

APPENDIX A WAGE SCHEDULES

1. Effective with the beginning of the bi-weekly pay period on October 26, 2025, the Wage Schedule shall be as shown in Schedule A.

2. Effective with the beginning of the bi-weekly pay period on July 5, 2026, the Wage Schedule shall be as shown in Schedule B.

3. Effective with the beginning of the bi-weekly pay period on July 4, 2027, the Wage Schedule shall be as shown in Schedule C.

4. Effective with the beginning of the bi-weekly pay period on July 2, 2028, the Wage Schedule shall be as shown in Schedule D.

5. Employees hired into the bargaining unit prior October 1, 2025, and who remain probationary as of October 1, 2025, will be subject only to a 90-day probationary period, and will advance from the Probationary Rate to Job Rate 1 at the start of the first bi-weekly pay period after they have successfully completed their 90-day probationary period.

6. Employees hired into the bargaining unit on or after October 1, 2025, will initially be placed at the Probationary Rate for a 180-day probationary period, and will advance to Job Rate 1 at the start of the first bi-weekly pay period after they have

successfully completed their 180-day probationary period.

7. Non-Probationary employees will advance from Job Rate 1 to Job Rate 2 at the start of the first bi-weekly payroll period after they have reached 10 years of bargaining unit seniority.

WAGE SCHEDULE A
EFFECTIVE October 26, 2025

Pay Grade	Probationary (180 days)	Job Rate 1 (181 days up to 10 years)	Job Rate 2 (10 years or more)
1	\$19.09	\$20.15	\$20.25
2	\$19.77	\$20.82	\$20.92
3	\$20.42	\$21.51	\$21.62
4	\$21.18	\$22.25	\$22.36
5	\$22.34	\$23.46	\$23.57
6	\$23.46	\$24.57	\$24.69
7	\$25.08	\$26.23	\$26.35
8	\$26.36	\$27.52	\$27.65
9	\$28.00	\$29.21	\$29.35
10	\$29.24	\$30.48	\$30.63
11	\$30.50	\$31.77	\$31.92
12	\$31.80	\$33.10	\$33.25
13	\$33.00	\$34.30	\$34.47
14	\$36.45	\$37.84	\$38.02
15	\$38.27	\$39.73	\$39.92

WAGE SCHEDULE B
EFFECTIVE July 5, 2026

Pay Grade	Probationary (Less than 6 months)	Job Rate 1 (6 months up to 10 years)	Job Rate 2 (10 years or more)
1	\$19.66	\$21.06	\$21.36
2	\$20.36	\$21.76	\$22.07
3	\$21.04	\$22.48	\$22.81
4	\$21.81	\$23.25	\$23.58
5	\$23.01	\$24.51	\$24.86
6	\$24.17	\$25.68	\$26.04
7	\$25.83	\$27.41	\$27.80
8	\$27.15	\$28.76	\$29.17
9	\$28.84	\$30.53	\$30.96
10	\$30.12	\$31.85	\$32.31
11	\$31.41	\$33.20	\$33.68
12	\$32.75	\$34.59	\$35.08
13	\$33.99	\$35.85	\$36.36
14	\$37.55	\$39.54	\$40.11
15	\$39.42	\$41.52	\$42.12

WAGE SCHEDULE C
EFFECTIVE JULY 4, 2027

Pay Grade	Probationary (Less than 6 months)	Job Rate 1 (6 months up to 10 years)	Job Rate 2 (10 years or more)
1	\$20.25	\$21.90	\$22.48
2	\$20.97	\$22.63	\$23.23
3	\$21.67	\$23.38	\$24.00
4	\$22.47	\$24.18	\$24.82
5	\$23.70	\$25.49	\$26.17
6	\$24.89	\$26.70	\$27.41
7	\$26.61	\$28.51	\$29.26
8	\$27.96	\$29.91	\$30.70
9	\$29.70	\$31.75	\$32.59
10	\$31.02	\$33.13	\$34.01
11	\$32.36	\$34.53	\$35.45
12	\$33.73	\$35.97	\$36.92
13	\$35.01	\$37.28	\$38.27
14	\$38.67	\$41.13	\$42.22
15	\$40.61	\$43.18	\$44.33

WAGE SCHEDULE D
EFFECTIVE JULY 2, 2028

Pay Grade	Probationary (Less than 6 months)	Job Rate 1 (6 months up to 10 years)	Job Rate 2 (10 years or more)
1	\$20.86	\$22.77	\$23.66
2	\$21.60	\$23.53	\$24.45
3	\$22.32	\$24.32	\$25.26
4	\$23.14	\$25.15	\$26.13
5	\$24.41	\$26.51	\$27.54
6	\$25.64	\$27.77	\$28.85
7	\$27.41	\$29.65	\$30.80
8	\$28.80	\$31.11	\$32.32
9	\$30.59	\$33.02	\$34.30
10	\$31.95	\$34.45	\$35.79
11	\$33.33	\$35.91	\$37.31
12	\$34.74	\$37.41	\$38.86
13	\$36.06	\$38.77	\$40.28
14	\$39.83	\$42.77	\$44.44
15	\$41.82	\$44.91	\$46.66