

HMC Wage Proposal (9/23/2026)		
Year 1 (New wage scale)		
Step	Current Wage	Wage Effective at Ratification
0	\$49.34	\$57.00
1	\$52.23	\$59.28
2	\$54.29	\$61.65
3	\$55.93	\$64.12
4	\$57.96	\$66.04
5	\$60.56	\$67.36
6	\$61.44	\$68.71
7	\$62.31	\$70.08
8	\$62.61	\$70.78
9	\$63.44	\$71.49
10	\$63.69	\$72.21
11	\$63.69	\$72.93
12	\$64.86	\$73.66
13	\$64.86	\$74.39
14	\$65.63	\$74.89
15	\$65.63	\$75.39
16	\$66.96	\$75.89
17	\$66.96	\$76.40
18	\$67.67	\$76.91
19	\$67.67	\$77.42
20	\$69.10	\$77.94
21	\$69.10	\$78.46
22	\$70.49	\$78.98
23	\$70.49	\$79.51
24	\$70.49	\$80.04
25	\$71.17	\$80.57
26	\$71.17	\$81.11
27	\$72.61	\$81.65
28	\$72.61	\$82.19
29	\$72.61	\$82.74
30	\$74.08	\$83.29

HMC Wage Propos					
Step	Year 1 (New wage scale)				Y
	Current Wage	Wage Effective at Ratification	Total \$ Increase from Current	Total % Increase from Current	Wage Effective after 7/1/2027
0	\$49.34	\$57.00	\$7.66	15.52%	\$60.42
1	\$52.23	\$59.28	\$7.05	13.50%	\$62.84
2	\$54.29	\$61.65	\$7.36	13.56%	\$65.35

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3	\$55.93	\$64.12	\$8.19	14.64%	\$67.96
4	\$57.96	\$66.04	\$8.08	13.94%	\$70.00
5	\$60.56	\$67.36	\$6.80	11.23%	\$71.40
6	\$61.44	\$68.71	\$7.27	11.83%	\$72.83
7	\$62.31	\$70.08	\$7.77	12.47%	\$74.29
8	\$62.61	\$70.78	\$8.17	13.06%	\$75.03
9	\$63.44	\$71.49	\$8.05	12.69%	\$75.78
10	\$63.69	\$72.21	\$8.52	13.37%	\$76.54
11	\$63.69	\$72.93	\$9.24	14.51%	\$77.30
12	\$64.86	\$73.66	\$8.80	13.56%	\$78.08
13	\$64.86	\$74.39	\$9.53	14.70%	\$78.86
14	\$65.63	\$74.89	\$9.26	14.11%	\$79.38
15	\$65.63	\$75.39	\$9.76	14.87%	\$79.91
16	\$66.96	\$75.89	\$8.93	13.34%	\$80.45
17	\$66.96	\$76.40	\$9.44	14.10%	\$80.98
18	\$67.67	\$76.91	\$9.24	13.65%	\$81.52
19	\$67.67	\$77.42	\$9.75	14.41%	\$82.07
20	\$69.10	\$77.94	\$8.84	12.79%	\$82.61
21	\$69.10	\$78.46	\$9.36	13.54%	\$83.16
22	\$70.49	\$78.98	\$8.49	12.04%	\$83.72
23	\$70.49	\$79.51	\$9.02	12.79%	\$84.28
24	\$70.49	\$80.04	\$9.55	13.54%	\$84.84
25	\$71.17	\$80.57	\$9.40	13.21%	\$85.40
26	\$71.17	\$81.11	\$9.94	13.96%	\$85.97
27	\$72.61	\$81.65	\$9.04	12.45%	\$86.55
28	\$72.61	\$82.19	\$9.58	13.20%	\$87.12
29	\$72.61	\$82.74	\$10.13	13.95%	\$87.70
30	\$74.08	\$83.29	\$9.21	12.43%	\$88.29

Averages:	\$8.76	13.45%
Mins:	\$6.80	11.23%
Maxes:	\$10.13	15.52%

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sal (9/23/2026)					
Year 2 (6% incerase)			Year 3 (6% incerase)		
Total \$ Increase from Current	Total % Increase from Current		Wage Effective after 7/1/2027	Total \$ Increase from Current	Total % Increase from Current
\$11.08	22.46%		\$64.05	\$14.71	29.80%
\$10.61	20.31%		\$66.61	\$14.38	27.53%
\$11.06	20.37%		\$69.27	\$14.98	27.59%

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\$12.03	21.52%
\$12.04	20.78%
\$10.84	17.91%
\$11.39	18.54%
\$11.98	19.22%
\$12.42	19.84%
\$12.34	19.45%
\$12.85	20.17%
\$13.61	21.38%
\$13.22	20.38%
\$14.00	21.58%
\$13.75	20.96%
\$14.28	21.76%
\$13.49	20.14%
\$14.02	20.94%
\$13.85	20.47%
\$14.40	21.27%
\$13.51	19.56%
\$14.06	20.35%
\$13.23	18.77%
\$13.79	19.56%
\$14.35	20.35%
\$14.23	20.00%
\$14.80	20.80%
\$13.94	19.19%
\$14.51	19.99%
\$15.09	20.79%
\$14.21	19.18%

\$72.04	\$16.11	28.81%
\$74.20	\$16.24	28.03%
\$75.69	\$15.13	24.98%
\$77.20	\$15.76	25.65%
\$78.75	\$16.44	26.38%
\$79.53	\$16.92	27.03%
\$80.33	\$16.89	26.62%
\$81.13	\$17.44	27.38%
\$81.94	\$18.25	28.66%
\$82.76	\$17.90	27.60%
\$83.59	\$18.73	28.88%
\$84.15	\$18.52	28.21%
\$84.71	\$19.08	29.07%
\$85.27	\$18.31	27.35%
\$85.84	\$18.88	28.20%
\$86.41	\$18.74	27.70%
\$86.99	\$19.32	28.55%
\$87.57	\$18.47	26.73%
\$88.15	\$19.05	27.57%
\$88.74	\$18.25	25.89%
\$89.33	\$18.84	26.73%
\$89.93	\$19.44	27.58%
\$90.53	\$19.36	27.20%
\$91.13	\$19.96	28.05%
\$91.74	\$19.13	26.34%
\$92.35	\$19.74	27.19%
\$92.97	\$20.36	28.03%
\$93.59	\$19.51	26.33%

\$13.19 20.26%
\$10.61 17.91%
\$15.09 22.46%

\$17.90 27.47%
\$14.38 24.98%
\$20.36 29.80%

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