

**MAHCP & WRHA - Deer Lodge Centre Site
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	Step 8	Step 9	Year 20	
COMMUNITY HEALTH	Case Coordinator - PRIME	2015	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	5,167.30	5,341.93	5,541.08	5,738.05	5,951.64	6,173.46	6,413.75	6,662.09	6,921.19	7,124.70	7,267.27
			Annual	62,007.60	64,103.20	66,492.99	68,856.58	71,419.66	74,081.48	76,964.94	79,945.13	83,054.27	85,496.45	87,207.19
COMMUNITY HEALTH	Chaplain	1950	Hourly	25.793	26.663	27.670	28.645	29.696	30.812	31.910	33.231	34.449		35.138
			Monthly	4,191.36	4,332.74	4,496.38	4,654.81	4,825.60	5,006.95	5,185.38	5,400.04	5,597.96		5,709.93
			Annual	50,296.35	51,992.85	53,956.50	55,857.75	57,907.20	60,083.40	62,224.50	64,800.45	67,175.55		68,519.10
COMMUNITY HEALTH	Community Mental Health Worker	1950	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	5,000.61	5,169.61	5,362.34	5,552.95	5,759.65	5,974.31	6,206.85	6,447.19	6,697.93	6,894.88	7,032.84
			Annual	60,007.35	62,035.35	64,348.05	66,635.40	69,115.80	71,691.75	74,482.20	77,366.25	80,375.10	82,738.50	84,394.05
COMMUNITY HEALTH	Mental Health Clinician	1950	Hourly	29.763	30.886	32.057	33.276	34.551	35.880	37.251	38.674	40.224		41.029
			Monthly	4,836.49	5,018.98	5,209.26	5,407.35	5,614.54	5,830.50	6,053.29	6,284.53	6,536.40		6,667.21
			Annual	58,037.85	60,227.70	62,511.15	64,888.20	67,374.45	69,966.00	72,639.45	75,414.30	78,436.80		80,006.55
COMMUNITY HEALTH	Research Coordinator/Sr Research Analyst	1950	Hourly	27.353	28.925	30.589	32.348	34.201	36.254					36.978
			Monthly	4,444.86	4,700.31	4,970.71	5,256.55	5,557.66	5,891.28					6,008.93
			Annual	53,338.35	56,403.75	59,648.55	63,078.60	66,691.95	70,695.30					72,107.10
COMMUNITY HEALTH	Social Worker (BSW)	1950	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944			35.644
			Monthly	4,344.44	4,540.74	4,745.33	4,964.05	5,188.63	5,415.96	5,627.38	5,678.40			5,792.15
			Annual	52,133.25	54,488.85	56,943.90	59,568.60	62,263.50	64,991.55	67,528.50	68,140.80			69,505.80
COMMUNITY HEALTH	Social Worker (MSW)	1950	Hourly	27.906	29.043	30.236	31.520	32.845	34.187	35.439	35.692	36.943		37.682
			Monthly	4,534.73	4,719.49	4,913.35	5,122.00	5,337.31	5,555.39	5,758.84	5,799.95	6,003.24		6,123.33
			Annual	54,416.70	56,633.85	58,960.20	61,464.00	64,047.75	66,664.65	69,106.05	69,599.40	72,038.85		73,479.90
DIETARY	Dietitian	1950	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287		37.013
			Monthly	4,403.10	4,553.90	4,723.06	4,894.18	5,075.04	5,262.08	5,469.59	5,679.21	5,896.64		6,014.61
			Annual	52,837.20	54,646.80	56,676.75	58,730.10	60,900.45	63,144.90	65,635.05	68,150.55	70,759.65		72,175.35
OCCUPATIONAL THERAPY	Staff Therapist - OT	1950	Hourly	31.524	32.469	33.443	34.447	35.478	36.542					37.273
			Monthly	5,122.65	5,276.21	5,434.49	5,597.64	5,765.18	5,938.08					6,056.86
			Annual	61,471.80	63,314.55	65,213.85	67,171.65	69,182.10	71,256.90					72,682.35
OCCUPATIONAL THERAPY	Neuromodulation Clinician	1950	Hourly	30.280	31.188	32.123	33.088	34.078	35.100					35.802
			Monthly	4,920.50	5,068.05	5,219.99	5,376.80	5,537.68	5,703.75					5,817.83
			Annual	59,046.00	60,816.60	62,639.85	64,521.60	66,452.10	68,445.00					69,813.90
OCCUPATIONAL THERAPY	Neurophysiology Technician (New position as Effective April 1,2013)	2015	Hourly	27.334	28.595	29.905	31.309	32.768	34.291					34.977
			Monthly	4,589.83	4,801.58	5,021.55	5,257.30	5,502.29	5,758.03					5,873.22
			Annual	55,078.01	57,618.93	60,258.58	63,087.64	66,027.52	69,096.37					70,478.66
OCCUPATIONAL THERAPY	Clinical Service Leader - PT	1950	Hourly	37.139	38.251	39.399	40.580	41.796						42.632
			Monthly	6,035.09	6,215.79	6,402.34	6,594.25	6,791.85						6,927.70
			Annual	72,421.05	74,589.45	76,828.05	79,131.00	81,502.20						83,132.40
PHARMACY	Staff Pharmacist - PIO	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
PHYSIOTHERAPY	Staff Therapist - PT	1950	Hourly	31.524	32.469	33.443	34.447	35.478	36.542					37.273
			Monthly	5,122.65	5,276.21	5,434.49	5,597.64	5,765.18	5,938.08					6,056.86
			Annual	61,471.80	63,314.55	65,213.85	67,171.65	69,182.10	71,256.90					72,682.35

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
PHYSIOTHERAPY	Clinical Service Leader - PT	1950	Hourly	37.139	38.251	39.399	40.580	41.796						42.632	
			Monthly	6,035.09	6,215.79	6,402.34	6,594.25	6,791.85							6,927.70
			Annual	72,421.05	74,589.45	76,828.05	79,131.00	81,502.20							83,132.40
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	27.334	28.595	29.905	31.309	32.768	34.291					34.977	
			Monthly	4,589.83	4,801.58	5,021.55	5,257.30	5,502.29	5,758.03						5,873.22
			Annual	55,078.01	57,618.93	60,258.58	63,087.64	66,027.52	69,096.37						70,478.66
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	30.040	31.421	32.877	34.387	35.991	37.730	39.536				40.327	
			Monthly	5,044.22	5,276.11	5,520.60	5,774.15	6,043.49	6,335.50	6,638.75					6,771.58
			Annual	60,530.60	63,313.32	66,247.16	69,289.81	72,521.87	76,025.95	79,665.04					81,258.91
RECREATION	Recreation Worker	2015	Hourly	21.519	22.362	23.300	24.209	25.145	26.135					26.658	
			Monthly	3,613.40	3,754.95	3,912.46	4,065.10	4,222.27	4,388.50						4,476.32
			Annual	43,360.79	45,059.43	46,949.50	48,781.14	50,667.18	52,662.03						53,715.87
RECREATION	Recreation Coordinator	2015	Hourly	23.300	24.209	25.145	26.135	27.158	28.354					28.921	
			Monthly	3,912.46	4,065.10	4,222.27	4,388.50	4,560.28	4,761.11						4,856.32
			Annual	46,949.50	48,781.14	50,667.18	52,662.03	54,723.37	57,133.31						58,275.82
RESPIRATORY	General Duty Respiratory Therapist	2015	Hourly	28.933	29.798	30.694	31.612	32.563	33.538	34.545				35.236	
			Monthly	4,858.33	5,003.58	5,154.03	5,308.18	5,467.87	5,631.59	5,800.68					5,916.71
			Annual	58,300.00	60,042.97	61,848.41	63,698.18	65,614.45	67,579.07	69,608.18					71,000.54
RESPIRATORY	Charge Respiratory Therapist	2015	Hourly	33.769	34.779	35.823	36.900	38.002	39.147	40.319				41.125	
			Monthly	5,670.38	5,839.97	6,015.28	6,196.13	6,381.17	6,573.43	6,770.23					6,905.57
			Annual	68,044.54	70,079.69	72,183.35	74,353.50	76,574.03	78,881.21	81,242.79					82,866.88

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Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
COMMUNITY HEALTH	Case Coordinator - PRIME	2015	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066	43.928
			Monthly	5,244.71	5,422.03	5,624.20	5,824.19	6,040.80	6,266.15	6,509.96	6,762.00	7,024.96	7,231.50	7,376.24
			Annual	62,936.51	65,064.35	67,490.41	69,890.28	72,489.63	75,193.76	78,119.54	81,144.05	84,299.54	86,777.99	88,514.92
COMMUNITY HEALTH	Chaplain	1950	Hourly	26.180	27.063	28.085	29.075	30.141	31.275	32.388	33.730	34.966		35.665
			Monthly	4,254.25	4,397.74	4,563.81	4,724.69	4,897.91	5,082.19	5,263.05	5,481.13	5,681.98		5,795.56
			Annual	51,051.00	52,772.85	54,765.75	56,696.25	58,774.95	60,986.25	63,156.60	65,773.50	68,183.70		69,546.75
COMMUNITY HEALTH	Community Mental Health Worker	1950	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066	43.928
			Monthly	5,075.53	5,247.13	5,442.78	5,636.31	5,845.94	6,064.01	6,299.96	6,543.88	6,798.35	6,998.23	7,138.30
			Annual	60,906.30	62,965.50	65,313.30	67,635.75	70,151.25	72,768.15	75,599.55	78,526.50	81,580.20	83,978.70	85,659.60
COMMUNITY HEALTH	Mental Health Clinician	1950	Hourly	30.209	31.350	32.538	33.775	35.069	36.418	37.809	39.254	40.828		41.645
			Monthly	4,908.96	5,094.38	5,287.43	5,488.44	5,698.71	5,917.93	6,143.96	6,378.78	6,634.55		6,767.31
			Annual	58,907.55	61,132.50	63,449.10	65,861.25	68,384.55	71,015.10	73,727.55	76,545.30	79,614.60		81,207.75
COMMUNITY HEALTH	Research Coordinator/Sr Research Analyst	1950	Hourly	27.764	29.359	31.048	32.833	34.714	36.798					37.533
			Monthly	4,511.65	4,770.84	5,045.30	5,335.36	5,641.03	5,979.68					6,099.11
			Annual	54,139.80	57,250.05	60,543.60	64,024.35	67,692.30	71,756.10					73,189.35
COMMUNITY HEALTH	Social Worker (BSW)	1950	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469			36.178
			Monthly	4,409.60	4,608.83	4,816.50	5,038.64	5,266.46	5,497.05	5,711.71	5,763.71			5,878.93
			Annual	52,915.20	55,305.90	57,798.00	60,463.65	63,197.55	65,964.60	68,540.55	69,164.55			70,547.10
COMMUNITY HEALTH	Social Worker (MSW)	1950	Hourly	28.325	29.479	30.689	31.993	33.338	34.700	35.970	36.228	37.497		38.247
			Monthly	4,602.81	4,790.34	4,986.96	5,198.86	5,417.43	5,638.75	5,845.13	5,887.05	6,093.26		6,215.14
			Annual	55,233.75	57,484.05	59,843.55	62,386.35	65,009.10	67,665.00	70,141.50	70,644.60	73,119.15		74,581.65
DIETARY	Dietitian	1950	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832		37.568
			Monthly	4,469.24	4,622.31	4,793.75	4,967.63	5,151.09	5,340.89	5,551.65	5,764.53	5,985.20		6,104.80
			Annual	53,630.85	55,467.75	57,525.00	59,611.50	61,813.05	64,090.65	66,619.80	69,174.30	71,822.40		73,257.60
OCCUPATIONAL THERAPY	Staff Therapist - OT	1950	Hourly	31.997	32.956	33.945	34.964	36.010	37.090					37.832
			Monthly	5,199.51	5,355.35	5,516.06	5,681.65	5,851.63	6,027.13					6,147.70
			Annual	62,394.15	64,264.20	66,192.75	68,179.80	70,219.50	72,325.50					73,772.40
OCCUPATIONAL THERAPY	Neuromodulation Clinician	1950	Hourly	30.735	31.656	32.605	33.584	34.589	35.626					36.339
			Monthly	4,994.44	5,144.10	5,298.31	5,457.40	5,620.71	5,789.23					5,905.09
			Annual	59,933.25	61,729.20	63,579.75	65,488.80	67,448.55	69,470.70					70,861.05
OCCUPATIONAL THERAPY	Neurophysiology Technician	2015	Hourly	27.744	29.023	30.354	31.778	33.260	34.805					35.502
			Monthly	4,658.68	4,873.45	5,096.94	5,336.06	5,584.91	5,844.34					5,961.38
			Annual	55,904.16	58,481.35	61,163.31	64,032.67	67,018.90	70,132.08					71,536.53
OCCUPATIONAL THERAPY	Clinical Service Leader - PT	1950	Hourly	37.696	38.825	39.990	41.188	42.423						43.272
			Monthly	6,125.60	6,309.06	6,498.38	6,693.05	6,893.74						7,031.70
			Annual	73,507.20	75,708.75	77,980.50	80,316.60	82,724.85						84,380.40
PHARMACY	Staff Pharmacist - PIO	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
PHYSIOTHERAPY	Staff Therapist - PT	1950	Hourly	31.997	32.956	33.945	34.964	36.010	37.090					37.832
			Monthly	5,199.51	5,355.35	5,516.06	5,681.65	5,851.63	6,027.13					6,147.70
			Annual	62,394.15	64,264.20	66,192.75	68,179.80	70,219.50	72,325.50					73,772.40

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
PHYSIOTHERAPY	Clinical Service Leader - PT	1950	Hourly	37.696	38.825	39.990	41.188	42.423						43.272	
			Monthly	6,125.60	6,309.06	6,498.38	6,693.05	6,893.74							7,031.70
			Annual	73,507.20	75,708.75	77,980.50	80,316.60	82,724.85							84,380.40
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	27.744	29.023	30.354	31.778	33.260	34.805					35.502	
			Monthly	4,658.68	4,873.45	5,096.94	5,336.06	5,584.91	5,844.34						5,961.38
			Annual	55,904.16	58,481.35	61,163.31	64,032.67	67,018.90	70,132.08						71,536.53
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	30.491	31.893	33.370	34.903	36.531	38.296	40.129				40.932	
			Monthly	5,119.95	5,355.37	5,603.38	5,860.80	6,134.16	6,430.54	6,738.33					6,873.17
			Annual	61,439.37	64,264.40	67,240.55	70,329.55	73,609.97	77,166.44	80,859.94					82,477.98
RECREATION	Recreation Worker	2015	Hourly	21.842	22.698	23.650	24.572	25.522	26.527					27.058	
			Monthly	3,667.64	3,811.37	3,971.23	4,126.05	4,285.57	4,454.33						4,543.49
			Annual	44,011.63	45,736.47	47,654.75	49,512.58	51,426.83	53,451.91						54,521.87
RECREATION	Recreation Coordinator	2015	Hourly	23.650	24.572	25.522	26.527	27.566	28.779					29.355	
			Monthly	3,971.23	4,126.05	4,285.57	4,454.33	4,628.79	4,832.47						4,929.19
			Annual	47,654.75	49,512.58	51,426.83	53,451.91	55,545.49	57,989.69						59,150.33
RESPIRATORY	General Duty Respiratory Therapist	2015	Hourly	29.367	30.245	31.154	32.086	33.052	34.041	35.063				35.764	
			Monthly	4,931.21	5,078.64	5,231.28	5,387.77	5,549.98	5,716.05	5,887.66					6,005.37
			Annual	59,174.51	60,943.68	62,775.31	64,653.29	66,599.78	68,592.62	70,651.95					72,064.46
RESPIRATORY	Charge Respiratory Therapist	2015	Hourly	34.276	35.301	36.361	37.454	38.572	39.734	40.924				41.742	
			Monthly	5,755.51	5,927.63	6,105.62	6,289.15	6,476.88	6,672.00	6,871.82					7,009.18
			Annual	69,066.14	71,131.52	73,267.42	75,469.81	77,722.58	80,064.01	82,461.86					84,110.13

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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	Step 8	Step 9	Year 20	
COMMUNITY HEALTH	Case Coordinator - PRIME	2015	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806
			Monthly	5,349.66	5,530.50	5,736.71	5,940.56	6,161.70	6,391.41	6,640.27	6,897.35	7,165.51	7,376.24	7,523.67
			Annual	64,195.89	66,366.04	68,840.46	71,286.67	73,940.43	76,696.95	79,683.18	82,768.14	85,986.10	88,514.92	90,284.09
COMMUNITY HEALTH	Chaplain	1950	Hourly	26.704	27.604	28.647	29.657	30.744	31.900	33.036	34.404	35.665		36.379
			Monthly	4,339.40	4,485.65	4,655.14	4,819.26	4,995.90	5,183.75	5,368.35	5,590.65	5,795.56		5,911.59
			Annual	52,072.80	53,827.80	55,861.65	57,831.15	59,950.80	62,205.00	64,420.20	67,087.80	69,546.75		70,939.05
COMMUNITY HEALTH	Community Mental Health Worker	1950	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806
			Monthly	5,177.09	5,352.10	5,551.65	5,748.93	5,962.94	6,185.24	6,426.06	6,674.85	6,934.36	7,138.30	7,280.98
			Annual	62,125.05	64,225.20	66,619.80	68,987.10	71,555.25	74,222.85	77,112.75	80,098.20	83,212.35	85,659.60	87,371.70
COMMUNITY HEALTH	Mental Health Clinician	1950	Hourly	30.813	31.977	33.188	34.450	35.770	37.147	38.565	40.039	41.644		42.478
			Monthly	5,007.11	5,196.26	5,393.05	5,598.13	5,812.63	6,036.39	6,266.81	6,506.34	6,767.15		6,902.68
			Annual	60,085.35	62,355.15	64,716.60	67,177.50	69,751.50	72,436.65	75,201.75	78,076.05	81,205.80		82,832.10
COMMUNITY HEALTH	Research Coordinator/Sr Research Analyst	1950	Hourly	28.319	29.947	31.669	33.490	35.409	37.534					38.284
			Monthly	4,601.84	4,866.39	5,146.21	5,442.13	5,753.96	6,099.28					6,221.15
			Annual	55,222.05	58,396.65	61,754.55	65,305.50	69,047.55	73,191.30					74,653.80
COMMUNITY HEALTH	Social Worker (BSW) *	1950	Hourly	30.225	31.133	32.066	33.029	34.021	35.043	36.096	37.180	38.295	39.445	40.234
			Monthly	4,911.56	5,059.11	5,210.73	5,367.21	5,528.41	5,694.49	5,865.60	6,041.75	6,222.94	6,409.81	6,538.03
			Annual	58,938.75	60,709.35	62,528.70	64,406.55	66,340.95	68,333.85	70,387.20	72,501.00	74,675.25	76,917.75	78,456.30
COMMUNITY HEALTH	Social Worker (MSW) *	1950	Hourly	32.911	33.899	34.917	35.966	37.046	38.159	39.305	40.486	41.702		42.535
			Monthly	5,348.04	5,508.59	5,674.01	5,844.48	6,019.98	6,200.84	6,387.06	6,578.98	6,776.58		6,911.94
			Annual	64,176.45	66,103.05	68,088.15	70,133.70	72,239.70	74,410.05	76,644.75	78,947.70	81,318.90		82,943.25
DIETARY	Dietitian *	1950	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629		39.403
			Monthly	4,687.31	4,847.86	5,027.91	5,210.08	5,402.48	5,601.70	5,822.70	6,045.81	6,277.21		6,402.99
			Annual	56,247.75	58,174.35	60,334.95	62,520.90	64,829.70	67,220.40	69,872.40	72,549.75	75,326.55		76,835.85
OCCUPATIONAL THERAPY	Staff Therapist - OT**	1950	Hourly	33.208	34.203	35.230	36.287	37.374	38.494					39.264
			Monthly	5,396.30	5,557.99	5,724.88	5,896.64	6,073.28	6,255.28					6,380.40
			Annual	64,755.60	66,695.85	68,698.50	70,759.65	72,879.30	75,063.30					76,564.80
OCCUPATIONAL THERAPY	Neuromodulation Clinician	1950	Hourly	31.349	32.289	33.257	34.256	35.281	36.339					37.066
			Monthly	5,094.21	5,246.96	5,404.26	5,566.60	5,733.16	5,905.09					6,023.23
			Annual	61,130.55	62,963.55	64,851.15	66,799.20	68,797.95	70,861.05					72,278.70
OCCUPATIONAL THERAPY	Neurophysiology Technician	2015	Hourly	28.299	29.604	30.961	32.414	33.925	35.501					36.212
			Monthly	4,751.87	4,971.01	5,198.87	5,442.85	5,696.57	5,961.21					6,080.60
			Annual	57,022.49	59,652.06	62,386.42	65,314.21	68,358.88	71,534.52					72,967.18
OCCUPATIONAL THERAPY	Clinical Service Leader - OT**	1950	Hourly	39.123	40.295	41.504	42.747	44.028						44.909
			Monthly	6,357.49	6,547.94	6,744.40	6,946.39	7,154.55						7,297.71
			Annual	76,289.85	78,575.25	80,932.80	83,356.65	85,854.60						87,572.55
PHARMACY	Staff Pharmacist - PIO	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
PHYSIOTHERAPY	Staff Therapist - PT**	1950	Hourly	33.208	34.203	35.230	36.287	37.374	38.494					39.264
			Monthly	5,396.30	5,557.99	5,724.88	5,896.64	6,073.28	6,255.28					6,380.40
			Annual	64,755.60	66,695.85	68,698.50	70,759.65	72,879.30	75,063.30					76,564.80

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
PHYSIOTHERAPY	Clinical Service Leader - PT**	1950	Hourly	39.123	40.295	41.504	42.747	44.028						44.909	
			Monthly	6,357.49	6,547.94	6,744.40	6,946.39	7,154.55							7,297.71
			Annual	76,289.85	78,575.25	80,932.80	83,356.65	85,854.60							87,572.55
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	28.299	29.604	30.961	32.414	33.925	35.501					36.212	
			Monthly	4,751.87	4,971.01	5,198.87	5,442.85	5,696.57	5,961.21						6,080.60
			Annual	57,022.49	59,652.06	62,386.42	65,314.21	68,358.88	71,534.52						72,967.18
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	31.100	32.531	34.037	35.601	37.261	39.061	40.932				41.751	
			Monthly	5,222.21	5,462.50	5,715.38	5,978.00	6,256.74	6,558.99	6,873.17					7,010.69
			Annual	62,666.50	65,549.97	68,584.56	71,736.02	75,080.92	78,707.92	82,477.98					84,128.27
RECREATION	Recreation Worker	2015	Hourly	22.279	23.152	24.123	25.063	26.032	27.058					27.599	
			Monthly	3,741.02	3,887.61	4,050.65	4,208.50	4,371.21	4,543.49						4,634.33
			Annual	44,892.19	46,651.28	48,607.85	50,501.95	52,454.48	54,521.87						55,611.99
RECREATION	Recreation Coordinator	2015	Hourly	24.123	25.063	26.032	27.058	28.117	29.355					29.942	
			Monthly	4,050.65	4,208.50	4,371.21	4,543.49	4,721.31	4,929.19						5,027.76
			Annual	48,607.85	50,501.95	52,454.48	54,521.87	56,655.76	59,150.33						60,333.13
RESPIRATORY	General Duty Respiratory Therapist**	2015	Hourly	30.748	31.668	32.619	33.595	34.606	35.642	36.712				37.446	
			Monthly	5,163.10	5,317.59	5,477.27	5,641.16	5,810.92	5,984.89	6,164.56					6,287.81
			Annual	61,957.22	63,811.02	65,727.29	67,693.93	69,731.09	71,818.63	73,974.68					75,453.69
RESPIRATORY	Charge Respiratory Therapist**	2015	Hourly	35.887	36.961	38.071	39.215	40.386	41.602	42.848				43.705	
			Monthly	6,026.03	6,206.37	6,392.76	6,584.85	6,781.48	6,985.67	7,194.89					7,338.80
			Annual	72,312.31	74,476.42	76,713.07	79,018.23	81,377.79	83,828.03	86,338.72					88,065.58

*Standardization

**Recruitment & Retention

1.75% - Cardiology Technologist, Echo Sonographers, Occupational Therapist, Physiotherapist, Sonographers

2.65% - Audiologist, MRI Technologist, Respiratory Therapist, SLP

MAHCP & WRHA - Deer Lodge Centre Site
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	Step 8	Step 9	Year 20	
COMMUNITY HEALTH	Case Coordinator - PRIME	2015	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,456.62	5,641.16	5,851.39	6,059.44	6,284.95	6,519.20	6,773.09	7,035.21	7,308.91	7,523.67	7,674.13
			Annual	65,479.44	67,693.93	70,216.71	72,713.29	75,419.44	78,230.36	81,277.04	84,422.46	87,706.91	90,284.09	92,089.53
COMMUNITY HEALTH	Chaplain	1950	Hourly	27.238	28.156	29.220	30.250	31.359	32.538	33.697	35.092	36.378		37.106
			Monthly	4,426.18	4,575.35	4,748.25	4,915.63	5,095.84	5,287.43	5,475.76	5,702.45	5,911.43		6,029.73
			Annual	53,114.10	54,904.20	56,979.00	58,987.50	61,150.05	63,449.10	65,709.15	68,429.40	70,937.10		72,356.70
COMMUNITY HEALTH	Community Mental Health Worker	1950	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,280.60	5,459.19	5,662.64	5,863.98	6,082.21	6,308.90	6,554.60	6,808.26	7,073.14	7,280.98	7,426.58
			Annual	63,367.20	65,510.25	67,951.65	70,367.70	72,986.55	75,706.80	78,655.20	81,699.15	84,877.65	87,371.70	89,118.90
COMMUNITY HEALTH	Mental Health Clinician	1950	Hourly	31.430	32.616	33.852	35.139	36.486	37.890	39.337	40.839	42.477		43.327
			Monthly	5,107.38	5,300.10	5,500.95	5,710.09	5,928.98	6,157.13	6,392.26	6,636.34	6,902.51		7,040.64
			Annual	61,288.50	63,601.20	66,011.40	68,521.05	71,147.70	73,885.50	76,707.15	79,636.05	82,830.15		84,487.65
COMMUNITY HEALTH	Research Coordinator/Sr Research Analyst	1950	Hourly	28.885	30.545	32.302	34.160	36.117	38.284					39.049
			Monthly	4,693.81	4,963.56	5,249.08	5,551.00	5,869.01	6,221.15					6,345.46
			Annual	56,325.75	59,562.75	62,988.90	66,612.00	70,428.15	74,653.80					76,145.55
COMMUNITY HEALTH	Social Worker (BSW)	1950	Hourly	30.830	31.756	32.707	33.690	34.701	35.744	36.818	37.924	39.061	40.234	41.039
			Monthly	5,009.88	5,160.35	5,314.89	5,474.63	5,638.91	5,808.40	5,982.93	6,162.65	6,347.41	6,538.03	6,668.84
			Annual	60,118.50	61,924.20	63,778.65	65,695.50	67,666.95	69,700.80	71,795.10	73,951.80	76,168.95	78,456.30	80,026.05
COMMUNITY HEALTH	Social Worker (MSW)	1950	Hourly	33.569	34.577	35.615	36.685	37.787	38.922	40.091	41.296	42.536		43.386
			Monthly	5,454.96	5,618.76	5,787.44	5,961.31	6,140.39	6,324.83	6,514.79	6,710.60	6,912.10		7,050.23
			Annual	65,459.55	67,425.15	69,449.25	71,535.75	73,684.65	75,897.90	78,177.45	80,527.20	82,945.20		84,602.70
DIETARY	Dietitian	1950	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402		40.191
			Monthly	4,781.08	4,944.88	5,128.50	5,314.24	5,510.54	5,713.66	5,939.21	6,166.71	6,402.83		6,531.04
			Annual	57,372.90	59,338.50	61,542.00	63,770.85	66,126.45	68,563.95	71,270.55	74,000.55	76,833.90		78,372.45
OCCUPATIONAL THERAPY	Staff Therapist - OT**	1950	Hourly	34.448	35.480	36.546	37.642	38.769	39.931					40.730
			Monthly	5,597.80	5,765.50	5,938.73	6,116.83	6,299.96	6,488.79					6,618.63
			Annual	67,173.60	69,186.00	71,264.70	73,401.90	75,599.55	77,865.45					79,423.50
OCCUPATIONAL THERAPY	Neuromodulation Clinician	1950	Hourly	31.976	32.935	33.922	34.941	35.986	37.066					37.807
			Monthly	5,196.10	5,351.94	5,512.33	5,677.91	5,847.73	6,023.23					6,143.64
			Annual	62,353.20	64,223.25	66,147.90	68,134.95	70,172.70	72,278.70					73,723.65
OCCUPATIONAL THERAPY	Neurophysiology Technician	2015	Hourly	28.865	30.196	31.580	33.062	34.603	36.211					36.936
			Monthly	4,846.92	5,070.41	5,302.81	5,551.66	5,810.42	6,080.43					6,202.17
			Annual	58,162.98	60,844.94	63,633.70	66,619.93	69,725.05	72,965.17					74,426.04
OCCUPATIONAL THERAPY	Clinical Service Leader - OT**	1950	Hourly	40.583	41.800	43.054	44.343	45.672						46.585
			Monthly	6,594.74	6,792.50	6,996.28	7,205.74	7,421.70						7,570.06
			Annual	79,136.85	81,510.00	83,955.30	86,468.85	89,060.40						90,840.75
PHARMACY	Staff Pharmacist - PIO	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
PHYSIOTHERAPY	Staff Therapist - PT**	1950	Hourly	34.448	35.480	36.546	37.642	38.769	39.931					40.730
			Monthly	5,597.80	5,765.50	5,938.73	6,116.83	6,299.96	6,488.79					6,618.63
			Annual	67,173.60	69,186.00	71,264.70	73,401.90	75,599.55	77,865.45					79,423.50

Occupational Group	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Year 20	
PHYSIOTHERAPY	Clinical Service Leader - PT**	1950	Hourly	40.583	41.800	43.054	44.343	45.672						46.585	
			Monthly	6,594.74	6,792.50	6,996.28	7,205.74	7,421.70							7,570.06
			Annual	79,136.85	81,510.00	83,955.30	86,468.85	89,060.40							90,840.75
RADIOLOGY	General Duty Radiology Technologist	2015	Hourly	28.865	30.196	31.580	33.062	34.603	36.211					36.936	
			Monthly	4,846.92	5,070.41	5,302.81	5,551.66	5,810.42	6,080.43						6,202.17
			Annual	58,162.98	60,844.94	63,633.70	66,619.93	69,725.05	72,965.17						74,426.04
RADIOLOGY	Charge Radiology Technologist	2015	Hourly	31.722	33.181	34.718	36.313	38.007	39.843	41.751				42.586	
			Monthly	5,326.65	5,571.64	5,829.73	6,097.56	6,382.01	6,690.30	7,010.69					7,150.90
			Annual	63,919.83	66,859.72	69,956.77	73,170.70	76,584.11	80,283.65	84,128.27					85,810.79
RECREATION	Recreation Worker	2015	Hourly	22.724	23.615	24.605	25.565	26.553	27.599					28.151	
			Monthly	3,815.74	3,965.35	4,131.59	4,292.79	4,458.69	4,634.33						4,727.02
			Annual	45,788.86	47,584.23	49,579.08	51,513.48	53,504.30	55,611.99						56,724.27
RECREATION	Recreation Coordinator	2015	Hourly	24.605	25.565	26.553	27.599	28.679	29.942					30.541	
			Monthly	4,131.59	4,292.79	4,458.69	4,634.33	4,815.68	5,027.76						5,128.34
			Annual	49,579.08	51,513.48	53,504.30	55,611.99	57,788.19	60,333.13						61,540.12
RESPIRATORY	General Duty Respiratory Therapist**	2015	Hourly	32.147	33.109	34.103	35.124	36.180	37.264	38.382				39.150	
			Monthly	5,398.02	5,559.55	5,726.46	5,897.91	6,075.23	6,257.25	6,444.98					6,573.94
			Annual	64,776.21	66,714.64	68,717.55	70,774.86	72,902.70	75,086.96	77,339.73					78,887.25
RESPIRATORY	Charge Respiratory Therapist**	2015	Hourly	37.520	38.643	39.803	40.999	42.224	43.495	44.798				45.694	
			Monthly	6,300.23	6,488.80	6,683.59	6,884.42	7,090.11	7,303.54	7,522.33					7,672.78
			Annual	75,602.80	77,865.65	80,203.05	82,612.99	85,081.36	87,642.43	90,267.97					92,073.41

*Standardization

**Recruitment & Retention

1.70% - Cardiology Technologist, Echo Sonographers, Occupational Therapist, Physiotherapist, Sonographers

2.50% - Audiologist, MRI Technologist, Respiratory Therapist, SLP