



PROVIDENCE LITTLE COMPANY OF MARY MEDICAL CENTER SAN PEDRO

# TENTATIVE AGREEMENT SUMMARY

Bargaining started on February 8, 2024 and a tentative agreement was reached 11.5 months later on January 22, 2025. It is up to us, the members, to vote on the new contract! If it is approved, it will become effective immediately.

For the first time, we will now have a union contract. That means that we will have Union Representation on all issues.

Our Bargaining Team spent approximately 39 days bargaining with management and dozens of more days in meetings preparing and planning. Every word in this contract had to be negotiated and every penny we achieved was a fight to win.

Your Bargaining Team,

Aida Hernandez, *Lead Radiology Tech*  
 Alex Nunez, *CNA*  
 Alyssa Benavides, *Occupational Therapist*  
 Andrea Tanori, *LCSW*  
 Anthony Esguerra, *CT Tech*  
 Arlene Larios, *MRI Technologist*  
 Arlene Torres, *LCSW*  
 Austin Matranga, *ER Tech*  
 Carlos Gutierrez, *CT Tech*  
 Carlos Recinos, *Patient Transporter*  
 Carmeda Barnes, *Mental Health Associate*  
 Cassie Tom, *Physical Therapist*  
 Catherine Oliveras, *Mental Health Associate*  
 Catrina Ceja, *GI Tech*  
 Charlie Carter, *Certified OT Assistant*  
 Chrysoula Frantz, *LPN/LVN*  
 Cindy Tabrisky, *Physical Therapist*  
 Corinna Enriquez, *CNA*  
 Danielle Serrano, *Food Service Attendant*  
 Dominga Pineda, *CNA*

Dora Peacock, *Nursing Assistant*  
 Francis Dario, *Respiratory Care Practitioner*  
 Germain Gomez, *Mental Health Associate*  
 Janai Zamora Fukutake, *LCSW*  
 Jasmine Delgado, *Ultrasound Tech*  
 Jenna East, *Speech Language Pathologist*  
 Jo Hunt-Korn, *Physical Therapist*  
 Jonathan Hurtado, *Respiratory Therapist*  
 Joseph Alog, *Respiratory Therapist*  
 Juana Rodriguez, *CNA*  
 Judith Hernandez, *CNA*  
 Julia Mathews, *Physical Therapist*  
 Julian Brame, *Respiratory Therapist*  
 Kathleen Paras, *Respiratory Therapist*  
 Kori Kutsch, *Occupational Therapist*  
 Lady Fernandez, *Respiratory Care Practitioner*  
 Lauren Capezza, *Physical Therapist*  
 Linda Jenson, *Lead Activities Aide*  
 Nancy Gonzalez, *Ultrasound Tech*  
 Nancy Ponce De Leon, *CNA*

Nina Pepe, *Patient Services Specialist*  
 Pamela Segoviano, *Sitter*  
 Paul Lazenby, *CNA*  
 Paul Miller, *Lead CT Tech*  
 Paul Ondo, *Respiratory Care Practitioner*  
 Peace Ebiriekwe, *LPN/LVN*  
 Priscilla Ramirez, *Health Unit Secretary*  
 Raul Canjura, *CT Tech*  
 Regina Munoz, *LVN*  
 Sharon Masuzumi Sawai, *Dietitian*  
 Silvia Dorado, *Occupational Therapist*  
 Stephanie Salazar, *Patient Sitter*  
 Stephen Ayres, *Physical Therapist*  
 Summer Banks, *Radiology Tech*  
 Sydney MacWilliams, *Occupational Therapist*  
 Tavi Ballesteros, *CNA*  
 Thesa Katnic, *Patient Sitter*  
 Veronica Gonzales-Morales, *PT Assistant*  
 Yesenia Hernandez, *CNA*

All who attended bargaining sessions, participated in the informational picket, and voted by a margin of 94% to strike made a difference.

It is because of this involvement that we were able to achieve a contract that the Bargaining Team is unanimously recommending a **YES VOTE!**

We are all the founding members of our Union at our hospital. And for decades to come, all of us, along with those who come after us, will have the benefits of a Union. And every three years, we'll go back to bargaining to make additional improvements; that's how we will press forward and raise standards. We urge you to be involved, and VOTE YES!

# SUMMARY

This is a summary of the new union contract. Bargaining Team members have copies of all the agreements that were reached and you can review them at the **Ratification Vote on Wednesday January 29 and Thursday January 30.**

**Union Representation:** We are entitled to Union representation in “investigatory” meetings and meetings that may result in discipline. Our Union representative will help us resolve issues. From this point forward, if management wishes to meet with you over any issue that may result in discipline, you can advise them that you will have your Union representative at the meeting.

**Discipline:** The hospital may only discipline or terminate an employee for just cause and will utilize a system of progressive discipline.

**Process to Resolve Issues:** There is now a 3-step grievance procedure. If you are disciplined for something that you believe you had no fault in, or that the disciplinary action was unfair or too harsh, there is an appeal process. If you and management cannot reach agreement in steps 1 and 2, a third party arbitrator will decide if management’s actions were valid or not.

**Seniority Rights:** Seniority is defined as the total years of continuous service in one or more positions within the bargaining unit. There are seniority rights with regard to layoffs, bidding on a new position, and conflicts in vacation scheduling.

**Part time and Per Diem Conversion:** If a Part time or Per Diem employee works an average of 36 hours or more per work week for 6 months or more in the same job and department, they may request that the Employer post a full time position in that job classification. The Employer will grant such request. If a Per Diem works an average of 20 hours or more per work week in the same classification and department, they may request the Employer post a part-time position and the Employer will grant such request.

**Subcontracting Our Work:** We won a guarantee that our work will not be subcontracted out. In many hospitals, dietary and EVS are often subcontracted to another company. Our contract guarantees that our positions will not be eliminated.

**Protection if the Hospital is Sold:** Our jobs are protected in the event the hospital is sold. The new owner must accept the terms of the contract.

**Health and Safety:** We have an extensive article in the contract that commits the hospital to follow all regulations and protocols, including additional protocols established regarding PPE. Employees are encouraged to report any health or safety hazards and management is obligated to take any appropriate measures to remedy the situation.

**Patient Care Committee:** There shall be monthly meetings of a new patient care committee made up of up to 7 members and 7 management to discuss concerns regarding the quality of patient care, health and safety of staff and to make recommendations for improvements in areas of retention, work design and methods of patient services delivery.

**Leaves of Absence:** Extensive leaves of absence agreement outlining all types of leaves and the process for such leaves.

**Vacation Scheduling:** Each calendar year, there will be two vacation periods that you can request your preference. You may request anytime or the year, but if you know your plans and want to lock it in, you can use this process: No later than September 30 of each year, you can request vacations for January 1 through June 30 of the next year. No later than March 31 of each year, you can request vacation for July 1 through December 31. Once vacation requests are in for these periods, requests shall be granted in seniority order.

**Holidays:** If your department is closed by management on a holiday or date adjacent to the holiday, and the holiday closure is on a date that the department is normally open and you are required to be off work, or work fewer hours, you have the option to take PTO. In addition, if you were scheduled to work on a holiday and are either canceled or flexed, you shall receive credit for fulfilling your holiday commitment.

**Education Benefits:** Up to \$5250 per year for eligible employees to receive 100% assistance of tuition and mandatory fees (e.g. registration fees, technology fees, lab fees, certification exam fees) and required books and supplies for select foundational programs, high school completion, certificates, undergraduate degrees and graduate degree programs in high-priority areas for hard-to-fill roles, in accordance with the program rules established by the Hospital’s third-party education benefits vendor. Eligible Employees may receive reimbursement for costs associated with U.S.-based accredited undergraduate/graduate certificates, undergraduate degrees, and graduate degree programs. Secured as current existing practice, CEU reimbursement for the Professional staff in the Rehab Department.

**Health Benefits/401K/PTO:** The new contract protects the benefits that currently exist and there are cost controls on increases in healthcare premiums.

# WAGES AND OTHER COMPENSATION

Wage increases range from 8.2% to 58.4% over the next 24 months. The average wage increase is 24%.

A wage grid was established for each job classification. Each year the rates on the grid increase by 3%. (see attached)

**Year 1, Effective March 9:** Everyone will get a minimum raise of 4%. If you are still below your wage grid rate, you will get up to 5%.

- 73% of all ft/pt staff will receive a 5% increase
- 23% of staff will receive a 4% increase
- 4% of staff will receive between 4.1%– 4.99%

**Year 2, Effective February 2026:** Everyone will get a minimum raise of 2%. If you are still below your wage grid rate, you will get up to 5%.

- 77% of all full time/part time staff will receive a 5% increase
- 10% of staff will receive an increase of between 2.1%- 4.9%
- 13% will receive an increase of 2%

**Year 3, Effective February 2027:** Everyone will get a minimum raise of 2% or will be placed onto the wage grid rate, whichever is greater.

- 8% of staff will receive an increase of 2%
- 92% of staff will receive an average increase of 12%

## THESE ARE REAL LIFE EXAMPLES OF AN LVN, OCCUPATIONAL THERAPIST AND CNA WHO WORK IN SAN PEDRO:

Job	Year 1 Exp.	Current	3/2025 raise	% Increase	Year 2 Exp.	2/2026 raise	% Increase	Year 3 Exp.	2/2027 raise	% Increase	Total Increase
LVN	13	\$31.80	\$33.39	5%	14	\$35.06	5%	15	\$45.91	30.9%	44.4%
OT	3	\$50.65	\$53.18	5%	4	\$55.84	5%	5	\$63.86	14.4%	26.1%
CNA	3	\$23	\$24.15	5%	4	\$25.36	5%	5	\$28.79	13.5%	25.2%

Wage Grids for all years are attached. Each year the grid goes up by 3%, and if you have additional years of experience, you move to the next step on the wage grid based on your years of experience.

**PER DIEM RATES:** The per diem rate will now be a flat rate, based on Step 7 of the wage grid for your job classification. The wage grid increases each year by 3%.

**Year 1, Effective March 9:** Per Diems will get a minimum raise of 4%. If you are still below step 7 of the wage grid, you will get up to 5%.

**Year 2, Effective February 2026:** Per Diems will get a minimum raise of 2%. If you are still below step 7 of the wage grid, you will get up to 5%.

**Year 3, Effective February 2027:** Per Diems will get a minimum raise of 2% or will be placed onto the step 7 rate, whichever is greater.

**Nursing Assistants:** Those who have their CNA certification as of August 6, 2024, shall be considered CNAs and will be placed on the higher CNA wage grid.

**Preceptor Pay:** \$2.00/hour to \$3.50/hour depending on your job classification to precept new hires; and for RTs in addition to also precept students.

**Stand by Pay:** Increased to \$9.50/hour effective March 9; \$9.75 in February 2026; and \$10 in February 2027.

**Protected Extra Shift Bonus for RTs and LVNs.**

**Paid Jury Duty:** 36 hours of paid time for full-time employees required to attend jury duty in a 12 month period.



PROVIDENCE LITTLE COMPANY OF MARY MEDICAL CENTER SAN PEDRO

# RESUMEN DEL ACUERDO TENTATIVO

Las negociaciones comenzaron el 8 de febrero de 2024 y se llegó a un acuerdo provisional 11 meses y medio después, el 22 de enero de 2025. ¡Depende de nosotros, los miembros, votar sobre el nuevo contrato! Si se aprueba, entrará en vigencia de inmediato.

Por primera vez tendremos un contrato sindical. Eso significa que tendremos representación sindical en todos los asuntos.

Nuestro equipo de negociación negoció aproximadamente 39 días con la gerencia y estuvieron docenas de días más en reuniones de preparación y planeación. Cada palabra de este contrato tuvo que ser negociada y cada centavo que logramos fue una lucha por ganar.

Tu equipo de negociación,

Aida Hernandez, *Lead Radiology Tech*  
 Alex Nunez, *CNA*  
 Alyssa Benavides, *Occupational Therapist*  
 Andrea Tanori, *LCSW*  
 Anthony Esguerra, *CT Tech*  
 Arlene Larios, *MRI Technologist*  
 Arlene Torres, *LCSW*  
 Austin Matrangola, *ER Tech*  
 Carlos Gutierrez, *CT Tech*  
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Dora Peacock, *Nursing Assistant*  
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 Thesa Katnic, *Patient Sitter*  
 Veronica Gonzales-Morales, *PT Assistant*  
 Yesenia Hernandez, *CNA*

Todos los que asistieron a las sesiones de negociación, participaron en el piquete informativo en agosto y votaron por un margen del 94% a favor de la huelga marcaron la diferencia.

¡Es debido a esta participación que logramos un contrato que el equipo de negociación recomienda unánimemente VOTAR SÍ!

Todos somos miembros fundadores de nuestro sindicato en nuestro hospital. Y durante las próximas décadas, todos nosotros, junto con los que vengan después de nosotros, disfrutaremos de los beneficios de un sindicato. Y cada tres años, volveremos a negociar para realizar mejoras adicionales, así es como avanzaremos y elevaremos los estándares. ¡Te instamos a participar y VOTAR SÍ!

# RESUMEN

Este es un resumen del nuevo contrato sindical. Los miembros del Equipo de Negociación tienen copias de todos los acuerdos alcanzados y puedes verlos en el **voto de ratificación el miércoles 29 y el jueves 30 de enero.**

**Representación sindical:** Tienes derecho a representación sindical en reuniones de "investigación" o que puedan llevar a medidas disciplinarias. Tu representante sindical te ayudará a resolver los problemas. A partir de este momento, si la gerencia desea reunirse contigo por cualquier problema que pueda derivar en disciplinaria, díles que tu representante sindical estará presente en la reunión.

**Disciplina:** El hospital solo puede disciplinar o despedir a un empleado por una causa justa y usará un sistema de disciplina progresiva.

**Proceso para resolver problemas:** Ahora existe un proceso de quejas de 3 pasos. Si te disciplinan por algo que crees que no es tu culpa, o si la medida disciplinaria fue injusta o demasiado severa, hay un proceso de apelación en el que, al final, si tu y la gerencia no pueden llegar a un acuerdo, un árbitro externo decidirá si las acciones de la gerencia fueron válidas o no.

**Derechos de señoría:** La señoría se define como la cantidad total de años de servicio continuo en uno o más puestos dentro de la unidad de negociación. Existen derechos de señoría con respecto a cualquier despido, licitación para un nuevo puesto de trabajo y conflictos en la programación de vacaciones.

**Conversión de trabajadores de medio tiempo y per diem:** Si un empleado de medio tiempo o per diem trabaja un promedio de 36 horas o más por semana laboral durante 6 meses o más en el mismo trabajo y departamento, puede solicitar que el Empleador publique un puesto de tiempo completo en esa clasificación laboral, y el Empleador concederá dicha solicitud. Si un empleado per diem trabaja un promedio de 20 horas o más por semana laboral en la misma clasificación y departamento, puede solicitar que el Empleador publique un puesto de medio tiempo y el Empleador concederá dicha solicitud.

**Subcontratación de nuestro trabajo:** Tenemos una garantía de que nuestro trabajo no se subcontratará. En muchos hospitales, los servicios de comida y el mantenimiento a menudo se subcontratan a otra empresa; nuestro contrato protege nuestros puestos de trabajo de ser eliminados y subcontratados.

**Protección si se vende el hospital:** Nuestros puestos de trabajo están protegidos en caso de venta del hospital; el nuevo propietario debe aceptar los términos del contrato.

**Salud y seguridad:** Tenemos un artículo extenso que compromete al hospital a seguir todas las regulaciones, incluidos los protocolos adicionales con respecto al PPE. Los empleados pueden informar sobre cualquier riesgo para la salud o la seguridad y la gerencia está obligada a remediar la situación.

**Comité de atención al paciente:** Habrá reuniones mensuales de un nuevo comité de atención al paciente integrado por hasta 7 miembros y 7 directivos para analizar las inquietudes relacionadas con la calidad de la atención al paciente, la salud y la seguridad del personal y para hacer recomendaciones para mejorar las áreas de retención, diseño del trabajo y métodos de prestación de servicios al paciente.

**Ausencias:** Hay un acuerdo extenso sobre licencias que describe todos los tipos y el proceso para ellas.

**Programación de vacaciones:** Cada año calendario, habrá dos períodos en que puedes solicitar vacaciones según tu preferencia. Puedes solicitarlos en cualquier momento del año, pero si sabes tus planes y deseas fijarlos, puedes usar este proceso: A más tardar el 30 de septiembre, puedes solicitar vacaciones para el 1 de enero hasta el 30 de junio del año siguiente. A más tardar el 31 de marzo, puedes solicitar vacaciones para el 1 de julio hasta el 31 de diciembre. Una vez que se presenten las solicitudes para estos períodos, se otorgarán en orden de señoría.

**Días festivos:** si la gerencia cierra tu departamento en un día festivo o en una fecha adyacente al día festivo, y el cierre coincide con una fecha en la que el departamento normalmente está abierto y debes ausentarte del trabajo o trabajar menos horas, tienes la opción de tomarte un día libre remunerado. Además, si tenías previsto trabajar en el día festivo y te cancelan o te hace "flexed", recibirás crédito por cumplir con tu compromiso de día festivo.

**Beneficios educativos:** Hasta \$5250 por año para que los empleados elegibles reciban una ayuda del 100% para la matrícula y las cuotas obligatorias (inscripción, tecnología, laboratorio, exámenes de certificación) y los libros y suministros necesarios para programas básicos selectos, finalización de la escuela secundaria, certificados, títulos universitarios y programas de posgrado en áreas de alta prioridad para puestos difíciles de cubrir, de acuerdo con las reglas del programa establecidas por el proveedor externo de beneficios educativos del Hospital. Los empleados elegibles pueden recibir un reembolso por los costos asociados con certificados, títulos universitarios y programas de posgrado acreditados de pregrado y posgrado con sede en los EE. UU. Aseguramos la práctica existente de reembolso de créditos por costos educativos para el personal profesional del Departamento de Rehabilitación.

**Beneficios de salud/401K/PTO:** El nuevo contrato protege los beneficios que existen y hay controles de costo en los aumentos a las primas del cuidado médico.

# SALARIOS Y OTRA COMPENSACIÓN

**Aumentos salariales de entre 8.2% to 58.4% en los próximos 24 meses. El aumento promedio es del 24%.**

Hay una escala salarial para cada categoría laboral. Cada año, las tasas de la escala aumentan un 3% (revisa el anexo).

**Año 1, a partir del 9 de marzo:** Todos recibirán un aumento mínimo del 4%. Si aún estás por debajo de las tasa de la escala salarial, recibirás un aumento de hasta 5%.

- 73% de todos los trabajadores de tiempo completo y medio tiempo recibirán un aumento del 5%
- 23% del personal recibirá un aumento del 4%
- 4% del personal recibirá un aumento de entre 4.1%– 4.99%

**Año 2, a partir de febrero de 2026:** Todos recibirán un aumento mínimo del 2%. Si aún estás por debajo de las tasa de la escala salarial, recibirás un aumento de hasta 5%.

- 77% de todos los trabajadores de tiempo completo y medio tiempo recibirán un aumento del 5%
- 10% del personal recibirá un aumento de entre 2.1%– 4.9%
- 13% recibirán un aumento del 2%

**Año 3, a partir de febrero de 2027:** Todos recibirán un aumento mínimo del 2% o serán colocados en la tarifa de la escala salarial, lo que sea mayor.

- 8% del personal recibirá un aumento del 2%
- 92% del personal recibirá un aumento promedio del 12%

## ESTOS SON EJEMPLOS REALES DE UN LVN, UN TERAPEUTA OCUPACIONAL (OT) Y UN CNA QUE TRABAJAN EN SAN PEDRO:

Trabajo	Year 1 Exp.	Salario actual	Aumento en marzo de 2025	% de aumento	Años de experiencia en año 3	Aumento en Feb. 2026	% de aumento	Años de experiencia en año 3	Aumento en Feb. 2027	% de aumento	Aumento Total
LVN	13	\$31.80	\$33.39	5%	14	\$35.06	5%	15	\$45.91	30.9%	44.4%
OT	3	\$50.65	\$53.18	5%	4	\$55.84	5%	5	\$63.86	14.4%	26.1%
CNA	3	\$23	\$24.15	5%	4	\$25.36	5%	5	\$28.79	13.5%	25.2%

*Se adjuntan las tablas salariales de todos los años. Cada año, la tabla aumenta un 3% y, si tienes años de experiencia adicionales, pasas al siguiente nivel de la tabla salarial en función de tus años de experiencia.*

**TARIFAS DE TRABAJADORES PER DIEM:** La tarifa de los trabajadores per diem será ahora una tarifa fija, basada en el Escalón 7 de la escala salarial para su clasificación laboral.

**Año 1, a partir del 9 de marzo:** Los per diem tendrán un aumento mínimo del 4%. Si aún se encuentran por debajo del Escalón 7 de la escala salarial, recibirán un aumento de hasta el 5%.

**Año 2, a partir de febrero de 2026:** Los per diem tendrán un aumento mínimo del 2%. Si aún se encuentran por debajo del Escalón 7 de la escala salarial, recibirán un aumento de hasta el 5%.

**Año 3, a partir de febrero de 2027:** Los per diem tendrán un aumento mínimo del 2% o se les colocará en el Escalón 7 de la escala salarial, lo que sea mayor.

**Asistentes de enfermería:** Aquellos que tienen su certificación de CNA a partir del 6 de agosto de 2024, se considerarán CNA y se les colocará en la escala salarial de CNA más alta.

**Pago de preceptor:** \$2.00/hora a \$3.50/hora según su clasificación laboral para preceptuar a nuevos empleados; para los RT cuando también preceptúen a los estudiantes.

**Pago por turno de guardia:** Se incrementó a \$9.50/hora a partir del 9 de marzo; \$9.75 en febrero de 2026; y \$10 en febrero de 2027.

**Protegimos el bono por turno adicional para RTs y LVNs.**

**Servicio de jurado pagado:** 36 horas de tiempo pagado para empleados a tiempo completo que deban servir de jurado en un período de 12 meses.

**PROVIDENCE LITTLE COMPANY OF MARY SAN PEDRO -- 1/22/25**

**YEAR 1 - Effective March 2025**

<b>Job Classifications</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7 (PD rate)</b>	<b>10</b>	<b>15</b>	<b>20</b>	<b>25</b>
Activities Aide	\$23.00	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61
Associate Sterile Processing Technician	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18
Cook	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18
Environmental Services Technician	\$23.25	\$23.72	\$24.19	\$24.67	\$25.16	\$25.66	\$26.17	\$26.69	\$27.22	\$27.76	\$28.32	\$28.89
Food Service Attendant	\$23.25	\$23.72	\$24.19	\$24.67	\$25.16	\$25.66	\$26.17	\$26.69	\$27.22	\$27.76	\$28.32	\$28.89
Health Unit Coordinator	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18
Nursing Assistant	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18
Nutrition Attendant	\$23.25	\$23.72	\$24.19	\$24.67	\$25.16	\$25.66	\$26.17	\$26.69	\$27.22	\$27.76	\$28.32	\$28.89
Patient Sitter	\$23.12	\$23.58	\$24.05	\$24.53	\$25.02	\$25.52	\$26.03	\$26.55	\$27.08	\$27.62	\$28.17	\$28.73
Patient Transporter	\$23.00	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61
Rehabilitation Aide	\$23.00	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61
Telemetry Technician	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18
Certified Nursing Assistant	\$23.69	\$24.34	\$25.01	\$25.70	\$26.41	\$27.14	\$27.89	\$28.66	\$29.45	\$30.26	\$31.09	\$31.94
Emergency Technician	\$23.69	\$24.34	\$25.01	\$25.70	\$26.41	\$27.14	\$27.89	\$28.66	\$29.45	\$30.26	\$31.09	\$31.94
Lead Environmental Services Technician	\$23.69	\$24.34	\$25.01	\$25.70	\$26.41	\$27.14	\$27.89	\$28.66	\$29.45	\$30.26	\$31.09	\$31.94
Mental Health Associate	\$23.83	\$24.49	\$25.16	\$25.85	\$26.56	\$27.29	\$28.04	\$28.81	\$29.60	\$30.41	\$31.25	\$32.11
Patient Services Specialist	\$23.69	\$24.34	\$25.01	\$25.70	\$26.41	\$27.14	\$27.89	\$28.66	\$29.45	\$30.26	\$31.09	\$31.94
Endoscopic Technician	\$24.18	\$24.97	\$25.78	\$26.62	\$27.49	\$28.38	\$29.30	\$30.25	\$31.23	\$32.24	\$33.29	\$34.37
Lead Activities Aide	\$24.00	\$24.78	\$25.59	\$26.42	\$27.28	\$28.17	\$29.09	\$30.04	\$31.02	\$32.03	\$33.07	\$34.14
Lead Patient Services Specialist	\$24.18	\$24.97	\$25.78	\$26.62	\$27.49	\$28.38	\$29.30	\$30.25	\$31.23	\$32.24	\$33.29	\$34.37
Pharmacy Technician	\$24.00	\$24.78	\$25.59	\$26.42	\$27.28	\$28.17	\$29.09	\$30.04	\$31.02	\$32.03	\$33.07	\$34.14
Associate Surgical Technician	\$26.67	\$28.00	\$29.40	\$30.73	\$32.11	\$33.47	\$34.89	\$36.29	\$37.74	\$39.15	\$40.63	\$42.15
Care Manager	\$41.90	\$43.88	\$46.08	\$48.15	\$50.32	\$52.46	\$54.69	\$56.87	\$59.15	\$61.37	\$63.67	\$66.06
Care Manager BSW	\$32.40	\$33.93	\$35.63	\$37.23	\$38.90	\$40.56	\$42.28	\$43.97	\$45.73	\$47.44	\$49.22	\$51.07
Care Manager LCSW	\$41.90	\$43.99	\$46.19	\$48.27	\$50.44	\$52.59	\$54.82	\$57.02	\$59.30	\$61.53	\$63.83	\$66.22
Care Manager MSW	\$36.11	\$37.91	\$39.81	\$41.61	\$43.48	\$45.33	\$47.25	\$49.14	\$51.10	\$53.02	\$55.00	\$57.07
Certified Occupational Therapy Assistant	\$31.41	\$32.98	\$34.62	\$36.18	\$37.81	\$39.41	\$41.09	\$42.73	\$44.44	\$46.10	\$47.83	\$49.63
CT Technologist	\$43.04	\$45.19	\$47.45	\$49.59	\$51.82	\$54.02	\$56.32	\$58.57	\$60.90	\$63.19	\$65.56	\$68.12
Dietitian	\$34.01	\$35.72	\$37.51	\$39.19	\$40.96	\$42.70	\$44.52	\$46.30	\$48.16	\$49.96	\$51.84	\$53.79
Discharge Planner	\$38.00	\$39.90	\$41.90	\$43.78	\$45.75	\$47.69	\$49.72	\$51.71	\$53.78	\$55.80	\$57.89	\$60.06
Echocardiograph Technologist	\$43.15	\$45.31	\$47.57	\$49.72	\$51.95	\$54.15	\$56.46	\$58.71	\$61.06	\$63.35	\$65.73	\$68.19
Lead CT Technologist	\$50.86	\$53.41	\$56.08	\$58.61	\$61.24	\$63.85	\$66.57	\$69.23	\$72.00	\$74.69	\$77.50	\$80.41
Lead MRI Technologist	\$50.86	\$53.41	\$56.08	\$58.61	\$61.24	\$63.85	\$66.57	\$69.23	\$72.00	\$74.69	\$77.50	\$80.41
Lead Occupational Therapist	\$57.35	\$60.22	\$63.23	\$66.08	\$69.05	\$71.99	\$75.04	\$78.05	\$81.17	\$84.22	\$87.37	\$90.64
Lead Physical Therapist	\$57.35	\$60.22	\$63.23	\$66.08	\$69.05	\$71.99	\$75.04	\$78.05	\$81.17	\$84.22	\$87.37	\$90.64
Lead Radiology Technologist	\$43.91	\$46.11	\$48.42	\$50.60	\$52.87	\$55.12	\$57.46	\$59.76	\$62.15	\$64.48	\$66.89	\$69.40
Lead Surgical Technician	\$34.01	\$35.72	\$37.51	\$39.19	\$40.96	\$42.70	\$44.52	\$46.30	\$48.16	\$49.96	\$51.84	\$53.79
LPN LVN	\$29.46	\$30.93	\$32.48	\$33.94	\$35.47	\$36.98	\$38.55	\$40.10	\$41.71	\$43.27	\$44.90	\$46.58

Mammography Technologist	\$40.09	\$42.09	\$44.20	\$46.18	\$48.26	\$50.31	\$52.45	\$54.54	\$56.73	\$58.85	\$61.06	\$63.35
Mental Health Therapist LMFT	\$41.79	\$43.88	\$46.08	\$48.15	\$50.32	\$52.46	\$54.69	\$56.87	\$59.15	\$61.37	\$63.67	\$66.06
MRI Technologist	\$44.02	\$46.22	\$48.54	\$50.72	\$53.01	\$55.26	\$57.61	\$59.91	\$62.30	\$64.64	\$67.06	\$69.58
Nuclear Medicine Technologist	\$47.96	\$50.35	\$52.87	\$55.25	\$57.74	\$60.19	\$62.74	\$65.26	\$67.87	\$70.41	\$73.06	\$75.80
Occupational Therapist	\$47.96	\$50.35	\$52.87	\$55.25	\$57.74	\$60.19	\$62.74	\$65.26	\$67.87	\$70.41	\$73.06	\$75.80
Physical Therapist	\$47.96	\$50.35	\$52.87	\$55.25	\$57.74	\$60.19	\$62.74	\$65.26	\$67.87	\$70.41	\$73.06	\$75.80
Physical Therapy Assistant	\$32.40	\$34.01	\$35.72	\$37.33	\$39.00	\$40.66	\$42.38	\$44.08	\$45.85	\$47.56	\$49.35	\$51.20
Radiology Interventional Technologist	\$43.04	\$45.19	\$47.45	\$49.59	\$51.82	\$54.02	\$56.32	\$58.57	\$60.90	\$63.19	\$65.56	\$68.02
Radiology Technologist	\$36.11	\$37.91	\$39.81	\$41.61	\$43.48	\$45.33	\$47.25	\$49.14	\$51.10	\$53.02	\$55.00	\$57.07
Recreational Therapist	\$32.32	\$33.93	\$35.63	\$37.23	\$38.90	\$40.56	\$42.28	\$43.97	\$45.73	\$47.44	\$49.22	\$51.07
Respiratory Care Practitioner	\$38.09	\$40.00	\$42.00	\$43.89	\$45.87	\$47.81	\$49.85	\$51.84	\$53.91	\$55.94	\$58.03	\$60.21
Senior Surgical Technician	\$32.40	\$34.01	\$35.72	\$37.33	\$39.00	\$40.66	\$42.38	\$44.08	\$45.85	\$47.56	\$49.35	\$51.20
Speech Language Pathologist	\$47.96	\$50.35	\$52.87	\$55.25	\$57.74	\$60.19	\$62.74	\$65.26	\$67.87	\$70.41	\$73.06	\$75.80
Surgical Technician	\$28.26	\$29.68	\$31.16	\$32.57	\$34.03	\$35.48	\$36.99	\$38.46	\$40.00	\$41.50	\$43.05	\$44.67
Ultrasound Technologist	\$46.33	\$48.65	\$51.08	\$53.38	\$55.78	\$58.15	\$60.63	\$63.05	\$65.58	\$68.04	\$70.59	\$73.24
Vascular Technologist	\$40.09	\$42.09	\$44.20	\$46.18	\$48.26	\$50.31	\$52.45	\$54.54	\$56.73	\$58.85	\$61.06	\$63.35



**PROVIDENCE LITTLE COMPANY OF MARY SAN PEDRO -- 1/22/25**

**YEAR 2 - Effective February 2026**

<b>Job Classifications</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7 (PD rate)</b>	<b>10</b>	<b>15</b>	<b>20</b>	<b>25</b>
Activities Aide	\$23.69	\$24.16	\$24.65	\$25.14	\$25.65	\$26.16	\$26.69	\$27.22	\$27.77	\$28.33	\$28.89	\$29.47
Associate Sterile Processing Technician	\$24.16	\$24.65	\$25.14	\$25.65	\$26.16	\$26.69	\$27.22	\$27.77	\$28.33	\$28.89	\$29.47	\$30.06
Associate Surgical Technician	\$27.47	\$28.84	\$30.28	\$31.65	\$33.07	\$34.47	\$35.94	\$37.38	\$38.87	\$40.32	\$41.85	\$43.41
Care Manager	\$43.16	\$45.20	\$47.46	\$49.59	\$51.83	\$54.03	\$56.33	\$58.58	\$60.92	\$63.21	\$65.58	\$68.04
Care Manager BSW	\$33.37	\$34.95	\$36.70	\$38.35	\$40.07	\$41.78	\$43.55	\$45.29	\$47.10	\$48.86	\$50.70	\$52.60
Care Manager LCSW	\$43.16	\$45.31	\$47.58	\$49.72	\$51.95	\$54.17	\$56.46	\$58.73	\$61.08	\$63.38	\$65.74	\$68.21
Care Manager MSW	\$37.19	\$39.05	\$41.00	\$42.86	\$44.78	\$46.69	\$48.67	\$50.61	\$52.63	\$54.61	\$56.65	\$58.78
Certified Nursing Assistant	\$24.40	\$25.07	\$25.76	\$26.47	\$27.20	\$27.95	\$28.73	\$29.52	\$30.33	\$31.17	\$32.02	\$32.90
Certified Occupational Therapy Assistant	\$32.35	\$33.97	\$35.66	\$37.27	\$38.94	\$40.59	\$42.32	\$44.01	\$45.77	\$47.48	\$49.26	\$51.12
Cook	\$24.16	\$24.65	\$25.14	\$25.65	\$26.16	\$26.69	\$27.22	\$27.77	\$28.33	\$28.89	\$29.47	\$30.06
CT Technologist	\$44.33	\$46.55	\$48.87	\$51.08	\$53.37	\$55.64	\$58.01	\$60.33	\$62.73	\$65.09	\$67.53	\$70.16
Dietitian	\$35.03	\$36.79	\$38.64	\$40.37	\$42.19	\$43.98	\$45.86	\$47.69	\$49.60	\$51.46	\$53.40	\$55.40
Discharge Planner	\$39.14	\$41.10	\$43.16	\$45.09	\$47.12	\$49.12	\$51.21	\$53.26	\$55.39	\$57.47	\$59.63	\$61.86
Echocardiograph Technologist	\$44.44	\$46.67	\$49.00	\$51.21	\$53.51	\$55.77	\$58.15	\$60.47	\$62.89	\$65.25	\$67.70	\$70.24
Emergency Technician	\$24.40	\$25.07	\$25.76	\$26.47	\$27.20	\$27.95	\$28.73	\$29.52	\$30.33	\$31.17	\$32.02	\$32.90
Endoscopic Technician	\$24.91	\$25.72	\$26.55	\$27.42	\$28.31	\$29.23	\$30.18	\$31.16	\$32.17	\$33.21	\$34.29	\$35.40
Environmental Services Technician	\$23.95	\$24.43	\$24.92	\$25.41	\$25.91	\$26.43	\$26.96	\$27.49	\$28.04	\$28.59	\$29.17	\$29.76
Food Service Attendant	\$23.95	\$24.43	\$24.92	\$25.41	\$25.91	\$26.43	\$26.96	\$27.49	\$28.04	\$28.59	\$29.17	\$29.76
Health Unit Coordinator	\$24.16	\$24.65	\$25.14	\$25.65	\$26.16	\$26.69	\$27.22	\$27.77	\$28.33	\$28.89	\$29.47	\$30.06
Lead Activities Aide	\$24.72	\$25.52	\$26.36	\$27.21	\$28.10	\$29.02	\$29.96	\$30.94	\$31.95	\$32.99	\$34.06	\$35.16
Lead CT Technologist	\$52.39	\$55.01	\$57.76	\$60.37	\$63.08	\$65.77	\$68.57	\$71.31	\$74.16	\$76.93	\$79.83	\$82.82
Lead Environmental Services Technician	\$24.40	\$25.07	\$25.76	\$26.47	\$27.20	\$27.95	\$28.73	\$29.52	\$30.33	\$31.17	\$32.02	\$32.90
Lead MRI Technologist	\$52.39	\$55.01	\$57.76	\$60.37	\$63.08	\$65.77	\$68.57	\$71.31	\$74.16	\$76.93	\$79.83	\$82.82
Lead Occupational Therapist	\$59.07	\$62.03	\$65.13	\$68.06	\$71.12	\$74.15	\$77.29	\$80.39	\$83.61	\$86.75	\$89.99	\$93.36
Lead Patient Services Specialist	\$24.91	\$25.72	\$26.55	\$27.42	\$28.31	\$29.23	\$30.18	\$31.16	\$32.17	\$33.21	\$34.29	\$35.40
Lead Physical Therapist	\$59.07	\$62.03	\$65.13	\$68.06	\$71.12	\$74.15	\$77.29	\$80.39	\$83.61	\$86.75	\$89.99	\$93.36
Lead Radiology Technologist	\$45.23	\$47.49	\$49.87	\$52.12	\$54.46	\$56.77	\$59.18	\$61.55	\$64.01	\$66.41	\$68.90	\$71.48
Lead Surgical Technician	\$35.03	\$36.79	\$38.64	\$40.37	\$42.19	\$43.98	\$45.86	\$47.69	\$49.60	\$51.46	\$53.40	\$55.40
LPN LVN	\$30.34	\$31.86	\$33.45	\$34.96	\$36.53	\$38.09	\$39.71	\$41.30	\$42.96	\$44.57	\$46.25	\$47.98
Mammography Technologist	\$41.29	\$43.35	\$45.53	\$47.57	\$49.71	\$51.82	\$54.02	\$56.18	\$58.43	\$60.62	\$62.89	\$65.25
Mental Health Associate	\$24.54	\$25.22	\$25.91	\$26.63	\$27.36	\$28.11	\$28.88	\$29.67	\$30.49	\$31.32	\$32.19	\$33.07
Mental Health Therapist LMFT	\$43.04	\$45.20	\$47.46	\$49.59	\$51.83	\$54.03	\$56.33	\$58.58	\$60.92	\$63.21	\$65.58	\$68.04
MRI Technologist	\$45.34	\$47.61	\$50.00	\$52.24	\$54.60	\$56.92	\$59.34	\$61.71	\$64.17	\$66.58	\$69.07	\$71.67
Nuclear Medicine Technologist	\$49.40	\$51.86	\$54.46	\$56.91	\$59.47	\$62.00	\$64.62	\$67.22	\$69.91	\$72.52	\$75.25	\$78.07
Nursing Assistant	\$24.16	\$24.65	\$25.14	\$25.65	\$26.16	\$26.69	\$27.22	\$27.77	\$28.33	\$28.89	\$29.47	\$30.06
Nutrition Attendant	\$23.95	\$24.43	\$24.92	\$25.41	\$25.91	\$26.43	\$26.96	\$27.49	\$28.04	\$28.59	\$29.17	\$29.76
Occupational Therapist	\$49.40	\$51.86	\$54.46	\$56.91	\$59.47	\$62.00	\$64.62	\$67.22	\$69.91	\$72.52	\$75.25	\$78.07
Patient Services Specialist	\$24.40	\$25.07	\$25.76	\$26.47	\$27.20	\$27.95	\$28.73	\$29.52	\$30.33	\$31.17	\$32.02	\$32.90

Patient Sitter	\$23.81	\$24.29	\$24.77	\$25.27	\$25.77	\$26.29	\$26.81	\$27.35	\$27.89	\$28.45	\$29.02	\$29.59
Patient Transporter	\$23.69	\$24.16	\$24.65	\$25.14	\$25.65	\$26.16	\$26.69	\$27.22	\$27.77	\$28.33	\$28.89	\$29.47
Pharmacy Technician	\$24.72	\$25.52	\$26.36	\$27.21	\$28.10	\$29.02	\$29.96	\$30.94	\$31.95	\$32.99	\$34.06	\$35.16
Physical Therapist	\$49.40	\$51.86	\$54.46	\$56.91	\$59.47	\$62.00	\$64.62	\$67.22	\$69.91	\$72.52	\$75.25	\$78.07
Physical Therapy Assistant	\$33.37	\$35.03	\$36.79	\$38.45	\$40.17	\$41.88	\$43.65	\$45.40	\$47.23	\$48.99	\$50.83	\$52.74
Radiology Interventional Technologist	\$44.33	\$46.55	\$48.87	\$51.08	\$53.37	\$55.64	\$58.01	\$60.33	\$62.73	\$65.09	\$67.53	\$70.06
Radiology Technologist	\$37.19	\$39.05	\$41.00	\$42.86	\$44.78	\$46.69	\$48.67	\$50.61	\$52.63	\$54.61	\$56.65	\$58.78
Recreational Therapist	\$33.29	\$34.95	\$36.70	\$38.35	\$40.07	\$41.78	\$43.55	\$45.29	\$47.10	\$48.86	\$50.70	\$52.60
Rehabilitation Aide	\$23.69	\$24.16	\$24.65	\$25.14	\$25.65	\$26.16	\$26.69	\$27.22	\$27.77	\$28.33	\$28.89	\$29.47
Respiratory Care Practitioner	\$39.23	\$41.20	\$43.26	\$45.21	\$47.25	\$49.24	\$51.35	\$53.40	\$55.53	\$57.62	\$59.77	\$62.02
Senior Surgical Technician	\$33.37	\$35.03	\$36.79	\$38.45	\$40.17	\$41.88	\$43.65	\$45.40	\$47.23	\$48.99	\$50.83	\$52.74
Speech Language Pathologist	\$49.40	\$51.86	\$54.46	\$56.91	\$59.47	\$62.00	\$64.62	\$67.22	\$69.91	\$72.52	\$75.25	\$78.07
Surgical Technician	\$29.11	\$30.57	\$32.09	\$33.55	\$35.05	\$36.54	\$38.10	\$39.61	\$41.20	\$42.75	\$44.34	\$46.01
Telemetry Technician	\$24.16	\$24.65	\$25.14	\$25.65	\$26.16	\$26.69	\$27.22	\$27.77	\$28.33	\$28.89	\$29.47	\$30.06
Ultrasound Technologist	\$47.72	\$50.11	\$52.61	\$54.98	\$57.45	\$59.89	\$62.45	\$64.94	\$67.55	\$70.08	\$72.71	\$75.44
Vascular Technologist	\$41.29	\$43.35	\$45.53	\$47.57	\$49.71	\$51.82	\$54.02	\$56.18	\$58.43	\$60.62	\$62.89	\$65.25

**PROVIDENCE LITTLE COMPANY OF MARY SAN PEDRO -- 1/22/25**

**YEAR 3 - February 2027**

<b>Job Classifications</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7 (PD rate)</b>	<b>10</b>	<b>15</b>	<b>20</b>	<b>25</b>
Activities Aide	\$24.40	\$24.88	\$25.39	\$25.89	\$26.42	\$26.94	\$27.49	\$28.04	\$28.60	\$29.18	\$29.76	\$30.35
Associate Sterile Processing Technician	\$24.88	\$25.39	\$25.89	\$26.42	\$26.94	\$27.49	\$28.04	\$28.60	\$29.18	\$29.76	\$30.35	\$30.96
Associate Surgical Technician	\$28.29	\$29.71	\$31.19	\$32.60	\$34.06	\$35.50	\$37.02	\$38.50	\$40.04	\$41.53	\$43.11	\$44.71
Care Manager	\$44.45	\$46.56	\$48.88	\$51.08	\$53.38	\$55.65	\$58.02	\$60.34	\$62.75	\$65.11	\$67.55	\$70.08
Care Manager BSW	\$34.37	\$36.00	\$37.80	\$39.50	\$41.27	\$43.03	\$44.86	\$46.65	\$48.51	\$50.33	\$52.22	\$54.18
Care Manager LCSW	\$44.45	\$46.67	\$49.01	\$51.21	\$53.51	\$55.80	\$58.15	\$60.49	\$62.91	\$65.28	\$67.71	\$70.26
Care Manager MSW	\$38.31	\$40.22	\$42.23	\$44.15	\$46.12	\$48.09	\$50.13	\$52.13	\$54.21	\$56.25	\$58.35	\$60.54
Certified Nursing Assistant	\$25.13	\$25.82	\$26.53	\$27.26	\$28.02	\$28.79	\$29.59	\$30.41	\$31.24	\$32.11	\$32.98	\$33.89
Certified Occupational Therapy Assistant	\$33.32	\$34.99	\$36.73	\$38.39	\$40.11	\$41.81	\$43.59	\$45.33	\$47.14	\$48.90	\$50.74	\$52.65
Cook	\$24.88	\$25.39	\$25.89	\$26.42	\$26.94	\$27.49	\$28.04	\$28.60	\$29.18	\$29.76	\$30.35	\$30.96
CT Technologist	\$45.66	\$47.95	\$50.34	\$52.61	\$54.97	\$57.31	\$59.75	\$62.14	\$64.61	\$67.04	\$69.56	\$72.26
Dietitian	\$36.08	\$37.89	\$39.80	\$41.58	\$43.46	\$45.30	\$47.24	\$49.12	\$51.09	\$53.00	\$55.00	\$57.06
Discharge Planner	\$40.31	\$42.33	\$44.45	\$46.44	\$48.53	\$50.59	\$52.75	\$54.86	\$57.05	\$59.19	\$61.42	\$63.72
Echocardiograph Technologist	\$45.77	\$48.07	\$50.47	\$52.75	\$55.12	\$57.44	\$59.89	\$62.28	\$64.78	\$67.21	\$69.73	\$72.35
Emergency Technician	\$25.13	\$25.82	\$26.53	\$27.26	\$28.02	\$28.79	\$29.59	\$30.41	\$31.24	\$32.11	\$32.98	\$33.89
Endoscopic Technician	\$25.66	\$26.49	\$27.35	\$28.24	\$29.16	\$30.11	\$31.09	\$32.09	\$33.14	\$34.21	\$35.32	\$36.46
Environmental Services Technician	\$24.67	\$25.16	\$25.67	\$26.17	\$26.69	\$27.22	\$27.77	\$28.31	\$28.88	\$29.45	\$30.05	\$30.65
Food Service Attendant	\$24.67	\$25.16	\$25.67	\$26.17	\$26.69	\$27.22	\$27.77	\$28.31	\$28.88	\$29.45	\$30.05	\$30.65
Health Unit Coordinator	\$24.88	\$25.39	\$25.89	\$26.42	\$26.94	\$27.49	\$28.04	\$28.60	\$29.18	\$29.76	\$30.35	\$30.96
Lead Activities Aide	\$25.46	\$26.29	\$27.15	\$28.03	\$28.94	\$29.89	\$30.86	\$31.87	\$32.91	\$33.98	\$35.08	\$36.21
Lead CT Technologist	\$53.96	\$56.66	\$59.49	\$62.18	\$64.97	\$67.74	\$70.63	\$73.45	\$76.38	\$79.24	\$82.22	\$85.30
Lead Environmental Services Technician	\$25.13	\$25.82	\$26.53	\$27.26	\$28.02	\$28.79	\$29.59	\$30.41	\$31.24	\$32.11	\$32.98	\$33.89
Lead MRI Technologist	\$53.96	\$56.66	\$59.49	\$62.18	\$64.97	\$67.74	\$70.63	\$73.45	\$76.38	\$79.24	\$82.22	\$85.30
Lead Occupational Therapist	\$60.84	\$63.89	\$67.08	\$70.10	\$73.25	\$76.37	\$79.61	\$82.80	\$86.12	\$89.35	\$92.69	\$96.16
Lead Patient Services Specialist	\$25.66	\$26.49	\$27.35	\$28.24	\$29.16	\$30.11	\$31.09	\$32.09	\$33.14	\$34.21	\$35.32	\$36.46
Lead Physical Therapist	\$60.84	\$63.89	\$67.08	\$70.10	\$73.25	\$76.37	\$79.61	\$82.80	\$86.12	\$89.35	\$92.69	\$96.16
Lead Radiology Technologist	\$46.59	\$48.91	\$51.37	\$53.68	\$56.09	\$58.47	\$60.96	\$63.40	\$65.93	\$68.40	\$70.97	\$73.62
Lead Surgical Technician	\$36.08	\$37.89	\$39.80	\$41.58	\$43.46	\$45.30	\$47.24	\$49.12	\$51.09	\$53.00	\$55.00	\$57.06
LPN LVN	\$31.25	\$32.82	\$34.45	\$36.01	\$37.63	\$39.23	\$40.90	\$42.54	\$44.25	\$45.91	\$47.64	\$49.42
Mammography Technologist	\$42.53	\$44.65	\$46.90	\$49.00	\$51.20	\$53.37	\$55.64	\$57.87	\$60.18	\$62.44	\$64.78	\$67.21
Mental Health Associate	\$25.28	\$25.98	\$26.69	\$27.43	\$28.18	\$28.95	\$29.75	\$30.56	\$31.40	\$32.26	\$33.16	\$34.06
Mental Health Therapist LMFT	\$44.33	\$46.56	\$48.88	\$51.08	\$53.38	\$55.65	\$58.02	\$60.34	\$62.75	\$65.11	\$67.55	\$70.08
MRI Technologist	\$46.70	\$49.04	\$51.50	\$53.81	\$56.24	\$58.63	\$61.12	\$63.56	\$66.10	\$68.58	\$71.14	\$73.82
Nuclear Medicine Technologist	\$50.88	\$53.42	\$56.09	\$58.62	\$61.25	\$63.86	\$66.56	\$69.24	\$72.01	\$74.70	\$77.51	\$80.41
Nursing Assistant	\$24.88	\$25.39	\$25.89	\$26.42	\$26.94	\$27.49	\$28.04	\$28.60	\$29.18	\$29.76	\$30.35	\$30.96
Nutrition Attendant	\$24.67	\$25.16	\$25.67	\$26.17	\$26.69	\$27.22	\$27.77	\$28.31	\$28.88	\$29.45	\$30.05	\$30.65
Occupational Therapist	\$50.88	\$53.42	\$56.09	\$58.62	\$61.25	\$63.86	\$66.56	\$69.24	\$72.01	\$74.70	\$77.51	\$80.41
Patient Services Specialist	\$25.13	\$25.82	\$26.53	\$27.26	\$28.02	\$28.79	\$29.59	\$30.41	\$31.24	\$32.11	\$32.98	\$33.89

Patient Sitter	\$24.52	\$25.02	\$25.51	\$26.03	\$26.54	\$27.08	\$27.61	\$28.17	\$28.73	\$29.30	\$29.89	\$30.48
Patient Transporter	\$24.40	\$24.88	\$25.39	\$25.89	\$26.42	\$26.94	\$27.49	\$28.04	\$28.60	\$29.18	\$29.76	\$30.35
Pharmacy Technician	\$25.46	\$26.29	\$27.15	\$28.03	\$28.94	\$29.89	\$30.86	\$31.87	\$32.91	\$33.98	\$35.08	\$36.21
Physical Therapist	\$50.88	\$53.42	\$56.09	\$58.62	\$61.25	\$63.86	\$66.56	\$69.24	\$72.01	\$74.70	\$77.51	\$80.41
Physical Therapy Assistant	\$34.37	\$36.08	\$37.89	\$39.60	\$41.38	\$43.14	\$44.96	\$46.76	\$48.65	\$50.46	\$52.35	\$54.32
Radiology Interventional Technologist	\$45.66	\$47.95	\$50.34	\$52.61	\$54.97	\$57.31	\$59.75	\$62.14	\$64.61	\$67.04	\$69.56	\$72.16
Radiology Technologist	\$38.31	\$40.22	\$42.23	\$44.15	\$46.12	\$48.09	\$50.13	\$52.13	\$54.21	\$56.25	\$58.35	\$60.54
Recreational Therapist	\$34.29	\$36.00	\$37.80	\$39.50	\$41.27	\$43.03	\$44.86	\$46.65	\$48.51	\$50.33	\$52.22	\$54.18
Rehabilitation Aide	\$24.40	\$24.88	\$25.39	\$25.89	\$26.42	\$26.94	\$27.49	\$28.04	\$28.60	\$29.18	\$29.76	\$30.35
Respiratory Care Practitioner	\$40.41	\$42.44	\$44.56	\$46.57	\$48.67	\$50.72	\$52.89	\$55.00	\$57.20	\$59.35	\$61.56	\$63.88
Senior Surgical Technician	\$34.37	\$36.08	\$37.89	\$39.60	\$41.38	\$43.14	\$44.96	\$46.76	\$48.65	\$50.46	\$52.35	\$54.32
Speech Language Pathologist	\$50.88	\$53.42	\$56.09	\$58.62	\$61.25	\$63.86	\$66.56	\$69.24	\$72.01	\$74.70	\$77.51	\$80.41
Surgical Technician	\$29.98	\$31.49	\$33.05	\$34.56	\$36.10	\$37.64	\$39.24	\$40.80	\$42.44	\$44.03	\$45.67	\$47.39
Telemetry Technician	\$24.88	\$25.39	\$25.89	\$26.42	\$26.94	\$27.49	\$28.04	\$28.60	\$29.18	\$29.76	\$30.35	\$30.96
Ultrasound Technologist	\$49.15	\$51.61	\$54.19	\$56.63	\$59.17	\$61.69	\$64.32	\$66.89	\$69.58	\$72.18	\$74.89	\$77.70
Vascular Technologist	\$42.53	\$44.65	\$46.90	\$49.00	\$51.20	\$53.37	\$55.64	\$57.87	\$60.18	\$62.44	\$64.78	\$67.21

## AVERAGE RAISES BY JOB CLASSIFICATION

SERVICE & TECH FT/PT					
Job Classification	Count	Average of Yr1 Raise	Average of Yr2 Raise	Average of Yr3 Raise	Average of Total Raise
Activities Aide	4	5.0%	5.0%	19.1%	31.3%
Associate Sterile Processing Technician	3	4.7%	3.9%	5.0%	14.2%
Associate Surgical Technician	4	4.1%	3.5%	7.1%	15.4%
Certified Nursing Assistant	93	4.7%	4.6%	13.8%	24.8%
Certified Occupational Therapy Assistant	3	4.7%	4.0%	10.2%	20.0%
Cook	6	4.3%	3.2%	5.4%	13.4%
CT Technologist	3	5.0%	5.0%	17.2%	29.3%
Echocardiograph Technologist	2	4.5%	3.5%	9.8%	18.9%
Emergency Technician	5	4.6%	3.9%	10.4%	20.1%
Endoscopic Technician	3	4.7%	4.0%	10.8%	20.7%
Environmental Services Technician	27	4.9%	4.9%	11.2%	22.3%
Food Service Attendant	10	4.8%	4.8%	12.6%	23.8%
Health Unit Coordinator	23	4.5%	3.9%	4.9%	14.0%
Lead Activities Aide	1	5.0%	5.0%	29.4%	42.7%
Lead CT Technologist	1	5.0%	5.0%	14.5%	26.2%
Lead Environmental Services Technician	4	5.0%	5.0%	18.1%	30.2%
Lead MRI Technologist	1	5.0%	5.0%	13.4%	25.0%
Lead Patient Services Specialist	2	4.7%	5.0%	11.8%	22.9%
Lead Radiology Technologist	1	5.0%	5.0%	16.0%	27.9%
LPN LVN	80	4.9%	4.8%	18.9%	30.7%
Mental Health Associate	18	4.8%	4.7%	11.1%	22.0%
MRI Technologist	2	4.5%	3.1%	2.5%	10.4%
Nuclear Medicine Technologist	1	5.0%	5.0%	15.5%	27.4%
Nursing Assistant	22	4.7%	4.4%	10.7%	21.1%
Nutrition Attendant	6	4.8%	4.5%	9.2%	19.7%
Patient Services Specialist	12	4.8%	4.5%	11.6%	22.4%
Patient Sitter	11	4.5%	4.1%	5.2%	14.4%
Patient Transporter	4	4.3%	4.0%	5.4%	14.3%
Pharmacy Technician	4	4.0%	2.3%	2.8%	9.4%
Physical Therapy Assistant	3	4.7%	4.0%	10.2%	20.1%
Radiology Interventional Technologist	1	4.0%	2.0%	2.2%	8.4%
Radiology Technologist	3	5.0%	5.0%	12.0%	23.5%
Rehabilitation Aide	5	4.4%	3.4%	6.9%	15.5%
Respiratory Care Practitioner	58	5.0%	4.9%	16.8%	28.6%
Senior Surgical Technician	2	5.0%	5.0%	16.3%	28.3%
Telemetry Technician	5	4.4%	4.0%	7.1%	16.4%
Ultrasound Technologist	3	5.0%	5.0%	12.4%	23.9%
Vascular Technologist	2	5.0%	5.0%	21.7%	34.2%
Lead Surgical Technician	1	4.0%	2.0%	2.0%	8.2%
Mammography Technologist	1	5.0%	5.0%	16.8%	28.7%
Recreational Therapist	1	4.0%	2.0%	8.0%	14.5%
<b>Grand Total</b>	<b>441</b>	<b>4.8%</b>	<b>4.5%</b>	<b>13.3%</b>	<b>24.1%</b>

## AVERAGE RAISES BY JOB CLASSIFICATION

### PROFESSIONALS FTPT

Job Classification	Count	Average of Yr1 Raise	Average of Yr2 Raise	Average of Yr3 Raise	Average of Total Raise
Care Manager	2	4.7%	5.0%	6.6%	17.1%
Care Manager BSW	1	5.0%	5.0%	13.3%	24.9%
Care Manager LCSW	8	4.0%	2.4%	2.9%	9.6%
Care Manager MSW	4	4.0%	2.0%	2.0%	8.2%
Dietitian	4	4.3%	3.1%	5.2%	13.1%
Discharge Planner	1	4.0%	2.2%	6.9%	13.6%
Lead Occupational Therapist	3	5.0%	5.0%	27.4%	40.5%
Lead Physical Therapist	2	5.0%	5.0%	25.6%	38.5%
Mental Health Therapist LMFT	1	5.0%	5.0%	11.2%	22.6%
Occupational Therapist	15	4.8%	4.6%	12.6%	23.6%
Physical Therapist	11	4.6%	4.5%	11.0%	21.4%
Speech Language Pathologist	4	4.8%	4.4%	8.5%	18.7%
<b>Grand Total</b>	<b>56</b>	<b>4.6%</b>	<b>4.0%</b>	<b>10.3%</b>	<b>20.0%</b>

## AVERAGE RAISES BY JOB CLASSIFICATION

### PER DIEMS

Job Classification	Count	Average of Yr1 Raise	Average of Yr2 Raise	Average of Yr3 Raise	Average of Total Raise
Activities Aide	2	4.0%	2.0%	2.0%	8.2%
Care Manager LCSW	7	4.0%	2.1%	2.1%	8.5%
Care Manager MSW	4	4.3%	2.8%	5.5%	13.1%
Certified Nursing Assistant	2	4.5%	3.5%	3.6%	12.1%
Certified Occupational Therapy Assistant	2	4.0%	2.0%	2.0%	8.2%
Cook	3	5.0%	5.0%	9.3%	20.5%
CT Technologist	5	4.6%	3.8%	5.0%	14.1%
Dietitian	6	4.2%	2.5%	2.4%	9.3%
Echocardiograph Technologist	2	5.0%	5.0%	9.4%	20.7%
Emergency Technician	2	5.0%	5.0%	19.9%	32.2%
Environmental Services Technician	9	5.0%	5.0%	11.0%	22.3%
Food Service Attendant	7	5.0%	5.0%	11.6%	23.1%
Health Unit Coordinator	3	4.0%	2.0%	2.6%	8.8%
Lead Environmental Services Technician	1	5.0%	5.0%	19.9%	32.2%
LPN LVN	5	4.7%	3.8%	3.6%	12.7%
Mental Health Associate	2	4.0%	2.3%	2.5%	9.0%
MRI Technologist	5	5.0%	5.0%	9.8%	21.0%
Nuclear Medicine Technologist	3	5.0%	5.0%	9.3%	20.5%
Nursing Assistant	1	4.0%	2.0%	2.0%	8.2%
Nutrition Attendant	1	5.0%	5.0%	11.6%	23.1%
Occupational Therapist	3	4.0%	2.0%	2.0%	8.2%
Patient Services Specialist	5	5.0%	5.0%	4.8%	15.5%
Patient Sitter	3	4.0%	2.0%	2.0%	8.2%
Patient Transporter	2	5.0%	5.0%	10.6%	21.9%
Pharmacy Technician	1	5.0%	3.4%	3.0%	11.8%
Physical Therapist	4	4.0%	2.0%	2.0%	8.2%
Radiology Technologist	3	4.7%	4.0%	15.3%	25.7%
Rehabilitation Aide	2	4.0%	2.0%	2.0%	8.2%
Respiratory Care Practitioner	13	4.8%	4.6%	10.9%	21.7%
Senior Surgical Technician	1	4.0%	2.0%	2.0%	8.2%
Speech Language Pathologist	1	5.0%	5.0%	4.9%	15.7%
Telemetry Technician	2	4.0%	2.3%	2.5%	9.0%
Ultrasound Technologist	4	5.0%	5.0%	16.0%	27.9%
Vascular Technologist	3	4.9%	4.2%	7.6%	17.7%
<b>Grand Total</b>	<b>119</b>	<b>4.6%</b>	<b>3.8%</b>	<b>7.2%</b>	<b>16.5%</b>