	sy/Custodial, and	I Group 3							
		Yr 1	Yr 2	Yr 3					
Step 1	0-6 months	\$17.00	\$17.75	\$18.50					
Step 2	6-12 months	\$17.50		\$19.00					
	12-18 months								
step 3		\$18.00	\$18.75	\$19.50					
Step 4	18-24 months	\$18.50	\$19.25	\$20.00					
Step 5	2-2.5 years	\$19.25	\$20.00	\$20.75					
Step 6	2.5-3 years	\$20.00	\$20.75	\$21.50					
Step 7	3-3.5 years	\$20.75	\$21.50	\$22.25					
Step 8	3.5-4 years	\$21.50	\$22.25	\$23.00					
Step 9	4-4.5 years	\$22.50		\$24.00					
•	-								
Step 10	4.5-5 years	\$23.50		\$25.00					
Over & TOS ye	arly increase	\$2.50	\$2.50	\$2.50					
Everyone slots	in at least \$1 mor	e than current rat	e of pay and prog	ress every 6 mon	ths on the scale.				
All EEs with mo	ore than 10 YOS p	lace at TOS							
	ee items 1 (A) - (C								
		<i>,</i>							
xamples	Current Rate	3/2025	9/2025	3/2026	9/2026	3/2027		Over 3 yrs	
	\$15.00	\$17.00	\$17.50	\$18.75	\$19.25	\$20.75	\$21.50	\$6.50	
	\$17.25	\$18.50	\$19.25	\$20.75	\$21.50	\$23.00	\$24.00	\$6.75	
	\$18.00	\$19.25		\$21.50	\$22.25	\$24.00	\$25.00	\$7.00	
	\$19.25	\$20.75		\$23.25	\$24.25	\$26.75	\$26.75	\$7.50	
	\$21.00	\$22.50	\$23.50	\$26.00	\$26.00	\$28.50	\$28.50	\$7.50	
Full Time - Cla	ssified Assistant	t							
			sified Assistants	and place into this	scale at next highes	t wage rate at les	st \$1 more th	an current rate	
		-			-	-			ent rate
men a memb	a is promoted ifor	in Fillo Fil, they s	not into Step 1 Of	une Giassilleu ASS	sistant scale, or the r	ioni ingriest wage	i ale al ieast		on late.
		Yr 1	Yr 2	Yr 3					
Step 1	0 - 1 yr	\$27.50	\$28.25	\$29.00					
Step 2	1 - 2 yr	\$30.00	\$30.75	\$31.50					
OS	2+	\$32.50		\$34.00					
Over & TOS ye	any increase	\$2.50	\$2.50	\$2.50					
Fraditional FT		Yr 1	Yr 2	Yr 3					
		\$34.50	\$35.25	\$36.00					
Over & TOS ye	arly increase	\$2.50		\$2.50					
	any morease	φ2.30	φ2.30	φ 2. 00					
			<u> </u>						
UNION WITHD	REW 2/27: Assist	ant Department I	/lanagers* will slo	t into this classific	ation				
Department M	anagers	Yr 1	Yr 2	Yr 3					
		\$38.00	\$38.75	\$39.50					
				\$2.50					
WOR & TOS VO	arly increase	¢2 50							
Over & TOS ye	arly increase	\$2.50	φ2.50						
Over & TOS ye									
					I, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa		this scale/classifi			l, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa	rtments added to	this scale/classifi			II, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa	irtments added to ers considered Tr	this scale/classifi			II, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa	irtments added to ers considered Tr	this scale/classifi aditional FT	cation: General M	lerchandise, Flora	ıl, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa	irtments added to ers considered Tr	this scale/classifi aditional FT Yr 1	cation: General M Yr 2	lerchandise, Flora Yr 3	ıl, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa	irtments added to ers considered Tr	this scale/classifi aditional FT Yr 1 \$39.50	cation: General M Yr 2 \$40.25	lerchandise, Flora Yr 3 \$41.00	ıl, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa All Dept Manag Iead Meat Cu	irtments added to ers considered Tr itter	this scale/classifi aditional FT Yr 1	cation: General M Yr 2 \$40.25	lerchandise, Flora Yr 3	ıl, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa All Dept Manag Head Meat Cu	irtments added to ers considered Tr itter	this scale/classifi aditional FT Yr 1 \$39.50	cation: General M Yr 2 \$40.25	lerchandise, Flora Yr 3 \$41.00	ıl, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa All Dept Manag Iead Meat Cu Dver & TOS ye	irtments added to ers considered Tr itter	this scale/classifi aditional FT Yr 1 \$39.50	cation: General M Yr 2 \$40.25	lerchandise, Flora Yr 3 \$41.00	ıl, Pricing, Gift, Onlin	e/Ecommerce			
Additional depa NI Dept Manag Iead Meat Cu Dver & TOS ye	irtments added to ers considered Tr tter	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50	cation: General M Yr 2 \$40.25 \$2.50	lerchandise, Flora Yr 3 \$41.00 \$2.50					
Additional depa All Dept Manag Head Meat Cu Dver & TOS ye Journeyman	irtments added to ers considered Tr tter	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in	Cation: General M Yr 2 \$40.25 \$2.50 the Meat Departu	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea	II, Pricing, Gift, Onlin				
Additional depa All Dept Manag Head Meat Cu Dver & TOS ye Journeyman	irtments added to ers considered Tr tter	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1	Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea Yr 3					
Additional depa All Dept Manag Head Meat Cu Dver & TOS ye Journeyman	irtments added to ers considered Tr tter	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in	Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea					
Additional depa All Dept Manag Head Meat Cu Dver & TOS ye Journeyman All <u>Retail Spec</u>	irtments added to ers considered Tr tter arly increase <u>ialists and</u> Classi	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1	Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2 \$36.75	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea Yr 3					
Additional depa NI Dept Manag Nead Meat Cu Dver & TOS ye Iourneyman NI <u>Retail Spec</u>	irtments added to ers considered Tr tter arly increase <u>ialists and</u> Classi	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1 \$36.00	Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2 \$36.75	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea Yr 3 \$37.50					
Additional depa Il Dept Manag Ilead Meat Cu Over & TOS ye Ourneyman All <u>Retail Spec</u> Over & TOS ye	Intments added to ers considered Tr itter arly increase ialists and Classi	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1 \$36.00	Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2 \$36.75	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea Yr 3 \$37.50					
Additional depa Il Dept Manag Ilead Meat Cu Dver & TOS ye ourneyman All <u>Retail Spec</u> Dver & TOS ye Neat Service I	Intments added to ers considered Tr itter arly increase ialists and Classi arly increase Employee	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1 \$36.00 \$2.50	cation: General M Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2 \$36.75 \$2.50	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea Yr 3 \$37.50 \$2.50	at will convert to Jour	neymen			
Additional depa NI Dept Manag Nead Meat Cu Dver & TOS ye Nourneyman NI <u>Retail Spec</u> Dver & TOS ye Meat Service I	Intments added to ers considered Tr itter arly increase ialists and Classi arly increase Employee	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1 \$36.00 \$2.50	cation: General M Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2 \$36.75 \$2.50	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea Yr 3 \$37.50 \$2.50		neymen	they should d	convert to Meat Se	rvice Employee.
Additional depa All Dept Manag Head Meat Cu Dver & TOS ye Hourneyman All <u>Retail Spec</u> Dver & TOS ye Meat Service I	Intments added to ers considered Tr itter arly increase ialists and Classi arly increase Employee	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1 \$36.00 \$2.50	cation: General M Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2 \$36.75 \$2.50	Ierchandise, Flora Yr 3 \$41.00 \$2.50 ment who cut mea Yr 3 \$37.50 \$2.50	at will convert to Jour	neymen	they should o	convert to Meat Se	ervice Employee.
Additional depa All Dept Manag Head Meat Cu Dver & TOS ye Journeyman All <u>Retail Spec</u> Dver & TOS ye Meat Service I	Intments added to ers considered Tr itter arly increase ialists and Classi arly increase Employee	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1 \$36.00 \$2.50 the Meat Departr Yr 1	Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2 \$36.75 \$2.50 ment who do not of Yr 2	Ierchandise, Flora Yr 3 \$41.00 \$2.50 Yr 3 \$37.50 \$2.50 sut meat and are n Yr 3	at will convert to Jour	neymen	they should d	convert to Meat Se	ervice Employee.
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Additional depa All Dept Manag Head Meat Cu Dver & TOS ye Journeyman All <u>Retail Spec</u> Dver & TOS ye Meat Service I f there are any	Intments added to ers considered Tr itter arly increase ialists and Classi arly increase Employee FT employees in	this scale/classifi aditional FT Yr 1 \$39.50 \$2.50 fied Assistants in Yr 1 \$36.00 \$2.50 the Meat Departr Yr 1	Yr 2 \$40.25 \$2.50 the Meat Departu Yr 2 \$36.75 \$2.50 ment who do not of Yr 2 \$33.25	Ierchandise, Flora Yr 3 \$41.00 \$2.50 Yr 3 \$37.50 \$2.50 sut meat and are n Yr 3	at will convert to Jour	neymen	they should o	convert to Meat Se	ervice Employee.
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