

PROPOSED BH UNION SALARY GRADES--Professional

Staff Nurse (284), Graduate Nurse (126)

		1	2	3	4	5	6	7	8	9	10	11					
Date	On-scale	STR	1YR	2YR	3YR	4YR	5YR	6YR	7YR	8YR	9YR	10YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024		\$32.50	\$34.71	\$36.15	\$37.58	\$39.07	\$40.49	\$41.92						2%	1%	\$500	\$750
6/29/2025	3%	\$33.48	\$35.75	\$37.23	\$38.71	\$40.24	\$41.70	\$43.18					6%	2%	1%	\$500	\$750
10/1/2025 - Scale Adj		\$33.48	\$35.75	\$37.23	\$38.71	\$40.24	\$41.70	\$43.18	\$43.62	\$44.49	\$45.38	\$46.29		2%	1%	\$500	\$750
6/1/2026	3%	\$34.48	\$36.82	\$38.35	\$39.87	\$41.45	\$42.95	\$44.48	\$44.93	\$45.82	\$46.74	\$47.68	2%	2%	1%	\$500	\$750
6/1/2027	2%	\$35.17	\$37.56	\$39.12	\$40.67	\$42.28	\$43.81	\$45.37	\$45.83	\$46.74	\$47.67	\$48.63	2%	2%	1%	\$500	\$750
6/1/2028	2%	\$35.87	\$38.31	\$39.90	\$41.48	\$43.13	\$44.69	\$46.28	\$46.75	\$47.67	\$48.62	\$49.60	5%	2%	1%	\$500	\$750

Licensed Practical Nurse - LPN (251)

		1	3	4	5	6	7	8	9	10	11	12					
Date	On-scale	STR	1YR	2YR	3YR	4YR	5YR	6YR	7YR	8YR	9YR	10YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024		\$23.68	\$25.30	\$26.19	\$27.21	\$28.13	\$29.10							2%	1%	\$500	\$750
6/29/2025	3%	\$24.39	\$26.06	\$26.98	\$28.03	\$28.97	\$29.97						6%	2%	1%	\$500	\$750
10/1/2025 - Scale Adj		\$24.39	\$26.06	\$26.98	\$28.03	\$28.97	\$29.97	\$30.27	\$30.88	\$31.50	\$32.13	\$32.77		2%	1%	\$500	\$750
6/1/2026	3%	\$25.12	\$26.84	\$27.79	\$28.87	\$29.84	\$30.87	\$31.18	\$31.81	\$32.45	\$33.09	\$33.75	2%	2%	1%	\$500	\$750
6/1/2027	2%	\$25.62	\$27.38	\$28.35	\$29.45	\$30.44	\$31.49	\$31.80	\$32.45	\$33.10	\$33.75	\$34.43	2%	2%	1%	\$500	\$750
6/1/2028	2%	\$26.13	\$27.93	\$28.92	\$30.04	\$31.05	\$32.12	\$32.44	\$33.10	\$33.76	\$34.43	\$35.12	5%	2%	1%	\$500	\$750

Occupational Therapy Assistant - OTA (072)

		1	3	4	5	6	7										
Date	On-scale	STR	1YR	2YR	3YR	4YR	5YR	Off-Scale	15YR	20YR	25YR	30YR					
4/1/2024		\$23.68	\$25.30	\$26.19	\$27.21	\$28.13	\$29.10		2%	1%	\$500	\$750					
6/29/2025	3%	\$24.39	\$26.06	\$26.98	\$28.03	\$28.97	\$29.97	6%	2%	1%	\$500	\$750					
10/1/2025 - Scale Adj		\$24.39	\$26.06	\$26.98	\$28.03	\$28.97	\$29.97		2%	1%	\$500	\$750					
6/1/2026	3%	\$25.12	\$26.84	\$27.79	\$28.87	\$29.84	\$30.87	2%	2%	1%	\$500	\$750					
6/1/2027	2%	\$25.62	\$27.38	\$28.35	\$29.45	\$30.44	\$31.49	2%	2%	1%	\$500	\$750					
6/1/2028	2%	\$26.13	\$27.93	\$28.92	\$30.04	\$31.05	\$32.12	5%	2%	1%	\$500	\$750					

Social Services Clinician I (591)

Date	On-scale	STR	1YR	2YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024		\$24.02	\$24.98	\$25.34		2%	1%	\$500	\$750
6/29/2025	3%	\$24.74	\$25.73	\$26.10	6%	2%	1%	\$500	\$750
6/1/2026	3%	\$25.48	\$26.50	\$26.88	2%	2%	1%	\$500	\$750
6/1/2027	2%	\$25.99	\$27.03	\$27.42	2%	2%	1%	\$500	\$750
6/1/2028	2%	\$26.51	\$27.57	\$27.97	5%	2%	1%	\$500	\$750

Social Services Clinician II (592) , PAS Clinician (286)

Date	On-scale	STR	1YR	2YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024		\$29.51	\$30.65	\$32.35		2%	1%	\$500	\$750
6/29/2025	3%	\$30.40	\$31.57	\$33.32	6%	2%	1%	\$500	\$750
6/1/2026	3%	\$31.31	\$32.52	\$34.32	2%	2%	1%	\$500	\$750
6/1/2027	2%	\$31.94	\$33.17	\$35.01	2%	2%	1%	\$500	\$750
6/1/2028	2%	\$32.58	\$33.83	\$35.71	5%	2%	1%	\$500	\$750

Pharmacist (291), Pharmacy Specialist (683)

Date	On-scale	STR	1YR	2YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024		\$55.80	\$56.64	\$57.48		2%	1%	\$500	\$750
6/29/2025	3%	\$57.47	\$58.34	\$59.20	6%	2%	1%	\$500	\$750
6/1/2026	3%	\$59.19	\$60.09	\$60.98	2%	2%	1%	\$500	\$750
6/1/2027	2%	\$60.37	\$61.29	\$62.20	2%	2%	1%	\$500	\$750
6/1/2028	2%	\$61.58	\$62.52	\$63.44	5%	2%	1%	\$500	\$750