

APPENDIX A – HOURLY WAGE RATES

COURTESY CLERKS

Progressions	Current	First Pay Period after Ratification
First 3 Months	\$16.60	\$16.60
Next 6 Months	\$16.70	\$16.70
After 9 Months	\$16.80	\$16.90

GENERAL MERCHANDISE CLERKS/ MEAT CLERK

	HOURS	CURRENT	3/3/2025	First Pay period after Ratification	11/03/2025	12/01/2025	03/02/2026	08/31/2026	11/02/2026	08/02/2027	11/01/2027
STEPS											
1	0-520	\$16.70	\$ 16.70	\$16.70							
2	521-1040	\$16.80	\$ 16.80	\$16.85							
3	1041-1560	\$16.90	\$ 16.90	\$17.00							
4	1561-2080	\$17.00	\$ 17.00	\$17.15							
5	2081-2600	\$17.10	\$ 17.10	\$17.30							
6	2601-3120	\$17.20	\$ 17.20	\$17.45							
7	3121-3640	\$17.30	\$ 17.30	\$17.60							
8	3641-4160	\$17.40	\$ 17.40	\$17.75							
9	4161-4680	\$17.50	\$ 17.50	\$17.90							
10	4681-5200	\$17.60	\$ 17.60	\$18.05							
11	5201-5720	\$17.70	\$ 17.70	\$18.20							
12	5721-6240	\$17.80	\$ 17.80	\$18.35							
13	6241-6760	\$17.90	\$ 17.90	\$18.50							
14	Thereafter	\$ 21.55	\$22.55	\$22.55			\$22.85	\$23.80		\$25.00	
	Department Head	\$ 22.55	\$23.55	\$23.55		\$23.80	\$24.10	\$25.05	\$25.30	\$26.50	
	Longevity	\$ 21.55	\$22.55	\$22.55	\$22.80		\$23.10	\$24.05	\$24.55	\$25.75	\$26.25
	Dept Head w/ Longevity	\$ 22.55	\$23.55	\$23.55	\$23.80	\$24.05	\$24.35	\$25.30	\$26.05	\$27.25	\$27.75