All PT, Courtesv	//Custodial, and	d Group 3							
, ,		Yr 1	Yr 2	Yr 3					
tep 1	0-6 months	\$17.50	\$18.25	\$19.00					
tep 2	6-12 months	\$18.00	\$18.75	\$19.50					
Step 3	12-18 months	\$18.50	\$19.25	\$20.00					
Step 4	18-24 months	\$19.00	\$19.75	\$20.50					
	2-2.5 years	\$19.75	\$20.50	\$21.25					
Step 6	2.5-3 years	\$20.50	\$21.25	\$22.00					
Step 7	3-3.5 years	\$21.25	\$22.00	\$22.75					
Step 8	3.5-4 years	\$22.00	\$22.75	\$23.50					
Step 9	4-4.5 years	\$23.00	\$23.75	\$24.50					
•	4.5-5 years	\$24.00	\$24.75	\$25.50					
Over & TOS year	-	\$2.00	\$2.75	\$3.50					
over & 103 year	ny increase	φ2.00	φ2.75	φ3.50					
-		e than current rate	e of pay and proc	ress every 6 mon	ths on the scale.				
	e than 10 YOS p				Com) training into				
	•				6am), training, inte				
xamples	Current Rate	3/2025	9/2025	3/2026	9/2026	3/2027		Over 3 yrs	
	\$15.00	\$17.50	\$18.00	\$19.25	\$19.75	\$21.25	\$22.00	\$7.00	
	\$17.25	\$18.50	\$19.00	\$20.50	\$21.25	\$22.75	\$23.50	\$6.25	
	\$18.00	\$19.00	\$19.75	\$21.25	\$22.00	\$23.50	\$24.50	\$6.50	
	\$19.25		\$21.25	\$22.75	\$23.75	\$25.50	\$25.50	\$6.25	
	\$21.00		\$23.00	\$24.75	\$24.75	\$31.00	\$31.00	\$10.00	
	ψ21.00	ψ22.00	ψ23.00	ψ24.13	ψ24.10	φ01.00	φ31.00	φ10.00	
II Retail Special		reclassify as Clas			s scale at next highe sistant scale, or the	-			ent rate.
		Yr 1	Yr 2	Yr 3					
Step 1	0 - 1 yr	\$28.00	\$28.75	\$29.50					
•									
itep 2	1 - 2 yr	\$30.50	\$31.25	\$32.00					
	2 +	\$33.00	\$33.75	\$34.50					
over & TOS yea	rly incrosco	\$2.50	\$2.50	\$2.50					
over & 105 yea	ny increase	φ2.50	φ2.00	φ2.00					
Fraditional FT	iny increase	Yr 1	Yr 2	Yr 3					
	iny increase								
		Yr 1	Yr 2	Yr 3					
Fraditional FT		Yr 1 \$35.00	Yr 2 \$35.75	Yr 3 \$36.50					
raditional FT	rly increase	Yr 1 \$35.00	Yr 2 \$35.75 \$2.50	Yr 3 \$36.50					
raditional FT Over & TOS yea	rly increase ment Managers'	Yr 1 \$35.00 \$2.50	Yr 2 \$35.75 \$2.50 classification	Yr 3 \$36.50 \$2.50	nedulina. trainina, e	tc.			
raditional FT Over & TOS year ssistant Depart	rly increase ment Managers'	Yr 1 \$35.00 \$2.50	Yr 2 \$35.75 \$2.50 classification	Yr 3 \$36.50 \$2.50	heduling, training, e	tc.			
raditional FT Over & TOS yea Assistant Depart For example: E	rly increase ment Managers' Es who cover fo	Yr 1 \$35.00 \$2.50 t will slot into this or Department Mar	Yr 2 \$35.75 \$2.50 classification nager duties, suc	Yr 3 \$36.50 \$2.50 h as: ordering, sc	heduling, training, e	tc.			
Traditional FT Over & TOS yea Assistant Depart For example: E	rly increase ment Managers' Es who cover fo	Yr 1 \$35.00 \$2.50 r will slot into this or Department Man Yr 1	Yr 2 \$35.75 \$2.50 classification nager duties, suc Yr 2	Yr 3 \$36.50 \$2.50 h as: ordering, sc Yr 3	heduling, training, e	tc.			
Traditional FT Over & TOS yea Assistant Depart For example: E Department Man	rly increase ment Managers' Es who cover fo nagers	Yr 1 \$35.00 \$2.50 r will slot into this r Department Mar Yr 1 \$38.50	Yr 2 \$35.75 \$2.50 classification nager duties, suc Yr 2 \$39.25	Yr 3 \$36.50 \$2.50 h as: ordering, sc Yr 3 \$40.00	neduling, training, e	tc.			
Traditional FT Over & TOS year Assistant Depart	rly increase ment Managers' Es who cover fo nagers	Yr 1 \$35.00 \$2.50 r will slot into this or Department Man Yr 1	Yr 2 \$35.75 \$2.50 classification nager duties, suc Yr 2	Yr 3 \$36.50 \$2.50 h as: ordering, sc Yr 3	neduling, training, e	tc.			
Traditional FT Over & TOS yea Assistant Depart For example: E Department Man	rly increase ment Managers' Es who cover fo nagers	Yr 1 \$35.00 \$2.50 r will slot into this r Department Mar Yr 1 \$38.50	Yr 2 \$35.75 \$2.50 classification nager duties, suc Yr 2 \$39.25	Yr 3 \$36.50 \$2.50 h as: ordering, sc Yr 3 \$40.00	heduling, training, e	tc.			
Traditional FT Over & TOS yea Assistant Depart For example: E Department Man Over & TOS yea	rly increase ment Managers [*] Es who cover fo nagers rly increase	Yr 1 \$35.00 \$2.50 * will slot into this r Department Mar Yr 1 \$38.50 \$2.50	Yr 2 \$35.75 \$2.50 classification nager duties, suc Yr 2 \$39.25 \$2.50	Yr 3 \$36.50 \$2.50 h as: ordering, scl Yr 3 \$40.00 \$2.50	heduling, training, e al, Pricing, Gift, Onli				
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raditional FT Over & TOS year Assistant Depart For example: E Department Mar Over & TOS year Additional depart	rly increase ment Managers [*] Es who cover fo nagers rly increase tments added to	Yr 1 \$35.00 \$2.50 Y will slot into this or Department Man Yr 1 \$38.50 \$2.50 this scale/classified	Yr 2 \$35.75 \$2.50 classification nager duties, suc Yr 2 \$39.25 \$2.50	Yr 3 \$36.50 \$2.50 h as: ordering, scl Yr 3 \$40.00 \$2.50					
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Traditional FT Over & TOS year Assistant Depart For example: E Department Mar Over & TOS year Additional depart	rly increase ment Managers [*] Es who cover fo nagers rly increase tments added to rs considered Tr	Yr 1 \$35.00 \$2.50 r will slot into this r Department Mar Yr 1 \$38.50 \$2.50 this scale/classifi raditional FT	Yr 2 \$35.75 \$2.50 classification nager duties, suc Yr 2 \$39.25 \$2.50 cation: General M Yr 2	Yr 3 \$36.50 \$2.50 h as: ordering, scl Yr 3 \$40.00 \$2.50 ferchandise, Flora Yr 3					
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