

**MAHCP - Northern Regional Health Authority
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		
AUDIOLOGY	Audiologist	1885	Hourly	34.631	36.084	37.472	38.863	40.348	41.968	43.600			44.472		
			Monthly	5,439.95	5,668.20	5,886.23	6,104.73	6,338.00	6,592.47	6,848.83				6,985.81	
			Annual	65,279.44	68,018.34	70,634.72	73,256.76	76,055.98	79,109.68	82,186.00				83,829.72	
CHILD HEALTH	Music Therapist (New Position)	2015	Hourly	24.404	25.286	26.242	27.241	28.275	29.350	30.464	31.622			32.255	
			Monthly	4,097.84	4,245.94	4,406.47	4,574.22	4,747.84	4,928.35	5,115.41	5,309.86				5,416.15
			Annual	49,174.06	50,951.29	52,877.63	54,890.62	56,974.13	59,140.25	61,384.96	63,718.33				64,993.83
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC1 - non-degree))	2015	Hourly	19.163	20.354	21.546	22.737	23.927	25.119	26.310	27.499			28.050	
			Monthly	3,217.79	3,417.78	3,617.93	3,817.92	4,017.74	4,217.90	4,417.89	4,617.54				4,710.06
			Annual	38,613.45	41,013.31	43,415.19	45,815.06	48,212.91	50,614.79	53,014.65	55,410.49				56,520.75
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC2 - degree))	2015	Hourly	22.725	23.528	24.385	25.256	26.191	27.173	28.175	29.279	30.170	31.062	31.683	
			Monthly	3,815.91	3,950.74	4,094.65	4,240.90	4,397.91	4,562.80	4,731.05	4,916.43	5,066.05	5,215.83	5,320.10	
			Annual	45,790.88	47,408.92	49,135.78	50,890.84	52,774.87	54,753.60	56,772.63	58,997.19	60,792.55	62,589.93	63,841.25	
COMMUNITY HEALTH	Addictions Recovery Practitioner - Lead (Changed from Addiction Clinician Team Leader)	2015	Hourly	24.507	25.310	26.169	27.037	27.974	28.953	29.958	31.060	31.953	32.843	33.500	
			Monthly	4,115.13	4,249.97	4,394.21	4,539.96	4,697.30	4,861.69	5,030.45	5,215.49	5,365.44	5,514.89	5,625.21	
			Annual	49,381.61	50,999.65	52,730.54	54,479.56	56,367.61	58,340.30	60,365.37	62,585.90	64,385.30	66,178.65	67,502.50	
COMMUNITY HEALTH	Community Family Counsellor	1950	Hourly	26.579	27.465	28.452	29.424	30.466	31.574	32.673	33.994	35.184		35.887	
			Monthly	4,319.09	4,463.06	4,623.45	4,781.40	4,950.73	5,130.78	5,309.36	5,524.03	5,717.40		5,831.64	
			Annual	51,829.05	53,556.75	55,481.40	57,376.80	59,408.70	61,569.30	63,712.35	66,288.30	68,608.80		69,979.65	
COMMUNITY HEALTH	Community Health Worker	1885	Hourly	23.132	23.963	24.763	25.663	26.548	27.519					28.069	
			Monthly	3,633.65	3,764.19	3,889.86	4,031.23	4,170.25	4,322.78					4,409.17	
			Annual	43,603.82	45,170.26	46,678.26	48,374.76	50,042.98	51,873.32					52,910.07	
COMMUNITY HEALTH	Insight Mentor Coordinator (Former Nor-Man FAS / FAE Project Coordinator)	1885	Hourly	25.242	26.534	27.818	29.138	30.404						31.012	
			Monthly	3,965.10	4,168.05	4,369.74	4,577.09	4,775.96						4,871.47	
			Annual	47,581.17	50,016.59	52,436.93	54,925.13	57,311.54						58,457.62	
COMMUNITY HEALTH	Insight Mentor Coordinator - PIO (Former Burntwood Case Coordinator)	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279	
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41	
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92	
COMMUNITY HEALTH	FASD Diagnostics Coordinator (New Position)	1885	Hourly	25.242	26.534	27.818	29.138	30.404						31.012	
			Monthly	3,965.10	4,168.05	4,369.74	4,577.09	4,775.96						4,871.47	
			Annual	47,581.17	50,016.59	52,436.93	54,925.13	57,311.54						58,457.62	
COMMUNITY HEALTH	Health Promotion and Education Specialist (Former Burntwood)	1950	Hourly	29.065	30.118	31.384	32.504	33.801	35.093	36.499	37.919	39.436		40.224	
			Monthly	4,723.06	4,894.18	5,099.90	5,281.90	5,492.66	5,702.61	5,931.09	6,161.84	6,408.35		6,536.40	
			Annual	56,676.75	58,730.10	61,198.80	63,382.80	65,911.95	68,431.35	71,173.05	73,942.05	76,900.20		78,436.80	
COMMUNITY HEALTH	Regional Community Health Developer (Former Nor-Man)	1885	Hourly	26.141	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013	
			Monthly	4,106.32	4,256.33	4,402.10	4,565.63	4,731.04	4,905.87	5,086.67	5,287.27	5,489.91	5,700.08	5,814.13	
			Annual	49,275.79	51,075.96	52,825.24	54,787.53	56,772.43	58,870.44	61,040.07	63,447.22	65,878.87	68,401.00	69,769.51	
COMMUNITY HEALTH	Resource Coordinator	1885	Hourly	23.465	24.279	25.142	25.981	26.941	27.865	28.863	29.762			30.357	
			Monthly	3,685.96	3,813.83	3,949.39	4,081.18	4,231.98	4,377.13	4,533.90	4,675.11			4,768.58	
			Annual	44,231.53	45,765.92	47,392.67	48,974.19	50,783.79	52,525.53	54,406.76	56,101.37			57,222.95	
COMMUNITY HEALTH	Regional Primary Care Connector (New Position)	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279	
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41	
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92	
COMMUNITY HEALTH	Restorative Care Coordinator (Changed from Case Coordinator)	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279	
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41	
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92	

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	
DIETITIAN	Community Dietitian (Changed from Comm Health Dietitian)	1885	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013	
			Monthly	4,256.33	4,402.10	4,565.63	4,731.04	4,905.87	5,086.67	5,287.27	5,489.91	5,700.08	5,814.13	
			Annual	51,075.96	52,825.24	54,787.53	56,772.43	58,870.44	61,040.07	63,447.22	65,878.87	68,401.00	69,769.51	
DIETITIAN	Dietitian (New position)	2015	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013	
			Monthly	4,549.87	4,705.70	4,880.50	5,057.31	5,244.21	5,437.48	5,651.91	5,868.52	6,093.19	6,215.10	
			Annual	54,598.44	56,468.36	58,565.98	60,687.77	62,930.47	65,249.73	67,822.89	70,422.24	73,118.31	74,581.20	
MENTAL HEALTH CLINICIAN	Mental Health Clinician III	1885	Hourly	28.953	30.006	31.042	32.172	33.390	34.623	35.888	37.300		38.046	
			Monthly	4,548.03	4,713.44	4,876.18	5,053.69	5,245.01	5,438.70	5,637.41	5,859.21		5,976.39	
			Annual	54,576.41	56,561.31	58,514.17	60,644.22	62,940.15	65,264.36	67,648.88	70,310.50		71,716.71	
MENTAL HEALTH CLINICIAN	Mental Health Clinician IV	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92
MENTAL HEALTH CLINICIAN	Mental Health Promotion Specialist – HEALTH (New Position)	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92
MENTAL HEALTH CLINICIAN	Mobile Crisis Clinician (Mental Health Worker 3 - Former Burntwood)	1885	Hourly	24.763	25.663	26.548	27.519	28.559	29.613	30.695	31.903		32.542	
			Monthly	3,889.86	4,031.23	4,170.25	4,322.78	4,486.14	4,651.71	4,821.67	5,011.43		5,111.81	
			Annual	46,678.26	48,374.76	50,042.98	51,873.32	53,833.72	55,820.51	57,860.08	60,137.16		61,341.67	
MENTAL HEALTH CLINICAL	Clinical Services Coordinator (New Position)	2015	Hourly	32.312	33.403	34.647	35.881	37.216	38.605	40.106	41.662	43.279	45.442	
			Monthly	5,425.72	5,608.92	5,817.81	6,025.02	6,249.19	6,482.42	6,734.47	6,995.74	7,267.27	7,630.47	
			Annual	65,108.68	67,307.05	69,813.71	72,300.22	74,990.24	77,789.08	80,813.59	83,948.93	87,207.19	91,565.63	
SPIRITUAL CARE	Spiritual Care Coordinator (New Position)	1885	Hourly	25.793	26.663	27.670	28.645	29.696	30.812	31.910	33.231	34.449	35.138	
			Monthly	4,051.65	4,188.31	4,346.50	4,499.65	4,664.75	4,840.05	5,012.53	5,220.04	5,411.36	5,519.59	
			Annual	48,619.81	50,259.76	52,157.95	53,995.83	55,976.96	58,080.62	60,150.35	62,640.44	64,936.37	66,235.13	
MIDWIFE	Midwife	2080	Hourly	38.952	40.419	42.185	43.816	45.635					46.548	
			Monthly	6,751.68	7,005.96	7,312.07	7,594.77	7,910.07					8,068.32	
			Annual	81,020.16	84,071.52	87,744.80	91,137.28	94,920.80					96,819.84	
OT/PT	Charge Clinical Therapist (OT/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	
OT/PT	Senior Therapist - OT/PT	1950	Hourly	34.581	35.615	36.686	37.789	38.921					39.700	
			Monthly	5,619.41	5,787.44	5,961.48	6,140.71	6,324.66					6,451.25	
			Annual	67,432.95	69,449.25	71,537.70	73,688.55	75,895.95					77,415.00	
OT/PT	Staff Therapist - OT/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	
PHARMACY	Pharmacist Intern	2015	Hourly	41.797									42.632	
			Monthly	7,018.41									7,158.62	
			Annual	84,220.96									85,903.48	
PHARMACY	Pharmacy Assistant (Former Pharmacy Technician)	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	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	
RESPIRATORY	Senior Respiratory Therapist	2015	Hourly	31.329	32.269	33.235	34.234	35.261	36.318	37.406			38.154	
			Monthly	5,260.66	5,418.50	5,580.71	5,748.46	5,920.91	6,098.40	6,281.09			6,406.69	
			Annual	63,127.94	65,022.04	66,968.53	68,981.51	71,050.92	73,180.77	75,373.09			76,880.31	

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	
RESPIRATORY	Staff 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
SOCIAL WORKER	Social Worker (BSW)	2015	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944		35.644	
			Monthly	4,489.25	4,692.10	4,903.50	5,129.52	5,361.58	5,596.50	5,814.95	5,867.68			5,985.22
			Annual	53,871.03	56,305.15	58,842.03	61,554.22	64,338.95	67,157.94	69,779.45	70,412.16			71,822.66
SOCIAL WORKER	Psychosocial Oncology Clinician (New Position)	2015	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944		35.644	
			Monthly	4,489.25	4,692.10	4,903.50	5,129.52	5,361.58	5,596.50	5,814.95	5,867.68			5,985.22
			Annual	53,871.03	56,305.15	58,842.03	61,554.22	64,338.95	67,157.94	69,779.45	70,412.16			71,822.66
SPEECH/LANGUAGE	Senior Speech Language Pathologist	1885	Hourly	38.915	40.414	41.917	43.513	45.263	47.021				47.961	
			Monthly	6,112.90	6,348.37	6,584.46	6,835.17	7,110.06	7,386.22				7,533.87	
			Annual	73,354.78	76,180.39	79,013.55	82,022.01	85,320.76	88,634.59				90,406.49	
SPEECH/LANGUAGE	Speech/Language Pathologist	1885	Hourly	34.631	36.084	37.472	38.863	40.348	41.968	43.600			44.472	
			Monthly	5,439.95	5,668.20	5,886.23	6,104.73	6,338.00	6,592.47	6,848.83			6,985.81	
			Annual	65,279.44	68,018.34	70,634.72	73,256.76	76,055.98	79,109.68	82,186.00			83,829.72	
EMS	Emergency Medical Responder	2028	Hourly	14.123	14.548	14.983	15.435	15.898	16.374	17.145			17.488	
			Monthly	2,386.79	2,458.61	2,532.13	2,608.52	2,686.76	2,767.21	2,897.51			2,955.47	
			Annual	28,641.44	29,503.34	30,385.52	31,302.18	32,241.14	33,206.47	34,770.06			35,465.66	
EMS	Operations Supervisor	2028	Hourly	25.162	25.906	26.673	27.466	28.278	29.126				29.709	
			Monthly	4,252.38	4,378.11	4,507.74	4,641.75	4,778.98	4,922.29				5,020.82	
			Annual	51,028.54	52,537.37	54,092.84	55,701.05	57,347.78	59,067.53				60,249.85	
EMS	Technician Intermediate Paramedic	2028	Hourly	23.740	24.340	25.060	25.801	26.563	27.359				27.907	
			Monthly	4,012.06	4,113.46	4,235.14	4,360.37	4,489.15	4,623.67				4,716.28	
			Annual	48,144.72	49,361.52	50,821.68	52,324.43	53,869.76	55,484.05				56,595.40	
EMS	Technician Paramedic	2028	Hourly	21.372	22.004	22.656	23.325	24.016	24.736				25.230	
			Monthly	3,611.87	3,718.68	3,828.86	3,941.93	4,058.70	4,180.38				4,263.87	
			Annual	43,342.42	44,624.11	45,946.37	47,303.10	48,704.45	50,164.61				51,166.44	

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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	
AUDIOLOGY	Audiologist	1885	Hourly	34.631	36.084	37.472	38.863	40.348	41.968	43.600			44.472	
			Monthly	5,439.95	5,668.20	5,886.23	6,104.73	6,338.00	6,592.47	6,848.83				6,985.81
			Annual	65,279.44	68,018.34	70,634.72	73,256.76	76,055.98	79,109.68	82,186.00				83,829.72
CHILD HEALTH	Music Therapist	2015	Hourly	24.404	25.286	26.242	27.241	28.275	29.350	30.464	31.622		32.255	
			Monthly	4,097.84	4,245.94	4,406.47	4,574.22	4,747.84	4,928.35	5,115.41	5,309.86			5,416.15
			Annual	49,174.06	50,951.29	52,877.63	54,890.62	56,974.13	59,140.25	61,384.96	63,718.33			64,993.83
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC1 - non-degree))	2015	Hourly	19.163	20.354	21.546	22.737	23.927	25.119	26.310	27.499		28.050	
			Monthly	3,217.79	3,417.78	3,617.93	3,817.92	4,017.74	4,217.90	4,417.89	4,617.54			4,710.06
			Annual	38,613.45	41,013.31	43,415.19	45,815.06	48,212.91	50,614.79	53,014.65	55,410.49			56,520.75
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC2 - degree))	2015	Hourly	22.725	23.528	24.385	25.256	26.191	27.173	28.175	29.279	30.170	31.062	31.683
			Monthly	3,815.91	3,950.74	4,094.65	4,240.90	4,397.91	4,562.80	4,731.05	4,916.43	5,066.05	5,215.83	5,320.10
			Annual	45,790.88	47,408.92	49,135.78	50,890.84	52,774.87	54,753.60	56,772.63	58,997.19	60,792.55	62,589.93	63,841.25
COMMUNITY HEALTH	Addictions Recovery Practitioner - Lead (Changed from Addiction Clinician Team Leader)	2015	Hourly	24.507	25.310	26.169	27.037	27.974	28.953	29.958	31.060	31.953	32.843	33.500
			Monthly	4,115.13	4,249.97	4,394.21	4,539.96	4,697.30	4,861.69	5,030.45	5,215.49	5,365.44	5,514.89	5,625.21
			Annual	49,381.61	50,999.65	52,730.54	54,479.56	56,367.61	58,340.30	60,365.37	62,585.90	64,385.30	66,178.65	67,502.50
COMMUNITY HEALTH	Community Family Counsellor	1950	Hourly	26.579	27.465	28.452	29.424	30.466	31.574	32.673	33.994	35.184	35.887	
			Monthly	4,319.09	4,463.06	4,623.45	4,781.40	4,950.73	5,130.78	5,309.36	5,524.03	5,717.40	5,831.64	
			Annual	51,829.05	53,556.75	55,481.40	57,376.80	59,408.70	61,569.30	63,712.35	66,288.30	68,608.80	69,979.65	
COMMUNITY HEALTH	Community Health Worker	1885	Hourly	23.132	23.963	24.763	25.663	26.548	27.519				28.069	
			Monthly	3,633.65	3,764.19	3,889.86	4,031.23	4,170.25	4,322.78				4,409.17	
			Annual	43,603.82	45,170.26	46,678.26	48,374.76	50,042.98	51,873.32				52,910.07	
COMMUNITY HEALTH	Insight Mentor Coordinator (Former Nor-Man FAS / FAE Project Coordinator)	1885	Hourly	25.242	26.534	27.818	29.138	30.404					31.012	
			Monthly	3,965.10	4,168.05	4,369.74	4,577.09	4,775.96					4,871.47	
			Annual	47,581.17	50,016.59	52,436.93	54,925.13	57,311.54					58,457.62	
COMMUNITY HEALTH	Insight Mentor Coordinator - PIO (Former Burntwood Case Coordinator)	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92
COMMUNITY HEALTH	FASD Diagnostics Coordinator	1885	Hourly	25.242	26.534	27.818	29.138	30.404					31.012	
			Monthly	3,965.10	4,168.05	4,369.74	4,577.09	4,775.96					4,871.47	
			Annual	47,581.17	50,016.59	52,436.93	54,925.13	57,311.54					58,457.62	
COMMUNITY HEALTH	Health Promotion and Education Specialist (Former Burntwood)	1950	Hourly	29.065	30.118	31.384	32.504	33.801	35.093	36.499	37.919	39.436	40.224	
			Monthly	4,723.06	4,894.18	5,099.90	5,281.90	5,492.66	5,702.61	5,931.09	6,161.84	6,408.35	6,536.40	
			Annual	56,676.75	58,730.10	61,198.80	63,382.80	65,911.95	68,431.35	71,173.05	73,942.05	76,900.20	78,436.80	
COMMUNITY HEALTH	Regional Community Health Developer (Former Nor-Man)	1885	Hourly	26.141	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013
			Monthly	4,106.32	4,256.33	4,402.10	4,565.63	4,731.04	4,905.87	5,086.67	5,287.27	5,489.91	5,700.08	5,814.13
			Annual	49,275.79	51,075.96	52,825.24	54,787.53	56,772.43	58,870.44	61,040.07	63,447.22	65,878.87	68,401.00	69,769.51
COMMUNITY HEALTH	Resource Coordinator	1885	Hourly	23.465	24.279	25.142	25.981	26.941	27.865	28.863	29.762		30.357	
			Monthly	3,685.96	3,813.83	3,949.39	4,081.18	4,231.98	4,377.13	4,533.90	4,675.11		4,768.58	
			Annual	44,231.53	45,765.92	47,392.67	48,974.19	50,783.79	52,525.53	54,406.76	56,101.37		57,222.95	
COMMUNITY HEALTH	Regional Primary Care Connector	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92
COMMUNITY HEALTH	Restorative Care Coordinator (Changed from Case Coordinator)	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92

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	
DIETITIAN	Community Dietitian (Changed from Comm Health Dietitian)	1885	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013	
			Monthly	4,256.33	4,402.10	4,565.63	4,731.04	4,905.87	5,086.67	5,287.27	5,489.91	5,700.08	5,814.13	
			Annual	51,075.96	52,825.24	54,787.53	56,772.43	58,870.44	61,040.07	63,447.22	65,878.87	68,401.00	69,769.51	
DIETITIAN	Dietitian	2015	Hourly	27.096	28.024	29.065	30.118	31.231	32.382	33.659	34.949	36.287	37.013	
			Monthly	4,549.87	4,705.70	4,880.50	5,057.31	5,244.21	5,437.48	5,651.91	5,868.52	6,093.19	6,215.10	
			Annual	54,598.44	56,468.36	58,565.98	60,687.77	62,930.47	65,249.73	67,822.89	70,422.24	73,118.31	74,581.20	
MENTAL HEALTH CLINICIAN	Mental Health Clinician III	1885	Hourly	28.953	30.006	31.042	32.172	33.390	34.623	35.888	37.300		38.046	
			Monthly	4,548.03	4,713.44	4,876.18	5,053.69	5,245.01	5,438.70	5,637.41	5,859.21	5,976.39		
			Annual	54,576.41	56,561.31	58,514.17	60,644.22	62,940.15	65,264.36	67,648.88	70,310.50	71,716.71		
MENTAL HEALTH CLINICIAN	Mental Health Clinician IV	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92
MENTAL HEALTH CLINICIAN	Mental Health Promotion Specialist – HEALTH (New Position)	1885	Hourly	30.773	31.813	32.999	34.172	35.444	36.765	38.196	39.675	41.218	42.430	43.279
			Monthly	4,833.93	4,997.29	5,183.59	5,367.85	5,567.66	5,775.17	5,999.96	6,232.28	6,474.66	6,665.05	6,798.41
			Annual	58,007.11	59,967.51	62,203.12	64,414.22	66,811.94	69,302.03	71,999.46	74,787.38	77,695.93	79,980.55	81,580.92
MENTAL HEALTH CLINICIAN	Mobile Crisis Clinician (Mental Health Worker 3 - Former Burntwood)	1885	Hourly	24.763	25.663	26.548	27.519	28.559	29.613	30.695	31.903		32.542	
			Monthly	3,889.86	4,031.23	4,170.25	4,322.78	4,486.14	4,651.71	4,821.67	5,011.43	5,111.81		
			Annual	46,678.26	48,374.76	50,042.98	51,873.32	53,833.72	55,820.51	57,860.08	60,137.16	61,341.67		
MENTAL HEALTH CLINICAL	Clinical Services Coordinator	2015	Hourly	32.312	33.403	34.647	35.881	37.216	38.605	40.106	41.662	43.279	45.442	
			Monthly	5,425.72	5,608.92	5,817.81	6,025.02	6,249.19	6,482.42	6,734.47	6,995.74	7,267.27	7,630.47	
			Annual	65,108.68	67,307.05	69,813.71	72,300.22	74,990.24	77,789.08	80,813.59	83,948.93	87,207.19	91,565.63	
SPIRITUAL CARE	Spiritual Care Coordinator	1885	Hourly	25.793	26.663	27.670	28.645	29.696	30.812	31.910	33.231	34.449	35.138	
			Monthly	4,051.65	4,188.31	4,346.50	4,499.65	4,664.75	4,840.05	5,012.53	5,220.04	5,411.36	5,519.59	
			Annual	48,619.81	50,259.76	52,157.95	53,995.83	55,976.96	58,080.62	60,150.35	62,640.44	64,936.37	66,235.13	
MIDWIFE	Midwife	2080	Hourly	38.952	40.419	42.185	43.816	45.635					46.548	
			Monthly	6,751.68	7,005.96	7,312.07	7,594.77	7,910.07					8,068.32	
			Annual	81,020.16	84,071.52	87,744.80	91,137.28	94,920.80					96,819.84	
OT/PT	Charge Clinical Therapist (OT/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	
OT/PT	Senior Therapist - OT/PT	1950	Hourly	34.581	35.615	36.686	37.789	38.921					39.700	
			Monthly	5,619.41	5,787.44	5,961.48	6,140.71	6,324.66					6,451.25	
			Annual	67,432.95	69,449.25	71,537.70	73,688.55	75,895.95					77,415.00	
OT/PT	Staff Therapist - OT/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	
PHARMACY	Pharmacist Intern	2015	Hourly	41.797									42.632	
			Monthly	7,018.41										7,158.62
			Annual	84,220.96										85,903.48
PHARMACY	Pharmacy Assistant (Former Pharmacy Technician)	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	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	
RESPIRATORY	Senior Respiratory Therapist	2015	Hourly	31.329	32.269	33.235	34.234	35.261	36.318	37.406			38.154	
			Monthly	5,260.66	5,418.50	5,580.71	5,748.46	5,920.91	6,098.40	6,281.09			6,406.69	
			Annual	63,127.94	65,022.04	66,968.53	68,981.51	71,050.92	73,180.77	75,373.09			76,880.31	

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	
RESPIRATORY	Staff 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
SOCIAL WORKER	Social Worker (BSW)	2015	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944			35.644	
			Monthly	4,489.25	4,692.10	4,903.50	5,129.52	5,361.58	5,596.50	5,814.95	5,867.68				5,985.22
			Annual	53,871.03	56,305.15	58,842.03	61,554.22	64,338.95	67,157.94	69,779.45	70,412.16				71,822.66
SOCIAL WORKER	Psychosocial Oncology Clinician	2015	Hourly	26.735	27.943	29.202	30.548	31.930	33.329	34.630	34.944			35.644	
			Monthly	4,489.25	4,692.10	4,903.50	5,129.52	5,361.58	5,596.50	5,814.95	5,867.68				5,985.22
			Annual	53,871.03	56,305.15	58,842.03	61,554.22	64,338.95	67,157.94	69,779.45	70,412.16				71,822.66
SPEECH/LANGUAGE	Senior Speech Language Pathologist	1885	Hourly	38.915	40.414	41.917	43.513	45.263	47.021					47.961	
			Monthly	6,112.90	6,348.37	6,584.46	6,835.17	7,110.06	7,386.22						7,533.87
			Annual	73,354.78	76,180.39	79,013.55	82,022.01	85,320.76	88,634.59						90,406.49
SPEECH/LANGUAGE	Speech/Language Pathologist	1885	Hourly	34.631	36.084	37.472	38.863	40.348	41.968	43.600				44.472	
			Monthly	5,439.95	5,668.20	5,886.23	6,104.73	6,338.00	6,592.47	6,848.83					6,985.81
			Annual	65,279.44	68,018.34	70,634.72	73,256.76	76,055.98	79,109.68	82,186.00					83,829.72
EMS	Emergency Medical Responder	2028	Hourly	14.123	14.548	14.983	15.435	15.898	16.374	17.145				17.488	
			Monthly	2,386.79	2,458.61	2,532.13	2,608.52	2,686.76	2,767.21	2,897.51					2,955.47
			Annual	28,641.44	29,503.34	30,385.52	31,302.18	32,241.14	33,206.47	34,770.06					35,465.66
EMS	Operations Supervisor*	2028	Hourly	25.805	26.679	27.852	29.050	30.126	30.999					31.619	
			Monthly	4,361.05	4,508.75	4,706.99	4,909.45	5,091.29	5,238.83						5,343.61
			Annual	52,332.54	54,105.01	56,483.86	58,913.40	61,095.53	62,865.97						64,123.33
EMS	Technician Intermediate Paramedic*	2028	Hourly	24.346	25.066	26.168	27.289	28.298	29.119					29.701	
			Monthly	4,114.47	4,236.15	4,422.39	4,611.84	4,782.36	4,921.11						5,019.47
			Annual	49,373.69	50,833.85	53,068.70	55,342.09	57,388.34	59,053.33						60,233.63
EMS	Technician Paramedic*	2028	Hourly	22.013	22.664	23.660	24.674	25.586	26.328					26.855	
			Monthly	3,720.20	3,830.22	3,998.54	4,169.91	4,324.03	4,449.43						4,538.50
			Annual	44,642.36	45,962.59	47,982.48	50,038.87	51,888.41	53,393.18						54,461.94

* EMS Adjustment 2.55% - 6.54%

** Midwife Market Adjustment

**MAHCP - Northern Regional Health Authority
Appendix 'A' - Effective: April 1, 2015**

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	
AUDIOLOGY	Audiologist	1885	Hourly	35.150	36.626	38.034	39.446	40.954	42.598	44.254				45.139	
			Monthly	5,521.48	5,753.33	5,974.51	6,196.31	6,433.19	6,691.44	6,951.57					7,090.59
			Annual	66,257.75	69,040.01	71,694.09	74,355.71	77,198.29	80,297.23	83,418.79					85,087.02
CHILD HEALTH	Music Therapist	2015	Hourly	24.770	25.665	26.635	27.649	28.699	29.790	30.921	32.097			32.738	
			Monthly	4,159.30	4,309.58	4,472.46	4,642.73	4,819.04	5,002.24	5,192.15	5,389.62				5,497.26
			Annual	49,911.55	51,714.98	53,669.53	55,712.74	57,828.49	60,026.85	62,305.82	64,675.46				65,967.07
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC1 - non-degree))	2015	Hourly	19.451	20.659	21.870	23.078	24.285	25.496	26.704	27.912			28.470	
			Monthly	3,266.15	3,468.99	3,672.34	3,875.18	4,077.86	4,281.20	4,484.05	4,686.89				4,780.59
			Annual	39,193.77	41,627.89	44,068.05	46,502.17	48,934.28	51,374.44	53,808.56	56,242.68				57,367.05
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC2 - degree))	2015	Hourly	23.066	23.881	24.751	25.635	26.584	27.580	28.598	29.718	30.622	31.528	32.158	
			Monthly	3,873.17	4,010.02	4,156.11	4,304.54	4,463.90	4,631.14	4,802.08	4,990.15	5,141.94	5,294.08	5,399.86	
			Annual	46,477.99	48,120.22	49,873.27	51,654.53	53,566.76	55,573.70	57,624.97	59,881.77	61,703.33	63,528.92	64,798.37	
COMMUNITY HEALTH	Addictions Recovery Practitioner - Lead (Changed from Addiction Clinician Team Leader)	2015	Hourly	24.875	25.690	26.561	27.442	28.394	29.387	30.407	31.526	32.433	33.336	34.003	
			Monthly	4,176.93	4,313.78	4,460.04	4,607.97	4,767.83	4,934.57	5,105.84	5,293.74	5,446.04	5,597.67	5,709.67	
			Annual	50,123.13	51,765.35	53,520.42	55,295.63	57,213.91	59,214.81	61,270.11	63,524.89	65,352.50	67,172.04	68,516.05	
COMMUNITY HEALTH	Community Family Counsellor	1950	Hourly	26.977	27.877	28.879	29.865	30.923	32.047	33.163	34.504	35.712		36.426	
			Monthly	4,383.76	4,530.01	4,692.84	4,853.06	5,024.99	5,207.64	5,388.99	5,606.90	5,803.20		5,919.23	
			Annual	52,605.15	54,360.15	56,314.05	58,236.75	60,299.85	62,491.65	64,667.85	67,282.80	69,638.40		71,030.70	
COMMUNITY HEALTH	Community Health Worker	1885	Hourly	23.479	24.323	25.134	26.048	26.947	27.931					28.490	
			Monthly	3,688.16	3,820.74	3,948.13	4,091.71	4,232.93	4,387.50					4,475.30	
			Annual	44,257.92	45,848.86	47,377.59	49,100.48	50,795.10	52,649.94					53,703.65	
COMMUNITY HEALTH	Insight Mentor Coordinator (Former Nor-Man FAS / FAE Project Coordinator)	1885	Hourly	25.621	26.932	28.235	29.575	30.860						31.477	
			Monthly	4,024.63	4,230.57	4,435.25	4,645.74	4,847.59						4,944.51	
			Annual	48,295.59	50,766.82	53,222.98	55,748.88	58,171.10						59,334.15	
COMMUNITY HEALTH	Insight Mentor Coordinator - PIO (Former Burntwood Case Coordinator)	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066	43.928	
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95	6,900.36	
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41	82,804.28	
COMMUNITY HEALTH	FASD Diagnostics Coordinator	1885	Hourly	25.621	26.932	28.235	29.575	30.860						31.477	
			Monthly	4,024.63	4,230.57	4,435.25	4,645.74	4,847.59						4,944.51	
			Annual	48,295.59	50,766.82	53,222.98	55,748.88	58,171.10						59,334.15	
COMMUNITY HEALTH	Health Promotion and Education Specialist (Former Burntwood)	1950	Hourly	29.500	30.570	31.855	32.992	34.308	35.619	37.047	38.488	40.027		40.828	
			Monthly	4,793.75	4,967.63	5,176.44	5,361.20	5,575.05	5,788.09	6,020.14	6,254.30	6,504.39		6,634.55	
			Annual	57,525.00	59,611.50	62,117.25	64,334.40	66,900.60	69,457.05	72,241.65	75,051.60	78,052.65		79,614.60	
COMMUNITY HEALTH	Regional Community Health Developer (Former Nor-Man)	1885	Hourly	26.533	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832	37.568	
			Monthly	4,167.89	4,320.26	4,468.24	4,633.96	4,802.04	4,979.39	5,162.86	5,366.60	5,572.37	5,785.69	5,901.31	
			Annual	50,014.71	51,843.16	53,618.83	55,607.50	57,624.45	59,752.62	61,954.30	64,399.14	66,868.49	69,428.32	70,815.68	
COMMUNITY HEALTH	Resource Coordinator	1885	Hourly	23.817	24.643	25.519	26.371	27.345	28.283	29.295	30.208			30.812	
			Monthly	3,741.25	3,871.01	4,008.61	4,142.45	4,295.44	4,442.79	4,601.76	4,745.17			4,840.05	
			Annual	44,895.05	46,452.06	48,103.32	49,709.34	51,545.33	53,313.46	55,221.08	56,942.08			58,080.62	
COMMUNITY HEALTH	Regional Primary Care Connector	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066	43.928	
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95	6,900.36	
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41	82,804.28	
COMMUNITY HEALTH	Restorative Care Coordinator (Changed from Case Coordinator)	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066	43.928	
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95	6,900.36	
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41	82,804.28	

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	
DIETITIAN	Community Dietitian (Changed from Comm Health Dietitian)	1885	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832		37.568	
			Monthly	4,320.26	4,468.24	4,633.96	4,802.04	4,979.39	5,162.86	5,366.60	5,572.37	5,785.69		5,901.31	
			Annual	51,843.16	53,618.83	55,607.50	57,624.45	59,752.62	61,954.30	64,399.14	66,868.49	69,428.32		70,815.68	
DIETITIAN	Dietitian	2015	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832		37.568	
			Monthly	4,618.21	4,776.39	4,953.54	5,133.21	5,322.79	5,518.92	5,736.71	5,956.68	6,184.71		6,308.29	
			Annual	55,418.55	57,316.68	59,442.50	61,598.55	63,873.49	66,227.01	68,840.46	71,480.11	74,216.48		75,699.52	
MENTAL HEALTH CLINICIAN	Mental Health Clinician III	1885	Hourly	29.387	30.457	31.507	32.655	33.891	35.142	36.427	37.860			38.617	
			Monthly	4,616.21	4,784.29	4,949.23	5,129.56	5,323.71	5,520.22	5,722.08	5,947.18			6,066.09	
			Annual	55,394.50	57,411.45	59,390.70	61,554.68	63,884.54	66,242.67	68,664.90	71,366.10			72,793.05	
MENTAL HEALTH CLINICIAN	Mental Health Clinician IV	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066		43.928
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95		6,900.36
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41		82,804.28
MENTAL HEALTH CLINICIAN	Mental Health Promotion Specialist – HEALTH	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066		43.928
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95		6,900.36
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41		82,804.28
MENTAL HEALTH CLINICIAN	Mobile Crisis Clinician (Mental Health Worker 3 - Former Burntwood)	1885	Hourly	25.134	26.048	26.947	27.931	28.987	30.057	31.155	32.382			33.030	
			Monthly	3,948.13	4,091.71	4,232.93	4,387.50	4,553.38	4,721.45	4,893.93	5,086.67			5,188.46	
			Annual	47,377.59	49,100.48	50,795.10	52,649.94	54,640.50	56,657.45	58,727.18	61,040.07			62,261.55	
MENTAL HEALTH CLINICAL	Clinical Services Coordinator	2015	Hourly	32.796	33.904	35.167	36.419	37.774	39.184	40.707	42.287	43.928		46.123	
			Monthly	5,507.00	5,693.05	5,905.13	6,115.36	6,342.88	6,579.65	6,835.38	7,100.69	7,376.24		7,744.82	
			Annual	66,083.94	68,316.56	70,861.51	73,384.29	76,114.61	78,955.76	82,024.61	85,208.31	88,514.92		92,937.85	
SPIRITUAL CARE	Spiritual Care Coordinator	1885	Hourly	26.180	27.063	28.085	29.075	30.141	31.275	32.388	33.730	34.966		35.665	
			Monthly	4,112.44	4,251.15	4,411.69	4,567.20	4,734.65	4,912.78	5,087.62	5,298.42	5,492.58		5,602.38	
			Annual	49,349.30	51,013.76	52,940.23	54,806.38	56,815.79	58,953.38	61,051.38	63,581.05	65,910.91		67,228.53	
MIDWIFE	Midwife	2080	Hourly	39.536	41.026	42.818	44.473	46.320						47.246	
			Monthly	6,852.91	7,111.17	7,421.79	7,708.65	8,028.80						8,189.31	
			Annual	82,234.88	85,334.08	89,061.44	92,503.84	96,345.60						98,271.68	
OT/PT	Charge Clinical Therapist (OT/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	
OT/PT	Senior Therapist - OT/PT	1950	Hourly	35.100	36.150	37.236	38.356	39.505						40.295	
			Monthly	5,703.75	5,874.38	6,050.85	6,232.85	6,419.56						6,547.94	
			Annual	68,445.00	70,492.50	72,610.20	74,794.20	77,034.75						78,575.25	
OT/PT	Staff Therapist - OT/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	
PHARMACY	Pharmacist Intern	2015	Hourly	42.424										43.272	
			Monthly	7,123.70										7,266.09	
			Annual	85,484.36										87,193.08	
PHARMACY	Pharmacy Assistant (Former Pharmacy Technician)	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	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	
RESPIRATORY	Senior Respiratory Therapist	2015	Hourly	31.799	32.753	33.734	34.747	35.790	36.862	37.967				38.726	
			Monthly	5,339.58	5,499.78	5,664.50	5,834.60	6,009.74	6,189.74	6,375.29				6,502.74	
			Annual	64,074.99	65,997.30	67,974.01	70,015.21	72,116.85	74,276.93	76,503.51				78,032.89	

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
RESPIRATORY	Staff 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
SOCIAL WORKER	Social Worker (BSW)	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84		6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04		72,898.67
SOCIAL WORKER	Psychosocial Oncology Clinician	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84		6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04		72,898.67
SOCIAL WORKER	Aftercare Coordinator (New Position Effective Nov 2015)	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84		6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04		72,898.67
SPEECH/LANGUAGE	Senior Speech Language Pathologist	1885	Hourly	39.499	41.020	42.546	44.166	45.942	47.726				48.680
			Monthly	6,204.64	6,443.56	6,683.27	6,937.74	7,216.72	7,496.96				7,646.82
			Annual	74,455.62	77,322.70	80,199.21	83,252.91	86,600.67	89,963.51				91,761.80
SPEECH/LANGUAGE	Speech/Language Pathologist	1885	Hourly	35.150	36.626	38.034	39.446	40.954	42.598	44.254			45.139
			Monthly	5,521.48	5,753.33	5,974.51	6,196.31	6,433.19	6,691.44	6,951.57			7,090.59
			Annual	66,257.75	69,040.01	71,694.09	74,355.71	77,198.29	80,297.23	83,418.79			85,087.02
EMS	Emergency Medical Responder	2028	Hourly	14.335	14.766	15.208	15.667	16.136	16.620	17.403			17.751
			Monthly	2,422.62	2,495.45	2,570.15	2,647.72	2,726.98	2,808.78	2,941.11			2,999.92
			Annual	29,071.38	29,945.45	30,841.82	31,772.68	32,723.81	33,705.36	35,293.28			35,999.03
EMS	Operations Supervisor	2028	Hourly	26.192	27.080	28.270	29.486	30.578	31.464				32.093
			Monthly	4,426.45	4,576.52	4,777.63	4,983.13	5,167.68	5,317.42				5,423.72
			Annual	53,117.38	54,918.24	57,331.56	59,797.61	62,012.18	63,808.99				65,084.60
EMS	Technician Intermediate Paramedic	2028	Hourly	24.712	25.442	26.560	27.699	28.723	29.556				30.147
			Monthly	4,176.33	4,299.70	4,488.64	4,681.13	4,854.19	4,994.96				5,094.84
			Annual	50,115.94	51,596.38	53,863.68	56,173.57	58,250.24	59,939.57				61,138.12
EMS	Technician Paramedic	2028	Hourly	22.343	23.004	24.015	25.044	25.970	26.723				27.257
			Monthly	3,775.97	3,887.68	4,058.54	4,232.44	4,388.93	4,516.19				4,606.43
			Annual	45,311.60	46,652.11	48,702.42	50,789.23	52,667.16	54,194.24				55,277.20

**MAHCP - Northern Regional Health Authority
Appendix 'A' - Effective: October 1, 2015**

EMS Adjustment 3.00% - 6.18% - Denoted with *

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	
AUDIOLOGY	Audiologist	1885	Hourly	35.150	36.626	38.034	39.446	40.954	42.598	44.254			45.139	
			Monthly	5,521.48	5,753.33	5,974.51	6,196.31	6,433.19	6,691.44	6,951.57				7,090.59
			Annual	66,257.75	69,040.01	71,694.09	74,355.71	77,198.29	80,297.23	83,418.79				85,087.02
CHILD HEALTH	Music Therapist	2015	Hourly	24.770	25.665	26.635	27.649	28.699	29.790	30.921	32.097			32.738
			Monthly	4,159.30	4,309.58	4,472.46	4,642.73	4,819.04	5,002.24	5,192.15	5,389.62			5,497.26
			Annual	49,911.55	51,714.98	53,669.53	55,712.74	57,828.49	60,026.85	62,305.82	64,675.46			65,967.07
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC1 - non-degree))	2015	Hourly	19.451	20.659	21.870	23.078	24.285	25.496	26.704	27.912			28.470
			Monthly	3,266.15	3,468.99	3,672.34	3,875.18	4,077.86	4,281.20	4,484.05	4,686.89			4,780.59
			Annual	39,193.77	41,627.89	44,068.05	46,502.17	48,934.28	51,374.44	53,808.56	56,242.68			57,367.05
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC2 - degree))	2015	Hourly	23.066	23.881	24.751	25.635	26.584	27.580	28.598	29.718	30.622	31.528	32.158
			Monthly	3,873.17	4,010.02	4,156.11	4,304.54	4,463.90	4,631.14	4,802.08	4,990.15	5,141.94	5,294.08	5,399.86
			Annual	46,477.99	48,120.22	49,873.27	51,654.53	53,566.76	55,573.70	57,624.97	59,881.77	61,703.33	63,528.92	64,798.37
COMMUNITY HEALTH	Addictions Recovery Practitioner - Lead (Changed from Addiction Clinician Team Leader)	2015	Hourly	24.875	25.690	26.561	27.442	28.394	29.387	30.407	31.526	32.433	33.336	34.003
			Monthly	4,176.93	4,313.78	4,460.04	4,607.97	4,767.83	4,934.57	5,105.84	5,293.74	5,446.04	5,597.67	5,709.67
			Annual	50,123.13	51,765.35	53,520.42	55,295.63	57,213.91	59,214.81	61,270.11	63,524.89	65,352.50	67,172.04	68,516.05
COMMUNITY HEALTH	Community Family Counsellor	1950	Hourly	26.977	27.877	28.879	29.865	30.923	32.047	33.163	34.504	35.712		36.426
			Monthly	4,383.76	4,530.01	4,692.84	4,853.06	5,024.99	5,207.64	5,388.99	5,606.90	5,803.20		5,919.23
			Annual	52,605.15	54,360.15	56,314.05	58,236.75	60,299.85	62,491.65	64,667.85	67,282.80	69,638.40		71,030.70
COMMUNITY HEALTH	Community Health Worker	1885	Hourly	23.479	24.323	25.134	26.048	26.947	27.931					28.490
			Monthly	3,688.16	3,820.74	3,948.13	4,091.71	4,232.93	4,387.50					4,475.30
			Annual	44,257.92	45,848.86	47,377.59	49,100.48	50,795.10	52,649.94					53,703.65
COMMUNITY HEALTH	Insight Mentor Coordinator (Former Nor-Man FAS / FAE Project Coordinator)	1885	Hourly	25.621	26.932	28.235	29.575	30.860						31.477
			Monthly	4,024.63	4,230.57	4,435.25	4,645.74	4,847.59						4,944.51
			Annual	48,295.59	50,766.82	53,222.98	55,748.88	58,171.10						59,334.15
COMMUNITY HEALTH	Insight Mentor Coordinator - PIO (Former Burntwood Case Coordinator)	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066	43.928
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95	6,900.36
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41	82,804.28
COMMUNITY HEALTH	FASD Diagnostics Coordinator	1885	Hourly	25.621	26.932	28.235	29.575	30.860						31.477
			Monthly	4,024.63	4,230.57	4,435.25	4,645.74	4,847.59						4,944.51
			Annual	48,295.59	50,766.82	53,222.98	55,748.88	58,171.10						59,334.15
COMMUNITY HEALTH	Health Promotion and Education Specialist (Former Burntwood)	1950	Hourly	29.500	30.570	31.855	32.992	34.308	35.619	37.047	38.488	40.027		40.828
			Monthly	4,793.75	4,967.63	5,176.44	5,361.20	5,575.05	5,788.09	6,020.14	6,254.30	6,504.39		6,634.55
			Annual	57,525.00	59,611.50	62,117.25	64,334.40	66,900.60	69,457.05	72,241.65	75,051.60	78,052.65		79,614.60
COMMUNITY HEALTH	Regional Community Health Developer (Former Nor-Man)	1885	Hourly	26.533	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832	37.568
			Monthly	4,167.89	4,320.26	4,468.24	4,633.96	4,802.04	4,979.39	5,162.86	5,366.60	5,572.37	5,785.69	5,901.31
			Annual	50,014.71	51,843.16	53,618.83	55,607.50	57,624.45	59,752.62	61,954.30	64,399.14	66,868.49	69,428.32	70,815.68
COMMUNITY HEALTH	Resource Coordinator	1885	Hourly	23.817	24.643	25.519	26.371	27.345	28.283	29.295	30.208			30.812
			Monthly	3,741.25	3,871.01	4,008.61	4,142.45	4,295.44	4,442.79	4,601.76	4,745.17			4,840.05
			Annual	44,895.05	46,452.06	48,103.32	49,709.34	51,545.33	53,313.46	55,221.08	56,942.08			58,080.62
COMMUNITY HEALTH	Regional Primary Care Connector	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066	43.928
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95	6,900.36
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41	82,804.28
COMMUNITY HEALTH	Restorative Care Coordinator (Changed from Case Coordinator)	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066	43.928
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95	6,900.36
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41	82,804.28

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	
DIETITIAN	Community Dietitian (Changed from Comm Health Dietitian)	1885	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832		37.568	
			Monthly	4,320.26	4,468.24	4,633.96	4,802.04	4,979.39	5,162.86	5,366.60	5,572.37	5,785.69		5,901.31	
			Annual	51,843.16	53,618.83	55,607.50	57,624.45	59,752.62	61,954.30	64,399.14	66,868.49	69,428.32		70,815.68	
DIETITIAN	Dietitian	2015	Hourly	27.503	28.445	29.500	30.570	31.699	32.867	34.164	35.474	36.832		37.568	
			Monthly	4,618.21	4,776.39	4,953.54	5,133.21	5,322.79	5,518.92	5,736.71	5,956.68	6,184.71		6,308.29	
			Annual	55,418.55	57,316.68	59,442.50	61,598.55	63,873.49	66,227.01	68,840.46	71,480.11	74,216.48		75,699.52	
MENTAL HEALTH CLINICIAN	Mental Health Clinician III	1885	Hourly	29.387	30.457	31.507	32.655	33.891	35.142	36.427	37.860			38.617	
			Monthly	4,616.21	4,784.29	4,949.23	5,129.56	5,323.71	5,520.22	5,722.08	5,947.18			6,066.09	
			Annual	55,394.50	57,411.45	59,390.70	61,554.68	63,884.54	66,242.67	68,664.90	71,366.10			72,793.05	
MENTAL HEALTH CLINICIAN	Mental Health Clinician IV	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066		43.928
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95		6,900.36
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41		82,804.28
MENTAL HEALTH CLINICIAN	Mental Health Promotion Specialist – HEALTH	1885	Hourly	31.234	32.290	33.494	34.685	35.975	37.317	38.769	40.270	41.836	43.066		43.928
			Monthly	4,906.34	5,072.22	5,261.35	5,448.44	5,651.07	5,861.88	6,089.96	6,325.75	6,571.74	6,764.95		6,900.36
			Annual	58,876.09	60,866.65	63,136.19	65,381.23	67,812.88	70,342.55	73,079.57	75,908.95	78,860.86	81,179.41		82,804.28
MENTAL HEALTH CLINICIAN	Mobile Crisis Clinician (Mental Health Worker 3 - Former Burntwood)	1885	Hourly	25.134	26.048	26.947	27.931	28.987	30.057	31.155	32.382			33.030	
			Monthly	3,948.13	4,091.71	4,232.93	4,387.50	4,553.38	4,721.45	4,893.93	5,086.67			5,188.46	
			Annual	47,377.59	49,100.48	50,795.10	52,649.94	54,640.50	56,657.45	58,727.18	61,040.07			62,261.55	
MENTAL HEALTH CLINICAL	Clinical Services Coordinator	2015	Hourly	32.796	33.904	35.167	36.419	37.774	39.184	40.707	42.287	43.928		46.123	
			Monthly	5,507.00	5,693.05	5,905.13	6,115.36	6,342.88	6,579.65	6,835.38	7,100.69	7,376.24		7,744.82	
			Annual	66,083.94	68,316.56	70,861.51	73,384.29	76,114.61	78,955.76	82,024.61	85,208.31	88,514.92		92,937.85	
SPIRITUAL CARE	Spiritual Care Coordinator	1885	Hourly	26.180	27.063	28.085	29.075	30.141	31.275	32.388	33.730	34.966		35.665	
			Monthly	4,112.44	4,251.15	4,411.69	4,567.20	4,734.65	4,912.78	5,087.62	5,298.42	5,492.58		5,602.38	
			Annual	49,349.30	51,013.76	52,940.23	54,806.38	56,815.79	58,953.38	61,051.38	63,581.05	65,910.91		67,228.53	
MIDWIFE	Midwife	2080	Hourly	39.536	41.026	42.818	44.473	46.320						47.246	
			Monthly	6,852.91	7,111.17	7,421.79	7,708.65	8,028.80						8,189.31	
			Annual	82,234.88	85,334.08	89,061.44	92,503.84	96,345.60						98,271.68	
OT/PT	Charge Clinical Therapist (OT/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	
OT/PT	Senior Therapist - OT/PT	1950	Hourly	35.100	36.150	37.236	38.356	39.505						40.295	
			Monthly	5,703.75	5,874.38	6,050.85	6,232.85	6,419.56						6,547.94	
			Annual	68,445.00	70,492.50	72,610.20	74,794.20	77,034.75						78,575.25	
OT/PT	Staff Therapist - OT/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	
PHARMACY	Pharmacist Intern	2015	Hourly	42.424										43.272	
			Monthly	7,123.70										7,266.09	
			Annual	85,484.36										87,193.08	
PHARMACY	Pharmacy Assistant (Former Pharmacy Technician)	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	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	
RESPIRATORY	Senior Respiratory Therapist	2015	Hourly	31.799	32.753	33.734	34.747	35.790	36.862	37.967				38.726	
			Monthly	5,339.58	5,499.78	5,664.50	5,834.60	6,009.74	6,189.74	6,375.29				6,502.74	
			Annual	64,074.99	65,997.30	67,974.01	70,015.21	72,116.85	74,276.93	76,503.51				78,032.89	

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
RESPIRATORY	Staff 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
SOCIAL WORKER	Social Worker (BSW)	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84		6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04		72,898.67
SOCIAL WORKER	Psychosocial Oncology Clinician	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84		6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04		72,898.67
SOCIAL WORKER	Aftercare Coordinator	2015	Hourly	27.136	28.362	29.640	31.007	32.409	33.828	35.149	35.469		36.178
			Monthly	4,556.59	4,762.45	4,977.05	5,206.59	5,442.01	5,680.29	5,902.10	5,955.84		6,074.89
			Annual	54,679.04	57,149.43	59,724.60	62,479.11	65,304.14	68,163.42	70,825.24	71,470.04		72,898.67
SPEECH/LANGUAGE	Senior Speech Language Pathologist	1885	Hourly	39.499	41.020	42.546	44.166	45.942	47.726				48.680
			Monthly	6,204.64	6,443.56	6,683.27	6,937.74	7,216.72	7,496.96				7,646.82
			Annual	74,455.62	77,322.70	80,199.21	83,252.91	86,600.67	89,963.51				91,761.80
SPEECH/LANGUAGE	Speech/Language Pathologist	1885	Hourly	35.150	36.626	38.034	39.446	40.954	42.598	44.254			45.139
			Monthly	5,521.48	5,753.33	5,974.51	6,196.31	6,433.19	6,691.44	6,951.57			7,090.59
			Annual	66,257.75	69,040.01	71,694.09	74,355.71	77,198.29	80,297.23	83,418.79			85,087.02
EMS	Emergency Medical Responder	2028	Hourly	14.335	14.766	15.208	15.667	16.136	16.620	17.403			17.751
			Monthly	2,422.62	2,495.45	2,570.15	2,647.72	2,726.98	2,808.78	2,941.11			2,999.92
			Annual	29,071.38	29,945.45	30,841.82	31,772.68	32,723.81	33,705.36	35,293.28			35,999.03
EMS	Operations Supervisor*	2028	Hourly	26.978	27.892	29.501	30.930	32.260	33.408				34.076
			Monthly	4,559.28	4,713.75	4,985.67	5,227.17	5,451.94	5,645.95				5,758.84
			Annual	54,711.38	56,564.98	59,828.03	62,726.04	65,423.28	67,751.42				69,106.13
EMS	Technician Intermediate Paramedic*	2028	Hourly	25.453	26.206	27.717	29.056	30.303	31.382				32.009
			Monthly	4,301.56	4,428.81	4,684.17	4,910.46	5,121.21	5,303.56				5,409.52
			Annual	51,618.68	53,145.77	56,210.08	58,925.57	61,454.48	63,642.70				64,914.25
EMS	Technician Paramedic*	2028	Hourly	23.013	23.694	25.061	26.271	27.399	28.374				28.941
			Monthly	3,889.20	4,004.29	4,235.31	4,439.80	4,630.43	4,795.21				4,891.03
			Annual	46,670.36	48,051.43	50,823.71	53,277.59	55,565.17	57,542.47				58,692.35

* EMS Adjustment 3.00% - 6.18%

** Midwife Market Adjustment

**MAHCP - Northern Regional Health Authority
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	Step 8	Step 9	Year 20	
AUDIOLOGY	Audiologist****	1885	Hourly	36.803	38.348	39.823	41.301	42.880	44.601	46.335				47.262	
			Monthly	5,781.14	6,023.83	6,255.53	6,487.70	6,735.73	7,006.07	7,278.46					7,424.07
			Annual	69,373.66	72,285.98	75,066.36	77,852.39	80,828.80	84,072.89	87,341.48					89,088.87
CHILD HEALTH	Music Therapist	2015	Hourly	25.265	26.178	27.168	28.202	29.273	30.386	31.540	32.739			33.393	
			Monthly	4,242.42	4,395.72	4,561.96	4,735.59	4,915.43	5,102.32	5,296.09	5,497.42				5,607.24
			Annual	50,908.98	52,748.67	54,743.52	56,827.03	58,985.10	61,227.79	63,553.10	65,969.09				67,286.90
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC1 - non-degree))	2015	Hourly	19.840	21.072	22.307	23.540	24.771	26.006	27.239	28.470			29.040	
			Monthly	3,331.47	3,538.34	3,745.72	3,952.76	4,159.46	4,366.84	4,573.88	4,780.59				4,876.30
			Annual	39,977.60	42,460.08	44,948.61	47,433.10	49,913.57	52,402.09	54,886.59	57,367.05				58,515.60
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC2 - degree))	2015	Hourly	23.527	24.358	25.246	26.148	27.116	28.132	29.170	30.312	31.235	32.159	32.802	
			Monthly	3,950.58	4,090.11	4,239.22	4,390.69	4,553.23	4,723.83	4,898.13	5,089.89	5,244.88	5,400.03	5,508.00	
			Annual	47,406.91	49,081.37	50,870.69	52,688.22	54,638.74	56,685.98	58,777.55	61,078.68	62,938.53	64,800.39	66,096.03	
COMMUNITY HEALTH	Addictions Recovery Practitioner - Lead (Changed from Addiction Clinician Team Leader)	2015	Hourly	25.372	26.203	27.092	27.991	28.962	29.975	31.015	32.156	33.081	34.003	34.683	
			Monthly	4,260.38	4,399.92	4,549.20	4,700.16	4,863.20	5,033.30	5,207.94	5,399.53	5,554.85	5,709.67	5,823.85	
			Annual	51,124.58	52,799.05	54,590.38	56,401.87	58,358.43	60,399.63	62,495.23	64,794.34	66,658.22	68,516.05	69,886.25	
COMMUNITY HEALTH	Community Family Counsellor	1950	Hourly	27.517	28.434	29.457	30.462	31.542	32.688	33.826	35.194	36.426		37.154	
			Monthly	4,471.51	4,620.53	4,786.76	4,950.08	5,125.58	5,311.80	5,496.73	5,719.03	5,919.23		6,037.53	
			Annual	53,658.15	55,446.30	57,441.15	59,400.90	61,506.90	63,741.60	65,960.70	68,628.30	71,030.70		72,450.30	
COMMUNITY HEALTH	Community Health Worker	1885	Hourly	23.948	24.809	25.637	26.569	27.485	28.490					29.060	
			Monthly	3,761.83	3,897.08	4,027.15	4,173.55	4,317.44	4,475.30					4,564.84	
			Annual	45,141.98	46,764.97	48,325.75	50,082.57	51,809.23	53,703.65					54,778.10	
COMMUNITY HEALTH	Insight Mentor Coordinator (Former Nor-Man FAS / FAE Project Coordinator)	1885	Hourly	27.064	28.055	29.012	30.091	31.181	32.331	33.525	34.848	36.183	37.568	38.320	
			Monthly	4,251.30	4,406.97	4,557.30	4,726.80	4,898.02	5,078.66	5,266.22	5,474.04	5,683.75	5,901.31	6,019.43	
			Annual	51,015.64	52,883.68	54,687.62	56,721.54	58,776.19	60,943.94	63,194.63	65,688.48	68,204.96	70,815.68	72,233.20	
COMMUNITY HEALTH	Insight Mentor Coordinator - PIO (Former Burntwood Case Coordinator)	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806	
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28	
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31	
COMMUNITY HEALTH	FASD Diagnostics Coordinator	1885	Hourly	27.064	28.055	29.012	30.091	31.181	32.331	33.525	34.848	36.183	37.568	38.320	
			Monthly	4,251.30	4,406.97	4,557.30	4,726.80	4,898.02	5,078.66	5,266.22	5,474.04	5,683.75	5,901.31	6,019.43	
			Annual	51,015.64	52,883.68	54,687.62	56,721.54	58,776.19	60,943.94	63,194.63	65,688.48	68,204.96	70,815.68	72,233.20	
COMMUNITY HEALTH	Health Promotion and Education Specialist (Former Burntwood)	1950	Hourly	30.091	31.181	32.492	33.652	34.994	36.331	37.788	39.258	40.828		41.644	
			Monthly	4,889.79	5,066.91	5,279.95	5,468.45	5,686.53	5,903.79	6,140.55	6,379.43	6,634.55		6,767.15	
			Annual	58,677.45	60,802.95	63,359.40	65,621.40	68,238.30	70,845.45	73,686.60	76,553.10	79,614.60		81,205.80	
COMMUNITY HEALTH	Regional Community Health Developer (Former Nor-Man)	1885	Hourly	27.064	28.053	29.013	30.091	31.181	32.333	33.525	34.848	36.183	37.568	38.320	
			Monthly	4,251.30	4,406.66	4,557.46	4,726.80	4,898.02	5,078.98	5,266.22	5,474.04	5,683.75	5,901.31	6,019.43	
			Annual	51,015.64	52,879.91	54,689.51	56,721.54	58,776.19	60,947.71	63,194.63	65,688.48	68,204.96	70,815.68	72,233.20	
COMMUNITY HEALTH	Resource Coordinator	1885	Hourly	24.293	25.136	26.029	26.898	27.892	28.848	29.881	30.812			31.428	
			Monthly	3,816.03	3,948.45	4,088.72	4,225.23	4,381.37	4,531.54	4,693.81	4,840.05			4,936.82	
			Annual	45,792.31	47,381.36	49,064.67	50,702.73	52,576.42	54,378.48	56,325.69	58,080.62			59,241.78	
COMMUNITY HEALTH	Regional Primary Care Connector	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806	
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28	
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31	
COMMUNITY HEALTH	Restorative Care Coordinator (Changed from Case Coordinator)	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806	
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28	
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31	

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	
DIETITIAN	Community Dietitian *** (Changed from Comm Health Dietitian)	1885	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629	39.403	
			Monthly	4,531.07	4,686.27	4,860.32	5,036.41	5,222.39	5,414.98	5,628.61	5,844.29	6,067.97	6,189.56	
			Annual	54,372.83	56,235.21	58,323.79	60,436.87	62,668.71	64,979.72	67,543.32	70,131.43	72,815.67	74,274.66	
DIETITIAN	Dietitian ***	2015	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629	39.403	
			Monthly	4,843.56	5,009.46	5,195.51	5,383.74	5,582.56	5,788.42	6,016.79	6,247.34	6,486.45	6,616.42	
			Annual	58,122.68	60,113.50	62,346.12	64,604.93	66,990.69	69,461.08	72,201.48	74,968.08	77,837.44	79,397.05	
MENTAL HEALTH CLINICIAN	Mental Health Clinician III	1885	Hourly	29.975	31.066	32.138	33.308	34.569	35.845	37.155	38.617		39.389	
			Monthly	4,708.57	4,879.95	5,048.34	5,232.13	5,430.21	5,630.65	5,836.43	6,066.09		6,187.36	
			Annual	56,502.88	58,559.41	60,580.13	62,785.58	65,162.57	67,567.83	70,037.18	72,793.05		74,248.27	
MENTAL HEALTH CLINICIAN	Mental Health Clinician IV	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31
MENTAL HEALTH CLINICIAN	Mental Health Promotion Specialist – HEALTH	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31
MENTAL HEALTH CLINICIAN	Mobile Crisis Clinician (Mental Health Worker 3 - Former Burntwood)	1885	Hourly	25.637	26.569	27.485	28.490	29.567	30.658	31.778	33.030		33.691	
			Monthly	4,027.15	4,173.55	4,317.44	4,475.30	4,644.48	4,815.86	4,991.79	5,188.46		5,292.30	
			Annual	48,325.75	50,082.57	51,809.23	53,703.65	55,733.80	57,790.33	59,901.53	62,261.55		63,507.54	
MENTAL HEALTH CLINICIAN	Recovery Support Navigator (New Position)	1885	Hourly	25.637	26.569	27.485	28.490	29.567	30.658	31.778	33.030		33.691	
			Monthly	4,027.15	4,173.55	4,317.44	4,475.30	4,644.48	4,815.86	4,991.79	5,188.46		5,292.30	
			Annual	48,325.75	50,082.57	51,809.23	53,703.65	55,733.80	57,790.33	59,901.53	62,261.55		63,507.54	
MENTAL HEALTH CLINICAL	Clinical Services Coordinator	2015	Hourly	33.452	34.582	35.870	37.148	38.530	39.967	41.521	43.132	44.806	47.046	
			Monthly	5,617.15	5,806.89	6,023.17	6,237.77	6,469.83	6,711.13	6,972.07	7,242.58	7,523.67	7,899.81	
			Annual	67,405.78	69,682.73	72,278.05	74,853.22	77,637.95	80,533.51	83,664.82	86,910.98	90,284.09	94,797.69	
SPIRITUAL CARE	Spiritual Care Coordinator	1885	Hourly	26.704	27.604	28.647	29.657	30.744	31.900	33.036	34.404	35.665	36.379	
			Monthly	4,194.75	4,336.13	4,499.97	4,658.62	4,829.37	5,010.96	5,189.41	5,404.30	5,602.38	5,714.54	
			Annual	50,337.04	52,033.54	53,999.60	55,903.45	57,952.44	60,131.50	62,272.86	64,851.54	67,228.53	68,574.42	
MIDWIFE	Midwife**	2080	Hourly	41.846	43.675	45.362	47.246	49.075					50.056	
			Monthly	7,253.31	7,570.33	7,862.75	8,189.31	8,506.33					8,676.37	
			Annual	87,039.68	90,844.00	94,352.96	98,271.68	102,076.00					104,116.48	
OT/PT	Charge Clinical Therapist (OT/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	
OT/PT	Senior Therapist - OT/PT****	1950	Hourly	36.429	37.518	38.646	39.808	41.000					41.820	
			Monthly	5,919.71	6,096.68	6,279.98	6,468.80	6,662.50					6,795.75	
			Annual	71,036.55	73,160.10	75,359.70	77,625.60	79,950.00					81,549.00	
OT/PT	Staff Therapist - OT/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	
PHARMACY	Pharmacist Intern	2015	Hourly	43.272									44.137	
			Monthly	7,266.09									7,411.34	
			Annual	87,193.08									88,936.06	
PHARMACY	Pharmacy Assistant *** (Former Pharmacy Technician)	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	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	

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	
RESPIRATORY	Senior Respiratory Therapist****	2015	Hourly	33.295	34.293	35.320	36.381	37.473	38.596	39.752			40.547	
			Monthly	5,590.79	5,758.37	5,930.82	6,108.98	6,292.34	6,480.91	6,675.02			6,808.52	
			Annual	67,089.43	69,100.40	71,169.80	73,307.72	75,508.10	77,770.94	80,100.28			81,702.21	
RESPIRATORY	Staff 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	
SOCIAL WORKER	Social Worker (BSW) ***	2015	Hourly	30.225	31.133	32.066	33.029	34.021	35.043	36.096	37.180	38.295	39.445	40.234
			Monthly	5,075.28	5,227.75	5,384.42	5,546.12	5,712.69	5,884.30	6,061.12	6,243.14	6,430.37	6,623.47	6,755.96
			Annual	60,903.38	62,733.00	64,612.99	66,553.44	68,552.32	70,611.65	72,733.44	74,917.70	77,164.43	79,481.68	81,071.51
SOCIAL WORKER	Psychosocial Oncology Clinician ***	2015	Hourly	30.225	31.133	32.066	33.029	34.021	35.043	36.096	37.180	38.295	39.445	40.234
			Monthly	5,075.28	5,227.75	5,384.42	5,546.12	5,712.69	5,884.30	6,061.12	6,243.14	6,430.37	6,623.47	6,755.96
			Annual	60,903.38	62,733.00	64,612.99	66,553.44	68,552.32	70,611.65	72,733.44	74,917.70	77,164.43	79,481.68	81,071.51
SOCIAL WORKER	Aftercare Coordinator	2015	Hourly	27.679	28.929	30.232	31.627	33.057	34.505	35.852	36.178			36.902
			Monthly	4,647.77	4,857.66	5,076.46	5,310.70	5,550.82	5,793.97	6,020.15	6,074.89			6,196.46
			Annual	55,773.19	58,291.94	60,917.48	63,728.41	66,609.86	69,527.58	72,241.78	72,898.67			74,357.53
SPEECH/LANGUAGE	Senior Speech Language Pathologist****	1885	Hourly	41.357	42.950	44.547	46.243	48.103	49.971				50.970	
			Monthly	6,496.50	6,746.73	6,997.59	7,264.01	7,556.18	7,849.61				8,006.54	
			Annual	77,957.95	80,960.75	83,971.10	87,168.06	90,674.16	94,195.34				96,078.45	
SPEECH/LANGUAGE	Speech/Language Pathologist****	1885	Hourly	36.803	38.348	39.823	41.301	42.880	44.601	46.335			47.262	
			Monthly	5,781.14	6,023.83	6,255.53	6,487.70	6,735.73	7,006.07	7,278.46			7,424.07	
			Annual	69,373.66	72,285.98	75,066.36	77,852.39	80,828.80	84,072.89	87,341.48			89,088.87	
EMS	Emergency Medical Responder	2028	Hourly	14.621	15.062	15.512	15.980	16.459	16.952	17.751			18.106	
			Monthly	2,470.95	2,545.48	2,621.53	2,700.62	2,781.57	2,864.89	2,999.92			3,059.91	
			Annual	29,651.39	30,545.74	31,458.34	32,407.44	33,378.85	34,378.66	35,999.03			36,718.97	
EMS	Operations Supervisor	2028	Hourly	27.517	28.450	30.091	31.549	32.906	34.076				34.758	
			Monthly	4,650.37	4,808.05	5,085.38	5,331.78	5,561.11	5,758.84				5,874.10	
			Annual	55,804.48	57,696.60	61,024.55	63,981.37	66,733.37	69,106.13				70,489.22	
EMS	Technician Intermediate Paramedic	2028	Hourly	25.962	26.730	28.272	29.637	30.909	32.009				32.649	
			Monthly	4,387.58	4,517.37	4,777.97	5,008.65	5,223.62	5,409.52				5,517.68	
			Annual	52,650.94	54,208.44	57,335.62	60,103.84	62,683.45	64,914.25				66,212.17	
EMS	Technician Paramedic	2028	Hourly	23.474	24.168	25.562	26.796	27.947	28.941				29.520	
			Monthly	3,967.11	4,084.39	4,319.98	4,528.52	4,723.04	4,891.03				4,988.88	
			Annual	47,605.27	49,012.70	51,839.74	54,342.29	56,676.52	58,692.35				59,866.56	
EMS	EMS Quality Officer (New Position Effective April 1, 2016)	2015	Hourly	26.871	27.666	29.262	30.674	31.991	33.129				33.792	
			Monthly	4,512.09	4,645.58	4,913.58	5,150.68	5,371.82	5,562.91				5,674.24	
			Annual	54,145.07	55,746.99	58,962.93	61,808.11	64,461.87	66,754.94				68,090.88	

* EMS Adjustment

** Midwife Market Adjustment (5.94% - 6.24%)

*** Standardization Adjustment

****Recruitment & Retention

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

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

**MAHCP - Northern Regional Health Authority
Appendix 'A' - Effective: October 1, 2016**

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	
AUDIOLOGY	Audiologist	1885	Hourly	36.803	38.348	39.823	41.301	42.880	44.601	46.335				47.262	
			Monthly	5,781.14	6,023.83	6,255.53	6,487.70	6,735.73	7,006.07	7,278.46					7,424.07
			Annual	69,373.66	72,285.98	75,066.36	77,852.39	80,828.80	84,072.89	87,341.48					89,088.87
CHILD HEALTH	Music Therapist	2015	Hourly	25.265	26.178	27.168	28.202	29.273	30.386	31.540	32.739			33.393	
			Monthly	4,242.42	4,395.72	4,561.96	4,735.59	4,915.43	5,102.32	5,296.09	5,497.42				5,607.24
			Annual	50,908.98	52,748.67	54,743.52	56,827.03	58,985.10	61,227.79	63,553.10	65,969.09				67,286.90
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC1 - non-degree))	2015	Hourly	19.840	21.072	22.307	23.540	24.771	26.006	27.239	28.470			29.040	
			Monthly	3,331.47	3,538.34	3,745.72	3,952.76	4,159.46	4,366.84	4,573.88	4,780.59				4,876.30
			Annual	39,977.60	42,460.08	44,948.61	47,433.10	49,913.57	52,402.09	54,886.59	57,367.05				58,515.60
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC2 - degree))	2015	Hourly	23.527	24.358	25.246	26.148	27.116	28.132	29.170	30.312	31.235	32.159	32.802	
			Monthly	3,950.58	4,090.11	4,239.22	4,390.69	4,553.23	4,723.83	4,898.13	5,089.89	5,244.88	5,400.03	5,508.00	
			Annual	47,406.91	49,081.37	50,870.69	52,688.22	54,638.74	56,685.98	58,777.55	61,078.68	62,938.53	64,800.39	66,096.03	
COMMUNITY HEALTH	Addictions Recovery Practitioner - Lead (Changed from Addiction Clinician Team Leader)	2015	Hourly	25.372	26.203	27.092	27.991	28.962	29.975	31.015	32.156	33.081	34.003	34.683	
			Monthly	4,260.38	4,399.92	4,549.20	4,700.16	4,863.20	5,033.30	5,207.94	5,399.53	5,554.85	5,709.67	5,823.85	
			Annual	51,124.58	52,799.05	54,590.38	56,401.87	58,358.43	60,399.63	62,495.23	64,794.34	66,658.22	68,516.05	69,886.25	
COMMUNITY HEALTH	Community Family Counsellor	1950	Hourly	27.517	28.434	29.457	30.462	31.542	32.688	33.826	35.194	36.426		37.154	
			Monthly	4,471.51	4,620.53	4,786.76	4,950.08	5,125.58	5,311.80	5,496.73	5,719.03	5,919.23		6,037.53	
			Annual	53,658.15	55,446.30	57,441.15	59,400.90	61,506.90	63,741.60	65,960.70	68,628.30	71,030.70		72,450.30	
COMMUNITY HEALTH	Community Health Worker	1885	Hourly	23.948	24.809	25.637	26.569	27.485	28.490					29.060	
			Monthly	3,761.83	3,897.08	4,027.15	4,173.55	4,317.44	4,475.30					4,564.84	
			Annual	45,141.98	46,764.97	48,325.75	50,082.57	51,809.23	53,703.65					54,778.10	
COMMUNITY HEALTH	Insight Mentor Coordinator (Former Nor-Man FAS / FAE Project Coordinator)	1885	Hourly	27.064	28.055	29.012	30.091	31.181	32.331	33.525	34.848	36.183	37.568	38.320	
			Monthly	4,251.30	4,406.97	4,557.30	4,726.80	4,898.02	5,078.66	5,266.22	5,474.04	5,683.75	5,901.31	6,019.43	
			Annual	51,015.64	52,883.68	54,687.62	56,721.54	58,776.19	60,943.94	63,194.63	65,688.48	68,204.96	70,815.68	72,233.20	
COMMUNITY HEALTH	Insight Mentor Coordinator - PIO (Former Burntwood Case Coordinator)	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806	
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28	
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31	
COMMUNITY HEALTH	FASD Diagnostics Coordinator	1885	Hourly	27.064	28.055	29.012	30.091	31.181	32.331	33.525	34.848	36.183	37.568	38.320	
			Monthly	4,251.30	4,406.97	4,557.30	4,726.80	4,898.02	5,078.66	5,266.22	5,474.04	5,683.75	5,901.31	6,019.43	
			Annual	51,015.64	52,883.68	54,687.62	56,721.54	58,776.19	60,943.94	63,194.63	65,688.48	68,204.96	70,815.68	72,233.20	
COMMUNITY HEALTH	Health Promotion and Education Specialist (Former Burntwood)	1950	Hourly	30.091	31.181	32.492	33.652	34.994	36.331	37.788	39.258	40.828		41.644	
			Monthly	4,889.79	5,066.91	5,279.95	5,468.45	5,686.53	5,903.79	6,140.55	6,379.43	6,634.55		6,767.15	
			Annual	58,677.45	60,802.95	63,359.40	65,621.40	68,238.30	70,845.45	73,686.60	76,553.10	79,614.60		81,205.80	
COMMUNITY HEALTH	Regional Community Health Developer (Former Nor-Man)	1885	Hourly	27.064	28.053	29.013	30.091	31.181	32.333	33.525	34.848	36.183	37.568	38.320	
			Monthly	4,251.30	4,406.66	4,557.46	4,726.80	4,898.02	5,078.98	5,266.22	5,474.04	5,683.75	5,901.31	6,019.43	
			Annual	51,015.64	52,879.91	54,689.51	56,721.54	58,776.19	60,947.71	63,194.63	65,688.48	68,204.96	70,815.68	72,233.20	
COMMUNITY HEALTH	Resource Coordinator	1885	Hourly	24.293	25.136	26.029	26.898	27.892	28.848	29.881	30.812			31.428	
			Monthly	3,816.03	3,948.45	4,088.72	4,225.23	4,381.37	4,531.54	4,693.81	4,840.05			4,936.82	
			Annual	45,792.31	47,381.36	49,064.67	50,702.73	52,576.42	54,378.48	56,325.69	58,080.62			59,241.78	
COMMUNITY HEALTH	Regional Primary Care Connector	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806	
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28	
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31	
COMMUNITY HEALTH	Restorative Care Coordinator (Changed from Case Coordinator)	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806	
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28	
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31	

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	
DIETITIAN	Community Dietitian (Changed from Comm Health Dietitian)	1885	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629	39.403	
			Monthly	4,531.07	4,686.27	4,860.32	5,036.41	5,222.39	5,414.98	5,628.61	5,844.29	6,067.97		6,189.56
			Annual	54,372.83	56,235.21	58,323.79	60,436.87	62,668.71	64,979.72	67,543.32	70,131.43	72,815.67		74,274.66
DIETITIAN	Dietitian	2015	Hourly	28.845	29.833	30.941	32.062	33.246	34.472	35.832	37.205	38.629	39.403	
			Monthly	4,843.56	5,009.46	5,195.51	5,383.74	5,582.56	5,788.42	6,016.79	6,247.34	6,486.45		6,616.42
			Annual	58,122.68	60,113.50	62,346.12	64,604.93	66,990.69	69,461.08	72,201.48	74,968.08	77,837.44		79,397.05
MENTAL HEALTH CLINICIAN	Mental Health Clinician III	1885	Hourly	29.975	31.066	32.138	33.308	34.569	35.845	37.155	38.617		39.389	
			Monthly	4,708.57	4,879.95	5,048.34	5,232.13	5,430.21	5,630.65	5,836.43	6,066.09		6,187.36	
			Annual	56,502.88	58,559.41	60,580.13	62,785.58	65,162.57	67,567.83	70,037.18	72,793.05		74,248.27	
MENTAL HEALTH CLINICIAN	Mental Health Clinician IV	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31
MENTAL HEALTH CLINICIAN	Mental Health Promotion Specialist – HEALTH	1885	Hourly	31.859	32.936	34.164	35.378	36.695	38.063	39.545	41.076	42.673	43.928	44.806
			Monthly	5,004.52	5,173.70	5,366.60	5,557.29	5,764.17	5,979.06	6,211.86	6,452.36	6,703.22	6,900.36	7,038.28
			Annual	60,054.22	62,084.36	64,399.14	66,687.53	69,170.08	71,748.76	74,542.33	77,428.26	80,438.61	82,804.28	84,459.31
MENTAL HEALTH CLINICIAN	Mobile Crisis Clinician (Mental Health Worker 3 - Former Burntwood)	1885	Hourly	25.637	26.569	27.485	28.490	29.567	30.658	31.778	33.030		33.691	
			Monthly	4,027.15	4,173.55	4,317.44	4,475.30	4,644.48	4,815.86	4,991.79	5,188.46		5,292.30	
			Annual	48,325.75	50,082.57	51,809.23	53,703.65	55,733.80	57,790.33	59,901.53	62,261.55		63,507.54	
MENTAL HEALTH CLINICIAN	Recovery Support Navigator (New Position)	1885	Hourly	25.637	26.569	27.485	28.490	29.567	30.658	31.778	33.030		33.691	
			Monthly	4,027.15	4,173.55	4,317.44	4,475.30	4,644.48	4,815.86	4,991.79	5,188.46		5,292.30	
			Annual	48,325.75	50,082.57	51,809.23	53,703.65	55,733.80	57,790.33	59,901.53	62,261.55		63,507.54	
MENTAL HEALTH CLINICAL	Clinical Services Coordinator	2015	Hourly	33.452	34.582	35.870	37.148	38.530	39.967	41.521	43.132	44.806	47.046	
			Monthly	5,617.15	5,806.89	6,023.17	6,237.77	6,469.83	6,711.13	6,972.07	7,242.58	7,523.67	7,899.81	
			Annual	67,405.78	69,682.73	72,278.05	74,853.22	77,637.95	80,533.51	83,664.82	86,910.98	90,284.09	94,797.69	
SPIRITUAL CARE	Spiritual Care Coordinator	1885	Hourly	26.704	27.604	28.647	29.657	30.744	31.900	33.036	34.404	35.665	36.379	
			Monthly	4,194.75	4,336.13	4,499.97	4,658.62	4,829.37	5,010.96	5,189.41	5,404.30	5,602.38	5,714.54	
			Annual	50,337.04	52,033.54	53,999.60	55,903.45	57,952.44	60,131.50	62,272.86	64,851.54	67,228.53	68,574.42	
MIDWIFE	Midwife**	2080	Hourly	42.559	44.694	46.830	48.965	51.100					52.122	
			Monthly	7,376.89	7,746.96	8,117.20	8,487.27	8,857.33					9,034.48	
			Annual	88,522.72	92,963.52	97,406.40	101,847.20	106,288.00					108,413.76	
OT/PT	Charge Clinical Therapist (OT/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	
OT/PT	Senior Therapist - OT/PT	1950	Hourly	36.429	37.518	38.646	39.808	41.000					41.820	
			Monthly	5,919.71	6,096.68	6,279.98	6,468.80	6,662.50					6,795.75	
			Annual	71,036.55	73,160.10	75,359.70	77,625.60	79,950.00					81,549.00	
OT/PT	Staff Therapist - OT/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	
PHARMACY	Pharmacist Intern	2015	Hourly	43.272									44.137	
			Monthly	7,266.09									7,411.34	
			Annual	87,193.08									88,936.06	
PHARMACY	Pharmacy Assistant (Former Pharmacy Technician)	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	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	
RESPIRATORY	Senior Respiratory Therapist	2015	Hourly	33.295	34.293	35.320	36.381	37.473	38.596	39.752			40.547	
			Monthly	5,590.79	5,758.37	5,930.82	6,108.98	6,292.34	6,480.91	6,675.02			6,808.52	
			Annual	67,089.43	69,100.40	71,169.80	73,307.72	75,508.10	77,770.94	80,100.28			81,702.21	

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	
RESPIRATORY	Staff 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	
SOCIAL WORKER	Social Worker (BSW)	2015	Hourly	30.225	31.133	32.066	33.029	34.021	35.043	36.096	37.180	38.295	39.445	40.234
			Monthly	5,075.28	5,227.75	5,384.42	5,546.12	5,712.69	5,884.30	6,061.12	6,243.14	6,430.37	6,623.47	6,755.96
			Annual	60,903.38	62,733.00	64,612.99	66,553.44	68,552.32	70,611.65	72,733.44	74,917.70	77,164.43	79,481.68	81,071.51
SOCIAL WORKER	Psychosocial Oncology Clinician	2015	Hourly	30.225	31.133	32.066	33.029	34.021	35.043	36.096	37.180	38.295	39.445	40.234
			Monthly	5,075.28	5,227.75	5,384.42	5,546.12	5,712.69	5,884.30	6,061.12	6,243.14	6,430.37	6,623.47	6,755.96
			Annual	60,903.38	62,733.00	64,612.99	66,553.44	68,552.32	70,611.65	72,733.44	74,917.70	77,164.43	79,481.68	81,071.51
SOCIAL WORKER	Aftercare Coordinator	2015	Hourly	27.679	28.929	30.232	31.627	33.057	34.505	35.852	36.178			36.902
			Monthly	4,647.77	4,857.66	5,076.46	5,310.70	5,550.82	5,793.97	6,020.15	6,074.89			6,196.46
			Annual	55,773.19	58,291.94	60,917.48	63,728.41	66,609.86	69,527.58	72,241.78	72,898.67			74,357.53
SPEECH/LANGUAGE	Senior Speech Language Pathologist	1885	Hourly	41.357	42.950	44.547	46.243	48.103	49.971					50.970
			Monthly	6,496.50	6,746.73	6,997.59	7,264.01	7,556.18	7,849.61					8,006.54
			Annual	77,957.95	80,960.75	83,971.10	87,168.06	90,674.16	94,195.34					96,078.45
SPEECH/LANGUAGE	Speech/Language Pathologist	1885	Hourly	36.803	38.348	39.823	41.301	42.880	44.601	46.335				47.262
			Monthly	5,781.14	6,023.83	6,255.53	6,487.70	6,735.73	7,006.07	7,278.46				7,424.07
			Annual	69,373.66	72,285.98	75,066.36	77,852.39	80,828.80	84,072.89	87,341.48				89,088.87
EMS	Emergency Medical Responder	2028	Hourly	14.621	15.062	15.512	15.980	16.459	16.952	17.751				18.106
			Monthly	2,470.95	2,545.48	2,621.53	2,700.62	2,781.57	2,864.89	2,999.92				3,059.91
			Annual	29,651.39	30,545.74	31,458.34	32,407.44	33,378.85	34,378.66	35,999.03				36,718.97
EMS	Operations Supervisor*	2028	Hourly	27.518	28.980	30.856	32.668	34.436	36.078					36.799
			Monthly	4,650.54	4,897.62	5,214.66	5,520.89	5,819.68	6,097.18					6,219.03
			Annual	55,806.50	58,771.44	62,575.97	66,250.70	69,836.21	73,166.18					74,628.37
EMS	Technician Intermediate Paramedic*	2028	Hourly	25.962	27.227	28.991	30.688	32.347	33.889					34.567
			Monthly	4,387.58	4,601.36	4,899.48	5,186.27	5,466.64	5,727.24					5,841.82
			Annual	52,650.94	55,216.36	58,793.75	62,235.26	65,599.72	68,726.89					70,101.88
EMS	Technician Paramedic*	2028	Hourly	23.474	24.618	26.212	27.746	29.247	30.641					31.254
			Monthly	3,967.11	4,160.44	4,429.83	4,689.07	4,942.74	5,178.33					5,281.93
			Annual	47,605.27	49,925.30	53,157.94	56,268.89	59,312.92	62,139.95					63,383.11
EMS	EMS Quality Officer *	2015	Hourly	26.871	28.180	30.005	31.762	33.479	35.076					35.777
			Monthly	4,512.09	4,731.89	5,038.34	5,333.37	5,621.68	5,889.85					6,007.56
			Annual	54,145.07	56,782.70	60,460.08	64,000.43	67,460.19	70,678.14					72,090.66

* EMS Adjustment (0.00% - 5.87%)

** Midwife Market Adjustment (1.70% - 4.13%)

*** Standardization Adjustment

****Recruitment & Retention

**MAHCP - Northern Regional Health Authority
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		
AUDIOLOGY	Audiologist****	1885	Hourly	38.477	40.093	41.634	43.180	44.831	46.630	48.444			49.413		
			Monthly	6,044.10	6,297.94	6,540.01	6,782.86	7,042.20	7,324.80	7,609.75				7,761.96	
			Annual	72,529.15	75,575.31	78,480.09	81,394.30	84,506.44	87,897.55	91,316.94				93,143.51	
CHILD HEALTH	Music Therapist	2015	Hourly	25.770	26.702	27.712	28.766	29.858	30.994	32.170	33.393			34.061	
			Monthly	4,327.21	4,483.71	4,653.31	4,830.29	5,013.66	5,204.41	5,401.88	5,607.24				5,719.41
			Annual	51,926.55	53,804.53	55,839.68	57,963.49	60,163.87	62,452.91	64,822.55	67,286.90				68,632.92
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC1 - non-degree))	2015	Hourly	20.236	21.494	22.753	24.010	25.267	26.526	27.783	29.040			29.620	
			Monthly	3,397.96	3,609.20	3,820.61	4,031.68	4,242.75	4,454.16	4,665.23	4,876.30				4,973.69
			Annual	40,775.54	43,310.41	45,847.30	48,380.15	50,913.01	53,449.89	55,982.75	58,515.60				59,684.30
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC2 - degree))	2015	Hourly	23.998	24.845	25.751	26.671	27.658	28.694	29.753	30.918	31.860	32.802	33.458	
			Monthly	4,029.66	4,171.89	4,324.02	4,478.51	4,644.24	4,818.20	4,996.03	5,191.65	5,349.83	5,508.00	5,618.16	
			Annual	48,355.97	50,062.68	51,888.27	53,742.07	55,730.87	57,818.41	59,952.30	62,299.77	64,197.90	66,096.03	67,417.87	
COMMUNITY HEALTH	Addictions Recovery Practitioner - Lead (Changed from Addiction Clinician Team Leader)	2015	Hourly	25.880	26.728	27.634	28.551	29.541	30.574	31.636	32.800	33.743	34.683	35.376	
			Monthly	4,345.68	4,488.08	4,640.21	4,794.19	4,960.43	5,133.88	5,312.21	5,507.67	5,666.01	5,823.85	5,940.22	
			Annual	52,148.20	53,856.92	55,682.51	57,530.27	59,525.12	61,606.61	63,746.54	66,092.00	67,992.15	69,886.25	71,282.64	
COMMUNITY HEALTH	Community Family Counsellor	1950	Hourly	28.067	29.003	30.046	31.072	32.173	33.342	34.503	35.898	37.154		37.897	
			Monthly	4,560.89	4,712.99	4,882.48	5,049.20	5,228.11	5,418.08	5,606.74	5,833.43	6,037.53		6,158.26	
			Annual	54,730.65	56,555.85	58,589.70	60,590.40	62,737.35	65,016.90	67,280.85	70,001.10	72,450.30		73,899.15	
COMMUNITY HEALTH	Community Health Worker	1885	Hourly	24.427	25.305	26.150	27.101	28.035	29.060					29.641	
			Monthly	3,837.08	3,974.99	4,107.73	4,257.12	4,403.83	4,564.84					4,656.11	
			Annual	46,044.90	47,699.93	49,292.75	51,085.39	52,845.98	54,778.10					55,873.29	
COMMUNITY HEALTH	Insight Mentor Coordinator (Former Nor-Man FAS / FAE Project Coordinator)	1885	Hourly	27.605	28.616	29.593	30.692	31.805	32.977	34.195	35.545	36.907	38.320	39.086	
			Monthly	4,336.29	4,495.10	4,648.57	4,821.20	4,996.04	5,180.14	5,371.47	5,583.53	5,797.48	6,019.43	6,139.76	
			Annual	52,035.43	53,941.16	55,782.81	57,854.42	59,952.43	62,161.65	64,457.58	67,002.33	69,569.70	72,233.20	73,677.11	
COMMUNITY HEALTH	Insight Mentor Coordinator - PIO (Former Burntwood Case Coordinator)	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702	
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02	
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27	
COMMUNITY HEALTH	FASD Diagnostics Coordinator	1885	Hourly	27.605	28.616	29.593	30.692	31.805	32.977	34.195	35.545	36.907	38.320	39.086	
			Monthly	4,336.29	4,495.10	4,648.57	4,821.20	4,996.04	5,180.14	5,371.47	5,583.53	5,797.48	6,019.43	6,139.76	
			Annual	52,035.43	53,941.16	55,782.81	57,854.42	59,952.43	62,161.65	64,457.58	67,002.33	69,569.70	72,233.20	73,677.11	
COMMUNITY HEALTH	Health Promotion and Education Specialist (Former Burntwood)	1950	Hourly	30.692	31.805	33.141	34.325	35.694	37.058	38.544	40.043	41.644		42.477	
			Monthly	4,987.45	5,168.31	5,385.41	5,577.81	5,800.28	6,021.93	6,263.40	6,506.99	6,767.15		6,902.51	
			Annual	59,849.40	62,019.75	64,624.95	66,933.75	69,603.30	72,263.10	75,160.80	78,083.85	81,205.80		82,830.15	
COMMUNITY HEALTH	Regional Community Health Developer (Former Nor-Man)	1885	Hourly	27.605	28.614	29.594	30.692	31.805	32.980	34.195	35.545	36.907	38.320	39.086	
			Monthly	4,336.29	4,494.78	4,648.72	4,821.20	4,996.04	5,180.61	5,371.47	5,583.53	5,797.48	6,019.43	6,139.76	
			Annual	52,035.43	53,937.39	55,784.69	57,854.42	59,952.43	62,167.30	64,457.58	67,002.33	69,569.70	72,233.20	73,677.11	
COMMUNITY HEALTH	Resource Coordinator	1885	Hourly	24.779	25.639	26.550	27.436	28.450	29.425	30.479	31.429			32.057	
			Monthly	3,892.37	4,027.46	4,170.56	4,309.74	4,469.02	4,622.18	4,787.74	4,936.97			5,035.62	
			Annual	46,708.42	48,329.52	50,046.75	51,716.86	53,628.25	55,466.13	57,452.92	59,243.67			60,427.45	
COMMUNITY HEALTH	Regional Primary Care Connector	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702	
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02	
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27	

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	Restorative Care Coordinator (Changed from Case Coordinator)	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27
DIETITIAN	Community Dietitian (Changed from Comm Health Dietitian)	1885	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402		40.191
			Monthly	4,621.71	4,780.05	4,957.55	5,137.10	5,326.85	5,523.21	5,741.24	5,961.16	6,189.40		6,313.34
			Annual	55,460.47	57,360.55	59,490.60	61,645.16	63,922.24	66,278.49	68,894.87	71,533.87	74,272.77		75,760.04
DIETITIAN	Dietitian	2015	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402		40.191
			Monthly	4,940.44	5,109.70	5,299.45	5,491.38	5,694.22	5,904.12	6,137.19	6,372.27	6,616.25		6,748.74
			Annual	59,285.33	61,316.45	63,593.40	65,896.55	68,330.67	70,849.42	73,646.24	76,467.24	79,395.03		80,984.87
MENTAL HEALTH CLINICIAN	Mental Health Clinician III	1885	Hourly	30.574	31.687	32.780	33.974	35.261	36.562	37.898	39.389			40.177
			Monthly	4,802.67	4,977.50	5,149.19	5,336.75	5,538.92	5,743.28	5,953.14	6,187.36			6,311.14
			Annual	57,631.99	59,730.00	61,790.30	64,040.99	66,466.99	68,919.37	71,437.73	74,248.27			75,733.65
MENTAL HEALTH CLINICIAN	Mental Health Clinician IV	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27
MENTAL HEALTH CLINICIAN	Mental Health Promotion Specialist – HEALTH	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27
MENTAL HEALTH CLINICIAN	Mobile Crisis Clinician (Mental Health Worker 3 - Former Burntwood)	1885	Hourly	26.150	27.101	28.035	29.060	30.159	31.271	32.414	33.690			34.364
			Monthly	4,107.73	4,257.12	4,403.83	4,564.84	4,737.48	4,912.15	5,091.70	5,292.14			5,398.01
			Annual	49,292.75	51,085.39	52,845.98	54,778.10	56,849.72	58,945.84	61,100.39	63,505.65			64,776.14
MENTAL HEALTH CLINICIAN	Recovery Support Navigator (New Position)	1885	Hourly	26.150	27.101	28.035	29.060	30.159	31.271	32.414	33.690			34.364
			Monthly	4,107.73	4,257.12	4,403.83	4,564.84	4,737.48	4,912.15	5,091.70	5,292.14			5,398.01
			Annual	49,292.75	51,085.39	52,845.98	54,778.10	56,849.72	58,945.84	61,100.39	63,505.65			64,776.14
MENTAL HEALTH CLINICAL	Clinical Services Coordinator	2015	Hourly	34.121	35.273	36.587	37.891	39.300	40.767	42.352	43.995	45.702		47.987
			Monthly	5,729.49	5,922.93	6,143.57	6,362.53	6,599.13	6,845.46	7,111.61	7,387.49	7,674.13		8,057.82
			Annual	68,753.82	71,075.10	73,722.81	76,350.37	79,189.50	82,145.51	85,339.28	88,649.93	92,089.53		96,693.81
SPIRITUAL CARE	Spiritual Care Coordinator	1885	Hourly	27.238	28.156	29.220	30.250	31.359	32.538	33.697	35.092	36.378		37.106
			Monthly	4,278.64	4,422.84	4,589.98	4,751.77	4,925.98	5,111.18	5,293.24	5,512.37	5,714.38		5,828.73
			Annual	51,343.63	53,074.06	55,079.70	57,021.25	59,111.72	61,334.13	63,518.85	66,148.42	68,572.53		69,944.81
MIDWIFE	Midwife	2080	Hourly	43.410	45.588	47.766	49.944	52.122						53.164
			Monthly	7,524.40	7,901.92	8,279.44	8,656.96	9,034.48						9,215.09
			Annual	90,292.80	94,823.04	99,353.28	103,883.52	108,413.76						110,581.12
OT/PT	Charge Clinical Therapist (OT/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
OT/PT	Senior Therapist - OT/PT****	1950	Hourly	37.790	38.919	40.089	41.294	42.531						43.382
			Monthly	6,140.88	6,324.34	6,514.46	6,710.28	6,911.29						7,049.58
			Annual	73,690.50	75,892.05	78,173.55	80,523.30	82,935.45						84,594.90
OT/PT	Staff Therapist - OT/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
PHARMACY	Pharmacist Intern	2015	Hourly	44.138										45.020
			Monthly	7,411.51										7,559.61
			Annual	88,938.07										90,715.30
PHARMACY	Pharmacy Assistant (Former Pharmacy Technician)	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

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	
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	
RESPIRATORY	Senior Respiratory Therapist****	2015	Hourly	34.810	35.853	36.927	38.037	39.178	40.352	41.561			42.392	
			Monthly	5,845.18	6,020.32	6,200.66	6,387.05	6,578.64	6,775.77	6,978.79		7,118.32		
			Annual	70,142.15	72,243.80	74,407.91	76,644.56	78,943.67	81,309.28	83,745.42		85,419.88		
RESPIRATORY	Staff 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		
SOCIAL WORKER	Social Worker (BSW)	2015	Hourly	30.830	31.756	32.707	33.690	34.701	35.744	36.818	37.924	39.061	40.234	41.039
			Monthly	5,176.87	5,332.36	5,492.05	5,657.11	5,826.88	6,002.01	6,182.36	6,368.07	6,558.99	6,755.96	6,891.13
			Annual	62,122.45	63,988.34	65,904.61	67,885.35	69,922.52	72,024.16	74,188.27	76,416.86	78,707.92	81,071.51	82,693.59
SOCIAL WORKER	Psychosocial Oncology Clinician	2015	Hourly	30.830	31.756	32.707	33.690	34.701	35.744	36.818	37.924	39.061	40.234	41.039
			Monthly	5,176.87	5,332.36	5,492.05	5,657.11	5,826.88	6,002.01	6,182.36	6,368.07	6,558.99	6,755.96	6,891.13
			Annual	62,122.45	63,988.34	65,904.61	67,885.35	69,922.52	72,024.16	74,188.27	76,416.86	78,707.92	81,071.51	82,693.59
SOCIAL WORKER	Aftercare Coordinator	2015	Hourly	28.232	29.508	30.837	32.259	33.718	35.195	36.569	36.902			37.640
			Monthly	4,740.62	4,954.89	5,178.05	5,416.82	5,661.81	5,909.83	6,140.55	6,196.46		6,320.38	
			Annual	56,887.48	59,458.62	62,136.56	65,001.89	67,941.77	70,917.93	73,686.54	74,357.53		75,844.60	
SPEECH/LANGUAGE	Senior Speech Language Pathologist****	1885	Hourly	43.239	44.904	46.574	48.347	50.292	52.244				53.289	
			Monthly	6,792.13	7,053.67	7,316.00	7,594.51	7,900.04	8,206.66		8,370.81			
			Annual	81,505.52	84,644.04	87,791.99	91,134.10	94,800.42	98,479.94		100,449.77			
SPEECH/LANGUAGE	Speech/Language Pathologist****	1885	Hourly	38.477	40.093	41.634	43.180	44.831	46.630	48.444			49.413	
			Monthly	6,044.10	6,297.94	6,540.01	6,782.86	7,042.20	7,324.80	7,609.75		7,761.96		
			Annual	72,529.15	75,575.31	78,480.09	81,394.30	84,506.44	87,897.55	91,316.94		93,143.51		
EMS	Emergency Medical Responder	2028	Hourly	14.914	15.363	15.823	16.300	16.788	17.291	18.106			18.468	
			Monthly	2,520.47	2,596.35	2,674.09	2,754.70	2,837.17	2,922.18	3,059.91		3,121.09		
			Annual	30,245.59	31,156.16	32,089.04	33,056.40	34,046.06	35,066.15	36,718.97		37,453.10		
EMS	Operations Supervisor	2028	Hourly	28.068	29.559	31.473	33.321	35.125	36.799				37.535	
			Monthly	4,743.49	4,995.47	5,318.94	5,631.25	5,936.13	6,219.03		6,343.42			
			Annual	56,921.90	59,945.65	63,827.24	67,574.99	71,233.50	74,628.37		76,120.98			
EMS	Technician Intermediate Paramedic	2028	Hourly	26.481	27.772	29.571	31.301	32.994	34.567				35.259	
			Monthly	4,475.29	4,693.47	4,997.50	5,289.87	5,575.99	5,841.82		5,958.77			
			Annual	53,703.47	56,321.62	59,969.99	63,478.43	66,911.83	70,101.88		71,505.25			
EMS	Technician Paramedic	2028	Hourly	23.943	25.110	26.736	28.301	29.832	31.254				31.879	
			Monthly	4,046.37	4,243.59	4,518.38	4,782.87	5,041.61	5,281.93		5,387.55			
			Annual	48,556.40	50,923.08	54,220.61	57,394.43	60,499.30	63,383.11		64,650.61			
EMS	EMS Quality Officer	2015	Hourly	27.408	28.744	30.606	32.397	34.149	35.777				36.493	
			Monthly	4,602.26	4,826.60	5,139.26	5,440.00	5,734.19	6,007.56		6,127.78			
			Annual	55,227.12	57,919.16	61,671.09	65,279.96	68,810.24	72,090.66		73,533.40			

* EMS Adjustment

** Midwife Market Adjustment

*** Standardization Adjustment

****Recruitment & Retention

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

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

**MAHCP - Northern Regional Health Authority
Appendix 'A' - Effective: October 1, 2017**

EMS Adjustment 0.00% - 5.44% - Denoted with *

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	
AUDIOLOGY	Audiologist	1885	Hourly	38.477	40.093	41.634	43.180	44.831	46.630	48.444			49.413	
			Monthly	6,044.10	6,297.94	6,540.01	6,782.86	7,042.20	7,324.80	7,609.75			7,761.96	
			Annual	72,529.15	75,575.31	78,480.09	81,394.30	84,506.44	87,897.55	91,316.94			93,143.51	
CHILD HEALTH	Music Therapist	2015	Hourly	25.770	26.702	27.712	28.766	29.858	30.994	32.170	33.393			34.061
			Monthly	4,327.21	4,483.71	4,653.31	4,830.29	5,013.66	5,204.41	5,401.88	5,607.24			5,719.41
			Annual	51,926.55	53,804.53	55,839.68	57,963.49	60,163.87	62,452.91	64,822.55	67,286.90			68,632.92
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC1 - non-degree))	2015	Hourly	20.236	21.494	22.753	24.010	25.267	26.526	27.783	29.040			29.620
			Monthly	3,397.96	3,609.20	3,820.61	4,031.68	4,242.75	4,454.16	4,665.23	4,876.30			4,973.69
			Annual	40,775.54	43,310.41	45,847.30	48,380.15	50,913.01	53,449.89	55,982.75	58,515.60			59,684.30
COMMUNITY HEALTH	Addiction Recovery Practitioner (Changed from Addiction Clinician (AC2 - degree))	2015	Hourly	23.998	24.845	25.751	26.671	27.658	28.694	29.753	30.918	31.860	32.802	33.458
			Monthly	4,029.66	4,171.89	4,324.02	4,478.51	4,644.24	4,818.20	4,996.03	5,191.65	5,349.83	5,508.00	5,618.16
			Annual	48,355.97	50,062.68	51,888.27	53,742.07	55,730.87	57,818.41	59,952.30	62,299.77	64,197.90	66,096.03	67,417.87
COMMUNITY HEALTH	Addictions Recovery Practitioner - Lead (Changed from Addiction Clinician Team Leader)	2015	Hourly	25.880	26.728	27.634	28.551	29.541	30.574	31.636	32.800	33.743	34.683	35.376
			Monthly	4,345.68	4,488.08	4,640.21	4,794.19	4,960.43	5,133.88	5,312.21	5,507.67	5,666.01	5,823.85	5,940.22
			Annual	52,148.20	53,856.92	55,682.51	57,530.27	59,525.12	61,606.61	63,746.54	66,092.00	67,992.15	69,886.25	71,282.64
COMMUNITY HEALTH	Community Family Counsellor	1950	Hourly	28.067	29.003	30.046	31.072	32.173	33.342	34.503	35.898	37.154		37.897
			Monthly	4,560.89	4,712.99	4,882.48	5,049.20	5,228.11	5,418.08	5,606.74	5,833.43	6,037.53		6,158.26
			Annual	54,730.65	56,555.85	58,589.70	60,590.40	62,737.35	65,016.90	67,280.85	70,001.10	72,450.30		73,899.15
COMMUNITY HEALTH	Community Health Worker	1885	Hourly	24.427	25.305	26.150	27.101	28.035	29.060					29.641
			Monthly	3,837.08	3,974.99	4,107.73	4,257.12	4,403.83	4,564.84					4,656.11
			Annual	46,044.90	47,699.93	49,292.75	51,085.39	52,845.98	54,778.10					55,873.29
COMMUNITY HEALTH	Insight Mentor Coordinator (Former Nor-Man FAS / FAE Project Coordinator)	1885	Hourly	27.605	28.616	29.593	30.692	31.805	32.977	34.195	35.545	36.907	38.320	39.086
			Monthly	4,336.29	4,495.10	4,648.57	4,821.20	4,996.04	5,180.14	5,371.47	5,583.53	5,797.48	6,019.43	6,139.76
			Annual	52,035.43	53,941.16	55,782.81	57,854.42	59,952.43	62,161.65	64,457.58	67,002.33	69,569.70	72,233.20	73,677.11
COMMUNITY HEALTH	Insight Mentor Coordinator - PIO (Former Burntwood Case Coordinator)	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27
COMMUNITY HEALTH	FASD Diagnostics Coordinator (New Position)	1885	Hourly	27.605	28.616	29.593	30.692	31.805	32.977	34.195	35.545	36.907	38.320	39.086
			Monthly	4,336.29	4,495.10	4,648.57	4,821.20	4,996.04	5,180.14	5,371.47	5,583.53	5,797.48	6,019.43	6,139.76
			Annual	52,035.43	53,941.16	55,782.81	57,854.42	59,952.43	62,161.65	64,457.58	67,002.33	69,569.70	72,233.20	73,677.11
COMMUNITY HEALTH	Health Promotion and Education Specialist (Former Burntwood)	1950	Hourly	30.692	31.805	33.141	34.325	35.694	37.058	38.544	40.043	41.644		42.477
			Monthly	4,987.45	5,168.31	5,385.41	5,577.81	5,800.28	6,021.93	6,263.40	6,506.99	6,767.15		6,902.51
			Annual	59,849.40	62,019.75	64,624.95	66,933.75	69,603.30	72,263.10	75,160.80	78,083.85	81,205.80		82,830.15
COMMUNITY HEALTH	Regional Community Health Developer (Former Nor-Man)	1885	Hourly	27.605	28.614	29.594	30.692	31.805	32.980	34.195	35.545	36.907	38.320	39.086
			Monthly	4,336.29	4,494.78	4,648.72	4,821.20	4,996.04	5,180.61	5,371.47	5,583.53	5,797.48	6,019.43	6,139.76
			Annual	52,035.43	53,937.39	55,784.69	57,854.42	59,952.43	62,167.30	64,457.58	67,002.33	69,569.70	72,233.20	73,677.11
COMMUNITY HEALTH	Resource Coordinator	1885	Hourly	24.779	25.639	26.550	27.436	28.450	29.425	30.479	31.429			32.057
			Monthly	3,892.37	4,027.46	4,170.56	4,309.74	4,469.02	4,622.18	4,787.74	4,936.97			5,035.62
			Annual	46,708.42	48,329.52	50,046.75	51,716.86	53,628.25	55,466.13	57,452.92	59,243.67			60,427.45
COMMUNITY HEALTH	Regional Primary Care Connector	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27
COMMUNITY HEALTH	Restorative Care Coordinator (Changed from Case Coordinator)	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27

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	
DIETITIAN	Community Dietitian (Changed from Comm Health Dietitian)	1885	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402	40.191	
			Monthly	4,621.71	4,780.05	4,957.55	5,137.10	5,326.85	5,523.21	5,741.24	5,961.16	6,189.40	6,413.34	6,641.34
			Annual	55,460.47	57,360.55	59,490.60	61,645.16	63,922.24	66,278.49	68,894.87	71,533.87	74,272.77	77,000.00	79,760.04
DIETITIAN	Dietitian	2015	Hourly	29.422	30.430	31.560	32.703	33.911	35.161	36.549	37.949	39.402	40.191	
			Monthly	4,940.44	5,109.70	5,299.45	5,491.38	5,694.22	5,904.12	6,137.19	6,372.27	6,616.25	6,874.87	7,148.74
			Annual	59,285.33	61,316.45	63,593.40	65,896.55	68,330.67	70,849.42	73,446.24	76,122.24	78,874.87	81,694.87	84,574.87
MENTAL HEALTH CLINICIAN	Mental Health Clinician III	1885	Hourly	30.574	31.687	32.780	33.974	35.261	36.562	37.898	39.389	40.977	42.666	
			Monthly	4,802.67	4,977.50	5,149.19	5,336.75	5,538.92	5,743.28	5,953.14	6,173.36	6,398.61	6,629.61	6,866.11
			Annual	57,631.99	59,730.00	61,790.30	64,040.99	66,466.99	68,919.37	71,437.73	74,042.27	76,722.27	79,472.27	82,282.27
MENTAL HEALTH CLINICIAN	Mental Health Clinician IV	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27
MENTAL HEALTH CLINICIAN	Mental Health Promotion Specialist – HEALTH	1885	Hourly	32.496	33.595	34.847	36.086	37.429	38.824	40.336	41.897	43.527	44.806	45.702
			Monthly	5,104.58	5,277.22	5,473.88	5,668.51	5,879.47	6,098.60	6,336.11	6,581.32	6,837.37	7,038.28	7,179.02
			Annual	61,254.96	63,326.58	65,686.60	68,022.11	70,553.67	73,183.24	76,033.36	78,975.85	82,048.40	84,459.31	86,148.27
MENTAL HEALTH CLINICIAN	Mobile Crisis Clinician (Mental Health Worker 3 - Former Burntwood)	1885	Hourly	26.150	27.101	28.035	29.060	30.159	31.271	32.414	33.690	35.000	36.343	37.720
			Monthly	4,107.73	4,257.12	4,403.83	4,564.84	4,737.48	4,912.15	5,091.70	5,292.14	5,498.14	5,709.61	5,926.61
			Annual	49,292.75	51,085.39	52,845.98	54,778.10	56,849.72	58,945.84	61,100.39	63,505.65	66,048.40	68,722.27	71,533.87
MENTAL HEALTH CLINICIAN	Recovery Support Navigator (New Position)	1885	Hourly	26.150	27.101	28.035	29.060	30.159	31.271	32.414	33.690	35.000	36.343	37.720
			Monthly	4,107.73	4,257.12	4,403.83	4,564.84	4,737.48	4,912.15	5,091.70	5,292.14	5,498.14	5,709.61	5,926.61
			Annual	49,292.75	51,085.39	52,845.98	54,778.10	56,849.72	58,945.84	61,100.39	63,505.65	66,048.40	68,722.27	71,533.87
MENTAL HEALTH CLINICAL	Clinical Services Coordinator	2015	Hourly	34.121	35.273	36.587	37.891	39.300	40.767	42.352	43.995	45.702	47.487	
			Monthly	5,729.49	5,922.93	6,143.57	6,362.53	6,599.13	6,845.46	7,111.61	7,387.49	7,674.13	7,971.61	
			Annual	68,753.82	71,075.10	73,722.81	76,350.37	79,189.50	82,145.51	85,339.28	88,649.93	92,089.53	95,653.81	99,345.81
SPIRITUAL CARE	Spiritual Care Coordinator	1885	Hourly	27.238	28.156	29.220	30.250	31.359	32.538	33.697	35.092	36.378	37.710	
			Monthly	4,278.64	4,422.84	4,589.98	4,751.77	4,925.98	5,111.18	5,293.24	5,512.37	5,714.38	5,926.61	
			Annual	51,343.63	53,074.06	55,079.70	57,021.25	59,111.72	61,334.13	63,518.85	66,148.42	68,572.53	71,148.81	73,874.81
MIDWIFE	Midwife**	2080	Hourly	44.279	46.500	48.722	50.943	53.164	55.385	57.606	59.827	62.048	64.269	
			Monthly	7,675.03	8,060.00	8,445.15	8,830.12	9,215.09	9,600.06	9,985.03	10,370.00	10,755.00	11,140.00	11,525.00
			Annual	92,100.32	96,720.00	101,341.76	105,961.44	110,581.12	115,200.80	119,820.48	124,440.16	129,060.00	133,680.00	138,300.00
OT/PT	Charge Clinical Therapist (OT/PT)	1950	Hourly	40.583	41.800	43.054	44.343	45.672	47.041	48.450	49.900	51.390	52.920	
			Monthly	6,594.74	6,792.50	6,996.28	7,205.74	7,421.70	7,643.26	7,870.41	8,103.16	8,341.51	8,585.56	8,835.31
			Annual	79,136.85	81,510.00	83,955.30	86,468.85	89,060.40	91,732.00	94,482.60	97,323.20	100,254.80	103,277.40	106,392.00
OT/PT	Senior Therapist - OT/PT	1950	Hourly	37.790	38.919	40.089	41.294	42.531	43.800	45.100	46.440	47.810	49.210	
			Monthly	6,140.88	6,324.34	6,514.46	6,710.28	6,911.29	7,118.50	7,331.91	7,551.52	7,777.33	8,008.44	8,244.85
			Annual	73,690.50	75,892.05	78,173.55	80,523.30	82,935.45	85,419.10	87,974.35	90,601.20	93,300.00	96,070.80	98,914.65
OT/PT	Staff Therapist - OT/PT	1950	Hourly	34.448	35.480	36.546	37.642	38.769	39.931	41.130	42.360	43.620	44.910	
			Monthly	5,597.80	5,765.50	5,938.73	6,116.83	6,299.96	6,488.79	6,683.32	6,883.55	7,089.38	7,300.81	7,517.94
			Annual	67,173.60	69,186.00	71,264.70	73,401.90	75,599.55	77,865.45	80,200.40	82,605.40	85,080.40	87,625.40	90,240.40
PHARMACY	Pharmacist Intern	2015	Hourly	44.138	45.470	46.861	48.311	49.823	51.392	53.033	54.745	56.520	58.360	
			Monthly	7,411.51	7,635.17	7,868.74	8,112.22	8,366.11	8,629.57	8,903.51	9,196.90	9,509.80	9,842.30	10,194.60
			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	113,903.80	117,640.40	121,527.00
PHARMACY	Pharmacy Assistant (Former Pharmacy Technician)	2015	Hourly	21.290	21.930	22.588	23.266	23.965	24.685	25.436	26.219	27.034	27.880	
			Monthly	3,574.95	3,682.41	3,792.90	3,906.75	4,024.12	4,145.02	4,269.37	4,407.20	4,548.61	4,693.60	4,843.27
			Annual	42,899.35	44,188.95	45,514.82	46,880.99	48,289.48	49,740.28	51,233.64	52,770.40	54,351.60	55,978.40	57,631.65
PHARMACY	Staff Pharmacist	2015	Hourly	44.138	45.470	46.861	48.311	49.823	51.392	53.033	54.745	56.520	58.360	
			Monthly	7,411.51	7,635.17	7,868.74	8,112.22	8,366.11	8,629.57	8,903.51	9,196.90	9,509.80	9,842.30	10,194.60
			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	113,903.80	117,640.40	121,527.00

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	
RESPIRATORY	Senior Respiratory Therapist	2015	Hourly	34.810	35.853	36.927	38.037	39.178	40.352	41.561			42.392	
			Monthly	5,845.18	6,020.32	6,200.66	6,387.05	6,578.64	6,775.77	6,978.79			7,118.32	
			Annual	70,142.15	72,243.80	74,407.91	76,644.56	78,943.67	81,309.28	83,745.42			85,419.88	
RESPIRATORY	Staff 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	
SOCIAL WORKER	Social Worker (BSW)	2015	Hourly	30.830	31.756	32.707	33.690	34.701	35.744	36.818	37.924	39.061	40.234	41.039
			Monthly	5,176.87	5,332.36	5,492.05	5,657.11	5,826.88	6,002.01	6,182.36	6,368.07	6,558.99	6,755.96	6,891.13
			Annual	62,122.45	63,988.34	65,904.61	67,885.35	69,922.52	72,024.16	74,188.27	76,416.86	78,707.92	81,071.51	82,693.59
SOCIAL WORKER	Psychosocial Oncology Clinician	2015	Hourly	30.830	31.756	32.707	33.690	34.701	35.744	36.818	37.924	39.061	40.234	41.039
			Monthly	5,176.87	5,332.36	5,492.05	5,657.11	5,826.88	6,002.01	6,182.36	6,368.07	6,558.99	6,755.96	6,891.13
			Annual	62,122.45	63,988.34	65,904.61	67,885.35	69,922.52	72,024.16	74,188.27	76,416.86	78,707.92	81,071.51	82,693.59
SOCIAL WORKER	Aftercare Coordinator	2015	Hourly	28.232	29.508	30.837	32.259	33.718	35.195	36.569	36.902			37.640
			Monthly	4,740.62	4,954.89	5,178.05	5,416.82	5,661.81	5,909.83	6,140.55	6,196.46			6,320.38
			Annual	56,887.48	59,458.62	62,136.56	65,001.89	67,941.77	70,917.93	73,686.54	74,357.53			75,844.60
SPEECH/LANGUAGE	Senior Speech Language Pathologist	1885	Hourly	43.239	44.904	46.574	48.347	50.292	52.244					53.289
			Monthly	6,792.13	7,053.67	7,316.00	7,594.51	7,900.04	8,206.66					8,370.81
			Annual	81,505.52	84,644.04	87,791.99	91,134.10	94,800.42	98,479.94					100,449.77
SPEECH/LANGUAGE	Speech/Language Pathologist	1885	Hourly	38.477	40.093	41.634	43.180	44.831	46.630	48.444				49.413
			Monthly	6,044.10	6,297.94	6,540.01	6,782.86	7,042.20	7,324.80	7,609.75				7,761.96
			Annual	72,529.15	75,575.31	78,480.09	81,394.30	84,506.44	87,897.55	91,316.94				93,143.51
EMS	Emergency Medical Responder	2028	Hourly	14.914	15.363	15.823	16.300	16.788	17.291	18.106				18.468
			Monthly	2,520.47	2,596.35	2,674.09	2,754.70	2,837.17	2,922.18	3,059.91				3,121.09
			Annual	30,245.59	31,156.16	32,089.04	33,056.40	34,046.06	35,066.15	36,718.97				37,453.10
EMS	Operations Supervisor*	2028	Hourly	28.068	30.089	32.239	34.439	36.656	38.801					39.577
			Monthly	4,743.49	5,085.04	5,448.39	5,820.19	6,194.86	6,557.37					6,688.51
			Annual	56,921.90	61,020.49	65,380.69	69,842.29	74,338.37	78,688.43					80,262.16
EMS	Technician Intermediate Paramedic*	2028	Hourly	26.481	28.270	30.289	32.352	34.432	36.447					37.176
			Monthly	4,475.29	4,777.63	5,118.84	5,467.49	5,819.01	6,159.54					6,282.74
			Annual	53,703.47	57,331.56	61,426.09	65,609.86	69,828.10	73,914.52					75,392.93
EMS	Technician Paramedic*	2028	Hourly	23.943	25.560	27.386	29.251	31.132	32.954					33.613
			Monthly	4,046.37	4,319.64	4,628.23	4,943.42	5,261.31	5,569.23					5,680.60
			Annual	48,556.40	51,835.68	55,538.81	59,321.03	63,135.70	66,830.71					68,167.16
EMS	EMS Quality Officer *	2015	Hourly	27.408	29.259	31.350	33.484	35.637	37.723					38.478
			Monthly	4,602.26	4,913.07	5,264.19	5,622.52	5,984.05	6,334.32					6,461.10
			Annual	55,227.12	58,956.89	63,170.25	67,470.26	71,808.56	76,011.85					77,533.17

* EMS Adjustment (0.00% - 5.44%)

** Midwife Market Adjustment 2.00%

*** Standardization Adjustment

****Recruitment & Retention