

| | Effective | Effective | Effective |
|-----------------------------------------------------------------|-----------|-----------|-----------|
| CLASSIFICATION | 2/20/2022 | 2/19/2023 | 2/18/2024 |
| HEAD MEAT CUTTER | \$25.28 | \$26.08 | \$26.88 |
| FIRST CUTTER | \$23.83 | \$24.63 | \$25.43 |
| SEAFOOD MANAGER | \$21.70 | \$22.50 | \$23.30 |
| DELI MANAGER | \$23.24 | \$24.04 | \$24.84 |
| DELI MANAGER AFTER 5/20/77 & DIRECTING 5 OR LESS DELI EMPLOYEES | \$21.65 | \$22.45 | \$23.25 |
| ASSISTANT DELI MANAGER | \$21.51 | \$22.31 | \$23.11 |
| STARBUCKS LEAD | \$21.51 | \$22.31 | \$23.11 |
| MEAT CUTTERS | | | |
| Start | \$16.00 | \$16.50 | \$17.00 |
| After 520 hours | \$16.40 | \$16.95 | \$17.50 |
| After 1560 hours | \$16.80 | \$17.40 | \$18.00 |
| After 2600 hours | \$17.20 | \$17.85 | \$18.50 |
| After 3640 hours | \$17.60 | \$18.30 | \$19.00 |
| After 4680 hours | \$18.00 | \$18.75 | \$19.50 |
| After 5720 hours | \$18.40 | \$19.20 | \$20.00 |
| After 6760 hours | \$18.80 | \$19.65 | \$20.50 |
| After 7800 hours | \$23.50 | \$24.30 | \$25.10 |
| SEAFOOD CLERKS | | | |
| Start | \$16.00 | \$16.50 | \$17.00 |
| After 520 hours | \$16.40 | \$16.95 | \$17.50 |
| After 1560 hours | \$16.80 | \$17.40 | \$18.00 |
| After 2600 hours | \$17.20 | \$17.85 | \$18.50 |
| After 3640 hours | \$17.60 | \$18.30 | \$19.00 |
| After 4680 hours | \$18.00 | \$18.75 | \$19.50 |
| After 5720 hours | \$18.40 | \$19.20 | \$20.00 |
| After 6760 hours | \$18.80 | \$19.65 | \$20.50 |
| After 7800 hours | \$21.01 | \$21.81 | \$22.61 |
| CLASSIFICATION | Effective | Effective | Effective |
| | 2/20/2022 | 2/19/2023 | 2/18/2024 |
| MEAT WRAPPERS | | | |
| Start | \$16.00 | \$16.50 | \$17.00 |
| After 520 hours | \$16.40 | \$16.95 | \$17.50 |
| After 1560 hours | \$16.80 | \$17.40 | \$18.00 |

| | | | |
|------------------|---------|---------|---------|
| After 2600 hours | \$17.20 | \$17.85 | \$18.50 |
| After 3640 hours | \$17.60 | \$18.30 | \$19.00 |
| After 4680 hours | \$18.00 | \$18.75 | \$19.50 |
| After 5720 hours | \$18.40 | \$19.20 | \$20.00 |
| After 6760 hours | \$18.80 | \$19.65 | \$20.50 |
| After 7800 hours | \$21.01 | \$21.81 | \$22.61 |

DELI CLERKS

| | | | |
|------------------|---------|---------|---------|
| Start | \$16.00 | \$16.50 | \$17.00 |
| After 520 hours | \$16.40 | \$16.95 | \$17.50 |
| After 1560 hours | \$16.80 | \$17.40 | \$18.00 |
| After 2600 hours | \$17.20 | \$17.85 | \$18.50 |
| After 3640 hours | \$17.60 | \$18.30 | \$19.00 |
| After 4680 hours | \$18.00 | \$18.75 | \$19.50 |
| After 5720 hours | \$18.40 | \$19.20 | \$20.00 |
| After 6760 hours | \$18.80 | \$19.65 | \$20.50 |
| After 7800 hours | \$21.01 | \$21.81 | \$22.61 |

STARBUCKS CLERKS

| | | | |
|------------------|---------|---------|---------|
| Start | \$16.00 | \$16.50 | \$17.00 |
| After 520 hours | \$16.40 | \$16.95 | \$17.50 |
| After 1560 hours | \$16.80 | \$17.40 | \$18.00 |
| After 2600 hours | \$17.20 | \$17.85 | \$18.50 |
| After 3640 hours | \$17.60 | \$18.30 | \$19.00 |
| After 4680 hours | \$18.00 | \$18.75 | \$19.50 |
| After 5720 hours | \$18.40 | \$19.20 | \$20.00 |
| After 6760 hours | \$18.80 | \$19.65 | \$20.50 |
| After 7800 hours | \$21.01 | \$21.81 | \$22.61 |