



PFH 2024 Wage Schedule/Compensation Update

FAQs

Applies to Plant Floor Hourly Employees

Why is it changing?

It is changing because we listened. We listened to you through the results of the Employee Engagement Surveys and conversations with you and your fellow employees that expressed pain points with the pay increase system that we wanted to address. In addition to addressing your concerns, this change aligns with our organizational goals and allows for more effective budget planning, adjustment periods, and competitiveness in the market.

What are we changing to?

We will be moving to a Step & Grade system where employees progress through predefined step increases within their pay scale every April and October until they reach top-out wage for their position. Once an employee is at top-out rate, increases will occur annually each April.

How much is each step increase?

Each step increase is in the amount of \$0.65 cents.

When do rate changes occur?

Rate changes occur twice a year, specifically in April and October, until you reach top-out rate.

How has the range progression to the top-out wage been modified?

The time it takes for an employee to progress from the starting wage to the top-out wage has been reduced from 4 years to 3 years.

What changes are there to the top-out wage for 2024?

The top-out wage will increase by 7%.

After reaching the top-out wage, when will an employee receive their next rate increase?

Once an employee reaches the top-out wage in their position, their next rate increase will occur in April of each year.



8503 Hilltop Drive, Ooltewah, TN 37363
Telephone 423.238.4171

What happens if my current hourly rate falls between two step rates?

Typically, you will move to the next step rate even if that does not align with your actual seniority.

What changes will be made to seniority incentives for 2024?

None. Seniority incentives will remain unchanged for 2024.

When can employees expect adjustments to the wage table?

Any adjustments to the wage table will take place in April of each year.

Will the employee performance appraisals change with the new rate adjustment schedule?

Performance appraisals will occur on the same schedule but are no longer tied to employee pay.