

Appendix A  
2025 Mobility Black Labor Agreement Wage Tables

Administrative Assistant

Step	Effective 2/09/2025
1	426.00
2	457.50
3	491.50
4	528.00
5	567.00
6	609.00
7	654.00
8	702.50
9	754.50
10	810.50
11	870.50
12	935.00
13	1004.50

Business Customer Service Specialist I  
Business Customer Service Specialist I-S

Step	Effective 2/09/2025
1	420.50
2	448.50
3	479.00
4	511.00
5	545.00
6	581.50
7	620.50
8	662.00
9	706.50
10	754.00
11	804.50
12	858.50
13	916.00

Business Customer Service Specialist II  
Business Customer Service Specialist II-S

Step	Effective 2/09/2025
1	466.00
2	500.00
3	536.50
4	576.00
5	618.00
6	663.00
7	711.50
8	763.50
9	819.50
10	879.50
11	943.50
12	1012.50
13	1086.50

Business Premier Service Consultant  
Business Premier Service Consultant-S

Step	Effective 2/09/2025
1	640.00
2	663.50
3	688.00
4	713.50
5	740.00
6	767.00
7	795.50
8	824.50
9	855.00
10	886.50
11	919.50
12	953.50
13	988.50

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Clerk

Step	Effective 2/09/2025
1	378.50
2	406.50
3	436.00
4	468.00
5	502.50
6	539.50
7	579.00
8	621.50
9	667.00
10	716.00
11	768.50
12	825.00
13	885.50

Client Service Specialist  
Client Service Specialist WFH

Step	Effective 2/09/2025
1	640.00
2	667.00
3	695.00
4	724.00
5	754.00
6	786.00
7	819.00
8	853.00
9	889.00
10	926.00
11	965.00
12	1005.50
13	1047.50

Coordinator I

Step	Effective 2/09/2025
1	531.50
2	566.00
3	603.00
4	642.00
5	683.50
6	728.00
7	775.50
8	825.50
9	879.50
10	936.50
11	997.00
12	1062.00
13	1131.00

Coordinator II

Step	Effective 2/09/2025
1	577.00
2	616.50
3	659.00
4	704.50
5	753.00
6	804.50
7	860.00
8	919.00
9	982.00
10	1049.50
11	1122.00
12	1199.00
13	1281.50

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Customer Service Representative I

Step	Effective 2/09/2025
1	420.50
2	448.50
3	479.00
4	511.00
5	545.00
6	581.50
7	620.50
8	662.00
9	706.50
10	754.00
11	804.50
12	858.50
13	916.00

Customer Service Representative WFH

Step	Effective 2/09/2025
1	420.50
2	448.50
3	479.00
4	511.00
5	545.00
6	581.50
7	620.50
8	662.00
9	706.50
10	754.00
11	804.50
12	858.50
13	916.00

Customer Service Representative II

Step	Effective 2/09/2025
1	434.00
2	467.50
3	504.00
4	543.00
5	585.00
6	630.50
7	679.50
8	732.50
9	789.00
10	850.50
11	916.50
12	987.50
13	1064.00

Customer Support Specialist  
Customer Support Specialist WFH

Step	Effective 2/09/2025
1	534.00
2	563.00
3	593.00
4	625.00
5	659.00
6	694.50
7	731.50
8	771.00
9	812.50
10	856.50
11	902.50
12	951.00
13	1002.50

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Distribution Center Coordinator

Step	Effective 2/09/2025
1	522.00
2	560.00
3	601.00
4	645.00
5	692.50
6	743.00
7	797.00
8	855.50
9	918.00
10	985.00
11	1057.00
12	1134.50
13	1217.50

Fraud Analyst

Step	Effective 2/09/2025
1	508.50
2	552.00
3	599.00
4	650.50
5	706.00
6	766.50
7	832.00
8	903.00
9	980.00
10	1064.00
11	1155.00
12	1254.00
13	1361.00

Integrated Sales Support Representative

Step	Effective 2/09/2025
1	919.00
2	944.50
3	971.00
4	998.50
5	1026.50
6	1055.00
7	1084.50
8	1115.00
9	1146.00
10	1178.00
11	1211.00
12	1245.00
13	1280.00

Premier Service Consultant  
Premier Service Consultant WFH & HYB

Step	Effective 2/09/2025
1	640.00
2	663.50
3	688.00
4	713.50
5	740.00
6	767.00
7	795.50
8	824.50
9	855.00
10	886.50
11	919.50
12	953.50
13	988.50

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Retail Sales Consultant

Step	Effective 2/09/2025
1	542.00
2	568.50
3	596.50
4	626.00
5	656.50
6	689.00
7	722.50
8	758.00
9	795.50
10	834.50
11	875.50
12	918.50
13	963.50

Small Biz Advisor

Step	Effective 2/09/2025
1	530.00
2	560.50
3	592.50
4	626.50
5	662.00
6	700.00
7	740.00
8	782.50
9	827.00
10	874.50
11	924.50
12	977.50
13	1033.50

Sr In Home Sales Expert

Step	Effective 2/09/2025
1	775.00
2	795.50
3	817.00
4	839.00
5	861.00
6	884.00
7	908.00
8	932.00
9	957.00
10	982.50
11	1009.00
12	1036.00
13	1063.50

Technician I MSC/RNOC

Step	Effective 2/09/2025
1	663.50
2	718.00
3	777.00
4	841.00
5	910.00
6	984.50
7	1065.50
8	1153.00
9	1248.00
10	1350.50
11	1461.50
12	1581.50
13	1711.50

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Technician II MSC/RNOC

Step	Effective 2/09/2025
1	723.00
2	783.50
3	849.50
4	920.50
5	998.00
6	1081.50
7	1172.00
8	1270.50
9	1377.00
10	1492.50
11	1618.00
12	1753.50
13	1900.50

Telesales Representative

Step	Effective 2/09/2025
1	445.50
2	475.00
3	506.00
4	539.50
5	575.00
6	612.50
7	653.00
8	696.00
9	741.50
10	790.50
11	842.50
12	898.00
13	957.00

Virtual Sales Expert

Step	Effective 2/09/2025
1	479.50
2	508.50
3	539.00
4	571.50
5	606.00
6	642.50
7	681.50
8	722.50
9	766.00
10	812.00
11	861.00
12	913.00
13	968.00

Wireless Technician

Step	Effective 2/09/2025
1	723.00
2	783.50
3	849.50
4	920.50
5	998.00
6	1081.50
7	1172.00
8	1270.50
9	1377.00
10	1492.50
11	1618.00
12	1753.50
13	1900.50

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Work Force Administrator

Step	Effective 2/09/2025
1	438.00
2	466.00
3	496.50
4	528.00
5	562.50
6	598.50
7	637.00
8	678.00
9	722.00
10	768.50
11	817.50
12	870.50
13	926.50