

Administrative Assistant

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	424.50	424.50	424.50	424.50
2	460.50	462.00	463.00	464.50
3	500.00	502.50	505.50	508.00
4	542.50	547.00	551.50	555.50
5	589.00	595.00	601.50	608.00
6	639.00	647.50	656.00	665.00
7	693.50	704.50	716.00	727.50
8	752.50	766.50	781.00	795.50
9	816.50	834.00	852.00	870.50
10	886.00	908.00	930.00	952.00
11	961.50	987.50	1014.50	1041.50
12	1043.50	1075.00	1107.00	1139.50
13	1132.50	1169.50	1207.50	1246.50

**Business Customer Service Specialist I
Business Customer Service Specialist I-S**

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	418.00	418.00	418.00	418.00
2	448.50	450.50	451.50	453.00
3	481.50	485.50	488.00	491.00
4	517.00	523.50	527.50	532.00
5	555.00	564.00	570.00	576.50
6	596.00	608.00	616.00	624.50
7	639.50	655.50	666.00	676.50
8	686.50	706.50	719.50	733.50
9	737.00	761.50	778.00	794.50
10	791.00	820.50	840.50	861.00
11	849.00	884.50	908.50	933.00
12	911.50	953.50	982.00	1011.00
13	978.50	1027.50	1061.00	1095.50

**Business Customer Service Specialist II
Business Customer Service Specialist II-S**

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	469.50	469.50	469.50	469.50
2	506.50	508.50	510.00	511.50
3	546.50	551.00	554.00	557.00
4	589.50	597.00	601.50	606.50
5	636.00	646.50	653.50	660.50
6	686.50	700.50	710.00	719.50
7	740.50	759.00	771.00	783.50
8	799.00	822.00	837.50	853.50
9	862.00	890.50	910.00	929.50
10	930.00	964.50	988.00	1012.00
11	1003.50	1045.00	1073.50	1102.50
12	1082.50	1132.00	1166.00	1200.50
13	1168.00	1226.50	1266.50	1307.50

Business Premier Service Consultant

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	720.00	720.00	720.00	720.00
2	747.50	749.50	751.50	753.50
3	776.00	780.50	784.50	788.50
4	806.00	812.50	819.00	825.50
5	837.00	846.00	855.00	864.00
6	869.00	880.50	892.50	904.00
7	902.00	916.50	931.50	946.50
8	937.00	954.50	972.50	990.50
9	972.50	993.50	1015.00	1036.50
10	1010.00	1034.50	1059.50	1085.00
11	1048.50	1076.50	1106.00	1135.50
12	1089.00	1121.00	1154.50	1188.50
13	1130.50	1167.00	1205.00	1244.00

Business Sales Specialist

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	476.00	476.00	476.00	476.00
2	513.00	514.50	516.00	517.50
3	553.50	556.00	559.00	562.00
4	596.50	601.50	606.00	611.00
5	643.00	650.00	657.00	664.00
6	693.50	702.50	712.00	721.50
7	747.50	759.50	772.00	784.00
8	806.00	821.00	836.50	852.50
9	869.00	887.50	907.00	926.00
10	937.00	959.50	983.00	1006.50
11	1010.00	1037.00	1065.50	1094.00
12	1089.00	1121.00	1154.50	1189.00
13	1174.00	1212.00	1251.50	1292.00

Clerk

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	375.50	375.50	375.50	375.50
2	407.50	408.50	409.50	410.50
3	442.00	444.00	446.50	449.00
4	479.50	483.00	487.00	491.00
5	520.00	525.50	531.00	537.00
6	564.00	571.50	579.50	587.00
7	612.00	622.00	632.00	642.00
8	663.50	676.50	689.00	702.00
9	720.00	735.50	751.50	767.50
10	781.00	800.00	819.50	839.50
11	847.50	870.00	893.50	918.00
12	919.00	946.50	974.50	1003.50
13	997.00	1029.50	1063.00	1097.50

Client Service Specialist

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	646.00	646.00	646.00	646.00
2	679.00	681.00	682.50	684.50
3	714.00	717.50	721.50	725.50
4	750.50	756.50	762.50	768.50
5	788.50	797.00	805.50	814.00
6	829.00	840.00	851.50	862.50
7	871.50	885.50	899.50	914.00
8	916.00	933.00	951.00	968.50
9	963.00	983.50	1004.50	1026.50
10	1012.00	1036.50	1061.50	1087.50
11	1064.00	1092.50	1122.00	1152.00
12	1118.50	1151.50	1185.50	1221.00
13	1175.50	1213.50	1253.00	1293.50

Coordinator 1

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	530.50	530.50	530.50	530.50
2	570.00	571.50	573.00	574.50
3	612.50	616.00	619.50	622.50
4	658.50	664.00	669.00	674.50
5	707.50	715.50	723.00	730.50
6	760.50	771.00	781.00	791.50
7	817.50	830.50	844.00	857.50
8	878.50	895.00	912.00	929.00
9	944.00	964.50	985.50	1006.50
10	1014.50	1039.50	1064.50	1090.50
11	1090.50	1120.00	1150.50	1181.50
12	1172.00	1207.00	1243.00	1280.00
13	1259.50	1300.50	1343.00	1386.50

Coordinator 2

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	575.50	575.50	575.50	575.50
2	620.50	622.50	624.00	625.50
3	669.50	673.00	676.50	680.00
4	722.00	727.50	733.50	739.50
5	778.50	787.00	795.00	804.00
6	839.50	851.00	862.00	874.00
7	905.50	920.00	935.00	950.00
8	976.50	994.50	1013.50	1032.50
9	1053.00	1075.50	1099.00	1122.50
10	1135.50	1163.00	1191.50	1220.50
11	1224.50	1257.50	1292.00	1327.00
12	1320.50	1360.00	1400.50	1442.50
13	1424.00	1470.50	1518.50	1568.00

COS Sales Advocate

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	385.00	385.00	385.00	385.00
2	410.50	411.50	412.50	413.50
3	437.50	439.50	442.00	444.50
4	466.00	470.00	473.50	477.50
5	497.00	502.00	507.50	513.00
6	529.50	536.50	544.00	551.00
7	564.50	573.50	582.50	592.00
8	601.50	613.00	624.50	636.00
9	641.00	655.00	669.00	683.50
10	683.00	700.00	717.00	734.00
11	728.00	748.00	768.00	789.00
12	776.00	799.00	823.00	847.50
13	827.00	854.00	882.00	910.50

Customer Service Representative I

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	418.50	418.50	418.50	418.50
2	451.00	452.00	453.50	454.50
3	486.00	488.50	491.50	494.00
4	524.00	528.00	532.50	536.50
5	564.50	570.50	577.00	583.00
6	608.50	616.50	625.00	633.50
7	656.00	666.50	677.00	688.00
8	706.50	720.00	733.50	747.50
9	761.50	778.00	795.00	812.00
10	821.00	841.00	861.50	882.00
11	884.50	908.50	933.00	958.50
12	953.50	982.00	1011.00	1041.00
13	1027.50	1061.00	1095.50	1131.00

Customer Service Representative (WFH)

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	418.50	418.50	418.50	418.50
2	451.00	452.00	453.50	454.50
3	486.00	488.50	491.50	494.00
4	524.00	528.00	532.50	536.50
5	564.50	570.50	577.00	583.00
6	608.50	616.50	625.00	633.50
7	656.00	666.50	677.00	688.00
8	706.50	720.00	733.50	747.50
9	761.50	778.00	795.00	812.00
10	821.00	841.00	861.50	882.00
11	884.50	908.50	933.00	958.50
12	953.50	982.00	1011.00	1041.00
13	1027.50	1061.00	1095.50	1131.00

Customer Service Representative II

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	433.50	433.50	433.50	433.50
2	472.00	473.50	474.50	476.00
3	514.00	516.50	519.50	522.00
4	559.50	564.00	568.50	573.00
5	609.50	616.00	622.50	629.00
6	663.50	672.50	681.50	690.50
7	722.50	734.00	746.00	757.50
8	786.50	801.00	816.50	831.50
9	856.50	874.50	893.50	913.00
10	932.50	955.00	978.00	1002.00
11	1015.00	1042.50	1070.50	1099.50
12	1105.50	1138.00	1172.00	1207.00
13	1203.50	1242.50	1283.00	1324.50

Customer Service Representative II - C2

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	575.50	575.50	575.50	575.50
2	617.00	618.50	620.00	622.00
3	661.50	665.00	668.50	672.00
4	709.00	714.50	720.50	726.00
5	760.00	768.00	776.50	784.50
6	814.50	825.50	836.50	848.00
7	873.00	887.50	901.50	916.00
8	936.00	953.50	971.50	990.00
9	1003.50	1025.00	1047.00	1070.00
10	1075.50	1101.50	1128.50	1156.00
11	1153.00	1184.00	1216.00	1249.00
12	1236.00	1273.00	1310.50	1349.50
13	1325.00	1368.00	1412.50	1458.50

**Customer Support Specialist
Customer Support Specialist WFH**

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	520.00	520.00	520.00	520.00
2	552.00	554.50	556.00	557.50
3	586.00	591.00	594.00	597.50
4	622.50	630.00	635.00	640.00
5	661.00	671.50	679.00	686.00
6	701.50	716.00	725.50	735.50
7	745.00	763.50	775.50	788.00
8	791.00	814.00	829.00	844.50
9	839.50	867.50	886.50	905.50
10	891.50	925.00	947.50	970.50
11	946.50	986.00	1012.50	1040.00
12	1005.00	1051.00	1082.50	1114.50
13	1067.00	1120.50	1157.00	1194.50

Finance Representative I

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	530.50	530.50	530.50	530.50
2	570.00	571.50	573.00	574.50
3	612.50	616.00	619.50	622.50
4	658.50	664.00	669.00	674.50
5	707.50	715.50	723.00	730.50
6	760.50	771.00	781.00	791.50
7	817.50	830.50	844.00	857.50
8	878.50	895.00	912.00	929.00
9	944.00	964.50	985.50	1006.50
10	1014.50	1039.50	1064.50	1090.50
11	1090.50	1120.00	1150.50	1181.50
12	1172.00	1207.00	1243.00	1280.00
13	1259.50	1300.50	1343.00	1386.50

Finance Representative II

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	575.50	575.50	575.50	575.50
2	617.00	618.50	620.00	622.00
3	661.50	665.00	668.50	672.00
4	709.00	714.50	720.50	726.00
5	760.00	768.00	776.50	784.50
6	814.50	825.50	836.50	848.00
7	873.00	887.50	901.50	916.00
8	936.00	953.50	971.50	990.00
9	1003.50	1025.00	1047.00	1070.00
10	1075.50	1101.50	1128.50	1156.00
11	1153.00	1184.00	1216.00	1249.00
12	1236.00	1273.00	1310.50	1349.50
13	1325.00	1368.00	1412.50	1458.50

Fraud Analyst

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	482.00	482.00	482.00	482.00
2	524.00	525.50	527.00	528.50
3	570.00	573.00	576.50	579.50
4	620.00	625.00	630.00	635.00
5	674.50	681.50	689.00	696.50
6	733.50	743.50	753.50	763.50
7	797.50	810.50	823.50	837.00
8	867.50	884.00	900.50	917.50
9	943.50	964.00	984.50	1006.00
10	1026.00	1051.00	1076.50	1102.50
11	1116.00	1146.00	1177.50	1209.00
12	1213.50	1250.00	1287.50	1325.50
13	1320.00	1363.00	1407.50	1453.00

Integrated Sales Support Representative

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	954.00	954.00	954.00	954.00
2	983.50	986.00	988.50	991.00
3	1013.50	1019.00	1024.50	1030.00
4	1044.50	1053.00	1061.50	1070.00
5	1077.00	1088.50	1100.00	1112.00
6	1110.00	1125.00	1140.00	1155.00
7	1144.00	1162.50	1181.00	1200.00
8	1179.00	1201.50	1224.00	1247.00
9	1215.50	1241.50	1268.50	1295.50
10	1253.00	1283.00	1314.50	1346.00
11	1291.50	1326.00	1362.00	1398.50
12	1331.00	1370.50	1411.50	1453.50
13	1372.00	1416.50	1462.50	1510.00

Information Systems Technician

<u>Step</u>	<u>Effective</u> <u>2/14/2026</u>	<u>Effective</u> <u>2/21/2027</u>	<u>Effective</u> <u>2/20/2028</u>	<u>Effective</u> <u>2/18/2029</u>
1	576.50	576.50	576.50	576.50
2	631.50	633.00	635.00	636.50
3	691.50	695.00	699.00	702.50
4	757.50	763.50	769.50	776.00
5	829.50	838.50	847.50	856.50
6	908.50	921.00	933.00	945.50
7	995.00	1011.00	1027.50	1044.00
8	1090.00	1110.50	1131.50	1152.50
9	1193.50	1219.50	1245.50	1272.50
10	1307.50	1339.00	1371.50	1405.00
11	1432.00	1470.50	1510.00	1551.00
12	1568.00	1615.00	1663.00	1712.50
13	1717.50	1773.50	1831.00	1890.50

Premier Service Consultant**Premier Service Consultant (HYB)****Premier Service Consultant (WFH)****Retail Sales Consultant**

<u>Step</u>	<u>Effective 2/14/2026</u>	<u>Effective 2/21/2027</u>	<u>Effective 2/20/2028</u>	<u>Effective 2/18/2029</u>
1	720.00	720.00	720.00	720.00
2	747.50	749.50	751.50	753.50
3	776.00	780.50	784.50	788.50
4	806.00	812.50	819.00	825.50
5	837.00	846.00	855.00	864.00
6	869.00	880.50	892.50	904.00
7	902.00	916.50	931.50	946.50
8	937.00	954.50	972.50	990.50
9	972.50	993.50	1015.00	1036.50
10	1010.00	1034.50	1059.50	1085.00
11	1048.50	1076.50	1106.00	1135.50
12	1089.00	1121.00	1154.50	1188.50
13	1130.50	1167.00	1205.00	1244.00

<u>Step</u>	<u>Effective 2/14/2026</u>	<u>Effective 2/21/2027</u>	<u>Effective 2/20/2028</u>	<u>Effective 2/18/2029</u>
1	650.00	650.00	650.00	650.00
2	677.50	679.50	681.00	683.00
3	706.00	710.00	713.50	717.50
4	736.00	742.00	748.00	754.00
5	767.00	775.00	783.50	792.00
6	799.50	810.00	821.00	832.00
7	833.00	846.50	860.00	874.00
8	868.50	884.50	901.50	918.50
9	905.00	924.50	944.50	965.00
10	943.50	966.00	989.50	1013.50
11	983.00	1009.50	1037.00	1065.00
12	1024.50	1055.00	1086.50	1119.00
13	1068.00	1102.50	1138.50	1175.50

Sales Specialist**Sales Support Representative**

<u>Step</u>	<u>Effective 2/14/2026</u>	<u>Effective 2/21/2027</u>	<u>Effective 2/20/2028</u>	<u>Effective 2/18/2029</u>
1	548.00	548.00	548.00	548.00
2	592.00	593.50	595.00	596.50
3	639.00	642.50	646.00	649.50
4	690.00	696.00	701.50	707.00
5	745.50	753.50	761.50	769.50
6	805.00	816.00	827.00	838.00
7	869.50	883.50	897.50	912.00
8	939.00	956.50	974.50	993.00
9	1014.00	1036.00	1058.00	1081.00
10	1095.00	1121.50	1149.00	1177.00
11	1182.50	1214.50	1247.50	1281.50
12	1277.00	1315.00	1354.50	1395.00
13	1379.00	1424.00	1470.50	1518.50

<u>Step</u>	<u>Effective 2/14/2026</u>	<u>Effective 2/21/2027</u>	<u>Effective 2/20/2028</u>	<u>Effective 2/18/2029</u>
1	530.50	530.50	530.50	530.50
2	570.00	571.50	573.00	574.50
3	612.50	616.00	619.50	622.50
4	658.50	664.00	669.00	674.50
5	707.50	715.50	723.00	730.50
6	760.50	771.00	781.00	791.50
7	817.50	830.50	844.00	857.50
8	878.50	895.00	912.00	929.00
9	944.00	964.50	985.50	1006.50
10	1014.50	1039.50	1064.50	1090.50
11	1090.50	1120.00	1150.50	1181.50
12	1172.00	1207.00	1243.00	1280.00
13	1259.50	1300.50	1343.00	1386.50

Service Technician

Step	<u>Effective</u> 2/14/2026	<u>Effective</u> 2/21/2027	<u>Effective</u> 2/20/2028	<u>Effective</u> 2/18/2029
1	504.00	504.00	504.00	504.00
2	546.50	548.00	549.50	551.00
3	593.00	596.00	599.50	602.50
4	643.00	648.50	653.50	659.00
5	697.50	705.00	712.50	720.50
6	756.50	766.50	777.00	787.50
7	820.50	834.00	847.50	861.00
8	890.00	907.00	924.00	941.50
9	965.50	986.00	1007.50	1029.50
10	1047.00	1072.50	1098.50	1125.50
11	1135.50	1166.50	1198.00	1230.50
12	1232.00	1268.50	1306.50	1345.50
13	1336.00	1379.50	1424.50	1471.00

Small Biz Advisor

Step	<u>Effective</u> 2/14/2026	<u>Effective</u> 2/21/2027	<u>Effective</u> 2/20/2028	<u>Effective</u> 2/18/2029
1	521.50	521.50	521.50	521.50
2	555.00	556.50	558.00	559.50
3	590.50	593.50	596.50	600.00
4	628.00	633.00	638.50	643.50
5	668.50	675.50	683.00	690.00
6	711.00	720.50	730.50	740.00
7	756.50	769.00	781.50	794.00
8	805.00	820.00	835.50	851.50
9	856.50	875.00	894.00	913.00
10	911.50	933.50	956.50	979.50
11	970.00	996.00	1023.00	1050.50
12	1032.00	1062.50	1094.00	1127.00
13	1098.00	1133.50	1170.50	1208.50

SR In Home Sales Expert

Step	<u>Effective</u> 2/14/2026	<u>Effective</u> 2/21/2027	<u>Effective</u> 2/20/2028	<u>Effective</u> 2/18/2029
1	800.00	800.00	800.00	800.00
2	826.00	828.00	830.50	832.50
3	852.50	857.00	861.50	866.50
4	880.00	887.00	894.00	901.50
5	908.50	918.00	928.00	938.00
6	938.00	950.50	963.00	976.00
7	968.00	983.50	999.50	1015.50
8	999.50	1018.00	1037.50	1057.00
9	1031.50	1054.00	1076.50	1100.00
10	1065.00	1091.00	1117.50	1144.50
11	1099.50	1129.00	1159.50	1191.00
12	1135.00	1168.50	1203.50	1239.00
13	1171.50	1209.50	1249.00	1289.50

Technical MSC/RNOC

Step	<u>Effective</u> 2/14/2026	<u>Effective</u> 2/21/2027	<u>Effective</u> 2/20/2028	<u>Effective</u> 2/18/2029
1	720.00	720.00	720.00	720.00
2	789.00	791.00	793.50	795.50
3	865.00	869.50	874.00	878.50
4	947.50	955.50	963.00	970.50
5	1038.50	1050.00	1061.00	1072.50
6	1138.50	1153.50	1169.00	1184.50
7	1247.50	1267.50	1288.00	1309.00
8	1367.00	1393.00	1419.00	1446.00
9	1498.50	1530.50	1563.50	1597.50
10	1642.00	1682.00	1722.50	1764.50
11	1799.50	1848.00	1898.00	1949.50
12	1972.50	2031.00	2091.00	2153.50
13	2161.50	2231.50	2304.00	2379.00

Technical Support Specialist

<u>Step</u>	<u>Effective 2/14/2026</u>	<u>Effective 2/21/2027</u>	<u>Effective 2/20/2028</u>	<u>Effective 2/18/2029</u>
1	720.00	720.00	720.00	720.00
2	778.00	780.00	782.00	784.00
3	840.50	845.00	849.50	854.00
4	908.00	915.00	922.50	930.00
5	981.00	991.50	1002.00	1012.50
6	1059.50	1074.00	1088.00	1103.00
7	1144.50	1163.00	1182.00	1201.00
8	1236.50	1260.00	1283.50	1308.00
9	1336.00	1365.00	1394.00	1424.00
10	1443.50	1478.50	1514.00	1551.00
11	1559.50	1601.50	1644.50	1689.00
12	1684.50	1734.50	1786.00	1839.50
13	1820.00	1879.00	1940.00	2003.00

**Telesales Representative
Telesales Representative WFH**

<u>Step</u>	<u>Effective 2/14/2026</u>	<u>Effective 2/21/2027</u>	<u>Effective 2/20/2028</u>	<u>Effective 2/18/2029</u>
1	439.00	439.00	439.00	439.00
2	471.50	473.00	474.00	475.50
3	506.50	509.50	512.00	515.00
4	544.00	548.50	553.00	557.50
5	584.50	591.00	597.50	603.50
6	628.00	636.50	645.00	653.50
7	674.50	685.50	696.50	708.00
8	725.00	738.50	752.50	766.50
9	778.50	795.50	812.50	830.00
10	836.50	856.50	877.50	899.00
11	898.50	922.50	948.00	973.50
12	965.50	994.00	1023.50	1054.00
13	1037.00	1070.50	1105.50	1141.50

Wireless Technician

<u>Step</u>	<u>Effective 2/14/2026</u>	<u>Effective 2/21/2027</u>	<u>Effective 2/20/2028</u>	<u>Effective 2/18/2029</u>
1	720.00	720.00	720.00	720.00
2	789.00	791.00	793.50	795.50
3	865.00	869.50	874.00	878.50
4	947.50	955.50	963.00	970.50
5	1038.50	1050.00	1061.00	1072.50
6	1138.50	1153.50	1169.00	1184.50
7	1247.50	1267.50	1288.00	1309.00
8	1367.00	1393.00	1419.00	1446.00
9	1498.50	1530.50	1563.50	1597.50
10	1642.00	1682.00	1722.50	1764.50
11	1799.50	1848.00	1898.00	1949.50
12	1972.50	2031.00	2091.00	2153.50
13	2161.50	2231.50	2304.00	2379.00

Work Force Administrator**Work Force Administrator WFH**

<u>Step</u>	<u>Effective 2/14/2026</u>	<u>Effective 2/21/2027</u>	<u>Effective 2/20/2028</u>	<u>Effective 2/18/2029</u>
1	419.00	419.00	419.00	419.00
2	452.00	453.00	454.50	455.50
3	487.50	490.00	492.50	495.00
4	525.50	530.00	534.00	538.50
5	567.00	573.00	579.00	585.50
6	611.50	619.50	628.00	636.50
7	659.50	670.00	681.00	692.00
8	711.50	724.50	738.50	752.00
9	767.00	783.50	800.50	818.00
10	827.50	847.50	868.00	889.00
11	892.50	916.50	941.00	966.50
12	962.50	991.00	1020.50	1051.00
13	1038.00	1071.50	1106.50	1142.50