

**E. Basic Hourly Rates:**

The following minimum wage schedules set forth the base rate of pay for an employee and shall become effective the beginning of the pay period following dates set forth below. These grids include and reflect the ATBs that are described in this Agreement:

Salary Schedule ... effective the start of the pay period following 8/28/16

Steps	Years									
	1	2	3	4	5	6	7	10 yrs	15 yrs	20 yrs
CLS	45.84	47.38	49.04	50.75	52.52	54.37	56.00	57.68	59.26	60.74
Team Leader (+11%)	50.88	52.59	54.43	56.33	58.30	60.35	62.16	64.02	65.77	67.42

CLS- SH/OC (+10%)	50.42	52.11	53.94	55.82	57.77	59.80	61.60	63.44	65.18	66.82
Team Leader - SH/OC (+10%)	55.97	57.85	59.87	61.96	64.13	66.38	68.37	70.42	72.35	74.17

Clinical Ladder Premium • 'effective the start of the pay period following July 1, 2017'

\$2.00/hr

CLS	47.84	49.38	51.04	52.75	54.52	56.37	58.00	59.68	61.26	62.74
Team Leader	52.88	54.59	56.43	58.33	60.30	62.35	64.16	66.02	67.77	69.42

Salary Schedule ... effective the start of the pay period following 8/28/17

Steps	Years									
	1	2	3	4	5	6	7	10 yrs	15 yrs	20 yrs
CLS	46.98	48.56	50.26	52.02	53.83	55.73	57.40	59.12	60.74	62.26
Team Leader (+11%)	52.15	53.90	55.79	57.74	59.76	61.85	63.71	65.62	67.42	69.11

CLS- SH/OC (+10%)	51.68	53.42	55.29	57.22	59.22	61.30	63.14	65.03	66.81	68.49
Team Leader - SH/OC (+10%)	57.37	59.29	61.37	63.51	65.73	68.04	70.08	72.18	74.16	76.02

Clinical Ladder Premium -

\$2.00/hr

CLS	48.98	50.56	52.26	54.02	55.83	57.73	59.40	61.12	62.74	64.26
Team Leader	54.15	55.90	57.79	59.74	61.76	63.85	65.71	67.62	69.42	71.11