

Wage Grid 1 – HSPBA Bargaining Schedule

Hourly Wage Rate Effective First Pay Period After March 6, 2013 - 2% GWI

Grid	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
2	22.16	23.27	24.34	25.43	26.43	27.65
3	22.99	24.15	25.25	26.39	27.45	28.68
4	23.88	25.06	26.19	27.39	28.51	29.76
5	24.80	26.03	27.21	28.42	29.57	30.91
6	25.73	27.03	28.24	29.51	30.68	32.07
7	26.69	28.04	29.31	30.63	31.85	33.32
8	27.72	29.10	30.42	31.79	33.08	34.56
9	28.70	30.18	31.51	32.94	34.25	35.80
10	29.74	31.25	32.66	34.14	35.50	37.09
11	30.88	32.42	33.89	35.43	36.86	38.51
12	32.04	33.67	35.19	36.79	38.24	39.97
13	33.26	34.95	36.53	38.17	39.70	41.49
14	34.53	36.26	37.91	39.62	41.20	43.07
15	35.84	37.64	39.35	41.14	42.77	44.70
16	37.20	39.09	40.84	42.70	44.39	46.39
17	38.61	40.55	42.41	44.31	46.09	48.15
18	40.09	42.10	44.00	46.00	47.85	50.00
19	41.61	43.70	45.68	47.74	49.66	51.88
20	43.18	45.37	47.41	49.56	51.54	53.86
21	44.83	47.10	49.22	51.44	53.50	55.91

Hourly Wage Rate Effective First Pay Period After April 1, 2013 - 1% GWI

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
2	22.38	23.50	24.58	25.68	26.69	27.92
3	23.22	24.39	25.50	26.65	27.73	28.97
4	24.11	25.31	26.46	27.66	28.79	30.06
5	25.04	26.30	27.48	28.71	29.87	31.21
6	25.99	27.30	28.52	29.80	30.99	32.39
7	26.96	28.32	29.60	30.94	32.17	33.65
8	27.99	29.39	30.73	32.11	33.42	34.90
9	28.99	30.48	31.83	33.27	34.60	36.16
10	30.04	31.56	32.98	34.48	35.86	37.46
11	31.19	32.75	34.23	35.79	37.23	38.90
12	32.36	34.01	35.54	37.16	38.63	40.38
13	33.60	35.30	36.89	38.56	40.10	41.91
14	34.87	36.62	38.29	40.02	41.62	43.50
15	36.20	38.02	39.74	41.55	43.20	45.15
16	37.57	39.48	41.25	43.13	44.84	46.85
17	39.00	40.96	42.84	44.75	46.55	48.63
18	40.49	42.52	44.44	46.46	48.33	50.50
19	42.02	44.13	46.14	48.22	50.15	52.40
20	43.61	45.82	47.89	50.06	52.06	54.40
21	45.28	47.57	49.71	51.96	54.04	56.48

Wage Grid 2 - Medical Technologists

Hourly Wage Rate Effective First Pay Period after March 6, 2013 - 2% GWI

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
Grade I	26.78	28.12	29.37	30.70	31.93	33.38
Grade II	27.77	29.18	30.50	31.88	33.15	34.66
Grade III	28.84	30.28	31.66	33.08	34.41	35.95
Grade IV	30.96	32.52	33.98	35.52	36.94	38.58
Grade V	34.62	36.37	38.02	39.71	41.30	43.17
Grade VI	35.92	37.73	39.44	41.23	42.87	44.82

Hourly Wage Rate Effective First Pay Period After April 1, 2013 - 1% GWI

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
Grade I	27.04	28.40	29.67	31.01	32.25	33.72
Grade II	28.05	29.48	30.81	32.20	33.49	35.00
Grade III	29.13	30.58	31.98	33.42	34.76	36.31
Grade IV	31.26	32.84	34.32	35.88	37.31	38.96
Grade V	34.96	36.73	38.40	40.11	41.72	43.61
Grade VI	36.28	38.11	39.83	41.64	43.30	45.27

Wage Grid 3 – Occupational Therapist/Physiotherapist

Hourly Wage Rate Effective First Pay Period After March 6, 2013 - 2% GWI

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
Grade I	30.50	32.02	33.49	35.00	36.40	38.03
Grade II	31.60	33.19	34.67	36.25	37.71	39.41
Grade III	32.75	34.39	35.94	37.57	39.07	40.80
Grade IV	36.62	38.47	40.21	42.00	43.68	45.66
Grade V	37.99	39.91	41.72	43.60	45.34	47.41
Grade VI	39.44	41.43	43.30	45.27	47.08	49.20

Hourly Wage Rate Effective First Pay Period April 1, 2013 - 1% GWI

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
Grade I	30.81	32.34	33.82	35.35	36.76	38.42
Grade II	31.91	33.52	35.01	36.62	38.09	39.81
Grade III	33.07	34.74	36.30	37.94	39.46	41.21
Grade IV	36.98	38.85	40.61	42.42	44.12	46.12
Grade V	38.38	40.31	42.13	44.04	45.80	47.88
Grade VI	39.84	41.85	43.74	45.72	47.55	49.69

Wage Grid 3 – Pharmacist

Hourly Wage Rate Effective First Pay Period After March 6, 2013

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
Grade I	37.98	39.85	41.68	43.57	45.31	47.36
Grade II	39.39	41.40	43.26	45.22	47.02	49.14
Grade III	44.07	46.28	48.37	50.57	52.59	54.97
Grade IV	45.30	47.59	49.76	52.00	54.07	56.49
Grade V	47.04	49.41	51.64	53.97	56.14	58.67
Grade VI	48.83	51.28	53.62	56.02	58.26	60.89
Grade VI+5%	51.27	53.84	56.30	58.81	61.18	63.93
Grade VI + 10%	53.71	56.40	58.98	61.62	64.09	66.98

Note 1:

Use wage schedule from April 1, 2009. The wage increase of March 6, 2013 (2%) and April 1, 2013 applies to all employees except pharmacists.

Use the April 1, 2009 wage schedule as the temporary market adjustment rates for pharmacists become permanent