

ARTICLE 13 -- SALARY GRADES AND CLASSIFICATIONS

SECTION 1 — CLASSIFICATIONS AND SALARY RANGES

Grades and Classifications

Salary Range effective 12/30/2023 to 12/27/2024

*Classification has equity increase included

Classification	1	2	3	4	5	6	7	8	9	10	11	
Accountant	5626	5851	6084	6329	6582	6845	7119	7403	7699	8008	8328	E
Account Technician	3404	3540	3681	3828	3982	4141	4307	4480	4658	4845	5039	N
Administrative Assistant	4195	4362	4538	4719	4908	5103	5308	5520	5741	5971	6210	N
Administrative Technician	3995	4155	4321	4493	4674	4860	5054	5257	5467	5685	5913	N
Attorney *	8190	8518	8858	9213	9582	9965	10363	10777	11209	11657	12123	E
Communication Specialist	5626	5851	6084	6329	6582	6845	7119	7403	7699	8008	8328	E
Computer Support Technician I	3404	3540	3681	3828	3982	4141	4307	4480	4658	4845	5039	N
Computer Support Technician II	3995	4155	4321	4493	4674	4860	5054	5257	5467	5685	5913	N
Computer Support Specialist	5626	5851	6084	6329	6582	6845	7119	7403	7699	8008	8328	E
Customer Services Technician	4195	4362	4538	4719	4908	5103	5308	5520	5741	5971	6210	N
Database Administrator	7106	7391	7686	7993	8313	8645	8992	9351	9725	10114	10519	E
Driver, Mail Machine Operator, Courier	2870	2984	3104	3227	3357	3492	3631	3777	3928	-	-	N
Employee Benefits Representative	5626	5851	6084	6329	6582	6845	7119	7403	7699	8008	8328	E
Employee Benefits Technician	3404	3540	3681	3828	3982	4141	4307	4480	4658	4845	5039	N
General Worker	2608	2712	2821	2933	3051	3172	3299	3431	3569	3711	3860	N
Graphics/Composition Technician	4299	4472	4651	4836	5030	5230	5441	5657	5884	6120	6365	N
Labor Relations Representative *	6192	6439	6697	6964	7243	7533	7834	8148	8473	8813	9166	E
Legal Assistant (Graduate)	3353	3487	3627	3772	3923	4080	4243	4413	4589	4773	4964	E
Legal Secretary	3938	4095	4259	4429	4607	4791	4982	5182	5389	5605	5829	N
Legislative Advocate	6591	6854	7129	7413	7711	8019	8339	8673	9020	9381	9756	E
Legislative Secretary	3573	3715	3864	4019	4180	4346	4520	4701	4889	5085	5289	N
Member Resource Center Representative	4918	5114	5320	5531	5753	5984	-	-	-	-	-	N
Membership Data Technician	3404	3540	3681	3828	3982	4141	4307	4480	4658	4845	5039	N
Office Assistant	2608	2712	2821	2933	3051	3172	3299	3431	3569	3711	3860	N
Office Technician	2870	2984	3104	3227	3357	3492	3631	3777	3928	4084	4247	N
Organizer in Training	4918	5114	5320	5531	5753	5984	-	-	-	-	-	E
Payroll Services Technician I	3575	3719	3867	4021	4182	4350	4524	4705	4893	5088	5292	N
Payroll Services Technician II	3995	4155	4321	4493	4674	4860	5054	5257	5467	5685	5913	N
Political/ Community Organizer	5679	5906	6142	6388	6644	6910	7185	7473	7772	8082	8406	E
Program Specialist Benefit Services	5626	5851	6084	6329	6582	6845	7119	7403	7699	8008	8328	E
Program Specialist Computer Services	5626	5851	6084	6329	6582	6845	7119	7403	7699	8008	8328	E
Program Specialist Special Services	5626	5851	6084	6329	6582	6845	7119	7403	7699	8008	8328	E
Programmer	5626	5851	6084	6329	6582	6845	7119	7403	7699	8008	8328	E
Receptionist	2731	2841	2954	3072	3195	3323	3455	3594	3738	3888	4043	N
Research Analyst *	5907	6144	6389	6645	6911	7188	7475	7774	8084	8408	8745	E
Research Assistant	3632	3777	3928	4085	4249	4419	4595	4779	4971	5169	5375	E
Secretary, Range A	3404	3540	3681	3828	3982	4141	4307	4480	4658	4845	5039	N

Secretary, Range B	3574	3716	3865	4020	4181	4349	4522	4703	4892	5087	5290	N
Secretary, Range C (Former Range B)	3751	3901	4058	4220	4389	4564	4747	4937	5135	5340	5554	N
Senior Accountant	6591	6854	7129	7413	7711	8019	8339	8673	9020	9381	9756	E
Senior Account Technician	3573	3715	3864	4019	4180	4346	4520	4701	4889	5085	5289	N
Senior Analyst	6276	6527	6789	7059	7342	7635	7941	8259	8589	8933	9290	E
Senior Attorney *	9030	9391	9767	10157	10564	10986	11426	11883	12358	12853	13367	E
Senior Communications Specialist	6190	6438	6695	6964	7242	7532	7833	8145	8472	8810	9163	E
Senior Database Administrator	8527	8868	9222	9592	9976	10375	10790	11222	11670	12136	12622	E
Senior Education Development/Training	6591	6854	7129	7413	7711	8019	8339	8673	9020	9381	9756	E
Senior Labor Relations Representative *	6920	7197	7485	7784	8096	8420	8756	9107	9471	9850	10244	E
Senior Office Assistant	3103	3227	3356	3491	3629	3775	3925	4083	4247	4417	4593	N
Senior Office Technician	3404	3540	3681	3828	3982	4141	4307	4480	4658	4845	5039	N
Senior Political/Community Organizer	6591	6854	7129	7413	7711	8019	8339	8673	9020	9381	9756	E
Senior Programmer	8008	8328	8662	9008	9369	9743	10133	10538	10960	11398	11854	E
Senior Research Analyst *	6920	7197	7485	7784	8096	8420	8756	9107	9471	9850	10244	E
Senior Union Representative/Organizer *	8591	8935	9292	9664	10050	-	-	-	-	-	-	E
Union Representative/Organizer *	6278	6529	6789	7062	7344	7564	7943	8260	-	-	-	E
Web Designer	4836	5030	5230	5439	5657	5884	6120	6364	6619	6883	7158	E
Webmaster	6964	7242	7532	7833	8147	8473	8812	9163	9530	9911	10308	E

“E” – Exempt from the overtime provisions of the Fair Labor Standards Act

“N” – Nonexempt from the overtime provisions of the Fair Labor Standards Act

ARTICLE 13 Grades and Classifications
Salary Range effective 12/28/2024 to 12/26/2025

Classification	1	2	3	4	5	6	7	8	9	10	11	
Accountant	5851	6085	6328	6582	6845	7119	7403	7700	8007	8328	8662	E
Account Technician	3540	3681	3828	3981	4141	4306	4479	4659	4845	5039	5240	N
Administrative Assistant	4363	4537	4719	4908	5104	5307	5521	5741	5970	6210	6458	N
Administrative Technician	4154	4321	4494	4673	4861	5054	5256	5467	5686	5913	6149	N
Attorney	8518	8859	9213	9581	9965	10364	10778	11209	11657	12123	12608	E
Communication Specialist	5851	6085	6328	6582	6845	7119	7403	7700	8007	8328	8662	E
Computer Support Technician I	3540	3681	3828	3981	4141	4306	4479	4659	4845	5039	5240	N
Computer Support Technician II	4154	4321	4494	4673	4861	5054	5256	5467	5686	5913	6149	N
Computer Support Specialist	5851	6085	6328	6582	6845	7119	7403	7700	8007	8328	8662	E
Customer Services Technician	4363	4537	4719	4908	5104	5307	5521	5741	5970	6210	6458	N
Database Administrator	7390	7686	7993	8313	8645	8991	9352	9725	10114	10519	10940	E
Driver, Mail Machine Operator, Courier	2984	3104	3228	3357	3491	3632	3776	3928	4085	-	-	N
Employee Benefits Representative	5851	6085	6328	6582	6845	7119	7403	7700	8007	8328	8662	E
Employee Benefits Technician	3540	3681	3828	3981	4141	4306	4479	4659	4845	5039	5240	N
General Worker	2712	2821	2933	3050	3173	3299	3431	3569	3712	3860	4014	N
Graphics/Composition Technician	4471	4651	4837	5030	5231	5440	5658	5884	6120	6365	6619	N
Labor Relations Representative	6439	6697	6965	7243	7533	7834	8148	8474	8812	9166	9532	E
Legal Assistant (Graduate)	3488	3626	3772	3922	4080	4243	4412	4589	4773	4964	5163	E
Legal Secretary	4095	4259	4429	4606	4791	4982	5181	5390	5605	5829	6062	N
Legislative Advocate	6855	7128	7414	7710	8019	8340	8673	9020	9380	9756	10147	E
Legislative Secretary	3715	3864	4018	4179	4347	4520	4701	4889	5085	5289	5500	N
Member Resource Center Representative	5115	5319	5533	5753	5983	6223	-	-	-	-	-	N
Membership Data Technician	3540	3681	3828	3981	4141	4306	4479	4659	4845	5039	5240	N
Office Assistant	2712	2821	2933	3050	3173	3299	3431	3569	3712	3860	4014	N
Office Technician	2984	3104	3228	3357	3491	3632	3776	3928	4085	4247	4417	N
Organizer in Training	5115	5319	5533	5753	5983	6223	-	-	-	-	-	E
Payroll Services Technician I	3718	3867	4022	4182	4350	4524	4705	4893	5088	5292	5503	N
Payroll Services Technician II	4154	4321	4494	4673	4861	5054	5256	5467	5686	5913	6149	N
Political/ Community Organizer	5906	6142	6388	6644	6910	7186	7473	7772	8083	8406	8742	E
Program Specialist Benefit Services	5851	6085	6328	6582	6845	7119	7403	7700	8007	8328	8662	E
Program Specialist Computer Services	5851	6085	6328	6582	6845	7119	7403	7700	8007	8328	8662	E
Program Specialist Special Services	5851	6085	6328	6582	6845	7119	7403	7700	8007	8328	8662	E
Programmer	5851	6085	6328	6582	6845	7119	7403	7700	8007	8328	8662	E
Receptionist	2840	2954	3072	3195	3322	3456	3594	3738	3887	4043	4205	N
Research Analyst	6144	6390	6644	6911	7188	7475	7774	8084	8408	8745	9095	E
Research Assistant	3777	3928	4085	4249	4419	4596	4779	4971	5170	5375	5590	E
Secretary, Range A	3540	3681	3828	3981	4141	4306	4479	4659	4845	5039	5240	N
Secretary, Range B	3717	3865	4019	4181	4348	4523	4703	4891	5087	5290	5502	N
Secretary, Range C (Former Range B)	3902	4057	4220	4389	4564	4747	4936	5134	5340	5554	5776	N
Senior Accountant	6855	7128	7414	7710	8019	8340	8673	9020	9380	9756	10147	E
Senior Account Technician	3715	3864	4018	4179	4347	4520	4701	4889	5085	5289	5500	N
Senior Analyst	6527	6788	7060	7342	7635	7941	8259	8589	8932	9290	9662	E

Senior Attorney	9391	9767	10158	10563	10987	11426	11883	12359	12852	13367	13902	E
Senior Communications Specialist	6438	6696	6963	7242	7532	7833	8146	8471	8810	9163	9529	E
Senior Database Administrator	8868	9223	9591	9975	10375	10790	11221	11670	12137	12622	13126	E
Senior Education Development/Training	6855	7128	7414	7710	8019	8340	8673	9020	9380	9756	10147	E
Senior Labor Relations Representative	7197	7485	7785	8096	8420	8757	9107	9471	9849	10244	10654	E
Senior Office Assistant	3227	3357	3490	3630	3774	3926	4082	4246	4416	4593	4777	N
Senior Office Technician	3540	3681	3828	3981	4141	4306	4479	4659	4845	5039	5240	N
Senior Political/Community Organizer	6855	7128	7414	7710	8019	8340	8673	9020	9380	9756	10147	E
Senior Programmer	8328	8661	9008	9369	9743	10132	10539	10959	11398	11854	12328	E
Senior Research Analyst	7197	7485	7785	8096	8420	8757	9107	9471	9849	10244	10654	E
Senior Union Representative/Organizer	8935	9292	9664	10050	10452	-	-	-	-	-	-	E
Union Representative/Organizer	6529	6790	7061	7344	7637	7866	8261	8591	-	-	-	E
Web Designer	5030	5231	5440	5657	5884	6120	6365	6619	6883	7158	7445	E
Webmaster	7242	7532	7833	8146	8472	8812	9164	9530	9911	10308	10720	E

“E” – Exempt from the overtime provisions of the Fair Labor Standards Act

“N” – Nonexempt from the overtime provisions of the Fair Labor Standards Act

ARTICLE 13 Grades and Classifications
Salary Range effective 12/27/2025

Classification	1	2	3	4	5	6	7	8	9	10	11	
Accountant	6026	6268	6518	6779	7051	7333	7626	7931	8248	8578	8921	E
Account Technician	3646	3792	3943	4101	4265	4436	4614	4799	4990	5190	5397	N
Administrative Assistant	4494	4673	4861	5055	5257	5466	5686	5913	6149	6396	6652	N
Administrative Technician	4279	4450	4628	4813	5006	5206	5414	5631	5856	6090	6334	N
Attorney	8773	9125	9489	9869	10264	10675	11101	11545	12007	12487	12986	E
Communication Specialist	6026	6268	6518	6779	7051	7333	7626	7931	8248	8578	8921	E
Computer Support Technician I	3646	3792	3943	4101	4265	4436	4614	4799	4990	5190	5397	N
Computer Support Technician II	4279	4450	4628	4813	5006	5206	5414	5631	5856	6090	6334	N
Computer Support Specialist	6026	6268	6518	6779	7051	7333	7626	7931	8248	8578	8921	E
Customer Services Technician	4494	4673	4861	5055	5257	5466	5686	5913	6149	6396	6652	N
Database Administrator	7612	7917	8233	8562	8905	9261	9632	10017	10417	10834	11268	E
Driver, Mail Machine Operator, Courier	3074	3197	3325	3457	3596	3741	3889	4046	4207	-	-	N
Employee Benefits Representative	6026	6268	6518	6779	7051	7333	7626	7931	8248	8578	8921	E
Employee Benefits Technician	3646	3792	3943	4101	4265	4436	4614	4799	4990	5190	5397	N
General Worker	2793	2905	3021	3141	3268	3398	3534	3676	3823	3975	4134	N
Graphics/Composition Technician	4606	4790	4982	5180	5388	5603	5828	6060	6303	6555	6818	N
Labor Relations Representative	6632	6897	7174	7460	7759	8069	8392	8728	9077	9441	9818	E
Legal Assistant (Graduate)	3592	3735	3885	4040	4202	4371	4545	4727	4916	5113	5317	E
Legal Secretary	4218	4387	4562	4745	4935	5132	5337	5551	5773	6004	6244	N
Legislative Advocate	7060	7342	7636	7941	8260	8590	8933	9291	9662	10049	10451	E
Legislative Secretary	3827	3979	4139	4305	4477	4655	4842	5036	5237	5448	5665	N
Member Resource Center Representative	5268	5479	5699	5925	6163	6410	-	-	-	-	-	N
Membership Data Technician	3646	3792	3943	4101	4265	4436	4614	4799	4990	5190	5397	N
Office Assistant	2793	2905	3021	3141	3268	3398	3534	3676	3823	3975	4134	N
Office Technician	3074	3197	3325	3457	3596	3741	3889	4046	4207	4375	4550	N
Organizer in Training	5268	5479	5699	5925	6163	6410	-	-	-	-	-	E
Payroll Services Technician I	3830	3983	4143	4307	4480	4660	4846	5040	5241	5450	5668	N
Payroll Services Technician II	4279	4450	4628	4813	5006	5206	5414	5631	5856	6090	6334	N
Political/ Community Organizer	6083	6326	6580	6843	7117	7402	7697	8005	8326	8658	9004	E
Program Specialist Benefit Services	6026	6268	6518	6779	7051	7333	7626	7931	8248	8578	8921	E
Program Specialist Computer Services	6026	6268	6518	6779	7051	7333	7626	7931	8248	8578	8921	E
Program Specialist Special Services	6026	6268	6518	6779	7051	7333	7626	7931	8248	8578	8921	E
Programmer	6026	6268	6518	6779	7051	7333	7626	7931	8248	8578	8921	E
Receptionist	2926	3043	3164	3291	3422	3560	3701	3850	4004	4164	4331	N
Research Analyst	6328	6581	6844	7118	7403	7699	8007	8327	8660	9007	9367	E
Research Assistant	3890	4046	4207	4376	4552	4734	4923	5120	5325	5537	5758	E
Secretary, Range A	3646	3792	3943	4101	4265	4436	4614	4799	4990	5190	5397	N
Secretary, Range B	3828	3981	4140	4306	4479	4658	4844	5037	5240	5449	5667	N
Secretary, Range C (Former Range B)	4019	4179	4346	4521	4701	4889	5085	5288	5500	5720	5949	N
Senior Accountant	7060	7342	7636	7941	8260	8590	8933	9291	9662	10049	10451	E
Senior Account Technician	3827	3979	4139	4305	4477	4655	4842	5036	5237	5448	5665	N

Senior Analyst	6723	6991	7272	7562	7864	8179	8507	8847	9200	9569	9951	E
Senior Attorney	9673	10060	10462	10880	11317	11769	12239	12729	13238	13768	14319	E
Senior Communications Specialist	6631	6897	7172	7460	7758	8068	8391	8725	9075	9438	9815	E
Senior Database Administrator	9134	9500	9879	10274	10686	11114	11558	12021	12501	13000	13520	E
Senior Education Development/Training	7060	7342	7636	7941	8260	8590	8933	9291	9662	10049	10451	E
Senior Labor Relations Representative	7413	7709	8018	8338	8673	9020	9380	9755	10145	10552	10974	E
Senior Office Assistant	3324	3457	3595	3739	3888	4044	4205	4373	4549	4731	4920	N
Senior Office Technician	3646	3792	3943	4101	4265	4436	4614	4799	4990	5190	5397	N
Senior Political/Community Organizer	7060	7342	7636	7941	8260	8590	8933	9291	9662	10049	10451	E
Senior Programmer	8578	8921	9279	9650	10036	10436	10855	11288	11740	12210	12698	E
Senior Research Analyst	7413	7709	8018	8338	8673	9020	9380	9755	10145	10552	10974	E
Senior Union Representative/Organizer	9203	9571	9954	10352	10765	-	-	-	-	-	-	E
Union Representative/Organizer	6725	6994	7273	7565	7867	8102	8508	8848	-	-	-	E
Web Designer	5180	5388	5603	5827	6060	6303	6555	6817	7090	7373	7668	E
Webmaster	7460	7758	8068	8391	8727	9076	9439	9816	10208	10617	11042	E

“E” – Exempt from the overtime provisions of the Fair Labor Standards Act

“N” – Nonexempt from the overtime provisions of the Fair Labor Standards Act

(A) Salary increases would be 5%/ 4%/ 3%, effective the first pay period of January in each year of the contract.

(B) The following classifications shall receive a one-time 5% equity increase on December 30, 2023, to address recruitment and retention issues. This will be in addition to the Salary increases in (A).

- Labor Relations Representative
- Senior Labor Relations Representative
- Attorney
- Senior Attorney
- Research Analyst
- Senior Research Analyst
- Union Representative/Organizer
- Senior Union Representative/Organizer

(C) CSEA shall pay a one-time signing bonus of \$1000 to all bargaining unit employees on payroll or leave by the first full pay period of January 2024.

SECTION 2 — SALARY INCREASES WITHIN RANGE FOR JOB CLASSIFICATION

(A) Employees shall receive a four percent (4%) salary increase on the first day of the pay period immediately following the completion of their probationary period. Any increase above the four percent (4%) base shall be granted at the sole discretion of Management and shall not be subject to the Grievance and Arbitration Procedures (Articles 10 and 11) of this Agreement.

Performance of employees shall be reviewed on or before the first day of the pay period immediately following the anniversary date of which they accepted their current

job classification. Appraisals are intended to be non-disciplinary in nature. Employees shall receive a four percent (4%) salary increase on the first day of the pay period immediately following their anniversary date.

Salary step increases will normally be automatic unless denied by the General Manager or appropriate Affiliate Administrator prior to the date of normal advancement. A denial shall be based only on inadequate performance and shall be subject to the grievance procedure.

- (B) Employees appointed as Lead Persons and employees who are red-circled above the top step of their classification as a result of grievance settlements will remain eligible to be paid a salary above the maximum for the classification he/she holds in accordance with Section 1 of this Article. Employees who are red-circled as Union Representatives will be placed at the first step of the Senior Union Representative classification on April 1, but retain the classification of Union Representative.
- (C) When an employee is promoted to a higher classification, the employee's anniversary date will be changed to the effective date of the new appointment.

SECTION 3 — BILINGUAL PAY

- (A) If an employee is bilingual and is assigned by his/her supervisor to use bilingual skills during the normal business course of his/her job, the employee shall be paid an additional fifty dollars (\$50) each pay period during which such an assignment is effective.
- (B) If an employee is a certified bilingual translator graduated from an accredited school or program and is assigned by his/her supervisor to use bilingual skills during the normal business course of his/her job, the employee shall be paid an additional one hundred dollars and fifty dollars (\$150) each pay period during which such an assignment is effective.