

Collective Bargaining Agreement

Between



**MIAMI - DADE COUNTY, FLORIDA
THE PUBLIC HEALTH TRUST**

**and LOCAL
1363**

AMERICAN FEDERATION
of State, County and Municipal Employees, AFL-CIO



We Make Florida Happen

**American Federation of State, County and
Municipal Employees Union
AFL-CIO**

October 1, 2020 - September 30, 2023

CONTENTS

ARTICLE 1 AGREEMENT	5
ARTICLE 2 PURPOSE	5
ARTICLE 3 RECOGNITION	5
ARTICLE 4 NONDISCRIMINATION	6
ARTICLE 5 MANAGEMENT RIGHTS	7
ARTICLE 6 EMPLOYEE, UNION, AND LABOR RELATIONS	8
SECTION 1 UNION DUES	8
SECTION 2 GRIEVANCE PROCEDURE.....	9
SECTION 3 ARBITRATION.....	12
SECTION 4 CLASSIFICATION APPEAL.....	14
SECTION 5 JOB DESCRIPTION AND APPEAL.....	14
SECTION 6 LABOR-MANAGEMENT COMMITTEE	15
SECTION 7 UNION STEWARDS AND NON-EMPLOYEE UNION BUSINESS REPRESENTATIVES	18
SECTION 8 BULLETIN BOARDS	19
SECTION 9 ORIENTATION.....	19
SECTION 10 SERVICES TO THE UNION	19
SECTION 11 SENIORITY	20
SECTION 12 EMPOWERMENT PROGRAMS.....	21
SECTION 13 AFSCME RATIO TASK FORCE	23
SECTION 14 NEGOTIATIONS.....	23
SECTION 15 RELEASE TIME.....	23
SECTION 16 EMPLOYEES DESIGNATED BY THE UNION TO ATTEND UNION FUNCTIONS	23
ARTICLE 7 PERFORMANCE MANAGEMENT	23
SECTION 1 PERFORMANCE EVALUATION AND APPEALS.....	23
SECTION 2 DISCIPLINARY ACTION.....	25
SECTION 3 PROBATIONARY PERIOD.....	28
SECTION 4 EMPLOYEE RESIGNATION	28
ARTICLE 8 SCHEDULING AND OVERTIME	28
SECTION 1 REGULAR PART-TIME STATUS	28
SECTION 2 OVERTIME COMPENSATION	29
SECTION 3 WORK SCHEDULING	30
SECTION 4 CALL-BACK.....	32
SECTION 5 ON-CALL	33
SECTION 6 JOB BASIS	33
SECTION 7 EMERGENCY WORK	33
SECTION 8 CONSECUTIVE SHIFTS.....	34
SECTION 9 FULLTIME WEEKEND SHIFT	34
SECTION 10 REST PERIODS, MEALS, AND LOUNGE AREAS	35

ARTICLE 9 CAREER AND EMPLOYEE DEVELOPMENT.....	36
SECTION 1 RECRUITMENT AND EMPLOYMENT	36
SECTION 2 TRAINING AND TRAINING PROGRAMS	36
SECTION 3 CROSS TRAINING PROGRAMS.....	37
SECTION 4 ADMINISTRATIVE LEAVE.....	37
ARTICLE 10 WAGES AND COMPENSATION.....	37
SECTION 1 WAGES.....	37
SECTION 2 STEP PLAN	38
SECTION 3 TRADES ALLOWANCE.....	39
SECTION 4 TOOL ALLOWANCE.....	39
SECTION 5 UNIFORM ALLOWANCE AND SAFETY SHOES.....	40
SECTION 6 SPLIT SHIFT PAY DIFFERENTIAL	41
SECTION 7 LONGEVITY BONUS	41
SECTION 8 MILEAGE PAYMENTS.....	42
SECTION 9 PAY ADVANCES.....	42
SECTION 10 BACK PAY/PAY CHECK ERRORS.....	42
SECTION 11 NIGHT SHIFT INCENTIVE	43
SECTION 12 NIGHT SHIFT PAY DIFFERENTIAL AND WEEKEND DIFFERENTIAL	43
SECTION 13 TIME IN GRADE PROVISION.....	44
SECTION 14 SPECIAL WAGE PROVISIONS	45
SECTION 15 CORRECTIONS HEALTH SERVICES/WARD D PAY SUPPLEMENT	45
SECTION 16 WORK IN HIGHER CLASSIFICATION.....	45
SECTION 17 ACTING APPOINTMENTS.....	45
SECTION 18 LEAD WORKER	46
SECTION 19 NURSING SUPPORT LADDER AND PHARMACY TECHNICIAN CLINICAL LADDER	46
SECTION 20 EDUCATIONAL CERTIFICATION BONUS.....	49
SECTION 21 MEAL CARDS.....	49
SECTION 22 TRAINING PAY	49
SECTION 23 PENSION.....	49
ARTICLE 11 TRANSFERS, REASSIGNMENTS, AND VACANCIES... 50	
SECTION 1 TRANSFERS BETWEEN DIVISIONS OF THE PUBLIC HEALTH TRUST	50
SECTION 2 VACANCIES, TRANSFERS AND REASSIGNMENTS, UNIT MERGERS AND FILLING VACANCIES.....	50
SECTION 3 LAYOFFS, RECALL AND REEMPLOYMENT RIGHTS... 53	
ARTICLE 12 VACATIONS, HOLIDAYS, AND OTHER LEAVES OF ABSENCE.....	55
SECTION 1 VACATION AND LEAVE	55
SECTION 2 EXTENDED ILLNESS LEAVE PROGRAM	59
SECTION 3 VACATION REQUESTS	61
SECTION 4 BEREAVEMENT LEAVE.....	62
SECTION 5 MILITARY LEAVE	62
SECTION 6 DISABILITY LEAVE	62

SECTION 7	DEATH BENEFITS	62
SECTION 8	EDUCATIONAL LEAVE	63
SECTION 9	LEAVE WITH PAY.....	63
SECTION 10	LEAVE OF ABSENCE WITHOUT PAY	64
SECTION 11	VOTING.....	64
SECTION	12 HOLIDAYS.....	65
SECTION 13	BLOOD BANK AND DONOR LEAVE	65
ARTICLE 13 HEALTH INSURANCE		65
SECTION 1	GROUP HEALTH INSURANCE.....	65
SECTION 2	PHARMACY DISCOUNT.....	68
ARTICLE 14 HEALTH AND SAFETY.....		68
SECTION 1	SAFETY AND HEALTH.....	68
SECTION 2	ON-THE-JOB INJURY REPORTS.....	70
SECTION 3	TOXICOLOGY AND ALCOHOL TESTING	70
SECTION 4	HEALTH AND WELLNESS CULTURE	71
ARTICLE 15 MISCELLENEOUS		75
SECTION 1	STRIKES AND LOCKOUTS	75
SECTION 2	GRANT POSITIONS.....	76
SECTION 3	PARKING FACILITIES.....	76
SECTION 4	SAFE DRIVING AWARDS	76
SECTION 5	VEHICLES.....	76
ARTICLE 16 TERMS OF AGREEMENT		77
SECTION 1	COMPLETE AGREEMENT AND WAIVER OF BARGAINING	77
SECTION 2	PREVAILING BENEFITS.....	77
SECTION 3	APPLICABILITY OF AGREEMENT	77
SECTION 4	SEVERABILITY CLAUSE.....	78
SECTION 5	TIME LIMITS.....	78
SECTION 6	GENDER REFERENCE	78
SECTION 7	TERM OF AGREEMENT AND REOPENING	78
SECTION 8	CONTRACTING AND SUBCONTRACTING	79
SECTION 9	ASSIGNABILITY OF CONTRACT	79
AFSCME ACTIVE JOB CLASSIFICATIONS.....		81
AFSCME SHIFT DIFFERENTIAL TABLE		85
AFSCME PER-DIEM RATES.....		86
AFSCME RATE SCHEDULE FOR 2020-2023		88
AFSCME Step Progression Chart		115
MEDICAL PLANS.....		116
HEALTHCARE BI-WEEKLY EMPLOYEE PREMIUM COMPARISON..		124

ARTICLE 1 AGREEMENT

This 2020-2023 Collective Bargaining Agreement is entered into by and between Miami- Dade County and the Public Health Trust collectively, hereinafter referred to as the Trust or Public Health Trust, and the Dade County Public Employees Local 1363, AFSCME, AFL-CIO and is effective the beginning of the first pay period immediately following ratification of the contract by the Board of County Commissioners.

All new or amended provisions contained in this Agreement shall be effective upon ratification, unless a different effective date is specifically provided for in the affected article.

ARTICLE 2 PURPOSE

It is the purpose of this Agreement to promote and expand harmonious relationships by providing an orderly, prompt, peaceful and equitable procedure for the resolution of grievances between the Employer and employees represented by the Union; to provide, where not inconsistent with the Constitution, Charter, Statute, Ordinance or Personnel Rules, for the salary structure, fringe benefits and employment conditions of the employees covered by this Agreement. Both parties agree that they share the responsibility to provide uninterrupted care to patients and citizens of Miami-Dade County.

Upon ratification and approval by the Board of County Commissioners, the provisions of this Agreement will supersede Personnel Rules or Administrative Orders and/or other rules and regulations in conflict herewith. The Employer retains the right to establish through Administrative Order or Personnel Rules practices or procedures which do not violate the provisions of this contract.

All pronouns used in this Agreement shall be deemed to apply to both sexes, regardless of the particular gender of the pronoun actually used.

ARTICLE 3 RECOGNITION

1. The Employer recognizes AFSCME, Local 1363, as the sole and exclusive collective bargaining representative of the employees within the Bargaining Unit covered by this Agreement for the purpose of collective bargaining with respect to wages, hours of employment, and other terms and conditions of employment.

The Bargaining Unit covered by this Agreement, as stated in PERC Certificate Number 1363, is as follows:

- Included: All full-time and regular part-time nonprofessional, non-supervisory operational service, administrative and office and clerical personnel employed jointly by Miami-Dade County and the Public Health Trust.

- Excluded: All professional, supervisory, managerial and confidential personnel employed by the County or the Public Health Trust of Miami-Dade County, and all other temporary, seasonal, substitute and emergency personnel employed by the Public Health Trust of Miami-Dade County and all other temporary, seasonal, substitute, and emergency personnel employed by the County or the Public Health Trust (as defined in the County and the Trust personnel rules) and all employees covered by the collective bargaining certifications, including but not limited to that of Miami-Dade County, Florida, Employees Local 199 of the American Federation of State, County and Municipal Employees, AFL-CIO.
2. Probationary, exempt, conditional, and regular part-time employees shall continue to be governed in all respects by the Code of Miami-Dade County, Florida/Public Health Trust, Personnel Rules, Pay Plan and other regulations in effect prior to the execution of this Agreement and there shall be no applicability of this contract or change in any of the wages, benefits, hours, or terms and conditions of employment of such employees as a result of this Agreement unless such applicability or changes are specifically stated in this Agreement with reference to such employees.
 3. It is agreed that if and when new position classifications are created by action of the Public Health Trust, the questions of inclusion or exclusion within the Bargaining Unit shall be settled in accordance with state law.
 4. The Employer recognizes the Union as the exclusive bargaining representative for all per diem employees who average twenty (20) or more hours weekly over a six (6) month period of employment with the Employer. Per diem employees shall continue to be governed in all respects by the Code of Miami-Dade County, Florida. Personnel Rules, Pay Plan, and all other regulations in effect prior to the execution of this Agreement shall remain in effect, and there shall be no change in any of the wages, benefits, hours or terms and conditions of employment of such employees except as a result of this Agreement.

Within the meaning of the above paragraph, the following provisions shall not apply to per diem employees: Articles 6, 7, 8, 9, 12, 13 (appeals), 14, 16, 21, 23, 24, 25, 26, 27, 28, 29, 31, 33, 39, 40, 41, 43, 45, 51, 52, 54, 74, 76, 77, 78, 79, 80, 81, 83, 86, 89, and 90.

ARTICLE 4 NONDISCRIMINATION

There shall be no discrimination against any employee by the Employer or the Union because of race, color, sex, creed, national origin, marital status, age, disability, sexual orientation, gender identity, gender expression, political affiliation, religion, Union membership, or for engaging in any lawful Union activities.

This Article is intended solely to comply with the criteria enumerated above and applicable Federal and State statutes.

ARTICLE 5 MANAGEMENT RIGHTS

- A The Union recognizes that management possesses the sole right, duty, and responsibility to operate and manage the Trust and direct the work force, and the rights, authority, and discretion which the Trust deems necessary to carry out its responsibilities and missions shall be exercised consistently with these terms. Any term and condition of employment other than wages and benefits not specifically established or modified by this Agreement shall remain solely within the discretion of the employer modify, establish or eliminate. The rights contained in this Article shall be exercised consistently with Article 67 -Prevailing Benefits.
- B The Trust reserves the right and authority to establish, implement, revise or modify policies, procedures, and all other rules and regulations including but not limited to, Administrative Orders, Personnel Rules, Pay Plan, and Department Rules or Regulations, not in conflict with the express written provisions of this Agreement. This right and authority shall include but is not limited to the Trust's right to revise promotional criteria and the duration of promotional eligibility lists.
- C. These rights and powers include, but are not limited to the authority to:
1. Determine the missions and objectives of the Trust;
 2. Determine the methods, means and number of personnel needed to carry out Departmental responsibilities;
 3. Take such actions as may be necessary to carry out services during emergencies declared by the President of the Public Health Trust;
 4. Direct the work of the employees, determine the amount and type of work needed, and in accordance with such determination relieve employees from duty because of lack of funds or lack of work;
 5. Discipline or discharge employees for just cause;
 6. The right to make reasonable rules and regulations. The Trust will inform the Union of any changes in the existing rules and regulations and the establishment of new rules and regulations before such changes are made effective;
 7. Schedule operations and shifts;

8. Introduce new or improved methods, operations and facilities;
9. Hire, examine, classify, promote, train, transfer and assign employees;
10. Schedule and assign overtime work as required;
11. Contract out for goods or services provided that the Trust give the Union at least) sixty (60) days written notice in contracting out for services currently being performed by bargaining unit employees. The notice will be provided as soon as is practicable but in no event later than members of the general public are notified. Upon request by the Union, the Trust will provide to the Union copies of Requests for Proposals that specifically pertain to the contracting out for services that are currently being performed by bargaining unit employees. The Trust agrees that, when a department submits a written recommendation to contract out for services currently being performed by bargaining unit employees, a copy of such recommendation shall be sent forthwith to the Union.

This clause shall not be construed as a waiver of any other right either party may have under this Agreement or applicable law.

12. Determine the utilization of technology;
 13. Such other rights, normally consistent with management's duty and responsibility for operation of Trust services; provided, however, that the exercise of such rights does not preclude the Union from conferring about the practical consequences that decisions may have on terms and conditions of employment.
- D. The parties acknowledge that during the negotiations which preceded this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to the subject or matter and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement, including its supplements and exhibits attached hereto, concludes all collective bargaining between the parties during the term hereto, and constitutes the sole, entire and existing Agreement between the parties hereto.
- E. The Trust, in exercising its rights, will not preclude the Union from raising a grievance for an act which is alleged to violate this Agreement.

ARTICLE 6 EMPLOYEE, UNION, AND LABOR RELATIONS

SECTION 1 - UNION DUES

- A. Upon receipt of written authorization from an employee, the Public Health Trust agrees to deduct the regular Union dues and uniform

assessments of such employee from his/her biweekly pay and remit such deduction to the Treasurer of the Union within ten (10) days of the date of deduction.

- B. The Union will notify the Public Health Trust, in writing, at least thirty (30) days prior to any change in the amount of regular dues deduction. The Union will notify the Public Health Trust, in writing, at least ninety (90) days prior to the date any uniform assessment will be deducted. Uniform assessments shall be limited to one (1) request per calendar year. The Public Health Trust, with at least ninety days prior written notice, will provide a payroll deduction for the Union's political action committee.
- C. An employee may revoke his dues deduction by providing a thirty (30) days written notice to the Public Health Trust and the Union. Notice to the Public Health Trust alone shall not be sufficient. Should Chapter 447.303 Florida Statutes be amended, the amendment will supersede the applicable sections of this Article.
- D. The Union agrees to indemnify and hold the Public Health Trust harmless against any and all claims, suits, orders, or judgments brought or issued against the Public Health Trust as a result of any action taken or not taken by the Public Health Trust under the provisions of this Article.
- E. It is agreed and understood that the Public Health Trust, through its Managers, Department Directors, Division Directors, supervisory employees, and those employees not included in this Bargaining Unit, will take no action to either encourage or discourage membership in the Union. Assistance to any employee in the preparation of either Union membership or withdrawal forms shall constitute a violation of this provision.
- F. The Employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorizations must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance. Such deductions will be made at the same time dues are deducted.

SECTION 2 - GRIEVANCE PROCEDURE

- A. A grievance is a dispute between the Employer and the Union and/or the employees concerning the interpretation or application of a specific

provision of this Agreement, and such grievances shall be processed and disposed of in the following manner:

Step 1 An employee having a grievance and/or the employee's Union representative shall discuss it with the employee's immediate supervisor or whichever management person made the grievable decision within five (5) working days of the occurrence or knowledge giving rise to the grievance, whichever is later. The Employer shall respond to the employee or the employee's Union representative within five (5) working days after the presentation of the grievance in Step 1.

Step 2 If the grievance is not settled in Step 1, the grievance may, within five (5) working days after the response in Step 1, be presented in Step 2. When grievances are presented in Step 2, they shall be reduced to writing, signed by the grievant and/or the Union representative and presented by the grievant and/or the Union representative to the Director of Nursing/Administrator or designee, or with whomever is the individual who possesses the authority to correct the contractual violation or modify the disciplinary action, after which a meeting to discuss the merits of the grievance shall be held within five (5) working days. The grievance in Step 2 shall be answered by the Employer in writing within five (5) working days after the meeting to discuss the grievance.

Step 3 If the grievance is not settled in Step 2, the grievance may, within five (5) working days after the response in Step 2, be presented by the grievant and/or Union representative in Step 3. The grievance shall be presented in this step to the Director of Employee/Labor Relations and Workforce Compliance Department or his or her designee. The Union may, upon submission of a grievance in Step 3, request a settlement conference for the purpose of

exchanging information in resolution of the grievance. A settlement conference shall be granted as of right. It is agreed that either party may or may not present witnesses at the discretion of either party during the settlement conference. The settlement conference shall be held within ten (10) working days of submission of the grievance at Step 3. The Employer shall respond in writing within five (5) working days after the date of the settlement conference or submission, if no settlement conference is requested. The time limits for the submission of a grievance by the employee/Union representative, the setting of a settlement conference, or the Employer's response may be extended by mutual agreement in writing for no more than an additional five (5) working days at each of the above-referenced steps.

- B. Any grievance shall be void which is not presented for disposition through the grievance procedure described herein within ten (10) working days of the occurrence or condition which it is claimed gave rise to the grievance.
- C. Upon being submitted to Step 2 of the Grievance Procedure, the grievance shall be reduced to writing. The written grievance must set forth all of the following:
- The date and time when the grievance arose
 - A statement of the grievance and facts;
 - The remedy requested;
 - The violation of the specific provision of the agreement which is claimed; and
 - Signature of the aggrieved employee and/or the Union representative.

In the absence of these specific details, the employer is under no obligation to accept the grievance at step one and will return the grievance so as to be properly completed.

All Employer responses required in Steps 1, 2 and 3 above shall be in writing directed to the aggrieved employee with a copy furnished to the Union. A rejection of a grievance at any step of the Grievance Procedure by the Employer must contain the reasons for the rejection.

- D. Failure on the part of the Employer to respond to a grievance at any step shall be deemed a denial thereof, and the Union may proceed to the next step.
- E. Any disposition of a grievance from which no appeal has been taken within the time limits specified herein shall be deemed resolved and shall not thereafter be considered subject to the grievance and arbitration provisions of this Agreement.
- F. Anything to the contrary herein notwithstanding, a grievance concerning a discharge, suspension or demotion, health and safety or union rights may be presented initially at Step 3 in the first instance, within the time limit specified in Section 2 of this Article.
- G. All time limits herein specified shall be deemed to be exclusive of Saturdays, Sundays, and stated holidays as provided in Article 31, and any other holidays officially recognized by the Employer for Human Resources Department employees.

- H. A grievance which affects two (2) or more divisions, and which the Director of Nursing/Administrator or designee in Steps 1 and 2 lack authority to settle, may initially be presented at Step 3 by the Union representative.
- I. In order to minimize the disruption to patient care in the case of class grievances, no more than two (2) employees per shift, per unit, plus a Union representative, shall be released from work for grievance meetings under Steps 1 and 2 of the Grievance Procedure.
- J. The parties acknowledge that as a principle of interpretation, employees are obligated to work as directed while grievances are pending except as set forth in Article 56 Safety and Health of this Agreement.
- K. Any subjects, except written reprimands, excluded from the Arbitration procedure (Article 7) shall also be excluded from the grievance procedure. Issues for which other appellate procedures are provided in the Code for Administrative Orders of Miami-Dade County, and/or Public Health Trust Personnel Rules and other provisions of this Agreement, and formal counseling are not subject to review as grievances. Written reprimands may be appealed up to step 3 of the grievance procedure, but shall not be subject to arbitration.

SECTION 3 - ARBITRATION

- A. A grievance, as defined in the grievance procedure, which has not been resolved, may be referred to arbitration by the Union within thirty (30) calendar days of the date of the Employer's response at Step 3. The Union shall notify the Employer in writing of its desire to arbitrate the issue submitted in the original grievance and provide a copy of the grievance. Upon receipt of notification, the Employer and the Union representative will attempt to select a mutually acceptable arbitrator. If they are unable to agree upon an arbitrator within thirty (30) calendar days after written notification, the grievance shall be referred to the American Arbitration Association (AAA) for arbitration under the Association's voluntary labor arbitration rules by the Employer or shall be referred to the Federal Mediation and Conciliation Service (FMCS). In the event that the Union fails to refer the grievance to arbitration by giving written notification within thirty (30) calendar days to the Employer, the Employer's response in Step 3 of the grievance procedure shall be final and binding upon the employees, the Employer and the Union.
- B. At the request of either party there shall be a certified court reporter at the hearing. Each party will pay its own expenses and will share equally in expenses incurred in arbitration including the fees and expenses of the AAA or FMCS, the court reporter and the arbitrator and the cost of the transcript. Each party shall bear the expense of its own witnesses. Employees required to testify will be made available

without loss of pay; however, whenever possible, they shall be placed on call to minimize time lost from work and, unless directly required to assist the principal union representative in the presentation of the case, they shall return to work upon completion of their testimony. The intent of the parties is to minimize time lost from work and disruption of patient care.

- C. The award of the Arbitrator shall be final, conclusive and binding upon the Employer, the Union and the employees.
- D. In the event that two or more grievances become ready for arbitration at the same time in the grievance procedure, there shall be a separate arbitrator selected and assigned to each case and a separate date fixed for each hearing unless the grievance is a class grievance. The parties, however, by mutual consent, can agree to have two or more cases heard on the same date by the same arbitrator.
- E. The Arbitrator shall render his decision no later than thirty (30) days after the conclusion of the final hearing. Such decision shall be final and binding when in accordance with the jurisdictional authority under this Agreement. Copies of the award shall be furnished to both parties.

The Arbitration Award shall be in writing and shall set forth the Arbitrator's opinion and conclusion on the issue submitted. The Arbitrator shall limit his decision to the application and interpretation of this Agreement and the Arbitrator shall have no right to amend, modify, nullify, ignore or add, change, or subtract from the provisions of this Agreement.

- F. The Employer shall have no right to invoke the grievance procedure or request that a matter be brought to arbitration.
- G. All time limits herein specified shall be deemed to be exclusive of Saturdays, Sundays, or holidays.
- H. Grievances, as defined, may be submitted regarding the matters contained in the Agreement or arising from conditions of employment.

Matters excluded from the grievance procedure under Article 6, Section 11, shall be excluded from arbitration.

- I. The union shall have the right to any facts or public documents regarding matters upon which arbitration has been requested. The Union shall be able to conduct a full investigation of the matters upon which arbitration has been requested. All requests of the Union pursuant to this provision shall be fulfilled within a reasonable period of time after the request is made. When the Union states that they have not had sufficient time to prepare, a postponement shall be requested by the Union.

SECTION 4 - CLASSIFICATION APPEAL

- A. Whenever an employee has reason to believe they are misclassified, he may apply for a review of their classification, in writing, to their immediate supervisor. Such request including a job description prepared by the employee and commented upon by the Department. This shall be forwarded to the Human Resources Capital Management Division by the employee's department within twenty (20) calendar days of receipt of request. Within thirty (30) calendar days of receipt of the request for reclassification, the Human Resources Capital Management Division shall render a decision in writing.
- B. If the employee is not satisfied with the decision, he/she may, within fourteen (14) working days request in writing, a hearing by the Human Resources Director. At the hearing, the employee may be accompanied by a representative of their choosing and may produce any documents and evidence to support the claim for reclassification. The Human Resources Director will explain the basis for the decision in writing in the event the request is denied. The Human Resources Director shall hold such hearing within thirty (30) calendar days of the request.
- C. Whenever the Human Resources Director determines that an employee is misclassified, the employee shall always be placed in a current, appropriate classification, unless the Human Resources Director determines that there is no existing appropriate classification. In such cases, the Human Resources Director shall establish the classification, job description and pay range, which shall be maintained during the term of this Agreement. In the event the request for reclassification is upheld, the employee shall receive compensation beginning with the pay period that the original request was initiated.
- D. The Human Resources Director decision shall be final, subject to review by the President of the Public Health Trust or designee.

SECTION 5 - JOB DESCRIPTION AND APPEAL

- A. No employees covered by this Agreement shall be required to do work outside their job classifications, except under emergency conditions as declared by the President of the Public Health Trust, or an authorized representative.
- B. The union shall have a representative on the Job Performance Standards Committee.

Whenever there is a proposed change in the job description or title of a class within this Bargaining Unit, the Public Health Trust shall discuss with the Union the proposed change in job descriptions, the Union shall receive a copy of the current job description and the proposed job description. Proposed changes shall be publicized among employees.

- C. If the Union is not satisfied with the proposed change, it may, in writing, within five (5) days of the conclusion of the discussion, stated in paragraph 2 above, request a hearing before the Human Resources Director. This hearing shall be held at a mutually agreeable time, within thirty (30) days.
- D. It is understood by the parties, that the duties enumerated in job descriptions are not always specifically described and are to be construed liberally. Within present job descriptions, the Public Health Trust may assign tasks and duties which involve minor and occasional variation from the job descriptions to employees as long as the tasks and duties assigned fall within skills and other factors common to the classification.
- E. It is understood by the Parties, the duties to be added in the proposed change in the job description shall bear a reasonable relationship to the duties and responsibilities currently contained therein. Changes proposed by the Public Health Trust, other than the addition of new duties, shall be reasonable under the circumstances.
- F. Compliance with the requirements of this provision shall be the issue in the hearing.

Testimony shall be taken from employees affected, who desire to give such testimony, provided that Union and Public Health Trust will agree on a representative number of employee witnesses to insure a full hearing on the merit of the issues. Appropriate Public Health Trust Management shall appear in support of the proposed changes. The decision of the Human Resources Director shall be final, subject to review of the President of the Public Health Trust or designee.

SECTION 6 - LABOR-MANAGEMENT COMMITTEE

A. Departmental Committees

There shall be a Labor-Management Committee formed within Public Health Trust. This Committee shall consist of members designated by the Union and of members designated by the Trust. The Union membership of such Committee shall consist of persons from within the position classifications covered by this Agreement and the Management shall consist of persons within the Trust, but outside of the Bargaining Unit, as herein defined. Time off with pay, as required, shall be granted to employees designated as Committee members for attendance at Labor Management Committee Meetings.

The Labor-Management Committee shall meet on a monthly basis or at other times by mutual consent if requested by the Union. The purpose of these meetings will be to discuss with the employees,

problems and objectives of mutual concern not involving grievances or matters which have been the subject of collective bargaining between the parties.

The composition of the Labor-Management Committee shall consist of not more than ten (10) members designated by the Union and not more than ten (10) members designated by the Trust (and also excludes employees of Employee/Labor Relations & Workforce Compliance. The meeting will be scheduled at a mutually agreeable time. The agenda will be mutually presented to the Employee/Labor Relations & Workforce Compliance Department ten (10) days prior to the meeting.

B. Hospital-wide Committee

The Union may, in its discretion, appoint an agreed upon number of persons to serve as members of any Hospital sub-committee which exists in whole or in part for the purpose of addressing issues directly concerning the health and safety of AFSCME Trust bargaining unit members.

C. Labor Management Cooperation and Quality Service

The Public Health Trust and the Union pledge to work together cooperatively in a mutual determination to build and maintain a career public service that is dedicated to the principle of quality performance on behalf of all the people of Miami-Dade County.

To achieve this goal, the parties agree to establish Public Health Trust Labor-Management Committees composed equally of labor and management members named by Union and Management respectively. These Committees, and subcommittees similarly constituted in the various departments, will operate by consensus and will concern themselves with issues cited below and such other issues as by mutual agreement they choose to consider.

In order to strengthen the parties' labor-management relations, the AFSCME agrees to participate with JHS in labor-management committees to address the issues in Departments. Such committees may be requested by AFSCME or by JHS (through Employee/Labor Relations, the Department Directors, or designees) to meet at mutually accepted times. The parties shall meet a minimum of two times a year (bi-annually) or as the parties agree (as frequently as every quarter). Each side will contain an equal number of representatives (no more than 3 per side) and will follow the guidelines as suggested by the Federal Mediation & Conciliation Service (FMCS) – including alternating taking minutes of the meetings. Those employees that participate in departmental labor management meetings will be paid only for the time in attendance at the meeting.

Resolution of specific matters clearly covered by the contract will be in accordance with the procedures elsewhere described in the contract. Matters relating to the quality and effectiveness of the career public service will be considered to be within the jurisdiction of the Labor-Management Committee structure. The Committee may discuss any topics of mutual concern but shall not be used as a collective bargaining forum to amend or abridge the specific terms of the Collective Bargaining Agreement.

Career employment opportunities for regular part-time employees, training, and cross-training programs, discussion of proposed job classifications, joint discussions of job certifications, and employees required to be on-call are examples of potential subjects for this committee's review.

The Committee may also be involved in matters that affect the efficiency and availability of health care services provided to the community. Experienced employees, labor and management, may serve on special committees that are responsible for the purchase of sensitive new technology, equipment and supplies; that are considering the reorganizing of space and methods of providing service; that may review the hours of operations, and other vital factors that may contribute to the efficiency and cost-effectiveness of the service.

Recommendations emanating from the Committee must be approved by the Employee/Labor Relations & Workforce Compliance Department and the Trust President or designee before being implemented. The Trust President or designee's decision shall be final on all recommendations. The Trust President or designee's decision shall not be grievable or arbitrable, or be reviewable through impasse procedures provided for in Chapter 447, F.S.

Times. The Public Health Trust Labor-Management Committees will meet at mutually agreeable

D. Efficient Delivery of Quality Services

The Public Health Trust and Trust employees shall fully cooperate in the efficient and effective delivery of quality services.

Employees are encouraged to report suggestions of cost savings or methods of increasing efficiency and purchasing new equipment to the Labor-Management Committee.

In order to eliminate fear of employees cooperating in improved efficiency, it is understood and agreed the Public Health Trust will endeavor to offer comparable employment to any qualified employee displaced as a result of this program.

E. Performance Based Compensation Projects

The Union and the Public Health Trust agree to work cooperatively to develop and implement performance based compensation projects involving bargaining unit classifications. These performance based compensation projects shall be joint ventures, representing a collaborative effort between the Public Health Trust and the Union, to effect meaningful performance based productivity gains, that are designed to enhance the effectiveness and efficiency of the Departments.

Either party shall have the right, at any time during the term of this Agreement, to reopen this Agreement only with respect to Performance Based Compensation Projects. The parties agree that they cannot unilaterally implement changes which would conflict with the terms of this Collective Bargaining Agreement.

SECTION 7 - UNION STEWARDS AND NON-EMPLOYEE UNION BUSINESS REPRESENTATIVES

The Union has the right to select employees from within the Bargaining Unit, as herein defined, to act as Union Stewards. The names of employees selected shall be certified, in writing, to the Director of Employee/Labor Relations Workforce Compliance Department of the Public Health Trust by the Union.

It is agreed to and understood by the parties to this Agreement that Union Stewards may, without loss of pay, with prior approval of their supervisor, process grievances. The Supervisor's approval shall not be unreasonably withheld. It is agreed to and understood by the parties to this Agreement that there shall be a reasonable number of stewards within the Bargaining Unit. It is agreed to and understood by the Union that Union Stewards shall process grievances and conduct their other duties in such a manner as to not disrupt normal Trust activities, work production and services.

Every effort will be made, by both the Trust and the Union, to allow Union Stewards to investigate grievances as rapidly as possible, preferably on the same date as the grievance becomes known and at least within twenty-four (24) hours. The investigation of a pending grievance or personal contact of employees during work time by Employee Representatives, Union Stewards or Non-employee Union Business Representatives shall not be done without first receiving prior approval from the employee's supervisor. Approval shall not be unreasonably withheld.

In no event shall the Trust layoff, discharge or discriminate against a Steward for action taken in the proper performance of his duty as a Steward.

Union Representatives, i.e., Non-employee Union Business Representatives, shall be certified, in writing, to the Director of Employee/Labor Relations &

Workforce Compliance Department for the Public Health Trust by the Union. The Union agrees that activities by the Union Representatives shall be carried out in such a manner as not to disrupt normal Trust activities, work production and services.

SECTION 8 - BULLETIN BOARDS

The Trust will furnish the Union with sufficient bulletin board space for up to four (4) Union notices, size 8 1/2" x 14" at each of the agreed locations. The Union shall submit items, other than meeting and election notices, to the Director of Employee/Labor Relations & Workforce Compliance Department prior to posting. It is intended for purpose of interpretation that bulletin boards shall be provided primarily for employee information and internal communications and not for the primary purpose of communicating with the general public.

The time clock boxes, as long as they are used by the Trust, may be used for distribution of Union literature, as defined above. The Trust agrees not to destroy or discard the Union literature contained in the time clock boxes

SECTION 9 - ORIENTATION

The Trust orientation program for Employees upon initial hire shall continue. The Union and the Employer shall work cooperatively to ensure that the Union representatives shall have an opportunity to address/contact new employees about the Union and to provide them with a copy of the Collective Bargaining Agreement and a list of the Union officers and representatives.

When an employee is asked to perform duties of a different kind but still within his/her job classification, an orientation should be given as soon as practical.

Employees shall not refuse an order to perform those new duties unless the employee can demonstrate that a safety or health consideration exists and that the employee has notified his/her immediate supervisor of his/her concerns. If the employee and the supervisor do not agree on the matter, the employee will direct his/her concerns to the Management personnel designated by the Employer to resolve the possible danger hazards. The decision of this designated Management personnel shall be final. The employee/Union maintains the right to file a grievance in accordance with Article 56, Safety and Health.

SECTION 10 - SERVICES TO THE UNION

- A. Quarterly, the Employer will provide the Union with an electronic copy of the job title, department, Lawson ID, badge number, position, name, job code, pay rate, annual pay rate, FTE, pay grade, pay step, shift, work schedule, union code, union name, union membership status, job status, status description, hire date, adjusted hire date, anniversary

date, exempt or hourly, supervisor name, union dues by individual, PEOPLE contributions by individual, process level, work phone, work email, and termination date for unit and salaries of all employees in the bargaining unit. With written authorization from the employee, the Employer shall provide addresses and phone numbers.

- B. The Trust agrees to notify the Union within a reasonable period of time and whenever possible within thirty (30) days prior to any public hearing in which personnel matters, relative to this Bargaining Unit, are to be the subject of discussion.
- C. The Trust agrees to provide the Union with the following documents and publications (one (1) copy, unless otherwise indicated):

Public Health Trust Agendas and Minutes

Public Health Trust Committee Agendas and Minutes
Public Health Trust Personnel Policies and Procedures
Administrative Orders and Personnel Policy Procedures
Training and Benefit Bulletins

Classifications Specifications (3)
Employee Newspapers Proposed Budget

Final Budget

Table of Organization

PHT Pay Plan (10)

- D. Special conferences for important matters will be arranged between the Union President and the Director of Employee/Labor Relations, or their designated representatives upon request of either party. Such meeting shall be between at least two (2) representatives of the Trust and at least two (2) representatives of the Union. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those included in the agenda.
- E. The Trust, upon written request, will provide the Union, at no cost, one (1) set of labels per calendar year containing the names and work location of bargaining unit employees. Any additional requests for labels shall be paid for by the Union.

SECTION 11 - SENIORITY

To the extent feasible in fulfilling its mission and responsibilities and where job performance and job skill factors are equal among affected employees, the departments will give full and fair consideration to employees' seniority

based on an employee's date of hire when determining vacation scheduling, shift assignments, overtime work assignments on a holiday, and training programs.

If requested by the Union, decisions and determinations made under this Article will be a proper subject for a consultation meeting between representatives of the Union, the affected department, and the Trust Employee/Labor Relations & Workforce Compliance Department.

SECTION 12 - EMPOWERMENT PROGRAMS

A. Labor-Management Partnership Agreement

1. Purpose

Health care services and the institutions that provide them are undergoing rapid change. Advances in health care and ensuring the well-being of the Miami-Dade County community present challenges as well as opportunities for the Public Health Trust (PHT), the public, AFSCME, Local 1363, and the members they represent. The PHT and the Union believe that now is the time to enter into a new way of doing business. Now is the time to unite around our common purposes and work together to most effectively deliver high quality health care.

Founded on the common principle of making life better for those we serve, it is our common goal to make Jackson Health System (JHS) a prominent deliverer of health care in the United States. It is further our goal to demonstrate by any measure that labor management cooperation produces superior health care outcomes, leading performance, and a superior workplace for PHT employees.

In this spirit and with this intent, the PHT and the Union agree to establish a Partnership in pursuit of our common goals to:

- Improve quality health care for the communities we serve;
- Assist the PHT in achieving and maintaining leading performance;
- Make the PHT a better place to work;
- Provide PHT employees with the maximum possible employment and income security within the PHT; and
- Involve employees and their union in operational, clinical, and business decisions

2. Process and Structure

B. Senior Partnership Committee

The parties will establish a Senior Partnership Committee (SPC) consisting of an equal number of (but not less than four (4) each) PHT executive level staff and Union leadership. The SPC may expand the Partnership to include representatives of other parties as necessary, as agreed to by the labor and management representatives on the SPC. The responsibilities of the SPC are to establish, consistent with the terms and scope outlined in this agreement, targets, goals, objective, time lines and other Partnership initiatives. The SPC will meet as often as necessary but no less than twice per quarter to discuss strategic issues of the Partnership, and implement, review and oversee initiatives at all levels.

The initial initiatives of the Partnership shall be:

1. Patient Experience (e.g. HCAHPS)
2. Accountability and Service Behavior: Labor and management will assume a leadership role in the design and implementation of the Jackson service promise or credo. Individuals, teams and leaders are accountable for service quality at Jackson Health System. Accountability will be enhanced by establishing and monitoring service quality metrics

C. Empowerment and Efficiencies Funds

The Union and the Employer recognize that it is in the interest of all parties and the public to ensure the stability, efficiency, and improvement of the Jackson Health System. To that end, upon ratification of this Agreement, the Employer shall provide five hundred thousand dollars annually to AFSCME to work on ways to achieve these goals (the "Empowerment and Efficiencies Funds").

The parties expressly agree that an accurate, on-going accounting of the Empowerment and Efficiencies Funds will be provided on a quarterly basis. In that regard, AFSCME will send to the Employer a quarterly accounting of all moneys expended and the current balance of the funds. The accounting will include all purchases and/or payments to/from individuals or organizations, with invoices submitted by such individuals or organizations related to the expenditures. The accounting will be provided quarterly to the SPC. It is further agreed that if funds are used to pay salaries or stipends to employees of AFSCME and/or the PHT, each recipient will detail their activities which must involve direct representational actions on their part on behalf of bargaining unit employees. No more than 10 percent of the funds can be paid out in salaries to employees of AFSCME and/or the PHT annually.

AFSCME will oversee any such payments to ensure these activities comply with law.

Any expert or consultant hired by the Union shall have access to all AFSCME requests for data, financial records (including underlying primary documents), financial analyses, models, computer runs, contracts, billing, audits and other records. The document shall be provided at no charge. Such experts or consultants shall be provided access to the employer facilities and shall be provided suitable working space at the facility.

SECTION 13 - AFSCME RATIO TASK FORCE

Effective upon ratification, the parties agree to create a ratio task force, the purpose of which will be for management and the Union to study issues concerning and surrounding staffing ratios that include, but are not limited to, areas of potential need and affordability and feasibility considerations. The structure and scope of the task force will be determined by the parties.

SECTION 14 - NEGOTIATIONS

Twenty (20) employees will be permitted, when necessary, to participate in collective bargaining negotiations with the Trust. These employees shall be designated in writing to the Director of Employee/Labor Relations for the Public Health Trust. The employees shall give reasonable notice to their supervisors.

SECTION 15 - RELEASE TIME

The Union President and two (2) employees will be released from duty with pay to administer this agreement. The Union shall make written application for such leaves sixty (60) days in advance. Employees granted such leave shall continue to accrue bargaining unit seniority during the term of their leave.

SECTION 16 - EMPLOYEES DESIGNATED BY THE UNION TO ATTEND UNION FUNCTIONS

The total amount of time granted to all employees cumulatively seeking leave under this provision shall not exceed one hundred and fifty (150) working days for Public Health Trust bargaining unit employees in any contract year.

ARTICLE 7 PERFORMANCE MANAGEMENT

SECTION 1 - PERFORMANCE EVALUATION AND APPEALS

The Trust shall retain the right to establish and administer a Performance Evaluation system to conduct annual performance evaluations of employees

to appraise their productivity, effectiveness and compliance with rules and regulations. The purposes of evaluation are to improve performance generally, to identify and recognize superior performance, to facilitate communication between supervisors and employees, and to provide timely and accurate information which may be used in making of personnel decisions related to employee performance.

The permanent status employee who has received an overall evaluation of unsatisfactory or needs improvement may appeal by first requesting a review of the Performance Evaluation by the Divisional Director/Vice President or their designee(s), within ten (10) calendar days of receipt of the evaluation. The Divisional Director/Vice President or designee(s) may recommend changes, alterations, or return the evaluation unchanged to the employee. If the decision of the Divisional

Director/ Vice President or designee(s) is not acceptable to the employee, the employee may continue the appeal by making a request in writing to the Employee/Labor Relations Director within ten (10) calendar days after receipt of the Division Director/ Vice President's or designee(s) decision. The affected department has the right to have a representative present throughout the entire appeal hearing.

The Employee/Labor Relations Director will appoint a three person supervisory level panel, none of whom shall be from the appealing party's department, to act as an informal fact finding committee. Only the employee, the rater, and the reviewer will be heard, separately, by the panel. A representative of the employee's choosing may accompany the employee. The hearing shall be informal, a transcript is not to be kept and there will be no cross examination. The employee representative may ask questions of witnesses through the panel chairperson. Questions shall also be addressed to employee witnesses by panel members through the chairperson. The purpose of the panel's review is to (1) determine compliance with evaluation procedures, and (2) recommend whether the evaluation should be upheld and the reasons for this recommendation.

Within thirty (30) days following the hearing, the panel will submit a written report of their findings and decision to the Employee/Labor Relations Department. A majority of the panel may sustain or revise the evaluation, either because of failure to follow procedure or on the merits of the evaluation itself. The Employee/Labor Relations Director of will forward the panel's findings and decision to the appropriate division director/ Vice President for implementation.

There shall be no performance evaluation placed in an employee's personnel folder unless he has been first given or offered a copy. An employee's rebuttal to a performance evaluation will be made part of the evaluation record.

When an employee receives an overall Performance Evaluation of satisfactory or better the employee shall receive the merit increase for which they are eligible.

SECTION 2 - DISCIPLINARY ACTION

- A. An employee may be disciplined only for just cause. The Employer will follow progressive disciplinary procedures, whenever appropriate, and in all instances will have the burden of proving just cause for disciplinary action taken.
- B. Whenever it is alleged that an employee has violated any rule, regulation, or policy, that employee shall be notified as soon as possible with the employee being informed of the rule, regulation, or policy allegedly violated. Upon request, the employee shall have the right to representation in discussions concerning actual or pending Disciplinary Action.
- C. The Trust agrees to promptly furnish the Union a copy of any disciplinary action notification against an employee in this Bargaining Unit. The notice of disciplinary action shall contain allegations of specific personnel rules violated by the employee. In the event the disciplinary action notification is not brought forth by the supervisor within twenty-one (21) days of the supervisor's discovery of the facts requiring the notice except where good cause for delay is shown, the disciplinary action will be voided by the supervisor upon discussion with the union representative. Good cause to extend the twenty one (21) days shall include, but not

be limited to, the pendency of outside criminal, administrative or other proceedings. In the event that the employee is on an approved medical, personal or any other leave, then disciplinary action will be presented following the employee's return. The disciplinary action notification shall state the date, time it was served, and the specific location of the presentation meeting.
- D. Any Performance Evaluation, Record of Counseling, Reprimand, or document to which an employee is entitled shall not be part of the employee's official record until the employee has been offered or given a copy.
- E. Discipline and/or counseling will normally be carried out in a manner which does not embarrass the employee. Neither formal nor informal counseling is considered to be disciplinary action. Both should be viewed as efforts to improve performance. Reprimands shall be appealable by full time employees to the grievance procedure up to and including Step 3. An Employee who receives a Record of Counseling or a Disciplinary Action Report shall be allowed fourteen (14) calendar days from the receipt of the ROC or DAR to submit a

rebuttal. Rebuttal shall be placed with the Disciplinary Action Report (DAR) in the employee's personnel file. By mutual agreement between parties, additional time can be granted. Employer shall have fourteen (14) calendar days to respond to the rebuttal. Failure on the part of management to meet at a mutually agreed time or to render a decision in the time agreed shall result in the DAR or ROC being withdrawn without prejudice. The formal record of counseling and rebuttal, if any, will be reviewed by the supervisor of the employee who prepared the counseling, prior to it being placed in the affected employee's personnel file.

- F. An employee who is absent without authorized leave for three (3) consecutive work days and is considered to have abandoned the position shall have a right to petition the Human Resources designee for a review of the facts in the case. The petition must be submitted within twenty one (21) days of the receipt of the job abandonment letter. The Human Resources designee shall rule as to whether the circumstances constitute abandonment of position. Only facts concerning the alleged abandonment shall be considered by the Human Resources designee. The Human Resources designee's findings and rulings shall be in writing. The Human Resources designee's decision shall be final and binding.
- G. The Trust shall cooperate in a reasonable manner to facilitate the Union's investigation by providing access to public records and documents related to disciplinary action in a timely fashion.
- H. All disciplinary actions except reprimands will be appealable by the employee, as provided in Section 2-47 of the Miami-Dade County Code, to a Hearing Examiner. The Trust agrees to attempt to add to the Hearing Examiner's list, qualified attorneys with experience in labor relations matters. The Union may request in writing to the Director of Employee/Labor Relations & Workforce Management Department that a specific Hearing Examiner be removed for cause from the roster of available Examiners.
- I. The Union will have the option on behalf of a permanent status bargaining unit employee, to appeal the disciplinary actions of dismissal, demotion, reduction in grade and suspension through the grievance procedure contained in Article 7 of this Agreement. The Union shall notify the Employee/Labor Relations & Workforce Management Department, in writing, no later than fourteen (14) calendar days from the employee's receipt of the disciplinary action of its decision on whether to exercise the option of appealing through the grievance procedure or request an appeal in accordance with Section 2-47 of the Code of Miami-Dade

County. The Union's choice between the grievance procedure or the Code provision under Section 2-47, once made, shall not be subject to change.

In the case where the Union does not timely notify the Trust or chooses not to select the grievance procedure, then the disciplinary appeal provisions under 2-47 of the Code of Miami-Dade County shall prevail and be utilized if a timely appeal is requested. In the event the Union selects the option to appeal a disciplinary action under the grievance procedure then the provisions of 2-47 of the Code will not be applicable.

A grievance, regarding suspensions, termination, or demotions may be filed by the Union directly at Step 3, to the Director or Associate Director of the Department of Employee & Labor Relations or 4 of the Grievance Procedure contained in this Agreement.

An employee will be offered the option of forfeiting accrued personal or holiday leave in lieu of serving a disciplinary suspension. The documentation of the suspension will be a part of the employee's work record and remain in their personnel file.

- J. Written Reprimands and Records of Counseling, together with any reference to such reprimands or Records of Counseling excluding Performance Evaluations, shall cease to be of any force or effect after a two (2) year period from receipt of the Written Reprimand or Record of Counseling in which the employee has received no further disciplinary actions or Records of Counseling. At the employee's specific written request, these shall be promptly stamped as no longer in effect in the employee's file.
- K. Just Culture: The PHT and the Union jointly embrace Just Culture. The parties recognize that Just Culture functions to ensure safe quality care and provides both the employer and the employees the opportunity to explore and investigate processes, procedures and systems that advance safe quality care. It is the mutual intent of both parties to ensure safe quality patient care through best practices and shared learnings.

As both parties embrace Just Culture, and whereas the Union recognizes the PHT's intent to implement and utilize it throughout the System, the parties agree to create a Just Culture Committee. The purpose of the Committee is for management and the Union to meet and collaborate on the effective implementation and utilization of the Just Culture Policy for the members of the bargaining unit.

The parties agree that the Employer and the Union shall be responsible for establishing the Just Culture committee and determining its structure and scope.

SECTION 3 - PROBATIONARY PERIOD

All full time classified service employees hired into bargaining unit classifications shall serve a six (6) month (13 pay periods) probationary period.

An employee who has attained permanent status in a prior classification and is promoted or transferred shall serve a new three (3) month (6 pay periods) promotional probationary or transfer trial period, which begins the first day the employee actually starts working in the position.

Probationary period shall be regarded as an integral part of a permanent status position. The first six (6) months of full-time continuous employment shall be the probationary period. After successful completion of the probationary period, the employee shall be considered a permanent employee unless specifically advised by the Employer. The Employer retains the right to terminate probationary employees without notice or pay in lieu of notice. Probationary employees are not required to give notice of intention to terminate. Probationary employees are, however, requested to give two (2) weeks' notice. The probationary period may be extended at the option of the Employer provided that the total probationary period may not exceed one (1) year, and the employee has agreed to the extension. The employees' agreement shall be in writing.

Newly hired employees hired by the Trust at Step 1, upon successful completion of the six (6) month probationary period, will receive a one (1) step increase in pay. The Trust may hire employees beyond Step 1.

SECTION 4 - EMPLOYEE RESIGNATION

When an employee resigns his employment with the Trust and fulfills his obligation under the Public Health Trust Personnel Rules, Chapter XI, Section I, the Personnel Action Memorandum reflecting the termination of employment shall indicate the employee voluntarily resigned and was in "good standing." This Article shall not apply to employees who resign in lieu of disciplinary action.

ARTICLE 8 SCHEDULING AND OVERTIME

SECTION 1 - REGULAR PART-TIME STATUS

In accordance with PHT Policy #305, regular part-time employees are those who have worked twenty (20) hours or more per week for at least six (6) months continuously. These employees shall be entitled to personal and extended illness leave on a prorated basis in accordance with Article 24, Vacation and Leave.

Within a specific department and within a specific classification, full-time employment preference may be granted to part-time employees who qualify

for permanent employment. Continuous, uninterrupted time served as part-time will be credited toward the probationary period.

A regular part-time employee who continuously works an average of eighty (80) hours or more per pay period for a consecutive six (6) month period and who applies for a posted full-time vacant position in his/her classification will be given priority consideration for that position.

Effective October 1, 2014, advancement in the step plan on an annual or anniversary date basis as set forth below will be restored prospectively.

In order to consistently apply step increases for regular part-time employees, regular part-time employees are eligible for step increases based on 2080 hours worked (provided the employee meets the same equal hours needed for full-time step advancement) and satisfactory performance evaluations (that is, evaluations which meet standards). The same would apply for longevity increases.

A change in classification status does not alter an employee's leave anniversary date for purpose of accrual of leave benefits. An employee who is promoted will have his/her pay anniversary date changed to the date of the promotion for purposes of receiving annual step increases in the new classification, except that an employee who is promoted within thirty (30) days of his/her pay increase anniversary date will receive both his/her step increase and then promotional increase.

SECTION 2 - OVERTIME COMPENSATION

It shall not be the policy of the Trust to have its employees work frequent or consistent overtime. However, when non-job basis employees are directed to work overtime, in addition to their regular hours, they shall be compensated as follows:

All work authorized to be performed in excess of forty (40) hours per week shall be paid at the rate of time and one-half of the employees' regular rate of pay.

For purposes of interpretation, all hours in pay status shall be considered hours worked except for unplanned personal leave days. However, employees covered by the bargaining unit may receive overtime payment for hours worked in excess of any forty (40) hour work week which includes one (1) planned personal leave day taken within any week in which there is a holiday recognized under Article 31, (the exception being Thanksgiving week when two (2) personal leave days may be taken) when both holidays count toward the calculation of overtime.

An employee who works at least two (2) hours beyond his/her regularly scheduled shift shall be allowed one-half (1/2) hour for meal time with pay. An employee who works at least three (3) hours before the regular starting time shall be allowed one-half (1/2) hour meal time with pay provided he/she completes the regularly scheduled shift. This one-half (1/2) hour meal break shall be scheduled and taken at the direction of the Trust, within reasonable proximity to the normal dinner hour. Such one-half (1/2) hour shall be considered as time worked.

If an employee's schedule is changed to meet staffing needs, the employee will be consulted. However, an employee shall not have his/her regular work schedule changed solely to avoid the payment of overtime.

In any situation requiring overtime, volunteers will be sought before the overtime is assigned. In the event that sufficient volunteers are not obtained, overtime will be assigned on a rotational basis.

Overtime worked shall be reflected on the pay stub. The Trust shall upon request provide the Union with lists of overtime distribution among the employees.

Giving consideration to organizational departments of each Division, assignments and shifts, the Trust shall distribute overtime work among employees as equally as practicable.

This Article is intended to be construed only as a basis for calculation of overtime and shall not be construed as a guarantee of hours of work per day or per week.

Job basis employees shall not be eligible for overtime compensation. Overtime shall not be paid more than once for the same hours worked.

SECTION 3 - WORK SCHEDULING

It is agreed to and understood by the parties to this Agreement that:

- A. The standard work week at the Public Health Trust commences at 12:00 midnight each Sunday and ends at 12:00 midnight the following Sunday.
- B. The standard number of working hours for full-time employees during any standard work week will normally be forty (40) hours or unless otherwise specified in the PHT Pay Plan.
- C. The standard work week shall consist of forty (40) hours. Each standard work day shall be eight and one-half (8½) hours and contain an unpaid one-half (½) hour break for meal time, which under normal circumstances will be uninterrupted.

- D. Employees who are assigned to work ten and a half (10½) shifts shall be paid overtime based on a forty (40) hour work week. One (1) unpaid meal break of one-half (½) hour will be part of each shift. Every effort will be made to provide two fifteen (15) minute paid rest periods within each scheduled shift.
- E. Employees who are assigned to work twelve and a half (12½) hour shifts shall be paid overtime based on a forty (40) hour week. Two (2) unpaid meal breaks of one-half (½) hour will be part of each shift. Every effort will be made to provide three (3) fifteen (15) minute paid rest periods within each scheduled shift. No individual working twelve and a half (12½) hour shifts will normally be scheduled for more than three (3) consecutive days on duty or more than seven (7) days on duty within a period of fourteen (14) consecutive days.
- F. The Trust shall make every reasonable effort to rotate schedules within assigned shifts to distribute weekend assignments equally.
- G. If an employee's schedule is changed to meet staffing needs, the employee will be consulted. However, an employee shall not have his/her regular work schedule changed solely to avoid the payment of overtime.
- H. An employee's work schedule may change with a minimum of thirty (30) days' notice to the employee and the union. The employee may agree to work the new work schedule in less than thirty (30) days. This paragraph shall not apply to work areas where the Public Health Trust has traditionally used mixed weekly work schedules on a regular work basis to meet demands for service.
- I. This article is to be construed only as a basis for determination of overtime and shall not be construed as a guarantee of work per day or per week; nor is it a limitation upon the Trust's right to reduce the employee's hours of work in accordance with Article 23 - Layoffs, Recall and Reemployment Rights.
- J. The Trust will have the authority to establish and implement employees work schedules.
- K. The Trust may offer Trust Licensed Practical Nurses (LPN's) the same alternative schedules which Registered Nurses will be offered. Other direct patient care workers may be offered alternative schedules solely at the discretion of the Trust.
- L. Where rotating shifts are required, those responsible for making work schedules will assign shift rotation on an equitable basis. Individual requests for evening and night shift assignments may continue to be approved.

- a. The Employer will make every effort to avoid asking bargaining unit members regularly assigned to 3:00PM to 11:00PM or night shift to rotate to another shift.
 - b. Every effort will be made to refrain from rotating bargaining unit members to evening or night shift immediately preceding their weekend off.
- M. Employees working five (5) days per week schedules will not be scheduled for six (6) or more consecutive days, without prior consent of the employee. Employees working weekends will not work more than four (4) days consecutively without prior consent of the employee.
- N. Except when demonstrated to be more expensive, AFSCME Local 1363 Bargaining Unit employees will be offered overtime before any agency, pool and/or temporary employees.
- O. (a) In addition to the current full time status of 40 hours, for employees in the classifications of Practical Nurse 1 & 2, Nursing Assistant 1 & 2, Patient Care Associate, Patient Care Technician, Hospital Unit Secretary and Support Associate 1, 2 & 3, who mutually agree with the employer to work three (3) 12 and one half hour (12 ½) shifts per week shall also be considered full time employees with all full time benefits. Those who work these three (3) 12 and one half hour (12 ½) shifts shall be paid for 72 hours per pay period plus any overtime. For the purposes of weekly overtime, the normal work week shall be considered 40 hours.
- (b) In selected areas as identified by Management, these 3-12 hour shifts as described in paragraph (a) may be offered to individual employees in other classifications.

SECTION 4 - CALL-BACK

Employees called back to work shall be guaranteed at least four (4) pay, which shall be considered hours worked for the purpose of determining overtime compensation, provided such work does not immediately precede or immediately extend the employee's regularly assigned work shift. Such employees may be required to work at least four (4) hour.

Employees who are not required by the Department to actually work the entire four (4) hour guarantee time period and are subsequently recalled during this initial four (4) hour period shall not receive an additional guarantee of four (4) hours pay.

A. Administrative Leave:

The Parties agree that an employee in the bargaining unit who is either called in to work or who is requested to work beyond his/her scheduled shift, and is scheduled to return to work with less than eleven and one

half (11.5) hours rest break between the ending of the most recent shift or working period and the start of the next regularly scheduled shift, shall be granted Administrative Leave (AD). The employee will be granted AD time in this circumstance for their next immediately succeeding scheduled shift up to a maximum of 11.5 hours.

Exceptions: (1) Scheduled overtime shifts are excluded from the AD time entitlement period. (2) If an employee is called back to commence work two (2) hours or less prior to the beginning of their next regularly scheduled shift, he/she is excluded from the AD time entitlement period provided herein.

SECTION 5 - ON-CALL

Hourly paid employees at the Public Health Trust (PHT) in classifications that are placed on call by an authorized hospital representative for periods not contiguous to their normal work hours will receive \$25.00 per shift from Monday through Friday and \$45.00 per shift on Saturday, Sunday and Holidays for on-call pay irrespective of whether the employee is called back to work or not.

SECTION 6 - JOB BASIS

Employees in classification titles designated in the Pay Plan with a plus (+) are assigned to a job basis work schedule. Employees serving in these positions are required to work varying work schedules as necessary to accomplish the required work, and if more than forty (40) hours of work are required, overtime provisions shall not apply.

Job-basis employees who were directed to and worked in excess of their normal work schedule shall be granted administrative leave. Such leave may not be granted on an hour for hour basis.

However, job basis employees shall receive adequate time off.

Consistent with the need to complete assigned tasks, a job basis employee who is required to work late on a night preceding a work day may not be held to the normal reporting time if approved by an appropriate level supervisor.

SECTION 7 - EMERGENCY WORK

- A. When an emergency is declared by the President of the Public Health Trust and all employees are generally excused from work because of the emergency, those employees required to work during an emergency will be paid in accordance with the provisions under Article 31, Overtime Compensation, for all time worked during the emergency. This shall not apply to job-basis personnel.
- B. The Trust possesses the sole right and authority to take any emergency actions as determined necessary to carry out services and adjust

operational requirements during any emergency or extraordinary circumstances as determined solely by the President of the Public Health Trust or his designee.

SECTION 8 - CONSECUTIVE SHIFTS

No employee will be scheduled for more than two (2) different shifts in any one (1) work week unless the employee gives consent, except in emergency situations.

Employees will not be required to work consecutive shifts except in emergency conditions. There will normally be at least a minimum of an eleven and one-half (11½) hour break between work shifts except in emergency circumstances. For purposes of this section only, staffing deficiencies which cannot be reasonably anticipated by the Employer shall be considered as emergency circumstances.

SECTION 9 - FULLTIME WEEKEND SHIFT

The Employer may offer employees full-time weekend positions with such employees working twelve and one-half (12 ½) hour shifts every Friday, Saturday and Sunday, or Saturday, Sunday and Monday, at the rate appropriate for their shift position and experience. These employees will be paid for forty (40) hours and will accrue and receive all benefits, and rights as full-time employees. Employees who work the weekend schedule are expected to do so for at least six (6) continuous months and on at least twenty-four (24) weekends. It is understood and agreed that applications for all full-time weekend positions shall initially be limited to employees currently employed, and newly-hired employees should not be oriented into these positions as long as there are qualified employees who have applied for them.

The parties have agreed on the following guidelines for the full-time weekend shift:

- a. If an employee wishes to work the modified Weekend plan, the employees request should be made in writing to Management.
- b. Request to work the modified Weekend plan will be approved based on the date the request is received by Management with seniority prevailing where date of application is equal.
- c. The availability of weekend shifts will be determined based on staffing and retention needs. Employees request to implement the full time weekend shift will not be unreasonably denied. Available positions will be offered and filled based on unit seniority.
- d. Both day and night shifts will be available. The numbers of Employees permitted to work the plan will be determined by Management based on staffing needs.

- e. Any Employee, who is currently working three 12-hour shifts on the same weekend shifts specified in the plan, will automatically be placed on the weekend plan as a full-time employee.
- f. The Employee will not be required to sign a contract. The Collective Bargaining Agreement language defines the time frame in which the employee is expected to work the Modified Weekend Plan.
- g. Overtime will start after 36 hours. (The work week of the weekend plan employee)
- h. Staff meetings may be held on the weekend as determined by the Supervisor.
- i. Employees working the Modified Weekend Plan will only receive the weekend shift differential for hours worked between 7:00 am on Saturday and 7:00 am on Monday.
- j. If both Holidays (Christmas and New Year's) fall on a weekend, the employee will receive one holiday off, upon request, providing staffing permits. If the holiday falls on the employee's day off, the employee will have the choice of taking the day off or volunteering to work.
- k. Employees will be subject to all applicable contract provisions, policies, procedures, practices, administrative orders and personnel rules unless specifically excluded.
- l. For purposes of payment and use of all leave time, the actual weekend shifts will be 13.3 hours for each of the weekend days/nights and 13.3 for the 3rd weekday or night shift.

SECTION 10 - REST PERIODS, MEALS, AND LOUNGE AREAS

The Trust agrees that every effort shall be made to provide two (2) fifteen (15) minute rest periods within the eight (8) hour work schedule or three (3) fifteen (15) minute rest periods for twelve (12) hour work schedules. At the discretion of the Supervisor, two (2) fifteen (15) minute breaks may be taken in conjunction with the mid-shift meal.

The Employer agrees to provide adequate lounge space, or equivalent lounge space in all new or acquired facilities. In the event of relocation of this space due to remodeling/construction, every effort will be made for alternate lounge space provided patient care and business needs are not compromised. The Employer and the Union will agree in writing that the alternate lounge space is acceptable.

Consistent short staffing shall not be considered sufficient reasons for constant denial of the two (2) fifteen (15) minute breaks or denial of the mid-shift meal break.

ARTICLE 9 CAREER AND EMPLOYEE DEVELOPMENT

SECTION 1 - RECRUITMENT AND EMPLOYMENT

The Trust will encourage and assist current Trust employees in upgrading themselves and qualifying for a promotion.

Posting of Vacancies - All vacancies for which approved requisitions have been received by the Public Health Trust's Human Resources Division shall be posted on a weekly basis to inform employees who may be eligible to apply. Effective upon ratification of this contract, every reasonable effort will be made to post the notices at least one (1) week prior to the time the vacancy is to be filled. Nothing provided herein shall invalidate or otherwise effect appointment to a vacant position.

Employees interviewed for promotional opportunities shall be notified of their acceptance or rejection within a reasonable time.

In cases when there is a promotion, Trust policy shall be to consider present employees, provided the employee applying meets all requirements and is fully qualified.

The Public Health Trust is not obligated to give preference to County employees nor is the

County obligated to give preference to Public Health Trust employees for promotional positions.

SECTION 2 - TRAINING AND TRAINING PROGRAMS

The Trust and the Union agree that the training and development of employees within this Bargaining Unit is mutually beneficial. The Union will be kept informed of all training programs. The Union may make recommendations to the Trust relative to the training of employees within this Bargaining Unit. The Trust will consider recommendations and improvements submitted by the Union. The parties agree to meet at the request of either party for the purpose of exchanging information concerning the overall training of employees within this Bargaining Unit.

Non-job basis employees required by their department to attend classes or training programs, within the geographical limits of Miami-Dade County, in order to retain their present jobs or position, shall receive the applicable rate of pay for all hours exceeding their regularly scheduled work week. However, at their sole discretion, the Department shall have the option to change, modify or adjust employee's work schedules to allow for training to comprise the normal work week or work day in place of the regularly assigned shift and in this case overtime provisions shall not apply.

SECTION 3 - CROSS TRAINING PROGRAMS

When an employee is cross-trained, an initial assessment of competence will be done and an organized, documented training program using tools such as checklists, will be provided in order to ensure the safe delivery of quality patient care. The employee and the person responsible for the cross-training shall mutually acknowledge in writing when the cross-training has been successfully completed. Attainment and maintenance of necessary skills and competency needed to practice in the intended unit will be documented.

When cross-training programs are available or necessary, the employer will first seek volunteers. Selection from volunteers shall be made by seniority unless specific criteria is required as pre-established by Management. Criteria will be shared prior to posting of vacancy when opportunity is available. If there are insufficient volunteers to meet departmental needs, employees shall be assigned in inverse order of seniority. Volunteers must meet licensure requirements of the position. The Employer agrees to make cross-training programs and opportunities available to employees in the same classification and same department on an equitable basis.

SECTION 4 - ADMINISTRATIVE LEAVE

Administrative Leave shall be granted to employees to take County and Public Health Trust

Civil Service exams and to appear for job interviews in connection therewith.

Upon ratification the annual holiday administrative day ("Holiday AD Day") will be discontinued.

ARTICLE 10 WAGES AND COMPENSATION

SECTION 1 - WAGES

- A. Retroactive to January 1, 2021, all bargaining unit employees shall receive a two percent (2%) increase to their base rate of pay. Effective the first full pay period after ratification, the minimum wage for all bargaining unit members will be \$15.00/hour. Employees who currently have an hourly rate lower than \$15.00/hour will shift to an hourly rate of \$15.00/hour or greater. Employees on a higher step or longevity step with an hourly rate of pay higher than \$15.00/hour will shift along the step schedule, maintaining their current rate but lowering their step number along the schedule, with extended progression along the step schedule.
- B. Effective the first pay period after ratification, all full-time and part-time bargaining unit employees who are not otherwise receiving a market

adjustment will receive a three percent (3%) base wage increase. Effective the pay period inclusive of April 1, 2022, all full-time and part-time bargaining unit employees will receive a three percent (3%) base wage increase. Effective the pay period inclusive of April 1, 2023, all full-time and part-time bargaining unit employees will receive a three percent (3%) base wage increase.

- C. Effective the first full pay period after ratification, all bargaining unit members in the classifications of Central Services Technician 2 and Operating Room Technician 2 will receive step schedule market adjustments as follows: 1) the step schedule for CST 2 will be adjusted by five steps, whereby the current step 6 will become the new step 1, and five steps will be added at the back end with corresponding rate increases to maintain the same number of steps for the classification. Current CST 2 employees will stay on their current step with the corresponding higher rate of pay; 2) the step schedule for ORT 2 will be adjusted by two steps, whereby the current step 3 will become the new step 1, and two steps will be added at the back end with corresponding rate increases to maintain the same number of steps for the classification. Current ORT 2 employees will move to the new range on their current step with the corresponding higher rate of pay.
- D. Effective the first full pay period of January 2022, all full-time and part-time bargaining unit employees will receive a two percent (2%) one-time lump sum bonus.

The Employer agrees that there shall be no selective wage adjustments for any classifications covered by this Agreement, other than those specified, unless it shall first meet and consult with the Union concerning the amount of such adjustments and the reasons.

SECTION 2 - STEP PLAN

Effective October 1, 2014, advancement in the step plan on an annual or anniversary date basis as set forth below will be restored prospectively. All full-time and regular part-time bargaining unit members who were employed during the 2011-2014 collective bargaining agreement and who were in a longevity step during that period will receive credit for time served towards progression to the next longevity step.

Progression from step 1 to step 2 shall be six (6) months (13 pay periods) based upon satisfactory or above satisfactory job performance. Progression from step 2 to the maximum step in the pay range shall be at one (1) year (26 pay periods) intervals thereafter based upon satisfactory or above satisfactory job performance.

If the Public Health Trust should pay an entrance pay rate for a new employee with no experience above Pay Step 1 of the appropriate pay range, all other identical bargaining unit classification shall receive the same pay rate as

the entrance pay rate if their pay rate is below the step of the entrance pay rate. However, the Public Health Trust may bring in an applicant above the entrance pay rate based on experience.

Qualified internal applicants will be afforded consideration for promotional opportunities.

SECTION 3 - TRADES ALLOWANCE

Employees with permanent status in the following classifications will receive a trades allowance amounting to one additional pay step.

OCCUPATIONAL	
CODE	CLASSIFICATION
406	Biomedical Engineering Technician
401	Biomedical Equipment Technician I
820	Carpenter
823	Electrician
806	Maintenance Mechanic
827	Painter
828	Spray Painter
833	Plasterer
841	Plumber
844	Refrigeration Mechanic
835	Welder

Neo-Natal Transport Team

Employees in the bargaining unit who are qualified and commit to be a member of the Neo- Natal Transport Team for a two (2) year period will receive one additional pay step during the time period in which they maintain membership on the team.

SECTION 4 - TOOL ALLOWANCE

1. Employees in the position classifications of Biomedical Equipment Technician I, Carpenter, Electrician, Hospital Audio Visual Technician, Maintenance Mechanic, Mason, Plasterer, Plumber, Refrigeration Mechanic, Locksmith and Welder who are required by the Trust to provide their own hand tools in accordance with required tool lists, established and maintained by the Trust for each classification, will receive \$435.00 net per year as a total tool allowance to be paid in two (2) equal installments on or about May 15, and November 15, of each year.
2. Employees in the position classifications of Maintenance Repairman (Automotive) and Transport Repairman who are required by the Trust to provide their own hand tools in accordance with required tool lists, established and maintained by the Trust for this classification, will

receive \$210.00 net per year as a total tool allowance to be paid in two equal installments on or about May 15, and November 15 of each year.

3. Each tool list shall include only those tools that are appropriate for the safe and efficient performance by the employee of the work called for by his job classification. Reasonable substitution of tools shall be permitted with authorization of the supervisor. When changes are made in the list, or new tools required, a reasonable period of time shall be allowed each employee to purchase the tools necessary for him to comply with the tool list covering his job classification. The Trust shall make no requirements with respect to brand name or place of purchase of required tools, however; standards of quality set by the Trust must be met. The tool list shall not include tools or equipment heretofore considered and used as shop tools.
4. Each employee required by Trust policy to provide his own hand tools in accordance with the required tool lists shall have such tools available on the job to perform assigned tasks. Employees accept responsibility to use proper tools for particular jobs in accordance with accepted practices or instructions of supervisors. Failure to comply with the requirements of this Article shall result in the loss of the tool allowance for the pay periods in which such noncompliance occurs.
5. Employees who are unable to complete a full six (6) month period in pay status shall receive the tool allowance prorated on a biweekly basis for all pay periods completed.

SECTION 5 - UNIFORM ALLOWANCE AND SAFETY SHOES

Full-time employees who are required by the Public Health Trust policy to wear a prescribed uniform, which is not provided by the Trust, shall receive the following uniform allowance:

- a) \$125.00 per year if required to wear a prescribed cover coat, smock or vest in addition to their normal attire.
- b) \$200.00 per year if required to wear a full uniform. The definition of what constitutes a "full" uniform shall be made by the Management Committee but shall include any combination which restricts the color or design of the employee's clothing including shirts, pants, skirts, blazers, etc. Security Services Personnel shall receive this allowance for the maintenance of their Trust provided uniform.

Uniform allowances will be paid once per year in the month of January to those employees who are required to supply their own uniform and are on the payroll at time of payment.

The Trust shall provide vouchers once, each January for the purchase of safety boots to all Equipment Operators, Maintenance Mechanics, Electricians, Plumbers, Refrigeration Mechanics, Hospital Automated Systems Technicians, Welders, Painters, Plasterers, Power Systems Technicians, Biomedical Equipment Technician I, Biomedical Engineering Technicians, Computer Operator assigned to Engineering Services and Procurement Technician assigned to Engineering Services and to all Environmental Workers who strip and wax floors. Safety boots must meet Trust requirements. The Trust shall provide vouchers once, each January, for the purposes of skid resistant shoes to all Nutrition Service employees.

SECTION - 6 SPLIT SHIFT PAY DIFFERENTIAL

Employees required by their Department to work an eight (8) hour shift with interim time off which consumes more than one (1) hour will receive one (1) pay step in addition to the normal pay rate. Split shift pay differential will not be included in the payment for any accrued leave upon separation.

SECTION 7 - LONGEVITY BONUS

Employees with fifteen (15) years of continuous full-time service shall receive a longevity bonus on their anniversary date and each year thereafter. Deferment for authorized leave of absence shall be deductible and not considered as a break in service.

The annual longevity bonus payments will be paid in accordance with the following schedule:

1. Upon completion of 15, 16, 17, 18, and 19 years of full-time continuous Trust Service a 1.5% bonus payment of base salary.
2. Upon completion of 20, 21, 22, 23 and 24 years of full-time continuous Trust Service a 2.0% bonus payment of base salary.
3. Upon completion of 25 years or more of full-time continuous Trust Service a 2.5% bonus payment of base salary.

Effective the beginning of the first pay period in January, 2001, amend the current annual longevity bonus payments in accordance with the following schedule:

Years of Completed Full-Time Continuous Trust Service	----- Percentage Payment of Base Salary
15	1.5%
16	1.6%
17	1.7%
18	1.8%

19	-----	1.9%
20	-----	2.0%
21	-----	2.1%
22	-----	2.2%
23	-----	2.3%
24	-----	2.4%
25	-----	2.5%
26	-----	2.6%
27	-----	2.7%
28	-----	2.8%
29	-----	2.9%
30 or more	-----	3.0%

SECTION 8 - MILEAGE PAYMENTS

When it is necessary for an employee to use his private vehicle to enable him to perform assigned duties on Trust business, he shall be reimbursed in accordance with Administrative Policy # 338, Use of Private Vehicle For Trust Business.

SECTION 9 - PAY ADVANCES

An employee may request his vacation pay checks in advance of any scheduled annual leave by submitting a request to the departmental payroll office at least twenty-one (21) calendar days prior to leaving on annual leave.

SECTION 10 - BACK PAY/PAY CHECK ERRORS

An employee shall be entitled to recover, without penalty to the Trust, funds due him by reason of errors in the implementation or administration of the Trust Pay Plan and other applicable regulations affecting pay. Payroll errors committed by the Trust of \$50 or 15% of the employee’s net pay for the pay period, whichever is greater shall entitle the concerned employee to receive a payroll voucher. Upon notification by the concerned employee, this payroll voucher shall be processed by close of business the next business day whenever possible. All other payroll errors shall be rectified with the employee’s next regular paycheck whenever possible.

The Trust shall be entitled to recover, in a timely manner without interest, all funds determined by the Trust to have previously been paid in error to an employee. The Trust shall have the right to effect such recovery of funds through a stipulated biweekly paycheck deduction, at a biweekly rate equal to the biweekly rate of the erroneous payment to the employee, or at the minimum rate of fifty dollars (\$50) per pay period, whichever rate is greater. In the case of an employee demonstrated hardship, the minimum rate will be twenty-five dollars (\$25) per pay period. The specific recovery rate shall be determined through an agreement between the concerned employee and the Employee/Labor Relations & Workforce Compliance Department, upon

notification to the concerned employee. The concerned employee shall have ten (10) calendar days from date of notification to contact the appropriate Employee/Labor Relations & Workforce Compliance representative and stipulate to a specific recovery rate in accordance with this contract provision. Failure by the concerned employee to make the necessary arrangements within the specified ten (10) calendar day period shall result in the necessary paycheck deductions being automatically effected by the Trust at a rate the Trust deems appropriate.

The Trust has the right to recover the full amount of erroneous payments to an employee in the event the employee separates from Trust service, including the right to make necessary deduction from the employee's terminal leave pay.

This Article shall be administered in accordance with the applicable Statute of Limitations.

SECTION 11 - NIGHT SHIFT INCENTIVE

Licensed Practical Nurses employed at the Public Health Trust who complete four (4) consecutive and uninterrupted months of service on the 11:00 p.m. to 7:00 a.m. shift will receive five (5) days of rest and recuperation leave. Procedures for administering this plan are in accordance with those approved by the Hospital Operations Committee May 2, 1974.

Only those Licensed Practical Nurses who are assigned and working the 11:00 p.m. to 7:00 a.m. shift as of September 30, 1986 will be eligible to receive this night shift incentive. Licensed Practical Nurses who are hired, promoted or transferred to the 11:00 p.m. to 7:00 a.m. shift on or after October 1, 1986 shall not be eligible to receive this night shift incentive.

SECTION 12 - NIGHT SHIFT PAY DIFFERENTIAL AND WEEKEND DIFFERENTIAL

Employees assigned to work shifts which have the major portion of the scheduled hours of work occurring between the shift hours of 3:00 p.m. and 7:30 a.m. shall be entitled to receive a differential of One dollar (\$1.00) per hour for the entire work shift. Employees assigned to daytime shifts, who work on an overtime basis into the time period stated above, will receive the standard time and one-half overtime rate, but not the night shift premium rate.

Employees assigned to work shifts which are equally divided before and after 3:00 p.m. will be entitled to receive a pay differential of seventy-five cents (\$.75) per hour for the entire work shift.

Employees assigned to work a twelve (12) hour or longer shift that begins between 6:30 a.m. and 9:30 a.m. shall be entitled to receive a shift differential of One dollar (\$1.00) per hour.

Employees receiving night differential as of October 1, 1979, including employees assigned by the Trust to a rotating night shift, will receive either the above cents per hour differential or have the amount of their current shift differential frozen in cents per hour whichever is greater. Employees receiving night differential as of October 1, 1979, who are removed from a rotating night shift by the Trust and reassigned to the day shift and have the night shift differential removed and are subsequently reassigned to a night shift shall receive either the One dollar (\$1.00) or seventy- five cents (\$.75) shift differential, whichever is appropriate, or have their current shift differential frozen in cents per hour, if that differential is greater.

This night shift pay differential does not apply to the classifications shown differently in Exhibit 1B (Shift Differentials).

Night shift pay differential is not paid for hours worked in excess of forty (40) hours in the work week.

Night shift pay differential is a “plus item” and not to be construed as part of base pay for purpose of terminal paid leave and payment of compensatory time or holiday leave upon separation from Trust service.

Employees will not be transferred or rotated from one shift to another by the Trust for the purpose of avoiding payment of night shift differential.

Weekend Differential

Except as shown differently for classifications listed in Exhibit 1B, (Shift Differentials), employees will be paid twenty-five cents (\$.25) per hour for each hour worked between 7:00 p.m. on Friday and 7:30 a.m. on Monday providing the employee’s shift begins at 7:00 p.m. or later on Friday.

This weekend shift differential will be paid only for actual hours worked, in addition to the shift differential. It does not apply to payment for leave of any type.

A \$1.00 per hour premium will be paid when management floats an employee out of their home campus to another campus or a facility outside of their home campus. The premium will only be paid for hours worked away from the home campus.

SECTION 13 - TIME IN GRADE PROVISION

Employees shall receive additional pay step increments for continuous service in the same classification. Eligibility calculations for service in grade requirements are based on Trust service after October 1, 1957, as described below:

- A. Advancement to the first “Time in Grade” step shall be made after completion of five (5) consecutive years’ service at the maximum rate of the salary range. Such advancement will be one (1) pay step beyond the normal maximum rate.
- B. Advancement to the second “Time in Grade” step shall be made after completion of five (5) consecutive years at the first “Time in Grade” step of the salary range. Such advance will be one (1) pay step beyond the first “Time in Grade” step.

SECTION 14 - SPECIAL WAGE PROVISIONS

Effective the first full pay period in October 2014, full time bargaining unit employees will receive a sixty dollar (\$60.00) biweekly pay supplement.

SECTION 15 - CORRECTIONS HEALTH SERVICES/WARD D PAY SUPPLEMENT

Employees working in Corrections Health Services and Ward D will continue to receive a one-step pay supplement as long as they work in these areas. The one step will be removed in the event the employee transfers from Corrections Health Services/Ward D.

In conjunction with this pay supplement, Ward D employees may be assigned to other

Corrections Health Services facilities on an as need basis.

SECTION 16 - WORK IN HIGHER CLASSIFICATION

An employee who is authorized by the Trust to temporarily assume the duties of a higher pay status classification, or in the case of LPN’s working in a charge capacity, for more than one (1) full shift will receive one dollar (\$1.00) per hour for all hours worked in the higher classification, or in the charge capacity in the case of LPN’s.

SECTION 17 - ACTING APPOINTMENTS

In the event an employee is placed by department authorization in a position of “acting,” such employee shall be compensated at the in-hiring rate for the class to which they are “acting,” provided such rate is at least one (1) pay step higher than they are currently receiving. Any time that is spent in the acting title shall not be credited toward probationary time.

Employees acting in a classification designated as job basis shall not be eligible for overtime compensation.

SECTION 18 - LEAD WORKER

Lead workers, shall not serve as a “Rater” of performance reports of other employees.

A Lead worker shall be selected from the permanent employees in the same or similar classification and department and have the necessary skills and knowledge to perform the job.

An employee designated as a Lead worker, shall receive a one (1) step wage differential and such differential shall not affect merit increases or anniversary dates.

If a Lead worker is rated on the basis of supervisory ability, it will only be to the extent actually exercised.

Lead workers shall be assigned or removed at the sole discretion of the Trust.

SECTION 19 - NURSING SUPPORT LADDER AND PHARMACY TECHNICIAN CLINICAL LADDER

A. Nursing Support Ladder

PHT has created a Nursing Support Ladder to assist in the retention of these specialized nursing support professionals, as well as encourage, promote and reward excellence in this clinical practice. The following describes the five levels of the nursing support ladder:

Level 1:

The only classification in this level is the newly created classification of Patient Observer. The creation of this level will result in the elimination of the classification of Sitter and all employees in this classification will be reclassified to the classification of Patient Observer and move to the newly created step plan of the Patient Observer at the same step that they held as a Sitter.

Level 2:

The only classification in this level is the classification of Patient Care Technician. The creation of this level will result in the elimination of the classifications of Support Associate 2, Support Associate 3, Support Associate Float Pool, Special Care Associate, Emergency Special Care Associate, and Intensive Care Unit Assistant. The employees who held the aforementioned positions will be reclassified to the classification of Patient Care Technician and will be moved into the newly created pay step plan of this classification based on their experience, certifications, licenses and their competency on meet or beat pay rate method. Any employees moving to higher levels will be considered as a promotion and moved according to our promotional formula.

Level 3:

The following classifications will be in this level: Patient Care Associate 1, Certified Nursing Assistant, Mental Health Specialist and Medical Assistant. The creation of this level will result in the elimination of the classifications of Patient Care Associate, Mental Health Hospital Specialist, and Medical Assistant Transplant, as well as the retitling of the classification of Nursing Assistant 2 to a modified title of Certified Nursing Assistant. All existing Patient Care Associates will be reclassified to the classification of Patient Care Associate 1. All existing Mental Health Hospital Specialists will be reclassified as Mental Health Specialists and they will keep their current pay step schedule. All employees who are in the classification of Medical Assistant Transplant will be reclassified to the classification of Medical Assistant and move to the same step in the pay step plan of the Medical Assistant. All employees in affected jobs at this level will be moved to the new step/ rate on a meet or beat method.

Level 4

The only classification in this level is the classification of Patient Care Associate 2. The creation of this level will result in the elimination of the classifications of PCT Pedi Special Procedures, Emergency Medical Technician, ER Technician, Sr. ER Technician and Patient Care Associates in cost codes 66017 (main recovery room); 74406 (GI Station) and 66307 (Pre-Anesthesia Testing). The employees in the aforementioned classifications will be reclassified as a Patient Care Associate 2. These employees will be moved to the pay step plan of the Patient Care Associate 2 based on their experience, certifications, licenses, and their competency on a meet or beat pay rate method.

Level 5

The classifications of Patient Care Associate 3, Paramedic and Telemetry Technician will be in this level.

Each nursing support level will have one consolidated step schedule, corresponding to each level. Employees initially moving to a reclassified position on a lateral basis will not be considered as a promotion, and no probationary period will apply. Any employees moving to higher levels within the support ladder will be considered as a promotion and the applicable probationary period will apply according to our promotional formula.

B. Pharmacy Technician Clinical Ladder:

PHT has created a Pharmacy Technician Clinical Ladder to recognize the levels of competency, education, licensure, certification, and experience of PHT's Pharmacy Technicians, to assist in the retention of these specialized professionals, as well as encourage, promote, and reward excellence in this clinical practice.

Effective upon ratification, the Pharmacy Technician classification will be eliminated, and all current employees in the classification will be assessed by pharmacy administration and based on qualifications, experience, and the work they currently perform they will be moved to one of three newly created classifications: Pharmacy Technician I, Pharmacy Technician II, and Pharmacy Technician III.

The following sets forth the required competency, education, licensure, certification, and experience required for movement into each of the newly created classifications, respectively:

New Structure					
New Title	Competency	Education	Licensure	Certification	Experience
Pharmacy Technician I	On all areas of Pharmacy, including but not limited to: Omnicell, Customer Service, Prepacking, Logistics, Narcotics, and Inspections.	High School diploma is required.	Registered and Board certified RPhT or hold a Pharmacist Intern license (PSI)	PTCB Certification Required.	Generally, requires 0 to 3 years of related experience.
Pharmacy Technician II	Proficient on all areas of the Pharmacy Tech and 2 of the following areas: Operating room/Procedural, Pediatrics, Logistics, Sterile Products.	High School diploma is required.	Registered and Board certified RPhT or hold a Pharmacist Intern license (PSI).	PTCB Certification Required, Specialty Certification Preferred.	Generally, requires 3 to 5 years of related experience.
Pharmacy Technician III	Proficient on all areas of the Pharmacy Tech and 3 of the following areas: Operating room/Procedural, Pediatrics, Logistics, Sterile Products. Trained and proficient on 2 of the following areas: Research Administration, Workflow & Schedule Administration, Drug Dispensing Automation Administration.	High School diploma is required. Bachelor's is degree preferred.	Registered and Board certified RPhT or hold a Pharmacist Intern license (PSI).	PTCB Certification Required, Specialty Certification Preferred	Generally, requires 5 to 7 years of related experience.

- C. The new step schedule for Pharmacy Technician I will be one step higher than the current range for Pharmacy Technician. The new step schedule for Pharmacy Technician II will be three steps higher than the current step schedule for Pharmacy Technician. The new step schedule for Pharmacy Technician III will be five steps higher than the current range for Pharmacy Technician.

- D. Employees assessed to be in the classification of Pharmacy Technician I will move to the same step that they occupied as a Pharmacy Technician on the newly created step schedule. All current employees in the classification of Pharmacy Technician will be assessed to determine if they are qualified to be in the classifications of Pharmacy Technician II or Pharmacy Technician III. Qualified employees will move to the same step that they occupied as a Pharmacy Technician on the newly created step schedule of Pharmacy Technician II or Pharmacy Technician III, respectively.

SECTION 20 - EDUCATIONAL CERTIFICATION BONUS

All full-time employees who obtain a specific certification in their area of practice shall receive a one (1) time bonus of \$150.00 following receipt of the certification or recertification.

This bonus is for certification received in addition to the certification required for the classification. Employees who currently have an additional certification shall receive the bonus effective the third pay period following final ratification of this Agreement.

SECTION 21 - MEAL CARDS

Effective the beginning of the first pay period immediately following ratification and approval by the Board of County Commissioners, employees working in Nutrition Services will be provided a meal card with a value of \$7.50 per scheduled work shift.

The meal card shall be useable at the Jackson cafeteria, as well as at any other eating establishments on the PHT complex operated by the same providers who manage the cafeteria and have card readers available.

SECTION 22 - TRAINING PAY

If employees are called upon to train another employee for three (3) or more days, the employee performing the training will be given a one (1) step pay increase for the additional duties being performed for the length of the training period. This pay step will cease at the end of the training period.

SECTION 23 - PENSION

The PHT shall have the option to offer a defined contribution 401A retirement plan as an alternative to the PHT defined pension benefit plan to bargaining unit employees hired after the ratification date of this agreement. Enrollment in such plan will be voluntary. These employees will continue to have the option to enroll in the defined benefit plan.

- A. Effective upon ratification, the pension benefits of the Public Health Trust Retirement Plan shall be amended to reflect the following

changes to the pension benefits of the Florida Retirement System (FRS) which became effective July 1, 2011: cost-of-living adjustments; changes to the definition of retirement age for new hires, other than the increase of the minimum years of service requirement; and changes to the calculation of average final compensation for new hires. Similarly, effective upon ratification of this Agreement, employee contribution levels shall also be amended to reflect the FRS employee contribution levels in effect as of July 1, 2011 (3% of pensionable earnings on a pre-tax basis, other than per diem pool).

- B. The Summary Plan Description for the PHT Retirement Plan shall be amended to conform to this Agreement, and a copy shall be provided to the Union upon its completion.

ARTICLE 11 TRANSFERS, REASSIGNMENTS, AND VACANCIES

SECTION 1 - TRANSFERS BETWEEN DIVISIONS OF THE PUBLIC HEALTH TRUST

Employees of the Public Health Trust may request a transfer to another operating division of the Trust if they are interested in a vacancy in that department.

If qualified for the vacant position he will be referred for consideration. Final decision is that of the hiring authority. Pay rate of the employee will not be a determining factor in acceptance or rejection of the transfer by the hiring authority.

Transferred employees will serve a new probationary period in the new position and if their performance is not satisfactory and they hold permanent status in a position in another division within the Trust, they will be returned to their original division if a vacancy exists. If no vacancies exist, the employee may remain in the classification in the current department, and be subject to any probationary period. The employee who had permanent status in a previous position will be given priority consideration for a vacant position for which the employee qualifies. The employee will be paid in accordance with that classification. As a last resort, management may open a position in a different classification and the employee will be red-circled until a position opens somewhere in the Trust comparable to his or her classification. The employee will then be offered that position. Additionally, if a vacancy occurs in the employee's previous classification within two years from the date of assignment, the employee will be recalled in inverse order providing the employee notifies the Employee/Labor Relations and Workforce Compliance Department of the vacant position within the posting period. Probationary periods for transferred probationary employees shall not be cumulative.

SECTION 2 - VACANCIES, TRANSFERS AND REASSIGNMENTS, UNIT MERGERS AND FILLING VACANCIES

- A. Shift Transfers. Recognizing that access to preferred shifts by employees can make an important contribution to employee morale

and retention, the parties agree that employees within the unit shall be given priority for vacancies in the unit by seniority.

B. Posting of Vacancies. All vacancies shall be posted in the unit and concurrently throughout all Trust facilities. If employees in the unit under paragraph A are not interested in the vacancy, the vacancy shall continue to be posted in bulletin boards located throughout Trust facilities for a period of fourteen (14) days. Posting will continue beyond the fourteen (14) day period if necessary, until a job offer is made by Recruitment Services. With notice to the Union, the Employer may offer employment to an employee prior to the end of the fourteen (14) day posting period, provided that:

1. More than one (1) vacancy exists in the unit.
2. Priority for shift selection under A above is maintained.

Recruitment Services is responsible for posting all vacancies for which a personnel requisition has been submitted.

C. Filling of Vacancies. During this posting period, current employees with the necessary qualifications will be given preference over outside applicants. When skill, competency and ability are considered substantially equal in the judgment of the Employer, seniority shall be the deciding consideration in filling vacancies. All employees who apply for a posted vacancy shall be advised of the vacancy status as soon as practical. An employee's current salary will not be a determining factor when considering employees for transfer.

D. There will be no less than two (2) nor more than three (3) weeks' notice to the department from which an employee is transferred. In the event that the position being vacated is critical to the operation of the unit, the employee may be retained until such time as the employee is replaced, but in no case for longer than sixty (60) days. However, for pay purposes transfer will be effective at the beginning of the pay period following acceptance.

E. An employee returning to a previous permanent status classification within one (1) month will be transferred to the employee's previous position and department unless the position has been abolished or has been filled by another employee with permanent status in the classification for that position. In the event the former position is not available, the returning employee will be offered a vacant position in that classification or will replace a probationary/trial employee in that classification. In the event there are no vacancies in the classification and no probationary/trial employee in the classification, the employee will be given priority consideration for a vacant position for which the employee qualifies. The employee will be paid in accordance with that classification. As a last resort, management may open a

position in a different classification and the employee will be red-circled until a position opens somewhere in the Trust comparable to his or her classification. The employee will then be offered that position. Additionally, if a vacancy occurs in the employee's previous classification within two years from the date of assignment, the employee will be recalled in inverse order providing the employee notifies the Employee/Labor Relations and Workforce Compliance Department of the vacant position within the posting period.

F. Reassignment Procedure

If it becomes necessary to reduce the FTE's in a unit, the Trust will first seek volunteers in the unit. If there is an insufficient number of volunteers, affected employees will be reassigned in inverse order of seniority, consistent with the following reassignment procedure:

- 1) Meeting dates will be scheduled with the Division Vice President/Director/Director of
Nursing, Employee/Labor Relations Director and the Union to discuss the reassignment.
- 2) Appropriate available positions will be frozen.
- 3) The Employer will notify the Union, in writing, of the affected unit(s); the affected employees by name, seniority; the appropriate available positions in the affected classification and, the effective date of reassignment.
- 4) The number of volunteers, in the affected classification(s), accepted from each affected unit(s) will not exceed the number of FTE's being reassigned from that unit. Volunteers from the affected unit(s) will be accepted on a seniority basis.
- 5) The volunteer reassignment process will generally be completed within two weeks of notification to the employee(s). Notification of involuntary reassignments will be completed within 72 hours of completion of the voluntary process.
- 6) Hospital-wide seniority will prevail in the selection of the appropriate available positions.
- 7) In the event two or more employees have the same seniority in the classification, the employee with the earliest date of employment will be considered the senior employee.
- 8) This procedure will not be used in the event of a layoff.

G. Unit Mergers

When one or more units are merged, the following procedure will be utilized:

In the event that a unit merger necessitates the elimination of any positions, the reassignment procedure will be followed and, unless there are volunteers, the employee with the least seniority in the affected classification of the new merged unit will be reassigned and/or offered the opportunity to voluntarily demote.

However, the parties agree to meet, upon request, to discuss and negotiate specific situations.

SECTION 3 - LAYOFFS, RECALL AND REEMPLOYMENT RIGHTS

Procedure

- A. Layoff, defined, is the separation of an employee for lack of work or funds as determined by the Employer; or due to the reductions in or the contracting out of services, without fault or delinquency on the employee's part.

In the event of a layoff, employees will be laid-off and recalled in accordance with the procedures established herein.

- B. The procedure will apply to full and regular part-time bargaining unit employees in the statuses of permanent and probationary. Seniority points in the classification will be based on date of employment and will be calculated for each affected employee as determined by the years, months, and days since the employee's original date of employment. In calculating seniority points one (1) point will be assigned for each month of full-time service, one-half (0.5) point will be assigned for each month of part-time service. Points for months of service are simply totaled with the final number being the retention score.

All time spent on Military Leave of Absence will be included in calculating seniority. Seniority credit will be given to an employee who has volunteered for military service during peacetime, provided the employee is re-employed within ninety (90) days of release from military service. Seniority credit will be given for the service time prior to and during military service.

Qualified veterans will receive veteran's preference in accordance with the law.

- C. The Employer will make every effort to give sixty (60) days' notice to the Union of any decision to layoff unit members. No less than 21 days written notice will be given to bargaining unit members who are to be laid off or demoted. A copy of such notice will be simultaneously sent to the Union by email or fax.

- D. Layoffs will be done in inverse order of seniority by classification based on date of hire.
- E. Full-time employees will automatically bump in inverse order of seniority based on date of hire into any classification within the bargaining unit in which they previously held permanent status.
- F. During the twenty-one (21) day notice period, employees who have been bumped shall be given five (5) calendar days to select by seniority in the classification based on date of employment, a reassignment to a vacant position in their classification. The Union will be responsible for facilitating this process.
- G. It is understood that in a layoff, part-time employees may be required to move to full-time status in order to exercise bumping rights. Reasonable efforts will be made to ensure that part-time employees may continue in part-time status. Full-time employees shall not be required to accept part-time positions.
- H. All time served in the higher classification will be credited as time served in lower classifications.
- I. Employees who have been displaced will be given priority consideration for other opportunities.
- J. The County and Trust agree that County employees cannot bump bargaining unit employees working for the Trust nor can Trust Bargaining Unit employees bump County Bargaining Unit employees.
- K. Employees, other than Union Stewards previously identified under Article 11, of this Agreement, shall be laid off or bumped in accordance with seniority on the job as discussed above. Union Stewards will be the last in their classification to be laid off or bumped. Once a quarter, the Union will provide a listing of Union Stewards to the Director of Human Resources.
- L. Recall

Employees will be recalled in inverse order of layoff. Employees that have been laid-off will have recall rights to vacancies in their previously held position for a period of two (2) years from the date of layoff. Any sick leave that was forfeited at the time of layoff shall be restored at the time of rehire. A laid-off employee may notify the Human Resources Department when technical skills, training, and experience have been enhanced during the layoff period, which may allow the individual to apply for another bargaining unit job within JHS.
- O. The Union will be notified of all employees on recall lists and vacancies, as offered and accepted.

M. Furloughs

In the event it is financially necessary, system wide furloughs may be implemented. The Employer will make every effort to give sixty (60) days written notice to the Union of any decision to furlough unit members. No less than twenty-one (21) days written notice will be given to bargaining unit members who are to be furloughed.

ARTICLE 12 VACATIONS, HOLIDAYS, AND OTHER LEAVES OF ABSENCE

SECTION 1 - VACATION AND LEAVE

The employer provides a certain number of paid hours per year to be used for rest, relaxation, vacation, sickness, and other personal needs. Employees in the bargaining unit employed by the Trust will receive personal leave hours in lieu of annual leave hours, sick leave hours, and holidays. Except as provided herein, requests for leave will be granted based on date of request.

A) Personal Leave Day Program

Paid personal leave hours are provided under the Personal Leave Plan to cover time off from work that is planned and/or unplanned. All paid personal leave must be approved by the employee's department head, supervisor, or other designee.

A planned absence from work is defined as time off, requested and approved at least twenty- four (24) hours in advance by the employee's department head, supervisor, or other person designated to approve time off.

1. Requests for planned personal leave of more than three (3) days shall be submitted at least forty (40) days in advance unless extenuating circumstances give rise to the need to submit requests within a shorter time frame.
 2. Requests for planned personal leave shall be approved based upon staffing needs and to ensure proper and adequate unit coverage. Response to vacation requests will be in writing and will be provided to the employee no later than fourteen (14) calendar days after the date of submission of the request. If a second request is denied, the employee may request the supervisor to meet with the union representative and Employee/Labor Relations within fourteen (14) days of the denial to discuss the matter.
- B) An unplanned absence is defined as time taken off by the employee which is unscheduled and not approved in advance by the department head, supervisor, or other designee. In order to receive pay for hours

not worked due to an unplanned absence, employees must provide timely notification prior to the start of the scheduled shift of work and a valid reason given to their supervisor or authorized designee as outlined in the Personnel Administrative Policy No. 358. Written documentation of illness will not be required unless a pattern of unplanned leave utilization exists. Personal leave hours accrue from date of hire.

- C) Full-time employees are eligible for paid personal leave hours after the completion of six (6) months of continuous service or, in the case of regular part-time employees, after six (6) months of equivalent service (1040 hours).

New full-time employees may take up to a maximum of forty (40) hours of paid planned personal leave during the first six (6) months of employment. However, the number of hours taken will be deducted from the total amount of hours accrued after the employee completes six (6) months of continuous service or its equivalent. Should the employee resign or be terminated prior to the end of the first six (6) months, the dollar equivalent to the number of hours taken will be deducted from the employee's final paycheck.

- D) Full-time employees shall earn paid personal leave hours as follows:
 - (1) During the first five (5) years of employment, 0.1115 hours shall be earned for each hour in pay status per pay period up to a maximum of 8.920 hours (80 hours or more in pay status). This approximates 29 days per year. However, a full-time employee shall not be eligible to receive payment for personal leave days until after the first six (6) months of employment.
 - (2) In order to recognize longevity of service, employees with more than five (5) years of continuous service shall earn personal leave hours as follows:

Year Earned Of Employment	Per Hr. In Pay Status	Max. Hours Earned Per Pay Period	Equivalent Day* Earned Per Year
6th	.1154	9.232	30
7th	.1192	9.536	31
8th	.1231	9.848	32
9th	.1269	10.152	33
10th-15th	.1308	10.464	34
16th	.1346	10.768	35
17th	.1385	11.080	36
18th	.1423	11.384	37
19th	.1462	11.696	38
20th on	.1500	12.00	39

*Calculations are based on 8-hour shifts.

(3) Full-time employees who are assigned to work regularly scheduled ten (10) hours shifts shall earn an additional twenty-two (22) hours of personal leave per year (shorter periods of time will be prorated). Full-time employees who are assigned to work regularly scheduled twelve and a half (12-1/2) shifts shall earn an additional thirty eight and one half (38.5) hours of personal leave per year (shorter or longer periods up to the cap of time will be prorated).

E) Regular part-time employees shall earn personal leave hours based on actual hours worked:

(1) During the first 10,400 hours (first five (5) full-year equivalents, FYE), 0.1115 hours shall be earned for every hour worked, up to a maximum accrual rate of 8.920 hours. However, part-time employees shall not be eligible to receive payment for personal leave until they have worked at least 1040 hours (six (6) month equivalent).

(2) Employees who have worked more than five (5) full-year equivalents shall earn paid personal leave hours as follows:

Hours	
Earned Per	
Hours Worked	Hours Worked
10,401 – 12,480	.1154
12,481 – 14,560	.1192
14,561 – 16,640	.1231
16,641 – 18,720	.1269
18,721 – 31,200	.1308
31,201 – 33,280	.1346
33,281 – 35,360	.1385
35,361 – 37,440	.1423
37,441 – 39,520	.1462
39,521 on	.1500

F) Personal leave hours shall be paid at the employee’s regular shift rate of pay. Personal leave hours may be accumulated up to a maximum of five hundred (500) hours.

G) Personal leave hours shall be used during the first three (3) consecutive scheduled shifts of any spell of illness. After 3 years, 2 shifts of personal leave are used for illness and after 10 years, one shift of personal leave are used; these personal leave hours shall be defined as unplanned absences. If sufficient personal leave hours are not available to cover a spell of illness, any uncovered portion shall be without pay, until the benefits of the Extended Illness Leave Plan are in effect.

H)

1. Employees who have at least 80 hours of unused Personal Leave/Vacation as of the election date (from December 1 through December 21) of any calendar year (the "Election Year") may voluntarily elect to receive cash instead of 20 to 80 hours (for employees with less than 10 years of continuous service) or up to 120 hours (for employees with 10 years or more of continuous service) total for the year, but for no more hours than they may accrue in the next calendar year (the "Accrual Year"). The election must be made in increments of one hour. Based on the employee's request, cash-out payments will be distributed in the last paycheck in June and/or December of the Accrual Year.
2. An election to cash-out Personal Leave/Vacation hours that may accrue in the Accrual Year must be made before the beginning of the Accrual Year from December 1 through December 21 of the Election Year.
3. The employee must make the election to cash-out Personal Leave/Vacation hours that he or she will accrue in the Accrual Year in writing, on a cash-out election form provided by Jackson Health. The election must state the number of Personal Leave/Vacation hours to be cashed out.
4. All elections are irrevocable once made. Employees cannot increase or decrease the number of Personal Leave/Vacation hours they will cash out in the Accrual Year after December 21 of the Election Year.
5. Payment of cashed-out hours will be made in the last pay period of December of the Accrual Year at the rate of pay at the time of payment. Upon employment separation for any reason before the end of the Accrual Year, all accrued personal leave hours, including hours designated as cash out, shall be paid out in accordance with Section (I) below.
6. During the accrual year, accrued time shall be allocated on a pro rata basis between cash out and Personal Leave/Vacation time on the same percentage basis as the cash out amount is to the potential maximum accrual (Example: If an employee elects to cash out 120 hours and is entitled to accrue a maximum of 240 hours in the accrual year, personal leave accruals shall be allocated 50% toward cash out and 50% toward the leave balance).
7. Elections to cash out leave must be made on a tax (calendar) year basis.

8. Employees are solely responsible for assuring appropriate leave balances for their personal needs. An employee will be without pay (out of pay status) if appropriate leave balances or other sources of payment or leave are not applicable.
- l) Upon separation of employment, the employee shall be eligible for payment of accrued personal leave account hours.
 1. To qualify for a 100% terminal benefit from the personal leave account, a minimum of six (6) months of continuous employment (or its equivalent for part-time employees) must be completed. Further, for job basis employees a minimum of four weeks advance notice of voluntary resignation must be given and two weeks for hourly paid employees, unless extenuating circumstances warrant a shorter time frame.
 2. An employee who has been discharged after a minimum of six (6) months of continuous employment shall be paid 100% of terminal benefits.
1. The terminal leave benefit for accrued personal leave account shall be paid at the employee's base rate.

SECTION 2 - EXTENDED ILLNESS LEAVE PROGRAM

In recognition of the employee's need for income protection against extended illness, an extended illness leave plan is established for each permanent employee. The number of hours earned and used by the employee shall be accounted for through the employee's extended illness leave account.

- A. To be eligible for payment of extended illness leave, the employee must fulfill the following requirements:
 1. A full-time employee shall have completed six (6) months of full-time employment.
 2. A part-time employee shall have accumulated 1040 hours worked.
 3. An employee shall give timely notice to the appropriate department head, supervisor, or other designee of the inability to report to work due to illness. The department head, supervisor, or other designee shall be kept informed on a daily basis (unless otherwise instructed by the supervisor) of the employee's physical condition and the expected date of return.
 4. A physician's certificate describing the disability and the inability to work may be required before approval will be given for payment of extended illness leave hours.

- B. A full-time employee shall accrue 0.024 hours extended illness leave for each hour in pay status per pay period up to a maximum of 1.850 hours per pay period, not to exceed forty- eight (48) hours per year.
- C. A part-time employee shall accrue 0.024 hours extended illness leave for every hour worked, up to a maximum of 1.850 hours per pay period, not to exceed forty-eight (48) hours per year.
- D. An unlimited number of days may be accumulated in the extended illness leave account. E. Extended illness leave shall be paid at the employee's base rate of pay.
- F. Payment for extended illness leave for employees with less than three (3) years of service shall begin on the fourth (4) consecutive working shift of a spell of illness.

The first three (3) consecutive shifts of illness shall be paid out in personal leave account, if available. The three (3) day shift deductible will be waived for immediate family critical illness and an employee's illness requiring hospitalization. After three (3) full years of employment, payment for extended illness shall begin on the third (3) shift of a spell of illness. After ten (10) full years of employment, payment for extended illness shall begin on the second (2) consecutive shift of a spell of illness.

Extended illness payment shall begin on the first scheduled working day of the illness under the following conditions:

- 1. Any illness requiring hospitalization, or
- 2. Employee is seen in out-patient care center for out-patient surgery,
or
- 3. Occupational diseases or injuries sustained prior to receiving
Workers
Compensation, or
- 4. Continuing illness when employee attempts to return to work too soon.

- G. For critical illness in the immediate family, an employee is entitled to five (5) shifts paid extended illness leave per leave year.
- H. For payout purposes, upon ratification, an employee's years of service and the corresponding percent payout will be frozen. Bargaining unit employees employed as of October 1, 2011, will be grandfathered in for purposes of payout upon separation at the employee's then-

current base rate of pay in accordance with the following schedule for all leaves in their extended illness bank up to a maximum of 1,000 hours. Employees with less than thirty (30) years full-time continuous Trust/County employment who retire or resign from the Trust will be eligible to receive payment for up to a maximum of 1,000 hours of accrued extended illness leave at the employee's current base rate of pay at time of separation, excluding any shift differential, prorated in accordance with the following schedule:

Less than 10 yrs.	-	No payment
10 yrs. but less than 11 yrs.	-	25%
11 yrs. but less than 12 yrs.	-	30%
12 yrs. but less than 13 yrs.	-	35%
13 yrs. but less than 14 yrs.	-	40%
14 yrs. but less than 15 yrs.	-	45%
15 yrs. but less than 16 yrs.	-	50%
16 yrs. but less than 17 yrs.	-	55%
17 yrs. but less than 18 yrs.	-	60%
18 yrs. but less than 19 yrs.	-	65%
19 yrs. but less than 20 yrs.	-	70%
20 yrs. but less than 21 yrs.	-	75%
21 yrs. but less than 22 yrs.	-	77.5%
22 yrs. but less than 23 yrs.	-	80%
23 yrs. but less than 24 yrs.	-	82.5%
24 yrs. but less than 25 yrs.	-	85%
25 yrs. but less than 26 yrs.	-	87.5%
26 yrs. but less than 27 yrs.	-	90%
27 yrs. but less than 28 yrs.	-	92.5%
28 yrs. but less than 29 yrs.	-	95%
29 yrs. but less than 30 yrs.	-	97.5%

Employees who retire after 30 years of full-time Trust/County employment, will be eligible to receive

100% payment of their full balance of accrued extended illness leave. Such payment will be made at the employee's current base rate of pay at the time of retirement, excluding any shift differential and will not be subject to any maximum number of hours.

SECTION - 3 VACATION REQUESTS

Annual Vacation Scheduling Procedure

Seniority will be a priority consideration in approving vacation requests submitted January 1 through January 31 of each year. Vacation requests will be submitted forty (40) in advance unless extenuating circumstances give rise to emergency request. Response to vacation requests will be in writing. Employees should be encouraged not to incur obligations for vacation expenses until the vacation request is approved.

No employee shall be denied vacation because such time begins, ends or includes a weekend(s) on which he/she is scheduled to work, provided the request is made prior to the schedule being posted.

No employee shall be required to make up a weekend which occurred during an approved vacation or leave, however, weekends shall be distributed as equally as practicable in accordance with Article 33 #6.

All other times during the vacation year, requests will be scheduled on a "first come, first served" basis.

SECTION 4 - BEREAVEMENT LEAVE

Full-time employees who have completed nine (9) pay periods of PHT service will be granted three (3) days of emergency bereavement leave with pay in the event of death in the immediate family. Immediate family is defined as the employee's spouse, and employee's or spouse's children, mother, father, sister, brother, grandfather or grandmother, son-in-law, daughter-in-law, or upon proof of any person in the general family whose ties would be normally considered immediate and living within the same household. For the purposes of this section "spouse" shall be understood to include a significant other living within the same household. Bereavement leave shall have no relationship to travel time or qualified use of any other leave time that may be due or useable by the employee.

SECTION 5 - MILITARY LEAVE

The employer is governed by Federal and State law and County Ordinances concerning military leave and all employees represented by this contract shall receive the benefits of such laws.

SECTION 6 - DISABILITY LEAVE

Eligible bargaining unit employees shall be entitled to short-term disability leave benefits in accordance with coverage provided under the Miami-Dade County Code (Section 2-56.27.1).

SECTION 7 - DEATH BENEFITS

When a full-time employee dies and it has been determined that his survivors are not entitled to Trust-provided job related death benefits, in addition to compensation for accumulated annual leave, holiday leave and other monies due to the employee, the Trust will pay the employee's beneficiary in accordance with Compensation & Benefits Policy #322.

Regular part-time employees are not eligible for this death benefit.

SECTION 8 - EDUCATIONAL LEAVE

Employees shall be granted educational leave with pay by Department Heads to attend training, meetings, educational courses or seminars provided such attendance will benefit the Trust. Such leave will include, but not be limited to, training in order to retain present positions or training for other classification specific certifications. Although the Trust encourages attendance at workshops and seminars for professional growth, departmental work needs must have primary consideration.

It is the employee's responsibility to obtain the necessary Continuing Education Units (CEUs) for re-licensure and to submit the request well in advance to ensure re-licensure before expiration.

Employees in classifications that require re-licensure and certification shall be granted the necessary educational leave to obtain CEUs' required for re-licensure or certification in accordance with the following criteria:

- A. The employee applies at least thirty (30) days in advance, in writing, specifying the course, institute, workshop or class the employee wishes to attend.
- B. The employee obtains permission from his/her supervisor to attend. C. Such leave does not interfere with staffing.
- D. The employee submits proof of attendance to his/her supervisor.
- E. Requests for leave will be granted based on date of request. In cases where employees submit a request for an educational leave on the same day, the employees' seniority will break the tie. If the seniority dates are tied, it will be broken by a tie breaker system in the presence of a Union representative.

SECTION 9 - LEAVE WITH PAY

Leave with pay shall be authorized in accordance with this Collective Bargaining Agreement and the PHT/ Miami Dade County Leave Manual for the reasons listed below. If the Trust/County proposes changes to the PHT/Miami Dade County Leave Manual during the term of this Collective Bargaining Agreement, the Trust shall negotiate the impact of the proposed changes with the Union.

A. Jury Duty

For employees to serve on jury duty. Employees serving on Federal jury duty may retain up to a twenty dollar (\$20.00) daily jury fee and employees serving on State, County, or Circuit jury duty may retain up to a ten dollar (\$10.00) daily jury fee; however, any jury fee received in excess of these amounts shall be retained by the Trust.

Employees who are called to serve on jury duty or to testify as witnesses under subpoena will be excused from work and will be paid their regular salary for the duration of the service. To be excused, employees should present official notice of jury duty or subpoena to their immediate supervisor at least ten (10) days prior to court date. If official notice has been provided to the employee less than ten (10) days prior to their call to service, the employee will provide notice to their immediate supervisor within five (5) working days of the employee's actual notice of the scheduled event or as soon as possible.

An employee who is subpoenaed by a private party to a suit to testify while being excused from duty with pay may accept a witness fee and transportation reimbursement from the private party, but must turn over the witness fee to the hospital properly endorsed. However, jury fees and transportation reimbursements from the private party shall be retained by the employee.

B. Meetings

Employees will be paid to be in attendance at official or educational meetings if directed by the Department.

SECTION 10 - LEAVE OF ABSENCE WITHOUT PAY

The Division Director/ Vice President may grant a leave of absence to an employee with permanent status for a period not to exceed one (1) year. Eligible employees may be granted leaves of absence for approved Family and Medical Leave (FMLA) reasons, for sickness and disability, for religious holidays, to engage in a course of study and for other good and sufficient reasons in the best interest of the Trust service.

Requests for extension of a leave of absence beyond one (1) year must be approved by the

Division Director/ Vice President or designee and the Human Resources Vice President.

Employees will be allowed to maintain forty (40) hours in their personal leave bank while on approved leave without pay.

SECTION 11 - VOTING

The Trust agrees to allow each employee who meets the conditions set forth below reasonable time off with pay, not to exceed one (1) hour, to vote in each local and general election. Voting time will be scheduled in such a fashion as to not interfere with normal work production however, the Trust shall attempt to schedule this time off at either the beginning or end of an employee's work shift. The location of the employee's precinct and the employee's work schedule shall be considered in scheduling time off.

Whenever possible, scheduling of such voting time will be posted as early as ten (10) working days prior to the date of the election.

CONDITIONS

- The employee must be a registered voter; and
- Must be scheduled for a shift of at least eight (8) hours duration on election day; and
- More than one-half (1/2) of the hours of the scheduled shift must be between 7:00 a.m. and 7:00 p.m. on election day.

SECTION - 12 HOLIDAYS

A. The following major holidays are observed by the Public Health Trust:

New Year's Day	Christmas Day
Martin Luther King's Birthday	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day/July 4th	Friday After Thanksgiving
Labor Day	Juneteenth

- B. Eligible employees working in units that are closed on holidays shall have the option either to take the day off as Personal Leave, or to work in their own/other areas of the bargaining unit if such work is available and/or needed to be completed as approved by the supervisor.
- C. The Trust shall have the authority to determine and schedule the actual day on which a Trust recognized holiday will be observed.
- D. Effective upon ratification, the national holiday referred to as Juneteenth, which takes place on June 19th, will be recognized as a holiday by the Trust. Employees who are granted time off for this holiday will have a Personal Leave day deducted from their paid leave account. In any given year, in the event June 19th falls on a Saturday, it will be observed on the Friday before; and if it falls on a Sunday it will be observed on the next Monday.

SECTION 13 - BLOOD BANK AND DONOR LEAVE

Employees wishing to donate blood shall be granted reasonable leave, with prior approval of their supervisor, without loss of pay for the purpose of donating blood.

ARTICLE 13 HEALTH INSURANCE

SECTION 1 - GROUP HEALTH INSURANCE

The parties agree that bargaining unit employees will be offered the opportunity to become members of a qualified Health Maintenance

Organization and a Point of Service Plan pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the employer and the qualified Health Maintenance Organization.

The Trust's flexible benefits program will remain in effect during the term of this Collective Bargaining Agreement. The parties agree that bargaining unit employees will be offered the opportunity to participate pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the employer and the Internal Revenue Code.

- A. The Trust's Group Health Insurance will be a Point of Service/Managed Health Care Group Insurance Plan.
- B. Copies of the plan designs and cost structures are attached to this Agreement as appendix A. Part time employees with benefits who consistently work 30 or more hours per week, and part time employees assigned to a 3/2 schedule that average 57 ½ hours bi-weekly, are eligible for participation in the PHT's health plans. In addition to the POS Plan, the PHT will continue to provide the Select Network/Managed Health Care and Jackson First Group Insurance Plans.

Beginning January 1, 2022, the employee cost of the biweekly dependent premiums for the Select Network/Managed Health Care Group Insurance Plan and the POS will increase by 10% of the current premium rate. Beginning January 1, 2022, single coverage for select will increase to \$50.00 biweekly and single coverage for POS will increase to \$150.00 biweekly.

Beginning January 1, 2022, copays for non-Jackson Urgent Care Centers will increase to \$50.00, and copays for Emergency Department visits will increase by \$50.00 (excluding pediatric emergency department visits) on all plans. Also, the co-pays for outpatient procedures will increase to \$200.00 and the copays for inpatient service will increase to \$100.00 for POS and the Select Network/Managed Health Care Group Insurance Plan.

Beginning January 1, 2023, the employee cost of the biweekly premiums, dependent and single coverage, for the Select Network/Managed Health Care Group Insurance Plan and the POS will increase by 10% of the premium rate.

Beginning on January 1, 2022, insurance coverage for all plans will be limited to the following four (4) pharmacy retail outlets: 1) CVS, 2) Target, 3) Navarro, and 4) Publix.

Bargaining unit members who elect not to participate in the annual wellness visit for any reason will also have their cost of coverage increase by \$50 per pay period for the following plan year.

C. JACKSON FIRST PLAN OPTION

Eligible Jackson Health System employees will continue to be given the option of enrolling in the Jackson First health insurance plan, in addition to the current available options. This Plan is voluntary and available to any benefits-eligible employee and their dependents. There will be no co-pays and/or deductibles for services performed at Jackson facilities (except urgent care, emergency care and Pharmacy Services), or by any physician with admitting privileges at Jackson Health System. For individual employees electing the employee only option there will be no premium contribution for the term of the agreement.

Jackson First plan participants and Select Plan participants electing to use Jackson services shall also have access to a concierge service as described in the attached addendum that is a dedicated telephone line for scheduling appointments for Jackson Health System providers. It is the intent of the parties that employees selecting the Jackson First plan have access to an urgent primary care physician within forty-eight (48) hours of requesting an appointment, access to a routine primary care physician within ten (10) days of requesting an appointment, and access to outpatient diagnostic imaging within five (5) days of requesting an appointment.

Beginning on January 1, 2022, the premiums for the voluntary dental coverage will be increased by 10%. Beginning in January 2023, the premiums for the voluntary dental coverage will be increased an additional 10%.

- D. The parties will create a Health Care Committee comprised of two (2) members appointed by Management and two (2) members appointed by the Union. The Committee will meet monthly, and shall be provided any and all available information necessary to monitor utilization, cost, and effectiveness of the plans.

E. Telehealth

The parties agree that there is a need for the PHT to implement Telehealth, a voluntary program which allows employees to contact a physician on a 24/7 basis for convenient low cost medical care. This program will reduce our employees from seeking immediate health care for low intensity health concerns in urgent care centers and emergency rooms and provide immediate high quality access to care.

In an effort to encourage employees to participate in the Telehealth program, a co- pay of only ten (\$10) dollars will be charged for employees or dependents who use the services provided by telehealth.

Employees can access Telehealth via mobile app, visit the website or call toll free for physician to diagnose, treat, and prescribe with no additional charge.

F. Covid-19 Non-Vaccinated Employee Surcharge

Beginning January 1, 2022, employees who have not been fully vaccinated with an FDA-approved (emergency or full approval) Covid-19 Vaccination will be assessed a surcharge of fifty dollars (\$50.00) per pay period. Full vaccination includes receiving all follow-up booster shots. Employees may apply for a medical or religious accommodation under this section. Employees who want to remove the surcharge may do so upon providing proof of full vaccination.

SECTION 2 - PHARMACY DISCOUNT

Employees in the bargaining unit may purchase hospital formulary drugs from the Trust's Outpatient Pharmacy during its regular operating hours; pursuant to the PHS340B purchasing contract. The charge to the employee will be acquisition cost plus 10% with no minimum. All prescriptions must be paid in cash on the day they are dispensed.

ARTICLE 14 HEALTH AND SAFETY

SECTION 1 - SAFETY AND HEALTH

- A. It is the responsibility of the Trust to provide reasonable safe and sanitary working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility. Nothing in this agreement shall imply that the Union has undertaken or assumed any legal liability to provide a safe work place.
- B. The Trust and the Union insist on the observation of safe rules and safe procedures by employees and supervisors and insist on the correction of unsafe conditions. Failure of employees to comply may result in disciplinary action.
- C. If an employee believes he is being required to work under unsafe conditions, he shall (1) notify his/her immediate supervisor who will immediately investigate the condition and take corrective action if necessary; (2) the Union Steward may immediately notify the Department Safety Officer and Trust's Risk Management Division; (3) file a grievance if no corrective action is taken during that day's work.
- D. Employees who work at jobs or in areas deemed by the department or Risk Management Division to be dangerous shall be required to wear safety devices and/or equipment designated by Risk Management or the department as necessary for their protection. Such devices and

equipment will be provided by the Trust. When such equipment has been prescribed by the department or Risk Management Division, it shall be furnished by the Trust at no cost to the employee. Failure or refusal of an employee to wear safety devices and/or equipment shall be grounds for disciplinary action.

E. Protection from Respiratory Hazards and Infectious Diseases

1. Infectious Diseases

The Employer shall provide the strongest feasible protection to employees from occupational transmission of blood borne and airborne infectious diseases, including but not limited to Tuberculosis and HIV/AIDS, through the use of engineering controls, work practice controls, personal protective equipment, training and education and the development of a comprehensive blood borne and airborne infectious disease program.

2. Asbestos

The Employer shall inform all employees about all known materials that contain asbestos in their work areas. The Employer shall notify all employees of asbestos removal in work areas where asbestos removal is scheduled to take place; supply copies of asbestos air monitoring for that area; and ensure the strongest feasible protection is provided to employees in the area where removal procedures are being performed.

The Employer shall provide a contact person and phone number for questions regarding asbestos-containing materials and to report any damage to asbestos-containing materials. The Employer must post the name and number of the contact person throughout the hospital.

3. Security

The Employer will provide secure, limited access to all PHT facilities to protect bargaining unit employees and patients. Ongoing issues of security shall be addressed in Hospital – Wide Committee Meetings.

4. On the Job Assault

The Employer has a responsibility to take all reasonably practical steps to protect employees from physical assault on the job. No employee shall be disciplined for using reasonable measures to protect himself/herself from assault.

AFSCME may make recommendations on policies to prevent on the job physical assault, manage violent situations and provide

support to workers who have experienced or face on the job assault.

5. Safe Patient Handling & Minimal Lift Team

Consistent with the hospital commitment to provide a safe and healthy workplace for employees and to ensure the highest quality care, the parties agree to form a multi-disciplinary team to develop the plan. The team shall consist of equal members of direct care providers and Employer representatives necessary to develop an effective plan.

SECTION 2 - ON-THE-JOB INJURY REPORTS

An employee shall receive a copy of the “on-the-job injury” report after it has been read to him and he has signed a copy. The supervisor shall not refuse to report an injury or attempt to dissuade an employee from reporting an injury, whether or not such report is timely or untimely.

SECTION 3 - TOXICOLOGY AND ALCOHOL TESTING

The employer and the Union recognize that employee substance and alcohol abuse can have an adverse impact on Miami-Dade County government, The PHT's operations, the image of employees and the general health, welfare and safety of the employees, and the general public.

The Employer shall have the authority to require employees to submit to toxicology and alcohol testing designed to detect the presence of any controlled substance, narcotic drug, or alcohol. The Employer agrees that requiring employees to submit to testing of this nature shall be limited to circumstances that indicate reasonable grounds to suspect that the employee is under the influence of such substances, suffers from substances or alcohol abuse, or is in violation of the Personnel Rules or departmental Rules and Regulations regarding the use of such substances. Employees reasonably believed to suffer from substance abuse may be referred, at the Departments' discretion, to the Employee Assistance Program. An employee who voluntarily seeks assistance for substance abuse may not be disciplined for seeking assistance. However, voluntary participation in a substance abuse program shall not preclude discipline for the employee should job performance or employee conduct issues arise.

It is further understood by the parties that the aforementioned authority to require that employees submit to such testing be approved by a division director, or higher authority within the Department to ensure proper compliance with the terms of this article. An employee who is to be tested in accordance with the provisions of this article, will be permitted to make a phone call to the Union. This phone call shall not prevent, inhibit, or unreasonably delay the testing of such employee.

The results of such test or the employees' refusal to submit to toxicology or alcohol testing as provided for in this article, can result in appropriate disciplinary action in accordance with the applicable provision of the County Code, the Personnel Rules, Departmental Rules and Regulations and this Collective Bargaining Agreement. The parties agree that toxicology and alcohol testing are an acceptable part of regularly scheduled Employer required physical examinations.

SECTION 4 - HEALTH AND WELLNESS CULTURE

The Public Health Trust has implemented health and wellness programs which benefit employees and promote an optimal state of wellness.

A. Introduction

Jackson Health System, in collaboration with the Union, is committed to the optimal health of every employee. The purpose of the wellness program is to create an emphasis on wellness from a perspective that promotes overall balance, awareness, and well-being such that employees can thrive in work and life.

The top motivators for offering a program are to reduce healthcare costs, improve the health of employees, reduce absenteeism/presenteeism, improve employee morale, increase productivity, and provide an example to the community.

B. Pillars of Wellness

1. Role model of health
2. Culture of healthy living
3. Provide variety of programs
4. Provide positive incentives
5. Track participation with outcomes
6. Measure for Return On Investment (ROI)
7. Sustainability

C. Goals & Objectives

- Primary Goals:
 - o Nutrition coaching
 - o Physical activity

- o Stress management
- Secondary Goals:
 - o Weight management
 - o Smoking cessation
 - o Biometric screening – PCP visit
 - Diabetes
 - HTN (hypertension)
 - Cardiovascular disease markers, such as cholesterol
- Tertiary Goals:
 - o Existing health problems
 - o Reduce and/or control symptoms
 - o Chronic illness management:
 - Hypertension
 - Diabetes
 - Obesity
 - Tobacco

D. Implementation and Recommendations:

- Create Wellness Taskforce of equal parts JHS Management and the Union (3 and 3) for the purpose of further maturing and developing the wellness program.

Recommendations to be considered by the Wellness Taskforce:

- Nutrition with counseling
 - o Permanent designated areas for lactating employees in each building
 - o Nutrition Specialist/coaches included in our benefit
 - o Nutrition Specialist counseling on campus (Employee Health Services.) to help employees with food addictions

- o Partner with Sodexo:
- o Color code high calorie foods versus medium and low calorie food on glass panels

in cafeteria. Should be visible

- o Discounts for low calorie foods
- o More healthy food available at all hours in cafeteria and vending machines
- o Healthy food station in cafeteria including juice bar
- o Cafeteria should offer weight watchers program with a selection of meals on a daily

basis. Should also provide flyers, classes, and education.

- o “Healthier Hospital Initiative” - multiple hospitals participates
- o Bring back farmer’s market at the Alamo and introduce it at all campuses
- o Spouse eligibility for all programs to boost motivation for continuous wellness especially on off-hours

- Physical activity

- o Outdoor and indoor walking paths (all campuses)
- o Stairs/motivational signs
- o In-house gym or gym discounts (more gyms added to list), trainer discounts, and gym classes/programs discounts
- o Biometric/wellness screenings quarterly in house (all campuses)
- o Online wellness profiles for employees
- o Incentives for community walks/runs/etc.
- o Current UM wellness center discount or tiered program for participation and free Jackson employee trainers
- o Access to water in each unit

- Stress management

- o Chair massage
- o Email newsletter for ideas for: Stretch breaks, Yoga breaks, Meditation breaks, etc.
- o 15min sleeping breaks after lunch
- Tracking and Sharing:
 - o Department of Nutrition/Employee Services Nutrition Specialists team
 - o Offer employees to buy “Step Counters”, “Fitbits”, or other trackers at discount
 - o Using badge IDs or Calorie/step count Score Cards to keep track of wellness programs’ success
 - o Platform where employees can participate and offer not only each other help and share ideas and stories but can also provide ideas for the Department of Nutrition/Employee services Nutrition Specialists team
 - o Offer scheduled counseling, lectures, and newsletter on Jackson Media
 - o Newsletter should include healthy eating meals, for employees who reached goals, made improvements in their lifestyle, and other success stories
 - o Provide Return On Investment (ROIs) for the employees, employee-groups, and overall hospital

E. Join the Movement (Wellness Incentive Plan)

All bargaining unit members currently enrolled in PHT health insurance will be eligible to participate in the Jackson Health System Wellness Program. This program will allow bargaining unit members to earn and accumulate wellness reward points. In order to begin earning reward points, bargaining unit members must first complete a Personal Health Assessment and their annual wellness visit.

Below is a sample breakdown of the activities available for bargaining unit members to participate in, and the corresponding value of reward points. These activities and points are subject to change on an annual basis.

- Disease Management – 20 reward points
- Weight Watchers – 10 reward points
- Biometric Screening – 5 reward points

- Flu shot – 10 reward points
- Complete the CHIP Journey – 15 reward points
- Wellness Challenge – 5 reward points each, 25 points max
- Be Smoke Free – 5 reward points
- Emotional Wellbeing – 5 reward points each
- Maintain a Healthy BMI- 10 reward points
- Elect a JHS primary Care Physician – 15 reward points

An accumulation of 50 reward points will be worth Fifty (\$50.00) dollars; 75 reward points will be worth Seventy-five (\$75.00) dollars and 100 reward points will be worth One hundred and fifty

(\$150.00) dollars. The deadline to complete the program and submit any required documentation is December 1st, with incentive to be paid out in January of the following calendar year.

All forms, websites, and an updated activity list can be found on www.JacksonBenefits.org.

ARTICLE 15 MISCELLEANEOUS

SECTION 1 - STRIKES AND LOCKOUTS

There will be no strikes, work stoppages, sick-outs, picketing while working, slowdowns or other concerted failure or refusal to perform assigned work by the employees or the Union, and there will be no lockouts by the Trust for the duration of this Agreement. The Union guarantees to support the Trust fully in maintaining operations in every way.

Any employee who participates in or promotes a strike, work stoppage, picket line while working, slowdown, sick-out or concerted failure or refusal to perform assigned work may be discharged or otherwise disciplined by the Trust.

It is recognized by the parties that the Trust is responsible for and engaged in activities which are the basis of the health and welfare of our citizens and that any violation of this Article would give rise to irreparable damage to the Trust and to the public at large. Accordingly, it is understood and agreed that in the event of any violation of this Article, the Trust shall be entitled to seek and obtain immediate injunctive relief and all other relief as provided by law. Provided, however, in any action brought by the Trust, it is agreed that the Union shall not be responsible for any act alleged to constitute a breach of this Article if the Union did not instigate or support such action.

In the event of a strike, work stoppage or interference with the operation and accomplishment of the mission of the Trust, the Union shall promptly and publicly order the employees to return to work and attempt to bring about a prompt resumption of normal operations.

SECTION 2 - GRANT POSITIONS

Grant positions are defined as positions that have alternate funding from sources outside of the Public Health Trust. Grant positions are typically funded for specific periods of time and for specific amounts of money that cover wages and benefits. Grant positions can be full-time (scheduled for 40 hours per week) or part-time (scheduled for 30 to 35 hours per week or scheduled for under 30 hours per week). The seniority and status of employees in classifications covered by this collective bargaining agreement shall be unaffected by the source of funding, whether by grant or otherwise. As such, grant funded employees shall be provided with the same rights as all other employees covered by this collective bargaining agreement.

Permanent full-time employees who have been voluntarily or involuntarily assigned to grant positions that are later eliminated due to loss of funding shall be transferred to comparable positions in accordance with Public Health Trust policy and this collective bargaining agreement. Such employees shall not be required to serve a new probationary period.

SECTION 3 - PARKING FACILITIES

The Trust will make every effort to provide adequate security in all parking facilities owned by the Public Health Trust especially during change of shifts.

The Employer will provide one (1) month free parking for all employees whose cars are vandalized or stolen, provided that all security protocols are followed.

Employees are encouraged to contact the Security Department for after-hours escort to and from the parking facilities.

SECTION 4 - SAFE DRIVING AWARDS

An employee who drives or operates mobile equipment fifty percent (50%) of the time in performance of their duties, and possesses a valid driver's license shall receive awards for safe driving, including a pin, annually, with the number of safe driving years thereon.

After the fifth year, the employee will receive an award of FIVE DOLLARS (\$5.00) for each consecutive year of safe driving completed.

Should the employee have a preventable accident, the employee starts over the first day after the accident.

SECTION 5 - VEHICLES

The Trust shall have the sole right and authority to determine the assignment of vehicles and to remove the assignment at its discretion. The President of the Public Health Trust shall have the sole authority to determine vehicle

assignments external to normal shift assignment. Vehicle assignments are understood by the parties to be based upon operational necessity as determined solely by the Trust requirements.

Vehicles assigned by the Trust to be used by bargaining unit employees shall be kept in safe running condition. Whenever the employee operating the vehicle learns of a defect or has knowledge that the vehicle needs repair, the employee shall promptly submit a job order to his immediate supervisor. Job orders will be handled as promptly as circumstances permit.

ARTICLE 16 TERMS OF AGREEMENT

SECTION 1 - COMPLETE AGREEMENT AND WAIVER OF BARGAINING

It is agreed and understood that this Agreement constitutes the complete understanding between the parties, terminating all prior agreements and Memoranda of Understanding and concluding all collective bargaining during its term, except as otherwise specifically provided in the Article entitled Term of Agreement and Reopening. The Parties specifically waive the right to bargain during the term of this Agreement with respect to any subject or matter referred to or covered in this Agreement, or to any subject or matter not specifically referred to or covered even though it may not have been in the knowledge or contemplation of the parties at the time this Agreement was negotiated.

SECTION 2 - PREVAILING BENEFITS

Unless specifically provided for or abridged herein, all wage and economic fringe benefits, break times and other benefits of a similar nature currently in effect shall remain in effect under conditions upon which they have previously been granted.

Nothing in this article shall prevent the Trust from making reasonable changes in work rules or methods, provided that such changes do not reduce the benefits referred to above.

The Trust will provide the Union with a copy of written work rules affecting employees covered by this Agreement that are instituted or modified during the term of this Agreement.

Nothing in this Article shall be construed to modify or eliminate the concept of past practice.

SECTION 3 - APPLICABILITY OF AGREEMENT

The general provisions herein contained are mutually agreed to by the County and Trust and the Union. The specific provisions of this Agreement are mutually agreed to by the Trust and the Union and shall be binding on

the Trust and the Union, or each, as the context may require. Provisions binding upon the Trust shall be interpreted as binding upon all administrative Trust officials to abide by and perform as specified.

Nothing contained herein shall be interpreted to prevent or restrict the Trust from entering into agreement with other organizations of the Trust employees for benefits the same, in addition to, greater than, or different from those contained herein.

SECTION 4 - SEVERABILITY CLAUSE

Should any part of this Agreement or any portion therein contained be rendered or declared illegal, legally invalid or unenforceable by a Court of competent jurisdiction, or by the decision of any authorized governmental agency, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof. In the event of such occurrence, the parties agree to meet immediately, and, if possible, to negotiate substitute provisions for such parts or portions rendered or declared illegal or invalid. The remaining parts and provisions of this Agreement shall remain in full force and effect.

SECTION 5 - TIME LIMITS

For purposes of interpretation, all time limits contained in this Agreement shall be considered met so long as the postmarked date on a certified letter is in compliance with the specified time limit, when the postal service is utilized.

SECTION 6 - GENDER REFERENCE

All pronouns used in this Agreement shall be deemed to apply to both sexes, regardless of the particular gender of the pronoun actually used.

SECTION 7 - TERM OF AGREEMENT AND REOPENING

The Collective Bargaining Agreement between the Public Health Trust and the Dade County Public Employees Local 1363, AFSCME, AFL-CIO, shall be effective October 1, 2020 and continue to September 30, 2023.

This contract represents a fair and equitable agreement with a very critical bargaining unit and is the product of good faith negotiations between the parties. It recognizes the services provided by these important public servants by addressing their economic concerns while ensuring the continued delivery of quality public safety services in a fiscally responsible manner.

Either party may require by written notice to the other between June 1, 2023 and not later than June 30, 2023, negotiations concerning modifications, amendments, and renewal of this Agreement to be effective October 1,

2023. If neither party shall submit such a written notice during the indicated period, this Agreement shall be automatically renewed for the period of October 1, 2023 through September 30, 2023.

SECTION 8 - CONTRACTING AND SUBCONTRACTING

During the term of this Agreement, the PHT will not contract out, subcontract and/or outsource any positions that are included in the bargaining unit. This provision does not apply to those services or bargaining unit positions currently contracted out, subcontracted and/or outsourced as of the date of ratification of this Agreement, and shall not limit the PHT's ability to hire contract workers for any work performed at facilities acquired by the PHT during the term of this Agreement.

Effective September 30, 2020, if the PHT solicits bids or proposals from the public to contract out services currently being performed by members of the bargaining unit, the PHT will notify the union. Notice of the solicitation will be provided as soon as practicable but in no event later than members of the general public are notified. If the County Commission solicits bids or proposals from the public to contract out services currently being performed by members of the bargaining unit, the PHT will provide the Union with notice as soon as it receives notice of the County Commission's solicitation.

Effective September 30, 2020, upon request by the Union, the PHT shall make available for inspection any and all documents publicly available relating to the services contemplated for contracting out, prior to action being taken by the Employer to accomplish the contracting out. The Union may, within thirty (30) days or less if possible, propose an alternative plan by which the work may be done economically and efficiently by appropriate members of the bargaining unit. If the PHT receives such a proposal from the Unions it will give such proposal reasonable consideration.

SECTION 9 - ASSIGNABILITY OF CONTRACT

The provisions of this Agreement shall be binding upon the parties hereto and upon their successors and assigns (as those terms are defined by state or federal labor law, including but not limited to a taxing district or 501(c)(3) designated entity) for the full term of this Agreement. The parties agree that the terms and obligations herein contained shall not be affected, modified, altered or changed in any respect by the transfer or assignment by the Employer of any or all of its property, control, ownership or management or by any change in the legal status of the Employer or any part thereof. The parties further agree that:

A. In the event of a sale, merger, assignment, or other transfer of operations of the Hospital, prior to the sale, merger, assignment or transfer the Hospital shall:

1. Inform the prospective purchaser, merger party, assignee, transferee

or other relevant acquiring or surviving entity (“New Employer”) of the existence of this Agreement and of its terms and conditions;

2. Provide a copy of this Agreement to the New Employer;
3. Require as a condition of the same, merger, assignment or transfer that the New Employer shall recognize the Union as the collective bargaining representative;
4. Require as a condition of the same, merger, assignment or transfer that the New Employer shall assume (by written instrument executed with the Union) this Agreement between the Hospital and Union [subject to the modification that the New Employer shall offer comparable benefit plans in lieu of benefits plans that are specifically administered by and available only through the Hospital, for the remainder of its term];
5. Including the foregoing terms and conditions in a binding, written agreement between the Hospital and the New Employer, which states that the Union and the bargaining unit employees covered by this Agreement are the intended beneficiaries of these terms and conditions with the legal right to enforce them; and
6. Provide the Union satisfactory documentation of compliance with the foregoing terms and conditions prior to the sale, merger, assignment or transfer.

AFSCME ACTIVE JOB CLASSIFICATIONS	
JOB CODE	JOB TITLE
1046	Account Clerk
3368	Accounts Payable Coordinator
1494	Anesthesia Technologist
2046	Automotive Equipment Operator 1
2189	Automotive Equipment Operator 2
2744	Billing & Resident Trust Specialist SNF
2398	Billing Financial Analyst, CBO
1235	Biomedical Equipment Technician 1
1239	Biomedical Equipment Technician 2
3326	Business System Liaison, Nursing Homes
1041	Buyer
2234	Cardiac Catheterization Electrophysiology Technician 2
1233	Cardiac Catheterization Technician
1965	Cardiology Technician 1
1471	Carpenter
1039	Cashier 1
1410	Central Service Assistant
1411	Central Service Technician
3314	Central Services Technician 2
1146	Certified Nursing Assistant
2667	Certified Occupational Therapy Assistant
2683	Charge Master
2147	Clerk 2
1011	Clerk Typist 1
1012	Clerk Typist 2
2479	Clinical Resource Management Secretary
2399	Collection Financial Analyst, CBO
2409	Collection Financial Specialist, CBO
1491	Communication Service Representative
1125	Computer Specialist
1124	Computer Technician 2
1429	Cook 1
1430	Cook 2
1431	Cook 3
1943	CT Scan MRI Technologist
1980	CT Scan Technologist
1445	Custodial Worker 1
1446	Custodial Worker 2
2421	Customer Service Account Reconciliation Agent
1197	Cytotechnologist 1
1198	Cytotechnologist 2
2400	Data Control Application Analyst, CBO
2391	Data Control Application Specialist, CBO
1105	Data Control Technician 1
2577	Data Integrity Analyst EMR , HIM

1300	Dental Assistant
3039	Dialysis Technician
1427	Dietetic Technician
3346	Discharge Call Center Coordinator
1414	Dispatcher
1219	Dosimetrist
1403	Driver Attendant
1007	Driver Messenger
1034	Duplicating Equipment Operator
1472	Electrician
1224	Electroencephalograph Technician
2420	Enrollment Support Representative 1
1005	Environmental Clerk
1444	Environmental Equipment Operator
1442	Environmental Worker
2743	Finance Specialist, Transplant
2031	Food Service Worker 1
3506	GI Technician
1461	Groundskeeper
1315	Health Records Analyst
1062	Health Services Associate
1004	Health Services Clerk
1405	Health Services Representative 1
1406	Health Services Representative 2
3199	Health Services Support Technician
1193	Histopathology Technologist
1237	Hospital Automated Systems Technician
1400	Hospital Communications Specialist
1038	Hospital Procurement Specialist
1441	Hospital Refuse Worker
1439	Hospital Security Specialist
1313	Hospital Unit Secretary
1179	Hospital Unit Secretary Float Pool
1222	Hyperbaric Chamber Operator
2936	Imaging Engineering Specialist
2384	Imaging Specialist, HIM
1311	Indigent Drug Replacement Specialist
1045	Information Specialist
2892	Inpatient Coder 1
2893	Inpatient Coder 2
1174	Laboratory Technician
1451	Laundry Worker 1
3291	Lead CT Scan Technician
3301	Lead GI Tech Pediatric Specialty Procedures
3274	Lead Registered Respiratory Therapist
2178	Licensed Practical Nurse
1463	Locksmith

1008	Mailroom Clerk
1464	Maintenance Mechanic
2459	Mammographer 2
1103	Material Handler
1102	Material Services Technician
1338	Materials Systems Specialist
1513	Medical Assistant
1024	Medical Secretary 2
1159	Medical Surgical Attendant
1498	Mental Health Specialist
1206	MRI Technologist
1297	MRI Technologist 2
1270	Neighborhood Worker
1114	Network Analyst
1426	Nutrition Assistant
1428	Nutrition Utility Worker
1425	Nutrition Worker
3333	Office Technical Coordinator
3073	Operating Room Surgical First Assist
1149	Operating Room Technician 2
3278	Operating Room Technician, Specialty
3428	Orthopedic Assistant
1435	Orthopedic Technician
3219	Orthopedic Technician, Specialty
2868	Outpatient Coder 1
2869	Outpatient Coder 2
1473	Painter
1189	Pathology Associate 2
1190	Pathology Associate 3
1061	Patient Care Associate 1
3520	Patient Care Associate 2
1160	Patient Care Technician
1327	Patient Finance Associate
1492	Patient Finance Specialist
2631	Patient Observer
1084	Patient Transfer Center Associate
2401	Payment Variance Analyst, CBO
1308	Pharmacy Assistant
3493	Pharmacy Technician 1
3494	Pharmacy Technician 2
3495	Pharmacy Technician 3
1260	Physical Therapy Aide
1261	Physical Therapy Assistant
1474	Plasterer
1478	Plumber
1468	Power Systems Technician
1495	Procurement Technician

2490	Procurement Vendor Coordinator
1220	Radiation Therapy Technologist 1
1221	Radiation Therapy Technologist 2
1487	Radiologic Special Procedures Technologist
1201	Radiologic Technologist 1
1202	Radiologic Technologist 2
1205	Radiology Support Associate
1252	Recreation Leader
1480	Refrigeration Mechanic
1276	Rehabilitation Assistant
1243	Respiratory Registered Therapist (RRT)
3074	Respiratory Registered Therapist (RRT) Specialty
3010	Respiratory Support Technician
3075	Respiratory Technician, Certified (CRT)
2511	Retail Employee Nutrition Services
1009	Senior Duplicating Technician
2242	Shipping & Receiving Technician
1054	Shipping Receiving Specialist 1
1055	Shipping Receiving Specialist 2
2935	Stationary Engineer
1796	Stress Technician
1058	Support Associate 1
2403	Support Service Analyst, CBO
3018	Support Technician
1211	Telemetry Technician
1122	Telephone Console Operator 1
1795	Transcranial Doppler Technologist
2463	Transplant Center Clinical Assistant
2478	Transplant Center Clinical Associate
1413	Transport Aide
2551	Trauma Registrar
1209	Ultrasound Technologist
1298	Ultrasound Technologist 2
2206	Ultrasound Technologist, Fetal Echo Therapy
3053	VAD Bioengineer Assistant
2614	Ventricular Assist Device Bioengineer
2654	Victim Advocate
1841	Visitor Identification Associate
1443	Waste Management Operator

AFSCME SHIFT DIFFERENTIAL TABLE

JOB CODE	JOB TITLE	SH2_DIFF	SH3_DIFF	WKD_DIFF
1498	Behavioral Health Specialist	\$ 1.25	\$ 1.83	\$ 0.99
1235	Biomedical Equipment Technician 1	\$ 2.50	\$ 3.00	\$ 1.00
1239	Biomedical Equipment Technician 2	\$ 3.00	\$ 3.60	\$ 1.00
1233	Cardiac Catheterization Technician	\$ 2.85	\$ 3.20	\$ 2.00
1943	CT Scan MRI Technologist	\$ 3.30	\$ 4.00	\$ 2.00
1980	CT Scan Technologist	\$ 3.30	\$ 4.00	\$ 2.00
1427	Dietetic Technician	\$ 1.35	\$ 1.60	\$ 0.65
1219	Dosimetrist	\$ 3.80	\$ 4.50	\$ 0.65
1193	Histopathology Technologist	\$ 2.60	\$ 3.10	\$ 2.00
1439	Hospital Security Specialist	\$ 1.80	\$ 2.15	\$ 1.00
1313	Hospital Unit Secretary	\$ 1.25	\$ 1.75	\$ 0.90
1222	Hyperbaric Chamber Operator	\$ 2.45	\$ 3.00	\$ 1.00
1174	Laboratory Technician	\$ 1.65	\$ 2.00	\$ 0.60
3291	Lead CT Scan Technician	\$ 3.30	\$ 4.00	\$ 2.00
1206	MRI Technologist	\$ 3.40	\$ 4.10	\$ 2.00
1149	Operating Room Technician 2	\$ 2.00	\$ 3.00	\$ 1.50
3278	Operating Room Technician, Specialty	\$ 2.00	\$ 3.00	\$ 1.50
1061	Patient Care Associate 1	\$ 1.25	\$ 1.50	\$ 1.00
3520	Patient Care Associate 2	\$ 1.25	\$ 1.50	\$ 1.00
1160	Patient Care Technician	\$ 1.25	\$ 1.50	\$ 1.00
3493	Pharmacy Technician 1	\$ 2.00	\$ 2.40	\$ 1.00
2178	Practical Nurse 2	\$ 2.90	\$ 4.00	\$ 1.00
3395	PRM Registered Respiratory Therapist	\$ 2.95	\$ 3.25	\$ 2.00
1487	Radiologic Special Procedures Technologist	\$ 2.95	\$ 3.50	\$ 1.00
1201	Radiologic Technologist 1	\$ 2.95	\$ 3.50	\$ 2.00
1202	Radiologic Technologist 2	\$ 2.95	\$ 3.50	\$ 2.00
1243	Respiratory Registered Therapist (RRT)	\$ 2.95	\$ 3.25	\$ 2.00
3074	Respiratory Registered Therapist (RRT) Specialty	\$ 2.95	\$ 4.15	\$ 2.00
1209	Ultrasound Technologist	\$ 3.30	\$ 4.00	\$ 2.00

*Regular shift differential rate will apply for any classifications not listed here

AFSCME PER-DIEM RATES

JOB CODE	TITLE	PAY RATE
1494	Anesthesia Technologist	\$ 20.0000
1498	Behavioral Health Specialist	\$ 18.0000
1233	Cardiac Catheterization Technician	\$ 30.0000
1965	Cardiology Technician 1	\$ 15.0000
1410	Central Service Assistant	\$ 15.0000
1411	Central Service Technician	\$ 15.0000
1146	Certified Nursing Assistant	\$ 18.0000
1143	Childcare Worker	\$ 15.0000
2399	Collection Financial Analyst, CBO	\$ 15.0000
1429	Cook 1	\$ 15.0000
1980	CT Scan Technologist	\$ 28.0000
1445	Custodial Worker 1	\$ 15.0000
1446	Custodial Worker 2	\$ 15.0000
1224	Electroencephalograph Technician	\$ 21.0000
1444	Environmental Equipment Operator	\$ 15.0000
1442	Environmental Worker	\$ 15.0000
2031	Food Service Worker 1	\$ 15.0000
1406	Health Services Representative 2	\$ 16.5000
1193	Histopathology Technologist	\$ 28.0000
1313	Hospital Unit Secretary	\$ 15.0000
1179	Hospital Unit Secretary Float Pool	\$ 15.0000
2892	Inpatient Coder 1	\$ 31.0000
1463	Locksmith	\$ 30.0000
1464	Maintenance Mechanic	\$ 18.5000
1103	Material Handler	\$ 16.0000
1513	Medical Assistant	\$ 18.0000
1159	Medical Surgical Attendant	\$ 15.0000
1206	MRI Technologist	\$ 30.0000
1426	Nutrition Assistant	\$ 15.0000
1428	Nutrition Utility Worker	\$ 15.0000
1425	Nutrition Worker	\$ 15.0000
3073	Operating Room Surgical First Assist	\$ 27.0000
1149	Operating Room Technician 2	\$ 23.0000
1189	Pathology Associate 2	\$ 17.0000
1061	Patient Care Associate 1	\$ 18.0000
3520	Patient Care Associate 2	\$ 19.0000
3521	Patient Care Associate 3	\$ 20.0000
1160	Patient Care Technician	\$ 17.0000
1492	Patient Finance Specialist	\$ 16.0000
3059	Patient Finance Specialist Float Pool	\$ 16.0000
2631	Patient Observer	\$ 15.0000
1308	Pharmacy Assistant	\$ 15.0000
3493	Pharmacy Technician 1	\$ 18.0000
3494	Pharmacy Technician 2	\$ 20.0000
3495	Pharmacy Technician 3	\$ 24.0000
1260	Physical Therapy Aide	\$ 16.0000
1261	Physical Therapy Assistant	\$ 30.0000
3392	PRM Certified Nursing Assistant	\$ 18.0000
3393	PRM Patient Care Technician	\$ 17.0000
3394	PRM Practical Nurse	\$ 18.5000
3395	PRM Registered Respiratory Therapist	\$ 26.0000
3396	PRM Registered Respiratory Therapist, Specialty	\$ 32.0000
1201	Radiologic Technologist 1	\$ 24.0000
1205	Radiology Support Associate	\$ 16.0000
1252	Recreation Leader	\$ 16.0000
1276	Rehabilitation Assistant	\$ 15.0000
3075	Respiratory Technician, Certified (CRT)	\$ 20.0000
2511	Retail Employee Nutrition Services	\$ 16.0000
1211	Telemetry Technician	\$ 20.0000
1122	Telephone Console Operator 1	\$ 15.0000
1413	Transport Aide	\$ 15.0000

AFSCME PER-DIEM RATES

JOB CODE	TITLE	PAY RATE
1209	Ultrasound Technologist	\$ 29.0000
1841	Visitor Identification Associate	\$ 15.0000

AFSCME RATE SCHEDULE FOR 2020-2023

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1046	Account Clerk	1	14,424.25	15,267		15,267	15,635.35	15,635	16,150
1046	Account Clerk	2	14,967.00	15,803.3		15,803.3	16,264	16,264	16,767
1046	Account Clerk	3	15,531.25	16,461		16,461	16,950	16,950	17,468
1046	Account Clerk	4	16,118.3	17,084.3		17,084.3	17,598	17,598	18,127
1046	Account Clerk	5	16,793.75	17,705.3		17,705.3	18,236	18,236	18,786
1046	Account Clerk	6	17,425.9	18,401		18,401	18,964	18,964	19,533
1046	Account Clerk	7	18,056.65	19,117.3		19,117.3	19,698	19,698	20,285
1046	Account Clerk	8	18,778.3	19,930		19,930	20,510	20,510	21,127
1046	Account Clerk	9	19,499.6	20,794		20,794	21,421	21,421	22,060
1046	Account Clerk	10	20,311.2	21,630		21,630	22,271	22,271	22,958
1046	Account Clerk	11	21,133	22,535		22,535	23,176	23,176	23,870
1046	Account Clerk	12	22,007	23,436		23,436	24,107	24,107	24,829
3368	Accounts Payable Coordinator	1	15,145.7	15,407.3		15,407.3	15,869.5	15,869.5	16,345
3368	Accounts Payable Coordinator	2	15,715.4	15,980		15,980	16,467	16,467	16,961
3368	Accounts Payable Coordinator	3	16,307.7	16,592.4		16,592.4	17,090.2	17,090.2	17,609
3368	Accounts Payable Coordinator	4	16,924.2	17,287.3		17,287.3	17,805.9	17,805.9	18,340
3368	Accounts Payable Coordinator	5	17,630	17,938.5		17,938.5	18,476.7	18,476.7	19,030
3368	Accounts Payable Coordinator	6	18,297.2	18,587.6		18,587.6	19,145.2	19,145.2	19,716
3368	Accounts Payable Coordinator	7	18,959.3	19,306		19,306	19,910.5	19,910.5	20,507
3368	Accounts Payable Coordinator	8	19,717.2	20,073.2		20,073.2	20,675.4	20,675.4	21,297
3368	Accounts Payable Coordinator	9	20,474.6	20,887		20,887	21,536	21,536	22,180
3368	Accounts Payable Coordinator	10	21,326.8	21,872		21,872	22,492.3	22,492.3	23,161
3368	Accounts Payable Coordinator	11	22,279.9	22,718		22,718	23,404	23,404	24,104
3368	Accounts Payable Coordinator	12	23,174.1	24,374		24,374	25,067.5	25,067.5	25,819
3284	Admin Support Coord BHH	1	19,425.0		20,077	20,077	20,679	20,679	21,262
3284	Admin Support Coord BHH	2	20,246.5		20,838	20,838	21,479	21,479	22,138
3284	Admin Support Coord BHH	3	21,103.0		21,760	21,760	22,381	22,381	23,059
3284	Admin Support Coord BHH	4	21,997.7		22,676	22,676	23,337	23,337	24,037
3284	Admin Support Coord BHH	5	23,003.8		23,699	23,699	24,407	24,407	25,136
3284	Admin Support Coord BHH	6	24,018.5		24,790	24,790	25,481	25,481	26,245
3284	Admin Support Coord BHH	7	25,127.4		25,874	25,874	26,548	26,548	27,354
3284	Admin Support Coord BHH	8	26,275.5		27,057	27,057	27,756	27,756	28,719
3284	Admin Support Coord BHH	9	27,475.6		28,298	28,298	29,188	29,188	30,233
3284	Admin Support Coord BHH	10	28,765.3		29,628	29,628	30,570	30,570	31,432
3284	Admin Support Coord BHH	11	30,100		31,060	31,060	31,962	31,962	32,894
3284	Admin Support Coord BHH	12	31,440.4		32,386	32,386	33,351	33,351	34,358
1494	Anesthesia Technologist	1	16,637.8	17,139		17,139	17,650	17,650	18,185
1494	Anesthesia Technologist	2	17,457.9	17,981.6		17,981.6	18,520	18,520	19,076
1494	Anesthesia Technologist	3	18,320.1	18,867		18,867	19,438	19,438	20,019
1494	Anesthesia Technologist	4	19,227.3	19,804		19,804	20,392	20,392	21,027
1494	Anesthesia Technologist	5	20,086.7	20,689		20,689	21,300	21,300	21,943
1494	Anesthesia Technologist	6	20,992.9	21,626		21,626	22,271	22,271	22,934
1494	Anesthesia Technologist	7	22,034.6	22,697.4		22,697.4	23,383	23,383	24,079
1494	Anesthesia Technologist	8	23,007.2	23,697.4		23,697.4	24,403	24,403	25,146
1494	Anesthesia Technologist	9	24,128.5	24,852.3		24,852.3	25,579	25,579	26,358
1494	Anesthesia Technologist	10	25,295.3	26,041		26,041	26,837	26,837	27,660
1494	Anesthesia Technologist	11	26,508.0	27,302		27,302	28,123	28,123	29,408
1494	Anesthesia Technologist	12	27,721.8	28,554		28,554	29,410	29,410	30,293
2046	Automotive Equip Operator 1	1	14,445.4	15,371.6		15,371.6	15,827	15,827	16,307
2046	Automotive Equip Operator 1	2	15,048.8	16,015.3		16,015.3	16,495.8	16,495.8	16,996
2046	Automotive Equip Operator 1	3	15,679.0	16,707		16,707	17,209	17,209	17,729
2046	Automotive Equip Operator 1	4	16,335.6	17,391		17,391	17,920	17,920	18,475
2046	Automotive Equip Operator 1	5	17,041.8	18,180		18,180	18,735	18,735	19,287
2046	Automotive Equip Operator 1	6	17,746.0	18,925		18,925	19,534	19,534	20,117
2046	Automotive Equip Operator 1	7	18,543.7	19,749		19,749	20,383	20,383	20,944
2046	Automotive Equip Operator 1	8	19,341.7	20,537		20,537	21,158	21,158	21,763
2046	Automotive Equip Operator 1	9	20,140.8	21,351		21,351	21,997	21,997	22,657
2189	Automotive Equip Operator 2	1	15,718.4		16,189	16,189	16,676	16,676	17,179
2189	Automotive Equip Operator 2	2	16,366.1		16,870	16,870	17,367	17,367	17,883
2189	Automotive Equip Operator 2	3	17,041.7		17,529	17,529	18,079	18,079	18,629
2189	Automotive Equip Operator 2	4	17,746.0		18,273	18,273	18,826	18,826	19,314
2189	Automotive Equip Operator 2	5	18,543.7		19,100	19,100	19,670	19,670	20,262
2189	Automotive Equip Operator 2	6	19,341.7		19,919	19,919	20,519	20,519	21,131
2189	Automotive Equip Operator 2	7	20,140.8		20,740	20,740	21,367	21,367	22,004
2189	Automotive Equip Operator 2	8	21,080.8		21,732	21,732	22,366	22,366	23,035
2189	Automotive Equip Operator 2	9	22,019.6		22,680	22,680	23,365	23,365	24,061
1498	Behavioral Health Specialist	1	15,283.1	16,858.4		16,858.4	17,364	17,364	17,851
1498	Behavioral Health Specialist	2	15,913.7	17,527		17,527	18,057	18,057	18,604
1498	Behavioral Health Specialist	3	16,571.2	18,240		18,240	18,780	18,780	19,344
1498	Behavioral Health Specialist	4	17,181.9	18,934		18,934	19,523	19,523	20,118
1498	Behavioral Health Specialist	5	17,746.0	19,524		19,524	20,169	20,169	20,770
1498	Behavioral Health Specialist	6	18,543.7	20,168		20,168	20,749	20,749	21,381
1498	Behavioral Health Specialist	7	19,258	20,749		20,749	21,391	21,391	22,040
1498	Behavioral Health Specialist	8	20,086.3	21,382		21,382	22,040	22,040	22,704
1498	Behavioral Health Specialist	9	20,893.1	22,040		22,040	22,701	22,701	23,387
1498	Behavioral Health Specialist	10	21,737.6	22,703		22,703	23,383	23,383	24,088
1498	Behavioral Health Specialist	11	22,628.7	23,382		23,382	24,089	24,089	24,804
1498	Behavioral Health Specialist	12	23,656.6	24,804		24,804	25,506	25,506	26,317
2744	Bill & Resident Trust Spec SNF	1	15,325.1		15,784	15,784	16,258	16,258	16,741
2744	Bill & Resident Trust Spec SNF	2	15,980.1		16,459	16,459	16,933	16,933	17,419
2744	Bill & Resident Trust Spec SNF	3	16,629.9		17,127	17,127	17,677	17,677	18,209
2744	Bill & Resident Trust Spec SNF	4	17,296.4		17,815	17,815	18,349	18,349	18,900
2744	Bill & Resident Trust Spec SNF	5	17,929.2		18,467	18,467	19,020	19,020	19,546
2744	Bill & Resident Trust Spec SNF	6	18,710.0		19,213	19,213	19,849	19,849	20,449
2744	Bill & Resident Trust Spec SNF	7	19,483		20,079	20,079	20,671	20,671	21,293

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
2744	Bill & Resident Trust Spec SNF	8	20.3166		20.9260	20.9260	21.5538	21.5538	22.2004
2744	Bill & Resident Trust Spec SNF	9	21.1928		21.8296	21.8296	22.4845	22.4845	23.1570
2744	Bill & Resident Trust Spec SNF	10	22.1194		22.7829	22.7829	23.4664	23.4664	24.1704
2744	Bill & Resident Trust Spec SNF	11	23.0457		23.7370	23.7370	24.4491	24.4491	25.1826
2744	Bill & Resident Trust Spec SNF	12	24.0193		24.7398	24.7398	25.4820	25.4820	26.2465
2398	Billing Financial Analyst CBO	1	15.4932		15.9579	15.9579	16.4366	16.4366	16.9297
2398	Billing Financial Analyst CBO	2	15.9994		16.4793	16.4793	16.9737	16.9737	17.4829
2398	Billing Financial Analyst CBO	3	16.5235		17.0192	17.0192	17.5298	17.5298	18.0557
2398	Billing Financial Analyst CBO	4	17.0643		17.5762	17.5762	18.1035	18.1035	18.6466
2398	Billing Financial Analyst CBO	5	17.8314		18.3663	18.3663	18.9173	18.9173	19.4848
2398	Billing Financial Analyst CBO	6	18.5526		19.1091	19.1091	19.6824	19.6824	20.2728
2398	Billing Financial Analyst CBO	7	19.2736		19.8518	19.8518	20.4474	20.4474	21.0608
2398	Billing Financial Analyst CBO	8	20.0863		20.6888	20.6888	21.3095	21.3095	21.9487
2398	Billing Financial Analyst CBO	9	20.8974		21.5243	21.5243	22.1700	22.1700	22.8351
2398	Billing Financial Analyst CBO	10	21.7987		22.4526	22.4526	23.1262	23.1262	23.8200
2398	Billing Financial Analyst CBO	11	22.7141		23.3955	23.3955	24.0974	24.0974	24.8203
2398	Billing Financial Analyst CBO	12	23.6893		24.3999	24.3999	25.1319	25.1319	25.8859
1235	Biomed Equipment Tech 1	1	19.7676		20.3606	20.3606	20.9714	20.9714	21.6006
1235	Biomed Equipment Tech 1	2	20.5583		21.1750	21.1750	21.8103	21.8103	22.4646
1235	Biomed Equipment Tech 1	3	21.3806		22.0220	22.0220	22.6827	22.6827	23.3611
1235	Biomed Equipment Tech 1	4	22.2357		22.9027	22.9027	23.5898	23.5898	24.2975
1235	Biomed Equipment Tech 1	5	23.1252		23.8189	23.8189	24.5335	24.5335	25.2695
1235	Biomed Equipment Tech 1	6	24.0503		24.7717	24.7717	25.5149	25.5149	26.2808
1235	Biomed Equipment Tech 1	7	25.0127		25.7625	25.7625	26.5354	26.5354	27.3314
1235	Biomed Equipment Tech 1	8	26.0127		26.7930	26.7930	27.5968	27.5968	28.4247
1235	Biomed Equipment Tech 1	9	27.0532		27.8647	27.8647	28.7006	28.7006	29.5617
1235	Biomed Equipment Tech 1	10	28.1353		28.9793	28.9793	29.8487	29.8487	30.7441
1235	Biomed Equipment Tech 1	11	29.2608		30.1386	30.1386	31.0428	31.0428	31.9740
1235	Biomed Equipment Tech 1	12	30.4312		31.3441	31.3441	32.2844	32.2844	33.2504
1239	Biomed Equipment Tech 2	1	21.6280		23.6311	23.6311	24.0619	24.0619	24.7838
1239	Biomed Equipment Tech 2	2	23.5879		24.2955	24.2955	25.0244	25.0244	25.7751
1239	Biomed Equipment Tech 2	3	24.5314		25.2673	25.2673	26.0253	26.0253	26.8061
1239	Biomed Equipment Tech 2	4	25.5226		26.2779	26.2779	27.0662	27.0662	27.8782
1239	Biomed Equipment Tech 2	5	26.5331		27.3280	27.3280	28.1489	28.1489	28.9938
1239	Biomed Equipment Tech 2	6	27.5944		28.4222	28.4222	29.2749	29.2749	30.1534
1239	Biomed Equipment Tech 2	7	28.6983		29.5592	29.5592	30.4460	30.4460	31.3591
1239	Biomed Equipment Tech 2	8	29.8462		30.7415	30.7415	31.6637	31.6637	32.6137
1239	Biomed Equipment Tech 2	9	31.0401		31.9713	31.9713	32.9304	32.9304	33.9184
1239	Biomed Equipment Tech 2	10	32.2816		33.2500	33.2500	34.2475	34.2475	35.2749
1239	Biomed Equipment Tech 2	11	33.5729		34.5800	34.5800	35.6174	35.6174	36.6895
1239	Biomed Equipment Tech 2	12	34.9159		35.9633	35.9633	37.0422	37.0422	38.1535
3326	Business System Liaison NH	1	18.3416		18.9918	18.9918	19.4586	19.4586	20.0423
3326	Business System Liaison NH	2	19.0761		19.6483	19.6483	20.2377	20.2377	20.8449
3326	Business System Liaison NH	3	19.8117		20.4060	20.4060	21.0732	21.0732	21.6687
3326	Business System Liaison NH	4	20.6942		21.3150	21.3150	21.9545	21.9545	22.6124
3326	Business System Liaison NH	5	21.6254		22.2741	22.2741	22.9423	22.9423	23.6306
3326	Business System Liaison NH	6	22.5142		23.1896	23.1896	23.8853	23.8853	24.6018
3326	Business System Liaison NH	7	23.5743		24.2815	24.2815	25.0099	25.0099	25.7602
3326	Business System Liaison NH	8	24.5839		25.3214	25.3214	26.0810	26.0810	26.8635
3326	Business System Liaison NH	9	25.7456		26.5179	26.5179	27.3134	27.3134	28.1328
3326	Business System Liaison NH	10	26.8269		27.6317	27.6317	28.4607	28.4607	29.3145
3326	Business System Liaison NH	11	27.9536		28.7922	28.7922	29.6560	29.6560	30.5456
3326	Business System Liaison NH	12	29.1276		30.0014	30.0014	30.9014	30.9014	31.8285
1041	Buyer	1	16.6160		17.1144	17.1144	17.6278	17.6278	18.1567
1041	Buyer	2	17.4634		17.9873	17.9873	18.5269	18.5269	19.0827
1041	Buyer	3	18.3359		18.9065	18.9065	19.4737	19.4737	20.0579
1041	Buyer	4	19.2958		19.8746	19.8746	20.4708	20.4708	21.0850
1041	Buyer	5	20.0934		20.6962	20.6962	21.3171	21.3171	21.9566
1041	Buyer	6	21.0330		21.6639	21.6639	22.3138	22.3138	22.9832
1041	Buyer	7	22.0197		22.6802	22.6802	23.3606	23.3606	24.0614
1041	Buyer	8	23.0263		23.7170	23.7170	24.4285	24.4285	25.1614
1041	Buyer	9	24.1396		24.8637	24.8637	25.6096	25.6096	26.3779
1041	Buyer	10	25.2533		26.0108	26.0108	26.7911	26.7911	27.5949
1041	Buyer	11	26.5101		27.3054	27.3054	28.1246	28.1246	28.9683
1041	Buyer	12	27.8639		28.6998	28.6998	29.5608	29.5608	30.4476
2233	Card Cath Electrophysiology Tech 1	1	22.1158		22.7792	22.7792	23.4626	23.4626	24.1665
2233	Card Cath Electrophysiology Tech 1	2	23.1778		23.8731	23.8731	24.5893	24.5893	25.3270
2233	Card Cath Electrophysiology Tech 1	3	24.2462		24.9735	24.9735	25.7227	25.7227	26.4944
2233	Card Cath Electrophysiology Tech 1	4	25.4536		26.2172	26.2172	27.0037	27.0037	27.8138
2233	Card Cath Electrophysiology Tech 1	5	26.7555		27.5581	27.5581	28.3848	28.3848	29.2364
2233	Card Cath Electrophysiology Tech 1	6	28.0554		28.8970	28.8970	29.7639	29.7639	30.6568
2233	Card Cath Electrophysiology Tech 1	7	29.3568		30.2375	30.2375	31.1446	31.1446	32.0790
2233	Card Cath Electrophysiology Tech 1	8	30.7964		31.7202	31.7202	32.6718	32.6718	33.6520
2233	Card Cath Electrophysiology Tech 1	9	32.3758		33.3470	33.3470	34.3474	34.3474	35.3778
2233	Card Cath Electrophysiology Tech 1	10	33.8615		34.8773	34.8773	35.9236	35.9236	37.0013
2233	Card Cath Electrophysiology Tech 1	11	35.3338		36.5998	36.5998	37.6978	37.6978	38.8287
2233	Card Cath Electrophysiology Tech 1	12	37.2983		38.4172	38.4172	39.5697	39.5697	40.7568
2234	Card Cath Electrophysiology Tech 2	1	23.8540		24.5795	24.5795	25.3076	25.3076	26.0668
2234	Card Cath Electrophysiology Tech 2	2	24.9957		25.7455	25.7455	26.5179	26.5179	27.3134
2234	Card Cath Electrophysiology Tech 2	3	26.1836		26.9691	26.9691	27.7782	27.7782	28.6115
2234	Card Cath Electrophysiology Tech 2	4	27.4665		28.2904	28.2904	29.1391	29.1391	30.0133
2234	Card Cath Electrophysiology Tech 2	5	28.7973		29.6612	29.6612	30.5510	30.5510	31.4676
2234	Card Cath Electrophysiology Tech 2	6	30.1750		31.0802	31.0802	32.0126	32.0126	32.9730
2234	Card Cath Electrophysiology Tech 2	7	31.6481		32.5975	32.5975	33.5754	33.5754	34.5827
2234	Card Cath Electrophysiology Tech 2	8	33.1690		34.1640	34.1640	35.1889	35.1889	36.2446
2234	Card Cath Electrophysiology Tech 2	9	34.7846		35.8281	35.8281	36.9029	36.9029	38.0100
2234	Card Cath Electrophysiology Tech 2	10	36.3997		37.4916	37.4916	38.6163	38.6163	39.7748

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/31/2021	3% Wage Adjustment 10/31/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
2234	Card Cath Electrophys Tech 2	11	38.1467		39.2911	39.2911	40.4698	40.4698	41.6839
2234	Card Cath Electrophys Tech 2	12	39.9775	41.1768	41.1768	41.1768	42.4121	42.4121	43.6845
1233	Cardiac Catheterization Tech	1	24.1893	24.9149	24.9149	24.9149	25.6623	25.6623	26.4322
1233	Cardiac Catheterization Tech	2	25.1568	25.9115	25.9115	25.9115	26.6888	26.6888	27.4895
1233	Cardiac Catheterization Tech	3	26.1631	26.9479	26.9479	26.9479	27.7563	27.7563	28.5890
1233	Cardiac Catheterization Tech	4	27.2096	28.0258	28.0258	28.0258	28.8666	28.8666	29.7326
1233	Cardiac Catheterization Tech	5	28.2979	29.1468	29.1468	29.1468	30.0212	30.0212	30.9218
1233	Cardiac Catheterization Tech	6	29.4299	30.3127	30.3127	30.3127	31.2221	31.2221	32.1587
1233	Cardiac Catheterization Tech	7	30.6071	31.5253	31.5253	31.5253	32.4711	32.4711	33.4452
1233	Cardiac Catheterization Tech	8	31.8314	32.7863	32.7863	32.7863	33.7699	33.7699	34.7830
1233	Cardiac Catheterization Tech	9	33.1047	34.0978	34.0978	34.0978	35.1207	35.1207	36.1744
1233	Cardiac Catheterization Tech	10	34.4288	35.4016	35.4016	35.4016	36.5254	36.5254	37.6212
1233	Cardiac Catheterization Tech	11	35.8059	36.8000	36.8000	36.8000	37.9864	37.9864	39.1260
1233	Cardiac Catheterization Tech	12	37.2382	38.3553	38.3553	38.3553	39.5060	39.5060	40.6911
1965	Cardiology Technician 1	1	12.6269	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1965	Cardiology Technician 1	2	13.1624	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1965	Cardiology Technician 1	3	13.6824	15.0056	15.0056	15.0056	15.4558	15.4558	15.9194
1965	Cardiology Technician 1	4	14.2236	15.6251	15.6251	15.6251	16.0939	16.0939	16.5767
1965	Cardiology Technician 1	5	14.7638	16.1998	16.1998	16.1998	16.6858	16.6858	17.1864
1965	Cardiology Technician 1	6	15.3057	16.7296	16.7296	16.7296	17.2315	17.2315	17.7484
1965	Cardiology Technician 1	7	15.9376	17.4818	17.4818	17.4818	18.0063	18.0063	18.5464
1965	Cardiology Technician 1	8	16.5237	18.1889	18.1889	18.1889	18.7346	18.7346	19.2966
1965	Cardiology Technician 1	9	17.0644	18.9557	18.9557	18.9557	19.4636	19.4636	20.0408
1965	Cardiology Technician 1	10	17.6314	19.6515	19.6515	19.6515	20.2410	20.2410	20.8483
1965	Cardiology Technician 1	11	18.2526	20.4375	20.4375	20.4375	21.0506	21.0506	21.6821
1965	Cardiology Technician 1	12	18.9276	21.2550	21.2550	21.2550	21.8927	21.8927	22.5494
1471	Carpenter	1	18.3959		18.9477	18.9477	19.5161	19.5161	20.1016
1471	Carpenter	2	19.2223	19.7989	19.7989	19.7989	20.3929	20.3929	21.0047
1471	Carpenter	3	20.0868	20.6894	20.6894	20.6894	21.3101	21.3101	21.9494
1471	Carpenter	4	20.9929	21.6226	21.6226	21.6226	22.2713	22.2713	22.9394
1471	Carpenter	5	22.0364	22.6974	22.6974	22.6974	23.3783	23.3783	24.0797
1471	Carpenter	6	23.0072	23.6974	23.6974	23.6974	24.4083	24.4083	25.1406
1471	Carpenter	7	24.1285	24.8523	24.8523	24.8523	25.5979	25.5979	26.3658
1471	Carpenter	8	25.2853	26.0541	26.0541	26.0541	26.8357	26.8357	27.6498
1471	Carpenter	9	26.5080	27.3032	27.3032	27.3032	28.1223	28.1223	28.9660
1039	Cashier 1	1	12.8418	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1039	Cashier 1	2	13.3420	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1039	Cashier 1	3	13.8623	15.2266	15.2266	15.2266	15.6834	15.6834	16.1539
1039	Cashier 1	4	14.4038	15.8022	15.8022	15.8022	16.2763	16.2763	16.7646
1039	Cashier 1	5	14.9894	16.4641	16.4641	16.4641	16.9580	16.9580	17.4668
1039	Cashier 1	6	15.5311	17.0843	17.0843	17.0843	17.5968	17.5968	18.1247
1039	Cashier 1	7	16.1182	17.7025	17.7025	17.7025	18.2336	18.2336	18.7806
1039	Cashier 1	8	16.7933	18.4101	18.4101	18.4101	18.9624	18.9624	19.5313
1039	Cashier 1	9	17.4259	19.1173	19.1173	19.1173	19.6908	19.6908	20.2815
1039	Cashier 1	10	18.0556	19.8019	19.8019	19.8019	20.4784	20.4784	21.0827
1039	Cashier 1	11	18.7783	20.6772	20.6772	20.6772	21.2975	21.2975	21.9364
1039	Cashier 1	12	19.4996	21.5043	21.5043	21.5043	22.1494	22.1494	22.8139
1410	Central Service Assistant	1	0.0000	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1410	Central Service Assistant	2	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1410	Central Service Assistant	3	11.6983	15.2266	15.2266	15.2266	15.6834	15.6834	16.1539
1410	Central Service Assistant	4	12.1038	15.8022	15.8022	15.8022	16.2763	16.2763	16.7646
1410	Central Service Assistant	5	12.5095	16.4342	16.4342	16.4342	16.9272	16.9272	17.4350
1410	Central Service Assistant	6	12.9601	17.0916	17.0916	17.0916	17.6043	17.6043	18.1325
1410	Central Service Assistant	7	13.4564	17.7753	17.7753	17.7753	18.3086	18.3086	18.8578
1410	Central Service Assistant	8	13.8623	18.4863	18.4863	18.4863	19.0409	19.0409	19.6121
1410	Central Service Assistant	9	14.4038	19.2257	19.2257	19.2257	19.8025	19.8025	20.3965
1410	Central Service Assistant	10	14.9894	19.9948	19.9948	19.9948	20.5946	20.5946	21.2125
1410	Central Service Assistant	11	15.5311	20.7946	20.7946	20.7946	21.4184	21.4184	22.0755
1410	Central Service Assistant	12	16.1182	21.6264	21.6264	21.6264	22.2752	22.2752	22.9434
1411	Central Service Technician	1	12.8317	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1411	Central Service Technician	2	13.2931	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1411	Central Service Technician	3	13.7718	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1411	Central Service Technician	4	14.2682	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1411	Central Service Technician	5	14.8550	15.1387	15.1387	15.1387	15.5929	15.5929	16.0606
1411	Central Service Technician	6	15.4414	15.6691	15.6691	15.6691	16.1392	16.1392	16.6233
1411	Central Service Technician	7	15.9824	16.3325	16.3325	16.3325	16.8225	16.8225	17.3271
1411	Central Service Technician	8	16.6591	16.9062	16.9062	16.9062	17.4134	17.4134	17.9358
1411	Central Service Technician	9	17.2443	17.5693	17.5693	17.5693	18.0964	18.0964	18.6393
1411	Central Service Technician	10	17.9206	18.2769	18.2769	18.2769	18.8252	18.8252	19.3900
1411	Central Service Technician	11	18.6424	18.9403	18.9403	18.9403	19.5085	19.5085	20.0938
1411	Central Service Technician	12	19.3191	20.2888	20.2888	20.2888	20.8975	20.8975	21.5244
3314	Central Service Technician 2	1	15.4414	18.2769	18.2769	18.2769	18.8252	18.8252	19.3900
3314	Central Service Technician 2	2	15.9824	18.9403	18.9403	18.9403	19.5085	19.5085	20.0938
3314	Central Service Technician 2	3	16.6591	19.7362	19.7362	19.7362	20.3283	20.3283	20.9381
3314	Central Service Technician 2	4	17.2443	20.6206	20.6206	20.6206	21.2392	21.2392	21.8764
3314	Central Service Technician 2	5	17.9206	21.4866	21.4866	21.4866	22.1312	22.1312	22.7951
3314	Central Service Technician 2	6	18.6424	22.3890	22.3890	22.3890	23.0607	23.0607	23.7525
3314	Central Service Technician 2	7	19.3191	23.3293	23.3293	23.3293	24.0292	24.0292	24.7621
3314	Central Service Technician 2	8	20.1309	24.2624	24.2624	24.2624	24.9903	24.9903	25.7400
3314	Central Service Technician 2	9	21.0330	25.2329	25.2329	25.2329	25.9899	25.9899	26.7696
3314	Central Service Technician 2	10	21.9163	26.2422	26.2422	26.2422	27.0295	27.0295	27.8403
3314	Central Service Technician 2	11	22.8367	27.2919	27.2919	27.2919	28.1107	28.1107	28.9540
3314	Central Service Technician 2	12	23.7958	28.3836	28.3836	28.3836	29.2351	29.2351	30.1122
2667	Certified OT Assistant	1	20.7123		21.3337	21.3337	21.9736	21.9736	22.6328
2667	Certified OT Assistant	2	21.6822	22.3327	22.3327	22.3327	23.0026	23.0026	23.6927
2667	Certified OT Assistant	3	22.7232	23.4050	23.4050	23.4050	24.1069	24.1069	24.8302
2667	Certified OT Assistant	4	23.7707	24.4839	24.4839	24.4839	25.2183	25.2183	25.9749

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
2667	Certified OT Assistant	5	24,954.6		25,703.2	25,703.2	26,474.3	26,474.3	27,268.5
2667	Certified OT Assistant	6	26,230.9		27,017.9	27,017.8	27,833.3	27,833.3	28,632.3
2667	Certified OT Assistant	7	27,505.3		28,305.2	28,304.2	29,180.3	29,180.3	30,057.5
2667	Certified OT Assistant	8	28,781.1		29,644.6	29,644.5	30,538.3	30,538.3	31,449.9
2667	Certified OT Assistant	9	30,192.6		31,098.4	31,098.3	32,031.2	32,031.2	32,992.2
2667	Certified OT Assistant	10	31,740.9		32,693.2	32,693.1	33,679.9	33,679.9	34,681.1
2667	Certified OT Assistant	11	33,195.7		34,193.5	34,193.4	35,219.2	35,219.2	36,275.8
2667	Certified OT Assistant	12	34,837.0		35,882.2	35,882.1	36,958.6	36,958.6	38,067.3
1146	Certified Nursing Assistant	1	12,015.4	16,858.4		16,858.4	17,364.2	17,364.2	17,851.1
1146	Certified Nursing Assistant	2	12,435.3	17,527.7		17,527.7	18,058.7	18,058.7	18,600.4
1146	Certified Nursing Assistant	3	12,870.6	18,240.7		18,240.7	18,781.0	18,781.0	19,344.5
1146	Certified Nursing Assistant	4	13,321.3	18,964.4		18,964.4	19,512.3	19,512.3	20,116.3
1146	Certified Nursing Assistant	5	13,770.0	19,584.2		19,584.2	20,169.9	20,169.9	20,750.1
1146	Certified Nursing Assistant	6	14,268.2	20,169.8		20,169.8	20,774.9	20,774.9	21,371.5
1146	Certified Nursing Assistant	7	14,855.0	20,774.9		20,774.9	21,398.1	21,398.1	22,040.1
1146	Certified Nursing Assistant	8	15,441.4	21,398.2		21,398.2	22,040.1	22,040.1	22,714.1
1146	Certified Nursing Assistant	9	15,982.4	22,040.1		22,040.1	22,701.3	22,701.3	23,382.3
2683	Charge Master	1	17,244.3		17,761.6	17,761.6	18,294.4	18,294.4	18,843.3
2683	Charge Master	2	17,966.2		18,505.1	18,505.1	19,060.3	19,060.3	19,631.1
2683	Charge Master	3	18,687.9		19,248.5	19,248.5	19,826.0	19,826.0	20,420.7
2683	Charge Master	4	19,455.2	20,038.8		20,038.8	20,640.0	20,640.0	21,259.2
2683	Charge Master	5	20,265.9	20,878.3		20,878.3	21,500.0	21,500.0	22,145.0
2683	Charge Master	6	21,120.6	21,757.2		21,757.2	22,409.9	22,409.9	23,082.2
2683	Charge Master	7	21,980.4	22,638.8		22,638.8	23,319.0	23,319.0	24,026.8
2683	Charge Master	8	22,894.4	23,586.3		23,586.3	24,293.9	24,293.9	25,127.6
2683	Charge Master	9	23,874.7	24,590.9		24,590.9	25,328.6	25,328.6	26,088.5
2683	Charge Master	10	24,898.4	25,645.3		25,645.3	26,414.7	26,414.7	27,201.1
2683	Charge Master	11	25,894.4	26,671.2		26,671.2	27,413.3	27,413.3	28,295.5
2683	Charge Master	12	26,930.1	27,738.0		27,738.0	28,570.1	28,570.1	29,472.7
1143	Childcare Worker	1	11,689.9	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1143	Childcare Worker	2	12,157.4	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1143	Childcare Worker	3	12,663.4	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1143	Childcare Worker	4	13,080.0	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1143	Childcare Worker	5	13,532.6	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1143	Childcare Worker	6	14,042.0	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1143	Childcare Worker	7	14,640.1	15,079.3	15,079.3	15,531.7	15,531.7	15,531.7	16,099.6
1143	Childcare Worker	8	15,191.3	15,647.0	15,647.0	16,116.4	16,116.4	16,116.4	16,599.9
1143	Childcare Worker	9	15,829.3	16,304.1	16,304.1	16,793.2	16,793.2	16,793.2	17,290.7
1143	Childcare Worker	10	16,494.2	16,989.0	16,989.0	17,498.7	17,498.7	17,498.7	18,023.6
1143	Childcare Worker	11	17,186.8	17,702.4	17,702.4	18,233.5	18,233.5	18,233.5	18,780.5
1143	Childcare Worker	12	17,908.8	18,446.0	18,446.0	18,994.9	18,994.9	18,994.9	19,569.4
2147	Clerk 2	1	12,464.7	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
2147	Clerk 2	2	12,885.4	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
2147	Clerk 2	3	13,321.3	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
2147	Clerk 2	4	13,771.8	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
2147	Clerk 2	5	14,358.6	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
2147	Clerk 2	6	14,899.2	15,138.7	15,138.7	15,592.9	15,592.9	15,592.9	16,060.6
2147	Clerk 2	7	15,441.4	15,756.9	15,756.9	16,229.6	16,229.6	16,229.6	16,716.5
2147	Clerk 2	8	16,072.0	16,332.5	16,332.5	16,822.5	16,822.5	16,822.5	17,321.1
2147	Clerk 2	9	16,659.1	16,962.2	16,962.2	17,413.4	17,413.4	17,413.4	17,938.8
2147	Clerk 2	10	17,244.3	17,614.4	17,614.4	18,142.8	18,142.8	18,142.8	18,681.1
2147	Clerk 2	11	17,966.6	18,321.5	18,321.5	18,871.1	18,871.1	18,871.1	19,437.3
2147	Clerk 2	12	18,687.9	19,626.0	19,626.0	20,214.8	20,214.8	20,214.8	20,812.1
1011	Clerk Typist 1	1	11,002.4	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	2	11,907.0	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	3	11,608.0	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	4	11,932.3	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	5	12,419.9	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	6	12,826.3	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	7	13,321.3	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	8	13,770.0	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	9	14,358.6	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	10	14,899.2	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1011	Clerk Typist 1	11	15,441.4	15,138.7	15,138.7	15,592.9	15,592.9	15,592.9	16,060.6
1011	Clerk Typist 1	12	16,072.0	15,756.9	15,756.9	16,229.6	16,229.6	16,229.6	16,716.5
1012	Clerk Typist 2	1	13,392.0	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1012	Clerk Typist 2	2	13,839.0	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1012	Clerk Typist 2	3	14,358.6	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1012	Clerk Typist 2	4	14,899.3	15,138.7	15,138.7	15,592.9	15,592.9	15,592.9	16,060.6
1012	Clerk Typist 2	5	15,441.4	15,756.9	15,756.9	16,229.6	16,229.6	16,229.6	16,716.5
1012	Clerk Typist 2	6	16,072.0	16,332.5	16,332.5	16,822.5	16,822.5	16,822.5	17,321.1
1012	Clerk Typist 2	7	16,659.1	16,962.2	16,962.2	17,413.4	17,413.4	17,413.4	17,938.8
1012	Clerk Typist 2	8	17,244.3	17,614.4	17,614.4	18,142.8	18,142.8	18,142.8	18,681.1
1012	Clerk Typist 2	9	17,966.6	18,321.5	18,321.5	18,871.1	18,871.1	18,871.1	19,437.3
1012	Clerk Typist 2	10	18,687.9	19,073.7	19,073.7	19,645.9	19,645.9	20,233.5	
1012	Clerk Typist 2	11	19,455.1	19,868.8	19,868.8	20,464.9	20,464.9	21,078.8	
1012	Clerk Typist 2	12	20,265.1	21,285.5	21,285.5	21,920.0	21,920.0	22,579.7	
2479	Clinical Resource Mgmt Sec	1	15,040.0	15,301.2	15,301.2	15,760.9	15,760.9	16,230.0	
2479	Clinical Resource Mgmt Sec	2	15,607.2	15,877.1	15,877.1	16,352.4	16,352.4	16,840.0	
2479	Clinical Resource Mgmt Sec	3	16,194.6	16,476.7	16,476.7	16,971.0	16,971.0	17,480.1	
2479	Clinical Resource Mgmt Sec	4	16,806.2	17,167.8	17,167.8	17,682.8	17,682.8	18,213.3	
2479	Clinical Resource Mgmt Sec	5	17,511.1	17,858.1	17,858.1	18,398.8	18,398.8	18,945.7	
2479	Clinical Resource Mgmt Sec	6	18,215.2	18,546.4	18,546.4	19,152.4	19,152.4	19,720.0	
2479	Clinical Resource Mgmt Sec	7	18,966.4	19,469.7	19,469.7	20,058.8	20,058.8	20,654.4	
2479	Clinical Resource Mgmt Sec	8	18,950.9	20,251.4	20,251.4	20,858.9	20,858.9	21,484.7	
2479	Clinical Resource Mgmt Sec	9	20,656.4	21,127.2	21,127.2	21,761.0	21,761.0	22,418.8	
2479	Clinical Resource Mgmt Sec	10	21,549.7	22,005.6	22,005.6	22,665.8	22,665.8	23,345.7	

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
2479	Clinical Resource Mgmt Sec	11	22,4457	23,0490		23,0490	23,7405	23,7405	24,4527
2479	Clinical Resource Mgmt Sec	12	23,5099	24,6901		24,6901	25,4308	25,4308	26,1927
2399	Collection Financial Analyst CBO	1	15,4932		15,9579	15,9579	16,4366	16,4366	16,9297
2399	Collection Financial Analyst CBO	2	15,9994		16,4793	16,4793	16,9737	16,9737	17,4829
2399	Collection Financial Analyst CBO	3	16,5235		17,0192	17,0192	17,5298	17,5298	18,0557
2399	Collection Financial Analyst CBO	4	17,0643		17,5762	17,5762	18,1035	18,1035	18,6466
2399	Collection Financial Analyst CBO	5	17,8314		18,3663	18,3663	18,9173	18,9173	19,4848
2399	Collection Financial Analyst CBO	6	18,5526		19,1091	19,1091	19,6824	19,6824	20,2728
2399	Collection Financial Analyst CBO	7	19,2736		19,8518	19,8518	20,4474	20,4474	21,0608
2399	Collection Financial Analyst CBO	8	20,0863		20,6888	20,6888	21,3095	21,3095	21,9487
2399	Collection Financial Analyst CBO	9	20,8974		21,5243	21,5243	22,1700	22,1700	22,8351
2399	Collection Financial Analyst CBO	10	21,7987		22,4526	22,4526	23,1263	23,1263	23,8200
2399	Collection Financial Analyst CBO	11	22,7141		23,3955	23,3955	24,0974	24,0974	24,8203
2399	Collection Financial Analyst CBO	12	23,6893		24,3999	24,3999	25,1319	25,1319	25,8859
2409	Collection Financial Spec CBO	1	15,9369		16,4150	16,4150	16,9075	16,9075	17,4147
2409	Collection Financial Spec CBO	2	16,5235		17,0192	17,0192	17,5298	17,5298	18,0557
2409	Collection Financial Spec CBO	3	17,0641		17,5760	17,5760	18,1033	18,1033	18,6464
2409	Collection Financial Spec CBO	4	17,8316		18,3665	18,3665	18,9175	18,9175	19,4850
2409	Collection Financial Spec CBO	5	18,5527		19,1092	19,1092	19,6825	19,6825	20,2730
2409	Collection Financial Spec CBO	6	19,2737		19,8513	19,8513	20,4468	20,4468	21,0602
2409	Collection Financial Spec CBO	7	20,0864		20,6889	20,6889	21,3096	21,3096	21,9489
2409	Collection Financial Spec CBO	8	20,8979		21,5248	21,5248	22,1705	22,1705	22,8357
2409	Collection Financial Spec CBO	9	21,7990		22,4529	22,4529	23,1265	23,1265	23,8203
2409	Collection Financial Spec CBO	10	22,7136		23,3950	23,3950	24,0969	24,0969	24,8198
2409	Collection Financial Spec CBO	11	23,6891		24,3997	24,3997	25,1317	25,1317	25,8856
2409	Collection Financial Spec CBO	12	24,7117		25,4530	25,4530	26,2166	26,2166	27,0031
1774	Comm Command Center Svc Rep	1	16,1839		16,6694	16,6694	17,1695	17,1695	17,6846
1774	Comm Command Center Svc Rep	2	16,9687		17,4777	17,4777	18,0020	18,0020	18,5421
1774	Comm Command Center Svc Rep	3	17,7576		18,2903	18,2903	18,8390	18,8390	19,4042
1774	Comm Command Center Svc Rep	4	18,5835		19,1410	19,1410	19,7152	19,7152	20,3067
1774	Comm Command Center Svc Rep	5	19,4476		20,0310	20,0310	20,6319	20,6319	21,2509
1774	Comm Command Center Svc Rep	6	20,3914		21,0031	21,0031	21,6332	21,6332	22,2822
1774	Comm Command Center Svc Rep	7	21,4436		22,0869	22,0869	22,7495	22,7495	23,4520
1774	Comm Command Center Svc Rep	8	22,4983		23,0805	23,0805	23,7729	23,7729	24,4951
1774	Comm Command Center Svc Rep	9	23,4169		24,1194	24,1194	24,8430	24,8430	25,5882
1774	Comm Command Center Svc Rep	10	24,4707		25,2048	25,2048	25,9609	25,9609	26,7398
1774	Comm Command Center Svc Rep	11	25,5597		26,3264	26,3264	27,1162	27,1162	27,9297
1774	Comm Command Center Svc Rep	12	26,7099		27,5111	27,5111	28,3364	28,3364	29,1865
1491	Communication Services Rep	1	17,3799		17,9012	17,9012	18,4382	18,4382	18,9914
1491	Communication Services Rep	2	18,3016		18,8506	18,8506	19,4161	19,4161	19,9986
1491	Communication Services Rep	3	19,0851		19,6576	19,6576	20,2473	20,2473	20,8547
1491	Communication Services Rep	4	20,0070		20,6072	20,6072	21,2254	21,2254	21,8622
1491	Communication Services Rep	5	20,9760		21,6052	21,6052	22,2534	22,2534	22,9210
1491	Communication Services Rep	6	21,9442		22,6025	22,6025	23,2806	23,2806	23,9790
1491	Communication Services Rep	7	23,0240		23,6944	23,6944	24,4049	24,4049	25,1371
1491	Communication Services Rep	8	24,0640		24,7859	24,7859	25,5295	25,5295	26,2954
1491	Communication Services Rep	9	25,2627		26,0205	26,0205	26,8011	26,8011	27,6051
1491	Communication Services Rep	10	26,5529		27,3494	27,3494	28,1699	28,1699	29,0150
1491	Communication Services Rep	11	27,8444		28,6797	28,6797	29,5401	29,5401	30,4263
1491	Communication Services Rep	12	29,1356		30,0096	30,0096	30,9099	30,9099	31,8372
1125	Computer Specialist	1	24,0640		24,7859	24,7859	25,5295	25,5295	26,2954
1125	Computer Specialist	2	25,2627		26,0205	26,0205	26,8011	26,8011	27,6051
1125	Computer Specialist	3	26,5532		27,3497	27,3497	28,1702	28,1702	29,0153
1125	Computer Specialist	4	27,8438		28,6791	28,6791	29,5395	29,5395	30,4257
1125	Computer Specialist	5	29,1354		30,0094	30,0094	30,9097	30,9097	31,8370
1125	Computer Specialist	6	30,5639		31,4808	31,4808	32,4252	32,4252	33,3980
1125	Computer Specialist	7	32,1315		33,0954	33,0954	34,0883	34,0883	35,1109
1125	Computer Specialist	8	33,6076		34,6158	34,6158	35,6543	35,6543	36,7239
1125	Computer Specialist	9	35,2659		36,3238	36,3238	37,4135	37,4135	38,5359
1125	Computer Specialist	10	37,0185		38,1290	38,1290	39,2729	39,2729	40,4511
1125	Computer Specialist	11	38,8156		39,9800	39,9800	41,1794	41,1794	42,4148
1125	Computer Specialist	12	40,7054		41,9265	41,9265	43,1843	43,1843	44,4798
1124	Computer Technician 2	1	21,9539		22,6125	22,6125	23,2909	23,2909	23,9896
1124	Computer Technician 2	2	23,0040		23,6941	23,6941	24,4049	24,4049	25,1371
1124	Computer Technician 2	3	24,0640		24,7859	24,7859	25,5295	25,5295	26,2954
1124	Computer Technician 2	4	25,2627		26,0205	26,0205	26,8011	26,8011	27,6051
1124	Computer Technician 2	5	26,5532		27,3497	27,3497	28,1702	28,1702	29,0153
1124	Computer Technician 2	6	27,8438		28,6791	28,6791	29,5395	29,5395	30,4257
1124	Computer Technician 2	7	29,1354		30,0094	30,0094	30,9097	30,9097	31,8370
1124	Computer Technician 2	8	30,5639		31,4808	31,4808	32,4252	32,4252	33,3980
1124	Computer Technician 2	9	32,1315		33,0954	33,0954	34,0883	34,0883	35,1109
1124	Computer Technician 2	10	33,6076		34,6158	34,6158	35,6543	35,6543	36,7239
1124	Computer Technician 2	11	35,2659		36,3238	36,3238	37,4135	37,4135	38,5359
1124	Computer Technician 2	12	37,0185		38,1290	38,1290	39,2729	39,2729	40,4511
1429	Cook 1	1	11,9619	0,0001	0,0001	0,0001	0,0001	0,0001	0,0001
1429	Cook 1	2	12,3417	0,0001	0,0001	0,0001	0,0001	0,0001	0,0001
1429	Cook 1	3	12,7349	0,0001	0,0001	0,0001	0,0001	0,0001	0,0001
1429	Cook 1	4	13,1406	0,0001	0,0001	0,0001	0,0001	0,0001	0,0001
1429	Cook 1	5	13,6222	0,0001	0,0001	0,0001	0,0001	0,0001	0,0001
1429	Cook 1	6	14,1238	15,0055	15,0055	15,0055	15,4557	15,4557	15,9193
1429	Cook 1	7	14,7636	15,6245	15,6245	15,6245	16,0932	16,0932	16,5760
1429	Cook 1	8	15,3056	16,1996	16,1996	16,1996	16,6856	16,6856	17,1862
1429	Cook 1	9	15,9369	16,7296	16,7296	16,7296	17,2315	17,2315	17,7484
1429	Cook 1	10	16,5235	17,4818	17,4818	17,4818	18,0063	18,0063	18,5464
1429	Cook 1	11	17,0641	18,1810	18,1810	18,1810	18,7264	18,7264	19,2882
1429	Cook 1	12	17,8314	18,9083	18,9083	18,9083	19,4755	19,4755	20,0598
1430	Cook 2	1	13,2065	15,0055	15,0055	15,0055	15,4557	15,4557	15,9193

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1430	Coak 2	2	13.7051	15.0251		15.0251	16.0939	16.0939	16.5767
1430	Coak 2	3	14.2239	16.1998		16.1998	16.6858	16.6858	17.1864
1430	Coak 2	4	14.7638	16.7296		16.7296	17.2315	17.2315	17.7484
1430	Coak 2	5	15.3056	17.4818		17.4818	18.0063	18.0063	18.5464
1430	Coak 2	6	15.9376	18.1890		18.1890	18.7347	18.7347	19.2967
1430	Coak 2	7	16.5237	18.953		18.953	19.4622	19.4622	20.0460
1430	Coak 2	8	17.0641	19.6926		19.6926	20.2834	20.2834	20.8919
1430	Coak 2	9	17.8314	20.4803		20.4803	21.0947	21.0947	21.7276
1430	Coak 2	10	18.5527	21.2995		21.2995	21.9385	21.9385	22.5966
1430	Coak 2	11	19.2732	22.1514		22.1514	22.8159	22.8159	23.5004
1430	Coak 2	12	20.0864	23.0375		23.0375	23.7286	23.7286	24.4405
1431	Coak 3	1	14.0757	15.5115		15.5115	15.9768	15.9768	16.4562
1431	Coak 3	2	14.6580	16.1695		16.1695	16.6546	16.6546	17.1542
1431	Coak 3	3	15.2404	16.8264		16.8264	17.3312	17.3312	17.8511
1431	Coak 3	4	15.8217	17.4857		17.4857	18.0103	18.0103	18.5506
1431	Coak 3	5	16.4928	18.2751		18.2751	18.8234	18.8234	19.3881
1431	Coak 3	6	17.1629	19.0648		19.0648	19.6367	19.6367	20.2258
1431	Coak 3	7	17.8354	19.8557		19.8557	20.4514	20.4514	21.0649
1431	Coak 3	8	18.6406	20.6896		20.6896	21.3103	21.3103	21.9496
1431	Coak 3	9	19.4460	21.5659		21.5659	22.2129	22.2129	22.8793
1431	Coak 3	10	20.2528	22.4285		22.4285	23.1014	23.1014	23.7944
1431	Coak 3	11	21.1033	23.2526		23.2526	24.0254	24.0254	24.7461
1431	Coak 3	12	21.9973	24.2587		24.2587	24.9865	24.9865	25.7261
1943	CT Scan MRI Technologist	1	28.0166	28.8570		28.8570	29.7227	29.7227	30.6144
1943	CT Scan MRI Technologist	2	29.3895	30.2711		30.2711	31.1792	31.1792	32.1146
1943	CT Scan MRI Technologist	3	30.8131	31.7374		31.7374	32.6895	32.6895	33.6702
1943	CT Scan MRI Technologist	4	32.2874	33.2560		33.2560	34.2537	34.2537	35.2813
1943	CT Scan MRI Technologist	5	33.8635	34.8794		34.8794	35.9258	35.9258	37.0036
1943	CT Scan MRI Technologist	6	35.4910	36.5557		36.5557	37.6524	37.6524	38.7819
1943	CT Scan MRI Technologist	7	37.2199	38.3364		38.3364	39.4865	39.4865	40.6711
1943	CT Scan MRI Technologist	8	38.9475	40.1159		40.1159	41.3194	41.3194	42.5590
1943	CT Scan MRI Technologist	9	40.8174	42.0419		42.0419	43.3032	43.3032	44.6023
1943	CT Scan MRI Technologist	10	42.7762	44.0594		44.0594	45.3812	45.3812	46.7426
1943	CT Scan MRI Technologist	11	44.9397	46.1745		46.1745	47.5597	47.5597	48.9865
1943	CT Scan MRI Technologist	12	46.9807	48.3901		48.3901	49.8418	49.8418	51.3271
1980	CT Scan Technologist	1	23.8549	24.5705		24.5705	25.3076	25.3076	26.0668
1980	CT Scan Technologist	2	24.9957	25.7455		25.7455	26.5179	26.5179	27.3134
1980	CT Scan Technologist	3	26.1836	26.9691		26.9691	27.7782	27.7782	28.6115
1980	CT Scan Technologist	4	27.4665	28.2904		28.2904	29.1391	29.1391	30.0133
1980	CT Scan Technologist	5	28.7973	29.6612		29.6612	30.5510	30.5510	31.4676
1980	CT Scan Technologist	6	30.1750	31.0802		31.0802	32.0126	32.0126	32.9730
1980	CT Scan Technologist	7	31.6481	32.5975		32.5975	33.5754	33.5754	34.5827
1980	CT Scan Technologist	8	33.1690	34.1640		34.1640	35.1889	35.1889	36.2446
1980	CT Scan Technologist	9	34.7846	35.8281		35.8281	36.9029	36.9029	38.0100
1980	CT Scan Technologist	10	36.3997	37.4916		37.4916	38.6163	38.6163	39.7748
1980	CT Scan Technologist	11	38.1467	39.2911		39.2911	40.4698	40.4698	41.6839
1980	CT Scan Technologist	12	39.9775	41.1768		41.1768	42.4121	42.4121	43.6845
2421	Custmr Svc Act Recon Agent	1	15.9369	16.4150		16.4150	16.9075	16.9075	17.4147
2421	Custmr Svc Act Recon Agent	2	16.5235	17.0192		17.0192	17.5298	17.5298	18.0557
2421	Custmr Svc Act Recon Agent	3	17.0641	17.5760		17.5760	18.1033	18.1033	18.6464
2421	Custmr Svc Act Recon Agent	4	17.8316	18.3665		18.3665	18.9175	18.9175	19.4850
2421	Custmr Svc Act Recon Agent	5	18.5527	19.1092		19.1092	19.6825	19.6825	20.2730
2421	Custmr Svc Act Recon Agent	6	19.2732	19.8513		19.8513	20.4468	20.4468	21.0602
2421	Custmr Svc Act Recon Agent	7	20.0864	20.6889		20.6889	21.3096	21.3096	21.9489
2421	Custmr Svc Act Recon Agent	8	20.8979	21.5248		21.5248	22.1705	22.1705	22.8357
2421	Custmr Svc Act Recon Agent	9	21.7990	22.4529		22.4529	23.1365	23.1365	23.8203
2421	Custmr Svc Act Recon Agent	10	22.7136	23.3950		23.3950	24.0969	24.0969	24.8198
2421	Custmr Svc Act Recon Agent	11	23.6891	24.3997		24.3997	25.1317	25.1317	25.8856
2421	Custmr Svc Act Recon Agent	12	24.7117	25.4530		25.4530	26.2166	26.2166	27.0031
1445	Custodial Worker 1	1	0.0000	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	2	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	3	11.0670	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	4	11.4721	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	5	11.9238	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	6	12.3291	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	7	12.7796	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	8	13.1856	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	9	13.6822	0.0001		0.0001	0.0001	0.0001	0.0001
1445	Custodial Worker 1	10	15.0000	15.0000		15.0000	15.4500	15.4500	15.9135
1446	Custodial Worker 2	1	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	2	11.5329	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	3	11.9238	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	4	12.3291	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	5	12.7796	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	6	13.1856	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	7	13.6822	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	8	14.1332	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	9	14.6746	0.0001		0.0001	0.0001	0.0001	0.0001
1446	Custodial Worker 2	10	15.0000	15.0000		15.0000	16.0680	16.0680	16.5500
1446	Custodial Worker 2	11	16.2240	16.2240		16.2240	16.7107	16.7107	17.1210
1446	Custodial Worker 2	12	16.8730	16.8730		16.8730	17.3792	17.3792	17.9006
1197	Cyrotechnologist 1	1	23.5036		24.2087	24.2087	24.9350	24.9350	25.6830
1197	Cyrotechnologist 1	2	24.5716		25.3087	25.3087	26.0680	26.0680	26.8500
1197	Cyrotechnologist 1	3	25.7801		26.5535	26.5535	27.3501	27.3501	28.1706
1197	Cyrotechnologist 1	4	26.8941		27.7009	27.7009	28.5319	28.5319	29.3879
1197	Cyrotechnologist 1	5	28.1493		28.9937	28.9937	29.8635	29.8635	30.7594
1197	Cyrotechnologist 1	6	29.4492		30.3326	30.3326	31.2426	31.2426	32.1799

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/3/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1197	Cyrotechnologist 1	7	30.7964		31.1702	31.7202	32.6718	32.6718	33.6520
1197	Cyrotechnologist 1	8	32.1901		33.1558	33.1558	34.1505	34.1505	35.1750
1197	Cyrotechnologist 1	9	33.6385		34.6476	34.6476	35.6870	35.6870	36.7576
1197	Cyrotechnologist 1	10	35.1520		36.2065	36.2065	37.2927	37.2927	38.4115
1197	Cyrotechnologist 1	11	36.7337		37.8357	37.8357	38.9708	38.9708	40.1389
1197	Cyrotechnologist 1	12	38.3867		39.5383	39.5383	40.7244	40.7244	41.9462
1198	Cyrotechnologist 2	1	25.7801		26.5535	26.5535	27.3501	27.3501	28.1706
1198	Cyrotechnologist 2	2	26.8941		27.7009	27.7009	28.5319	28.5319	29.3879
1198	Cyrotechnologist 2	3	28.1493		28.9937	28.9937	29.8635	29.8635	30.7594
1198	Cyrotechnologist 2	4	29.4492		30.3326	30.3326	31.2426	31.2426	32.1799
1198	Cyrotechnologist 2	5	30.7964		31.7202	31.7202	32.6718	32.6718	33.6520
1198	Cyrotechnologist 2	6	32.1901		33.1558	33.1558	34.1505	34.1505	35.1750
1198	Cyrotechnologist 2	7	33.7231		34.7247	34.7247	35.7767	35.7767	36.8500
1198	Cyrotechnologist 2	8	35.3483		36.4087	36.4087	37.5010	37.5010	38.6260
1198	Cyrotechnologist 2	9	37.0094		38.1196	38.1196	39.2632	39.2632	40.4411
1198	Cyrotechnologist 2	10	38.7484		39.9108	39.9108	41.1081	41.1081	42.3414
1198	Cyrotechnologist 2	11	40.5693		41.7863	41.7863	43.0399	43.0399	44.3311
1198	Cyrotechnologist 2	12	42.4759		43.7501	43.7501	45.0626	45.0626	46.4145
2391	Data Control App Spec CBO	1	14.1416	15.4924		15.4924	15.9572	15.9572	16.4359
2391	Data Control App Spec CBO	2	14.6735	16.1412		16.1412	16.6254	16.6254	17.1242
2391	Data Control App Spec CBO	3	15.2627	16.7494		16.7494	17.2519	17.2519	17.7694
2391	Data Control App Spec CBO	4	15.8022	17.3554		17.3554	17.8761	17.8761	18.4123
2391	Data Control App Spec CBO	5	16.4640	18.0492		18.0492	18.5907	18.5907	19.1487
2391	Data Control App Spec CBO	6	17.0843	18.7425		18.7425	19.3048	19.3048	19.8839
2391	Data Control App Spec CBO	7	17.7025	19.5225		19.5225	20.1082	20.1082	20.7114
2391	Data Control App Spec CBO	8	18.4101	20.3896		20.3896	21.0013	21.0013	21.6313
2391	Data Control App Spec CBO	9	19.1173	21.2137		21.2137	21.8501	21.8501	22.5056
2391	Data Control App Spec CBO	10	19.9129	22.0622		22.0622	22.7241	22.7241	23.4058
2391	Data Control App Spec CBO	11	20.7973	22.9447		22.9447	23.6330	23.6330	24.3420
2391	Data Control App Spec CBO	12	21.6379	23.8625		23.8625	24.5784	24.5784	25.3157
1105	Data Control Technician 1	1	14.4158	15.1387		15.1387	15.5929	15.5929	16.0606
1105	Data Control Technician 1	2	14.9195	15.6688		15.6688	16.1389	16.1389	16.6230
1105	Data Control Technician 1	3	15.4414	16.3325		16.3325	16.8225	16.8225	17.3217
1105	Data Control Technician 1	4	15.9824	16.9062		16.9062	17.4134	17.4134	17.9358
1105	Data Control Technician 1	5	16.6591	17.5689		17.5689	18.0964	18.0964	18.6393
1105	Data Control Technician 1	6	17.2443	18.2769		18.2769	18.8252	18.8252	19.3900
1105	Data Control Technician 1	7	17.9206	18.9403		18.9403	19.5085	19.5085	20.0938
1105	Data Control Technician 1	8	18.6424	19.7362		19.7362	20.3283	20.3283	20.9381
1105	Data Control Technician 1	9	19.3191	20.6202		20.6202	21.2388	21.2388	21.8760
1105	Data Control Technician 1	10	20.1309	21.4606		21.4606	22.1044	22.1044	22.7676
1105	Data Control Technician 1	11	21.0326	22.3190		22.3190	22.9886	22.9886	23.6782
1105	Data Control Technician 1	12	21.8898	23.2117		23.2117	23.9081	23.9081	24.6253
2400	Data Ctrl App Analyst CBO	1	15.4932		15.9579	15.9579	16.4366	16.4366	16.9297
2400	Data Ctrl App Analyst CBO	2	15.9994		16.4793	16.4793	16.9737	16.9737	17.4829
2400	Data Ctrl App Analyst CBO	3	16.5235		17.0192	17.0192	17.5208	17.5208	18.0577
2400	Data Ctrl App Analyst CBO	4	17.0643		17.5762	17.5762	18.1035	18.1035	18.6466
2400	Data Ctrl App Analyst CBO	5	17.8314		18.3663	18.3663	18.9173	18.9173	19.4848
2400	Data Ctrl App Analyst CBO	6	18.5526		19.1091	19.1091	19.6824	19.6824	20.2728
2400	Data Ctrl App Analyst CBO	7	19.2736		19.8518	19.8518	20.4474	20.4474	21.0608
2400	Data Ctrl App Analyst CBO	8	20.0863		20.6888	20.6888	21.3095	21.3095	21.9487
2400	Data Ctrl App Analyst CBO	9	20.8974		21.5243	21.5243	22.1700	22.1700	22.8351
2400	Data Ctrl App Analyst CBO	10	21.7987		22.4526	22.4526	23.1262	23.1262	23.8200
2400	Data Ctrl App Analyst CBO	11	22.7141		23.3955	23.3955	24.0974	24.0974	24.8203
2400	Data Ctrl App Analyst CBO	12	23.6893		24.3999	24.3999	25.1319	25.1319	25.8859
2577	Data Integrity Analyst EMR HIM	1	17.9328		18.4707	18.4707	19.0248	19.0248	19.5956
2577	Data Integrity Analyst EMR HIM	2	18.6380		19.1971	19.1971	19.7730	19.7730	20.3662
2577	Data Integrity Analyst EMR HIM	3	19.3887		19.9703	19.9703	20.5694	20.5694	21.1865
2577	Data Integrity Analyst EMR HIM	4	20.0935		20.6963	20.6963	21.3172	21.3172	21.9567
2577	Data Integrity Analyst EMR HIM	5	20.9391		21.5672	21.5672	22.2142	22.2142	22.8806
2577	Data Integrity Analyst EMR HIM	6	21.8782		22.5345	22.5345	23.2105	23.2105	23.9069
2577	Data Integrity Analyst EMR HIM	7	22.7851		23.4686	23.4686	24.1727	24.1727	24.8978
2577	Data Integrity Analyst EMR HIM	8	23.7525		24.4650	24.4650	25.1990	25.1990	25.9549
2577	Data Integrity Analyst EMR HIM	9	24.7688		25.5118	25.5118	26.2772	26.2772	27.0655
2577	Data Integrity Analyst EMR HIM	10	25.8332		26.6081	26.6081	27.4063	27.4063	28.2283
2577	Data Integrity Analyst EMR HIM	11	26.9490		27.8038	27.8038	28.6379	28.6379	29.4771
2577	Data Integrity Analyst EMR HIM	12	28.1545		28.9991	28.9991	29.8691	29.8691	30.7651
1300	Dental Assistant	1	11.9232	15.1387		15.1387	15.5929	15.5929	16.0606
1300	Dental Assistant	2	12.4199	15.7649		15.7649	16.2296	16.2296	16.7165
1300	Dental Assistant	3	12.8263	16.3325		16.3325	16.8225	16.8225	17.3217
1300	Dental Assistant	4	13.3213	16.9062		16.9062	17.4134	17.4134	17.9358
1300	Dental Assistant	5	13.7730	17.6140		17.6140	18.1424	18.1424	18.6867
1300	Dental Assistant	6	14.3586	18.3185		18.3185	18.8681	18.8681	19.4341
1300	Dental Assistant	7	14.8992	19.0513		19.0513	19.6228	19.6228	20.2115
1300	Dental Assistant	8	15.4414	19.8133		19.8133	20.4077	20.4077	21.0199
1300	Dental Assistant	9	16.0720	20.6058		20.6058	21.2240	21.2240	21.8607
1300	Dental Assistant	10	16.6591	21.4301		21.4301	22.0730	22.0730	22.7352
1300	Dental Assistant	11	17.2443	22.2873		22.2873	22.9559	22.9559	23.6446
1300	Dental Assistant	12	17.9662	23.1788		23.1788	23.8742	23.8742	24.5904
3039	Dialysis Technician	1	14.1056	15.5480		15.5480	16.0144	16.0144	16.4949
3039	Dialysis Technician	2	14.6676	16.2360		16.2360	16.7231	16.7231	17.2241
3039	Dialysis Technician	3	15.2519	16.9229		16.9229	17.4306	17.4306	17.9535
3039	Dialysis Technician	4	15.8589	17.6112		17.6112	18.1395	18.1395	18.6837
3039	Dialysis Technician	5	16.5607	18.4374		18.4374	18.9905	18.9905	19.5602
3039	Dialysis Technician	6	17.2613	19.2628		19.2628	19.8407	19.8407	20.4359
3039	Dialysis Technician	7	17.9634	20.0879		20.0879	20.6905	20.6905	21.3113
3039	Dialysis Technician	8	18.8061	20.9597		20.9597	21.5885	21.5885	22.2361
3039	Dialysis Technician	9	19.6480	21.8771		21.8771	22.5334	22.5334	23.2094

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
3039	Dialysis Technician	10	20.4896	22.7521		22.7521	23.4347	23.4347	24.1337
3039	Dialysis Technician	11	21.3788	23.6622		23.6622	24.3721	24.3721	25.1032
3039	Dialysis Technician	12	22.3146	24.6087		24.6087	25.3470	25.3470	26.1274
1427	Dietetic Technician	1	13.5724	15.4919		15.4919	15.9567	15.9567	16.4354
1427	Dietetic Technician	2	14.1124	16.1107		16.1107	16.5940	16.5940	17.0918
1427	Dietetic Technician	3	14.6746	16.7742		16.7742	17.2774	17.2774	17.7957
1427	Dietetic Technician	4	15.2601	17.3924		17.3924	17.9142	17.9142	18.4516
1427	Dietetic Technician	5	15.8017	18.0124		18.0124	18.5528	18.5528	19.1067
1427	Dietetic Technician	6	16.4329	18.7640		18.7640	19.3269	19.3269	19.9074
1427	Dietetic Technician	7	17.1096	19.4715		19.4715	20.0556	20.0556	20.6573
1427	Dietetic Technician	8	17.7402	20.2320		20.2320	20.8297	20.8297	21.4524
1427	Dietetic Technician	9	18.3776	21.0319		21.0319	21.6429	21.6429	22.2717
1427	Dietetic Technician	10	19.1392	21.8731		21.8731	22.5293	22.5293	23.1852
1427	Dietetic Technician	11	19.8609	22.7481		22.7481	23.4905	23.4905	24.1335
1427	Dietetic Technician	12	20.6274	23.6580		23.6580	24.3677	24.3677	25.0988
3346	Discharge Call Center Coord	1	18.6311		19.1900	19.1900	19.7657	19.7657	20.3587
3346	Discharge Call Center Coord	2	19.3764		19.9576	19.9576	20.5563	20.5563	21.1730
3346	Discharge Call Center Coord	3	20.1514		20.7559	20.7559	21.3786	21.3786	22.0199
3346	Discharge Call Center Coord	4	20.9575		21.5862	21.5862	22.2338	22.2338	22.9008
3346	Discharge Call Center Coord	5	21.7957		22.4495	22.4495	23.1230	23.1230	23.8167
3346	Discharge Call Center Coord	6	22.6576		23.3476	23.3476	24.0480	24.0480	24.7695
3346	Discharge Call Center Coord	7	23.5743		24.2815	24.2815	25.0099	25.0099	25.7620
3346	Discharge Call Center Coord	8	24.5373		25.2528	25.2528	26.0104	26.0104	26.7947
3346	Discharge Call Center Coord	9	25.4979		26.2628	26.2628	27.0507	27.0507	27.8622
3346	Discharge Call Center Coord	10	26.5179		27.3134	27.3134	28.1328	28.1328	28.9768
3346	Discharge Call Center Coord	11	27.5786		28.4059	28.4059	29.2581	29.2581	30.1358
3346	Discharge Call Center Coord	12	28.6817		29.5421	29.5421	30.4284	30.4284	31.3412
1414	Dispatcher	1	12.4647	0.0001		0.0001	0.0001	0.0001	0.0001
1414	Dispatcher	2	12.8854	0.0001		0.0001	0.0001	0.0001	0.0001
1414	Dispatcher	3	13.3213	15.1387		15.1387	15.5929	15.5929	16.0606
1414	Dispatcher	4	13.7718	15.7569		15.7569	16.2296	16.2296	16.7165
1414	Dispatcher	5	14.3586	16.3325		16.3325	16.8225	16.8225	17.3271
1414	Dispatcher	6	14.8992	16.9062		16.9062	17.4134	17.4134	17.9358
1414	Dispatcher	7	15.4414	17.5140		17.5140	18.0424	18.0424	18.5867
1414	Dispatcher	8	16.0720	18.2215		18.2215	18.7711	18.7711	19.4273
1414	Dispatcher	9	16.6591	19.0543		19.0543	19.6259	19.6259	20.2147
1414	Dispatcher	10	17.2443	19.8165		19.8165	20.4110	20.4110	21.0233
1414	Dispatcher	11	17.9662	20.6091		20.6091	21.2274	21.2274	21.8642
1414	Dispatcher	12	18.6879	21.4335		21.4335	22.0765	22.0765	22.7388
1219	Dosimetrist	1	29.1356		30.0096	30.0096	30.9099	30.9099	31.8372
1219	Dosimetrist	2	30.5638		31.4807	31.4807	32.4251	32.4251	33.3979
1219	Dosimetrist	3	32.1318		33.0957	33.0957	34.0886	34.0886	35.1112
1219	Dosimetrist	4	33.6066		34.6147	34.6147	35.6531	35.6531	36.7227
1219	Dosimetrist	5	35.2666		36.3245	36.3245	37.4142	37.4142	38.5367
1219	Dosimetrist	6	37.0181		38.1386	38.1386	39.2725	39.2725	40.4506
1219	Dosimetrist	7	38.8155		39.9799	39.9799	41.1793	41.1793	42.4147
1219	Dosimetrist	8	40.7054		41.9265	41.9265	43.1843	43.1843	44.4788
1219	Dosimetrist	9	42.6881		43.9687	43.9687	45.2878	45.2878	46.6464
1219	Dosimetrist	10	44.6703		46.0104	46.0104	47.3907	47.3907	48.8124
1219	Dosimetrist	11	46.7448		48.1471	48.1471	49.5915	49.5915	51.0793
1219	Dosimetrist	12	48.9116		50.3789	50.3789	51.8903	51.8903	53.4470
1403	Driver Attendant	1	12.1230	0.0001		0.0001	0.0001	0.0001	0.0001
1403	Driver Attendant	2	12.6211	0.0001		0.0001	0.0001	0.0001	0.0001
1403	Driver Attendant	3	13.1406	15.0056		15.0056	15.4558	15.4558	15.9194
1403	Driver Attendant	4	13.6824	15.6251		15.6251	16.0939	16.0939	16.5767
1403	Driver Attendant	5	14.2236	16.1998		16.1998	16.6858	16.6858	17.1864
1403	Driver Attendant	6	14.7638	16.7296		16.7296	17.2215	17.2215	17.7484
1403	Driver Attendant	7	15.3057	17.4818		17.4818	18.0063	18.0063	18.5464
1403	Driver Attendant	8	15.9376	18.1889		18.1889	18.7346	18.7346	19.2966
1403	Driver Attendant	9	16.5237	18.9164		18.9164	19.4839	19.4839	20.0684
1403	Driver Attendant	10	17.0641	19.6731		19.6731	20.2633	20.2633	20.8712
1403	Driver Attendant	11	17.8314	20.4600		20.4600	21.0738	21.0738	21.7060
1403	Driver Attendant	12	18.5526	21.2784		21.2784	21.9168	21.9168	22.5743
1007	Driver Messenger	1	12.0474	0.0001		0.0001	0.0001	0.0001	0.0001
1007	Driver Messenger	2	12.4409	0.0001		0.0001	0.0001	0.0001	0.0001
1007	Driver Messenger	3	12.8486	15.1777		15.1777	15.5712	15.5712	16.0384
1007	Driver Messenger	4	13.2703	15.6681		15.6681	16.1381	16.1381	16.6223
1007	Driver Messenger	5	13.7841	16.2096		16.2096	16.7889	16.7889	17.3029
1007	Driver Messenger	6	14.2517	16.9055		16.9055	17.4127	17.4127	17.9350
1007	Driver Messenger	7	14.8599	17.5011		17.5011	18.0261	18.0261	18.5669
1007	Driver Messenger	8	15.4200	18.2011		18.2011	18.7471	18.7471	19.3005
1007	Driver Messenger	9	15.9814	18.9291		18.9291	19.4970	19.4970	20.0819
1007	Driver Messenger	10	16.6357	19.6863		19.6863	20.2769	20.2769	20.8852
1007	Driver Messenger	11	17.2436	20.4738		20.4738	21.0880	21.0880	21.7207
1007	Driver Messenger	12	17.8511	21.2927		21.2927	21.9315	21.9315	22.5894
1034	Duplicating Equipment Operator	1	13.8752	0.0001		0.0001	0.0001	0.0001	0.0001
1034	Duplicating Equipment Operator	2	14.3776	0.0001		0.0001	0.0001	0.0001	0.0001
1034	Duplicating Equipment Operator	3	14.8993	15.1387		15.1387	15.5929	15.5929	16.0606
1034	Duplicating Equipment Operator	4	15.4414	15.7569		15.7569	16.2296	16.2296	16.7165
1034	Duplicating Equipment Operator	5	16.0720	16.3325		16.3325	16.8225	16.8225	17.3271
1034	Duplicating Equipment Operator	6	16.6591	16.9062		16.9062	17.4134	17.4134	17.9358
1034	Duplicating Equipment Operator	7	17.2443	17.6140		17.6140	18.1424	18.1424	18.6867
1034	Duplicating Equipment Operator	8	17.9662	18.3215		18.3215	18.8711	18.8711	19.4373
1034	Duplicating Equipment Operator	9	18.6879	19.0737		19.0737	19.6459	19.6459	20.2353
1034	Duplicating Equipment Operator	10	19.4551	19.8688		19.8688	20.4649	20.4649	21.0788
1034	Duplicating Equipment Operator	11	20.2661	20.7091		20.7091	21.3304	21.3304	21.9703
1034	Duplicating Equipment Operator	12	21.1232	21.5374		21.5374	22.1835	22.1835	22.8490

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/31/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1217	Echocardiographer	1	21,844.00		22,499.3	22,499.3	23,174.3	23,174.3	23,869.5
1217	Echocardiographer	2	22,853.3		23,538.8	23,538.8	24,245.0	24,245.0	24,972.3
1217	Echocardiographer	3	23,921.1		24,638.7	24,638.7	25,379.9	25,379.9	26,139.2
1217	Echocardiographer	4	25,028.2		25,832.5	25,832.5	26,610.3	26,610.3	27,408.6
1217	Echocardiographer	5	26,240.0		27,031.3	27,031.3	27,842.2	27,842.2	28,677.5
1217	Echocardiographer	6	27,498.7		28,326.3	28,326.3	29,173.3	29,173.3	30,048.5
1217	Echocardiographer	7	28,891.7		29,758.4	29,758.4	30,651.2	30,651.2	31,570.7
1217	Echocardiographer	8	30,238.4		31,145.5	31,145.5	32,079.9	32,079.9	33,042.3
1217	Echocardiographer	9	31,724.8		32,676.5	32,676.5	33,658.8	33,658.8	34,666.5
1217	Echocardiographer	10	33,304.7		34,308.8	34,308.8	35,329.9	35,329.9	36,392.9
1217	Echocardiographer	11	34,884.6		35,911.1	35,911.1	37,000.9	37,000.9	38,119.3
1217	Echocardiographer	12	36,611.7		37,699.7	37,699.7	38,830.7	38,830.7	39,995.6
1472	Electrician	1	19,608.4		20,196.6	20,196.6	20,802.5	20,802.5	21,426.6
1472	Electrician	2	20,581.3		21,198.7	21,198.7	21,834.7	21,834.7	22,489.7
1472	Electrician	3	21,604.3		22,254.4	22,254.4	22,920.0	22,920.0	23,607.6
1472	Electrician	4	22,556.1		23,237.2	23,237.2	23,929.7	23,929.7	24,647.6
1472	Electrician	5	23,794.9		24,492.7	24,492.7	25,227.5	25,227.5	25,984.3
1472	Electrician	6	25,988.3		26,767.9	26,767.9	27,570.9	27,570.9	28,398.1
1472	Electrician	7	27,178.3		27,993.6	27,993.6	28,834.4	28,834.4	29,698.4
1472	Electrician	8	28,265.4		29,133.3	29,133.3	29,986.7	29,986.7	30,866.3
1472	Electrician	9	29,396.0		30,277.8	30,277.8	31,186.1	31,186.1	32,121.7
1224	Electroencephalograph Tech	1	19,288.4		19,867.0	19,867.0	20,463.0	20,463.0	21,076.9
1224	Electroencephalograph Tech	2	20,046.6		20,647.6	20,647.6	21,270.0	21,270.0	21,950.0
1224	Electroencephalograph Tech	3	20,892.1		21,518.8	21,518.8	22,164.4	22,164.4	22,829.3
1224	Electroencephalograph Tech	4	21,738.0		22,390.1	22,390.1	23,061.8	23,061.8	23,757.7
1224	Electroencephalograph Tech	5	22,687.8		23,368.4	23,368.4	24,069.5	24,069.5	24,791.5
1224	Electroencephalograph Tech	6	23,656.6		24,366.2	24,366.2	25,097.2	25,097.2	25,850.1
1224	Electroencephalograph Tech	7	24,671.4		25,411.5	25,411.5	26,178.8	26,178.8	26,959.1
1224	Electroencephalograph Tech	8	25,735.6		26,507.6	26,507.6	27,302.8	27,302.8	28,121.9
1224	Electroencephalograph Tech	9	26,869.4		27,703.2	27,703.2	28,534.3	28,534.3	29,390.3
1224	Electroencephalograph Tech	10	28,008.2		28,848.4	28,848.4	29,713.9	29,713.9	30,605.3
1224	Electroencephalograph Tech	11	29,165.0		30,039.9	30,039.9	30,941.1	30,941.1	31,869.3
1224	Electroencephalograph Tech	12	30,369.5		31,280.5	31,280.5	32,218.9	32,218.9	33,185.5
1153	Emergency Support Technician	1	12,854.4	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1153	Emergency Support Technician	2	13,313.1	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1153	Emergency Support Technician	3	13,771.8	15,138.7	15,138.7	15,138.7	15,599.9	15,599.9	16,060.6
1153	Emergency Support Technician	4	14,358.6	15,756.9	15,756.9	15,756.9	16,229.6	16,229.6	16,716.5
1153	Emergency Support Technician	5	14,899.2	16,332.5	16,332.5	16,332.5	16,822.5	16,822.5	17,327.1
1153	Emergency Support Technician	6	15,441.4	16,962.2	16,962.2	16,962.2	17,434.3	17,434.3	17,935.8
1153	Emergency Support Technician	7	16,072.0	17,614.0	17,614.0	17,614.0	18,142.4	18,142.4	18,686.7
1153	Emergency Support Technician	8	16,659.1	18,321.5	18,321.5	18,321.5	18,871.1	18,871.1	19,437.3
1153	Emergency Support Technician	9	17,244.3	19,073.7	19,073.7	19,073.7	19,645.9	19,645.9	20,235.3
1153	Emergency Support Technician	10	17,966.2	19,866.6	19,866.6	19,866.6	20,431.7	20,431.7	21,044.6
1153	Emergency Support Technician	11	18,687.9	20,630.1	20,630.1	20,630.1	21,249.0	21,249.0	21,865.5
1153	Emergency Support Technician	12	19,455.1	21,453.3	21,453.3	21,453.3	22,099.0	22,099.0	22,761.9
1234	Endoscopy Technician	1	12,703.2	15,448.0	15,448.0	15,448.0	15,911.4	15,911.4	16,388.8
1234	Endoscopy Technician	2	12,632.8	16,012.2	16,012.2	16,012.2	16,492.6	16,492.6	16,987.3
1234	Endoscopy Technician	3	13,060.0	16,574.7	16,574.7	16,574.7	17,071.9	17,071.9	17,584.1
1234	Endoscopy Technician	4	13,501.7	17,269.1	17,269.1	17,269.1	17,787.2	17,787.2	18,320.8
1234	Endoscopy Technician	5	14,071.1	17,962.3	17,962.3	17,962.3	18,501.2	18,501.2	19,056.2
1234	Endoscopy Technician	6	14,607.0	18,680.7	18,680.7	18,680.7	19,241.1	19,241.1	19,814.8
1234	Endoscopy Technician	7	15,138.7	19,428.0	19,428.0	19,428.0	20,018.0	20,018.0	20,612.2
1234	Endoscopy Technician	8	15,756.9	20,205.1	20,205.1	20,205.1	20,813.3	20,813.3	21,435.6
1234	Endoscopy Technician	9	16,332.4	21,033.3	21,033.3	21,033.3	21,643.7	21,643.7	22,290.0
1234	Endoscopy Technician	10	16,960.1	21,858.3	21,858.3	21,858.3	22,509.4	22,509.4	23,184.7
1234	Endoscopy Technician	11	17,614.4	22,738.0	22,738.0	22,738.0	23,498.8	23,498.8	24,121.1
1234	Endoscopy Technician	12	18,321.5	23,637.1	23,637.1	23,637.1	24,366.2	24,366.2	25,076.6
2420	Enrollment Support Rep 1	1	15,493.2		15,959.9	15,959.9	16,436.6	16,436.6	16,929.7
2420	Enrollment Support Rep 1	2	15,994.9		16,479.3	16,479.3	16,973.7	16,973.7	17,482.9
2420	Enrollment Support Rep 1	3	16,523.5		17,019.2	17,019.2	17,529.8	17,529.8	18,055.7
2420	Enrollment Support Rep 1	4	17,064.3		17,576.2	17,576.2	18,103.5	18,103.5	18,646.6
2420	Enrollment Support Rep 1	5	17,831.4		18,366.3	18,366.3	18,917.3	18,917.3	19,484.8
2420	Enrollment Support Rep 1	6	18,552.6		19,109.1	19,109.1	19,682.4	19,682.4	20,272.8
2420	Enrollment Support Rep 1	7	19,273.6		19,851.8	19,851.8	20,447.4	20,447.4	21,060.8
2420	Enrollment Support Rep 1	8	20,086.3		20,688.8	20,688.8	21,309.5	21,309.5	21,948.7
2420	Enrollment Support Rep 1	9	20,897.4		21,524.3	21,524.3	22,170.0	22,170.0	22,835.1
2420	Enrollment Support Rep 1	10	21,798.7		22,457.6	22,457.6	23,126.2	23,126.2	23,820.0
2420	Enrollment Support Rep 1	11	22,714.1		23,395.5	23,395.5	24,097.4	24,097.4	24,820.3
2420	Enrollment Support Rep 1	12	23,689.3		24,399.9	24,399.9	25,131.9	25,131.9	25,895.9
1005	Environmental Clerk	1	10,310.8	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1005	Environmental Clerk	2	10,724.8	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1005	Environmental Clerk	3	11,156.8	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1005	Environmental Clerk	4	11,607.8	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1005	Environmental Clerk	5	11,923.6	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1005	Environmental Clerk	6	12,419.9	15,138.6	15,138.6	15,138.6	15,592.8	15,592.8	16,060.5
1005	Environmental Clerk	7	12,826.3	15,744.1	15,744.1	15,744.1	16,216.4	16,216.4	16,702.9
1005	Environmental Clerk	8	13,312.1	16,379.9	16,379.9	16,379.9	16,865.1	16,865.1	17,371.1
1005	Environmental Clerk	9	13,773.0	17,038.8	17,038.8	17,038.8	17,530.7	17,530.7	18,059.9
1005	Environmental Clerk	10	14,358.6	17,710.0	17,710.0	17,710.0	18,243.1	18,243.1	18,785.5
1005	Environmental Clerk	11	14,899.2	18,418.4	18,418.4	18,418.4	18,970.0	18,970.0	19,540.1
1005	Environmental Clerk	12	15,441.3	19,151.1	19,151.1	19,151.1	19,729.8	19,729.8	20,321.6
1444	Environmental Equip Operator	1	11,154.4	15,000.0	15,000.0	15,000.0	15,450.0	15,450.0	15,913.3
1444	Environmental Equip Operator	2	11,532.4	15,600.0	15,600.0	15,600.0	16,068.0	16,068.0	16,550.0
1444	Environmental Equip Operator	3	11,932.3	16,240.0	16,240.0	16,240.0	16,710.7	16,710.7	17,212.0
1444	Environmental Equip Operator	4	12,329.1	16,829.0	16,829.0	16,829.0	17,379.1	17,379.1	17,900.5
1444	Environmental Equip Operator	5	12,727.7	17,547.8	17,547.8	17,547.8	18,074.2	18,074.2	18,616.5
1444	Environmental Equip Operator	6	13,185.8	18,249.7	18,249.7	18,249.7	18,792.7	18,792.7	19,361.1

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1444	Environmental Equip Operator	7	13.6824	18.9797		18.9797	19.5491	19.5491	20.1356
1444	Environmental Equip Operator	8	14.1332	19.7389		19.7389	20.3311	20.3311	20.9410
1444	Environmental Equip Operator	9	14.6743	20.5285		20.5285	21.1444	21.1444	21.7787
1442	Environmental Worker	1	0.0000	15.0000		15.0000	15.4500	15.4500	15.9135
1442	Environmental Worker	2	0.0001	15.6000		15.6000	16.0680	16.0680	16.5500
1442	Environmental Worker	3	0.0001	16.2240		16.2240	16.7107	16.7107	17.2120
1442	Environmental Worker	4	0.0001	16.8729		16.8729	17.3791	17.3791	17.9005
1442	Environmental Worker	5	11.4723	17.5478		17.5478	18.0742	18.0742	18.6165
1442	Environmental Worker	6	11.9236	18.2497		18.2497	18.7972	18.7972	19.3611
1442	Environmental Worker	7	12.3292	18.9797		18.9797	19.5491	19.5491	20.1356
1442	Environmental Worker	8	12.7797	19.7389		19.7389	20.3311	20.3311	20.9410
1442	Environmental Worker	9	13.2858	20.5285		20.5285	21.1444	21.1444	21.7787
1442	Environmental Worker	10	13.6824	21.3496		21.3496	21.9901	21.9901	22.6498
1442	Environmental Worker	11	14.1332	22.2036		22.2036	22.8697	22.8697	23.5558
1442	Environmental Worker	12	14.6743	23.0918		23.0918	23.7846	23.7846	24.4981
2743	Finance Specialist Transplant	1	15.9369		16.4150	16.4150	16.9075	16.9075	17.4147
2743	Finance Specialist Transplant	2	16.5235		17.0192	17.0192	17.5298	17.5298	18.0557
2743	Finance Specialist Transplant	3	17.0641		17.5760	17.5760	18.1033	18.1033	18.6464
2743	Finance Specialist Transplant	4	17.8316		18.3665	18.3665	18.9175	18.9175	19.4850
2743	Finance Specialist Transplant	5	18.5527		19.1092	19.1092	19.6825	19.6825	20.2730
2743	Finance Specialist Transplant	6	19.2732		19.8513	19.8513	20.4468	20.4468	21.0602
2743	Finance Specialist Transplant	7	20.0864		20.6889	20.6889	21.3096	21.3096	21.9489
2743	Finance Specialist Transplant	8	20.8979		21.5248	21.5248	22.1706	22.1706	22.8379
2743	Finance Specialist Transplant	9	21.7990		22.4529	22.4529	23.1365	23.1365	23.8203
2743	Finance Specialist Transplant	10	22.7136		23.3950	23.3950	24.0969	24.0969	24.8198
2743	Finance Specialist Transplant	11	23.6891		24.3997	24.3997	25.1317	25.1317	25.8856
2743	Finance Specialist Transplant	12	24.7117		25.4530	25.4530	26.2166	26.2166	27.0031
2031	Food Service Worker 1	1	0.0000	0.0001		0.0001	0.0001	0.0001	0.0001
2031	Food Service Worker 1	2	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
2031	Food Service Worker 1	3	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
2031	Food Service Worker 1	4	11.4721	15.0000		15.0000	15.4500	15.4500	15.9135
2031	Food Service Worker 1	5	11.9238	15.6000		15.6000	16.0680	16.0680	16.5500
2031	Food Service Worker 1	6	12.3291	16.2240		16.2240	16.7107	16.7107	17.2120
2031	Food Service Worker 1	7	12.7796	16.8729		16.8729	17.3791	17.3791	17.9005
2031	Food Service Worker 1	8	13.2855	17.5478		17.5478	18.0742	18.0742	18.6165
2031	Food Service Worker 1	9	13.8222	18.2497		18.2497	18.7972	18.7972	19.3611
3506	GI Technician	1	18.8609		19.4267	19.4267	20.0095	20.0095	20.6098
3506	GI Technician	2	19.6154		20.2038	20.2038	20.8099	20.8099	21.4342
3506	GI Technician	3	20.4000		21.0120	21.0120	21.6424	21.6424	22.2916
3506	GI Technician	4	21.2160		21.8524	21.8524	22.5080	22.5080	23.1832
3506	GI Technician	5	22.0646		22.7265	22.7265	23.4083	23.4083	24.1105
3506	GI Technician	6	22.9472		23.6356	23.6356	24.3447	24.3447	25.0750
3506	GI Technician	7	23.8651		24.5810	24.5810	25.3384	25.3384	26.0780
3506	GI Technician	8	24.8197		25.5642	25.5642	26.3311	26.3311	27.1211
3506	GI Technician	9	25.9125		26.5868	26.5868	27.3844	27.3844	28.2059
3506	GI Technician	10	26.8450		27.6502	27.6502	28.4798	28.4798	29.3372
3506	GI Technician	11	27.9188		28.7563	28.7563	29.6190	29.6190	30.5046
3506	GI Technician	12	29.0355		29.9065	29.9065	30.8037	30.8037	31.7278
1461	Groundskeeper	1	12.9548	15.1870		15.1870	15.6426	15.6426	16.1119
1461	Groundskeeper	2	13.3930	15.7389		15.7389	16.2111	16.2111	16.6974
1461	Groundskeeper	3	13.8463	16.3841		16.3841	16.8756	16.8756	17.3819
1461	Groundskeeper	4	14.3169	16.9826		16.9826	17.4921	17.4921	18.0168
1461	Groundskeeper	5	14.9277	17.6619		17.6619	18.1918	18.1918	18.7375
1461	Groundskeeper	6	15.4907	18.3683		18.3683	18.9193	18.9193	19.4869
1461	Groundskeeper	7	16.0536	19.1031		19.1031	19.6762	19.6762	20.2665
1461	Groundskeeper	8	16.7117	19.8672		19.8672	20.4632	20.4632	21.0771
1461	Groundskeeper	9	17.3222	20.6619		20.6619	21.2818	21.2818	21.9202
1315	Health Records Analyst	1	12.6275	0.0001		0.0001	0.0001	0.0001	0.0001
1315	Health Records Analyst	2	13.2105	0.0001		0.0001	0.0001	0.0001	0.0001
1315	Health Records Analyst	3	13.7718	15.1387		15.1387	15.5929	15.5929	16.0606
1315	Health Records Analyst	4	14.3586	15.7569		15.7569	16.2296	16.2296	16.7165
1315	Health Records Analyst	5	14.8992	16.3325		16.3325	16.8225	16.8225	17.3271
1315	Health Records Analyst	6	15.4414	16.9062		16.9062	17.4134	17.4134	17.9358
1315	Health Records Analyst	7	16.0720	17.6140		17.6140	18.1424	18.1424	18.6867
1315	Health Records Analyst	8	16.6591	18.3215		18.3215	18.8711	18.8711	19.4373
1315	Health Records Analyst	9	17.2443	19.0737		19.0737	19.6459	19.6459	20.2353
1315	Health Records Analyst	10	17.9652	19.8366		19.8366	20.4317	20.4317	21.0446
1315	Health Records Analyst	11	18.6879	20.6201		20.6201	21.2490	21.2490	21.8865
1315	Health Records Analyst	12	19.4551	21.4553		21.4553	22.0990	22.0990	22.7619
1062	Health Services Associate	1	13.1720	15.1870		15.1870	15.6426	15.6426	16.1119
1062	Health Services Associate	2	13.7315	15.7389		15.7389	16.2111	16.2111	16.6974
1062	Health Services Associate	3	14.3169	16.3841		16.3841	16.8756	16.8756	17.3819
1062	Health Services Associate	4	14.9279	16.9826		16.9826	17.4921	17.4921	18.0168
1062	Health Services Associate	5	15.4907	17.5812		17.5812	18.1086	18.1086	18.6519
1062	Health Services Associate	6	16.0536	18.3192		18.3192	18.8688	18.8688	19.4348
1062	Health Services Associate	7	16.7117	19.0550		19.0550	19.6267	19.6267	20.2154
1062	Health Services Associate	8	17.3222	19.8385		19.8385	20.4337	20.4337	21.0467
1062	Health Services Associate	9	17.9328	20.6320		20.6320	21.2510	21.2510	21.8885
1062	Health Services Associate	10	18.6855	21.4572		21.4572	22.1010	22.1010	22.7640
1062	Health Services Associate	11	19.4361	22.3156		22.3156	22.9851	22.9851	23.6746
1062	Health Services Associate	12	20.2352	23.2082		23.2082	23.9044	23.9044	24.6216
1004	Health Services Clerk	1	12.4645	0.0001		0.0001	0.0001	0.0001	0.0001
1004	Health Services Clerk	2	12.8853	0.0001		0.0001	0.0001	0.0001	0.0001
1004	Health Services Clerk	3	13.3212	0.0001		0.0001	0.0001	0.0001	0.0001
1004	Health Services Clerk	4	13.7718	0.0001		0.0001	0.0001	0.0001	0.0001
1004	Health Services Clerk	5	14.3586	0.0001		0.0001	0.0001	0.0001	0.0001
1004	Health Services Clerk	6	14.8992	15.1386		15.1386	15.5928	15.5928	16.0605

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1004	Health Services Clerk	7	15.4413	15.7569		15.7569	16.2296	16.2296	16.7165
1004	Health Services Clerk	8	16.0720	16.3325		16.3325	16.8225	16.8225	17.3271
1004	Health Services Clerk	9	16.6591	16.9062		16.9062	17.4134	17.4134	17.9358
1004	Health Services Clerk	10	17.2443	17.6139		17.6139	18.1423	18.1423	18.6866
1004	Health Services Clerk	11	17.9661	18.3215		18.3215	18.8711	18.8711	19.4373
1004	Health Services Clerk	12	18.6879	19.6260		19.6260	20.2148	20.2148	20.8212
1405	Health Services Rep 1	1	13.7120	15.1870		15.1870	15.6426	15.6426	16.1149
1405	Health Services Rep 1	2	13.7315	15.7389		15.7389	16.2111	16.2111	16.6974
1405	Health Services Rep 1	3	14.3169	16.3841		16.3841	16.8756	16.8756	17.3819
1405	Health Services Rep 1	4	14.9279	16.9826		16.9826	17.4921	17.4921	18.0168
1405	Health Services Rep 1	5	15.4907	17.5812		17.5812	18.1086	18.1086	18.6519
1405	Health Services Rep 1	6	16.0536	18.1392		18.1392	18.6868	18.6868	19.2438
1405	Health Services Rep 1	7	16.7117	19.0550		19.0550	19.6267	19.6267	20.2154
1405	Health Services Rep 1	8	17.3222	19.8385		19.8385	20.4337	20.4337	21.0467
1405	Health Services Rep 1	9	17.9328	20.6320		20.6320	21.2510	21.2510	21.8885
1405	Health Services Rep 1	10	18.6855	21.4573		21.4573	22.1010	22.1010	22.7640
1405	Health Services Rep 1	11	19.4361	23.2156		23.2156	23.9851	23.9851	23.6746
1405	Health Services Rep 1	12	20.2352	23.2082		23.2082	23.9044	23.9044	24.6215
1406	Health Services Rep 2	1	14.4245	15.2267		15.2267	15.6835	15.6835	16.1540
1406	Health Services Rep 2	2	14.9670	15.8023		15.8023	16.2764	16.2764	16.7647
1406	Health Services Rep 2	3	15.5312	16.4641		16.4641	16.9580	16.9580	17.4668
1406	Health Services Rep 2	4	16.1183	17.0843		17.0843	17.5968	17.5968	18.1204
1406	Health Services Rep 2	5	16.7993	17.7025		17.7025	18.2336	18.2336	18.7847
1406	Health Services Rep 2	6	17.4259	18.4101		18.4101	18.9624	18.9624	19.5313
1406	Health Services Rep 2	7	18.0565	19.1173		19.1173	19.6908	19.6908	20.2815
1406	Health Services Rep 2	8	18.7783	19.9130		19.9130	20.5104	20.5104	21.1257
1406	Health Services Rep 2	9	19.4996	20.7974		20.7974	21.4213	21.4213	22.0640
1406	Health Services Rep 2	10	20.3112	21.6380		21.6380	22.2871	22.2871	22.9558
1406	Health Services Rep 2	11	21.1233	22.5035		22.5035	23.1786	23.1786	23.8740
1406	Health Services Rep 2	12	22.0707	23.4036		23.4036	24.1057	24.1057	24.8289
3199	Health Services Support Tech	1	14.0773	15.3608		15.3608	15.8216	15.8216	16.2963
3199	Health Services Support Tech	2	14.5881	15.9902		15.9902	16.4699	16.4699	16.9640
3199	Health Services Support Tech	3	15.1177	16.5740		16.5740	17.0712	17.0712	17.5834
3199	Health Services Support Tech	4	15.6680	16.9054		16.9054	17.4126	17.4126	17.9349
3199	Health Services Support Tech	5	16.3100	17.8774		17.8774	18.4137	18.4137	18.9661
3199	Health Services Support Tech	6	16.9054	18.5957		18.5957	19.1536	19.1536	19.7282
3199	Health Services Support Tech	7	17.2435	19.3598		19.3598	19.9406	19.9406	20.5388
3199	Health Services Support Tech	8	18.2349	20.1683		20.1683	20.7733	20.7733	21.3965
3199	Health Services Support Tech	9	18.9676	21.0229		21.0229	21.6536	21.6536	22.3032
3199	Health Services Support Tech	10	19.7469	21.8638		21.8638	22.5197	22.5197	23.1953
3199	Health Services Support Tech	11	20.5716	22.7383		22.7383	23.4204	23.4204	24.1231
3199	Health Services Support Tech	12	21.4443	23.6479		23.6479	24.3573	24.3573	25.0881
1193	Histopathology Specialist	1	26.5471		27.3435	27.3435	28.1638	28.1638	29.0087
1193	Histopathology Technologist	2	27.5027		28.3277	28.3277	29.1775	29.1775	30.0529
1193	Histopathology Technologist	3	28.4930		29.3477	29.3477	30.2281	30.2281	31.1350
1193	Histopathology Technologist	4	29.5188		30.4043	30.4043	31.3164	31.3164	32.2559
1193	Histopathology Technologist	5	30.5814		31.4988	31.4988	32.4438	32.4438	33.4171
1193	Histopathology Technologist	6	31.6823		32.6327	32.6327	33.6117	33.6117	34.6200
1193	Histopathology Technologist	7	32.8227		33.8073	33.8073	34.8215	34.8215	35.8662
1193	Histopathology Technologist	8	34.0045		35.0246	35.0246	36.0753	36.0753	37.1576
1193	Histopathology Technologist	9	35.2166		36.2730	36.2730	37.3612	37.3612	38.4820
1193	Histopathology Technologist	10	36.4668		37.5917	37.5917	38.7195	38.7195	39.8810
1193	Histopathology Technologist	11	37.8106		38.9449	38.9449	40.1132	40.1132	41.3166
1193	Histopathology Technologist	12	39.1720		40.3471	40.3471	41.5575	41.5575	42.8042
1237	Hospital Automated System Tech	1	18.4593	19.0130		19.0130	19.5834	19.5834	20.1709
1237	Hospital Automated System Tech	2	19.3634	19.9443		19.9443	20.5426	20.5426	21.1589
1237	Hospital Automated System Tech	3	20.3130	20.9223		20.9223	21.5500	21.5500	22.1965
1237	Hospital Automated System Tech	4	21.3100	21.9493		21.9493	22.6078	22.6078	23.2860
1237	Hospital Automated System Tech	5	22.2173	22.8838		22.8838	23.5703	23.5703	24.2774
1237	Hospital Automated System Tech	6	23.2419	23.9391		23.9391	24.6573	24.6573	25.3970
1237	Hospital Automated System Tech	7	24.3149	25.0443		25.0443	25.7956	25.7956	26.5695
1237	Hospital Automated System Tech	8	25.4352	26.1982		26.1982	26.9841	26.9841	27.7937
1237	Hospital Automated System Tech	9	26.6486	27.4480		27.4480	28.2714	28.2714	29.1196
1237	Hospital Automated System Tech	10	27.8620	28.6978		28.6978	29.5587	29.5587	30.4455
1237	Hospital Automated System Tech	11	29.1688	30.0438		30.0438	30.9451	30.9451	31.8735
1237	Hospital Automated System Tech	12	30.4757	31.3899		31.3899	32.3316	32.3316	33.3015
1400	Hospital Communications Spec	1	13.5745	15.1823		15.1823	15.6378	15.6378	16.1069
1400	Hospital Communications Spec	2	14.1782	15.8022		15.8022	16.2763	16.2763	16.7646
1400	Hospital Communications Spec	3	14.8093	16.5533		16.5533	17.0499	17.0499	17.5614
1400	Hospital Communications Spec	4	15.4859	17.3049		17.3049	17.8240	17.8240	18.3588
1400	Hospital Communications Spec	5	16.1182	18.1889		18.1889	18.7436	18.7436	19.2966
1400	Hospital Communications Spec	6	16.8843	18.9403		18.9403	19.5085	19.5085	20.0938
1400	Hospital Communications Spec	7	17.6509	19.8246		19.8246	20.4193	20.4193	21.0319
1400	Hospital Communications Spec	8	18.5526	20.7537		20.7537	21.3763	21.3763	22.0176
1400	Hospital Communications Spec	9	19.3191	21.6822		21.6822	22.3327	22.3327	23.0026
1400	Hospital Communications Spec	10	20.2210	22.5494		22.5494	23.2259	23.2259	23.9227
1400	Hospital Communications Spec	11	21.1687	23.4514		23.4514	24.1549	24.1549	24.8796
1400	Hospital Communications Spec	12	22.1158	24.3895		24.3895	25.1212	25.1212	25.8748
1038	Hospital Procurement Spec	1	19.4250		20.0077	20.0077	20.6079	20.6079	21.2262
1038	Hospital Procurement Spec	2	20.2465		20.8538	20.8538	21.4794	21.4794	22.1238
1038	Hospital Procurement Spec	3	21.1030		21.7360	21.7360	22.3881	22.3881	23.0573
1038	Hospital Procurement Spec	4	21.9977		22.6576	22.6576	23.3373	23.3373	24.0374
1038	Hospital Procurement Spec	5	22.9238		23.6939	23.6939	24.4047	24.4047	25.1369
1038	Hospital Procurement Spec	6	24.0038		24.7390	24.7390	25.4812	25.4812	26.2456
1038	Hospital Procurement Spec	7	25.1247		25.8784	25.8784	26.6548	26.6548	27.4544
1038	Hospital Procurement Spec	8	26.2755		27.0637	27.0637	27.8756	27.8756	28.7119
1038	Hospital Procurement Spec	9	27.4756		28.2998	28.2998	29.1488	29.1488	30.0233

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1038	Hospital Procurement Spec	10	28.7653		29.6282	29.6282	30.5170	30.5170	31.4326
1038	Hospital Procurement Spec	11	30.1020		31.0060	31.0060	31.9362	31.9362	32.8943
1038	Hospital Procurement Spec	12	31.4404		32.3836	32.3836	33.3551	33.3551	34.3558
1441	Hospital Refuse Worker	1	12.4647	15.1387		15.1387	15.5929	15.5929	16.0606
1441	Hospital Refuse Worker	2	12.8854	15.6691		15.6691	16.1392	16.1392	16.6233
1441	Hospital Refuse Worker	3	13.3213	16.3325		16.3325	16.8225	16.8225	17.3271
1441	Hospital Refuse Worker	4	13.7718	16.9858		16.9858	17.4954	17.4954	18.0202
1441	Hospital Refuse Worker	5	14.2682	17.6652		17.6652	18.1952	18.1952	18.7410
1441	Hospital Refuse Worker	6	14.8550	18.3718		18.3718	18.9230	18.9230	19.4906
1441	Hospital Refuse Worker	7	15.4414	19.1067		19.1067	19.6799	19.6799	20.2703
1441	Hospital Refuse Worker	8	15.9824	19.8709		19.8709	20.4670	20.4670	21.0810
1441	Hospital Refuse Worker	9	16.6591	20.6658		20.6658	21.2958	21.2958	21.9243
1439	Hospital Security Specialist	1	14.5028	15.4822		15.4822	15.9467	15.9467	16.4251
1439	Hospital Security Specialist	2	15.1330	16.1569		16.1569	16.6416	16.6416	17.1409
1439	Hospital Security Specialist	3	15.7918	16.7864		16.7864	17.2900	17.2900	17.8087
1439	Hospital Security Specialist	4	16.4800	17.5961		17.5961	18.1240	18.1240	18.6677
1439	Hospital Security Specialist	5	17.1221	18.2718		18.2718	18.8200	18.8200	19.3846
1439	Hospital Security Specialist	6	17.9480	19.0810		19.0810	19.6534	19.6534	20.2430
1439	Hospital Security Specialist	7	18.6372	19.9355		19.9355	20.5336	20.5336	21.1496
1439	Hospital Security Specialist	8	19.4626	20.7001		20.7001	21.3211	21.3211	21.9607
1439	Hospital Security Specialist	9	20.3342	21.7346		21.7346	22.3866	22.3866	23.0582
1439	Hospital Security Specialist	10	21.1141	22.7045		22.7045	23.3856	23.3856	24.0872
1439	Hospital Security Specialist	11	22.1493	23.6126		23.6126	24.3260	24.3260	25.0626
1439	Hospital Security Specialist	12	23.1585	24.5571		24.5571	25.2928	25.2928	26.0526
1179	Hospital Unit Secretary Float Pool	1	12.4647	15.1387		15.1387	15.5929	15.5929	16.0606
1179	Hospital Unit Secretary Float Pool	2	12.8854	15.7569		15.7569	16.2296	16.2296	16.7165
1179	Hospital Unit Secretary Float Pool	3	13.3213	16.3325		16.3325	16.8225	16.8225	17.3271
1179	Hospital Unit Secretary Float Pool	4	13.7718	16.9062		16.9062	17.4134	17.4134	17.9358
1179	Hospital Unit Secretary Float Pool	5	14.3586	17.6140		17.6140	18.1424	18.1424	18.6867
1179	Hospital Unit Secretary Float Pool	6	14.8992	18.3215		18.3215	18.8711	18.8711	19.4373
1179	Hospital Unit Secretary Float Pool	7	15.4414	19.0543		19.0543	19.6259	19.6259	20.2147
1179	Hospital Unit Secretary Float Pool	8	16.0720	19.8165		19.8165	20.4110	20.4110	21.0233
1179	Hospital Unit Secretary Float Pool	9	16.6591	20.6091		20.6091	21.2274	21.2274	21.8642
1179	Hospital Unit Secretary Float Pool	10	17.2443	21.4335		21.4335	22.0765	22.0765	22.7388
1179	Hospital Unit Secretary Float Pool	11	17.9662	22.2909		22.2909	22.9596	22.9596	23.6484
1179	Hospital Unit Secretary Float Pool	12	18.6879	23.1825		23.1825	23.8780	23.8780	24.5943
1313	Hospital Unit Secretary	1	12.4647	15.1387		15.1387	15.5929	15.5929	16.0606
1313	Hospital Unit Secretary	2	12.8854	15.7569		15.7569	16.2296	16.2296	16.7165
1313	Hospital Unit Secretary	3	13.3213	16.3325		16.3325	16.8225	16.8225	17.3271
1313	Hospital Unit Secretary	4	13.7718	16.9062		16.9062	17.4134	17.4134	17.9358
1313	Hospital Unit Secretary	5	14.3586	17.6140		17.6140	18.1424	18.1424	18.6867
1313	Hospital Unit Secretary	6	14.8992	18.3215		18.3215	18.8711	18.8711	19.4373
1313	Hospital Unit Secretary	7	15.4414	19.0543		19.0543	19.6259	19.6259	20.2147
1313	Hospital Unit Secretary	8	16.0720	19.8165		19.8165	20.4110	20.4110	21.0233
1313	Hospital Unit Secretary	9	16.6591	20.6091		20.6091	21.2274	21.2274	21.8642
1313	Hospital Unit Secretary	10	17.2443	21.4335		21.4335	22.0765	22.0765	22.7388
1313	Hospital Unit Secretary	11	17.9662	22.2909		22.2909	22.9596	22.9596	23.6484
1313	Hospital Unit Secretary	12	18.6879	23.1825		23.1825	23.8780	23.8780	24.5943
1222	Hyperbaric Chamber Operator	1	18.8718		19.4379	19.4379	20.0210	20.0210	20.6217
1222	Hyperbaric Chamber Operator	2	19.6964		20.2872	20.2872	20.8958	20.8958	21.5227
1222	Hyperbaric Chamber Operator	3	20.5586		21.1753	21.1753	21.8106	21.8106	22.4649
1222	Hyperbaric Chamber Operator	4	21.4593		22.1030	22.1030	22.7661	22.7661	23.4491
1222	Hyperbaric Chamber Operator	5	22.4043		23.0764	23.0764	23.7687	23.7687	24.4818
1222	Hyperbaric Chamber Operator	6	23.4186		24.1211	24.1211	24.8447	24.8447	25.5901
1222	Hyperbaric Chamber Operator	7	24.4793		25.2136	25.2136	25.9700	25.9700	26.7491
1222	Hyperbaric Chamber Operator	8	25.5855		26.3530	26.3530	27.1436	27.1436	27.9579
1222	Hyperbaric Chamber Operator	9	26.7839		27.5874	27.5874	28.4150	28.4150	29.2675
1222	Hyperbaric Chamber Operator	10	28.0283		28.8691	28.8691	29.7352	29.7352	30.6272
1222	Hyperbaric Chamber Operator	11	29.2731		30.1512	30.1512	31.0557	31.0557	31.9874
1222	Hyperbaric Chamber Operator	12	30.6563		31.5759	31.5759	32.5232	32.5232	33.4989
2936	Imaging Engineering Specialist	1	30.4887	31.4033	31.4033	32.3454	33.3454	33.3454	33.3158
2936	Imaging Engineering Specialist	2	31.7083	32.6595	32.6595	33.6393	33.6393	33.6393	34.6485
2936	Imaging Engineering Specialist	3	32.9766	33.9658	33.9658	34.9848	34.9848	34.9848	36.0343
2936	Imaging Engineering Specialist	4	34.2956	35.3244	35.3244	36.3841	36.3841	36.3841	37.4757
2936	Imaging Engineering Specialist	5	35.6674	36.7374	36.7374	37.8395	37.8395	37.8395	38.9747
2936	Imaging Engineering Specialist	6	37.0941	38.2069	38.2069	39.3531	39.3531	39.3531	40.5377
2936	Imaging Engineering Specialist	7	38.5780	39.7353	39.7353	40.9274	40.9274	40.9274	42.1552
2936	Imaging Engineering Specialist	8	40.1310	41.3246	41.3246	42.5643	42.5643	42.5643	43.8413
2936	Imaging Engineering Specialist	9	41.7259	42.9776	42.9776	44.2669	44.2669	44.2669	45.5949
2936	Imaging Engineering Specialist	10	43.3950	44.6968	44.6968	46.0377	46.0377	46.0377	47.4188
2936	Imaging Engineering Specialist	11	45.1308	46.4847	46.4847	47.8792	47.8792	47.8792	49.3156
2936	Imaging Engineering Specialist	12	46.9360	48.3440	48.3440	49.7943	49.7943	49.7943	51.2881
2384	Imaging Specialist HIM	1	12.4647	15.1387		15.1387	15.5929	15.5929	16.0606
2384	Imaging Specialist HIM	2	12.8854	15.7569		15.7569	16.2296	16.2296	16.7165
2384	Imaging Specialist HIM	3	13.3213	16.3325		16.3325	16.8225	16.8225	17.3271
2384	Imaging Specialist HIM	4	13.7718	16.9062		16.9062	17.4134	17.4134	17.9358
2384	Imaging Specialist HIM	5	14.3586	17.6140		17.6140	18.1424	18.1424	18.6867
2384	Imaging Specialist HIM	6	14.8992	18.3215		18.3215	18.8711	18.8711	19.4373
2384	Imaging Specialist HIM	7	15.4414	19.0543		19.0543	19.6259	19.6259	20.2147
2384	Imaging Specialist HIM	8	16.0720	19.8165		19.8165	20.4110	20.4110	21.0233
2384	Imaging Specialist HIM	9	16.6591	20.6091		20.6091	21.2274	21.2274	21.8642
2384	Imaging Specialist HIM	10	17.2443	21.4335		21.4335	22.0765	22.0765	22.7388
2384	Imaging Specialist HIM	11	17.9662	22.2909		22.2909	22.9596	22.9596	23.6484
2384	Imaging Specialist HIM	12	18.6879	23.1825		23.1825	23.8780	23.8780	24.5943
1311	Indigent Drug Replacement Spec	1	17.7342	18.2662	18.2662	18.8142	18.8142	18.8142	19.3786
1311	Indigent Drug Replacement Spec	2	18.4435	18.9968	18.9968	19.5667	19.5667	19.5667	20.1537
1311	Indigent Drug Replacement Spec	3	19.2487	19.8261	19.8261	20.4209	20.4209	20.4209	21.0335

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/3/2021	3% Wage Adjustment 10/3/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1311	Indigent Drug Replacement Spec	4	20.0999		20.7028	20.7028	21.3239	21.3339	21.9636
1311	Indigent Drug Replacement Spec	5	20.9047		21.5218	21.5218	22.1778	22.1778	22.8421
1311	Indigent Drug Replacement Spec	6	21.8034		22.4575	22.4575	23.1312	23.1312	23.8252
1311	Indigent Drug Replacement Spec	7	22.7526		23.4351	23.4351	24.1382	24.1382	24.8623
1311	Indigent Drug Replacement Spec	8	23.7757		24.4889	24.4889	25.2236	25.2236	25.9803
1311	Indigent Drug Replacement Spec	9	24.7995		25.5434	25.5434	26.3097	26.3097	27.0990
1311	Indigent Drug Replacement Spec	10	25.9198		26.6973	26.6973	27.4982	27.4982	28.3232
1311	Indigent Drug Replacement Spec	11	27.0877		27.9003	27.9003	28.7373	28.7373	29.5994
1311	Indigent Drug Replacement Spec	12	28.3562		29.2068	29.2068	30.0830	30.0830	30.9855
1045	Information Specialist	1	14.2425	15.2267		15.2267	15.6835	15.6835	16.1540
1045	Information Specialist	2	14.9670	15.8023		15.8023	16.2764	16.2764	16.7647
1045	Information Specialist	3	15.5312	16.4641		16.4641	16.9580	16.9580	17.4668
1045	Information Specialist	4	16.1183	17.0843		17.0843	17.5968	17.5968	18.1247
1045	Information Specialist	5	16.7933	17.7025		17.7025	18.2336	18.2336	18.7806
1045	Information Specialist	6	17.4259	18.4101		18.4101	18.9624	18.9624	19.5313
1045	Information Specialist	7	18.0565	19.1173		19.1173	19.6908	19.6908	20.2815
1045	Information Specialist	8	18.7783	19.9130		19.9130	20.5104	20.5104	21.1257
1045	Information Specialist	9	19.4996	20.7974		20.7974	21.4213	21.4213	22.0640
1045	Information Specialist	10	20.3112	21.6380		21.6380	22.2871	22.2871	22.9558
1045	Information Specialist	11	21.2133	22.5035		22.5035	23.1786	23.1786	23.8740
1045	Information Specialist	12	22.0707	23.4036		23.4036	24.1057	24.1057	24.8289
2892	Inpatient Coder 1	1	22.7851		23.4686	23.4686	24.1727	24.1727	24.8978
2892	Inpatient Coder 1	2	23.7525		24.4650	24.4650	25.1990	25.1990	25.9473
2892	Inpatient Coder 1	3	24.7688		25.5118	25.5118	26.2772	26.2772	27.0655
2892	Inpatient Coder 1	4	25.8332		26.6081	26.6081	27.4063	27.4063	28.2285
2892	Inpatient Coder 1	5	26.9940		27.8038	27.8038	28.6379	28.6379	29.4971
2892	Inpatient Coder 1	6	28.1545		28.9991	28.9991	29.8691	29.8691	30.7651
2892	Inpatient Coder 1	7	29.2806		30.1590	30.1590	31.0638	31.0638	31.9957
2892	Inpatient Coder 1	8	30.4518		31.3653	31.3653	32.3063	32.3063	33.2754
2892	Inpatient Coder 1	9	31.6700		32.6201	32.6201	33.5987	33.5987	34.6067
2892	Inpatient Coder 1	10	32.9367		33.9248	33.9248	34.9425	34.9425	35.9908
2892	Inpatient Coder 1	11	34.2542		35.2818	35.2818	36.3403	36.3403	37.4305
2892	Inpatient Coder 1	12	35.6244		36.6931	36.6931	37.7939	37.7939	38.9277
2893	Inpatient Coder 2	1	25.1604		25.9149	25.9149	26.6923	26.6923	27.4931
2893	Inpatient Coder 2	2	26.2027		26.9887	26.9887	27.7984	27.7984	28.6323
2893	Inpatient Coder 2	3	27.3151		28.1345	28.1345	28.9785	28.9785	29.8479
2893	Inpatient Coder 2	4	28.4839		29.3384	29.3384	30.2186	30.2186	31.1251
2893	Inpatient Coder 2	5	29.7082		30.5994	30.5994	31.5174	31.5174	32.4629
2893	Inpatient Coder 2	6	30.8966		31.8234	31.8234	32.7781	32.7781	33.7614
2893	Inpatient Coder 2	7	32.1323		33.0962	33.0962	34.0891	34.0891	35.1118
2893	Inpatient Coder 2	8	33.4178		34.4203	34.4203	35.4529	35.4529	36.5165
2893	Inpatient Coder 2	9	34.7545		35.7971	35.7971	36.8710	36.8710	37.9771
2893	Inpatient Coder 2	10	36.1446		37.2289	37.2289	38.3458	38.3458	39.4961
2893	Inpatient Coder 2	11	37.5904		38.7181	38.7181	39.8796	39.8796	41.0760
2893	Inpatient Coder 2	12	39.0940		40.2668	40.2668	41.4748	41.4748	42.7190
1436	Interpreter	1	14.8540		15.2996	15.2996	15.7586	15.7586	16.2313
1436	Interpreter	2	15.4486		15.9120	15.9120	16.3894	16.3894	16.8810
1436	Interpreter	3	16.0681		16.5501	16.5501	17.0466	17.0466	17.5580
1436	Interpreter	4	16.7130		17.2143	17.2143	17.7307	17.7307	18.2627
1436	Interpreter	5	17.4017		17.9237	17.9237	18.4614	18.4614	19.0153
1436	Interpreter	6	18.2183		18.7648	18.7648	19.3277	19.3277	19.9076
1436	Interpreter	7	18.9502		19.5187	19.5187	20.1043	20.1043	20.7074
1436	Interpreter	8	19.7678		20.3608	20.3608	20.9716	20.9716	21.6008
1436	Interpreter	9	20.5848		21.2023	21.2023	21.8384	21.8384	22.4935
1436	Interpreter	10	21.5342		22.1802	22.1802	22.8456	22.8456	23.5310
1436	Interpreter	11	22.4205		23.0931	23.0931	23.7859	23.7859	24.4995
1436	Interpreter	12	23.4403		24.1435	24.1435	24.8678	24.8678	25.6138
1174	Laboratory Technician	1	14.8295	15.0721		15.0721	15.5243	15.5243	15.9995
1174	Laboratory Technician	2	15.3735	15.6246		15.6246	16.0933	16.0933	16.5761
1174	Laboratory Technician	3	15.9370	16.1996		16.1996	16.6856	16.6856	17.1862
1174	Laboratory Technician	4	16.5235	16.7296		16.7296	17.2315	17.2315	17.7484
1174	Laboratory Technician	5	17.0641	17.4818		17.4818	18.0063	18.0063	18.5464
1174	Laboratory Technician	6	17.8314	18.1889		18.1889	18.7346	18.7346	19.2966
1174	Laboratory Technician	7	18.5526	18.8957		18.8957	19.4626	19.4626	20.0464
1174	Laboratory Technician	8	19.2736	19.6925		19.6925	20.2833	20.2833	20.8918
1174	Laboratory Technician	9	20.0863	20.4977		20.4977	21.1023	21.1023	21.7354
1174	Laboratory Technician	10	20.8974	21.3713		21.3713	22.0124	22.0124	22.6790
1174	Laboratory Technician	11	21.7987	22.2688		22.2688	22.9369	22.9369	23.6250
1174	Laboratory Technician	12	22.7141	23.1595		23.1595	23.8543	23.8543	24.5699
1451	Laundry Worker 1	1	10.3030	0.0001		0.0001	0.0001	0.0001	0.0001
1451	Laundry Worker 1	2	10.6776	0.0001		0.0001	0.0001	0.0001	0.0001
1451	Laundry Worker 1	3	11.0670	0.0001		0.0001	0.0001	0.0001	0.0001
1451	Laundry Worker 1	4	11.4721	15.0000		15.0000	15.4500	15.4500	15.9135
1451	Laundry Worker 1	5	11.9238	15.6000		15.6000	16.0680	16.0680	16.5500
1451	Laundry Worker 1	6	12.3291	16.2240		16.2240	16.7107	16.7107	17.2120
1451	Laundry Worker 1	7	12.7796	16.8729		16.8729	17.3791	17.3791	17.9005
1451	Laundry Worker 1	8	13.1856	17.5478		17.5478	18.0742	18.0742	18.6165
1451	Laundry Worker 1	9	13.6822	18.2497		18.2497	18.7973	18.7973	19.3611
3291	Lead CT Scan Technician	1	26.1836		26.9691	26.9691	27.7782	27.7782	28.6113
3291	Lead CT Scan Technician	2	27.4665		28.2904	28.2904	29.1391	29.1391	30.0135
3291	Lead CT Scan Technician	3	28.7973		29.6612	29.6612	30.5510	30.5510	31.4676
3291	Lead CT Scan Technician	4	30.1750		31.0802	31.0802	32.0126	32.0126	32.9730
3291	Lead CT Scan Technician	5	31.6481		32.5975	32.5975	33.5754	33.5754	34.5827
3291	Lead CT Scan Technician	6	33.1690		34.1640	34.1640	35.1889	35.1889	36.2446
3291	Lead CT Scan Technician	7	34.7846		35.8281	35.8281	36.9029	36.9029	38.0100
3291	Lead CT Scan Technician	8	36.3997		37.4916	37.4916	38.6163	38.6163	39.7748
3291	Lead CT Scan Technician	9	38.1467		39.2911	39.2911	40.4698	40.4698	41.6839

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
3291	Lead CT Scan Technician	10	39,977.5	41,176.8	41,176.8	41,176.8	42,412.1	42,412.1	43,684.5
3291	Lead CT Scan Technician	11	41,896.6	43,153.4	43,153.4	43,153.4	44,480.8	44,480.8	45,781.4
3291	Lead CT Scan Technician	12	43,907.3	45,224.5	45,224.5	45,224.5	46,581.2	46,581.2	47,978.7
3301	Lead GI Tech PED Splyr Pro	1	17,140.0	17,642.1	17,642.1	17,642.1	18,188.8	18,188.8	18,729.3
3301	Lead GI Tech PED Splyr Pro	2	17,825.8	18,360.5	18,360.5	18,360.5	18,913.1	18,913.1	19,478.7
3301	Lead GI Tech PED Splyr Pro	3	18,538.7	19,094.8	19,094.8	19,094.8	19,667.6	19,667.6	20,257.7
3301	Lead GI Tech PED Splyr Pro	4	19,280.3	19,857.7	19,857.7	19,857.7	20,454.5	20,454.5	21,068.1
3301	Lead GI Tech PED Splyr Pro	5	20,051.5	20,630.0	20,630.0	20,630.0	21,272.6	21,272.6	21,910.8
3301	Lead GI Tech PED Splyr Pro	6	20,853.4	21,479.0	21,479.0	21,479.0	22,123.4	22,123.4	22,781.7
3301	Lead GI Tech PED Splyr Pro	7	21,687.7	22,338.3	22,338.3	22,338.3	23,008.4	23,008.4	23,698.7
3301	Lead GI Tech PED Splyr Pro	8	22,552.5	23,231.8	23,231.8	23,231.8	23,928.8	23,928.8	24,646.6
3301	Lead GI Tech PED Splyr Pro	9	23,474.7	24,161.1	24,161.1	24,161.1	24,885.9	24,885.9	25,635.5
3301	Lead GI Tech PED Splyr Pro	10	24,395.7	25,127.5	25,127.5	25,127.5	25,881.3	25,881.3	26,657.8
3301	Lead GI Tech PED Splyr Pro	11	25,371.5	26,132.6	26,132.6	26,132.6	26,916.6	26,916.6	27,724.1
3301	Lead GI Tech PED Splyr Pro	12	26,386.3	27,177.8	27,177.8	27,177.8	27,991.1	27,991.1	28,829.3
3458	Lead Patient Finance Specialist	1	16,523.5	16,523.5	16,523.5	17,019.2	17,019.2	17,019.2	17,529.8
3458	Lead Patient Finance Specialist	2	17,064.1	17,064.1	17,064.1	17,576.0	17,576.0	17,576.0	18,103.3
3458	Lead Patient Finance Specialist	3	17,831.6	17,831.6	17,831.6	18,366.5	18,366.5	18,366.5	18,917.5
3458	Lead Patient Finance Specialist	4	18,552.7	18,552.7	18,552.7	19,109.3	19,109.3	19,109.3	19,682.6
3458	Lead Patient Finance Specialist	5	19,273.2	19,273.2	19,273.2	19,851.4	19,851.4	19,851.4	20,446.9
3458	Lead Patient Finance Specialist	6	20,086.4	20,086.4	20,086.4	20,680.0	20,680.0	20,680.0	21,307.9
3458	Lead Patient Finance Specialist	7	20,897.9	20,897.9	20,897.9	21,524.8	21,524.8	21,524.8	22,170.6
3458	Lead Patient Finance Specialist	8	21,709.0	21,709.0	21,709.0	22,430.0	22,430.0	22,430.0	23,166.6
3458	Lead Patient Finance Specialist	9	22,713.6	22,713.6	22,713.6	23,390.0	23,390.0	23,390.0	24,069.9
3458	Lead Patient Finance Specialist	10	23,689.1	23,689.1	23,689.1	24,398.8	24,398.8	24,398.8	25,138.1
3458	Lead Patient Finance Specialist	11	24,711.7	24,711.7	24,711.7	25,451.1	25,451.1	25,451.1	26,216.6
3458	Lead Patient Finance Specialist	12	25,825.5	25,825.5	25,825.5	26,603.2	26,603.2	26,603.2	27,398.3
3274	Lead Registered Respiratory Therapist	1	27,756.4	28,589.0	28,589.0	29,446.7	29,446.7	30,330.1	30,330.1
3274	Lead Registered Respiratory Therapist	2	29,709.2	30,600.4	30,600.4	31,518.4	31,518.4	31,518.4	32,460.0
3274	Lead Registered Respiratory Therapist	3	30,600.5	31,518.5	31,518.5	32,464.1	32,464.1	32,464.1	33,438.0
3274	Lead Registered Respiratory Therapist	4	32,131.6	33,095.5	33,095.5	34,088.4	34,088.4	34,088.4	35,110.0
3274	Lead Registered Respiratory Therapist	5	33,378.1	34,750.2	34,750.2	35,792.7	35,792.7	35,792.7	36,865.5
3274	Lead Registered Respiratory Therapist	6	35,425.0	36,487.7	36,487.7	37,582.3	37,582.3	37,582.3	38,709.8
3274	Lead Registered Respiratory Therapist	7	37,495.2	38,120.0	38,120.0	39,454.4	39,454.4	39,454.4	40,645.5
3274	Lead Registered Respiratory Therapist	8	39,050.0	40,277.6	40,277.6	41,434.4	41,434.4	41,434.4	42,727.5
3274	Lead Registered Respiratory Therapist	9	40,618.2	41,836.7	41,836.7	43,091.8	43,091.8	43,091.8	44,384.6
3274	Lead Registered Respiratory Therapist	10	42,242.9	43,510.1	43,510.1	44,815.4	44,815.4	44,815.4	46,159.9
3274	Lead Registered Respiratory Therapist	11	43,932.7	45,250.6	45,250.6	46,608.1	46,608.1	46,608.1	48,006.4
3274	Lead Registered Respiratory Therapist	12	45,689.9	47,060.5	47,060.5	48,472.3	48,472.3	48,472.3	49,926.5
1463	Locksmith	1	18,320.6	18,870.2	18,870.2	19,436.3	19,436.3	19,436.3	20,014.0
1463	Locksmith	2	19,271.7	19,803.9	19,803.9	20,398.0	20,398.0	20,398.0	21,000.0
1463	Locksmith	3	20,086.8	20,689.4	20,689.4	21,310.1	21,310.1	21,310.1	21,949.4
1463	Locksmith	4	20,992.8	21,622.5	21,622.5	22,271.2	22,271.2	22,271.2	22,939.3
1463	Locksmith	5	22,036.1	22,697.1	22,697.1	23,378.0	23,378.0	23,378.0	24,079.4
1463	Locksmith	6	23,079.7	23,688.1	23,688.1	24,409.0	24,409.0	24,409.0	25,141.3
1463	Locksmith	7	24,128.5	24,823.2	24,823.2	25,597.9	25,597.9	25,597.9	26,365.8
1463	Locksmith	8	25,294.8	26,036.6	26,036.6	26,835.2	26,835.2	26,835.2	27,640.0
1463	Locksmith	9	26,508.3	27,303.5	27,303.5	28,122.6	28,122.6	28,122.6	28,963.1
1008	Mailroom Clerk	1	12,662.8	15,005.6	15,005.6	15,458.8	15,458.8	15,458.8	15,914.6
1008	Mailroom Clerk	2	13,162.4	15,620.0	15,620.0	16,093.8	16,093.8	16,093.8	16,576.6
1008	Mailroom Clerk	3	13,682.4	16,199.7	16,199.7	16,685.7	16,685.7	16,685.7	17,183.3
1008	Mailroom Clerk	4	14,223.5	16,729.6	16,729.6	17,231.5	17,231.5	17,231.5	17,748.4
1008	Mailroom Clerk	5	14,763.6	17,481.8	17,481.8	18,006.3	18,006.3	18,006.3	18,544.6
1008	Mailroom Clerk	6	15,305.7	18,188.5	18,188.5	18,734.2	18,734.2	18,734.2	19,292.6
1008	Mailroom Clerk	7	15,937.5	18,957.7	18,957.7	19,462.6	19,462.6	19,462.6	20,044.0
1008	Mailroom Clerk	8	16,536.3	19,651.5	19,651.5	20,210.0	20,210.0	20,210.0	20,848.3
1008	Mailroom Clerk	9	17,064.1	20,437.5	20,437.5	21,050.6	21,050.6	21,050.6	21,682.1
1008	Mailroom Clerk	10	17,831.4	21,250.0	21,250.0	21,892.7	21,892.7	21,892.7	22,524.4
1008	Mailroom Clerk	11	18,552.2	22,105.2	22,105.2	22,768.4	22,768.4	22,768.4	23,414.1
1008	Mailroom Clerk	12	19,273.6	22,989.5	22,989.5	23,679.2	23,679.2	23,679.2	24,389.6
1464	Maintenance Mechanic	1	17,115.6	17,620.0	17,620.0	18,157.9	18,157.9	18,157.9	18,702.6
1464	Maintenance Mechanic	2	17,960.9	18,499.7	18,499.7	19,054.7	19,054.7	19,054.7	19,623.3
1464	Maintenance Mechanic	3	18,850.3	19,415.8	19,415.8	19,993.8	19,993.8	19,993.8	20,598.2
1464	Maintenance Mechanic	4	19,692.9	20,286.2	20,286.2	20,891.1	20,891.1	20,891.1	21,519.9
1464	Maintenance Mechanic	5	20,581.3	21,198.7	21,198.7	21,834.7	21,834.7	21,834.7	22,489.7
1464	Maintenance Mechanic	6	21,604.4	22,252.5	22,252.5	22,920.1	22,920.1	22,920.1	23,607.7
1464	Maintenance Mechanic	7	22,556.1	23,237.7	23,237.7	23,937.9	23,937.9	23,937.9	24,647.6
1464	Maintenance Mechanic	8	23,654.4	24,365.0	24,365.0	25,060.0	25,060.0	25,060.0	25,848.8
1464	Maintenance Mechanic	9	24,838.2	25,583.3	25,583.3	26,308.8	26,308.8	26,308.8	27,143.1
2459	Mammographer 2	1	27,541.3	28,367.5	28,367.5	29,218.5	29,218.5	29,218.5	30,091.5
2459	Mammographer 2	2	28,864.3	29,730.2	29,730.2	30,622.1	30,622.1	30,622.1	31,540.9
2459	Mammographer 2	3	30,244.6	31,151.9	31,151.9	32,086.5	32,086.5	32,086.5	33,049.1
2459	Mammographer 2	4	31,682.2	32,632.6	32,632.6	33,611.6	33,611.6	33,611.6	34,619.9
2459	Mammographer 2	5	33,234.5	34,231.5	34,231.5	35,258.4	35,258.4	35,258.4	36,312.6
2459	Mammographer 2	6	34,844.7	35,890.0	35,890.0	36,966.7	36,966.7	36,966.7	38,075.7
2459	Mammographer 2	7	36,511.8	37,607.1	37,607.1	38,735.3	38,735.3	38,735.3	39,874.4
2459	Mammographer 2	8	38,294.1	39,442.9	39,442.9	40,626.2	40,626.2	40,626.2	41,845.0
2459	Mammographer 2	9	40,134.6	41,385.5	41,385.5	42,673.7	42,673.7	42,673.7	43,956.6
2459	Mammographer 2	10	42,089.3	43,351.0	43,351.0	44,652.5	44,652.5	44,652.5	45,920.2
2459	Mammographer 2	11	44,043.6	45,364.9	45,364.9	46,725.8	46,725.8	46,725.8	48,127.6
2459	Mammographer 2	12	46,157.6	47,542.3	47,542.3	48,968.6	48,968.6	48,968.6	50,437.6
1103	Material Handler	1	12,885.4	15,138.7	15,138.7	15,592.9	15,592.9	15,592.9	16,060.6
1103	Material Handler	2	13,321.3	15,769.9	15,769.9	16,229.6	16,229.6	16,229.6	16,716.5
1103	Material Handler	3	13,771.8	16,332.5	16,332.5	16,822.5	16,822.5	16,822.5	17,321.7
1103	Material Handler	4	14,358.6	16,906.2	16,906.2	17,413.4	17,413.4	17,413.4	17,935.8
1103	Material Handler	5	14,899.2	17,614.0	17,614.0	18,142.4	18,142.4	18,142.4	18,687.7
1103	Material Handler	6	15,441.4	18,321.5	18,321.5	18,871.1	18,871.1	18,871.1	19,437.3

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1103	Material Handler	7	16.0720	19.0737		19.0737	19.6459	19.6459	20.2353
1103	Material Handler	8	16.6591	19.8366		19.8366	20.4317	20.4317	21.0446
1103	Material Handler	9	17.2443	20.6301		20.6301	21.2490	21.2490	21.8865
1103	Material Handler	10	17.9662	21.4553		21.4553	22.0990	22.0990	22.7619
1103	Material Handler	11	18.6879	22.3135		22.3135	22.9829	22.9829	23.6724
1103	Material Handler	12	19.4551	23.2060		23.2060	23.9022	23.9022	24.6192
1102	Material Services Technician	1	12.4647	15.1387		15.1387	15.5929	15.5929	16.0606
1102	Material Services Technician	2	12.8854	15.7569		15.7569	16.2296	16.2296	16.7165
1102	Material Services Technician	3	13.3213	16.3325		16.3325	16.8225	16.8225	17.3271
1102	Material Services Technician	4	13.7718	16.9062		16.9062	17.4134	17.4134	17.9358
1102	Material Services Technician	5	14.3586	17.6140		17.6140	18.1424	18.1424	18.6867
1102	Material Services Technician	6	14.8992	18.3215		18.3215	18.8711	18.8711	19.4373
1102	Material Services Technician	7	15.4414	19.0737		19.0737	19.6459	19.6459	20.2353
1102	Material Services Technician	8	16.0720	19.8366		19.8366	20.4317	20.4317	21.0446
1102	Material Services Technician	9	16.6591	20.6301		20.6301	21.2490	21.2490	21.8865
1102	Material Services Technician	10	17.2443	21.4553		21.4553	22.0990	22.0990	22.7619
1102	Material Services Technician	11	17.9662	22.3135		22.3135	22.9829	22.9829	23.6724
1102	Material Services Technician	12	18.6879	23.2060		23.2060	23.9022	23.9022	24.6192
1338	Materials Systems Specialist	1	15.6327		16.1016	16.1016	16.5846	16.5846	17.0822
1338	Materials Systems Specialist	2	16.3325		16.8224	16.8224	17.3271	17.3271	17.8469
1338	Materials Systems Specialist	3	17.0643		17.5762	17.5762	18.1035	18.1035	18.6466
1338	Materials Systems Specialist	4	17.8314		18.3663	18.3663	18.9173	18.9173	19.4848
1338	Materials Systems Specialist	5	18.5526		19.1091	19.1091	19.6824	19.6824	20.2728
1338	Materials Systems Specialist	6	19.2736		19.8518	19.8518	20.4474	20.4474	21.0608
1338	Materials Systems Specialist	7	20.0863		20.6888	20.6888	21.3095	21.3095	21.9487
1338	Materials Systems Specialist	8	20.8974		21.5243	21.5243	22.1700	22.1700	22.8351
1338	Materials Systems Specialist	9	21.7987		22.4526	22.4526	23.1262	23.1262	23.8200
1338	Materials Systems Specialist	10	22.7141		23.3955	23.3955	24.0974	24.0974	24.8203
1338	Materials Systems Specialist	11	23.6893		24.3999	24.3999	25.1319	25.1319	25.8859
1338	Materials Systems Specialist	12	24.7115		25.4528	25.4528	26.2164	26.2164	27.0029
1513	Medical Assistant	1	14.9738	16.8584		16.8584	17.3642	17.3642	17.8851
1513	Medical Assistant	2	15.5069	17.5327		17.5327	18.0587	18.0587	18.6004
1513	Medical Assistant	3	16.1354	18.2340		18.2340	18.7810	18.7810	19.3445
1513	Medical Assistant	4	16.7397	18.9634		18.9634	19.5323	19.5323	20.1183
1513	Medical Assistant	5	17.5222	19.5824		19.5824	20.1699	20.1699	20.7750
1513	Medical Assistant	6	18.1656	20.1698		20.1698	20.7749	20.7749	21.3981
1513	Medical Assistant	7	18.8401	20.7749		20.7749	21.3981	21.3981	22.0401
1513	Medical Assistant	8	19.6339	21.3982		21.3982	22.0401	22.0401	22.7014
1513	Medical Assistant	9	20.3439	22.0401		22.0401	22.7013	22.7013	23.3823
1513	Medical Assistant	10	21.0778	22.7013		22.7013	23.3823	23.3823	24.0838
1513	Medical Assistant	11	21.9959	23.3824		23.3824	24.0839	24.0839	24.8064
1513	Medical Assistant	12	22.8709	24.0838		24.0838	24.8063	24.8063	25.5505
1024	Medical Secretary 2	1	15.0420	15.3012		15.3012	15.7602	15.7602	16.2330
1024	Medical Secretary 2	2	15.6072	15.8771		15.8771	16.3534	16.3534	16.8440
1024	Medical Secretary 2	3	16.1946	16.4767		16.4767	16.9710	16.9710	17.4801
1024	Medical Secretary 2	4	16.8062	17.1678		17.1678	17.6828	17.6828	18.2133
1024	Medical Secretary 2	5	17.5111	17.8581		17.8581	18.3938	18.3938	18.9457
1024	Medical Secretary 2	6	18.2152	18.5946		18.5946	19.1524	19.1524	19.7270
1024	Medical Secretary 2	7	18.9664	19.4697		19.4697	20.0538	20.0538	20.6554
1024	Medical Secretary 2	8	19.6990	20.3514		20.3514	20.9589	20.9589	21.4867
1024	Medical Secretary 2	9	20.5564	21.1272		21.1272	21.7610	21.7610	22.4138
1024	Medical Secretary 2	10	21.5497	22.0056		22.0056	22.6658	22.6658	23.3457
1024	Medical Secretary 2	11	22.4457	23.0490		23.0490	23.7405	23.7405	24.4527
1024	Medical Secretary 2	12	24.6901	23.9709		23.9709	24.6900	24.6900	25.4307
1159	Medical Surgical Attendant	1	0.0000	15.2266		15.2266	15.6834	15.6834	16.1539
1159	Medical Surgical Attendant	2	0.0001	15.8022		15.8022	16.2763	16.2763	16.7646
1159	Medical Surgical Attendant	3	0.16983	16.4342		16.4342	16.9272	16.9272	17.4350
1159	Medical Surgical Attendant	4	12.1038	17.0916		17.0916	17.6043	17.6043	18.1325
1159	Medical Surgical Attendant	5	12.5095	17.7753		17.7753	18.3086	18.3086	18.8578
1159	Medical Surgical Attendant	6	13.9601	18.4863		18.4863	19.0409	19.0409	19.6121
1159	Medical Surgical Attendant	7	13.4564	19.2257		19.2257	19.8025	19.8025	20.3965
1159	Medical Surgical Attendant	8	13.8623	19.9948		19.9948	20.5946	20.5946	21.2125
1159	Medical Surgical Attendant	9	14.4038	20.7946		20.7946	21.4184	21.4184	22.0610
1159	Medical Surgical Attendant	10	14.9894	21.6264		21.6264	22.2752	22.2752	22.9434
1159	Medical Surgical Attendant	11	15.5311	22.4914		22.4914	23.1661	23.1661	23.8611
1159	Medical Surgical Attendant	12	16.1182	23.3911		23.3911	24.0928	24.0928	24.8156
2634	MH Intake Specialist	1	16.5712		17.0683	17.0683	17.5803	17.5803	18.1078
2634	MH Intake Specialist	2	17.1819		17.6973	17.6973	18.2282	18.2282	18.7751
2634	MH Intake Specialist	3	17.7460		18.2783	18.2783	18.8266	18.8266	19.3914
2634	MH Intake Specialist	4	18.5437		19.1000	19.1000	19.6730	19.6730	20.2632
2634	MH Intake Specialist	5	19.3958		19.8746	19.8746	20.4708	20.4708	21.0853
2634	MH Intake Specialist	6	20.0463		20.6476	20.6476	21.2670	21.2670	21.9050
2634	MH Intake Specialist	7	20.8921		21.5188	21.5188	22.1644	22.1644	22.8293
2634	MH Intake Specialist	8	21.7376		22.3897	22.3897	23.0614	23.0614	23.7532
2634	MH Intake Specialist	9	22.6878		23.3684	23.3684	24.0695	24.0695	24.7915
2634	MH Intake Specialist	10	23.6566		24.3662	24.3662	25.0972	25.0972	25.8501
2634	MH Intake Specialist	11	24.6715		25.4116	25.4116	26.1739	26.1739	26.9592
2634	MH Intake Specialist	12	25.6584		26.4281	26.4281	27.2209	27.2209	28.0376
1206	MRI Technologist	1	26.1836	26.9691		26.9691	27.7782	27.7782	28.6115
1206	MRI Technologist	2	27.4665	28.2904		28.2904	29.1391	29.1391	30.0133
1206	MRI Technologist	3	28.7973	29.6612		29.6612	30.5510	30.5510	31.4676
1206	MRI Technologist	4	30.1750	31.0802		31.0802	32.0126	32.0126	32.9730
1206	MRI Technologist	5	31.6481	32.5975		32.5975	33.5754	33.5754	34.5827
1206	MRI Technologist	6	33.1690	34.1640		34.1640	35.1889	35.1889	36.2446
1206	MRI Technologist	7	34.7846	35.8281		35.8281	36.9029	36.9029	38.0100
1206	MRI Technologist	8	36.3997	37.4916		37.4916	38.6163	38.6163	39.7748
1206	MRI Technologist	9	38.1467	39.2911		39.2911	40.4698	40.4698	41.6839

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1206	MRI Technologist	10	39.9775		41.1768	41.1768	42.2121	42.4121	43.6845
1206	MRI Technologist	11	41.8966		43.1534	43.1534	44.4480	44.4480	45.7814
1206	MRI Technologist	12	43.9073		45.2245	45.2245	46.5812	46.5812	47.9787
1297	MRI Technologist 2	1	28.0166		28.8570	28.8570	29.7227	29.7227	30.6144
1297	MRI Technologist 2	2	29.3895		30.2711	30.2711	31.1792	31.1792	32.1146
1297	MRI Technologist 2	3	30.8131		31.7374	31.7374	32.6895	32.6895	33.6702
1297	MRI Technologist 2	4	32.2874		33.2560	33.2560	34.2537	34.2537	35.2813
1297	MRI Technologist 2	5	33.8635		34.8794	34.8794	35.9258	35.9258	37.0036
1297	MRI Technologist 2	6	35.4910		36.5557	36.5557	37.6524	37.6524	38.7819
1297	MRI Technologist 2	7	37.2199		38.3664	38.3664	39.4865	39.4865	40.6711
1297	MRI Technologist 2	8	38.9475		40.1159	40.1159	41.3194	41.3194	42.5590
1297	MRI Technologist 2	9	40.6714		42.0419	42.0419	43.3033	43.3033	44.6023
1297	MRI Technologist 2	10	42.7762		44.0594	44.0594	45.3812	45.3812	46.7426
1297	MRI Technologist 2	11	44.8297		46.1745	46.1745	47.5597	47.5597	48.9865
1297	MRI Technologist 2	12	46.9807		48.3901	48.3901	49.8418	49.8418	51.3371
3093	Multi-Modality Radiology Tech	1	26.7279		27.5297	27.5297	28.3556	28.3556	29.2063
3093	Multi-Modality Radiology Tech	2	27.7970		28.6309	28.6309	29.4898	29.4898	30.3745
3093	Multi-Modality Radiology Tech	3	28.9089		29.7761	29.7761	30.6694	30.6694	31.5895
3093	Multi-Modality Radiology Tech	4	30.0653		30.9672	30.9672	31.8962	31.8962	32.8521
3093	Multi-Modality Radiology Tech	5	31.2678		32.2058	32.2058	33.1720	33.1720	34.1671
3093	Multi-Modality Radiology Tech	6	32.5187		33.4942	33.4942	34.4990	34.4990	35.5340
3093	Multi-Modality Radiology Tech	7	33.8194		34.8339	34.8339	35.8789	35.8789	36.9553
3093	Multi-Modality Radiology Tech	8	35.1721		36.2722	36.2722	37.4440	37.4440	38.6434
3093	Multi-Modality Radiology Tech	9	36.5790		37.6763	37.6763	38.8066	38.8066	39.9708
3093	Multi-Modality Radiology Tech	10	38.0423		39.1835	39.1835	40.3590	40.3590	41.5678
3093	Multi-Modality Radiology Tech	11	39.5639		40.7508	40.7508	41.9733	41.9733	43.2325
3093	Multi-Modality Radiology Tech	12	41.1464		42.3807	42.3807	43.6521	43.6521	44.9617
1270	Neighborhood Worker	1	13.2036	15.0056		15.0056	15.4558	15.4558	15.9194
1270	Neighborhood Worker	2	13.7038	15.6251		15.6251	16.0939	16.0939	16.5776
1270	Neighborhood Worker	3	14.2236	16.1998		16.1998	16.6858	16.6858	17.1864
1270	Neighborhood Worker	4	14.7638	16.7296		16.7296	17.2315	17.2315	17.7484
1270	Neighborhood Worker	5	15.3057	17.4818		17.4818	18.0063	18.0063	18.5464
1270	Neighborhood Worker	6	15.9376	18.1889		18.1889	18.7346	18.7346	19.2956
1270	Neighborhood Worker	7	16.6237	18.8957		18.8957	19.4626	19.4626	20.0464
1270	Neighborhood Worker	8	17.0641	19.6925		19.6925	20.2823	20.2823	20.8978
1270	Neighborhood Worker	9	17.8314	20.4802		20.4802	21.0946	21.0946	21.7214
1270	Neighborhood Worker	10	18.5526	21.2994		21.2994	21.9384	21.9384	22.5965
1270	Neighborhood Worker	11	19.2736	22.1513		22.1513	22.8158	22.8158	23.5003
1270	Neighborhood Worker	12	20.0863	23.0374		23.0374	23.7285	23.7285	24.4404
1114	Network Analyst	1	28.6274		29.4862	29.4862	30.3708	30.3708	31.2819
1114	Network Analyst	2	30.0106		30.9109	30.9109	31.8382	31.8382	32.7934
1114	Network Analyst	3	31.4856		32.4301	32.4301	33.4030	33.4030	34.4051
1114	Network Analyst	4	33.0075		33.9977	33.9977	35.0176	35.0176	36.0682
1114	Network Analyst	5	34.5752		35.6124	35.6124	36.6808	36.6808	37.7812
1114	Network Analyst	6	36.2005		37.3689	37.3689	38.4900	38.4900	39.6447
1114	Network Analyst	7	38.1349		39.2686	39.2686	40.4467	40.4467	41.6601
1114	Network Analyst	8	39.8759		41.0721	41.0721	42.3043	42.3043	43.5734
1114	Network Analyst	9	41.8582		43.1139	43.1139	44.4073	44.4073	45.7593
1114	Network Analyst	10	43.8868		45.2034	45.2034	46.5595	46.5595	47.9563
1114	Network Analyst	11	45.9605		47.3393	47.3393	48.7595	48.7595	50.2223
1114	Network Analyst	12	48.0809		49.5233	49.5233	51.0090	51.0090	52.5393
1426	Nutrition Assistant	1	12.2486	15.4919		15.4919	15.9567	15.9567	16.4354
1426	Nutrition Assistant	2	12.7081	16.1107		16.1107	16.5940	16.5940	17.0918
1426	Nutrition Assistant	3	13.1857	16.7742		16.7742	17.2774	17.2774	17.7957
1426	Nutrition Assistant	4	13.6824	17.3924		17.3924	17.9142	17.9142	18.4516
1426	Nutrition Assistant	5	14.1332	18.0124		18.0124	18.5528	18.5528	19.1094
1426	Nutrition Assistant	6	14.6743	18.7328		18.7328	19.2948	19.2948	19.8766
1426	Nutrition Assistant	7	15.2605	19.4822		19.4822	20.0667	20.0667	20.6623
1426	Nutrition Assistant	8	15.8017	20.2615		20.2615	20.8693	20.8693	21.4954
1426	Nutrition Assistant	9	16.4329	21.0719		21.0719	21.7041	21.7041	22.3552
1426	Nutrition Assistant	10	17.1096	21.9148		21.9148	22.5722	22.5722	23.2494
1426	Nutrition Assistant	11	17.7402	22.7914		22.7914	23.4751	23.4751	24.1794
1426	Nutrition Assistant	12	18.3726	23.7030		23.7030	24.4141	24.4141	25.1465
1428	Nutrition Utility Worker	1	11.1544	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	2	11.5324	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	3	11.9232	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	4	12.3291	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	5	12.7797	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	6	13.1858	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	7	13.6824	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	8	14.1332	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	9	14.6743	0.0001		0.0001	0.0001	0.0001	0.0001
1428	Nutrition Utility Worker	10	0.0010	15.0000		15.0000	15.4500	15.4500	15.9135
1428	Nutrition Utility Worker	12	0.0010	16.2240		16.2240	16.7107	16.7107	17.2120
1425	Nutrition Worker	1	0.0000	0.0001		0.0001	0.0001	0.0001	0.0001
1425	Nutrition Worker	2	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
1425	Nutrition Worker	3	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
1425	Nutrition Worker	4	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
1425	Nutrition Worker	5	11.4723	15.0000		15.0000	15.4500	15.4500	15.9135
1425	Nutrition Worker	6	11.9236	15.6000		15.6000	16.0680	16.0680	16.5500
1425	Nutrition Worker	7	12.3292	16.2240		16.2240	16.7107	16.7107	17.2120
1425	Nutrition Worker	8	12.7797	16.8729		16.8729	17.3791	17.3791	17.9005
1425	Nutrition Worker	9	13.1858	17.5478		17.5478	18.0742	18.0742	18.6165
1425	Nutrition Worker	10	13.6824	18.2497		18.2497	18.7972	18.7972	19.3611
1425	Nutrition Worker	11	14.1332	18.9797		18.9797	19.5491	19.5491	20.1356
1425	Nutrition Worker	12	14.6743	19.7389		19.7389	20.3311	20.3311	20.9410
3333	Office Technical Coordinator	1	13.2065	0.0001		0.0001	0.0001	0.0001	0.0001

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
3333	Office Technical Coordinator	2	13.7743	0.0001		0.0001	0.0001	0.0001	0.0001
3333	Office Technical Coordinator	3	14.3667	15.3224		15.3224	15.7821	15.7821	16.2555
3333	Office Technical Coordinator	4	14.9845	15.9813		15.9813	16.4607	16.4607	16.9546
3333	Office Technical Coordinator	5	15.6288	16.6684		16.6684	17.1685	17.1685	17.6835
3333	Office Technical Coordinator	6	16.3009	17.3852		17.3852	17.9068	17.9068	18.4440
3333	Office Technical Coordinator	7	17.0017	18.1328		18.1328	18.6768	18.6768	19.2371
3333	Office Technical Coordinator	8	17.7329	18.9125		18.9125	19.4789	19.4789	20.0643
3333	Office Technical Coordinator	9	18.4954	19.7257		19.7257	20.3175	20.3175	20.9270
3333	Office Technical Coordinator	10	19.2907	20.5739		20.5739	21.1911	21.1911	21.8269
3333	Office Technical Coordinator	11	20.1202	21.3968		21.3968	22.0387	22.0387	22.6999
3333	Office Technical Coordinator	12	20.9853	22.2527		22.2527	22.9203	22.9203	23.6079
3278	Operating Room Tech Specialty	1	30.0448		30.9461	30.9461	31.8745	31.8745	32.8307
3278	Operating Room Tech Specialty	2	31.3140		32.2812	32.2812	33.2496	33.2496	34.2471
3278	Operating Room Tech Specialty	3	32.6887		33.6693	33.6693	34.6794	34.6794	35.7198
3278	Operating Room Tech Specialty	4	33.9962		35.0160	35.0160	36.0665	36.0665	37.1485
3278	Operating Room Tech Specialty	5	35.3560		36.4166	36.4166	37.5091	37.5091	38.6354
3278	Operating Room Tech Specialty	6	36.7703		37.8734	37.8734	39.0096	39.0096	40.1799
3278	Operating Room Tech Specialty	7	38.2412		39.3884	39.3884	40.5701	40.5701	41.7872
3278	Operating Room Tech Specialty	8	39.7708		40.9639	40.9639	42.1928	42.1928	43.4586
3278	Operating Room Tech Specialty	9	41.3617		42.6025	42.6025	43.8806	43.8806	45.1970
3278	Operating Room Tech Specialty	10	43.0161		44.3065	44.3065	45.6357	45.6357	47.0048
3278	Operating Room Tech Specialty	11	44.7367		46.0788	46.0788	47.4612	47.4612	48.8850
3278	Operating Room Tech Specialty	12	46.5261		47.9218	47.9218	49.3595	49.3595	50.8402
1148	Operating Room Technician 1	1	17.0568	17.5685	17.5685	17.5685	18.0956	18.0956	18.6384
1148	Operating Room Technician 1	2	17.8236	18.3583	18.3583	18.3583	18.9090	18.9090	19.4763
1148	Operating Room Technician 1	3	18.6455	19.1028	19.1028	19.1028	19.6759	19.6759	20.2662
1148	Operating Room Technician 1	4	19.5280	19.8460	19.8460	19.8460	20.4414	20.4414	21.0546
1148	Operating Room Technician 1	5	20.4809	20.6833	20.6833	20.6833	21.3038	21.3038	21.9429
1148	Operating Room Technician 1	6	20.8935	21.5203	21.5203	21.5203	22.1659	22.1659	22.8309
1148	Operating Room Technician 1	7	21.8078	22.4620	22.4620	22.4620	23.1359	23.1359	23.8299
1148	Operating Room Technician 1	8	22.6801	23.3605	23.3605	23.3605	24.0613	24.0613	24.7832
1148	Operating Room Technician 1	9	23.5872	24.2948	24.2948	24.2948	25.0236	25.0236	25.7744
1148	Operating Room Technician 1	10	24.5307	25.2666	25.2666	25.2666	26.0246	26.0246	26.8053
1148	Operating Room Technician 1	11	25.5120	26.2773	26.2773	26.2773	27.0656	27.0656	27.8776
1148	Operating Room Technician 1	12	26.5325	27.3284	27.3284	27.3284	28.1483	28.1483	28.9927
1149	Operating Room Technician 2	1	20.0809	21.3793	21.3793	21.3793	22.0207	22.0207	22.6813
1149	Operating Room Technician 2	2	20.8935	22.2923	22.2923	22.2923	22.9611	22.9611	23.6499
1149	Operating Room Technician 2	3	21.8068	23.2484	23.2484	23.2484	23.9459	23.9459	24.6642
1149	Operating Room Technician 2	4	22.7381	24.2514	24.2514	24.2514	24.9789	24.9789	25.7283
1149	Operating Room Technician 2	5	23.1333	25.2942	25.2942	25.2942	26.0530	26.0530	26.8346
1149	Operating Room Technician 2	6	24.1764	26.3060	26.3060	26.3060	27.0952	27.0952	27.9080
1149	Operating Room Technician 2	7	25.8000	27.3582	27.3582	27.3582	28.1789	28.1789	29.0243
1149	Operating Room Technician 2	8	26.8321	28.4526	28.4526	28.4526	29.3062	29.3062	30.1854
1149	Operating Room Technician 2	9	27.9053	29.5907	29.5907	29.5907	30.4784	30.4784	31.3928
1149	Operating Room Technician 2	10	29.0216	30.7743	30.7743	30.7743	31.6975	31.6975	32.6485
1149	Operating Room Technician 2	11	30.1825	32.0052	32.0052	32.0052	32.9654	32.9654	33.9543
1149	Operating Room Technician 2	12	31.3897	33.2854	33.2854	33.2854	34.2840	34.2840	35.3125
3073	Operating Room Surgical First Assist	1	26.7195	27.5210	27.5210	27.5210	28.3466	28.3466	29.1970
3073	Operating Room Surgical First Assist	2	27.8417	28.6769	28.6769	28.6769	29.5372	29.5372	30.4233
3073	Operating Room Surgical First Assist	3	29.0110	29.8813	29.8813	29.8813	30.7777	30.7777	31.7011
3073	Operating Room Surgical First Assist	4	30.2294	31.1362	31.1362	31.1362	32.0703	32.0703	33.0324
3073	Operating Room Surgical First Assist	5	31.4991	32.4440	32.4440	32.4440	33.4173	33.4173	34.4198
3073	Operating Room Surgical First Assist	6	32.9581	33.9468	33.9468	33.9468	34.9652	34.9652	36.0142
3073	Operating Room Surgical First Assist	7	34.3222	35.5724	35.5724	35.5724	36.6336	36.6336	37.5266
3073	Operating Room Surgical First Assist	8	35.7848	36.8583	36.8583	36.8583	37.9640	37.9640	39.1030
3073	Operating Room Surgical First Assist	9	37.2161	38.3325	38.3325	38.3325	39.4825	39.4825	40.6669
3073	Operating Room Surgical First Assist	10	38.7047	39.8658	39.8658	39.8658	41.0618	41.0618	42.2936
3073	Operating Room Surgical First Assist	11	40.2530	41.4605	41.4605	41.4605	42.7043	42.7043	43.9854
3073	Operating Room Surgical First Assist	12	41.9437	43.2020	43.2020	43.2020	44.4981	44.4981	45.8330
3428	Orthopedic Assistant	1	21.8068	22.4610	22.4610	22.4610	23.1348	23.1348	23.8289
3428	Orthopedic Assistant	2	22.7381	23.4202	23.4202	23.4202	24.1228	24.1228	24.8465
3428	Orthopedic Assistant	3	23.7133	24.4246	24.4246	24.4246	25.1573	25.1573	25.9121
3428	Orthopedic Assistant	4	24.7364	25.4784	25.4784	25.4784	26.2428	26.2428	27.0300
3428	Orthopedic Assistant	5	25.8000	26.5740	26.5740	26.5740	27.3712	27.3712	28.1924
3428	Orthopedic Assistant	6	26.8321	27.6370	27.6370	27.6370	28.4661	28.4661	29.3201
3428	Orthopedic Assistant	7	27.9053	28.7424	28.7424	28.7424	29.6047	29.6047	30.4928
3428	Orthopedic Assistant	8	29.0216	29.8922	29.8922	29.8922	30.7890	30.7890	31.7126
3428	Orthopedic Assistant	9	30.1825	31.0879	31.0879	31.0879	32.0205	32.0205	32.9812
3428	Orthopedic Assistant	10	31.3897	32.3313	32.3313	32.3313	33.3012	33.3012	34.3003
3428	Orthopedic Assistant	11	32.6454	33.6247	33.6247	33.6247	34.6334	34.6334	35.6724
3428	Orthopedic Assistant	12	33.9512	34.9697	34.9697	34.9697	36.0188	36.0188	37.0994
3219	Orthopedic Tech Specialty	1	16.7693	17.2723	17.2723	17.2723	17.7905	17.7905	18.3242
3219	Orthopedic Tech Specialty	2	17.5662	18.0931	18.0931	18.0931	18.6359	18.6359	19.2024
3219	Orthopedic Tech Specialty	3	18.3638	18.9147	18.9147	18.9147	19.4821	19.4821	20.0666
3219	Orthopedic Tech Specialty	4	19.0983	19.6712	19.6712	19.6712	20.2613	20.2613	20.8692
3219	Orthopedic Tech Specialty	5	19.8623	20.4581	20.4581	20.4581	21.0718	21.0718	21.7040
3219	Orthopedic Tech Specialty	6	20.7896	21.4132	21.4132	21.4132	22.0556	22.0556	22.7173
3219	Orthopedic Tech Specialty	7	21.6517	22.3012	22.3012	22.3012	22.9702	22.9702	23.6593
3219	Orthopedic Tech Specialty	8	22.7376	23.4197	23.4197	23.4197	24.1223	24.1223	24.8460
3219	Orthopedic Tech Specialty	9	23.8295	24.5443	24.5443	24.5443	25.2806	25.2806	26.0300
3219	Orthopedic Tech Specialty	10	24.8423	25.5875	25.5875	25.5875	26.3551	26.3551	27.1458
3219	Orthopedic Tech Specialty	11	25.8987	26.6756	26.6756	26.6756	27.4759	27.4759	28.3001
3219	Orthopedic Tech Specialty	12	26.9346	27.7426	27.7426	27.7426	28.5749	28.5749	29.4321
1435	Orthopedic Technician	1	12.9259	15.1818	15.1818	15.1818	15.6373	15.6373	16.1064
1435	Orthopedic Technician	2	14.8785	15.8023	15.8023	15.8023	16.2764	16.2764	16.7647
1435	Orthopedic Technician	3	15.4854	16.5532	16.5532	16.5532	17.0498	17.0498	17.5613
1435	Orthopedic Technician	4	16.1183	17.3049	17.3049	17.3049	17.8240	17.8240	18.3588

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1435	Orthopedic Technician	5	16.8842	18.1889		18.1889	18.7346	18.7346	19.2966
1435	Orthopedic Technician	6	17.6509	18.9403		18.9403	19.5085	19.5085	20.0938
1435	Orthopedic Technician	7	18.5526	19.8246		19.8246	20.4193	20.4193	21.0191
1435	Orthopedic Technician	8	19.3191	20.7537		20.7537	21.3763	21.3763	22.0176
1435	Orthopedic Technician	9	20.2210	21.6822		21.6822	22.3327	22.3327	23.0026
1435	Orthopedic Technician	10	21.1687	22.7234		22.7234	23.4051	23.4051	24.1073
1435	Orthopedic Technician	11	22.1158	23.6323		23.6323	24.3413	24.3413	25.0715
1435	Orthopedic Technician	12	23.1778	24.5776		24.5776	25.3149	25.3149	26.0744
2868	Outpatient Coder 1	1	20.0935		20.6963	20.6963	21.3172	21.3172	21.9567
2868	Outpatient Coder 1	2	20.9391		21.5672	21.5672	22.2142	22.2142	22.8806
2868	Outpatient Coder 1	3	21.7872		22.5345	22.5345	23.2105	23.2105	23.9069
2868	Outpatient Coder 1	4	22.7851		23.4686	23.4686	24.1727	24.1727	24.8978
2868	Outpatient Coder 1	5	23.7525		24.4650	24.4650	25.1990	25.1990	25.9549
2868	Outpatient Coder 1	6	24.7688		25.5118	25.5118	26.2772	26.2772	27.0655
2868	Outpatient Coder 1	7	25.8332		26.6081	26.6081	27.4063	27.4063	28.2285
2868	Outpatient Coder 1	8	26.9940		27.8038	27.8038	28.6379	28.6379	29.4971
2868	Outpatient Coder 1	9	28.1545		28.9991	28.9991	29.8691	29.8691	30.7651
2868	Outpatient Coder 1	10	29.2806		30.1590	30.1590	31.0638	31.0638	31.9957
2868	Outpatient Coder 1	11	30.4518		31.3653	31.3653	32.3063	32.3063	33.2754
2868	Outpatient Coder 1	12	31.6700		32.6201	32.6201	33.5987	33.5987	34.6067
2869	Outpatient Coder 2	1	21.4334		22.0764	22.0764	22.7387	22.7387	23.4209
2869	Outpatient Coder 2	2	22.2970		22.9659	22.9659	23.6549	23.6549	24.3645
2869	Outpatient Coder 2	3	23.1077		23.8009	23.8009	24.5149	24.5149	25.2504
2869	Outpatient Coder 2	4	24.0801		24.8025	24.8025	25.5466	25.5466	26.3130
2869	Outpatient Coder 2	5	25.1601		25.9149	25.9149	26.6923	26.6923	27.4931
2869	Outpatient Coder 2	6	26.2027		26.9887	26.9887	27.7984	27.7984	28.6323
2869	Outpatient Coder 2	7	27.3151		28.1345	28.1345	28.9785	28.9785	29.8479
2869	Outpatient Coder 2	8	28.4839		29.3384	29.3384	30.2186	30.2186	31.1251
2869	Outpatient Coder 2	9	29.7082		30.5994	30.5994	31.5174	31.5174	32.4629
2869	Outpatient Coder 2	10	30.8966		31.8234	31.8234	32.7781	32.7781	33.7614
2869	Outpatient Coder 2	11	32.1323		33.0962	33.0962	34.0891	34.0891	35.1118
2869	Outpatient Coder 2	12	33.4178		34.4203	34.4203	35.4529	35.4529	36.5165
1473	Painter	1	17.5368	18.0629		18.0629	18.6048	18.6048	19.1629
1473	Painter	2	18.3200	18.8696		18.8696	19.4327	19.4327	20.0189
1473	Painter	3	19.1392	19.7123		19.7123	20.3047	20.3047	20.9138
1473	Painter	4	19.9959	20.5957		20.5957	21.2136	21.2136	21.8500
1473	Painter	5	20.8974	21.5243		21.5243	22.1700	22.1700	22.8351
1473	Painter	6	21.9344	22.5924		22.5924	23.2702	23.2702	23.9683
1473	Painter	7	22.8992	23.5861		23.5861	24.2937	24.2937	25.0225
1473	Painter	8	24.0145	24.7349		24.7349	25.4769	25.4769	26.2413
1473	Painter	9	25.1760	25.9312		25.9312	26.7091	26.7091	27.5104
1189	Pathology Associate 2	1	13.3392	15.1387		15.1387	15.5929	15.5929	16.0606
1189	Pathology Associate 2	2	13.8390	15.7569		15.7569	16.2296	16.2296	16.7165
1189	Pathology Associate 2	3	14.3586	16.3325		16.3325	16.8225	16.8225	17.3271
1189	Pathology Associate 2	4	14.8993	16.9682		16.9682	17.4134	17.4134	17.9358
1189	Pathology Associate 2	5	15.4414	17.6140		17.6140	18.1424	18.1424	18.6867
1189	Pathology Associate 2	6	16.0720	18.2315		18.2315	18.8711	18.8711	19.4373
1189	Pathology Associate 2	7	16.6591	19.0737		19.0737	19.6459	19.6459	20.2353
1189	Pathology Associate 2	8	17.2443	19.8688		19.8688	20.4649	20.4649	21.0788
1189	Pathology Associate 2	9	17.9662	20.6635		20.6635	21.2834	21.2834	21.9219
1189	Pathology Associate 2	10	18.6879	21.4900		21.4900	22.1347	22.1347	22.7987
1189	Pathology Associate 2	11	19.4551	22.3496		22.3496	23.0201	23.0201	23.7107
1189	Pathology Associate 2	12	20.2661	23.2436		23.2436	23.9409	23.9409	24.6591
1190	Pathology Associate 3	1	14.4653	15.2292		15.2292	15.6861	15.6861	16.1657
1190	Pathology Associate 3	2	14.9890	15.7837		15.7837	16.2572	16.2572	16.7449
1190	Pathology Associate 3	3	15.5337	16.3594		16.3594	16.8502	16.8502	17.3557
1190	Pathology Associate 3	4	16.0993	16.9569		16.9569	17.4656	17.4656	17.9896
1190	Pathology Associate 3	5	16.6865	17.5770		17.5770	18.1043	18.1043	18.6474
1190	Pathology Associate 3	6	17.2960	18.2207		18.2207	18.7673	18.7673	19.3303
1190	Pathology Associate 3	7	17.9285	18.8887		18.8887	19.4554	19.4554	20.0390
1190	Pathology Associate 3	8	18.5851	19.5824		19.5824	20.1699	20.1699	20.7750
1190	Pathology Associate 3	9	19.2664	20.3185		20.3185	20.9281	20.9281	21.5559
1190	Pathology Associate 3	10	19.9740	21.0664		21.0664	21.6984	21.6984	22.3493
1190	Pathology Associate 3	11	20.7248	21.9090		21.9090	22.5663	22.5663	23.2433
1190	Pathology Associate 3	12	21.4877	22.7854		22.7854	23.4690	23.4690	24.1730
1061	Patient Care Associate 1	1	14.4653	16.8584		16.8584	17.3642	17.3642	17.8851
1061	Patient Care Associate 1	2	14.9890	17.5327		17.5327	18.0587	18.0587	18.6004
1061	Patient Care Associate 1	3	15.5337	18.2340		18.2340	18.7810	18.7810	19.3445
1061	Patient Care Associate 1	4	16.0993	18.9634		18.9634	19.5323	19.5323	20.1183
1061	Patient Care Associate 1	5	16.6865	19.5824		19.5824	20.1699	20.1699	20.7750
1061	Patient Care Associate 1	6	17.2960	20.1698		20.1698	20.7749	20.7749	21.3981
1061	Patient Care Associate 1	7	17.9285	20.7749		20.7749	21.3981	21.3981	22.0401
1061	Patient Care Associate 1	8	18.5851	21.3982		21.3982	22.0401	22.0401	22.7014
1061	Patient Care Associate 1	9	19.2664	22.0401		22.0401	22.7013	22.7013	23.3823
1061	Patient Care Associate 1	10	19.9740	22.7013		22.7013	23.3823	23.3823	24.0838
1061	Patient Care Associate 1	11	20.7248	23.3824		23.3824	24.0839	24.0839	24.8064
1061	Patient Care Associate 1	12	21.4877	24.8064		24.8064	25.5506	25.5506	26.3171
3520	Patient Care Associate 2	1	18.2340	18.2340		18.2340	18.7810	18.7810	19.3445
3520	Patient Care Associate 2	2	18.9624	18.9624		18.9624	19.5323	19.5323	20.1183
3520	Patient Care Associate 2	3	19.5824	19.5824		19.5824	20.1699	20.1699	20.7750
3520	Patient Care Associate 2	4	20.1699	20.1699		20.1699	20.7750	20.7750	21.3982
3520	Patient Care Associate 2	5	20.7750	20.7750		20.7750	21.3983	21.3983	22.0402
3520	Patient Care Associate 2	6	21.3982	21.3982		21.3982	22.0401	22.0401	22.7014
3520	Patient Care Associate 2	7	22.0402	22.0402		22.0402	22.7014	22.7014	23.3824
3520	Patient Care Associate 2	8	22.7014	22.7014		22.7014	23.3824	23.3824	24.0839
3520	Patient Care Associate 2	9	23.3824	23.3824		23.3824	24.0839	24.0839	24.8064
3520	Patient Care Associate 2	10	24.0839	24.0839		24.0839	24.8064	24.8064	25.5506

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
3520	Patient Care Associate 2	11		24,8064		24,8064	25,5506	25,5506	26,3171
3520	Patient Care Associate 2	12		25,5506		25,5506	26,3171	26,3171	27,1066
3521	Patient Care Associate 3	1		19,5824		19,5824	20,1699	20,1699	20,7750
3521	Patient Care Associate 3	2		20,1699		20,1699	20,7750	20,7750	21,3982
3521	Patient Care Associate 3	3		20,7750		20,7750	21,3983	21,3983	22,0402
3521	Patient Care Associate 3	4		21,3982		21,3982	22,0401	22,0401	22,7014
3521	Patient Care Associate 3	5		22,0402		22,0402	22,7014	22,7014	23,3824
3521	Patient Care Associate 3	6		22,7014		22,7014	23,3824	23,3824	24,0839
3521	Patient Care Associate 3	7		23,3824		23,3824	24,0839	24,0839	24,8064
3521	Patient Care Associate 3	8		24,0839		24,0839	24,8064	24,8064	25,5506
3521	Patient Care Associate 3	9		24,8064		24,8064	25,5506	25,5506	26,3171
3521	Patient Care Associate 3	10		25,5506		25,5506	26,3171	26,3171	27,1066
3521	Patient Care Associate 3	11		26,3171		26,3171	27,1066	27,1066	27,9198
3521	Patient Care Associate 3	12		27,1066		27,1066	27,9198	27,9198	28,7574
1160	Patient Care Technician	1	12,6272	15,5455		15,5455	16,0119	16,0119	16,4922
1160	Patient Care Technician	2	13,1304	16,2017		16,2017	16,6878	16,6878	17,1884
1160	Patient Care Technician	3	13,5604	16,8584		16,8584	17,3642	17,3642	17,8851
1160	Patient Care Technician	4	14,0872	17,5327		17,5327	18,0587	18,0587	18,6004
1160	Patient Care Technician	5	14,6615	18,2340		18,2340	18,7810	18,7810	19,3445
1160	Patient Care Technician	6	15,2824	18,9634		18,9634	19,5323	19,5323	20,1183
1160	Patient Care Technician	7	15,8564	19,5824		19,5824	20,1699	20,1699	20,7750
1160	Patient Care Technician	8	16,5257	20,1998		20,1998	20,7749	20,7749	21,3981
1160	Patient Care Technician	9	17,1955	20,7749		20,7749	21,3981	21,3981	22,0402
1160	Patient Care Technician	10	17,8833	21,3982		21,3982	22,0401	22,0401	22,7014
1160	Patient Care Technician	11	18,5986	22,0401		22,0401	22,7013	22,7013	23,3823
1160	Patient Care Technician	12	19,3426	22,7013		22,7013	23,3823	23,3823	24,0838
1327	Patient Finance Associate	1	15,4932		15,9579	15,9579	16,4366	16,4366	16,9297
1327	Patient Finance Associate	2	15,9994		16,4793	16,4793	16,9737	16,9737	17,4829
1327	Patient Finance Associate	3	16,5235		17,0192	17,0192	17,5298	17,5298	18,0557
1327	Patient Finance Associate	4	17,0643		17,5762	17,5762	18,1035	18,1035	18,6466
1327	Patient Finance Associate	5	17,8314		18,3663	18,3663	18,9173	18,9173	19,4848
1327	Patient Finance Associate	6	18,5526		19,1091	19,1091	19,6824	19,6824	20,2728
1327	Patient Finance Associate	7	19,2736		19,8518	19,8518	20,4474	20,4474	21,0608
1327	Patient Finance Associate	8	20,0863		20,6888	20,6888	21,3095	21,3095	21,9487
1327	Patient Finance Associate	9	20,8974		21,5243	21,5243	22,1700	22,1700	22,8351
1327	Patient Finance Associate	10	21,7987		22,4526	22,4526	23,1262	23,1262	23,8200
1327	Patient Finance Associate	11	22,7141		23,3955	23,3955	24,0974	24,0974	24,8203
1327	Patient Finance Associate	12	23,6893		24,3999	24,3999	25,1319	25,1319	25,8859
1492	Patient Finance Specialist	1	15,9369	16,4150		16,4150	16,9075	16,9075	17,4147
1492	Patient Finance Specialist	2	16,5235	17,0192		17,0192	17,5298	17,5298	18,0557
1492	Patient Finance Specialist	3	17,0641	17,5760		17,5760	18,1033	18,1033	18,6464
1492	Patient Finance Specialist	4	17,8316	18,3665		18,3665	18,9175	18,9175	19,4850
1492	Patient Finance Specialist	5	18,5527	19,1092		19,1092	19,6825	19,6825	20,2730
1492	Patient Finance Specialist	6	19,2732	19,8513		19,8513	20,4468	20,4468	21,0609
1492	Patient Finance Specialist	7	20,0864	20,7749		20,6889	21,3096	21,3096	21,9489
1492	Patient Finance Specialist	8	20,8979	21,5248		21,5248	22,1705	22,1705	22,8357
1492	Patient Finance Specialist	9	21,7990	22,4529		22,4529	23,1265	23,1265	23,8203
1492	Patient Finance Specialist	10	22,7136	23,3950		23,3950	24,0969	24,0969	24,8198
1492	Patient Finance Specialist	11	23,6891	24,3997		24,3997	25,1317	25,1317	25,8859
1492	Patient Finance Specialist	12	24,7117	25,4530		25,4530	26,2166	26,2166	27,0031
2631	Patient Observer	1	0.0000	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	2	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	3	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	4	0.0001	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	5	11.5975	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	6	12.0687	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	7	12.5596	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	8	13.0716	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	9	13.6055	0.0001		0.0001	0.0001	0.0001	0.0001
2631	Patient Observer	10	13.9944	15.0000		15.0000	15.4500	15.4500	15.9135
2631	Patient Observer	11	14.3948	15.6000		15.6000	16.0680	16.0680	16.5500
2631	Patient Observer	12	14.8074	16.2240		16.2240	16.7107	16.7107	17.2120
1511	Patient Services Specialist	1	15,6244	16,0931		16,0931	16,5759	16,5759	17,0732
1511	Patient Services Specialist	2	16,1996	16,6855		16,6855	17,1861	17,1861	17,7016
1511	Patient Services Specialist	3	16,7296	17,2314		17,2314	17,7483	17,7483	18,2808
1511	Patient Services Specialist	4	17,4819	18,0063		18,0063	18,5465	18,5465	19,1029
1511	Patient Services Specialist	5	18,1889	18,7345		18,7345	19,2965	19,2965	19,8754
1511	Patient Services Specialist	6	18,9553	19,4621		19,4621	20,0460	20,0460	20,6473
1511	Patient Services Specialist	7	19,6925	20,2832		20,2832	20,8917	20,8917	21,5184
1511	Patient Services Specialist	8	20,4881	21,1027		21,1027	21,7358	21,7358	22,3879
1511	Patient Services Specialist	9	21,3716	22,0127		22,0127	22,6731	22,6731	23,3533
1511	Patient Services Specialist	10	22,2682	22,9362		22,9362	23,6243	23,6243	24,3330
1511	Patient Services Specialist	11	23,2246	23,9213		23,9213	24,6389	24,6389	25,3781
1511	Patient Services Specialist	12	24,2272	24,9540		24,9540	25,7026	25,7026	26,4737
1084	Patient Transfer Center Assoc	1	15,4932	15,9579		15,9579	16,4366	16,4366	16,9297
1084	Patient Transfer Center Assoc	2	15,9994	16,4793		16,4793	16,9737	16,9737	17,4829
1084	Patient Transfer Center Assoc	3	16,5235	17,0192		17,0192	17,5298	17,5298	18,0557
1084	Patient Transfer Center Assoc	4	17,0643	17,5762		17,5762	18,1035	18,1035	18,6466
1084	Patient Transfer Center Assoc	5	17,8314	18,3663		18,3663	18,9173	18,9173	19,4848
1084	Patient Transfer Center Assoc	6	18,5526	19,1091		19,1091	19,6824	19,6824	20,2728
1084	Patient Transfer Center Assoc	7	19,2736	19,8518		19,8518	20,4474	20,4474	21,0608
1084	Patient Transfer Center Assoc	8	20,0863	20,6888		20,6888	21,3095	21,3095	21,9487
1084	Patient Transfer Center Assoc	9	20,8974	21,5243		21,5243	22,1700	22,1700	22,8351
1084	Patient Transfer Center Assoc	10	21,7987	22,4526		22,4526	23,1262	23,1262	23,8200
1084	Patient Transfer Center Assoc	11	22,7141	23,3955		23,3955	24,0974	24,0974	24,8203
1084	Patient Transfer Center Assoc	12	23,6893	24,3999		24,3999	25,1319	25,1319	25,8859
2401	Payment Variance Analyst CBO	1	15,4932		15,9579	15,9579	16,4366	16,4366	16,9297

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
2401	Payment Variance Analyst CBO	2	15.5994		16.4793	16.4793	16.9737	16.9737	17.4820
2401	Payment Variance Analyst CBO	3	16.5235		17.0192	17.0192	17.5298	17.5298	18.0557
2401	Payment Variance Analyst CBO	4	17.0643		17.5762	17.5762	18.1035	18.1035	18.6466
2401	Payment Variance Analyst CBO	5	17.8314		18.3663	18.3663	18.9173	18.9173	19.4848
2401	Payment Variance Analyst CBO	6	18.5526		19.1091	19.1091	19.6824	19.6824	20.2728
2401	Payment Variance Analyst CBO	7	19.2736		19.8518	19.8518	20.4474	20.4474	21.0608
2401	Payment Variance Analyst CBO	8	20.0863		20.6888	20.6888	21.3095	21.3095	21.9487
2401	Payment Variance Analyst CBO	9	20.8974		21.5243	21.5243	22.1700	22.1700	22.8351
2401	Payment Variance Analyst CBO	10	21.7987		22.4526	22.4526	23.1262	23.1262	23.8200
2401	Payment Variance Analyst CBO	11	22.7141		23.3955	23.3955	24.0974	24.0974	24.8203
2401	Payment Variance Analyst CBO	12	23.6593		24.3999	24.3999	25.1319	25.1319	25.8859
1308	Pharmacy Assistant	1	13.4420	15.2647		15.2647	15.7276	15.7276	16.1943
1308	Pharmacy Assistant	2	14.1150	16.0345		16.0345	16.5155	16.5155	17.0110
1308	Pharmacy Assistant	3	14.8239	17.1333		17.1333	17.6473	17.6473	18.1767
1308	Pharmacy Assistant	4	15.5699	17.8185		17.8185	18.3531	18.3531	18.9036
1308	Pharmacy Assistant	5	16.3551	18.5966		18.5966	19.1545	19.1545	19.7291
1308	Pharmacy Assistant	6	17.1759	19.4189		19.4189	20.0015	20.0015	20.6015
1308	Pharmacy Assistant	7	18.1748	20.1965		20.1965	20.8024	20.8024	21.4265
1308	Pharmacy Assistant	8	18.9685	21.0646		21.0646	21.6965	21.6965	22.3474
1308	Pharmacy Assistant	9	19.8072	21.9819		21.9819	22.6414	22.6414	23.2026
1308	Pharmacy Assistant	10	20.6004	22.8611		22.8611	23.5469	23.5469	24.2533
1308	Pharmacy Assistant	11	21.4858	23.7756		23.7756	24.4889	24.4889	25.2295
1308	Pharmacy Assistant	12	22.4215	24.7265		24.7266	25.4684	25.4684	26.2324
3493	Pharmacy Technician 1	1	16.1601	16.4753		16.4753	16.9696	16.9696	17.4786
3493	Pharmacy Technician 1	2	16.8048	17.1333		17.1333	17.6473	17.6473	18.1767
3493	Pharmacy Technician 1	3	17.4759	17.8185		17.8185	18.3531	18.3531	18.9036
3493	Pharmacy Technician 1	4	18.1748	18.5966		18.5966	19.1545	19.1545	19.7291
3493	Pharmacy Technician 1	5	18.9685	19.4189		19.4188	20.0014	20.0014	20.6014
3493	Pharmacy Technician 1	6	19.8072	20.1965		20.1965	20.8024	20.8024	21.4265
3493	Pharmacy Technician 1	7	20.6004	21.0646		21.0646	21.6965	21.6965	22.3474
3493	Pharmacy Technician 1	8	21.4858	21.9819		21.9819	22.6414	22.6414	23.2026
3493	Pharmacy Technician 1	9	22.4215	22.9702		22.9702	23.6593	23.6593	24.3691
3493	Pharmacy Technician 1	10	23.4296	23.9593		23.9593	24.6781	24.6781	25.4184
3493	Pharmacy Technician 1	11	24.4385	25.0415		25.0415	25.7927	25.7927	26.5665
3493	Pharmacy Technician 1	12	25.5424	26.1698		26.1698	26.9549	26.9549	27.7623
3494	Pharmacy Technician 2	1	17.8185	17.8185		17.8185	18.3531	18.3531	18.9036
3494	Pharmacy Technician 2	2	18.5966	18.5966		18.5966	19.1545	19.1545	19.7291
3494	Pharmacy Technician 2	3	19.4189	19.4188		19.4188	20.0014	20.0014	20.6014
3494	Pharmacy Technician 2	4	20.1965	20.1965		20.1965	20.8024	20.8024	21.4265
3494	Pharmacy Technician 2	5	21.0646	21.0646		21.0646	21.6965	21.6965	22.3474
3494	Pharmacy Technician 2	6	21.9819	21.9819		21.9819	22.6414	22.6414	23.2026
3494	Pharmacy Technician 2	7	22.9702	22.9702		22.9702	23.6593	23.6593	24.3691
3494	Pharmacy Technician 2	8	23.9593	23.9593		23.9593	24.6781	24.6781	25.4184
3494	Pharmacy Technician 2	9	25.0415	25.0415		25.0415	25.7927	25.7927	26.5665
3494	Pharmacy Technician 2	10	26.1698	26.1698		26.1698	26.9549	26.9549	27.7623
3494	Pharmacy Technician 2	11	27.2689	27.2689		27.2689	28.0670	28.0670	28.9296
3494	Pharmacy Technician 2	12	28.4142	28.4142		28.4142	29.2666	29.2666	30.1446
3495	Pharmacy Technician 3	1	19.4188	19.4188		19.4188	20.0014	20.0014	20.6014
3495	Pharmacy Technician 3	2	20.1965	20.1965		20.1965	20.8024	20.8024	21.4265
3495	Pharmacy Technician 3	3	21.0646	21.0646		21.0646	21.6965	21.6965	22.3474
3495	Pharmacy Technician 3	4	21.9819	21.9819		21.9819	22.6414	22.6414	23.2026
3495	Pharmacy Technician 3	5	22.9702	22.9702		22.9702	23.6593	23.6593	24.3691
3495	Pharmacy Technician 3	6	23.9593	23.9593		23.9593	24.6781	24.6781	25.4184
3495	Pharmacy Technician 3	7	25.0415	25.0415		25.0415	25.7927	25.7927	26.5665
3495	Pharmacy Technician 3	8	26.1698	26.1698		26.1698	26.9549	26.9549	27.7623
3495	Pharmacy Technician 3	9	27.2689	27.2689		27.2689	28.0670	28.0670	28.9296
3495	Pharmacy Technician 3	10	28.4142	28.4142		28.4142	29.2666	29.2666	30.1446
3495	Pharmacy Technician 3	11	29.6076	29.6076		29.6076	30.4958	30.4958	31.4107
3495	Pharmacy Technician 3	12	30.8511	30.8511		30.8511	31.7766	31.7766	32.7299
1260	Physical Therapy Aide	1	12.7198	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1260	Physical Therapy Aide	2	13.2566	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1260	Physical Therapy Aide	3	13.8179	15.2719		15.2719	15.7301	15.7301	16.2020
1260	Physical Therapy Aide	4	14.4039	15.8458		15.8458	16.3212	16.3212	16.8108
1260	Physical Therapy Aide	5	14.9458	16.5093		16.5093	17.0046	17.0046	17.5147
1260	Physical Therapy Aide	6	15.5773	17.1719		17.1719	17.6871	17.6871	18.2177
1260	Physical Therapy Aide	7	16.1627	17.8794		17.8794	18.4158	18.4158	18.9683
1260	Physical Therapy Aide	8	16.8394	18.7199		18.7199	19.2815	19.2815	19.8599
1260	Physical Therapy Aide	9	17.5153	19.4718		19.4718	20.0560	20.0560	20.6576
1260	Physical Therapy Aide	10	18.2369	20.2506		20.2506	20.8581	20.8581	21.4839
1260	Physical Therapy Aide	11	19.0942	21.0606		21.0606	21.6924	21.6924	22.3432
1260	Physical Therapy Aide	12	19.8612	21.9031		21.9031	22.5602	22.5602	23.2370
1261	Physical Therapy Assistant	1	20.8080		21.4322	21.4322	22.0752	22.0752	22.7374
1261	Physical Therapy Assistant	2	21.6403		22.2895	22.2895	22.9582	22.9582	23.6469
1261	Physical Therapy Assistant	3	22.5058		23.1809	23.1809	23.8763	23.8763	24.5926
1261	Physical Therapy Assistant	4	23.4061		24.1082	24.1082	24.8314	24.8314	25.5764
1261	Physical Therapy Assistant	5	24.3424		25.0726	25.0726	25.8248	25.8248	26.5995
1261	Physical Therapy Assistant	6	25.3180		26.0754	26.0754	26.8577	26.8577	27.6634
1261	Physical Therapy Assistant	7	26.3287		27.1185	27.1185	27.9324	27.9324	28.7700
1261	Physical Therapy Assistant	8	27.3819		28.2033	28.2033	29.0494	29.0494	29.9209
1261	Physical Therapy Assistant	9	28.4771		29.3314	29.3314	30.2113	30.2113	31.1177
1261	Physical Therapy Assistant	10	29.6162		30.5046	30.5046	31.4197	31.4197	32.3623
1261	Physical Therapy Assistant	11	30.8008		31.7248	31.7248	32.6765	32.6765	33.6568
1261	Physical Therapy Assistant	12	32.0328		32.9937	32.9937	33.9835	33.9835	35.0030
1474	Plasterer	1	18.6826	19.2430		19.2430	19.8203	19.8203	20.4149
1474	Plasterer	2	19.6084	20.1966		20.1966	20.8025	20.8025	21.4266
1474	Plasterer	3	20.5813	21.1987		21.1987	21.8347	21.8347	22.4897
1474	Plasterer	4	21.6043	22.2524		22.2524	22.9200	22.9200	23.6076

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/3/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1474	Plasterer	5	23,5561		23,2327	23,2327	23,9207	23,9207	24,6476
1474	Plasterer	6	23,6554		24,3650	24,3650	25,0960	25,0960	25,8488
1474	Plasterer	7	24,7994		25,5433	25,5433	26,3096	26,3096	27,0989
1474	Plasterer	8	25,9882		26,7678	26,7678	27,5708	27,5708	28,3980
1474	Plasterer	9	27,1782		27,9935	27,9935	28,8333	28,8333	29,6983
1478	Plumber	1	19,0562		19,6278	19,6278	20,1166	20,1166	20,8231
1478	Plumber	2	20,0005		20,6005	20,6005	21,1851	21,1851	21,8551
1478	Plumber	3	20,9929		21,6226	21,6226	22,2713	22,2713	22,9394
1478	Plumber	4	22,0363		22,6973	22,6973	23,3782	23,3782	24,0796
1478	Plumber	5	23,0072		23,6974	23,6974	24,4083	24,4083	25,1406
1478	Plumber	6	24,1285		24,8523	24,8523	25,5979	25,5979	26,3658
1478	Plumber	7	25,2853		26,0541	26,0541	26,8357	26,8357	27,6408
1478	Plumber	8	26,5080		27,3032	27,3032	28,1223	28,1223	28,9660
1478	Plumber	9	27,7218		28,5534	28,5534	29,4100	29,4100	30,2923
1468	Power Systems Technician	1	20,8951		21,5219	21,5219	22,1676	22,1676	22,8326
1468	Power Systems Technician	2	21,9311		22,5890	22,5890	23,2667	23,2667	23,9647
1468	Power Systems Technician	3	22,8970		23,5839	23,5839	24,2914	24,2914	25,0202
1468	Power Systems Technician	4	24,0098		24,7300	24,7300	25,4719	25,4719	26,2316
1468	Power Systems Technician	5	25,1718		25,9269	25,9269	26,7047	26,7047	27,5058
1468	Power Systems Technician	6	26,3790		27,1703	27,1703	27,9854	27,9854	28,8250
1468	Power Systems Technician	7	27,5865		28,4140	28,4140	29,2664	29,2664	30,1444
1468	Power Systems Technician	8	28,9797		29,8490	29,8490	30,7445	30,7445	31,6668
1468	Power Systems Technician	9	30,3729		31,3040	31,3040	32,2325	32,2325	33,1940
1468	Power Systems Technician	10	32,4075		33,3797	33,3797	34,3811	34,3811	35,4125
1468	Power Systems Technician	11	33,3917		34,3934	34,3934	35,4252	35,4252	36,4880
1468	Power Systems Technician	12	35,0173		36,0678	36,0678	37,1498	37,1498	38,2643
2178	Practical Nurse 2	1	15,6460		16,1153	16,1153	16,5988	16,5988	17,0967
2178	Practical Nurse 2	2	16,2343		16,7213	16,7213	17,2229	17,2229	17,7396
2178	Practical Nurse 2	3	16,9207		17,4283	17,4283	17,9511	17,9511	18,4897
2178	Practical Nurse 2	4	17,6067		18,1349	18,1349	18,6789	18,6789	19,2393
2178	Practical Nurse 2	5	18,3416		18,8918	18,8918	19,4586	19,4586	20,0423
2178	Practical Nurse 2	6	19,0761		19,6483	19,6483	20,2377	20,2377	20,8449
2178	Practical Nurse 2	7	19,8117		20,4060	20,4060	21,0182	21,0182	21,6487
2178	Practical Nurse 2	8	20,6942		21,3150	21,3150	21,9545	21,9545	22,6123
2178	Practical Nurse 2	9	21,6254		22,3741	22,3741	22,9423	22,9423	23,6306
2178	Practical Nurse 2	10	22,5142		23,1896	23,1896	23,8853	23,8853	24,6118
2178	Practical Nurse 2	11	23,5743		24,2815	24,2815	25,0099	25,0099	25,7602
2178	Practical Nurse 2	12	24,5839		25,3214	25,3214	26,0810	26,0810	26,8635
1495	Procurement Technician	1	16,0720		16,5541	16,5541	17,0507	17,0507	17,5622
1495	Procurement Technician	2	16,6592		17,1589	17,1589	17,6737	17,6737	18,2039
1495	Procurement Technician	3	17,2443		17,7616	17,7616	18,2944	18,2944	18,8433
1495	Procurement Technician	4	17,9662		18,5051	18,5051	19,0603	19,0603	19,6321
1495	Procurement Technician	5	18,6879		19,2485	19,2485	19,8260	19,8260	20,4207
1495	Procurement Technician	6	19,4552		20,0388	20,0388	20,6400	20,6400	21,2592
1495	Procurement Technician	7	20,2659		20,8738	20,8738	21,5000	21,5000	22,1450
1495	Procurement Technician	8	21,1235		21,7572	21,7572	22,4099	22,4099	23,0822
1495	Procurement Technician	9	21,9804		22,6398	22,6398	23,3190	23,3190	24,0186
1495	Procurement Technician	10	22,8994		23,5863	23,5863	24,2939	24,2939	25,0227
1495	Procurement Technician	11	23,8747		24,5909	24,5909	25,3286	25,3286	26,0885
1495	Procurement Technician	12	24,8984		25,6453	25,6453	26,4147	26,4147	27,2071
2490	Procurement Vendor Coord	1	16,0720		16,5541	16,5541	17,0507	17,0507	17,5622
2490	Procurement Vendor Coord	2	16,6592		17,1589	17,1589	17,6737	17,6737	18,2039
2490	Procurement Vendor Coord	3	17,2443		17,7616	17,7616	18,2944	18,2944	18,8433
2490	Procurement Vendor Coord	4	17,9662		18,5051	18,5051	19,0603	19,0603	19,6321
2490	Procurement Vendor Coord	5	18,6879		19,2485	19,2485	19,8260	19,8260	20,4207
2490	Procurement Vendor Coord	6	19,4552		20,0388	20,0388	20,6400	20,6400	21,2592
2490	Procurement Vendor Coord	7	20,2659		20,8738	20,8738	21,5000	21,5000	22,1450
2490	Procurement Vendor Coord	8	21,1235		21,7572	21,7572	22,4099	22,4099	23,0822
2490	Procurement Vendor Coord	9	21,9804		22,6398	22,6398	23,3190	23,3190	24,0186
2490	Procurement Vendor Coord	10	22,8994		23,5863	23,5863	24,2939	24,2939	25,0227
2490	Procurement Vendor Coord	11	23,8747		24,5909	24,5909	25,3286	25,3286	26,0885
2490	Procurement Vendor Coord	12	24,8984		25,6453	25,6453	26,4147	26,4147	27,2071
1253	Prosthetist Orthotist Tech	1	15,4183		15,8808	15,8808	16,3572	16,3572	16,8479
1253	Prosthetist Orthotist Tech	2	15,9839		16,4634	16,4634	16,9573	16,9573	17,4660
1253	Prosthetist Orthotist Tech	3	16,5712		17,0683	17,0683	17,5803	17,5803	18,1078
1253	Prosthetist Orthotist Tech	4	17,1817		17,6971	17,6971	18,2280	18,2280	18,7749
1253	Prosthetist Orthotist Tech	5	17,7460		18,2783	18,2783	18,8266	18,8266	19,3914
1253	Prosthetist Orthotist Tech	6	18,5437		19,1000	19,1000	19,6730	19,6730	20,2622
1253	Prosthetist Orthotist Tech	7	19,2958		19,8746	19,8746	20,4708	20,4708	21,0850
1253	Prosthetist Orthotist Tech	8	20,0463		20,6476	20,6476	21,2670	21,2670	21,9050
1253	Prosthetist Orthotist Tech	9	20,8921		21,5188	21,5188	22,1644	22,1644	22,8293
1253	Prosthetist Orthotist Tech	10	21,7376		22,3897	22,3897	23,0614	23,0614	23,7532
1253	Prosthetist Orthotist Tech	11	22,6878		23,3684	23,3684	24,0695	24,0695	24,7915
1253	Prosthetist Orthotist Tech	12	23,6566		24,3662	24,3662	25,0972	25,0972	25,8501
1220	Radiation Therapy Tech 1	1	23,6891		24,3997	24,3997	25,1317	25,1317	25,8856
1220	Radiation Therapy Tech 1	2	24,8984		25,6453	25,6453	26,4147	26,4147	27,2071
1220	Radiation Therapy Tech 1	3	26,1047		26,8878	26,8878	27,6944	27,6944	28,5275
1220	Radiation Therapy Tech 1	4	27,3124		28,1317	28,1317	28,9557	28,9557	29,8449
1220	Radiation Therapy Tech 1	5	28,6594		29,5191	29,5191	30,4047	30,4047	31,3168
1220	Radiation Therapy Tech 1	6	30,0991		31,0020	31,0020	31,9321	31,9321	32,8900
1220	Radiation Therapy Tech 1	7	31,4923		32,4370	32,4370	33,4101	33,4101	34,4124
1220	Radiation Therapy Tech 1	8	33,0720		34,0641	34,0641	35,0860	35,0860	36,1386
1220	Radiation Therapy Tech 1	9	34,6981		35,7390	35,7390	36,8112	36,8112	37,9155
1220	Radiation Therapy Tech 1	10	36,3703		37,4614	37,4614	38,5852	38,5852	39,7428
1220	Radiation Therapy Tech 1	11	38,1353		39,2793	39,2793	40,4577	40,4577	41,6714
1220	Radiation Therapy Tech 1	12	39,9933		41,1930	41,1930	42,4288	42,4288	43,7017
1221	Radiation Therapy Tech 2	1	27,3121		28,1314	28,1314	28,9753	28,9753	29,8446

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1221	Radiation Therapy Tech 2	2	28.6594		29.5191	29.5191	30.4047	30.4047	31.3168
1221	Radiation Therapy Tech 2	3	30.0991		31.0020	31.0020	31.9321	31.9321	32.8000
1221	Radiation Therapy Tech 2	4	31.4923		32.4370	32.4370	33.4101	33.4101	34.1214
1221	Radiation Therapy Tech 2	5	33.0720		34.0641	34.0641	35.0860	35.0860	36.1386
1221	Radiation Therapy Tech 2	6	34.6981		35.7390	35.7390	36.8112	36.8112	37.9155
1221	Radiation Therapy Tech 2	7	36.3703		37.4614	37.4614	38.5852	38.5852	39.7428
1221	Radiation Therapy Tech 2	8	38.1347		39.2787	39.2787	40.4571	40.4571	41.6708
1221	Radiation Therapy Tech 2	9	39.9933		41.1930	41.1930	42.4288	42.4288	43.7017
1221	Radiation Therapy Tech 2	10	41.8515		43.1070	43.1070	44.4002	44.4002	45.7322
1221	Radiation Therapy Tech 2	11	43.8012		45.1152	45.1152	46.4687	46.4687	47.8627
1221	Radiation Therapy Tech 2	12	45.8452		47.2205	47.2205	48.6371	48.6371	50.0962
1487	Radiologic Spec Procedure Tech	1	23.8549		24.5705	24.5705	25.3076	25.3076	26.0668
1487	Radiologic Spec Procedure Tech	2	24.9957		25.7455	25.7455	26.5179	26.5179	27.3134
1487	Radiologic Spec Procedure Tech	3	26.1836		26.9691	26.9691	27.7782	27.7782	28.6115
1487	Radiologic Spec Procedure Tech	4	27.4665		28.2904	28.2904	29.1391	29.1391	30.0133
1487	Radiologic Spec Procedure Tech	5	28.7973		29.6612	29.6612	30.5510	30.5510	31.4676
1487	Radiologic Spec Procedure Tech	6	30.1750		31.0802	31.0802	32.0126	32.0126	32.9730
1487	Radiologic Spec Procedure Tech	7	31.6481		32.5975	32.5975	33.5754	33.5754	34.5827
1487	Radiologic Spec Procedure Tech	8	33.1690		34.1640	34.1640	35.1889	35.1889	36.2446
1487	Radiologic Spec Procedure Tech	9	34.7846		35.8281	35.8281	36.9029	36.9029	38.0100
1487	Radiologic Spec Procedure Tech	10	36.3997		37.4916	37.4916	38.6163	38.6163	39.7748
1487	Radiologic Spec Procedure Tech	11	38.1467		39.2911	39.2911	40.4698	40.4698	41.6839
1487	Radiologic Spec Procedure Tech	12	39.9744		41.1736	41.1736	42.4388	42.4388	43.7414
1201	Radiologic Technologist 1	1	20.7643		21.3877	21.3877	22.0388	22.0388	22.6897
1201	Radiologic Technologist 1	2	21.7330		22.3849	22.3849	23.0564	23.0564	23.7481
1201	Radiologic Technologist 1	3	22.7615		23.4443	23.4443	24.1476	24.1476	24.8721
1201	Radiologic Technologist 1	4	23.8549		24.5705	24.5705	25.3076	25.3076	26.0668
1201	Radiologic Technologist 1	5	24.9957		25.7455	25.7455	26.5179	26.5179	27.3134
1201	Radiologic Technologist 1	6	26.1835		26.9690	26.9690	27.7781	27.7781	28.6114
1201	Radiologic Technologist 1	7	27.4665		28.2904	28.2904	29.1391	29.1391	30.0133
1201	Radiologic Technologist 1	8	28.7973		29.6612	29.6612	30.5510	30.5510	31.4676
1201	Radiologic Technologist 1	9	30.1751		31.0803	31.0803	32.0127	32.0127	32.9731
1201	Radiologic Technologist 1	10	31.6479		32.5973	32.5973	33.5752	33.5752	34.5825
1201	Radiologic Technologist 1	11	33.1690		34.1640	34.1640	35.1989	35.1989	36.2446
1201	Radiologic Technologist 1	12	34.7846		35.8281	35.8281	36.9029	36.9029	38.0100
1202	Radiologic Technologist 2	1	22.7615		23.4443	23.4443	24.1476	24.1476	24.8721
1202	Radiologic Technologist 2	2	23.8549		24.5705	24.5705	25.3076	25.3076	26.0668
1202	Radiologic Technologist 2	3	24.9957		25.7455	25.7455	26.5179	26.5179	27.3134
1202	Radiologic Technologist 2	4	26.1836		26.9691	26.9691	27.7782	27.7782	28.6115
1202	Radiologic Technologist 2	5	27.4665		28.2904	28.2904	29.1391	29.1391	30.0133
1202	Radiologic Technologist 2	6	28.7973		29.6612	29.6612	30.5510	30.5510	31.4676
1202	Radiologic Technologist 2	7	30.1750		31.0802	31.0802	32.0126	32.0126	32.9730
1202	Radiologic Technologist 2	8	31.6481		32.5975	32.5975	33.5754	33.5754	34.5827
1202	Radiologic Technologist 2	9	33.1690		34.1640	34.1640	35.1889	35.1889	36.2446
1202	Radiologic Technologist 2	10	34.7846		35.8281	35.8281	36.9029	36.9029	38.0100
1202	Radiologic Technologist 2	11	36.3997		37.4916	37.4916	38.6163	38.6163	39.7748
1202	Radiologic Technologist 2	12	38.1467		39.2911	39.2911	40.4698	40.4698	41.6839
1205	Radiology Support Associate	1	13.2065	15.4717	15.4717	15.9359	15.9359	15.9359	16.4139
1205	Radiology Support Associate	2	13.6838	16.0354	16.0354	16.5165	16.5165	16.5165	17.0120
1205	Radiology Support Associate	3	14.1792	16.6203	16.6203	17.1189	17.1189	17.1189	17.6325
1205	Radiology Support Associate	4	14.6935	17.2280	17.2280	17.7448	17.7448	17.7448	18.2772
1205	Radiology Support Associate	5	15.2273	17.8582	17.8582	18.3939	18.3939	18.3939	18.9458
1205	Radiology Support Associate	6	15.7811	18.5272	18.5272	19.0830	19.0830	19.0830	19.6555
1205	Radiology Support Associate	7	16.3561	19.2071	19.2071	19.7833	19.7833	19.7833	20.3768
1205	Radiology Support Associate	8	16.9527	19.9753	19.9753	20.5746	20.5746	20.5746	21.1918
1205	Radiology Support Associate	9	17.5725	20.7743	20.7743	21.3975	21.3975	21.3975	22.0395
1205	Radiology Support Associate	10	18.2153	21.6053	21.6053	22.2535	22.2535	22.2535	22.9211
1205	Radiology Support Associate	11	18.8977	22.4695	22.4695	23.1436	23.1436	23.1436	23.8739
1205	Radiology Support Associate	12	19.5912	23.3683	23.3683	24.0693	24.0693	24.0693	24.9134
1252	Recreation Leader	1	13.7382	15.0055	15.0055	15.4557	15.4557	15.4557	15.9193
1252	Recreation Leader	2	14.2412	15.6245	15.6245	16.0932	16.0932	16.0932	16.5760
1252	Recreation Leader	3	14.7636	16.1996	16.1996	16.6856	16.6856	16.6856	17.1862
1252	Recreation Leader	4	15.3056	16.7296	16.7296	17.2315	17.2315	17.2315	17.7484
1252	Recreation Leader	5	15.9369	17.4818	17.4818	18.0063	18.0063	18.0063	18.5464
1252	Recreation Leader	6	16.5235	18.1890	18.1890	18.7347	18.7347	18.7347	19.2967
1252	Recreation Leader	7	17.0641	18.8953	18.8953	19.4622	19.4622	19.4622	20.0460
1252	Recreation Leader	8	17.6314	19.6926	19.6926	20.2834	20.2834	20.2834	20.8919
1252	Recreation Leader	9	18.2557	20.4879	20.4879	21.1025	21.1025	21.1025	21.7356
1252	Recreation Leader	10	19.2732	21.3074	21.3074	21.9466	21.9466	21.9466	22.6050
1252	Recreation Leader	11	20.0864	22.1597	22.1597	22.8245	22.8245	22.8245	23.5092
1252	Recreation Leader	12	20.8976	23.0461	23.0461	23.7375	23.7375	23.7375	24.4496
1480	Refrigeration Mechanic	1	19.6084		20.1966	20.1966	20.8025	20.8025	21.4266
1480	Refrigeration Mechanic	2	20.5813		21.1987	21.1987	21.8347	21.8347	22.4897
1480	Refrigeration Mechanic	3	21.6043		22.2524	22.2524	22.9200	22.9200	23.6076
1480	Refrigeration Mechanic	4	22.5561		23.2327	23.2327	23.9297	23.9297	24.6476
1480	Refrigeration Mechanic	5	23.5554		24.3650	24.3650	25.0960	25.0960	25.8488
1480	Refrigeration Mechanic	6	24.7994		25.5433	25.5433	26.3096	26.3096	27.0989
1480	Refrigeration Mechanic	7	25.9983		26.7679	26.7679	27.5709	27.5709	28.3981
1480	Refrigeration Mechanic	8	27.1738		27.9926	27.9926	28.8324	28.8324	29.6984
1480	Refrigeration Mechanic	9	28.5372		29.3933	29.3933	30.2751	30.2751	31.1834
1276	Rehabilitation Assistant	1	13.2036	15.0056	15.0056	15.4558	15.4558	15.4558	15.9194
1276	Rehabilitation Assistant	2	13.7038	15.6251	15.6251	16.0939	16.0939	16.0939	16.5767
1276	Rehabilitation Assistant	3	14.2236	16.1998	16.1998	16.6858	16.6858	16.6858	17.1864
1276	Rehabilitation Assistant	4	14.7638	16.7296	16.7296	17.2315	17.2315	17.2315	17.7484
1276	Rehabilitation Assistant	5	15.3057	17.4818	17.4818	18.0063	18.0063	18.0063	18.5466
1276	Rehabilitation Assistant	6	15.9376	18.1889	18.1889	18.7346	18.7346	18.7346	19.2966
1276	Rehabilitation Assistant	7	16.5237	18.8957	18.8957	19.4626	19.4626	19.4626	20.0464

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 4/1/2021	RATE PRIOR TO 4/1/2021	3% Wage Adjustment 4/1/2022	RATE PRIOR TO 4/1/2022	RATE AFTER 4/1/2023
1276	Rehabilitation Assistant	8	17,064.1	19,6925		19,6925	20,2833	20,2833	20,8918
1276	Rehabilitation Assistant	9	17,833.4	20,4802		20,4802	21,0946	21,0946	21,7274
1276	Rehabilitation Assistant	10	18,552.6	21,2994		21,2994	21,9384	21,9384	22,5965
1276	Rehabilitation Assistant	11	19,273.6	22,1513		22,1513	22,8158	22,8158	23,5003
1276	Rehabilitation Assistant	12	20,086.3	23,0374		23,0374	23,7285	23,7285	24,4404
3010	Respiratory Support Tech	1	14,973.8	15,2029		15,2029	15,6590	15,6590	16,1288
3010	Respiratory Support Tech	2	15,506.9	15,8191		15,8191	16,2937	16,2937	16,7825
3010	Respiratory Support Tech	3	16,135.4	16,4115		16,4115	16,9038	16,9038	17,4110
3010	Respiratory Support Tech	4	16,739.7	17,1787		17,1787	17,6941	17,6941	18,2249
3010	Respiratory Support Tech	5	17,522.2	17,8095		17,8095	18,3438	18,3438	18,8941
3010	Respiratory Support Tech	6	18,165.6	18,4707		18,4707	19,0248	19,0248	19,5956
3010	Respiratory Support Tech	7	18,840.1	19,2490		19,2490	19,8265	19,8265	20,4213
3010	Respiratory Support Tech	8	19,633.9	19,9450		19,9450	20,5434	20,5434	21,1597
3010	Respiratory Support Tech	9	20,343.9	20,6646		20,6646	21,2845	21,2845	21,9231
3010	Respiratory Support Tech	10	21,077.8	21,5647		21,5647	22,2116	22,2116	22,8780
3010	Respiratory Support Tech	11	21,995.9	22,4225		22,4225	23,0952	23,0952	23,7880
3010	Respiratory Support Tech	12	22,870.9	23,3194		23,3194	24,0190	24,0190	24,7396
3075	Respiratory Technician CRT	1	15,566.4	16,0333	16,0333	16,0333	16,5143	16,5143	17,0097
3075	Respiratory Technician CRT	2	16,189.6	16,6752	16,6752	16,6752	17,1755	17,1755	17,6907
3075	Respiratory Technician CRT	3	16,839.0	17,3441	17,3441	17,3441	17,8644	17,8644	18,4004
3075	Respiratory Technician CRT	4	17,514.4	18,0398	18,0398	18,0398	18,5810	18,5810	19,1384
3075	Respiratory Technician CRT	5	18,235.8	18,7839	18,7839	18,7839	19,3474	19,3474	19,9278
3075	Respiratory Technician CRT	6	19,023.7	19,6665	19,6665	19,6665	20,2565	20,2565	20,8625
3075	Respiratory Technician CRT	7	19,860.9	20,4567	20,4567	20,4567	21,0704	21,0704	21,7025
3075	Respiratory Technician CRT	8	20,717.4	21,3389	21,3389	21,3389	21,9791	21,9791	22,6384
3075	Respiratory Technician CRT	9	21,573.5	22,2207	22,2207	22,2207	22,8873	22,8873	23,5739
3075	Respiratory Technician CRT	10	22,574.8	23,2520	23,2520	23,2520	23,9496	23,9496	24,6680
3075	Respiratory Technician CRT	11	23,503.6	24,2087	24,2087	24,2087	24,9350	24,9350	25,6830
3075	Respiratory Technician CRT	12	24,571.6	25,3087	25,3087	25,3087	26,0680	26,0680	26,8500
2511	Retail Employee Nutrition Svcs	1	12,841.4	15,2266		15,2266	15,6834	15,6834	16,1539
2511	Retail Employee Nutrition Svcs	2	13,342.0	15,8022		15,8022	16,2763	16,2763	16,7646
2511	Retail Employee Nutrition Svcs	3	13,862.3	16,4641		16,4641	16,9580	16,9580	17,4668
2511	Retail Employee Nutrition Svcs	4	14,403.8	17,0843		17,0843	17,5968	17,5968	18,1247
2511	Retail Employee Nutrition Svcs	5	14,989.4	17,7025		17,7025	18,2336	18,2336	18,7866
2511	Retail Employee Nutrition Svcs	6	15,531.1	18,4102		18,4102	18,9625	18,9625	19,5314
2511	Retail Employee Nutrition Svcs	7	16,118.2	19,1173		19,1173	19,6908	19,6908	20,2815
2511	Retail Employee Nutrition Svcs	8	16,793.3	19,8819		19,8819	20,4784	20,4784	21,0927
2511	Retail Employee Nutrition Svcs	9	17,425.9	20,6772		20,6772	21,2975	21,2975	21,9664
2511	Retail Employee Nutrition Svcs	10	18,056.5	21,5043		21,5043	22,1494	22,1494	22,8139
2511	Retail Employee Nutrition Svcs	11	18,778.4	22,3645		22,3645	23,0354	23,0354	23,7265
2511	Retail Employee Nutrition Svcs	12	19,499.6	23,2591		23,2591	23,9569	23,9569	24,6756
3233	Revenue Cycle Analyst	1	25,702.4	26,4734	26,4734	26,4734	27,2676	27,2676	28,0856
3233	Revenue Cycle Analyst	2	26,790.6	27,5325	27,5325	27,5325	28,3585	28,3585	29,2092
3233	Revenue Cycle Analyst	3	27,799.7	28,6336	28,6336	28,6336	29,4926	29,4926	30,3774
3233	Revenue Cycle Analyst	4	28,911.7	29,7790	29,7790	29,7790	30,6724	30,6724	31,5925
3233	Revenue Cycle Analyst	5	30,062.8	30,9702	30,9702	30,9702	31,8993	31,8993	32,8563
3233	Revenue Cycle Analyst	6	31,271.0	32,2091	32,2091	32,2091	33,1754	33,1754	34,1706
3233	Revenue Cycle Analyst	7	32,521.8	33,4974	33,4974	33,4974	34,5023	34,5023	35,5374
3233	Revenue Cycle Analyst	8	33,822.7	34,8373	34,8373	34,8373	35,8824	35,8824	36,9598
3233	Revenue Cycle Analyst	9	35,175.6	36,2308	36,2308	36,2308	37,3177	37,3177	38,4373
3233	Revenue Cycle Analyst	10	36,582.7	37,6801	37,6801	37,6801	38,8105	38,8105	39,9748
3233	Revenue Cycle Analyst	11	38,046.0	39,1873	39,1873	39,1873	40,3629	40,3629	41,5738
3233	Revenue Cycle Analyst	12	39,567.8	40,7548	40,7548	40,7548	41,9774	41,9774	43,2368
1243	Registered Respiratory Therapist	1	23,177.6	23,8729	23,8729	23,8729	24,5891	24,5891	25,3268
1243	Registered Respiratory Therapist	2	24,246.2	24,9735	24,9735	24,9735	25,7227	25,7227	26,4944
1243	Registered Respiratory Therapist	3	25,453.6	26,1172	26,1172	26,1172	27,0037	27,0037	27,8138
1243	Registered Respiratory Therapist	4	26,755.5	27,5581	27,5581	27,5581	28,3848	28,3848	29,2364
1243	Registered Respiratory Therapist	5	28,055.4	28,8970	28,8970	28,8970	29,7639	29,7639	30,6568
1243	Registered Respiratory Therapist	6	29,356.8	30,2375	30,2375	30,2375	31,1446	31,1446	32,0790
1243	Registered Respiratory Therapist	7	30,796.4	31,7202	31,7202	31,7202	32,6718	32,6718	33,6250
1243	Registered Respiratory Therapist	8	32,375.8	33,3470	33,3470	33,3470	34,3474	34,3474	35,3778
1243	Registered Respiratory Therapist	9	33,861.5	34,8773	34,8773	34,8773	35,9236	35,9236	37,0013
1243	Registered Respiratory Therapist	10	35,533.8	36,5098	36,5098	36,5098	37,6978	37,6978	38,8287
1243	Registered Respiratory Therapist	11	36,952.5	38,0638	38,0638	38,0638	39,2057	39,2057	40,3819
1243	Registered Respiratory Therapist	12	38,433.3	39,5862	39,5862	39,5862	40,7738	40,7738	41,9970
3074	Registered Respiratory Therapist Specialty	1	25,175.9	25,9311	25,9311	25,9311	26,7090	26,7090	27,5103
3074	Registered Respiratory Therapist Specialty	2	26,434.7	27,2777	27,2777	27,2777	28,0445	28,0445	28,8859
3074	Registered Respiratory Therapist Specialty	3	27,754.4	28,5890	28,5890	28,5890	29,4467	29,4467	30,3301
3074	Registered Respiratory Therapist Specialty	4	29,144.3	30,0186	30,0186	30,0186	30,9192	30,9192	31,8467
3074	Registered Respiratory Therapist Specialty	5	30,601.4	31,5194	31,5194	31,5194	32,4650	32,4650	33,4389
3074	Registered Respiratory Therapist Specialty	6	32,131.6	33,0955	33,0955	33,0955	34,0884	34,0884	35,1110
3074	Registered Respiratory Therapist Specialty	7	33,738.1	34,7502	34,7502	34,7502	35,7927	35,7927	36,8665
3074	Registered Respiratory Therapist Specialty	8	35,425.0	36,4877	36,4877	36,4877	37,5823	37,5823	38,7058
3074	Registered Respiratory Therapist Specialty	9	37,196.3	38,3121	38,3121	38,3121	39,4615	39,4615	40,6453
3074	Registered Respiratory Therapist Specialty	10	38,684.2	39,8447	39,8447	39,8447	41,0400	41,0400	42,2712
3074	Registered Respiratory Therapist Specialty	11	40,231.5	41,4384	41,4384	41,4384	42,6816	42,6816	43,9620
3074	Registered Respiratory Therapist Specialty	12	41,840.8	43,0960	43,0960	43,0960	44,3889	44,3889	45,7205
1054	Shipping Receiving Specialist 1	1	14,967.0	15,2367		15,2367	15,6935	15,6935	16,1540
1054	Shipping Receiving Specialist 1	2	15,531.2	15,8023		15,8023	16,2764	16,2764	16,7647
1054	Shipping Receiving Specialist 1	3	16,118.3	16,4641		16,4641	16,9580	16,9580	17,4668
1054	Shipping Receiving Specialist 1	4	16,793.3	17,0843		17,0843	17,5968	17,5968	18,1247
1054	Shipping Receiving Specialist 1	5	17,425.9	17,7025		17,7025	18,2336	18,2336	18,7866
1054	Shipping Receiving Specialist 1	6	18,056.5	18,4102		18,4102	18,9624	18,9624	19,5313
1054	Shipping Receiving Specialist 1	7	18,778.3	19,1173		19,1173	19,6908	19,6908	20,2815
1054	Shipping Receiving Specialist 1	8	19,499.6	19,9130		19,9130	20,5104	20,5104	21,1257
1054	Shipping Receiving Specialist 1	9	20,311.2	20,7974		20,7974	21,4213	21,4213	22,0640
1054	Shipping Receiving Specialist 1	10	21,213.3	21,6380		21,6380	22,2871	22,2871	22,9558

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1054	Shipping Receiving Specialist 1	11	22,0707	22,5873		22,5873	23,2649	23,2649	23,9620
1054	Shipping Receiving Specialist 1	12	23,0320	24,1955		24,1955	24,9214	24,9214	25,6690
1055	Shipping Receiving Specialist 2	1	15,5312		15,9971	15,9971	16,4770	16,4770	16,9713
1055	Shipping Receiving Specialist 2	2	16,1183		16,6018	16,6018	17,0999	17,0999	17,6128
1055	Shipping Receiving Specialist 2	3	16,7933		17,2970	17,2970	17,8159	17,8159	18,3504
1055	Shipping Receiving Specialist 2	4	17,4259		17,9486	17,9486	18,4871	18,4871	19,0417
1055	Shipping Receiving Specialist 2	5	18,0565		18,5981	18,5981	19,1560	19,1560	19,7307
1055	Shipping Receiving Specialist 2	6	18,7783		19,3416	19,3416	19,9218	19,9218	20,5195
1055	Shipping Receiving Specialist 2	7	19,4996		20,0845	20,0845	20,6870	20,6870	21,3076
1055	Shipping Receiving Specialist 2	8	20,3112		20,9205	20,9205	21,5481	21,5481	22,1946
1055	Shipping Receiving Specialist 2	9	21,1233		21,8496	21,8496	22,5051	22,5051	23,1802
1055	Shipping Receiving Specialist 2	10	22,0707		22,7328	22,7328	23,4148	23,4148	24,1172
1055	Shipping Receiving Specialist 2	11	23,0320		23,7301	23,7301	24,4420	24,4420	25,1753
1055	Shipping Receiving Specialist 2	12	23,9678		24,6868	24,6868	25,4274	25,4274	26,1902
2242	Shipping Receiving Technician	1	16,0720	16,5541		16,5541	17,0507	17,0507	17,5622
2242	Shipping Receiving Technician	2	16,6592	17,1589		17,1589	17,6737	17,6737	18,2039
2242	Shipping Receiving Technician	3	17,2443	17,7616		17,7616	18,2944	18,2944	18,8433
2242	Shipping Receiving Technician	4	17,9662	18,5051		18,5051	19,0603	19,0603	19,6321
2242	Shipping Receiving Technician	5	18,6879	19,2485		19,2485	19,8260	19,8260	20,4207
2242	Shipping Receiving Technician	6	19,4552	20,0388		20,0388	20,6400	20,6400	21,2592
2242	Shipping Receiving Technician	7	20,2659	20,8738		20,8738	21,5000	21,5000	22,1450
2242	Shipping Receiving Technician	8	21,1235	21,7572		21,7572	22,4099	22,4099	23,0822
2242	Shipping Receiving Technician	9	21,9804	22,6398		22,6398	23,3198	23,3198	24,0286
2242	Shipping Receiving Technician	10	22,8994	23,5862		23,5862	24,2939	24,2939	25,0227
2242	Shipping Receiving Technician	11	23,8747	24,5909		24,5909	25,3286	25,3286	26,0885
2242	Shipping Receiving Technician	12	24,8984	25,6453		25,6453	26,4147	26,4147	27,2071
1009	Sr Duplicating Technician	1	15,2065	15,5456		15,5456	16,0120	16,0120	16,4923
1009	Sr Duplicating Technician	2	15,8565	16,2103		16,2103	16,6966	16,6966	17,1975
1009	Sr Duplicating Technician	3	16,5345	16,9033		16,9033	17,4104	17,4104	17,9327
1009	Sr Duplicating Technician	4	17,2413	17,6266		17,6266	18,1554	18,1554	18,7001
1009	Sr Duplicating Technician	5	17,9791	18,4845		18,4845	19,0390	19,0390	19,6102
1009	Sr Duplicating Technician	6	18,8541	19,2536		19,2536	19,8312	19,8312	20,4261
1009	Sr Duplicating Technician	7	19,6586	20,1121		20,1121	20,7155	20,7155	21,3369
1009	Sr Duplicating Technician	8	20,5143	20,9707		20,9707	21,5998	21,5998	22,2478
1009	Sr Duplicating Technician	9	21,3901	21,9647		21,9647	22,6236	22,6236	23,3024
1009	Sr Duplicating Technician	10	22,4039	22,8688		22,8688	23,5549	23,5549	24,2615
1009	Sr Duplicating Technician	11	23,3261	23,9091		23,9091	24,6264	24,6264	25,3652
1009	Sr Duplicating Technician	12	24,3872	24,8654		24,8654	25,6114	25,6114	26,3797
2935	Stationary Engineer	1	21,7338	24,4458		24,4458	25,1792	25,1792	25,9345
2935	Stationary Engineer	2	24,6831	25,4235		25,4235	26,1862	26,1862	26,9718
2935	Stationary Engineer	3	25,6705	26,4406		26,4406	27,2338	27,2338	28,0508
2935	Stationary Engineer	4	26,6974	27,4983		27,4983	28,3232	28,3232	29,1729
2935	Stationary Engineer	5	27,7653	28,5982		28,5982	29,4561	29,4561	30,3398
2935	Stationary Engineer	6	28,8757	29,7419		29,7419	30,6342	30,6342	31,5532
2935	Stationary Engineer	7	30,0309	30,9318		30,9318	31,8598	31,8598	32,8165
2935	Stationary Engineer	8	31,2320	32,1689		32,1689	33,1340	33,1340	34,1280
2935	Stationary Engineer	9	32,4815	33,4559		33,4559	34,4596	34,4596	35,4934
2935	Stationary Engineer	10	33,7806	34,7940		34,7940	35,8378	35,8378	36,9130
2935	Stationary Engineer	11	35,1318	36,1857		36,1857	37,2713	37,2713	38,3934
2935	Stationary Engineer	12	36,5372	37,6333		37,6333	38,7623	38,7623	39,9252
1796	Stress Technician	1	13,2960	15,1980		15,1980	15,6539	15,6539	16,1236
1796	Stress Technician	2	13,8204	15,7558		15,7558	16,2285	16,2285	16,7153
1796	Stress Technician	3	14,3663	16,4064		16,4064	16,8986	16,8986	17,4055
1796	Stress Technician	4	14,9350	17,0099		17,0099	17,5202	17,5202	18,0458
1796	Stress Technician	5	15,5019	17,5661		17,5661	18,0931	18,0931	18,6359
1796	Stress Technician	6	16,0709	18,3559		18,3559	18,9066	18,9066	19,4738
1796	Stress Technician	7	16,7245	19,0983		19,0983	19,6712	19,6712	20,2614
1796	Stress Technician	8	17,3500	19,8405		19,8405	20,4357	20,4357	21,0488
1796	Stress Technician	9	17,9174	20,6341		20,6341	21,2531	21,2531	21,8907
1796	Stress Technician	10	18,7230	21,4594		21,4594	22,1032	22,1032	22,7663
1796	Stress Technician	11	19,4802	22,3178		22,3178	22,9873	22,9873	23,6770
1796	Stress Technician	12	20,2373	23,2105		23,2105	23,9068	23,9068	24,6240
1058	Support Associate 1	1	12,0752	0.0001		0.0001	0.0001	0.0001	0.0001
1058	Support Associate 1	2	12,5095	0.0001		0.0001	0.0001	0.0001	0.0001
1058	Support Associate 1	3	12,9603	0.0001		0.0001	0.0001	0.0001	0.0001
1058	Support Associate 1	4	13,4278	0.0001		0.0001	0.0001	0.0001	0.0001
1058	Support Associate 1	5	13,9138	0.0001		0.0001	0.0001	0.0001	0.0001
1058	Support Associate 1	6	14,4177	15,1806		15,1806	15,6360	15,6360	16,1051
1058	Support Associate 1	7	14,9408	15,7329		15,7329	16,2049	16,2049	16,6910
1058	Support Associate 1	8	15,4842	16,3068		16,3068	16,7960	16,7960	17,2999
1058	Support Associate 1	9	16,0475	16,9155		16,9155	17,4230	17,4230	17,9457
1058	Support Associate 1	10	16,6329	17,5339		17,5339	18,0599	18,0599	18,6017
1058	Support Associate 1	11	17,2538	18,2352		18,2352	18,7823	18,7823	19,3457
1058	Support Associate 1	12	17,8845	18,9646		18,9646	19,5335	19,5335	20,1195
2403	Support Service Analyst CBO	1	15,9322		15,9579	15,9579	16,4366	16,4366	16,9297
2403	Support Service Analyst CBO	2	15,9994		16,4793	16,4793	16,9737	16,9737	17,4829
2403	Support Service Analyst CBO	3	16,5235		17,0192	17,0192	17,5298	17,5298	18,0557
2403	Support Service Analyst CBO	4	17,0643		17,5762	17,5762	18,1035	18,1035	18,6466
2403	Support Service Analyst CBO	5	17,6214		18,2662	18,2662	18,8173	18,8173	19,4848
2403	Support Service Analyst CBO	6	18,5526		19,1091	19,1091	19,6824	19,6824	20,2728
2403	Support Service Analyst CBO	7	19,2736		19,8518	19,8518	20,4474	20,4474	21,0608
2403	Support Service Analyst CBO	8	20,0863		20,6888	20,6888	21,3095	21,3095	21,9487
2403	Support Service Analyst CBO	9	20,8974		21,5243	21,5243	22,1700	22,1700	22,8351
2403	Support Service Analyst CBO	10	21,7987		22,4526	22,4526	23,1262	23,1262	23,8200
2403	Support Service Analyst CBO	11	22,7141		23,3955	23,3955	24,0974	24,0974	24,8203
2403	Support Service Analyst CBO	12	23,6893		24,3999	24,3999	25,1319	25,1319	25,8825
3018	Support Technician	1	13,7718	0.0001		0.0001	0.0001	0.0001	0.0001

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
3018	Support Technician	2	14,3586	15,1387	15,1387	15,1387	15,5929	15,5929	16,0606
3018	Support Technician	3	14,8992	15,7569	15,7569	16,2296	16,2296	16,2296	16,7165
3018	Support Technician	4	15,4414	16,3325	16,3325	16,8225	16,8225	16,8225	17,3271
3018	Support Technician	5	16,0720	16,9062	16,9062	17,4134	17,4134	17,4134	17,9358
3018	Support Technician	6	16,6591	17,6140	17,6140	18,1424	18,1424	18,1424	18,6887
3018	Support Technician	7	17,2443	18,3215	18,3215	18,8711	18,8711	18,8711	19,4373
3018	Support Technician	8	17,8662	19,0737	19,0737	19,6459	19,6459	19,6459	20,2353
3018	Support Technician	9	18,6879	19,8866	19,8866	20,4317	20,4317	20,4317	21,0446
3018	Support Technician	10	19,4551	20,6301	20,6301	21,2490	21,2490	21,2490	21,8865
3018	Support Technician	11	20,2333	21,4553	21,4553	22,0990	22,0990	22,0990	22,7619
3018	Support Technician	12	21,0427	22,3135	22,3135	22,9829	22,9829	22,9829	23,6724
1175	Suture/Endoscopy Technician	1	14,7863	15,0489	15,0489	15,5004	15,5004	15,5004	15,9654
1175	Suture/Endoscopy Technician	2	15,3498	15,6021	15,6021	16,0702	16,0702	16,0702	16,5523
1175	Suture/Endoscopy Technician	3	15,9141	16,2463	16,2463	16,7337	16,7337	16,7337	17,2357
1175	Suture/Endoscopy Technician	4	16,5712	16,8450	16,8450	17,3504	17,3504	17,3504	17,8709
1175	Suture/Endoscopy Technician	5	17,1819	17,3981	17,3981	17,9200	17,9200	17,9200	18,4576
1175	Suture/Endoscopy Technician	6	17,7460	18,1801	18,1801	18,7255	18,7255	18,7255	19,2873
1175	Suture/Endoscopy Technician	7	18,5437	18,9175	18,9175	19,4850	19,4850	19,4850	20,0696
1175	Suture/Endoscopy Technician	8	19,2958	19,6533	19,6533	20,2429	20,2429	20,2429	20,8502
1175	Suture/Endoscopy Technician	9	20,0463	20,4825	20,4825	21,0970	21,0970	21,0970	21,7299
1175	Suture/Endoscopy Technician	10	20,8921	21,3114	21,3114	21,9507	21,9507	21,9507	22,6093
1175	Suture/Endoscopy Technician	11	21,7376	22,2439	22,2439	22,9112	22,9112	22,9112	23,5986
1175	Suture/Endoscopy Technician	12	22,6887	23,1336	23,1336	23,8276	23,8276	23,8276	24,5424
1115	Systems Analyst 1	1	24,2124	24,9387	24,9387	25,6869	25,6869	25,6869	26,4575
1115	Systems Analyst 1	2	25,3185	26,0780	26,0780	26,8603	26,8603	26,8603	27,6662
1115	Systems Analyst 1	3	26,4760	27,2702	27,2702	28,0883	28,0883	28,0883	28,9310
1115	Systems Analyst 1	4	27,6843	28,5148	28,5148	29,3702	29,3702	29,3702	30,2514
1115	Systems Analyst 1	5	28,9844	29,8539	29,8539	30,7495	30,7495	30,7495	31,6720
1115	Systems Analyst 1	6	30,3311	31,2410	31,2410	32,1782	32,1782	32,1782	33,1436
1115	Systems Analyst 1	7	31,6792	32,6295	32,6295	33,6084	33,6084	33,6084	34,6166
1115	Systems Analyst 1	8	33,1643	34,1592	34,1592	35,1840	35,1840	35,1840	36,2395
1115	Systems Analyst 1	9	34,6981	35,7390	35,7390	36,8112	36,8112	36,8112	37,9155
1115	Systems Analyst 1	10	36,3703	37,4614	37,4614	38,5852	38,5852	38,5852	39,7428
1115	Systems Analyst 1	11	38,0416	39,1828	39,1828	40,3583	40,3583	40,3583	41,5690
1115	Systems Analyst 1	12	39,8077	41,0019	41,0019	42,2320	42,2320	42,2320	43,4989
2392	Systems Analyst 1 Rev Cycle	1	24,2124	24,9387	24,9387	25,6869	25,6869	25,6869	26,4575
2392	Systems Analyst 1 Rev Cycle	2	25,3185	26,0780	26,0780	26,8603	26,8603	26,8603	27,6662
2392	Systems Analyst 1 Rev Cycle	3	26,4760	27,2702	27,2702	28,0883	28,0883	28,0883	28,9310
2392	Systems Analyst 1 Rev Cycle	4	27,6843	28,5148	28,5148	29,3702	29,3702	29,3702	30,2514
2392	Systems Analyst 1 Rev Cycle	5	28,9844	29,8539	29,8539	30,7495	30,7495	30,7495	31,6720
2392	Systems Analyst 1 Rev Cycle	6	30,3311	31,2410	31,2410	32,1782	32,1782	32,1782	33,1436
2392	Systems Analyst 1 Rev Cycle	7	31,6792	32,6295	32,6295	33,6084	33,6084	33,6084	34,6166
2392	Systems Analyst 1 Rev Cycle	8	33,1643	34,1592	34,1592	35,1840	35,1840	35,1840	36,2395
2392	Systems Analyst 1 Rev Cycle	9	34,6981	35,7390	35,7390	36,8112	36,8112	36,8112	37,9155
2392	Systems Analyst 1 Rev Cycle	10	36,3703	37,4614	37,4614	38,5852	38,5852	38,5852	39,7428
2392	Systems Analyst 1 Rev Cycle	11	38,0416	39,1828	39,1828	40,3583	40,3583	40,3583	41,5690
2392	Systems Analyst 1 Rev Cycle	12	39,8077	41,0019	41,0019	42,2320	42,2320	42,2320	43,4989
1211	Telemetry Technician	1	12,4647	19,5824	19,5824	20,1699	20,1699	20,1699	20,7750
1211	Telemetry Technician	2	12,8854	20,1698	20,1698	20,7749	20,7749	21,3981	21,9981
1211	Telemetry Technician	3	13,3213	20,7749	20,7749	21,3981	21,3981	22,0401	22,6401
1211	Telemetry Technician	4	13,7718	21,3882	21,3882	22,0401	22,0401	22,7014	23,3014
1211	Telemetry Technician	5	14,3586	22,0401	22,0401	22,7013	22,7013	23,3823	24,0038
1211	Telemetry Technician	6	14,8992	22,7013	22,7013	23,3823	23,3823	24,0838	24,6838
1211	Telemetry Technician	7	15,4414	23,3824	23,3824	24,0839	24,0839	24,8839	25,4839
1211	Telemetry Technician	8	16,0720	24,0838	24,0838	24,8063	24,8063	25,5505	26,3505
1211	Telemetry Technician	9	16,6591	24,8063	24,8063	25,5505	25,5505	26,3170	27,0665
1211	Telemetry Technician	10	17,2443	25,5505	25,5505	26,3170	26,3170	27,0665	27,8165
1211	Telemetry Technician	11	17,9662	26,3171	26,3171	27,1066	27,1066	27,9198	28,7198
1211	Telemetry Technician	12	18,6879	27,1066	27,1066	27,9198	27,9198	28,7574	29,5774
1122	Telephone Console Operator 1	1	10,9945	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1122	Telephone Console Operator 1	2	11,4493	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1122	Telephone Console Operator 1	3	11,9238	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1122	Telephone Console Operator 1	4	12,4199	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1122	Telephone Console Operator 1	5	12,8262	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
1122	Telephone Console Operator 1	6	13,3213	15,1383	15,1383	15,5924	15,5924	15,5924	16,0602
1122	Telephone Console Operator 1	7	13,7722	15,7567	15,7567	16,2294	16,2294	16,2294	16,7163
1122	Telephone Console Operator 1	8	14,3587	16,3325	16,3325	16,8225	16,8225	16,8225	17,3271
1122	Telephone Console Operator 1	9	14,8997	16,9858	16,9858	17,4954	17,4954	17,4954	18,0202
1122	Telephone Console Operator 1	10	15,4410	17,6652	17,6652	18,1952	18,1952	18,1952	18,7410
1122	Telephone Console Operator 1	11	16,0718	18,3718	18,3718	18,9230	18,9230	18,9230	19,4906
1122	Telephone Console Operator 1	12	16,6591	19,1067	19,1067	19,6799	19,6799	19,6799	20,2703
1795	Transcranial Doppler Technician	1	21,6291	22,2779	22,2779	22,9462	22,9462	23,6346	24,3446
1795	Transcranial Doppler Technician	2	22,6566	23,3362	23,3362	24,0363	24,0363	24,7574	25,4976
1795	Transcranial Doppler Technician	3	23,7668	24,4798	24,4798	25,2142	25,2142	25,9706	26,7476
1795	Transcranial Doppler Technician	4	24,9176	25,6651	25,6651	26,4351	26,4351	27,2281	28,0481
1795	Transcranial Doppler Technician	5	26,1110	26,8943	26,8943	27,7011	27,7011	28,5322	29,3872
1795	Transcranial Doppler Technician	6	27,3854	28,2069	28,2069	29,0531	29,0531	29,9247	30,8217
1795	Transcranial Doppler Technician	7	28,7015	29,5625	29,5625	30,4494	30,4494	31,3629	32,3029
1795	Transcranial Doppler Technician	8	30,1005	31,0035	31,0035	31,9336	31,9336	32,8916	33,8746
1795	Transcranial Doppler Technician	9	31,4967	32,4416	32,4416	33,4148	33,4148	34,4173	35,4443
1795	Transcranial Doppler Technician	10	32,9780	33,9673	33,9673	34,9863	34,9863	36,0389	37,1289
1795	Transcranial Doppler Technician	11	34,5998	35,6377	35,6377	36,7068	36,7068	37,8050	38,9350
1795	Transcranial Doppler Technician	12	36,2847	37,3732	37,3732	38,4944	38,4944	39,6497	40,8417
2478	Transplant Center Clinical Associate	1	15,4414	15,9046	15,9046	16,3817	16,3817	16,8732	17,3792
2478	Transplant Center Clinical Associate	2	16,0720	16,5541	16,5541	17,0507	17,0507	17,5627	18,0897
2478	Transplant Center Clinical Associate	3	16,6591	17,1588	17,1588	17,6736	17,6736	18,2038	18,7498
2478	Transplant Center Clinical Associate	4	17,2443	17,7616	17,7616	18,2944	18,2944	18,8433	19,4083

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
2478	Transplant Center Clinical Associate	5	17,9666		18,5055	18,5055	19,0607	19,0607	19,6335
2478	Transplant Center Clinical Associate	6	18,6879		19,2485	19,2485	19,8260	19,8260	20,4207
2478	Transplant Center Clinical Associate	7	19,4551		20,0387	20,0387	20,6399	20,6399	21,2591
2478	Transplant Center Clinical Associate	8	20,2661		20,8740	20,8740	21,5002	21,5002	22,1452
2478	Transplant Center Clinical Associate	9	21,1111		21,7444	21,7444	22,3967	22,3967	23,0686
2478	Transplant Center Clinical Associate	10	21,9910		22,6507	22,6507	23,3302	23,3302	24,0301
2478	Transplant Center Clinical Associate	11	22,9078		23,5950	23,5950	24,3029	24,3029	25,0319
2478	Transplant Center Clinical Associate	12	23,8627		24,5785	24,5785	25,3159	25,3159	26,0753
2463	Transplant Center Clinical Assistant	1	12,4647	15,1387	15,1387	15,1387	15,5929	15,5929	16,0606
2463	Transplant Center Clinical Assistant	2	12,8854	15,7569	15,7569	15,7569	16,2296	16,2296	16,7165
2463	Transplant Center Clinical Assistant	3	13,3213	16,3325	16,3325	16,3325	16,8225	16,8225	17,3271
2463	Transplant Center Clinical Assistant	4	13,7718	16,9641	16,9641	16,9641	17,4134	17,4134	17,9358
2463	Transplant Center Clinical Assistant	5	14,3386	17,6144	17,6144	17,6144	18,1428	18,1428	18,6871
2463	Transplant Center Clinical Assistant	6	14,8992	18,3215	18,3215	18,3215	18,8711	18,8711	19,4373
2463	Transplant Center Clinical Assistant	7	15,4414	19,0543	19,0543	19,0543	19,6259	19,6259	20,2147
2463	Transplant Center Clinical Assistant	8	16,0720	19,8165	19,8165	19,8165	20,4110	20,4110	21,0233
2463	Transplant Center Clinical Assistant	9	16,6591	20,6091	20,6091	20,6091	21,2274	21,2274	21,8642
2463	Transplant Center Clinical Assistant	10	17,2443	21,4335	21,4335	21,4335	22,0765	22,0765	22,7386
2463	Transplant Center Clinical Assistant	11	17,9666	22,2909	22,2909	22,2909	22,9596	22,9596	23,6484
2463	Transplant Center Clinical Assistant	12	18,6879	23,1825	23,1825	23,1825	23,8780	23,8780	24,5943
1413	Transport Aide	1	0,0001	15,1712	15,1712	15,1712	15,6263	15,6263	16,0951
1413	Transport Aide	2	11,7721	15,8022	15,8022	15,8022	16,2763	16,2763	16,7646
1413	Transport Aide	3	12,6338	16,4641	16,4641	16,4641	16,9508	16,9508	17,4468
1413	Transport Aide	4	13,5206	17,1226	17,1226	17,1226	17,6263	17,6263	18,1454
1413	Transport Aide	5	13,9601	17,8075	17,8075	17,8075	18,3417	18,3417	18,8920
1413	Transport Aide	6	13,5373	18,5198	18,5198	18,5198	19,0754	19,0754	19,6477
1413	Transport Aide	7	14,1529	19,2606	19,2606	19,2606	19,8384	19,8384	20,4336
1413	Transport Aide	8	14,8108	20,0310	20,0310	20,0310	20,6319	20,6319	21,2509
1413	Transport Aide	9	15,4746	20,8323	20,8323	21,4573	21,4573	21,4573	22,1010
1413	Transport Aide	10	16,1182	21,6656	21,6656	22,3156	22,3156	22,3156	22,9850
1413	Transport Aide	11	16,7933	22,5322	22,5322	23,2082	23,2082	23,2082	23,9044
1413	Transport Aide	12	17,4259	23,4335	23,4335	24,1365	24,1365	24,1365	24,8606
1415	Transport Repairman	1	12,9548	15,1870	15,1870	15,1870	15,6426	15,6426	16,1119
1415	Transport Repairman	2	13,3930	15,7389	15,7389	15,7389	16,2111	16,2111	16,6974
1415	Transport Repairman	3	13,8463	16,3241	16,3241	16,3241	16,8156	16,8156	17,3219
1415	Transport Repairman	4	14,3169	16,9826	16,9826	16,9826	17,4921	17,4921	18,0168
1415	Transport Repairman	5	14,9277	17,6619	17,6619	18,1918	18,1918	18,1918	18,7375
1415	Transport Repairman	6	15,4907	18,3683	18,3683	18,9193	18,9193	18,9193	19,4869
1415	Transport Repairman	7	16,0536	19,1031	19,1031	19,6762	19,6762	19,6762	20,2665
1415	Transport Repairman	8	16,7117	19,8672	19,8672	20,4632	20,4632	20,4632	21,0771
1415	Transport Repairman	9	17,3222	20,6619	20,6619	21,2818	21,2818	21,2818	21,9202
2551	Trauma Registrar	1	20,9952		21,6250	21,6250	22,2738	22,2738	22,9420
2551	Trauma Registrar	2	21,9726		22,6317	22,6317	23,3107	23,3107	24,0100
2551	Trauma Registrar	3	23,0037		23,6938	23,6938	24,4046	24,4046	25,1368
2551	Trauma Registrar	4	24,0835		24,7854	24,7854	25,5290	25,5290	26,2948
2551	Trauma Registrar	5	25,2626		26,0204	26,0204	26,8010	26,8010	27,6050
2551	Trauma Registrar	6	26,5529		27,3494	27,3494	28,1699	28,1699	29,0150
2551	Trauma Registrar	7	27,8444		28,6797	28,6797	29,5401	29,5401	30,4263
2551	Trauma Registrar	8	29,1356		30,0096	30,0096	30,9099	30,9099	31,8372
2551	Trauma Registrar	9	30,5638		31,4807	31,4807	32,4251	32,4251	33,3979
2551	Trauma Registrar	10	32,1318		33,0957	33,0957	34,0886	34,0886	35,1112
2551	Trauma Registrar	11	33,6066		34,6147	34,6147	35,6531	35,6531	36,7227
2551	Trauma Registrar	12	35,2666		36,3245	36,3245	37,4142	37,4142	38,5367
2206	Ultrasound Tech Fetal Echo Thryp	1	27,2270		28,0438	28,0438	28,8851	28,8851	29,7517
2206	Ultrasound Tech Fetal Echo Thryp	2	28,5207		29,3763	29,3763	30,2576	30,2576	31,1653
2206	Ultrasound Tech Fetal Echo Thryp	3	29,9185		30,8160	30,8160	31,7405	31,7405	32,6927
2206	Ultrasound Tech Fetal Echo Thryp	4	31,3668		32,3078	32,3078	33,2770	33,2770	34,2763
2206	Ultrasound Tech Fetal Echo Thryp	5	32,8691		33,8551	33,8551	34,8708	34,8708	35,9159
2206	Ultrasound Tech Fetal Echo Thryp	6	34,4734		35,5076	35,5076	36,5728	36,5728	37,6700
2206	Ultrasound Tech Fetal Echo Thryp	7	36,1299		37,2137	37,2137	38,3301	38,3301	39,4800
2206	Ultrasound Tech Fetal Echo Thryp	8	37,8908		39,0275	39,0275	40,1983	40,1983	41,4043
2206	Ultrasound Tech Fetal Echo Thryp	9	39,6487		40,8381	40,8381	42,0632	42,0632	43,3251
2206	Ultrasound Tech Fetal Echo Thryp	10	41,5134		42,7588	42,7588	44,0416	44,0416	45,3628
2206	Ultrasound Tech Fetal Echo Thryp	11	43,5548		44,8614	44,8614	46,2072	46,2072	47,5935
2206	Ultrasound Tech Fetal Echo Thryp	12	45,6761		47,0463	47,0463	48,4577	48,4577	49,9114
1209	Ultrasound Technologist	1	25,4461		26,2094	26,2094	26,9957	26,9957	27,8056
1209	Ultrasound Technologist	2	26,6551		27,4547	27,4547	28,2783	28,2783	29,1267
1209	Ultrasound Technologist	3	27,9613		28,8001	28,8001	29,6641	29,6641	30,5540
1209	Ultrasound Technologist	4	29,3148		30,1942	30,1942	31,1000	31,1000	32,0330
1209	Ultrasound Technologist	5	30,7189		31,6404	31,6404	32,5896	32,5896	33,5673
1209	Ultrasound Technologist	6	32,2183		33,1848	33,1848	34,1803	34,1803	35,2058
1209	Ultrasound Technologist	7	33,7665		34,7794	34,7794	35,8228	35,8228	36,8975
1209	Ultrasound Technologist	8	35,4121		36,4744	36,4744	37,5686	37,5686	38,6957
1209	Ultrasound Technologist	9	37,0551		38,1667	38,1667	39,3117	39,3117	40,4911
1209	Ultrasound Technologist	10	38,7979		39,9618	39,9618	41,1607	41,1607	42,3955
1209	Ultrasound Technologist	11	40,7057		41,9268	41,9268	43,1846	43,1846	44,4801
1209	Ultrasound Technologist	12	42,6880		43,9686	43,9686	45,2877	45,2877	46,6463
1298	Ultrasound Technologist 2	1	22,3770		23,0438	23,0438	23,8951	23,8951	24,7517
1298	Ultrasound Technologist 2	2	23,5207		23,7763	23,7763	24,7276	24,7276	25,6153
1298	Ultrasound Technologist 2	3	29,9185		30,8160	30,8160	31,7405	31,7405	32,6927
1298	Ultrasound Technologist 2	4	31,3668		32,3078	32,3078	33,2770	33,2770	34,2763
1298	Ultrasound Technologist 2	5	32,8691		33,8551	33,8551	34,8708	34,8708	35,9169
1298	Ultrasound Technologist 2	6	34,4734		35,5076	35,5076	36,5728	36,5728	37,6700
1298	Ultrasound Technologist 2	7	36,1299		37,2137	37,2137	38,3301	38,3301	39,4800
1298	Ultrasound Technologist 2	8	37,8908		39,0275	39,0275	40,1983	40,1983	41,4043
1298	Ultrasound Technologist 2	9	39,6487		40,8381	40,8381	42,0632	42,0632	43,3251
1298	Ultrasound Technologist 2	10	41,5134		42,7588	42,7588	44,0416	44,0416	45,3628

JOB CODE	TITLE	PAY STEP	RATE BEFORE 10/1/2021	Market Rate Adjustment on 10/1/2021	3% Wage Adjustment 10/1/2021	RATE PRIOR TO 4/1/2022	3% Wage Adjustment on 4/1/2022	RATE PRIOR TO 4/1/2023	RATE AFTER 4/1/2023
1298	Ultrasound Technologist 2	11	43,5548		44,8514	44,8614	46,2072	46,2072	47,5935
1298	Ultrasound Technologist 2	12	45,6761		47,0463	47,0463	48,4577	48,4577	49,9114
2614	VAD Bioengineer	1	23,2419		23,9391	23,9391	24,6573	24,6573	25,3970
2614	VAD Bioengineer	2	24,3149		25,0443	25,0443	25,7956	25,7956	26,5695
2614	VAD Bioengineer	3	25,4352		26,1982	26,1982	26,9841	26,9841	27,7937
2614	VAD Bioengineer	4	26,6486		27,4480	27,4480	28,2714	28,2714	29,1196
2614	VAD Bioengineer	5	27,8620		28,6978	28,6978	29,5587	29,5587	30,4455
2614	VAD Bioengineer	6	29,1689		30,0439	30,0439	30,9452	30,9452	31,8736
2614	VAD Bioengineer	7	30,4757		31,3899	31,3899	32,3316	32,3316	33,3015
2614	VAD Bioengineer	8	31,9123		32,8789	32,8789	33,8653	33,8653	34,8812
2614	VAD Bioengineer	9	33,4620		34,4658	34,4658	35,4998	35,4998	36,5648
2614	VAD Bioengineer	10	35,0487		36,1001	36,1001	37,1831	37,1831	38,2986
2614	VAD Bioengineer	11	36,7313		37,8332	37,8332	38,9682	38,9682	40,1372
2614	VAD Bioengineer	12	38,4944		39,6492	39,6492	40,8387	40,8387	42,0638
3053	VAD Bioengineer Assistant	1	18,7980		19,3619	19,3619	19,9428	19,9428	20,5410
3053	VAD Bioengineer Assistant	2	19,5876		20,1752	20,1752	20,7805	20,7805	21,4039
3053	VAD Bioengineer Assistant	3	20,4103		21,0226	21,0226	21,6533	21,6533	22,3029
3053	VAD Bioengineer Assistant	4	21,2676		21,9056	21,9056	22,5628	22,5628	23,2397
3053	VAD Bioengineer Assistant	5	22,1290		22,8855	22,8855	23,5721	23,5721	24,2792
3053	VAD Bioengineer Assistant	6	23,2419		23,9391	23,9391	24,6573	24,6573	25,3970
3053	VAD Bioengineer Assistant	7	24,3149		25,0443	25,0443	25,7956	25,7956	26,5695
3053	VAD Bioengineer Assistant	8	25,4352		26,1982	26,1982	26,9841	26,9841	27,7937
3053	VAD Bioengineer Assistant	9	26,6486		27,4480	27,4480	28,2714	28,2714	29,1196
3053	VAD Bioengineer Assistant	10	27,8620		28,6978	28,6978	29,5587	29,5587	30,4455
3053	VAD Bioengineer Assistant	11	29,1689		30,0439	30,0439	30,9452	30,9452	31,8736
3053	VAD Bioengineer Assistant	12	30,4757		31,3899	31,3899	32,3316	32,3316	33,3015
2654	Victim Advocate	1	0,0000	15,6225	15,6225	16,0912	16,0912	16,0912	16,5739
2654	Victim Advocate	3	16,5724	16,9247	16,9247	17,4324	17,4324	17,4324	17,9554
2654	Victim Advocate	4	17,2631	17,6298	17,6298	18,1587	18,1587	18,1587	18,7035
2654	Victim Advocate	5	17,9823	18,3351	18,3351	18,8852	18,8852	18,8852	19,4517
2654	Victim Advocate	6	18,7018	19,0684	19,0684	19,6405	19,6405	19,6405	20,2297
2654	Victim Advocate	7	19,4497	19,8311	19,8311	20,4260	20,4260	20,4260	21,0388
2654	Victim Advocate	8	20,2277	20,6245	20,6245	21,2432	21,2432	21,2432	21,8805
2654	Victim Advocate	9	21,0289	21,4493	21,4493	22,0928	22,0928	22,0928	22,7556
2654	Victim Advocate	10	21,8782	22,3072	22,3072	22,9764	22,9764	22,9764	23,6657
2654	Victim Advocate	11	22,7533	23,1996	23,1996	23,8956	23,8956	23,8956	24,6125
2654	Victim Advocate	12	23,6635	24,1275	24,1275	24,8513	24,8513	24,8513	25,5969
1841	Visitor Identification Associate	1	12,4647	15,1387	15,1387	15,5929	15,5929	15,5929	16,0606
1841	Visitor Identification Associate	2	12,8854	15,7569	15,7569	16,2296	16,2296	16,2296	16,7165
1841	Visitor Identification Associate	3	13,3213	16,3325	16,3325	16,8225	16,8225	16,8225	17,3271
1841	Visitor Identification Associate	4	13,7718	16,9062	16,9062	17,4134	17,4134	17,4134	17,9358
1841	Visitor Identification Associate	5	14,3586	17,6140	17,6140	18,1424	18,1424	18,1424	18,6867
1841	Visitor Identification Associate	6	14,8992	18,3215	18,3215	18,8711	18,8711	18,8711	19,4373
1841	Visitor Identification Associate	7	15,4414	19,0543	19,0543	19,6259	19,6259	19,6259	20,2147
1841	Visitor Identification Associate	8	16,0720	19,8155	19,8155	20,4110	20,4110	20,4110	21,0233
1841	Visitor Identification Associate	9	16,6591	20,6091	20,6091	21,2274	21,2274	21,2274	21,8642
1841	Visitor Identification Associate	10	17,2443	21,4335	21,4335	22,0765	22,0765	22,0765	22,7388
1841	Visitor Identification Associate	11	17,9662	22,2909	22,2909	22,9596	22,9596	22,9596	23,6484
1841	Visitor Identification Associate	12	18,6879	23,1825	23,1825	23,8780	23,8780	23,8780	24,5941
1443	Waste Management Operator	1	14,2682	15,1387	15,1387	15,5929	15,5929	15,5929	16,0606
1443	Waste Management Operator	2	14,8550	15,6691	15,6691	16,1392	16,1392	16,1392	16,6233
1443	Waste Management Operator	3	15,4414	16,3325	16,3325	16,8225	16,8225	16,8225	17,3271
1443	Waste Management Operator	4	15,9824	16,9062	16,9062	17,4134	17,4134	17,4134	17,9358
1443	Waste Management Operator	5	16,6591	17,5693	17,5693	18,0964	18,0964	18,0964	18,6393
1443	Waste Management Operator	6	17,2443	18,2769	18,2769	18,8252	18,8252	18,8252	19,3900
1443	Waste Management Operator	7	17,9206	18,9402	18,9402	19,5084	19,5084	19,5084	20,0937
1443	Waste Management Operator	8	18,6424	19,7362	19,7362	20,3283	20,3283	20,3283	20,9381
1443	Waste Management Operator	9	19,3190	20,5674	20,5674	21,1844	21,1844	21,1844	21,8200
1443	Waste Management Operator	10	20,1309	21,4344	21,4344	22,0774	22,0774	22,0774	22,7398
1443	Waste Management Operator	11	20,9787	22,2917	22,2917	22,9605	22,9605	22,9605	23,6493
1443	Waste Management Operator	12	21,8630	23,1834	23,1834	23,8789	23,8789	23,8789	24,5953

AFSCME STEP PROGRESSION CHART

MAXIMUM NUMBER OF STEPS:	9	10	12
STEP PROGRESSION	Step 1 to Step 2 = 6 months	Step 1 to Step 2 = 6 months	Step 1 to Step 2 = 6 months
	Step 2 to Step 3 = 12 months	Step 2 to Step 3 = 12 months	Step 2 to Step 3 = 12 months
	Step 3 to Step 4 = 12 months	Step 3 to Step 4 = 12 months	Step 3 to Step 4 = 12 months
	Step 4 to Step 5 = 12 months	Step 4 to Step 5 = 12 months	Step 4 to Step 5 = 12 months
	Step 5 to Step 6 = 12 months	Step 5 to Step 6 = 12 months	Step 5 to Step 6 = 12 months
	Step 6 to Step 7 = 12 months	Step 6 to Step 7 = 12 months	Step 6 to Step 7 = 12 months
	Step 7 to Step 8 = 60 months	Step 7 to Step 8 = 12 months	Step 7 to Step 8 = 12 months
	Step 8 to Step 9 = 60 months	Step 8 to Step 9 = 60 months	Step 8 to Step 9 = 12 months
		Step 9 to Step 10 = 60 months	Step 9 to Step 10 = 12 months
			Step 10 to Step 11 = 60 months
			Step 11 to Step 12 = 60 months

Medical Plans



Group Medical Plans

What AvMed medical plans are offered?

- Jackson First HMO
- Jackson Select HMO
- Jackson Point of Service (POS)

NOTE: Members are required to select a primary care physician if selecting health insurance.

Jackson First HMO

Plan offers "no referral needed" to access the Jackson-only network. Employee and covered dependents must reside in Miami-Dade, Broward or Palm Beach Counties. The plan provides 100% of benefits for services performed at Jackson Health System facilities and University of Miami (except emergency care) or by any AvMed physician with admitting privileges at Jackson Health System. Concierge services are available under this plan.

- No deductibles
- No copays
- No coinsurance
- Concierge services

NEW: Jackson First Rider (\$45 per pay period) - Designed for dependents living outside of the South Florida coverage service area. Offers nationwide network for dependents residing outside the service area. "Away from Home" form required.

Jackson Select HMO

Plan offers "no referral needed" to access the Jackson Select HMO Network of providers. The plan provides 100% of benefits for covered charges after applicable copays. Concierge services and SmartShopper benefits are available under this plan. Provides an "Away from Home" wraparound program for dependents who reside outside of the coverage area.

Jackson Point of Service (POS)

IN NETWORK - Plan offers "no referral needed" to access an expanded network of providers. The plan provides 100% of benefits for covered charges after the applicable copayments. SmartShopper benefits are available under this plan.

OUT OF NETWORK - A fee for service program that provides you the freedom to use any physician or accredited hospital of your choice outside of the network. Payments are based on Maximum Allowable Payment (MAP) charges. Providers who do not participate in the network may balance bill you for the amount which exceeds MAP. Coverage is subject to deductibles and coinsurance.

Medical Plans

Understanding Your Medical Options

Is my group medical coverage guaranteed?
Yes. Enrollment in any of the group medical plans is guaranteed for those eligible.

How do I pay for these medical plans?
Medical plans are paid through automatic, biweekly payroll deductions. Premiums are deducted from your salary on a pretax* basis to pay for any medical insurance premiums before Federal Income and Social Security taxes are calculated. This reduces your taxable income and increases your spendable income.

How much do the plans cost?
Premiums vary according to the plan you select. Jackson Health System will pay the cost of your personal coverage in the Jackson First HMO medical plan. Dependent premiums are your responsibility and will be deducted from your biweekly check.

Eligible employees will be required to pay a portion of the employees premium for the Jackson Select HMO and Jackson Point of Service (POS) plans.

*Note: Premiums are deducted from your salary on a post-tax basis for Domestic Partners and Adult Children.



Did You Complete Your Wellness Visit?

Employees have the Fiscal Year 2022 (Oct. 1, 2021 - Sept. 30, 2022) to complete an annual wellness visit with their respective provider; employees who do not complete their wellness visit will see an increase of \$50 bi-weekly for the 2023 Plan Year.

CLICK TO DOWNLOAD THE ANNUAL WELLNESS VISIT - PROVIDER VERIFICATION FORM >>

Medical Plans

Medical Biweekly Rates

AvMed Employee, Spouse,
Domestic Partner & Child(ren)

	WELLNESS MEDICAL PREMIUM		
	JACKSON FIRST HMO PLAN	JACKSON SELECT HMO PLAN	JACKSON POS PLAN
Employee	\$0.00	\$50.00	\$150.00
Employee + Child(ren) ¹	\$105.00	\$170.92	\$381.35
Employee + Spouse/DP	\$120.00	\$201.30	\$459.62
Family ²	\$160.00	\$286.34	\$794.53
Jackson First Rider (for dependents) *	\$45.00		

¹ Option also applies to Adult Child(ren) (AC) between 26 through 30 years of age and/or Child(ren) of a Domestic Partner (CDP)

² Offers nationwide network for dependents residing outside the service area.

Premiums above are subject to the completion of your Annual Wellness. If you did not complete your wellness visit, your premiums will include an additional \$50 increase bi-weekly.

Medical Plans

Understanding Your Medical Options

2022 MEDICAL PLAN CHARTS - avmed.org/jhs

	JACKSON FIRST HMO	JACKSON SELECT HMO
	<ul style="list-style-type: none"> Freedom to choose from a variety of JHS and UM healthcare professionals. Jackson First Rider Wraparound: separate plan with buy-up option of \$45 per pay period; designed for dependents living outside of South Florida. Access to a concierge appointment scheduling Savings of up to \$3,284 annually 	HMO Plan offered to Jackson Health System employees and covered dependents who reside or work in Miami-Dade, Broward and Palm Beach counties. Members who enroll in the JHS Select Network plan must receive all medical care except for emergency and urgent care services through an AvMed contracted Jackson Health System Select HMO Network Provider. <ul style="list-style-type: none"> Offers nationwide network for dependents residing outside of service area
Concierge Services	Concierge Services Available	Concierge Services and Smartshopper Benefits Are Available
Deductibles	\$0	\$0
PCP Office Visits	\$0	\$15
Specialist Office Visits	\$0	\$30
Preventive Services	\$0	\$0
Pediatrician Office Visits	\$0	\$15
Routine Physical	\$0	\$0
Obstetrical/Gynecological	\$0	\$30
Maternity	\$0	\$30 Copay for First Visit. No Charge For Subsequent Visits
Preventive Mammogram/Pap Smears	\$0	\$0
Hospitalization - In-Patient	Benefits Covered At 100%	Benefits payable at 100% after \$100 copayment
Urgent Care	\$50 participating; \$100 Non-Participating	\$5 copay/visit at Uhealth Jackson Urgent Care Centers
Emergency	\$100 copay/Visit; \$50 copay for age 17 and under (Waived if Admitted)	\$100 copay/Visit; \$50 copay for age 17 and under (Waived if Admitted)
Outpatient Surgery	\$0	\$200

Medical Plans

Understanding Your Medical Options

2022 MEDICAL PLAN CHARTS - avmed.org/jhs

	JACKSON POS IN NETWORK	JACKSON POS OUT OF NETWORK
	Access to an expanded network of providers in the state of Florida. In addition, AvMed offers a nationwide network for those residing outside of the service area.	A fee for service program that provides Jackson Health System employees and covered dependents the freedom to use any physician or accredited hospital of their choice outside of the network. Payments are based on maximum allowable payment (MAP) charges. Providers who do not participate in the network may balance bill members for the amount which exceeds MAP. Coverage is subject to deductibles and coinsurance.
Concierge Services	Smartshopper Benefits Are Available	Smartshopper Benefits Are Available
Deductibles	\$0	\$200 Deductible Individual/\$500 Family
PCP Office Visits	\$15	Plan Pays 70% Coinsurance, After Deductible Is Met
Specialist Office Visits	\$30	Plan Pays 70% Coinsurance, After Deductible Is Met
Preventive Services	\$0	Plan Pays 70% Coinsurance, After Deductible Is Met
Pediatrician Office Visits	\$15	Plan Pays 70% Coinsurance, After Deductible Is Met
Routine Physical	\$0	Plan Pays 70% Coinsurance, After Deductible Is Met
Obstetrical/Gynecological	\$30	Plan Pays 70% Coinsurance, After Deductible Is Met
Maternity	\$30 copay for first visit. No charge for subsequent visits.	Plan Pays 70% Coinsurance, After Deductible Is Met
Preventive Mammogram/Pap Smears	\$0	Plan Pays 70% Coinsurance, After Deductible Is Met
Hospitalization - In-Patient	Benefits payable at 100% after \$200 copayment	Plan Pays 70% Coinsurance, After Deductible Is Met
Urgent Care	\$100 at both participating and non-participating; \$5 copay/visit at Uhealth Jackson Urgent Care Centers	
Emergency	\$150 copay/\$100 for age 17 and under (Waived if Admitted)	\$100 Copayment, Waived If Admitted
Outpatient Surgery	Benefits payable at 100% after \$200 copayment	Plan Pays 70% Coinsurance, After Deductible Is Met

Chart continued on next page.

JacksonBenefits.org

15

Medical Plans

Understanding Your Medical Options

2022 MEDICAL PLAN CHARTS - avmed.org/jhs		
	JACKSON FIRST HMO	JACKSON SELECT HMO
Prescription Drugs	If member/physician selects brand when generic is available, member pays difference in cost plus brand copayment. Participating pharmacy retail are CVS, Target, Navarro and Publix (in addition to JHS pharmacies). No charge for generic medications under Jackson First HMO for employees using the Jackson pharmacy.	
Participating Network Pharmacy	\$15 Generic/\$25 Brand/ \$40 Non-Preferred For 30-Day Supply	\$15 Generic/\$25 Brand/ \$40 Non-Preferred For 30-Day Supply
Mail Order	\$30 Generic/\$50 Brand/ \$80 Non-Preferred For 90-Day Supply	\$30 Generic/\$50 Brand/ \$80 Non-Preferred For 90-Day Supply
Specialty Rx	\$50 For 30-Day Supply Through Specialty Pharmacy	\$50 For 30-Day Supply Through Specialty Pharmacy
Substance Abuse Treatment		
Inpatient	\$0	\$100
Outpatient	\$0	\$15 per visit
Behavioral Health		
Inpatient	\$0	\$100
Outpatient	\$0	\$15 per visit
Durable Medical Equipment (DME)	\$50 Per Episode Per Illness	\$50 Per Episode Per Illness
Coverage Area	Jackson Health System; University of Miami • Dependents residing outside the network area may be covered through the PCHS network by electing to buy into the Jackson First Rider. Must complete a "Away From Home" form	Network includes over 33 hospitals and over 7,000 physicians. All AvMed participating providers with admitting privileges at one of the covered hospitals are also covered in the Select HMO. Dependents residing outside the network area may be covered through the PCHS network (Must complete "Away From Home" form for approval).

Medical Plans

Understanding Your Medical Options

2022 MEDICAL PLAN CHARTS - avmed.org/jhs

	JACKSON POS IN NETWORK	JACKSON POS OUT OF NETWORK
Prescription Drugs	Includes prescription contraceptives at participating pharmacies nationwide. Participating pharmacy retail are CVS, Target, Navarro and Publix (in addition to JHS pharmacies). If member/physician selects Brand when Generic is available, member pays difference in cost plus Brand copayment.	
Participating Network Pharmacy	\$15 Generic/\$40 Brand/ \$55 Non-Preferred For 30-Day Supply	Plan Pays 70% Coinsurance, After Deductible Is Met
Mail Order	\$30 Generic/\$80 Brand/\$110 Non-Preferred For 90-Day Supply	Plan Pays 70% Coinsurance, After Deductible Is Met
Specialty Rx	\$100 For 30-Day Supply Through Specialty Pharmacy	Plan Pays 70% Coinsurance, After Deductible Is Met
Substance Abuse Treatment		
Inpatient	Benefits Paid At 100%, After \$200 Copayment	Plan Pays 70% Coinsurance, After Deductible Is Met
Outpatient	\$15 per visit	Plan Pays 70% Coinsurance, After Deductible Is Met
Behavioral Health		
Inpatient	Benefits Paid At 100%, After \$200 Copayment	Plan Pays 70% Coinsurance, After Deductible Is Met
Outpatient	\$15 per visit	Plan Pays 70% Coinsurance, After Deductible Is Met
Durable Medical Equipment (DME)	DME And Orthotic Covered At 100%. External Prosthetic Appliance - No Charge After \$200 Deductible Per Contract Year.	Plan Pays 70% Coinsurance, After Deductible In MET For DME and Orthotic. External Prosthetic Appliance Not Covered Out Of Network.
Coverage Area	Covers hospitals excluded on the Select Plan. Dependents residing outside the network area may be covered through the PHCS network (Must complete "Away From Home" form for approval).	N/A

Health + Wellness

Additional AvMed Features MDLive

VIRTUAL VISITS ANYWHERE, ANYTIME. 24/7/365 ACCESS TO HEALTHCARE PROVIDERS

AvMed Virtual Visits, powered by MDLIVE®, are available to all Jackson employees and dependents covered under any of the AvMed medical plans. It provides remote access to board-certified doctors from your home, office, or on the go. All you have to do is register online. Members can speak with a doctor about non-emergency medical issues by phone or by secure video using a computer, tablet, or smartphone, for only a \$10 copay. Virtual Visits can be used to treat minor illnesses and injuries, including but, not limited to:

- Acne
- Headache
- Constipation
- UTI
- Pink eye
- Cough
- Fever
- Sore throats
- Insect bites
- Cold/flu
- Earache
- Rash
- Allergies
- Respiratory problems
- Nausea/Indigestion

Register online: bit.ly/Avmedvirtualvisits or by phone: 1-888-834-1532 or by downloading the "MDLIVE" app
Employer Code: AvMed

Smartshopper

How AvMed SmartShopper Works

1. Your doctor recommends a qualifying procedure.
2. Call SmartShopper at 1-866-285-7453 and a Health Cost Adviser will provide cost-effective locations in your area for your doctor's recommended service. Have your member ID for verification. You may also shop online at AvMed.VitalsSmartShopper.com.
3. Then, contact your doctor to schedule the service and inform Contact AvMed SmartShopper AT LEAST 24 hours before the procedure to qualify for the incentive.
4. If you choose to use a cost-effective location, as identified by AvMed SmartShopper, you will receive an incentive check in the mail within 60 days after your claim has been paid.

[CLICK TO VIEW THE SMARTSHOPPER FLYER >>](#)

CASH INCENTIVES ON MEDICAL PROCEDURES AND DIAGNOSTIC TESTS

AvMed continues to offer SmartShopper for Plan Year 2022. When enrolling in Jackson Select HMO and Jackson POS Plan, you have a chance to earn cash back while saving on healthcare costs. **Please note that Jackson First medical plan does not qualify for Smartshopper services.**

- Medical procedures or diagnostic tests can qualify you or your dependents for a \$25-\$500 CASH BACK when you shop with SmartShopper!
- To access SmartShopper, go to AvMed.VitalsSmartShopper.com or call 1-866-285-7453 to shop healthcare services in your area.

Reduced Copays When Using Jackson

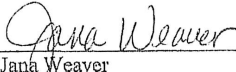
Jackson Health System is dedicated to providing quality and cost-effective healthcare benefits that meet the needs of our employees and their dependents. All employees, regardless of the plan you enroll in, will be eligible for lower copayments for most services received at Jackson Providers. To access the Jackson Providers, go to avmed.org/jhs.

	ENROLLED IN JACKSON SELECT HMO		ENROLLED IN JACKSON POS IN NETWORK	
	USE A JACKSON PROVIDER AND PAY	OTHER JACKSON SELECT HMO NETWORK PROVIDERS YOU PAY	USE A JACKSON PROVIDER AND PAY	OTHER JACKSON POS IN NETWORK PROVIDERS YOU PAY
PCP Office Visit	\$5	\$15	\$5	\$15
Specialist Office Visit	\$15	\$30	\$15	\$30
Pediatrician Office Visit	\$5	\$15	\$5	\$15
Maternity Office Visits (1st visit only. No charge for subsequent visits)	\$15	\$30	\$15	\$30
Inpatient Facility	\$0	\$100	\$0	\$200
Outpatient Surgery	\$0	\$200	\$0	\$200
Behavioral Health Outpatient	\$5	\$15	\$5	\$15
Substance Abuse Outpatient	\$5	\$15	\$5	\$15
Behavioral Health Inpatient	\$0	\$100	\$0	\$200
Substance Abuse Inpatient	\$0	\$100	\$0	\$200

HEALTHCARE BI-WEEKLY EMPLOYEE PREMIUM COMPARISON

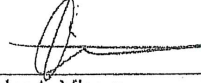
Plan	Tier	2021	2022	2023
Jackson First	Employee Only	-	-	-
	Employee + Spouse	\$ 120.00	\$ 120.00	\$ 120.00
	Employee + Child(ren)	\$ 105.00	\$ 105.00	\$ 105.00
	Family	\$ 160.00	\$ 160.00	\$ 160.00
Select HMIO	Employee Only	\$ 16.54	\$ 50.00	\$ 55.00
	Employee + Spouse	\$ 183.00	\$ 201.30	\$ 221.43
	Employee + Child(ren)	\$ 155.38	\$ 170.92	\$ 188.01
	Family	\$ 260.31	\$ 286.34	\$ 314.98
POS	Employee Only	\$ 110.25	\$ 150.00	\$ 165.00
	Employee + Spouse	\$ 417.84	\$ 459.62	\$ 505.59
	Employee + Child(ren)	\$ 346.68	\$ 381.35	\$ 419.48
	Family	\$ 722.30	\$ 794.53	\$ 873.98

FOR THE UNION:

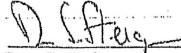


Jana Weaver
Area Field Services Director
AFSCME International

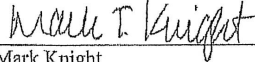
FOR THE TRUST:



Carlos A. Migoya
Chief Executive Officer



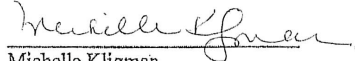
Don S. Steigman
President



Mark Knight
Executive Vice Present/CFO/CINO



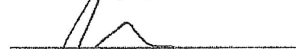
Julie Staub
Executive Vice President/CHRO



Michelle Kligman
Senior Vice Present/CXO



Roberto Campos-Marqueti
Director, Employee Labor Relations



Tala Teymour
Associats Vice President
Total Rewards & Employee Wellness



Luke Savage, Esq
Chief Negotiator
Allen, Norton & Blue, P.A.

Approved and ratified by Miami-Dade Board of County Commissioners on October 15, 2021