



# **COLLECTIVE BARGAINING AGREEMENT**

**Between**

**NATIONAL UNION OF HEALTHCARE WORKERS**

**and**

**SANTA ROSA MEMORIAL HOSPITAL**

**April 10, 2012 - March 15, 2015**



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## **ARTICLE I – 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 II – RECOGNITION**

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 and Regular Part-time Employees employed by the Hospital. Job classifications are set forth in Appendix I.
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-18-241 and Supervisors as defined in the Act.
3. In the event the Hospital adds, deletes or changes job titles, the Union will be notified.

## **ARTICLE III – 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 IV – BARGAINING UNIT ROSTER UPDATES**

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.
2. On or about the 15<sup>th</sup> of each month the Hospital shall furnish to the Union both in hard copy and 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, address, home phone number, classification, wage rate, department, status, and date of hire.

## **ARTICLE V – NEW OR REVISED JOBS**

1. The Hospital shall maintain job descriptions for all job titles covered by this Agreement. Upon request to the Vice President of Human Resources, or designee, 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.
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.
3. If the Hospital substantially 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 VI – NON-EMPLOYEE UNION REPRESENTATIVES**

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:

1. Notification of each visit will be made to the Vice President of Human Resources, or designee, at least twenty-four (24) hours in advance. Upon arrival at the Hospital, the Union representative will check in with the Vice President of Human Resources or designee. If the visit occurs after normal working hours (8:00 a.m. to 5:00 p.m., Monday through Friday), the Union representative shall check in with the on-duty shift administrator.
2. While on Hospital property, Union representatives shall act responsibly and professionally.
3. Union representatives shall not interfere in any way with patient care, the work of any employee, or compromise patient privacy.

4. Union representatives shall meet with employees on Hospital premises only: a) on the employee's non-work time unless otherwise agreed upon by the Vice President of Human Resources or designee, and b) 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.
5. 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 Vice President of Human Resources or designee. All Union representatives shall wear Union identification.

## **ARTICLE VII – EMPLOYEE UNION REPRESENTATIVES**

1. The Union shall promptly provide the names of Employee Union Representatives to the Hospital.
2. Off-Duty Hours (hours outside of work hours)

The Hospital shall allow an Employee Union Representative to visit the Hospital on his/her 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. An Employee Union Representative shall not interfere in any way with patient care, the work of any employee or compromise patient privacy.
  - b. An Employee Union Representative shall meet with employees on Hospital premises only: a) on the employee's non-work time unless otherwise agreed upon by the Vice President of Human Resources or designee, and b) 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.
  - c. An Employee Union Representative shall wear his/her Hospital identification when he/she comes onto Hospital property during off-duty hours as provided for herein.
3. On-Duty Hours
    - a. While on duty, an Employee Union Representative may ascertain whether or not the Agreement is being observed and may assist in investigating grievances and complaints, subject to the following conditions. During on-duty hours, an Employee Union Representative shall have the opportunity to carry out his/her responsibilities only during his/her meal period, rest breaks, or one hour prior to or after the employee's shift and the meal period, rest breaks or one hour prior to or after all employees involved. In carrying out his/her responsibilities, the Employee Union Representative will not interfere with

his/her own work, the work of any other employee of the Hospital, or patient care in any way.

- b. If the Employee Union Representative is called by management to assist in a matter that arises during the Employee Union Representative's working time, time away from their work area will be considered and compensated by the Hospital as time worked.
- 4. While on Hospital property, an Employee Union Representative shall fully comply with all relevant Hospital policies and guidelines.
- 5. Employee Union Representatives shall not direct any employee how to perform or not perform his/her work, shall not countermand the order of any supervisor, and shall not interfere with the normal operations of the Hospital or any other employee.

## **ARTICLE VIII – UNION MEMBERSHIP & COPE CHECK-OFF**

### **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 Section 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.

### **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 Section.

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 IX – CATEGORIES OF EMPLOYEES

1. **Regular Full-Time Employees:** An employee who is regularly scheduled to work 72 – 80 hours in each 14-day pay period.
2. **Regular Part-Time (RPT) Employees:**
  - a. RPT-4: An employee who is regularly scheduled to work 60 hours up to 71 hours in each 14-day pay period.
  - b. RPT-3: An employee who is regularly scheduled to work 48 hours up to 59 hours in each 14-day pay period.
3. **Relief Employees:** 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 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 who 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 himself/herself available.

4. **Temporary Employees:** 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 Employer, and the Union's agreement to such extension will not be unreasonably denied.
5. **Casual Pool Employees:** Are employed to supplement employees in the Regular, Relief and Temporary categories.

## **ARTICLE X – ORIENTATION OF NEW HIRES**

One (1) Union Steward or designee will have up to thirty (30) minutes following Hospital Orientation in order to address new hires who will be working in bargaining unit positions. Attendance by new employees shall be voluntary and shall not be counted as time worked.

## **ARTICLE XI – INTRODUCTORY PERIOD**

1. The length of the introductory period for new hires is six (6) months. The length of the introductory period for casual employment new hire is twelve (12) months.
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 XXVIII – Grievance & Arbitration of this Agreement.
3. The Hospital may extend the introductory period in order to further evaluate the individual's suitability for the position with mutual agreement of the parties.
4. Time spent on a leave of absence during an introductory period will not count toward completing such introductory period.

## **ARTICLE XII – COMPENSATION**

1. Wages
  - a. The wage scale described in Appendix III shall reflect a three percent (3.0 %) across the board increase and shall take effect May 1, 2012. Effective May 1, 2013, the wage scale

referred to in Appendix III shall be increased by two percent (2.0%). Effective May 1, 2014, the wage scale referred to in Appendix III shall be increased by two percent (2.0%)

- b. 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 III as determined by their job titles and relevant years of experience.
  - c. 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.
  - d. Employees who move to a different job title shall be paid based on the pay grade applicable to that new job title and his/her relevant years of experience for that job.
  - e. 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.
2. Extra Shift Incentive Pay: Employees shall receive Extra Shift Incentive Pay in accordance with Hospital policy, as amended from time to time.
3. Holiday Pay
- a. The following days are recognized for the purposes of premium pay for holidays worked:
    - New Year's Day
    - Martin Luther King, Jr's Birthday
    - Presidents' Day
    - Memorial Day
    - Independence Day
    - Labor Day
    - Thanksgiving Day
    - Christmas Day
  - b. Full-time, Part-time and Per Diem employees who work on the nationally observed holiday shall receive one and one-half (1½) times their base hourly rate for all hours worked on the Holiday.

4. On-Call/Callback Pay

Effective the first full period following July 1, 2012, an employee assigned to on-call shall be paid at the rate of 30% of his/her base 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.

#### 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. Shift differential pay will be applied to all evening and night hours actually worked. Non-worked time for meetings and training are not eligible for shift differential pay.
- b. Shift differential pay is a percentage of the employee's base rate of pay. Shift differential rates are outlined below:

<u>Shift</u>	<u>Shift Differential</u>
Evening	9%
Night	25%

#### 6. Relief Employee Differential

Relief Employee availability requirements are contained in Article XX – Categories of Employees. The Relief Employee differential is 15% and is calculated by multiplying 15% by the employee's base hourly rate.

#### 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.

#### 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).

#### 9. Severance Pay

Employees shall receive severance pay in accordance with Hospital policy, as amended from time to time.



#### 10. Report Pay

An Employee who reports to work but is not put to work or furnished less than one half (½) of his/her 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.

#### 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. Relief Lead Pay

Employees assigned to act as a Relief Lead shall be paid twelve dollars (\$12.00) 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.

#### 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.

#### 14. Pay Check Errors

Pay check errors by the Hospital resulting in underpayments of greater than eight (8) hours pay to employees shall be corrected and a new check for the underpayment shall be issued to the employee within forty-eight (48) hours of discovery of the error, or the next business day following forty-eight (48) hours of the error.

#### 15. Clinical Ladders

- a. The parties agree that the following job classifications are eligible to participate in Clinical Ladders: LVN's, Respiratory Care Practitioners, Surgical Techs and Care Partners.
- b. A Clinical Ladder Committee will be created to review Clinical Ladder criteria. The Clinical Ladder Committee may recommend modifications and/or new Clinical Ladders.

- c. The Clinical Ladder Committee will consist of not more than three (3) management representatives (at least one will be from a department with affected employees) and not more than three (3) employee union representatives (at least one will be from a department with affected employees and one may be a Union representative).

#### 16. Training and Orientation for Surgical Tech Employees

Surgical Techs assigned by management to orient new hire Surgical Techs shall continue to receive a differential of twelve dollars (\$12.00) per day over his or her base wage rate for time doing such training.

### **ARTICLE XIII – SCHEDULING**

#### 1. Posting of Schedules

- a. Employee preferences for scheduled days off must be received at least fourteen (14) days in advance of the posting date.
- b. Employee schedules will be posted at least fourteen (14) days in advance of the schedule, subject to emergency situations.
- c. It is the responsibility of the employee to check the posted schedule before days off. Once posted, the 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.

#### 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 every other weekend except employees who hold positions which normally include working every weekend or employees who elect to work additional weekend shifts.

#### 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.

#### 4. PTO Requests

- 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. The request will only be granted if the employee has adequate accrued PTO for the period requested.
- e. PTO requests will not be unreasonably denied.

5. Extended PTO/ Requests (for periods of one week or more)

- a. 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 April 1.
- b. 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 15.
- c. 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.
- d. After the submission times set forth above have passed, all other PTO requests will be granted on a first come, first served basis.

6. Holiday Schedules

- a. The following holidays shall be recognized:

New Year's Day – minor  
 Martin Luther King, Jr.'s Birthday – minor  
 Presidents' Day – minor  
 Memorial Day – minor  
 Independence Day – minor  
 Labor Day – minor  
 Thanksgiving – major  
 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 4<sup>th</sup>.
- c. Full-time and part-time employees must be available to work one (1) major and one (1) minor holiday per calendar year.
- d. Per Diem/Relief Employees must be available to work a minimum of one (1) major and two (2) minor holidays per calendar year.
- e. All minor holidays not filled by availability or volunteers will be scheduled by rotation.
- f. 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 Year's. 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 Year's.

#### 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.

#### 8. Rest Between Shifts

The Hospital will make a reasonable effort to provide adequate rest between shifts.

#### 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. A request for voting time must be approved, in advance, by the employee's supervisor.
- c. The employee must request voting time at least seven (7) calendar days prior to the election date.

## **ARTICLE XIV – HOURS OF WORK AND OVERTIME**

#### 1. Definitions

- a. "Workday" is defined as a 24-hour period beginning at 12 a.m., 2 a.m., 8 a.m., 12 p.m., or 2 p.m. each day and ending 24 hours thereafter. The Hospital has the right to assign or

reassign the workday for each employee based on the employee's regularly scheduled hours.

- b. "Workweek" is defined as a 7-day period beginning on Sunday and ending on the following Saturday. The actual start of each workweek coincides with the start of the workday.
- c. "Pay period" is defined as a 14-day period beginning on Sunday and ending on Saturday. The actual start of each pay period coincides with the start of the workday.
- d. "Regular rate" is calculated according to applicable federal and state laws.
- e. "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.

## 2. Overtime

- a. In general, employees covered by this Agreement work an 8/80 schedule.
- b. For employees assigned to an 8/80 schedule:
  - i. Overtime is paid at one and one half (1½) 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.
  - ii. Double time is paid at two (2) times the employee's regular rate for hours worked over twelve (12) in a workday.
- c. For employees assigned to a straight time 10-hour schedule:
  - i. Overtime is paid at one and one half (1½) 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.
- d. For employees assigned to a straight time 12-hour schedule:
  - i. Overtime is paid at one and one half (1½) times the employee's regular rate 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.
- 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. 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.
- g. 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.
- 3. In the event the Hospital desires to implement ten (10) or twelve (12) hour shifts the Union will be notified and a vote will be conducted in the unit. Should any group of employees petition to implement ten (10) or twelve (12) hour shifts, the Hospital will grant due consideration to the feasibility of the request.

## **ARTICLE XV – ALLOCATION OF ADDITIONAL HOURS OF WORK**

- 1. Additional hours of work is work that is not prescheduled.
- 2. Employees will submit, in writing, their availability for additional work which shall indicate the days of the week and shifts for which they are available.
- 3. 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, as long as the additional work would not cause the Hospital to incur overtime liability;

- b. Regular Part-time employees who have been ROH'd;
- c. Relief/Per Diem;
- d. Casual Pool;
- e. Regular Part-time.

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

- 4. When available, overtime shifts will be assigned from a list of those employees indicating their desire to work specific shifts by rotation in order of seniority.

## **ARTICLE XVI – FLOATING**

- 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.
- 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
- 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 XVII – SENIORITY**

- 1. Definitions

As utilized in this Agreement, seniority shall be defined as follows:

- a. "Health System seniority" shall mean continuous length of employment within the St. Joseph Health System.
- b. "Union Seniority" shall mean an employee's length of employment in the bargaining unit.

## 2. Seniority

### a. Full-time, Part-time and Relief Employees

Full-time, Part-time and Relief Employees shall be credited with one year of Union Seniority for every one 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.

### b. 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.

### c. 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.

## 3. 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
- d. a probationary employee whose seniority shall be broken after discharge regardless of the reason.

## 4. 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. Date of birth (oldest to be most senior)

## **ARTICLE XVIII – FILLING OF VACANCIES**

1. The Hospital shall make decisions, at its sole discretion, as to whether vacancies exist. Such



decisions shall not be subject to the Grievance and Arbitration process set forth in Article XXVIII.

2. Job vacancies covered by this Agreement will be posted on Hospital's inter and intranet. Internal candidates will be considered for the first seven (7) calendar days of posting prior to interviewing external candidates. In the event a bargaining unit employee fails to submit a bid for a posted position within seven (7) calendar days set forth herein, the Hospital shall be free to select the most qualified applicant without regard to the order set forth in paragraph four (4) below.
3. The bidding employee must meet all qualifications of the job established by the Hospital. These qualifications will be listed in the job description.
4. Posted positions shall be filled in the following order:
  - a. By a bargaining unit employee on recall who has the most Union Seniority in the job title/classification where the vacancy exists;
  - b. By a bargaining unit employee who has the most Union Seniority in the job title/classification where the vacancy exists;
  - c. By a bargaining unit employee from other job titles/classifications who has the most Union Seniority.
5. Employees submitting a written bid for a posted vacancy shall be informed by the Hospital whether or not they are awarded the position within fourteen (14) days of the position being filled.
6. For vacancies that are not filled internally (i.e., according to the preference order set forth above), the Hospital may employ the person who, in its judgment, will make the best employee. The Hospital shall be the sole judge of the fitness of any applicant.
7. 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.
8. Employees who have received formal discipline (a written warning or greater) within the past ninety (90) days are ineligible to apply for posted positions, unless the Hospital agrees otherwise.
9. 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 for the vacancy.
10. The evaluation period for current employees who previously completed the initial introductory period and who then transfer to another job classification is six (6) months in the new position. However, in the event such an employee is disciplined or discharged, the provisions of Article XXVIII - Grievance and Arbitration shall apply. If such employee moves to a casual position in the same department/service area and job classification after completing the initial introductory period, there will be no new introductory period. If at any

time within the first ninety (90) day period, the Hospital determines that the Employee is unable to perform satisfactorily, such employee may be returned to his/her former position including shift, assignment and scheduled hours without loss of seniority, provided his/her 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.

11. Time spent on a leave of absence during an introductory period will not count toward completing such introductory period.

## **ARTICLE XIX – ROH**

1. "ROH" is defined as reduction of hours for all or part of an employee's shift as necessitated by low census or other occasions when staffing levels must be adjusted on a temporary basis.
2. 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. Employee receiving premium pay
  - d. Travelers, unless a contractual obligation of payment exists between the Hospital and Agency
  - 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
3. 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. It is the employee's responsibility to provide the Hospital with his/her current telephone number.
4. ROH that warrants reporting pay shall be paid in accordance with Article XII.
5. Employees who are ROH'd will accrue PTO and DR for the amount of time missed during the shift.
6. 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.

## **ARTICLE XX – LAYOFF**

### **1. Layoff**

- a. Layoff is defined as a workforce reduction expected to be more than fourteen (14) 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. The Hospital will provide the Union and affected employees with a minimum of two (2) weeks written notice or two weeks pay in lieu of notice.
- d. 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 three (3) days of instruction/orientation.
  - ii. If other employees 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.

### **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.

### 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 offered a vacant position must respond within three (3) business days of receipt of the offer, 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 will be revoked and the employee will be removed from the recall list.
- b. Employees on the recall list must insure that the Hospital has the employee's current home address and telephone number.
- c. Notification of recall will be sent via certified mail. As a courtesy, the Hospital may also call the employee at the telephone number provided.

## **ARTICLE XXI – BENEFITS**

1. The Hospital will offer Health and Welfare, Retirement, Retiree Health, Paid Time Off ("PTO") and Disability Reserve ("DR") programs ("Programs") on the same terms and conditions as such Programs are offered to all other Hospital employees. Such Programs may be amended from time to time, provided such amendments apply to all other Hospital employees. The Hospital agrees to notify the Union thirty (30) days prior to implementation of any changes. The Union may request, and the Hospital agrees, to meet and confer with the Union.
2. An ad-hoc group will be convened for the purpose of identifying a Medigap plan that could be offered to employees at employee expense.

## **ARTICLE XXII – LEAVES OF ABSENCE**

### 1. Statutory Leaves of Absence

- a. Statutory Leaves of Absence include but may not be limited to the following:

Medical Leave  
Family Medical Leave  
Military Leave  
Pregnancy Disability Leave  
Workers Compensation  
California Family Rights Act

- b. Statutory leaves are governed by applicable state and federal laws and are subject to change.

## 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, such PLA shall be without pay, unless the employee elects, in writing, to use his/her PTO.
- d. Regardless of pay status, the employee will continue to accrue bargaining unit seniority during the first ninety (90) 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 ninety (90) 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 his/her leave. If the duration of the PLA is greater than ninety (90) calendar days, reinstatement to the position held by the employee at the commencement of the PLA is not guaranteed.

## 3. Compassionate Leave of Absence

- a. Full-time benefitted employees are eligible for up to five (5) days off each calendar year for the terminal illness or death of a loved one. The employee will receive straight time for these days and such pay shall not be applied for the purposes of calculating overtime.
- b. Part-time benefitted employees are eligible for up to five (5) days off each calendar year for the terminal illness or death of a loved one. 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.
- c. Non-benefitted employees are eligible for up to five (5) days unpaid time off each calendar year for the terminal illness or death of a loved one.
- d. 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.

## 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 he/she has 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.

#### 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 XXIII – EDUCATIONAL OPPORTUNITIES**

### 1. Tuition Reimbursement

- a. 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 Reimbursement policy, as amended from time to time. Changes in policy will not affect previously approved tuition reimbursement.
- b. Employees must apply for and receive written approval from the Hospital prior to the commencement of the course in order to be eligible for reimbursement.
  - i. Eligibility: All Regular Full-time and Part-time employees who have not received formal discipline of any kind within the past ninety (90) days and completed the introductory period and who maintain their status while taking courses are eligible to apply for tuition assistance.
  - ii. Formal discipline will not affect tuition reimbursement that has been approved but not yet reimbursed.
  - iii. Reimbursement will be limited to tuition, books, select fees and supplies.
  - iv. Reimbursement will be provided upon successful completion of the course provided the employee submits proof of satisfactory completion to the Hospital within thirty (30) days receipt of their class grade.

### 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 XXIV – BULLETIN BOARDS**

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: 1) Union elections and the results thereof, 2) Union meetings, 3) Union educational classes, or 4) other Union business.

## **ARTICLE XXV – SUBCONTRACTING**

Should the Hospital decide to permanently contract out work presently performed by a bargaining unit employee, it shall first give the Union thirty (30) days' notice, and upon request, meet and confer 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 would be displaced by the subcontracting.

## **ARTICLE XXVI – DISCIPLINE AND DISCHARGE**

- 1. The Hospital shall have the right to assess discipline or discharge against any employee for just cause.
- 2. The foregoing shall not limit the Hospital's right to place an employee on suspension pending investigation to determine whether disciplinary action is in fact warranted. In the event the employee is not disciplined, such employee shall be paid for the scheduled time he/she was on suspension pending investigation. No employee shall be held in unpaid investigatory suspension for more than fourteen (14) days.
- 3. The Hospital will utilize a system of progressive discipline unless there is a serious offence that warrants bypassing one or more of the progressive disciplinary steps. If after two (2) years following the issuance of discipline there has been no discipline of a similar nature, the disciplinary notice will not be considered for the purpose of future discipline.
- 4. Any employee involved in any investigatory discussion with Hospital management will be advised of the reason for the meeting and that it may result in discipline. The employee may, upon request, have a Union representative present during such discussions if such Union representative can be present within seventy-two (72) hours of such request.

## **ARTICLE XXVII – EMPLOYEE PERSONNEL FILES**

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.
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.
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.

## **ARTICLE XXVIII – GRIEVANCE AND ARBITRATION**

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.

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 it 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 Vice President 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 Vice President of Human Resources or his/her designee. All notices and forms filed by the Hospital shall be filed with the Union.

### 3. Grievance Procedure Contract Interpretation

- a. Step 1 -- Informal Review: The employee may first request a meeting with his/her supervisor/direct report (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 (20) days following the date the Union first became aware of or reasonably should have become aware of the incident from which the grievance arises. During the twenty (20) 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 and no more than one (1) employee representative 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 Vice President 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 Vice President 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 Vice President 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 3 meeting.

### 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 and no more than one (1) Employee Representative 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 Vice President 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 Vice President 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 Vice President 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.
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 Vice President 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.
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 (7) arbitrators from the FMCS. The parties will alternately strike names from that list until they have reached agreement, or only one name remains.

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 XXIX – NON DISCRIMINATION**

There shall be no discrimination of any kind by the Hospital or the Union against any employee covered by this Agreement on account of race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, genetics, union activity or any other legally protected characteristic.

## **ARTICLE XXX – SAFETY AND HEALTH**

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 by the employees and the Union.

The Hospital shall continue to provide required in-service or other training and information to employees concerning health and safety.

## **ARTICLE XXXI – 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. 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 XXXII – LABOR MANAGEMENT ADVISORY COMMITTEE**

1. Objective: The objective of the Labor Management Advisory Committee (LMAC) is to evaluate and/or recommend improvements related to the effective utilization of personnel covered by this Agreement; to evaluate and/or recommend improvement of internal processes for the benefit, health and safety of employees covered by this Agreement; to review safety concerns originating from employees covered by this Agreement and recommend corrective measures as appropriate. A standing agenda item on the LMAC will be dedicated to patient safety issues brought to the LMAC by a patient safety sub-committee, which shall consist of three (3) employees with an equal number from management.
2. Composition: The Hospital shall have an LMAC comprised of six (6) committee members. The panel shall have three (3) members appointed by the Hospital and three (3) members appointed by the Union.
3. Meetings
  - a. The LMAC shall meet monthly at mutually agreeable times. To the extent possible, the meetings shall be scheduled so as not to conflict with the work schedules of employee committee members.
  - b. The LMAC will schedule LMAC meeting dates one (1) year in advance. Meetings shall be held on the fourth Wednesday of each month unless otherwise agreed upon. Employees on the LMAC will make every effort to arrange their schedule in order that LMAC meetings do not occur during their work hours. However, employees shall not lose time as a result of participation on the LMAC.

- c. Proposed agenda items shall be exchanged by the parties two (2) weeks in advance of each meeting.

### **ARTICLE XXXIII – 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 XXXIV – 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.

### **ARTICLE XXXV – STRIKES AND LOCKOUTS**

1. For the duration of the Agreement, and any extensions thereto, 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.
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.
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.
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.
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.







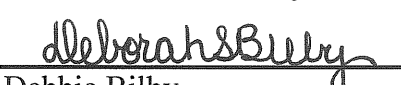

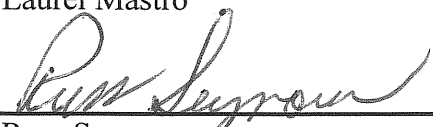
## ARTICLE XXXVI – DURATION


This Agreement shall become effective upon ratification (April 10, 2012) and shall remain in full force and effect through March 15, 2015. 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

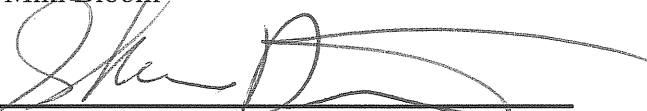
  
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Sal Rosselli – President  
Debra Miller – VP, Human Resources  
Peter Tappeiner  
Stephanie Sloggett-O'Dell  
Melissa Elgin  
Colleen Scanlon  
Nancy Timberlake  
Barbara Barry  
Don Fugate  
Debbie Bilby  
Mito Gonzales  
Bill Dalton  
Anne Beach  
Laurel Mastro  
John Terrell  
Russ Seymour  
Buddy Bosanco

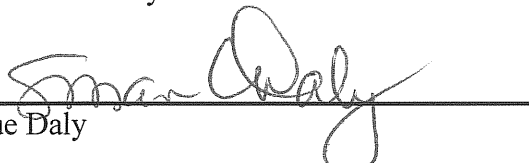
  
Norman Shore


  
Michael Hartnett

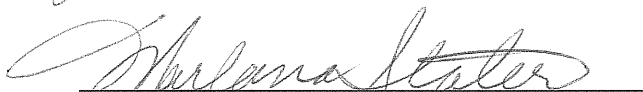
  
George Burmeyer


  
Miki Bloom


  
Sherrie Dickey

  
Sue Daly

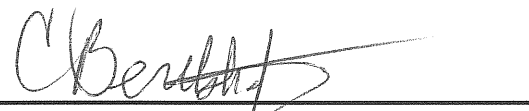
  
Jack Nicholson

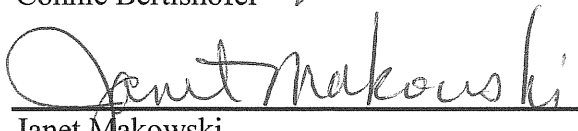
  
Marlana Slater

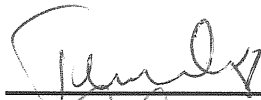
  
Paisley Roberts

  
Carla Elgin

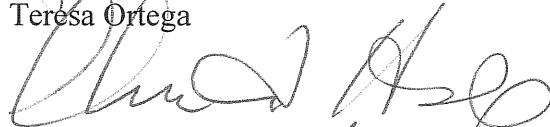
  
Juan Garcia

  
Connie Bertlshofer

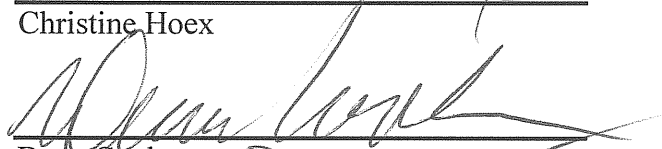
  
Janet Makowski




Teresa Ortega



Christine Hoex



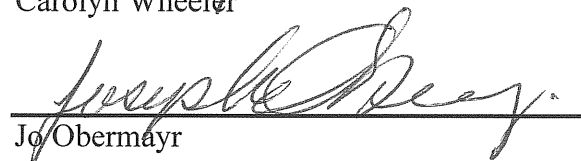
Dana Cook



John Young



Carolyn Wheeler



Jo Obermayr

## **SIDE LETTER I – RELIEF EMPLOYEES**

The parties agree to meet and discuss issues related to a Relief Employee working full time hours (1.0) or RPT 4 (.8) for six (6) months or greater and who requests to be placed into a benefited position.

The Union will provide the Vice President of Human Resources the name of the Relief Employee and the department where he/she is working. The Vice President of Human Resources and the Union will meet to review the number of hours, the length of time, and the reasons the Relief Employee is working additional hours. This process shall not apply to hours worked by a Relief Employee temporarily replacing another employee who is on an approved leave of absence. Further, a Relief Employee shall not be reduced in hours solely to prevent his/her advancement to Full Time status when the Relief Employee hours continue to be available or for the sole purpose of keeping a regular job constantly staffed by Relief Employees. The Hospital will not unreasonably deny reclassifying a Relief Employee who has been working full time hours (1.0) or RPT 4 (.8) for six (6) months or greater who requests to be placed into a benefited position.

## **SIDE LETTER II – 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.



## **APPENDIX I – LIST OF CLASSIFICATIONS**

Administrative Asst SRM  
Admissions Rep SRM  
Administrative Coordinator I SRM  
Administrative Coordinator II SRM  
Admin-Materials Data SRM  
Admin-PACS SRM  
Analyst-Quality Patient Access SRM  
Asst-CT/Ultrasound SRM  
Asst-Histology SRM  
Asst-Imaging I SRM  
Asst-Imaging II SRM  
Asst-Peer Review SRM  
Asst-Performance Improvement SRM  
Auditor-Registration SRM  
Buyer-Pharmacy SRM  
Buyer-Purchasing SRM  
CNA/Care Partner I SRM  
CNA/Care Partner II SRM  
CNA/Care Partner III SRM  
Clinical Lab Asst III-Outreach 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-Health Info-Sr Level SRM  
Clerk-Imaging Services I SRM  
Clerk-Receiving Distribution SRM  
Clinical Lab Asst I-CPT SRM  
Clinical Lab Asst II-CPT SRM  
Clinical Lab Asst III-CPT SRM  
Clinical Lab Asst II-Outreach SRM  
Cook / Caterer SRM  
Coordinator -Bio Med SRM  
Coordinator -Business I SRM  
Coordinator -Business II SRM  
Coordinator -CME SRM  
Coordinator -Cancer Registry SRM  
Coordinator -Database SRM  
Coordinator -Diet SRM  
Coordinator -Engineering SRM  
Coordinator -Events & Development Asst SRM  
Coordinator -Health Info Mgmt SRM  
Coordinator -Injury Prevention SRM

Coordinator -Med Staff Svc-Relief SRM  
Coordinator -Medical Library SRM  
Coordinator -Medical Staff Services SRM  
Coordinator -OR Inventory SRM  
Coordinator -Pyxis SRM  
Coordinator -Quality Assurance SRM  
Coordinator -Resource SRM  
Coordinator -Surgical Services SRM  
Coordinator -Transcription SRM  
Coordinator -Utilization Mgmt SRM  
Courier SRM  
ER Patient Access Rep SRM  
Environmental Services Rep SRM  
Environmental Services Spec SRM  
Financial Counselor SRM  
Head Chef SRM  
Inventory Database Controller SRM  
LVN I SRM  
LVN II SRM  
LVN III SRM  
LVN IV SRM  
Lead-Cook SRM  
Lead-Courier SRM  
Lead-Environmental Services Rep SRM  
Lead-Nutrition Services Aide SRM  
Lead-Respiratory Care Practitioner SRM  
Lead-Secretary SRM  
Lead-Secretary-Laboratory SRM  
Lead-Sterile Process Tech SRM  
Medical Interpreter SRM  
Nutrition Services Aide I SRM  
Nutrition Services Aide II SRM  
Outpatient Register/Clinical Asst SRM  
PBX Operator I SRM  
PBX Operator II SRM  
Pathology Lab Asst I SRM  
Pathology Lab Asst II SRM  
Pathology Lab Asst III SRM  
Phys Therapy Asst I SRM  
Phys Therapy Asst II SRM  
Registrar-Patient Access SRM  
Registrar-Trauma SRM  
Rehab Coordinator I SRM  
Rehab Coordinator II SRM  
Respiratory Care Practitioner I SRM  
Respiratory Care Practitioner II SRM

Scheduler SRM  
Secretary SRM  
Secretary-Operating Room SRM  
Secretary-Staffing Services SRM  
Spec-Perinatal SRM  
Spec-Surgical Database SRM  
Specialist-Patient Access SRM  
Specialist-Patient Access Sr SRM  
Tech-Anesthesia I SRM  
Tech-Anesthesia II SRM  
Tech-Cardio Radiologic SRM  
Tech-Cardio/Pulmonary SRM  
Tech-Cardiovascular SRM  
Tech-Central Supply SRM  
Tech-Cytology SRM  
Tech-EKG SRM  
Tech-EKG/EEG SRM  
Tech-Echo SRM  
Tech-Emergency Dept SRM  
Tech-Endoscopy SRM  
Tech-Equipment SRM  
Tech-Histology SRM  
Tech-Laparoscopic SRM  
Tech-MRI SRM  
Tech-Med Reconciliation SRMH  
Tech-Medical Laboratory SRM  
Tech-Nuclear Medicine SRM  
Tech-OB SRM  
Tech-Ortho Trauma SRM  
Tech-Patient Care SRM  
Tech-Patient Handler SRM  
Tech-Patient Care-PICC Services 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 SRM  
Tech-Sterile Processing I SRM  
Tech-Sterile Processing II SRM  
Tech-Surgical Services Patient Care SRM  
Tech-Surgical I SRM  
Tech-Surgical II SRM  
Tech-Surgical III SRM  
Tech-Surgical Services Equip SRM

Tech-Telemetry SRM  
Tech-Ultrasound SRM  
Tech-Urgent Care I SRM  
Tech-Urgent Care II SRM  
Tech-Urgent Care III SRM  
Transcriber I SRM  
Transcriber II SRM  
Transporter I-Patient SRM  
Transporter-Patient SRM  
Transporter-Supply SRM  
Unit Secretary II/Care Partner III SRM  
Ward Clerk/Unit Secretary I SRM  
Ward Clerk/Unit Secretary II SRM  
Ward Clerk/Unit Secretary III SRM

## APPENDIX II – COPE FORM



### COPE AUTHORIZATION VOLUNTARY CAMPAIGN CONTRIBUTIONS

*Your voice can impact the political decisions affecting the funding and delivery of healthcare in our community. Sign up for COPE today!*

Please print clearly

First Name	M.I.	Last Name
Street Address		Apt. No.
City	Zip	
Home Phone	Cell Phone	Social Security Number (Last 4 Digits)
Employer/Facility		
S A N T A R O S A M E M O R I A L H O S P I T A L		

In order to build political power for healthcare workers to win on issues and elect candidates who advance workers' rights and affordable, quality healthcare for all, 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 residence in the United States in order to contribute. Contributions to NUHW COPE may not exceed \$5,000 per calendar year, per contributor.

Signature

Date

\_\_\_\_\_

\_\_\_\_\_

*labor donated*

# APPENDIX III – COMPENSATION

July 1, 2012

	Years of Experience															21
	0	1	2	3	4	5	6	7	8	9	10	11	16			
Descr																
Administrative Asst SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47		
Admissions Rep SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67		
Admn Coord I SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Admn Coord II SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40		
Admn-Materials Data SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47		
Admn-PACS SRM	\$27.36	\$27.77	\$28.58	\$29.41	\$30.22	\$31.03	\$31.86	\$32.67	\$33.16	\$33.65	\$34.14	\$34.63	\$35.28	\$35.94		
Analyst-Qual Pnt Access SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79		
Asst-CT/Ultrasound SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Asst-Histology SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40		
Asst-Imaging I SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99		
Asst-Imaging II SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99		
Asst-Peer Review SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47		
Asst-Performance Impvmt SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47		
Auditor-Registration SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67		
Buyer-Pharmacy SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79		
Buyer-Purchasing SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79		
Clerk-Cancer Registry SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Clerk-Data Entry SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99		
Clerk-Health Info I SRM	\$14.80	\$15.04	\$15.47	\$15.91	\$16.36	\$16.80	\$17.24	\$17.69	\$17.94	\$18.22	\$18.48	\$18.75	\$19.10	\$19.45		
Clerk-Health Info II SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99		
Clerk-Health Info III SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67		
Clerk-Health Info-Sr Level SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Clerk-Imaging Services I SRM	\$14.80	\$15.04	\$15.47	\$15.91	\$16.36	\$16.80	\$17.24	\$17.69	\$17.94	\$18.22	\$18.48	\$18.75	\$19.10	\$19.45		
Clerk-Receiving Distrib SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67		
Clinical Lab Asst I-CPT SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67		
Clinical Lab Asst II-CPT SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Clinical Lab Asst III-CPT SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Clinical Lab AsstII-Outrch SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
CNA/Care Partner I SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99		
CNA/Care Partner II SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67		
CNA/Care Partner III SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Cook / Caterer SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Coord-Bio Med SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47		
Coord-Business I SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79		
Coord-Business II SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23		
Coord-Cancer Registry SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47		
Coord-CME SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79		
Coord-Database SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47		
Coord-Diet SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47		
Coord-Engineering SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40		

July 1, 2012

Years of Experience															
	0	1	2	3	4	5	6	7	8	9	10	11	16	21	
Descr															
Coord-Events&Dvlpmnt Asst SRM	\$27.36	\$27.77	\$28.58	\$29.41	\$30.22	\$31.03	\$31.86	\$32.67	\$33.16	\$33.65	\$34.14	\$34.63	\$35.28	\$35.94	
Coord-Health Info Mgmt SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47	
Coord-Injury Prevention SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79	
Coord-Med Staff Svc-Relief SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23	
Coord-Medical Library SRM	\$37.16	\$37.73	\$38.83	\$39.94	\$41.05	\$42.16	\$43.27	\$44.37	\$45.05	\$45.71	\$46.37	\$47.05	\$47.93	\$48.82	
Coord-Medical Staff Svcs SRM	\$27.36	\$27.77	\$28.58	\$29.41	\$30.22	\$31.03	\$31.86	\$32.67	\$33.16	\$33.65	\$34.14	\$34.63	\$35.28	\$35.94	
Coord-OR Inventory SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Coord-Pyxis SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79	
Coord-Quality Assurance SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Coord-RAC Documentation SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47	
Coord-Resource SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Coord-Surgical Services SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79	
Coord-Transcription SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47	
Coord-Utilization Mgmt SRM	\$34.41	\$34.94	\$35.96	\$36.99	\$38.02	\$39.05	\$40.07	\$41.10	\$41.72	\$42.34	\$42.95	\$43.57	\$44.39	\$45.21	
Courier SRM	\$14.80	\$15.04	\$15.47	\$15.91	\$16.36	\$16.80	\$17.24	\$17.69	\$17.94	\$18.22	\$18.48	\$18.75	\$19.10	\$19.45	
Env Svcs Rep SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99	
Env Svcs Spec SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67	
ER Patient Access Rep SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67	
Financial Counselor SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Head Chef SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79	
InventoryDatabaseController SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Lead-Cook SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Lead-Courier SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99	
Lead-EnvironmentalSvcsRep SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Lead-Nutrition Svcs Aide SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Lead-Resp Care Practnr SRM	\$34.41	\$34.94	\$35.96	\$36.99	\$38.02	\$39.05	\$40.07	\$41.10	\$41.72	\$42.34	\$42.95	\$43.57	\$44.39	\$45.21	
Lead-Secretary SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Lead-Secretary-Laboratory SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Lead-Sterile Process Tech SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
LVN I SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47	
LVN II SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79	
LVN III SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23	
LVN IV SRM	\$27.36	\$27.77	\$28.58	\$29.41	\$30.22	\$31.03	\$31.86	\$32.67	\$33.16	\$33.65	\$34.14	\$34.63	\$35.28	\$35.94	
Medical Interpreter SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Nutrition Svcs Aide I SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99	
Nutrition Svcs Aide II SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67	
OutptRegistr/Clinical Asst SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Pathology Lab Asst I SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67	
Pathology Lab Asst II SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Pathology Lab Asst III SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
PBX Operator I SRM	\$15.98	\$16.22	\$16.71	\$17.18	\$17.66	\$18.14	\$18.60	\$19.09	\$19.37	\$19.65	\$19.95	\$20.24	\$20.61	\$20.99	

July 1, 2012

Years of Experience														
0	1	2	3	4	5	6	7	8	9	10	11	16	21	
	Descr													
	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67
PBX Operator II SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47
Phys Therapy Asst I SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79
Registrar-Patient Access SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67
Registrar-Trauma SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23
Rehab Coord I SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40
Rehab Coord II SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79
Resp Care Practnr I SRM	\$29.51	\$29.96	\$30.85	\$31.71	\$32.60	\$33.49	\$34.36	\$35.25	\$35.77	\$36.31	\$36.83	\$37.36	\$38.06	\$38.77
Resp Care Practnr II SRM	\$31.87	\$32.35	\$33.30	\$34.25	\$35.21	\$36.15	\$37.11	\$38.05	\$38.64	\$39.20	\$39.77	\$40.35	\$41.10	\$41.87
Scheduler SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47
Secretary SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47
Secretary-Operating Rm SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47
Secretary-Staffing Svcs SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47
Spec-Perinatal SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47
Spec-Surgical Database SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79
Specialist-Patient Access SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47
Specialist-PatientAccessSr SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40
Tech-Anesthesia I SRM	\$27.36	\$27.77	\$28.58	\$29.41	\$30.22	\$31.03	\$31.86	\$32.67	\$33.16	\$33.65	\$34.14	\$34.63	\$35.28	\$35.94
Tech-Anesthesia II SRM	\$27.36	\$27.77	\$28.58	\$29.41	\$30.22	\$31.03	\$31.86	\$32.67	\$33.16	\$33.65	\$34.14	\$34.63	\$35.28	\$35.94
Tech-Cardio Radiologic SRM	\$40.10	\$40.72	\$41.91	\$43.11	\$44.30	\$45.51	\$46.70	\$47.90	\$48.62	\$49.33	\$50.05	\$50.77	\$51.72	\$52.68
Tech-Cardio/Pulmonary SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23
Tech-Cardiovascular SRM	\$31.87	\$32.35	\$33.30	\$34.25	\$35.21	\$36.15	\$37.11	\$38.05	\$38.64	\$39.20	\$39.77	\$40.35	\$41.10	\$41.87
Tech-Central Supply SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67
Tech-Cytology SRM	\$40.10	\$40.72	\$41.91	\$43.11	\$44.30	\$45.51	\$46.70	\$47.90	\$48.62	\$49.33	\$50.05	\$50.77	\$51.72	\$52.68
Tech-Echo SRM	\$37.16	\$37.73	\$38.83	\$39.94	\$41.05	\$42.16	\$43.27	\$44.37	\$45.05	\$45.71	\$46.37	\$47.05	\$47.93	\$48.82
Tech-EKG SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47
Tech-EKG/EEG SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23
Tech-Electrophysiology Lab SRM	\$37.16	\$37.73	\$38.83	\$39.94	\$41.05	\$42.16	\$43.27	\$44.37	\$45.05	\$45.71	\$46.37	\$47.05	\$47.93	\$48.82
Tech-Emergency Dept SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47
Tech-Endoscopy SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40
Tech-Equipment SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47
Tech-Histology SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23
Tech-Laparoscopic SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47
Tech-Med Reconciliation SRMH	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47
Tech-Medical Laboratory SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23
Tech-MRI SRM	\$40.10	\$40.72	\$41.91	\$43.11	\$44.30	\$45.51	\$46.70	\$47.90	\$48.62	\$49.33	\$50.05	\$50.77	\$51.72	\$52.68
Tech-Nuclear Medicine SRM	\$43.34	\$43.99	\$45.29	\$46.59	\$47.87	\$49.17	\$50.46	\$51.76	\$52.53	\$53.30	\$54.09	\$54.86	\$55.90	\$56.93
Tech-OB SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40
Tech-Ortho Trauma SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79
Tech-Patient Care SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67
Tech-Patient Handler SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47



July 1, 2012

Years of Experience															
0	1	2	3	4	5	6	7	8	9	10	11	16	21		
Descr															
Tech-PatientCare-PICC Svcs SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Tech-Pharmacy I SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Tech-Pharmacy II SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47	
Tech-Pulmonary Function SRM	\$29.51	\$29.96	\$30.85	\$31.71	\$32.60	\$33.49	\$34.36	\$35.25	\$35.77	\$36.31	\$36.83	\$37.36	\$38.06	\$38.77	
Tech-Radiology I SRM	\$31.87	\$32.35	\$33.30	\$34.25	\$35.21	\$36.15	\$37.11	\$38.05	\$38.64	\$39.20	\$39.77	\$40.35	\$41.10	\$41.87	
Tech-Radiology II SRM	\$34.41	\$34.94	\$35.96	\$36.99	\$38.02	\$39.05	\$40.07	\$41.10	\$41.72	\$42.34	\$42.95	\$43.57	\$44.39	\$45.21	
Tech-Radiology III SRM	\$34.41	\$34.94	\$35.96	\$36.99	\$38.02	\$39.05	\$40.07	\$41.10	\$41.72	\$42.34	\$42.95	\$43.57	\$44.39	\$45.21	
Tech-Rehab SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67	
Tech-Sterile Processing I SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Tech-Sterile Processing II SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Tech-Surgical I SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23	
Tech-Surgical II SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23	
Tech-Surgical III SRM	\$25.30	\$25.68	\$26.43	\$27.19	\$27.94	\$28.71	\$29.46	\$30.22	\$30.66	\$31.12	\$31.57	\$32.02	\$32.63	\$33.23	
Tech-Surgical Svcs Equip SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Tech-SurgSvcs PatientCare SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Tech-Telemetry SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Tech-Ultrasound SRM	\$43.34	\$43.99	\$45.29	\$46.59	\$47.87	\$49.17	\$50.46	\$51.76	\$52.53	\$53.30	\$54.09	\$54.86	\$55.90	\$56.93	
Tech-Urgent Care I SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Tech-Urgent Care II SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Tech-Urgent Care III SRM	\$23.43	\$23.78	\$24.49	\$25.18	\$25.88	\$26.59	\$27.28	\$27.99	\$28.41	\$28.83	\$29.25	\$29.66	\$30.23	\$30.79	
Transcriber I SRM	\$20.10	\$20.40	\$21.00	\$21.60	\$22.21	\$22.80	\$23.41	\$24.01	\$24.36	\$24.72	\$25.09	\$25.44	\$25.93	\$26.40	
Transcriber II SRM	\$21.66	\$22.00	\$22.64	\$23.29	\$23.94	\$24.59	\$25.24	\$25.87	\$26.27	\$26.66	\$27.04	\$27.43	\$27.94	\$28.47	
Transporter I-Patient SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67	
Transporter-Patient SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67	
Transporter-Supply SRM	\$14.80	\$15.04	\$15.47	\$15.91	\$16.36	\$16.80	\$17.24	\$17.69	\$17.94	\$18.22	\$18.48	\$18.75	\$19.10	\$19.45	
UnitSectryII/CarePartnrIII SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Ward Clk/Unit Sectry I SRM	\$17.25	\$17.51	\$18.03	\$18.54	\$19.07	\$19.58	\$20.10	\$20.61	\$20.92	\$21.23	\$21.54	\$21.85	\$22.26	\$22.67	
Ward Clk/Unit Sectry II SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	
Ward Clk/Unit Sectry III SRM	\$18.62	\$18.91	\$19.47	\$20.02	\$20.58	\$21.14	\$21.69	\$22.25	\$22.58	\$22.92	\$23.25	\$23.59	\$24.03	\$24.47	

May 1, 2013

	Years of Experience														
	0	1	2	3	4	5	6	7	8	9	10	11	16	21	
Descr															
Administrative Asst SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Admissions Rep SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
Admn Coord I SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Admn Coord II SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Admn-Materials Data SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Admn-PACS SRM	\$27.90	\$28.32	\$29.15	\$29.99	\$30.82	\$31.65	\$32.50	\$33.33	\$33.82	\$34.32	\$34.83	\$35.32	\$35.98	\$36.66	
Analyst-Qual Ptnt Access SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
Asst-CT/Ultrasound SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Asst-Histology SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Asst-Imaging I SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41	
Asst-Imaging II SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41	
Asst-Peer Review SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Asst-Performance Impvmt SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Auditor-Registration SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
Buyer-Pharmacy SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
Buyer-Purchasing SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
Clerk-Cancer Registry SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Clerk-Data Entry SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41	
Clerk-Health Info I SRM	\$15.10	\$15.34	\$15.78	\$16.23	\$16.68	\$17.14	\$17.59	\$18.04	\$18.30	\$18.59	\$18.85	\$19.12	\$19.48	\$19.84	
Clerk-Health Info II SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41	
Clerk-Health Info III SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
Clerk-Health Info-Sr Level SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Clerk-Imaging Services I SRM	\$15.10	\$15.34	\$15.78	\$16.23	\$16.68	\$17.14	\$17.59	\$18.04	\$18.30	\$18.59	\$18.85	\$19.12	\$19.48	\$19.84	
Clerk-Receiving Distrib SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
Clinical Lab Asst I-CPT SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
Clinical Lab Asst II-CPT SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Clinical Lab Asst III-CPT SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Clinical Lab AsstIII-Outrch SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Clinical LabAsstIII-Outrch SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
CNA/Care Partner I SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41	
CNA/Care Partner II SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
CNA/Care Partner III SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Cook / Caterer SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Coord-Bio Med SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Coord-Business I SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
Coord-Business II SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89	
Coord-Cancer Registry SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Coord-CME SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
Coord-Database SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Coord-Diet SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	

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Years of Experience															
0	1	2	3	4	5	6	7	8	9	10	11	16	21		
Descr															
Coord-Engineering SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Coord-Events&Dvlpmnt Asst SRM	\$27.90	\$28.32	\$29.15	\$29.99	\$30.82	\$31.65	\$32.50	\$33.33	\$33.82	\$34.32	\$34.83	\$35.32	\$35.98	\$36.66	
Coord-Health Info Mgmt SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Coord-Injury Prevention SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
Coord-Med Staff Svc-Relief SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89	
Coord-Medical Library SRM	\$37.91	\$38.48	\$39.61	\$40.74	\$41.87	\$43.00	\$44.14	\$45.26	\$45.95	\$46.63	\$47.30	\$47.99	\$48.88	\$49.80	
Coord-Medical Staff Svcs SRM	\$27.90	\$28.32	\$29.15	\$29.99	\$30.82	\$31.65	\$32.50	\$33.33	\$33.82	\$34.32	\$34.83	\$35.32	\$35.98	\$36.66	
Coord-OR Inventory SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Coord-Pyxis SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
Coord-Quality Assurance SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Coord-RAC Documentation SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Coord-Resource SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Coord-Surgical Services SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
Coord-Transcription SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
Coord-Utilization Mgmt SRM	\$35.10	\$35.64	\$36.68	\$37.73	\$38.78	\$39.83	\$40.87	\$41.92	\$42.55	\$43.19	\$43.81	\$44.44	\$45.28	\$46.11	
Courier SRM	\$15.10	\$15.34	\$15.78	\$16.23	\$16.68	\$17.14	\$17.59	\$18.04	\$18.30	\$18.59	\$18.85	\$19.12	\$19.48	\$19.84	
Env Svcs Rep SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41	
Env Svcs Spec SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
ER Patient Access Rep SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
Financial Counselor SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Head Chef SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
InventoryDatabaseController SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Lead-Cook SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Lead-Courier SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41	
Lead-EnvironmentalSvcsRep SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Lead-Nutrition Svcs Aide SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Lead-Resp Care Practntr SRM	\$35.10	\$35.64	\$36.68	\$37.73	\$38.78	\$39.83	\$40.87	\$41.92	\$42.55	\$43.19	\$43.81	\$44.44	\$45.28	\$46.11	
Lead-Secretary SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Lead-Secretary-Laboratory SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
Lead-Sterile Process Tech SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93	
LVN I SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04	
LVN II SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40	
LVN III SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89	
LVN IV SRM	\$27.90	\$28.32	\$29.15	\$29.99	\$30.82	\$31.65	\$32.50	\$33.33	\$33.82	\$34.32	\$34.83	\$35.32	\$35.98	\$36.66	
Medical Interpreter SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Nutrition Svcs Aide I SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41	
Nutrition Svcs Aide II SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
OutptRegistr/Clinical Asst SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	
Pathology Lab Asst I SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12	
Pathology Lab Asst II SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96	

May 1, 2013

Descr	Years of Experience																				
	0	1	2	3	4	5	6	7	8	9	10	11	16	21							
Pathology Lab Asst III SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
PBX Operator I SRM	\$16.29	\$16.55	\$17.04	\$17.52	\$18.02	\$18.50	\$18.97	\$19.47	\$19.76	\$20.05	\$20.35	\$20.64	\$21.02	\$21.41							
PBX Operator II SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12							
Phys Therapy Asst I SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04							
Phys Therapy Asst II SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40							
Registrar-Patient Access SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12							
Registrar-Trauma SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89							
Rehab Coord I SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Rehab Coord II SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40							
Resp Care Practnr I SRM	\$30.10	\$30.56	\$31.47	\$32.35	\$33.25	\$34.16	\$35.05	\$35.95	\$36.49	\$37.03	\$37.57	\$38.11	\$38.82	\$39.54							
Resp Care Practnr II SRM	\$32.51	\$33.00	\$33.97	\$34.93	\$35.91	\$36.88	\$37.85	\$38.81	\$39.41	\$39.99	\$40.56	\$41.15	\$41.92	\$42.71							
Scheduler SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Secretary SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Secretary-Operating Rm SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Secretary-Staffing Svcs SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Spec-Perinatal SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Spec-Surgical Database SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40							
Specialist-Patient Access SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Specialist-PatientAccessSr SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Tech-Anesthesia I SRM	\$27.90	\$28.32	\$29.15	\$29.99	\$30.82	\$31.65	\$32.50	\$33.33	\$33.82	\$34.32	\$34.83	\$35.32	\$35.98	\$36.66							
Tech-Anesthesia II SRM	\$27.90	\$28.32	\$29.15	\$29.99	\$30.82	\$31.65	\$32.50	\$33.33	\$33.82	\$34.32	\$34.83	\$35.32	\$35.98	\$36.66							
Tech-Cardio Radiologic SRM	\$40.90	\$41.53	\$42.75	\$43.97	\$45.19	\$46.42	\$47.63	\$48.85	\$49.59	\$50.31	\$51.05	\$51.78	\$52.75	\$53.74							
Tech-Cardio/Pulmonary SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89							
Tech-Cardiovascular SRM	\$32.51	\$33.00	\$33.97	\$34.93	\$35.91	\$36.88	\$37.85	\$38.81	\$39.41	\$39.99	\$40.56	\$41.15	\$41.92	\$42.71							
Tech-Central Supply SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12							
Tech-Cytology SRM	\$40.90	\$41.53	\$42.75	\$43.97	\$45.19	\$46.42	\$47.63	\$48.85	\$49.59	\$50.31	\$51.05	\$51.78	\$52.75	\$53.74							
Tech-Echo SRM	\$37.91	\$38.48	\$39.61	\$40.74	\$41.87	\$43.00	\$44.14	\$45.26	\$45.95	\$46.63	\$47.30	\$47.99	\$48.88	\$49.80							
Tech-EKG SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04							
Tech-EKG/EEG SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89							
Tech-Electrophysiology Lab SRM	\$37.91	\$38.48	\$39.61	\$40.74	\$41.87	\$43.00	\$44.14	\$45.26	\$45.95	\$46.63	\$47.30	\$47.99	\$48.88	\$49.80							
Tech-Emergency Dept SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04							
Tech-Endoscopy SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Tech-Equipment SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Tech-Histology SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89							
Tech-Laparoscopic SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Tech-Med Reconciliation SRMH	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04							
Tech-Medical Laboratory SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89							
Tech-MRI SRM	\$40.90	\$41.53	\$42.75	\$43.97	\$45.19	\$46.42	\$47.63	\$48.85	\$49.59	\$50.31	\$51.05	\$51.78	\$52.75	\$53.74							
Tech-Nuclear Medicine SRM	\$44.21	\$44.87	\$46.19	\$47.52	\$48.83	\$50.16	\$51.47	\$52.79	\$53.58	\$54.37	\$55.17	\$55.95	\$57.02	\$58.07							
Tech-OB SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							

May 1, 2013

Descr	Years of Experience																				
	0	1	2	3	4	5	6	7	8	9	10	11	16	21							
Tech-Ortho Trauma SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40							
Tech-Patient Care SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12							
Tech-Patient Handler SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Tech-PatientCare-PICC Svcs SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Tech-Pharmacy I SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Tech-Pharmacy II SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04							
Tech-Pulmonary Function SRM	\$30.10	\$30.56	\$31.47	\$32.35	\$33.25	\$34.16	\$35.05	\$35.95	\$36.49	\$37.03	\$37.57	\$38.11	\$38.82	\$39.54							
Tech-Radiology I SRM	\$32.51	\$33.00	\$33.97	\$34.93	\$35.91	\$36.88	\$37.85	\$38.81	\$39.41	\$39.99	\$40.56	\$41.15	\$41.92	\$42.71							
Tech-Radiology II SRM	\$35.10	\$35.64	\$36.68	\$37.73	\$38.78	\$39.83	\$40.87	\$41.92	\$42.55	\$43.19	\$43.81	\$44.44	\$45.28	\$46.11							
Tech-Radiology III SRM	\$35.10	\$35.64	\$36.68	\$37.73	\$38.78	\$39.83	\$40.87	\$41.92	\$42.55	\$43.19	\$43.81	\$44.44	\$45.28	\$46.11							
Tech-Rehab SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12							
Tech-Sterile Processing I SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Tech-Sterile Processing II SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Tech-Surgical I SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89							
Tech-Surgical II SRM	\$25.80	\$26.19	\$26.96	\$27.74	\$28.50	\$29.28	\$30.05	\$30.82	\$31.28	\$31.74	\$32.20	\$32.66	\$33.28	\$33.89							
Tech-Surgical III SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Tech-SurgSvcs PatientCare SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Tech-Telemetry SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Tech-Ultrasound SRM	\$44.21	\$44.87	\$46.19	\$47.52	\$48.83	\$50.16	\$51.47	\$52.79	\$53.58	\$54.37	\$55.17	\$55.95	\$57.02	\$58.07							
Tech-Urgent Care I SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Tech-Urgent Care II SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Tech-Urgent Care III SRM	\$23.90	\$24.26	\$24.98	\$25.69	\$26.40	\$27.13	\$27.83	\$28.54	\$28.98	\$29.41	\$29.84	\$30.26	\$30.84	\$31.40							
Transcriber I SRM	\$20.50	\$20.81	\$21.42	\$22.03	\$22.65	\$23.26	\$23.88	\$24.49	\$24.85	\$25.21	\$25.59	\$25.95	\$26.44	\$26.93							
Transcriber II SRM	\$22.09	\$22.44	\$23.09	\$23.75	\$24.42	\$25.08	\$25.74	\$26.39	\$26.79	\$27.19	\$27.58	\$27.98	\$28.50	\$29.04							
Transporter I-Patient SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12							
Transporter-Patient SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12							
Transporter-Supply SRM	\$15.10	\$15.34	\$15.78	\$16.23	\$16.68	\$17.14	\$17.59	\$18.04	\$18.30	\$18.59	\$18.85	\$19.12	\$19.48	\$19.84							
UnitSectryII/CarePartnrIII SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Ward Clk/Unit Sectry I SRM	\$17.60	\$17.86	\$18.39	\$18.91	\$19.45	\$19.97	\$20.50	\$21.02	\$21.34	\$21.65	\$21.97	\$22.28	\$22.70	\$23.12							
Ward Clk/Unit Sectry II SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							
Ward Clk/Unit Sectry III SRM	\$18.99	\$19.29	\$19.86	\$20.42	\$20.99	\$21.56	\$22.13	\$22.69	\$23.03	\$23.38	\$23.71	\$24.06	\$24.51	\$24.96							

May 1, 2014

Descr	Years of Experience																				
	0	1	2	3	4	5	6	7	8	9	10	11	16	21							
Administrative Asst SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Admissions Rep SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Admn Coord I SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Admn Coord II SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47							
Admn-Materials Data SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Admn-PACS SRM	\$28.46	\$28.89	\$29.74	\$30.59	\$31.44	\$32.29	\$33.14	\$33.99	\$34.50	\$35.01	\$35.52	\$36.03	\$36.70	\$37.39							
Analyst-Qual Pnt Access SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03							
Asst-CT/Ultrasound SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Asst-Histology SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47							
Asst-Imaging I SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84							
Asst-Imaging II SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84							
Asst-Peer Review SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Asst-Performance Impvmt SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Auditor-Registration SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Buyer-Pharmacy SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03							
Buyer-Purchasing SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03							
Clerk-Cancer Registry SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Clerk-Data Entry SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84							
Clerk-Health Info I SRM	\$15.40	\$15.65	\$16.10	\$16.56	\$17.02	\$17.48	\$17.94	\$18.40	\$18.67	\$18.96	\$19.22	\$19.50	\$19.87	\$20.23							
Clerk-Health Info II SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84							
Clerk-Health Info III SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Clerk-Health Info-Sr Level SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Clerk-Imaging Services I SRM	\$15.40	\$15.65	\$16.10	\$16.56	\$17.02	\$17.48	\$17.94	\$18.40	\$18.67	\$18.96	\$19.22	\$19.50	\$19.87	\$20.23							
Clerk-Receiving Distrib SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Clinical Lab Asst I-CPT SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Clinical Lab Asst II-CPT SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Clinical Lab Asst III-CPT SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Clinical Lab AsstIII-Outrch SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Clinical LabAsstIII-Outrch SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
CNA/Care Partner I SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84							
CNA/Care Partner II SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
CNA/Care Partner III SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Cook / Caterer SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Coord-Bio Med SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Coord-Business I SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03							
Coord-Business II SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57							
Coord-Cancer Registry SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Coord-CME SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03							
Coord-Database SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Coord-Diet SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							



May 1, 2014

Years of Experience														
0	1	2	3	4	5	6	7	8	9	10	11	16	21	
Descr														
Coord-Engineering SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47
Coord-Events&Dvlpmnt Asst SRM	\$28.46	\$28.89	\$29.74	\$30.59	\$31.44	\$32.29	\$33.14	\$33.99	\$34.50	\$35.01	\$35.52	\$36.03	\$36.70	\$37.39
Coord-Health Info Mgmt SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62
Coord-Injury Prevention SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03
Coord-Med Staff Svc-Relief SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57
Coord-Medical Library SRM	\$38.66	\$39.25	\$40.40	\$41.56	\$42.70	\$43.86	\$45.02	\$46.17	\$46.87	\$47.56	\$48.24	\$48.95	\$49.86	\$50.79
Coord-Medical Staff Svcs SRM	\$28.46	\$28.89	\$29.74	\$30.59	\$31.44	\$32.29	\$33.14	\$33.99	\$34.50	\$35.01	\$35.52	\$36.03	\$36.70	\$37.39
Coord-OR Inventory SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46
Coord-Pyxis SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03
Coord-Quality Assurance SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47
Coord-RAC Documentation SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62
Coord-Resource SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46
Coord-Surgical Services SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03
Coord-Transcription SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62
Coord-Utilization Mgmt SRM	\$35.80	\$36.35	\$37.41	\$38.48	\$39.55	\$40.62	\$41.69	\$42.76	\$43.40	\$44.05	\$44.69	\$45.33	\$46.19	\$47.03
Courier SRM	\$15.40	\$15.65	\$16.10	\$16.56	\$17.02	\$17.48	\$17.94	\$18.40	\$18.67	\$18.96	\$19.22	\$19.50	\$19.87	\$20.23
Env Svcs Rep SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84
Env Svcs Spec SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59
ER Patient Access Rep SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59
Financial Counselor SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46
Head Chef SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03
InventoryDatabaseController SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47
Lead-Cook SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47
Lead-Courier SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84
Lead-EnvironmentalSvcsRep SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46
Lead-Nutrition Svcs Aide SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47
Lead-Resp Care Practnr SRM	\$35.80	\$36.35	\$37.41	\$38.48	\$39.55	\$40.62	\$41.69	\$42.76	\$43.40	\$44.05	\$44.69	\$45.33	\$46.19	\$47.03
Lead-Secretary SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47
Lead-Secretary-Laboratory SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47
Lead-Sterile Process Tech SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47
LVN I SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62
LVN II SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03
LVN III SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57
LVN IV SRM	\$28.46	\$28.89	\$29.74	\$30.59	\$31.44	\$32.29	\$33.14	\$33.99	\$34.50	\$35.01	\$35.52	\$36.03	\$36.70	\$37.39
Medical Interpreter SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46
Nutrition Svcs Aide I SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84
Nutrition Svcs Aide II SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59
OutptRegistr/Clinical Asst SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46
Pathology Lab Asst I SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59
Pathology Lab Asst II SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46

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Years of Experience																
0	1	2	3	4	5	6	7	8	9	10	11	16	21			
	Descr															
	Pathology Lab Asst III SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	PBX Operator I SRM	\$16.62	\$16.88	\$17.38	\$17.87	\$18.38	\$18.87	\$19.35	\$19.86	\$20.16	\$20.45	\$20.76	\$21.06	\$21.44	\$21.84	
	PBX Operator II SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59	
	Phys Therapy Asst I SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62	
	Phys Therapy Asst II SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03	
	Registrar-Patient Access SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59	
	Registrar-Trauma SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57	
	Rehab Coord I SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47	
	Rehab Coord II SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03	
	Resp Care Practnr I SRM	\$30.70	\$31.17	\$32.09	\$32.99	\$33.92	\$34.84	\$35.75	\$36.67	\$37.22	\$37.77	\$38.32	\$38.87	\$39.60	\$40.34	
	Resp Care Practnr II SRM	\$33.16	\$33.66	\$34.65	\$35.63	\$36.63	\$37.61	\$38.61	\$39.59	\$40.20	\$40.79	\$41.37	\$41.98	\$42.76	\$43.56	
	Scheduler SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	Secretary SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	Secretary-Operating Rm SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	Secretary-Staffing Svcs SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	Spec-Perinatal SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	Spec-Surgical Database SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03	
	Specialist-Patient Access SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	Specialist-PatientAccessSr SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47	
	Tech-Anesthesia I SRM	\$28.46	\$28.89	\$29.74	\$30.59	\$31.44	\$32.29	\$33.14	\$33.99	\$34.50	\$35.01	\$35.52	\$36.03	\$36.70	\$37.39	
	Tech-Anesthesia II SRM	\$28.46	\$28.89	\$29.74	\$30.59	\$31.44	\$32.29	\$33.14	\$33.99	\$34.50	\$35.01	\$35.52	\$36.03	\$36.70	\$37.39	
	Tech-Cardio Radiologic SRM	\$41.72	\$42.36	\$43.60	\$44.85	\$46.09	\$47.34	\$48.59	\$49.83	\$50.58	\$51.32	\$52.07	\$52.82	\$53.81	\$54.81	
	Tech-Cardio/Pulmonary SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57	
	Tech-Cardiovascular SRM	\$33.16	\$33.66	\$34.65	\$35.63	\$36.63	\$37.61	\$38.61	\$39.59	\$40.20	\$40.79	\$41.37	\$41.98	\$42.76	\$43.56	
	Tech-Central Supply SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59	
	Tech-Cytology SRM	\$41.72	\$42.36	\$43.60	\$44.85	\$46.09	\$47.34	\$48.59	\$49.83	\$50.58	\$51.32	\$52.07	\$52.82	\$53.81	\$54.81	
	Tech-Echo SRM	\$38.66	\$39.25	\$40.40	\$41.56	\$42.70	\$43.86	\$45.02	\$46.17	\$46.87	\$47.56	\$48.24	\$48.95	\$49.86	\$50.79	
	Tech-EKG SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62	
	Tech-EKG/EEG SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57	
	Tech-Electrophysiology Lab SRM	\$38.66	\$39.25	\$40.40	\$41.56	\$42.70	\$43.86	\$45.02	\$46.17	\$46.87	\$47.56	\$48.24	\$48.95	\$49.86	\$50.79	
	Tech-Emergency Dept SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62	
	Tech-Endoscopy SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47	
	Tech-Equipment SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	Tech-Histology SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57	
	Tech-Laparoscopic SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46	
	Tech-Med Reconciliation SRMH	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62	
	Tech-Medical Laboratory SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57	
	Tech-MRI SRM	\$41.72	\$42.36	\$43.60	\$44.85	\$46.09	\$47.34	\$48.59	\$49.83	\$50.58	\$51.32	\$52.07	\$52.82	\$53.81	\$54.81	
	Tech-Nuclear Medicine SRM	\$45.09	\$45.77	\$47.12	\$48.47	\$49.81	\$51.16	\$52.50	\$53.85	\$54.65	\$55.46	\$56.27	\$57.07	\$58.16	\$59.23	
	Tech-OB SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47	



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Descr	Years of Experience																				
	0	1	2	3	4	5	6	7	8	9	10	11	16	21							
Tech-Ortho Trauma SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03							
Tech-Patient Care SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Tech-Patient Handler SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Tech-PatientCare-PICC Svcs SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Tech-Pharmacy I SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47							
Tech-Pharmacy II SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Tech-Pulmonary Function SRM	\$30.70	\$31.17	\$32.09	\$32.99	\$33.92	\$34.84	\$35.75	\$36.67	\$37.22	\$37.77	\$38.32	\$38.87	\$39.60	\$40.34							
Tech-Radiology I SRM	\$33.16	\$33.66	\$34.65	\$35.63	\$36.63	\$37.61	\$38.61	\$39.59	\$40.20	\$40.79	\$41.37	\$41.98	\$42.76	\$43.56							
Tech-Radiology II SRM	\$35.80	\$36.35	\$37.41	\$38.48	\$39.55	\$40.62	\$41.69	\$42.76	\$43.40	\$44.05	\$44.69	\$45.33	\$46.19	\$47.03							
Tech-Radiology III SRM	\$35.80	\$36.35	\$37.41	\$38.48	\$39.55	\$40.62	\$41.69	\$42.76	\$43.40	\$44.05	\$44.69	\$45.33	\$46.19	\$47.03							
Tech-Rehab SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Tech-Sterile Processing I SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Tech-Sterile Processing II SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Tech-Surgical I SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57							
Tech-Surgical II SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57							
Tech-Surgical III SRM	\$26.32	\$26.72	\$27.50	\$28.29	\$29.07	\$29.87	\$30.65	\$31.44	\$31.90	\$32.37	\$32.84	\$33.32	\$33.95	\$34.57							
Tech-Surgical Svcs Equip SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47							
Tech-SurgSvcs PatientCare SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Tech-Telemetry SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47							
Tech-Ultrasound SRM	\$45.09	\$45.77	\$47.12	\$48.47	\$49.81	\$51.16	\$52.50	\$53.85	\$54.65	\$55.46	\$56.27	\$57.07	\$58.16	\$59.23							
Tech-Urgent Care I SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47							
Tech-Urgent Care II SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47							
Tech-Urgent Care III SRM	\$24.38	\$24.74	\$25.48	\$26.20	\$26.93	\$27.67	\$28.39	\$29.12	\$29.56	\$29.99	\$30.43	\$30.86	\$31.45	\$32.03							
Transcriber I SRM	\$20.91	\$21.23	\$21.85	\$22.47	\$23.10	\$23.73	\$24.36	\$24.98	\$25.34	\$25.72	\$26.10	\$26.47	\$26.97	\$27.47							
Transcriber II SRM	\$22.54	\$22.89	\$23.55	\$24.23	\$24.90	\$25.58	\$26.25	\$26.92	\$27.33	\$27.73	\$28.13	\$28.54	\$29.07	\$29.62							
Transporter I-Patient SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Transporter-Patient SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Transporter-Supply SRM	\$15.40	\$15.65	\$16.10	\$16.56	\$17.02	\$17.48	\$17.94	\$18.40	\$18.67	\$18.96	\$19.22	\$19.50	\$19.87	\$20.23							
UnitSectryII/CarePartnrIII SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Ward Clk/Unit Sectry I SRM	\$17.95	\$18.22	\$18.75	\$19.29	\$19.84	\$20.37	\$20.91	\$21.44	\$21.76	\$22.09	\$22.41	\$22.73	\$23.16	\$23.59							
Ward Clk/Unit Sectry II SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							
Ward Clk/Unit Sectry III SRM	\$19.37	\$19.67	\$20.25	\$20.83	\$21.41	\$21.99	\$22.57	\$23.15	\$23.49	\$23.84	\$24.19	\$24.54	\$25.00	\$25.46							





