

Appendix C

Presumptive Rates for Associate Compensation

The table below provides suggested presumptive rates based on experience.¹

Years of Practice	Non-Capital Cases	Capital Cases
1 – 2 years	\$103	\$138
2 – 3 years	\$108	\$143
3 – 4 years	\$113	\$148
4 – 5 years	\$118	\$155
5 – 6 years	\$124	\$160
6 – 7 years	\$129	\$165
7 – 8 years	\$134	\$172
8 or more years	\$140	\$178

¹ District-specific rates may vary but not exceed the 8-year maximum unless the associate is a member of the district's CJA panel, in which case a court may authorize up to the maximum non-capital CJA hourly rate.