

<b>Years of Service</b>	<b>Contract Steps</b>	<b>May, 2026 Ratification</b>	<b>9/2026</b>	<b>1/2027</b>	<b>1/2028</b>
Base/Resident	1	\$43.85	\$44.51	\$46.18	\$47.57
1 Year	2	\$45.27	\$45.95	\$47.67	\$49.10
2 Years	3	\$47.19	\$47.90	\$49.70	\$51.19
3 Years	4	\$49.14	\$49.88	\$51.75	\$53.30
4 Years	5	\$50.95	\$51.71	\$53.65	\$55.26
5 Years	6	\$52.90	\$53.69	\$55.70	\$57.37
6 Years	7	\$54.74	\$55.56	\$57.64	\$59.37
7 Years	8	\$56.49	\$57.34	\$59.49	\$61.27
8 Years	9	\$58.51	\$59.39	\$61.62	\$63.47
9 Years	10	\$60.35	\$61.26	\$63.56	\$65.47
10 Years	11	\$62.49	\$63.43	\$65.81	\$67.78
11 Years	12	\$63.30	\$64.25	\$66.66	\$68.66
12 Years	13	\$64.12	\$65.08	\$67.52	\$69.55
13 Years	14	\$64.95	\$65.92	\$68.39	\$70.44
14 Years	15	\$65.78	\$66.77	\$69.27	\$71.35
15 Years	16	\$66.67	\$67.67	\$70.21	\$72.32
16 Years	17	\$67.59	\$68.60	\$71.17	\$73.31
17 Years	18	\$68.82	\$69.85	\$72.47	\$74.64
18 Years	19	\$70.40	\$71.46	\$74.14	\$76.36
19 Years	20	\$72.02	\$73.10	\$75.84	\$78.12
20 Years	21	\$73.73	\$74.84	\$77.65	\$79.98
21 Years	22	\$73.73	\$74.84	\$77.65	\$79.98
22 Years	23	\$75.44	\$76.57	\$79.44	\$81.82
23 Years	24	\$75.44	\$76.57	\$79.44	\$81.82
24 Years	25	\$77.18	\$78.34	\$81.28	\$83.72
25 Years	26	\$77.18	\$78.34	\$81.28	\$83.72
26 Years	27	\$78.96	\$80.14	\$83.15	\$85.64
27 Years	28	\$79.87	\$81.07	\$84.11	\$86.63
28 Years	29	\$80.78	\$81.99	\$85.06	\$87.61
29 Years	30	\$82.60	\$83.84	\$86.98	\$89.59
30 Years	31 - Top	\$84.43	\$85.70	\$88.91	\$91.58