



Pharmacist Minimum Starting Rate: \$69.00

Pharmacists Across the Board Increases	21-Jul-24	Jan. 1, 2025	Jan. 1, 2026	Jan. 1, 2027	Total
	\$1.00	\$1.00	\$1.25	\$1.75	\$5.00
Pharmacist Longevity Increase	1-Jan-25				
Longevity Rate 10+ Years*	\$0.50				
Longevity Rate 15+ Years**	\$0.50				

*Associates with 10(+) years of service in 2025 will receive \$0.50/hour increase on January 1, 2025.

**Associates with 15(+) years of service in 2025, will receive \$1/hour increase on January 1, 2025

**Associates who reach their 15-year date-of-hire (DOH) anniversary during the calendar year of 2026 will receive a \$0.50/hour increase on Jan. 1, 2026 (because the associate already received \$0.50 on Jan. 1, 2025). Associates who reach their 15-year DOH anniversary during the calendar year of 2027 will receive a \$.50/hour increase on Jan. 1, 2027 (because the associate already received \$0.50 on Jan. 1, 2025).

**The longevity increase is given in addition to the across-the-board ("ACB") increase.