

## Appendix A

### Pay Grade Scale

Effective with the first full pay period commencing closest to October 1, ~~2018~~ 2019 (effective prior to any negotiated ATB)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
<b>UNIT I</b>	<b>Start (hours)</b>	<b>1st YR 2080</b>	<b>2nd YR 4160</b>	<b>3rd YR 6240</b>	<b>4th YR 8320</b>	<b>5th YR 10400</b>	<b>6th YR 12480</b>	<b>7th YR 14560</b>	<b>8th YR 16640</b>	<b>12th YR 24960</b>	<b>15th YR 31200</b>	<b>18th YR 37440</b>	<b>20th YR 41600</b>	<b>25th YR 52000</b>
<del>Grade 1</del>	<del>\$12.00</del>	<del>\$12.38</del>	<del>\$12.76</del>	<del>\$13.13</del>	<del>\$13.50</del>	<del>\$13.88</del>	<del>\$14.25</del>	<del>\$14.64</del>	<del>\$14.86</del>	<del>\$15.09</del>	<del>\$15.33</del>	<del>\$15.56</del>	<del>\$15.79</del>	<del>\$16.02</del>
<b>Grade 1a</b>	\$12.68	\$13.05	\$13.44	\$13.83	\$14.21	\$14.56	\$14.85	\$15.11	\$15.44	\$15.76	\$16.50	\$16.10	\$16.26	\$16.50
<b>Grade 2</b>	\$12.88	\$13.25	\$13.63	\$14.00	\$14.39	\$14.73	\$15.03	\$15.35	\$15.68	\$16.00	\$16.71	\$16.29	\$16.46	\$16.71
<b>Grade 3</b>	\$13.13	\$13.51	\$13.89	\$14.27	\$14.67	\$15.01	\$15.33	\$15.61	\$15.94	\$16.25	\$17.01	\$16.60	\$16.76	\$17.01
<b>Grade 3a</b>	\$13.23	\$13.62	\$14.00	\$14.38	\$14.77	\$15.11	\$15.43	\$15.72	\$16.05	\$16.35	\$17.12	\$16.71	\$16.87	\$17.12
<b>Grade 4</b>	\$13.32	\$13.88	\$14.49	\$15.03	\$15.63	\$15.95	\$16.28	\$16.54	\$16.88	\$17.21	\$18.04	\$17.60	\$17.78	\$18.04
<b>Grade 4a</b>	\$13.32	\$13.88	\$14.49	\$15.03	\$15.63	\$15.95	\$16.28	\$16.54	\$16.88	\$17.57	\$18.39	\$17.96	\$18.13	\$18.39
<b>Grade 4b</b>	\$13.84	\$14.44	\$15.06	\$15.63	\$16.25	\$16.59	\$16.93	\$17.20	\$17.55	\$18.42	\$19.30	\$18.83	\$19.02	\$19.30
<b>Grade 5</b>	\$14.14	\$14.58	\$14.89	\$15.30	\$15.68	\$16.02	\$16.30	\$16.60	\$16.91	\$17.26	\$18.07	\$17.63	\$17.81	\$18.07
<b>Grade 6</b>	\$14.64	\$15.05	\$15.50	\$15.91	\$16.37	\$16.74	\$17.08	\$17.41	\$17.77	\$18.13	\$18.93	\$18.47	\$18.66	\$18.93
<b>Grade 6b</b>	\$14.64	\$15.05	\$15.50	\$16.86	\$17.35	\$17.74	\$18.78	\$20.02	\$22.02	\$22.46	\$24.31	\$23.37	\$23.83	24.31
<b>Grade 7</b>	\$15.87	\$16.25	\$16.66	\$17.03	\$17.41	\$17.76	\$18.05	\$18.37	\$18.65	\$19.03	\$19.92	\$19.44	\$19.62	\$19.92
<b>Grade 8</b>	\$15.91	\$16.25	\$16.60	\$16.91	\$17.26	\$17.61	\$18.28	\$18.93	\$19.61	\$20.01	\$21.87	\$21.33	\$21.55	\$21.87
<b>Grade 9</b>	\$18.38													
<b>Grade 10</b>	\$21.02													

**Grade 1**

~~Grade 1a~~ Environmental Services Aide  
Laundry Aide  
Dietary Aide  
Homemaker

**Grade 2** Activities Aide  
Physical Therapy Aide  
Receptionist/File Clerk  
Care Provider Assistant  
Radiology Clerk  
Pharmacy Clerk  
Switchboard/Receptionist

**Grade 4a**

Ward Secretary  
Critical Care Unit Assistant  
Surgery Aide  
Outpatient Pharmacy Services Assistant

**Grade 4b**

Secretary  
Lab Secretary  
Radiology Secretary  
MIMIS Secretary  
Ambulatory Services Secretary

**Grade 5**

Cook  
Registered Nursing Assistant - Hospital  
~~Senior Housing Assistant~~

	Rehab Aide		
	Radiology Aide		
<b>Grade 3</b>	Home Health Aide Housing Aide Clinic Nursing Assistant/Registered	<b>Grade 6</b>	Nursing Assistant/Registered - Long term Care Central Supply Technician Rehab Nursing Assistant/Registered <u>Senior Housing Assistant</u>
<b>Grade 3a</b>	Activity Assistant	<b>Grade 6b</b>	<u>EMT</u>
<b>Grade 4</b>	EMT	<b>Grade 7</b>	Environmental Services Technician
	Phlebotomist	<b>Grade 8</b>	
	Operating Room Assistant Activities Coordinator Critical Care Clerk Materials Management Assistant ED Clerk	<b>Grade 9</b>	Senior Housing Assistant Weekend Only
		<b>Grade 10</b>	Long Term Care Weekend Only Nursing Assistant

## Appendix A

### Pay Grade Scale

Effective with the first full pay period commencing closest to October 1, 2018-2019 (effective prior to any negotiated ATB)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
<b>UNIT II</b>	<b>Start (hours)</b>	<b>1st YR 2080</b>	<b>2nd YR 4160</b>	<b>3rd YR 6240</b>	<b>4th YR 8320</b>	<b>5th YR 10400</b>	<b>6th YR 12480</b>	<b>7th YR 14560</b>	<b>8th YR 16640</b>	<b>12th YR 24960</b>	<b>15th YR 31200</b>	<b>18th YR 37440</b>	<b>20th YR 41600</b>	<b>25th YR 52000</b>
<b>Grade 1</b>	\$14.26	\$14.89	\$15.48	\$16.10	\$16.71	\$17.13	\$17.62	\$18.02	\$18.49	\$18.86	\$20.00	\$19.54	\$19.70	\$20.00
<b>Grade 1a</b>	\$15.01	\$15.64	\$16.23	\$16.85	\$17.46	\$17.88	\$18.37	\$18.77	\$19.24	\$19.61	\$20.75	\$20.26	\$20.45	\$20.75
<b>Grade 1b</b>	\$15.76	\$16.39	\$16.98	\$17.60	\$18.21	\$18.63	\$19.12	\$19.52	\$19.99	\$20.36	\$21.50	\$21.04	\$21.20	\$21.50
<b>Grade 1c</b>	\$16.51	\$17.14	\$17.73	\$18.35	\$18.96	\$19.38	\$19.87	\$20.27	\$20.74	\$21.11	\$22.25	\$21.76	\$21.95	\$22.25
<b>Grade 2</b>	\$15.62	\$16.17	\$16.74	\$17.32	\$17.90	\$18.22	\$18.54	\$18.85	\$19.18	\$19.56	\$20.46	\$19.96	\$20.17	\$20.46
<b>Grade 3</b>	\$15.84	\$16.47	\$17.07	\$17.66	\$18.28	\$18.72	\$19.19	\$19.60	\$20.06	\$20.46	\$21.66	\$21.13	\$21.34	\$21.66
<b>Grade 4</b>	\$16.47	\$17.06	\$17.63	\$18.20	\$18.82	\$19.40	\$19.98	\$20.28	\$20.63	\$21.06	\$21.98	\$21.45	\$21.66	\$21.98
<b>Grade 4a</b>	\$17.55	\$18.29	\$19.02	\$19.74	\$20.47	\$21.21	\$21.93	\$22.66	\$23.12	\$23.56	\$25.40	\$24.47	\$24.92	\$25.40
<b>Grade 4b</b>	\$17.72	\$18.31	\$18.88	\$19.45	\$20.07	\$20.65	\$21.23	\$21.53	\$21.88	\$22.31	\$23.23	\$22.70	\$22.91	\$23.23
<b>Grade 4c</b>	\$18.97	\$19.56	\$20.13	\$20.70	\$21.32	\$21.90	\$22.48	\$22.78	\$23.13	\$23.56	\$24.48	\$23.95	\$24.16	\$24.48
<b>Grade 5</b>	\$17.70	\$18.27	\$18.85	\$19.39	\$19.98	\$20.54	\$21.11	\$21.40	\$22.78	\$23.23	\$24.32	\$23.72	\$23.95	\$24.32
<b>Grade 6</b>	\$17.78	\$18.45	\$19.15	\$19.85	\$20.62	\$21.43	\$22.33	\$23.01	\$23.90	\$24.39	\$27.00	\$26.33	\$26.60	\$27.00
<b>Grade 6a</b>	\$19.03	\$19.70	\$20.40	\$21.10	\$21.87	\$22.68	\$23.58	\$24.26	\$25.15	\$25.64	\$28.25	\$27.58	\$27.85	\$28.25
<b>Grade 6b</b>	\$20.28	\$20.95	\$21.65	\$22.35	\$23.12	\$23.93	\$24.83	\$25.51	\$26.40	\$26.89	\$29.50	\$28.83	\$29.10	\$29.50
<b>Grade 7</b>	\$17.97	\$18.50	\$19.10	\$19.67	\$20.24	\$20.81	\$21.40	\$21.68	\$21.99	\$22.44	\$23.46	\$22.87	\$23.11	\$23.46
<b>Grade 8</b>	\$18.49	\$19.05	\$19.62	\$20.19	\$20.74	\$21.82	\$22.56	\$23.03	\$23.68	\$24.15	\$25.99	\$25.34	\$25.61	\$25.99
<b>Grade 9</b>	\$19.30	\$20.28	\$21.27	\$22.24	\$23.22	\$24.19	\$24.86	\$25.51	\$26.80	\$27.32	\$29.42	\$28.70	\$28.99	\$29.42
<b>Grade 10</b>	\$20.45	\$21.16	\$22.17	\$23.07	\$24.53	\$25.79	\$26.93	\$28.77	\$31.31	\$33.23	\$34.92	\$34.23	\$34.57	\$34.92
<b>Grade 11</b>	\$20.04	\$20.59	\$21.15	\$21.73	\$22.30	\$23.56	\$24.15	\$24.43	\$24.76	\$25.24	\$26.36	\$25.72	\$25.97	\$26.36
<b>Grade 11a</b>	\$22.31	\$23.33	\$24.36	\$25.39	\$26.42	\$27.44	\$28.47	\$29.49	\$30.13	\$30.78	\$33.35	\$32.05	\$32.70	\$33.35
<b>Grade 12</b>	\$23.44	\$23.59	\$24.79	\$25.98	\$27.20	\$28.38	\$29.17	\$29.96	\$32.43	\$33.11	\$36.44	\$35.53	\$35.88	\$36.44
<b>Grade 13</b>	\$23.77	\$24.65	\$25.57	\$26.47	\$27.49	\$29.41	\$30.59	\$31.64	\$32.86	\$33.53	\$36.88	\$35.98	\$36.34	\$36.88
<b>Grade 14</b>	\$24.89	\$26.08	\$27.28	\$28.48	\$29.66	\$30.87	\$31.65	\$32.45	\$34.93	\$35.63	\$38.99	\$38.04	\$38.42	\$38.99
<b>Grade 15</b>	\$36.23													

**Grade 1** Medical Transcriptionist 1  
Certified Medical Assistant

**Grade 6** Registered Health Information Technician 1

**Grade 6a** Registered Health Information Technician 2 (\$1.25 differential above base RHIT 1)

**Grade 1a** Medical Transcriptionist 2 (\$0.75 differential above base Med Trans 1)

**Grade 6b** Registered Health Information Technician 3 (\$2.50 differential above base RHIT 1)

**Grade 1b** Medical Transcriptionist 3 (\$1.50 differential above base

	Med Trans 1)		
<b>Grade 1c</b>	Medical Transcriptionist 4 (\$2.25 differential above base Med Trans 1)	<b>Grade 7</b>	
<b>Grade 2</b>	Pharmacy Technician Pharmacy Technician Coordinator Financial Advisor (Collection Specialists-prior) Surgical Services Scheduler	<b>Grade 8</b>	Physical Therapy Assistant Certified Occupational Therapy Assistant Anesthesia Technician
<b>Grade 3</b>		<b>Grade 9</b>	Surgery Technician X-Ray Operator Engineer <del>Carpenter/Painter</del>
<b>Grade 4</b>	Coding Specialist 1 <del>Plant Operations Technician</del> Clinic LPN LPN – Diabetes Assistant <u>CMA</u>	<b>Grade 10</b>	Paramedic
<b>Grade 4a</b>	Clinic Medical Lab Technician	<b>Grade 11</b>	Medical Lab Technician
<b>Grade 4b</b>	Coding Specialist 2 (\$1.25 differential above base Coding Spec 1)	<b>Grade 11a</b>	<del>Engineer II</del> Clinic Medical Technologist
<b>Grade 4c</b>	Coding Specialist 3 (\$2.50 differential above base Coding Spec 1)	<b>Grade 12</b>	Radiologic Technologist I
<b>Grade 5</b>	LPN LPN – Support Nurse Activities Therapy Coordinator	<b>Grade 13</b>	Medical Technologist <del>Master Electrician</del>
		<b>Grade 14</b>	Radiologic Technologist II PACS Coordinator
		<b>Grade 15</b>	Rad Tech II Weekend Only

## Appendix A

### Pay Grade Scale

Effective with the first full pay period commencing closest to October 1, ~~2018~~ 2019 (effective prior to any negotiated ATB)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>UNIT II</b>	<b>Start (hours)</b>	<b>1st YR 2080</b>	<b>2nd YR 4160</b>	<b>3rd YR 6240</b>	<b>4th YR 8320</b>	<b>5th YR 10400</b>	<b>6th YR 12480</b>
<b>Grade 1</b>	\$16.47	\$17.39	\$18.31	\$19.23	\$20.14	\$21.06	\$21.98
<b>Grade 2</b>	\$19.30	\$20.99	\$22.67	\$24.36	\$26.05	\$27.73	\$29.42
<b>Grade 3</b>	\$22.31	\$24.00	\$25.87	\$27.74	\$29.61	\$31.48	\$33.35
<b>Grade 4</b>	\$23.77	\$26.95	\$28.93	\$30.92	\$32.91	\$34.89	\$36.88

### Skilled Maintenance Classifications

**Grade 1**      Plant Ops

**Grade 2**      Engineer  
Carpenter/Painter

**Grade 3**      Engineer II

**Grade 4**      Master Electrician  
HVAC/Refrigeration Specialist

## Appendix A

### Pay Grade Scale

Effective with the first full pay period commencing closest to October 1, ~~2018~~ 2019 (effective prior to any negotiated ATB)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
<b>UNIT III</b>	<b>Start (hours)</b>	<b>1st YR 2080</b>	<b>2nd YR 4160</b>	<b>3rd YR 6240</b>	<b>4th YR 8320</b>	<b>5th YR 10400</b>	<b>6th YR 12480</b>	<b>7th YR 14560</b>	<b>8th YR 16640</b>	<b>12th YR 24960</b>	<b>15th YR 31200</b>	<b>18th YR 37440</b>	<b>20th YR 41600</b>	<b>25th YR 52000</b>
<b>Grade 1</b>	\$12.86	\$13.31	\$13.74	\$14.19	\$14.64	\$15.07	\$15.52	\$15.95	\$16.23	\$16.50	\$17.67	<del>\$17.06</del>	<del>\$17.33</del>	<del>\$17.67</del>
<b>Grade 1a</b>	\$13.32	\$13.88	\$14.49	\$15.03	\$15.63	\$15.95	\$16.28	\$16.54	\$16.88	\$17.21	\$18.04	<del>\$17.60</del>	<del>\$17.78</del>	<del>\$18.04</del>
<b>Grade 2</b>	\$13.71	\$14.30	\$14.94	\$15.53	\$16.14	\$16.57	\$17.06	\$17.46	\$17.94	\$18.30	\$19.40	<del>\$18.92</del>	<del>\$19.41</del>	<del>\$19.40</del>
<b>Grade 2a</b>	\$14.28	\$14.91	\$15.58	\$16.20	\$16.84	17.29	\$17.81	\$18.22	\$18.71	\$19.02	\$20.17	<del>\$19.67</del>	<del>\$19.87</del>	<del>\$20.17</del>
<b>Grade 3</b>	\$15.77	\$16.19	\$16.63	\$17.05	\$17.49	\$17.92	\$18.35	\$18.73	\$19.10	\$19.48	\$21.02	<del>\$20.24</del>	<del>\$20.61</del>	<del>\$21.02</del>
<b>Grade 4</b>	\$16.15	\$16.64	\$17.13	\$17.66	\$18.18	\$18.72	\$19.10	\$19.48	\$19.87	\$20.27	\$21.94	<del>\$21.09</del>	<del>\$21.50</del>	<del>\$21.94</del>

**Grade 1**      Business Office Float

**Grade 3**      Prior Authorization Specialist

General Clerical Float

**Grade 4** Denial Specialists

**Grade 1a** Admitting Clerk  
Health Information (1)  
Clinic Receptionist/Scheduling

**Grade 2** Medical Secretary  
Billing Clerk  
Data Processing Analyst (EDP Clerk prior) Health  
Information (2)  
~~Claims Analyst~~

**Grade 2a** Claims Analyst