

BARGAINING UPDATE

IT'S BEEN A LONG JOURNEY...BUT WE MADE IT TOGETHER.

On Tuesday, September 23, we voted overwhelmingly to ratify our new contract with Compassus. This bulletin contains the big paper summary we shared in the ratification votes. Our new contract will be available printed and online after our Bargaining Team reviews it carefully with the company. In the meantime, this summary contains the changes you need to know.



Ratification Vote



Campaign Timeline

December 9, 2024: Our bargaining team started meeting with Providence.

May 1, 2025: Compassus took over our unit.

October 1, 2025: We proudly picketed to bring our fight to the community.



November 13, 2025: Our sister unit Compassus Snohomish started bargaining and we began working on our campaign together. We discussed striking together.

January 7, 2026: We voted overwhelmingly to authorize a 12-week strike. This would have been the longest strike ever taken in our unit.

February 18, 2026: Sound Chaplains petitioned the NLRB to join 1199NW.

February 2026: We worked with our Strategic Researchers and union leadership from Snohomish to make a strategic pivot. Rather than a relatively short strike, we chose to work, document and report our concerns regarding how Compassus does business.

March-May 2026: Bargaining team leaders spent three months training our coworkers on how to file L&I complaints, report Medicare fraud and other violations in our workplace. *We filed complaints with state and federal regulatory agencies!*

June 18, 2026: Bargaining team leaders Anthony Harris-White,

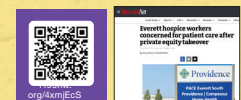


Milli Palmer and April Frazier testified for the Washington State Investment Board and lobbied Board members asking for support.



July 13, 2026: Our campaign was featured in a Stateline article that called out the negative impacts of the Joint-Venture for patients. This article was picked up by news outlets in more than a dozen states!

July 2026: Bargaining team leaders were called into meetings with a Compassus Compliance officer seeking to understand the problems and fraud reported to the government.



Campaign Timeline (Continued) →

September 3, 2026: Hospital-based Compassus staff in Snohomish County, Care Partners and Clinical Care Coordinators III, notified Compassus that they are prepared to file with the NLRB to join the union.

On September 11, 2026, our bargaining team reached a tentative agreement.

Our new contract makes progress in three big areas

- ✓ **Union strength**
- ✓ **Stronger Protection, Stronger Contract**
- ✓ **Economic Wins**

- ✓ Raise all starting wages above \$25 by end of contract.
- ✓ Eliminate all ghost steps
- ✓ Add three new wage steps to the top of scale — Everyone will receive a market adjustment in addition to the Annual Across-the-Board (ATB) increase.
- ✓ This means your wages will receive both the market adjustment and the ATB increase, strengthening your compensation and recognizing the value of the work you do every day.



“In 2024 we walked into this round of bargaining with the goal of bringing our wages in line with the South Puget Sound market. We were skeptical that Compassus would force us to accept the bare minimum. But we stood together as a union. We stuck to our values.

We talked about how Compassus’ business model hurts our patients. We spoke about how our co-workers were leaving in droves.

Today we are proud to share our Tentative Agreement that contains important wins in all three of our priority areas. That’s right, the money is here! We have also won new language that protects us as workers and will help keep our union strong!” **Anthony Harris-White, RN Home Health**

Union Strength

Our tentative agreement contains improvements that will increase our union strength.

- **Dues Remission:** Transparent and accountable procedure for deduction of union dues.
- **Union Access:** Agreement that union organizers can access our offices if they notify HR.
- **Union Leave:** Members will be able to take up to 90 days of leave from work, with job and insurance protected, to work with our union.
- **Union Orientation:** Compassus has agreed that new employees can attend a 30-minute union orientation on paid

time. The delegate conducting the orientation will take a break to do so.

- **Labor-Management Committee:** Increase the number of workers on the committee from 4 to 5. For the first year after ratification, Labor-Management Committee will meet every month. We confirmed the permanent meeting cadence to be once every other month (6 meetings per year).
- **Successorship:** If Compassus decides to sell, transfer, merge or close the agency, they will provide the union at least 90 days’ notice. They will allow 60 days to bargain with the union over alternatives to a sale and provide copies of specific parts of the sale agreement to the union.



It is very important now that we have LM meetings started again. Our employees need to be able to fix problems and build trust before problems escalate! **Cheryl Harper, LPN, Home Health**



“Successorship protections are so important because they recognize that we are part of the company. If Compassus decides to sell, they would need to keep us informed and bargain with us during the process!” **Kathy Thorne-Mesereau, Hospice**

Protective Language Improvements

Daily Adjustments/Productivity: New language added where management makes a commitment to take the location of patients and drive times on days when mandatory meetings occur. At all times, they are supposed to, consider the time requirements of when calculating weekly productivity:

- On new admits of Home Health and Hospice
- On recertification
- On resumption of care
- On discharge
- Due to high mileage or travel time
- Consideration may be given for daily adjustments with respect to additional factors influencing travel time including traffic, weather conditions, etc.

→ Protective Language Improvements (Continued)

- On the basis of patient acuity. Patient acuity will be assessed by the Case Manager and discussed with the Clinical Manager.
- When precepting another caregiver

Labor Management Committee will address productivity-related issues that arise.

Low Census: Compassus has agreed that in instances where there is a low patient census, workers will be **CALLED OFF** in this order:

- Volunteers - employees who wish to take the shift off
- Agency employees
- Per Diem Employees
- FTE Employees (in reverse seniority order)

Travelers should **NEVER** stay at work ahead of a union member capable of doing the same work. If this happens to you, work with a delegate to file a grievance to get **PAID** for the shift you lost.

Paycheck Correction: New language with timelines for corrections

"Caregivers should bring a suspected paycheck error to the Employer's attention as soon as it is discovered but no later than twenty-one (21) days from the date the paycheck was issued. Caregivers should first bring the suspected error to the attention of their manager by email. If the issue cannot be resolved by the manager, the caregiver should escalate to the Employer's payroll department. The reported error will be investigated promptly but no later than 7 calendar days from being reported. Any correction will issue no later than fourteen (14) calendar days from the date the error is confirmed. The Company may consider requests for expedited payment under exceptional circumstances."

This is a start. Don't forget, we always have the right to file Wage & Hour Complaints with L&I.

SAVE THIS WEBSITE: <https://1199nw.org/4gSKSSS>



We desperately need paycheck correction. My issue has been improper union dues deduction. The excessive amount I am being charged for Union Dues impacts my life. Nearly every week, \$36.44 is deducted, since July 2, 2026. That's roughly \$145 per month. This is way more than they should be taking!

What's wrong on your check? Is your mileage incorrect? Shift differentials? Missing preceptor pay? **—Fiaer Alexander, PT**



"Recent events have taught us that we need to be able to walk away from houses where we don't feel safe. Our right to do this is now in our contract. Know it, use it!" **—Lisa Johnson, RN Hospice**

Workplace Violence: Compassus has agreed that caregivers may refuse to treat patients in situations where the caregiver observes drug use, weapons, and/or threatening behavior. Management will maintain records of all incidents reported and review records at regular Labor-Management meetings.

EIB and WA Safe-Sick Law

EIB: Following Ratification, we will stop accruing EIB. No Takeaways! EIB banks will remain available for use until exhausted. We will be able to use our EIB banks from Day 1 of illness.

We will all (FTE and Per Diem employees) have WA Safe-Sick Banks. WA Safe-Sick time will accrue at the required 1 hour for every 40 worked.

We will continue to do political work to improve the sick time accruals for workers across the state through legislation.



"We fought for the right to keep our EIB from the beginning and we won. The company wanted us to agree to use it or lose it within two years of ratification. We said "no" and won that, too. If you have EIB it will stop after ratifying our contract, but we will gain a WA Safe-Sick bank and still keep what we have in our EIB banks. We will be able to use the EIB we have on day 1 instead of day 3. No more two days of PTO before you can use one day of EIB. Win, win for us!!!" **Kim Stauffenecker Scheduler**

Our Economic Wins

New Wage Scales for all Job Classifications:

- **We have a new wage scale that moves everyone forward.**
 - Elimination the first 6 steps of old wage scale
 - Elimination of the first 9 steps of old RNs
 - Elimination of all ghost steps new wage steps to the top of scale.
 - 3 new top steps added- meaning anyone on Step 21 will now get a step increase every year
- **Elimination of all ghost steps:** Everyone below wage step 24 will receive a step increase every year!
- **Moving to \$25 minimum:** By year 3, no job class will earn less than \$25/hour base wage. This puts our wages in line with Providence Swedish.

Across The Board Raises:

- **Year 1:** 4%
- **Year 2:** 3%
- **Year 3:** 3%

New Credit for Past Experience Credit for OTs and PTs:

Current and newly hired OTs and PTs with OTA or PTA experience will now receive 2:1 credit for these years on the wage table. RNs with LPN experience are supposed to already have 2:1 credit for these years of work. **Talk to the bargaining team if you don't have credit for any years of experience.** **Increases to Premium Pay:**

- Evening Premium from 4:30-10pm will increase to \$3/hour.
- Preceptor Pay will increase to \$1.50/hr.
- **Certification Pay and addition of new certifications to the list:** All workers holding these certifications will now be eligible for \$0.85/hour Certification pay.

New Certifications eligible for compensation:

Agency	Certification	Acronym
Association of Professional Chaplains, National Association of Catholic Chaplains, Neshama: Association of Jewish Chaplains	Board Certified Chaplain	BCC
Wound, Ostomy and Continence Nursing Certification Board	Certified Wound Ostomy Nurse	CWON
Wound, Ostomy and Continence Nursing Certification Board	Certified Wound Care Nurse	CWCN

Ratification Bonus: ALL workers will receive a \$2,500 ratification bonus when we ratify this contract.

Limited Healthcare Cost Reimbursement 2025-26: Workers enrolled in Compasus insurance from May 1, 2025 through

January 1, 2026, are eligible for limited reimbursement of medical

expenses beyond to Out of Pocket Maximum of your previous Providence plan. If you incurred large medical expenses in 2025 after the Compasus takeover, speak with a delegate about how to submit for reimbursement.

Our New Wage Table!

Examples of Wage Growth:

- A Team Assistant earning \$34.63 at Step 20 now will earn \$42.78 on Step 23 at the end of the contract. Wage Growth = **8.15 or 23.53%**
- An LPN on Step 11 earning \$32.82 will earn \$39.18 on Step 14 by the end of the contract. Wage Growth = **\$6.36 or 19.38%**.
- An RN at Step 13 earning \$51.38/hr now will be earning \$61.16/hr at Step 16 the end of the contract. Contract wage growth = **\$9.78 or 19.03%**

The Union Difference for our newest members:

- \$42.02 → \$54.89/hr: A Chaplain with 24+ years of experience will see their wage increase by \$12.87/hr by the end of the contract.
- Certification Pay: Board-certified Chaplains will also receive an additional \$0.85/hr.
- 33.08% Wage Growth: That's a \$12.87/hr increase in total contract wage growth.
- \$28,537.60 More Per Year: This wage increase represents an additional \$28,537.60 annually for this Chaplain.

YEAR 1-4%

Job Titles	Wage Grade	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
OCCUPATIONAL THERAPIST	1	\$52.68	\$53.09	\$53.49	\$53.89	\$54.29	\$54.69	\$55.09	\$55.49	\$55.89	\$56.29	\$56.69	\$57.09	\$57.49	\$57.89	\$58.29	\$58.69	\$59.09	\$59.49	\$59.89	\$60.29	\$60.69	\$61.09	\$61.49	\$61.89	\$62.29
OT WOUND CARE SPECIALIST (Currently Not Utilized)	1	\$52.68	\$53.09	\$53.49	\$53.89	\$54.29	\$54.69	\$55.09	\$55.49	\$55.89	\$56.29	\$56.69	\$57.09	\$57.49	\$57.89	\$58.29	\$58.69	\$59.09	\$59.49	\$59.89	\$60.29	\$60.69	\$61.09	\$61.49	\$61.89	\$62.29
PHYSICAL THERAPIST	1	\$52.68	\$53.09	\$53.49	\$53.89	\$54.29	\$54.69	\$55.09	\$55.49	\$55.89	\$56.29	\$56.69	\$57.09	\$57.49	\$57.89	\$58.29	\$58.69	\$59.09	\$59.49	\$59.89	\$60.29	\$60.69	\$61.09	\$61.49	\$61.89	\$62.29
SPEECH LANGUAGE PATHOLOGIST	1	\$52.68	\$53.09	\$53.49	\$53.89	\$54.29	\$54.69	\$55.09	\$55.49	\$55.89	\$56.29	\$56.69	\$57.09	\$57.49	\$57.89	\$58.29	\$58.69	\$59.09	\$59.49	\$59.89	\$60.29	\$60.69	\$61.09	\$61.49	\$61.89	\$62.29
HOME HEALTH RN	2	\$47.88	\$48.34	\$48.81	\$49.28	\$49.76	\$50.24	\$50.76	\$51.26	\$51.76	\$52.26	\$52.76	\$53.26	\$53.76	\$54.26	\$54.76	\$55.26	\$55.76	\$56.26	\$56.76	\$57.26	\$57.76	\$58.26	\$58.76	\$59.26	\$59.76
HOSPICE RN	2	\$47.88	\$48.34	\$48.81	\$49.28	\$49.76	\$50.24	\$50.76	\$51.26	\$51.76	\$52.26	\$52.76	\$53.26	\$53.76	\$54.26	\$54.76	\$55.26	\$55.76	\$56.26	\$56.76	\$57.26	\$57.76	\$58.26	\$58.76	\$59.26	\$59.76
TRIAGE RN	2	\$47.88	\$48.34	\$48.81	\$49.28	\$49.76	\$50.24	\$50.76	\$51.26	\$51.76	\$52.26	\$52.76	\$53.26	\$53.76	\$54.26	\$54.76	\$55.26	\$55.76	\$56.26	\$56.76	\$57.26	\$57.76	\$58.26	\$58.76	\$59.26	\$59.76
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	3	\$34.21	\$34.41	\$34.61	\$34.81	\$35.01	\$35.21	\$35.42	\$35.62	\$35.82	\$36.02	\$36.22	\$36.42	\$36.62	\$36.82	\$37.02	\$37.22	\$37.42	\$37.62	\$37.82	\$38.02	\$38.22	\$38.42	\$38.62	\$38.82	\$39.02
PHYSICAL THERAPY ASSISTANT	3	\$34.21	\$34.41	\$34.61	\$34.81	\$35.01	\$35.21	\$35.42	\$35.62	\$35.82	\$36.02	\$36.22	\$36.42	\$36.62	\$36.82	\$37.02	\$37.22	\$37.42	\$37.62	\$37.82	\$38.02	\$38.22	\$38.42	\$38.62	\$38.82	\$39.02
SOCIAL WORKER MSW	3A	\$35.80	\$36.00	\$36.20	\$36.40	\$36.60	\$36.80	\$37.00	\$37.20	\$37.40	\$37.60	\$37.80	\$38.00	\$38.20	\$38.40	\$38.60	\$38.80	\$39.00	\$39.20	\$39.40	\$39.60	\$39.80	\$40.00	\$40.20	\$40.40	\$40.60
BEREAVEMENT COUNSELOR	3A	\$35.80	\$36.00	\$36.20	\$36.40	\$36.60	\$36.80	\$37.00	\$37.20	\$37.40	\$37.60	\$37.80	\$38.00	\$38.20	\$38.40	\$38.60	\$38.80	\$39.00	\$39.20	\$39.40	\$39.60	\$39.80	\$40.00	\$40.20	\$40.40	\$40.60
TEAM ASSISTANT	4	\$28.09	\$28.29	\$28.49	\$28.69	\$28.89	\$29.09	\$29.29	\$29.49	\$29.69	\$29.89	\$30.09	\$30.29	\$30.49	\$30.69	\$30.89	\$31.09	\$31.29	\$31.49	\$31.69	\$31.89	\$32.09	\$32.29	\$32.49	\$32.69	\$32.89
BEREAVEMENT SVCS ASST (Currently Not Utilized)	4A	\$28.09	\$28.29	\$28.49	\$28.69	\$28.89	\$29.09	\$29.29	\$29.49	\$29.69	\$29.89	\$30.09	\$30.29	\$30.49	\$30.69	\$30.89	\$31.09	\$31.29	\$31.49	\$31.69	\$31.89	\$32.09	\$32.29	\$32.49	\$32.69	\$32.89
LPN LPN	4A	\$29.91	\$30.16	\$30.41	\$30.66	\$30.91	\$31.16	\$31.41	\$31.66	\$31.91	\$32.16	\$32.41	\$32.66	\$32.91	\$33.16	\$33.41	\$33.66	\$33.91	\$34.16	\$34.41	\$34.66	\$34.91	\$35.16	\$35.41	\$35.66	\$35.91
ADMINISTRATIVE LPN LPN	4A	\$29.91	\$30.16	\$30.41	\$30.66	\$30.91	\$31.16	\$31.41	\$31.66	\$31.91	\$32.16	\$32.41	\$32.66	\$32.91	\$33.16	\$33.41	\$33.66	\$33.91	\$34.16	\$34.41	\$34.66	\$34.91	\$35.16	\$35.41	\$35.66	\$35.91
VOLUNTEER COORDINATOR	5	\$26.58	\$26.72	\$26.86	\$27.01	\$27.14	\$27.28	\$27.42	\$27.56	\$27.70	\$27.84	\$27.98	\$28.12	\$28.26	\$28.40	\$28.54	\$28.68	\$28.82	\$28.96	\$29.10	\$29.24	\$29.38	\$29.52	\$29.66	\$29.80	\$29.94
PATIENT SCHEDULER	6	\$25.31	\$25.51	\$25.71	\$25.91	\$26.11	\$26.31	\$26.51	\$26.71	\$26.91	\$27.11	\$27.31	\$27.51	\$27.71	\$27.91	\$28.11	\$28.31	\$28.51	\$28.71	\$28.91	\$29.11	\$29.31	\$29.51	\$29.71	\$29.91	\$30.11
ASSISTANT VOLUNTEER COORDINATOR	7	\$22.44	\$22.78	\$23.12	\$23.46	\$23.80	\$24.14	\$24.48	\$24.82	\$25.16	\$25.50	\$25.84	\$26.18	\$26.52	\$26.86	\$27.20	\$27.54	\$27.88	\$28.22	\$28.56	\$28.90	\$29.24	\$29.58	\$29.92	\$30.26	\$30.60
HOSPICE AIDE	8A	\$22.19	\$22.63	\$23.07	\$23.51	\$23.95	\$24.39	\$24.83	\$25.27	\$25.71	\$26.15	\$26.59	\$27.03	\$27.47	\$27.91	\$28.35	\$28.79	\$29.23	\$29.67	\$30.11	\$30.55	\$30.99	\$31.43	\$31.87	\$32.31	\$32.75
HOME HEALTH AIDE	8A	\$22.19	\$22.63	\$23.07	\$23.51	\$23.95	\$24.39	\$24.83	\$25.27	\$25.71	\$26.15	\$26.59	\$27.03	\$27.47	\$27.91	\$28.35	\$28.79	\$29.23	\$29.67	\$30.11	\$30.55	\$30.99	\$31.43	\$31.87	\$32.31	\$32.75
MEDICAL RECORDS CLERK (Currently Not Utilized)	8B	\$21.16	\$21.77	\$22.38	\$22.99	\$23.60	\$24.21	\$24.82	\$25.43	\$26.04	\$26.65	\$27.26	\$27.87	\$28.48	\$29.09	\$29.70	\$30.31	\$30.92	\$31.53	\$32.14	\$32.75	\$33.36	\$33.97	\$34.58	\$35.19	\$35.80
MATERIALS MANAGEMENT CLERK LD	8BL	\$22.20	\$22.64	\$23.08	\$23.52	\$23.96	\$24.40	\$24.84	\$25.28	\$25.72	\$26.16	\$26.60	\$27.04	\$27.48	\$27.92	\$28.36	\$28.80	\$29.24	\$29.68	\$30.12	\$30.56	\$31.00	\$31.44	\$31.88	\$32.32	\$32.76
CHAPLAIN	9	\$35.00	\$36.40	\$37.80	\$39.20	\$40.60	\$42.00	\$43.40	\$44.80	\$46.20	\$47.60	\$49.00	\$50.40	\$51.80	\$53.20	\$54.60	\$56.00	\$57.40	\$58.80	\$60.20	\$61.60	\$63.00	\$64.40	\$65.80	\$67.20	\$68.60

YEAR 2-3%

Job Titles	1	Wage Grade	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
OCCUPATIONAL THERAPIST	1	\$54.26	\$54.68	\$55.09	\$55.51	\$55.92	\$56.33	\$56.75	\$57.16	\$57.58	\$57.99	\$58.40	\$58.81	\$59.22	\$59.63	\$60.04	\$60.45	\$60.86	\$61.27	\$61.68	\$62.09	\$62.50	\$62.91	\$63.32	\$63.73	\$64.14	\$64.55
OT WOUND CARE SPECIALIST (Currently Not Utilized)	1	\$54.26	\$54.68	\$55.09	\$55.51	\$55.92	\$56.33	\$56.75	\$57.16	\$57.58	\$57.99	\$58.40	\$58.81	\$59.22	\$59.63	\$60.04	\$60.45	\$60.86	\$61.27	\$61.68	\$62.09	\$62.50	\$62.91	\$63.32	\$63.73	\$64.14	\$64.55
PHYSICAL THERAPIST	1	\$54.26	\$54.68	\$55.09	\$55.51	\$55.92	\$56.33	\$56.75	\$57.16	\$57.58	\$57.99	\$58.40	\$58.81	\$59.22	\$59.63	\$60.04	\$60.45	\$60.86	\$61.27	\$61.68	\$62.09	\$62.50	\$62.91	\$63.32	\$63.73	\$64.14	\$64.55
SPEECH LANGUAGE PATHOLOGIST	1	\$54.26	\$54.68	\$55.09	\$55.51	\$55.92	\$56.33	\$56.75	\$57.16	\$57.58	\$57.99	\$58.40	\$58.81	\$59.22	\$59.63	\$60.04	\$60.45	\$60.86	\$61.27	\$61.68	\$62.09	\$62.50	\$62.91	\$63.32	\$63.73	\$64.14	\$64.55
HOME HEALTH RN	2	\$49.32	\$49.79	\$50.27	\$50.76	\$51.25	\$51.75	\$52.28	\$52.80	\$53.31	\$53.83	\$54.34	\$54.88	\$55.41	\$55.91	\$56.44	\$56.96	\$57.49	\$58.02	\$58.54	\$59.07	\$59.59	\$60.12	\$60.64	\$61.17	\$61.69	\$62.21
HOSPICE RN	2	\$49.32	\$49.79	\$50.27	\$50.76	\$51.25	\$51.75	\$52.28	\$52.80	\$53.31	\$53.83	\$54.34	\$54.88	\$55.41	\$55.91	\$56.44	\$56.96	\$57.49	\$58.02	\$58.54	\$59.07	\$59.59	\$60.12	\$60.64	\$61.17	\$61.69	\$62.21
TRIAGE RN	2	\$49.32	\$49.79	\$50.27	\$50.76	\$51.25	\$51.75	\$52.28	\$52.80	\$53.31	\$53.83	\$54.34	\$54.88	\$55.41	\$55.91	\$56.44	\$56.96	\$57.49	\$58.02	\$58.54	\$59.07	\$59.59	\$60.12	\$60.64	\$61.17	\$61.69	\$62.21
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	3	\$35.24	\$35.44	\$35.65	\$35.85	\$36.06	\$36.27	\$36.49	\$36.70	\$36.91	\$37.12	\$37.33	\$37.54	\$37.75	\$37.96	\$38.17	\$38.38	\$38.59	\$38.80	\$39.01	\$39.22	\$39.43	\$39.64	\$39.85	\$40.06	\$40.27	\$40.48
PHYSICAL THERAPY ASSISTANT	3	\$35.24	\$35.44	\$35.65	\$35.85	\$36.06	\$36.27	\$36.49	\$36.70	\$36.91	\$37.12	\$37.33	\$37.54	\$37.75	\$37.96	\$38.17	\$38.38	\$38.59	\$38.80	\$39.01	\$39.22	\$39.43	\$39.64	\$39.85	\$40.06	\$40.27	\$40.48
SOCIAL WORKER MSW	3A	\$36.87	\$37.08	\$37.29	\$37.49	\$37.70	\$37.90	\$38.11	\$38.31	\$38.51	\$38.72	\$38.92	\$39.13	\$39.33	\$39.54	\$39.74	\$39.95	\$40.15	\$40.36	\$40.56	\$40.77	\$40.97	\$41.18	\$41.38	\$41.59	\$41.79	\$42.00
BEREAVEMENT COUNSELOR	3A	\$36.87	\$37.08	\$37.29	\$37.49	\$37.70	\$37.90	\$38.11	\$38.31	\$38.51	\$38.72	\$38.92	\$39.13	\$39.33	\$39.54	\$39.74	\$39.95	\$40.15	\$40.36	\$40.56	\$40.77	\$40.97	\$41.18	\$41.38	\$41.59	\$41.79	\$42.00
TEAM ASSISTANT	4	\$28.93	\$29.14	\$29.34	\$29.55	\$29.76	\$29.96	\$30.17	\$30.37	\$30.57	\$30.77	\$30.98	\$31.18	\$31.38	\$31.58	\$31.79	\$31.99	\$32.19	\$32.39	\$32.59	\$32.79	\$32.99	\$33.19	\$33.39	\$33.59	\$33.79	\$33.99
BEREAVEMENT SVCS ASST	4	\$28.93	\$29.14	\$29.34	\$29.55	\$29.76	\$29.96	\$30.17	\$30.37	\$30.57	\$30.77	\$30.98	\$31.18	\$31.38	\$31.58	\$31.79	\$31.99	\$32.19	\$32.39	\$32.59	\$32.79	\$32.99	\$33.19	\$33.39	\$33.59	\$33.79	\$33.99
LPN LPN	4A	\$30.81	\$31.06	\$31.32	\$31.58	\$31.84	\$32.09	\$32.35	\$32.61	\$32.87	\$33.13	\$33.39	\$33.64	\$33.90	\$34.16	\$34.41	\$34.67	\$34.92	\$35.18	\$35.43	\$35.69	\$35.94	\$36.20	\$36.45	\$36.71	\$36.96	\$37.21
ADMINISTRATIVE LPN LPN	4A	\$30.81	\$31.06	\$31.32	\$31.58	\$31.84	\$32.09	\$32.35	\$32.61	\$32.87	\$33.13	\$33.39	\$33.64	\$33.90	\$34.16	\$34.41	\$34.67	\$34.92	\$35.18	\$35.43	\$35.69	\$35.94	\$36.20	\$36.45	\$36.71	\$36.96	\$37.21
VOLUNTEER SVCS COORD	5	\$27.38	\$27.52	\$27.67	\$27.82	\$27.97	\$28.12	\$28.27	\$28.42	\$28.57	\$28.72	\$28.87	\$29.02	\$29.17	\$29.32	\$29.47	\$29.62	\$29.77	\$29.92	\$30.07	\$30.22	\$30.37	\$30.52	\$30.67	\$30.82	\$30.97	\$31.12
SCHEDULING OFFICE ASST	6	\$26.07	\$26.28	\$26.48	\$26.69	\$26.89	\$27.10	\$27.31	\$27.52	\$27.72	\$27.93	\$28.13	\$28.34	\$28.54	\$28.75	\$28.96	\$29.17	\$29.37	\$29.58	\$29.79	\$29.99	\$30.20	\$30.41	\$30.62	\$30.83	\$31.04	\$31.25
VOLUNTEER SVCS ASST	7	\$23.01	\$23.46	\$23.88	\$24.16	\$24.51	\$24.86	\$25.18	\$25.59	\$25.91	\$26.24	\$26.56	\$26.90	\$27.23	\$27.56	\$27.89	\$28.22	\$28.55	\$28.88	\$29.21	\$29.54	\$29.94	\$30.35	\$30.81	\$31.06	\$31.32	\$31.58
HOSPICE AIDE	8A	\$22.86	\$23.31	\$23.76	\$24.22	\$24.67	\$25.12	\$25.57	\$26.03	\$26.43	\$26.85	\$27.21	\$27.63	\$28.03	\$28.44	\$28.84	\$29.21	\$29.62	\$30.03	\$30.44	\$30.85	\$31.26	\$31.67	\$32.08	\$32.49	\$32.90	\$33.31
HOME HEALTH AIDE	8A	\$22.86	\$23.31	\$23.76	\$24.22	\$24.67	\$25.12	\$25.57	\$26.03	\$26.43	\$26.85	\$27.21	\$27.63	\$28.03	\$28.44	\$28.84	\$29.21	\$29.62	\$30.03	\$30.44	\$30.85	\$31.26	\$31.67	\$32.08	\$32.49	\$32.90	\$33.31
MEDICAL RECORDS CLERK	9B	\$20.19	\$22.42	\$23.95	\$25.38	\$26.31	\$27.44	\$28.56	\$29.77	\$28.16	\$26.39	\$26.59	\$26.98	\$27.40	\$27.81	\$28.22	\$28.63	\$29.04	\$29.45	\$29.86	\$30.27	\$30.68	\$31.09	\$31.50	\$31.91	\$32.32	\$32.73
PHYSICAL THERAPY ASSISTANT	9B	\$22.87	\$23.32	\$23.77	\$24.22	\$24.67	\$25.12	\$25.57	\$26.03	\$26.43	\$26.85	\$27.21	\$27.63	\$28.03	\$28.44	\$28.84	\$29.21	\$29.62	\$30.03	\$30.44	\$30.85	\$31.26	\$31.67	\$32.08	\$32.49	\$32.90	\$33.31
CHAPLAIN	9C	\$30.05	\$37.49	\$38.73	\$40.17	\$41.72	\$43.24	\$44.94	\$46.77	\$48.29	\$49.81	\$47.52	\$47.54	\$48.35	\$49.76	\$51.27	\$49.58	\$50.41	\$50.82	\$51.23	\$51.64	\$52.06	\$52.47	\$52.88	\$53.29	\$53.70	\$54.11