

						TOTAL
Across The Board Increase	Current	July 21, 2024	Jan. 1, 2025	Jan. 1, 2026	Jan. 1, 2027	
Service Associates (includes Pharm Tech in Training and Pharm Clerk) w/ 5 years		\$1.00	\$0.50	\$0.60	\$0.90	\$3.00
Service Associates (includes Pharm Tech in Training and Pharm Clerk) not at top rate		<SEE CHART BELOW>				
Lead Service Associate/PACs/Beauty Advisors at top rate		\$1.00	\$0.50	\$0.80	\$1.15	\$3.45
Lead Service Associate/PACs/ Beauty Advisors not at top rate		\$0.75	\$0.50	\$0.60	\$0.50	\$2.35
RX Technicians		\$1.00	\$0.50	\$0.80	\$1.35	\$3.65
Traveling Pharmacy Technician/Pharmacy Technician Trainer	The \$2.00 above rate of pay will continue through contract					
Immunizing Pharmacy Technicians	The \$2.00 above rate of pay will continue through contract					
Longevity Rate (Implementation 10 - 14 years - Ongoing for only associates that have a 10 year ann.)*			\$0.50			
Longevity Rate (Implementation 15+ years - Ongoing for only associates that have a 15 year ann.)**			\$0.50			
Top Rates*** (Position Minimum for length of service)						
Service Associates						
5-year (was 6-year)	\$18.75	\$19.75	\$20.25	\$20.85	\$21.75	\$3.00
10-year	\$18.75	\$19.75	\$20.75	\$21.35	\$22.25	\$3.50
15-Year	\$18.75	\$19.75	\$21.25	\$21.85	\$22.75	\$4.00
Lead Service Associate						
5-year (was 6-year)	\$20.05	\$21.05	\$21.55	\$22.35	\$23.50	\$3.45
10-Year	\$20.05	\$21.05	\$22.05	\$22.85	\$24.00	\$3.95
15-Year	\$20.05	\$21.05	\$22.55	\$23.35	\$24.50	\$4.45
Pharmacy Technician						
5-year	\$23.85	\$24.85	\$25.35	\$26.15	\$27.50	\$3.65
10-Year	\$23.85	\$24.85	\$25.85	\$26.65	\$28.00	\$4.15
15-Year	\$23.85	\$24.85	\$26.35	\$27.15	\$28.50	\$4.65

*Associates with 10-14 years of service in 2025, will receive \$0.50 on Jan. 1, 2025.

*Associates who reach their 10-year date-of-hire (DOH) anniversary during the calendar year of 2026 will receive \$0.50/hour increase on Jan. 1, 2026.

*Associates who reach their 10-year DOH anniversary during the calendar year of 2027 will receive \$.50/hour increase on Jan. 1, 2027.

*The Longevity increases are given in addition to the across-the-board ("ACB") increase.

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

<SERVICE ASSOCIATE AND PHARMACY TECH IN TRAINING- LESS THAN 5 YEARS OF SERVICE CHART>

Years of Service	Hourly Rate - Rate will be provided on <u>January 1</u> of each calendar year in which the Associate's anniversary falls	7/21/2024 - 1 time increase. Associates either receive the minimum rate or the increase noted here, whichever is more.
Starting Rate	Minimum Wage + \$0.50	\$0.30
1 year but less than 2	Minimum Wage + \$0.75	\$0.55
2 years but less than 3	Minimum Wage+ \$1.00	\$0.80
3 years but less than 4	Minimum Wage+ \$1.25	\$1.05
4 years but less than 5	Minimum Wage+ \$1.50	\$1.30
5 Years	Store Associate 5-Year Rate Provided on Jan. 1 of Anniversary Year	

