

APPENDIX E – EBCLC WAGE SCALES, JULY 1, 2023-JUNE 30, 2025

EBCLC Wage Scale - Year 1

Tentative Agreement 7/31/2023

Position	Years of Experience for Starting Salaries																	
<b>PROGRAM</b>																		
<b>Program Director</b>	5	6	7	8	9	10	11	12	13	14	15	16						
5-16 years	102,000	103,000	104,000	105,000	106,000	107,000	108,000	109,000	110,000	111,000	112,000	113,000						
<b>Program Deputy Director</b>	3	4	5	6	7	8	9	10	11	12	13	14						
3-14 years	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000	101,000						
<b>Attorney</b>	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
0-17 years	81,000	82,000	83,000	84,000	85,000	86,000	90,000	91,000	92,000	93,000	94,000	98,000	99,000	100,000	101,000	102,000	103,000	104,000
<b>Social Worker</b>	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 years	81,000	82,000	83,000	84,000	85,000	86,000	90,000	91,000	92,000	93,000	94,000	98,000						
<b>Program/Project Manager</b>	4	5	6	7	8	9	10	11	12	13	14	15						
4-15 years	68,000	69,000	70,000	71,000	72,000	73,000	74,000	75,000	76,000	77,000	78,000	79,000						
<b>Paralegal</b>	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 years	62,000	63,000	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000	73,000						
<b>Intake/Program Coordinator</b>	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 years	61,000	62,000	63,000	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000						
	33.52	34.07	34.62	35.16	35.71	36.26	36.81	37.36	37.91	38.46	39.01	39.56						
<b>ADMINISTRATION</b>																		
<b>Office Manager</b>	4	5	6	7	8	9	10	11	12	13	14	15						
4-15 years	73,000	74,000	75,000	76,000	77,000	78,000	79,000	80,000	81,000	82,000	83,000	84,000						
<b>Administrative Assistant</b>	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 years	58,000	59,000	60,000	61,000	62,000	63,000	64,000	65,000	66,000	67,000	68,000	69,000						
	31.87	32.42	32.97	33.52	34.07	34.62	35.16	35.71	36.26	36.81	37.36	37.91						
<b>Staff Accountant</b>	2	3	4	5	6	7	8	9	10	11	12	13						
2-13 years	66,000	67,000	68,000	69,000	70,000	71,000	72,000	73,000	74,000	75,000	76,000	77,000						
	36.26	36.81	37.36	37.91	38.46	39.01	39.56	40.11	40.66	41.21	41.76	42.31						
<b>DEVELOPMENT</b>																		
<b>Data &amp; Evaluation Manager</b>	5	6	7	8	9	10	11	12	13	14	15	16						
5-16 years	87,000	88,000	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000						
<b>Development/Contracts Officer</b>	5	6	7	8	9	10	11	12	13	14	15	16						
5-16 years	87,000	88,000	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000						
<b>Institutional Giving Manager</b>	5	6	7	8	9	10	11	12	13	14	15	16						
5-16 years	87,000	88,000	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000						
<b>Individual Giving Manager</b>	4	5	6	7	8	9	10	11	12	13	14	15						
4-15 years	86,000	87,000	88,000	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000						
<b>Communications Manager</b>	4	5	6	7	8	9	10	11	12	13	14	15						
4-15 years	86,000	87,000	88,000	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000						
<b>Development Assistant</b>	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 years	61,000	62,000	63,000	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000						
	33.52	34.07	34.62	35.16	35.71	36.26	36.81	37.36	37.91	38.46	39.01	39.56						

EBCLC Wage Scale - Year 2  
Tentative Agreement 7/31/2023

Position	Years of Experience for Starting Salaries																																			
<b>PROGRAM</b>																																				
<b>Program Director</b> 5-16 years	5	6	7	8	9	10	11	12	13	14	15	16	104,000	105,000	106,000	107,000	108,000	109,000	110,000	111,000	112,000	113,000	114,000	115,000												
<b>Program Deputy Director</b> 3-14 years	3	4	5	6	7	8	9	10	11	12	13	14	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000	101,000	102,000	103,000												
<b>Attorney</b> 0-17 years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	83,000	84,000	85,000	86,000	87,000	88,000	92,000	93,000	94,000	95,000	96,000	100,000	101,000	102,000	103,000	104,000	105,000	106,000
<b>Social Worker</b> 0-11 years	0	1	2	3	4	5	6	7	8	9	10	11	83,000	84,000	85,000	86,000	87,000	88,000	92,000	93,000	94,000	95,000	96,000	100,000												
<b>Program/Project Manager</b> 4-15 years	4	5	6	7	8	9	10	11	12	13	14	15	70,000	71,000	72,000	73,000	74,000	75,000	76,000	77,000	78,000	79,000	80,000	81,000												
<b>Paralegal</b> 0-11 years	0	1	2	3	4	5	6	7	8	9	10	11	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000	73,000	74,000	75,000												
<b>Intake/Program Coordinator</b> 0-11 years	0	1	2	3	4	5	6	7	8	9	10	11	63,000	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000	73,000	74,000												
													34.62	35.16	35.71	36.26	36.81	37.36	37.91	38.46	39.01	39.56	40.11	40.66												
<b>ADMINISTRATION</b>																																				
<b>Office Manager</b> 4-15 years	4	5	6	7	8	9	10	11	12	13	14	15	75,000	76,000	77,000	78,000	79,000	80,000	81,000	82,000	83,000	84,000	85,000	86,000												
<b>Administrative Assistant</b> 0-11 years	0	1	2	3	4	5	6	7	8	9	10	11	60,000	61,000	62,000	63,000	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000												
													32.97	33.52	34.07	34.62	35.16	35.71	36.26	36.81	37.36	37.91	38.46	39.01												
<b>Staff Accountant</b> 2-13 years	2	3	4	5	6	7	8	9	10	11	12	13	68,000	69,000	70,000	71,000	72,000	73,000	74,000	75,000	76,000	77,000	78,000	79,000												
													37.36	37.91	38.46	39.01	39.56	40.11	40.66	41.21	41.76	42.31	42.86	43.41												
<b>DEVELOPMENT</b>																																				
<b>Data &amp; Evaluation Manager</b> 5-16 years	5	6	7	8	9	10	11	12	13	14	15	16	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000												
<b>Development/Contracts Officer</b> 5-16 years	5	6	7	8	9	10	11	12	13	14	15	16	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000												
<b>Institutional Giving Manager</b> 5-16 years	5	6	7	8	9	10	11	12	13	14	15	16	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000												
<b>Individual Giving Manager</b> 4-15 years	4	5	6	7	8	9	10	11	12	13	14	15	88,000	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000												
<b>Communications Manager</b> 4-15 years	4	5	6	7	8	9	10	11	12	13	14	15	88,000	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000												
<b>Development Assistant</b> 0-11 years	0	1	2	3	4	5	6	7	8	9	10	11	63,000	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000	73,000	74,000												
													34.62	35.16	35.71	36.26	36.81	37.36	37.91	38.46	39.01	39.56	40.11	40.66												