

EA Bargaining Unit (Non-Sales)					
Job Title	Geo Tier	Mkt Pay			
Content Marketing Specialist	100	\$56,300			
Direct Mail Coordinator	100	\$42,600			
EA - Senior Software Engineer	120	\$118,400			
EA-Account Management Coordinator	120	\$58,700		STATE	GEO TIER
EA-Account Manager	100	\$64,800		AL	100
EA-Account Manager	120	\$77,800		AZ	100
EA-Application Architect	120	\$118,400		CA	120
EA-Associate Director, Customer Success	100	\$56,300		CO	100
EA-Associate Director, Customer Success	120	\$67,600		CT	120
EA-Channel Sales and Event Project Manager	120	\$77,800		DC	120
EA-Client Data Manager	120	\$67,600		FL	100
EA-Client Services Specialist I	100	\$53,000		GA	100
EA-Client Services Specialist I	120	\$58,700		IL	100
EA-Client Services Specialist, Team Lead, Political/Compliance	100	\$53,000		IN	100
EA-Client Services Team Lead, API Support	100	\$56,300		IA	100
EA-Client Specialist	100	\$53,000		KY	100
EA-Client Support Specialist	100	\$53,000		LA	100
EA-Client Support Specialist I	100	\$53,000		ME	100
EA-Client Support Specialist I	120	\$58,700		MD	120
EA-Content Strategist	120	\$51,000		MA	120
EA-Customer Marketing	120	\$85,800		MI	100
EA-Customer Success Manager	100	\$64,800		MN	100
EA-Customer Success Manager	120	\$77,800		MO	100
EA-Data Pipeline	100	\$85,800		NH	100
EA-Data Services Coordinator	100	\$42,600		NJ	120
EA-Data Services Specialist	100	\$56,300		NY	120
EA-Data Services Specialist	120	\$67,600		NC	100
EA-Data Services Specialist I	100	\$67,600		OH	100
EA-Data Services Specialist II	100	\$56,300		OR	100
EA-Data Specialist I	120	\$67,600		PA	100
EA-Database Administrator	120	\$118,400		RI	100
EA-Database Developer	100	\$85,800		SC	100
EA-Database Developer	120	\$102,900		TN	100
EA-Database Engineer	120	\$118,400		TX	100
EA-Designer	120	\$89,400		UT	100
EA-Developer Support Specialist	100	\$53,000		VT	100
EA-Development Solutions Lead	120	\$118,400		VA	120
EA-Digital Associate	100	\$56,300		WA	120
EA-Director, Sales Engineer	120	\$118,400			
EA-Director, Solutions Engineering	120	\$102,900			
EA-Director, Solutions Engineering	100	\$85,800			
EA-DonorTrends Account Manager	100	\$64,800			
EA-Education Specialist, TED	120	\$58,700			
EA-Event Manager	120	\$89,400			
EA-Fundraising Support Specialist	120	\$58,700			
EA-Graphic Designer	120	\$67,600			

EA-Implementation Manager	100	\$56,300			
EA-Lead Engineer	120	\$118,400			
EA-Lead Support Engineer	120	\$89,400			
EA-Marketing Operations Strategist	100	\$49,000			
EA-Migrations Specialist	100	\$42,600			
EA-Migrations Specialist	120	\$51,000			
EA-Principal DevOps Engineer	120	\$118,400			
EA-Principal Product Designer	120	\$118,400			
EA-Product Designer	120	\$89,400			
EA-Product Manager	100	\$74,600			
EA-Product Manager	120	\$89,400			
EA-Product Writer	100	\$42,600			
EA-Product Writer	120	\$51,000			
EA-Project Manager	120	\$58,700			
EA-QA Analyst	120	\$58,700			
EA-QA Engineer	120	\$77,800			
EA-QA Lead	120	\$102,900			
EA-Sales and Research Coordinator	100	\$49,000			
EA-Sales Coordinator	100	\$49,000			
EA-Sales Coordinator	120	\$58,700			
EA-Senior Compliance Software Engineer	100	\$98,600			
EA-Senior Compliance Software Engineer	120	\$118,400			
EA-Senior Database Developer	100	\$98,600			
EA-Senior Database Developer	120	\$118,400			
EA-Senior Demand Generation Specialist	120	\$89,400			
EA-Senior Migration Specialist	100	\$56,300			
EA-Senior Principal, Customer Success	100	\$56,300			
EA-Senior Principal, Growth	100	\$56,300			
EA-Senior Product Designer	120	\$118,400			
EA-Senior Product Designer	100	\$98,600			
EA-Senior Software Engineer	120	\$118,400			
EA-Senior Software Engineer	100	\$98,600			
EA-Software Engineer	120	\$89,400			
EA-Software Engineer	100	\$74,600			
EA-Solutions Engineer	100	\$85,800			
EA-Solutions Engineer	120	\$102,900			
EA-SQL Server Developer	100	\$98,600			
EA-SQL Server Developer	120	\$118,400			
EA-Sr Product Operations Analyst	120	\$136,200			
EA-Sr. Database Developer	120	\$118,400			
EA-Sr. Product Manager	100	\$98,600			
EA-Sr. Product Manager	120	\$118,400			
EA-Sr. QA Analyst	100	\$85,800			
EA-Sr. QA Analyst	120	\$102,900			
EA-Sr. QA Engineer	120	\$102,900			
EA-Staff DevOps Engineer	120	\$136,200			
EA-Support Engineer	120	\$67,600			
EA-Team Lead Support Specialist	100	\$56,300			

EA-Technical Account Manager, Migration Team	100	\$49,000			
EA-Video Producer	120	\$67,600			
Enterprise Relationship Liaison	100	\$49,000			
Front End Developer	120	\$89,400			
Implementation Manager	120	\$67,600			
Onboarding Account Manager	120	\$77,800			
Post Launch Account Manager	100	\$64,800			
Post Launch Account Manager	120	\$77,800			
Salsa Creative Director	100	\$98,600			
Salsa Product Manager	100	\$64,800			
Salsa Sr Designer	100	\$64,800			
Senior Applications Architect	120	\$156,600			
Senior Support Engineer	120	\$89,400			
Technical Product Manager	100	\$98,600			