer. (25 jury trials, countless felony indictments, etc.) Furthermore, throughout my career I have often worked many more hours than my counterparts at main justice. [Note: starting salary in 2008 - \$69,615, current salary after eight years as an AUSA - \$100,000.]

I came over from main DOJ, where I was a GS 15-2. I had to take a huge salary cut, while continuing to live in the DC metropolitan area where the cost of living is relatively high. The salary disparity was a huge issue and source of discussion in deciding whether to take the job -- it is not only far below other jobs at main DOJ that was considering, but even farther below positions in the private sector. The salary has a huge effect on decisions such as purchasing a home, having children, and even traveling to see family. [Note: law school graduate 2008, starting salary in 2014 - \$84,000, current salary - \$92,000.]

I left being a Trial Attorney at DOJ, where I was a GS-15 making about \$125,000, in D.C., for the job as an AUSA, where I made about \$83,000 to start. Granted, it was in a lower cost area, but not that much lower cost. It's particularly bizarre to me that the staff are on the GS scale and we are not. [Note: Graduated from Law School (GLS) 2009; became AUSA in 2014 at \$83,000; current salary \$85,000.]

I think it is horribly wrong that I make tens of thousands of dollars less a year than my counterparts with whom I regularly work at main justice. A fair pay scale that pays attorneys similarly should be implemented. [Note: GLS 2004; starting AUSA pay \$80,000; current pay after six years \$110,900.]

I stated with DOJ through the Honors program. I just left my job at ATF after working there for six years. I was making 110,000 as a GS 14 . . . Here at the USAO I'm starting at 110,000 [in 2014]. At the USAO, however, we're on the AD scale, and it will likely take years before I make 125,000. Moreover, in the amount of years it would take me to get to 125,000, had I stayed at ATF, I'd be making even more based on the step increases. Obviously money is not the number one consideration. Otherwise I would have stayed at ATF. But the salary discrepancy is ironic considering how much busier I am as an AUSA.

I took a \$15,000 pay cut to come to the U.S. Attorney's Office. At the time, I joined the office I was practicing law for over 6 years. [Note: GLS 2003; AUSA 2001 started at 81,780; current salary after five years as an AUSA - \$109,400.]

Even attorneys at Social Security who do not try cases in federal court are often paid more than us. It's absurd. [Note: GLS 2007; started as AUSA in 2010 starting salary \$79,000; current salary after 6 years as an AUSA \$96,000.]

This is an issue that I have raised every year with management. I know that experienced, excellent AUSAs have recently left our office because they are not being paid commensurate with experience and quality of work. I definitely feel grossly underpaid for my years of experience and quality of my work. [Note: GLS 2006; starting AUSA salary \$77,500 in 2009; current salary after seven years as an AUSA \$106,000.]

Despite coming to the USAO from another federal attorney position in the same locality area, the office insisted that I take a \$15k pay cut to become an AUSA even though they had authority to maintain my current pay level. It took me more than 5 years just to get back to my prior GS level pay. [Note: GLS 2006; starting salary in 2009 as AUSA \$100,000; current salary after six years as AUSA \$117,000.]

It has always been outrageous to me that DOJ trial attorneys with far less experience than I earn more money than I and other AUSAs do. It is a source of significant damage to morale in U.S. Attorney's offices. [Note: GLS 2004; starting AUSA salary in 2010 \$88,801; current salary after six years as an AUSA \$106,872.]

As I'm sure you are aware, the USAOs are the primary litigating components for the DOJ. As such, we are normally the ones in the trenches trying cases, dealing with defendants, the court, and defense attorneys. In addition, most of us carry relatively large caseloads in comparison to our DOJ counterparts. Finally, most of the AUSAs are career prosecutors, or prosecutors with a great deal of trial experience, whereas our DOJ counterparts are normally recent graduates, just coming out of clerkships, or just coming out of firms. It seems that career public servants should be rewarded, rather than penalized, for continuing to "do the work in the trenches" day in and day out.

This inequity is unjustifiable. Thank you for raising the issue on behalf of AUSAs in the 94 districts who are not paid equally to DOJ trial attorneys who do the same work as we do. [Note: GLS 2006; 2010 starting salary as AUSA \$75,219; 2015 salary with six years experience \$105,832.]

I started as a DOJ Honor's employee directly out of law school at the US Attorney's Office in Arizona. My salary progression is the text book example of how the AD pay scale is used to lower the salaries of AUSAs'. During my almost 7 year career with the USAO (in Arizona and Ohio), my salary has typically been the bare minimum allowed for Outstanding Performance under the AD pay scale. You should also consider that the raises I've received often times did not take effect until the end of the year as the Pay Review process by the USAO's was postponed by EOUSA during the budget fights from 2010-2014. So the mandatory performance raises I was owed under the AD Pay Scale were routinely delayed months. This cost me thousands of additional dollars in salary. I am confident that if you place my salary up against other DOJ Honor's program Hires from the law class of 2008 you'll find my total compensation has been significantly less despite my receiving all Outstanding Performance Reviews.

[Note; starting salary as AUSA in 2009 - \$58,782; current salary after seven years as an AUSA - \$81,962 (numbers are without locality pay0.)

I find the most horrifying part of this the fact that four years out of law school is sufficient for GS-15, while I was at the equivalent of GS-12 four years out of law school. Over eight years out of law school, and after serving as an AUSA for over six years, I'm at the low end of GS-13. I am also distressed that my years of service and loyalty to the government have not rewarded in the same way that lawyers who use the government as a stepping stone to higher paid jobs in law firms are rewarded their first day on the job.

The pay scale is ridiculous. I am making, almost 15 years out of law school, the same salary I made as a first year associate in NYC. I understand that I am in public service and expect to make less than a private firm associate. But it is infuriating that I am valued less than a DOJ Attorney, when I think that the work we do is equivalent to or more demanding than the work done by the DOJ counterparts.

I was offered a position at DOJ with a starting salary of \$38,000 more than my current salary (adjusted for my region). I did not appreciate how large the difference would be between DOJ and AUSA pay until after I had declined the DOJ position.

RECENT DEPARTMENT OF JUSTICE JOB OFFERS

1. DOJ OFFICE OF INSPECTOR GENERAL

The Investigations Division Attorney-Advisor works alongside of teams of special agents, analysts, and investigative specialists. The duties include: providing sound legal advice and guidance to the Deputy Assistant Inspector General for Investigations.

Qualifications: law degree, at least one year post J.D. experience. Applicants must also have one year of specialized experience at the GS-14 grade level. Examples of specialized experience include: working as a lead attorney on complex investigations, cross examining witnesses, and preparing documents and testimonies.

Salary: Compensation will be at the General Schedule (GS)-15 level, \$128,082.00 - \$160,300.00 per annum, which includes locality pay.

2. Office of Justice Programs (OJP)

Office of the General Counsel (OGC) is responsible for providing advice to the bureaus and offices within the OJP on legal issues arising from OJP's role in providing federal leadership in developing the nation's capacity to prevent and control crime, improve the criminal and juvenile justice systems, increase knowledge about crime and related issues, and assist crime victims. .

Job Description: Advise OJP components on legal matters arising from the operations of OJP in the areas of grants and cooperative agreements, contracts and procurement, security, and other areas under the purview of OJP and its component organizations.

Qualifications: Law degree. To qualify for the GS-13, applicant must have a minimum of 1½ years of post J.D. / LL.B. legal experience. The preferred experience includes the following areas: Experience in handling legal matters in intellectual property, information technology, and procurement. Experience with Equal Employment Opportunity Law and Labor & Employee Relations.

To qualify for the GS-14, applicant must have a minimum of 2½ years of post J.D. / LL.B. legal experience and have same above preferred experience.

Salary: GS-13: \$92,145.00 - \$119,794.00 per annum. GS-14: \$108,887.00 - 141,555.00 per annum. Full Performance level of the position is GS-15.

3. DOJ Civil Division Commercial Law Branch (CLB)

CLB provides legal advice and assistance to officials of the Federal Bureau of Prisons (Bureau) with regard to a variety of Government procurement law, appropriation law and general commercial law issues.

Job Description: The incumbent will have the opportunity to work with Central Office, regional, and institution management and line staff with respect to commercial law matters.

Qualifications: Required qualifications: Applicants must have a J.D. degree, and have at least one (1) year post-J.D. legal or other relevant experience.

Preferred qualifications: Prior experience in Government procurement law, appropriations law, and in litigation related thereto and in a correctional setting is highly desired.

Salary: Current salary and years of experience will determine the appropriate salary level. The appropriate salary range, including locality pay adjustments is GS-13 (\$92,145 to \$119,794); GS-14 (\$108,887 to \$141,555); or GS-15 (\$128,082 to \$160,300).

4. DOJ Ethics Attorney

Job Description: The attorney has the responsibility for advising all Division personnel on ethics matters and coordinates and consults directly with Department personnel on such matters.

Responsibilities also include providing day-to-day ethics advice, counseling, training, reporting for current, former and prospective employees, and the review of financial disclosure submissions.

Qualifications: Possess a J.D. degree, be an active member of the bar in good standing (any U.S. jurisdiction), and have at least five years of post-J.D. legal experience; wide-ranging civil and / or criminal enforcement experience; strong background working with Federal ethics laws and regulations and ethical guidelines relating to Department or Division legal practice.

Salary: Candidates are being solicited at the GS-15 level, with salary range from \$128,082 to \$160,300 per annum.

5. FBI Attorney

Our Mission is to protect and defend the United States against terrorist and foreign intelligence threats, to uphold and enforce the criminal laws of the United States, and to provide leadership and criminal justice services to federal, state, municipal, and international agencies and partners. Public Service is a public trust. For the FBI, this means that the public has committed to our care

the safety of our Nation and the defense of our Constitution. To sustain that trust and to meet our resulting obligations, we must adhere strictly to our core values of: Rigorous obedience to the Constitution, Respect, Compassion, Fairness, Integrity, Accountability, and Leadership.

Job Description:

GS-14:

Communicates with complainants, RMOs, witnesses, complainants' counsel, document custodians, and internal and external partners to develop professional, customer service oriented relationships.

Adheres to complaint processing policies and time frames conveyed in the CPU Standard Operating Procedure (SOP). Reviews for legal sufficiency all work products associated with assigned cases. Documents in Complaints any complaint processing delays resulting from incidents beyond the GA's control, and timely advises CPU Chief concerning same.

GS-15: In addition to the duties described above;

- Provides guidance concerning the correct application and interpretation of laws, regulations, case precedent, guidelines, policies, and procedures.
- Provides legal training to OEEOA personnel and internal partners.
- Participates in scheduled file and progress/professional development reviews with OEEOA management.
- Ensures allegations accepted for investigation are timely, concisely, and accurately framed, and subject to the Equal Employment Opportunity Commission's or Department of Justice's jurisdiction.

BASIC REQUIREMENT: All applicants must possess a law degree from a law school and be an active member of the bar (any US jurisdiction).

GS-14: Applicants applying for the GS-14 must also have 2.5 or more years post J.D. attorney experience.

GS-15: Applicants applying for the GS-15 must also have 4 or more years of post J.D. attorney experience.

Salary:

GS-14: \$108,887.00 - \$141,555.00 - - GS-15: \$128,082.00 - \$160,300.00

6. The FBI Office of General Counsel's Forensic Science Law Unit

FSLU provides legal counsel on legal policy advice and guidance to the FBI's Science and Technology Branch. The FBI Office of the General Counsel has an opening for a GS 14/15 Attorney-Advisor to provide legal and policy advice on forensic science matters in the FSLU in Quantico, VA. The selectee will serve as an Attorney-Advisor focused on operational and policy issues related to the LD.

BASIC REQUIREMENT: All applicants must possess a law degree from a law school accredited by the American Bar Association, and be an active member of the bar (any US jurisdiction).

GS-14: Applicants applying for the GS-14 must also have 2.5 or more years post J.D. attorney experience.

GS-15: Applicants applying for the GS-15 must also have 4 or more years of post J.D. attorney experience.

Salary: GS-14: \$108,887.00 - \$141,555.00 - - GS-15: \$128,082.00 - \$160,300.00

7. Civil Rights Division (Division)

Special Litigation Section works to uphold the civil and constitutional rights of all Americans, particularly some of the most vulnerable members of our society. The section is seeking one or more experienced attorneys for the position of Trial Attorney. The incumbent's work will be devoted to investigating, negotiating, and litigating matters involving conditions and practices in jails and prisons; diversion of people with disabilities from jails and prisons; and reentry of prisoners into the community. Most of the work involves allegations of patterns or practices of unlawful conduct.

Required Qualifications:

Applicants must possess a J.D. from an American Bar Association accredited law school and be an active member of the bar in good standing (any jurisdiction).

At least 2.5 years-GS 14 (\$108,887 to \$141,555 per annum)

At least 4 years-GS 15 (\$128,082 to \$160,300 per annum)

8. Narcotic and Dangerous Drug Section (NDDS)

NDDS supervises and has responsibility for enforcing federal statutes pertaining to narco-terrorism, narcotic drugs and other controlled substances. The incumbent independently directs, conducts, and monitors investigations, prepares and conducts trials and related post-trial litigation, and advises on pleadings and other court filings. Oversees and helps to coordinate the preparation and litigation assignments of paralegals and clerical personnel.

Grade Specific Qualifications: To qualify at the GS-15 level, applicants must have four (4) or more years of post-J.D. legal experience, one of which was specialized experience at, or equivalent to, the GS-14 grade level. Examples of specialized experience include: independently performing legal analysis; composing pleadings, briefs and other court documents involving unique and/or difficult legal issues in civil or criminal litigation; conducting highly complex civil or criminal litigation.

Salary: Compensation will be at the General Schedule (GS)-15 level, \$128,082.00 -- \$160,300.00 per annum, which includes locality pay.

9. DEA Office of Chief Counsel

The office provides legal services and guidance to all components of the Drug Enforcement Administration (DEA) in matters that arise in the conduct of DEA missions to enforce the controlled substances laws and regulations of the United States.

Job Description:

The attorney will be responsible for providing litigation support in *Bivens*, Title VII, FTCA, and other civil matters in the Federal Courts involving DEA and its employees. The attorney will also be responsible for representing DEA before the Equal Employment Opportunity Commission (EEOC) and the Merit Systems Protection Board (MSPB), and for providing legal counsel to DEA management in a variety of personnel/employment law and other civil matters.

Qualifications:

Applicants must possess a J.D. degree, be an active member of a bar in good standing (any jurisdiction), and have at least 2 years of post J.D. legal experience or at least 1 year of post-law school judicial clerkship experience.

Salary:

GS-14 position (\$107,325 - \$139,523) to GS-15 (\$126,245 - \$158,700).