

| Classification | General 6.25% effective first full pay period following ratification | | General 2.5% effective 10/23/22 | | General 2.5% effective 10/22/23 | |
|--|--|---------|------------------------------------|---------|------------------------------------|---------|
| | Min | Max | Min | Max | Min | Max |
| Activity Therapist | \$26.67 | \$35.13 | \$27.34 | \$36.01 | \$28.02 | \$36.91 |
| Admission Specialist | \$34.67 | \$47.20 | \$35.54 | \$48.83 | \$36.43 | \$49.59 |
| Ambulatory Care Manager RN | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Athletic Trainer | \$26.64 | \$35.12 | \$27.31 | \$36.00 | \$27.99 | \$36.90 |
| Audit & Appeal Specialist RN | \$34.67 | \$47.20 | \$35.54 | \$48.38 | \$36.43 | \$49.59 |
| Bereavement Coordinator | \$31.77 | \$42.76 | \$32.56 | \$43.83 | \$33.37 | \$44.93 |
| Bariatric & Diabetes Coordinator | \$31.97 | \$42.91 | \$32.77 | \$43.98 | \$33.59 | \$45.08 |
| Case Manager, RN | \$34.67 | \$47.20 | \$35.54 | \$48.38 | \$36.43 | \$49.59 |
| Case Manager, MSW | \$34.67 | \$47.20 | \$35.54 | \$48.38 | \$36.43 | \$49.59 |
| Cert Lactation Consultant | \$34.97 | \$46.85 | \$35.84 | \$48.02 | \$36.74 | \$49.22 |
| Charge Laboratory Scientist | \$33.22 | \$44.35 | \$34.05 | \$45.46 | \$34.90 | \$46.60 |
| Child Life Specialist – Cert | \$24.46 | \$31.85 | \$25.07 | \$32.65 | \$25.70 | \$33.47 |
| Chronic Pain Counselor- MSW | \$31.77 | \$42.76 | \$32.56 | \$43.83 | \$33.37 | \$44.93 |
| Clinical Dietician | \$29.04 | \$38.74 | \$29.77 | \$39.71 | \$30.51 | \$40.70 |
| Clinical Documentation Specialist | \$34.67 | \$47.20 | \$35.54 | \$48.38 | \$36.43 | \$49.59 |
| Clinical Lab Tech | \$30.77 | \$40.47 | \$31.54 | \$41.48 | \$32.33 | \$42.52 |
| Clinical Laboratory Scientist | \$30.77 | \$40.47 | \$31.54 | \$41.48 | \$32.33 | \$42.52 |
| Clinical Nurse Educator | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Clinical Nurse Educator & Outreach | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Clinical Nurse Specialist | \$47.33 | \$59.71 | \$48.51 | \$61.20 | \$49.72 | \$62.73 |
| Clinical Pharmacist | \$62.41 | \$75.61 | \$63.97 | \$77.50 | \$65.57 | \$79.44 |
| Clinical Registered Nurse | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Clinical Trials Specialist | \$41.93 | \$55.37 | \$42.98 | \$56.75 | \$44.05 | \$58.17 |
| Complex Care Specialist RN | \$34.67 | \$47.20 | \$35.54 | \$48.38 | \$36.43 | \$49.59 |
| Continued Stay Review Specialist RN | \$34.67 | \$47.20 | \$35.54 | \$48.38 | \$36.43 | \$49.59 |
| Dietetic Technician | \$19.23 | \$24.50 | \$19.71 | \$25.11 | \$20.20 | \$25.74 |
| Exercise Specialist | \$31.77 | \$42.76 | \$32.56 | \$43.83 | \$33.37 | \$44.93 |
| Group Leader Weight Mgmt Center | \$31.77 | \$42.76 | \$32.56 | \$43.83 | \$33.37 | \$44.93 |
| Health Educator | \$24.80 | \$32.08 | \$25.42 | \$32.88 | \$26.06 | \$33.70 |
| Health Navigator | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Hospice After Hours RN | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Management Consultant | \$29.31 | \$38.93 | \$30.04 | \$39.90 | \$30.79 | \$40.90 |
| Mental Health Activity Therapist | \$26.64 | \$35.12 | \$27.31 | \$36.00 | \$27.99 | \$36.90 |
| Mental Health Therapist | \$31.77 | \$42.76 | \$32.56 | \$43.83 | \$33.37 | \$44.93 |

| | | | | | | |
|---------------------------------------|---------|---------|---------|---------|---------|---------|
| Music Therapist | \$26.64 | \$35.12 | \$27.31 | \$36.00 | \$27.99 | \$36.90 |
| Nuclear Medicine Technologist | \$33.00 | \$43.20 | \$33.83 | \$44.28 | \$34.68 | \$45.39 |
| Nurse Abstractor | \$31.20 | \$39.30 | \$31.98 | \$40.28 | \$32.78 | \$41.29 |
| Nurse Clinician | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Nurse Practice Specialist | \$41.93 | \$55.37 | \$42.98 | \$56.75 | \$44.05 | \$58.17 |
| Trauma Nurse Registrar | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Nurse Researcher | \$47.33 | \$59.71 | \$48.51 | \$61.20 | \$49.72 | \$62.73 |
| OB Informatics Nurse | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Occupational Therapist | \$35.83 | \$49.17 | \$36.73 | \$50.40 | \$37.65 | \$51.66 |
| Outreach Manager | \$34.97 | \$46.85 | \$35.84 | \$48.02 | \$36.74 | \$49.22 |
| Patient Placement Coordinator RN | \$34.67 | \$47.20 | \$35.54 | \$48.38 | \$36.43 | \$49.59 |
| Physical Therapist | \$38.56 | \$53.02 | \$39.52 | \$54.35 | \$40.51 | \$55.71 |
| Program Coordinator | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Psychologist II | \$38.56 | \$53.02 | \$39.52 | \$54.35 | \$40.51 | \$55.71 |
| Pulmonary Function Coordinator | \$29.04 | \$38.74 | \$29.77 | \$39.71 | \$30.51 | \$40.70 |
| Rehabilitation Services Coordinator | \$29.51 | \$42.15 | \$30.25 | \$43.20 | \$31.01 | \$44.28 |
| RN First Assistant | \$41.93 | \$55.37 | \$42.98 | \$56.75 | \$44.05 | \$58.17 |
| RN Wellness Coordinator | \$31.20 | \$47.41 | \$31.98 | \$48.60 | \$32.78 | \$49.82 |
| Social Worker/MSW/ Bereavement MSW | \$31.77 | \$42.76 | \$32.56 | \$43.83 | \$33.37 | \$44.93 |
| Speech Pathologist | \$35.83 | \$49.17 | \$36.73 | \$50.40 | \$37.65 | \$51.66 |
| Staff Pharmacist | \$62.41 | \$75.61 | \$63.97 | \$77.50 | \$65.57 | \$79.44 |
| Therapeutic Recreation Specialist | \$24.46 | \$31.85 | \$25.07 | \$32.65 | \$25.70 | \$33.47 |

SCHEDULE B

Clinical Registered Nurse, Clinical Nurse Educator, Clinical Nurse Educator & Outreach, Nurse Clinician, Hospice After Hours RNs, RN Ambulatory Care Manager, Health Navigator, Program Coordinator and Clinical Instructors Pay Range Steps

| Step | Effective | | |
|------|--|------------------|------------------|
| | First full pay period after ratification | October 23, 2022 | October 22, 2023 |
| 0 | \$31.20 | \$31.98 | \$32.78 |
| 1 | \$32.10 | \$32.90 | \$33.73 |
| 2 | \$33.00 | \$33.83 | \$34.67 |
| 3 | \$33.90 | \$34.75 | \$35.62 |
| 4 | \$34.80 | \$35.67 | \$36.57 |
| 5 | \$35.70 | \$36.60 | \$37.51 |
| 6 | \$36.60 | \$37.52 | \$38.46 |
| 7 | \$37.50 | \$38.44 | \$39.41 |
| 8 | \$38.40 | \$39.37 | \$40.35 |
| 9 | \$39.31 | \$40.29 | \$41.30 |
| 10 | \$40.21 | \$41.21 | \$42.25 |
| 11 | \$41.11 | \$42.14 | \$43.19 |
| 12 | \$42.01 | \$43.06 | \$44.14 |
| 13 | \$42.91 | \$43.98 | \$45.09 |
| 14 | \$43.81 | \$44.91 | \$46.03 |
| 15 | \$44.71 | \$45.83 | \$46.98 |
| 16 | \$45.61 | \$46.75 | \$47.93 |
| 17 | \$46.51 | \$47.68 | \$48.87 |
| 18 | \$47.41 | \$48.60 | \$49.82 |

| | Eff First Full Pay Period After Ratification | Eff. 10/23/2022 | Eff. 10/22/2023 |
|----------------------------|---|------------------------|------------------------|
| Supplemental Pool Level 1A | \$59.51 | \$61.00 | \$62.53 |
| Supplemental Pool Level 1B | \$61.81 | \$63.36 | \$64.94 |
| Supplemental Pool Level 2A | \$61.66 | \$63.20 | \$64.78 |
| Supplemental Pool Level 2B | \$63.95 | \$65.55 | \$67.19 |
| Supplemental Pool Level 3A | \$61.66 | \$63.20 | \$64.78 |
| Supplemental Pool Level 3B | \$63.95 | \$65.55 | \$67.19 |
| Supplemental Pool Level 4A | \$63.95 | \$65.55 | \$67.19 |
| Supplemental Pool Level 5A | \$59.51 | \$61.00 | \$62.53 |
| Supplemental Pool Level 5B | \$61.81 | \$63.36 | \$64.94 |
| Supplemental Pool Level 6A | \$67.39 | \$69.07 | \$70.80 |
| Supplemental Pool Level 7A | \$59.51 | \$61.00 | \$62.53 |
| Supplemental Pool Level 7B | \$61.81 | \$63.36 | \$64.94 |

| | 2020 | First full pay after ratification | 10/23/2022 | 10/22/2023 |
|---|--------------|-----------------------------------|--------------|--------------|
| Flat Rate Per Diem Physical Therapists: | \$51.64/hour | \$54.87/hour | \$56.24/hour | \$57.65/hour |
| Flat Rate Per Diem Occupational Therapists: | \$47.59/hour | \$50.56/hour | \$51.82/hour | \$53.12/hour |
| Flat Rate Per Diem Speech Pathologists: | \$47.59/hour | \$50.56/hour | \$51.82/hour | \$53.12/hour |