

Contingent upon tentative agreement on all other aspects of the HX agreement.

UCSF/UCSFMC Location Specific Increases as referred to in Article 5 – Compensation

- 1) **New Ranges** - All new ranges are attached in **Attachment B**.

- 2) **Selected Range Adjustments and Pay Increases** - percentages are approximate and may vary due to rounding. These percentage increases are all reflected in the new ranges in Attachment B. **All of these are in lieu of 1) at ratification across the board increases, 2) at ratification step increases and 3) January 2020 step increases.**
 - a) **10% range adjustment and pay increase for:**
 - i) **Occupational Therapists** (title codes 7925, 7924, 7923, and 9491) and
 - ii) **Physical Therapists** (title codes 7940, 7939, 7938, and 9487)
 - b) **12% range adjustment and pay increase for:**
 - i) **Recreational Therapists** (title codes 7955 and 7954);
 - ii) **Child Life Specialists** (title codes 7873, 7872, and 9351); and
 - iii) **Child Life Teachers** (title codes 9376, 9375, and 9374)
 - c) **9% range adjustment and pay increase for Case Managers** (title code 7870 and 9463)
 - d) **12% range adjustment and pay increase for Staff Pharmacist 1 and 2** (title codes 7963, 9247 and 9249)
 - e) **10% range adjustment and pay increase* for Speech Pathologists** (title codes 7973, 7959, 7972, 9472, and 9471)
 - i) Individual reclassifications in separate attached document. (Attachment A-1)
 - ii) **NOTE:** Individual 10% pay increase does not apply to those on the attached reclassification list in title codes 7959 and 9472 as their increase is included in the new reclassification rate of pay.

- 3) **Cyto Technologists - Range Adjustments and Pay Increases** - percentages are approximate and may vary due to rounding. These percentage increases are all reflected in the new ranges in Attachment B. **All of these are in lieu of 1) at ratification across the board increases and 2) at ratification step increases.**
 - a) **7% range adjustment and pay increase for Cyto Technologists** (title codes 8954, 8955, and 8998).

- 4) **Selected Per Diem Rate Adjustments and Pay Increases** - percentages are approximate and may vary due to rounding. These percentages are all reflected in the new ranges in Attachment B. **All of these are in lieu of at ratification across the board increases.**
 - a) **7% adjustment and pay increase for per diem titles:**
 - i) **Recreational Therapist** (title code 9467);
 - ii) **Child Life Specialists** (title codes 9368, 9369, and 9371); and

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- iii) Child Life Teachers (title codes 9379, 9378, and 9377)


- 5) **New Per Diem Titles and New Per Diem Rates of Pay** - These new rates are reflected in Attachment B. **All of these are in lieu of at ratification across the board increases.**
 - a) **Per Diem Recreational Therapist 2 and 3** (title codes TBD) - Creation at UCSF Medical Center of new per diem classification. Individual reclassifications into new per diem levels as identified in separate attached document. (Attachment A-2 Revised 7.16.19)
 - b) **Per Diem Clinical Social Worker 2 and 3** (title codes 9316 and 9310)

- 6) **New Range Structure and Placement onto New Range Structure** – New ranges in Attachment B. **All of these are in lieu of 1) at ratification across the board increases, 2) at ratification step increases and 3) January 2020 step increases.**
 - a) **Recreational Therapist 3** (title code TBD) - Creation at UCSF Medical Center of new classification and updated career ladder for the series. Individual reclassification into new level as identified in separate attached document. (Attachment A-2 Revised 7.16.19)

- 7) **Selected New Salary Range/Step Structures and Placement onto the New Range Structures** - New ranges in Attachment B. **All of these are in lieu of 1) at ratification across the board increases, 2) at ratification step increases and 3) January 2020 step increases*.**
 - a) **Physician Assistants** (title codes 9202 and 9203) - Individual placement on the new range in separate attached document. (Attachment A-4 Revised and Attachment A-4 Revised 7.16.19 for Campus) ****EXCEPTION for Campus-based individuals in this classification they will be eligible for January 2020 Step Increases pursuant to criteria in Article 5 – Compensation.***
 - b) **Hospital Radiation Physicists and Assistant Hospital Radiation Physicists** (title codes 9240 and 9241) - Individual placement on the new range in separate attached document. (Attachment A-5)
 - c) **Clinical Social Workers 1, 2 and 3** (title codes 7890, 9314 and 9313) and - Individual placement on the new range in separate attached document. (Attachment A-6 Revised 7.19.19) ****EXCEPTION for Campus-based individuals in this classification they will be eligible for January 2020 Step Increases pursuant to criteria in Article 5 – Compensation.***
 - d) **Social Work Associate and Assistant Social Work Assoc** (title codes 9342 and 9341) - Individual placement on the adjusted range for Social Work Associate (title code 9341) in separate attached document. (Attachment A-7 and Attachment A-7 Revised 7.16.19 for Campus) ****EXCEPTION for Campus-based individuals in this***

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classification they will be eligible for January 2020 Step Increases pursuant to criteria in Article 5 – Compensation.

- e) **Psychologists** (title codes 9384 and 9383) - Individual placement on the new range in separate attached document. (Attachment A-8 and Attachment A-8 Revised 7.16.19 for Campus) ***EXCEPTION for Campus-based individuals in this classification they will be eligible for January 2020 Step Increases pursuant to criteria in Article 5 – Compensation.**
- 8) **Additional Individual Equity Increases:** Overall ranges are in Attachment B. **These are in lieu of 1) at ratification across the board increase, 2) at ratification step increase and 3) January 2020 step increase.**
- a) **Child Life Specialist** – Individual equity in separate attached document. (Attachment A-2 Revised 7.16.19)
- b) **Music Therapists** – Create new salary structure and provide individual equity increases in separate attached document. (Attachment A-2 Revised 7.25.19)
- 9) **Ancillary Payments:**
- a) Increase **Night Shift Differential** for **Clinical Lab Scientists** from \$6.50 to \$7.50
- ~~b) Add **Weekend Shift Differential** for **Physician Assistants** of \$4.00 per hour; parties will locally meet to discuss this upon the request of UPTC pursuant to new Article 5, Section G.~~
- 10) **Extend Title:**
- a) Extend **Laboratory Scientist Apprentice** – Title Code 8957 to UCSF. **Agree to bargain this locally.**
- 11) **Titles that Received Equity Increases within Last 12 Months** – New ranges reflected in Attachment B and previously passed charts. **All of these have already been agreed upon, have been implemented and are in lieu of at ratification across the board increases. Eligible for at ratification and January 2020 step increases.**
- a) **Clinical Lab Scientist** (8938, 8939, 8940, 8956, 8959) – approximately 14%
- b) **Nuclear Med Techs** (8811, 9003, 9004, 9006) – approximately 10%
- 12) **Genetic Counselors Who Received Increases within the Last Month** – New ranges reflected in Attachment B and for Genetic Counselors individual increases in previously passed charts. **All of these have already been agreed upon, have been implemented and are in lieu of 1) at ratification across the board increases, 2) at ratification step increases and 3) January 2020 step increases.**
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- a) **Genetic Counselors** (7894, 7895, 7896, and 9289) - between 14.4% and 33.9% with Health average of 24% and all Campus at 14.4%.
- 13) **Counseling Psychologists** (9558) – Same as CPs at other locations.

009240 - HOSP RAD PHYSICIST EX		
Proposed Structure		
Step	Hourly	Annual
1	\$97.34	\$203,245
2	\$99.32	\$207,393
3	\$101.35	\$211,614
4	\$103.42	\$215,939
5	\$105.52	\$220,337
6	\$107.69	\$224,839
7	\$109.89	\$229,444
8	\$112.13	\$234,108
9	\$114.37	\$238,787
10	\$116.65	\$243,570
11	\$118.99	\$248,440
12	\$121.36	\$253,414
13	\$123.79	\$258,477
14	\$126.26	\$263,628
15	\$128.79	\$268,912
16	\$131.36	\$274,285

009241 - HOSP RAD PHYSICIST AST	
Proposed Structure	
Step	Hourly
1	\$87.60
2	\$89.40
3	\$91.23
4	\$93.10
5	\$94.98
6	\$96.92
7	\$98.92
8	\$100.93
9	\$102.94
10	\$104.99
11	\$107.08
12	\$109.24
13	\$111.43
14	\$113.64
15	\$115.93
16	\$118.25

009384 - PSYCHOLOGIST 1		
Proposed Structure		
Step	Hourly	Annual
1	\$43.96	\$91,786
2	\$44.86	\$93,658
3	\$45.76	\$95,530
4	\$46.64	\$97,387
5	\$47.59	\$99,360
6	\$48.54	\$101,347
7	\$49.50	\$103,363
8	\$50.51	\$105,466
9	\$51.52	\$107,554
10	\$52.51	\$109,656
11	\$53.59	\$111,888
12	\$54.64	\$114,091
13	\$55.74	\$116,381
14	\$56.88	\$118,757
15	\$58.00	\$121,090
16	\$59.34	\$123,912
17	\$60.53	\$126,389
18	\$61.74	\$128,909
19	\$62.98	\$131,501
20	\$64.24	\$134,122
21	\$65.52	\$136,800
22	\$66.83	\$139,536
23	\$68.16	\$142,315

009383 - PSYCHOLOGIST 2		
Proposed Structure		
Step	Hourly	Annual
1	\$42.34	\$88,413
2	\$43.32	\$90,446
3	\$44.31	\$92,527
4	\$45.33	\$94,655
5	\$46.33	\$96,737
6	\$47.35	\$98,865
7	\$48.39	\$101,040
8	\$49.33	\$103,005
9	\$50.30	\$105,035
10	\$51.31	\$107,139
11	\$52.36	\$109,319
12	\$53.39	\$111,474
13	\$54.48	\$113,754
14	\$55.55	\$115,984
15	\$56.66	\$118,310
16	\$57.79	\$120,658
17	\$58.97	\$123,120
18	\$60.14	\$125,582
19	\$61.33	\$128,059
20	\$62.56	\$130,622
21	\$63.83	\$133,272
22	\$65.09	\$135,893
23	\$66.58	\$139,003
24	\$67.90	\$141,768
25	\$69.26	\$144,619
26	\$70.64	\$147,499
27	\$72.06	\$150,466
28	\$73.50	\$153,475
29	\$74.96	\$156,528
30	\$76.46	\$159,653

007890 - CLIN SOCIAL WORKER 1 EX

Proposed Structure		
Step	Hourly	Annual
1	\$33.37	\$69,681
2	\$34.21	\$71,423
3	\$35.03	\$73,137
4	\$35.83	\$74,819
5	\$36.62	\$76,465
6	\$37.26	\$77,799
7	\$38.01	\$79,360
8	\$38.77	\$80,944
9	\$39.53	\$82,529
10	\$40.32	\$84,186
11	\$41.15	\$85,915
12	\$41.95	\$87,596
13	\$42.78	\$89,325
14	\$43.63	\$91,102
15	\$44.70	\$93,335

009313 - CLIN SOCIAL WORKER 3		
Proposed Structure		
Step	Hourly	Annual
1	\$37.13	\$86,567
2	\$37.89	\$88,334
3	\$38.65	\$90,100
4	\$39.41	\$91,867
5	\$40.20	\$93,730
6	\$41.46	\$86,567
7	\$42.31	\$88,334
8	\$43.15	\$90,100
9	\$44.00	\$91,867
10	\$44.88	\$93,730
11	\$45.78	\$95,593
12	\$46.71	\$97,538
13	\$47.62	\$99,443
14	\$48.59	\$101,444
15	\$49.55	\$103,459
16	\$50.55	\$105,556
17	\$51.55	\$107,640
18	\$52.58	\$109,779
19	\$53.64	\$111,987
20	\$54.72	\$114,250
21	\$55.81	\$116,541
22	\$56.91	\$118,832
23	\$58.06	\$121,233
24	\$59.21	\$123,648
25	\$60.40	\$126,118
26	\$61.61	\$128,644
27	\$62.86	\$131,238
28	\$64.12	\$133,888

009314 - CLIN SOCIAL WORKER 2		
Proposed Structure		
Step	Hourly	Annual
1	\$34.52	\$72,068
2	\$35.38	\$73,870
3	\$36.23	\$75,643
4	\$37.06	\$77,382
5	\$37.88	\$79,085
6	\$38.54	\$80,464
7	\$39.31	\$82,073
8	\$40.10	\$83,730
9	\$40.89	\$85,387
10	\$41.72	\$87,116
11	\$42.55	\$88,844
12	\$43.40	\$90,621
13	\$44.25	\$92,398
14	\$45.15	\$94,271
15	\$46.06	\$96,168
16	\$46.97	\$98,065
17	\$47.91	\$100,034
18	\$48.85	\$102,003
19	\$49.85	\$104,092
20	\$50.84	\$106,157
21	\$51.85	\$108,270
22	\$52.89	\$110,431
23	\$53.95	\$112,640
24	\$55.02	\$114,873
25	\$56.13	\$117,203
26	\$57.27	\$119,580
27	\$58.37	\$121,885
28	\$59.57	\$124,382

009316 - CLIN SOCIAL WORKER 2 PD	
Proposed Rate	
Step	Hourly
1	\$54.31

009310 - CLIN LIC SOCIAL WORKER PD	
Proposed Rate	
Step	Hourly
1	\$64.95

009341 - SOCIAL WORK ASC	
Proposed Structure	
Step	Hourly
1	\$26.47
2	\$27.00
3	\$27.54
4	\$28.09
5	\$28.78
6	\$29.37
7	\$29.93
8	\$30.54
9	\$31.19
10	\$31.83
11	\$32.45
12	\$33.08
13	\$33.73
14	\$34.42

009342 - SOCIAL WORK ASC AST	
Proposed Structure	
Step	Hourly
1	\$26.42
2	\$26.97
3	\$27.51
4	\$28.06
5	\$28.62
6	\$29.19
7	\$29.78
8	\$30.37
9	\$30.97
10	\$31.58

**007973 - SPEECH PATHOLOGIST 1
07959 - SPEECH PATHOLOGIST EX**

Proposed Structure		
Step	Hourly	Annual
1	\$43.22	\$90,235
2	\$44.09	\$92,057
3	\$44.96	\$93,878
4	\$45.86	\$95,753
5	\$46.78	\$97,680
6	\$47.73	\$99,647
7	\$48.66	\$101,614
8	\$49.64	\$103,660
9	\$50.64	\$105,745
10	\$51.65	\$107,844
11	\$52.68	\$109,996
12	\$53.74	\$112,200
13	\$54.81	\$114,457
14	\$55.91	\$116,754
15	\$57.02	\$119,077
16	\$58.33	\$121,796

**007972 - SPEECH PATHOLOGIST 2
009472 - SPEECH PATHOLOGIST SR EX**

Proposed Structure		
Step	Hourly	Annual
1	\$46.72	\$97,535
2	\$47.63	\$99,462
3	\$48.60	\$101,482
4	\$49.58	\$103,514
5	\$50.57	\$105,574
6	\$51.57	\$107,672
7	\$52.60	\$109,837
8	\$53.66	\$112,028
9	\$54.73	\$114,272
10	\$55.83	\$116,556
11	\$56.94	\$118,879
12	\$58.08	\$121,268
13	\$59.24	\$123,684
14	\$60.41	\$126,139
15	\$61.62	\$128,674
16	\$63.02	\$131,591

009471 - SPEECH PATHOLOGIST PI

Proposed Rate	
Step	Hourly
1	\$64.33

007925 - OCCUPATIONAL THER 1 EX

Proposed Structure		
Step	Hourly	Annual
1	\$43.22	\$90,235
2	\$44.09	\$92,057
3	\$44.96	\$93,878
4	\$45.86	\$95,753
5	\$46.78	\$97,680
6	\$47.73	\$99,647
7	\$48.66	\$101,614
8	\$49.64	\$103,660
9	\$50.64	\$105,745
10	\$51.65	\$107,844
11	\$52.68	\$109,996
12	\$53.74	\$112,200
13	\$54.81	\$114,457
14	\$55.91	\$116,754
15	\$57.02	\$119,077
16	\$58.33	\$121,796

007924 - OCCUPATIONAL THER 2 EX

Proposed Structure		
Step	Hourly	Annual
1	\$46.72	\$97,535
2	\$47.63	\$99,462
3	\$48.60	\$101,482
4	\$49.58	\$103,514
5	\$50.57	\$105,574
6	\$51.57	\$107,672
7	\$52.60	\$109,837
8	\$53.66	\$112,028
9	\$54.73	\$114,272
10	\$55.83	\$116,556
11	\$56.94	\$118,879
12	\$58.08	\$121,268
13	\$59.24	\$123,684
14	\$60.41	\$126,139
15	\$61.62	\$128,674
16	\$63.02	\$131,591

007923 - OCCUPATIONAL THER 3 EX

Proposed Structure		
Step	Hourly	Annual
1	\$51.96	\$108,491
2	\$52.99	\$110,642
3	\$54.05	\$112,873
4	\$55.13	\$115,117
5	\$56.24	\$117,440
6	\$57.38	\$119,790
7	\$58.51	\$122,166
8	\$59.68	\$124,608
9	\$60.87	\$127,116
10	\$62.10	\$129,650
11	\$63.33	\$132,238
12	\$64.60	\$134,891
13	\$65.89	\$137,584
14	\$67.21	\$140,329
15	\$68.55	\$143,141
16	\$70.13	\$146,428

009491 - OCCUPATIONAL THER 1 PD

Proposed Rate	
Step	Hourly
1	\$64.33

007940 - PHYS THER 1 EX

Proposed Rate		
Step	Hourly	Annual
1	\$47.27	\$98,683
2	\$48.20	\$100,650
3	\$49.17	\$102,670
4	\$50.16	\$104,729
5	\$51.16	\$106,814
6	\$52.17	\$108,940
7	\$53.22	\$111,118
8	\$54.27	\$113,335
9	\$55.37	\$115,619
10	\$56.46	\$117,902
11	\$57.61	\$120,278
12	\$58.75	\$122,681
13	\$60.10	\$125,492
14	\$61.30	\$128,000
15	\$62.52	\$130,561
16	\$63.79	\$133,188

007939 - PHYS THER 2 EX

Proposed Structure		
Step	Hourly	Annual
1	\$49.61	\$103,594
2	\$50.61	\$105,679
3	\$51.62	\$107,791
4	\$52.66	\$109,943
5	\$53.71	\$112,147
6	\$54.78	\$114,391
7	\$55.87	\$116,662
8	\$57.00	\$119,011
9	\$58.12	\$121,374
10	\$59.30	\$123,816
11	\$60.49	\$126,298
12	\$61.70	\$128,819
13	\$62.93	\$131,406
14	\$64.20	\$134,033
15	\$65.47	\$136,699
16	\$66.78	\$139,432

007938 - PHYS THER 3 EX

Proposed Structure		
Step	Hourly	Annual
1	\$51.96	\$108,491
2	\$52.99	\$110,642
3	\$54.05	\$112,873
4	\$55.13	\$115,117
5	\$56.24	\$117,440
6	\$57.38	\$119,790
7	\$58.51	\$122,166
8	\$59.68	\$124,608
9	\$60.87	\$127,116
10	\$62.10	\$129,650
11	\$63.33	\$132,238
12	\$64.60	\$134,891
13	\$65.89	\$137,584
14	\$67.21	\$140,329
15	\$68.55	\$143,141
16	\$70.13	\$146,428

009487 - PHYS THER 1 PD

Proposed Structure	
Step	Hourly
1	\$65.58

007963 - STF PHARMACIST 1 NEX

Proposed Structure	
Step	Hourly
1	\$78.32
2	\$79.91
3	\$81.55
4	\$83.22
5	\$84.87
6	\$86.68

009247 - STF PHARMACIST 2

Proposed Structure	
Step	Hourly
1	\$79.95
2	\$81.57
3	\$83.24
4	\$84.96
5	\$86.68
6	\$88.41

009249 - PHARMACIST PD

Proposed Structure	
Step	Hourly
1	\$93.11

007955 - RECR THER 1 EX

Proposed Structure		
Step	Hourly	Annual
1	\$32.41	\$67,684
2	\$33.05	\$69,001
3	\$33.71	\$70,385
4	\$34.38	\$71,783
5	\$35.06	\$73,208
6	\$35.76	\$74,659
7	\$36.47	\$76,138
8	\$37.20	\$77,670
9	\$37.96	\$79,242
10	\$38.70	\$80,801
11	\$39.47	\$82,401
12	\$40.26	\$84,067
13	\$41.06	\$85,734
14	\$41.90	\$87,494
15	\$42.74	\$89,228
16	\$43.80	\$91,473

007954 - RECR THER 2 EX

Proposed Structure		
Step	Hourly	Annual
1	\$35.66	\$74,471
2	\$36.39	\$75,976
3	\$37.11	\$77,468
4	\$37.83	\$79,000
5	\$38.62	\$80,627
6	\$39.38	\$82,226
7	\$40.14	\$83,825
8	\$40.96	\$85,532
9	\$41.78	\$87,226
10	\$42.62	\$88,986
11	\$43.47	\$90,760
12	\$44.32	\$92,534
13	\$45.23	\$94,429
14	\$46.13	\$96,324
15	\$47.03	\$98,206
16	\$48.17	\$100,585

XXXX - RECR THER 3 EX

Proposed Structure		
Step	Hourly	Annual
1	\$39.23	\$81,918
2	\$40.03	\$83,574
3	\$40.82	\$85,215
4	\$41.62	\$86,900
5	\$42.48	\$88,689
6	\$43.32	\$90,449
7	\$44.15	\$92,208
8	\$45.05	\$94,085
9	\$45.95	\$95,948
10	\$46.88	\$97,885
11	\$47.81	\$99,836
12	\$48.75	\$101,788
13	\$49.75	\$103,872
14	\$50.75	\$105,957
15	\$51.73	\$108,027
16	\$52.99	\$110,643

009467 - RECR THER PD

Proposed Rate	
Step	Hourly
1	\$42.22

XXXX - RECR THER 2 PD

Proposed Rate	
Step	Hourly
1	\$44.33

XXXX - RECR THER 3 PD

Proposed Rate	
Step	Hourly
1	\$46.44

007870 - CASE MGR EX

Proposed Structure		
Step	Hourly	Annual
1	\$65.60	\$136,961
2	\$67.91	\$141,800
3	\$70.28	\$146,758
4	\$72.72	\$151,859
5	\$75.30	\$157,222
6	\$77.92	\$162,702
7	\$80.64	\$168,379
8	\$83.46	\$174,278
9	\$86.39	\$180,399
10	\$89.41	\$186,691

009463 - CASE MGR PD

Proposed Rate	
Step	Hourly
1	\$87.73

007873 - CHILD LIFE SPEC 1 EX

Proposed Structure		
Step	Hourly	Annual
1	\$32.41	\$67,684
2	\$33.05	\$69,001
3	\$33.71	\$70,385
4	\$34.38	\$71,783
5	\$35.06	\$73,208
6	\$35.76	\$74,659
7	\$36.47	\$76,138
8	\$37.20	\$77,670
9	\$37.96	\$79,242
10	\$38.70	\$80,801
11	\$39.47	\$82,401
12	\$40.26	\$84,067
13	\$41.06	\$85,734
14	\$41.90	\$87,494
15	\$42.74	\$89,228
16	\$43.80	\$91,473

007872 - CHILD LIFE SPEC 2 EX

Proposed Structure		
Step	Hourly	Annual
1	\$35.66	\$74,471
2	\$36.39	\$75,976
3	\$37.11	\$77,468
4	\$37.83	\$79,000
5	\$38.62	\$80,627
6	\$39.38	\$82,226
7	\$40.14	\$83,825
8	\$40.96	\$85,532
9	\$41.78	\$87,226
10	\$42.62	\$88,986
11	\$43.47	\$90,760
12	\$44.32	\$92,534
13	\$45.23	\$94,429
14	\$46.13	\$96,324
15	\$47.03	\$98,206
16	\$48.17	\$100,585

009351 - CHILD LIFE SPEC 3

Proposed Structure		
Step	Hourly	Annual
1	\$39.27	\$81,984
2	\$40.04	\$83,597
3	\$40.82	\$85,236
4	\$41.64	\$86,957
5	\$42.46	\$88,664
6	\$43.33	\$90,478
7	\$44.20	\$92,279
8	\$45.08	\$94,134
9	\$45.99	\$96,015
10	\$46.89	\$97,924
11	\$47.85	\$99,913
12	\$48.79	\$101,875
13	\$49.77	\$103,932
14	\$50.77	\$106,015
15	\$51.80	\$108,152
16	\$53.00	\$110,665

009368 - CHILD LIFE SPEC 1 PD

Proposed Rate	
Step	Hourly
1	\$42.23

009369 - CHILD LIFE SPEC 2 PD

Proposed Rate	
Step	Hourly
1	\$44.36

009371 - CHILD LIFE SPEC 3 PD

Proposed Rate	
Step	Hourly
1	\$46.45

009376 - CHILD LIFE TEACHER 1

Proposed Structure		
Step	Hourly	Annual
1	\$32.41	\$67,684
2	\$33.05	\$69,001
3	\$33.71	\$70,385
4	\$34.38	\$71,783
5	\$35.06	\$73,208
6	\$35.76	\$74,659
7	\$36.47	\$76,138
8	\$37.20	\$77,670
9	\$37.96	\$79,242
10	\$38.70	\$80,801
11	\$39.47	\$82,401
12	\$40.26	\$84,067
13	\$41.06	\$85,734
14	\$41.90	\$87,494
15	\$42.74	\$89,228
16	\$43.80	\$91,473

009375 - CHILD LIFE TEACHER 2

Proposed Structure		
Step	Hourly	Annual
1	\$35.66	\$74,471
2	\$36.39	\$75,976
3	\$37.11	\$77,468
4	\$37.83	\$79,000
5	\$38.62	\$80,627
6	\$39.38	\$82,226
7	\$40.14	\$83,825
8	\$40.96	\$85,532
9	\$41.78	\$87,226
10	\$42.62	\$88,986
11	\$43.47	\$90,760
12	\$44.32	\$92,534
13	\$45.23	\$94,429
14	\$46.13	\$96,324
15	\$47.03	\$98,206
16	\$48.17	\$100,585

009374 - CHILD LIFE TEACHER 3

Proposed Structure		
Step	Hourly	Annual
1	\$39.27	\$81,984
2	\$40.04	\$83,597
3	\$40.82	\$85,236
4	\$41.64	\$86,957
5	\$42.46	\$88,664
6	\$43.33	\$90,478
7	\$44.20	\$92,279
8	\$45.08	\$94,134
9	\$45.99	\$96,015
10	\$46.89	\$97,924
11	\$47.85	\$99,913
12	\$48.79	\$101,875
13	\$49.77	\$103,932
14	\$50.77	\$106,015
15	\$51.80	\$108,152
16	\$53.00	\$110,665

009379 - CHILD LIFE TEACHER 1 PD

Proposed Rate	
Step	Hourly
1	\$42.23

009378 - CHILD LIFE TEACHER 2 PD

Proposed Rate	
Step	Hourly
1	\$44.36

009377 - CHILD LIFE TEACHER 3 PD

Proposed Rate	
Step	Hourly
1	\$46.45

007896 - GENETIC CNSLR 1 EX

Proposed Structure		
Step	Hourly	Annual
1	\$41.74	\$87,151
2	\$42.57	\$88,882
3	\$43.42	\$90,671
4	\$44.30	\$92,501
5	\$45.20	\$94,371
6	\$46.10	\$96,247
7	\$47.03	\$98,196
8	\$49.05	\$102,418
9	\$51.09	\$106,668
10	\$53.13	\$110,942
11	\$55.16	\$115,181
12	\$57.19	\$119,411
13	\$59.23	\$123,675
14	\$61.27	\$127,927
15	\$63.31	\$132,187
16	\$65.33	\$136,417

007895 - GENETIC CNSLR 2 EX

Proposed Structure		
Step	Hourly	Annual
1	\$46.38	\$96,835
2	\$47.30	\$98,757
3	\$48.25	\$100,745
4	\$49.22	\$102,779
5	\$50.22	\$104,857
6	\$51.22	\$106,941
7	\$52.25	\$109,106
8	\$54.50	\$113,798
9	\$56.76	\$118,520
10	\$59.04	\$123,269
11	\$61.29	\$127,979
12	\$63.54	\$132,679
13	\$65.81	\$137,416
14	\$68.08	\$142,141
15	\$70.34	\$146,874
16	\$72.59	\$151,575

007894 - GENETIC CNSLR 3 EX

Proposed Structure		
Step	Hourly	Annual
1	\$51.02	\$106,535
2	\$52.04	\$108,650
3	\$53.07	\$110,806
4	\$54.13	\$113,030
5	\$55.23	\$115,324
6	\$56.34	\$117,644
7	\$57.46	\$119,979
8	\$59.73	\$124,716
9	\$61.99	\$129,440
10	\$64.25	\$134,164
11	\$66.51	\$138,874
12	\$68.77	\$143,598
13	\$71.04	\$148,336
14	\$73.30	\$153,060
15	\$75.56	\$157,770
16	\$77.82	\$162,494

009289 - GENETIC CNSLR PD

Proposed Rate	
Step	Hourly
1	\$57.99

9203 - PHYSCN AST

Proposed Structure		
Step	Hourly	Annual
1	\$69.85	\$145,856
2	\$71.25	\$148,779
3	\$72.68	\$151,749
4	\$74.13	\$154,789
5	\$75.61	\$157,876
6	\$77.12	\$161,033
7	\$78.67	\$164,260
8	\$80.24	\$167,534
9	\$81.85	\$170,902
10	\$83.48	\$174,316
11	\$85.15	\$177,801
12	\$86.86	\$181,355
13	\$88.59	\$184,980
14	\$90.36	\$188,675
15	\$92.16	\$192,440
16	\$94.02	\$196,322

9202 - PHYSCN AST SR

Proposed Structure		
Step	Hourly	Yearly
1	\$79.66	\$166,334
2	\$81.25	\$169,660
3	\$82.88	\$173,060
4	\$84.54	\$176,509
5	\$86.23	\$180,057
6	\$87.96	\$183,655
7	\$89.72	\$187,326
8	\$91.51	\$191,071
9	\$93.34	\$194,890
10	\$95.20	\$198,783
11	\$97.10	\$202,749
12	\$99.06	\$206,839
13	\$101.03	\$210,954
14	\$103.05	\$215,167
15	\$105.13	\$219,504
16	\$107.21	\$223,865

008955 - CYTO TCHNO

Proposed Structure		
Step	Hourly	Annual
1	\$ 52.71	\$110,055
2	\$ 53.78	\$112,289
3	\$ 54.88	\$114,590
4	\$ 56.00	\$116,936
5	\$ 57.14	\$119,304
6	\$ 58.28	\$121,695
7	\$ 59.44	\$124,108
8	\$ 60.63	\$126,588
9	\$ 61.84	\$129,112
10	\$ 63.08	\$131,704
11	\$ 64.34	\$134,340
12	\$ 65.62	\$137,021

008954 - CYTO TCHNO SR

Proposed Structure		
Step	Hourly	Annual
1	\$ 55.32	\$115,506
2	\$ 56.44	\$117,852
3	\$ 57.62	\$120,310
4	\$ 58.81	\$122,789
5	\$ 59.99	\$125,269
6	\$ 61.19	\$127,772
7	\$ 62.40	\$130,296
8	\$ 63.65	\$132,910
9	\$ 64.93	\$135,569
10	\$ 66.23	\$138,295
11	\$ 67.55	\$141,043
12	\$ 68.90	\$143,858

08998 - CYTO TCHNO PD

Proposed Rate	
Step	Hourly
1	\$67.30

Music Therapists (7912) Proposed Structure		
Step	Hourly	Annual
1	35.66	74471
2	36.39	75976
3	37.11	77468
4	37.83	79000
5	38.62	80627
6	39.38	82226
7	40.14	83825
8	40.96	85532
9	41.78	87226
10	42.62	88986
11	43.47	90760
12	44.32	92534
13	45.23	94429
14	46.13	96324
15	47.03	98206
16	48.17	100585