



**NATIONAL UNION OF
HEALTHCARE WORKERS**

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Collective Bargaining Agreement

with

Santa Rosa Memorial Hospital

June 13, 2025 – December 16, 2028

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ARTICLE 1 – AGREEMENT

This Agreement is made and entered into by and between Santa Rosa Memorial Hospital, Santa Rosa, California, hereinafter referred to as the “Hospital”, and National Union of Healthcare Workers, hereinafter collectively referred to as the “Union”

ARTICLE 2 – RECOGNITION

- 2.1 Pursuant to the certification of the National Labor Relations Board in Case No. 20-RC-18241, the Hospital recognizes the Union as the exclusive collective bargaining representative for all Full-time, regular Part-time, Relief, and casual pool employees employed by the Hospital. Job classifications are set forth in Appendix I.
- 2.2 In accordance with Federal Labor Law and as set forth in National Labor Relations Board in Case No. 20-RC-18241, excluded from coverage under this Agreement are all other employees including Physicians, Registered Nurses, Professionals, Skilled Maintenance employees, Business Office Clerical employees, Guards, employees represented by any other collective bargaining agreement recognized by the Hospital, those classifications and/or jobs that were not included in the NLRB Case No. 20-RC-18241 and Supervisors as defined in the Act.
- 2.3 In the event the Hospital adds, deletes or changes job titles, the Union will be notified.
- 2.4 PROFESSIONALS UNIT
 - a. Pursuant to the Certification of Representation issued by the National Labor Relations Board in Case 20-RC-340005, the Hospital recognizes the Union as the exclusive collective bargaining representative for the following unit: All Full-time, regular Part-time and Relief/Per Diem professional employees employed by the Employer in the following job classifications: Medical Laboratory Scientist, Occupational Therapist, Physical Therapist, Psychiatric Services Liaison, Speech Language Pathologist, Social Worker MSW, Social Worker LCSW, Lead Speech Therapist, Lead Physical Therapist and Outpatient Behavioral Health RN (Acute Care RN) who work at the Employer's facilities located in Santa Rosa, California at the following locations; 1165 Montgomery Dr, 151 Sotoyome St., 1111 Sonoma Ave, 131 B Stony Cir., Suite 2000, 405 W College Ave., Suite F., and 500 Doyle Park Suite 202, excluding all other employees, confidential employees, employees represented by other labor organizations, guards and supervisors as defined by the National Labor Relations Act.
 - b. In the event the Hospital adds, deletes or changes job titles, the Union will be notified.

ARTICLE 3 – MANAGEMENT RIGHTS

The Hospital will retain and have exclusive right to exercise the customary functions of management, including but not limited to, the right to manage and control the premises and equipment; the right to select, hire, promote, suspend, discharge, assign, supervise and discipline employees; to determine and change starting times, quitting times and shifts; to transfer employees within departments and to other departments and other classifications; to determine and change the size of, composition of and qualification of working forces; to establish, change and abolish its policies, practices, rules and regulations and to adopt new policies, rules and regulations; to determine and modify job descriptions, job classifications and job evaluations; to determine or change methods and means by which its operations are to be carried on including the right to subcontract; to assign duties to employees in accordance with the needs and requirements determined by the Hospital; and to carry out all functions of management - whether or not exercised by the Hospital prior to execution of this Agreement - subject only to provisions expressly specified in this Agreement. In the exercise of its management rights, the Hospital shall not act in a discriminatory, unreasonable or unfair manner.

ARTICLE 4 – BARGAINING UNIT ROSTER UPDATES

- 4.1 On an annual basis, the Hospital shall furnish to the Union both in hard copy and electronically a seniority list of all employees covered by this Agreement.
- 4.2 On or about the 15th of each month the Hospital shall furnish to the Union electronically a list of new hires, terminations, and transfers into and out of the bargaining unit during the previous month. This list shall include their name, employee ID, address, primary phone number, classification, job title, wage rate, department, status, and date of hire.

ARTICLE 5 – NEW OR REVISED JOBS

- 5.1 The Hospital shall maintain job descriptions for all job titles covered by this Agreement. Upon request to Human Resources, the Hospital shall provide the Union with any existing job descriptions for all covered employees within twenty-one (21) calendar days of any such request.
- 5.2 When the Hospital establishes a new job classification properly included in the bargaining unit covered by this Agreement, the Hospital shall notify the Union prior to the implementation of the new job. The parties shall meet and confer within seven (7) business days of notice to the Union concerning the new position.
- 5.3 If the Hospital modifies the qualifications and/or requirements (including added educational prerequisites) of a job covered by this Agreement, such modified job description shall be forwarded to the Union prior to implementation. If the Union so requests, the parties shall meet and confer concerning such modifications within seven (7) business days of notice to the Union.

ARTICLE 6 – NON-EMPLOYEE UNION REPRESENTATIVES

- 6.1 The Hospital shall allow duly authorized representatives of the Union to visit the Hospital to ascertain whether or not the Agreement is being observed and to assist in adjusting grievances. Such visits shall be subject to the following conditions:
- a. Notification of each visit will be made to the designated Human Resources leader, or designee, in advance by email. Upon arrival at the Hospital, the Union representative will check in with security and wear any Hospital badge provided by security while on Hospital property.
 - b. While on Hospital property, Union representatives shall act responsibly and professionally and fully comply with all relevant Hospital policies and guidelines.
 - c. Union representatives shall not interfere in any way with patient care, the work of any employee, or compromise patient privacy.
 - d. Union representatives shall meet with employees on Hospital premises only:
 - i. on the employee's non-work time unless otherwise agreed upon by the Human Resources leader or designee; and
 - ii. in public areas of the Hospital or a meeting room designated by the Hospital for such use. Where such meetings are conducted in public areas of the Hospital, they shall be conducted in a manner so as not to draw the attention of patients and/or visitors.
 - e. No more than two (2) Union representatives may conduct visits as set forth herein at the same time unless expressly approved in advance by the Human Resources leader or designee.
 - f. The Hospital shall provide the Union with reasonable access to on-site conference rooms upon request to the Human Resources leader, or designee.

ARTICLE 7 – UNION STEWARDS

7.1 UNION STEWARDS

Union Stewards will have the authority to:

- a. To investigate or assist in investigating grievances and complaints and to ascertain whether or not the Agreement is being observed;
- b. To file and process grievances in accordance with Article 30 – Grievance and Arbitration;

- c. To file requests for information with the Hospital; and
- d. To service as a Union representative for Weingarten meetings.

The Union will inform the Hospital in writing of the names of the designated Stewards and the Hospital shall not recognize as a Steward any person not so designated. Upon request, the Union will inform the Hospital in writing of the names of the designated Stewards within seven (7) calendar days.

7.2 OFF-DUTY HOURS (HOURS OUTSIDE OF WORK HOURS)

The Hospital shall allow a Union Steward to visit the Hospital on their off-duty time to ascertain whether or not the Agreement is being observed and to assist in investigating grievances and complaints. Such visits shall be subject to the following conditions:

- a. When meeting with an employee on Hospital premises, a Union Steward shall meet with the employee:
 - i. on the employee's non-work time unless otherwise agreed upon by the Director of Human Resources or designee;
 - ii. in a non-public area (such as a break room on the unit); or
 - iii. in a meeting room designated by the Hospital for such use.
- b. A Union Steward shall wear their Hospital identification when they come onto Hospital property during off-duty hours as provided for herein.

7.3 ON-DUTY HOURS

- a. While on duty, a Union Steward may ascertain whether or not the Agreement is being observed and may assist in investigating grievances and complaints, subject to the following conditions. An on-duty Union Steward shall have the opportunity to carry out their responsibilities only during their meal period and/or rest breaks. An employee shall have the opportunity to meet with a Union Steward on their meal period, rest breaks or one (1) hour prior to or after their shift. In carrying out their responsibilities, the Union Steward will not let such responsibilities interfere with their own work.
- b. If the employee Union Representative is called by management to assist in a matter that arises during the Union Steward's working time, time away from their work area will be considered and compensated by the Hospital as time worked. No other Union-related time will be compensated by the Hospital.
- c. Union Stewards shall be paid to attend investigatory meetings, grievance meetings and disciplinary hearings when such activities are scheduled at a time when the Union Stewards are at work. A Steward must request release at least forty-eight (48) hours in advance and the department will make every effort to accommodate the request

subject to patient care needs. In the event the shop steward is not released, the parties shall reschedule the meeting to a mutually acceptable date and time.

- 7.4 While on Hospital property, an employee Union Representative shall fully comply with all relevant Hospital policies and guidelines.
- 7.5 Union Stewards shall not interfere in any way with patient care or privacy, shall not direct any employee how to perform or not perform their work, shall not countermand the order of any supervisor, and shall not interfere with any other employee or the normal operations of the Hospital or any other employee.

ARTICLE 8 – UNION MEMBERSHIP & COPE CHECK-OFF

8.1 UNION MEMBERSHIP REQUIREMENTS

- a. During the life of this Agreement, employees of the Hospital who are subject to this Agreement shall be required as a condition of employment to maintain membership in the Union in good standing, subject to federal law. Compliance is required by the 31st day after employment or the 31st day after the date of this Agreement, whichever is later.
- b. Employees who refuse and/or fail to comply with the provisions of Subsection 1.a of this Article shall, within forty-five (45) days following receipt of notification of default from the Union to the employee with a copy to the Hospital, be terminated upon written demand from the Union to the Hospital. The Union shall indemnify the Hospital and hold it harmless against any and all claims, demands, suits and liabilities that shall arise out of or by reason of any action taken by the Hospital for the purpose of complying with the foregoing provisions.

8.2 DEDUCTION OF UNION MEMBERSHIP FEES

- a. The Hospital will honor written assignments of wages to the Union for the payment of Union membership fees when such assignments are submitted in a form agreed to by the Hospital and the Union.
- b. The Hospital will promptly remit the membership fees deducted pursuant to such assignments together with a list electronically and if requested by the Union on hard copy showing the following information for Union members: their name, home address, home phone number, classification, department status (e.g. regular Full-time, regular Part-time, Relief/Per Diem, temporary), and date of hire. Normally, the deduction will be made on the first pay period of each month for the then current membership fees. However, the Union and the Hospital may make other arrangements by mutual consent.
- c. The Union shall indemnify the Hospital and hold it harmless against any and all claims, demands, suits and liabilities that shall arise out of or by reason of any action

taken by the Hospital for the purpose of complying with the foregoing provisions. The Union will have no monetary claim against the Hospital by reason of failure to perform under this Article.

8.3 COPE CHECK-OFF

- a. The Hospital hereby agrees to honor contribution deduction authorizations from its employees who are Union members in the following form attached as Appendix II.
- b. The Union will hold the Hospital harmless against any claim which may be made by any person by reason of the COPE deductions described herein, including the cost of defending against such claim. The Union will have no monetary claim against the Hospital by reason of failure to perform under this Article.

ARTICLE 9 – CATEGORIES OF EMPLOYEES

9.1 REGULAR FULL TIME EMPLOYEES

An employee who is regularly scheduled to work sixty (60) to eighty (80) hours (i.e., 0.75 FTE or higher) in each 14-day pay period.

9.2 REGULAR PART TIME (RPT) EMPLOYEES

An employee who is regularly scheduled to work forty (40) to fifty-nine (59) hours (i.e., 0.5 FTE to 0.75 FTE) in each 14-day pay period.

9.3 RELIEF EMPLOYEES – SERVICE AND TECH

Relief employees are employed for the purpose of covering shifts that have not been filled by Full-time or Part-time employees. Relief employees shall submit their availability two (2) weeks prior to the posting of the schedule and will be scheduled for open shifts that have not been assigned to Regular Full Time, Regular Part Time, or Temporary employees. A Relief employee must be available as set forth below:

- a. Two (2) weekends each month (or, with approval, four (4) weekend shifts); and
- b. One (1) major and two (2) minor holidays each calendar year; and
- c. Four (4) shifts per month.

The requirement for one (1) major and two (2) minor holidays may be satisfied concurrently with the weekend shift minimum availability requirement for a total minimum availability of eight (8) shifts per month.

A Relief employee that is not available in accordance with the provisions of this paragraph may be terminated and such termination shall be considered for just cause. The only issue to be determined by an arbitrator shall be whether or not the Relief employee made themselves available.

9.4 TEMPORARY

A temporary employee is one who is hired either Part-time or Full-time on a pre-determined work schedule to work for a limited period which shall not extend beyond six (6) months. Before resorting to Registry or Temporary personnel, the Hospital shall offer temporary work to existing employees. The six (6) months may be extended by mutual agreement of the Union and the Hospital, and the Union's agreement to such extension will not be unreasonably denied.

9.5 The Union may request a benefited position for an employee working full-time hours (1.0) or RPT 4 for six (6) months or greater, unless those hours worked are due to temporary replacement of another employee on a leave of absence. Human Resources and the Union then will meet to review the number of hours, the length of time, and the reasons the Relief employee is working additional hours. The Hospital will not unreasonably deny the request to reclassify the employee. In no event will the Hospital reduce a Relief employee's hours solely to avoid the application of this section.

9.6 CASUAL POOL EMPLOYEES

Are employed to supplement employees in the Regular, Relief and Temporary categories.

ARTICLE 10 – ORIENTATION OF NEW HIRES

One representative of the Union or designee will have up to thirty (30) minutes during the paid portion of Hospital Orientation in order to address new hires who will be working in bargaining unit positions. Union Stewards already on duty will be released to provide this presentation provided that patient care needs permit and it does not result in premium or penalty pay. In the event the Orientation occurs on work time, the Union Steward shall not suffer a loss of pay to participate. Attendance by new employees shall be voluntary.

On a quarterly basis, the Union steward or designee will provide their department and Human Resources with the name of the steward who will be conducting orientation during the next quarter. If the Hospital changes the designated orientation date and time, the Hospital will notify the Union at least seven (7) calendar days in advance. The Hospital shall provide a complete list of all employees that attend the new employee orientation.

ARTICLE 11 – INTRODUCTORY PERIOD

11.1 The length of the introductory period for new hires is ninety (90) calendar days. The length of the introductory period for casual employment new hire is twelve (12) months.

11.2 At its sole discretion, the Hospital may discipline or terminate the employment of any employee during their introductory period and such discipline or termination shall not be subject to Article 30 (Grievance & Arbitration) of this Agreement.

- 11.3 The Hospital may extend an employee's introductory period for up to an additional ninety (90) days in order to further evaluate the employee's suitability for the position with written notice to the Union and the employee. By the end of the fourth month of the introductory period, the Hospital shall have an informal conversation to provide performance feedback regarding the employee's suitability for the position.
- 11.4 Time spent on a leave of absence during an introductory period will not count toward completing such introductory period.

ARTICLE 12 – COMPENSATION

12.1 WAGES

- a. **Appreciation Bonus:** Employees in a bargaining unit position at the time of ratification (June 13, 2025) will be eligible to receive a one-time appreciation bonus payment of \$ 1,500.00. pro-rated based on FTE (.9 to 1.0 FTE equates to Full-time. and Relief/Per Diem equates to .2 FTE), effective the third full pay period following ratification.
- b. Service and Technical Unit:
- i. Employees shall be placed on the new wage scale set forth in Appendix IV two full pay periods following ratification of the Agreement.
 - ii. Effective the first full pay period after December 16, 2025, the wage scale referred to in Appendix IV shall be increased by three percent (3.0%).
 - iii. Effective the first full pay period after December 16, 2026, the wage scale referred to in Appendix IV shall be increased by three (3.0%).
 - iv. Effective the first full pay period after December 16, 2027, the wage scale referred to in Appendix IV shall be increased by three percent (3.0%).
- c. Professional Unit
- i. Effective the first full pay after December 16, 2025, the employees in the Professional Unit shall be placed on the wage scale in Appendix IV. Any employee whose placement on the wage scale would result in a wage increase of less than three percent (3.0%), shall receive the wage increase as a one-time lump sum bonus.
 - ii. Effective the first full pay period after December 16, 2026, the wage scale referred to in Appendix IV shall be increased by three percent (3.0%). Any employee whose placement on the wage scale would result in a wage increase of less than three percent (3.0 %), shall receive the wage increase as a one-time lump sum bonus.

- iii. Effective the first full pay period after December 16, 2027, the wage scale referred to in Appendix IV shall be increased by three percent (3.0%). Any employee whose placement on the wage scale would result in a wage increase of less than three percent (3.0%) shall receive the wage increase as a one-time lump sum bonus.
- d. Subject to the terms, conditions, and exceptions which follow, employees, including exempt employees, will be paid according to the wage grades and steps in Appendix IV as determined by their job titles and relevant years of experience.
- e. Initial placement on the appropriate step of the relevant wage grade shall be based on the employee's relevant years of experience. The Hospital shall be the ultimate decision maker as to the years of relevant years of experience possessed by employees covered by this Agreement.
- f. Employees who move to a different job title shall be paid based on the pay grade applicable to that new job title and their relevant years of experience for that job.
- g. The wage rates provided for in this Agreement are minimums only. Should the Hospital desire to increase pay rates above and beyond the increases negotiated in the Agreement for individuals, groups of employees, classifications or wage grades, the Hospital may do so with prior notification to the Union. If requested to do so, the Hospital will meet with the Union to discuss any equity or fairness issues the Union may raise.

12.2 EXTRA SHIFT INCENTIVE PAY

Employees shall receive Extra Shift Incentive Pay in accordance with Hospital policy, as amended from time to time.

12.3 HOLIDAY PAY

- a. The following days are recognized for the purposes of premium pay for holidays worked:
 - i. New Year's Day
 - ii. Martin Luther King Day
 - iii. Presidents Day
 - iv. Memorial Day
 - v. Independence Day
 - vi. Labor Day
 - vii. Thanksgiving Day
 - viii. Christmas Day

- b. Full-Time, Part-Time and Relief/Per Diem employees who work on the nationally observed holiday shall receive one and one-half (1 ½) times their base hourly rate for all hours worked on the Holiday.

12.4 ON-CALL/CALLBACK PAY

An employee assigned to on-call shall be paid at the current applicable minimum wage rate of pay for all hours assigned to on-call.

- a. Employees on on-call will be expected to return to the Hospital within thirty (30) minutes of being called or paged. Employees who are on-call/callback status and are contacted to return to the Hospital will be paid one and one half (1½) times the employee's base rate of pay based on actual hours worked subject to a guaranteed minimum of two (2) hours' pay per callback. If the callback occurs during an overtime zone, applicable overtime will be paid. While an employee is receiving on-call pay, the employee will not be eligible to receive callback pay for the same hours.
- b. Employees who are on-call and do not return to the Hospital when called or paged or are under the influence of drugs or alcohol while on standby, will be subject to appropriate disciplinary action up to and including termination.

12.5 SHIFT DIFFERENTIAL

- a. Employees working a majority of their hours on evening or night shifts will receive shift differential pay for their entire shift. In addition, shift differential pay will be applied to evening and night hours worked when an employee moves into a zone outlined below. Except for PTO, non-worked time such as meetings, training, mandatory education, compassionate leave, court appearance, on-call are not eligible for shift differential pay.

b. Service and Technical Unit

Employees working eight (8) hour shifts will be paid shift differentials for the hours worked on the evening and night shifts as defined below:

8 Hour Employees	Shift Zones	Differential
Day	0700 – 1730	No shift differential
Evening	1500 – 2330	9% of base hourly rate
Night	2300 - 0730	25% of base hourly rate

Employees working ten (10) or twelve (12) hour shifts will be paid shift differentials for the hours worked on the evening or night shifts as defined below:

10 or 12 Hour Employees	Shift Zones	Differential
Day	0700 – 1530	No shift differential
Evening	1500 – 2330	9% of base hourly rate
Night	2300 - 0730	25% of base hourly rate

Employees who are classified as variable shift employees are considered day shift employees and receive the appropriate shift differential applicable to the shift actually worked.

c. Professionals Unit

Shift	Shift Zones	Differential
Day	0700 – 1530	No shift differential
Evening	1500 – 2330	\$7.52 \$3.50 (Psychiatric Services Liaison only)
Night	2300 - 0730	\$17 \$12 (Psychiatric Services Liaison only)

d. Convenience Pay

Employees that work a shift other than their home shift, as required by the Hospital, shall receive their home shift differential if higher than the actual shift worked. For variable shift employees who are scheduled for primarily evening or night shifts on a posted schedule shall receive the evening or night shift differential when they are required by the Hospital to work a day or evening shift. Employees shall also be eligible if, after the schedule is posted, the Hospital requests the Night or Evening shift employee to work a day or evening shift.

12.6 RELIEF EMPLOYEE DIFFERENTIAL

Relief employee availability requirements are contained in Article 9 (Categories of Employees). The Relief employee differential is 15%, and is calculated by multiplying 15% by the employee's base hourly rate.

12.7 WITNESS PAY

An employee subpoenaed to appear on behalf of the Hospital in a work-related judicial proceeding, except for judicial proceedings initiated by the Union or fellow bargaining unit employees, will be paid the difference between the applicable statutory witness fee and the straight time earnings for each such day and such time shall not be applied for the purposes of calculating overtime.

12.8 UNIFORMS

When the Hospital requires an employee to wear a uniform as a condition of employment, such uniform will be provided and maintained by the Hospital. The term “uniform” herein means apparel of distinctive design and/or color (i.e., not white). The term “maintained” excludes the washing and drying of wash-and-wear items. The Hospital will continue to provide the current allowance for uniforms to employees subject to a uniform requirement and will not reduce the allowance during the life of the Agreement. A new allowance will be made available to a pregnant employee requiring a maternity uniform.

12.9 SEVERANCE PAY

Employees shall receive severance pay in accordance with Article 20 – Layoffs.

12.10 REPORT PAY

An employee who reports to work but is not put to work or furnished less than one half (½) of their usual or scheduled day’s work shall be paid for one half (½) the usual or scheduled day’s work, but in no event less than two (2) hours nor more than four (4) hours at the employee’s applicable rate of pay. The Hospital will notify an employee of a schedule cancellation at least two (2) hours before the start of a shift. A message left on an answering machine or voice mail to the number provided to the Hospital shall constitute notice.

12.11 EMPLOYEES WITH MULTIPLE JOB CLASSIFICATIONS

Any employee assigned to multiple job classifications shall be paid at the rate for the applicable job classification.

12.12 RELIEF LEAD PAY

Employees assigned to act as a Relief Lead shall be paid sixteen dollars (\$16.00) for an eight (8) hour shift. Such Relief Lead pay shall be pro-rated in four (4) hour increments when the Relief Lead performs for less than an entire eight (8) hour shift.

12.13 PAY DAY

- a. All wages shall be paid every other Friday.
- b. Direct deposit shall continue to be offered to all employees and shall be deposited by no later than the designated payday. Employees may request that their paychecks be mailed.
- c. When a holiday recognized by this Agreement falls on a payday, direct deposits shall be made the Thursday before the payday. Provided further, paychecks that are mailed shall be mailed the Thursday before the payday.

12.14 PAY CHECK ERRORS

Pay check errors by the Hospital resulting in underpayments of greater than eight hours' pay to employees shall be corrected and a new check for the underpayment shall be issued to the employee as soon as practicable.

12.15 CLINICAL LADDERS

- a. The parties agree that the following job classifications in the service and technical unit are eligible to participate in Clinical Ladders: LVN, Respiratory Care Practitioners, Surgical Techs and Care Partners.
- b. Upon mutual agreement of the parties, a Clinical Ladder Committee will be created to review Clinical Ladder criteria. The Committee may recommend modifications and/or new Clinical Ladders. Any Clinical Ladder Committee formed under this Section shall be with the intent of completing their work within six (6) months, though that deadline may be extended by mutual agreement.
- c. The Clinical Ladder Committee will consist of not more than three (3) Union and management representatives respectively.

12.16 TRAINING AND ORIENTATION FOR EMPLOYEES IN SERVICE AND TECHNICAL UNIT

An employee who provides orientation, or precepting for a new employee shall be paid a training/orientation differential of one dollar and twenty-five cents (\$1.25) hour for every hour spent training, orienting or precepting. Employees who are using orientation, training and precepting towards clinical ladder eligibility, or such duties are included in the job description (i.e. designated lead), are not eligible for this differential.

The Hospital may establish reasonable rules relating to the qualifications of an employee to orient, train or precept others.

12.17 MEDICAL INTERPRETER PAY DIFFERENTIAL

When the Hospital determines that there is a need for medical interpreter services to be provided by qualified staff outside of the Medical Interpreter department, such employees shall be paid a one-dollar and twenty-five cents (\$1.25) per hour differential for performing these services within the scope of their job. To be eligible:

- a. Management must determine that the position in question is eligible.
- b. The employee in the identified position must obtain initial medical interpretation certification pursuant to the requirements set forth by the Hospital.
- c. Employees will be required to complete annual competencies and to re-certify every two (2) years.

The employees identified shall, on a monthly basis, track the usage of the medical interpreter skills in the course of performing the scope of work in their position. The

Hospital reserves the right to cap the number of participants in the program and/or eliminate or modify participation based on operational needs.

ARTICLE 13 – SCHEDULING

13.1 POSTING OF SCHEDULES

- a. Employee preferences for scheduling, including scheduled days off must be received at least fifteen (15) days in advance of the posting date that is, twenty-five (25) days before the first day of the schedule. In the case there are multiple requests made for the same days off that cannot be honored, consideration shall be given first to the appropriate skill mix needed and then to seniority.
- b. Employee schedules will be posted at least fourteen (14) days in advance of the schedule, subject to emergency situations. In the event a schedule is modified once posted due to emergency situations, all impacted employees will be notified of those changes by telephone or text message and the revised schedule will be re-posted or re-distributed.
- c. Subject to Section (b) above, the posted schedule will only be changed by mutual agreement between the Hospital and the employee.
- d. Once a schedule is posted, requests to take off scheduled time need not be granted.

13.2 WEEKEND WORK

A weekend is defined as two (2) work days, which are Saturday and Sunday for the day and evening shifts and Friday and Saturday for the night shift. Employees shall be off at least every other weekend except employees who hold positions which normally include working every weekend or employees who elect to work additional weekend shifts.

Nothing in this Article shall prohibit a department from creating a schedule that allows for additional weekends off provided such a schedule does not compromise patient care, does meet staffing needs, and does not violate any other Sections of this Agreement.

13.3 EMPLOYEE SCHEDULE EXCHANGES

Employees in the same department and classification may exchange scheduled workdays so long as:

- a. The competencies of the employees making such exchange are relatively equal;
- b. No overtime or other premium pay results; and
- c. The change is approved in advance, in writing, by the appropriate manager/supervisor.

13.4 SHORT-TERM PTO REQUESTS (FOR PERIODS OF LESS THAN ONE WEEK)

- a. PTO requests must be approved by the employee's department manager or designee.
- b. Employees will request PTO in writing. Such requests shall include the date of the request, the dates of the PTO days requested, and the employee's signature.
- c. When determining the availability of the requested PTO, consideration will include the availability of Hospital staff, as well as patient care and safety.
- d. PTO requests will not be unreasonably denied.
- e. PTO requests will be approved on a first-come, first-serve basis. The Hospital will respond in a timely manner to requests, but in no case more than seven (7) days.
- f. In the case there are multiple requests made on the same day for the same days off that cannot be granted, the impacted employees will first be given a chance to modify their requests, then, if no agreement can be reached, PTO requests will be granted by seniority.
- g. PTO requests approved pursuant to the process above are contingent on the employee having adequate PTO for the period the PTO is to be used at the time of the request or will have adequate PTO accrued by the time the request is to occur. In the case the employee does not have adequate accrued PTO by the time the request is to occur, the scheduled time off may be canceled absent extenuating circumstances.

13.5 EXTENDED PTO/ REQUESTS (FOR PERIODS OF ONE WEEK OF MORE)

- a. For prime time vacation months (June/July/November/December) the Hospital shall only approve extended PTO requests for up to two (2) weeks to ensure all employees an equal opportunity for time off. Extended PTO requests for these months may be granted provided such requests meet department operational, staffing and patient care needs.
- b. Extended PTO requests for May, June, July, August, September, October, November and December are to be submitted by February 1 and the Hospital will post the vacation schedule by March 1.
- c. Extended PTO requests for January, February, March or April are to be submitted by November 1 of the previous calendar year. The Hospital will post the vacation schedule for these months by December 1.
- d. If staffing and patient care requirements do not permit the approval of all requests for the same period, then Union Seniority shall be a determining factor within each department, provided however:
 - i. Union Seniority can be exercised only once each calendar year and only for a maximum of four (4) consecutive weeks; and

- ii. All employees submitting request(s) by February 1 or November 1, whichever applies, will have one request granted per calendar year, in order of Union Seniority, before a more senior employee has a second request granted.
- e. After the submission times set forth above have passed, all other PTO requests will be granted on a first come, first served basis.
- f. PTO requests approved pursuant to the process above are contingent on the employee having adequate PTO for the period the PTO is to be used at the time of the request or will have adequate PTO accrued by the time the request is to occur. In the case the employee does not have adequate accrued PTO by the time the request is to occur, the Hospital may cancel the schedule time off absent extenuating circumstances.

13.6 HOLIDAY SCHEDULES

- a. The following holidays shall be recognized:

- i. New Year's Day – minor
- ii. Martin Luther King Jr.'s birthday – minor
- iii. President's Day – minor
- iv. Memorial Day – minor
- v. Independence Day – minor
- vi. Labor Day – minor
- vii. Thanksgiving – major
- viii. Christmas – major

- b. The Hospital will follow the State and Federal Uniform Holiday Laws.

Therefore, the days officially adopted by the government for observing a recognized holiday will be adopted by the Hospital for the observance of such holiday. Notwithstanding this provision, Independence Day will be observed on July 4th.

- c. Full-time and Part-time employees must be available to work one (1) major and one (1) minor holiday per calendar year. For departments that are closed on a holiday, the employee must be available to work the day before the holiday or the day after the holiday.
- d. Employees cannot be scheduled to work both Christmas and Thanksgiving. When an employee is scheduled to work on Christmas or Thanksgiving, the employee cannot be scheduled to work that same holiday the following year.
- e. Relief/Per Diem employees must be available to work a minimum of one (1) major and two (2) minor holidays per calendar year.
- f. All minor holidays not filled by availability or volunteers will be scheduled by rotation.

- g. Night shift employees will not be required to work both the eve and the day of Christmas or the eve and the day of New Years. The Hospital will make a reasonable effort to not schedule PM shift employees to work both the eve and the day of Christmas and New Years.

13.7 REST AND MEAL PERIODS

The Hospital will provide meal and rest periods in accordance with state and federal laws. In the event state or federal laws are amended, such new provisions shall apply to bargaining unit employees when effective.

13.8 REST BETWEEN SHIFTS

The Hospital will make a reasonable effort to provide adequate rest between shifts. No employee shall be mandatorily scheduled for a break of less than ten (10) hours between shifts.

13.9 VOTING TIME

- a. Employees who are unable to vote in a government election because his/her scheduled shift requires that such employee to be on duty during the time the election occurs, the employee will be permitted up to two (2) hours off during his/her shift.
- b. If the employee knows or has reason to believe that time off will be necessary to be able to vote the employee shall give the Employer at least two working days' notice that time off for voting is desired.

13.10 HOME SHIFT

a. Assignment to Home Shift

Full-Time and Part-Time employees shall be assigned to a home shift. This shall be either the shift onto which they are hired or for those without a home shift the shift on which they work the majority of hours in the six months prior to June 13, 2025 (i.e. PMs, or NOCs or appropriate designation in the case of 10 and 12 hour employees). In the case of employees who were hired as variable, if such an assigned home shift based on the prior six month's assignment does not meet operational needs, the Hospital may assign such home shifts based on preferences received by reverse Union seniority.

b. Scheduling Outside of Home Shift

In the case the Hospital has a need for employees to work a shift outside their home shift, provided the unit has the appropriate skill mix, employees will be scheduled in the following order on the basis of reverse Union seniority:

- i. Volunteers
- ii. Travelers
- iii. Temporary employees

- iv. Relief employees who have an assigned home shift.
- v. Part-time employees
- vi. Full time employees

Nothing in this Section shall require the Hospital to incur overtime or incentive pay liability when scheduling.

ARTICLE 14 – HOURS OF WORK AND OVERTIME

14.1 DEFINITIONS

- a. “Workday” is defined as fixed and recurred 24-hour period (as an example only, 12 midnight to 11:59 p.m. or 12 noon to 11:59 a.m.).
- b. Workdays will be assigned based on the employee’s regularly scheduled shift (or if the employee works more than one regularly scheduled shift, the most frequent regularly shift scheduled). The Hospital may not assign employees workdays to evade its obligation to pay overtime; as such, the Hospital will not assign an employee who primarily works a specific shift a workday that divides that regular shift in two.
- c. “Workweek” is defined as a period of seven (7) consecutive workdays.
- d. “Pay period” is defined as a period of fourteen (14) consecutive workdays
- e. “Regular rate” is calculated according to applicable federal and state laws.
- f. “Hours worked” means time spent in work-related activities. Hours worked does not include PTO, holiday, Disability Reserve, leaves of absence, or any other time away from the Hospital, regardless whether this time away from the Hospital is paid time.

14.2 OVERTIME

- a. As described further below, overtime is calculated based on the number of hours worked in an employee’s workday. However, premium (overtime) pay is also available when an employee’s shift continues past the end of the workday into the next workday, which may happen when an employee works lengthy overtime (such as a double shift), or in certain circumstances when the employee picks up a shift other than his or her home shift and works that shift for longer than the usual scheduled shift length.
- b. 8/80 Schedule
 - i. In general, employees covered by this Agreement work an 8/80 schedule.
 - ii. For employees assigned to an 8/80 schedule:

Overtime is paid at one and one half (1 ½) times the employee's regular rate in the following situations:

- (1) For hours worked over eight (8) in a workday; and
- (2) For hours worked over eighty (80) in a pay period.

iii. Double time is paid at two (2) times the employee's regular rate for hours worked over twelve (12) in a workday.

Note: If strict application of the "workday" calculation method results in lost overtime (because the shift crosses the end of the "workday"), the employee may still claim overtime for those hours.

c. 10-Hour Schedule

For employees assigned to a straight time 10-hour schedule:

i. Overtime is paid at one and one half (1 ½) times the employee's regular rate in the following situations:

- (1) For hours worked over ten (10) in a workday; and
- (2) For hours worked over forty (40) in a workweek.

ii. Double time is paid at two (2) times the employee's regular rate for hours worked over twelve (12) in a workday.

Note: If strict application of the "workday" calculation method results in lost overtime (because the shift crosses the end of the "workday"), the employee may still claim overtime for those hours.

d. 12-Hour Schedule

For employees assigned to a straight time 12-hour schedule:

i. Overtime is paid at one and one half (1 ½) times the employee's regular rate for hours worked over forty (40) in a workweek.

ii. Overtime is paid at one and one half (1 ½) times the employee's regular rate for hours worked on any workday beyond three (3) in a workweek.

iii. Overtime is paid at two (2) times the employee's regular rate for hours worked over twelve (12) in a workday.

Note: If strict application of the "workday" calculation method results in lost overtime (because the shift crosses the end of the "workday"), the employee may still claim overtime for those hours.

- e. Any work time that qualifies as overtime pay under more than one of the above guidelines is paid only once. Example: An employee works nine, eight (8) hour workdays in a pay period, and then works nine (9) hours on the tenth workday. The last hour of work on the tenth workday qualifies as overtime because it exceeds eight (8) hours in a workday, and also exceeds eighty (80) hours in a pay period. Nevertheless, one hour of overtime is paid, not two. Holiday and other premiums voluntarily paid by the Hospital will be credited against overtime due as permitted by state and federal laws.
 - f. The following provision applies until the effective date of shift-based workdays, pursuant to the Side Letter II (Regarding “Day Divide”): All hours worked in a given shift will be attributed to the Workday during which the initial in-punch for that shift takes place. The purpose of this “in-Punch” calculation is to “pre-pay” hours worked from a subsequent Workday to a prior Workday in order to maximize the overtime earned and paid to an employee when crossing a day divide during a given shift. With the exception of call back, which the Parties agree has always been interpreted as a separate shift, in the event an employee is out for more than two (2) hours, all hours worked upon return will be considered a new shift for the purposes of calculating overtime. In addition, a break in a call back shift creates a new shift for purposes of overtime.
 - g. Under normal circumstances, employees are required to have the approval of their supervisors or designee prior to working overtime. On those occasions when an emergency arises and this is not possible, employees are required to report to their supervisor or designee the amount of overtime they have worked and the reason for having done so. The reason for having worked overtime must be documented.
 - h. The Hospital and the Union recognize that mandatory overtime is not desirable and represents a burden on the employee. Acceptance of overtime and shifts beyond the employee’s schedule shall be voluntary and in accordance with state law or regulations, except where patient care would be endangered by an internal or external emergency declared by state, local or federal government, or declared by the administrator on duty. An internal or external emergency, for the purposes of this Section, is defined as an unexpected situation and sudden occurrence of a serious and urgent nature that demands immediate action. Mandatory overtime shall be done on the basis of reverse seniority when possible.
- 14.3 The Hospital and the Union agree that all existing 10-hour and 12-hour shifts (“alternative workweek schedules” or “AWS”) will continue in effect. In the event the Hospital desires to implement new AWS shifts the Union will be notified and a vote will be conducted in the unit. Should any group of employees petition to implement AWS shifts, the Hospital will grant due consideration to the feasibility of the request. Any rejection of an employee petition must be provided to impacted employees in writing.
- 14.4 In the event an employee cannot work the ten (10) or twelve (12) hours shift, the Hospital will reasonably attempt to accommodate such employee if department needs can be met.

The Hospital may discontinue an alternative workweek schedule upon sixty (60) days' notice to the Union and, upon request, shall meet and confer with the Union.

ARTICLE 15 – ALLOCATION OF ADDITIONAL HOURS OF WORK

- 15.1 The Hospital shall offer additional hours of work to employees who have made themselves available in the same classification and department as long as the additional work would not cause the Hospital to incur overtime liability. The Hospital will offer pre-scheduled additional hours of work by rotation in order of seniority according to the following preference list:
- a. Regular Full-time employees who have been ROH'd
 - b. Regular Part-time employees who have been ROH'd
 - c. Relief/Per Diem
 - d. Regular Part-time
 - e. Casual Pool

The above preference order will not result in bumping employees out of work that is prescheduled.

- 15.2 When available, pre-scheduled overtime shifts will be assigned from a list of those employees indicating their desire to work specific shifts by rotation in order of seniority. Notification of overtime shifts that are not pre-scheduled will be sent to qualified employees, and the shift will be awarded to whoever responds first. Overtime shifts will be assigned to bargaining unit employees before non-bargaining unit employees.

ARTICLE 16 – FLOATING

- 16.1 Employees may be floated to a different department or unit provided the employee has received orientation in that department or unit and has demonstrated competence in providing care to patients in that department or unit.
- 16.2 Employees will be floated in the following order:
- a. Volunteers
 - b. Registry and travelers
 - c. Temporary employees
 - d. Casual employees
 - e. Relief employees
 - f. Full-time and Part-time by rotation

- 16.3 No employee will float to more than one (1) department or unit during a single eight-hour shift or more than two (2) departments or units during a single twelve-hour shift, unless floating to multiple departments/units is a regular part of an employee's assignment.

ARTICLE 17 – SENIORITY

17.1 DEFINITIONS

As utilized in this Agreement, seniority (or "Union Seniority") shall be defined as:

a. Seniority

- i. Full-time, Part-time and Relief Employees. Full-time, Part-time and Relief employees shall be credited with one (1) year of Union Seniority for every one (1) year of continuous employment in the bargaining unit with Santa Rosa Memorial Hospital. For employees working at the time of ratification, Union Seniority will be based on their most recent date of hire at the Hospital.
- ii. Temporary Employees. Temporary employees do not accrue seniority. In the event a temporary employee is hired into a bargaining unit Full-time, Part-time, or Relief position in the same department and job classification as the prior temporary employment, the period of such temporary employment shall be credited towards the employee's Union Seniority once the introductory period is completed.
- iii. Casual Employees. Casual employees shall be credited with one year of Union Seniority for every two years, or proration thereof, of casual employment in the bargaining unit. For example, one year of casual employment would result in six months seniority.

17.2 BREAK IN SERVICE

An employee's Union Seniority will be broken for all purposes if:

- a. The employee terminates voluntarily and is rehired by the Hospital in a bargaining unit position more than six (6) months later.
- b. The employee terminates through layoff and is rehired by the Hospital more than one (1) year later.
- c. The employee is discharged from employment for just cause, except in the case of a probationary employee whose seniority shall be broken after discharge regardless of the reason.

17.3 SENIORITY TIE BREAKER

If employees have the same seniority date, the following tie-breaker will be used to determine the seniority order:

- a. Date first worked
- b. Month and day of birthday (the earliest will be most senior)

ARTICLE 18 – FILLING OF VACANCIES

- 18.1 Vacant bargaining unit positions shall be posted for no less than seven (7) calendar days on the Hospital's inter and intranet. If no qualified bargaining unit employees submit a bid for a posted position within the seven (7) day posting period, the Hospital may fill the posted position as it deems appropriate.
- 18.2 The Hospital shall make available a dedicated workstation or kiosk in a convenient central location. Information about signing up for e-mail notifications of new positions will be available at the same location.
- 18.3 The posting shall include the title of the position, the department, shift, category, summary of job duties, and qualifications for the position. The posted qualifications shall be based on the job description for the position.
- 18.4 Employees interested in transferring to a position that may be posted in the future may set an alert to receive an email once a job is posted that meets their criteria. This will not relieve an employee of the responsibility to submit a timely transfer request for the posted position.
- 18.5 The employee applicant must meet the minimum qualifications of the job established by the Hospital and State, if applicable. These qualifications will be listed in the job description and the online posting.
- 18.6 In filling vacancies in the service and technical bargaining unit, the Hospital shall award the position to the most senior qualified applicant (according to Union Seniority) in the following order of preference:
 - a. Bargaining unit employees within the department and job title/classification where the vacancy occurs;
 - b. Bargaining unit employees within the job title/classification outside the department where the vacancy occurs;
 - c. Bargaining unit employees within the department where the vacancy occurs; and
 - d. Bargaining unit employees from another job title/classification.
- 18.7 In filling vacancies in the professional bargaining unit, the Hospital shall award the position to the most senior applicant, unless there is a singularly best qualified applicant based on an objective determination of factors such as experience, demonstrated skill, past performance, competence, ability, and knowledge. In the event that there is not a singularly best qualified applicant, The Hospital shall fill the vacancy in the following order of preference in 18.6.

- 18.8 Employees submitting an internal transfer request for a posted vacancy shall be informed by the Hospital whether or not they are offered the position within five (5) business days of the position being filled.
- 18.9 For vacancies that are not filled internally (according to the preference order set forth above), the Hospital may employ the person who, in its judgment, will make the best employee.
- 18.10 Employees must be in their current position for a minimum of six (6) months in order to be eligible to apply for a posted position, unless the Hospital agrees otherwise.
- 18.11 Employees who have received a written warning or greater discipline within ninety (90) days prior to the date of the posting are ineligible to apply for a posted position, unless the Hospital agrees otherwise.
- 18.12 The above does not prevent the Hospital from filling a vacancy on a temporary basis by whatever means it deems necessary if it is unable to find a qualified applicant.
- 18.13 Once awarded a new position, the employee shall be released by their former department within fourteen (14) calendar days or at the end of the current posted schedule, whichever is later.
- 18.14 The evaluation period is ninety (90) days for current employees who previously completed the initial probationary period and who then transfer to another job title/classification. If an employee transfers to a position in the same department/service area and job title/classification, there will be no new evaluation period. If at any time during the evaluation period, the Hospital determines that the employee is unable to perform satisfactorily, the employee may be returned to his/her former position including shift, assignment and scheduled hours, provided the former position is still available. If the employee's position is not available, the employee will be returned to a comparable position in the same department and classification, provided such position exists.
- 18.15 Time spent on a leave of absence during the evaluation period will not count towards the completion of the evaluation period.

18.16 LEAD QUALIFICATIONS

Employees in bargaining unit lead classifications are part of the regular staffing complement in the department. Leads have experience in the operations of the department and have demonstrated critical thinking skills, effectively problem-solve and manage the workflow of the department.

The successful candidate must also possess proven leadership skills, including effective communication and interpersonal skills. Although Leads assist management in performing their lead functions, they are not considered Supervisors under the National Labor Relations Act.

- 18.17 The Hospital will make a good faith and reasonable effort to fill vacant bargaining unit positions within forty-five (45) days of the position being posted. The Hospital will respond in a timely manner to inquiries from Union Stewards or Representatives regarding the status of vacant positions.

ARTICLE 19 – ROH

- 19.1 “ROH” is defined as reduction of hours for all or part of an employee’s shift as necessitated by low census, volume or other reasons related to patient care and operations that necessitate that staffing levels must be adjusted on a temporary basis.
- 19.2 No employee will be subject to mandatory ROHing for more than two full shifts or equivalent per pay period.
- 19.3 Provided the unit has the appropriate skill mix, employees are ROH’d in the following order:
- a. The Hospital will accept volunteers for ROH before any other employee provided that such voluntary ROH does not result in retaining an employee at premium pay who would have been ROH’d.
 - b. Registry
 - c. Travelers, unless a contractual obligation of payment exists between the Hospital and Agency
 - d. Employee receiving premium pay
 - e. Temporary employees
 - f. Casual employees
 - g. Part-time employees working shifts over and above their regular schedule
 - h. Relief employees
 - i. Full-time and Part-time employees working their regular schedule by rotation
- 19.4 ROH NOTICE
- When canceling all or part of an employee’s shift prior to the start of the shift, the Hospital will give the employee at least two (2) hours’ notice. The Hospital will be considered to have given such notice if (a) it reaches the employee by telephone, or (b) it attempts to do so and documents the attempt, the telephone number, the date and time. Where possible, the Hospital shall leave a message or voicemail. It is the employee’s responsibility to provide the Hospital with his/her current telephone number.
- 19.5 ROH that warrants reporting pay shall be paid in accordance with Article 12 (Compensation).

- 19.6 Use of PTO is at the employee's discretion when they have been ROH'd. Employees who are ROH'd will accrue PTO for the amount of time missed during the shift.
- 19.7 Once called off, an employee is considered off the schedule and shall not be required to maintain contact or be available for work, unless the employee has agreed to accept standby status.
- 19.8 Should an employee feel that they've been subject to excessive mandatory ROHing, they can request a meeting with their manager and Human Resources to discuss options for future mitigation.

ARTICLE 20 – LAYOFF

20.1 LAYOFF

- a. Layoff is defined as a workforce reduction expected to be more than twenty-one (21) days in duration.
- b. Layoffs shall be determined by the job title/classification by Union Seniority. It is understood that the position affected may not be the same as the person actually laid off.
- c. Prior to implementing layoffs for bargaining unit employees, the Hospital will first seek to reduce or eliminate travelers and agency in the affected department or departments.
- d. The Hospital will notify the Union of workforce reduction as soon as reasonably practicable. The Hospital will provide the Union and affected employees with a minimum of three (3) weeks written notice or three (3) weeks' pay in lieu of notice. Upon request by the Union, the parties will engage in effects bargaining relative to a layoff.
- e. The Hospital shall select employees for layoff on the basis of seniority by job title/classification. A written warning or greater related to a patient care safety issue that has been issued over the preceding ninety (90) days may also be considered. The employee's Union Seniority shall govern, subject to the following exceptions:
 - i. If an employee who otherwise would be selected by Union Seniority possesses specialized skills which cannot be replaced adequately by the remaining employees in that job title in the same department/unit that employee may be passed over for layoff. It is understood that an employee can be "replaced adequately" by one (1) or more remaining employees if they can achieve the same skill set and skill level as that employee with no more than ten (10) shifts of instruction/orientation.

- ii. If other employees in the same job title in the same job title/classification are unable or unwilling to accept the hours, scheduling and/or work commitment of the employee who would otherwise be laid off by Union Seniority, that employee may be passed over for layoff.

20.2 LAYOFF ORDER

Consistent with the guidelines set forth above, employees will be selected for layoff in the following order:

- a. Temporary employees
- b. Relief and Casual employees in inverse order of Union Seniority in the job title/classification to be impacted
- c. Regular Full-time and Part-time employees in inverse order of Union Seniority in the job title/classification to be impacted

20.3 RECALL

Employees shall remain on a recall list for twelve (12) months after being laid off and will be eligible for recall to any vacancy within their job title/classification in his/her Union Seniority order, the most senior employee being recalled first.

- a. An employee on the recall list must respond to a recall notice within three (3) business days of receipt of the offer via certified mail, and must be available to fill the position within ten (10) business days of receipt of the offer. If an employee is unable to meet both of these requirements, the offer of recall may be revoked and the employee will be removed from the recall list.
- b. Employees on the recall list must ensure that the Hospital has the employee's current mailing address and telephone number.
- c. Notification of recall will be sent via certified mail. As a courtesy, the Hospital will also call the employee at the telephone number provided.

20.4 SEVERANCE

In the event of a layoff, an impacted benefited Full-Time or Part-Time employee shall have the opportunity to receive severance in exchange for their execution of a standard release agreement. The severance amount shall be determined based on the employee's years of service at the Hospital - one (1) week of severance for every one (1) year of service, with a minimum payment of two (2) weeks of severance and a maximum payment of twenty (20) weeks of severance. The severance payment shall be a gross payment reduced by applicable taxes, deductions and withholdings.

ARTICLE 21 – HEALTH AND WELFARE PROGRAM

The Hospital will provide eligible Full-time and Part-time employees covered by this Agreement with the same medical, dental, vision, life, accidental death & dismemberment, dependent life, long-term disability, short-term disability, medical, reimbursement account and dependent care coverage that it provides to its non-bargaining unit employees, subject to the terms, conditions, limitations and other provisions of the respective plan documents, and subject to the same employee contributions, cost-sharing, premiums, and surcharges as are charged to such non-bargaining unit employees. Subject to plan provisions such as evidence of insurability for supplemental life insurance, employees hired into Full-time and Part-time positions will be eligible for coverage as of their first day of employment.

The Hospital agrees to maintain a PPO medical plan as an option for benefits eligible Full-time and Part-time employees covered by this Agreement in plan years 2025, 2026, 2027, and 2028, subject to the terms, conditions, limitations and other provisions of the respective plan documents.

Premiums for the EPO HRA and HSA medical plans shall not increase by more than 9% annually on a blended average basis, meaning for some categories the increases can be greater than 9% and others less than 9%. Premiums for the PPO medical plan shall not increase by more than 20% annually during the term of this contract. (The increases in the PPO premium will not be included in, or otherwise be credited, or accounted against, the blended average calculation for other plans.) In no case, will the premiums charged to bargaining unit caregivers exceed those charged to non-represented employees.

ARTICLE 22 – PAID TIME OFF (PTO)

22.1 ELIGIBILITY FOR PAID TIME OFF (PTO)

All benefited employees are eligible for PTO.

An employee who changes to non-benefited status and returns to benefited status will be re-instated with the PTO accrual rate in place at the time of the status change.

22.2 ACCRUAL OF PTO BENEFITS

PTO begins accruing on the first day of work in a benefited position. PTO may be used as it is earned.

22.3 PAID TIME OFF (“PTO”) ACCRUAL RATES

Full-Time employees shall accrue PTO in accordance with the schedule set forth below:

Years of Service	Annual PTO*	Maximum Accrual Per Pay Period	Maximum Balance**
Less than 3	200 hours	7.69 hours	300 hours
3 to less than 5	224 hours	8.62 hours	336 hours
5 to less than 10	240 hours	9.23 hours	360 hours
10 to less than 15	264 hours	10.15 hours	396 hours
15 or more	280 hours	10.77 hours	420 hours

* Assumes a 1.0 FTE working 80 hours per pay period. If an employee works less than 80 hours in a pay period, accrual will be less. PTO accrual rates are pro-rated based on actual or assigned FTE.

** The maximum PTO balance is not prorated by FTE.

22.4 PTO ACCRUAL RULES

a. PTO hours accrue:

- i. on hours worked up to a maximum of eighty (80) hours in a pay period,
- ii. while PTO is being utilized,
- iii. paid jury duty,
- iv. during paid bereavement leave,
- v. on scheduled days taken off because of Hospital census.

b. PTO hours do not accrue:

- i. during on-call hours (unless those on-call hours result from a day off because of Hospital census)
- ii. during unpaid leaves of absence, or
- iii. on hours that exceed eighty (80) in a pay period

PTO hours are added to an employee's account at the completion of an entire fourteen (14) day pay period. PTO may be used as it is earned.

PTO will stop accruing once an employee has reached their maximum accrual until the PTO balance falls below the maximum accrual cap.

22.5 REDEMPTION OF PTO

Upon termination, an employee will be paid their PTO balance as of the last complete day worked. The payment will be made at the current base rate of pay.

If the employee changes from benefited to non-benefited status, the accumulated PTO benefit will be paid to the employee at the end of the first payroll period following the change in status.

If an employee works in a department that normally closes because of a holiday listed in Article 13.6(a). and the holiday falls on the employee’s regularly scheduled workday, then they may take PTO or an unpaid day.

22.6 SHORT TERM DISABILITY

Eligible employees shall receive short term disability benefits in accordance with Article 21 - Health and Welfare Program.

ARTICLE 23 – RETIREMENT

Employees shall be eligible to participate in the Hospital’s 401(k) and/or 401(a) retirement programs under the terms and conditions set forth in the plan documents. Any such changes and/or benefits shall be consistent with any changes that are provided to other employees at the Hospital.

The Hospital’s retirement benefit contribution will be as follows, which contributions will be maintained for the duration of the Agreement.

Years of Service	Employer Match for 401(k)	Non-Matching 401(a)	Total Possible Employer Contribution
0 – 4	50% of the first 3% of pay saved	3% of pay	4.5% of pay
5 – 9	50 % of the first 4.5% of pay saved		5.25% of pay
10 – 14	50% of the first 6% of pay saved	5% of pay	8% of pay
15 +		6% of pay	9% of pay

ARTICLE 24 – LEAVES OF ABSENCE

24.1 STATUTORY LEAVES OF ABSENCE

- a. Statutory Leaves of Absence include but may not be limited to the following:
 - i. Medical Leave
 - ii. Family Medical Leave
 - iii. Military Leave
 - iv. Pregnancy Disability Leave
 - v. Workers Compensation
 - vi. California Family Rights Act

- b. Statutory leaves are governed by applicable State and Federal laws and are subject to change.

24.2 PERSONAL LEAVE OF ABSENCE

- a. A Full-time or Part-time employee may request a Personal Leave of Absence (“PLA”), provided such employee has been employed by the Hospital for at least six (6) months.
- b. The decision to grant a PLA shall be at the Hospital’s sole discretion, which shall not be unreasonably denied.
- c. If the Hospital grants an employee’s request for a PLA, it shall be without pay.
- d. Regardless of pay status, the employee will continue to accrue bargaining unit seniority during the first sixty (60) days, after which the employee’s seniority date shall be frozen until the employee returns to work.
- e. Health insurance premiums will continue in accordance with the Hospital’s Leave of Absence policy, as amended from time to time. Changes in this policy will not affect employees on leave at the time of change.
- f. When an employee returns to work in compliance with an authorized PLA in sixty (60) days or less, the employee shall be reinstated in the same classification, position, shift, unit and scheduled hours in which the employee was employed before their leave. If the duration of the PLA is greater than sixty (60) days, reinstatement to the position held by the employee at the commencement of the PLA is not guaranteed. Prior to releasing the employee’s position during or at the end of a PLA, the Hospital will notify the employee.

24.3 BEREAVEMENT LEAVE

a. Eligibility

Bereavement leave is available for the death of a qualifying relative, defined as: current spouse or registered domestic partner, child, parent, sibling, stepparent, stepchild, stepsibling, grandparent or grandchild, a person who stood in loco parentis (legal responsibility of a person to take on the functions and responsibilities of a parent), or current in-law relationships through marriage or registered domestic partnership of the above. Absent proof of a later funeral service, Bereavement Leave must begin within the first fourteen (14) days following death of the family member.

b. Bereavement Benefit

- i. Full-time benefitted employees are eligible for up to five (5) days off each calendar year for the death of a qualified relative. Employees may receive up to twenty-four (24) hours with pay in the event of the death of an immediate family member or up to forty (40) hours with pay in the event of the death of the caregiver’s spouse, domestic partner, or child. Employees are entitled to an

additional sixteen (16) hours of bereavement leave within three (3) months of their immediate family member's death for up to a total of forty (40) hours of time off. The employee will receive straight time for these days and such pay shall not be applied for the purposes of calculating overtime.

- ii. Part-time benefitted employees are eligible for up to five (5) days off each calendar year for the death of a qualifying relative. Such employees paid time off will be prorated based upon their regularly scheduled hours of work. The employee will receive straight time for these days and such pay shall not be applied for the purposes of calculating overtime.
- iii. Non-benefitted employees are eligible for up to five (5) days unpaid time off each calendar year for the death of a qualifying relative.
- iv. The employee and the Hospital may agree to extend the period of bereavement leave. This extension may be unpaid or the employee may use PTO at the Hospital's discretion. The Hospital will not unreasonably deny such a request.
- v. In the case of the death of a person who is a relative or other loved one, but not a qualifying relative, the Hospital will grant PTO requests when feasible for attendance at a funeral. In considering such requests, the Hospital shall give special consideration to employees who have not used their bereavement leave benefit.

24.4 JURY DUTY LEAVE OF ABSENCE

- a. An employee called for jury duty must provide his/her manager with a copy of the Jury Duty Summons as soon as possible after receipt.
- b. To be eligible to receive compensation for jury duty service, such jury duty service must occur on the employee's regularly scheduled work day and the employee must provide a receipt from the jury commissioner that they have reported for jury duty.
- c. The employee will receive straight time for time spent on jury duty and such time shall not be applied for the purposes of calculating overtime.

24.5 VOLUNTARY LEAVES FOR DISASTER RELIEF SERVICES

Employees may request a voluntary leave of absence to participate in Disaster Relief Services. Such requests will be considered a request for a personal leave of absence and will be subject to the personal leave of absence provision set forth herein.

ARTICLE 25 – EDUCATIONAL OPPORTUNITIES

25.1 TUITION REIMBURSEMENT

The Hospital will provide educational opportunities to employees who participate in educational courses that will result in an occupational certification or degree from an accredited university or college in healthcare related fields that benefit the Hospital in accordance with the Hospital's Education Benefits policy, as amended from time to time. In no event, however, shall the total reimbursement amounts available under the Education Benefits policy be reduced for unit employees during the life of the Agreement. Changes in policy will not affect previously approved tuition reimbursement.

Tuition reimbursement shall be provided in accordance with the Hospital's Education Benefits policy as follows:

- a. Full -time employees may receive up to five thousand two hundred and fifty (\$5,250) dollars per fiscal year.
- b. Part-time employees may receive up to two thousand six hundred and twenty-five (\$2,625) dollars per fiscal year.

25.2 CONTINUING EDUCATION

- a. All Full-time employees are eligible to receive five (5) paid days of educational leave each year to attend courses, institutes, workshops, or classes of an educational nature as approved by the Hospital. For regular Part-time employees, the number of paid days is prorated. Such continuing education benefits shall be administered in accordance with the Continuing Education Benefit policy, as amended from time to time. Such time shall not be considered hours worked for overtime purposes.
- b. One (1) year of Continuing Education leave may be carried over to the following calendar year. Accumulated Continuing Education leave may not exceed two (2) calendar years.
- c. Changes in policy will not affect previously approved educational leave.

ARTICLE 26 – BULLETIN BOARDS

26.1 The Hospital will provide two (2) locked and glass enclosed bulletin boards inside the Hospital for use by the Union. The Union postings on these bulletin boards may relate to Union business such as:

- a. Union elections and the results thereof,
- b. Union meetings,

- c. Union educational classes, or
 - d. other Union business, provided that those postings do not include personal attacks or deliberately false information, or disparage the quality of care delivered at the Hospital.
- 26.2 The Union may use space on the existing bulletin boards, where available, in employee break rooms and rest areas where bargaining unit employees take breaks.

ARTICLE 27 – SUBCONTRACTING

Should the Hospital propose to permanently contract out work presently performed by a bargaining unit employee, it shall first give the Union sixty (60) days' notice, and upon request, meet and confer in good faith regarding its effect on the employees. The Hospital will consider alternatives proposed by the Union. In the event the Hospital decides to contract out the work after meeting with the Union, the Hospital will use its best efforts to have the contractor hire the employees who will be displaced by the subcontracting.

ARTICLE 28 – DISCIPLINE AND DISCHARGE

- 28.1 The Hospital shall have the right to assess discipline or discharge against any employee for just cause. This “just cause” provision shall not apply to an employee who is still in his/her introductory period.
- 28.2 The foregoing shall not limit the Hospital’s right to place an employee on paid administrative leave pending investigation to determine whether disciplinary action is in fact warranted.
- 28.3 The Hospital will utilize a system of progressive discipline unless there is a serious offense that warrants bypassing one (1) or more of the progressive disciplinary steps. If there are no further formal disciplinary actions within one (1) year from receiving a verbal with corrective action plan, written or final warning, the disciplinary notice will not be considered for future discipline. The one (1) year will be extended by the length of any leave(s) of absence.
- 28.4 Any employee involved in any investigatory discussion with Hospital management will be advised of the reason for the meeting and that it may lead to discipline. Should the employee have any questions about such meetings, they may contact either the Union Representative or Human Resources.
- 28.5 Upon request from an employee, the employee has the right to request a Union representative be present during such meetings. However, the Union representative must be available to attend the meeting within forty-eight (48) hours, not including weekends and recognized holidays, of such request. If a Union representative cannot be present

within the forty-eight (48) hour time frame the investigatory discussion may proceed as scheduled by the Hospital.

- a. Notification to the employee of the need for an investigatory meeting shall be done in writing and include the date, time, and location of the meeting.
 - b. Investigatory meetings shall be limited to the issue(s) about which the employee was provided prior notification.
- 28.6 During any investigatory and/or disciplinary meetings, Hospital and Union representatives will conduct themselves in a professional and respectful manner.
- 28.7 The Hospital shall take disciplinary action no later than thirty (30) calendar days after the date the Hospital became aware of the act leading to discipline. The Hospital may request an extension if necessary to complete an investigation. The Union shall not unreasonably deny such a request. The thirty (30) day period will be extended by the length of any leave(s) of absence and by the length of any agreement to reschedule the investigatory meeting.
- 28.8 When a disciplinary matter or investigation is closed, and a discipline is not being issued as a result, the employee will be notified in writing within one (1) week of the matter being closed.
- 28.9 In the case an interpreter is requested by an employee for an investigatory and/or disciplinary meeting, the interpreter shall be by mutual agreement between the Union and the Hospital.
- 28.10 Meetings of a disciplinary nature (i.e. verbal with corrective action plan, written warning, final written warning, suspension or termination) and/or fact findings shall take place in a private setting.

ARTICLE 29 – EMPLOYEE PERSONNEL FILES

- 29.1 There shall be one official HR personnel file and one official department file for all bargaining unit employees. Employees shall receive copies of all evaluations and other documents related to their performance which they have signed and are placed in their personnel file.
- 29.2 An employee who receives a written warning shall be given a copy of the warning and shall sign a receipt to acknowledge having received the document. Acknowledging receipt of the warning shall not constitute an admission of the employee's agreement with the substance of the warning. An employee shall have the right to rebut in writing any such disciplinary notice. Such rebuttals, other than grievances, shall be attached to the disciplinary notice and placed in the employee's personnel file.
- 29.3 Employees may, at reasonable times and at reasonable intervals, review their personnel files upon request. Review of personnel files shall not include a review of references.

Review of personnel files may only be done during normal business hours and during an employee's non-working time. Upon request, the Hospital will provide one copy of each requested document in the employee's personnel file.

- 29.4 Upon request from the Union and once the Hospital is in receipt of the written authorization from the employee, the Hospital will provide an accurate, complete, and up to date copy of an employee personnel file.

ARTICLE 30 – GRIEVANCE AND ARBITRATION

30.1 DEFINITIONS

- a. A grievance is defined as a dispute concerning the interpretation or application of an express provision of this Agreement, except of those Articles or provisions that are expressly not subject to the grievance procedure.
- b. Days shall mean calendar days. The date of receipt of a particular form or report provided for herein will not count as a day for the purposes of calculating time periods contained in this Article. If the last day for responding and acting is a Saturday, Sunday or Holiday (as defined by this Agreement), the period shall be extended to the next day which is not a Saturday, Sunday or Holiday.

30.2 GENERAL

Grievances shall be resolved exclusively via the procedures set forth in this Article. Time periods provided for herein may be waived only by the express written agreement of both parties. Failure of the grieving party to comply with all applicable time frames shall cause the grievance to be dismissed with prejudice. If the Hospital does not timely respond to a Union grievance, the grievance shall automatically move to the next step.

- a. The parties shall agree that is their mutual intent to resolve all grievances, if possible expeditiously and informally. Any grievance resolved at any step of the grievance procedure shall be resolved on a non-precedent setting basis unless the parties expressly agree otherwise in writing. All written agreements must be signed by the Hospital's Area Director of Human Resources and designated Union representative.
- b. Unless otherwise specified, all notices or forms to be filed by the Union must be filed with the Area Director of Human Resources or his/her designee. All notices and forms filed by the Hospital shall be filed with the Union.

30.3 GRIEVANCE PROCEDURE CONTRACT INTERPRETATION

a. Step 1 – Informal Review

The Hospital and the Union share a commitment to resolve disputes informally. As such, employees are encouraged first to discuss their dispute with their supervisors/direct reports (except for discharge situations) or Human Resources, to discuss the complaint informally. If the complaint is not resolved to the employee's

satisfaction and if the employee wishes to pursue his/her complaint, the following grievance steps shall be followed.

b. Step 2 – Review with Human Resources Manager

If the matter has not been resolved informally at Step 1, the Union must file a written grievance with the Human Resources Manager, or his/her designee. The grievance must be filed not more than twenty-one (21) days following the date the Union first became aware or reasonably should have become aware of the incident from which the grievance arises. During the twenty-one (21) day period following receipt of the written grievance, the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties; the Hospital shall bring the relevant supervisor and/or manager, the Union shall bring the grievant unless otherwise agreed. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 2 meeting.

c. Step 3 – Review by Area Director of Human Resources

If the grievance is not resolved at Step 2, the Union may proceed by delivering a written statement indicating its intent to proceed to the Area Director of Human Resources, or designee. This must be accomplished within twenty (20) days of the date of the Hospital's Step 2 response. During the twenty (20) day period following receipt of the written intent to proceed, the Area Director of Human Resources, or designee, the NUHW Staff Representative, or designee, and the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 3 meeting.

30.4 GRIEVANCE PROCEDURE DISCIPLINE AND DISCHARGE

a. Step 1 – Review with Human Resources Manager

The employee or Union must file a written grievance with the Human Resources Manager, or his/her designee. The grievance must be filed not more than seven (7) days following the date the discipline is issued. During the seven (7) day period following receipt of the written grievance, the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties; the Hospital shall bring the relevant supervisor and/or manager; the Union shall bring the grievant unless otherwise agreed. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 1 meeting.

b. Step 2 – Review by Area Director of Human Resources

If the grievance is not resolved at Step 1, the Union may proceed by delivering a written statement indicating its intent to proceed to the Area Director of Human resources, or designee. This must be accomplished within seven (7) days of the date

of the Hospital's Step 1 response. During the seven (7) day period following receipt of the written intent to proceed, the Area Director of Human resources, or designee, the NUHW Staff Representative, or designee, and the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties. No more than one (1) employee representative shall attend unless otherwise agreed to. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 2 meeting.

30.5 HOSPITAL GRIEVANCES

Hospital grievances shall be submitted at the Step 3 level in writing to the Union's Field Representative. If requested, a Union Representative and Area Director of the Human Resources, or designee, shall meet in an effort to resolve the grievance within twenty (20) days of the date of the written grievance. The Union shall provide an answer, in writing, within ten (10) days following the meeting, or within ten (10) days after the date of the Hospital's grievance if no meeting is requested.

30.6 ARBITRATION

If the parties are unable to resolve the grievance pursuant to the above procedures, either party may submit a written request for arbitration to the other party within thirty (30) days of receipt of the Step 3 response.

Within seven (7) days of receipt of a request for arbitration, the parties will attempt to reach mutual agreement on an arbitrator. If they cannot do so in that time frame, they will jointly request a panel of seven arbitrators from the FMCS. The parties will alternately strike names from that list until they have reached agreement, or only one name remains. The parties will make a good faith and reasonable effort to strike the arbitrator list within fourteen (14) days.

The parties may mutually agree in writing to conduct an expedited arbitration pursuant to FMCS expedited arbitration procedures.

The costs associated with the arbitration, such as arbitrator fees, room fees and transcript costs shall be shared equally by the parties. This provision does not apply to either party's legal fees.

The Arbitrator shall have no power to add to, to subtract from or to change any of the terms or provisions of the Agreement. The arbitrator's authority will be limited to interpreting the provisions of the Agreement, and the arbitrator has no authority to add to, subtract from or modify the Agreement. The arbitrator's decision will be final and binding upon all parties concerned.

ARTICLE 31 – NON DISCRIMINATION

There shall be no discrimination by either party to this Agreement or by any covered employees because of membership or non-membership in the Union, or because of lack of participation in activity on behalf of or in opposition to the Union; or on the basis of race, religious creed, political affiliation, color, national origin, ancestry, physical or mental disability, medical condition, marital status, sex (including pregnancy, childbirth, and medical conditions relating to pregnancy or childbirth), gender/gender identity, gender expression, age, sexual orientation, military and veteran status, genetics, or any other legally protected characteristic.

ARTICLE 32 – OCCUPATIONAL SAFETY AND HEALTH

- 32.1 The Hospital, the Union and the employees shall comply with their obligations and/or rights under applicable laws regarding safety and health in the workplace. The Hospital agrees to review and investigate claims involving health and safety concerns that are presented in writing by the employees and/or the Union following established Hospital protocols and the Hospital will provide a timely written response. The Hospital will not retaliate against any employee for reporting health and safety concerns to the Employer to Federal or State authorities.
- 32.2 The Hospital shall continue to provide required in-service or other training and information to employees concerning health and safety.
- 32.3 The Union may appoint one (1) bargaining unit employee and one (1) alternate to the Hospital's IIPP Committee. The Union appointees (or alternates) shall be released from his/her duties with no loss of pay to attend IIPP Committee meetings.

ARTICLE 33 – HEALTH EXAMINATION

The Hospital may require health examinations of employees as allowed by applicable law and pursuant to Hospital policy. All health examinations required by the Hospital, including tests ordered by the medical provider, shall be given without charge to the employee. In the event the Hospital requires the employee to have the examination during scheduled work time, such employee shall not suffer a loss of pay. In the event that the employee is required to travel away from the Hospital for a health examination, the Hospital will pay the employee mileage as required by state or federal law. The examination report provided to the Hospital shall be limited to information that indicates whether the employee is physically and mentally qualified to perform the essential functions of the position, with or without any accommodation.

ARTICLE 34 – LABOR MANAGEMENT ADVISORY COMMITTEE

34.1 OBJECTIVES

The objectives of the Labor Management Advisory Committee (LMAC) are:

- a. to resolve disputes without going to the grievance process where possible;
- b. review concerns about patient care and staffing;
- c. evaluate and /or recommend improvements to internal processes for the benefit, health and safety of employees covered by this Agreement; and
- d. to otherwise provide a method to improve labor-management relationships at the Hospital.

Nothing in this Article shall prohibit either party from filing a grievance without first bringing the issue to the LMAC.

34.2 COMPOSITION

The LMAC will be comprised of six (6) committee members, three (3) each from the Hospital and the Union. Should either party wish to bring additional representatives as guests or to address a specific topic, they will notify the other party of the additional representatives as part of the exchange of proposed agendas. The Hospital will also make reasonable efforts to include managers requested by the Union to help address specific issues, provided the request is made no later than the due date for the agenda.

34.3 MEETINGS

- a. The LMAC shall meet quarterly at a mutually agreeable time. Upon mutual agreement, the LMAC may schedule additional meetings as needed. To the extent possible, the meetings shall be scheduled so as not to conflict with the work schedules of employee committee members. The three (3) committee Union representatives shall suffer no loss of pay due to their participation in the LMAC.
- b. The LMAC will schedule meeting dates one (1) year in advance.
- c. Proposed agenda items will be exchanged no later than one (1) week in advance of each meeting with the intent of allowing the other party to properly prepare for the meeting.

34.4 DISPUTE RESOLUTION

In the event the LMAC cannot resolve a difference of opinion within 120 days of the date the item was first addressed at an LMAC meeting, either the Union or the Employer, within thirty (30) days following the end of the 120-day period referenced above, may refer the difference of opinion to a mutually agreed upon neutral third party to mediate the dispute. If there is no agreement on the mediator, the mediator shall be selected from

the Federal Mediation and Conciliation Service. The mediator shall not have the authority to issue a binding decision.

In making any recommendation, the Mediator must take into account area standards on staffing, state and federal laws, physician recommendations regarding quality of care, business and any other relevant information presented by the parties.

ARTICLE 35 – SAVINGS CLAUSE

In the event that any provision of this Agreement is found to be in conflict with state or federal law, the remaining provisions of this Agreement shall remain in full force and effect.

ARTICLE 36 – SUCCESSORSHIP

It is the intent of the parties to this Agreement that it shall remain in force and effect for its term, notwithstanding any sale or transfer by the Hospital to any other entity. The Hospital may not use any sale, transfer or other mechanism to evade the terms of this Agreement. The Hospital will provide the Union with at least three (3) months advance notice prior to the effective date of any such sale or transfer.

ARTICLE 37 – STRIKES AND LOCKOUTS

- 37.1 For the duration of the Agreement, and any extensions there to, the Union and its members or other agents shall not threaten, sanction, encourage nor participate in any way in any strike, sympathy strike, walkout, slowdown, sickout, or other interference with any operation of the Hospital covered by this Agreement. In the event any such action occurs, or is threatened, the Union and its representatives will immediately take all appropriate action to end or avert same.
- 37.2 The Hospital agrees that during the term of this Agreement or any extensions there to, it will not engage in any lockout of employees covered by this Agreement.
- 37.3 Neither the violation of any provision of this Agreement by any person, nor any other act or omission by any representative of either party, will excuse either the Union, the Hospital or bargaining unit employees from any and all of their obligations covered by this Article.
- 37.4 The Union and the Hospital will have the right to seek full judicial remedies, including injunctive relief and damages, for any claimed violation of this Article in addition to all other remedies provided by this Agreement. There shall be no obligation to arbitrate any claimed violation before seeking such judicial relief.
- 37.5 Any employee who participated in a work stoppage that is found to be in violation of this Article may be subject to discipline up to and including termination.

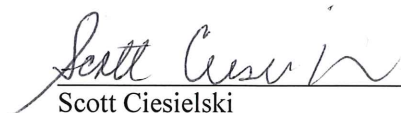
ARTICLE 38 – DURATION

This Agreement shall become effective upon ratification, June 13, 2025, and shall remain in full force and effect through December 16, 2028. This Agreement shall remain in full force and effect from year to year thereafter, unless at least ninety (90) days prior to the expiration of the term or any year to year renewal period thereafter, either party receives written notice from the other of its intent to terminate or modify the contract.


IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the effective date of the Agreement.

SANTA ROSA MEMORIAL HOSPITAL

NATIONAL UNION OF
HEALTHCARE WORKERS




Scott Ciesielski
Chief Administrative Officer



Sophia Mendoza
President

Date: 5-6-2024

Date: 5/8/2026



Lindsey Sciford
Chief Human Resources Officer



Vanessa Coe
Secretary-Treasurer

Date: 5-6-2024

Date: 5-8-2026

NUHW BARGAINING COMMITTEE

<p>Lisa Biagi Administrative Assistant</p> <p>Jaden Clarey Senior Radiology Technologist</p> <p>Palmira Hermosillo Patient Scheduler</p> <p>Francisco Ibarra Contreras Cook</p> <p>Magda Martinez Jimenez Cook</p> <p>Noelle Preston Senior Nutrition Attendant</p> <p>Florie Bennion Certified Nursing Assistant</p> <p>Rosa Ayala MRI Technologist</p> <p>Mary Chandler Senior Nutrition Attendant</p> <p>Naomi Harder Radiology Technologist</p> <p>Morgan Hanadel Senior Radiology Technologist</p> <p>Teresa Ortega Patient Scheduler</p> <p>Billie Jean Barton Patient Scheduler</p> <p>Psyche Clark Obstetrics Technician</p> <p>Maryann Desouza Histotechnologist</p>	<p>Lacie Petrie Associate Surgical Technician</p> <p>Claudia Duran Olvera Senior Laboratory Assistant</p> <p>Alejandro Espinoza Chavez Cook</p> <p>Gloria John Echocardiograph Technologist</p> <p>Kobe Levesque Phlebotomist</p> <p>Diana Lopez Pichardo Diagnostic Imaging Assistant</p> <p>Sopheap Prum Associate Radiology Technologist</p> <p>Itzel Sanabria Nolasco Associate Nutrition Attendant</p> <p>Christina Tipton HIM Representative</p> <p>Abraham Woldemariam Medical Laboratory Scientist</p> <p>Michelle Nandalin Physical Therapist</p> <p>Asah Bibi Acute Care RN</p> <p>Connie Lorenz Social Worker</p> <p>Elisabeth Friedeman Lead Physical Therapist</p> <p>Erica Azimov Social Worker</p>
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Fary Jalili Social Worker	Jesse Felton Physical Therapist
Heather Christensen Physical Therapist	Kate Ronquillo Occupational Therapist
Irenne Magoulas Social Worker	Michael Lindh Medical Laboratory Scientist
Janette Morrow Social Worker	Norelia Urena Psychiatric Services Liaison
Sharilyn Marshall-Fox Social Worker	Angela Otterbein Occupational Therapist
Amy Harrington Occupational Therapist	Jonathan Chinn Physical Therapist

SIDE LETTER I – RPT-2 EMPLOYEES

Employees working as RPT-2 at the time of ratification will continue to be regularly scheduled to work 32 hours in each 14 day period. This grandfather provision will apply until the employee(s) changes status, at which time no return to RPT-2 will be permitted.

SIDE LETTER II: INPATIENT HOLIDAY REHAB SCHEDULING

1. Full-time and Part-time inpatient Physical Therapist and Occupational Therapist employees must be available to work one (1) Thanksgiving holiday every three years and one (1) Christmas holiday every three years. Full time and Part-time inpatient Speech Language Pathologist employees must be available to work one (1) Thanksgiving holiday every four years and one (1) Christmas holiday every four years.
2. Relief/Per Diem Physical Therapist, Occupational Therapist and Speech Language Pathologist employees will not be required to work holidays.

APPENDIX I – LIST OF CLASSIFICATIONS

Administrative Asst SRM
Admissions Rep SRM
Admn Coord I SRM
Admn Coord II SRM
Admn-Materials Data SRM
Analyst-Qual Ptnt Access SRM
Asst-CT/Ultrasound SRM
Asst-Histology SRM
Asst-Imaging I SRM
Asst-Imaging II SRM
Asst-Peer Review SRM
Asst-Performance Impvmt SRM
Auditor-Registration SRM
Buyer-Pharmacy SRM
Clerk-Cancer Registry SRM
Clerk-Data Entry SRM
Clerk-Health Info I SRM
Clerk-Health Info II SRM
Clerk-Health Info III SRM
Clerk-Imaging Services I SRM
Clerk-Receiving Distrib SRM
Clinical Lab Assistant SRM
CNA/Care Partner I SRM
CNA/Care Partner II SRM
CNA/Care Partner III SRM
Constant Care Attendant - SRM
Cook / Caterer SRM
Coord-Business I SRM
Coord-Business II SRM
Coord-CME SRM
Coord-Database SRM
Coord-Development SRM
Coord-Diet SRM
Coord-Engineering SRM
Coord-Injury Prevention SRM
Coord-Medical Library SRM
Coord-Medical Staff Svcs SRM
Coord-OR Inventory SRM
Coord-Quality Assurance SRM
Coord-RAC Documentation SRM
Coord-Resource SRM
Coord-Special Events SRM
Coord-Surgical Services SRM
Coord-Transcription SRM
Courier SRM
Env Svcs Rep SRM
Env Svcs Spec SRM
Financial Counselor SRM
Head Chef SRM
Inventory Database Controller SRM
Lead Clerk - Health Info SRM
Lead-Cook SRM
Lead-Courier SRM
Lead-Environmental Svcs Rep SRM
Lead-HIM Analysis - SRM
Lead-HIM Operations - SRM
Lead-Nutrition Svcs Aide SRM
Lead-Resp Care Practnr SRM
Lead-Secretary SRM
Lead-Secretary-Laboratory SRM
Lead-Sterile Processing Tech SRM
LVN I SRM
LVN II SRM LVN III SRM
LVN IV SRM
Medical Assistant - SRM
Medical Asst/Ltd Radiology SRM
Medical Interpreter SRM
Nutrition Svcs Aide I SRM
Nutrition Svcs Aide II SRM
OutptRegistr/Clinical Asst SRM
Pathology Lab Asst I SRM
Pathology Lab Asst II SRM
Pathology Lab Asst III SRM
PBX Operator I SRM
PBX Operator II SRM
PBX Operator SRM
Phlebotomist-CPT SRM
Phys Therapy Asst I SRM
Phys Therapy Asst II SRM
Processor-CPT SRM
Registrar-Patient Access SRM
Registrar-Trauma SRM
Rehab Coord I SRM
Rehab Coord II SRM
Rep-Laboratory Patient Svc SRM
Resp Care Practnr I SRM
Resp Care Practnr II SRM
Scheduler SRM Secretary SRM

Secretary-Operating Rm SRM
 Secretary-Staffing Svcs SRM
 Sitter SRM
 Specialist-Patient Access SRM
 Specialist-Patient Access Sr SRM
 Spec-Perinatal SRM
 Spec-Specimen Mgmt-CPT SRM
 Spec-Surgical Database SRM
 Tech-Anesthesia I SRM
 Tech-Cardio Radiologic SRM
 Tech-Cardio/Pulmonary SRM
 Tech-Cardiovascular SRM
 Tech-Central Supply SRM
 Tech-Cytology SRM
 Tech-Echo SRM
 Tech-EKG SRM
 Tech-EKG/EEG SRM
 Tech-Electrophysiology
 Tech-Electrophysiology Lab SRM
 Tech-Emergency Dept SRM
 Tech-Endoscopy SRM
 Tech-Histology SRM
 Tech-Laparoscopic SRM
 Tech-Med Reconciliation SRMH
 Tech-Medical Laboratory SRM
 Tech-MRI SRM
 Tech-Non-Invasive Cardio SRM
 Tech-Nuclear Medicine SRM Tech-OB
 SRM
 Tech-Ortho Trauma SRM
 Tech-Patient Handler SRM
 Tech-PatientCare-SRM
 Tech-Pharmacy I SRM
 Tech-Pharmacy II SRM
 Tech-Pulmonary Function SRM
 Tech-Radiology I SRM
 Tech-Radiology II SRM
 Tech-Radiology III SRM
 Tech-Rehab II SRM
 Tech-Rehab SRM
 Tech-Sterile Processing I SRM
 Tech-Sterile Processing II SRM
 Tech-Surgical I SRM
 Tech-Surgical II SRM
 Tech-Surgical III SRM
 Tech-Surgical Svcs Equip SRM
 Tech-Surg Svcs Patient Care SRM
 Tech-Telemetry SRM
 Tech-Ultrasound SRM
 Tech-Urgent Care I SRM
 Tech-Urgent Care II SRM
 Transcriber I SRM
 Transcriber II SRM
 Transporter-Patient SRM
 Unit Sectry II/Care PartnrIII SRM
 Medical Laboratory Scientist
 Occupational Therapist
 Physical Therapist
 Psychiatric Services Liaison
 Speech Language Pathologist
 Social Worker MSW
 Social Worker LCSW
 Lead Speech Therapist
 Lead Physical Therapist
 Outpatient Behavioral Health RN (Acute
 Care RN)

APPENDIX II – COPE FORM



COPE AUTHORIZATION
Voluntary Campaign Contributions

In order to build political power for healthcare workers by helping win on issues and elect candidates who are supportive of healthcare and workers' rights, I hereby authorize and direct my employer to deduct from my paycheck the following sum and remit that amount to NUHW COPE.

Please make a monthly deduction from my paycheck in the amount of:
\$5 \$10 \$15 \$20 \$ per month.

I understand that this deduction is not tax-deductible and that this contribution is strictly voluntary and will be used for political purposes.

The signing of this authorization form and the making of these voluntary contributions are not conditions of membership in NUHW nor of my employment. My Union will not favor or disadvantage anyone by reason of the amount of their contribution or decision not to contribute. I may refuse to contribute without reprisal. My payroll deduction will continue until I notify NUHW in writing of any change. The submission of a new deduction authorization form will supersede any previous authorizations for this payroll deduction. I have the right to terminate this deduction at any time by providing written notification (or email) to NUHW.

Federal campaign law requires political committees to report the following information for individuals whose contributions are more than \$200 per year: name, address, occupation and employer. All information will be kept confidential unless disclosure is required by law. You must be a member of NUHW or on its administrative/executive staff to make a contribution. You must be a U.S. Citizen or a person lawfully admitted for permanent residency in the United States in order to contribute. Contributions to NUHW COPE may not exceed \$5,000 per calendar year per contributor.

First Name: _____

Last Name: _____

Best Phone: _____

Home Email: _____

Signature: _____ Date: _____

APPENDIX III – NUHW-SRMH 121 SOTOYOME OUTPATIENT IMAGING INTEGRATION TERMS

The terms "121 Sotoyome" shall be used to refer to any employee covered by the Voluntary Recognition Agreement signed between the parties resolving the NLRB petition 20-RC-169505. Specifically, the covered classifications are:

Medical Asst/Med Receptionist	MRI Technologist - NU
Lead Medical Receptionist	Nuclear Med Technologist
Lead Transcriptionist	Radiologic Technologist
Medical Receptionist	Radiologic Technologist - PD
Scheduler	Sr Radiologic Technologist
CT Technologist - NU	Ultrasound Technologist
Dexa Tech	Document Imaging Tech
Lead Mammography Technologist	Medical Asst - NU
Lead MRI Technologist	Medical Asst/Med Receptionist
Lead Radiologic Technologist	Medical Receptionist
Mammography Technologist	Vascular Technologist
Medical Asst - NU	Lead Nuclear Med Tech

1. SCOPE OF AGREEMENT

In the event there are changes at 121 Sotoyome as the result of integrating the facility with Santa Rosa Memorial Hospital (Hospital), any mandatory subject or impact related to a mandatory subject not covered within this agreement is subject to bargaining at the request of either party. The parties may agree to engage in additional bargaining over non-mandatory subjects by mutual agreement.

2. WAGES

All impacted workers classified into 121 Outpatient positions will receive the wages and differentials that are one full pay grade below those wages outlined in the Collective Bargaining Agreement (CBA). For the transition, existing employees shall be given up to nine (9) years of experience for placement on the scale. *[see attached employee crosswalk for exact placement of each employee]*.

No employee shall suffer a reduction in wages as the result of this process. In the event an employee is above the existing wage scale, the employee shall be "red circled" and thus not receive step or other base salary increases until such time as the salary scale is at or above the employees current wage. However, pursuant to the collective bargaining agreement, employees shall receive a lump sum bonus equivalent to the percentage the scale is slated to increase.

The effective date of wage changes shall be the beginning of the first full pay period following ratification.

3. IMPLEMENTATION OF WAGES

The parties agree to schedule and hold additional meetings as necessary in a timely manner in order to implement wage changes. In doing so, the parties agree to only change this integration agreement by mutual agreement.

4. HOLIDAYS

The Hospital will make a reasonable effort to direct procedures scheduled on holidays first to Santa Rosa Memorial prior to opening 121 Sotoyome on a Holiday.

In the event the Hospital decides to open 121 Sotoyome on a holiday, available shifts will be filled by volunteers. Seniority will be the tie-breaker, then based on rotation.

5. FLOATING

No 121 Sotoyome employee will be required to float to the Hospital or suffer any retaliation for refusing to do so.

121 Sotoyome employees who are hired into or later accept a job description permitting floating to the Hospital shall still have their primary work assignment be 121 Sotoyome work.

Upon the ratification of this agreement, should a 121 Sotoyome employee volunteer to float, they shall be reclassified into the corresponding Hospital position. In such Hospital position, all floating provisions and corresponding salary rates for Hospital employees in the collective bargaining agreement apply. No employee shall float who has not been properly trained and oriented. Training and orientation must be completed within six months after the 121 Sotoyome employee starts to work in a position that floats; if not completed, within that time, the employee's salary rate will be reduced to the outpatient-only rate until training is completed unless the delay in training is the result of the Hospital not providing a sufficient opportunity to complete it.

In any event, Hospital employees will be allowed to float to 121 Sotoyome pursuant to the provisions of the collective bargaining agreement. Hospital employees who float to 121 Sotoyome shall not displace any employees who are scheduled to work or are able to work.

No employee shall be floated either to or from 121 Sotoyome unless the Employer has made best efforts to first call all qualified employees at either 121 Sotoyome or the Hospital on the basis of seniority and asking them to work.

Upon ratification of the 2020-2024 Agreement, incumbent employees at 121 Sotoyome who are currently required to float as part of their job description shall be given the one-

time option to accept a 121 Sotoyome-only position. The Hospital will provide a 90-day window for such elections. If the number of reclassification requests exceeds the business needs of the Hospital, the Hospital will honor those requests that it can, in seniority order. (At its sole option, the Hospital may "wait list" rejected applicants for eventual reclassification.)

Upon reclassification, those employees will be subject to the 121 Sotoyome job descriptions and associated wages and working conditions. In the event an employee is above the existing wage scale, the employee shall be "red circled" and thus not receive across-the-board, step or other base salary increases until the earlier of: (1) such time as the salary scale is at or above the employees current wage; or (2) the first full pay period after the one-year anniversary of the ratification of this Agreement.

In the event there is a situation where the life of a patient may be in danger, there shall be no restriction on employees moving between 121 Sotoyome and the Hospital.

Relief employees may apply for positions at both the Hospital and the 121 facility.

6. ON-CALL

No employee who has elected not to float shall be required to take call. The Employer will consider the impact on the existing Hospital employees who take call. If call for additional modalities beyond those that currently have call is implemented, this provision shall apply.

7. WORKLOAD

In the event there are unfilled shifts at 121 Sotoyome due to floating, call-offs, or other unscheduled absences, employees may be asked to perform additional work. With respect to this additional work, employees performance reviews shall not be negatively impacted, nor shall the employee suffer coercion, solely for failing to accomplish the additional duties beyond a typical day's work. By mutual agreement the parties may convene a joint-labor management committee to review the impacts of unfilled shifts at 121 Sotoyome within six (6) months of ratification.

8. WEEKENDS

121 employees who elect not to float shall not be subject to collective bargaining agreement requirements to work every other weekend unless specified in their job or a regularly filled shift goes unfilled due to medical leave, sick leave, or vacation.

9. CHANGES IN FACILITY HOURS

In the event the Employer desires to increase hours of operation, they shall make best efforts to staff increased hours by creating and filling new positions before eliminating existing positions.

10. FILLING OF VACANCIES

121 Sotoyome will be treated as a separate department from Hospital imaging for purposes of filling of vacancies.

11. UNION SENIORITY

121 Sotoyome employees shall have as their Union seniority date their original date of hire in the facility for all purposes except for Article 20 - Layoff. For purposes of layoff of all employees covered under this agreement, system seniority shall be used.

12. GRIEVANCE AND ARBITRATION

This agreement is subject to the NUHW-SRMH grievance and arbitration procedure, expiration of the contract notwithstanding.

13. 990 SONOMA

The Hospital agrees to voluntarily recognize all schedulers and their bargaining unit work, located at 990 Sonoma facility operated by the Hospital as listed on Attachment A. The terms of this integration agreement shall apply to 990 Sonoma schedulers. The parties shall conduct implementation bargaining of the 990 Sonoma workers at the request of either party on subjects that are not covered by this agreement but are subject to impact bargaining. The parties will be responsive in scheduling and conducting implementation bargaining.

14. MAINTENANCE OF PAST PRACTICE

All established past practices shall remain in effect where such practices do not conflict with the CBA.

APPENDIX IV – COMPENSATION

YEAR 1 - 2025

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Administrative Asst SRM	Administrative Assistant	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89
Admn Coord II SRM	Administrative Coordinator	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Admn Coord I SRM	Associate Administrative Coordinator	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Tech-Anesthesia I SRM	Associate Anesthesia Technician	12T	\$41.01	\$41.62	\$42.84	\$44.08	\$45.30	\$46.50	\$47.73	\$48.97	\$49.71	\$50.44	\$51.18	\$51.90	\$52.89	\$53.85	\$54.68
Coord-Business I SRM	Associate Business Coordinator	10	\$33.13	\$33.64	\$34.62	\$35.61	\$36.60	\$37.60	\$38.59	\$39.59	\$40.18	\$40.77	\$41.36	\$41.94	\$42.75	\$43.52	\$44.18
	Associate Clinic Radiology Technologist	13T	\$44.23	\$44.91	\$46.23	\$47.52	\$48.88	\$50.19	\$51.50	\$52.83	\$53.63	\$54.42	\$55.22	\$56.01	\$57.04	\$58.12	\$59.01
Analyst-Qual Ptnt Access SRM	Associate Clinical Data Analyst	11H	\$37.20	\$37.78	\$38.88	\$39.96	\$41.08	\$42.23	\$43.32	\$44.45	\$45.08	\$45.76	\$46.41	\$47.09	\$47.97	\$48.88	\$49.61
Env Svcs Rep SRM	Associate Environmental Services Technician	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Nutrition Svcs Aide I SRM	Associate Nutrition Attendant	5	\$23.00	\$23.35	\$24.05	\$24.73	\$25.42	\$26.09	\$26.76	\$27.46	\$27.88	\$28.29	\$28.73	\$29.13	\$29.65	\$30.23	\$30.68
Registrar-Patient Access SRM	Associate Patient Services Specialist	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Tech-Pharmacy I SRM	Associate Pharmacy Technician	8T	\$30.11	\$30.60	\$31.48	\$32.36	\$33.29	\$34.20	\$35.09	\$35.97	\$36.50	\$37.07	\$37.60	\$38.15	\$38.88	\$39.57	\$40.17
Tech-Radiology I SRM	Associate Radiology Technologist	15H	\$50.59	\$51.37	\$52.88	\$54.39	\$55.90	\$57.41	\$58.95	\$60.43	\$61.34	\$62.27	\$63.17	\$64.08	\$65.29	\$66.47	\$67.48
Tech-Rehab SRM	Associate Rehabilitation Technician	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Tech-Sterile Processing I SRM	Associate Sterile Processing Technician	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Tech-Surgical I SRM	Associate Surgical Technician	13H	\$43.40	\$44.07	\$45.36	\$46.63	\$47.93	\$49.26	\$50.53	\$51.82	\$52.59	\$53.39	\$54.17	\$54.95	\$55.99	\$57.00	\$57.87

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Coord-Business II SRM	Business Coordinator	11	\$35.78	\$36.33	\$37.37	\$38.45	\$39.51	\$40.58	\$41.66	\$42.74	\$43.37	\$44.01	\$44.64	\$45.30	\$46.15	\$46.99	\$47.70
Tech-Cardiovascular SRM	Cardiovascular Technologist	14T	\$47.78	\$48.48	\$49.92	\$51.35	\$52.78	\$54.18	\$55.62	\$57.03	\$57.92	\$58.77	\$59.61	\$60.47	\$61.61	\$62.76	\$63.69
CNA/Care Partner II SRM	Certified Nursing Assistant	7H	\$27.37	\$27.79	\$28.61	\$29.44	\$30.27	\$31.08	\$31.91	\$32.71	\$33.20	\$33.69	\$34.21	\$34.67	\$35.33	\$35.97	\$36.54
Head Chef SRM	Chef	10	\$33.13	\$33.64	\$34.62	\$35.61	\$36.60	\$37.60	\$38.59	\$39.59	\$40.18	\$40.77	\$41.36	\$41.94	\$42.75	\$43.52	\$44.18
	Clinic Radiology Technologist	14T	\$47.78	\$48.48	\$49.92	\$51.35	\$52.78	\$54.18	\$55.62	\$57.03	\$57.92	\$58.77	\$59.61	\$60.47	\$61.61	\$62.76	\$63.69
	Clinical Radiology Coordinator	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Coord-Resource SRM	Community Resource Representative	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Cook / Caterer SRM	Cook	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Processor-CPT SRM	CPT Processor	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89
Tech-Cytology SRM	Cytotechnologist	17T	\$60.10	\$61.04	\$62.81	\$64.63	\$66.40	\$68.19	\$70.01	\$71.78	\$72.88	\$73.95	\$75.00	\$76.10	\$77.52	\$78.95	\$80.14
Coord-Database SRM	Database Coordinator	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89
Asst-Imaging II SRM	Diagnostic Imaging Clerk	7T	\$27.90	\$28.34	\$29.17	\$30.00	\$30.83	\$31.68	\$32.53	\$33.36	\$33.83	\$34.34	\$34.85	\$35.34	\$36.02	\$36.67	\$37.24
Asst-CT/Ultrasound SRM	Diagnostic Imaging Assistant - CT/Ultrasound	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Tech-Central Supply SRM	Distribution Technician	6T	\$25.87	\$26.26	\$27.03	\$27.79	\$28.58	\$29.35	\$30.11	\$30.89	\$31.35	\$31.84	\$32.29	\$32.74	\$33.37	\$33.99	\$34.50
Tech-Echo SRM	Echocardiograph Technologist	17T	\$60.10	\$61.04	\$62.81	\$64.63	\$66.40	\$68.19	\$70.01	\$71.78	\$72.88	\$73.95	\$75.00	\$76.10	\$77.52	\$78.95	\$80.14
Tech-EKG/EEG SRM	EKG Technician	11	\$35.78	\$36.33	\$37.37	\$38.45	\$39.51	\$40.58	\$41.66	\$42.74	\$43.37	\$44.01	\$44.64	\$45.30	\$46.15	\$46.99	\$47.70
Tech-Electrophysiology Lab SRM	Electrophysiology Technician	17T	\$60.10	\$61.04	\$62.81	\$64.63	\$66.40	\$68.19	\$70.01	\$71.78	\$72.88	\$73.95	\$75.00	\$76.10	\$77.52	\$78.95	\$80.14
Tech-Emergency Dept SRM	Emergency Department Technician	10	\$33.13	\$33.64	\$34.62	\$35.61	\$36.60	\$37.60	\$38.59	\$39.59	\$40.18	\$40.77	\$41.36	\$41.94	\$42.75	\$43.52	\$44.18
Tech-Endoscopy SRM	Endoscopic Technician	8T	\$30.11	\$30.60	\$31.48	\$32.36	\$33.29	\$34.20	\$35.09	\$35.97	\$36.50	\$37.07	\$37.60	\$38.15	\$38.88	\$39.57	\$40.17
Nutrition Svcs Aide II SRM	Food Service Attendant	6	\$24.40	\$24.75	\$25.47	\$26.22	\$26.96	\$27.70	\$28.42	\$29.13	\$29.58	\$30.01	\$30.46	\$30.90	\$31.48	\$32.06	\$32.56
Clerk-Health Info II SRM	Health Information Management Representative	5T	\$24.37	\$24.76	\$25.48	\$26.21	\$26.94	\$27.65	\$28.36	\$29.10	\$29.56	\$29.96	\$30.43	\$30.88	\$31.44	\$32.03	\$32.52
UnitSectryll/Care Partner III SRM	Health Unit Coordinator	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Tech-Histology SRM	Histotechnologist	12T	\$41.01	\$41.62	\$42.84	\$44.08	\$45.30	\$46.50	\$47.73	\$48.97	\$49.71	\$50.44	\$51.18	\$51.90	\$52.89	\$53.85	\$54.68

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
InventoryDatabase Controller SRM	Inventory Control Specialist	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Asst-Histology SRM	Laboratory Assistant	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Rehab Coord II SRM	Lead Administrative Coordinator	10	\$33.13	\$33.64	\$34.62	\$35.61	\$36.60	\$37.60	\$38.59	\$39.59	\$40.18	\$40.77	\$41.36	\$41.94	\$42.75	\$43.52	\$44.18
Lead-Cook SRM	Lead Cook	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Lead-Environmental Svcs Rep SRM	Lead Environmental Services Technician	7H	\$27.37	\$27.79	\$28.61	\$29.44	\$30.27	\$31.08	\$31.91	\$32.71	\$33.20	\$33.69	\$34.21	\$34.67	\$35.33	\$35.97	\$36.54
Lead-Nutrition Svcs Aide SRM	Lead Food Service Attendant	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Lead-HIM Operations - SRM	Lead Health Information Management Representative	7T	\$27.90	\$28.34	\$29.17	\$30.00	\$30.83	\$31.68	\$32.53	\$33.36	\$33.83	\$34.34	\$34.85	\$35.34	\$36.02	\$36.67	\$37.24
	Lead Medical Assistant	10	\$33.13	\$33.64	\$34.62	\$35.61	\$36.60	\$37.60	\$38.59	\$39.59	\$40.18	\$40.77	\$41.36	\$41.94	\$42.75	\$43.52	\$44.18
	Lead Nuclear Medicine Technologist	19T	\$70.16	\$71.35	\$73.43	\$75.52	\$77.62	\$79.67	\$81.83	\$83.91	\$85.17	\$86.43	\$87.64	\$88.94	\$90.60	\$92.27	\$93.65
	Lead Patient Scheduler	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
	Lead Radiology Technologist - CT/MRI	18T	\$64.96	\$65.95	\$67.87	\$69.83	\$71.75	\$73.70	\$75.63	\$77.58	\$78.74	\$79.92	\$81.08	\$82.20	\$83.80	\$85.32	\$86.63
Lead Radiologic Technologist II - Non-Floating	Lead Radiology Technologist - Outpatient SRM	15T	\$51.59	\$52.36	\$53.89	\$55.43	\$56.97	\$58.51	\$60.05	\$61.61	\$62.51	\$63.45	\$64.38	\$65.30	\$66.53	\$67.74	\$68.78
Lead-Resp Care Practnr SRM	Lead Respiratory Care Practitioner	16H	\$54.64	\$55.47	\$57.11	\$58.75	\$60.36	\$62.00	\$63.64	\$65.27	\$66.26	\$67.24	\$68.18	\$69.18	\$70.47	\$71.78	\$72.88
	Lead Trauma Registrar	12T	\$41.01	\$41.62	\$42.84	\$44.08	\$45.30	\$46.50	\$47.73	\$48.97	\$49.71	\$50.44	\$51.18	\$51.90	\$52.89	\$53.85	\$54.68
LVN II SRM	LPN LVN	11H	\$37.20	\$37.78	\$38.88	\$39.96	\$41.08	\$42.23	\$43.32	\$44.45	\$45.08	\$45.76	\$46.41	\$47.09	\$47.97	\$48.88	\$49.61
New Job	Mammography Technologist	17H	\$58.98	\$59.86	\$61.64	\$63.40	\$65.14	\$66.93	\$68.69	\$70.42	\$71.48	\$72.51	\$73.61	\$74.67	\$76.07	\$77.47	\$78.65
Medical Assistant - SRM	Medical Assistant	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89
Tech-Surgical Svcs Equip SRM	Medical Equipment Maintenance Technician	9H	\$31.87	\$32.35	\$33.30	\$34.26	\$35.19	\$36.15	\$37.11	\$38.04	\$38.62	\$39.19	\$39.75	\$40.34	\$41.08	\$41.85	\$42.49
Coord-Transcription SRM	Medical Transcriptionist	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89
Transcriber II SRM	Medical Transcriptionist	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Tech-MRI SRM	MRI Technologist	17T	\$60.10	\$61.04	\$62.81	\$64.63	\$66.40	\$68.19	\$70.01	\$71.78	\$72.88	\$73.95	\$75.00	\$76.10	\$77.52	\$78.95	\$80.14
Tech-Nuclear Medicine SRM	Nuclear Medicine Technologist	18T	\$64.96	\$65.95	\$67.87	\$69.83	\$71.75	\$73.70	\$75.63	\$77.58	\$78.74	\$79.92	\$81.08	\$82.20	\$83.80	\$85.32	\$86.63
Tech-OB SRM	Obstetrics Technician	12	\$38.66	\$39.26	\$40.43	\$41.58	\$42.74	\$43.88	\$45.03	\$46.19	\$46.90	\$47.59	\$48.29	\$48.97	\$49.89	\$50.82	\$51.59
Pathology Lab Asst II SRM	Pathology Laboratory Assistant	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Admissions Rep SRM	Patient Admissions Coordinator	6	\$24.40	\$24.75	\$25.47	\$26.22	\$26.96	\$27.70	\$28.42	\$29.13	\$29.58	\$30.01	\$30.46	\$30.90	\$31.48	\$32.06	\$32.56
	Patient Care Coordinator	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Tech-PatientCare-SRM	Patient Care Technician	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Financial Counselor SRM	Patient Financial Counselor	7T	\$27.90	\$28.34	\$29.17	\$30.00	\$30.83	\$31.68	\$32.53	\$33.36	\$33.83	\$34.34	\$34.85	\$35.34	\$36.02	\$36.67	\$37.24
Tech-Patient Handler SRM	Patient Handling Technician	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Scheduler SRM	Patient Scheduler	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Secretary-Operating Rm SRM	Patient Service Representative	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Specialist-Patient Access SRM	Patient Services Specialist	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
PBX Operator SRM	PBX Operator	6	\$24.40	\$24.75	\$25.47	\$26.22	\$26.96	\$27.70	\$28.42	\$29.13	\$29.58	\$30.01	\$30.46	\$30.90	\$31.48	\$32.06	\$32.56
Buyer-Pharmacy SRM	Pharmacy Buyer	10T	\$35.11	\$35.67	\$36.70	\$37.75	\$38.80	\$39.85	\$40.92	\$41.95	\$42.59	\$43.22	\$43.84	\$44.47	\$45.31	\$46.15	\$46.84
Tech-Pharmacy II SRM	Pharmacy Technician	9T	\$32.49	\$32.98	\$33.92	\$34.92	\$35.87	\$36.87	\$37.82	\$38.79	\$39.36	\$39.94	\$40.51	\$41.11	\$41.85	\$42.67	\$43.32
Phlebotomist-CPT SRM	Phlebotomist	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
Phys Therapy Asst II SRM	Physical Therapy Assistant	12	\$38.66	\$39.26	\$40.43	\$41.58	\$42.74	\$43.88	\$45.03	\$46.19	\$46.90	\$47.59	\$48.29	\$48.97	\$49.89	\$50.82	\$51.59
Coord-RAC Documentation SRM	RAC Documentation Coordinator	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89
	Radiologist Assistant	19T	\$70.16	\$71.35	\$73.43	\$75.52	\$77.62	\$79.67	\$81.83	\$83.91	\$85.17	\$86.43	\$87.64	\$88.94	\$90.60	\$92.27	\$93.65
Tech-Radiology II SRM	Radiology Technologist	15T	\$51.59	\$52.36	\$53.89	\$55.43	\$56.97	\$58.51	\$60.05	\$61.61	\$62.51	\$63.45	\$64.38	\$65.30	\$66.53	\$67.74	\$68.78
Tech-Cardio Radiologic SRM	Radiology Technologist - Cardio Radiologic	17T	\$60.10	\$61.04	\$62.81	\$64.63	\$66.40	\$68.19	\$70.01	\$71.78	\$72.88	\$73.95	\$75.00	\$76.10	\$77.52	\$78.95	\$80.14
Tech-Rehab II SRM	Rehabilitation Technician	6	\$24.40	\$24.75	\$25.47	\$26.22	\$26.96	\$27.70	\$28.42	\$29.13	\$29.58	\$30.01	\$30.46	\$30.90	\$31.48	\$32.06	\$32.56

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Resp Care Practnr II SRM	Respiratory Care Practitioner	15H	\$50.59	\$51.37	\$52.88	\$54.39	\$55.90	\$57.41	\$58.95	\$60.43	\$61.34	\$62.27	\$63.17	\$64.08	\$65.29	\$66.47	\$67.48
Secretary SRM	Secretary	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
	Senior Central Supply Distribution Technician	7H	\$27.37	\$27.79	\$28.61	\$29.44	\$30.27	\$31.08	\$31.91	\$32.71	\$33.20	\$33.69	\$34.21	\$34.67	\$35.33	\$35.97	\$36.54
CNA/Care Partner III SRM	Senior Certified Nursing Assistant	8	\$28.42	\$28.88	\$29.70	\$30.53	\$31.40	\$32.27	\$33.11	\$33.95	\$34.45	\$34.97	\$35.49	\$35.96	\$36.65	\$37.33	\$37.89
	Senior Clinic Radiology Technologist	15H	\$50.59	\$51.37	\$52.88	\$54.39	\$55.90	\$57.41	\$58.95	\$60.43	\$61.34	\$62.27	\$63.17	\$64.08	\$65.29	\$66.47	\$67.48
Clerk-Health Info III SRM	Senior Health Information Management Representative	6T	\$25.87	\$26.26	\$27.03	\$27.79	\$28.58	\$29.35	\$30.11	\$30.89	\$31.35	\$31.84	\$32.29	\$32.74	\$33.37	\$33.99	\$34.50
Pathology Lab Asst III SRM	Senior Laboratory Assistant	10	\$33.13	\$33.64	\$34.62	\$35.61	\$36.60	\$37.60	\$38.59	\$39.59	\$40.18	\$40.77	\$41.36	\$41.94	\$42.75	\$43.52	\$44.18
Coord-Diet SRM	Senior Nutrition Attendant	7	\$26.32	\$26.72	\$27.53	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.92	\$32.39	\$32.90	\$33.36	\$33.98	\$34.60	\$35.12
Specialist-PatientAccessSr SRM	Senior Patient Services Specialist	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89
Tech-Med Reconciliation SRMH	Senior Pharmacy Technician	9T	\$32.49	\$32.98	\$33.92	\$34.92	\$35.87	\$36.87	\$37.82	\$38.79	\$39.36	\$39.94	\$40.51	\$41.11	\$41.85	\$42.67	\$43.32
Tech-Radiology III SRM	Senior Radiology Technologist	16H	\$54.64	\$55.47	\$57.11	\$58.75	\$60.36	\$62.00	\$63.64	\$65.27	\$66.26	\$67.24	\$68.18	\$69.18	\$70.47	\$71.78	\$72.88
Tech-Surgical III SRM	Senior Surgical Technician	13H	\$43.40	\$44.07	\$45.36	\$46.63	\$47.93	\$49.26	\$50.53	\$51.82	\$52.59	\$53.39	\$54.17	\$54.95	\$55.99	\$57.00	\$57.87
	Staffing Coordinator	8H	\$29.56	\$30.00	\$30.88	\$31.77	\$32.66	\$33.55	\$34.44	\$35.30	\$35.81	\$36.36	\$36.91	\$37.43	\$38.12	\$38.84	\$39.43
Tech-Sterile Processing II SRM	Sterile Processing Technician	9	\$30.64	\$31.10	\$32.00	\$32.94	\$33.84	\$34.76	\$35.69	\$36.59	\$37.14	\$37.71	\$38.25	\$38.80	\$39.51	\$40.27	\$40.89
	Surgical Technician Resident	4	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40	\$43.40
Tech-Telemetry SRM	Telemetry Technician	8T	\$30.11	\$30.60	\$31.48	\$32.36	\$33.29	\$34.20	\$35.09	\$35.97	\$36.50	\$37.07	\$37.60	\$38.15	\$38.88	\$39.57	\$40.17
Registrar-Trauma SRM	Trauma Registrar	12	\$38.66	\$39.26	\$40.43	\$41.58	\$42.74	\$43.88	\$45.03	\$46.19	\$46.90	\$47.59	\$48.29	\$48.97	\$49.89	\$50.82	\$51.59
Tech-Ultrasound SRM	Ultrasound Technologist	18T	\$64.96	\$65.95	\$67.87	\$69.83	\$71.75	\$73.70	\$75.63	\$77.58	\$78.74	\$79.92	\$81.08	\$82.20	\$83.80	\$85.32	\$86.63
Tech-Non-Invasive Cardio SRM	Vascular Technologist	14	\$45.06	\$45.74	\$47.08	\$48.43	\$49.78	\$51.10	\$52.47	\$53.80	\$54.63	\$55.43	\$56.22	\$57.06	\$58.12	\$59.20	\$60.10

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Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Administrative Asst SRM	Administrative Assistant	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
Admn Coord II SRM	Administrative Coordinator	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Admn Coord I SRM	Associate Administrative Coordinator	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Tech-Anesthesia I SRM	Associate Anesthesia Technician	12T	\$42.24	\$42.87	\$44.13	\$45.40	\$46.66	\$47.90	\$49.16	\$50.44	\$51.20	\$51.95	\$52.72	\$53.46	\$54.48	\$55.47	\$56.32
Coord-Business I SRM	Associate Business Coordinator	10	\$34.12	\$34.65	\$35.66	\$36.68	\$37.70	\$38.73	\$39.75	\$40.78	\$41.39	\$41.99	\$42.60	\$43.20	\$44.03	\$44.83	\$45.51
	Associate Clinic Radiology Technologist	13T	\$45.56	\$46.26	\$47.62	\$48.95	\$50.35	\$51.70	\$53.05	\$54.41	\$55.24	\$56.05	\$56.88	\$57.69	\$58.75	\$59.86	\$60.78
Analyst-Qual Ptnt Access SRM	Associate Clinical Data Analyst	11H	\$38.32	\$38.91	\$40.05	\$41.16	\$42.31	\$43.50	\$44.62	\$45.78	\$46.43	\$47.13	\$47.80	\$48.50	\$49.41	\$50.35	\$51.10
Env Svcs Rep SRM	Associate Environmental Services Technician	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Nutrition Svcs Aide I SRM	Associate Nutrition Attendant	5	\$23.69	\$24.05	\$24.77	\$25.47	\$26.18	\$26.87	\$27.56	\$28.28	\$28.72	\$29.14	\$29.59	\$30.00	\$30.54	\$31.14	\$31.60
Registrar-Patient Access SRM	Associate Patient Services Specialist	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Tech-Pharmacy I SRM	Associate Pharmacy Technician	8T	\$31.01	\$31.52	\$32.42	\$33.33	\$34.29	\$35.23	\$36.14	\$37.05	\$37.60	\$38.18	\$38.73	\$39.29	\$40.05	\$40.76	\$41.38
Tech-Radiology I SRM	Associate Radiology Technologist	15H	\$52.11	\$52.91	\$54.47	\$56.02	\$57.58	\$59.13	\$60.72	\$62.24	\$63.18	\$64.14	\$65.07	\$66.00	\$67.25	\$68.46	\$69.50
Tech-Rehab SRM	Associate Rehabilitation Technician	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Tech-Sterile Processing I SRM	Associate Sterile Processing Technician	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Tech-Surgical I SRM	Associate Surgical Technician	13H	\$44.70	\$45.39	\$46.72	\$48.03	\$49.37	\$50.74	\$52.05	\$53.37	\$54.17	\$54.99	\$55.80	\$56.60	\$57.67	\$58.71	\$59.61
Coord-Business II SRM	Business Coordinator	11	\$36.85	\$37.42	\$38.49	\$39.60	\$40.70	\$41.80	\$42.91	\$44.02	\$44.67	\$45.33	\$45.98	\$46.66	\$47.53	\$48.40	\$49.13
Tech-Cardiovascular SRM	Cardiovascular Technologist	14T	\$49.21	\$49.93	\$51.42	\$52.89	\$54.36	\$55.81	\$57.29	\$58.74	\$59.66	\$60.53	\$61.40	\$62.28	\$63.46	\$64.64	\$65.60

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
CNA/Care Partner II SRM	Certified Nursing Assistant	7H	\$28.19	\$28.62	\$29.47	\$30.32	\$31.18	\$32.01	\$32.87	\$33.69	\$34.20	\$34.70	\$35.24	\$35.71	\$36.39	\$37.05	\$37.64
Head Chef SRM	Chef	10	\$34.12	\$34.65	\$35.66	\$36.68	\$37.70	\$38.73	\$39.75	\$40.78	\$41.39	\$41.99	\$42.60	\$43.20	\$44.03	\$44.83	\$45.51
	Clinic Radiology Technologist	14T	\$49.21	\$49.93	\$51.42	\$52.89	\$54.36	\$55.81	\$57.29	\$58.74	\$59.66	\$60.53	\$61.40	\$62.28	\$63.46	\$64.64	\$65.60
	Clinical Radiology Coordinator	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Coord-Resource SRM	Community Resource Representative	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Cook / Caterer SRM	Cook	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Processor-CPT SRM	CPT Processor	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
Tech-Cytology SRM	Cytotechnologist	17T	\$61.90	\$62.87	\$64.69	\$66.57	\$68.39	\$70.24	\$72.11	\$73.93	\$75.07	\$76.17	\$77.25	\$78.38	\$79.85	\$81.32	\$82.54
Coord-Database SRM	Database Coordinator	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
Asst-Imaging II SRM	Diagnostic Imaging Clerk	7T	\$28.74	\$29.19	\$30.05	\$30.90	\$31.75	\$32.63	\$33.51	\$34.36	\$34.84	\$35.37	\$35.90	\$36.40	\$37.10	\$37.77	\$38.36
Asst-CT/Ultrasound SRM	Diagnostic Imaging Assistant - CT/Ultrasound	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Tech-Central Supply SRM	Distribution Technician	6T	\$26.65	\$27.05	\$27.84	\$28.62	\$29.44	\$30.23	\$31.01	\$31.82	\$32.29	\$32.80	\$33.26	\$33.72	\$34.37	\$35.01	\$35.54
Tech-Echo SRM	Echocardiograph Technologist	17T	\$61.90	\$62.87	\$64.69	\$66.57	\$68.39	\$70.24	\$72.11	\$73.93	\$75.07	\$76.17	\$77.25	\$78.38	\$79.85	\$81.32	\$82.54
Tech-EKG/EEG SRM	EKG Technician	11	\$36.85	\$37.42	\$38.49	\$39.60	\$40.70	\$41.80	\$42.91	\$44.02	\$44.67	\$45.33	\$45.98	\$46.66	\$47.53	\$48.40	\$49.13
Tech-Electrophysiology Lab SRM	Electrophysiology Technician	17T	\$61.90	\$62.87	\$64.69	\$66.57	\$68.39	\$70.24	\$72.11	\$73.93	\$75.07	\$76.17	\$77.25	\$78.38	\$79.85	\$81.32	\$82.54
Tech-Emergency Dept SRM	Emergency Department Technician	10	\$34.12	\$34.65	\$35.66	\$36.68	\$37.70	\$38.73	\$39.75	\$40.78	\$41.39	\$41.99	\$42.60	\$43.20	\$44.03	\$44.83	\$45.51
Tech-Endoscopy SRM	Endoscopic Technician	8T	\$31.01	\$31.52	\$32.42	\$33.33	\$34.29	\$35.23	\$36.14	\$37.05	\$37.60	\$38.18	\$38.73	\$39.29	\$40.05	\$40.76	\$41.38
Nutrition Svcs Aide II SRM	Food Service Attendant	6	\$25.13	\$25.49	\$26.23	\$27.01	\$27.77	\$28.53	\$29.27	\$30.00	\$30.47	\$30.91	\$31.37	\$31.83	\$32.42	\$33.02	\$33.54
Clerk-Health Info II SRM	Health Information Management Representative	5T	\$25.10	\$25.50	\$26.24	\$27.00	\$27.75	\$28.48	\$29.21	\$29.97	\$30.45	\$30.86	\$31.34	\$31.81	\$32.38	\$32.99	\$33.50
UnitSecryII/Care Partnr III SRM	Health Unit Coordinator	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Tech-Histology SRM	Histotechnologist	12T	\$42.24	\$42.87	\$44.13	\$45.40	\$46.66	\$47.90	\$49.16	\$50.44	\$51.20	\$51.95	\$52.72	\$53.46	\$54.48	\$55.47	\$56.32
InventoryDatabase Controller SRM	Inventory Control Specialist	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Asst-Histology SRM	Laboratory Assistant	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Rehab Coord II SRM	Lead Administrative Coordinator	10	\$34.12	\$34.65	\$35.66	\$36.68	\$37.70	\$38.73	\$39.75	\$40.78	\$41.39	\$41.99	\$42.60	\$43.20	\$44.03	\$44.83	\$45.51
Lead-Cook SRM	Lead Cook	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Lead-Environmental Svcs Rep SRM	Lead Environmental Services Technician	7H	\$28.19	\$28.62	\$29.47	\$30.32	\$31.18	\$32.01	\$32.87	\$33.69	\$34.20	\$34.70	\$35.24	\$35.71	\$36.39	\$37.05	\$37.64
Lead-Nutrition Svcs Aide SRM	Lead Food Service Attendant	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Lead-HIM Operations - SRM	Lead Health Information Management Representative	7T	\$28.74	\$29.19	\$30.05	\$30.90	\$31.75	\$32.63	\$33.51	\$34.36	\$34.84	\$35.37	\$35.90	\$36.40	\$37.10	\$37.77	\$38.36
	Lead Medical Assistant	10	\$34.12	\$34.65	\$35.66	\$36.68	\$37.70	\$38.73	\$39.75	\$40.78	\$41.39	\$41.99	\$42.60	\$43.20	\$44.03	\$44.83	\$45.51
	Lead Nuclear Medicine Technologist	19T	\$72.26	\$73.49	\$75.63	\$77.79	\$79.95	\$82.06	\$84.28	\$86.43	\$87.73	\$89.02	\$90.27	\$91.61	\$93.32	\$95.04	\$96.46
	Lead Patient Scheduler	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
	Lead Radiology Technologist - CT/MRI	18T	\$66.91	\$67.93	\$69.91	\$71.92	\$73.90	\$75.91	\$77.90	\$79.91	\$81.10	\$82.32	\$83.51	\$84.67	\$86.31	\$87.88	\$89.23
Lead Radiologic Technologist II - Non-Floating	Lead Radiology Technologist - Outpatient SRM	15T	\$53.14	\$53.93	\$55.51	\$57.09	\$58.68	\$60.27	\$61.85	\$63.46	\$64.39	\$65.35	\$66.31	\$67.26	\$68.53	\$69.77	\$70.84
Lead-Resp Care Practnr SRM	Lead Respiratory Care Practitioner	16H	\$56.28	\$57.13	\$58.82	\$60.51	\$62.17	\$63.86	\$65.55	\$67.23	\$68.25	\$69.26	\$70.23	\$71.26	\$72.58	\$73.93	\$75.07
	Lead Trauma Registrar	12T	\$42.24	\$42.87	\$44.13	\$45.40	\$46.66	\$47.90	\$49.16	\$50.44	\$51.20	\$51.95	\$52.72	\$53.46	\$54.48	\$55.47	\$56.32
LVN II SRM	LPN LVN	11H	\$38.32	\$38.91	\$40.05	\$41.16	\$42.31	\$43.50	\$44.62	\$45.78	\$46.43	\$47.13	\$47.80	\$48.50	\$49.41	\$50.35	\$51.10
Medical Assistant - SRM	Medical Assistant	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
Tech-Surgical Svcs Equip SRM	Medical Equipment Maintenance Technician	9H	\$32.83	\$33.32	\$34.30	\$35.29	\$36.25	\$37.23	\$38.22	\$39.18	\$39.78	\$40.37	\$40.94	\$41.55	\$42.31	\$43.11	\$43.76
Coord-Transcription SRM	Medical Transcriptionist	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
Transcriber II SRM	Medical Transcriptionist	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
Tech-MRI SRM	MRI Technologist	17T	\$61.90	\$62.87	\$64.69	\$66.57	\$68.39	\$70.24	\$72.11	\$73.93	\$75.07	\$76.17	\$77.25	\$78.38	\$79.85	\$81.32	\$82.54
Tech-Nuclear Medicine SRM	Nuclear Medicine Technologist	18T	\$66.91	\$67.93	\$69.91	\$71.92	\$73.90	\$75.91	\$77.90	\$79.91	\$81.10	\$82.32	\$83.51	\$84.67	\$86.31	\$87.88	\$89.23

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Tech-OB SRM	Obstetrics Technician	12	\$39.82	\$40.44	\$41.64	\$42.83	\$44.02	\$45.20	\$46.38	\$47.58	\$48.31	\$49.02	\$49.74	\$50.44	\$51.39	\$52.34	\$53.14
Pathology Lab Asst II SRM	Pathology Laboratory Assistant	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Admissions Rep SRM	Patient Admissions Coordinator	6	\$25.13	\$25.49	\$26.23	\$27.01	\$27.77	\$28.53	\$29.27	\$30.00	\$30.47	\$30.91	\$31.37	\$31.83	\$32.42	\$33.02	\$33.54
	Patient Care Coordinator	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Tech-PatientCare-SRM	Patient Care Technician	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Financial Counselor SRM	Patient Financial Counselor	7T	\$28.74	\$29.19	\$30.05	\$30.90	\$31.75	\$32.63	\$33.51	\$34.36	\$34.84	\$35.37	\$35.90	\$36.40	\$37.10	\$37.77	\$38.36
Tech-Patient Handler SRM	Patient Handling Technician	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Scheduler SRM	Patient Scheduler	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Secretary-Operating Rm SRM	Patient Service Representative	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Specialist-Patient Access SRM	Patient Services Specialist	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
PBX Operator SRM	PBX Operator	6	\$25.13	\$25.49	\$26.23	\$27.01	\$27.77	\$28.53	\$29.27	\$30.00	\$30.47	\$30.91	\$31.37	\$31.83	\$32.42	\$33.02	\$33.54
Buyer-Pharmacy SRM	Pharmacy Buyer	10T	\$36.16	\$36.74	\$37.80	\$38.88	\$39.96	\$41.05	\$42.15	\$43.21	\$43.87	\$44.52	\$45.16	\$45.80	\$46.67	\$47.53	\$48.25
Tech-Pharmacy II SRM	Pharmacy Technician	9T	\$33.46	\$33.97	\$34.94	\$35.97	\$36.95	\$37.98	\$38.95	\$39.95	\$40.54	\$41.14	\$41.73	\$42.34	\$43.11	\$43.95	\$44.62
Phlebotomist-CPT SRM	Phlebotomist	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
Phys Therapy Asst II SRM	Physical Therapy Assistant	12	\$39.82	\$40.44	\$41.64	\$42.83	\$44.02	\$45.20	\$46.38	\$47.58	\$48.31	\$49.02	\$49.74	\$50.44	\$51.39	\$52.34	\$53.14
Coord-RAC Documentation SRM	RAC Documentation Coordinator	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
	Radiologist Assistant	19T	\$72.26	\$73.49	\$75.63	\$77.79	\$79.95	\$82.06	\$84.28	\$86.43	\$87.73	\$89.02	\$90.27	\$91.61	\$93.32	\$95.04	\$96.46
Tech-Radiology II SRM	Radiology Technologist	15T	\$53.14	\$53.93	\$55.51	\$57.09	\$58.68	\$60.27	\$61.85	\$63.46	\$64.39	\$65.35	\$66.31	\$67.26	\$68.53	\$69.77	\$70.84
Tech-Cardio Radiologic SRM	Radiology Technologist - Cardio Radiologic	17T	\$61.90	\$62.87	\$64.69	\$66.57	\$68.39	\$70.24	\$72.11	\$73.93	\$75.07	\$76.17	\$77.25	\$78.38	\$79.85	\$81.32	\$82.54
Tech-Rehab II SRM	Rehabilitation Technician	6	\$25.13	\$25.49	\$26.23	\$27.01	\$27.77	\$28.53	\$29.27	\$30.00	\$30.47	\$30.91	\$31.37	\$31.83	\$32.42	\$33.02	\$33.54
Resp Care Practnr II SRM	Respiratory Care Practitioner	15H	\$52.11	\$52.91	\$54.47	\$56.02	\$57.58	\$59.13	\$60.72	\$62.24	\$63.18	\$64.14	\$65.07	\$66.00	\$67.25	\$68.46	\$69.50
Secretary SRM	Secretary	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
	Senior Central Supply Distribution Technician	7H	\$28.19	\$28.62	\$29.47	\$30.32	\$31.18	\$32.01	\$32.87	\$33.69	\$34.20	\$34.70	\$35.24	\$35.71	\$36.39	\$37.05	\$37.64

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
CNA/Care Partner III SRM	Senior Certified Nursing Assistant	8	\$29.27	\$29.75	\$30.59	\$31.45	\$32.34	\$33.24	\$34.10	\$34.97	\$35.48	\$36.02	\$36.55	\$37.04	\$37.75	\$38.45	\$39.03
	Senior Clinic Radiology Technologist	15H	\$52.11	\$52.91	\$54.47	\$56.02	\$57.58	\$59.13	\$60.72	\$62.24	\$63.18	\$64.14	\$65.07	\$66.00	\$67.25	\$68.46	\$69.50
Clerk-Health Info III SRM	Senior Health Information Management Representative	6T	\$26.65	\$27.05	\$27.84	\$28.62	\$29.44	\$30.23	\$31.01	\$31.82	\$32.29	\$32.80	\$33.26	\$33.72	\$34.37	\$35.01	\$35.54
Pathology Lab Asst III SRM	Senior Laboratory Assistant	10	\$34.12	\$34.65	\$35.66	\$36.68	\$37.70	\$38.73	\$39.75	\$40.78	\$41.39	\$41.99	\$42.60	\$43.20	\$44.03	\$44.83	\$45.51
Coord-Diet SRM	Senior Nutrition Attendant	7	\$27.11	\$27.52	\$28.36	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.88	\$33.36	\$33.89	\$34.36	\$35.00	\$35.64	\$36.17
Specialist-PatientAccessSr SRM	Senior Patient Services Specialist	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
Tech-Med Reconciliation SRMH	Senior Pharmacy Technician	9T	\$33.46	\$33.97	\$34.94	\$35.97	\$36.95	\$37.98	\$38.95	\$39.95	\$40.54	\$41.14	\$41.73	\$42.34	\$43.11	\$43.95	\$44.62
Tech-Radiology III SRM	Senior Radiology Technologist	16H	\$56.28	\$57.13	\$58.82	\$60.51	\$62.17	\$63.86	\$65.55	\$67.23	\$68.25	\$69.26	\$70.23	\$71.26	\$72.58	\$73.93	\$75.07
Tech-Surgical III SRM	Senior Surgical Technician	13H	\$44.70	\$45.39	\$46.72	\$48.03	\$49.37	\$50.74	\$52.05	\$53.37	\$54.17	\$54.99	\$55.80	\$56.60	\$57.67	\$58.71	\$59.61
	Staffing Coordinator	8H	\$30.45	\$30.90	\$31.81	\$32.72	\$33.64	\$34.56	\$35.47	\$36.36	\$36.88	\$37.45	\$38.02	\$38.55	\$39.26	\$40.01	\$40.61
Tech-Sterile Processing II SRM	Sterile Processing Technician	9	\$31.56	\$32.03	\$32.96	\$33.93	\$34.86	\$35.80	\$36.76	\$37.69	\$38.25	\$38.84	\$39.40	\$39.96	\$40.70	\$41.48	\$42.12
	Surgical Technician Resident	4	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70	\$44.70
Tech-Telemetry SRM	Telemetry Technician	8T	\$31.01	\$31.52	\$32.42	\$33.33	\$34.29	\$35.23	\$36.14	\$37.05	\$37.60	\$38.18	\$38.73	\$39.29	\$40.05	\$40.76	\$41.38
Registrar-Trauma SRM	Trauma Registrar	12	\$39.82	\$40.44	\$41.64	\$42.83	\$44.02	\$45.20	\$46.38	\$47.58	\$48.31	\$49.02	\$49.74	\$50.44	\$51.39	\$52.34	\$53.14
Tech-Ultrasound SRM	Ultrasound Technologist	18T	\$66.91	\$67.93	\$69.91	\$71.92	\$73.90	\$75.91	\$77.90	\$79.91	\$81.10	\$82.32	\$83.51	\$84.67	\$86.31	\$87.88	\$89.23
Tech-Non-Invasive Cardio SRM	Vascular Technologist	14	\$46.41	\$47.11	\$48.49	\$49.88	\$51.27	\$52.63	\$54.04	\$55.41	\$56.27	\$57.09	\$57.91	\$58.77	\$59.86	\$60.98	\$61.90

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Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Administrative Asst SRM	Administrative Assistant	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
Admn Coord II SRM	Administrative Coordinator	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Admn Coord I SRM	Associate Administrative Coordinator	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Tech-Anesthesia I SRM	Associate Anesthesia Technician	12T	\$43.51	\$44.16	\$45.45	\$46.76	\$48.06	\$49.34	\$50.63	\$51.95	\$52.74	\$53.51	\$54.30	\$55.06	\$56.11	\$57.13	\$58.01
Coord-Business I SRM	Associate Business Coordinator	10	\$35.14	\$35.69	\$36.73	\$37.78	\$38.83	\$39.89	\$40.94	\$42.00	\$42.63	\$43.25	\$43.88	\$44.50	\$45.35	\$46.17	\$46.88
	Associate Clinic Radiology Technologist	13T	\$46.93	\$47.65	\$49.05	\$50.42	\$51.86	\$53.25	\$54.64	\$56.04	\$56.90	\$57.73	\$58.59	\$59.42	\$60.51	\$61.66	\$62.60
Analyst-Qual Ptnt Access SRM	Associate Clinical Data Analyst	11H	\$39.47	\$40.08	\$41.25	\$42.39	\$43.58	\$44.81	\$45.96	\$47.15	\$47.82	\$48.54	\$49.23	\$49.96	\$50.89	\$51.86	\$52.63
Env Svcs Rep SRM	Associate Environmental Services Technician	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Nutrition Svcs Aide I SRM	Associate Nutrition Attendant	5	\$24.40	\$24.77	\$25.51	\$26.23	\$26.97	\$27.68	\$28.39	\$29.13	\$29.58	\$30.01	\$30.48	\$30.90	\$31.46	\$32.07	\$32.55
Registrar-Patient Access SRM	Associate Patient Services Specialist	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Tech-Pharmacy I SRM	Associate Pharmacy Technician	8T	\$31.94	\$32.47	\$33.39	\$34.33	\$35.32	\$36.29	\$37.22	\$38.16	\$38.73	\$39.33	\$39.89	\$40.47	\$41.25	\$41.98	\$42.62
Tech-Radiology I SRM	Associate Radiology Technologist	15H	\$53.67	\$54.50	\$56.10	\$57.70	\$59.31	\$60.90	\$62.54	\$64.11	\$65.08	\$66.06	\$67.02	\$67.98	\$69.27	\$70.51	\$71.59
Tech-Rehab SRM	Associate Rehabilitation Technician	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Tech-Sterile Processing I SRM	Associate Sterile Processing Technician	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Tech-Surgical I SRM	Associate Surgical Technician	13H	\$46.04	\$46.75	\$48.12	\$49.47	\$50.85	\$52.26	\$53.61	\$54.97	\$55.80	\$56.64	\$57.47	\$58.30	\$59.40	\$60.47	\$61.40
Coord-Business II SRM	Business Coordinator	11	\$37.96	\$38.54	\$39.64	\$40.79	\$41.92	\$43.05	\$44.20	\$45.34	\$46.01	\$46.69	\$47.36	\$48.06	\$48.96	\$49.85	\$50.60
Tech-Cardiovascular SRM	Cardiovascular Technologist	14T	\$50.69	\$51.43	\$52.96	\$54.48	\$55.99	\$57.48	\$59.01	\$60.50	\$61.45	\$62.35	\$63.24	\$64.15	\$65.36	\$66.58	\$67.57
CNA/Care Partner II SRM	Certified Nursing Assistant	7H	\$29.04	\$29.48	\$30.35	\$31.23	\$32.12	\$32.97	\$33.86	\$34.70	\$35.23	\$35.74	\$36.30	\$36.78	\$37.48	\$38.16	\$38.77
Head Chef SRM	Chef	10	\$35.14	\$35.69	\$36.73	\$37.78	\$38.83	\$39.89	\$40.94	\$42.00	\$42.63	\$43.25	\$43.88	\$44.50	\$45.35	\$46.17	\$46.88
	Clinic Radiology Technologist	14T	\$50.69	\$51.43	\$52.96	\$54.48	\$55.99	\$57.48	\$59.01	\$60.50	\$61.45	\$62.35	\$63.24	\$64.15	\$65.36	\$66.58	\$67.57

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
	Clinical Radiology Coordinator	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Coord-Resource SRM	Community Resource Representative	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Cook / Caterer SRM	Cook	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Processor-CPT SRM	CPT Processor	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
Tech-Cytology SRM	Cytotechnologist	17T	\$63.76	\$64.76	\$66.63	\$68.57	\$70.44	\$72.35	\$74.27	\$76.15	\$77.32	\$78.46	\$79.57	\$80.73	\$82.25	\$83.76	\$85.02
Coord-Database SRM	Database Coordinator	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
Asst-Imaging II SRM	Diagnostic Imaging Clerk	7T	\$29.60	\$30.07	\$30.95	\$31.83	\$32.70	\$33.61	\$34.52	\$35.39	\$35.89	\$36.43	\$36.98	\$37.49	\$38.21	\$38.90	\$39.51
Asst-CT/Ultrasound SRM	Diagnostic Imaging Assistant - CT/Ultrasound	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Tech-Central Supply SRM	Distribution Technician	6T	\$27.45	\$27.86	\$28.68	\$29.48	\$30.32	\$31.14	\$31.94	\$32.77	\$33.26	\$33.78	\$34.26	\$34.73	\$35.40	\$36.06	\$36.61
Tech-Echo SRM	Echocardiograph Technologist	17T	\$63.76	\$64.76	\$66.63	\$68.57	\$70.44	\$72.35	\$74.27	\$76.15	\$77.32	\$78.46	\$79.57	\$80.73	\$82.25	\$83.76	\$85.02
Tech-EKG/EEG SRM	EKG Technician	11	\$37.96	\$38.54	\$39.64	\$40.79	\$41.92	\$43.05	\$44.20	\$45.34	\$46.01	\$46.69	\$47.36	\$48.06	\$48.96	\$49.85	\$50.60
Tech-Electrophysiology Lab SRM	Electrophysiology Technician	17T	\$63.76	\$64.76	\$66.63	\$68.57	\$70.44	\$72.35	\$74.27	\$76.15	\$77.32	\$78.46	\$79.57	\$80.73	\$82.25	\$83.76	\$85.02
Tech-Emergency Dept SRM	Emergency Department Technician	10	\$35.14	\$35.69	\$36.73	\$37.78	\$38.83	\$39.89	\$40.94	\$42.00	\$42.63	\$43.25	\$43.88	\$44.50	\$45.35	\$46.17	\$46.88
Tech-Endoscopy SRM	Endoscopic Technician	8T	\$31.94	\$32.47	\$33.39	\$34.33	\$35.32	\$36.29	\$37.22	\$38.16	\$38.73	\$39.33	\$39.89	\$40.47	\$41.25	\$41.98	\$42.62
Nutrition Svcs Aide II SRM	Food Service Attendant	6	\$25.88	\$26.25	\$27.02	\$27.82	\$28.60	\$29.39	\$30.15	\$30.90	\$31.38	\$31.84	\$32.31	\$32.78	\$33.39	\$34.01	\$34.55
Clerk-Health Info II SRM	Health Information Management Representative	5T	\$25.85	\$26.27	\$27.03	\$27.81	\$28.58	\$29.33	\$30.09	\$30.87	\$31.36	\$31.79	\$32.28	\$32.76	\$33.35	\$33.98	\$34.51
UnitSecryII/CarePartnrIII SRM	Health Unit Coordinator	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Tech-Histology SRM	Histotechnologist	12T	\$43.51	\$44.16	\$45.45	\$46.76	\$48.06	\$49.34	\$50.63	\$51.95	\$52.74	\$53.51	\$54.30	\$55.06	\$56.11	\$57.13	\$58.01
InventoryDatabase Controller SRM	Inventory Control Specialist	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Asst-Histology SRM	Laboratory Assistant	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Rehab Coord II SRM	Lead Administrative Coordinator	10	\$35.14	\$35.69	\$36.73	\$37.78	\$38.83	\$39.89	\$40.94	\$42.00	\$42.63	\$43.25	\$43.88	\$44.50	\$45.35	\$46.17	\$46.88
Lead-Cook SRM	Lead Cook	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Lead-EnvironmentalSvcsRep SRM	Lead Environmental Services Technician	7H	\$29.04	\$29.48	\$30.35	\$31.23	\$32.12	\$32.97	\$33.86	\$34.70	\$35.23	\$35.74	\$36.30	\$36.78	\$37.48	\$38.16	\$38.77
Lead-Nutrition Svcs Aide SRM	Lead Food Service Attendant	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Lead-HIM Operations - SRM	Lead Health Information	7T	\$29.60	\$30.07	\$30.95	\$31.83	\$32.70	\$33.61	\$34.52	\$35.39	\$35.89	\$36.43	\$36.98	\$37.49	\$38.21	\$38.90	\$39.51

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
	Management Representative																
	Lead Medical Assistant	10	\$35.14	\$35.69	\$36.73	\$37.78	\$38.83	\$39.89	\$40.94	\$42.00	\$42.63	\$43.25	\$43.88	\$44.50	\$45.35	\$46.17	\$46.88
	Lead Nuclear Medicine Technologist	19T	\$74.43	\$75.69	\$77.90	\$80.12	\$82.35	\$84.52	\$86.81	\$89.02	\$90.36	\$91.69	\$92.98	\$94.36	\$96.12	\$97.89	\$99.35
	Lead Patient Scheduler	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
	Lead Radiology Technologist - CT/MRI	18T	\$68.92	\$69.97	\$72.01	\$74.08	\$76.12	\$78.19	\$80.24	\$82.31	\$83.53	\$84.79	\$86.02	\$87.21	\$88.90	\$90.52	\$91.91
Lead Radiologic Technologist II - Non-Floating	Lead Radiology Technologist - Outpatient SRM	15T	\$54.73	\$55.55	\$57.18	\$58.80	\$60.44	\$62.08	\$63.71	\$65.36	\$66.32	\$67.31	\$68.30	\$69.28	\$70.59	\$71.86	\$72.97
Lead-Resp Care Practnr SRM	Lead Respiratory Care Practitioner	16H	\$57.97	\$58.84	\$60.58	\$62.33	\$64.04	\$65.78	\$67.52	\$69.25	\$70.30	\$71.34	\$72.34	\$73.40	\$74.76	\$76.15	\$77.32
	Lead Trauma Registrar	12T	\$43.51	\$44.16	\$45.45	\$46.76	\$48.06	\$49.34	\$50.63	\$51.95	\$52.74	\$53.51	\$54.30	\$55.06	\$56.11	\$57.13	\$58.01
LVN II SRM	LPN LVN	11H	\$39.47	\$40.08	\$41.25	\$42.39	\$43.58	\$44.81	\$45.96	\$47.15	\$47.82	\$48.54	\$49.23	\$49.96	\$50.89	\$51.86	\$52.63
Medical Assistant - SRM	Medical Assistant	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
Tech-Surgical Svcs Equip SRM	Medical Equipment Maintenance Technician	9H	\$33.81	\$34.32	\$35.33	\$36.35	\$37.34	\$38.35	\$39.37	\$40.36	\$40.97	\$41.58	\$42.17	\$42.80	\$43.58	\$44.40	\$45.07
Coord-Transcription SRM	Medical Transcriptionist	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
Transcriber II SRM	Medical Transcriptionist	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
Tech-MRI SRM	MRI Technologist	17T	\$63.76	\$64.76	\$66.63	\$68.57	\$70.44	\$72.35	\$74.27	\$76.15	\$77.32	\$78.46	\$79.57	\$80.73	\$82.25	\$83.76	\$85.02
Tech-Nuclear Medicine SRM	Nuclear Medicine Technologist	18T	\$68.92	\$69.97	\$72.01	\$74.08	\$76.12	\$78.19	\$80.24	\$82.31	\$83.53	\$84.79	\$86.02	\$87.21	\$88.90	\$90.52	\$91.91
Tech-OB SRM	Obstetrics Technician	12	\$41.01	\$41.65	\$42.89	\$44.11	\$45.34	\$46.56	\$47.77	\$49.01	\$49.76	\$50.49	\$51.23	\$51.95	\$52.93	\$53.91	\$54.73
Pathology Lab Asst II SRM	Pathology Laboratory Assistant	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Admissions Rep SRM	Patient Admissions Coordinator	6	\$25.88	\$26.25	\$27.02	\$27.82	\$28.60	\$29.39	\$30.15	\$30.90	\$31.38	\$31.84	\$32.31	\$32.78	\$33.39	\$34.01	\$34.55
	Patient Care Coordinator	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Tech-PatientCare-SRM	Patient Care Technician	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Financial Counselor SRM	Patient Financial Counselor	7T	\$29.60	\$30.07	\$30.95	\$31.83	\$32.70	\$33.61	\$34.52	\$35.39	\$35.89	\$36.43	\$36.98	\$37.49	\$38.21	\$38.90	\$39.51
Tech-Patient Handler SRM	Patient Handling Technician	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Scheduler SRM	Patient Scheduler	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Secretary-Operating Rm SRM	Patient Service Representative	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Specialist-Patient Access SRM	Patient Services Specialist	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
PBX Operator SRM	PBX Operator	6	\$25.88	\$26.25	\$27.02	\$27.82	\$28.60	\$29.39	\$30.15	\$30.90	\$31.38	\$31.84	\$32.31	\$32.78	\$33.39	\$34.01	\$34.55
Buyer-Pharmacy SRM	Pharmacy Buyer	10T	\$37.24	\$37.84	\$38.93	\$40.05	\$41.16	\$42.28	\$43.41	\$44.51	\$45.19	\$45.86	\$46.51	\$47.17	\$48.07	\$48.96	\$49.70
Tech-Pharmacy II SRM	Pharmacy Technician	9T	\$34.46	\$34.99	\$35.99	\$37.05	\$38.06	\$39.12	\$40.12	\$41.15	\$41.76	\$42.37	\$42.98	\$43.61	\$44.40	\$45.27	\$45.96
Phlebotomist-CPT SRM	Phlebotomist	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
Phys Therapy Asst II SRM	Physical Therapy Assistant	12	\$41.01	\$41.65	\$42.89	\$44.11	\$45.34	\$46.56	\$47.77	\$49.01	\$49.76	\$50.49	\$51.23	\$51.95	\$52.93	\$53.91	\$54.73
Coord-RAC Documentation SRM	RAC Documentation Coordinator	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
	Radiologist Assistant	19T	\$74.43	\$75.69	\$77.90	\$80.12	\$82.35	\$84.52	\$86.81	\$89.02	\$90.36	\$91.69	\$92.98	\$94.36	\$96.12	\$97.89	\$99.35
Tech-Radiology II SRM	Radiology Technologist	15T	\$54.73	\$55.55	\$57.18	\$58.80	\$60.44	\$62.08	\$63.71	\$65.36	\$66.32	\$67.31	\$68.30	\$69.28	\$70.59	\$71.86	\$72.97
Tech-Cardio Radiologic SRM	Radiology Technologist - Cardio Radiologic	17T	\$63.76	\$64.76	\$66.63	\$68.57	\$70.44	\$72.35	\$74.27	\$76.15	\$77.32	\$78.46	\$79.57	\$80.73	\$82.25	\$83.76	\$85.02
Tech-Rehab II SRM	Rehabilitation Technician	6	\$25.88	\$26.25	\$27.02	\$27.82	\$28.60	\$29.39	\$30.15	\$30.90	\$31.38	\$31.84	\$32.31	\$32.78	\$33.39	\$34.01	\$34.55
Resp Care Practnr II SRM	Respiratory Care Practitioner	15H	\$53.67	\$54.50	\$56.10	\$57.70	\$59.31	\$60.90	\$62.54	\$64.11	\$65.08	\$66.06	\$67.02	\$67.98	\$69.27	\$70.51	\$71.59
Secretary SRM	Secretary	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
	Senior Central Supply Distribution Technician	7H	\$29.04	\$29.48	\$30.35	\$31.23	\$32.12	\$32.97	\$33.86	\$34.70	\$35.23	\$35.74	\$36.30	\$36.78	\$37.48	\$38.16	\$38.77
CNA/Care Partner III SRM	Senior Certified Nursing Assistant	8	\$30.15	\$30.64	\$31.51	\$32.39	\$33.31	\$34.24	\$35.12	\$36.02	\$36.54	\$37.10	\$37.65	\$38.15	\$38.88	\$39.60	\$40.20
	Senior Clinic Radiology Technologist	15H	\$53.67	\$54.50	\$56.10	\$57.70	\$59.31	\$60.90	\$62.54	\$64.11	\$65.08	\$66.06	\$67.02	\$67.98	\$69.27	\$70.51	\$71.59
Clerk-Health Info III SRM	Senior Health Information Management Representative	6T	\$27.45	\$27.86	\$28.68	\$29.48	\$30.32	\$31.14	\$31.94	\$32.77	\$33.26	\$33.78	\$34.26	\$34.73	\$35.40	\$36.06	\$36.61
Pathology Lab Asst III SRM	Senior Laboratory Assistant	10	\$35.14	\$35.69	\$36.73	\$37.78	\$38.83	\$39.89	\$40.94	\$42.00	\$42.63	\$43.25	\$43.88	\$44.50	\$45.35	\$46.17	\$46.88
Coord-Diet SRM	Senior Nutrition Attendant	7	\$27.92	\$28.35	\$29.21	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.87	\$34.36	\$34.91	\$35.39	\$36.05	\$36.71	\$37.26
Specialist-PatientAccessSr SRM	Senior Patient Services Specialist	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
Tech-Med Reconciliation SRMH	Senior Pharmacy Technician	9T	\$34.46	\$34.99	\$35.99	\$37.05	\$38.06	\$39.12	\$40.12	\$41.15	\$41.76	\$42.37	\$42.98	\$43.61	\$44.40	\$45.27	\$45.96
Tech-Radiology III SRM	Senior Radiology Technologist	16H	\$57.97	\$58.84	\$60.58	\$62.33	\$64.04	\$65.78	\$67.52	\$69.25	\$70.30	\$71.34	\$72.34	\$73.40	\$74.76	\$76.15	\$77.32
Tech-Surgical III SRM	Senior Surgical Technician	13H	\$46.04	\$46.75	\$48.12	\$49.47	\$50.85	\$52.26	\$53.61	\$54.97	\$55.80	\$56.64	\$57.47	\$58.30	\$59.40	\$60.47	\$61.40
	Staffing Coordinator	8H	\$31.36	\$31.83	\$32.76	\$33.70	\$34.65	\$35.60	\$36.53	\$37.45	\$37.99	\$38.57	\$39.16	\$39.71	\$40.44	\$41.21	\$41.83

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Tech-Sterile Processing II SRM	Sterile Processing Technician	9	\$32.51	\$32.99	\$33.95	\$34.95	\$35.91	\$36.87	\$37.86	\$38.82	\$39.40	\$40.01	\$40.58	\$41.16	\$41.92	\$42.72	\$43.38
	Surgical Technician Resident	4	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04	\$46.04
Tech-Telemetry SRM	Telemetry Technician	8T	\$31.94	\$32.47	\$33.39	\$34.33	\$35.32	\$36.29	\$37.22	\$38.16	\$38.73	\$39.33	\$39.89	\$40.47	\$41.25	\$41.98	\$42.62
Registrar-Trauma SRM	Trauma Registrar	12	\$41.01	\$41.65	\$42.89	\$44.11	\$45.34	\$46.56	\$47.77	\$49.01	\$49.76	\$50.49	\$51.23	\$51.95	\$52.93	\$53.91	\$54.73
Tech-Ultrasound SRM	Ultrasound Technologist	18T	\$68.92	\$69.97	\$72.01	\$74.08	\$76.12	\$78.19	\$80.24	\$82.31	\$83.53	\$84.79	\$86.02	\$87.21	\$88.90	\$90.52	\$91.91
Tech-Non-Invasive Cardio SRM	Vascular Technologist	14	\$47.80	\$48.52	\$49.94	\$51.38	\$52.81	\$54.21	\$55.66	\$57.07	\$57.96	\$58.80	\$59.65	\$60.53	\$61.66	\$62.81	\$63.76

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Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Administrative Asst SRM	Administrative Assistant	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
Admn Coord II SRM	Administrative Coordinator	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Admn Coord I SRM	Associate Administrative Coordinator	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Tech-Anesthesia I SRM	Associate Anesthesia Technician	12T	\$44.82	\$45.48	\$46.81	\$48.16	\$49.50	\$50.82	\$52.15	\$53.51	\$54.32	\$55.12	\$55.93	\$56.71	\$57.79	\$58.84	\$59.75
Coord-Business I SRM	Associate Business Coordinator	10	\$36.19	\$36.76	\$37.83	\$38.91	\$39.99	\$41.09	\$42.17	\$43.26	\$43.91	\$44.55	\$45.20	\$45.84	\$46.71	\$47.56	\$48.29
	Associate Clinic Radiology Technologist	13T	\$48.34	\$49.08	\$50.52	\$51.93	\$53.42	\$54.85	\$56.28	\$57.72	\$58.61	\$59.46	\$60.35	\$61.20	\$62.33	\$63.51	\$64.48
Analyst-Qual Ptnt Access SRM	Associate Clinical Data Analyst	11H	\$40.65	\$41.28	\$42.49	\$43.66	\$44.89	\$46.15	\$47.34	\$48.56	\$49.25	\$50.00	\$50.71	\$51.46	\$52.42	\$53.42	\$54.21
Env Svcs Rep SRM	Associate Environmental Services Technician	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Nutrition Svcs Aide I SRM	Associate Nutrition Attendant	5	\$25.13	\$25.51	\$26.28	\$27.02	\$27.78	\$28.51	\$29.24	\$30.00	\$30.47	\$30.91	\$31.39	\$31.83	\$32.40	\$33.03	\$33.53
Registrar-Patient Access SRM	Associate Patient Services Specialist	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Tech-Pharmacy I SRM	Associate Pharmacy Technician	8T	\$32.90	\$33.44	\$34.39	\$35.36	\$36.38	\$37.38	\$38.34	\$39.30	\$39.89	\$40.51	\$41.09	\$41.68	\$42.49	\$43.24	\$43.90
Tech-Radiology I SRM	Associate Radiology Technologist	15H	\$55.28	\$56.14	\$57.78	\$59.43	\$61.09	\$62.73	\$64.42	\$66.03	\$67.03	\$68.04	\$69.03	\$70.02	\$71.35	\$72.63	\$73.74
Tech-Rehab SRM	Associate Rehabilitation Technician	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Tech-Sterile Processing I SRM	Associate Sterile Processing Technician	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Tech-Surgical I SRM	Associate Surgical Technician	13H	\$47.42	\$48.15	\$49.56	\$50.95	\$52.38	\$53.83	\$55.22	\$56.62	\$57.47	\$58.34	\$59.19	\$60.05	\$61.18	\$62.28	\$63.24
Coord-Business II SRM	Business Coordinator	11	\$39.10	\$39.70	\$40.83	\$42.01	\$43.18	\$44.34	\$45.53	\$46.70	\$47.39	\$48.09	\$48.78	\$49.50	\$50.43	\$51.35	\$52.12
Tech-Cardiovascular SRM	Cardiovascular Technologist	14T	\$52.21	\$52.97	\$54.55	\$56.11	\$57.67	\$59.20	\$60.78	\$62.32	\$63.29	\$64.22	\$65.14	\$66.07	\$67.32	\$68.58	\$69.60

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
CNA/Care Partner II SRM	Certified Nursing Assistant	7H	\$29.91	\$30.36	\$31.26	\$32.17	\$33.08	\$33.96	\$34.88	\$35.74	\$36.29	\$36.81	\$37.39	\$37.88	\$38.60	\$39.30	\$39.93
Head Chef SRM	Chef	10	\$36.19	\$36.76	\$37.83	\$38.91	\$39.99	\$41.09	\$42.17	\$43.26	\$43.91	\$44.55	\$45.20	\$45.84	\$46.71	\$47.56	\$48.29
	Clinic Radiology Technologist	14T	\$52.21	\$52.97	\$54.55	\$56.11	\$57.67	\$59.20	\$60.78	\$62.32	\$63.29	\$64.22	\$65.14	\$66.07	\$67.32	\$68.58	\$69.60
	Clinical Radiology Coordinator	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Coord-Resource SRM	Community Resource Representative	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Cook / Caterer SRM	Cook	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Processor-CPT SRM	CPT Processor	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
Tech-Cytology SRM	Cytotechnologist	17T	\$65.67	\$66.70	\$68.63	\$70.63	\$72.55	\$74.52	\$76.50	\$78.43	\$79.64	\$80.81	\$81.96	\$83.15	\$84.72	\$86.27	\$87.57
Coord-Database SRM	Database Coordinator	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
Asst-Imaging II SRM	Diagnostic Imaging Clerk	7T	\$30.49	\$30.97	\$31.88	\$32.78	\$33.68	\$34.62	\$35.56	\$36.45	\$36.97	\$37.52	\$38.09	\$38.61	\$39.36	\$40.07	\$40.70
Asst-CT/Ultrasound SRM	Diagnostic Imaging Assistant - CT/Ultrasound	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Tech-Central Supply SRM	Distribution Technician	6T	\$28.27	\$28.70	\$29.54	\$30.36	\$31.23	\$32.07	\$32.90	\$33.75	\$34.26	\$34.79	\$35.29	\$35.77	\$36.46	\$37.14	\$37.71
Tech-Echo SRM	Echocardiograph Technologist	17T	\$65.67	\$66.70	\$68.63	\$70.63	\$72.55	\$74.52	\$76.50	\$78.43	\$79.64	\$80.81	\$81.96	\$83.15	\$84.72	\$86.27	\$87.57
Tech-EKG/EEG SRM	EKG Technician	11	\$39.10	\$39.70	\$40.83	\$42.01	\$43.18	\$44.34	\$45.53	\$46.70	\$47.39	\$48.09	\$48.78	\$49.50	\$50.43	\$51.35	\$52.12
Tech-Electrophysiology Lab SRM	Electrophysiology Technician	17T	\$65.67	\$66.70	\$68.63	\$70.63	\$72.55	\$74.52	\$76.50	\$78.43	\$79.64	\$80.81	\$81.96	\$83.15	\$84.72	\$86.27	\$87.57
Tech-Emergency Dept SRM	Emergency Department Technician	10	\$36.19	\$36.76	\$37.83	\$38.91	\$39.99	\$41.09	\$42.17	\$43.26	\$43.91	\$44.55	\$45.20	\$45.84	\$46.71	\$47.56	\$48.29
Tech-Endoscopy SRM	Endoscopic Technician	8T	\$32.90	\$33.44	\$34.39	\$35.36	\$36.38	\$37.38	\$38.34	\$39.30	\$39.89	\$40.51	\$41.09	\$41.68	\$42.49	\$43.24	\$43.90
Nutrition Svcs Aide II SRM	Food Service Attendant	6	\$26.66	\$27.04	\$27.83	\$28.65	\$29.46	\$30.27	\$31.05	\$31.83	\$32.32	\$32.80	\$33.28	\$33.76	\$34.39	\$35.03	\$35.59
Clerk-Health Info II SRM	Health Information Management Representative	5T	\$26.63	\$27.06	\$27.84	\$28.64	\$29.44	\$30.21	\$30.99	\$31.80	\$32.30	\$32.74	\$33.25	\$33.74	\$34.35	\$35.00	\$35.55
UnitSectryII/CareP artnrIII SRM	Health Unit Coordinator	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Tech-Histology SRM	Histotechnologist	12T	\$44.82	\$45.48	\$46.81	\$48.16	\$49.50	\$50.82	\$52.15	\$53.51	\$54.32	\$55.12	\$55.93	\$56.71	\$57.79	\$58.84	\$59.75
InventoryDatabase Controller SRM	Inventory Control Specialist	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Asst-Histology SRM	Laboratory Assistant	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Rehab Coord II SRM	Lead Administrative Coordinator	10	\$36.19	\$36.76	\$37.83	\$38.91	\$39.99	\$41.09	\$42.17	\$43.26	\$43.91	\$44.55	\$45.20	\$45.84	\$46.71	\$47.56	\$48.29
Lead-Cook SRM	Lead Cook	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Lead-EnvironmentalSvc sRep SRM	Lead Environmental Services Technician	7H	\$29.91	\$30.36	\$31.26	\$32.17	\$33.08	\$33.96	\$34.88	\$35.74	\$36.29	\$36.81	\$37.39	\$37.88	\$38.60	\$39.30	\$39.93
Lead-Nutrition Svcs Aide SRM	Lead Food Service Attendant	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Lead-HIM Operations - SRM	Lead Health Information Management Representative	7T	\$30.49	\$30.97	\$31.88	\$32.78	\$33.68	\$34.62	\$35.56	\$36.45	\$36.97	\$37.52	\$38.09	\$38.61	\$39.36	\$40.07	\$40.70
	Lead Medical Assistant	10	\$36.19	\$36.76	\$37.83	\$38.91	\$39.99	\$41.09	\$42.17	\$43.26	\$43.91	\$44.55	\$45.20	\$45.84	\$46.71	\$47.56	\$48.29
	Lead Nuclear Medicine Technologist	19T	\$76.66	\$77.96	\$80.24	\$82.52	\$84.82	\$87.06	\$89.41	\$91.69	\$93.07	\$94.44	\$95.77	\$97.19	\$99.00	\$100.83	\$102.33
	Lead Patient Scheduler	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
	Lead Radiology Technologist - CT/MRI	18T	\$70.99	\$72.07	\$74.17	\$76.30	\$78.40	\$80.54	\$82.65	\$84.78	\$86.04	\$87.33	\$88.60	\$89.83	\$91.57	\$93.24	\$94.67
Lead Radiologic Technologist II - Non-Floating	Lead Radiology Technologist - Outpatient SRM	15T	\$56.37	\$57.22	\$58.90	\$60.56	\$62.25	\$63.94	\$65.62	\$67.32	\$68.31	\$69.33	\$70.35	\$71.36	\$72.71	\$74.02	\$75.16
Lead-Resp Care Practnr SRM	Lead Respiratory Care Practitioner	16H	\$59.71	\$60.61	\$62.40	\$64.20	\$65.96	\$67.75	\$69.55	\$71.33	\$72.41	\$73.48	\$74.51	\$75.60	\$77.00	\$78.43	\$79.64
	Lead Trauma Registrar	12T	\$44.82	\$45.48	\$46.81	\$48.16	\$49.50	\$50.82	\$52.15	\$53.51	\$54.32	\$55.12	\$55.93	\$56.71	\$57.79	\$58.84	\$59.75
LVN II SRM	LPN LVN	11H	\$40.65	\$41.28	\$42.49	\$43.66	\$44.89	\$46.15	\$47.34	\$48.56	\$49.25	\$50.00	\$50.71	\$51.46	\$52.42	\$53.42	\$54.21
Medical Assistant - SRM	Medical Assistant	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
Tech-Surgical Svcs Equip SRM	Medical Equipment Maintenance Technician	9H	\$34.82	\$35.35	\$36.39	\$37.44	\$38.46	\$39.50	\$40.55	\$41.57	\$42.20	\$42.83	\$43.44	\$44.08	\$44.89	\$45.73	\$46.42

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Coord-Transcription SRM	Medical Transcriptionist	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
Transcriber II SRM	Medical Transcriptionist	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
Tech-MRI SRM	MRI Technologist	17T	\$65.67	\$66.70	\$68.63	\$70.63	\$72.55	\$74.52	\$76.50	\$78.43	\$79.64	\$80.81	\$81.96	\$83.15	\$84.72	\$86.27	\$87.57
Tech-Nuclear Medicine SRM	Nuclear Medicine Technologist	18T	\$70.99	\$72.07	\$74.17	\$76.30	\$78.40	\$80.54	\$82.65	\$84.78	\$86.04	\$87.33	\$88.60	\$89.83	\$91.57	\$93.24	\$94.67
Tech-OB SRM	Obstetrics Technician	12	\$42.24	\$42.90	\$44.18	\$45.43	\$46.70	\$47.96	\$49.20	\$50.48	\$51.25	\$52.00	\$52.77	\$53.51	\$54.52	\$55.53	\$56.37
Pathology Lab Asst II SRM	Pathology Laboratory Assistant	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Admissions Rep SRM	Patient Admissions Coordinator	6	\$26.66	\$27.04	\$27.83	\$28.65	\$29.46	\$30.27	\$31.05	\$31.83	\$32.32	\$32.80	\$33.28	\$33.76	\$34.39	\$35.03	\$35.59
	Patient Care Coordinator	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Tech-PatientCare-SRM	Patient Care Technician	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Financial Counselor SRM	Patient Financial Counselor	7T	\$30.49	\$30.97	\$31.88	\$32.78	\$33.68	\$34.62	\$35.56	\$36.45	\$36.97	\$37.52	\$38.09	\$38.61	\$39.36	\$40.07	\$40.70
Tech-Patient Handler SRM	Patient Handling Technician	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Scheduler SRM	Patient Scheduler	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Secretary-Operating Rm SRM	Patient Service Representative	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Specialist-Patient Access SRM	Patient Services Specialist	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
PBX Operator SRM	PBX Operator	6	\$26.66	\$27.04	\$27.83	\$28.65	\$29.46	\$30.27	\$31.05	\$31.83	\$32.32	\$32.80	\$33.28	\$33.76	\$34.39	\$35.03	\$35.59
Buyer-Pharmacy SRM	Pharmacy Buyer	10T	\$38.36	\$38.98	\$40.10	\$41.25	\$42.39	\$43.55	\$44.71	\$45.85	\$46.55	\$47.24	\$47.91	\$48.59	\$49.51	\$50.43	\$51.19
Tech-Pharmacy II SRM	Pharmacy Technician	9T	\$35.49	\$36.04	\$37.07	\$38.16	\$39.20	\$40.29	\$41.32	\$42.38	\$43.01	\$43.64	\$44.27	\$44.92	\$45.73	\$46.63	\$47.34
Phlebotomist-CPT SRM	Phlebotomist	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
Phys Therapy Asst II SRM	Physical Therapy Assistant	12	\$42.24	\$42.90	\$44.18	\$45.43	\$46.70	\$47.96	\$49.20	\$50.48	\$51.25	\$52.00	\$52.77	\$53.51	\$54.52	\$55.53	\$56.37
Coord-RAC Documentation SRM	RAC Documentation Coordinator	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
	Radiologist Assistant	19T	\$76.66	\$77.96	\$80.24	\$82.52	\$84.82	\$87.06	\$89.41	\$91.69	\$93.07	\$94.44	\$95.77	\$97.19	\$99.00	\$100.83	\$102.33

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Tech-Radiology II SRM	Radiology Technologist	15T	\$56.37	\$57.22	\$58.90	\$60.56	\$62.25	\$63.94	\$65.62	\$67.32	\$68.31	\$69.33	\$70.35	\$71.36	\$72.71	\$74.02	\$75.16
Tech-Cardio Radiologic SRM	Radiology Technologist - Cardio Radiologic	17T	\$65.67	\$66.70	\$68.63	\$70.63	\$72.55	\$74.52	\$76.50	\$78.43	\$79.64	\$80.81	\$81.96	\$83.15	\$84.72	\$86.27	\$87.57
Tech-Rehab II SRM	Rehabilitation Technician	6	\$26.66	\$27.04	\$27.83	\$28.65	\$29.46	\$30.27	\$31.05	\$31.83	\$32.32	\$32.80	\$33.28	\$33.76	\$34.39	\$35.03	\$35.59
Resp Care Practnr II SRM	Respiratory Care Practitioner	15H	\$55.28	\$56.14	\$57.78	\$59.43	\$61.09	\$62.73	\$64.42	\$66.03	\$67.03	\$68.04	\$69.03	\$70.02	\$71.35	\$72.63	\$73.74
Secretary SRM	Secretary	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
	Senior Central Supply Distribution Technician	7H	\$29.91	\$30.36	\$31.26	\$32.17	\$33.08	\$33.96	\$34.88	\$35.74	\$36.29	\$36.81	\$37.39	\$37.88	\$38.60	\$39.30	\$39.93
CNA/Care Partner III SRM	Senior Certified Nursing Assistant	8	\$31.05	\$31.56	\$32.46	\$33.36	\$34.31	\$35.27	\$36.17	\$37.10	\$37.64	\$38.21	\$38.78	\$39.29	\$40.05	\$40.79	\$41.41
	Senior Clinic Radiology Technologist	15H	\$55.28	\$56.14	\$57.78	\$59.43	\$61.09	\$62.73	\$64.42	\$66.03	\$67.03	\$68.04	\$69.03	\$70.02	\$71.35	\$72.63	\$73.74
Clerk-Health Info III SRM	Senior Health Information Management Representative	6T	\$28.27	\$28.70	\$29.54	\$30.36	\$31.23	\$32.07	\$32.90	\$33.75	\$34.26	\$34.79	\$35.29	\$35.77	\$36.46	\$37.14	\$37.71
Pathology Lab Asst III SRM	Senior Laboratory Assistant	10	\$36.19	\$36.76	\$37.83	\$38.91	\$39.99	\$41.09	\$42.17	\$43.26	\$43.91	\$44.55	\$45.20	\$45.84	\$46.71	\$47.56	\$48.29
Coord-Diet SRM	Senior Nutrition Attendant	7	\$28.76	\$29.20	\$30.09	\$30.93	\$31.80	\$32.65	\$33.52	\$34.38	\$34.89	\$35.39	\$35.96	\$36.45	\$37.13	\$37.81	\$38.38
Specialist-PatientAccessSr SRM	Senior Patient Services Specialist	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
Tech-Med Reconciliation SRMH	Senior Pharmacy Technician	9T	\$35.49	\$36.04	\$37.07	\$38.16	\$39.20	\$40.29	\$41.32	\$42.38	\$43.01	\$43.64	\$44.27	\$44.92	\$45.73	\$46.63	\$47.34
Tech-Radiology III SRM	Senior Radiology Technologist	16H	\$59.71	\$60.61	\$62.40	\$64.20	\$65.96	\$67.75	\$69.55	\$71.33	\$72.41	\$73.48	\$74.51	\$75.60	\$77.00	\$78.43	\$79.64
Tech-Surgical III SRM	Senior Surgical Technician	13H	\$47.42	\$48.15	\$49.56	\$50.95	\$52.38	\$53.83	\$55.22	\$56.62	\$57.47	\$58.34	\$59.19	\$60.05	\$61.18	\$62.28	\$63.24
	Staffing Coordinator	8H	\$32.30	\$32.78	\$33.74	\$34.71	\$35.69	\$36.67	\$37.63	\$38.57	\$39.13	\$39.73	\$40.33	\$40.90	\$41.65	\$42.45	\$43.08
Tech-Sterile Processing II SRM	Sterile Processing Technician	9	\$33.49	\$33.98	\$34.97	\$36.00	\$36.99	\$37.98	\$39.00	\$39.98	\$40.58	\$41.21	\$41.80	\$42.39	\$43.18	\$44.00	\$44.68
	Surgical Technician Resident	4	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42	\$47.42
Tech-Telemetry SRM	Telemetry Technician	8T	\$32.90	\$33.44	\$34.39	\$35.36	\$36.38	\$37.38	\$38.34	\$39.30	\$39.89	\$40.51	\$41.09	\$41.68	\$42.49	\$43.24	\$43.90

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Registrar-Trauma SRM	Trauma Registrar	12	\$42.24	\$42.90	\$44.18	\$45.43	\$46.70	\$47.96	\$49.20	\$50.48	\$51.25	\$52.00	\$52.77	\$53.51	\$54.52	\$55.53	\$56.37
Tech-Ultrasound SRM	Ultrasound Technologist	18T	\$70.99	\$72.07	\$74.17	\$76.30	\$78.40	\$80.54	\$82.65	\$84.78	\$86.04	\$87.33	\$88.60	\$89.83	\$91.57	\$93.24	\$94.67
Tech-Non-Invasive Cardio SRM	Vascular Technologist	14	\$49.23	\$49.98	\$51.44	\$52.92	\$54.39	\$55.84	\$57.33	\$58.78	\$59.70	\$60.56	\$61.44	\$62.35	\$63.51	\$64.69	\$65.67

**PROS
YEAR 1 – 2025**

Job Classification	Start	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Acute Care RN	\$67.68	\$69.89	\$72.16	\$74.51	\$76.93	\$79.24	\$81.62	\$84.07	\$86.59	\$89.19	\$91.64	\$94.16	\$96.75	\$99.41	\$101.89
Lead Physical Therapist	\$67.68	\$69.89	\$72.16	\$74.51	\$76.93	\$79.24	\$81.62	\$84.07	\$86.59	\$89.19	\$91.64	\$94.16	\$96.75	\$99.41	\$101.89
Lead Speech Language Pathologist	\$64.46	\$66.55	\$68.71	\$70.95	\$73.25	\$75.45	\$77.71	\$80.04	\$82.44	\$84.91	\$87.25	\$89.65	\$92.11	\$94.65	\$97.02
Medical Laboratory Scientist	\$58.46	\$60.36	\$62.32	\$64.34	\$66.44	\$68.43	\$70.48	\$72.59	\$74.77	\$77.01	\$79.13	\$81.31	\$83.54	\$85.84	\$87.98
Occupational Therapist	\$55.68	\$57.49	\$59.36	\$61.29	\$63.27	\$65.17	\$67.13	\$69.14	\$71.21	\$73.35	\$75.37	\$77.44	\$79.57	\$81.75	\$83.79
Physical Therapist	\$58.46	\$60.36	\$62.32	\$64.34	\$66.44	\$68.43	\$70.48	\$72.59	\$74.77	\$77.01	\$79.13	\$81.31	\$83.54	\$85.84	\$87.98
Psychiatric Services Liaison	\$48.10	\$49.67	\$51.28	\$52.95	\$54.67	\$56.31	\$58.00	\$59.74	\$61.53	\$63.38	\$65.12	\$66.91	\$68.75	\$70.65	\$72.41
Social Worker LCSW	\$48.10	\$49.67	\$51.28	\$52.95	\$54.67	\$56.31	\$58.00	\$59.74	\$61.53	\$63.38	\$65.12	\$66.91	\$68.75	\$70.65	\$72.41
Social Worker MSW	\$43.63	\$45.05	\$46.51	\$48.03	\$49.59	\$51.08	\$52.61	\$54.19	\$55.82	\$57.49	\$59.08	\$60.71	\$62.38	\$64.10	\$65.70
Speech Language Pathologist	\$55.68	\$57.49	\$59.36	\$61.29	\$63.27	\$65.17	\$67.13	\$69.14	\$71.21	\$73.35	\$75.37	\$77.44	\$79.57	\$81.75	\$83.79

**PROS
YEAR 2 – 2026**

Job Classification	Start	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Acute Care RN	\$69.71	\$71.99	\$74.32	\$76.75	\$79.24	\$81.62	\$84.07	\$86.59	\$89.19	\$91.87	\$94.39	\$96.98	\$99.65	\$102.39	\$104.95
Lead Physical Therapist	\$69.71	\$71.99	\$74.32	\$76.75	\$79.24	\$81.62	\$84.07	\$86.59	\$89.19	\$91.87	\$94.39	\$96.98	\$99.65	\$102.39	\$104.95
Lead Speech Language Pathologist	\$66.39	\$68.55	\$70.77	\$73.08	\$75.45	\$77.71	\$80.04	\$82.44	\$84.91	\$87.46	\$89.87	\$92.34	\$94.87	\$97.49	\$99.93
Medical Laboratory Scientist	\$60.21	\$62.17	\$64.19	\$66.27	\$68.43	\$70.48	\$72.59	\$74.77	\$77.01	\$79.32	\$81.50	\$83.75	\$86.05	\$88.42	\$90.62
Occupational Therapist	\$57.35	\$59.21	\$61.14	\$63.13	\$65.17	\$67.13	\$69.14	\$71.21	\$73.35	\$75.55	\$77.63	\$79.76	\$81.96	\$84.20	\$86.30
Physical Therapist	\$60.21	\$62.17	\$64.19	\$66.27	\$68.43	\$70.48	\$72.59	\$74.77	\$77.01	\$79.32	\$81.50	\$83.75	\$86.05	\$88.42	\$90.62
Psychiatric Services Liaison	\$49.54	\$51.16	\$52.82	\$54.54	\$56.31	\$58.00	\$59.74	\$61.53	\$63.38	\$65.28	\$67.07	\$68.92	\$70.81	\$72.77	\$74.58
Social Worker LCSW	\$49.54	\$51.16	\$52.82	\$54.54	\$56.31	\$58.00	\$59.74	\$61.53	\$63.38	\$65.28	\$67.07	\$68.92	\$70.81	\$72.77	\$74.58
Social Worker MSW	\$44.94	\$46.40	\$47.91	\$49.47	\$51.08	\$52.61	\$54.19	\$55.82	\$57.49	\$59.21	\$60.85	\$62.53	\$64.25	\$66.02	\$67.67
Speech Language Pathologist	\$57.35	\$59.21	\$61.14	\$63.13	\$65.17	\$67.13	\$69.14	\$71.21	\$73.35	\$75.55	\$77.63	\$79.76	\$81.96	\$84.20	\$86.30

**PROS
YEAR 3 – 2027**

Job Classification	Start	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Acute Care RN	\$71.80	\$74.15	\$76.55	\$79.05	\$81.62	\$84.07	\$86.59	\$89.19	\$91.87	\$94.63	\$97.22	\$99.89	\$102.64	\$105.46	\$108.10
Lead Physical Therapist	\$71.80	\$74.15	\$76.55	\$79.05	\$81.62	\$84.07	\$86.59	\$89.19	\$91.87	\$94.63	\$97.22	\$99.89	\$102.64	\$105.46	\$108.10
Lead Speech Language Pathologist	\$68.38	\$70.61	\$72.89	\$75.27	\$77.71	\$80.04	\$82.44	\$84.91	\$87.46	\$90.08	\$92.57	\$95.11	\$97.72	\$100.41	\$102.93
Medical Laboratory Scientist	\$62.02	\$64.04	\$66.12	\$68.26	\$70.48	\$72.59	\$74.77	\$77.01	\$79.32	\$81.70	\$83.95	\$86.26	\$88.63	\$91.07	\$93.34
Occupational Therapist	\$59.07	\$60.99	\$62.97	\$65.02	\$67.13	\$69.14	\$71.21	\$73.35	\$75.55	\$77.82	\$79.96	\$82.15	\$84.42	\$86.73	\$88.89
Physical Therapist	\$62.02	\$64.04	\$66.12	\$68.26	\$70.48	\$72.59	\$74.77	\$77.01	\$79.32	\$81.70	\$83.95	\$86.26	\$88.63	\$91.07	\$93.34
Psychiatric Services Liaison	\$51.03	\$52.69	\$54.40	\$56.18	\$58.00	\$59.74	\$61.53	\$63.38	\$65.28	\$67.24	\$69.08	\$70.99	\$72.93	\$74.95	\$76.82
Social Worker LCSW	\$51.03	\$52.69	\$54.40	\$56.18	\$58.00	\$59.74	\$61.53	\$63.38	\$65.28	\$67.24	\$69.08	\$70.99	\$72.93	\$74.95	\$76.82
Social Worker MSW	\$46.29	\$47.79	\$49.35	\$50.95	\$52.61	\$54.19	\$55.82	\$57.49	\$59.21	\$60.99	\$62.68	\$64.41	\$66.18	\$68.00	\$69.70
Speech Language Pathologist	\$59.07	\$60.99	\$62.97	\$65.02	\$67.13	\$69.14	\$71.21	\$73.35	\$75.55	\$77.82	\$79.96	\$82.15	\$84.42	\$86.73	\$88.89