



MLY Investments – Hourly Pay Matrix (Effective January 2026)

Role	Standard Market (CR/Marion, Coralville, Waterloo, Davenport)	Tight Job Market (Dubuque)	High Volume (Des Moines)	High Minimum Wage (East Peoria, Galesburg)	College Store (Ames)
U16 Team Member	\$9.00–\$11.00	\$9.00–\$11.00	\$9.00–\$11.00	\$13.00–\$14.75	\$9.00–\$11.00
Standard Team Member	\$12.00–\$14.50	\$12.00–\$15.00	\$11.00–\$15.00	\$15.00–\$15.50	\$11.00–\$13.50
Core Team Member (+ Trainers)	\$15.00–\$16.00	\$15.50–\$17.00	\$15.50–\$16.50	\$15.75–\$16.75	\$14.00–\$15.50
Trainer	\$15.00–\$16.00	\$15.50–\$17.00	\$15.50–\$16.50	\$15.75–\$16.75	\$14.00–\$15.50
Senior Trainer	\$16.00–\$17.00	\$16.50–\$18.00	\$16.50–\$17.50	\$16.75–\$17.75	\$15.00–\$16.50
Standard Shift Supervisor	\$16.50–\$17.50	\$17.00–\$18.00	\$17.00–\$18.00	\$17.00–\$17.75	\$16.00–\$17.00
Core Shift Supervisor	\$17.00–\$18.00	\$17.50–\$18.50	\$17.50–\$19.00	\$18.00–\$19.00	\$16.50–\$17.50
Senior Shift Supervisor	\$18.50–\$19.50	\$19.00–\$20.00	\$19.50–\$21.00	\$19.50–\$21.00	\$18.00–\$19.00

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Note: Pay ranges reflect market-based banding. Final starting rate determined by experience, availability, and interview performance.