

**MAHCP - WRHA Regional Pharmacy Program
Appendix 'A' - Effective: April 1, 2014**

General Increase 1.5%

Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	
PHARMACY	Pharmacy Aide	2015	Hourly	14.657	15.084	15.526	15.980	16.449	16.931		17.270	
			Monthly	2,461.16	2,532.86	2,607.07	2,683.31	2,762.06	2,843.00		2,899.92	
			Annual	29,533.86	30,394.26	31,284.89	32,199.70	33,144.74	34,115.97		34,799.05	
PHARMACY	Pharmacy Assistant	2015	Hourly	18.189	19.014	19.707	20.449	21.260	22.106		22.548	
			Monthly	3,054.24	3,192.77	3,309.13	3,433.73	3,569.91	3,711.97		3,786.19	
			Annual	36,650.84	38,313.21	39,709.61	41,204.74	42,838.90	44,543.59		45,434.22	
PHARMACY	Pharmacist's Assistant	2015	Hourly	18.189	19.014	19.707	20.449	21.260	22.106		22.548	
			Monthly	3,054.24	3,192.77	3,309.13	3,433.73	3,569.91	3,711.97		3,786.19	
			Annual	36,650.84	38,313.21	39,709.61	41,204.74	42,838.90	44,543.59		45,434.22	
PHARMACY	Pharmacy Assistant - Practice Development	2015	Hourly	20.499	21.114	21.747	22.399	23.071	23.763		24.239	
			Monthly	3,442.12	3,545.39	3,651.68	3,761.17	3,874.01	3,990.20		4,070.13	
			Annual	41,305.49	42,544.71	43,820.21	45,133.99	46,488.07	47,882.45		48,841.59	
PHARMACY	Pharmacy Assistant - Clinical Trials New Position Effective April 1, 2013	2015	Hourly	20.499	21.114	21.747	22.399	23.071	23.763		24.239	
			Monthly	3,442.12	3,545.39	3,651.68	3,761.17	3,874.01	3,990.20		4,070.13	
			Annual	41,305.49	42,544.71	43,820.21	45,133.99	46,488.07	47,882.45		48,841.59	
PHARMACY	Staff Pharmacist	2015	Hourly	41.797	43.058	44.376	45.749	47.180	48.666	50.220	51.841	52.878
			Monthly	7,018.41	7,230.16	7,451.47	7,682.02	7,922.31	8,171.83	8,432.78	8,704.97	8,879.10
			Annual	84,220.96	86,761.87	89,417.64	92,184.24	95,067.70	98,061.99	101,193.30	104,459.62	106,549.17
PHARMACY	Practice Development Pharmacist	2015	Hourly	44.259	45.587	46.954	48.363	49.814	51.309	52.848	54.433	55.523
			Monthly	7,431.82	7,654.82	7,884.36	8,120.95	8,364.60	8,615.64	8,874.06	9,140.21	9,323.24
			Annual	89,181.89	91,857.81	94,612.31	97,451.45	100,375.21	103,387.64	106,488.72	109,682.50	111,878.85
PHARMACY	Clinical Resource - Pharmacy	2015	Hourly	44.389	45.835	47.345	48.914	50.553	52.260	54.041	55.895	57.014
			Monthly	7,453.65	7,696.46	7,950.02	8,213.48	8,488.69	8,775.33	9,074.39	9,385.70	9,573.60
			Annual	89,443.84	92,357.53	95,400.18	98,561.71	101,864.30	105,303.90	108,892.62	112,628.43	114,883.21
PHARMACY	Clinical Pharmacist	2015	Hourly	46.303	47.750	49.260	50.829	52.468	54.176	55.955	57.810	58.966
			Monthly	7,775.05	8,018.02	8,271.58	8,535.04	8,810.25	9,097.05	9,395.78	9,707.26	9,901.37
			Annual	93,300.55	96,216.25	99,258.90	102,420.44	105,723.02	109,164.64	112,749.33	116,487.15	118,816.49
PHARMACY	Pharmacy Technician		Hourly									
			Monthly									
			Annual									

TO BE DETERMINED

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General Increase 1.5%

Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	
PHARMACY	Pharmacy Aide	2015	Hourly	14.876	15.310	15.759	16.220	16.696	17.185		17.529	
			Monthly	2,497.93	2,570.80	2,646.20	2,723.61	2,803.54	2,885.65		2,943.41	
			Annual	29,975.14	30,849.65	31,754.39	32,683.30	33,642.44	34,627.78		35,320.94	
PHARMACY	Pharmacy Assistant	2015	Hourly	18.462	19.299	20.003	20.756	21.579	22.437		22.886	
			Monthly	3,100.08	3,240.62	3,358.84	3,485.28	3,623.47	3,767.55		3,842.94	
			Annual	37,200.93	38,887.49	40,306.05	41,823.34	43,481.69	45,210.56		46,115.29	
PHARMACY	Pharmacist's Assistant	2015	Hourly	18.462	19.299	20.003	20.756	21.579	22.437		22.886	
			Monthly	3,100.08	3,240.62	3,358.84	3,485.28	3,623.47	3,767.55		3,842.94	
			Annual	37,200.93	38,887.49	40,306.05	41,823.34	43,481.69	45,210.56		46,115.29	
PHARMACY	Pharmacy Assistant - Practice Development	2015	Hourly	20.806	21.431	22.074	22.735	23.417	24.120		24.603	
			Monthly	3,493.67	3,598.62	3,706.59	3,817.59	3,932.11	4,050.15		4,131.25	
			Annual	41,924.09	43,183.47	44,479.11	45,811.03	47,185.26	48,601.80		49,575.05	
PHARMACY	Pharmacy Assistant - Clinical Trials	2015	Hourly	20.806	21.431	22.074	22.735	23.417	24.120		24.603	
			Monthly	3,493.67	3,598.62	3,706.59	3,817.59	3,932.11	4,050.15		4,131.25	
			Annual	41,924.09	43,183.47	44,479.11	45,811.03	47,185.26	48,601.80		49,575.05	
PHARMACY	Staff Pharmacist	2015	Hourly	42.424	43.704	45.041	46.435	47.888	49.396	50.973	52.619	53.672
			Monthly	7,123.70	7,338.63	7,563.14	7,797.21	8,041.19	8,294.41	8,559.22	8,835.61	9,012.42
			Annual	85,484.36	88,063.56	90,757.62	93,566.53	96,494.32	99,532.94	102,710.60	106,027.29	108,149.08
PHARMACY	Practice Development Pharmacist	2015	Hourly	44.923	46.270	47.658	49.088	50.561	52.079	53.641	55.250	56.355
			Monthly	7,543.32	7,769.50	8,002.57	8,242.69	8,490.04	8,744.93	9,007.22	9,277.40	9,462.94
			Annual	90,519.85	93,234.05	96,030.87	98,912.32	101,880.42	104,939.19	108,086.62	111,328.75	113,555.33
PHARMACY	Clinical Resource - Pharmacy	2015	Hourly	45.055	46.523	48.055	49.648	51.311	53.044	54.851	56.733	57.869
			Monthly	7,565.49	7,811.99	8,069.24	8,336.73	8,615.97	8,906.97	9,210.40	9,526.42	9,717.17
			Annual	90,785.83	93,743.85	96,830.83	100,040.72	103,391.67	106,883.66	110,524.77	114,317.00	116,606.04
PHARMACY	Clinical Pharmacist	2015	Hourly	46.998	48.466	49.999	51.592	53.255	54.988	56.794	58.677	59.851
			Monthly	7,891.75	8,138.25	8,395.67	8,663.16	8,942.40	9,233.40	9,536.66	9,852.85	10,049.98
			Annual	94,700.97	97,658.99	100,747.99	103,957.88	107,308.83	110,800.82	114,439.91	118,234.16	120,599.77
PHARMACY	Pharmacy Technician		Hourly									
			Monthly									
			Annual									

TO BE DETERMINED

**MAHCP - WRHA Regional Pharmacy Program
Appendix 'A' - Effective: April 1, 2016**

General Increase 2.0%

Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	
PHARMACY	Pharmacy Aide	2015	Hourly	15.174	15.616	16.075	16.544	17.030	17.529		17.880	
			Monthly	2,547.97	2,622.19	2,699.26	2,778.01	2,859.62	2,943.41		3,002.35	
			Annual	30,575.61	31,466.24	32,391.13	33,336.16	34,315.45	35,320.94		36,028.20	
PHARMACY	Pharmacy Assistant *	2015	Hourly	20.873	21.500	22.145	22.810	23.495	24.201		24.685	
			Monthly	3,504.93	3,610.21	3,718.52	3,830.18	3,945.20	4,063.75		4,145.02	
			Annual	42,059.10	43,322.50	44,622.18	45,962.15	47,342.43	48,765.02		49,740.28	
PHARMACY	Pharmacist's Assistant *	2015	Hourly	20.873	21.500	22.145	22.810	23.495	24.201		24.685	
			Monthly	3,504.93	3,610.21	3,718.52	3,830.18	3,945.20	4,063.75		4,145.02	
			Annual	42,059.10	43,322.50	44,622.18	45,962.15	47,342.43	48,765.02		49,740.28	
PHARMACY	Pharmacy Assistant - Practice Development *	2015	Hourly	23.524	23.874	24.437	24.985	25.495	26.016		26.537	
			Monthly	3,950.07	4,008.84	4,103.38	4,195.40	4,281.04	4,368.52		4,456.01	
			Annual	47,400.86	48,106.11	49,240.56	50,344.78	51,372.43	52,422.24		53,472.06	
PHARMACY	Pharmacy Assistant - Clinical Trial *	2015	Hourly	23.524	23.874	24.437	24.985	25.495	26.016		26.537	
			Monthly	3,950.07	4,008.84	4,103.38	4,195.40	4,281.04	4,368.52		4,456.01	
			Annual	47,400.86	48,106.11	49,240.56	50,344.78	51,372.43	52,422.24		53,472.06	
PHARMACY	Staff Pharmacist	2015	Hourly	43.272	44.578	45.942	47.364	48.846	50.384	51.993	53.671	54.745
			Monthly	7,266.09	7,485.39	7,714.43	7,953.21	8,202.06	8,460.31	8,730.49	9,012.26	9,192.60
			Annual	87,193.08	89,824.67	92,573.13	95,438.46	98,424.69	101,523.76	104,765.90	108,147.07	110,311.18
PHARMACY	Practice Development Pharmacist	2015	Hourly	45.821	47.196	48.611	50.070	51.573	53.120	54.714	56.355	57.482
			Monthly	7,694.11	7,925.00	8,162.60	8,407.59	8,659.97	8,919.73	9,187.39	9,462.94	9,652.19
			Annual	92,329.32	95,099.94	97,951.17	100,891.05	103,919.60	107,036.80	110,248.71	113,555.33	115,826.23
PHARMACY	Clinical Resource - Pharmacy	2015	Hourly	45.956	47.453	49.016	50.641	52.338	54.105	55.948	57.868	59.026
			Monthly	7,716.78	7,968.15	8,230.60	8,503.47	8,788.42	9,085.13	9,394.60	9,717.00	9,911.45
			Annual	92,601.34	95,617.80	98,767.24	102,041.62	105,461.07	109,021.58	112,735.22	116,604.02	118,937.39
PHARMACY	Clinical Pharmacist	2015	Hourly	47.938	49.435	50.999	52.623	54.321	56.088	57.930	59.851	61.048
			Monthly	8,049.59	8,300.96	8,563.58	8,836.28	9,121.40	9,418.11	9,727.41	10,049.98	10,250.98
			Annual	96,595.07	99,611.53	102,762.99	106,035.35	109,456.82	113,017.32	116,728.95	120,599.77	123,011.72
PHARMACY	Pharmacy Technician		Hourly									
			Monthly									
			Annual									

TO BE DETERMINED

*Standardization Adjustment **

**MAHCP - WRHA Regional Pharmacy Program
Appendix 'A' - Effective: April 1, 2017**

General Increase 2.0%

Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	
PHARMACY	Pharmacy Aide	2015	Hourly	15.477	15.929	16.396	16.875	17.370	17.879		18.237	
			Monthly	2,598.85	2,674.75	2,753.16	2,833.59	2,916.71	3,002.18		3,062.30	
			Annual	31,186.16	32,096.94	33,037.94	34,003.13	35,000.55	36,026.19		36,747.56	
PHARMACY	Pharmacy Assistant	2015	Hourly	21.290	21.930	22.588	23.266	23.965	24.685		25.179	
			Monthly	3,574.95	3,682.41	3,792.90	3,906.75	4,024.12	4,145.02		4,227.97	
			Annual	42,899.35	44,188.95	45,514.82	46,880.99	48,289.48	49,740.28		50,735.69	
PHARMACY	Pharmacist's Assistant	2015	Hourly	21.290	21.930	22.588	23.266	23.965	24.685		25.179	
			Monthly	3,574.95	3,682.41	3,792.90	3,906.75	4,024.12	4,145.02		4,227.97	
			Annual	42,899.35	44,188.95	45,514.82	46,880.99	48,289.48	49,740.28		50,735.69	
PHARMACY	Pharmacy Assistant - Practice Development	2015	Hourly	23.994	24.351	24.926	25.485	26.005	26.536		27.068	
			Monthly	4,028.99	4,088.94	4,185.49	4,279.36	4,366.67	4,455.84		4,545.17	
			Annual	48,347.91	49,067.27	50,225.89	51,352.28	52,400.08	53,470.04		54,542.02	
PHARMACY	Pharmacy Assistant - Clinical Trials	2015	Hourly	23.994	24.351	24.926	25.485	26.005	26.536		27.068	
			Monthly	4,028.99	4,088.94	4,185.49	4,279.36	4,366.67	4,455.84		4,545.17	
			Annual	48,347.91	49,067.27	50,225.89	51,352.28	52,400.08	53,470.04		54,542.02	
PHARMACY	Staff Pharmacist	2015	Hourly	44.138	45.470	46.861	48.311	49.823	51.392	53.033	54.745	55.840
			Monthly	7,411.51	7,635.17	7,868.74	8,112.22	8,366.11	8,629.57	8,905.13	9,192.60	9,376.47
			Annual	88,938.07	91,622.05	94,424.92	97,346.67	100,393.35	103,554.88	106,861.50	110,311.18	112,517.60
PHARMACY	Practice Development Pharmacist	2015	Hourly	46.738	48.140	49.584	51.071	52.604	54.183	55.808	57.482	58.632
			Monthly	7,848.09	8,083.51	8,325.98	8,575.67	8,833.09	9,098.23	9,371.09	9,652.19	9,845.29
			Annual	94,177.07	97,002.10	99,911.76	102,908.07	105,997.06	109,178.75	112,453.12	115,826.23	118,143.48
PHARMACY	Clinical Resource - Pharmacy	2015	Hourly	46.875	48.402	49.996	51.653	53.384	55.187	57.067	59.025	60.207
			Monthly	7,871.09	8,127.50	8,395.16	8,673.40	8,964.06	9,266.82	9,582.50	9,911.28	10,109.76
			Annual	94,453.13	97,530.03	100,741.94	104,080.80	107,568.76	111,201.81	114,990.01	118,935.38	121,317.11
PHARMACY	Clinical Pharmacist	2015	Hourly	48.897	50.424	52.019	53.676	55.407	57.210	59.089	61.048	62.269
			Monthly	8,210.62	8,467.03	8,734.86	9,013.10	9,303.76	9,606.51	9,922.03	10,250.98	10,456.00
			Annual	98,527.46	101,604.36	104,818.29	108,157.14	111,645.11	115,278.15	119,064.34	123,011.72	125,472.04
PHARMACY	Pharmacy Technician		Hourly									
			Monthly									
			Annual									

TO BE DETERMINED