

\$23.5 Million Added to Pay for RNs/Pros



Due to the hard work of our **first representative Bargaining Team** and members, *this contract achieved the largest advancements that workers at the hospital have seen in years.*

Over at least the last six years, RNs/Pros were “capped” at the top rate and received only “lump sum” bonuses. As a matter of fact, this year, 318 people got either no increase whatsoever or less than 2% and a lump sum.

In our new contract, that is now eliminated. Now everyone every year gets a wage increase based on years of experience, current rate, rate on the wage scale and the contract language. **Everyone’s rate is different based on these factors.**

Wage scales start rates increased from 16% to 41% over the term of the contract.

Wage scale 25-year rates increased from 8% to 29% over the term of the contract

Wage increases range from 11% to 41% with an average of 17% increase.

We won a pathway to advancement for RNs

We protected healthcare cost controls.

We won improvements in 17 different areas, including staffing

For years FVRMC has been in decline. It will take ongoing work to make improvements. One contract will not solve the problems. What solves issues is having a strong organization that holds Tenet accountable and that pushes for improvements that benefit our patients and staff.

We stand united and committed to working together as we stand up for safe, quality patient care.

Our core principles

- Recruit and retain staff
- Voice in patient care—shine the light on patient care
- Hold Tenet accountable
- Recognize our commitment/ experience

COMPENSATION

First wage increase effective December 4, 2022: all other increases will be within 24 months

Eliminated wage freeze and lump sum bonus system: over the last year 318 RNs/Pros/Per Diems did not receive any wage increase at all, or less than 2%. Instead, they got a “lump sum” bonus of 2% or less that was taxed and did nothing to build the base rate of pay. **We ended that!**

Now, all staff, every year, will receive an annual wage increase that will build the base pay rate and help secure higher social security benefits, double time and PTO payments.

Wages are now based on:

job classification years of experience current rate wage scale rate contract minimum and maximum rate

FVRMC's start rate was 12% below that of other Tenet hospitals: We fixed that!

The new start rate for RNI is now 12% higher; the rates on all other wage scales have increased as well. In addition, each year the scale will inflate.

December 4, 2022: FT/PT receive 5% to 7% increase; in addition, anyone below the new start rate will go to the new start rate, even if it exceeds 7%.

December 2023: FT/PT receive 3% to 6% increase; the wage scale increases by 3%

December 2024: FT/PT receive 3% to **full wage scale implementation**; the wage scale increases by 2.75%

Copies of the 2022, 2023, 2024 wage scales are on the back

Below are real-life examples of RNs & Professionals at the hospital. As you can see, each individual RN/Pro has a *different wage increase* each year based on multiple factors including your job classification, years of experience (YOE), current rate, new contract rate, and wage scale.

CLASSIFICATION	YOE	CURRENT RATE	12/4/2022 NEW RATE AND % INCREASE	12/2023 NEW RATE AND % INCREASE	12/2024 NEW RATE AND % INCREASE	TOTAL % INCREASE OVER 24 MONTHS
RN 1	1	\$40.33	\$45.40 12.6%	\$47.82 5.3%	\$50.96 6.6%	26.4%
RN 1	5	\$44.39	\$47.50 7%	\$50.35 6%	\$57.09 13.4%	28.6%
RN 1	10	\$53.09	\$56.81 7%	\$60.13 5.8%	\$63.03 4.8%	18.7%
RN 1	18	\$58.88	\$61.82 5%	\$63.67 3%	\$66.21 4%	12.4%
RN 1	25	\$60.05	\$64.25 7%	\$66.37 3.3%	\$68.36 3%	13.8%
RN 2	42	\$67.74	\$71.13 5%	\$73.26 3%	\$75.46 3%	11.4%
CASE MANAGER	8	\$54.89	\$58.73 7%	\$62.25 6%	\$67 7.6%	22.1%
CLINICAL LAB SCIENTIST	18	\$54.95	\$58.80 7%	\$62.33 6%	\$68.98 10.7%	25.5%
PHARMACIST-CLINICAL	10	\$83.38	\$89.22 7%	\$94.57 6%	\$101.22 7%	21.4%
THERAPIST-PHYSICAL	13	\$56.19	\$59.72 6.3%	\$61.51 3%	\$64.47 4.8%	14.7%
SOCIAL WORKER-MSW	7	\$40.57	\$43.41 7%	\$46.01 6%	\$53.14 15.5%	31%

COMPENSATION

NEW! YOY Review: If you believe your years of experience is incorrect, you have 30 days from December 2nd, 2022 to appeal and provide any documentation to HR.

NEW! Achieved Pathway To Advancement! The current CLIN II Ladder did not function, was not in control of the nurse and as a result, less than 80 nurses were in RNII status. We fixed that!

NEW! RNII Criteria that puts the RN in control of advancement: an RN may apply for RNII if they meet the below qualifications/criteria. This eliminated "approval" from management and the committee requirement that management dictated. Now any RN who wishes to advance to RNII has a new criteria that is in control of the RN. **If you choose to advance, the wage rate increases by 4.5%.**

- A. Eligibility to Apply for RN II Status:
 - 1. Current license
 - 2. FT/PT RN with a minimum 2 yrs experience in acute care
 - 3. Must be willing to serve as Charge RN and/or preceptor at the Director's discretion
 - 4. Performance eval meets at least mid-point performance standards
 - 5. No disciplinary action/performance improvement plan within the past six months
 - 6. Validated competencies as outlined in their job description
 - 7. Bedside clinicians who provide direct patient care
- B. Current RNs II will remain in that status so long as they continue to maintain the requirements as noted below.
- C. Full Time or Part Time 1 RNs will be eligible for RN II status when the RN I meets all the following requirements
- D. RN II Status Requirements:
 - 1. Current license
 - 2. Certifications for the RNs specific position, i.e., BLS, PALS, NRP, etc.
 - 3. Minimum 2 years recent acute care experience
 - 4. Completed preceptor training course, provided by the facility
 - 5. Holds ADN, BSN or higher degree, plus completion of a special project as assigned and agreed upon by management
- E. In order to maintain RN II status, the RN must continue to meet the above-noted requirements, which will be reviewed annually during the Performance Evaluation process.

PER DIEM RATES: December 2022: All Per Diems receive a 5% wage increase or will be placed on the new flat rate whichever is greater. December 2023 and December 2024, the rate will increase by 3% each year and the wage increase shall be the same.

POSITION	CURRENT RATE	12/4/2022	12/2023	12/2024
REGISTERED NURSE	\$52.91	\$55.56	\$57.23	\$58.95
CASE MANAGER	\$55.55	\$58.33	\$60.08	\$61.88
CLINICAL LAB SCIENTIST	\$53.89	\$56.58	\$58.28	\$60.03
PHARMACIST	\$74.69	\$78.42	\$80.77	\$83.19
SOCIAL WORKER-LCSW	\$44.81	\$47.05	\$48.46	\$49.91
SOCIAL WORKERS-MSW	\$40.07	\$42.07	\$43.33	\$44.63
THERAPIST: PT/OT	\$53.89	\$56.58	\$58.27	\$60.03
THERAPIST-SPEECH	\$55.14	\$57.90	\$59.64	\$61.43

COMPENSATION

WEEKENDER RATES: Current “Weekenders” will receive the same wage increase and scale placement as all other FT/PT staff. Moving forward, RNs who apply for and become “Weekenders” will receive the following flat rate:

December 2022: \$59.99

December 2023: \$61.78

December 2024: \$63.63

NEW! Differentials:

	CURRENT	IMMEDIATE INCREASE	NEXT INCREASE
On call/standby pay:	\$7	\$11	1/1/2024: \$12
Evening shift:	\$2.50	\$2.75	1/1/2025: \$3.00
Night shift:	\$4.10	\$4.75	1/1/2025: \$5.25
Rehab Therapist Lead:	\$1.50	5%	

Note: Current Pharmacist \$5.10 night shift differential continues until the \$5.25 kicks in on 1/2025.

NEW! Standby System: In some departments, management would either call off before the shift or during the shift flex off, and ask the person if they wished to be on “voluntary” standby, but not pay the standby rate, or the time and one half if they were called back in. We fixed this!

If you are called off prior to your shift or during your shift, and management asks you to be on standby, it is your choice to say yes or no. If you do choose to be on standby, you will be paid the new standby rate and time and one half if called back.

Note: For those departments that currently have “scheduled” on call shifts, or the Maternal Health units that currently have “mandatory” standby, that shall continue.

NEW! PTO in our Control!: We can now choose to use or not use PTO: ***“PTO may be utilized for time off from scheduled work including: vacation, holidays, sick leave, and leaves of absence.”*** The previous contract required staff to use it, and the practice inside the hospital was mixed. Now it is your choice and the contract protects you.

NEW! Won back guaranteed Longevity Bonus: This was removed in the last contract, but we fixed that. This is now in the contract and guaranteed.

NEW! EIB Usage: EIB can now be accessed immediately for COVID illness/quarantine if either you used the allocated CA Paid COVID pay, or that no longer exists (set to expire 12/31/22). In addition you can use EIB to supplement state disability/workers compensation.

NEW! Education:

Very few people have used any education benefits; the process was not clear and not everything was reimbursed. We fixed that! All mandatory fees and required course materials, including tuition, books, documents, whether the course is in person or online, are eligible for reimbursement. There is a specific timeline upon which you will now be reimbursed. Reimbursement for FT:

\$1,500: 3 years or less

\$2,000: 4 years or more

\$3,000: 5 years or more

Reimbursement for PT: 50% of the above rates.

NEW! CEUs Now Reimbursed! In the past, this was not provided at all, or sporadically, now the contract is clear. CEU classes are eligible for reimbursement. Maintained all other education incentives including: \$1,000 for anyone who achieves a Bachelors, Masters or Doctoral, as well as a \$1,000 for any Professional who achieves an advanced degree. Anyone who achieves a National Certification or renewal of a National Certification shall receive \$500.

PATIENT CARE/STAFFING

NEW! Relief is on the Way! We won new language where management has committed to make a reasonable effort to schedule break nurses. It will take work to make sure it is enforced, but we now have the tools. *“The Facility will make reasonable efforts to schedule an adequate number of Break Relief RNs so as to provide rest and meal breaks. The Break Relief RN shall not be counted in staffing ratios ...shall assume the assignments of the nurses for whom break relief is provided.”*

NEW! Cancellations: RNs will not be canceled if there is no break nurse scheduled at the time of cancellation: *“The Facility shall not cancel a Registered Nurse unless the department or unit has coverage for meal and break relief at the time of cancellation.”*

New Grad Orientation: Contract codifies that New RN Grads will not be part of the staffing hours and that during the New Grad Orientation, neither the Preceptor nor the New Grad will be pulled out of the orientation program to relieve in any other areas, unless all other options are exhausted.

NEW! PT/PD Conversion: If you are currently a part-time or per diem employee and working the equivalent of either part-time or full-time hours, you may convert your status to either part-time or full-time. In this case, you would receive all the benefits, PTO, wage scale placement and all other

benefits of a part-time and/or full-time employee.

NEW! Scheduling: In departments/units that do not utilize self-scheduling, after FT and PT staff are scheduled, available open shifts shall be filled by Per Diems.

NEW! Title 22 is now part of our union contract.

Management fought this until nearly the end. The Bargaining Team said these regulations are the backbone of our work and everyone, including managers, must know the law and have the contractual right to enforce it!

NEW! Protection of Rehab Therapists: Over the years, there have been concerns that FVRMC may contract out the Rehab Department; this agreement has in writing that Rehab Therapist positions shall not be contracted out.

Healthcare Professional Advisory Committee: This was in the previous contract and continues. This committee provides for six union-represented employees and six members of the management team to meet on a regular basis to address and resolve patient care issues/concerns.

NEW! Floating: RN who is competent on Mother/Baby and/or NICU may float to L&D to care for a newborn. A committee of RNs and managers in Maternal Health will meet to discuss safe protocols/procedures. Competent is defined as current competencies in the last 12 months.

OTHER ISSUES

NEW! Covid Article: Extensive four-page document outlining protections on COVID safety measures, which includes obligations the hospital must meet on PPE, Infection Prevention, free testing if the hospital provides on-site testing, pay for shifts missed during a hospital required quarantine due to a confirmed hospital exposure.

Controlled Healthcare Costs: FVRMC shall continue to pay the current percentage of the healthcare premium. Increase in employee premiums up to 18% (for example, if you pay \$100/month now for your premium, the most you could pay next year would be \$118).

NEW! Bereavement Leave: Update contract to comply with new law. Entitles FT/PT staff who completed 30 days of employment to be paid bereavement leave of up to three scheduled consecutive workdays and an additional two days of unpaid LOA to take beyond the three days; you have up to three months from the date following the death to use this benefit.

What Happens if FVRMC is sold? Your job, union and contract are protected and the new owner must maintain your employment.

Leaves of Absence: Continuation of employer-paid portion of benefits while on Protected LOA.

Greater Layoff Protection for PT/FT Staff: Clarifies layoff order to protect full-time and part-time staff: the least senior among the Per Diems would be affected prior to any PT or FT staff. If a PT/FT layoff occurs, and the laid off PT/FT staff works in their job classification at another location, if they are recalled back to work at FVRMC, all the time spent working in the other location shall count toward their years of experience. This was previously not the case.

NEW! Investigatory Suspension: If an employee is placed on an Investigatory Suspension, the employee shall be notified what the issue is about, and if the suspension lasts longer than seven days, the employee shall be paid for all scheduled shifts beyond the seven days, even while on suspension.

Union Membership: All RNs/Pros must be members of the union as a condition of employment and to vote on this new contract. Membership applications will be available at the vote and no dues are deducted unless the contract is approved and implemented.

TA - 11/17/2022

APPENDIX B1: 12.4.2022: FULL TIME / PART TIME WAGE SCALES

Job Classification	0	1	2	3	4	5	6	7	8	9	10	11	12	15	20	25
RN I	\$45.40	\$45.84	\$46.43	\$48.16	\$49.97	\$51.84	\$52.88	\$53.94	\$55.02	\$56.12	\$57.24	\$58.38	\$59.55	\$60.74	\$62.56	\$64.44
RN II	\$46.74	\$47.20	\$48.51	\$50.31	\$52.19	\$54.16	\$55.24	\$56.34	\$57.47	\$58.62	\$59.79	\$60.99	\$62.21	\$63.45	\$65.35	\$67.31
Case Manager	\$49.50	\$49.98	\$51.35	\$53.27	\$55.27	\$57.34	\$58.49	\$59.66	\$60.85	\$62.07	\$63.31	\$64.58	\$65.87	\$67.19	\$68.53	\$69.90
Quality Assurance RN	\$51.56	\$52.06	\$53.51	\$55.50	\$57.58	\$59.74	\$60.93	\$62.15	\$63.39	\$64.66	\$65.95	\$67.27	\$68.62	\$69.99	\$71.39	\$72.82
Clinical Education	\$53.10	\$53.61	\$55.09	\$57.15	\$59.30	\$61.52	\$62.75	\$64.01	\$65.29	\$66.60	\$67.93	\$69.29	\$70.68	\$72.09	\$73.53	\$75.00
Clinical Lab Scientist	\$47.67	\$49.42	\$50.26	\$51.63	\$53.03	\$54.54	\$55.63	\$56.74	\$57.87	\$59.03	\$60.21	\$61.41	\$62.64	\$63.89	\$65.17	\$66.47
CLS/LIS	\$47.67	\$49.42	\$50.26	\$51.63	\$53.03	\$54.54	\$55.63	\$56.74	\$57.87	\$59.03	\$60.21	\$61.41	\$62.64	\$63.89	\$65.17	\$66.47
Clinical Lab Specialist	\$50.05	\$51.91	\$52.79	\$54.21	\$55.68	\$57.25	\$58.40	\$59.57	\$60.76	\$61.98	\$63.22	\$64.48	\$65.77	\$67.09	\$68.43	\$69.80
CLS/Lead	\$52.44	\$54.38	\$55.31	\$56.80	\$58.33	\$59.98	\$61.18	\$62.40	\$63.65	\$64.92	\$66.22	\$67.54	\$68.89	\$70.27	\$71.68	\$73.11
Social Worker - MSW	\$40.00	\$41.60	\$42.44	\$43.71	\$45.02	\$46.38	\$47.31	\$48.26	\$49.23	\$50.21	\$51.21	\$52.23	\$53.27	\$54.34	\$55.43	\$56.54
Social Worker - LCSW	\$45.00	\$46.81	\$47.75	\$49.17	\$50.64	\$52.15	\$53.19	\$54.25	\$55.34	\$56.45	\$57.58	\$58.73	\$59.90	\$61.10	\$62.32	\$63.57
Pharmacist - Staff	\$69.15	\$71.92	\$73.36	\$75.56	\$77.83	\$79.97	\$81.57	\$83.20	\$84.86	\$86.56	\$88.29	\$90.06	\$91.86	\$93.70	\$95.57	\$97.48
Pharmacist - Clinical	\$72.00	\$74.90	\$76.38	\$78.67	\$81.03	\$83.25	\$84.92	\$86.62	\$88.35	\$90.12	\$91.92	\$93.76	\$95.64	\$97.55	\$99.50	\$101.49
Therapist - Physical	\$45.40	\$47.10	\$47.93	\$49.25	\$50.60	\$51.99	\$53.03	\$54.09	\$55.17	\$56.27	\$57.40	\$58.55	\$59.72	\$60.91	\$62.13	\$63.37
Therapist - Occup	\$45.40	\$47.10	\$47.93	\$49.25	\$50.60	\$51.99	\$53.03	\$54.09	\$55.17	\$56.27	\$57.40	\$58.55	\$59.72	\$60.91	\$62.13	\$63.37
Therapist - Speech	\$45.40	\$47.10	\$47.93	\$49.25	\$50.60	\$51.99	\$53.03	\$54.09	\$55.17	\$56.27	\$57.40	\$58.55	\$59.72	\$60.91	\$62.13	\$63.37

APPENDIX B1: 12.2023 FULL TIME / PART TIME WAGE SCALES

Job Classification	0	1	2	3	4	5	6	7	8	9	10	11	12	15	20	25
RN I	\$46.76	\$47.22	\$47.82	\$49.60	\$51.47	\$53.40	\$54.47	\$55.56	\$56.67	\$57.80	\$58.96	\$60.13	\$61.34	\$62.56	\$64.44	\$66.37
RN II	\$48.14	\$48.62	\$49.97	\$51.82	\$53.76	\$55.78	\$56.90	\$58.03	\$59.19	\$60.38	\$61.58	\$62.82	\$64.08	\$65.35	\$67.31	\$69.33
Case Manager	\$50.99	\$51.48	\$52.89	\$54.87	\$56.93	\$59.06	\$60.24	\$61.45	\$62.68	\$63.93	\$65.21	\$66.52	\$67.85	\$69.21	\$70.59	\$72.00
Quality Assurance RN	\$53.11	\$53.62	\$55.12	\$57.17	\$59.31	\$61.53	\$62.76	\$64.01	\$65.29	\$66.60	\$67.93	\$69.29	\$70.68	\$72.09	\$73.53	\$75.00
Clinical Education	\$54.69	\$55.22	\$56.74	\$58.86	\$61.08	\$63.37	\$64.63	\$65.93	\$67.25	\$68.60	\$69.97	\$71.37	\$72.80	\$74.25	\$75.74	\$77.25
Clinical Lab Scientist	\$49.10	\$50.90	\$51.77	\$53.18	\$54.62	\$56.18	\$57.30	\$58.44	\$59.61	\$60.80	\$62.02	\$63.25	\$64.52	\$65.81	\$67.13	\$68.46
CLS/LIS	\$49.10	\$50.90	\$51.77	\$53.18	\$54.62	\$56.18	\$57.30	\$58.44	\$59.61	\$60.80	\$62.02	\$63.25	\$64.52	\$65.81	\$67.13	\$68.46
Clinical Lab Specialist	\$51.55	\$53.47	\$54.37	\$55.84	\$57.35	\$58.97	\$60.15	\$61.36	\$62.58	\$63.84	\$65.12	\$66.41	\$67.74	\$69.10	\$70.48	\$71.89
CLS/Lead	\$54.01	\$56.01	\$56.97	\$58.50	\$60.08	\$61.78	\$63.02	\$64.27	\$65.56	\$66.87	\$68.21	\$69.57	\$70.96	\$72.38	\$73.83	\$75.30
Social Worker - MSW	\$41.20	\$42.85	\$43.71	\$45.02	\$46.37	\$47.77	\$48.73	\$49.71	\$50.71	\$51.72	\$52.75	\$53.80	\$54.87	\$55.97	\$57.09	\$58.24
Social Worker - LCSW	\$46.35	\$48.21	\$49.18	\$50.65	\$52.16	\$53.71	\$54.79	\$55.88	\$57.00	\$58.14	\$59.31	\$60.49	\$61.70	\$62.93	\$64.19	\$65.48
Pharmacist - Staff	\$71.22	\$74.08	\$75.56	\$77.83	\$80.16	\$82.37	\$84.02	\$85.70	\$87.41	\$89.16	\$90.94	\$92.76	\$94.62	\$96.51	\$98.44	\$100.40
Pharmacist - Clinical	\$74.16	\$77.15	\$78.67	\$81.03	\$83.46	\$85.75	\$87.47	\$89.22	\$91.00	\$92.82	\$94.68	\$96.57	\$98.51	\$100.48	\$102.49	\$104.53
Therapist - Physical	\$46.76	\$48.51	\$49.37	\$50.73	\$52.12	\$53.55	\$54.62	\$55.71	\$56.83	\$57.96	\$59.12	\$60.31	\$61.51	\$62.74	\$63.99	\$65.27
Therapist - Occup	\$46.76	\$48.51	\$49.37	\$50.73	\$52.12	\$53.55	\$54.62	\$55.71	\$56.83	\$57.96	\$59.12	\$60.31	\$61.51	\$62.74	\$63.99	\$65.27
Therapist - Speech	\$46.76	\$48.51	\$49.37	\$50.73	\$52.12	\$53.55	\$54.62	\$55.71	\$56.83	\$57.96	\$59.12	\$60.31	\$61.51	\$62.74	\$63.99	\$65.27

APPENDIX B1: 12.2024 FULL TIME / PART TIME WAGE SCALES

Job Classification	0	1	2	3	4	5	6	7	8	9	10	11	12	15	20	25
RN I	\$48.05	\$48.52	\$49.14	\$50.96	\$52.89	\$54.87	\$55.97	\$57.09	\$58.23	\$59.39	\$60.58	\$61.78	\$63.03	\$64.28	\$66.21	\$68.20
RN II	\$49.46	\$49.96	\$51.34	\$53.25	\$55.24	\$57.31	\$58.46	\$59.63	\$60.82	\$62.04	\$63.27	\$64.55	\$65.84	\$67.15	\$69.16	\$71.24
Case Manager	\$52.39	\$52.90	\$54.34	\$56.38	\$58.50	\$60.68	\$61.90	\$63.14	\$64.40	\$65.69	\$67.00	\$68.35	\$69.72	\$71.11	\$72.53	\$73.98
Quality Assurance RN	\$54.57	\$55.09	\$56.64	\$58.74	\$60.94	\$63.22	\$64.49	\$65.77	\$67.09	\$68.43	\$69.80	\$71.20	\$72.62	\$74.07	\$75.55	\$77.06
Clinical Education	\$56.19	\$56.74	\$58.30	\$60.48	\$62.76	\$65.11	\$66.41	\$67.74	\$69.10	\$70.49	\$71.89	\$73.33	\$74.80	\$76.29	\$77.82	\$79.37
Clinical Lab Scientist	\$50.45	\$52.30	\$53.19	\$54.64	\$56.12	\$57.72	\$58.88	\$60.05	\$61.25	\$62.47	\$63.73	\$64.99	\$66.29	\$67.62	\$68.98	\$70.34
CLS/LIS	\$50.45	\$52.30	\$53.19	\$54.64	\$56.12	\$57.72	\$58.88	\$60.05	\$61.25	\$62.47	\$63.73	\$64.99	\$66.29	\$67.62	\$68.98	\$70.34
Clinical Lab Specialist	\$52.97	\$54.94	\$55.87	\$57.38	\$58.93	\$60.59	\$61.80	\$63.05	\$64.30	\$65.60	\$66.91	\$68.24	\$69.60	\$71.00	\$72.42	\$73.87
CLS/Lead	\$55.50	\$57.55	\$58.54	\$60.11	\$61.73	\$63.48	\$64.75	\$66.04	\$67.36	\$68.71	\$70.09	\$71.48	\$72.91	\$74.37	\$75.86	\$77.37
Social Worker - MSW	\$42.33	\$44.03	\$44.91	\$46.26	\$47.65	\$49.08	\$50.07	\$51.08	\$52.10	\$53.14	\$54.20	\$55.28	\$56.38	\$57.51	\$58.66	\$59.84
Social Worker - LCSW	\$47.62	\$49.54	\$50.53	\$52.04	\$53.59	\$55.19	\$56.30	\$57.42	\$58.57	\$59.74	\$60.94	\$62.15	\$63.40	\$64.66	\$65.96	\$67.28
Pharmacist - Staff	\$73.18	\$76.12	\$77.64	\$79.97	\$82.36	\$84.64	\$86.33	\$88.06	\$89.81	\$91.61	\$93.44	\$95.31	\$97.22	\$99.16	\$101.15	\$103.16
Pharmacist - Clinical	\$76.20	\$79.27	\$80.83	\$83.26	\$85.76	\$88.11	\$89.88	\$91.67	\$93.50	\$95.37	\$97.28	\$99.23	\$101.22	\$103.24	\$105.31	\$107.40
Therapist - Physical	\$48.05	\$49.84	\$50.73	\$52.13	\$53.55	\$55.02	\$56.12	\$57.24	\$58.39	\$59.55	\$60.75	\$61.97	\$63.20	\$64.47	\$65.75	\$67.06
Therapist - Occup	\$48.05	\$49.84	\$50.73	\$52.13	\$53.55	\$55.02	\$56.12	\$57.24	\$58.39	\$59.55	\$60.75	\$61.97	\$63.20	\$64.47	\$65.75	\$67.06
Therapist - Speech	\$48.05	\$49.84	\$50.73	\$52.13	\$53.55	\$55.02	\$56.12	\$57.24	\$58.39	\$59.55	\$60.75	\$61.97	\$63.20	\$64.47	\$65.75	\$67.06

PER DIEMS

Job Classification	2021	2022	2023	2024
RN	\$52.91	\$55.56	\$57.23	\$58.94
Case Manager	\$55.55	\$58.33	\$60.08	\$61.88
Clinical Lab Scientist	\$53.89	\$56.58	\$58.28	\$60.03
Pharmacist	\$74.69	\$78.42	\$80.77	\$83.20
Social Worker - LCSW	\$44.81	\$47.05	\$48.46	\$49.92
Social Worker - MSW	\$40.07	\$42.07	\$43.33	\$44.63
Therapist - Physical	\$53.89	\$56.58	\$58.28	\$60.03
Therapist - Occup	\$53.89	\$56.58	\$58.28	\$60.03
Therapist - Speech	\$55.14	\$57.90	\$59.64	\$61.43