

## MOBILITY 2020 – WAGE TABLES:

Administrative Assistant				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	396.50	396.50	396.50	396.50
2	422.00	423.00	424.00	424.50
3	449.50	451.50	453.50	455.00
4	478.50	481.50	484.50	487.50
5	509.50	514.00	518.00	522.00
6	542.00	548.50	554.00	559.00
7	577.50	585.00	592.50	599.00
8	614.50	624.50	633.50	641.50
9	654.50	666.00	677.00	687.50
10	696.50	711.00	724.00	736.50
11	741.50	758.50	774.00	788.50
12	789.50	809.50	827.50	845.00
13	840.50	863.50	885.00	905.00

Business Account Executive				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	535.50	535.50	535.50	535.50
2	561.50	563.00	564.00	565.00
3	588.50	591.50	594.00	596.00
4	617.50	621.50	625.50	629.00
5	647.00	653.00	658.50	663.50
6	678.50	686.50	693.50	700.00
7	711.50	721.50	730.50	738.50
8	746.00	758.00	769.00	779.00
9	782.50	796.50	810.00	822.00
10	820.00	837.00	853.00	867.50
11	860.00	879.50	898.00	915.00
12	902.00	924.50	946.00	965.50
13	945.50	971.50	996.00	1018.50

Business Customer Service Specialist I				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	414.50	414.50	414.50	414.50
2	437.50	438.50	439.00	440.00
3	461.50	463.50	465.50	467.00
4	486.50	490.00	493.00	495.50
5	513.50	518.00	522.00	526.00
6	541.50	547.50	553.50	558.50
7	571.50	579.00	586.00	592.50
8	602.50	612.50	621.00	629.00
9	636.00	647.50	658.00	667.50
10	671.00	684.50	697.00	708.50
11	707.50	723.50	738.50	752.50
12	746.50	765.00	782.50	798.50
13	787.50	809.00	829.00	847.50

Business Customer Service Specialist II				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	489.00	489.00	489.00	489.00
2	515.50	516.50	517.50	518.50
3	543.50	546.00	548.00	550.00
4	572.50	576.50	580.00	583.50
5	603.50	609.00	614.00	619.00
6	636.50	643.50	650.00	656.50
7	670.50	680.00	688.50	696.00
8	707.00	718.50	728.50	738.50
9	745.00	759.00	771.50	783.00
10	785.50	802.00	816.50	830.50
11	828.00	847.00	864.50	881.00
12	873.00	895.00	915.50	934.50
13	920.00	945.50	969.00	991.00

Business Sales Specialist				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	475.00	475.00	475.00	475.00
2	500.50	502.00	503.00	503.50
3	527.50	530.00	532.50	534.00
4	556.00	560.00	563.50	566.50
5	586.00	591.50	596.50	601.00
6	618.00	625.00	631.50	637.00
7	651.50	660.00	668.50	676.00
8	686.50	697.50	707.50	716.50
9	723.50	736.50	749.00	760.00
10	762.50	778.50	793.00	806.00
11	804.00	822.00	839.50	855.00
12	847.00	868.50	888.50	906.50
13	893.00	917.50	940.50	961.50

Clerical Associate				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	406.50	406.50	406.50	406.50
2	429.00	430.00	431.00	431.50
3	452.50	455.00	456.50	458.50
4	477.50	481.00	484.00	486.50
5	504.00	509.00	513.00	517.00
6	532.00	538.00	543.50	549.00
7	561.50	569.00	576.50	583.00
8	592.50	602.00	611.00	619.00
9	625.50	637.00	647.50	657.00
10	660.00	673.50	686.00	698.00
11	696.50	712.50	727.50	741.00
12	735.00	753.50	771.00	787.00
13	775.50	797.00	817.00	835.50

Client Service Specialist				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	501.50	501.50	501.50	501.50
2	523.50	524.50	526.00	527.00
3	546.50	549.00	551.50	553.50
4	570.50	574.50	578.00	581.50
5	595.50	601.00	606.00	610.50
6	622.00	629.00	635.50	641.50
7	649.00	658.00	666.00	673.50
8	678.00	688.50	698.50	707.50
9	707.50	720.50	732.50	743.50
10	738.50	754.00	768.00	781.00
11	771.00	788.50	805.00	820.00
12	805.00	825.50	844.00	861.50
13	840.50	863.50	885.00	905.00

Consolidated Customer Service Representative				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	600.00	600.00	600.00	600.00
2	616.50	618.00	619.00	620.50
3	633.50	636.50	639.00	641.50
4	651.00	655.50	659.50	663.00
5	668.50	675.00	680.50	685.50
6	687.00	695.00	702.00	708.50
7	706.00	715.50	724.50	732.50
8	725.50	737.00	747.50	757.50
9	745.00	759.00	771.50	783.00
10	765.50	781.50	796.00	809.50
11	786.50	805.00	821.50	837.00
12	808.50	829.00	848.00	865.00
13	830.50	853.50	875.00	894.50

Coordinator				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	480.50	480.50	480.50	480.50
2	509.50	510.50	512.00	512.50
3	540.50	543.00	545.00	547.00
4	573.00	577.00	580.50	584.00
5	608.00	613.50	618.50	623.00
6	644.50	652.00	658.50	664.50
7	683.50	693.00	701.50	709.50
8	725.00	736.50	747.00	757.00
9	769.00	782.50	795.50	807.50
10	815.50	832.00	847.50	862.00
11	864.50	884.50	902.50	919.50
12	917.00	940.00	961.50	981.00
13	972.50	999.00	1024.00	1047.00

COS Sales Advocate					
Step	Effective 2/22/2020	Effective TBD	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	353.00	362.50	362.50	362.50	362.50
2	377.00	387.00	388.00	388.50	389.50
3	403.00	413.00	415.00	416.50	418.00
4	430.50	440.50	443.50	446.50	449.00
5	460.00	470.50	474.50	478.50	482.00
6	491.50	502.00	507.50	513.00	518.00
7	525.50	535.50	543.00	550.00	556.00
8	561.50	571.50	581.00	589.50	597.00
9	600.00	610.00	621.50	632.00	641.50
10	641.00	651.00	664.50	677.00	688.50
11	685.00	695.00	711.00	726.00	739.50
12	732.00	741.50	760.50	778.00	794.50
13	782.00	791.50	813.50	834.00	853.00

Customer Service Representative I				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	414.50	414.50	414.50	414.50
2	437.50	438.50	439.00	440.00
3	461.50	463.50	465.50	467.00
4	486.50	490.00	493.00	495.50
5	513.50	518.00	522.00	526.00
6	541.50	547.50	553.50	558.50
7	571.50	579.00	586.00	592.50
8	602.50	612.50	621.00	629.00
9	636.00	647.50	658.00	667.50
10	671.00	684.50	697.00	708.50
11	707.50	723.50	738.50	752.50
12	746.50	765.00	782.50	798.50
13	787.50	809.00	829.00	847.50

Customer Service Representative II				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	489.00	489.00	489.00	489.00
2	511.50	512.50	514.00	514.50
3	535.00	537.50	540.00	542.00
4	560.00	563.50	567.00	570.50
5	586.00	591.00	596.00	600.50
6	613.00	619.50	626.00	632.00
7	641.00	650.00	658.00	665.00
8	670.50	681.50	691.00	700.50
9	701.50	714.50	726.00	737.00
10	734.00	749.00	763.00	776.00
11	768.00	785.50	801.50	817.00
12	803.50	823.50	842.50	859.50
13	840.50	863.50	885.00	905.00

Customer Support Specialist				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	513.50	513.50	513.50	513.50
2	535.00	536.50	537.50	538.50
3	558.00	560.50	562.50	565.00
4	581.50	585.50	589.00	592.50
5	606.00	611.50	616.50	621.00
6	632.00	639.00	645.50	651.50
7	658.50	667.50	675.50	683.00
8	686.50	697.00	707.50	716.50
9	715.50	728.50	740.50	751.50
10	745.50	761.00	775.00	788.00
11	777.50	795.00	811.50	826.50
12	810.00	830.50	849.50	867.00
13	844.50	867.50	889.00	909.00

Finance Representative I				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	415.50	415.50	415.50	415.50
2	440.50	441.50	442.50	443.50
3	467.50	469.50	471.50	473.00
4	495.50	499.00	502.00	505.00
5	525.50	530.00	534.50	538.50
6	557.50	563.50	569.50	574.50
7	591.00	599.00	606.50	613.00
8	626.50	636.50	646.00	654.50
9	664.50	676.50	688.00	698.00
10	705.00	719.00	732.50	745.00
11	747.50	764.50	780.00	795.00
12	792.50	812.50	831.00	848.00
13	840.50	863.50	885.00	905.00

Finance Representative II				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	456.50	456.50	456.50	456.50
2	483.00	484.00	485.00	485.50
3	510.50	513.00	515.00	517.00
4	540.00	543.50	547.00	550.00
5	571.00	576.00	581.00	585.00
6	604.00	610.50	617.00	622.50
7	638.50	647.00	655.00	662.50
8	675.00	686.00	696.00	705.00
9	714.00	727.00	739.00	750.00
10	755.00	770.50	785.00	798.00
11	798.50	816.50	834.00	849.00
12	844.50	865.50	885.50	903.50
13	893.00	917.50	940.50	961.50

Fraud Analyst				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	468.00	468.00	468.00	468.00
2	502.00	503.00	504.00	505.00
3	538.50	541.00	543.50	545.50
4	578.00	581.50	585.50	588.50
5	620.00	625.50	630.50	635.50
6	665.00	672.50	679.50	686.00
7	713.00	723.00	732.00	740.50
8	765.00	777.50	788.50	799.00
9	821.00	836.00	849.50	862.50
10	880.50	898.50	915.50	931.00
11	944.50	966.00	986.50	1005.00
12	1013.50	1039.00	1062.50	1085.00
13	1087.00	1117.00	1145.00	1171.00

Information Systems Technician				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	594.50	594.50	594.50	594.50
2	633.00	634.50	635.50	637.00
3	674.00	677.00	679.50	682.00
4	717.50	722.00	726.50	730.50
5	763.50	770.50	777.00	783.00
6	813.00	822.00	830.50	838.50
7	865.50	877.50	888.00	898.00
8	921.50	936.00	949.50	962.00
9	981.00	998.50	1015.50	1030.50
10	1044.50	1065.50	1085.50	1104.00
11	1111.50	1137.00	1161.00	1182.50
12	1183.50	1213.00	1241.00	1267.00
13	1260.00	1294.50	1327.00	1357.00

National Distribution Account Executive				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	374.50	374.50	374.50	374.50
2	398.50	399.50	400.00	401.00
3	424.00	426.00	427.50	429.00
4	451.00	454.00	457.00	459.50
5	480.00	484.00	488.00	491.50
6	510.50	516.00	521.50	526.50
7	543.00	550.50	557.00	563.50
8	578.00	587.00	595.50	603.00
9	614.50	626.00	636.00	645.50
10	654.00	667.50	679.50	691.00
11	695.50	711.50	726.00	739.50
12	740.00	758.50	776.00	791.50
13	787.50	809.00	829.00	847.50

Retail Sales Consultant					
Step	Effective 2/22/2020	Effective TBD	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	354.50	402.50	402.50	402.50	402.50
2	378.50	427.50	428.50	429.50	430.00
3	404.50	454.00	456.50	458.00	460.00
4	432.00	482.50	486.00	489.00	491.50
5	461.50	512.50	517.00	521.50	525.50
6	493.00	544.50	550.50	556.50	561.50
7	526.50	578.50	586.50	593.50	600.00
8	562.50	614.50	624.00	633.50	641.50
9	600.50	652.50	664.50	675.50	685.50
10	641.50	693.50	707.50	721.00	733.00
11	685.50	736.50	753.50	769.00	783.50
12	732.00	782.50	802.00	820.50	837.50
13	782.00	831.00	854.00	875.50	895.00

Service Specialist				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	513.50	513.50	513.50	513.50
2	535.00	536.50	537.50	538.50
3	558.00	560.50	562.50	565.00
4	581.50	585.50	589.00	592.50
5	606.00	611.50	616.50	621.00
6	632.00	639.00	645.50	651.50
7	658.50	667.50	675.50	683.00
8	686.50	697.00	707.50	716.50
9	715.50	728.50	740.50	751.50
10	745.50	761.00	775.00	788.00
11	777.50	795.00	811.50	826.50
12	810.00	830.50	849.50	867.00
13	844.50	867.50	889.00	909.00

Small Biz Advisor I				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	503.50	503.50	503.50	503.50
2	527.50	528.50	529.50	530.50
3	552.50	555.00	557.50	559.50
4	579.00	583.00	586.50	589.50
5	606.50	612.00	617.00	621.50
6	635.50	642.50	649.00	655.50
7	665.50	674.50	683.00	690.50
8	697.50	708.50	718.50	728.00
9	730.50	744.00	756.00	767.50
10	765.50	781.00	795.50	809.00
11	802.00	820.00	837.00	852.50
12	840.00	861.00	880.50	899.00
13	880.00	904.00	926.50	947.50

Small Biz Advisor II				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	534.50	534.50	534.50	534.50
2	560.00	561.00	562.50	563.50
3	586.50	589.00	591.50	594.00
4	614.50	618.50	622.50	626.00
5	643.50	649.50	655.00	659.50
6	674.00	682.00	689.00	695.00
7	706.00	716.00	724.50	732.50
8	739.50	751.50	762.50	772.50
9	775.00	789.00	802.00	814.00
10	811.50	828.50	844.00	858.00
11	850.50	869.50	887.50	904.00
12	890.50	913.00	934.00	953.00
13	933.00	958.50	982.50	1004.50

Technician MSC/RNOC				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	755.00	755.00	755.00	755.00
2	807.00	809.00	810.50	812.00
3	862.50	866.50	870.00	873.50
4	922.00	928.50	934.00	939.50
5	985.50	994.50	1003.00	1010.50
6	1053.50	1065.50	1076.50	1086.50
7	1126.00	1141.50	1155.50	1168.50
8	1204.00	1223.00	1240.50	1257.00
9	1287.00	1310.00	1332.00	1352.00
10	1375.50	1403.50	1430.00	1454.00
11	1470.50	1504.00	1535.00	1564.00
12	1571.50	1611.00	1648.00	1682.00
13	1680.00	1726.00	1769.00	1809.00

Telesales Representative				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	426.00	426.00	426.00	426.00
2	451.50	452.50	453.50	454.00
3	478.50	480.50	482.50	484.00
4	507.00	510.00	513.50	516.00
5	537.00	542.00	546.50	550.50
6	569.00	575.50	581.50	586.50
7	603.00	611.00	618.50	625.50
8	638.50	649.00	658.50	667.00
9	677.00	689.00	700.50	711.00
10	717.00	732.00	745.50	758.00
11	760.00	777.00	793.50	808.00
12	805.00	825.50	844.50	861.50
13	853.00	876.50	898.50	918.50

Wireless Technician				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	710.50	710.50	710.50	710.50
2	759.00	761.00	762.50	764.00
3	811.50	815.00	818.50	821.50
4	867.00	873.00	878.50	883.00
5	926.50	935.00	942.50	949.50
6	990.00	1001.50	1011.50	1021.00
7	1058.00	1072.50	1085.50	1098.00
8	1130.50	1148.50	1165.00	1180.50
9	1208.00	1230.00	1250.50	1269.50
10	1291.00	1317.50	1342.00	1365.00
11	1379.50	1411.00	1440.50	1467.50
12	1474.00	1511.00	1546.00	1578.00
13	1575.00	1618.50	1659.00	1696.50

Work Force Administrator				
Step	Effective 2/22/2020	Effective 2/21/2021	Effective 2/20/2022	Effective 2/19/2023
1	422.00	422.00	422.00	422.00
2	444.00	445.00	446.00	446.50
3	467.00	469.00	471.00	473.00
4	491.50	495.00	498.00	500.50
5	517.00	521.50	526.00	530.00
6	544.00	550.00	556.00	561.00
7	572.50	580.00	587.50	594.00
8	602.00	611.50	620.50	629.00
9	633.50	645.00	656.00	665.50
10	666.50	680.00	693.00	704.50
11	701.00	717.00	732.00	746.00
12	737.50	756.50	773.50	789.50
13	776.00	797.50	817.50	836.00