

Teamsters Local 97 Crossing Guards

Employees Hired Prior to 9/4/2014

STEPS	<u>2021 (2.5%)</u>	<u>10/01/2022 (2%)</u>	<u>7/1/2023 (2%)</u>	<u>1/1/2024 (2%)</u>	<u>1/1/2025 (2%)</u>
1	14.23	14.52	14.81	15.10	15.41
2	14.96	15.26	15.56	15.88	16.19
2A	15.09	15.39	15.70	16.01	16.33
2B	15.54	15.85	16.16	16.49	16.82
3	15.69	16.00	16.32	16.65	16.98
3A	16.08	16.40	16.73	17.06	17.40
4	16.43	16.75	17.09	17.43	17.78
5	17.15	17.50	17.85	18.20	18.57
6	17.88	18.24	18.60	18.97	19.35
7	18.61	18.98	19.36	19.75	20.14
8	19.33	19.72	20.12	20.52	20.93
9	20.06	20.46	20.87	21.29	21.72
10	21.54	21.97	22.41	22.86	23.31

Employees Hired After 9/5/2014

STEPS	<u>2021 (2.5%)</u>	<u>10/01/2022 (2%)</u>	<u>7/1/2023 (2%)</u>	<u>1/1/2024 (2%)</u>	<u>1/1/2025 (2%)</u>
1	11.79	13.00	14.00	15.00	15.30
2	11.79	13.00	14.00	15.00	15.30
3	12.51	13.00	14.00	15.00	15.30
4	13.64	13.91	14.19	15.00	15.30
5	14.77	15.07	15.37	15.68	15.99
6	15.96	16.28	16.60	16.93	17.27
7	17.14	17.49	17.83	18.19	18.56
8	18.27	18.64	19.01	19.39	19.78
9	19.40	19.79	20.19	20.59	21.00
10	20.61	21.02	21.45	21.87	22.31

Notes: Lorraine Varhola went from Seasonal to Union on 8/2017 - Grandfathered and follows the after 9/5/2014 scale

Relief Guards move up a step on January 1 of each year

Seasonal Guards and Guard at steps 1-3 Hired After 9/5/2014 follow the New Jersey part-time minimum wage guide for the corresponding year.