

Attachment to Appendix A for PHHH Package Proposal  
07-31-2023

For RNs

For explanation purposes: Nurse Market Adjustment Year 1: Effective after the second full pay period following ratification, the following market adjustments will apply to all bargaining unit nurses:

- Steps 1-8: \$4.00/hour
- Steps 9-12: \$3.50/hour
- Steps 13-16: \$3.25/hour
- Steps 17-20: \$3.00/hour
- Steps 21-24: \$2.75/hour
- Step 25: \$2.50/hour

Effective after the second full pay period following ratification 4.0% across the board increase for all bargaining unit nurses.

Step	Current Rate	Upon Ratification	1/1/2024 (3.00% ATB)	1/1/2025 (3.00% ATB)
1	\$42.18	\$48.03	\$49.47	\$50.95
2	\$43.02	\$48.90	\$50.37	\$51.88
3	\$43.88	\$49.80	\$51.29	\$52.83
4	\$44.76	\$50.71	\$52.23	\$53.80
5	\$45.63	\$51.62	\$53.17	\$54.77
6	\$46.57	\$52.59	\$54.17	\$55.80
7	\$47.49	\$53.55	\$55.16	\$56.81
8	\$48.44	\$54.54	\$56.18	\$57.87
9	\$49.43	\$55.05	\$56.70	\$58.40
10	\$50.40	\$56.06	\$57.74	\$59.47
11	\$51.39	\$57.09	\$58.80	\$60.56
12	\$52.44	\$58.18	\$59.93	\$61.73
13	\$53.47	\$58.99	\$60.76	\$62.58
14	\$54.58	\$60.14	\$61.94	\$63.80
15	\$55.64	\$61.25	\$63.09	\$64.98
16	\$56.34	\$61.97	\$63.83	\$65.74
17	\$56.75	\$62.14	\$64.00	\$65.92
18	\$57.75	\$63.18	\$65.08	\$67.03
19	\$58.65	\$64.12	\$66.04	\$68.02
20	\$59.52	\$65.02	\$66.97	\$68.98
21	\$59.86	\$65.11	\$67.06	\$69.07
22	\$60.08	\$65.34	\$67.30	\$69.32
23	\$60.24	\$65.51	\$67.48	\$69.50
24	\$60.24	\$65.51	\$67.48	\$69.50
25	\$60.59	\$65.61	\$67.58	\$69.61
26	--	\$65.61	\$67.58	\$69.61
27	--	\$65.61	\$67.58	\$69.61

Attachment to Appendix A for PHHH Package Proposal  
07-31-2023

Step	Current Rate	Upon Ratification	1/1/2024 (3.00% ATB)	1/1/2025 (3.00% ATB)
28	--	\$65.61	\$67.58	\$69.61
29	--	\$65.61	\$67.58	\$69.61
30	--	\$66.59	\$68.59	\$70.65

For PTs

Step	Placement Rate	1/1/2024 (3.00% ATB)	1/1/2025 (3.00% ATB)
1	\$45.55	\$46.92	\$48.32
2	\$47.14	\$48.56	\$50.02
3	\$48.56	\$50.02	\$51.52
4	\$49.77	\$51.27	\$52.80
5	\$50.89	\$52.42	\$53.99
6	\$51.40	\$52.94	\$54.53
7	\$51.92	\$53.47	\$55.08
8	\$52.95	\$54.54	\$56.18
9	\$54.66	\$56.30	\$57.99
10	\$55.26	\$56.92	\$58.63
11	\$55.87	\$57.55	\$59.27
12	\$56.48	\$58.18	\$59.92
13	\$57.11	\$58.82	\$60.58
14	\$57.73	\$59.47	\$61.25
15	\$58.37	\$60.12	\$61.92
16	\$59.01	\$60.78	\$62.60
17	\$59.66	\$61.45	\$63.29
18	\$60.32	\$62.13	\$63.99
19	\$60.92	\$62.75	\$64.63
20	\$61.41	\$63.25	\$65.15
21	\$61.90	\$63.75	\$65.67
22	\$62.21	\$64.07	\$66.00
23	\$62.52	\$64.39	\$66.33
24	\$62.52	\$64.39	\$66.33
25	\$63.02	\$64.91	\$66.86
26	\$63.02	\$64.91	\$66.86
27	\$63.02	\$64.91	\$66.86
28	\$63.02	\$64.91	\$66.86
29	\$63.02	\$64.91	\$66.86
30	\$63.58	\$65.49	\$67.45

Attachment to Appendix A for PHHH Package Proposal  
07-31-2023

For OTs

Step	Placement Rate	1/1/2024 (3.00% ATB)	1/1/2025 (3.00% ATB)
1	\$42.95	\$44.24	\$45.57
2	\$44.24	\$45.57	\$46.93
3	\$45.57	\$46.93	\$48.34
4	\$46.48	\$47.87	\$49.31
5	\$47.41	\$48.83	\$50.29
6	\$48.59	\$50.05	\$51.55
7	\$49.68	\$51.18	\$52.71
8	\$50.80	\$52.33	\$53.90
9	\$51.96	\$53.52	\$55.12
10	\$53.00	\$54.59	\$56.23
11	\$54.06	\$55.68	\$57.35
12	\$54.87	\$56.52	\$58.21
13	\$55.67	\$57.34	\$59.06
14	\$56.45	\$58.14	\$59.88
15	\$57.21	\$58.92	\$60.69
16	\$57.89	\$59.62	\$61.41
17	\$58.47	\$60.22	\$62.03
18	\$58.93	\$60.70	\$62.52
19	\$59.41	\$61.19	\$63.02
20	\$59.76	\$61.56	\$63.40
21	\$59.88	\$61.68	\$63.53
22	\$60.03	\$61.83	\$63.69
23	\$60.18	\$61.99	\$63.85
24	\$60.18	\$61.99	\$63.85
25	\$60.28	\$62.09	\$63.95
26	\$60.28	\$62.09	\$63.95
27	\$60.28	\$62.09	\$63.95
28	\$60.28	\$62.09	\$63.95
29	\$60.28	\$62.09	\$63.95
30	\$61.18	\$63.01	\$64.90

Attachment to Appendix A for PHHH Package Proposal  
07-31-2023

For SLPs

Step	Placement Rate	1/1/2024 (3.00% ATB)	1/1/2025 (3.00% ATB)
1	\$42.95	\$44.24	\$45.57
2	\$44.24	\$45.57	\$46.93
3	\$45.57	\$46.93	\$48.34
4	\$46.48	\$47.87	\$49.31
5	\$47.41	\$48.83	\$50.29
6	\$48.59	\$50.05	\$51.55
7	\$49.68	\$51.18	\$52.71
8	\$50.80	\$52.33	\$53.90
9	\$51.96	\$53.52	\$55.12
10	\$53.00	\$54.59	\$56.23
11	\$54.06	\$55.68	\$57.35
12	\$54.87	\$56.52	\$58.21
13	\$55.67	\$57.34	\$59.06
14	\$56.45	\$58.14	\$59.88
15	\$57.21	\$58.92	\$60.69
16	\$57.89	\$59.62	\$61.41
17	\$58.47	\$60.22	\$62.03
18	\$58.93	\$60.70	\$62.52
19	\$59.41	\$61.19	\$63.02
20	\$59.76	\$61.56	\$63.40
21	\$59.88	\$61.68	\$63.53
22	\$60.03	\$61.83	\$63.69
23	\$60.18	\$61.99	\$63.85
24	\$60.18	\$61.99	\$63.85
25	\$60.28	\$62.09	\$63.95
26	\$60.28	\$62.09	\$63.95
27	\$60.28	\$62.09	\$63.95
28	\$60.28	\$62.09	\$63.95
29	\$60.28	\$62.09	\$63.95
30	\$61.18	\$63.01	\$64.90

Attachment to Appendix A for PHHH Package Proposal  
07-31-2023

For Licensed Counselors (e.g, LCSWs)

Step	Placement Rate	1/1/2024 (3.00% ATB)	1/1/2025 (3.00% ATB)
1	\$39.25	\$40.43	\$41.64
2	\$39.95	\$41.15	\$42.39
3	\$40.65	\$41.87	\$43.12
4	\$41.40	\$42.65	\$43.93
5	\$42.15	\$43.42	\$44.72
6	\$42.95	\$44.24	\$45.57
7	\$43.70	\$45.01	\$46.36
8	\$44.50	\$45.84	\$47.21
9	\$44.96	\$46.31	\$47.70
10	\$45.86	\$47.23	\$48.65
11	\$46.50	\$47.89	\$49.33
12	\$47.40	\$48.82	\$50.29
13	\$48.04	\$49.48	\$50.96
14	\$48.95	\$50.42	\$51.93
15	\$49.85	\$51.34	\$52.88
16	\$50.35	\$51.86	\$53.41
17	\$50.60	\$52.12	\$53.68
18	\$51.45	\$53.00	\$54.59
19	\$52.20	\$53.77	\$55.38
20	\$52.95	\$54.54	\$56.17
21	\$53.32	\$54.92	\$56.57
22	\$53.48	\$55.09	\$56.74
23	\$53.58	\$55.18	\$56.84
24	\$53.58	\$55.18	\$56.84
25	\$54.00	\$55.62	\$57.29
26	\$54.00	\$55.62	\$57.29
27	\$54.00	\$55.62	\$57.29
28	\$54.00	\$55.62	\$57.29
29	\$54.00	\$55.62	\$57.29
30	\$54.50	\$56.14	\$57.82

Attachment to Appendix A for PHHH Package Proposal  
07-31-2023

For Associated Licensed Counselors (e.g., MSWs)

Step	Placement Rate	1/1/2024 (3.00% ATB)	1/1/2025 (3.00% ATB)
1	\$35.00	\$36.05	\$37.13
2	\$36.58	\$37.67	\$38.80
3	\$38.04	\$39.18	\$40.35
4	\$38.61	\$39.77	\$40.96
5	\$39.28	\$40.46	\$41.68
6	\$39.97	\$41.17	\$42.41
7	\$40.61	\$41.83	\$43.08
8	\$41.02	\$42.25	\$43.52
9	\$41.68	\$42.93	\$44.22
10	\$42.20	\$43.47	\$44.77
11	\$42.62	\$43.90	\$45.22
12	\$43.05	\$44.34	\$45.67
13	\$43.48	\$44.78	\$46.13
14	\$44.33	\$45.66	\$47.03
15	\$45.14	\$46.50	\$47.89
16	\$45.68	\$47.05	\$48.46
17	\$45.80	\$47.18	\$48.59
18	\$46.57	\$47.97	\$49.40
19	\$47.26	\$48.68	\$50.14
20	\$47.80	\$49.23	\$50.71
21	\$47.86	\$49.30	\$50.78
22	\$48.03	\$49.47	\$50.96
23	\$48.15	\$49.60	\$51.08
24	\$48.15	\$49.60	\$51.08
25	\$48.23	\$49.68	\$51.17
26	\$48.23	\$49.68	\$51.17
27	\$48.23	\$49.68	\$51.17
28	\$48.23	\$49.68	\$51.17
29	\$48.23	\$49.68	\$51.17
30	\$48.95	\$50.42	\$51.93