

COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
GEISINGER LEWISTOWN HOSPITAL  
UNITED STEEL, PAPER AND FORESTRY,  
RUBBER MANUFACTURING, ENERGY  
ALLIED INDUSTRIAL AND SERVICE  
WORKERS INTERNATIONAL UNION,  
AFL-CIO-CLC  
ON BEHALF OF LOCAL UNION 1940-08  
UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

October 2, 2020 to August 31, 2023

## TABLE OF CONTENTS

ARTICLE 1, AGREEMENT.....	1
ARTICLE 2, PURPOSE OF AGREEMENT .....	1
ARTICLE 3, RECOGNITION .....	3
ARTICLE 4, MANAGEMENT AUTHORITY .....	6
ARTICLE 5, UNION SECURITY AND DUES CHECKOFF.....	7
ARTICLE 6, NO STRIKES OR LOCKOUTS.....	9
ARTICLE 7, DISCIPLINE AND DISCHARGE .....	10
ARTICLE 8, GRIEVANCE PROCEDURE .....	13
ARTICLE 9, SENIORITY, VACANCIES, LAYOFF AND RECALL.....	16
ARTICLE 10, INTRODUCTORY PERIOD.....	22
ARTICLE 11, HOURS OF WORK.....	22
ARTICLE 12, WAGES .....	30
ARTICLE 13, OVERTIME.....	31
ARTICLE 14, SHIFT DIFFERENTIAL .....	32
ARTICLE 15, ON CALL PAY.....	33
ARTICLE 16, CALL BACK PAY .....	34
ARTICLE 17, PART-TIME EMPLOYEES .....	35
ARTICLE 18, UNIFORM ALLOWANCE .....	36
ARTICLE 19, RETIREMENT PLAN .....	37
ARTICLE 20, INSURANCE .....	38
ARTICLE 21, PAID TIME OFF – HOLIDAYS .....	39
ARTICLE 22, PAID TIME OFF/EXTENDED PTO .....	40
ARTICLE 23, JURY DUTY .....	48
ARTICLE 24, BEREAVEMENT LEAVE.....	49
ARTICLE 25, MILITARY LEAVE.....	50
ARTICLE 26, LEAVE OF ABSENCE.....	51
ARTICLE 27, UNION BUSINESS .....	54
ARTICLE 28, RESIGNATION.....	56
ARTICLE 29, MISCELLANEOUS .....	57
WAIVER.....	59
ARTICLE 31, LEGALITY OF PROVISIONS.....	60
ARTICLE 32, SCOPE OF AGREEMENT .....	60
ARTICLE 33, TERM OF AGREEMENT .....	61
ADDENDUM "A" - USWA TECHNICAL UNIT GRADE STRUCTURE	

ARTICLE I  
AGREEMENT

1.1 THIS AGREEMENT made and entered into this second day of October 2020, Between Geisinger Lewistown Hospital, located in Lewistown, Pennsylvania, hereinafter designated as the "Hospital", and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union AFL-CIO/CLC, Local No. 1940 on behalf of Local No. 1940-08, hereinafter designated as the "Union".

ARTICLE 2  
PURPOSE OF AGREEMENT

2.1 COVERAGE

It is the intent and purpose of the parties hereto to set forth herein the Agreement covering the rates of pay, hours of work, and conditions of employment to be observed between the parties hereto, and to provide a procedure for prompt, equitable adjustment of alleged grievances to the end that there shall be no other interference with the operation of the Hospital during the life of this Agreement, recognizing, however, the paramount right to keep inviolate the guarantee for health, safety, and welfare of the patients served by this Hospital.

2.2 STANDARDS OF EFFICIENCY

A high standard of efficiency and performance shall be maintained by all employees represented by the Union and the Union agrees to cooperate with the Hospital to attain and maintain maximum patient care and full efficiency.

2.3 NON-DISCRIMINATION

It is the continuing policy of the Hospital and the Union that the provisions of this Agreement shall be applied to all employees without regard to race, color, religious creed, national origin, handicap, disabled veterans and veterans of the Vietnam Era, sex or age, except where sex or age is bonafide occupational qualification. The range of the protected age category is over forty (40) years of age, as defined by law. It is also the continuing policy of the Hospital and the Union that all employees shall be provided a workplace free of sexual harassment. Sexual harassment shall be considered discrimination under this provision. In the event that any such discrimination should occur, the Hospital shall take corrective actions as appropriate. Neither the Hospital nor Union

shall retaliate against an employee who complains of such discrimination, or who is a witness to such discrimination.

## 2.4 RESPONSIBILITIES OF THE PARTIES

Each of the parties hereto acknowledges the rights and responsibilities of the other party and agrees to discharge its responsibilities under this Agreement.

The Union (its officers and representatives, at all levels) and all employees are bound to observe the provisions of this Agreement.

The Hospital (its officers and representatives, at all levels) is bound to observe the provisions of this Agreement.

In addition to the responsibilities that may be provided elsewhere in this Agreement, the following shall be observed:

There shall be no intimidation or coercion of employees by either party into joining the Union, continuing their membership in the Union, or to leave the Union.

There shall be no strikes, including sympathy strikes, work stoppages, or interruption or impeding of work. No officer or representative of the Union shall authorize, instigate, aid, or condone any such activities. No employee shall participate in any such activities.

The applicable procedures of this Agreement will be followed for the settlement of all complaints or grievances arising out of the application and/or interpretation of any of the terms of this Agreement. There shall be no interference with the right of employees to become members of the Union. There shall be no discrimination, restraint, or coercion against any employee because of membership or non-membership in the Union.

## ARTICLE 3

### RECOGNITION

3.1 Pursuant to the certification issued by the National Labor Relations Board on October 26, 1981 in 6-RC-9115, the Hospital recognizes the Union as the exclusive bargaining representative of the unit of employees as defined in Section 2 of this Article.

3.2 The bargaining unit shall consist of all full-time and regular parttime technical employees including Graduate Practical Nurse, Pharmacy Technician I, Radiology Assistant, Pharmacy Technician II, ED Technician I, NICL Technician, Phlebotomist I, Phlebotomist II, Phlebotomist III,

Polysomnographic Technician I, ED Technician II, Polysomnographic Technician II, Lead Phlebotomist, Bronchoscopy Technologist, Histotechnician I, MLT I, Psychiatric Technician, Surgical Technician, Radiographer I, LPN, Surgical Technologist I, Certified Respiratory Therapist, Pulmonary Function Tech, Surgical Technologist II, MLT II, Cytotechnologist I, Histotechnician II, Radiographer II, CT Technologist I, MRI Technologist I, Nuclear Medical Technologist I, Bone Densitometry Technologist, Echocardiographer I, Mammographer, Diagnostic Medical Sonographer I, Special Procedures Radiographer, CT Technologist II, Echocardiographer II, Radiation/Oncology Tech II, Diagnostic Medical Sonographer II, Lead Breast Care Center Tech, MRI Technologist II, Lead Technologist Quality Management, Vascular Technologist I, Lead Echocardiographer, Lead Tech Diagnostic Radiology, Lead CT Technologist, Cytotechnologist II, Vascular Technologist II, Nuclear Medicine Tech II, Lead MRI Technologist, Lead Ultrasound Technologist, Lead Vascular Technologist, Mobile Ultrasound Tech I, Nuclear Medicine Tech III, Nuclear Medicine Tech III/Cardiology Specialist, Lead Technologist — Nuclear Medicine/PET, Lead Technologist — Nuclear Medicine/Nuclear Cardiology, Lead Technologist — Nuclear Medicine//Nuclear Medicine Card, Neurophysiology Tech I, Neurophysiology Tech II, CT Simulation Tech, Surgical LPN, Radiation/Oncology Tech II, Lead Technologist employed by the Hospital; excluding all other employees, department heads, assistant department heads, laboratory section heads, chief technologist-radiology, assistant chief technologist, respiratory therapy supervisory, office clerical employees, guards, professional employees and supervisors as defined in the Act.

3.3 A "full-time" employee is an employee regularly scheduled to work a minimum of eighty (80) hours within a fourteen (14) calendar day period.

3.4 A "regular part-time employee" is an employee regularly scheduled less than full-time, but at least forty (40) hours within a fourteen (14) calendar day period. If the FTE status of a regular part-time position is known at the time that a vacancy is posted the FTE status will be listed on the job posting.

3.5 Temporary employees, defined as those who have been advised at the time of hire they are temporary and whose tenure of employment will not exceed 160 working days shall not be covered by the terms of this Agreement. If an employee continues working beyond the 160-working

day period, said employee will become a regular employee and his seniority shall date back to time of hire and the employee's benefits (except holidays or other benefits which occur during the period of temporary employment) to which he is entitled under this Agreement shall accrue as of the initial date of hire. When an employee changes status from temporary to regular, the Union will be notified of such change within thirty (30) calendar days of the effective date of such action.

3.6 a) If a relief employee (a relief employee who does not satisfy the test for regular part-time employment) works more than 225 hours in two successive calendar quarters for a total of more than 450 hours, such employee will automatically be converted to regular part-time status.

b) Temporary Full-Time Status. Any regular part-time employee who works full-time hours (450 hours worked) in a calendar quarter will be converted to temporary full-time status. As a temporary full-time employee, the employee will be entitled to full-time benefits for the subsequent calendar quarter. Once classified as a temporary full-time employee, if the employee works 900 hours in two successive calendar quarters (e.g., three successive calendar quarters including the conversion from part-time to temporary full-time) the employee will be offered the opportunity to be converted to regular full-time status. Provided however, hours worked during the original introductory period will not count toward the 450 hours or 900-hour calculation.

c) A quarterly report will be sent to the Union via email with the hours worked by part-time and flex (per diem) employees during the quarter

## ARTICLE 4

### MANAGEMENT AUTHORITY

4.1 The management of the Hospital and the direction of the working forces are vested exclusively with the Hospital. Except where expressly abridged by a specific provision of this Agreement, the Hospital retains the sole right to hire, discipline and/or discharge for just cause, layoff and promote; to determine or change the starting and quitting time and the number of hours worked; to promulgate reasonable rules and regulations; to assign duties to the work force; to organize, discontinue, enlarge, or reduce a department, function or division; to assign or transfer employees to other departments as operations may require; to contract for or subcontract any work; to introduce new or improved facilities and technology; to carry out the ordinary and customary functions of management whether or not possessed or exercised by the Hospital prior to the execution of this Agreement. Matters of inherent managerial policy are reserved exclusively to the Hospital. These

include, but shall not be limited to, such areas of discretion or policy as the functions and programs of the Hospital, standards of service, its overall budget, utilization of technology, the organizational structure and selection and direction of personnel. The above set forth management rights are by way of example, but not by way of limitation.

4.2 There shall be no individual agreements between employees and the Hospital, except for the agreement contained in Section 1 1.6.

4.3 Nothing herein shall be construed to mean that workers or groups of workers have inherent rights to a task, job or shift.

## ARTICLE 5

### UNION SECURITY AND DUES CHECKOFF

5.1a) All employees hired by the Employer after the effective date of this agreement shall become members of the Union or pay a monthly representation **fee** to the Union-no later than the 61<sup>st</sup> day following the start of their employment with the Employer, and those electing to become members of the union shall remain members in good standing over the full duration of this agreement.

b) Each employee who is a member of the Union at the effective date of this Agreement, and each employee who shall voluntarily become a member in the future, shall maintain his/her membership in the Union for the duration of this Agreement.

c) The Hospital agrees to supply the Union monthly with a list of new bargaining unit employees, with a copy being emailed to the Union's president and to the union hall at [p.mprez@uswlocal1940.com](mailto:p.mprez@uswlocal1940.com).

d) Full-time and regular part-time employees hired on or after April 1, 2010, will be given the option to be a member of the Union, or to pay a monthly representation fee to the Union. Such obligation to pay dues or the representation fee shall be a condition of employment. The monthly representation fee shall be established annually by the Union in accordance with prevailing federal law. The Union will notify the Hospital of the amount of the monthly representation fee a minimum of thirty (30) days prior to its effective date. The representation fee will be deducted from employee pay and transmitted to the Union using the same procedure that is used for Union dues.

5.2 Union dues shall be deducted bi-weekly from the paycheck of each Union member who gives his voluntary written consent thereto and shall be remitted via electronic transfer to the International Secretary - Treasurer, United Steelworkers, P. O. Box 117, Pittsburgh, Pennsylvania 15230. The transfer statement shall be accompanied by a list of employees from whom the deductions were made and shall be remitted to the Union not later than ten (10) days from the day of check-off.

5.3 The Hospital assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union shall indemnify and hold the Hospital harmless for all claims, grievances, arbitrations, awards, suits, attachments, or other proceedings, arising out of or because of any action taken by the Hospital for complying with any of the provisions of this Article.

5.4 The Hospital will maintain the USW PAC biweekly payroll deduction program for bargaining unit employees who have submitted a written authorization for such deductions from their wages on a form provided by the Union. The Hospital assumes no obligation, financial or otherwise, arising out of the provisions of this section, and the Union shall indemnify and hold the Hospital harmless for all claims, grievances, arbitrations, awards, suits, attachments, or other proceedings, arising out of or because of any action taken by the Hospital for purpose of complying with any of the terms of this section.

## ARTICLE 6

### NO STRIKES OR LOCKOUTS

6.1 The Union, nor any of its officers, representatives or members will not call, cause, assist, participate in, condone, ratify or sanction, nor will the employees engage in any strike, including sympathy strike, sit-down, slowdown, picketing, boycott, or stoppage of work, or other interference with the operations of the Hospital during the period of this Agreement.

6.2 Should a strike, slowdown, picketing, stoppage of work or other interference with the operations of the Hospital of any kind occur, not called or sanctioned directly or indirectly by the Union, the Union, within eight (8) hours of the start of the work stoppage will take affirmative steps to bring the work stoppage to an end and shall advise the Hospital of whatever action it has taken.

6.3 The Hospital shall have the right to discipline employees up to and including discharge with loss of all rights and benefits, for the incitement, inducement, or participation in any activity in violation of the provisions of this Article.



6.4 The Hospital agrees that it will not lock out employees during the period of this Agreement.

## ARTICLE 7

### DISCIPLINE AND DISCHARGE

7.1 Employees are expected to conduct themselves in a professional and ethical manner always and under all circumstances. The Hospital reserves the authority to discipline, suspend or discharge employees for just cause.

7.2 An employee discharged for just cause shall not be entitled to receive any of the benefits provided for in this Agreement.

7.3 The Hospital, before issuing a verbal warning, written warning, suspension or discharge, shall afford an opportunity to the affected employee to have a Union delegate present at the imposition of such discipline. The employee shall be notified of such contemplated action in sufficient time to permit contact with a union delegate.

However, where in the opinion of the Hospital, an employee must be removed from an assigned work station because of an activity which is detrimental to the wellbeing of a patient or patients or to the functioning of a hospital operation, then such removal can be made without prior notice.

All notices of verbal warning, written warning, final warning, suspension and/or discharge shall be in writing, one copy of which shall be given to the employee and one copy mailed, e-mailed and faxed to the Union registered mail, return receipt requested, within seventy-two (72) hours of the time the Hospital issues such verbal warning, written warning, suspension and/or discharge. Provided, however, the failure of the Hospital to give such notice may be used to toll the time period for the filing of a grievance to challenge such written warning, final warning, suspension/discharge for such period of time resulting from the failure, but may not be used to reverse or modify an otherwise valid discipline.

All disciplinary records shall be removed after one (1) year following the disciplinary action taken unless said disciplinary action resulted in suspension, or because the employee repeated the violation within one (1) year. All disciplinary records involving suspensions, other than matters involving patient abuse, drug or alcohol related problems shall be removed after two (2) years

following the disciplinary action taken unless the employee repeated the violation within two (2) years. Notices of discipline involving patient abuse, drug-or alcohol-related problems, shall be retained in the employee's personnel record for three (3) years.

Before placing a written confirmation of a verbal warning in an employee's personnel file, the employee will be presented with a copy of the memorandum and given the opportunity to review and sign such document.

7.4 The Union or the affected employee may elect to contest a suspension or discharge but must give a written grievance thereof to the Human Resources Representative within seven (7) calendar days after receipt of the notice of discipline. In such event, the issue shall thereafter be submitted and determined under the grievance and arbitration procedure hereafter set forth, commencing at step 3.

7.5 Employee evaluations will be discussed in private with all employees. Employees have the right to discuss any question raised on the evaluation and to attach to their personnel file any points of disagreement. However, disagreements as to the evaluation itself may not be the subject of a grievance. A copy of the evaluation will be given to the employee. Any employee may review the contents of his own personnel file in the Human Resources Department by appointment. No matter of a detrimental nature will be put into an employee's personnel file without notifying the employee in writing. While employees may be required to provide input to a manager or supervisor relating to the level of performance by a co-worker, no bargaining unit employee will be required to provide a signed written formal evaluation relating to a coworker. Moreover, no bargaining unit employee will be required to provide testimony against another bargaining unit employee relating to a co-worker's performance evaluation. Provided, however, nothing herein shall be viewed as a limitation on the Hospital's authority to compel testimony as to events unrelated to a performance evaluation.

## ARTICLE 8

### GRIEVANCE PROCEDURE

8.1 A grievance is defined as being any question or controversy between the parties as to the interpretation, application or compliance with the terms of this Agreement.

8.2 Grievances must be filed within fourteen (14) calendar days of the event upon which the grievance is based. Back payments for under payments or deductions for overpayments resulting from payroll errors will be made if brought to the attention of the employee or Human Resources Department within a period of six (6) months from the date of the erroneous check. The time limits established in this Article are jurisdictional. The failure to file or appeal a grievance within the designated time shall render the grievance void and unenforceable.

8.3 The Hospital and the Union agree to the following procedures for presenting and adjusting grievances, and all Grievances will be answered in writing and will be signed by the hospital, Supervisor or Department Head and/or Human Resources:

a) Step 1 - Essential Terms -Grievances must be in writing signed by the employee and shall set forth the following:

1. the date that the grievance arose;
2. a statement of the grievance;
3. the remedy requested and
4. the specific provisions of the contract alleged to have been violated.

The grievance must first be submitted to the employees' immediate Supervisor. The immediate Supervisor will answer the grievance in writing within seven (7) calendar days of its presentation.

b) Step 2 — If the employee disagrees with the determination of the supervisor, they must file in writing to the employee's department head within seven (7) calendar days that the supervisor's determination was given. Within seven (7) days after receipt of the appeal the department head will hold a meeting involving the grievant and their union representative. The department head will answer the grievance in writing within seven (7) calendar days of the meeting.

c) Step 3 -The Step 2 answer shall be final unless the grievance is appealed by written notice delivered to the Human Resources Representative or designated representative within seven (7) calendar days of the Step 2 answer.

Upon request of either the Hospital or the Union, the Human Resources Representative will meet with the grievant and Union representative (which may include an International Union representative) to discuss the grievance. Such meeting will be held at a mutually acceptable time and place within the fourteen (14) day answering period.

The Human Resources Representative shall provide a written answer within fourteen (14) calendar days of receipt of the appeal. The Step 3 response will be given to the Local Union President and sent by email to the Union's International Representative's office at an email address to be supplied by the Union.

8.4 Either party must notify the other in writing of its intention to submit the grievance to arbitration within ten (10) calendar days, following the answer referred to in Step 3 above, otherwise such answer shall be final. When a party desires to submit a grievance to arbitration, it shall notify the other party accordingly, by email, and they shall thereupon attempt to agree upon an impartial arbitrator. If the Hospital and the Union cannot agree upon the selection of an impartial arbitrator, the Hospital and the Union shall utilize the following procedure for the selection of the arbitrator. The party requesting the arbitration shall contact FMCS and request a list containing the names of seven (7) arbitrators all of whom must be members of the National Academy of Arbitrators. Prior to the start of the selection process, both the Union and the Hospital shall have the right to reject one list. If a list is rejected, a new list containing the names of seven (7) arbitrators shall be requested. The parties shall alternatively strike the names of arbitrators from the acceptable list with the party requesting arbitration striking first. The name which remains shall be the arbitrator for the case. The decision of the arbitrator after a full and complete hearing shall be final and binding upon both parties. The arbitrator shall have authority only to interpret and apply the provisions of this Agreement, and shall not have the authority to add to, detract from, or alter its terms, or to decide matters of inherent management policy as defined in this Agreement.

8.5 Each party shall equally share the cost of the services of the arbitrator, as well as other costs relating to said arbitration, such as rent for meeting room and stenographic record if one is desired by the arbitrator.

8.6 If a decision is not rendered within the times established, then grievance shall be deemed to be denied, and grievance may be appealed to the next Step.

8.7 By agreement in writing, the parties may extend or modify any of the time limitations provided for in the grievance procedures outlined herein.

8.8 In every arbitration involving a discharge or suspension based upon improper conduct of an employee towards a patient, or in violation of the no strike/lockout provision of this agreement, the arbitrator's scope of review will be limited to the determination of whether the employee committed the act which gave rise to the discipline. The penalty imposed for such act

shall be at the Hospital's sole prerogative. The arbitrator shall not consider the failure of a patient to appear at a hearing as prejudicial. The term "patient", for this agreement, shall include all those seeking care and treatment from the Hospital.

## ARTICLE 9

### SENIORITY, VACANCIES, LAYOFF AND RECALL

#### 9.1 SENIORITY

a) Under the terms of this Agreement, "system seniority" means a preferred position for specific purposes which one full-time or regular part-time employee within the bargaining unit may have over another full-time or regular part-time employee within the bargaining unit because of a greater length of continuous service with the Geisinger Health System, including time worked at

Lewistown Hospital. Seniority commences after the completion of the employee's introductory period and is retroactive to the last date of hire with the System.

b) Length of continuous service shall be broken by resignation, discharge for cause, retirement, failure to return at expiration of leave, layoff for more than six (6) months for employees with less than one (1) year of continuous service or one (1) year for employees with more than one (1) year of continuous service, eighteen (18) months for employee with five (5) or more years of service, a medical leave of absence for a period of one year (for illness or injury not relating to a valid worker's compensation claim filed against the Hospital), a medical leave of absence for a period of twenty-four (24) months (for illness or injury relating to a valid worker's compensation claim filed against the Hospital), when an employee accepts employment elsewhere, and/or absence without leave for three (3) consecutively scheduled working days.

c) Seniority lists will be posted by the Hospital quarterly, a copy of which will be supplied to the Union. Within sixty (60) calendar days of posting any employee shall have the right to challenge his/her placement on the seniority list. Any challenge as to seniority after such sixty (60) calendar day period shall be of no effect; all rights to challenge shall be lost after the expiration of such period. In addition to the Union bulletin board in the cafeteria, a copy of the

seniority list will be posted inside the nursing staffing office and in each department where bargaining unit employees work.

d) There will be one seniority list for all bargaining unit employees, both regular full-time and regular part-time. Seniority will be accrued in terms of years of service measured from the employee's last date of hire with the System. The seniority list issued and dated July 28, 2020 will be maintained in the current order for those employees on that list for purposes of layoff, recall and promotion. For transfers or new hires coming into the bargaining unit going forward, the language in Article 9.1a will determine where they fall on the seniority list. Employees having the same seniority date on the seniority list will have their tie broken by the last four digits of their social security number with the employee with the lowest number listed higher on the seniority list.

## 9.2 VACANCIES

a) The Hospital agrees to inform employees of regular bargaining unit vacancies by posting notice of such vacancies for a period of seven (7) calendar days.

b) Where a regular vacancy occurs in the bargaining unit due to a termination or a newly created position, and the Hospital decides to fill such vacancy, the vacancy shall be filled from the employees bidding on the vacancy based on skill, ability and experience. Where the skill, ability and experience of the qualified bidders are relatively equal, the vacancy shall be filled based on seniority. If no bargaining unit member bids on a vacancy or where, in the Hospital's judgment, a person is not available from inside the bargaining unit possessing the requisite skill, ability and experience to satisfactorily perform the duties and responsibilities of the vacant position, the Hospital may fill the vacancy from outside the bargaining unit. All bargaining unit employees who have the minimum qualifications for a position and who bid on a bargaining unit vacancy will receive an interview and a written response from the Hospital.

c) If the Hospital determines that any employee filling a vacancy is not qualified for the job or is not performing the work satisfactorily, then within 450 working hours the employee shall be returned to his or her original job without loss of seniority. Otherwise, the employee shall remain in the new job. The Hospital's decision is subject to review under Steps One and Two of Article VIII Section 3. An employee may not transfer laterally more

than once per twelve (12) month period. An employee may voluntarily revoke his/her bid and return to his/her original job provided such action is taken within 160 working hours, and provided further that the Hospital has not already filled the original job.

d) The hospital and the Union have jointly agreed to cross train (expand duties) to allow movement to other areas, resulting in opportunities for the membership to earn more money and enhance current skills as follows:

- As opportunities arise, the Hospital will post in the affected department based on need. The cross-training opportunity shall be filled from the employees bidding on the cross-training opportunity based on skill, ability, and experience. Where the skill, ability, and experience of the qualified bidders are relatively equal, the cross-training opportunity shall be filled based on seniority.
- This initiative will be a collaborative effort, giving consideration to specific requirements for each affected area.
- This cross-training initiative is internal to eligible USW employees, allowing for an expanded knowledge base, enhanced skills and the best mix to meet patient needs, resulting in growth opportunities for membership.
- Employees participating who are in higher rated positions would hold their higher rate while cross-training while employees on lower rated positions would B-code when moving to a higher rated position.

### 9.3 LAYOFF AND RECALL

#### a) Step 1

In the event of a layoff, the Hospital will identify the job classification and working unit where the layoff will occur and will first layoff relief employees, temporary employees and introductory employees in such classification and unit. For purposes of this section, the working unit will be considered the employees' department except in the nursing department where the working unit will be considered the employees' workstation. If additional layoffs are necessary, the Hospital will next seek volunteers from regular employees in the classification and unit experiencing the layoff, with such opportunity to accept a voluntary layoff based on hospital seniority. The Hospital will not

challenge the eligibility for unemployment compensation of employees who volunteer for a layoff. If an insufficient number of regular employees in the classification/unit experiencing the layoff volunteer for a layoff, regular employees will be laid off in reverse order of Hospital seniority, provided senior employees retained can do the available work and work the available hours. Full-time employees may be required to accept part-time employment, and vice versa to avoid a layoff.

#### Step 2

Any regular full-time employee identified for layoff under this procedure with greater Hospital Seniority will be assigned by the Hospital to displace the most junior regular full-time employee within the affected classification, provided the displacing employee has the current skill and present ability to perform the displaced employee's work. If the full-time employee identified for layoff does not have sufficient seniority to displace a full-time employee within his/her classification, the full-time employee designated for layoff will be treated as a regular part-time employee. (See Step 4, below).

#### step 3

Any full-time employee displaced because of the Step 2 process will be reduced to regular part-time status and will be assigned by the Hospital to displace the most junior regular part-time within the affected classification, provided (1) the displacing employee has greater seniority, based on total hours paid, than the employee to be displaced and (2) the displacing employee has the current skill and present ability to perform the work of the displaced employee.

#### Step 4

Any regular part-time employee identified for layoff under Step 1 of this procedure with greater seniority, based on date of hire, will be assigned by the Hospital to displace the most junior regular part-time employee within the affected classification, provided the displacing employee has the current skill and present ability to perform the displaced employee's work. Judgments regarding skill and ability will be reserved to the Hospital, which the Hospital agrees not to use arbitrarily, capriciously or in a discriminatory manner.

b) At the time of a layoff, laid off employees may elect: 1) to receive payment for accrued and unused PTO (maximum of one year), or 2) to bank such time for future use if the employee is returned to active service. Such time in bank will be paid to the employee when such layoff becomes permanent.



c) Where possible, the Hospital will give employees to be laid off and the Union forty-eight (48) hours' notice of the layoff. Notice of layoff will be given in writing.

9.4 Employees laid off shall retain recall rights for a period of six (6) months from the effective date of their layoff for employees with less than one (1) year of continuous service, one (1) year for employees with more than one (1) year of service, and eighteen (18) months for employees with five (5) or more years of service. Employees on the recall list will be considered for all regular vacancies in their job classification for which the employee possesses the necessary skill and ability. Employees on the recall list will be removed from the list at the end of six (6) months, or one (1) year, or eighteen (18) months whichever is applicable, or after a refusal to accept a recall, whichever occurs first. A regular full-time employee reduced to part-time to avoid a layoff, or who is recalled from the recall list to a regular part-time position will remain on the recall list for recall to the next regular full-time position in the job classification from which they were laid off. Recall notices will be sent to employees via certified mail, return receipt requested and e-mail to Union.

## ARTICLE 10

### INTRODUCTORY PERIOD

10.1 Newly hired or rehired employees will be on probation for their first ninety (90) calendar days (6 months) of employment with the Hospital. Seniority will begin to accrue at the completion of the introductory period at which time it will be made retroactive to the employees' first date of work. During the term of the introductory period, the Hospital may discharge the employee at any time and for any reason and such discharge may not be challenged through the grievance procedure.

## ARTICLE 11

### HOURS OF WORK

11.1 a) The normal work period for full-time employees is (40) hours of work, exclusive of meal periods, consisting of five (5) days of eight (8) hours of work within a seven (7) calendar day period based upon a schedule established by the Hospital. For purposes of this section, the calendar week will commence at 12:00 a.m. on Sunday and end at 11:59 p.m. the following Saturday and the calendar day will commence at 12:00 a.m. each day and end 11:59 p.m. Weekend work hours will normally commence at 11:00 p.m. on Friday and end on Sunday at 11:00 p.m.

b) For nursing department employees, effective July 20, 2003, the normal work period for full-time employees is forty (40) hours of work, exclusive of meal periods, consisting of five (5) days of eight (8) hours of work within a seven (7) calendar day period based upon a schedule established by the Hospital. For purposes of this section, the calendar week will commence at 12:00 a.m. on Sunday and end at 11:59 a.m. the following Sunday. The calendar day will commence at 12:00 a.m. each day and end at 11:59 p.m.

11.2 All scheduled hours of work will be consecutive except where broken by meal periods or breaks. Employees required by the Hospital to work during the meal period for a period longer than fifteen (15) minutes will be paid for such time at the appropriate hourly rate.

11.3 Employees scheduled for an eight (8) hour shift will be provided with a thirty (30) minute unpaid meal period and two (2) fifteen (15) minute paid breaks per shift. Any employee working a scheduled shift of more than four (4) hours, but less than a full (8) hour shift who is requested to work a full eight (8) hour shift will be provided with two (2) fifteen (15) minute paid breaks and a thirty (30) minute unpaid meal period. With the approval of the supervisor, employees' will be permitted to take their thirty (30) minute unpaid meal period and one (1) fifteen (15) minute paid break as a single forty-five (45) minute unit. Full and part-time employees are eligible for one fifteen (15) minute paid break for every four hours of work. A 12-hour employee for example, would be permitted to take a third 15 minute paid break per shift.

11.4 Nothing in this Article or any other Article of this Agreement should be construed as a guarantee of any specified number of hours of work per day or per week.

11.5 Employees will not be scheduled for more than seven (7) consecutive days, regardless of whether the seven (7) consecutive days fall within different pay periods. Employees shall be entitled to one and one-half (1 1/2) times their regular rate for all consecutive days scheduled in excess of seven (7) consecutive days, eight (8) hours totaling fifty-six (56) hours. Provided however, employee's who volunteer to work more than seven (7) consecutive days are not eligible for premium pay under this section.

11.6 The Hospital will post work schedules at least thirty (30) calendar days prior to the effective date of such schedule, but in no event less than fourteen (14) calendar days prior to the effective date of such schedule. With the approval of the supervisor, employees will be permitted to arrange trades in work schedules or emergency call schedules with other qualified employees in their job classification. Once a trade is approved by the supervisor the schedule will be changed to

reflect the trade. Any trade not approved by the supervisor and reflected on the schedule will not be recognized. If, because of low patient census, the Hospital decides to cancel employees for any given day, said employee(s) will be given at least one (1) hour notice of such cancellation for day shift, and at least three (3) hours' notice in the case of evening and night shift.

11.7 About employees working alternative shifts on a holiday, the employee will be paid at the rate of time and one-half the rate of straight time hourly rate for each hour worked and in addition shall receive an equal number of hours off at a future date.

11.8 Once a schedule is posted the Hospital will endeavor to notify employees of any changes in the schedule (at least 24 hours prior to the effective time of the schedule change for changes in scheduled days off or days added to the schedule) prior to the day affected by the schedule change.

#### 11.9 Cancellation of Scheduled Hours (One shift or less)

A. Pre-commencement of shift cancellation of hours. When business volume fluctuates and the Hospital decides to cancel or reduce scheduled staffing prior to the start of the shift, the following procedure shall be used:

a) The Hospital shall identify the department/unit, classification and shift to be downsized. Once determined, the Hospital shall first utilize employees who volunteer to be cancelled from the affected department/unit and classification. Persons volunteering to be removed from the schedule may elect to utilize accrued benefit time excluding sick time/extended time off or may elect to take non-paid time off. Should there be more volunteers than needed, then preference shall be given to the person(s) with the most Hospital seniority providing the remaining employee has the current skill and ability to perform the necessary work.

b) Persons taking time off on a voluntary basis under this Section shall not have their status as a regular full-time or regular part-time changed because of volunteering for such time. Further, when the time volunteered is taken without pay, the person's accrual of benefit time (Primary PTO/Extended PTO) shall not be reduced as a result of such approved time off.

c) If there are insufficient volunteers from among the employees in the affected classifications, then temporary and relief employees shall be removed from the scheduled shift before reaching regular full-time and regular part-time staff, provided the remaining employees have the current skill and present ability to perform the necessary work.

d) After all volunteering has been exhausted and temporary and relief employees have been canceled, then regular part time employees shall be removed from the schedule on a rotating (seniority) basis, providing the remaining employees have the current skill and present ability to perform the necessary work.

e) After all volunteering has been exhausted and temporary, relief and regular part-time employees have been canceled, then full-time employees shall be removed from the schedule on a rotating (seniority) basis, providing the remaining employees have the current skill and present ability to perform the work.

f) Any full-time or regular part time employee removed from the scheduled shift under this procedure may elect to use earned but unused PTO or personal holiday time as compensation for such time off. Further, when such mandated time off is taken without pay, the employees' accrual of benefit time (PTO or Extended PTO) shall not be reduced because of such time off.

B. Post-commencement of shift cancellation of hours.

When business volume fluctuates and the Hospital decides to cancel or reduce scheduled hours after the start of the shift the following procedure will be used:

a) The Hospital shall identify the department/unit and classification be downsized. Once determined, the Hospital shall first seek volunteers from among the employees that worked the most on-call hours on the previous shift in the affected department/unit and classification and then seek additional volunteers if the need continues, Persons volunteering to be removed from the schedule may elect to utilize accrued benefit time (PTO, personal holiday time) or may elect to take non-paid time off. Should there

be more volunteers than needed, then preference shall be given to the person(s) with the most Hospital seniority providing the remaining employees have the current skill and present ability to perform the necessary work.

b) Persons taking time off on a voluntary basis under this section shall not have their status as a regular full-time or regular part-time employee changes because of volunteering for such time. Further, when the time volunteered is taken without pay, the person's accrual of benefit time (Primary/Extended PTO) shall not be reduced as a result of such approved time off.

c) If there are insufficient volunteers from among the employees in the affected classifications, then temporary and relief employees shall be removed from the scheduled shift before reaching regular full-time and regular part-time staff, provided the remaining employees have the current skill and present ability to perform the necessary work.

d) After all volunteering has been exhausted and temporary and relief employees have been canceled, then regular part-time employees shall be removed from the schedule on a rotating (seniority) basis providing the remaining employees have the current skill and present ability to perform the necessary work.

e) After all volunteering has been exhausted and temporary, relief and regular part-time employees have been canceled. then full-time employees shall be removed from the schedule on a rotating (seniority) basis, providing the remaining employees have the current skill and present ability to perform the work.

f) Any full-time or regular part-time employee removed from the scheduled shift under this procedure may elect to use earned but unused PTO time as compensation for such time off. Further, when such mandated time off is taken without pay, the employee's accrual of benefit time (Primary/Extended PTO) shall not be reduced because of such time off.

11.10. Any employee who has listed himself/herself as "unavailable" on the time and attendance system for a day or shift will be bypassed when contacting employees to work additional time.

## ARTICLE 12 WAGES

12.1 The regular rate of pay is defined as the straight time hourly rate.

12.2 The wage rates in effect for the term of this Agreement are contained in Addendum "A" which is attached to this Agreement.

12.3 The Hospital may place newly hired employees with five (5) or more years of experience in a hospital and/or long-term care setting at Step 2 on the wage scale immediately following the successful completion of the introductory period.

Effective first full pay period of July 2021:	2.0% increase across the board
Effective first full pay period of July 2022:	2.25% increase across the board
Effective first full pay period of July 2023:	2.5% increase across the board

The following grades shall be eliminated from the wage scale due to the fact that no job classification is associated with them: 25, 27, 33, 36 37, 44 and 49.

12.4 a) The Hospital reserves the authority to implement the terms set forth in subsection (b) to units and classifications identified as having hard to fill vacancies on the schedule. Once declared the terms will remain in effect for such unit/classification for a period of 13 pay periods, which period can be extended by the Hospital for additional weeks based on its assessment of operational need.

b) Employees working every other weekend on/off format will be paid double time for all hours worked on the third weekend within a four-week scheduling cycle if the hours worked on the weekend result in the employee working over 40 hours in the workweek. If the hours worked in the workweek are less than 40 hours the hours worked on the third weekend will be paid at the time and one-half rate.

ARTICLE 13  
OVERTIME

13.1 Employees shall be required to work overtime when requested. However, to the extent practicable, the Hospital will endeavor to equally distribute overtime work among qualified employees within a classification within a department. Whenever possible, the Hospital will give employees notice of the requirement to work overtime.

13.2

a) Time and one-half the employee's straight time hourly rate will be paid for all hours worked more than forty (40) hours in a seven (7) calendar day period.

b) There shall be no pyramiding in the computation of overtime or any other premium wages and nothing in this Agreement should be construed to require the payment of overtime and any other premium wages more than once for the same hours worked.

13.3 Paid time off shall not be considered as hours worked for overtime pay purposes. Holiday benefit hours paid will be considered as time worked for overtime hours accumulation purposes in those workweeks in which the employee has hours worked during a scheduled on-call assignment.

ARTICLE 14  
SHIFT DIFFERENTIAL

14.1 Shift differential is paid to employees who work during the evening and night shifts as defined below. Shift differential pay shall be included in the calculation of overtime for overtime hours worked, provided that the qualifications for the differential are met.

If an employee's committed work assignment is evening or night shift and the employee works first shift, the employee will not receive shift differential.

14.2

Second Shift (Evening)

Second shift begins at 3:00 PM and ends at 11:30 PM. The second shift differential is \$2.00 per hour in addition to all other pay. Employees whose regular shift ends at 7:00 PM (6:53 PM in Kronos) will be paid evening shift differential from 3:00 PM to the end of the shift. Clock in times prior to 3:00 PM (2:53 PM in Kronos) will not begin to receive differential until 3:00 PM.

#### Third Shift (Night)

Night Shift begins at 11:00 PM and ends at 7:30 AM. The third shift differential is \$2.00 per hour in addition to all other pay. Employees whose regular shift ends after 7:30 AM (7:23 AM in Kronos) will receive shift differential to 7:30 AM. However, employees who begin their shift after 3:30 AM (3:38 AM in Kronos) are not eligible for night shift differential. Employees starting shift at 7:00PM (6:53 PM in Kronos) and ending at or before 3:30 AM (3:37 AM in Kronos) will get shift differential on all hours worked.

14.3 Shift differential is added to the employee's base rate and is included in paid time off and overtime calculations.

14.4 The shift differential payable for Evening Shift and Night Shift for the term of this Agreement is \$2.00/hour.

14.5 If an employee reports to work for a day shift and is asked to stay and work the majority of the Evening Shift, they will receive the evening shift differential for all hours worked, after actually finishing their regular Day Shift assignment, which fall within the Evening Shift as defined above.

If an employee reports to work for an Evening Shift and is asked to stay and work the majority of the Night Shift, they will receive the Night Shift differential for all hours worked, after actually finishing their regular Evening Shift assignment, which fall within the Night Shift as defined above.

## ARTICLE 15

### ON CALL PAY

15.1 On-call pay shall apply to all hours an employee is actually assigned to "on call" duty as well as time spent traveling to an on-call assignment. When on-call the employee must be available immediately by beeper or phone contact from the Hospital, they shall answer when called,



and shall come into the Hospital immediately when called in. Regular pay begins when the employee clocks in and ceases when they clock out.

15.2 When called-in to work while "on-call", the employee will be paid time and one-half her/his regular rate of pay for all hours worked from call, with a minimum of two (2) hours' work or pay, whichever is greater, at the time and one-half rate. The two-hour minimum will apply only when an employee has "clocked out" from their shift and have been gone from the facility. Time spent in an "on-call" status at the end or beginning of one's regularly scheduled shift is not eligible for the minimum two (2) hour payment. Employees assigned for "on-call" shall be paid a flat, per hour rate for all hours "on-call" not spent at the Hospital. Employees will not be paid the "on-call" rate for worked hours paid at time and one-half. Calculations of "on-call" payments should be rounded the nearest whole dollar.

The rate for On-Call during the term of this Agreement shall be \$3.00/hr.

An "on-call" employee called in to work from home on a holiday in which they are scheduled off, they will be compensated at time and one-half time with a two-hour minimum.

The Department Manager/Supervisor will schedule employees for "on-call" assignments as required and maintain records of all on-call assignments. "On-call" employees are expected to be able to respond to a call and be on duty within thirty (30) minutes after a call is received.

It is the responsibility of the employee to have their current telephone number on file in Human Resources and with their respective Department Manager/Supervisor.

## ARTICLE 16

### CALL BACK PAY

16.1. a) Employees called back for unforeseen customer needs will be guaranteed a minimum of two (2) hours of work at time and one-half at base rate (plus applicable differentials) If more than two (2) hours are worked, they will be compensated for actual time worked at time and one-half. If the employee "volunteers" to leave at the request of management prior to the two hours being worked, they will be paid at time and one-half for actual hours worked.

b) If any employee is called in more than one time in any given period (not to exceed 24 hours), i.e., between 1630 and 0800, they are guaranteed only one, four-hour compensation unless the total time exceeds four hours.

c) Call-back time will commence when the employee is contacted including travel time (not to exceed 30 minutes) to the work location and ending when assigned work has been completed.

d) Employees contacted at home and directed to remain at home pending further instruction will be paid for such restricted waiting time at the appropriate hourly rate of pay. The four (4) hour guarantee shall not apply to such time.

ARTICLE 17  
PART-TIME EMPLOYEES

17.1 Regular part-time employees and regular full-time employees who transfer to part-time status will receive the specified pro-rated benefits in accordance with the following schedule:

a) Group Medical and Dental Insurance. Regular part-time employees will be provided with group medical and dental insurance pursuant to the terms of paragraph 20.1 (a).

b) PTO. Employees will earn PTO based upon the following schedule:

<u>Years of Service</u>	<u>Biweekly Accrual Rate per hour paid</u>
0- 4	.0559
5 - 9	.0750
10 - 19	.0943
20+	.1135

PTO will be earned starting with the first day of employment.

c) –Uniform Allowance. Employees who have completed one (1) year of service and who are required to wear a uniform will earn uniform allowance which will be paid upon the completion of the employee's anniversary year. The formula for such benefit shall be as follows:

\$0.0513 of allowance per each hour paid, provided however where the Hospital provides a uniform (i.e., lab coat, scrub suit) the allowance will be \$0.0436 per each hour paid. Employees hired after June 1, 2014 shall not be eligible for the uniform allowance. All remaining employees shall not be eligible for the uniform allowance effective 1/1/22.

## ARTICLE 18 UNIFORM ALLOWANCE

18.1 Full-time employees required to provide and wear their own uniforms or uniform shoes will be paid \$100.00 annually upon the completion of the employee's anniversary year. Employees on leave of absence at their employment anniversary date shall receive their uniform payment upon return to the active payroll. All employees hired after June 1, 2014 shall not be eligible for the uniform allowance. All remaining employees shall not be eligible for the uniform allowance effective 1/1/22.

18.2 Employees must maintain uniforms including shoes in a clean and acceptable condition. Employees are responsible to launder and maintain their uniforms.

18.3 Where the Hospital provides a uniform (i.e., lab coat, scrub suit) the annual uniform allowance will be reduced to \$85.00 per year.

## ARTICLE 19 RETIREMENT PLAN

19.1 All employees shall be eligible to participate in the GSS 401(k) Savings Plan effective December 24, 2017. The Employer shall contribute equivalent to five percent (5%) of the employee's eligible earnings up to the social security wage base and nine percent (9%) on earnings above the social security wage base. Eligible earnings shall include base pay, overtime, shift differential, call pay and any incentive pay.

19.2 All employees will be eligible to participate in the GSS Tax Sheltered Annuity Program.

19.3 The default investment for newly participating employees who have not chosen to direct their monies to specific funds will be a default option chosen by the fiduciaries of the plans.

19.4 The above plan shall remain in place for the duration of this agreement or shall be replaced by a plan that offers benefits at the same level or higher than the Lewistown Hospital Defined Contribution Plan.

## ARTICLE 20 INSURANCE

20.1 (a) All benefits set forth in this Article, including, employees' health, dental, vision and prescription coverage and all other insurance coverages shall be on the same terms as non-bargaining unit employees on the Geisinger Welfare Plan. It is understood that the Hospital may, in its discretion, and with no obligation to bargain, provide any or all coverages on an insured basis through a carrier(s) of its choice, or on a self-insured basis, and may change carriers. It is further understood that the Hospital may, in its discretion, and with no obligation to bargain, modify or change the plan design for the Geisinger Welfare Plan or any other plans from year to year provided that the new plan design for the Geisinger Health Plan or any other plan is generally comparable to the existing Geisinger Welfare Plan.

(b) The Hospital will notify the employees and the Union of any material changes to the Group Health Care Plan which will generally affect bargaining unit employees and will provide copies to the Union of any documents which it distributes to the bargaining unit employees reflecting such changes.

20.2 In the event of any conflict as between Plan Documents and/or a Summary Plan Description and this Agreement, the order of which document(s) control is as follows: first, the actual Plan Documents; then, the Summary Plan Description; finally, the provisions of this Agreement.

## ARTICLE 21 PAID TIME OFF - HOLIDAYS

21.1 Holidays recognized as eligible for use of PTO (Paid-Time-Off) time are as follows: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. These days shall be recognized for the purposes of this Agreement to be legal holidays. The PTO program provides for accrual to cover the 6 holidays as well as (4) personal days (for a total of 10 days).

In those weeks which contain any of the above designated legal holidays, such holiday, if not worked, will not be counted as normal hours worked in order to establish hours of work for overtime purposes.

21.2 Full-time, employees who work a Geisinger holiday will be paid time and one-half for hours worked on the actual holiday and receive another day off in lieu of the holiday. Time off for this day should be equivalent to the normally scheduled hours for the holiday. This day should be scheduled within 30 days prior to the holiday worked, or any time after the holiday worked in the same calendar year, except for Thanksgiving and Christmas, which may be taken in the first calendar quarter of the next year. If another day off cannot be scheduled, the person will be paid off at straight time and the hours do not count toward the FLSA overtime basis.

ARTICLE 22  
PAID TIME OFF/EXTENDED PTO

22.1 Regular full-time and part-time bargaining unit employees shall accrue Paid-Time-Off (PTO) based on hours paid. Maximum annual accruals are shown (Years of Service is deemed to be continuous fulltime and part-time employment with the Hospital):

For employees working an 80 hr. per pay basis:

YEARS OF SERVICE	BI-WEEKLY ACCRUAL RATE	ACCT MAX HOURS
0-4	4.47	305.00
5-9	6.00	389.00
10-19	7.54	472.00
20+	9.08	555.00

22.1 b) The Hospital will provide training to all interested employees on how to access their holiday and PTO balances in Kronos within 30 days following ratification of this agreement.

22.2 Full-time employees accrue PTO according to the Primary Account Schedule based upon completed full-time years of service. When full-time service is broken by part-time or flex service, the completed full years of full-time service for each prior period will be credited toward the formula. When the employee is rehired, credit is not given for flex or part-time service or for full-time service prior to termination from employment. Effective for transfers from part-time to full-time after January 1, 2010 the adjusted hire date will be recalculated based on the following criteria:

- Credit will be given for whole years of full-time service and
- Credit will be given for whole years of part-time service using the following calculation:
  - The whole years of part-time service that the employee is moving from will only be considered, and
  - One year of credit will be given for each two whole years of part-time service
  - If the total whole years of service is an odd number, then the credit will be an additional 1/2 of a year.

Part-time employees in a .5 FTE or greater position will accrue PTO based on two factors: (1) hours paid in a pay period and (2) each employee's specific years of service. See the chart below for the applicable accrual rates:

<u>Years of Service</u>	<u>Biweekly Accrual Rate per hour paid</u>
0 -4	.0559
5 – 9	.0750

10 - 19 .0943

20+ .1135

Part-time employees hired prior to January 1, 2010 with less than five years of service will continue to accrue Primary PTO at the rate of 0.0616 per hour paid until they are eligible to accrue at the 5 - 9 years of service rate. Part-time employees hired on January 1, 2010 or later will begin accruing at the rate of 0.0559 per hour paid.

### 22.3 STANDARD: Eligibility

All full time and eligible part time employees accrue Primary Account paid time off (PTO) biweekly.

1. Part-time employees in a .5 or greater position will accrue PTO hours per the chart listed above based on hours paid in a pay period. Part-time employees in less than a .5 position are not eligible for PTO. The maximum annual accrual of Primary PTO for part-time employees shall not exceed the maximum annual Primary PTO accrual for a full-time employee at the same Primary PTO accrual level.

2. Employees who transfer from full-time to part-time status will accrue PTO effective with the transfer date.

3. For full-time employees PTO Primary hours will accrue to a maximum indicated on the chart above.

4. For part-time employees PTO, Primary hours will accrue to a maximum of 256 hours.

### 22.4 Use of Paid Time Off

1. Request for scheduled Primary Account PTO will be considered for approval by the team leader/supervisor/manager with consideration given to other employee requests and the operating needs of the department, preference may be based on GHS seniority policy. Employees are required to use accrued benefit time first before allowing unpaid time.

2. Requests for unscheduled Primary Account PTO and Extended Leave Bank must comply with departmental approval procedures. Inappropriate use of unscheduled Primary Account PTO or Extended Leave Bank or failure to comply with department procedures may result in denial of PTO and/or corrective action.

3. Management, in its judgment, may require a provider or physician's note for unscheduled absences.

4. If the injury or personal illness is covered by Worker's Compensation, the use of Primary and/or Extended PTO is limited in accord with the Worker's Compensation Policy (#261).

#### 22.5 Extended Account-Extended Leave Bank

1. The extended leave bank is established to provide employees pay continuance during periods of personal illness.

1. All full-time employees will accrue on a biweekly basis a maximum of eight (8) days per year in the extended leave bank.

2. Part-time employees are eligible to accrue PTO Extended hours based on the same eligibility criteria as outlined under PTO Primary account accruals. Eligible part-time employees will accrue extended account hours based on hours paid in a biweekly pay period. The potential annual maximum accrual amount is 8 days. The part-time accrual formula is .0308 times hours paid.

2. A maximum of the lesser of 1040 hours or six months of extended leave will be paid per episode of illness.

3. Employees may transfer a maximum of 10 days of accrued primary PTO to the extended leave bank once a payroll calendar year by memo to Human Resources between November 15 and December 15.

4. Extended accrued amounts will be shown on the pay stub as "sick hours available".



## 22.6 Access to Extended Leave Bank

1. Circumstances permitting direct access to Extended Leave Bank include:
  1. Inpatient hospital admission
  2. Invasive procedures performed in an in/out surgical suite or ambulatory setting provided a written physician directive not to return to work is obtained by the employee and submitted to the manager/supervisor. The following invasive procedures are exceptions and will NOT provide access to the extended bank: (1) Preventive care including vaccines and routine and/or daily injectable medication administration. (2) Routine, radiologic procedures requiring contrast without complication. (3) Novocain and other injections for routine dental procedures.
  3. For the following catastrophic illnesses: reconstructive surgery, dialysis, multiple sclerosis, chemotherapy, radiation therapy.
  4. For post-surgical rehabilitation where the employee is unable to secure appointments outside of work hours due to availability of the rehabilitation.
  5. In the event of a quarantine due to workplace exposure and based on Employee Health recommendations.
  
2. The Extended Leave Bank may be accessed after twenty-four consecutive hours of scheduled work time in instances of personal illness in each fiscal year. Employees must use PTO to cover those first twenty-four (24) hours before accessing the Extended Leave Bank. Each subsequent occasion of personal illness in the same fiscal year (July-June) requires eight (8) hours be deducted from the primary account and additional consecutive scheduled work hours will be deducted from the Extended Leave Bank. For employees working less than 80 hours per pay access to the extended accounts will be prorated.

## 22.7 Termination of Employment

1. A terminating employee, who has been employed for at least a 6-month period, will be paid for all accrued, unused Primary Account PTO. Terminal PTO will not extend an employee's period of employment beyond the last day worked nor will additional benefits accrue.
2. If an employee is terminated because of their death, accrued, unused time in their Primary PTO Account will be paid to their Life Insurance Beneficiary.
3. Extended PTO is not paid out at termination.

## 22.8 PTO Sell Program

Employees with 5 years or more of service have the option to elect to receive the cash equivalent of one week of primary PTO time. The process is automated through annual benefits enrollment. The election you make each year during Annual Benefits Enrollment will be paid in the month of January the following calendar year.

### Guidelines:

- To be eligible you must have 5 years or more of service by December 31
- You can elect one full week only (1.0 FTE equals 40 hours). You cannot elect a partial week.
- If your PTO or vacation balance is less than 40 hours at the time of payment, you will be ineligible for payment.
- Part-time employee's will be prorated based on their budgeted FTE.
- Eligibility is based on the adjusted hire date used for calculating PTO or vacation.

## 22.9 Personal Holiday Sell Program

- All full-time employees are eligible to trade any or all of their four (4) personal holidays for cash to be paid out in January of each year.
- The opportunity to sell any or all of these personal holidays occurs during the annual benefits enrollment period in the fall of the preceding benefits year.

## ARTICLE 23

### JURY DUTY

23.1 A Full-time and part-time benefits employee who has completed his/her introductory period and normally scheduled to work .5 FTE or more and is called to serve as a juror shall receive regular pay and shift differential, where applicable at their straight-time rate for time absent from work.

23.2 If an employee is subpoenaed as a witness for the Employer, her/his full salary shall be paid for the time spent as a witness and time spent in preparation for such service. If the employer schedules the employee to appear for testimony on a day (s) in court, the employee shall be paid for the day(s) without being required to work. If the employee is called from work to testify, the employee shall have the remainder of the scheduled workday off with pay. Except in cases concerning the care or condition of a patient, employees are not eligible for witness time pay when subpoenaed by a party other than the Employer.

23.3 Court duty leave will begin the first day of absence from work for day and evening shift employees. Night shift employees will begin court duty leave on the night shift preceding the first day absent from work.

## ARTICLE 24

### BEREAVEMENT LEAVE

24.1 In the event of the death of an employee's mother, father, mother-in-law, father-in-law, spouse, brother, sister, grandparent, grandchild, child, legal guardian, son-in-law, daughter-in-law, step-parent or step child, an employee shall be entitled to a period of time up to and including a maximum of four (4) scheduled days with pay for the purpose of attending the funeral of the deceased. In the event of the death of an employee's brother-in-law, sister-in-law, or great grandparent the employee shall be entitled to one (1) scheduled day with pay for the purpose of attending the funeral of the deceased. Such time entitlement, however, shall not commence before the date of death nor extend beyond one (1) day after the day of the funeral. The employee shall, upon request by the Hospital, furnish valid proof of death and relationship. Failure to do so, within a reasonable time, shall cause a loss of said entitlement. With the approval of the supervisor, an employee may use a personal day to attend the funeral of a family member not listed above without giving the two (2) week notice.

24.2 Employees will be entitled to funeral leave pay if a death of a member of the immediate family occurs during a scheduled vacation or during the work week immediately prior to the scheduled vacation and the funeral leave will extend into the scheduled vacation period and such vacation time may be rescheduled using the procedure set forth in the agreement. This benefit relates only to those days that the employee would be scheduled to work but for the vacation. To be entitled to such a change in benefit status, notice of the death must be given within twenty-four (24) hours of occurrence.

24.3 Sections 24.1 and 24.2 shall apply until January 1, 2022, at which time the language below shall apply for the remainder of this agreement.

Bereavement Leave is available to provide active employees with sufficient time to make arrangements for and/or pay proper respects in the event of a death.

a) Full-time active employees are eligible for up to three (3) days, calculated based on whether the employee works eight (8), ten (10), or twelve (12) hour shifts, to a maximum of twenty (24), thirty (30) or thirty-six (36) hours, respectively, of bereavement leave for a death in the immediate family and up to one day (1) day [eight (8), ten (10) or twelve (12) hours] for the death of certain other persons.

b) Part-time active employees are eligible for up to one (1) day, calculated based on whether the employee works eight (8), ten (10), or twelve (12) hour shifts to a maximum of eight (8), ten (10), or twelve (12) hours, respectively, for a death of a person covered by Article 18 when the employee is scheduled to work the day of the funeral.

c) The "Immediate Family" is defined to include spouse, parents, stepmother, stepfather, grandmother, grandfather, mother-in-law, father-in-law, legal guardian, sister, brother, children, and grandchildren. A domestic partner is considered immediate family. Other individuals whose death would be covered under this Article are: Employee's

son-in-law, daughter-in-law, brother-in-law, sister-in-law, niece, nephew, aunt or the uncle; and of aunts and uncles of the employee's spouse. If the employee has a domestic partner, this "other persons" definition applies to the domestic partner's family as if they were defined as a spouse.

- d) Bereavement leave is an excused paid absence at regular straight time pay.
- e) To be eligible, the employee must attend the funeral or memorial service. Estate settling, reading of wills, etc., are not covered by this Article.
- f) An employee not on leave of absence who would qualify for paid bereavement leave for regular work hours missed under the provisions of this Section already receiving paid time off chargeable either to accrued Primary PTO, Extended PTO, personal days or compensatory time shall have such time off as applicable charged instead to paid bereavement leave, up to the limits allowed under the provisions of this Section. Additional time off if requested and approved shall be charged against employee's Primary PTO, available personal days or compensatory time before unpaid time off. The Employer will make its best efforts to work with employees to allow them to utilize PTO or unpaid time off to take additional time off in connection with the death of a family member.
- g) An employee who works the night shift may choose to use the day before or day after.

## ARTICLE 25

### MILITARY LEAVE

25.1 Leaves of absence for the performance of duty with the United States Armed Forces or with a reserve component thereof, and the reemployment of

veterans following service, shall be granted in accordance with the terms of prevailing federal and state law.

25.2 Effective October 2, 2020, Service members are eligible for 80 hours of paid military leave per calendar year.

- a) Full-time and part-time benefit eligible employees are entitled to this benefit after six (6) months of employment.
- b) Hours will be pro-rated for employees based on their FTE.
- c) Service members must provide managers evidence of their eligibility for this benefit, Evidence may be assignment orders, a memorandum from a commander or similar documents.
- d) Hours may only be used for drill, encampment, annual training, or activation. Hours may not be used for personal recovery time.
- e) Unused paid military time will be forfeited at the end of the calendar year.
- f) Unused paid military leave is not paid pout at termination.

## ARTICLE 26

### LEAVE OF ABSENCE

26.1 With the exception of 26.3 below, the parties agree the Geisinger's updated leave of absence policies, as currently stated and hereafter modified from time to time to conform to law or regulation, shall apply, including the new policies on Military Leave (Article 25) and Parental Leave outline under 26.2 below effective October2, 2020

26.2 Paid Parental Leave-Effective the first pay period starting in October of 2020, employees may take up to 80 hours of paid leave following a child's arrival through birth, adoption,

legal guardianship or foster care in accordance with our system policy. They may also use donated PTO, primary PTO or personal holidays in addition to parental leave. If both parents work at GLH, each person qualifies for paid parental leave.

### 26.3 Union Leave:

A leave of absence without pay for a period not to exceed one (1 ) year will be granted to employees with at least one (1) year continuous service who accepts a full-time position with the International Union. Adequate notice for such leave shall be afforded the Hospital to enable proper provision to be made to fill the job to be vacated. Such leave will commence at a mutually agreed time.

## ARTICLE 27

### UNION BUSINESS

27.1 The Hospital will provide the Union with space for one (1 ) reasonably sized glass enclosed bulletin board, the use of which is limited to the announcement of Union meetings, Union sponsored social events, election of Union officers and material related to Union business. All material placed on this bulletin board must bear on its face proof that such material was approved for such posting by an officer or agent of the Union. Consistent with the terms of this section, the Union will be permitted to post one 8.5 x 11-inch notice on the bulletin boards in each employee lounge where bargaining unit employees work, provided, however, the Hospital will not be required to guarantee the integrity of such postings. The Union's Local Chair will be given access to the Hospital's email system for the sole purpose of communicating union business with the USW District 10 staff representative.

27.2 Accredited representatives of the Union shall be permitted to enter a predetermined and approved location within the Hospital during working hours with the provision that at no time shall such visitation rights interfere with the work requirements of any employee or the operation requirements of his department or the Hospital. While on the Hospital's premises, non-employee Union representatives must abide by all Hospital's rules and regulations governing the operation of the facility including the current rules on patient confidentiality. Before entering the facility, non-

employee union representatives shall notify the Human Resources-Representative, or in their absence, the Administrative Officer in charge.

27.3 No employee shall engage in any activity on behalf of the Union on working time, except as provided in this agreement.

27.4 The Hospital will recognize five (5) union delegates. To be recognized by the Hospital the list of delegates must be kept up to date in the Human Resources Department. In the event that a conference in connection with Steps 2 or 3 of the grievance procedure is held on the scheduled work time of the grievant or the delegates who are handling the grievance, both the grievant and up to two (2) delegates will be permitted to attend the conference without loss in pay. A delegate will be permitted to be present at formal grievance presentations and will be permitted a reasonable time to file written grievances but must first obtain permission of his/her supervisor to leave the work area. If the supervisor cannot permit a delegate to leave the department at the time requested, the supervisor will designate the time at which the delegate may leave. No delegate shall be permitted to perform general Union duties during his/her regularly scheduled working hours, and shall confine his/her activities during working hours to the filing of written grievances only.

27.5 The grievant, and/or the delegate handling the grievance, and/or a reasonable number of employee witnesses will be permitted time off without pay to attend arbitration hearings.

27.6 Provided the Hospital is given at least thirty (30) calendar days advance notice, the Hospital will allow to be scheduled up to a total of thirty-five (35) days off without pay per calendar year per the entire bargaining unit for designated union members to attend union functions, excluding negotiations and arbitrations. Provided, however, two employees in the same classification, and in the case of the nursing department the same working unit, cannot be off at the same time without the approval of the Hospital. Union may request a waiver of the 30-day advance notice provision, approval of which remains in the discretion of the Hospital.



ARTICLE 28  
RESIGNATION

28.1 Employees resigning their employment with the Hospital are required to give the Hospital at least two (2) weeks advance notice of such resignation. Employees who provide proper notice are eligible for payment for accrued but unused PTO.

ARTICLE 29  
MISCELLANEOUS

29.1 Employees shall submit to medical examinations or tests as may be required by the Hospital. Such tests or examinations, if so required by the Hospital, shall be provided by the Hospital without cost to the employee.

29.2 A high standard of efficiency and performance shall be maintained by all employees represented by the Union and the Union will cooperate with the Hospital in maintaining this standard.

29.3 Volunteer workers who donate their services to the Hospital are not covered by the terms of this Agreement.

29.4 In January of each year the Hospital will provide the Union with a list of dates for orientation sessions for that year. [n addition, at least three calendar days before each session, the Hospital will notify the Unit Chair whether bargaining unit employees will be involved in the next scheduled orientation session. The Union will be given thirty (30) minutes at the end of the Hospital's orientation program for new employees to address newly hired employees who are scheduled to work in bargaining unit classifications. The purpose of the presentation is to introduce the Union and the local organizational structure, to discuss membership obligations under the contract and to distribute membership/check-off cards to new employees. An International Union representative may participate in the presentation. The Union will not use such time to discuss internal Union political issues, governmental political issues, contract or bargaining issues with the Hospital or to comment on the Hospital, its management or supervision. Any Hospital employee who participates in such

presentation on behalf of the Union will not be paid by the Hospital for the time spent participating in the presentation. The Union will be notified at least one (1 ) week in advance of the date, time and place of such orientation session that includes new employees earmarked for bargaining unit positions.

29.5 Successorship. If the Hospital plans to sell, convey, assign or otherwise transfer any part of the Hospital's operations to a third party, the Hospital agrees to give the Union a minimum of thirty (30) days notice of the effective date of such transaction, and, upon request of the Union, will meet with representatives of the Union to discuss the impact of the transaction on bargaining unit employees.

29.6 Upon implementation of the system-wide PTO policy for non-bargaining unit employees at other Geisinger locations, the Company and the Union agree to immediately engage in bargaining the provisions of this policy for similarly situated bargaining unit employees.

29.7 Certification Skill Enhancement. Each full time and part time employee in a bargaining unit job classification will be eligible to use \$200.00 per year. To be utilized for courses relating to enhancing skills directly related to the performance of current job classification duties. Career enhancement reimbursement must be requested and submitted within 30 calendar days of completion.

29.8. Employment Incentives. During the term of the agreement the Geisinger Lewistown Hospital may offer employment incentives, including but not limited to, sign on bonuses and relocation allowances to newly hired employees in classifications which the Geisinger Lewistown Hospital identifies as being hard to fill. Before implementing an incentive program, the Geisinger Lewistown

Hospital will notify the Union of the specifics of the particular incentive program.

29.9 Effective July 11, 2010, direct deposit will be mandatory for all bargaining unit employees.

29.10. Effective June 1, 2014, and for employees who are hired after that date, the Hospital will pay all said costs incurred as part of the background check process mandated under federal or state law.

29.11 The Hospital to offer the rewards program to bargaining unit employees, the same program as the non-bargaining unit employees receive.

29.12 It is agreed that in case of emergency, such as flood, fire or epidemic which in the judgement of the Hospital requires immediate action, the terms of this Agreement shall not be deemed to apply in connection with measures deemed necessary by the Hospital for the care and protection of patients and employees, the equipment and the buildings of the Hospital, or reasonably necessary to repair and place the same in condition thereafter for occupancy.

29.13 Employees going on FMLA or medical leave shall begin the leave on the 1<sup>st</sup> day and shall not accrue any PTO or be paid for any holidays while on leave.

## ARTICLE 30

### WAIVER

30.1 The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent for any further waiver of such breach or condition.

30.2 Any waiver of a term of this agreement, other than time limits waived by non-action, must be agreed to by the Hospital's Chief Spokesperson and the District Representative of the Union.

## ARTICLE 31

### LEGALITY OF PROVISIONS

31.1 Should any provision of this Agreement, or any application thereof, become unlawful by virtue of any Federal or State law, local ordinance, Executive Order of the President of the United States, or by final adjudication by any court of competent jurisdiction, such provision or the application of any such provision of this Agreement shall be modified in compliance with the law, order of final

adjudication, but in all other respects the provisions of this Agreement shall continue in full force and effect for the life thereof.

ARTICLE 32  
SCOPE OF AGREEMENT

32.1 This Agreement is the product of negotiations between the Union and the Hospital and expresses their sole and exclusive agreement concerning wages, hours and terms and conditions of employment for employees in the bargaining unit covered by this Agreement. Each party agrees to waive its right to bargain collectively during the term of this Agreement over any subject matter whether or not such subject matter is specifically contained in this Agreement or whether such subject matter has or has not been mentioned or discussed by either party during the negotiation leading up to the execution of this Agreement.

ARTICLE 33  
TERM OF AGREEMENT

33.1 This agreement will become effective on October 2, 2020 and will remain in full force and effect until 11:59 p.m. on, August 31,2023. Either party may, in writing, notify the other of its desire to continue, modify, or terminate this Agreement upon its expiration. Negotiations over matters contained in any such notice shall be conducted in accordance with the time schedule set forth under the provisions of the National Labor Relations Act, as amended.

Wherefore, the parties hereto intending to be legally bound, set their hands and seals on the dates so indicated.

**UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING,  
ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL  
UNION, AFL-CIO · CLC**

**GEISINGER LEWISTOWN  
HOSPITAL**



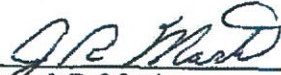
Thomas Conway  
International President



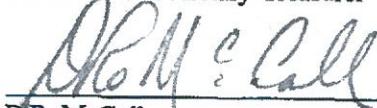
Kirk E. Thomas (Date)  
Chief Administrative Officer



John E. Shinn  
International Secretary-Treasurer



1-31-21 (Date)  
Joseph R. Martin  
Director, Labor & Employee Relations



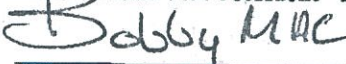
D.R. McCall  
International Vice President - Administration



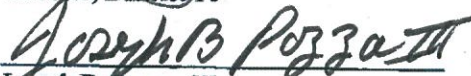
2/1/2021 (Date)  
Tiffany M. Luby  
Director, Human Resources



Frederick D. Redmond  
International Vice President - Human Affairs



Bob McAuliffe  
Director, District 10

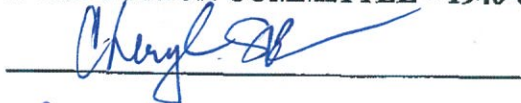


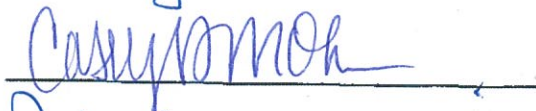
Joseph B. Pozza, III  
Sub-District Director

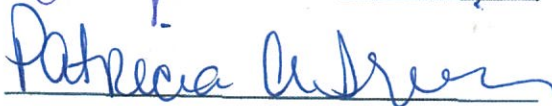


Walter W. Jodon  
Staff Representative

**LOCAL UNION COMMITTEE - 1940-08**







ADDENDUM "A"

USW TECHNICAL UNIT GRADE STRUCTURE

At any time during the term of this Agreement, the Geisinger Lewistown Hospital may unilaterally increase the wage rates paid to any classification

Grade 20

Includes: Graduate Practical Nurse, Pharmacy Tech I, Radiology Assistant, Phlebotomist

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 14.88	\$ 15.10	\$ 15.25
Step 2	1 Year	\$ 15.02	\$ 15.21	\$ 15.48
Step 3	2 years	\$ 15.62	\$ 15.36	\$ 15.59
Step 4	3 years	\$ 16.04	\$ 15.97	\$ 15.75
Step 5	4 years	\$ 16.46	\$ 16.40	\$ 16.37
Step 6	5 years	\$ 16.62	\$ 16.83	\$ 16.81
Step 7	6 years	\$ 16.77	\$ 16.99	\$ 17.25
Step 8	7 years	\$ 16.82	\$ 17.15	\$ 17.41
Step 9	8 years	\$ 16.88	\$ 17.20	\$ 17.57
Step 10	9 years	\$ 16.93	\$ 17.26	\$ 17.63
Step 11	10 Years	\$ 16.99	\$ 17.32	\$ 17.69
Step 12	11 years	\$ 17.04	\$ 17.37	\$ 17.75
Step 13	12 years	\$ 17.10	\$ 17.43	\$ 17.81
Step 14	13 years	\$ 17.15	\$ 17.48	\$ 17.86
Step 15	14 years	\$ 17.21	\$ 17.54	\$ 17.92
Step 16	15 years	\$ 17.26	\$ 17.60	\$ 17.98
Step 17	16 Years	\$ 17.32	\$ 17.65	\$ 18.04
Step 18	17 years	\$ 17.37	\$ 17.71	\$ 18.09
Step 19	18 years	\$ 17.41	\$ 17.76	\$ 18.15
Step 20	19 years	\$ 17.46	\$ 17.81	\$ 18.20
Step 21	20 years	\$ 17.51	\$ 17.85	\$ 18.25
Step 22	21 Years	\$ 17.55	\$ 17.90	\$ 18.30
Step 23	22 years	\$ 17.61	\$ 17.95	\$ 18.35
Step 24	23 years	\$ 17.66	\$ 18.01	\$ 18.40
Step 25	24 years	\$ 17.72	\$ 18.06	\$ 18.46
Step 26	25 years	\$ 17.77	\$ 18.12	\$ 18.51
Step 27	26 years	\$ 17.83	\$ 18.17	\$ 18.57
Step 28	27 years	\$ 17.89	\$ 18.23	\$ 18.63
Step 29	28 years	\$ 17.94	\$ 18.29	\$ 18.69
Step 30	29 years	\$ 18.00	\$ 18.35	\$ 18.75
Step 31	30 years	\$ 18.06	\$ 18.41	\$ 18.81
Step 32	31+ years	\$ 18.12	\$ 18.46	\$ 18.87

Grade 21

Includes: Pharmacy Tech II

Jul-21	Jul-22	Jul-23
--------	--------	--------

	Entry Level	\$	15.98	\$	16.14	\$	16.30
Step 2	1 Year	\$	16.14	\$	16.34	\$	16.54
Step 3	2 years	\$	16.81	\$	16.50	\$	16.75
Step 4	3 years	\$	17.26	\$	17.19	\$	16.91
Step 5	4 years	\$	17.71	\$	17.65	\$	17.62
Step 6	5 years	\$	17.86	\$	18.11	\$	18.09
Step 7	6 years	\$	18.01	\$	18.26	\$	18.56
Step 8	7 years	\$	18.07	\$	18.42	\$	18.72
Step 9	8 years	\$	18.12	\$	18.47	\$	18.88
Step 10	9 years	\$	18.18	\$	18.53	\$	18.93
Step 11	10 Years	\$	18.24	\$	18.59	\$	18.99
Step 12	11 years	\$	18.28	\$	18.65	\$	19.05
Step 13	12 years	\$	18.34	\$	18.69	\$	19.11
Step 14	13 years	\$	18.40	\$	18.75	\$	19.16
Step 15	14 years	\$	18.47	\$	18.82	\$	19.22
Step 16	15 years	\$	18.53	\$	18.88	\$	19.29
Step 17	16 Years	\$	18.59	\$	18.95	\$	19.36
Step 18	17 years	\$	18.64	\$	19.01	\$	19.42
Step 19	18 years	\$	18.68	\$	19.06	\$	19.49
Step 20	19 years	\$	18.73	\$	19.10	\$	19.54
Step 21	20 years	\$	18.77	\$	19.15	\$	19.58
Step 22	21 Years	\$	18.82	\$	19.20	\$	19.63
Step 23	22 years	\$	18.88	\$	19.24	\$	19.68
Step 24	23 years	\$	18.94	\$	19.30	\$	19.72
Step 25	24 years	\$	19.00	\$	19.36	\$	19.79
Step 26	25 years	\$	19.06	\$	19.42	\$	19.85
Step 27	26 years	\$	19.11	\$	19.48	\$	19.91
Step 28	27 years	\$	19.18	\$	19.54	\$	19.97
Step 29	28 years	\$	19.24	\$	19.61	\$	20.03
Step 30	29 years	\$	19.30	\$	19.67	\$	20.10
Step 31	30 years	\$	19.36	\$	19.73	\$	20.16
Step 32	31+ years	\$	19.42	\$	19.80	\$	20.23

Grade 22 Includes: ED Technician I, NICL Technician, Phlebotomist II, Polysomnographic Technica

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 15.60	\$ 15.76	\$ 15.92
Step 2	1 Year	\$ 15.76	\$ 15.96	\$ 16.15
Step 3	2 years	\$ 16.70	\$ 16.11	\$ 16.35
Step 4	3 years	\$ 17.26	\$ 17.07	\$ 16.52
Step 5	4 years	\$ 17.82	\$ 17.65	\$ 17.50
Step 6	5 years	\$ 17.98	\$ 18.22	\$ 18.09
Step 7	6 years	\$ 18.15	\$ 18.39	\$ 18.68
Step 8	7 years	\$ 18.19	\$ 18.55	\$ 18.85

Step 9	8 years	\$	18.24	\$	18.60	\$	19.02
Step 10	9 years	\$	18.29	\$	18.65	\$	19.07
Step 11	10 Years	\$	18.35	\$	18.71	\$	19.12
Step 12	11 years	\$	18.39	\$	18.76	\$	19.17
Step 13	12 years	\$	18.44	\$	18.80	\$	19.23
Step 14	13 years	\$	18.50	\$	18.86	\$	19.27
Step 15	14 years	\$	18.56	\$	18.92	\$	19.33
Step 16	15 years	\$	18.63	\$	18.98	\$	19.39
Step 17	16 Years	\$	18.69	\$	19.04	\$	19.46
Step 18	17 years	\$	18.74	\$	19.11	\$	19.52
Step 19	18 years	\$	18.80	\$	19.16	\$	19.58
Step 20	19 years	\$	18.87	\$	19.22	\$	19.64
Step 21	20 years	\$	18.95	\$	19.30	\$	19.70
Step 22	21 Years	\$	18.94	\$	19.38	\$	19.78
Step 23	22 years	\$	18.99	\$	19.37	\$	19.87
Step 24	23 years	\$	19.05	\$	19.42	\$	19.85
Step 25	24 years	\$	19.10	\$	19.48	\$	19.91
Step 26	25 years	\$	19.15	\$	19.53	\$	19.96
Step 27	26 years	\$	19.21	\$	19.58	\$	20.02
Step 28	27 years	\$	19.27	\$	19.64	\$	20.07
Step 29	28 years	\$	19.33	\$	19.70	\$	20.13
Step 30	29 years	\$	19.39	\$	19.76	\$	20.19
Step 31	30 years	\$	19.45	\$	19.83	\$	20.26
Step 32	31+ years	\$	19.51	\$	19.89	\$	20.32

Grade 23 Includes: Phlebotomist III

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 15.96	\$ 16.12	\$ 16.28
Step 2	1 Year	\$ 16.12	\$ 16.32	\$ 16.52
Step 3	2 years	\$ 17.07	\$ 16.48	\$ 16.72
Step 4	3 years	\$ 17.95	\$ 17.46	\$ 16.89
Step 5	4 years	\$ 18.82	\$ 18.35	\$ 17.90
Step 6	5 years	\$ 18.95	\$ 19.24	\$ 18.81
Step 7	6 years	\$ 19.07	\$ 19.37	\$ 19.72
Step 8	7 years	\$ 19.14	\$ 19.50	\$ 19.86
Step 9	8 years	\$ 19.21	\$ 19.57	\$ 19.99
Step 10	9 years	\$ 19.28	\$ 19.64	\$ 20.06
Step 11	10 Years	\$ 19.34	\$ 19.71	\$ 20.13
Step 12	11 years	\$ 19.41	\$ 19.78	\$ 20.20
Step 13	12 years	\$ 19.45	\$ 19.85	\$ 20.27
Step 14	13 years	\$ 19.49	\$ 19.89	\$ 20.34
Step 15	14 years	\$ 19.53	\$ 19.93	\$ 20.38
Step 16	15 years	\$ 19.57	\$ 19.97	\$ 20.42
Step 17	16 Years	\$ 19.60	\$ 20.01	\$ 20.47



Step 18	17 years	\$	19.66	\$	20.05	\$	20.51
Step 19	18 years	\$	19.71	\$	20.10	\$	20.55
Step 20	19 years	\$	19.76	\$	20.15	\$	20.60
Step 21	20 years	\$	19.82	\$	20.21	\$	20.66
Step 22	21 Years	\$	19.87	\$	20.26	\$	20.71
Step 23	22 years	\$	19.93	\$	20.32	\$	20.77
Step 24	23 years	\$	19.99	\$	20.38	\$	20.82
Step 25	24 years	\$	20.05	\$	20.44	\$	20.89
Step 26	25 years	\$	20.11	\$	20.50	\$	20.95
Step 27	26 years	\$	20.18	\$	20.57	\$	21.02
Step 28	27 years	\$	20.23	\$	20.63	\$	21.08
Step 29	28 years	\$	20.29	\$	20.69	\$	21.15
Step 30	29 years	\$	20.35	\$	20.75	\$	21.21
Step 31	30 years	\$	20.41	\$	20.81	\$	21.27
Step 32	31+ years	\$	20.47	\$	20.87	\$	21.33

Grade 24 Includes: ED Technician II, Polysomnographic Technician II, Lead Phlebotomist, EEG I, Neurophys Tech I

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 18.10	\$ 18.28	\$ 18.46
Step 2	1 Year	\$ 18.28	\$ 18.51	\$ 18.74
Step 3	2 years	\$ 18.97	\$ 18.69	\$ 18.97
Step 4	3 years	\$ 19.48	\$ 19.40	\$ 19.16
Step 5	4 years	\$ 19.99	\$ 19.92	\$ 19.88
Step 6	5 years	\$ 20.13	\$ 20.44	\$ 20.42
Step 7	6 years	\$ 20.28	\$ 20.59	\$ 20.95
Step 8	7 years	\$ 20.34	\$ 20.73	\$ 21.10
Step 9	8 years	\$ 20.40	\$ 20.79	\$ 21.25
Step 10	9 years	\$ 20.46	\$ 20.85	\$ 21.31
Step 11	10 Years	\$ 20.51	\$ 20.92	\$ 21.38
Step 12	11 years	\$ 20.57	\$ 20.98	\$ 21.44
Step 13	12 years	\$ 20.62	\$ 21.04	\$ 21.50
Step 14	13 years	\$ 20.67	\$ 21.09	\$ 21.56
Step 15	14 years	\$ 20.72	\$ 21.14	\$ 21.61
Step 16	15 years	\$ 20.77	\$ 21.19	\$ 21.66
Step 17	16 Years	\$ 20.82	\$ 21.24	\$ 21.72
Step 18	17 years	\$ 20.88	\$ 21.29	\$ 21.77
Step 19	18 years	\$ 20.93	\$ 21.35	\$ 21.82
Step 20	19 years	\$ 20.99	\$ 21.40	\$ 21.88
Step 21	20 years	\$ 21.05	\$ 21.46	\$ 21.94
Step 22	21 Years	\$ 21.10	\$ 21.52	\$ 22.00
Step 23	22 years	\$ 21.17	\$ 21.58	\$ 22.06
Step 24	23 years	\$ 21.23	\$ 21.64	\$ 22.12

Step 25	24 years	\$	21.29	\$	21.71	\$	22.18
Step 26	25 years	\$	21.36	\$	21.77	\$	22.25
Step 27	26 years	\$	21.42	\$	21.84	\$	22.32
Step 28	27 years	\$	21.49	\$	21.90	\$	22.38
Step 29	28 years	\$	21.55	\$	21.97	\$	22.45
Step 30	29 years	\$	21.62	\$	22.04	\$	22.52
Step 31	30 years	\$	21.68	\$	22.10	\$	22.59
Step 32	31+ years	\$	21.75	\$	22.17	\$	22.65

Grade 26

Includes: Bronchoscopy Technologist, Histotechnician I

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 19.49	\$ 19.69	\$ 19.88
Step 2	1 Year	\$ 19.69	\$ 19.93	\$ 20.18
Step 3	2 years	\$ 20.49	\$ 20.13	\$ 20.43
Step 4	3 years	\$ 21.07	\$ 20.95	\$ 20.63
Step 5	4 years	\$ 21.64	\$ 21.54	\$ 21.48
Step 6	5 years	\$ 21.79	\$ 22.13	\$ 22.08
Step 7	6 years	\$ 21.93	\$ 22.28	\$ 22.68
Step 8	7 years	\$ 21.98	\$ 22.42	\$ 22.83
Step 9	8 years	\$ 22.02	\$ 22.47	\$ 22.98
Step 10	9 years	\$ 22.07	\$ 22.52	\$ 23.03
Step 11	10 Years	\$ 22.12	\$ 22.57	\$ 23.08
Step 12	11 years	\$ 22.16	\$ 22.62	\$ 23.13
Step 13	12 years	\$ 22.23	\$ 22.66	\$ 23.18
Step 14	13 years	\$ 22.30	\$ 22.73	\$ 23.23
Step 15	14 years	\$ 22.37	\$ 22.80	\$ 23.30
Step 16	15 years	\$ 22.43	\$ 22.87	\$ 23.37
Step 17	16 Years	\$ 22.50	\$ 22.94	\$ 23.44
Step 18	17 years	\$ 22.55	\$ 23.01	\$ 23.51
Step 19	18 years	\$ 22.60	\$ 23.06	\$ 23.58
Step 20	19 years	\$ 22.65	\$ 23.11	\$ 23.64
Step 21	20 years	\$ 22.71	\$ 23.16	\$ 23.69
Step 22	21 Years	\$ 22.76	\$ 23.22	\$ 23.74
Step 23	22 years	\$ 22.83	\$ 23.27	\$ 23.80
Step 24	23 years	\$ 22.89	\$ 23.34	\$ 23.85
Step 25	24 years	\$ 22.96	\$ 23.41	\$ 23.92
Step 26	25 years	\$ 23.03	\$ 23.48	\$ 24.00
Step 27	26 years	\$ 23.10	\$ 23.55	\$ 24.07
Step 28	27 years	\$ 23.17	\$ 23.62	\$ 24.14
Step 29	28 years	\$ 23.25	\$ 23.70	\$ 24.21
Step 30	29 years	\$ 23.32	\$ 23.77	\$ 24.29
Step 31	30 years	\$ 23.39	\$ 23.84	\$ 24.36

Step 32	31+ years	\$	23.46	\$	23.91	\$	24.44
---------	-----------	----	-------	----	-------	----	-------

Grade 28 Includes: MLT I

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 19.79	\$ 19.98	\$ 20.18
Step 2	1 Year	\$ 19.98	\$ 20.23	\$ 20.48
Step 3	2 years	\$ 21.22	\$ 20.43	\$ 20.74
Step 4	3 years	\$ 21.92	\$ 21.69	\$ 20.94
Step 5	4 years	\$ 22.63	\$ 22.42	\$ 22.24
Step 6	5 years	\$ 22.76	\$ 23.14	\$ 22.98
Step 7	6 years	\$ 22.88	\$ 23.27	\$ 23.72
Step 8	7 years	\$ 22.94	\$ 23.39	\$ 23.85
Step 9	8 years	\$ 23.01	\$ 23.46	\$ 23.98
Step 10	9 years	\$ 23.07	\$ 23.52	\$ 24.04
Step 11	10 Years	\$ 23.13	\$ 23.59	\$ 24.11
Step 12	11 years	\$ 23.19	\$ 23.65	\$ 24.18
Step 13	12 years	\$ 23.25	\$ 23.72	\$ 24.24
Step 14	13 years	\$ 23.30	\$ 23.77	\$ 24.31
Step 15	14 years	\$ 23.36	\$ 23.83	\$ 24.37
Step 16	15 years	\$ 23.42	\$ 23.89	\$ 24.43
Step 17	16 Years	\$ 23.47	\$ 23.94	\$ 24.48
Step 18	17 years	\$ 23.54	\$ 24.00	\$ 24.54
Step 19	18 years	\$ 23.60	\$ 24.07	\$ 24.60
Step 20	19 years	\$ 23.67	\$ 24.14	\$ 24.67
Step 21	20 years	\$ 23.74	\$ 24.20	\$ 24.74
Step 22	21 Years	\$ 23.81	\$ 24.27	\$ 24.81
Step 23	22 years	\$ 23.86	\$ 24.34	\$ 24.88
Step 24	23 years	\$ 23.91	\$ 24.40	\$ 24.95
Step 25	24 years	\$ 23.97	\$ 24.45	\$ 25.01
Step 26	25 years	\$ 24.02	\$ 24.51	\$ 25.06
Step 27	26 years	\$ 24.07	\$ 24.56	\$ 25.12
Step 28	27 years	\$ 24.14	\$ 24.61	\$ 25.17
Step 29	28 years	\$ 24.21	\$ 24.69	\$ 25.23
Step 30	29 years	\$ 24.29	\$ 24.76	\$ 25.30
Step 31	30 years	\$ 24.36	\$ 24.83	\$ 25.38
Step 32	31+ years	\$ 24.43	\$ 24.91	\$ 25.45

Grade 29 Includes: Psychiatric Technician, Surgical Technician

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 20.02	\$ 20.22	\$ 20.42

Step 2	1 Year	\$	20.22	\$	20.47	\$	20.72
Step 3	2 years	\$	21.44	\$	20.67	\$	20.98
Step 4	3 years	\$	22.14	\$	21.92	\$	21.19
Step 5	4 years	\$	22.84	\$	22.64	\$	22.47
Step 6	5 years	\$	22.98	\$	23.35	\$	23.20
Step 7	6 years	\$	23.12	\$	23.50	\$	23.94
Step 8	7 years	\$	23.18	\$	23.64	\$	24.09
Step 9	8 years	\$	23.24	\$	23.70	\$	24.23
Step 10	9 years	\$	23.29	\$	23.76	\$	24.29
Step 11	10 Years	\$	23.35	\$	23.82	\$	24.35
Step 12	11 years	\$	23.41	\$	23.88	\$	24.41
Step 13	12 years	\$	23.47	\$	23.94	\$	24.47
Step 14	13 years	\$	23.52	\$	23.99	\$	24.53
Step 15	14 years	\$	23.58	\$	24.05	\$	24.59
Step 16	15 years	\$	23.64	\$	24.11	\$	24.65
Step 17	16 Years	\$	23.69	\$	24.17	\$	24.71
Step 18	17 years	\$	23.75	\$	24.23	\$	24.77
Step 19	18 years	\$	23.81	\$	24.29	\$	24.83
Step 20	19 years	\$	23.87	\$	24.34	\$	24.89
Step 21	20 years	\$	23.92	\$	24.40	\$	24.95
Step 22	21 Years	\$	23.98	\$	24.46	\$	25.01
Step 23	22 years	\$	24.05	\$	24.52	\$	25.07
Step 24	23 years	\$	24.13	\$	24.59	\$	25.13
Step 25	24 years	\$	24.20	\$	24.67	\$	25.21
Step 26	25 years	\$	24.27	\$	24.75	\$	25.29
Step 27	26 years	\$	24.35	\$	24.82	\$	25.36
Step 28	27 years	\$	24.42	\$	24.90	\$	25.44
Step 29	28 years	\$	24.50	\$	24.97	\$	25.52
Step 30	29 years	\$	24.57	\$	25.05	\$	25.60
Step 31	30 years	\$	24.65	\$	25.13	\$	25.68
Step 32	31+ years	\$	24.72	\$	25.20	\$	25.75

Grade 30

Includes: Radiographer I

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 20.27	\$ 20.47	\$ 20.68
Step 2	1 Year	\$ 20.47	\$ 20.73	\$ 20.99
Step 3	2 years	\$ 21.72	\$ 20.93	\$ 21.24
Step 4	3 years	\$ 22.43	\$ 22.20	\$ 21.46
Step 5	4 years	\$ 23.15	\$ 22.94	\$ 22.76
Step 6	5 years	\$ 23.29	\$ 23.67	\$ 23.51
Step 7	6 years	\$ 23.42	\$ 23.81	\$ 24.27
Step 8	7 years	\$ 23.48	\$ 23.95	\$ 24.41
Step 9	8 years	\$ 23.53	\$ 24.00	\$ 24.54
Step 10	9 years	\$ 23.59	\$ 24.06	\$ 24.60

Step 11	10 Years	\$	23.65	\$	24.12	\$	24.66
Step 12	11 years	\$	23.70	\$	24.18	\$	24.72
Step 13	12 years	\$	23.77	\$	24.24	\$	24.78
Step 14	13 years	\$	23.83	\$	24.30	\$	24.84
Step 15	14 years	\$	23.89	\$	24.36	\$	24.91
Step 16	15 years	\$	23.95	\$	24.43	\$	24.97
Step 17	16 Years	\$	24.01	\$	24.49	\$	25.04
Step 18	17 years	\$	24.06	\$	24.55	\$	25.10
Step 19	18 years	\$	24.10	\$	24.60	\$	25.16
Step 20	19 years	\$	24.15	\$	24.65	\$	25.21
Step 21	20 years	\$	24.20	\$	24.69	\$	25.26
Step 22	21 Years	\$	24.25	\$	24.74	\$	25.31
Step 23	22 years	\$	24.32	\$	24.79	\$	25.36
Step 24	23 years	\$	24.39	\$	24.87	\$	25.41
Step 25	24 years	\$	24.47	\$	24.94	\$	25.49
Step 26	25 years	\$	24.54	\$	25.02	\$	25.56
Step 27	26 years	\$	24.61	\$	25.09	\$	25.64
Step 28	27 years	\$	24.69	\$	25.17	\$	25.72
Step 29	28 years	\$	24.76	\$	25.24	\$	25.80
Step 30	29 years	\$	24.84	\$	25.32	\$	25.87
Step 31	30 years	\$	24.91	\$	25.40	\$	25.95
Step 32	31+ years	\$	24.99	\$	25.48	\$	26.03

Grade 31

Includes: LPN, Surgical Technologist I, EEG II, Neurophys Tech II

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 20.63	\$ 20.84	\$ 21.05
Step 2	1 Year	\$ 20.84	\$ 21.10	\$ 21.36
Step 3	2 years	\$ 22.10	\$ 21.31	\$ 21.63
Step 4	3 years	\$ 22.81	\$ 22.60	\$ 21.84
Step 5	4 years	\$ 23.52	\$ 23.33	\$ 23.17
Step 6	5 years	\$ 23.66	\$ 24.05	\$ 23.91
Step 7	6 years	\$ 23.81	\$ 24.20	\$ 24.65
Step 8	7 years	\$ 23.87	\$ 24.34	\$ 24.80
Step 9	8 years	\$ 23.93	\$ 24.40	\$ 24.95
Step 10	9 years	\$ 23.98	\$ 24.46	\$ 25.01
Step 11	10 Years	\$ 24.04	\$ 24.52	\$ 25.08
Step 12	11 years	\$ 24.10	\$ 24.58	\$ 25.14
Step 13	12 years	\$ 24.16	\$ 24.64	\$ 25.20
Step 14	13 years	\$ 24.22	\$ 24.71	\$ 25.26
Step 15	14 years	\$ 24.28	\$ 24.77	\$ 25.32
Step 16	15 years	\$ 24.34	\$ 24.83	\$ 25.39
Step 17	16 Years	\$ 24.40	\$ 24.89	\$ 25.45
Step 18	17 years	\$ 24.45	\$ 24.95	\$ 25.51

Step 19	18 years	\$	24.50	\$	25.00	\$	25.57
Step 20	19 years	\$	24.55	\$	25.05	\$	25.62
Step 21	20 years	\$	24.59	\$	25.10	\$	25.67
Step 22	21 Years	\$	24.64	\$	25.15	\$	25.72
Step 23	22 years	\$	24.72	\$	25.20	\$	25.78
Step 24	23 years	\$	24.79	\$	25.27	\$	25.83
Step 25	24 years	\$	24.86	\$	25.35	\$	25.90
Step 26	25 years	\$	24.94	\$	25.42	\$	25.98
Step 27	26 years	\$	25.01	\$	25.50	\$	26.06
Step 28	27 years	\$	25.09	\$	25.57	\$	26.14
Step 29	28 years	\$	25.17	\$	25.65	\$	26.21
Step 30	29 years	\$	25.24	\$	25.73	\$	26.29
Step 31	30 years	\$	25.32	\$	25.81	\$	26.37
Step 32	31+ years	\$	25.40	\$	25.89	\$	26.46

Includes: Certified Respiratory Therapist, Pulmonary Function Tech, Surgical  
Technologist II

Grade 32

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 22.82	\$ 23.04	\$ 23.27
Step 2	1 Year	\$ 23.04	\$ 23.33	\$ 23.62
Step 3	2 years	\$ 23.98	\$ 23.56	\$ 23.91
Step 4	3 years	\$ 24.63	\$ 24.52	\$ 24.15
Step 5	4 years	\$ 25.29	\$ 25.19	\$ 25.13
Step 6	5 years	\$ 25.44	\$ 25.85	\$ 25.82
Step 7	6 years	\$ 25.59	\$ 26.01	\$ 26.50
Step 8	7 years	\$ 25.65	\$ 26.17	\$ 26.66
Step 9	8 years	\$ 25.70	\$ 26.22	\$ 26.82
Step 10	9 years	\$ 25.76	\$ 26.28	\$ 26.88
Step 11	10 Years	\$ 25.81	\$ 26.34	\$ 26.94
Step 12	11 years	\$ 25.87	\$ 26.39	\$ 26.99
Step 13	12 years	\$ 25.92	\$ 26.45	\$ 27.05
Step 14	13 years	\$ 25.97	\$ 26.50	\$ 27.11
Step 15	14 years	\$ 26.03	\$ 26.56	\$ 27.17
Step 16	15 years	\$ 26.08	\$ 26.61	\$ 27.22
Step 17	16 Years	\$ 26.13	\$ 26.67	\$ 27.28
Step 18	17 years	\$ 26.19	\$ 26.72	\$ 27.33
Step 19	18 years	\$ 26.24	\$ 26.77	\$ 27.39
Step 20	19 years	\$ 26.29	\$ 26.83	\$ 27.44
Step 21	20 years	\$ 26.34	\$ 26.88	\$ 27.50
Step 22	21 Years	\$ 26.40	\$ 26.94	\$ 27.56
Step 23	22 years	\$ 26.48	\$ 26.99	\$ 27.61
Step 24	23 years	\$ 26.56	\$ 27.07	\$ 27.67
Step 25	24 years	\$ 26.64	\$ 27.15	\$ 27.75

Step 26	25 years	\$	26.72	\$	27.24	\$	27.83
Step 27	26 years	\$	26.80	\$	27.32	\$	27.92
Step 28	27 years	\$	26.88	\$	27.40	\$	28.00
Step 29	28 years	\$	26.96	\$	27.48	\$	28.08
Step 30	29 years	\$	27.04	\$	27.57	\$	28.17
Step 31	30 years	\$	27.12	\$	27.65	\$	28.25
Step 32	31+ years	\$	27.20	\$	27.73	\$	28.34

Grade 34

Includes: MLT II

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 22.56	\$ 22.79	\$ 23.02
Step 2	1 Year	\$ 22.79	\$ 23.07	\$ 23.36
Step 3	2 years	\$ 24.16	\$ 23.30	\$ 23.65
Step 4	3 years	\$ 24.98	\$ 24.71	\$ 23.88
Step 5	4 years	\$ 25.81	\$ 25.55	\$ 25.33
Step 6	5 years	\$ 25.95	\$ 26.39	\$ 26.19
Step 7	6 years	\$ 26.09	\$ 26.53	\$ 27.05
Step 8	7 years	\$ 26.15	\$ 26.68	\$ 27.20
Step 9	8 years	\$ 26.20	\$ 26.73	\$ 27.35
Step 10	9 years	\$ 26.26	\$ 26.79	\$ 27.40
Step 11	10 Years	\$ 26.31	\$ 26.85	\$ 27.46
Step 12	11 years	\$ 26.37	\$ 26.90	\$ 27.52
Step 13	12 years	\$ 26.42	\$ 26.96	\$ 27.58
Step 14	13 years	\$ 26.47	\$ 27.01	\$ 27.63
Step 15	14 years	\$ 26.53	\$ 27.07	\$ 27.69
Step 16	15 years	\$ 26.58	\$ 27.12	\$ 27.75
Step 17	16 Years	\$ 26.63	\$ 27.18	\$ 27.80
Step 18	17 years	\$ 26.68	\$ 27.23	\$ 27.86
Step 19	18 years	\$ 26.73	\$ 27.28	\$ 27.91
Step 20	19 years	\$ 26.79	\$ 27.34	\$ 27.97
Step 21	20 years	\$ 26.84	\$ 27.39	\$ 28.02
Step 22	21 Years	\$ 26.89	\$ 27.44	\$ 28.07
Step 23	22 years	\$ 26.97	\$ 27.49	\$ 28.13
Step 24	23 years	\$ 27.05	\$ 27.58	\$ 28.18
Step 25	24 years	\$ 27.13	\$ 27.66	\$ 28.26
Step 26	25 years	\$ 27.21	\$ 27.74	\$ 28.35
Step 27	26 years	\$ 27.30	\$ 27.83	\$ 28.44
Step 28	27 years	\$ 27.38	\$ 27.91	\$ 28.52
Step 29	28 years	\$ 27.46	\$ 27.99	\$ 28.61
Step 30	29 years	\$ 27.55	\$ 28.08	\$ 28.69
Step 31	30 years	\$ 27.63	\$ 28.17	\$ 28.78
Step 32	31+ years	\$ 27.71	\$ 28.25	\$ 28.87

Grade 35

Includes: Cytotechnologist I

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 23.91	\$ 24.15	\$ 24.39
Step 2	1 Year	\$ 24.14	\$ 24.44	\$ 24.75
Step 3	2 years	\$ 25.12	\$ 24.69	\$ 25.06
Step 4	3 years	\$ 25.81	\$ 25.69	\$ 25.30
Step 5	4 years	\$ 26.50	\$ 26.39	\$ 26.33
Step 6	5 years	\$ 26.64	\$ 27.10	\$ 27.05
Step 7	6 years	\$ 26.79	\$ 27.24	\$ 27.77
Step 8	7 years	\$ 26.84	\$ 27.39	\$ 27.92
Step 9	8 years	\$ 26.90	\$ 27.44	\$ 28.07
Step 10	9 years	\$ 26.95	\$ 27.50	\$ 28.13
Step 11	10 Years	\$ 27.01	\$ 27.56	\$ 28.19
Step 12	11 years	\$ 27.06	\$ 27.61	\$ 28.25
Step 13	12 years	\$ 27.12	\$ 27.67	\$ 28.30
Step 14	13 years	\$ 27.19	\$ 27.73	\$ 28.36
Step 15	14 years	\$ 27.25	\$ 27.80	\$ 28.43
Step 16	15 years	\$ 27.31	\$ 27.86	\$ 28.49
Step 17	16 Years	\$ 27.38	\$ 27.93	\$ 28.56
Step 18	17 years	\$ 27.42	\$ 27.99	\$ 28.63
Step 19	18 years	\$ 27.47	\$ 28.04	\$ 28.69
Step 20	19 years	\$ 27.51	\$ 28.08	\$ 28.74
Step 21	20 years	\$ 27.56	\$ 28.13	\$ 28.79
Step 22	21 Years	\$ 27.60	\$ 28.18	\$ 28.83
Step 23	22 years	\$ 27.68	\$ 28.22	\$ 28.88
Step 24	23 years	\$ 27.77	\$ 28.31	\$ 28.93
Step 25	24 years	\$ 27.85	\$ 28.39	\$ 29.02
Step 26	25 years	\$ 27.94	\$ 28.48	\$ 29.10
Step 27	26 years	\$ 28.02	\$ 28.56	\$ 29.19
Step 28	27 years	\$ 28.11	\$ 28.65	\$ 29.28
Step 29	28 years	\$ 28.19	\$ 28.74	\$ 29.37
Step 30	29 years	\$ 28.28	\$ 28.83	\$ 29.46
Step 31	30 years	\$ 28.37	\$ 28.92	\$ 29.55
Step 32	31+ years	\$ 28.46	\$ 29.01	\$ 29.64

Grade 38

Includes: Histotechnician II, Radiographer II

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 24.55	\$ 24.80	\$ 25.05
Step 2	1 Year	\$ 24.80	\$ 25.11	\$ 25.42
Step 3	2 years	\$ 26.33	\$ 25.35	\$ 25.73
Step 4	3 years	\$ 27.19	\$ 26.92	\$ 25.99



Step 5	4 years	\$	28.05	\$	27.80	\$	27.59
Step 6	5 years	\$	28.20	\$	28.68	\$	28.49
Step 7	6 years	\$	28.36	\$	28.84	\$	29.40
Step 8	7 years	\$	28.41	\$	28.99	\$	29.56
Step 9	8 years	\$	28.47	\$	29.05	\$	29.72
Step 10	9 years	\$	28.53	\$	29.11	\$	29.78
Step 11	10 Years	\$	28.58	\$	29.17	\$	29.84
Step 12	11 years	\$	28.64	\$	29.23	\$	29.90
Step 13	12 years	\$	28.69	\$	29.29	\$	29.96
Step 14	13 years	\$	28.75	\$	29.34	\$	30.02
Step 15	14 years	\$	28.80	\$	29.39	\$	30.07
Step 16	15 years	\$	28.85	\$	29.45	\$	30.13
Step 17	16 Years	\$	28.91	\$	29.50	\$	30.18
Step 18	17 years	\$	28.95	\$	29.56	\$	30.24
Step 19	18 years	\$	29.00	\$	29.61	\$	30.30
Step 20	19 years	\$	29.05	\$	29.65	\$	30.35
Step 21	20 years	\$	29.09	\$	29.70	\$	30.39
Step 22	21 Years	\$	29.14	\$	29.75	\$	30.44
Step 23	22 years	\$	29.23	\$	29.80	\$	30.49
Step 24	23 years	\$	29.32	\$	29.89	\$	30.54
Step 25	24 years	\$	29.40	\$	29.98	\$	30.63
Step 26	25 years	\$	29.49	\$	30.07	\$	30.73
Step 27	26 years	\$	29.58	\$	30.16	\$	30.82
Step 28	27 years	\$	29.67	\$	30.25	\$	30.91
Step 29	28 years	\$	29.76	\$	30.34	\$	31.00
Step 30	29 years	\$	29.86	\$	30.43	\$	31.10
Step 31	30 years	\$	29.95	\$	30.53	\$	31.19
Step 32	31+ years	\$	30.04	\$	30.62	\$	31.29

Includes: CT Technologist I, MRI Technologist I, Nuclear Medicine Technologist I

Grade 39

			Jul-21		Jul-22		Jul-23
	Entry Level	\$	25.64	\$	25.90	\$	26.16
Step 2	1 Year	\$	25.90	\$	26.22	\$	26.55
Step 3	2 years	\$	26.97	\$	26.48	\$	26.88
Step 4	3 years	\$	27.72	\$	27.58	\$	27.14
Step 5	4 years	\$	28.48	\$	28.35	\$	28.26
Step 6	5 years	\$	28.60	\$	29.12	\$	29.06
Step 7	6 years	\$	28.71	\$	29.24	\$	29.85
Step 8	7 years	\$	28.78	\$	29.36	\$	29.97
Step 9	8 years	\$	28.84	\$	29.42	\$	30.09
Step 10	9 years	\$	28.90	\$	29.49	\$	30.16
Step 11	10 Years	\$	28.97	\$	29.55	\$	30.23

Step 12	11 years	\$	29.03	\$	29.62	\$	30.29
Step 13	12 years	\$	29.09	\$	29.68	\$	30.36
Step 14	13 years	\$	29.15	\$	29.74	\$	30.42
Step 15	14 years	\$	29.21	\$	29.80	\$	30.49
Step 16	15 years	\$	29.27	\$	29.86	\$	30.55
Step 17	16 Years	\$	29.33	\$	29.92	\$	30.61
Step 18	17 years	\$	29.38	\$	29.98	\$	30.67
Step 19	18 years	\$	29.43	\$	30.04	\$	30.73
Step 20	19 years	\$	29.48	\$	30.09	\$	30.79
Step 21	20 years	\$	29.53	\$	30.14	\$	30.84
Step 22	21 Years	\$	29.58	\$	30.19	\$	30.89
Step 23	22 years	\$	29.67	\$	30.25	\$	30.95
Step 24	23 years	\$	29.76	\$	30.34	\$	31.00
Step 25	24 years	\$	29.86	\$	30.43	\$	31.10
Step 26	25 years	\$	29.95	\$	30.53	\$	31.19
Step 27	26 years	\$	30.04	\$	30.62	\$	31.29
Step 28	27 years	\$	30.13	\$	30.71	\$	31.39
Step 29	28 years	\$	30.22	\$	30.81	\$	31.48
Step 30	29 years	\$	30.31	\$	30.90	\$	31.58
Step 31	30 years	\$	30.40	\$	30.99	\$	31.67
Step 32	31+ years	\$	30.49	\$	31.08	\$	31.76

Grade 40

Includes: Bone Densitometry Technologist, Echocardiographer I, Mammographer

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 26.24	\$ 26.50	\$ 26.77
Step 2	1 Year	\$ 26.50	\$ 26.83	\$ 27.16
Step 3	2 years	\$ 28.11	\$ 27.10	\$ 27.50
Step 4	3 years	\$ 29.04	\$ 28.74	\$ 27.77
Step 5	4 years	\$ 29.97	\$ 29.69	\$ 29.46
Step 6	5 years	\$ 30.11	\$ 30.64	\$ 30.44
Step 7	6 years	\$ 30.25	\$ 30.79	\$ 31.41
Step 8	7 years	\$ 30.33	\$ 30.93	\$ 31.56
Step 9	8 years	\$ 30.40	\$ 31.01	\$ 31.71
Step 10	9 years	\$ 30.47	\$ 31.08	\$ 31.78
Step 11	10 Years	\$ 30.55	\$ 31.16	\$ 31.86
Step 12	11 years	\$ 30.62	\$ 31.23	\$ 31.94
Step 13	12 years	\$ 30.67	\$ 31.31	\$ 32.02
Step 14	13 years	\$ 30.71	\$ 31.36	\$ 32.09
Step 15	14 years	\$ 30.76	\$ 31.40	\$ 32.14
Step 16	15 years	\$ 30.80	\$ 31.45	\$ 32.19
Step 17	16 Years	\$ 30.84	\$ 31.49	\$ 32.23
Step 18	17 years	\$ 30.90	\$ 31.54	\$ 32.28
Step 19	18 years	\$ 30.95	\$ 31.59	\$ 32.33
Step 20	19 years	\$ 31.00	\$ 31.65	\$ 32.38

Step 21	20 years	\$	31.06	\$	31.70	\$	32.44
Step 22	21 Years	\$	31.11	\$	31.76	\$	32.49
Step 23	22 years	\$	31.20	\$	31.81	\$	32.55
Step 24	23 years	\$	31.30	\$	31.91	\$	32.61
Step 25	24 years	\$	31.39	\$	32.00	\$	32.70
Step 26	25 years	\$	31.49	\$	32.10	\$	32.80
Step 27	26 years	\$	31.58	\$	32.19	\$	32.90
Step 28	27 years	\$	31.68	\$	32.29	\$	33.00
Step 29	28 years	\$	31.77	\$	32.39	\$	33.10
Step 30	29 years	\$	31.87	\$	32.49	\$	33.20
Step 31	30 years	\$	31.96	\$	32.58	\$	33.30
Step 32	31+ years	\$	32.06	\$	32.68	\$	33.40

Grade 41

Includes: Diagnostic Medical Sonographer, Special Procedures Radiographer

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 27.40	\$ 27.68	\$ 27.95
Step 2	1 Year	\$ 27.67	\$ 28.02	\$ 28.37
Step 3	2 years	\$ 28.83	\$ 28.30	\$ 28.72
Step 4	3 years	\$ 29.61	\$ 29.47	\$ 29.00
Step 5	4 years	\$ 30.40	\$ 30.28	\$ 30.21
Step 6	5 years	\$ 30.55	\$ 31.08	\$ 31.03
Step 7	6 years	\$ 30.71	\$ 31.24	\$ 31.86
Step 8	7 years	\$ 30.76	\$ 31.40	\$ 32.02
Step 9	8 years	\$ 30.80	\$ 31.45	\$ 32.19
Step 10	9 years	\$ 30.85	\$ 31.50	\$ 32.24
Step 11	10 Years	\$ 30.89	\$ 31.54	\$ 32.28
Step 12	11 years	\$ 30.94	\$ 31.59	\$ 32.33
Step 13	12 years	\$ 30.99	\$ 31.63	\$ 32.38
Step 14	13 years	\$ 31.04	\$ 31.69	\$ 32.42
Step 15	14 years	\$ 31.10	\$ 31.74	\$ 32.48
Step 16	15 years	\$ 31.15	\$ 31.80	\$ 32.53
Step 17	16 Years	\$ 31.20	\$ 31.85	\$ 32.59
Step 18	17 years	\$ 31.25	\$ 31.90	\$ 32.65
Step 19	18 years	\$ 31.30	\$ 31.95	\$ 32.70
Step 20	19 years	\$ 31.35	\$ 32.00	\$ 32.75
Step 21	20 years	\$ 31.40	\$ 32.05	\$ 32.80
Step 22	21 Years	\$ 31.45	\$ 32.10	\$ 32.86
Step 23	22 years	\$ 31.54	\$ 32.15	\$ 32.91
Step 24	23 years	\$ 31.63	\$ 32.25	\$ 32.96
Step 25	24 years	\$ 31.73	\$ 32.35	\$ 33.06
Step 26	25 years	\$ 31.82	\$ 32.44	\$ 33.15
Step 27	26 years	\$ 31.92	\$ 32.54	\$ 33.25

Step 28	27 years	\$	32.01	\$	32.63	\$	33.35
Step 29	28 years	\$	32.11	\$	32.73	\$	33.45
Step 30	29 years	\$	32.20	\$	32.83	\$	33.55
Step 31	30 years	\$	32.30	\$	32.93	\$	33.65
Step 32	31+ years	\$	32.40	\$	33.03	\$	33.75

Grade 42

Includes: CT Technologist II, Lead Radiology Technologist (Gen Diag)

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 28.31	\$ 28.59	\$ 28.88
Step 2	1 Year	\$ 28.59	\$ 28.95	\$ 29.31
Step 3	2 years	\$ 29.72	\$ 29.23	\$ 29.67
Step 4	3 years	\$ 30.55	\$ 30.39	\$ 29.96
Step 5	4 years	\$ 31.39	\$ 31.24	\$ 31.15
Step 6	5 years	\$ 31.48	\$ 32.09	\$ 32.02
Step 7	6 years	\$ 31.58	\$ 32.19	\$ 32.89
Step 8	7 years	\$ 31.64	\$ 32.29	\$ 33.00
Step 9	8 years	\$ 31.71	\$ 32.36	\$ 33.10
Step 10	9 years	\$ 31.78	\$ 32.42	\$ 33.17
Step 11	10 Years	\$ 31.84	\$ 32.49	\$ 33.23
Step 12	11 years	\$ 31.91	\$ 32.56	\$ 33.30
Step 13	12 years	\$ 31.95	\$ 32.62	\$ 33.37
Step 14	13 years	\$ 32.00	\$ 32.67	\$ 33.44
Step 15	14 years	\$ 32.05	\$ 32.72	\$ 33.49
Step 16	15 years	\$ 32.10	\$ 32.77	\$ 33.54
Step 17	16 Years	\$ 32.15	\$ 32.82	\$ 33.59
Step 18	17 years	\$ 32.21	\$ 32.87	\$ 33.64
Step 19	18 years	\$ 32.27	\$ 32.93	\$ 33.70
Step 20	19 years	\$ 32.33	\$ 32.99	\$ 33.76
Step 21	20 years	\$ 32.39	\$ 33.06	\$ 33.82
Step 22	21 Years	\$ 32.45	\$ 33.12	\$ 33.88
Step 23	22 years	\$ 32.54	\$ 33.18	\$ 33.94
Step 24	23 years	\$ 32.64	\$ 33.28	\$ 34.01
Step 25	24 years	\$ 32.74	\$ 33.38	\$ 34.11
Step 26	25 years	\$ 32.84	\$ 33.48	\$ 34.21
Step 27	26 years	\$ 32.94	\$ 33.58	\$ 34.31
Step 28	27 years	\$ 33.04	\$ 33.68	\$ 34.42
Step 29	28 years	\$ 33.14	\$ 33.78	\$ 34.52
Step 30	29 years	\$ 33.24	\$ 33.88	\$ 34.62
Step 31	30 years	\$ 33.34	\$ 33.98	\$ 34.73
Step 32	31+ years	\$ 33.44	\$ 34.09	\$ 34.83

Grade 43

Includes: Echocardiographer II, Rad/Onc Tech I

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 28.39	\$ 28.68	\$ 28.96
Step 2	1 Year	\$ 28.67	\$ 29.03	\$ 29.39
Step 3	2 years	\$ 30.42	\$ 29.32	\$ 29.76
Step 4	3 years	\$ 31.44	\$ 31.10	\$ 30.05
Step 5	4 years	\$ 32.47	\$ 32.15	\$ 31.88
Step 6	5 years	\$ 32.60	\$ 33.20	\$ 32.95
Step 7	6 years	\$ 32.73	\$ 33.33	\$ 34.03
Step 8	7 years	\$ 32.79	\$ 33.47	\$ 34.17
Step 9	8 years	\$ 32.85	\$ 33.53	\$ 34.30
Step 10	9 years	\$ 32.92	\$ 33.59	\$ 34.37
Step 11	10 Years	\$ 32.98	\$ 33.66	\$ 34.43
Step 12	11 years	\$ 33.04	\$ 33.72	\$ 34.50
Step 13	12 years	\$ 33.09	\$ 33.78	\$ 34.56
Step 14	13 years	\$ 33.14	\$ 33.84	\$ 34.63
Step 15	14 years	\$ 33.20	\$ 33.89	\$ 34.68
Step 16	15 years	\$ 33.25	\$ 33.94	\$ 34.74
Step 17	16 Years	\$ 33.30	\$ 34.00	\$ 34.79
Step 18	17 years	\$ 33.36	\$ 34.05	\$ 34.85
Step 19	18 years	\$ 33.41	\$ 34.11	\$ 34.90
Step 20	19 years	\$ 33.46	\$ 34.16	\$ 34.96
Step 21	20 years	\$ 33.52	\$ 34.22	\$ 35.01
Step 22	21 Years	\$ 33.57	\$ 34.27	\$ 35.07
Step 23	22 years	\$ 33.67	\$ 34.32	\$ 35.13
Step 24	23 years	\$ 33.77	\$ 34.43	\$ 35.18
Step 25	24 years	\$ 33.87	\$ 34.53	\$ 35.29
Step 26	25 years	\$ 33.97	\$ 34.63	\$ 35.39
Step 27	26 years	\$ 34.07	\$ 34.73	\$ 35.50
Step 28	27 years	\$ 34.17	\$ 34.83	\$ 35.60
Step 29	28 years	\$ 34.27	\$ 34.94	\$ 35.71
Step 30	29 years	\$ 34.37	\$ 35.04	\$ 35.81
Step 31	30 years	\$ 34.48	\$ 35.15	\$ 35.92
Step 32	31+ years	\$ 34.58	\$ 35.25	\$ 36.03

Grade 45

Includes: Diagnostic Medical Sonographer II

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 29.45	\$ 29.75	\$ 30.04
Step 2	1 Year	\$ 29.74	\$ 30.11	\$ 30.49
Step 3	2 years	\$ 31.57	\$ 30.41	\$ 30.87
Step 4	3 years	\$ 32.63	\$ 32.28	\$ 31.17
Step 5	4 years	\$ 33.70	\$ 33.37	\$ 33.09
Step 6	5 years	\$ 33.82	\$ 34.46	\$ 34.20

Step 7	6 years	\$	33.95	\$	34.58	\$	35.32
Step 8	7 years	\$	33.99	\$	34.71	\$	35.45
Step 9	8 years	\$	34.04	\$	34.76	\$	35.58
Step 10	9 years	\$	34.09	\$	34.81	\$	35.63
Step 11	10 Years	\$	34.13	\$	34.85	\$	35.68
Step 12	11 years	\$	34.18	\$	34.90	\$	35.72
Step 13	12 years	\$	34.24	\$	34.95	\$	35.77
Step 14	13 years	\$	34.30	\$	35.01	\$	35.82
Step 15	14 years	\$	34.36	\$	35.07	\$	35.89
Step 16	15 years	\$	34.43	\$	35.14	\$	35.95
Step 17	16 Years	\$	34.49	\$	35.20	\$	36.02
Step 18	17 years	\$	34.53	\$	35.26	\$	36.08
Step 19	18 years	\$	34.58	\$	35.31	\$	36.14
Step 20	19 years	\$	34.62	\$	35.35	\$	36.19
Step 21	20 years	\$	34.67	\$	35.40	\$	36.24
Step 22	21 Years	\$	34.71	\$	35.45	\$	36.28
Step 23	22 years	\$	34.82	\$	35.49	\$	36.33
Step 24	23 years	\$	34.93	\$	35.60	\$	36.38
Step 25	24 years	\$	35.04	\$	35.72	\$	36.49
Step 26	25 years	\$	35.15	\$	35.83	\$	36.61
Step 27	26 years	\$	35.26	\$	35.94	\$	36.73
Step 28	27 years	\$	35.37	\$	36.05	\$	36.84
Step 29	28 years	\$	35.47	\$	36.16	\$	36.96
Step 30	29 years	\$	35.58	\$	36.27	\$	37.07
Step 31	30 years	\$	35.69	\$	36.38	\$	37.18
Step 32	31+ years	\$	35.79	\$	36.49	\$	37.29

Grade 46

Includes: Lead Breast Care Center Tech, MRI Technologist II, Lead Technologist Quality Management, Vascular Technologist I, Lead Echocardiographer, Lead Tech Diagnostic Radiology/PACS Administrator, Lead CT Technologist

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 30.36	\$ 30.66	\$ 30.97
Step 2	1 Year	\$ 30.66	\$ 31.04	\$ 31.43
Step 3	2 years	\$ 32.52	\$ 31.35	\$ 31.82
Step 4	3 years	\$ 33.60	\$ 33.25	\$ 32.13
Step 5	4 years	\$ 34.69	\$ 34.36	\$ 34.08
Step 6	5 years	\$ 34.82	\$ 35.47	\$ 35.22
Step 7	6 years	\$ 34.96	\$ 35.61	\$ 36.36
Step 8	7 years	\$ 35.01	\$ 35.74	\$ 36.50
Step 9	8 years	\$ 35.07	\$ 35.80	\$ 36.64
Step 10	9 years	\$ 35.13	\$ 35.86	\$ 36.70

Step 11	10 Years	\$	35.19	\$	35.92	\$	36.76
Step 12	11 years	\$	35.25	\$	35.98	\$	36.82
Step 13	12 years	\$	35.30	\$	36.04	\$	36.88
Step 14	13 years	\$	35.35	\$	36.09	\$	36.95
Step 15	14 years	\$	35.39	\$	36.14	\$	36.99
Step 16	15 years	\$	35.44	\$	36.19	\$	37.04
Step 17	16 Years	\$	35.49	\$	36.24	\$	37.09
Step 18	17 years	\$	35.54	\$	36.28	\$	37.14
Step 19	18 years	\$	35.60	\$	36.34	\$	37.19
Step 20	19 years	\$	35.65	\$	36.40	\$	37.25
Step 21	20 years	\$	35.71	\$	36.45	\$	37.31
Step 22	21 Years	\$	35.76	\$	36.51	\$	37.36
Step 23	22 years	\$	35.87	\$	36.57	\$	37.42
Step 24	23 years	\$	35.97	\$	36.67	\$	37.48
Step 25	24 years	\$	36.08	\$	36.78	\$	37.59
Step 26	25 years	\$	36.19	\$	36.89	\$	37.70
Step 27	26 years	\$	36.29	\$	37.00	\$	37.81
Step 28	27 years	\$	36.40	\$	37.11	\$	37.92
Step 29	28 years	\$	36.51	\$	37.22	\$	38.04
Step 30	29 years	\$	36.62	\$	37.33	\$	38.15
Step 31	30 years	\$	36.73	\$	37.45	\$	38.27
Step 32	31+ years	\$	36.84	\$	37.56	\$	38.38

Grade 47

Includes: Cytotechnologist II, Vascular Technologist II

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 32.04	\$ 32.36	\$ 32.68
Step 2	1 Year	\$ 32.35	\$ 32.76	\$ 33.17
Step 3	2 years	\$ 34.33	\$ 33.08	\$ 33.58
Step 4	3 years	\$ 35.47	\$ 35.11	\$ 33.91
Step 5	4 years	\$ 36.60	\$ 36.26	\$ 35.98
Step 6	5 years	\$ 36.76	\$ 37.42	\$ 37.17
Step 7	6 years	\$ 36.91	\$ 37.58	\$ 38.36
Step 8	7 years	\$ 36.97	\$ 37.74	\$ 38.52
Step 9	8 years	\$ 37.02	\$ 37.80	\$ 38.69
Step 10	9 years	\$ 37.08	\$ 37.86	\$ 38.75
Step 11	10 Years	\$ 37.13	\$ 37.91	\$ 38.80
Step 12	11 years	\$ 37.19	\$ 37.97	\$ 38.86
Step 13	12 years	\$ 37.25	\$ 38.03	\$ 38.92
Step 14	13 years	\$ 37.31	\$ 38.09	\$ 38.98
Step 15	14 years	\$ 37.37	\$ 38.15	\$ 39.04
Step 16	15 years	\$ 37.43	\$ 38.21	\$ 39.10
Step 17	16 Years	\$ 37.49	\$ 38.27	\$ 39.16
Step 18	17 years	\$ 37.53	\$ 38.33	\$ 39.22
Step 19	18 years	\$ 37.58	\$ 38.38	\$ 39.29

Step 20	19 years	\$	37.63	\$	38.43	\$	39.34
Step 21	20 years	\$	37.68	\$	38.48	\$	39.39
Step 22	21 Years	\$	37.73	\$	38.53	\$	39.44
Step 23	22 years	\$	37.85	\$	38.58	\$	39.49
Step 24	23 years	\$	37.96	\$	38.70	\$	39.54
Step 25	24 years	\$	38.08	\$	38.82	\$	39.67
Step 26	25 years	\$	38.19	\$	38.94	\$	39.79
Step 27	26 years	\$	38.31	\$	39.05	\$	39.91
Step 28	27 years	\$	38.43	\$	39.17	\$	40.03
Step 29	28 years	\$	38.54	\$	39.29	\$	40.15
Step 30	29 years	\$	38.65	\$	39.41	\$	40.27
Step 31	30 years	\$	38.77	\$	39.52	\$	40.39
Step 32	31+ years	\$	38.88	\$	39.64	\$	40.51

Grade 48

Includes: Nuclear Medicine Tech II, Lead MRI Technologist, Lead Ultrasound Technologist, Lead Tech Diag RAD/PACS Admin

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 33.00	\$ 33.33	\$ 33.66
Step 2	1 Year	\$ 33.32	\$ 33.74	\$ 34.16
Step 3	2 years	\$ 35.37	\$ 34.07	\$ 34.58
Step 4	3 years	\$ 36.53	\$ 36.17	\$ 34.93
Step 5	4 years	\$ 37.69	\$ 37.35	\$ 37.07
Step 6	5 years	\$ 37.85	\$ 38.54	\$ 38.29
Step 7	6 years	\$ 38.02	\$ 38.70	\$ 39.50
Step 8	7 years	\$ 38.07	\$ 38.87	\$ 39.67
Step 9	8 years	\$ 38.12	\$ 38.92	\$ 39.84
Step 10	9 years	\$ 38.17	\$ 38.98	\$ 39.90
Step 11	10 Years	\$ 38.22	\$ 39.03	\$ 39.95
Step 12	11 years	\$ 38.27	\$ 39.08	\$ 40.00
Step 13	12 years	\$ 38.33	\$ 39.13	\$ 40.06
Step 14	13 years	\$ 38.38	\$ 39.19	\$ 40.11
Step 15	14 years	\$ 38.44	\$ 39.24	\$ 40.17
Step 16	15 years	\$ 38.49	\$ 39.30	\$ 40.23
Step 17	16 Years	\$ 38.55	\$ 39.36	\$ 40.28
Step 18	17 years	\$ 38.60	\$ 39.41	\$ 40.34
Step 19	18 years	\$ 38.66	\$ 39.47	\$ 40.40
Step 20	19 years	\$ 38.72	\$ 39.53	\$ 40.46
Step 21	20 years	\$ 38.77	\$ 39.59	\$ 40.52
Step 22	21 Years	\$ 38.83	\$ 39.65	\$ 40.58
Step 23	22 years	\$ 38.95	\$ 39.71	\$ 40.64
Step 24	23 years	\$ 39.07	\$ 39.83	\$ 40.70
Step 25	24 years	\$ 39.19	\$ 39.95	\$ 40.82
Step 26	25 years	\$ 39.30	\$ 40.07	\$ 40.95



Step 27	26 years	\$	39.42	\$	40.19	\$	41.07
Step 28	27 years	\$	39.54	\$	40.31	\$	41.19
Step 29	28 years	\$	39.66	\$	40.43	\$	41.32
Step 30	29 years	\$	39.78	\$	40.56	\$	41.44
Step 31	30 years	\$	39.90	\$	40.68	\$	41.57
Step 32	31+ years	\$	40.02	\$	40.80	\$	41.70

Grade 50

Includes: Lead Vascular Technologist, Mobile Ultrasound Tech I

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 35.46	\$ 35.82	\$ 36.17
Step 2	1 Year	\$ 35.81	\$ 36.26	\$ 36.71
Step 3	2 years	\$ 38.02	\$ 36.62	\$ 37.17
Step 4	3 years	\$ 39.26	\$ 38.87	\$ 37.53
Step 5	4 years	\$ 40.51	\$ 40.15	\$ 39.84
Step 6	5 years	\$ 40.67	\$ 41.43	\$ 41.15
Step 7	6 years	\$ 40.83	\$ 41.59	\$ 42.46
Step 8	7 years	\$ 40.89	\$ 41.75	\$ 42.63
Step 9	8 years	\$ 40.96	\$ 41.81	\$ 42.79
Step 10	9 years	\$ 41.02	\$ 41.88	\$ 42.86
Step 11	10 Years	\$ 41.08	\$ 41.94	\$ 42.93
Step 12	11 years	\$ 41.15	\$ 42.01	\$ 42.99
Step 13	12 years	\$ 41.20	\$ 42.07	\$ 43.06
Step 14	13 years	\$ 41.26	\$ 42.13	\$ 43.12
Step 15	14 years	\$ 41.32	\$ 42.19	\$ 43.18
Step 16	15 years	\$ 41.38	\$ 42.25	\$ 43.24
Step 17	16 Years	\$ 41.43	\$ 42.31	\$ 43.30
Step 18	17 years	\$ 41.48	\$ 42.36	\$ 43.36
Step 19	18 years	\$ 41.53	\$ 42.42	\$ 43.42
Step 20	19 years	\$ 41.59	\$ 42.47	\$ 43.48
Step 21	20 years	\$ 41.64	\$ 42.52	\$ 43.53
Step 22	21 Years	\$ 41.69	\$ 42.57	\$ 43.58
Step 23	22 years	\$ 41.81	\$ 42.63	\$ 43.64
Step 24	23 years	\$ 41.94	\$ 42.75	\$ 43.69
Step 25	24 years	\$ 42.07	\$ 42.88	\$ 43.82
Step 26	25 years	\$ 42.19	\$ 43.01	\$ 43.96
Step 27	26 years	\$ 42.32	\$ 43.14	\$ 44.09
Step 28	27 years	\$ 42.45	\$ 43.27	\$ 44.22
Step 29	28 years	\$ 42.57	\$ 43.40	\$ 44.35
Step 30	29 years	\$ 42.70	\$ 43.53	\$ 44.49
Step 31	30 years	\$ 42.83	\$ 43.66	\$ 44.62
Step 32	31+ years	\$ 42.95	\$ 43.79	\$ 44.75

Grade 51

Includes: Nuclear Medicine Tech III, Nuclear Medicine Tech III/Cardiology Specialist

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 35.54	\$ 35.90	\$ 36.26
Step 2	1 Year	\$ 35.89	\$ 36.34	\$ 36.79
Step 3	2 years	\$ 37.79	\$ 36.70	\$ 37.25
Step 4	3 years	\$ 38.88	\$ 38.64	\$ 37.62
Step 5	4 years	\$ 39.97	\$ 39.76	\$ 39.61
Step 6	5 years	\$ 40.09	\$ 40.87	\$ 40.75
Step 7	6 years	\$ 40.21	\$ 40.99	\$ 41.90
Step 8	7 years	\$ 40.27	\$ 41.11	\$ 42.02
Step 9	8 years	\$ 40.33	\$ 41.18	\$ 42.14
Step 10	9 years	\$ 40.40	\$ 41.24	\$ 42.21
Step 11	10 Years	\$ 40.46	\$ 41.31	\$ 42.27
Step 12	11 years	\$ 40.52	\$ 41.37	\$ 42.34
Step 13	12 years	\$ 40.57	\$ 41.44	\$ 42.41
Step 14	13 years	\$ 40.61	\$ 41.48	\$ 42.47
Step 15	14 years	\$ 40.66	\$ 41.53	\$ 42.52
Step 16	15 years	\$ 40.70	\$ 41.57	\$ 42.57
Step 17	16 Years	\$ 40.75	\$ 41.62	\$ 42.61
Step 18	17 years	\$ 40.80	\$ 41.67	\$ 42.66
Step 19	18 years	\$ 40.85	\$ 41.72	\$ 42.71
Step 20	19 years	\$ 40.90	\$ 41.77	\$ 42.76
Step 21	20 years	\$ 40.95	\$ 41.82	\$ 42.81
Step 22	21 Years	\$ 41.00	\$ 41.87	\$ 42.87
Step 23	22 years	\$ 41.13	\$ 41.93	\$ 42.92
Step 24	23 years	\$ 41.25	\$ 42.05	\$ 42.97
Step 25	24 years	\$ 41.37	\$ 42.18	\$ 43.10
Step 26	25 years	\$ 41.49	\$ 42.30	\$ 43.23
Step 27	26 years	\$ 41.62	\$ 42.43	\$ 43.36
Step 28	27 years	\$ 41.74	\$ 42.55	\$ 43.49
Step 29	28 years	\$ 41.86	\$ 42.68	\$ 43.62
Step 30	29 years	\$ 41.99	\$ 42.81	\$ 43.75
Step 31	30 years	\$ 42.11	\$ 42.93	\$ 43.88
Step 32	31+ years	\$ 42.24	\$ 43.06	\$ 44.01

Grade 52

Includes: Lead Technologist - Nuclear Medicine/PET, Lead Technologist Nuclear Medicine/Nuclear Cardiology

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 36.13	\$ 36.49	\$ 36.85
Step 2	1 Year	\$ 36.49	\$ 36.94	\$ 37.40
Step 3	2 years	\$ 38.39	\$ 37.31	\$ 37.86
Step 4	3 years	\$ 39.50	\$ 39.26	\$ 38.24

Step 5	4 years	\$	40.62	\$	40.39	\$	40.24
Step 6	5 years	\$	40.72	\$	41.53	\$	41.40
Step 7	6 years	\$	40.83	\$	41.64	\$	42.57
Step 8	7 years	\$	40.91	\$	41.75	\$	42.68
Step 9	8 years	\$	40.98	\$	41.83	\$	42.79
Step 10	9 years	\$	41.06	\$	41.90	\$	42.87
Step 11	10 Years	\$	41.13	\$	41.98	\$	42.95
Step 12	11 years	\$	41.21	\$	42.06	\$	43.03
Step 13	12 years	\$	41.24	\$	42.14	\$	43.11
Step 14	13 years	\$	41.28	\$	42.17	\$	43.19
Step 15	14 years	\$	41.32	\$	42.21	\$	43.23
Step 16	15 years	\$	41.35	\$	42.25	\$	43.27
Step 17	16 Years	\$	41.39	\$	42.29	\$	43.30
Step 18	17 years	\$	41.44	\$	42.32	\$	43.34
Step 19	18 years	\$	41.50	\$	42.38	\$	43.38
Step 20	19 years	\$	41.55	\$	42.43	\$	43.44
Step 21	20 years	\$	41.60	\$	42.49	\$	43.49
Step 22	21 Years	\$	41.66	\$	42.54	\$	43.55
Step 23	22 years	\$	41.78	\$	42.59	\$	43.60
Step 24	23 years	\$	41.91	\$	42.72	\$	43.66
Step 25	24 years	\$	42.04	\$	42.85	\$	43.79
Step 26	25 years	\$	42.16	\$	42.98	\$	43.92
Step 27	26 years	\$	42.29	\$	43.11	\$	44.06
Step 28	27 years	\$	42.42	\$	43.24	\$	44.19
Step 29	28 years	\$	42.54	\$	43.37	\$	44.32
Step 30	29 years	\$	42.67	\$	43.50	\$	44.45
Step 31	30 years	\$	42.80	\$	43.63	\$	44.59
Step 32	31+ years	\$	42.92	\$	43.76	\$	44.72

Grade 53

Includes: Lead Technologist - Nuclear Medicine/Cardiology/RSO Designated

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 38.39	\$ 38.77	\$ 39.16
Step 2	1 Year	\$ 38.77	\$ 39.25	\$ 39.74
Step 3	2 years	\$ 40.80	\$ 39.64	\$ 40.24
Step 4	3 years	\$ 41.99	\$ 41.72	\$ 40.63
Step 5	4 years	\$ 43.19	\$ 42.94	\$ 42.76
Step 6	5 years	\$ 43.30	\$ 44.16	\$ 44.01
Step 7	6 years	\$ 43.41	\$ 44.27	\$ 45.26
Step 8	7 years	\$ 43.48	\$ 44.39	\$ 45.38
Step 9	8 years	\$ 43.56	\$ 44.46	\$ 45.50
Step 10	9 years	\$ 43.63	\$ 44.54	\$ 45.57
Step 11	10 Years	\$ 43.70	\$ 44.61	\$ 45.65
Step 12	11 years	\$ 43.78	\$ 44.69	\$ 45.73
Step 13	12 years	\$ 43.83	\$ 44.76	\$ 45.81

Step 14	13 years	\$	43.87	\$	44.81	\$	45.88
Step 15	14 years	\$	43.92	\$	44.86	\$	45.93
Step 16	15 years	\$	43.97	\$	44.91	\$	45.98
Step 17	16 Years	\$	44.01	\$	44.96	\$	46.03
Step 18	17 years	\$	44.06	\$	45.00	\$	46.08
Step 19	18 years	\$	44.12	\$	45.06	\$	46.13
Step 20	19 years	\$	44.17	\$	45.11	\$	46.18
Step 21	20 years	\$	44.22	\$	45.16	\$	46.24
Step 22	21 Years	\$	44.27	\$	45.21	\$	46.29
Step 23	22 years	\$	44.40	\$	45.26	\$	46.34
Step 24	23 years	\$	44.54	\$	45.40	\$	46.40
Step 25	24 years	\$	44.67	\$	45.54	\$	46.54
Step 26	25 years	\$	44.81	\$	45.68	\$	46.68
Step 27	26 years	\$	44.94	\$	45.81	\$	46.82
Step 28	27 years	\$	45.08	\$	45.95	\$	46.96
Step 29	28 years	\$	45.21	\$	46.09	\$	47.10
Step 30	29 years	\$	45.35	\$	46.23	\$	47.24
Step 31	30 years	\$	45.49	\$	46.37	\$	47.39
Step 32	31+ years	\$	45.62	\$	46.51	\$	47.53

Grade 54

Includes: Radiation/Oncology Tech II

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 39.16	\$ 39.55	\$ 39.94
Step 2	1 Year	\$ 39.55	\$ 40.04	\$ 40.54
Step 3	2 years	\$ 41.98	\$ 40.44	\$ 41.04
Step 4	3 years	\$ 43.36	\$ 42.93	\$ 41.45
Step 5	4 years	\$ 44.74	\$ 44.34	\$ 44.00
Step 6	5 years	\$ 44.95	\$ 45.74	\$ 45.44
Step 7	6 years	\$ 45.17	\$ 45.96	\$ 46.89
Step 8	7 years	\$ 45.22	\$ 46.18	\$ 47.11
Step 9	8 years	\$ 45.27	\$ 46.23	\$ 47.34
Step 10	9 years	\$ 45.32	\$ 46.29	\$ 47.39
Step 11	10 Years	\$ 45.37	\$ 46.34	\$ 47.44
Step 12	11 years	\$ 45.42	\$ 46.39	\$ 47.50
Step 13	12 years	\$ 45.50	\$ 46.44	\$ 47.55
Step 14	13 years	\$ 45.57	\$ 46.52	\$ 47.60
Step 15	14 years	\$ 45.65	\$ 46.60	\$ 47.68
Step 16	15 years	\$ 45.72	\$ 46.67	\$ 47.76
Step 17	16 Years	\$ 45.80	\$ 46.75	\$ 47.84
Step 18	17 years	\$ 45.85	\$ 46.83	\$ 47.92
Step 19	18 years	\$ 45.90	\$ 46.88	\$ 48.00
Step 20	19 years	\$ 45.94	\$ 46.93	\$ 48.05
Step 21	20 years	\$ 45.99	\$ 46.98	\$ 48.10
Step 22	21 Years	\$ 46.04	\$ 47.03	\$ 48.15

Step 23	22 years	\$	46.18	\$	47.08	\$	48.20
Step 24	23 years	\$	46.32	\$	47.22	\$	48.26
Step 25	24 years	\$	46.45	\$	47.36	\$	48.40
Step 26	25 years	\$	46.59	\$	47.50	\$	48.54
Step 27	26 years	\$	46.73	\$	47.64	\$	48.69
Step 28	27 years	\$	46.87	\$	47.78	\$	48.83
Step 29	28 years	\$	47.01	\$	47.92	\$	48.97
Step 30	29 years	\$	47.15	\$	48.07	\$	49.12
Step 31	30 years	\$	47.29	\$	48.21	\$	49.27
Step 32	31+ years	\$	47.43	\$	48.35	\$	49.41

Grade 55

Includes: Lead Technologist - Nuclear Medicine/Cardiology/RSO

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 39.84	\$ 40.24	\$ 40.65
Step 2	1 Year	\$ 40.24	\$ 40.74	\$ 41.25
Step 3	2 years	\$ 42.32	\$ 41.14	\$ 41.76
Step 4	3 years	\$ 43.52	\$ 43.27	\$ 42.17
Step 5	4 years	\$ 44.72	\$ 44.50	\$ 44.35
Step 6	5 years	\$ 44.84	\$ 45.72	\$ 45.61
Step 7	6 years	\$ 44.96	\$ 45.85	\$ 46.87
Step 8	7 years	\$ 45.03	\$ 45.97	\$ 46.99
Step 9	8 years	\$ 45.10	\$ 46.04	\$ 47.12
Step 10	9 years	\$ 45.17	\$ 46.12	\$ 47.20
Step 11	10 Years	\$ 45.24	\$ 46.19	\$ 47.27
Step 12	11 years	\$ 45.31	\$ 46.26	\$ 47.34
Step 13	12 years	\$ 45.35	\$ 46.33	\$ 47.41
Step 14	13 years	\$ 45.40	\$ 46.37	\$ 47.49
Step 15	14 years	\$ 45.44	\$ 46.42	\$ 47.53
Step 16	15 years	\$ 45.49	\$ 46.47	\$ 47.58
Step 17	16 Years	\$ 45.53	\$ 46.51	\$ 47.63
Step 18	17 years	\$ 45.59	\$ 46.56	\$ 47.67
Step 19	18 years	\$ 45.65	\$ 46.62	\$ 47.72
Step 20	19 years	\$ 45.70	\$ 46.67	\$ 47.78
Step 21	20 years	\$ 45.76	\$ 46.73	\$ 47.84
Step 22	21 Years	\$ 45.82	\$ 46.79	\$ 47.90
Step 23	22 years	\$ 45.96	\$ 46.85	\$ 47.96
Step 24	23 years	\$ 46.10	\$ 46.99	\$ 48.02
Step 25	24 years	\$ 46.23	\$ 47.13	\$ 48.17
Step 26	25 years	\$ 46.37	\$ 47.27	\$ 48.31
Step 27	26 years	\$ 46.51	\$ 47.42	\$ 48.46
Step 28	27 years	\$ 46.65	\$ 47.56	\$ 48.60
Step 29	28 years	\$ 46.79	\$ 47.70	\$ 48.75
Step 30	29 years	\$ 46.93	\$ 47.85	\$ 48.90
Step 31	30 years	\$ 47.08	\$ 47.99	\$ 49.04
Step 32	31+ years	\$ 47.22	\$ 48.13	\$ 49.19

		Jul-21	Jul-22	Jul-23
	Entry Level	\$ 16.96	\$ 17.13	\$ 17.30
Step 2	1 Year	\$ 17.13	\$ 17.34	\$ 17.56
Step 3	2 years	\$ 17.84	\$ 17.51	\$ 17.77
Step 4	3 years	\$ 18.31	\$ 18.24	\$ 17.95
Step 5	4 years	\$ 18.79	\$ 18.73	\$ 18.70
Step 6	5 years	\$ 18.96	\$ 19.21	\$ 19.19
Step 7	6 years	\$ 19.14	\$ 19.39	\$ 19.69
Step 8	7 years	\$ 19.19	\$ 19.57	\$ 19.87
Step 9	8 years	\$ 19.24	\$ 19.62	\$ 20.05
Step 10	9 years	\$ 19.29	\$ 19.67	\$ 20.11
Step 11	10 Years	\$ 19.35	\$ 19.73	\$ 20.17
Step 12	11 years	\$ 19.40	\$ 19.78	\$ 20.22
Step 13	12 years	\$ 19.47	\$ 19.84	\$ 20.28
Step 14	13 years	\$ 19.54	\$ 19.91	\$ 20.33
Step 15	14 years	\$ 19.61	\$ 19.98	\$ 20.41
Step 16	15 years	\$ 19.68	\$ 20.05	\$ 20.48
Step 17	16 Years	\$ 19.75	\$ 20.12	\$ 20.55
Step 18	17 years	\$ 19.80	\$ 20.19	\$ 20.62
Step 19	18 years	\$ 19.85	\$ 20.24	\$ 20.70
Step 20	19 years	\$ 19.89	\$ 20.29	\$ 20.75
Step 21	20 years	\$ 19.94	\$ 20.34	\$ 20.80
Step 22	21 Years	\$ 19.99	\$ 20.39	\$ 20.85
Step 23	22 years	\$ 20.05	\$ 20.44	\$ 20.90
Step 24	23 years	\$ 20.11	\$ 20.50	\$ 20.95
Step 25	24 years	\$ 20.18	\$ 20.57	\$ 21.02
Step 26	25 years	\$ 20.24	\$ 20.63	\$ 21.08
Step 27	26 years	\$ 20.30	\$ 20.69	\$ 21.15
Step 28	27 years	\$ 20.36	\$ 20.75	\$ 21.21
Step 29	28 years	\$ 20.43	\$ 20.82	\$ 21.27
Step 30	29 years	\$ 20.49	\$ 20.89	\$ 21.34
Step 31	30 years	\$ 20.56	\$ 20.95	\$ 21.41
Step 32	31+ years	\$ 20.62	\$ 21.02	\$ 21.48

Step Movement

FY2021	FY2022	FY2023
2.00%	2.25%	2.50%

t l