

CBA Year 1 Low Wage Redress (LWR) Benchmarks and Rates

Classification Code	CBA Benchmark	CBA Grid	LWR Year 1 Rates			3% General Wage Increase		
			Effective first pay period after Apr 1, 2025			Effective first pay period after Apr 1, 2026		
			Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
			CBA Step 1 Wage Rate with LWR (April 2025)	CBA Step 2 Wage Rate with LWR (April 2025)	CBA Step 3 Wage Rate with LWR (April 2025)	CBA Step 1 Wage Rate with Y1 LWR and Y2 GWI	CBA Step 2 Wage Rate with Y1 LWR and Y2 GWI	CBA Step 3 Wage Rate with Y1 LWR and Y2 GWI
80110	Administrative Support 1	1	\$23.35	\$24.22	\$25.07	\$24.05	\$24.95	\$25.82
81701	Community Health Worker 1	1	\$23.35	\$24.22	\$25.07	\$24.05	\$24.95	\$25.82
80206	Food Service Worker	1	\$23.35	\$24.22	\$25.07	\$24.05	\$24.95	\$25.82
80300	Housekeeper	1	\$23.35	\$24.22	\$25.07	\$24.05	\$24.95	\$25.82
80897	Transport 1	1	\$23.35	\$24.22	\$25.07	\$24.05	\$24.95	\$25.82
80101	Administrative Support 2	2	\$23.83	\$24.69	\$25.54	\$24.54	\$25.43	\$26.31
85202	Community Retail Clerk	2	\$23.83	\$24.69	\$25.54	\$24.54	\$25.43	\$26.31
80895	Dispatcher	2	\$23.83	\$24.69	\$25.54	\$24.54	\$25.43	\$26.31
80760	Financial Clerk 1	2	\$23.83	\$24.69	\$25.54	\$24.54	\$25.43	\$26.31
80898	Transport 2	2	\$23.83	\$24.69	\$25.54	\$24.54	\$25.43	\$26.31
80350	Custodian/Security Attendant	3	\$24.28	\$25.16	\$26.02	\$25.01	\$25.91	\$26.80
80900	Transport 3	4	\$25.19	\$26.05	\$26.97	\$25.95	\$26.83	\$27.78
80103	Administrative Support 3	5	\$25.65	\$26.52	\$27.43	\$26.42	\$27.32	\$28.25
80601	Materials Management 1	6	\$26.00	\$26.95	\$27.91	\$26.78	\$27.76	\$28.75
85203	Community Retail Supervisor	7	\$26.09	\$27.00	\$27.91	\$26.87	\$27.81	\$28.75
80400	Maintenance Worker	7	\$26.09	\$27.00	\$27.91	\$26.87	\$27.81	\$28.75
81901	Therapy Aide	7	\$26.09	\$27.00	\$27.91	\$26.87	\$27.81	\$28.75
80480	Information Technology Administrator 1	11	\$26.39	\$27.18	\$28.00	\$27.18	\$28.00	\$28.84
83000	Health Unit Aide	8	\$26.47	\$27.36	\$28.31	\$27.26	\$28.18	\$29.16
80201	Cook 1	9	\$26.53	\$27.44	\$28.39	\$27.33	\$28.26	\$29.24
83101	Dental Assistant	9	\$26.53	\$27.44	\$28.39	\$27.33	\$28.26	\$29.24
80770	Financial Clerk 2	10	\$26.60	\$27.54	\$28.39	\$27.40	\$28.37	\$29.24
80896	Transportation Scheduler	10	\$26.60	\$27.54	\$28.39	\$27.40	\$28.37	\$29.24
80220	Cook 2	12	\$27.03	\$28.00	\$28.85	\$27.84	\$28.84	\$29.72
80170	Health Record Technician	12	\$27.03	\$28.00	\$28.85	\$27.84	\$28.84	\$29.72
82040	Interpreter	12	\$27.03	\$28.00	\$28.85	\$27.84	\$28.84	\$29.72
80230	Cook 3	13	\$27.55	\$28.43	\$29.34	\$28.38	\$29.28	\$30.22
83900	Pharmacy Assistant	14	\$27.83	\$28.79	\$29.69	\$28.66	\$29.65	\$30.58
80410	Residence Building Attendant	15	\$27.88	\$28.83	\$29.82	\$28.72	\$29.69	\$30.71
81001	Activity Assistant	16	\$28.02	\$28.89	\$29.82	\$28.86	\$29.76	\$30.71
84100	Laboratory Assistant	17	\$28.24	\$29.24	\$30.15	\$29.09	\$30.12	\$31.05
80175	Library Technician	18	\$28.44	\$29.34	\$30.28	\$29.29	\$30.22	\$31.19
80602	Materials Management 2	18	\$28.44	\$29.34	\$30.28	\$29.29	\$30.22	\$31.19
83102	Certified Dental Assistant	19	\$28.56	\$29.47	\$30.28	\$29.42	\$30.35	\$31.19
81401	Detox Worker 1	20	\$28.88	\$29.82	\$30.72	\$29.75	\$30.71	\$31.64
80775	Payroll Administrator	20	\$28.88	\$29.82	\$30.72	\$29.75	\$30.71	\$31.64
81301	Supported Child Care Worker	20	\$28.88	\$29.82	\$30.72	\$29.75	\$30.71	\$31.64
81002	Activity Worker	21	\$28.89	\$29.83	\$30.72	\$29.76	\$30.72	\$31.64
81702	Community Health Worker 2	21	\$28.89	\$29.83	\$30.72	\$29.76	\$30.72	\$31.64
81201	Resident Care Aide	21	\$28.89	\$29.83	\$30.72	\$29.76	\$30.72	\$31.64
81501	Support Worker 1	21	\$28.89	\$29.83	\$30.72	\$29.76	\$30.72	\$31.64
81802	Supported Employment Worker	22	\$29.32	\$30.19	\$30.72	\$30.20	\$31.10	\$31.64
82201	Audiometric Technician 1	23	\$29.29	\$30.25	\$31.18	\$30.17	\$31.16	\$32.12
83200	Dialysis Technician	23	\$29.29	\$30.25	\$31.18	\$30.17	\$31.16	\$32.12
80700	Volunteer Coordinator	24	\$29.40	\$30.32	\$31.18	\$30.28	\$31.23	\$32.12
80104	Administrative Support 4	25	\$29.66	\$30.57	\$31.45	\$30.55	\$31.49	\$32.39
81711	Scheduler 1	26	\$29.72	\$30.60	\$31.45	\$30.61	\$31.52	\$32.39
80603	Materials Management 3	27	\$29.81	\$30.65	\$31.45	\$30.70	\$31.57	\$32.39
82000	Rehabilitation Assistant	28	\$30.26	\$31.09	\$31.89	\$31.17	\$32.02	\$32.85
82202	Audiometric Technician 2	29	\$30.71	\$31.58	\$32.41	\$31.63	\$32.53	\$33.38
82900	Program Coordinator 1	30	\$31.05	\$31.98	\$32.85	\$31.98	\$32.94	\$33.84
81003	Activity Coordinator	31	\$31.11	\$32.01	\$32.85	\$32.04	\$32.97	\$33.84
82600	Group Facilitator	31	\$31.11	\$32.01	\$32.85	\$32.04	\$32.97	\$33.84
81703	Home Support Services Supervisor	31	\$31.11	\$32.01	\$32.85	\$32.04	\$32.97	\$33.84
82122	Instructor	31	\$31.11	\$32.01	\$32.85	\$32.04	\$32.97	\$33.84
81712	Scheduler 2	32	\$31.60	\$32.49	\$33.32	\$32.55	\$33.46	\$34.32
82302	Advocate	33	\$32.49	\$33.39	\$34.28	\$33.46	\$34.39	\$35.31
81402	Detox Worker 2	33	\$32.49	\$33.39	\$34.28	\$33.46	\$34.39	\$35.31
81602	Family Resource Worker	33	\$32.49	\$33.39	\$34.28	\$33.46	\$34.39	\$35.31
82400	Shelter Support Worker	33	\$32.49	\$33.39	\$34.28	\$33.46	\$34.39	\$35.31
81502	Support Worker 2	34	\$32.51	\$33.39	\$34.28	\$33.49	\$34.39	\$35.31
81503	Residence Coordinator	35	\$33.46	\$34.35	\$35.21	\$34.46	\$35.38	\$36.27
80105	Administrative Support 5	36	\$34.72	\$35.72	\$36.65	\$35.76	\$36.79	\$37.75
80800	Financial/Contract Administrator 1	37	\$34.91	\$35.78	\$36.65	\$35.96	\$36.85	\$37.75
82902	Program Coordinator 2	38	\$35.01	\$35.80	\$36.65	\$36.06	\$36.87	\$37.75
80780	Accounting Administrator 1	39	\$35.05	\$35.86	\$36.70	\$36.10	\$36.94	\$37.80
80790	Accounting Administrator 2	40	\$37.43	\$38.23	\$39.11	\$38.55	\$39.38	\$40.28
80810	Financial/Contract Administrator 2	40	\$37.43	\$38.23	\$39.11	\$38.55	\$39.38	\$40.28
80106	Administrative Support 6	41	\$38.14	\$39.04	\$39.94	\$39.28	\$40.21	\$41.14
80560	Research Analyst	41	\$38.14	\$39.04	\$39.94	\$39.28	\$40.21	\$41.14
80490	Information Technology Administrator 2	42	\$42.14	\$43.33	\$44.49	\$43.40	\$44.63	\$45.82
80500	Information Technology Administrator 3	43	\$45.46	\$46.53	\$47.61	\$46.82	\$47.93	\$49.04
80510	Information Technology Administrator 4	44	\$45.69	\$46.66	\$47.61	\$47.06	\$48.06	\$49.04