

After 22 excellent years, I've reached the salary cap--so, now what?

Question: "I have been with my firm as a legal secretary, purchaser, database manager, etc. for 22 years. I have always received excellent reviews and raises. However, at my last review, I was told I was getting to the cap for legal secretaries. I'm at a loss ... I work anywhere from 40 to 45 hours a week (at my regular pay for 37.5 hours). I pick up others' slack, I do what no one else wants to do, and now I'm told I've reached the cap and I probably won't get any more raises. How is a person supposed to respond? I feel as though I'm being penalized for being a loyal, hardworking employee. Any suggestions?" —*Capped legal secretary*