

**APPENDIX IV PHYSICAL THERAPISTS, OCCUPATIONAL THERAPISTS,
SPEECH LANGUAGE PATHOLOGISTS/THERAPISTS AND
PHYSICAL THERAPIST ASSISTANTS AT RMC ONLY (AIV)**

**ARTICLE 1
COMPENSATION**

Section 1. Wages

During the term of this Agreement, the rates of pay for the classifications herein shall be as follows:

A. Effective the first full pay period following ratification, the scale rates will be as follows:

YOS	0	1	2	3	4	5	6	7	8	9	10
Physical Therapy Assistant I	\$30.78										
Physical Therapy Assistant I (per diem)	\$33.86										
Physical Therapy Assistant II		\$31.70	\$32.59	\$33.50	\$34.45	\$35.43	\$36.42	\$37.45	\$38.48	\$39.06	\$39.55
Physical Therapy Assistant II (per diem)		\$34.87	\$35.85	\$36.85	\$37.90	\$38.98	\$40.07	\$41.20	\$42.33	\$42.97	\$43.50

YOS	11	12	13	14	15	16	17	18	19	20	
Physical Therapy Assistant I											
Physical Therapy Assistant I (per diem)											
Physical Therapy Assistant II	\$40.04	\$40.44	\$40.85	\$41.25	\$41.66	\$41.66	\$41.66	\$41.66	\$41.66	\$42.19	
Physical Therapy Assistant II (per diem)	\$44.05	\$44.48	\$44.93	\$45.38	\$45.83	\$45.83	\$45.83	\$45.83	\$45.83	\$46.40	

YOS	0	1	2	3	4	5	6	7	8	9	10
Physical Therapist I	\$44.30										
Physical Therapist I (per diem)	\$48.72										
Physical Therapist II		\$45.18	\$46.08	\$47.01	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90	\$52.95	\$54.01
Physical Therapist II (per diem)		\$49.69	\$50.68	\$51.70	\$52.74	\$53.80	\$54.87	\$55.98	\$57.09	\$58.25	\$59.41
Physical Therapist III						\$51.35	\$52.38	\$53.43	\$54.50	\$55.59	\$56.72
Physical Therapist IV						\$53.91	\$55.00	\$56.10	\$57.23	\$58.37	\$59.55

YOS	11	12	13	14	15	16	17	18	19	20	
Physical Therapist I											
Physical Therapist I (per diem)											
Physical Therapist II	\$55.10	\$56.19	\$57.32	\$58.46	\$59.64	\$60.82	\$62.03	\$63.27	\$64.53	\$65.83	
Physical Therapist II (per diem)	\$60.61	\$61.82	\$63.05	\$64.31	\$65.59	\$66.90	\$68.23	\$69.61	\$70.98	\$72.41	
Physical Therapist III	\$57.85	\$59.01	\$60.18	\$61.38	\$62.61	\$63.86	\$65.14	\$66.45	\$67.76	\$69.12	
Physical Therapist IV	\$60.74	\$61.96	\$63.19	\$64.45	\$65.75	\$67.07	\$68.39	\$69.76	\$71.15	\$72.59	

YOS	0	1	2	3	4	5	6	7	8	9	10
Occupational Therapist I	\$44.30										
Occupational Therapist I (per diem)	\$48.72										
Occupational Therapist II		\$45.18	\$46.08	\$47.01	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90	\$52.95	\$54.01
Occupational Therapist II (per diem)		\$49.69	\$50.68	\$51.70	\$52.74	\$53.80	\$54.87	\$55.98	\$57.09	\$58.25	\$59.41
Occupational Therapist III						\$51.35	\$52.38	\$53.43	\$54.50	\$55.59	\$56.72
Occupational Therapist IV						\$53.91	\$55.00	\$56.10	\$57.23	\$58.37	\$59.55

YOS	11	12	13	14	15	16	17	18	19	20
Occupational Therapist I										
Occupational Therapist I (per diem)										
Occupational Therapist II	\$55.10	\$56.19	\$57.32	\$58.46	\$59.64	\$60.82	\$62.03	\$63.27	\$64.53	\$65.83
Occupational Therapist II (per diem)	\$60.61	\$61.82	\$63.05	\$64.31	\$65.59	\$66.90	\$68.23	\$69.61	\$70.98	\$72.41
Occupational Therapist III	\$57.85	\$59.01	\$60.18	\$61.38	\$62.61	\$63.86	\$65.14	\$66.45	\$67.76	\$69.12
Occupational Therapist IV	\$60.74	\$61.96	\$63.19	\$64.45	\$65.75	\$67.07	\$68.39	\$69.76	\$71.15	\$72.59

YOS	0	1	2	3	4	5	6	7	8	9	10
Speech Pathologist I	\$44.30										
Speech Pathologist I (per diem)	\$48.72										
Speech Pathologist II		\$45.18	\$46.08	\$47.01	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90	\$52.95	\$54.01
Speech Pathologist II (per diem)		\$49.69	\$50.68	\$51.70	\$52.74	\$53.80	\$54.87	\$55.98	\$57.09	\$58.25	\$59.41
Speech Pathologist III						\$51.35	\$52.38	\$53.43	\$54.50	\$55.59	\$56.72
Speech Pathologist IV						\$53.91	\$55.00	\$56.10	\$57.23	\$58.37	\$59.55

YOS	11	12	13	14	15	16	17	18	19	20
Speech Pathologist I										
Speech Pathologist I (per diem)										
Speech Pathologist II	\$55.10	\$56.19	\$57.32	\$58.46	\$59.64	\$60.82	\$62.03	\$63.27	\$64.53	\$65.83
Speech Pathologist II (per diem)	\$60.61	\$61.82	\$63.05	\$64.31	\$65.59	\$66.90	\$68.23	\$69.61	\$70.98	\$72.41
Speech Pathologist III	\$57.85	\$59.01	\$60.18	\$61.38	\$62.61	\$63.86	\$65.14	\$66.45	\$67.76	\$69.12
Speech Pathologist IV	\$60.74	\$61.96	\$63.19	\$64.45	\$65.75	\$67.07	\$68.39	\$69.76	\$71.15	\$72.59

- Current Bargaining Unit Employees will not see a pay reduction during the life of the contract.

- In no event will a Bargaining Unit Employee receive less than a one percent (1%) increase per year in 2019, 2020, and 2021.
- In no event will a Bargaining Unit Employee receive more than a seven percent (7%) increase per year in 2019 and 2020. By 2021 all Bargaining Unit Employees will be brought up to scale.

B. No later than the first full pay period following July 1, 2020, the scale rates will be increased by 3.00%:

YOS	0	1	2	3	4	5	6	7	8	9	10
Physical Therapy Assistant I	\$31.70										
Physical Therapy Assistant I (per diem)	\$34.88										
Physical Therapy Assistant II		\$32.65	\$33.57	\$34.51	\$35.48	\$36.49	\$37.51	\$38.57	\$39.63	\$40.23	\$40.74
Physical Therapy Assistant II (per diem)		\$35.92	\$36.93	\$37.96	\$39.04	\$40.15	\$41.27	\$42.44	\$43.60	\$44.26	\$44.81

YOS	11	12	13	14	15	16	17	18	19	20	
Physical Therapy Assistant I											
Physical Therapy Assistant I (per diem)											
Physical Therapy Assistant II	\$41.24	\$41.65	\$42.08	\$42.49	\$42.91	\$42.91	\$42.91	\$42.91	\$42.91	\$43.46	
Physical Therapy Assistant II (per diem)	\$45.37	\$45.81	\$46.28	\$46.74	\$47.20	\$47.20	\$47.20	\$47.20	\$47.20	\$47.79	

YOS	0	1	2	3	4	5	6	7	8	9	10
Physical Therapist I	\$45.63										
Physical Therapist I (per diem)	\$50.18										
Physical Therapist II		\$46.54	\$47.46	\$48.42	\$49.39	\$50.38	\$51.39	\$52.42	\$53.46	\$54.54	\$55.63
Physical Therapist II (per diem)		\$51.18	\$52.20	\$53.25	\$54.32	\$55.41	\$56.52	\$57.66	\$58.80	\$60.00	\$61.19
Physical Therapist III						\$52.89	\$53.95	\$55.03	\$56.14	\$57.26	\$58.42
Physical Therapist IV						\$55.53	\$56.65	\$57.78	\$58.95	\$60.12	\$61.34

YOS	11	12	13	14	15	16	17	18	19	20	
Physical Therapist I											
Physical Therapist I (per diem)											
Physical Therapist II	\$56.75	\$57.88	\$59.04	\$60.21	\$61.43	\$62.64	\$63.89	\$65.17	\$66.47	\$67.80	
Physical Therapist II (per diem)	\$62.43	\$63.67	\$64.94	\$66.24	\$67.56	\$68.91	\$70.28	\$71.70	\$73.11	\$74.58	
Physical Therapist III	\$59.59	\$60.78	\$61.99	\$63.22	\$64.49	\$65.78	\$67.09	\$68.44	\$69.79	\$71.19	
Physical Therapist IV	\$62.56	\$63.82	\$65.09	\$66.38	\$67.72	\$69.08	\$70.44	\$71.85	\$73.28	\$74.77	

YOS	0	1	2	3	4	5	6	7	8	9	10
Occupational Therapist I	\$45.63										
Occupational Therapist I (per diem)	\$50.18										
Occupational Therapist II		\$46.54	\$47.46	\$48.42	\$49.39	\$50.38	\$51.39	\$52.42	\$53.46	\$54.54	\$55.63
Occupational Therapist II (per diem)		\$51.18	\$52.20	\$53.25	\$54.32	\$55.41	\$56.52	\$57.66	\$58.80	\$60.00	\$61.19
Occupational Therapist III						\$52.89	\$53.95	\$55.03	\$56.14	\$57.26	\$58.42
Occupational Therapist IV						\$55.53	\$56.65	\$57.78	\$58.95	\$60.12	\$61.34

YOS	11	12	13	14	15	16	17	18	19	20	
Occupational Therapist I											
Occupational Therapist I (per diem)											
Occupational Therapist II	\$56.75	\$57.88	\$59.04	\$60.21	\$61.43	\$62.64	\$63.89	\$65.17	\$66.47	\$67.80	
Occupational Therapist II (per diem)	\$62.43	\$63.67	\$64.94	\$66.24	\$67.56	\$68.91	\$70.28	\$71.70	\$73.11	\$74.58	
Occupational Therapist III	\$59.59	\$60.78	\$61.99	\$63.22	\$64.49	\$65.78	\$67.09	\$68.44	\$69.79	\$71.19	
Occupational Therapist IV	\$62.56	\$63.82	\$65.09	\$66.38	\$67.72	\$69.08	\$70.44	\$71.85	\$73.28	\$74.77	

YOS	0	1	2	3	4	5	6	7	8	9	10
Speech Pathologist I	\$45.63										
Speech Pathologist I (per diem)	\$50.18										
Speech Pathologist II		\$46.54	\$47.46	\$48.42	\$49.39	\$50.38	\$51.39	\$52.42	\$53.46	\$54.54	\$55.63
Speech Pathologist II (per diem)		\$51.18	\$52.20	\$53.25	\$54.32	\$55.41	\$56.52	\$57.66	\$58.80	\$60.00	\$61.19
Speech Pathologist III						\$52.89	\$53.95	\$55.03	\$56.14	\$57.26	\$58.42
Speech Pathologist IV						\$55.53	\$56.65	\$57.78	\$58.95	\$60.12	\$61.34

YOS	11	12	13	14	15	16	17	18	19	20	
Speech Pathologist I											
Speech Pathologist I (per diem)											
Speech Pathologist II	\$56.75	\$57.88	\$59.04	\$60.21	\$61.43	\$62.64	\$63.89	\$65.17	\$66.47	\$67.80	
Speech Pathologist II (per diem)	\$62.43	\$63.67	\$64.94	\$66.24	\$67.56	\$68.91	\$70.28	\$71.70	\$73.11	\$74.58	
Speech Pathologist III	\$59.59	\$60.78	\$61.99	\$63.22	\$64.49	\$65.78	\$67.09	\$68.44	\$69.79	\$71.19	
Speech Pathologist IV	\$62.56	\$63.82	\$65.09	\$66.38	\$67.72	\$69.08	\$70.44	\$71.85	\$73.28	\$74.77	

C. No later than the first full pay period following July 1, 2021, the scale rates will be increased by 2.50%:

YOS	0	1	2	3	4	5	6	7	8	9	10
Physical Therapy Assistant I	\$32.49										
Physical Therapy Assistant I (per diem)	\$35.75										
Physical Therapy Assistant II		\$33.47	\$34.41	\$35.37	\$36.37	\$37.40	\$38.45	\$39.53	\$40.62	\$41.24	\$41.76
Physical Therapy Assistant II (per diem)		\$36.82	\$37.85	\$38.91	\$40.02	\$41.15	\$42.30	\$43.50	\$44.69	\$45.37	\$45.93

YOS	11	12	13	14	15	16	17	18	19	20
Physical Therapy Assistant I										
Physical Therapy Assistant I (per diem)										
Physical Therapy Assistant II	\$42.27	\$42.69	\$43.13	\$43.55	\$43.98	\$43.98	\$43.98	\$43.98	\$43.98	\$44.55
Physical Therapy Assistant II (per diem)	\$46.50	\$46.96	\$47.44	\$47.91	\$48.38	\$48.38	\$48.38	\$48.38	\$48.38	\$48.98

YOS	0	1	2	3	4	5	6	7	8	9	10
Physical Therapist I	\$46.77										
Physical Therapist I (per diem)	\$51.43										
Physical Therapist II		\$47.70	\$48.65	\$49.63	\$50.62	\$51.64	\$52.67	\$53.73	\$54.80	\$55.90	\$57.02
Physical Therapist II (per diem)		\$52.46	\$53.51	\$54.58	\$55.68	\$56.80	\$57.93	\$59.10	\$60.27	\$61.50	\$62.72
Physical Therapist III						\$54.21	\$55.30	\$56.41	\$57.54	\$58.69	\$59.88
Physical Therapist IV						\$56.92	\$58.07	\$59.22	\$60.42	\$61.62	\$62.87

YOS	11	12	13	14	15	16	17	18	19	20
Physical Therapist I										
Physical Therapist I (per diem)										
Physical Therapist II	\$58.17	\$59.33	\$60.52	\$61.72	\$62.97	\$64.21	\$65.49	\$66.80	\$68.13	\$69.50
Physical Therapist II (per diem)	\$63.99	\$65.26	\$66.56	\$67.90	\$69.25	\$70.63	\$72.04	\$73.49	\$74.94	\$76.44
Physical Therapist III	\$61.08	\$62.30	\$63.54	\$64.80	\$66.10	\$67.42	\$68.77	\$70.15	\$71.53	\$72.97
Physical Therapist IV	\$64.12	\$65.42	\$66.72	\$68.04	\$69.41	\$70.81	\$72.20	\$73.65	\$75.11	\$76.64

YOS	0	1	2	3	4	5	6	7	8	9	10
Occupational Therapist I	\$46.77										
Occupational Therapist I (per diem)	\$51.43										
Occupational Therapist II		\$47.70	\$48.65	\$49.63	\$50.62	\$51.64	\$52.67	\$53.73	\$54.80	\$55.90	\$57.02
Occupational Therapist II (per diem)		\$52.46	\$53.51	\$54.58	\$55.68	\$56.80	\$57.93	\$59.10	\$60.27	\$61.50	\$62.72
Occupational Therapist III						\$54.21	\$55.30	\$56.41	\$57.54	\$58.69	\$59.88
Occupational Therapist IV						\$56.92	\$58.07	\$59.22	\$60.42	\$61.62	\$62.87

YOS	11	12	13	14	15	16	17	18	19	20
Occupational Therapist I										
Occupational Therapist I (per diem)										
Occupational Therapist II	\$58.17	\$59.33	\$60.52	\$61.72	\$62.97	\$64.21	\$65.49	\$66.80	\$68.13	\$69.50
Occupational Therapist II (per diem)	\$63.99	\$65.26	\$66.56	\$67.90	\$69.25	\$70.63	\$72.04	\$73.49	\$74.94	\$76.44
Occupational Therapist III	\$61.08	\$62.30	\$63.54	\$64.80	\$66.10	\$67.42	\$68.77	\$70.15	\$71.53	\$72.97
Occupational Therapist IV	\$64.12	\$65.42	\$66.72	\$68.04	\$69.41	\$70.81	\$72.20	\$73.65	\$75.11	\$76.64

YOS	0	1	2	3	4	5	6	7	8	9	10
Speech Pathologist I	\$46.77										
Speech Pathologist I (per diem)	\$51.43										
Speech Pathologist II		\$47.70	\$48.65	\$49.63	\$50.62	\$51.64	\$52.67	\$53.73	\$54.80	\$55.90	\$57.02
Speech Pathologist II (per diem)		\$52.46	\$53.51	\$54.58	\$55.68	\$56.80	\$57.93	\$59.10	\$60.27	\$61.50	\$62.72
Speech Pathologist III						\$54.21	\$55.30	\$56.41	\$57.54	\$58.69	\$59.88
Speech Pathologist IV						\$56.92	\$58.07	\$59.22	\$60.42	\$61.62	\$62.87

YOS	11	12	13	14	15	16	17	18	19	20
Speech Pathologist I										
Speech Pathologist I (per diem)										
Speech Pathologist II	\$58.17	\$59.33	\$60.52	\$61.72	\$62.97	\$64.21	\$65.49	\$66.80	\$68.13	\$69.50
Speech Pathologist II (per diem)	\$63.99	\$65.26	\$66.56	\$67.90	\$69.25	\$70.63	\$72.04	\$73.49	\$74.94	\$76.44
Speech Pathologist III	\$61.08	\$62.30	\$63.54	\$64.80	\$66.10	\$67.42	\$68.77	\$70.15	\$71.53	\$72.97
Speech Pathologist IV	\$64.12	\$65.42	\$66.72	\$68.04	\$69.41	\$70.81	\$72.20	\$73.65	\$75.11	\$76.64

Section 2. Step Increases

Step increases for regular full-time and part-time bargaining unit employees shall be set forth per Side Letter re: Implementation of Common Step. Step Increases for per diem employees shall occur in the same manner as FT and PT bargaining unit employees provided the PRN employee has worked one thousand (1,000) hours during the prior twelve (12) month period. A PRN will be given three (3) years to accumulate their one thousand (1,000) hours towards a step increase, but after three (3) years without accumulating the requisite hours, the PRN must begin a new accumulation (i.e. prior hours no longer count).