

Food Handling Dept MGN Including Bakery and Deli	Current	DOR	4/25/2026	4/25/2027
Start (12 Months)	\$ 19.28	\$ 19.95	\$ 20.55	\$ 21.17
Step 1 (12 Months)	\$ 19.82	\$ 20.51	\$ 21.13	\$ 21.76
Step 2 (12 months)	\$ 20.77	\$ 21.50	\$ 22.14	\$ 22.81
Step 3 (12 Months)	\$ 21.35	\$ 22.10	\$ 22.76	\$ 23.44
Step 4 (12 Months)	\$ 21.75	\$ 22.51	\$ 23.19	\$ 23.88
Step 5 (12 months)	\$ 22.05	\$ 22.82	\$ 23.51	\$ 24.21
Step 6 (12 Months)	\$ 22.35	\$ 23.13	\$ 23.83	\$ 24.54
Step 7 (12 Months)	\$ 22.65	\$ 23.44	\$ 24.15	\$ 24.87
Step 8 (12 months)	\$ 22.95	\$ 23.75	\$ 24.47	\$ 25.20
Step 9 (12 Months)	\$ 23.25	\$ 24.06	\$ 24.79	\$ 25.53
Step 10 (12 Months)	\$ 23.75	\$ 24.58	\$ 25.32	\$ 26.08
top and over scale		\$ 1.15	\$ 1.15	\$ 1.15

Assistant Store Managers plus \$.50 over applicable rate

Newly appointed dept managers enter wage Prgression on next higher
wage rate above their current wage rate

	Current			
Full time Food Handling Employees				
Start (12 months)	\$ 16.42	\$ 16.99	\$ 17.50	\$ 18.03
Step 1 (12 Months)	\$ 17.42	\$ 18.03	\$ 18.57	\$ 19.13
Step 2 (12 Months)	\$ 17.67	\$ 18.29	\$ 18.84	\$ 19.40
Step 3 (12 Months)	\$ 17.97	\$ 18.60	\$ 19.16	\$ 19.73
Step 4 (12 months)	\$ 18.27	\$ 18.91	\$ 19.48	\$ 20.06
Step 5 (12 Months)	\$ 18.57	\$ 19.22	\$ 19.80	\$ 20.39
Step 6 (12 Months)	\$ 18.87	\$ 19.53	\$ 20.12	\$ 20.72
Step 7 (12 months)	\$ 19.27	\$ 19.94	\$ 20.54	\$ 21.16
Step 8 (12 Months)	\$ 19.57	\$ 20.25	\$ 20.86	\$ 21.49
Step 9 (12 Months)	\$ 19.87	\$ 20.57	\$ 21.18	\$ 21.82
top and over scale	\$ 0.75	\$ 1.00	\$ 1.00	\$ 1.00

Full-time Bakery Deli, Includes FT Decorators

Start (12 Months)	\$ 15.00	\$ 15.53	\$ 15.99	\$ 16.47
Step 1 (12 Months)	\$ 15.35	\$ 15.89	\$ 16.36	\$ 16.85
Step 2 (12 Months)	\$ 16.05	\$ 16.61	\$ 17.11	\$ 17.62
Step 3 (12 Months)	\$ 16.40	\$ 16.97	\$ 17.48	\$ 18.01
Step 4 (12 Months)	\$ 16.75	\$ 17.34	\$ 17.86	\$ 18.39
Step 5 (12 months)	\$ 17.05	\$ 17.65	\$ 18.18	\$ 18.72
Step 6 (12 Months)	\$ 17.35	\$ 17.96	\$ 18.50	\$ 19.05
Step 7 (12 Months)	\$ 17.60	\$ 18.22	\$ 18.76	\$ 19.33
Step 8 (12 Months)	\$ 17.90	\$ 18.53	\$ 19.08	\$ 19.65
Step 9 (12 Months)	\$ 18.30	\$ 18.94	\$ 19.51	\$ 20.09
Top of Scale over Scale	\$ 0.75	\$ 1.00	\$ 1.00	\$ 1.00

Part time Grocery and Thirty Plus Food Handling
Employees

Current

Start	\$ 13.70	\$ 14.18	\$ 14.60	\$ 15.04
Step 1 (560) hours	\$ 14.35	\$ 14.85	\$ 15.30	\$ 15.76
Step 2 (1040 Hours)	\$ 14.60	\$ 15.11	\$ 15.56	\$ 16.03
Step 3 (1040 Hours)	\$ 14.85	\$ 15.37	\$ 15.83	\$ 16.31
Step 4 (1040 Hours)	\$ 15.10	\$ 15.63	\$ 16.10	\$ 16.58
Step 5 (1040 Hours)	\$ 15.65	\$ 16.20	\$ 16.68	\$ 17.18
Step 6 (1040 Hours)	\$ 16.20	\$ 16.77	\$ 17.27	\$ 17.79
Step 7 (1040 Hours)	\$ 16.70	\$ 17.28	\$ 17.80	\$ 18.34
Step 8 (1040 Hours)	\$ 17.25	\$ 17.85	\$ 18.39	\$ 18.94
Step 9 (1040 Hours)	\$ 17.80	\$ 18.42	\$ 18.98	\$ 19.54
over the top	\$ 0.55	\$ 1.00	\$ 0.70	\$ 0.70

Utility Non Food Handling Employees

Current

	\$ 12.50	\$ 13.50	\$ 13.50	\$ 13.50
Over rate		\$ 0.55	0.55	0.55

Current

Head Meat Cutter	\$ 28.85	\$ 30.00	\$ 31.15	\$ 32.30
Journey Person	\$ 26.88	\$ 27.88	\$ 28.88	\$ 29.88
OverScale		\$ 1.00	\$ 1.00	\$ 1.00

Apprentice Meat Cutter

Current

Start	\$ 14.05	\$ 14.54	\$ 14.98	\$ 15.43
Step 1 (1010 Hour)	\$ 14.55	\$ 15.06	\$ 15.51	\$ 15.98
Step 1 (+1040 Hours)	\$ 15.05	\$ 15.58	\$ 16.04	\$ 16.53
Step 2 (+1040 Hours)	\$ 16.61	\$ 17.19	\$ 17.71	\$ 18.24
Step 3 (+1040 Hours)	\$ 16.88	\$ 17.47	\$ 17.99	\$ 18.53
Step 4 (+1040 Hours)	\$ 17.30	\$ 17.91	\$ 18.44	\$ 19.00
Step 5 (+1040 Hours)	\$ 17.95	\$ 18.58	\$ 19.14	\$ 19.71
Step 6 (+1040 Hours)	\$ 20.38	\$ 21.09	\$ 21.73	\$ 22.38
Step 7 (+1040 Hours)		\$ 1.00	\$ 1.00	\$ 1.00

Full time Meat Helper

Current

Start (12 Months)	\$ 16.42	\$ 16.99	\$ 17.50	\$ 18.03
Step 1 (12 Months)	\$ 17.42	\$ 18.03	\$ 18.57	\$ 19.13
Step 2 (12 Months)	\$ 17.67	\$ 18.29	\$ 18.84	\$ 19.40
Step 3 (12 Months)	\$ 17.97	\$ 18.60	\$ 19.16	\$ 19.73

Miner's/UFCW 1189

Step 4 (12 Months)	\$ 18.27	\$ 18.91	\$ 19.48	\$ 20.06
Step 5 (12 Months)	\$ 18.57	\$ 19.22	\$ 19.80	\$ 20.39
Step 6 (12 Months)	\$ 18.87	\$ 19.53	\$ 20.12	\$ 20.72
Step 7 (12 Months)	\$ 19.27	\$ 19.94	\$ 20.54	\$ 21.16
Step 8 (12 Months)	\$ 19.57	\$ 20.25	\$ 20.86	\$ 21.49
Step 9 (12 Months)	\$ 19.87	\$ 20.57	\$ 21.18	\$ 21.82
Top and over scale	\$ 0.75	\$ 1.00	\$ 1.00	\$ 1.00

Part time Meat Helper

Start	\$ 13.70	\$ 14.18	\$ 14.60	\$ 15.04
Step 1 (+560 hours)	\$ 14.35	\$ 14.85	\$ 15.30	\$ 15.76
Step 2 (+1040 Hours)	\$ 14.60	\$ 15.11	\$ 15.56	\$ 16.03
Step 3 (=4040 Hours)	\$ 14.85	\$ 15.37	\$ 15.83	\$ 16.31
Step 4 (+1040Hours)	\$ 15.10	\$ 15.63	\$ 16.10	\$ 16.58
Step 5 (+1040 Hours)	\$ 16.65	\$ 17.23	\$ 17.75	\$ 18.28
Step 6 (+1040 Hours)	\$ 16.20	\$ 16.77	\$ 17.27	\$ 17.79
Step 7 (+1040 Hours)	\$ 16.70	\$ 17.28	\$ 17.80	\$ 18.34
Step 8 (+1040 Hours)	\$ 17.25	\$ 17.85	\$ 18.39	\$ 18.94
Step 9 (+1040 Hours)	\$ 17.80	\$ 18.42	\$ 18.98	\$ 19.54
top and over scale	\$ 0.55	\$ 1.00	\$ 0.70	\$ 0.70