

CWA MEMBER # 1 – Salary Range 22

Sylvia is a Family Service Specialist 2, Salary Range 22. She will be making \$23,114.54 more by the end of this contract, that's a 33.5% salary increase.

Sylvia was hired in April 2016 and is currently on Step 4 of Range 22 earning \$69,151.55.

Under the tentative agreement, Sylvia will receive four (4) 3.5% across-the-board increases, in addition to all step increments.

By the end of the contract, Sylvia will move to Step 8, Range 22 earning \$92,266.07. That's \$889.02 more per paycheck.

Estimated Salary Growth

Date	CWA Contract Action	Dollar Amount	INCREASE	Percentage
Jun-23	Starting Salary: Range 22 Step 4 & April Anniversary	69,151.53		
Jul-23	3.5% ATB Increase	71,571.86	2,420.33	3.50
Nov-23	Move to Step 5	74,483.57	2,911.71	4.07
Jul-24	3.5% ATB Increase	77,090.49	2,606.92	3.50
Nov-24	Move to Step 6	80,104.12	3,013.63	3.91
Jul-25	3.5% ATB Increase	82,907.76	2,803.64	3.50
Nov-25	Move to Step 7	86,026.86	3,119.10	3.76
Jul-26	3.5% ATB Increase	89,037.80	3,010.94	3.50
Nov-26	Move to Step 8	92,266.07	3,228.27	3.63
TOTAL INCREASE			23,114.54	33.5%

The examples above are meant for illustrative purposes only. Amounts will vary. Calculations involving anniversary dates, for example, are based on the month not the exact pay period. Cost of living increases are calculated from the calendar date, not the pay period. Members should personally verify the amounts of all their increases.

CWA MEMBER #2 – Salary Range 14

Mike is a Technician MVC, Salary Range 14. He will be making \$15,569.10 more by the end of this contract, that’s a 33.5% salary increase.

Mike was hired in November of 2019 and is currently on Step 3 of Range 14 earning \$46,337.90.

Under the tentative agreement, Mike will receive four (4) 3.5% across-the-board increases, in addition to all step increments.

By the end of the contract, Mike will move to Step 7, Range 14 earning \$61,907.00. **That’s \$598.81 more per paycheck.**

Estimated Salary Growth

Date	CWA Contract Action	Dollar Amount	INCREASE	Percentage
Jun-23	Starting Salary: Range 14 Step 3 & November Anniversary	46,337.90		
Jul-23	3.5% ATB Increase	47,959.70	1,621.80	3.50
Nov-23	Move to Step 4	49,928.91	1,969.21	4.11
Jul-24	3.5% ATB Increase	51,676.43	1,747.52	3.50
Nov-24	Move to Step 5	53,714.57	2,038.14	3.94
Jul-25	3.5% ATB Increase	55,594.58	1,880.01	3.50
Nov-25	Move to Step 6	57,704.05	2,109.47	3.79
Jul-26	3.5% ATB Increase	59,723.69	2,019.64	3.50
Nov-26	Move to Step 7	61,907.00	2,183.31	3.66
TOTAL INCREASE			15,569.10	33.5%

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CWA MEMBER #3 – Salary Range 6

Eileen is a Clerk Typist, Salary Range 6. She will be making \$14,687.98 more by the end of this contract, that's a 47% salary increase.

Eileen was hired in April of 2022 and is currently on Step 2 of Range 6 earning \$31,519.11.

Under the tentative agreement, Eileen will receive four (4) 3.5% across-the-board increases, in addition to all step increments.

CWA negotiated to raise the minimum salary for ALL MEMBERS to at least a Range 9, Step 2 effective the first full pay period in July 2024. In addition to the four (4) across-the-board increases and 3 step increments, Eileen will also be raised to this new minimum salary of Range 9, Step 2.

By the end of the contract, Eileen will move to Step 5, Range 9 earning \$46,207.09. **That's \$564.92 more per paycheck.**

Estimated Salary Growth

Date	CWA Contract Action	Dollar Amount	INCREASE	Percentage
Jun-23	Starting Salary: Range 6 Step 2 & April Anniversary	31,519.11		
Jul-23	3.5% ATB Increase	32,622.20	1,103.09	3.50
Apr-24	Move to Step 3	33,958.71	1,336.51	4.10
Jul-24	Move to Range 9 Step 2 & 3.5% ATB Increase	38,339.48	4,380.77	12.90
Apr-25	Move to Step 3	39,937.93	1,598.45	4.17
Jul-25	3.5% ATB Increase	41,335.75	1,397.82	3.50
Apr-26	Move to Step 4	42,990.14	1,654.39	4.00
Jul-26	3.5% ATB Increase	44,494.80	1,504.66	3.50
Apr-27	Move to Step 5	46,207.09	1,712.29	3.85
TOTAL INCREASE			14,687.98	47%

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CWA MEMBER # 4 – Salary Range 26

Robert is an Administrative Analyst 3, Salary Range 26 who is “at max”. He will be making \$19,211.10 more by the end of this contract, that’s a 19% salary increase.

Robert has been at Step 10 “max” of Range 26 prior to 2021 and currently earns \$103,620.41.

Under the tentative agreement, Robert will receive four (4) 3.5% across-the-board increases.

CWA negotiated a historic 11th step effective the first full pay period in July 2025 for ALL MEMBERS at “max” for 24 months or more. In addition to the four (4) across-the-board wage increases, Robert will move to Step 11, Range 26. Steps are on average valued at 3.7%

By the end of the contract, Robert will move to Range 26, Step 11 earning \$122,831.51. **That’s \$738.89 more per paycheck.**

Estimated Salary Growth

Date	CWA Contract Action	Dollar Amount	INCREASE	Percentage
Jun-23	Starting Salary: Range 26 Step 10	103,620.41		
Jul-23	3.5% ATB Increase	107,246.91	3,626.50	3.50
Jul-24	3.5% ATB Increase	111,000.55	3,753.64	3.50
Jul-25	Move to Step 11 & 3.5% ATB Increase	118,677.79	7,677.24	6.92
Jul-26	3.5% ATB Increase	122,831.51	4,153.72	3.50
TOTAL INCREASE			19,211.10	19%

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CWA MEMBER # 5 – Salary Range 12 “At Max”

Joan is a Principal Clerk Typist (Range 12) who is “at max”. By the end of this contract Joan will be making \$10,017.85 more than she is making now.

Joan has been “at max” (Step 10) of her salary range, which is Range 12, since November 2020. She currently earns \$54,504.33.

In July 2023, Joan will receive her first 3.5% increase of \$1,907.63 added to her base pay. That additional base pay will compound in years to come with three more 3.5% across-the-board increases in 2024, 2025 and 2026.

But the new contract has an added 11th step, so Joan will see a step increase in July 2025. By the end of this contract, Joan’s salary will be \$64,522.18. **That’s \$385.30 more per paycheck.**

Estimated Salary Growth

Date	CWA Contract Action	Dollar Amount	INCREASE	Percentage
Jun-23	Starting Salary: Range 12 Step 10	54,504.33		
Jul-23	3.5% ATB Increase	56,411.96		3.50
Jul-24	3.5% ATB Increase	58,386.37		3.50
Jul-25	Move to Step 11 & 3.5% ATB Increase	62,340.27		6.77
Jul-26	3.5% ATB Increase	64,522.18		3.50
TOTAL INCREASE			10,017.85	18.4

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