



Pay Ranges

Crew Member and Manager Positions

Crew Member Positions

| | Minimum | Midpoint | Maximum |
|-----------------------------|---------|----------|---------|
| Part Time Associate | \$10.00 | \$10.25 | \$10.50 |
| Part Time Night Team Leader | \$10.50 | \$11.75 | \$13.00 |
| Part Time Day Associate | \$12.00 | \$12.50 | \$13.00 |
| Full Time Associate | \$12.00 | \$12.50 | \$13.00 |
| Day Team Leader | \$13.00 | \$13.25 | \$13.50 |
| Clean-up Team Member | \$12.00 | \$13.00 | \$14.00 |

Manager Positions - Hourly

| | Min. Hours Per Week | Minimum | Midpoint | Maximum |
|-------------------|---------------------|----------|----------|----------|
| Shift Manager | 40 | \$19.25 | \$19.71 | \$20.20 |
| | | \$40,000 | \$41,000 | \$42,000 |
| Assistant Manager | 42.5 | \$20.55 | \$21.10 | \$21.65 |
| | | \$46,500 | \$47,750 | \$49,000 |

Manager Positions - Salaried

| | Min. Hours Per Week | Bonus % | Minimum | Midpoint | Maximum |
|--------------------|---------------------|---------|----------|----------|----------|
| Operations Manager | 45 | 5% | \$55,840 | \$57,250 | \$58,660 |
| General Manager | 47.5 | 25-33% | \$67,500 | \$78,500 | \$89,500 |