

	Astria Toppenish	Astria Toppenish	Astria Toppenish 3.5%	Astria Toppenish 3.25%	% Increase 1st Full Pay Period After Ratification
Year	Current	1st Pay Period Following Ratification	7/1/2026	7/1/2027	
Base	\$37.16	\$41.62	\$43.08	\$44.48	12.00%
1	\$38.26	\$42.66	\$44.15	\$45.59	11.50%
2	\$39.41	\$43.75	\$45.28	\$46.75	11.01%
3	\$40.61	\$44.67	\$46.23	\$47.74	10.00%
4	\$41.81	\$45.99	\$47.60	\$49.15	10.00%
5	\$43.05	\$46.92	\$48.56	\$50.14	8.99%
6	\$44.35	\$47.90	\$49.58	\$51.19	8.00%
7	\$45.68	\$48.19	\$49.88	\$51.50	5.49%
8	\$47.06	\$49.65	\$51.39	\$53.06	5.50%
9	\$48.47	\$50.65	\$52.42	\$54.13	4.50%
10	\$49.90	\$51.77	\$53.58	\$55.32	3.75%
11	\$51.39	\$52.93	\$54.78	\$56.56	3.00%
12	\$52.94	\$54.66	\$56.57	\$58.41	3.25%
13	\$54.53	\$56.17	\$58.13	\$60.02	3.00%
14	\$56.17	\$57.86	\$59.88	\$61.83	3.00%
15	\$56.17	\$58.14	\$60.17	\$62.13	3.50%
16	\$57.86	\$59.74	\$61.83	\$63.84	3.25%
17	\$57.86	\$60.46	\$62.58	\$64.61	4.50%
18	\$59.60	\$61.98	\$64.15	\$66.24	4.00%
19	\$59.60	\$62.58	\$64.77	\$66.88	5.00%
20	\$61.38	\$64.45	\$66.70	\$68.87	5.00%
21	\$61.38	\$65.68	\$67.98	\$70.18	7.00%
22	\$63.21	\$67.00	\$69.35	\$71.60	6.00%
23	\$63.21	\$67.63	\$70.00	\$72.28	7.00%
24	\$65.10	\$69.66	\$72.09	\$74.44	7.00%
25	\$65.10	\$69.98	\$72.43	\$74.79	7.50%
26	\$67.09	\$71.79	\$74.30	\$76.71	7.00%
27	\$67.09	\$72.12	\$74.65	\$77.07	7.50%
28	\$69.10	\$73.94	\$76.52	\$79.01	7.00%
29	\$69.10	\$74.28	\$76.88	\$79.38	7.50%
30	\$71.17	\$75.44	\$78.08	\$80.62	6.00%
31	\$71.17	\$76.15	\$78.82	\$81.38	7.00%
32	\$71.17	\$76.86	\$79.55	\$82.14	8.00%

Yellow shading shows eliminated "ghost steps" and added Steps 31 and 32