

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: March 24, 2005

Locator No: OSER-0037-CLR/LR/PP
(Amendment)

Subject: Information for Processing Negotiated Base Pay Adjustments for FY 2004-2005 for Employees in the Professional Patient Care Bargaining Unit

This information is provided to assist appointing authorities in determining and processing FY 2004-2005 base pay adjustments, according to the 2003-2005 collective bargaining agreement for current employees in the Professional Patient Care Bargaining Unit (BU 11).

SECTION I. MULTIPLE BASE PAY ADJUSTMENTS EFFECTIVE ON JUNE 27, 2004, ORDER OF APPLICATION

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2003-2005 Agreement with the Professional Patient Care bargaining unit, multiple pay adjustments that are effective on the same date will be applied in the following order:

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
9. Anniversary Adjustments effective June 27, 2004 for FY 2003-04
10. Negotiated Base Pay Adjustments for the 2004-2005 Fiscal Year (in the order provided in Section II of this bulletin)
11. Establishment of a raised minimum rate (RMR)
12. Original appointment

SECTION II. FY 2004-2005 WAGE ADJUSTMENTS

FY 2004-2005 wage adjustments will be provided to eligible employees subject to the applicable pay range maximums. For any adjustments effective on the same date, adjustments will be applied in the order specified below.

A. Prior Occupational Professional Experience (POPE) Adjustment (using the Attachment B, I. grid) Effective June 27, 2004

1. **Effective Date.** June 27, 2004
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the Professional Patient Care bargaining unit (**DP unit code 11**) on June 27, 2004, are eligible to be considered for this POPE adjustment as specified under 3., below.

- 3. Amount.** Increase amounts for eligible employees are determined by comparing their full years of state service seniority as of June 27, 2004, with their current pay grid level. Any employee whose current associated pay grid level is less than the pay grid level correlating to full years of seniority as of June 27, 2004 (as provided in the below table), will receive a pay adjustment to that appropriate grid level.

Non-Nurse Clinicians	
Full Yrs. of Seniority	Adjustment
Less than 1 year	To Grid Level A (minimum of pay range)
1 – 2 years	To Grid Level B
3 – 4 years	To Grid Level C
5 – 9 years	To Grid Level D
10 or more years	To Grid Level E

Nurse Clinicians	
Full Yrs. of Seniority	Adjustment
Less than 1 year	To Grid Level C (minimum of pay range)
1 – 2 years	To Grid Level D
3 – 4 years	To Grid Level E
5 – 9 years	To Grid Level F
10 or more years	To Grid Level G

B. Market Lump Sum Payment Effective June 27, 2004

Effective June 27, 2004, all permanent employees (**employment types 01, 02, and 06**) in pay status in the Professional Patient Care bargaining unit (**DP unit code 11**) on that date are eligible to receive a Market Lump Sum Payment of \$2,400 (pro-rated by budgeted FTE on that date). Employees, who are on an authorized leave of absence on June 27, 2004, must return to pay status during the term of the Agreement to receive this adjustment.

C. Reallocation of Nurse Clinician Classifications to New Pay Ranges Effective June 27, 2004

Effective June 27, 2004, all permanent employees (**employment types 01, 02, and 06**) in pay status in the Professional Patient Care bargaining unit (**DP unit code 11**) on that date who are assigned to one of the Nurse Clinician classifications listed below will be reallocated according to the table below.

No pay increase will be granted upon reallocation. Employees will move to their associated grid level on the Attachment B, II. grid within their new pay range in accordance with D, below.

Classification Title	Class Code	Old Range	New Range
Nurse Clinician 2	38302	11-09	11-40
Nurse Clinician 2 Weekend	38862	11-09	11-40
Nurse Clinician 3	38303	11-10	11-41
Nurse Clinician 3 Weekend	38863	11-10	11-41
Nurse Clinician 4	38304	11-11	11-42

D. Grid Implementation Adjustment Effective June 27, 2004 (Attachment B, II.)

1. **Effective Date.** The grid provided in **Attachment B, II.** is implemented effective June 27, 2004.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the Professional Patient Care bargaining unit (**DP unit code 11**), on June 27, 2004, whose base pay rate is at or below the Attachment B, I. grid endpoint in the applicable pay range, are eligible for a Grid Implementation Adjustment as provided in 3., below.
3. **Grid Implementation Adjustment Amount.** Provided as follows:
 - a) Eligible employees are placed on the grid provided in **Attachment B, II.**, at the grid level in their associated pay range that corresponds to their current grid level. *Any employee whose base pay rate falls below the Attachment B, II. grid level A will have their base pay rate increased to the Attachment B, II. grid level A amount.*
 - b) *For purposes of grid implementation only*, employees whose current base pay rate falls between two levels, the grid level assigned on the **Attachment B, II.** grid will be the lower of the two (2) grid levels. *Note: Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base rate prior to grid implementation.*
4. **Over the Grid Endpoint Amount.** All eligible employees whose base pay rate prior to the grid adjustment is *greater than* the grid endpoint specified in **Attachment B, I.**, are eligible to receive a base pay increase of either \$0.10 per hour plus 6.5% of base pay for all Nurse Clinician classifications (including Nurse Clinician Weekend), or \$0.10 per hour plus 3.0% of base pay for all other classifications (i.e., non-Nurse Clinician), subject to the pay range maximum in Attachment A, II. Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an annualized lump sum payment as follows:
 - a) Any employee who is eligible to receive an adjustment under 4., above, and who does not receive the full applicable amount (\$0.10 per hour plus either 6.5% or 3.0%, depending on classification) due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment A, II., range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of the \$0.10 per hour plus either the 6.5% or 3.0% (whichever is applicable) of the employee's base pay rate prior to application of the grid adjustment and the amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on June 27, 2004.
 - b) Any eligible employee who does not receive a grid adjustment under 4., above, solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal the value of \$0.10 per hour plus the 6.5% or 3.0% (whichever is applicable) of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on June 27, 2004.
 - c) The annualized payment will be made as soon after the effective date as is administratively feasible.
 - d) Employees who are not in pay status on the effective date of the grid adjustment (June 27, 2004) under 4., above, and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section VI., of this bulletin, regarding Reinstatement or Restoration.)

E. Market Stratification Adjustment (Using the Attachment B, II grid) Effective June 27, 2004**1. Effective Date.** June 27, 2004

- 2. Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the following classifications within the Professional Patient Care bargaining unit (**DP unit code 11**) on June 27, 2004, are eligible for this Market Stratification Adjustment, in the amount specified under 3., below.

Classification Title	Classification Code
Dietitian - Clinical	37401
Therapist	39661
Therapist Senior	39662
Nursing Consultant 1	38341
Nursing Consultant 2	38342
Nursing Specialist	38260
Nursing Instructor 1	38271
Nursing Instructor 2	38272
Public Health Nurse 2	38702
Public Health Nurse 3	38703

- 3. Amount.** Employees assigned to one of the classifications listed above are eligible to receive a Market Stratification Adjustment based on the employee's full years of seniority as of June 27, 2004. If seniority is 10 years or greater, employees will receive an adjustment to the next higher grid level.

If the employee's base pay rate prior to the Market Stratification Adjustment is at or above the current grid endpoint, s/he is eligible for a 1.5% base pay adjustment, subject to the pay range maximum shown in Attachment A, II.

- a) Any employee who is eligible to receive a stratification adjustment under 3., above, who does not receive the full adjustment due to the pay range maximum limitation is eligible to receive an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 1.5% of the employee's base pay rate prior to application of the stratification adjustment and the hourly amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on June 27, 2004.
- b) Any eligible employee who does not receive a stratification adjustment solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to 1.5% of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on June 27, 2004.
- c) The Annualized Lump Sum Payment under this subsection will be made as soon after the effective date as is administratively feasible.
- d) Employees who are not in pay status on the effective date of the stratification adjustment (June 27, 2004) under 3., above, and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement, will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section IV., of this bulletin, regarding Reinstatement or Restoration.)
- e) Accelerated Vacation Schedule Implementation Effective June 27, 2004 (in Lieu of the FY 2004-05 GWA)

1. **Effective Date.** June 27, 2004
2. **Eligibility.** All FLSA exempt permanent employees (**employment types 01, 02, and 06**) in pay status within the Professional Patient Care bargaining unit (**DP unit code 11**) on June 27, 2004, are eligible for the vacation schedules as described below:
 - a) Schedule in effect for all employees (**both exempt and non-exempt**) through June 26, 2004, and those employees in FLSA **non-exempt** status after June 26, 2004:

Seniority	Rate for a Full Year of Service
0 yr. to 5 yrs.	80 hrs.
5+ yrs. to 10 yrs.	120 hrs.
10+ yrs. to 15 yrs.	136 hrs.
15+ yrs. to 20 yrs.	160 hrs.
20+ yrs. to 25 yrs.	176 hrs.
25 yrs. or more	200 hrs.

- b) Schedule in effect for all employees in FLSA exempt status effective June 27, 2004. All eligible employees will receive a pro-rated portion of their new annual leave amounts for the remainder of calendar year 2004.

State Service Seniority	Rate for a Full Year of Service
0 yr. to 5 yrs.	120 hrs.
5+ yrs. to 10 yrs.	160 hrs.
10+ yrs. to 15 yrs.	176 hrs.
15+ yrs. to 20 yrs.	200 hrs.
20 yrs. or more	216 hrs.

G. FY 2004-05 Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments

1. Effective Date.

NOTE: For purposes of this bulletin, “anniversary date” means the day on which an employee attains another year of continuous service, as determined by the month and day of the employee’s adjusted continuous service date.

Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments are effective the first day of the pay period following the employee’s anniversary date. If the employee’s anniversary date occurs on the first day of a pay period, the anniversary adjustment or payment will be effective on that date.

2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the Professional Patient Care bargaining unit (**DP unit code 11**) on the effective date of the anniversary adjustment, whose base pay rate is at or above minimum of the applicable pay range, are eligible for an Anniversary Date Adjustment or Anniversary Date Adjustment Payment, as provided in 3., below.

NOTE: per 5/3/1 of the Agreement, beginning December 28, 2003, any employee hired with HAM on or after December 28, 2003, is not eligible to receive an anniversary adjustment unless the employee's base pay rate is less than or equal to the grid level corresponding to the employee's seniority. See the list of examples below to determine the association of the grid level to seniority for this provision:

<u>Employees Grid Level</u>	<u>Years of Seniority</u>
Grid level A (NC's level C)	< 1 year of seniority.
Grid level B (NC's level D)	1 year but less than 2 years
Grid level C (NC's level E)	2 years but less than 3 years
Continuing through grid level U equaling 20 years or more	

NC= Nurse Clinician Classifications

3. Amount.

a. Anniversary Date Adjustments:

Use the appropriate Attachment B, II. or III. grid, depending on the effective date of the FY 2004-05 Anniversary Adjustment, and subject to the note above. Use Attachment B, II. grid for all adjustments with effective dates from June 27, 2004 through December 25, 2004. Use Attachment B, III. grid for all adjustments with effective dates December 26, 2004 through June 30, 2005.

- 1) *Any employee whose base pay rate is at or above the applicable pay range minimum and less than the applicable grid endpoint of the applicable pay range will receive a pay adjustment to the applicable grid point in the pay range that is closest to but greater than the employee's current base pay rate.*
- 2) Any employee whose base pay rate is at or above the grid endpoint but less than the pay range maximum will receive an increase equal to one and one-half percent (1.5%) of the employee's base pay rate, subject to the applicable pay range maximum.

b. Annualized Anniversary Date Adjustment Payments:

- 1) Any employee who receives an Anniversary Date Adjustment under 3.a.2), above, of less than one and one-half percent (1.5%) of his/her base pay rate, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Date Adjustment Payment equal to the difference between the value of one and one-half percent (1.5%) of the employee's base pay rate prior to application of the Anniversary Date Adjustment and the amount the employee actually receives, multiplied by the number of work hours remaining in the fiscal year.
- 2) Any employee who does not receive an Anniversary Date Adjustment under 3.a.2), above, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Date Adjustment Payment equal to one and one-half percent (1.5%) of the employee's base pay rate, multiplied by the number of work hours remaining in the fiscal year.
- 3) The Annualized Anniversary Date Adjustment Payments provided under 1) and 2), above, will be prorated based on the employee's budgeted FTE on the effective date of the adjustment.

- 4) Annualized Anniversary Date Adjustment Payments will be made as soon after the effective date of the payment as is administratively feasible. Employees who are not in pay status on the effective date of the Annualized Anniversary Date Adjustment Payment and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Anniversary Date Adjustment Payment for which they would otherwise have been eligible. (See Section IV, of this bulletin, regarding Reinstatement or Restoration.)

H. GWA Lump Sum Payment \$250.00 Effective June 27, 2004

Effective June 27, 2004, all permanent employees (employment types 01, 02, and 06) in pay status in the Professional Patient Care bargaining unit (DP unit code 11) on that date are eligible to receive a GWA Lump Sum Payment of \$250.00 (pro-rated by budgeted FTE on that date). Employees, who are on an authorized leave of absence on June 27, 2004, must return to pay status during the term of the Agreement to receive this adjustment. I. Implementation of the FY 2004-2005 Pay Schedule (Attachment A, II.)
Effective June 27, 2004

1. **Effective Date.** The FY 2004-2005 Professional Patient Care pay schedule provided in **Attachment A, II.** is implemented effective June 27, 2004. Any employee whose current base pay rate is less than the new pay range minimum will receive an increase to the new pay range minimum effective June 27, 2004.

J. Grid Implementation Adjustment (Attachment B, III.) Effective December 26, 2004

1. **Effective Date.** The grid provided in **Attachment B, III.** will be implemented effective December 26, 2004.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the Professional Patient Care bargaining unit (**DP unit code 11**), on December 26, 2004, whose base pay rate is at or below the Attachment B, II. grid endpoint of the applicable pay range, are eligible for a Grid Implementation Adjustment as provided in 3., below.
3. **Grid Implementation Adjustment Amount.** Provided as follows:
 - a) Eligible employees are placed on the grid in **Attachment B, III.**, at the grid level in the appropriate pay range that corresponds to their current grid level. *Any employee whose base pay rate falls below the Attachment B, III. grid level "A" will have their base pay rate increased to the Attachment B, III. grid level "A" pay rate.*
 - b) *For purposes of grid implementation only*, employees whose current base pay rate falls between two levels, the grid level assigned on the **Attachment B, III.** grid will be the lower of the two (2) grid levels. *Note: Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base rate prior to grid implementation.*
4. **Over Grid Endpoint Amount.** All eligible employees whose base pay rate is *greater than* the grid endpoint specified in **Attachment B, II.**, are eligible to receive a base pay increase of either 6.5% for all Nurse Clinician classifications (including Nurse Clinician Weekend) or 3.0% for all other classifications in the bargaining unit (i.e., non-Nurse Clinician), subject to the pay range maximum in **Attachment A, III.** Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an Annualized Lump Sum Payment as follows:
 - a) Any employee who is eligible to receive a grid adjustment under 4., above, who does not receive the full applicable percentage adjustment (6.5% or 3.0%, whichever is applicable) is eligible to receive the hourly amount exceeding the Attachment A, III., range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 6.5% or 3.0% (whichever is applicable) of the employee's base pay rate prior to application of the grid adjustment and the amount the employee actually receives, multiplied by 1044, prorated by

the employee's budgeted FTE on December 26, 2004.

- b) Any employee who does not receive a grid adjustment under 4., above, solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to 6.5% or 3.0% (whichever is applicable) of the employee's base pay rate, multiplied by 1044, prorated by the employee's budgeted FTE on December 26, 2004.
- c) The annualized payment will be made as soon after the effective date as is administratively feasible.
- d) Employees who are not in pay status on the effective date of the grid adjustment (December 26, 2004) under 4., above, and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section IV., of this bulletin, regarding Reinstatement or Restoration.)

K. Implementation of the FY 2004-2005 Pay Schedule (Attachment A, III.) Effective December 26, 2004

The FY 2004-2005 Professional Patient Care pay schedule provided in **Attachment A, III.** will be implemented effective December 26, 2004. Any employee whose current base pay rate is less than the new pay range minimum will receive an increase to the new pay range minimum effective December 26, 2004.

SECTION III. INFORMATION FOR PROCESSING ADJUSTMENTS AND LUMP SUM PAYMENTS FOR EMPLOYEES OCCUPYING MULTIPLE POSITIONS SIMULTANEOUSLY

For an employee in pay status in multiple positions, each position occupied by an employee is considered separately when applying base pay adjustments or lump sum payments under Section II., above.

SECTION IV. REINSTATEMENT OR RESTORATION

- A. FY 2004-2005 Base Pay Adjustments:** Per Appendix F of the 2003-2005 Agreement, except as provided in B., below, the base pay adjustments provided in Section II., above, **must be included** in determining pay on *reinstatement or restoration* of an employee whose eligibility is derived from a position represented by the Professional Patient Care bargaining unit, subject to the pay range maximums applicable for each adjustment. Any adjustment applied upon reinstatement or restoration will be that of the appropriate pay schedule and classification from which the reinstatement eligibility or restoration rights are derived.
- B. Annualized Anniversary Date Adjustment Payments:** Annualized Anniversary Date Adjustment Payments provided under Section II. above, for which the employee would otherwise have been eligible, will be granted to employees upon *restoration* to a Professional Patient Care bargaining unit position after the effective date of the Agreement through June 30, 2005. Employees who *reinstated* to a bargaining unit position after the effective date of the contract are not eligible for this payment.

SECTION V. PERSONNEL TRANSACTION PAY ADJUSTMENT PROVISIONS

All personnel transaction pay adjustments for employees of the Professional Patient Care bargaining unit will be determined in accordance with the provisions set forth in Appendix F of the 2003-2005 Professional Patient Care collective bargaining agreement.

SECTION VI. MISCELLANEOUS FY 2004-2005 CONTRACT CHANGES TO NOTE

- A. Hiring Above the Minimum (HAM) Suspended.** The use of HAM is suspended effective June 27, 2004, except in the event of a failed recruitment.
- B. Counterparting** of pay ranges 11-09 to 11-40, 11-10 to 11-41, and 11-11 to 11-42 effective June 27, 2004.

SECTION VII. REFERRAL OF QUESTIONS**Employee Questions:**

Employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their Agency Human Resources or Payroll Office directly.

Employer Questions:

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Lynn Maulbetsch by phone at (608) 267-5164, by e-mail at lynn.maulbetsch@oser.state.wi.us, or Paul Ostrowski by phone at (608) 267-0343, by e-mail at paul.ostrowski@oser.state.wi.us.

Employer questions regarding *all other contract provisions* should be directed to Kathy Kopp by phone at (608) 266-0711, or e-mail at kathy.kopp@oser.state.wi.us.

Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

DOA Central Payroll:

Shelley Schwartz at (608) 264-9571

UW-Processing Center:

Payroll and Financial Services (608) 262-3558

James A. Pankratz, Administrator
Division of Compensation and Labor Relations

LDM

Attachments:

Attachment A: Pay Schedules 11 Eff. December 28, 2003 through June 30, 2005

Attachment B: Pay Grids 11 Eff. December 28, 2003 through June 30, 2005

Attachment A

I. Pay Schedule 11: United Professionals for Quality Health Care									
Effective the effective date of the contract through June 26, 2004									
	Official Hourly Basis				Monthly Basis*			Annual Basis*	
Pay Range	Minimum	Maximum	Within Range Step		Minimum	Maximum		Minimum	Maximum
11-05	\$15.565	\$24.904	\$0.467		\$2,708.31	\$4,333.30		\$32,499.72	\$51,999.55
11-06	\$16.577	\$26.524	\$0.498		\$2,884.40	\$4,615.18		\$34,612.78	\$55,382.11
11-07	\$17.655	\$28.248	\$0.530		\$3,071.97	\$4,915.15		\$36,863.64	\$58,981.82
11-08	\$18.804	\$30.087	\$0.565		\$3,271.90	\$5,235.14		\$39,262.75	\$62,821.66
11-09	\$20.026	\$32.042	\$0.601		\$3,484.53	\$5,575.31		\$41,814.29	\$66,903.70
11-10	\$21.329	\$34.127	\$0.640		\$3,711.25	\$5,938.10		\$44,534.95	\$71,257.18
11-11	\$22.716	\$36.346	\$0.682		\$3,952.59	\$6,324.20		\$47,431.01	\$75,890.45
11-12	\$24.193	\$38.709	\$0.726		\$4,209.59	\$6,735.37		\$50,514.98	\$80,824.39
11-22	\$28.775	\$46.040	\$0.864		\$5,006.85	\$8,010.96		\$60,082.20	\$96,131.52

* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

II. Pay Schedule 11: United Professionals for Quality Health Care									
Effective June 27, 2004 through December 25, 2004									
	Official Hourly Basis				Monthly Basis*			Annual Basis*	
Pay Range	Minimum	Maximum	Within Range Step		Minimum	Maximum		Minimum	Maximum
11-06	\$17.144	\$27.431	\$0.515		\$2,983.06	\$4,772.99		\$35,796.67	\$57,275.93
11-07	\$18.258	\$29.213	\$0.548		\$3,176.90	\$5,083.06		\$38,122.70	\$60,996.74
11-08	\$19.447	\$31.116	\$0.584		\$3,383.78	\$5,414.18		\$40,605.34	\$64,970.21
11-09	\$20.710	\$33.136	\$0.622		\$3,603.54	\$5,765.66		\$43,242.48	\$69,187.97
11-10	\$22.057	\$35.292	\$0.662		\$3,837.92	\$6,140.81		\$46,055.02	\$73,689.70
11-11	\$23.492	\$37.588	\$0.705		\$4,087.61	\$6,540.31		\$49,051.30	\$78,483.74
11-12	\$25.019	\$40.031	\$0.751		\$4,353.31	\$6,965.39		\$52,239.67	\$83,584.73
11-22	\$29.758	\$47.613	\$0.893		\$5,177.90	\$8,284.66		\$62,134.70	\$99,415.94
11-40	\$22.063	\$35.301	\$0.662		\$3,838.97	\$6,142.38		\$46,067.55	\$73,708.49
11-41	\$23.497	\$37.596	\$0.705		\$4,088.48	\$6,541.71		\$49,061.74	\$78,500.45
11-42	\$25.025	\$40.040	\$0.751		\$4,354.35	\$6,966.96		\$52,252.20	\$83,603.52

* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

Attachment A - Continued

III. Pay Schedule 11: United Professionals for Quality Health Care							
December 26, 2004 through June 30, 2005							
Pay Range	Official Hourly Basis			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	Within Range Step	Minimum	Maximum	Minimum	Maximum
11-06	\$17.659	\$28.255	\$0.530	\$3,072.67	\$4,916.37	\$36,872.00	\$58,996.44
11-07	\$18.806	\$30.090	\$0.565	\$3,272.25	\$5,235.66	\$39,266.93	\$62,827.92
11-08	\$20.031	\$32.050	\$0.601	\$3,485.40	\$5,576.70	\$41,824.73	\$66,920.40
11-09	\$21.332	\$34.132	\$0.640	\$3,711.77	\$5,938.97	\$44,541.22	\$71,267.62
11-10	\$22.719	\$36.351	\$0.682	\$3,953.11	\$6,325.08	\$47,437.28	\$75,900.89
11-11	\$24.197	\$38.716	\$0.726	\$4,210.28	\$6,736.59	\$50,523.34	\$80,839.01
11-12	\$25.770	\$41.232	\$0.774	\$4,483.98	\$7,174.37	\$53,807.76	\$86,092.42
11-22	\$30.651	\$49.042	\$0.920	\$5,333.28	\$8,533.31	\$63,999.29	\$102,399.70
11-40	\$23.498	\$37.597	\$0.705	\$4,088.66	\$6,541.88	\$49,063.83	\$78,502.54
11-41	\$25.025	\$40.040	\$0.751	\$4,354.35	\$6,966.96	\$52,252.20	\$83,603.52
11-42	\$26.652	\$42.644	\$0.800	\$4,637.45	\$7,420.06	\$55,649.38	\$89,040.68

* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

Attachment B

I. UPQHC 2003-05 Grid									
Effective through June 26, 2004									
<u>Grid Level</u>	<u>11-05</u>	<u>11-06</u>	<u>11-07</u>	<u>11-08</u>	<u>11-09</u>	<u>11-10</u>	<u>11-11</u>	<u>11-12</u>	<u>11-22</u>
	5	6	7	8	9	10	11	12	22
A	15.565	16.577	17.655	18.804	20.026	21.329	22.716	24.193	28.775
B	15.799	16.826	17.921	19.087	20.327	21.650	23.057	24.556	29.208
C	16.037	17.079	18.190	19.374	20.633	21.974	23.403	24.925	29.647
D	16.277	17.335	18.464	19.665	20.942	22.304	23.755	25.300	30.091
E	16.522	17.596	18.742	19.960	21.257	22.640	24.112	25.680	30.543
F	16.771	17.860	19.023	20.261	21.577	22.980	24.473	26.065	31.002
G	17.023	18.129	19.309	20.565	21.901	23.325	24.841	26.457	31.467
H	17.279	18.401	19.600	20.874	22.230	23.676	25.214	26.854	31.939
I	17.538	18.678	19.894	21.187	22.564	24.032	25.593	27.257	32.419
J	17.802	18.959	20.193	21.506	22.903	24.392	25.977	27.666	32.906
K	18.069	19.244	20.496	21.829	23.247	24.758	26.368	28.081	33.400
L	18.341	19.533	20.804	22.157	23.597	25.130	26.763	28.503	33.901
M	18.617	19.826	21.117	22.490	23.952	25.508	27.165	28.931	34.411
N	18.896	20.124	21.434	22.828	24.311	25.891	27.573	29.366	34.927
O	19.180	20.427	21.756	23.172	24.676	26.279	27.987	29.806	35.452
P	19.468	20.733	22.083	23.520	25.047	26.674	28.407	30.254	35.984
Q	19.760	21.045	22.415	23.874	25.424	27.075	28.834	30.708	36.524
R	20.058	21.360	22.752	24.233	25.806	27.482	29.266	31.170	37.073
S	20.359	21.681	23.094	24.596	26.193	27.895	29.706	31.638	37.629
T	20.664	22.007	23.440	24.965	26.587	28.314	30.152	32.113	38.194
U	20.975	22.338	23.793	25.341	26.987	28.739	30.605	32.594	38.767
Range Max	24.904	26.524	28.248	30.087	32.042	34.127	36.346	38.709	46.040

Attachment B - Continued

II. UPQHC 2003-05 Grids											
Effective June 27, 2004 through December 25, 2004											
<u>Grid Level</u>	<u>11-06</u>	<u>11-07</u>	<u>11-08</u>	<u>11-09</u>	<u>11-10</u>	<u>11-11</u>	<u>11-12</u>	<u>11-22</u>	<u>11-40</u>	<u>11-41</u>	<u>11-42</u>
A	17.144	18.258	19.447	20.710	22.057	23.492	25.019	29.758			
B	17.402	18.532	19.739	21.021	22.388	23.845	25.395	30.205			
C	17.664	18.810	20.036	21.337	22.724	24.203	25.776	30.659	22.063	23.497	25.025
D	17.929	19.093	20.337	21.658	23.065	24.567	26.163	31.119	22.394	23.850	25.401
E	18.198	19.380	20.643	21.983	23.411	24.936	26.556	31.586	22.730	24.208	25.783
F	18.471	19.671	20.953	22.313	23.763	25.311	26.955	32.060	23.071	24.572	26.170
G	18.749	19.967	21.268	22.648	24.120	25.691	27.360	32.541	23.418	24.941	26.563
H	19.031	20.267	21.588	22.988	24.482	26.077	27.771	33.030	23.770	25.316	26.962
I	19.317	20.572	21.912	23.333	24.850	26.469	28.188	33.526	24.127	25.696	27.367
J	19.607	20.881	22.241	23.683	25.223	26.867	28.611	34.029	24.489	26.082	27.778
K	19.902	21.195	22.575	24.039	25.602	27.271	29.041	34.540	24.857	26.474	28.195
L	20.201	21.513	22.914	24.400	25.987	27.681	29.477	35.059	25.230	26.872	28.618
M	20.505	21.836	23.258	24.766	26.377	28.097	29.920	35.585	25.609	27.276	29.048
N	20.813	22.164	23.607	25.138	26.773	28.519	30.369	36.119	25.994	27.686	29.484
O	21.126	22.497	23.962	25.516	27.175	28.947	30.825	36.661	26.384	28.102	29.927
P	21.443	22.835	24.322	25.899	27.583	29.382	31.288	37.211	26.780	28.524	30.376
Q	21.765	23.178	24.687	26.288	27.997	29.823	31.758	37.770	27.182	28.952	30.832
R	22.092	23.526	25.058	26.683	28.417	30.271	32.235	38.337	27.590	29.387	31.295
S	22.424	23.879	25.434	27.084	28.844	30.726	32.719	38.913	28.004	29.828	31.765
T	22.761	24.238	25.816	27.491	29.277	31.187	33.210	39.497	28.425	30.276	32.242
U	23.103	24.602	26.204	27.904	29.717	31.655	33.709	40.090	28.852	30.731	32.726
Range Max	27.431	29.213	31.116	33.136	35.292	37.588	40.031	47.613	35.301	37.596	40.040

Attachment B - Continued

III. UPQHC 2003-05 Grids											
Effective December 26, 2004 through June 30, 2005											
<u>Grid Level</u>	<u>11-06</u>	<u>11-07</u>	<u>11-08</u>	<u>11-09</u>	<u>11-10</u>	<u>11-11</u>	<u>11-12</u>	<u>11-22</u>	<u>11-40</u>	<u>11-41</u>	<u>11-42</u>
A	17.659	18.806	20.031	21.332	22.719	24.197	25.770	30.651			
B	17.924	19.089	20.332	21.652	23.060	24.560	26.157	31.111			
C	18.193	19.376	20.637	21.977	23.406	24.929	26.550	31.578	23.498	25.025	26.652
D	18.466	19.667	20.947	22.307	23.758	25.303	26.949	32.052	23.851	25.401	27.052
E	18.743	19.963	21.262	22.642	24.115	25.683	27.354	32.533	24.209	25.783	27.458
F	19.025	20.263	21.581	22.982	24.477	26.069	27.765	33.021	24.573	26.170	27.870
G	19.311	20.567	21.905	23.327	24.845	26.461	28.182	33.517	24.942	26.563	28.289
H	19.601	20.876	22.234	23.677	25.218	26.858	28.605	34.020	25.317	26.962	28.714
I	19.896	21.190	22.568	24.033	25.597	27.261	29.035	34.531	25.697	27.367	29.145
J	20.195	21.508	22.907	24.394	25.981	27.670	29.471	35.049	26.083	27.778	29.583
K	20.498	21.831	23.251	24.760	26.371	28.086	29.914	35.575	26.475	28.195	30.027
L	20.806	22.159	23.600	25.132	26.767	28.508	30.363	36.109	26.873	28.618	30.478
M	21.119	22.492	23.954	25.509	27.169	28.936	30.819	36.651	27.277	29.048	30.936
N	21.436	22.830	24.314	25.892	27.577	29.371	31.282	37.201	27.687	29.484	31.401
O	21.758	23.173	24.679	26.281	27.991	29.812	31.752	37.760	28.103	29.927	31.873
P	22.085	23.521	25.050	26.676	28.411	30.260	32.229	38.327	28.525	30.376	32.352
Q	22.417	23.874	25.426	27.077	28.838	30.714	32.713	38.902	28.953	30.832	32.838
R	22.754	24.233	25.808	27.484	29.271	31.175	33.204	39.486	29.388	31.295	33.331
S	23.096	24.597	26.196	27.897	29.711	31.643	33.703	40.079	29.829	31.765	33.831
T	23.443	24.966	26.589	28.316	30.157	32.118	34.209	40.681	30.277	32.242	34.339
U	23.795	25.341	26.988	28.741	30.610	32.600	34.723	41.292	30.732	32.726	34.855
Range Max	28.255	30.090	32.050	34.132	36.351	38.716	41.232	49.042	37.597	40.040	42.644