

# ARTICLE 13

## SALARY GRADES AND CLASSIFICATIONS

### SECTION 1 — CLASSIFICATIONS AND SALARY RANGES

Classification	FLSA	3% GSI (10/1/2024)									
		1	2	3	4	5	6	7	8	9	10
Accountant	E	5,877	6,112	6,355	6,611	6,874	7,150	7,436	7,732	8,042	8,489
Account Technician	N	3,555	3,696	3,845	3,997	4,159	4,324	4,499	4,680	4,865	5,137
Administrative Assistant	N	4,381	4,557	4,739	4,928	5,126	5,331	5,544	5,766	5,997	6,329
Administrative Technician	N	4,172	4,340	4,512	4,693	4,880	5,076	5,278	5,490	5,710	6,027
Application Developer	E	5,877	6,112	6,355	6,611	6,874	7,150	7,436	7,732	8,042	8,489
Attorney	E	8,147	8,473	8,811	9,164	9,530	9,912	10,309	10,721	11,149	11,771
Business Systems Analyst	E	5,877	6,112	6,355	6,611	6,874	7,150	7,436	7,732	8,042	8,489
Communication Specialist	E	5,877	6,112	6,355	6,611	6,874	7,150	7,436	7,732	8,042	8,489
Computer Support Technician I	N	3,555	3,696	3,845	3,997	4,159	4,324	4,499	4,680	4,865	5,137
Computer Support Technician II	N	4,172	4,340	4,512	4,693	4,880	5,076	5,278	5,490	5,710	6,027
Computer Support Specialist	E	5,877	6,112	6,355	6,611	6,874	7,150	7,436	7,732	8,042	8,489
Database/System/Network Administrator	E	7,421	7,720	8,027	8,348	8,682	9,030	9,391	9,767	10,158	10,723
Driver, Mail Machine Operator, Courier	N	2,997	3,118	3,243	3,372	3,506	3,647	3,792	3,945	4,164	
Facilities Assistant	N	3,118	3,243	3,373	3,506	3,647	3,793	3,944	4,103	4,270	4,506
Graphics/Composition Technician	N	4,491	4,672	4,858	5,050	5,255	5,464	5,683	5,909	6,145	6,488
Legal Assistant (Graduate)	E	3,503	3,641	3,788	3,938	4,097	4,261	4,432	4,609	4,793	5,059
Legal Secretary	N	4,113	4,278	4,447	4,625	4,812	5,003	5,204	5,412	5,628	5,942
Legislative Advocate	E	6,884	7,159	7,446	7,743	8,054	8,375	8,711	9,060	9,420	9,944
Legislative Secretary	N	3,732	3,878	4,035	4,197	4,367	4,539	4,721	4,911	5,106	5,392
Member Resource Center Representative	N	5,137	5,342	5,556	5,778	6,009	6,343	6,597	6,861		
Membership Data Technician	N	3,918	4,075	4,238	4,408	4,585	4,767	4,957	5,157	5,362	5,661
Office Technician	N	2,997	3,118	3,243	3,372	3,506	3,647	3,792	3,945	4,102	4,330
Organizer in Training	E	5,137	5,342	5,556	5,778	6,009	6,343				
Payroll Services Technician I	N	3,734	3,885	4,039	4,200	4,369	4,543	4,725	4,915	5,111	5,395
Payroll Services Technician II	N	4,172	4,340	4,512	4,693	4,880	5,076	5,278	5,490	5,710	6,027
Political/Community Organizer	E	5,932	6,167	6,415	6,673	6,938	7,218	7,505	7,805	8,118	8,569
Program Specialist - Special Services	E	5,877	6,112	6,355	6,611	6,874	7,150	7,436	7,732	8,042	8,489
Research Analyst	E	5,877	6,112	6,355	6,611	6,874	7,150	7,436	7,732	8,042	8,489
Research Assistant	E	3,793	3,945	4,102	4,267	4,438	4,616	4,799	4,991	5,192	5,479
Secretary	N	3,918	4,075	4,238	4,408	4,585	4,767	4,957	5,157	5,362	5,661
Senior Account Technician	N	3,732	3,878	4,035	4,197	4,367	4,539	4,721	4,911	5,106	5,392
Senior Attorney	E	8,982	9,342	9,715	10,103	10,509	10,929	11,365	11,820	12,292	12,977
Senior Communications Specialist	E	6,464	6,726	6,993	7,273	7,564	7,866	8,181	8,507	8,848	9,339
Senior Education Development/Training	E	6,884	7,159	7,446	7,743	8,054	8,375	8,711	9,060	9,420	9,944
Senior Office Technician	N	3,555	3,696	3,845	3,997	4,159	4,324	4,499	4,680	4,865	5,137
Senior Political/Community Organizer	E	6,884	7,159	7,446	7,743	8,054	8,375	8,711	9,060	9,420	9,944
Senior Research Analyst	E	6,884	7,159	7,446	7,743	8,054	8,375	8,711	9,060	9,420	9,944
Senior Union Representative/Organizer	E	8,546	8,889	9,244	9,613	10,147					
Union Representative/Organizer	E	6,245	6,494	6,753	7,024	7,305	7,597	7,900	8,341		

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

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

Classification	FLSA	3% GSI (10/1/2025)									
		1	2	3	4	5	6	7	8	9	10
Accountant	E	6,053	6,295	6,546	6,809	7,080	7,365	7,659	7,964	8,283	8,744
Account Technician	N	3,662	3,807	3,960	4,117	4,284	4,454	4,634	4,820	5,011	5,291
Administrative Assistant	N	4,512	4,694	4,881	5,076	5,280	5,491	5,710	5,939	6,177	6,519
Administrative Technician	N	4,297	4,470	4,647	4,834	5,026	5,228	5,436	5,655	5,881	6,208
Application Developer	E	6,053	6,295	6,546	6,809	7,080	7,365	7,659	7,964	8,283	8,744
Attorney	E	8,391	8,727	9,075	9,439	9,816	10,209	10,618	11,043	11,483	12,124
Business Systems Analyst	E	6,053	6,295	6,546	6,809	7,080	7,365	7,659	7,964	8,283	8,744
Communication Specialist	E	6,053	6,295	6,546	6,809	7,080	7,365	7,659	7,964	8,283	8,744
Computer Support Technician I	N	3,662	3,807	3,960	4,117	4,284	4,454	4,634	4,820	5,011	5,291
Computer Support Technician II	N	4,297	4,470	4,647	4,834	5,026	5,228	5,436	5,655	5,881	6,208
Computer Support Specialist	E	6,053	6,295	6,546	6,809	7,080	7,365	7,659	7,964	8,283	8,744
Database/System/Network Administrator	E	7,644	7,952	8,268	8,598	8,942	9,301	9,673	10,060	10,463	11,045
Driver, Mail Machine Operator, Courier	N	3,087	3,212	3,340	3,473	3,611	3,756	3,906	4,063	4,289	-
Facilities Assistant	N	3,212	3,340	3,474	3,611	3,756	3,907	4,062	4,226	4,398	4,641
Graphics/Composition Technician	N	4,626	4,812	5,004	5,202	5,413	5,628	5,853	6,086	6,329	6,683
Legal Assistant (Graduate)	E	3,608	3,750	3,902	4,056	4,220	4,389	4,565	4,747	4,937	5,211
Legal Secretary	N	4,236	4,406	4,580	4,764	4,956	5,153	5,360	5,574	5,797	6,120
Legislative Advocate	E	7,091	7,374	7,669	7,975	8,296	8,626	8,972	9,332	9,703	10,242
Legislative Secretary	N	3,844	3,994	4,156	4,323	4,498	4,675	4,863	5,058	5,259	5,554
Member Resource Center Representative	N	5,291	5,502	5,723	5,951	6,189	6,533	6,795	7,067	-	-
Membership Data Technician	N	4,036	4,197	4,365	4,540	4,723	4,910	5,106	5,312	5,523	5,831
Office Technician	N	3,087	3,212	3,340	3,473	3,611	3,756	3,906	4,063	4,225	4,460
Organizer in Training	E	5,291	5,502	5,723	5,951	6,189	6,533	-	-	-	-
Payroll Services Technician I	N	3,846	4,002	4,160	4,326	4,500	4,679	4,867	5,062	5,264	5,557
Payroll Services Technician II	N	4,297	4,470	4,647	4,834	5,026	5,228	5,436	5,655	5,881	6,208
Political/Community Organizer	E	6,110	6,352	6,607	6,873	7,146	7,435	7,730	8,039	8,362	8,826
Program Specialist - Special Services	E	6,053	6,295	6,546	6,809	7,080	7,365	7,659	7,964	8,283	8,744
Research Analyst	E	6,053	6,295	6,546	6,809	7,080	7,365	7,659	7,964	8,283	8,744
Research Assistant	E	3,907	4,063	4,225	4,395	4,571	4,754	4,943	5,141	5,348	5,643
Secretary	N	4,036	4,197	4,365	4,540	4,723	4,910	5,106	5,312	5,523	5,831
Senior Account Technician	N	3,844	3,994	4,156	4,323	4,498	4,675	4,863	5,058	5,259	5,554
Senior Attorney	E	9,251	9,622	10,006	10,406	10,824	11,257	11,706	12,175	12,661	13,366
Senior Communications Specialist	E	6,658	6,928	7,203	7,491	7,791	8,102	8,426	8,762	9,113	9,619
Senior Education Development/Training	E	7,091	7,374	7,669	7,975	8,296	8,626	8,972	9,332	9,703	10,242
Senior Office Technician	N	3,662	3,807	3,960	4,117	4,284	4,454	4,634	4,820	5,011	5,291
Senior Political/Community Organizer	E	7,091	7,374	7,669	7,975	8,296	8,626	8,972	9,332	9,703	10,242
Senior Research Analyst	E	7,091	7,374	7,669	7,975	8,296	8,626	8,972	9,332	9,703	10,242
Senior Union Representative/Organizer	E	8,802	9,156	9,521	9,901	10,451	-	-	-	-	-
Union Representative/Organizer	E	6,432	6,689	6,956	7,235	7,524	7,825	8,137	8,591	-	-

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

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

Classification		3% GSI (10/1/2026)									
	FLSA	1	2	3	4	5	6	7	8	9	10
Accountant	E	6,235	6,484	6,742	7,013	7,292	7,586	7,889	8,203	8,531	9,006
Account Technician	N	3,772	3,921	4,079	4,241	4,413	4,588	4,773	4,965	5,161	5,450
Administrative Assistant	N	4,647	4,835	5,027	5,228	5,438	5,656	5,881	6,117	6,362	6,715
Administrative Technician	N	4,426	4,604	4,786	4,979	5,177	5,385	5,599	5,825	6,057	6,394
Application Developer	E	6,235	6,484	6,742	7,013	7,292	7,586	7,889	8,203	8,531	9,006
Attorney	E	8,643	8,989	9,347	9,722	10,110	10,515	10,937	11,374	11,827	12,488
Business Systems Analyst	E	6,235	6,484	6,742	7,013	7,292	7,586	7,889	8,203	8,531	9,006
Communication Specialist	E	6,235	6,484	6,742	7,013	7,292	7,586	7,889	8,203	8,531	9,006
Computer Support Technician I	N	3,772	3,921	4,079	4,241	4,413	4,588	4,773	4,965	5,161	5,450
Computer Support Technician II	N	4,426	4,604	4,786	4,979	5,177	5,385	5,599	5,825	6,057	6,394
Computer Support Specialist	E	6,235	6,484	6,742	7,013	7,292	7,586	7,889	8,203	8,531	9,006
Database/System/Network Administrator	E	7,873	8,191	8,516	8,856	9,210	9,580	9,963	10,362	10,777	11,376
Driver, Mail Machine Operator, Courier	N	3,180	3,308	3,440	3,577	3,719	3,869	4,023	4,185	4,418	-
Facilities Assistant	N	3,308	3,440	3,578	3,719	3,869	4,024	4,184	4,353	4,530	4,780
Graphics/Composition Technician	N	4,765	4,956	5,154	5,358	5,575	5,797	6,029	6,269	6,519	6,883
Legal Assistant (Graduate)	E	3,716	3,863	4,019	4,178	4,347	4,521	4,702	4,889	5,085	5,367
Legal Secretary	N	4,363	4,538	4,717	4,907	5,105	5,308	5,521	5,741	5,971	6,304
Legislative Advocate	E	7,304	7,595	7,899	8,214	8,545	8,885	9,241	9,612	9,994	10,549
Legislative Secretary	N	3,959	4,114	4,281	4,453	4,633	4,815	5,009	5,210	5,417	5,721
Member Resource Center Representative	N	5,450	5,667	5,895	6,130	6,375	6,729	6,999	7,279	-	-
Membership Data Technician	N	4,157	4,323	4,496	4,676	4,865	5,057	5,259	5,471	5,689	6,006
Office Technician	N	3,180	3,308	3,440	3,577	3,719	3,869	4,023	4,185	4,352	4,594
Organizer in Training	E	5,450	5,667	5,895	6,130	6,375	6,729	-	-	-	-
Payroll Services Technician I	N	3,961	4,122	4,285	4,456	4,635	4,819	5,013	5,214	5,422	5,724
Payroll Services Technician II	N	4,426	4,604	4,786	4,979	5,177	5,385	5,599	5,825	6,057	6,394
Political/Community Organizer	E	6,293	6,543	6,805	7,079	7,360	7,658	7,962	8,280	8,613	9,091
Program Specialist - Special Services	E	6,235	6,484	6,742	7,013	7,292	7,586	7,889	8,203	8,531	9,006
Research Analyst	E	6,235	6,484	6,742	7,013	7,292	7,586	7,889	8,203	8,531	9,006
Research Assistant	E	4,024	4,185	4,352	4,527	4,708	4,897	5,091	5,295	5,508	5,812
Secretary	N	4,157	4,323	4,496	4,676	4,865	5,057	5,259	5,471	5,689	6,006
Senior Account Technician	N	3,959	4,114	4,281	4,453	4,633	4,815	5,009	5,210	5,417	5,721
Senior Attorney	E	9,529	9,911	10,306	10,718	11,149	11,595	12,057	12,540	13,041	13,767
Senior Communications Specialist	E	6,858	7,136	7,419	7,716	8,025	8,345	8,679	9,025	9,386	9,908
Senior Education Development/Training	E	7,304	7,595	7,899	8,214	8,545	8,885	9,241	9,612	9,994	10,549
Senior Office Technician	N	3,772	3,921	4,079	4,241	4,413	4,588	4,773	4,965	5,161	5,450
Senior Political/Community Organizer	E	7,304	7,595	7,899	8,214	8,545	8,885	9,241	9,612	9,994	10,549
Senior Research Analyst	E	7,304	7,595	7,899	8,214	8,545	8,885	9,241	9,612	9,994	10,549
Senior Union Representative/Organizer	E	9,066	9,431	9,807	10,198	10,765	-	-	-	-	-
Union Representative/Organizer	E	6,625	6,890	7,165	7,452	7,750	8,060	8,381	8,849	-	-

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

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

Classification	FLSA	1.5% GSI (10/1/2027)									
		1	2	3	4	5	6	7	8	9	10
Accountant	E	6,329	6,581	6,843	7,118	7,401	7,700	8,007	8,326	8,659	9,141
Account Technician	N	3,829	3,980	4,140	4,305	4,479	4,657	4,845	5,039	5,238	5,532
Administrative Assistant	N	4,717	4,908	5,102	5,306	5,520	5,741	5,969	6,209	6,457	6,816
Administrative Technician	N	4,492	4,673	4,858	5,054	5,255	5,466	5,683	5,912	6,148	6,490
Application Developer	E	6,329	6,581	6,843	7,118	7,401	7,700	8,007	8,326	8,659	9,141
Attorney	E	8,773	9,124	9,487	9,868	10,262	10,673	11,101	11,545	12,004	12,675
Business Systems Analyst	E	6,329	6,581	6,843	7,118	7,401	7,700	8,007	8,326	8,659	9,141
Communication Specialist	E	6,329	6,581	6,843	7,118	7,401	7,700	8,007	8,326	8,659	9,141
Computer Support Technician I	N	3,829	3,980	4,140	4,305	4,479	4,657	4,845	5,039	5,238	5,532
Computer Support Technician II	N	4,492	4,673	4,858	5,054	5,255	5,466	5,683	5,912	6,148	6,490
Computer Support Specialist	E	6,329	6,581	6,843	7,118	7,401	7,700	8,007	8,326	8,659	9,141
Database/System/Network Administrator	E	7,991	8,314	8,644	8,989	9,348	9,724	10,112	10,517	10,939	11,547
Driver, Mail Machine Operator,	N	3,228	3,358	3,492	3,631	3,775	3,927	4,083	4,248	4,484	-
Facilities Assistant	N	3,358	3,492	3,632	3,775	3,927	4,084	4,247	4,418	4,598	4,852
Graphics/Composition Technician	N	4,836	5,030	5,231	5,438	5,659	5,884	6,119	6,363	6,617	6,986
Legal Assistant (Graduate)	E	3,772	3,921	4,079	4,241	4,412	4,589	4,773	4,962	5,161	5,448
Legal Secretary	N	4,428	4,606	4,788	4,981	5,182	5,388	5,604	5,827	6,061	6,399
Legislative Advocate	E	7,414	7,709	8,017	8,337	8,673	9,018	9,380	9,756	10,144	10,707
Legislative Secretary	N	4,018	4,176	4,345	4,520	4,702	4,887	5,084	5,288	5,498	5,807
Member Resource Center	N	5,532	5,752	5,983	6,222	6,471	6,830	7,104	7,388	-	-
Membership Data Technician	N	4,219	4,388	4,563	4,746	4,938	5,133	5,338	5,553	5,774	6,096
Office Technician	N	3,228	3,358	3,492	3,631	3,775	3,927	4,083	4,248	4,417	4,663
Organizer in Training	E	5,532	5,752	5,983	6,222	6,471	6,830	-	-	-	-
Payroll Services Technician I	N	4,020	4,184	4,349	4,523	4,705	4,891	5,088	5,292	5,503	5,810
Payroll Services Technician II	N	4,492	4,673	4,858	5,054	5,255	5,466	5,683	5,912	6,148	6,490
Political/Community Organizer	E	6,387	6,641	6,907	7,185	7,470	7,773	8,081	8,404	8,742	9,227
Program Specialist - Special	E	6,329	6,581	6,843	7,118	7,401	7,700	8,007	8,326	8,659	9,141
Research Analyst	E	6,329	6,581	6,843	7,118	7,401	7,700	8,007	8,326	8,659	9,141
Research Assistant	E	4,084	4,248	4,417	4,595	4,779	4,970	5,167	5,374	5,591	5,899
Secretary	N	4,219	4,388	4,563	4,746	4,938	5,133	5,338	5,553	5,774	6,096
Senior Account Technician	N	4,018	4,176	4,345	4,520	4,702	4,887	5,084	5,288	5,498	5,807
Senior Attorney	E	9,672	10,060	10,461	10,879	11,316	11,769	12,238	12,728	13,237	13,974
Senior Communications Specialist	E	6,961	7,243	7,530	7,832	8,145	8,470	8,809	9,160	9,527	10,057
Senior Education Development/Training	E	7,414	7,709	8,017	8,337	8,673	9,018	9,380	9,756	10,144	10,707
Senior Office Technician	N	3,829	3,980	4,140	4,305	4,479	4,657	4,845	5,039	5,238	5,532
Senior Political/Community Organizer	E	7,414	7,709	8,017	8,337	8,673	9,018	9,380	9,756	10,144	10,707
Senior Research Analyst	E	7,414	7,709	8,017	8,337	8,673	9,018	9,380	9,756	10,144	10,707
Senior Union Representative/Organizer	E	9,202	9,572	9,954	10,351	10,926	-	-	-	-	-
Union Representative/Organizer	E	6,724	6,993	7,272	7,564	7,866	8,181	8,507	8,982	-	-

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

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

## **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 of either:

- (1) The anniversary of the date that employees complete their probationary period; or
- (2) The anniversary of the date current employees accepted the job classification,

Salary step increases will normally be automatic unless denied 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 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 were previously red-circled as Union Representatives and placed at the first step of the Senior Union Representative classification on April 1, 2007, shall 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.
- (D) On October 1, 2024, the entire salary range for the Membership Data Technician shall be increased to match the Secretary salary range.
- (E) The Member Resource Center Representative range shall be extended by two (2) steps with the appropriate salary increase for the classification. Upon ratification, Representatives shall be moved to the appropriate step based on years of service.

### **SECTION 3 — GENERAL SALARY INCREASE**

Effective the beginning of the pay period in which October 1, 2024 falls, and annually thereafter on October 1, 2025, October 1, 2026 and October 1, 2027 the employee salary rates and the minimum and maximum of the salary ranges in section 1 of this Article shall be increased as follows:

- (1) October 1, 2024, increase of three percent (3%)
- (2) October 1, 2025, increase of three percent (3%)
- (3) October 1, 2026, increase of three percent (3%)
- (4) October 1, 2027, increase of one and a half percent (1.5%)