

February 18th, 2020

Subject: Side Letter Request for Wage Increase Allocation

Below is a list of wage allocation information applied to EBI department classifications as a result of the January 1st 2020 wage increase for all staff. You will find that there are two exceptions to the standard 10% increase across all departments:

- 1) CCT Transition Specialist was increased from \$18.25 to \$21 per hour, an effective increase of 15%. This rate was benchmarked in comparison to similar positions at other agencies. A review of the job qualifications and duties concluded that the expectations for staff in the Transition Specialist role are higher than those in other Specialist positions at EBI. Increased compensation would be necessary to recruit and retain staff working in this capacity.
- 2) The Community Living Assistant position in both Supported Living Services as well as Community Day Supports received partial increase as of January 1st 2020 with an overall increase of 10% from June 2019. In July 2019, EBI increased wages for Community Living Assistants across the board from \$15 to \$15.59 in response to the minimum wage increases for local municipalities in Alameda County. As a result, the CLA wage increase was staggered over two periods (July 2019, January 2020).

Rates increases as of January 1st, 2020:

Supported Living Services/Community Day Supports

Community Living Assistant- **\$16.50/hr**

SLS/CDS Specialist- **\$20.08/hr**

E-CELL Responder- **\$18.98/hr** (no change to 24-hour stipend)

*overnight rates are based on minimum wage of the municipality where the employee is working

Supported Employment Services

Job Coach **\$17.60**

SES Specialist- **\$20.08**

Independent Living Services

ILS Instructor- **\$18.65/hr**

ILS Specialist- **\$20.08/hr**

California Community Transitions

Transition Specialist- **\$21/hr**

Admin

Executive Admin Assistant- **\$18.39**

Hiring Assistant- **\$18.39**

Office Assistant- **\$15.40**

Receptionist- **\$15.40**



Signature SEIU

2/24/20

Date



Signature EBI

2/19/20

Date