

TA *Carl Oel* 12/18/23

Jade A. Werner 12-18-23

SEIU 12/18/23 Proposal

APPENDIX A:
Mental Health Center of Denver

Wage Scales Bargaining Unit

No bargaining unit employee at MHCD shall make less than ~~\$24.04/hr~~ \$25.69/hr.

Effective ~~November 29th 2021~~ January 1st, 2024 (~~November 2021-2023~~ January 2024, 2025, 2026 Wage Scale)

<u>Wage Scale A</u>			
<u>Admin Assistant, Child Watch Provider, Driver, Food Serv Provider, Health Navigator I, Mail Coord, Maint Mechanic, Med Asst, Mental Health Worker, On-Site Apt Mgr, Peer Spec I, Personal Financial Srv I, Res Counselor I, Therm Rem Tech, Vocational Sup I, Warehouse Coord.</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$25.69</u>	<u>\$26.72</u>	<u>\$27.79</u>
<u>2</u>	<u>\$26.19</u>	<u>\$27.22</u>	<u>\$28.29</u>
<u>3</u>	<u>\$26.69</u>	<u>\$27.72</u>	<u>\$28.79</u>
<u>4</u>	<u>\$27.19</u>	<u>\$28.22</u>	<u>\$29.29</u>
<u>5</u>	<u>\$27.69</u>	<u>\$28.72</u>	<u>\$29.79</u>
<u>6</u>	<u>\$28.19</u>	<u>\$29.22</u>	<u>\$30.29</u>
<u>7</u>	<u>\$28.69</u>	<u>\$29.72</u>	<u>\$30.79</u>
<u>8</u>	<u>\$29.19</u>	<u>\$30.22</u>	<u>\$31.29</u>
<u>9</u>	<u>\$29.69</u>	<u>\$30.72</u>	<u>\$31.79</u>
<u>10</u>	<u>\$30.19</u>	<u>\$31.22</u>	<u>\$32.29</u>
<u>11</u>	<u>\$30.69</u>	<u>\$31.72</u>	<u>\$32.79</u>
<u>12</u>	<u>\$31.19</u>	<u>\$32.22</u>	<u>\$33.29</u>

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<u>13</u>	<u>\$31.69</u>	<u>\$32.72</u>	<u>\$33.79</u>
<u>14</u>	<u>\$32.19</u>	<u>\$33.22</u>	<u>\$34.29</u>
<u>15</u>	<u>\$32.69</u>	<u>\$33.72</u>	<u>\$34.79</u>
<u>16</u>	<u>\$33.19</u>	<u>\$34.22</u>	<u>\$35.29</u>
<u>17</u>	<u>\$33.69</u>	<u>\$34.72</u>	<u>\$35.79</u>
<u>18</u>	<u>\$34.19</u>	<u>\$35.22</u>	<u>\$36.29</u>
<u>19</u>	<u>\$34.69</u>	<u>\$35.72</u>	<u>\$36.79</u>
<u>20</u>	<u>\$35.19</u>	<u>\$36.22</u>	<u>\$37.29</u>

<u>Wage Scale B</u>			
<u>Health Navigator II, Lead Maint Mechanic, Peer Spec II, Vocational Counselor I</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$27.35</u>	<u>\$28.44</u>	<u>\$29.58</u>
<u>2</u>	<u>\$27.85</u>	<u>\$28.94</u>	<u>\$30.08</u>
<u>3</u>	<u>\$28.35</u>	<u>\$29.44</u>	<u>\$30.58</u>
<u>4</u>	<u>\$28.85</u>	<u>\$29.94</u>	<u>\$31.08</u>
<u>5</u>	<u>\$29.35</u>	<u>\$30.44</u>	<u>\$31.58</u>
<u>6</u>	<u>\$29.85</u>	<u>\$30.94</u>	<u>\$32.08</u>
<u>7</u>	<u>\$30.35</u>	<u>\$31.44</u>	<u>\$32.58</u>
<u>8</u>	<u>\$30.85</u>	<u>\$31.94</u>	<u>\$33.08</u>
<u>9</u>	<u>\$31.35</u>	<u>\$32.44</u>	<u>\$33.58</u>
<u>10</u>	<u>\$31.85</u>	<u>\$32.94</u>	<u>\$34.08</u>
<u>11</u>	<u>\$32.35</u>	<u>\$33.44</u>	<u>\$34.58</u>

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<u>12</u>	<u>\$32.85</u>	<u>\$33.94</u>	<u>\$35.08</u>
<u>13</u>	<u>\$33.35</u>	<u>\$34.44</u>	<u>\$35.58</u>
<u>14</u>	<u>\$33.85</u>	<u>\$34.94</u>	<u>\$36.08</u>
<u>15</u>	<u>\$34.35</u>	<u>\$35.44</u>	<u>\$36.58</u>
<u>16</u>	<u>\$34.85</u>	<u>\$35.94</u>	<u>\$37.08</u>
<u>17</u>	<u>\$35.35</u>	<u>\$36.44</u>	<u>\$37.58</u>
<u>18</u>	<u>\$35.85</u>	<u>\$36.94</u>	<u>\$38.08</u>
<u>19</u>	<u>\$36.35</u>	<u>\$37.44</u>	<u>\$38.58</u>
<u>20</u>	<u>\$36.85</u>	<u>\$37.94</u>	<u>\$39.08</u>

Wage Scale C			
<u>Clinical CaseMgr I, HISM Coord I, House Resource Spec, Inventory Control Coord, MtlHlth Therapist I, Personal Financial Srv II, Res Counselor II, Service Success Spec, Vocational Counselor II, Vocational Sup II, Psychiatric Nurse I (LPN)</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$27.85</u>	<u>\$28.96</u>	<u>\$30.12</u>
<u>2</u>	<u>\$28.35</u>	<u>\$29.46</u>	<u>\$30.62</u>
<u>3</u>	<u>\$28.85</u>	<u>\$29.96</u>	<u>\$31.12</u>
<u>4</u>	<u>\$29.35</u>	<u>\$30.46</u>	<u>\$31.62</u>
<u>5</u>	<u>\$29.85</u>	<u>\$30.96</u>	<u>\$32.12</u>
<u>6</u>	<u>\$30.35</u>	<u>\$31.46</u>	<u>\$32.62</u>
<u>7</u>	<u>\$30.85</u>	<u>\$31.96</u>	<u>\$33.12</u>
<u>8</u>	<u>\$31.35</u>	<u>\$32.46</u>	<u>\$33.62</u>
<u>9</u>	<u>\$31.85</u>	<u>\$32.96</u>	<u>\$34.12</u>
<u>10</u>	<u>\$32.35</u>	<u>\$33.46</u>	<u>\$34.62</u>

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<u>11</u>	<u>\$32.85</u>	<u>\$33.96</u>	<u>\$35.12</u>
<u>12</u>	<u>\$33.35</u>	<u>\$34.46</u>	<u>\$35.62</u>
<u>13</u>	<u>\$33.85</u>	<u>\$34.96</u>	<u>\$36.12</u>
<u>14</u>	<u>\$34.35</u>	<u>\$35.46</u>	<u>\$36.62</u>
<u>15</u>	<u>\$34.85</u>	<u>\$35.96</u>	<u>\$37.12</u>
<u>16</u>	<u>\$35.35</u>	<u>\$36.46</u>	<u>\$37.62</u>
<u>17</u>	<u>\$35.85</u>	<u>\$36.96</u>	<u>\$38.12</u>
<u>18</u>	<u>\$36.35</u>	<u>\$37.46</u>	<u>\$38.62</u>
<u>19</u>	<u>\$36.85</u>	<u>\$37.96</u>	<u>\$39.12</u>
<u>20</u>	<u>\$37.35</u>	<u>\$38.46</u>	<u>\$39.62</u>

<u>Wage Scale D</u>			
<u>Vocational Counselor III, HISM Coord II, Lead PFS Advisor, Clinical CaseMgr II, Clin Case Mgr II HB/CS, Mtl Hlth Therapist II, MentHlthTherapistII HB/CS, Prov Sped Teacher, Voc Proj Coord</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$28.89</u>	<u>\$30.05</u>	<u>\$31.25</u>
<u>2</u>	<u>\$29.39</u>	<u>\$30.55</u>	<u>\$31.75</u>
<u>3</u>	<u>\$29.89</u>	<u>\$31.05</u>	<u>\$32.25</u>
<u>4</u>	<u>\$30.39</u>	<u>\$31.55</u>	<u>\$32.75</u>
<u>5</u>	<u>\$30.89</u>	<u>\$32.05</u>	<u>\$33.25</u>
<u>6</u>	<u>\$31.39</u>	<u>\$32.55</u>	<u>\$33.75</u>
<u>7</u>	<u>\$31.89</u>	<u>\$33.05</u>	<u>\$34.25</u>
<u>8</u>	<u>\$32.39</u>	<u>\$33.55</u>	<u>\$34.75</u>
<u>9</u>	<u>\$32.89</u>	<u>\$34.05</u>	<u>\$35.25</u>

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<u>10</u>	<u>\$33.39</u>	<u>\$34.55</u>	<u>\$35.75</u>
<u>11</u>	<u>\$33.89</u>	<u>\$35.05</u>	<u>\$36.25</u>
<u>12</u>	<u>\$34.39</u>	<u>\$35.55</u>	<u>\$36.75</u>
<u>13</u>	<u>\$34.89</u>	<u>\$36.05</u>	<u>\$37.25</u>
<u>14</u>	<u>\$35.39</u>	<u>\$36.55</u>	<u>\$37.75</u>
<u>15</u>	<u>\$35.89</u>	<u>\$37.05</u>	<u>\$38.25</u>
<u>16</u>	<u>\$36.39</u>	<u>\$37.55</u>	<u>\$38.75</u>
<u>17</u>	<u>\$36.89</u>	<u>\$38.05</u>	<u>\$39.25</u>
<u>18</u>	<u>\$37.39</u>	<u>\$38.55</u>	<u>\$39.75</u>
<u>19</u>	<u>\$37.89</u>	<u>\$39.05</u>	<u>\$40.25</u>
<u>20</u>	<u>\$38.39</u>	<u>\$39.55</u>	<u>\$40.75</u>

Wage Scale E

Mental Hlth Therapist/PhD, Project Coord I, Site Coord

<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$32.00</u>	<u>\$33.28</u>	<u>\$34.61</u>
<u>2</u>	<u>\$32.50</u>	<u>\$33.78</u>	<u>\$35.11</u>
<u>3</u>	<u>\$33.00</u>	<u>\$34.28</u>	<u>\$35.61</u>
<u>4</u>	<u>\$33.50</u>	<u>\$34.78</u>	<u>\$36.11</u>
<u>5</u>	<u>\$34.00</u>	<u>\$35.28</u>	<u>\$36.61</u>
<u>6</u>	<u>\$34.50</u>	<u>\$35.78</u>	<u>\$37.11</u>
<u>7</u>	<u>\$35.00</u>	<u>\$36.28</u>	<u>\$37.61</u>
<u>8</u>	<u>\$35.50</u>	<u>\$36.78</u>	<u>\$38.11</u>

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<u>9</u>	<u>\$36.00</u>	<u>\$37.28</u>	<u>\$38.61</u>
<u>10</u>	<u>\$36.50</u>	<u>\$37.78</u>	<u>\$39.11</u>
<u>11</u>	<u>\$37.00</u>	<u>\$38.28</u>	<u>\$39.61</u>
<u>12</u>	<u>\$37.50</u>	<u>\$38.78</u>	<u>\$40.11</u>
<u>13</u>	<u>\$38.00</u>	<u>\$39.28</u>	<u>\$40.61</u>
<u>14</u>	<u>\$38.50</u>	<u>\$39.78</u>	<u>\$41.11</u>
<u>15</u>	<u>\$39.00</u>	<u>\$40.28</u>	<u>\$41.61</u>
<u>16</u>	<u>\$39.50</u>	<u>\$40.78</u>	<u>\$42.11</u>
<u>17</u>	<u>\$40.00</u>	<u>\$41.28</u>	<u>\$42.61</u>
<u>18</u>	<u>\$40.50</u>	<u>\$41.78</u>	<u>\$43.11</u>
<u>19</u>	<u>\$41.00</u>	<u>\$42.28</u>	<u>\$43.61</u>
<u>20</u>	<u>\$41.50</u>	<u>\$42.78</u>	<u>\$44.11</u>

<u>Wage Scale F</u>			
<u>LCSW/LPC/LMFT</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$32.15</u>	<u>\$33.44</u>	<u>\$34.78</u>
<u>2</u>	<u>\$32.65</u>	<u>\$33.94</u>	<u>\$35.28</u>
<u>3</u>	<u>\$33.15</u>	<u>\$34.44</u>	<u>\$35.78</u>
<u>4</u>	<u>\$33.65</u>	<u>\$34.94</u>	<u>\$36.28</u>
<u>5</u>	<u>\$34.15</u>	<u>\$35.44</u>	<u>\$36.78</u>
<u>6</u>	<u>\$34.65</u>	<u>\$35.94</u>	<u>\$37.28</u>
<u>7</u>	<u>\$35.15</u>	<u>\$36.44</u>	<u>\$37.78</u>
<u>8</u>	<u>\$35.65</u>	<u>\$36.94</u>	<u>\$38.28</u>

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<u>9</u>	<u>\$36.15</u>	<u>\$37.44</u>	<u>\$38.78</u>
<u>10</u>	<u>\$36.65</u>	<u>\$37.94</u>	<u>\$39.28</u>
<u>11</u>	<u>\$37.15</u>	<u>\$38.44</u>	<u>\$39.78</u>
<u>12</u>	<u>\$37.65</u>	<u>\$38.94</u>	<u>\$40.28</u>
<u>13</u>	<u>\$38.15</u>	<u>\$39.44</u>	<u>\$40.78</u>
<u>14</u>	<u>\$38.65</u>	<u>\$39.94</u>	<u>\$41.28</u>
<u>15</u>	<u>\$39.15</u>	<u>\$40.44</u>	<u>\$41.78</u>
<u>16</u>	<u>\$39.65</u>	<u>\$40.94</u>	<u>\$42.28</u>
<u>17</u>	<u>\$40.15</u>	<u>\$41.44</u>	<u>\$42.78</u>
<u>18</u>	<u>\$40.65</u>	<u>\$41.94</u>	<u>\$43.28</u>
<u>19</u>	<u>\$41.15</u>	<u>\$42.44</u>	<u>\$43.78</u>
<u>20</u>	<u>\$41.65</u>	<u>\$42.94</u>	<u>\$44.28</u>

Wage Scale G

LCSW - HB/CS, LMFT - HB/CS, LPC - HB/CS, Licensed Co-Responder, Project Coord II, Spec Ed Teacher

<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$34.75</u>	<u>\$36.14</u>	<u>\$37.59</u>
<u>2</u>	<u>\$35.25</u>	<u>\$36.64</u>	<u>\$38.09</u>
<u>3</u>	<u>\$35.75</u>	<u>\$37.14</u>	<u>\$38.59</u>
<u>4</u>	<u>\$36.25</u>	<u>\$37.64</u>	<u>\$39.09</u>
<u>5</u>	<u>\$36.75</u>	<u>\$38.14</u>	<u>\$39.59</u>
<u>6</u>	<u>\$37.25</u>	<u>\$38.64</u>	<u>\$40.09</u>
<u>7</u>	<u>\$37.75</u>	<u>\$39.14</u>	<u>\$40.59</u>

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<u>8</u>	<u>\$38.25</u>	<u>\$39.64</u>	<u>\$41.09</u>
<u>9</u>	<u>\$38.75</u>	<u>\$40.14</u>	<u>\$41.59</u>
<u>10</u>	<u>\$39.25</u>	<u>\$40.64</u>	<u>\$42.09</u>
<u>11</u>	<u>\$39.75</u>	<u>\$41.14</u>	<u>\$42.59</u>
<u>12</u>	<u>\$40.25</u>	<u>\$41.64</u>	<u>\$43.09</u>
<u>13</u>	<u>\$40.75</u>	<u>\$42.14</u>	<u>\$43.59</u>
<u>14</u>	<u>\$41.25</u>	<u>\$42.64</u>	<u>\$44.09</u>
<u>15</u>	<u>\$41.75</u>	<u>\$43.14</u>	<u>\$44.59</u>
<u>16</u>	<u>\$42.25</u>	<u>\$43.64</u>	<u>\$45.09</u>
<u>17</u>	<u>\$42.75</u>	<u>\$44.14</u>	<u>\$45.59</u>
<u>18</u>	<u>\$43.25</u>	<u>\$44.64</u>	<u>\$46.09</u>
<u>19</u>	<u>\$43.75</u>	<u>\$45.14</u>	<u>\$46.59</u>
<u>20</u>	<u>\$44.25</u>	<u>\$45.64</u>	<u>\$47.09</u>

<u>Wage Scale H</u>			
<u>Multimed Comm Strat I-II, Psychometrist, Spec Ed Teacher II</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$35.45</u>	<u>\$36.87</u>	<u>\$38.34</u>
<u>2</u>	<u>\$35.95</u>	<u>\$37.37</u>	<u>\$38.84</u>
<u>3</u>	<u>\$36.45</u>	<u>\$37.87</u>	<u>\$39.34</u>
<u>4</u>	<u>\$36.95</u>	<u>\$38.37</u>	<u>\$39.84</u>
<u>5</u>	<u>\$37.45</u>	<u>\$38.87</u>	<u>\$40.34</u>
<u>6</u>	<u>\$37.95</u>	<u>\$39.37</u>	<u>\$40.84</u>
<u>7</u>	<u>\$38.45</u>	<u>\$39.87</u>	<u>\$41.34</u>

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<u>8</u>	<u>\$38.95</u>	<u>\$40.37</u>	<u>\$41.84</u>
<u>9</u>	<u>\$39.45</u>	<u>\$40.87</u>	<u>\$42.34</u>
<u>10</u>	<u>\$39.95</u>	<u>\$41.37</u>	<u>\$42.84</u>
<u>11</u>	<u>\$40.45</u>	<u>\$41.87</u>	<u>\$43.34</u>
<u>12</u>	<u>\$40.95</u>	<u>\$42.37</u>	<u>\$43.84</u>
<u>13</u>	<u>\$41.45</u>	<u>\$42.87</u>	<u>\$44.34</u>
<u>14</u>	<u>\$41.95</u>	<u>\$43.37</u>	<u>\$44.84</u>
<u>15</u>	<u>\$42.45</u>	<u>\$43.87</u>	<u>\$45.34</u>
<u>16</u>	<u>\$42.95</u>	<u>\$44.37</u>	<u>\$45.84</u>
<u>17</u>	<u>\$43.45</u>	<u>\$44.87</u>	<u>\$46.34</u>
<u>18</u>	<u>\$43.95</u>	<u>\$45.37</u>	<u>\$46.84</u>
<u>19</u>	<u>\$44.45</u>	<u>\$45.87</u>	<u>\$47.34</u>
<u>20</u>	<u>\$44.95</u>	<u>\$46.37</u>	<u>\$47.84</u>

<u>Wage Scale I</u>			
<u>Psychiatric Nurse II (RN)</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$36.12</u>	<u>\$37.56</u>	<u>\$39.06</u>
<u>2</u>	<u>\$36.62</u>	<u>\$38.06</u>	<u>\$39.56</u>
<u>3</u>	<u>\$37.12</u>	<u>\$38.56</u>	<u>\$40.06</u>
<u>4</u>	<u>\$37.62</u>	<u>\$39.06</u>	<u>\$40.56</u>
<u>5</u>	<u>\$38.12</u>	<u>\$39.56</u>	<u>\$41.06</u>
<u>6</u>	<u>\$38.62</u>	<u>\$40.06</u>	<u>\$41.56</u>
<u>7</u>	<u>\$39.12</u>	<u>\$40.56</u>	<u>\$42.06</u>

TA Adel Adel

12/18/23

Jadent-Werner

12-18-23

<u>8</u>	<u>\$39.62</u>	<u>\$41.06</u>	<u>\$42.56</u>
<u>9</u>	<u>\$40.12</u>	<u>\$41.56</u>	<u>\$43.06</u>
<u>10</u>	<u>\$40.62</u>	<u>\$42.06</u>	<u>\$43.56</u>
<u>11</u>	<u>\$41.12</u>	<u>\$42.56</u>	<u>\$44.06</u>
<u>12</u>	<u>\$41.62</u>	<u>\$43.06</u>	<u>\$44.56</u>
<u>13</u>	<u>\$42.12</u>	<u>\$43.56</u>	<u>\$45.06</u>
<u>14</u>	<u>\$42.62</u>	<u>\$44.06</u>	<u>\$45.56</u>
<u>15</u>	<u>\$43.12</u>	<u>\$44.56</u>	<u>\$46.06</u>
<u>16</u>	<u>\$43.62</u>	<u>\$45.06</u>	<u>\$46.56</u>
<u>17</u>	<u>\$44.12</u>	<u>\$45.56</u>	<u>\$47.06</u>
<u>18</u>	<u>\$44.62</u>	<u>\$46.06</u>	<u>\$47.56</u>
<u>19</u>	<u>\$45.12</u>	<u>\$46.56</u>	<u>\$48.06</u>
<u>20</u>	<u>\$45.62</u>	<u>\$47.06</u>	<u>\$48.56</u>

Wage Scale J

Psych Nurse III (BSN)

<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$39.83</u>	<u>\$41.42</u>	<u>\$43.08</u>
<u>2</u>	<u>\$40.33</u>	<u>\$41.92</u>	<u>\$43.58</u>
<u>3</u>	<u>\$40.83</u>	<u>\$42.42</u>	<u>\$44.08</u>
<u>4</u>	<u>\$41.33</u>	<u>\$42.92</u>	<u>\$44.58</u>
<u>5</u>	<u>\$41.83</u>	<u>\$43.42</u>	<u>\$45.08</u>
<u>6</u>	<u>\$42.33</u>	<u>\$43.92</u>	<u>\$45.58</u>
<u>7</u>	<u>\$42.83</u>	<u>\$44.42</u>	<u>\$46.08</u>

TA Carl Clul

12/18/23

Jade A Werner
12-18-23

<u>8</u>	<u>\$43.33</u>	<u>\$44.92</u>	<u>\$46.58</u>
<u>9</u>	<u>\$43.83</u>	<u>\$45.42</u>	<u>\$47.08</u>
<u>10</u>	<u>\$44.33</u>	<u>\$45.92</u>	<u>\$47.58</u>
<u>11</u>	<u>\$44.83</u>	<u>\$46.42</u>	<u>\$48.08</u>
<u>12</u>	<u>\$45.33</u>	<u>\$46.92</u>	<u>\$48.58</u>
<u>13</u>	<u>\$45.83</u>	<u>\$47.42</u>	<u>\$49.08</u>
<u>14</u>	<u>\$46.33</u>	<u>\$47.92</u>	<u>\$49.58</u>
<u>15</u>	<u>\$46.83</u>	<u>\$48.42</u>	<u>\$50.08</u>
<u>16</u>	<u>\$47.33</u>	<u>\$48.92</u>	<u>\$50.58</u>
<u>17</u>	<u>\$47.83</u>	<u>\$49.42</u>	<u>\$51.08</u>
<u>18</u>	<u>\$48.33</u>	<u>\$49.92</u>	<u>\$51.58</u>
<u>19</u>	<u>\$48.83</u>	<u>\$50.42</u>	<u>\$52.08</u>
<u>20</u>	<u>\$49.33</u>	<u>\$50.92</u>	<u>\$52.58</u>

<u>Wage Scale K</u>			
<u>Systems Analyst I</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$42.13</u>	<u>\$43.82</u>	<u>\$45.57</u>
<u>2</u>	<u>\$42.63</u>	<u>\$44.32</u>	<u>\$46.07</u>
<u>3</u>	<u>\$43.13</u>	<u>\$44.82</u>	<u>\$46.57</u>
<u>4</u>	<u>\$43.63</u>	<u>\$45.32</u>	<u>\$47.07</u>
<u>5</u>	<u>\$44.13</u>	<u>\$45.82</u>	<u>\$47.57</u>
<u>6</u>	<u>\$44.63</u>	<u>\$46.32</u>	<u>\$48.07</u>
<u>7</u>	<u>\$45.13</u>	<u>\$46.82</u>	<u>\$48.57</u>

TA Carl Adel 12/18/23

Jade A. Werner
12-18-23

<u>8</u>	<u>\$45.63</u>	<u>\$47.32</u>	<u>\$49.07</u>
<u>9</u>	<u>\$46.13</u>	<u>\$47.82</u>	<u>\$49.57</u>
<u>10</u>	<u>\$46.63</u>	<u>\$48.32</u>	<u>\$50.07</u>
<u>11</u>	<u>\$47.13</u>	<u>\$48.82</u>	<u>\$50.57</u>
<u>12</u>	<u>\$47.63</u>	<u>\$49.32</u>	<u>\$51.07</u>
<u>13</u>	<u>\$48.13</u>	<u>\$49.82</u>	<u>\$51.57</u>
<u>14</u>	<u>\$48.63</u>	<u>\$50.32</u>	<u>\$52.07</u>
<u>15</u>	<u>\$49.13</u>	<u>\$50.82</u>	<u>\$52.57</u>
<u>16</u>	<u>\$49.63</u>	<u>\$51.32</u>	<u>\$53.07</u>
<u>17</u>	<u>\$50.13</u>	<u>\$51.82</u>	<u>\$53.57</u>
<u>18</u>	<u>\$50.63</u>	<u>\$52.32</u>	<u>\$54.07</u>
<u>19</u>	<u>\$51.13</u>	<u>\$52.82</u>	<u>\$54.57</u>
<u>20</u>	<u>\$51.63</u>	<u>\$53.32</u>	<u>\$55.07</u>

Wage Scale L

Systems Analyst II

<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$45.21</u>	<u>\$47.02</u>	<u>\$48.90</u>
<u>2</u>	<u>\$45.71</u>	<u>\$47.52</u>	<u>\$49.40</u>
<u>3</u>	<u>\$46.21</u>	<u>\$48.02</u>	<u>\$49.90</u>
<u>4</u>	<u>\$46.71</u>	<u>\$48.52</u>	<u>\$50.40</u>
<u>5</u>	<u>\$47.21</u>	<u>\$49.02</u>	<u>\$50.90</u>
<u>6</u>	<u>\$47.71</u>	<u>\$49.52</u>	<u>\$51.40</u>
<u>7</u>	<u>\$48.21</u>	<u>\$50.02</u>	<u>\$51.90</u>

TA Oct Clcl 12/18/23

Jade H. Wemyer
12-18-23

<u>8</u>	<u>\$48.71</u>	<u>\$50.52</u>	<u>\$52.40</u>
<u>9</u>	<u>\$49.21</u>	<u>\$51.02</u>	<u>\$52.90</u>
<u>10</u>	<u>\$49.71</u>	<u>\$51.52</u>	<u>\$53.40</u>
<u>11</u>	<u>\$50.21</u>	<u>\$52.02</u>	<u>\$53.90</u>
<u>12</u>	<u>\$50.71</u>	<u>\$52.52</u>	<u>\$54.40</u>
<u>13</u>	<u>\$51.21</u>	<u>\$53.02</u>	<u>\$54.90</u>
<u>14</u>	<u>\$51.71</u>	<u>\$53.52</u>	<u>\$55.40</u>
<u>15</u>	<u>\$52.21</u>	<u>\$54.02</u>	<u>\$55.90</u>
<u>16</u>	<u>\$52.71</u>	<u>\$54.52</u>	<u>\$56.40</u>
<u>17</u>	<u>\$53.21</u>	<u>\$55.02</u>	<u>\$56.90</u>
<u>18</u>	<u>\$53.71</u>	<u>\$55.52</u>	<u>\$57.40</u>
<u>19</u>	<u>\$54.21</u>	<u>\$56.02</u>	<u>\$57.90</u>
<u>20</u>	<u>\$54.71</u>	<u>\$56.52</u>	<u>\$58.40</u>

<u>Wage Scale M</u>			
<u>Licensed Psychologist, Licensed Psyc HB</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$46.22</u>	<u>\$48.07</u>	<u>\$49.99</u>
<u>2</u>	<u>\$46.72</u>	<u>\$48.57</u>	<u>\$50.49</u>
<u>3</u>	<u>\$47.22</u>	<u>\$49.07</u>	<u>\$50.99</u>
<u>4</u>	<u>\$47.72</u>	<u>\$49.57</u>	<u>\$51.49</u>
<u>5</u>	<u>\$48.22</u>	<u>\$50.07</u>	<u>\$51.99</u>
<u>6</u>	<u>\$48.72</u>	<u>\$50.57</u>	<u>\$52.49</u>
<u>7</u>	<u>\$49.22</u>	<u>\$51.07</u>	<u>\$52.99</u>

TA Carl O'Leary 12/18/23

Jade Warner
12-18-23

<u>8</u>	<u>\$49.72</u>	<u>\$51.57</u>	<u>\$53.49</u>
<u>9</u>	<u>\$50.22</u>	<u>\$52.07</u>	<u>\$53.99</u>
<u>10</u>	<u>\$50.72</u>	<u>\$52.57</u>	<u>\$54.49</u>
<u>11</u>	<u>\$51.22</u>	<u>\$53.07</u>	<u>\$54.99</u>
<u>12</u>	<u>\$51.72</u>	<u>\$53.57</u>	<u>\$55.49</u>
<u>13</u>	<u>\$52.22</u>	<u>\$54.07</u>	<u>\$55.99</u>
<u>14</u>	<u>\$52.72</u>	<u>\$54.57</u>	<u>\$56.49</u>
<u>15</u>	<u>\$53.22</u>	<u>\$55.07</u>	<u>\$56.99</u>
<u>16</u>	<u>\$53.72</u>	<u>\$55.57</u>	<u>\$57.49</u>
<u>17</u>	<u>\$54.22</u>	<u>\$56.07</u>	<u>\$57.99</u>
<u>18</u>	<u>\$54.72</u>	<u>\$56.57</u>	<u>\$58.49</u>
<u>19</u>	<u>\$55.22</u>	<u>\$57.07</u>	<u>\$58.99</u>
<u>20</u>	<u>\$55.72</u>	<u>\$57.57</u>	<u>\$59.49</u>

<u>Wage Scale N</u>			
<u>Nurse Practitioner, Physicians Asst</u>			
<u>Step #</u>	<u>Year 1 (2024)</u>	<u>Year 2 (2025)</u>	<u>Year 3 (2026)</u>
<u>1</u>	<u>\$71.93</u>	<u>\$74.81</u>	<u>\$77.80</u>
<u>2</u>	<u>\$72.43</u>	<u>\$75.31</u>	<u>\$78.30</u>
<u>3</u>	<u>\$72.93</u>	<u>\$75.81</u>	<u>\$78.80</u>
<u>4</u>	<u>\$73.43</u>	<u>\$76.31</u>	<u>\$79.30</u>
<u>5</u>	<u>\$73.93</u>	<u>\$76.81</u>	<u>\$79.80</u>
<u>6</u>	<u>\$74.43</u>	<u>\$77.31</u>	<u>\$80.30</u>
<u>7</u>	<u>\$74.93</u>	<u>\$77.81</u>	<u>\$80.80</u>

TA *Oak Oak* 12/18/23

Jude A. Werner 12-18-23

<u>8</u>	<u>\$75.43</u>	<u>\$78.31</u>	<u>\$81.30</u>
<u>9</u>	<u>\$75.93</u>	<u>\$78.81</u>	<u>\$81.80</u>
<u>10</u>	<u>\$76.43</u>	<u>\$79.31</u>	<u>\$82.30</u>
<u>11</u>	<u>\$76.93</u>	<u>\$79.81</u>	<u>\$82.80</u>
<u>12</u>	<u>\$77.43</u>	<u>\$80.31</u>	<u>\$83.30</u>
<u>13</u>	<u>\$77.93</u>	<u>\$80.81</u>	<u>\$83.80</u>
<u>14</u>	<u>\$78.43</u>	<u>\$81.31</u>	<u>\$84.30</u>
<u>15</u>	<u>\$78.93</u>	<u>\$81.81</u>	<u>\$84.80</u>
<u>16</u>	<u>\$79.43</u>	<u>\$82.31</u>	<u>\$85.30</u>
<u>17</u>	<u>\$79.93</u>	<u>\$82.81</u>	<u>\$85.80</u>
<u>18</u>	<u>\$80.43</u>	<u>\$83.31</u>	<u>\$86.30</u>
<u>19</u>	<u>\$80.93</u>	<u>\$83.81</u>	<u>\$86.80</u>
<u>20</u>	<u>\$81.43</u>	<u>\$84.31</u>	<u>\$87.30</u>

The following chart indicates which jobs are Overtime Exempt and which are Overtime non-exempt.

<u>Overtime Exempt (OE)</u>	<u>Overtime Non-Exempt (ONE)</u>
<u>Systems Analyst I</u>	<u>Personal Financial Srv I</u>
<u>Physicians Asst</u>	<u>Mail Coord</u>
<u>Nurse Practitioner</u>	<u>Maint Mechanic</u>
<u>Psych Nurse III (BSN)</u>	<u>Lead Maint Mechanic</u>
<u>Psychiatric Nurse II (RN)</u>	<u>Therm Rem Tech</u>
<u>Mental Hlth Therapist/PhD</u>	<u>HISM Coord I</u>
<u>LCSW</u>	<u>HISM Coord II</u>
<u>LCSW - HB/CS</u>	<u>Site Coord</u>

TA *Carl Oll*

12/18/23

Jaded Werner

12-18-23

<u>LPC</u>	<u>Psychiatric Nurse I (LPN)</u>
<u>LPC - HB/CS</u>	<u>Res Counselor II</u>
<u>Licensed Psychologist</u>	<u>Res Counselor I</u>
<u>Licensed Psyc HB</u>	<u>Food Serv Provider</u>
<u>LMFT</u>	<u>Vocational Sup II</u>
<u>LMFT - HB/CS</u>	<u>Child Watch Provider</u>
<u>Mtl Hlth Therapist II</u>	<u>Med Asst</u>
<u>Clinical CaseMgr II</u>	<u>House Resource Spec</u>
<u>Vocational Counselor II</u>	<u>Peer Spec I</u>
<u>MentHlthTherapistII HB/CS</u>	<u>Vocational Sup I</u>
<u>MtlHlth Therapist I</u>	<u>Admin Assistant</u>
<u>Vocational Counselor I</u>	<u>Inventory Control Coord</u>
<u>Clinical CaseMgr I</u>	<u>Warehouse Coord.</u>
<u>Project Coord I</u>	<u>Driver</u>
<u>Project Coord II</u>	<u>Lead PFS Advisor</u>
<u>Voc Proj Coord</u>	<u>Personal Financial Srv II</u>
<u>Spec Ed Teacher</u>	<u>Service Success Spec</u>
<u>Prov Sped Teacher</u>	<u>Peer Spec II</u>
<u>Systems Analyst II</u>	<u>Vocational Sup I</u>
<u>Multimed Comm Strat I-II</u>	
<u>Psychometrist</u>	
<u>Licensed Co-Responder</u>	
<u>Clin Case Mgr II HB/CS</u>	
<u>Vocational Counselor III</u>	
<u>On-Site Apt Mgr</u>	