EBCLC Wage Scale - CBA Extension
Effective 7/1/2025

Position	Years of Experience for Starting Salaries																	
PROGRAM																		
Program Director	5	6	7	8	9	10	11	12	13	14	15	16						
5-16 years	106,000	107,000	108,000	109,000	110,000	111,000	112,000	113,000	114,000	115,000	116,000	117,000						
Program Deputy Director	3	4	5	6	7	8	9	10	11	12	13	14						
3-14 years	94,000	95,000	96,000	97,000	98,000	99,000	100,000	101,000	102,000	103,000	104,000	105,000						
Attorney	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
0-17 years	85,000	86,000	87,000	88,000	89,000	90,000	94,000	95,000	96,000	97,000	98,000	102,000	103,000	104,000	105,000	106,000	107,000	108,000
Social Worker	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 years	85,000	86,000	87,000	88,000	89,000	90,000	94,000	95,000	96,000	97,000	98,000	102,000						
Program/Project Manager	4	5	6	7	8	9	10	11	12	13	14	15						
4-15 years	72,000	73,000	74,000	75,000	76,000	77,000	78,000	79,000	80,000	81,000	82,000	83,000						
Paralegal	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 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						
Intake/Program Coordinator	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 years	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000	73,000	74,000	75,000	76,000						
	35.71	36.26	36.81	37.36	37.91	38.46	39.01	39.56	40.11	40.66	41.21	41.76						
ADMINISTRATION																		
Office Manager	4	5	6	7	8	9	10	11	12	13	14	15						
4-15 years	77,000	78,000	79,000	80,000	81,000	82,000	83,000	84,000	85,000	86,000	87,000	88,000						
Administrative Assistant	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						
	34.07	34.62	35.16	35.71	36.26	36.81	37.36	37.91	38.46	39.01	39.56	40.11						
Staff Accountant	2	3	4	5	6	7	8	9	10	11	12	13						
2-13 years	70,000	71,000	72,000	73,000	74,000	75,000	76,000	77,000	78,000	79,000	80,000	81,000						
	38.46	39.01	39.56	40.11	40.66	41.21	41.76	42.31	42.86	43.41	43.96	44.51						
DEVELOPMENT																		
Data & Evaluation Manager	5	6	7	8	9	10	11	12	13	14	15	16						
5-16 years	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000	101,000	102,000						
Development/Contracts Officer	5	6	7	8	9	10	11	12	13	14	15	16						
5-16 years	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000	101,000	102,000						
Institutional Giving Manager	5	6	7	8	9	10	11	12	13	14	15	16						
5-16 years	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000	101,000	102,000						
Individual Giving Manager	4	5	6	7	8	9	10	11	12	13	14	15						
4-15 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						
Communications Manager	4	5	6	7	8	9	10	11	12	13	14	15						
4-15 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						
Development Assistant	0	1	2	3	4	5	6	7	8	9	10	11						
0-11 years	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000	73,000	74,000	75,000	76,000						
	35.71	36.26	36.81	37.36	37.91	38.46	39.01	39.56	40.11	40.66	41.21	41.76						