



Approved August 4, 2025

Star of Hope Non-Exempt Union Step Chart

Step	Years of Service	Non-Premium	Premium
Probationary	1-6 months	\$ 19.50	\$ 20.50
Step 1	7-17 months	\$ 20.25	\$ 21.25
Step 2	18-24 months	\$ 20.77	\$ 21.77
Step 3	2 years	\$ 21.32	\$ 22.32
Step 4	3 years	\$ 21.89	\$ 22.89
Step 5	4 years	\$ 22.47	\$ 23.47
Step 6	5 years	\$ 23.06	\$ 24.06
Step 7	6-10 years	\$ 23.68	\$ 24.68
Step 8	10-14 years	\$ 24.10	\$ 25.10
Step 9	15-19 years	\$ 24.53	\$ 25.53
Step 10	20-24 years	\$ 24.97	\$ 25.97
Step 11	25+ years	\$ 25.65	\$ 26.65

On-Call Pay Step Chart

Step	Hours Worked	On-Call
Starting		\$ 18.50
Probationary	520	\$ 18.90
Step 1	1,473	\$ 19.10
Step 2	2,080	\$ 19.30
Step 3	3,125	\$ 19.50
Step 4	4,160	\$ 19.70
Step 5	5,200	\$ 19.90
Step 6	10,400	\$ 20.10
Step 7	20,800	\$ 20.30
Step 8	21,840	\$ 20.50