

		Current Structure (01.01.2023)																																	
		YOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
		Step No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
Old Grade	Grade	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30	STEP 31	STEP 32	
17 RN Clinic	1	\$40.91	\$41.73	\$42.76	\$43.85	\$44.93	\$46.06	\$46.98	\$47.93	\$48.88	\$49.86	\$50.86	\$51.63	\$52.39	\$53.18	\$53.98	\$54.77	\$55.33	\$55.88	\$56.44	\$57.02	\$57.58	\$58.16	\$58.73	\$59.31	\$59.93	\$60.51	\$61.13	\$61.74	\$62.34	\$62.98	\$63.61	\$63.61	\$64.24	
19 RN Inpt, Home Care & Hospice	2	\$43.87	\$44.75	\$45.86	\$47.02	\$48.18	\$49.41	\$50.38	\$51.39	\$52.42	\$53.48	\$54.54	\$55.36	\$56.17	\$57.03	\$57.88	\$58.75	\$59.34	\$59.94	\$60.52	\$61.14	\$61.75	\$62.37	\$62.99	\$63.63	\$64.26	\$64.91	\$65.55	\$66.20	\$66.87	\$67.54	\$68.22	\$68.22	\$68.89	
20 RN Case Mgr, et al	3	\$45.30	\$46.20	\$47.36	\$48.54	\$49.78	\$51.00	\$52.03	\$53.08	\$54.13	\$55.21	\$56.31	\$57.15	\$58.02	\$58.89	\$59.76	\$60.66	\$61.26	\$61.88	\$62.51	\$63.11	\$63.75	\$64.40	\$65.04	\$65.69	\$66.34	\$67.01	\$67.67	\$68.35	\$69.04	\$69.73	\$70.42	\$70.42	\$71.12	
21 Team Leader, Navigator	4	\$46.85	\$47.77	\$48.98	\$50.20	\$51.45	\$52.75	\$53.80	\$54.88	\$55.97	\$57.10	\$58.22	\$59.10	\$59.99	\$60.90	\$61.81	\$62.72	\$63.37	\$63.99	\$64.63	\$65.27	\$65.93	\$66.60	\$67.26	\$67.94	\$68.61	\$69.30	\$70.00	\$70.69	\$71.39	\$72.12	\$72.83	\$72.83	\$73.56	
22 Wound Ostomy; Prog Coords	5	\$48.22	\$49.18	\$50.39	\$51.67	\$52.95	\$54.29	\$55.37	\$56.48	\$57.61	\$58.76	\$59.94	\$60.83	\$61.75	\$62.67	\$63.61	\$64.56	\$65.21	\$65.86	\$66.52	\$67.19	\$67.86	\$68.54	\$69.22	\$69.90	\$70.61	\$71.31	\$72.04	\$72.76	\$73.48	\$74.21	\$74.96	\$74.96	\$75.72	
25 NP	6	\$57.34	\$58.51	\$59.97	\$61.48	\$63.00	\$64.57	\$65.86	\$67.19	\$68.53	\$69.89	\$71.29	\$72.36	\$73.46	\$74.55	\$75.68	\$76.80	\$77.57	\$78.35	\$79.12	\$79.93	\$80.73	\$81.53	\$82.34	\$83.16	\$84.00	\$84.84	\$85.69	\$86.55	\$87.41	\$88.28	\$89.18	\$89.18	\$90.07	
New?	7	\$61.54	\$62.77	\$64.35	\$65.96	\$67.61	\$69.30	\$70.68	\$72.10	\$73.54	\$75.01	\$76.50	\$77.66	\$78.81	\$80.00	\$81.20	\$82.42	\$83.26	\$84.09	\$84.91	\$85.76	\$86.63	\$87.49	\$88.38	\$89.25	\$90.13	\$91.05	\$91.96	\$92.88	\$93.82	\$94.74	\$95.69	\$95.69	\$96.65	
Step Increase			2.0%	2.5%	2.5%	2.5%	2.6%	2.0%	2.0%	2.0%	2.0%	2.0%	1.5%	1.5%	1.5%	1.5%	1.5%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	0.0%	1.0%		

PROPOSAL 9 (2/23/24)	Year 1	03/01/24																																	
Grade 1	Clinic Yr 1 ATB	\$1.75	plus	0.00%	ATB																														
Grade 2-3	H&C Yr1 ATB	\$0.00	plus Year 1	3.50%	ATB																														
Grades 4-7	Inpt Year 1 \$ ATB (steps 1-10)	\$1.50	plus Year 1	3.00%	ATB																														
Grades 4-7	Inpt Year 1 \$ ATB (step 11)	Plateau - same as Step 10																																	
Grades 4-7	Inpt Year 1 \$ ATB (steps 12-32)	\$0.00	plus Year 1	4.50%	ATB																														
	VOE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	
	Step No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	
	New Grade	BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30	STEP 31	STEP 32	
Clinic RN	1	\$42.66	\$43.48	\$44.51	\$45.60	\$46.68	\$47.81	\$48.73	\$49.68	\$50.63	\$51.61	\$52.61	\$53.38	\$54.14	\$54.93	\$55.73	\$56.52	\$57.08	\$57.63	\$58.19	\$58.77	\$59.33	\$59.91	\$60.48	\$61.06	\$61.68	\$62.26	\$62.88	\$63.49	\$64.09	\$64.73	\$65.36	\$65.36	\$65.99	Clinic
Home Care & Hospice	2	\$45.41	\$46.32	\$47.47	\$48.67	\$49.87	\$51.14	\$52.14	\$53.19	\$54.25	\$55.35	\$56.45	\$57.30	\$58.14	\$59.03	\$59.91	\$60.81	\$61.42	\$62.04	\$62.64	\$63.28	\$63.91	\$64.55	\$65.19	\$65.86	\$66.51	\$67.18	\$67.84	\$68.52	\$69.21	\$69.90	\$70.61	\$70.61	\$71.30	H&C
Hospice Coord	3	\$46.89	\$47.95	\$49.11	\$50.29	\$51.53	\$52.75	\$53.78	\$54.83	\$55.88	\$56.96	\$58.06	\$58.90	\$59.77	\$60.64	\$61.51	\$62.41	\$63.01	\$63.63	\$64.26	\$64.86	\$65.50	\$66.15	\$66.79	\$67.44	\$68.09	\$68.76	\$69.42	\$70.10	\$70.79	\$71.48	\$72.17	\$72.17	\$72.87	H&C+
	Clinic RN Total Increase		6.3%	6.7%	6.6%	6.5%	6.4%	5.8%	5.7%	5.6%	5.6%	5.5%	5.0%	4.9%	4.8%	4.8%	4.7%	4.2%	4.2%	4.1%	4.1%	4.1%	4.0%	4.0%	4.0%	4.0%	3.9%	3.9%	3.9%	3.8%	3.8%	3.8%	2.8%	3.7%	
	Home & Commun Tot Increase		5.6%	6.1%	6.1%	6.1%	6.1%	5.5%	5.6%	5.6%	5.6%	5.6%	5.1%	5.0%	5.1%	5.0%	5.1%	4.5%	4.5%	4.5%	4.6%	4.5%	4.5%	4.5%	4.6%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	
RN Inpatient	4	\$46.73	\$47.64	\$48.78	\$49.98	\$51.17	\$52.44	\$53.44	\$54.48	\$55.54	\$56.63	\$57.72	\$57.72	\$58.70	\$59.60	\$60.48	\$61.39	\$62.01	\$62.64	\$63.24	\$63.89	\$64.53	\$65.18	\$65.82	\$66.49	\$67.15	\$67.83	\$68.50	\$69.18	\$69.88	\$70.58	\$71.29	\$71.29	\$71.99	Inpt
Case Mgr & Coords	5	\$48.20	\$49.13	\$50.33	\$51.54	\$52.82	\$54.08	\$55.14	\$56.22	\$57.30	\$58.41	\$59.54	\$59.54	\$60.63	\$61.54	\$62.45	\$63.39	\$64.02	\$64.66	\$65.32	\$65.95	\$66.62	\$67.30	\$67.97	\$68.65	\$69.33	\$70.03	\$70.72	\$71.43	\$72.15	\$72.87	\$73.59	\$73.59	\$74.32	Inpt +
Team Leader & Navigator	6	\$49.80	\$50.75	\$51.99	\$53.25	\$54.54	\$55.88	\$56.96	\$58.07	\$59.19	\$60.36	\$61.51	\$61.51	\$62.69	\$63.64	\$64.59	\$65.54	\$66.22	\$66.87	\$67.54	\$68.21	\$68.90	\$69.60	\$70.29	\$71.00	\$71.70	\$72.42	\$73.15	\$73.87	\$74.60	\$75.37	\$76.11	\$76.11	\$76.87	Team Lead
Wound & Ostomy; Trauma & Stroke Coord	7	\$51.21	\$52.20	\$53.45	\$54.77	\$56.08	\$57.46	\$58.58	\$59.72	\$60.88	\$62.07	\$63.28	\$63.28	\$64.53	\$65.49	\$66.47	\$67.47	\$68.14	\$68.82	\$69.51	\$70.21	\$70.91	\$71.62	\$72.33	\$73.05	\$73.79	\$74.52	\$75.28	\$76.03	\$76.79	\$77.55	\$78.33	\$78.33	\$79.13	Stroke Coor
	Inpatient Total Increase		8.6%	9.0%	9.0%	8.8%	8.8%	8.2%	8.1%	8.1%	8.0%	7.9%	5.8%	6.0%	6.1%	6.0%	6.1%	5.5%	5.6%	5.5%	5.6%	5.5%	5.6%	5.5%	5.6%	5.5%	5.6%	5.5%	5.5%	5.6%	5.5%	5.6%	4.5%	5.5%	