

SCHEDULE "A"**Hourly Rates****Hospice Care Worker**

	Start	Year 2	Year 3 +
2017	\$15.72	\$16.85	\$17.67
2018	\$16.51	\$17.69	\$18.55
2019	\$17.33	\$18.57	\$19.48
2020	\$17.50	\$18.76	\$19.68
2021	\$17.68	\$18.95	\$19.87

Licensed Practical Nurse (LPN)

	Start	Year 2	Year 3	Year 4 +
2017	\$28.04	\$28.96	\$29.99	\$31.05
2018	\$28.88	\$29.82	\$30.88	\$31.98
2019	\$29.17	\$30.12	\$31.19	\$32.30
2020	\$29.46	\$30.42	\$31.51	\$32.62
2021	\$29.75	\$30.73	\$31.82	\$32.95

HR/Finance Assistant

Start	\$19.58	\$20.28	\$20.68	\$21.10
	\$20.88	\$21.30	\$21.73	\$22.16

Registered nurse	Start \$27.51	\$28.06	\$28.62	\$29.19
	\$28.85	\$29.43	\$30.02	\$30.62

Counselor	Start \$24.02	\$24.50	\$24.99	\$25.49
	\$25.38	\$25.89	\$26.41	\$26.94

Housekeeper	Start \$11.02	\$11.24	\$11.46	\$11.69
	\$11.70	\$11.93	\$12.17	\$12.41

CLASSIFICATION DEFINITIONS:

Hospice Care Worker – Requires Health Care Aide Certificate from a recognized Community College or comparable theory and clinical practice.

Licensed Practical Nurse – Requires current LPN Registration or equivalent as determined by CLPNM.

Registered Nurse – Requires current RN Registration or equivalent as determined by CRNM.