

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

**\*Note:** This Wage Appendix A was created in accordance with Memorandum of Agreement #21, Pay Plan Transition. Classification titles that pre-dated the work of the Pay Plan Transition Committee have not been included. For the sake of simplicity, just the newly agreed classification titles have been included, effective August 8, 2018, the date of the Kaplan Award.

Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH103	Patient Sitter	1	\$15.6575	\$30,532	\$15.7358	\$30,685	\$15.9718	\$31,145	\$16.0517	\$31,301	\$16.2925	\$31,770	\$16.3740	\$31,929
		2	\$15.9454	\$31,094	\$16.0251	\$31,249	\$16.2655	\$31,718	\$16.3468	\$31,876	\$16.5920	\$32,354	\$16.6750	\$32,516
		3	\$16.2331	\$31,655	\$16.3143	\$31,813	\$16.5590	\$32,290	\$16.6418	\$32,451	\$16.8914	\$32,938	\$16.9759	\$33,103
		25 yrs.	\$16.8013	\$32,762	\$16.8853	\$32,926	\$17.1386	\$33,420	\$17.2243	\$33,587	\$17.4827	\$34,091	\$17.5701	\$34,262
HTH104	Psych Attendant	1	\$16.3426	\$31,868	\$16.4243	\$32,027	\$16.6707	\$32,508	\$16.7541	\$32,670	\$17.0054	\$33,160	\$17.0904	\$33,326
		2	\$16.6830	\$32,532	\$16.7664	\$32,695	\$17.0179	\$33,185	\$17.1030	\$33,351	\$17.3595	\$33,852	\$17.4463	\$34,021
		3	\$17.0236	\$33,196	\$17.1087	\$33,362	\$17.3653	\$33,863	\$17.4521	\$34,032	\$17.7139	\$34,542	\$17.8025	\$34,715
		25 yrs.	\$17.6194	\$34,358	\$17.7075	\$34,530	\$17.9731	\$35,048	\$18.0630	\$35,223	\$18.3339	\$35,751	\$18.4256	\$35,930
HTH105	Physiotherapy Aide Rehabilitation Aide	1	\$17.1240	\$33,392	\$17.2096	\$33,559	\$17.4677	\$34,062	\$17.5550	\$34,233	\$17.8183	\$34,746	\$17.9074	\$34,920
		2	\$17.4742	\$34,075	\$17.5616	\$34,245	\$17.8250	\$34,759	\$17.9141	\$34,932	\$18.1828	\$35,456	\$18.2737	\$35,634
		3	\$17.8229	\$34,754	\$17.9120	\$34,928	\$18.1807	\$35,452	\$18.2716	\$35,629	\$18.5457	\$36,164	\$18.6384	\$36,345
		4	\$18.1732	\$35,438	\$18.2641	\$35,615	\$18.5381	\$36,149	\$18.6308	\$36,330	\$18.9103	\$36,875	\$19.0049	\$37,059
		5	\$18.5224	\$36,119	\$18.6150	\$36,299	\$18.8942	\$36,844	\$18.9887	\$37,028	\$19.2735	\$37,583	\$19.3699	\$37,771
		25 yrs.	\$19.1707	\$37,383	\$19.2666	\$37,570	\$19.5556	\$38,133	\$19.6534	\$38,324	\$19.9482	\$38,899	\$20.0479	\$39,093

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HTH205	Care Team Assistant Unit Aide	1	\$17.8508	\$34,809	\$17.9401	\$34,983	\$18.2092	\$35,508	\$18.3002	\$35,685	\$18.5747	\$36,221	\$18.6676	\$36,402
		2	\$18.2159	\$35,521	\$18.3070	\$35,699	\$18.5816	\$36,234	\$18.6745	\$36,415	\$18.9546	\$36,962	\$19.0494	\$37,146
		3	\$18.5793	\$36,229	\$18.6722	\$36,411	\$18.9523	\$36,957	\$19.0471	\$37,142	\$19.3328	\$37,699	\$19.4295	\$37,887
		4	\$18.9444	\$36,942	\$19.0391	\$37,126	\$19.3247	\$37,683	\$19.4213	\$37,872	\$19.7126	\$38,440	\$19.8112	\$38,632
		5	\$19.3085	\$37,652	\$19.4050	\$37,840	\$19.6961	\$38,408	\$19.7946	\$38,600	\$20.0915	\$39,179	\$20.1920	\$39,375
		25 yrs.	\$19.9843	\$38,970	\$20.0842	\$39,164	\$20.3855	\$39,752	\$20.4874	\$39,951	\$20.7947	\$40,550	\$20.8987	\$40,753
HTH305	Residential Care Worker (Harbourside)	1	\$17.8879	\$34,881	\$17.9773	\$35,056	\$18.2470	\$35,581	\$18.3382	\$35,759	\$18.6133	\$36,296	\$18.7064	\$36,477
		2	\$18.4219	\$35,923	\$18.5140	\$36,102	\$18.7917	\$36,644	\$18.8857	\$36,827	\$19.1690	\$37,380	\$19.2648	\$37,566
		3	\$18.9745	\$37,000	\$19.0694	\$37,185	\$19.3554	\$37,743	\$19.4522	\$37,932	\$19.7440	\$38,501	\$19.8427	\$38,693
		4	\$19.5437	\$38,110	\$19.6414	\$38,301	\$19.9360	\$38,875	\$20.0357	\$39,070	\$20.3362	\$39,656	\$20.4379	\$39,854
		5	\$20.1303	\$39,254	\$20.2310	\$39,450	\$20.5345	\$40,042	\$20.6372	\$40,242	\$20.9468	\$40,846	\$21.0515	\$41,050
		6	\$20.7345	\$40,432	\$20.8382	\$40,634	\$21.1508	\$41,244	\$21.2566	\$41,450	\$21.5754	\$42,072	\$21.6833	\$42,282
		25 yrs.	\$21.4601	\$41,847	\$21.5674	\$42,057	\$21.8909	\$42,687	\$22.0004	\$42,901	\$22.3304	\$43,544	\$22.4421	\$43,762

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HTH106	DI Technical Assistant	1	\$19.2132	\$37,466	\$19.3093	\$37,653	\$19.5989	\$38,218	\$19.6969	\$38,409	\$19.9924	\$38,985	\$20.0924	\$39,180
	Renal Assistant	2	\$19.6494	\$38,316	\$19.7476	\$38,508	\$20.0438	\$39,085	\$20.1440	\$39,281	\$20.4462	\$39,870	\$20.5484	\$40,069
	SPD Aide	3	\$20.0849	\$39,166	\$20.1853	\$39,362	\$20.4881	\$39,952	\$20.5905	\$40,152	\$20.8994	\$40,754	\$21.0039	\$40,958
	Unregistered Cardiology Technologist	4	\$20.5194	\$40,013	\$20.6220	\$40,213	\$20.9313	\$40,816	\$21.0360	\$41,020	\$21.3515	\$41,636	\$21.4583	\$41,844
		5	\$20.9541	\$40,861	\$21.0589	\$41,065	\$21.3748	\$41,681	\$21.4817	\$41,889	\$21.8039	\$42,518	\$21.9129	\$42,730
		25 yrs.	\$21.6876	\$42,291	\$21.7960	\$42,502	\$22.1229	\$43,140	\$22.2335	\$43,355	\$22.5670	\$44,006	\$22.6798	\$44,226
HTH206	Therapeutic Assistant	1	\$19.6167	\$38,253	\$19.7148	\$38,444	\$20.0105	\$39,021	\$20.1106	\$39,216	\$20.4123	\$39,804	\$20.5144	\$40,003
		2	\$20.0620	\$39,121	\$20.1623	\$39,316	\$20.4647	\$39,906	\$20.5670	\$40,106	\$20.8755	\$40,707	\$20.9799	\$40,911
		3	\$20.5068	\$39,988	\$20.6093	\$40,188	\$20.9184	\$40,791	\$21.0230	\$40,995	\$21.3383	\$41,610	\$21.4450	\$41,818
		4	\$20.9504	\$40,853	\$21.0552	\$41,058	\$21.3710	\$41,673	\$21.4779	\$41,882	\$21.8001	\$42,510	\$21.9091	\$42,723
		5	\$21.3943	\$41,719	\$21.5013	\$41,927	\$21.8238	\$42,556	\$21.9329	\$42,769	\$22.2619	\$43,411	\$22.3732	\$43,628
		25 yrs.	\$22.1431	\$43,179	\$22.2538	\$43,395	\$22.5876	\$44,046	\$22.7005	\$44,266	\$23.0410	\$44,930	\$23.1562	\$45,155

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HTH306	Medical Laboratory Assistant in Training Tissue Bank Assistant in Training	1	\$20.0289	\$39,056	\$20.1290	\$39,251	\$20.4309	\$39,840	\$20.5331	\$40,039	\$20.8411	\$40,640	\$20.9453	\$40,843
		2	\$20.4833	\$39,942	\$20.5857	\$40,142	\$20.8945	\$40,744	\$20.9990	\$40,948	\$21.3140	\$41,562	\$21.4206	\$41,770
		3	\$20.9375	\$40,828	\$21.0422	\$41,032	\$21.3578	\$41,648	\$21.4646	\$41,856	\$21.7866	\$42,484	\$21.8955	\$42,696
		4	\$21.3902	\$41,711	\$21.4972	\$41,919	\$21.8197	\$42,548	\$21.9288	\$42,761	\$22.2577	\$43,402	\$22.3690	\$43,619
		5	\$21.8435	\$42,595	\$21.9527	\$42,808	\$22.2820	\$43,450	\$22.3934	\$43,667	\$22.7293	\$44,322	\$22.8429	\$44,544
		25 yrs.	\$22.6079	\$44,086	\$22.7209	\$44,306	\$23.0617	\$44,971	\$23.1770	\$45,195	\$23.5247	\$45,873	\$23.6423	\$46,103
HTH107		1	\$19.3655	\$37,763	\$19.4623	\$37,952	\$19.7542	\$38,521	\$19.8530	\$38,714	\$20.1508	\$39,294	\$20.2516	\$39,491
		2	\$19.7958	\$38,602	\$19.8948	\$38,795	\$20.1932	\$39,377	\$20.2942	\$39,574	\$20.5986	\$40,167	\$20.7016	\$40,368
		3	\$20.2262	\$39,441	\$20.3273	\$39,638	\$20.6322	\$40,233	\$20.7354	\$40,434	\$21.0464	\$41,041	\$21.1516	\$41,246
		4	\$20.8715	\$40,700	\$20.9759	\$40,903	\$21.2905	\$41,517	\$21.3970	\$41,724	\$21.7180	\$42,350	\$21.8266	\$42,562
		5	\$21.5172	\$41,959	\$21.6248	\$42,168	\$21.9492	\$42,801	\$22.0589	\$43,015	\$22.3898	\$43,660	\$22.5017	\$43,879
		25 yrs.	\$22.2702	\$43,427	\$22.3816	\$43,644	\$22.7173	\$44,299	\$22.8309	\$44,521	\$23.1734	\$45,188	\$23.2893	\$45,414

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HTH207	Electroneurophysiology Tech in Training Polysomnographic Tech in Training	1	\$20.1874	\$39,366	\$20.2883	\$39,562	\$20.5926	\$40,156	\$20.6956	\$40,357	\$21.0060	\$40,962	\$21.1110	\$41,167
		2	\$20.6360	\$40,240	\$20.7392	\$40,441	\$21.0503	\$41,048	\$21.1556	\$41,253	\$21.4729	\$41,872	\$21.5803	\$42,081
		3	\$21.0843	\$41,114	\$21.1897	\$41,320	\$21.5075	\$41,940	\$21.6150	\$42,149	\$21.9392	\$42,782	\$22.0489	\$42,996
		4	\$21.7575	\$42,427	\$21.8663	\$42,639	\$22.1943	\$43,279	\$22.3053	\$43,495	\$22.6399	\$44,148	\$22.7531	\$44,368
		5	\$22.4305	\$43,739	\$22.5427	\$43,958	\$22.8808	\$44,617	\$22.9952	\$44,841	\$23.3401	\$45,513	\$23.4568	\$45,741
		25 yrs.	\$23.2157	\$45,270	\$23.3318	\$45,497	\$23.6818	\$46,179	\$23.8002	\$46,410	\$24.1572	\$47,106	\$24.2780	\$47,342
HTH108	Medical Device Reprocessing Technician Phototherapy Technician Physician Resource Officer	1	\$19.5346	\$38,092	\$19.6323	\$38,283	\$19.9268	\$38,857	\$20.0264	\$39,051	\$20.3268	\$39,637	\$20.4284	\$39,835
		2	\$20.1374	\$39,268	\$20.2381	\$39,464	\$20.5417	\$40,056	\$20.6444	\$40,257	\$20.9541	\$40,860	\$21.0589	\$41,065
		3	\$20.8014	\$40,563	\$20.9054	\$40,765	\$21.2190	\$41,377	\$21.3251	\$41,584	\$21.6450	\$42,208	\$21.7532	\$42,419
		4	\$21.4652	\$41,857	\$21.5725	\$42,066	\$21.8961	\$42,697	\$22.0056	\$42,911	\$22.3357	\$43,555	\$22.4474	\$43,772
		5	\$22.1292	\$43,152	\$22.2398	\$43,368	\$22.5734	\$44,018	\$22.6863	\$44,238	\$23.0266	\$44,902	\$23.1417	\$45,126
		25 yrs.	\$22.9037	\$44,662	\$23.0182	\$44,886	\$23.3635	\$45,559	\$23.4803	\$45,787	\$23.8325	\$46,473	\$23.9517	\$46,706

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HTH208	Child Care Assistant Therapeutic Psych Assistant	1	\$20.3636	\$39,709	\$20.4654	\$39,908	\$20.7724	\$40,506	\$20.8763	\$40,709	\$21.1894	\$41,319	\$21.2953	\$41,526
		2	\$20.9922	\$40,935	\$21.0972	\$41,140	\$21.4137	\$41,757	\$21.5208	\$41,965	\$21.8436	\$42,595	\$21.9528	\$42,808
		3	\$21.6842	\$42,284	\$21.7926	\$42,496	\$22.1195	\$43,133	\$22.2301	\$43,349	\$22.5636	\$43,999	\$22.6764	\$44,219
		4	\$22.3765	\$43,634	\$22.4884	\$43,852	\$22.8257	\$44,510	\$22.9398	\$44,732	\$23.2839	\$45,403	\$23.4003	\$45,630
		5	\$23.0682	\$44,983	\$23.1835	\$45,208	\$23.5313	\$45,886	\$23.6490	\$46,115	\$24.0037	\$46,807	\$24.1237	\$47,041
		25 yrs.	\$23.8755	\$46,557	\$23.9949	\$46,790	\$24.3548	\$47,492	\$24.4766	\$47,730	\$24.8437	\$48,445	\$24.9679	\$48,688
HTH308	Medical Laboratory Assistant Pharmacy Practice Assistant	1	\$20.7914	\$40,543	\$20.8954	\$40,746	\$21.2088	\$41,357	\$21.3148	\$41,564	\$21.6345	\$42,187	\$21.7427	\$42,398
		2	\$21.4328	\$41,794	\$21.5400	\$42,003	\$21.8631	\$42,633	\$21.9724	\$42,846	\$22.3020	\$43,489	\$22.4135	\$43,706
		3	\$22.1396	\$43,172	\$22.2503	\$43,388	\$22.5841	\$44,039	\$22.6970	\$44,259	\$23.0375	\$44,923	\$23.1527	\$45,148
		4	\$22.8463	\$44,550	\$22.9605	\$44,773	\$23.3049	\$45,445	\$23.4214	\$45,672	\$23.7727	\$46,357	\$23.8916	\$46,589
		5	\$23.5527	\$45,928	\$23.6705	\$46,157	\$24.0256	\$46,850	\$24.1457	\$47,084	\$24.5079	\$47,790	\$24.6304	\$48,029
		25 yrs.	\$24.3772	\$47,535	\$24.4991	\$47,773	\$24.8666	\$48,490	\$24.9909	\$48,732	\$25.3658	\$49,463	\$25.4926	\$49,710

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HTH109	Health Records Tech in Training Respiratory Assistant	1	\$20.0553	\$39,108	\$20.1556	\$39,303	\$20.4579	\$39,893	\$20.5602	\$40,092	\$20.8686	\$40,694	\$20.9729	\$40,897
		2	\$20.7391	\$40,441	\$20.8428	\$40,643	\$21.1554	\$41,253	\$21.2612	\$41,459	\$21.5801	\$42,081	\$21.6880	\$42,292
		3	\$21.4225	\$41,774	\$21.5296	\$41,983	\$21.8525	\$42,613	\$21.9618	\$42,826	\$22.2912	\$43,468	\$22.4027	\$43,685
		4	\$22.1064	\$43,108	\$22.2169	\$43,323	\$22.5502	\$43,973	\$22.6630	\$44,193	\$23.0029	\$44,856	\$23.1179	\$45,080
		5	\$22.7902	\$44,441	\$22.9042	\$44,663	\$23.2478	\$45,333	\$23.3640	\$45,560	\$23.7145	\$46,243	\$23.8331	\$46,474
		25 yrs.	\$23.5880	\$45,996	\$23.7059	\$46,226	\$24.0615	\$46,920	\$24.1818	\$47,154	\$24.5445	\$47,862	\$24.6672	\$48,101
HTH209	Occupational Therapy Assistant Physiotherapy Assistant Recreation Therapy Associate Rehabilitation Assistant	1	\$20.4764	\$39,929	\$20.5788	\$40,129	\$20.8875	\$40,730	\$20.9919	\$40,934	\$21.3068	\$41,548	\$21.4133	\$41,756
		2	\$21.1745	\$41,290	\$21.2804	\$41,497	\$21.5996	\$42,119	\$21.7076	\$42,330	\$22.0332	\$42,965	\$22.1434	\$43,180
		3	\$21.8725	\$42,651	\$21.9819	\$42,865	\$22.3116	\$43,508	\$22.4232	\$43,725	\$22.7595	\$44,381	\$22.8733	\$44,603
		4	\$22.5707	\$44,013	\$22.6836	\$44,233	\$23.0239	\$44,896	\$23.1390	\$45,121	\$23.4861	\$45,797	\$23.6035	\$46,026
		5	\$23.2689	\$45,374	\$23.3852	\$45,601	\$23.7360	\$46,285	\$23.8547	\$46,516	\$24.2125	\$47,214	\$24.3336	\$47,450
		25 yrs.	\$24.0832	\$46,962	\$24.2036	\$47,197	\$24.5667	\$47,905	\$24.6895	\$48,145	\$25.0598	\$48,867	\$25.1851	\$49,111

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH309	Dietetic Technician Senior Medical Laboratory Assistant	1	\$21.3455	\$41,624	\$21.4522	\$41,832	\$21.7740	\$42,459	\$21.8829	\$42,671	\$22.2111	\$43,311	\$22.3222	\$43,528
		2	\$22.0732	\$43,043	\$22.1836	\$43,258	\$22.5164	\$43,907	\$22.6290	\$44,126	\$22.9684	\$44,788	\$23.0832	\$45,012
		3	\$22.8009	\$44,462	\$22.9149	\$44,684	\$23.2586	\$45,354	\$23.3749	\$45,581	\$23.7255	\$46,265	\$23.8441	\$46,496
		4	\$23.5286	\$45,881	\$23.6462	\$46,110	\$24.0009	\$46,802	\$24.1209	\$47,036	\$24.4827	\$47,741	\$24.6051	\$47,980
		5	\$24.2563	\$47,300	\$24.3776	\$47,536	\$24.7433	\$48,249	\$24.8670	\$48,491	\$25.2400	\$49,218	\$25.3662	\$49,464
		25 yrs.	\$25.1052	\$48,955	\$25.2307	\$49,200	\$25.6092	\$49,938	\$25.7372	\$50,188	\$26.1233	\$50,941	\$26.2539	\$51,195
HTH110	Clubhouse Rehab Worker I Developmental Worker Emerald Hall Ophthalmic Assistant Registered Cardiology Technologist Tissue Bank Assistant Unregistered Prosthetic/Orthotics Tech	1	\$21.0303	\$41,009	\$21.1355	\$41,214	\$21.4525	\$41,832	\$21.5598	\$42,042	\$21.8832	\$42,672	\$21.9926	\$42,886
		2	\$21.6471	\$42,212	\$21.7553	\$42,423	\$22.0816	\$43,059	\$22.1920	\$43,275	\$22.5249	\$43,924	\$22.6375	\$44,143
		3	\$22.2653	\$43,417	\$22.3766	\$43,634	\$22.7122	\$44,289	\$22.8258	\$44,510	\$23.1682	\$45,178	\$23.2840	\$45,404
		4	\$22.8818	\$44,620	\$22.9962	\$44,843	\$23.3411	\$45,515	\$23.4578	\$45,743	\$23.8097	\$46,429	\$23.9287	\$46,661
		5	\$23.4999	\$45,825	\$23.6174	\$46,054	\$23.9717	\$46,745	\$24.0916	\$46,979	\$24.4530	\$47,683	\$24.5753	\$47,922
		25 yrs.	\$24.3224	\$47,429	\$24.4440	\$47,666	\$24.8107	\$48,381	\$24.9348	\$48,623	\$25.3088	\$49,352	\$25.4353	\$49,599



**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH210		1	\$21.4721	\$41,870	\$21.5795	\$42,080	\$21.9032	\$42,711	\$22.0127	\$42,925	\$22.3429	\$43,568	\$22.4546	\$43,786
		2	\$22.1019	\$43,099	\$22.2124	\$43,314	\$22.5456	\$43,964	\$22.6583	\$44,184	\$22.9982	\$44,847	\$23.1132	\$45,071
		3	\$22.7332	\$44,329	\$22.8469	\$44,551	\$23.1896	\$45,219	\$23.3055	\$45,445	\$23.6551	\$46,127	\$23.7734	\$46,358
		4	\$23.3628	\$45,557	\$23.4796	\$45,785	\$23.8318	\$46,472	\$23.9510	\$46,704	\$24.3103	\$47,405	\$24.4319	\$47,642
		5	\$23.9937	\$46,788	\$24.1137	\$47,022	\$24.4754	\$47,727	\$24.5978	\$47,966	\$24.9668	\$48,685	\$25.0916	\$48,928
		25 yrs.	\$24.8334	\$48,425	\$24.9576	\$48,667	\$25.3320	\$49,397	\$25.4587	\$49,644	\$25.8406	\$50,389	\$25.9698	\$50,641
HTH310	Buyer Dental Assistant Sr. Pharmacy Practice Assistant	1	\$22.3830	\$43,647	\$22.4949	\$43,865	\$22.8323	\$44,523	\$22.9465	\$44,746	\$23.2907	\$45,417	\$23.4072	\$45,644
		2	\$23.0399	\$44,928	\$23.1551	\$45,153	\$23.5024	\$45,830	\$23.6199	\$46,059	\$23.9742	\$46,750	\$24.0941	\$46,984
		3	\$23.6978	\$46,211	\$23.8163	\$46,442	\$24.1735	\$47,138	\$24.2944	\$47,374	\$24.6588	\$48,085	\$24.7821	\$48,325
		4	\$24.3541	\$47,490	\$24.4759	\$47,728	\$24.8430	\$48,444	\$24.9672	\$48,686	\$25.3417	\$49,416	\$25.4684	\$49,663
		5	\$25.0118	\$48,773	\$25.1369	\$49,017	\$25.5140	\$49,752	\$25.6416	\$50,001	\$26.0262	\$50,751	\$26.1563	\$51,005
		25 yrs.	\$25.8873	\$50,480	\$26.0167	\$50,733	\$26.4070	\$51,494	\$26.5390	\$51,751	\$26.9371	\$52,527	\$27.0718	\$52,790

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH410		1	\$21.0302	\$41,009	\$21.1354	\$41,214	\$21.4524	\$41,832	\$21.5597	\$42,041	\$21.8831	\$42,672	\$21.9925	\$42,885
		2	\$21.6471	\$42,212	\$21.7553	\$42,423	\$22.0816	\$43,059	\$22.1920	\$43,274	\$22.5249	\$43,924	\$22.6375	\$44,143
		3	\$22.2653	\$43,417	\$22.3766	\$43,634	\$22.7122	\$44,289	\$22.8258	\$44,510	\$23.1682	\$45,178	\$23.2840	\$45,404
		4	\$22.8817	\$44,619	\$22.9961	\$44,842	\$23.3410	\$45,515	\$23.4577	\$45,743	\$23.8096	\$46,429	\$23.9286	\$46,661
		5	\$23.5821	\$45,985	\$23.7000	\$46,215	\$24.0555	\$46,908	\$24.1758	\$47,143	\$24.5384	\$47,850	\$24.6611	\$48,089
		25 yrs.	\$24.4076	\$47,595	\$24.5296	\$47,833	\$24.8975	\$48,550	\$25.0220	\$48,793	\$25.3973	\$49,525	\$25.5243	\$49,773
HTH610	Primary Care Paramedic	1	\$22.7302	\$44,324	\$22.8439	\$44,546	\$23.1866	\$45,214	\$23.3025	\$45,440	\$23.6520	\$46,122	\$23.7703	\$46,352
		2	\$23.4037	\$45,637	\$23.5207	\$45,865	\$23.8735	\$46,553	\$23.9929	\$46,786	\$24.3528	\$47,488	\$24.4746	\$47,725
		3	\$24.0439	\$46,886	\$24.1641	\$47,120	\$24.5266	\$47,827	\$24.6492	\$48,066	\$25.0189	\$48,787	\$25.1440	\$49,031
		4	\$24.8720	\$48,500	\$24.9964	\$48,743	\$25.3713	\$49,474	\$25.4982	\$49,721	\$25.8807	\$50,467	\$26.0101	\$50,719
		5	\$25.4790	\$49,684	\$25.6064	\$49,933	\$25.9905	\$50,682	\$26.1205	\$50,935	\$26.5123	\$51,699	\$26.6449	\$51,958
		25 yrs.	\$26.3708	\$51,423	\$26.5027	\$51,680	\$26.9002	\$52,456	\$27.0347	\$52,718	\$27.4402	\$53,509	\$27.5774	\$53,776

**NSHA  
Health Care  
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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH111		1	\$21.9380	\$42,779	\$22.0477	\$42,993	\$22.3784	\$43,638	\$22.4903	\$43,856	\$22.8277	\$44,514	\$22.9418	\$44,737
		2	\$22.5775	\$44,026	\$22.6904	\$44,246	\$23.0308	\$44,910	\$23.1460	\$45,134	\$23.4932	\$45,812	\$23.6107	\$46,041
		3	\$23.2182	\$45,276	\$23.3343	\$45,502	\$23.6843	\$46,184	\$23.8027	\$46,415	\$24.1597	\$47,112	\$24.2805	\$47,347
		4	\$23.8573	\$46,522	\$23.9766	\$46,754	\$24.3362	\$47,456	\$24.4579	\$47,693	\$24.8248	\$48,408	\$24.9489	\$48,650
		5	\$24.4975	\$47,770	\$24.6200	\$48,009	\$24.9893	\$48,729	\$25.1142	\$48,973	\$25.4909	\$49,707	\$25.6184	\$49,956
		25 yrs.	\$25.3549	\$49,442	\$25.4817	\$49,689	\$25.8639	\$50,435	\$25.9932	\$50,687	\$26.3831	\$51,447	\$26.5150	\$51,704
HTH211		1	\$22.3988	\$43,678	\$22.5108	\$43,896	\$22.8485	\$44,554	\$22.9627	\$44,777	\$23.3071	\$45,449	\$23.4236	\$45,676
		2	\$23.0516	\$44,951	\$23.1669	\$45,175	\$23.5144	\$45,853	\$23.6320	\$46,082	\$23.9865	\$46,773	\$24.1064	\$47,007
		3	\$23.7058	\$46,226	\$23.8243	\$46,458	\$24.1817	\$47,154	\$24.3026	\$47,390	\$24.6671	\$48,101	\$24.7904	\$48,342
		4	\$24.3582	\$47,498	\$24.4800	\$47,736	\$24.8472	\$48,452	\$24.9714	\$48,694	\$25.3460	\$49,425	\$25.4727	\$49,672
		5	\$25.0120	\$48,773	\$25.1371	\$49,017	\$25.5142	\$49,753	\$25.6418	\$50,001	\$26.0264	\$50,751	\$26.1565	\$51,005
		25 yrs.	\$25.8875	\$50,481	\$26.0169	\$50,733	\$26.4072	\$51,494	\$26.5392	\$51,751	\$26.9373	\$52,528	\$27.0720	\$52,790

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH311	Continuing Care Referral Assistant  <i>Annual Salary based upon 1820 hours</i>	1	\$22.6589	\$41,239	\$22.7722	\$41,445	\$23.1138	\$42,067	\$23.2294	\$42,277	\$23.5778	\$42,912	\$23.6957	\$43,126
		2	\$23.4239	\$42,631	\$23.5410	\$42,845	\$23.8941	\$43,487	\$24.0136	\$43,705	\$24.3738	\$44,360	\$24.4957	\$44,582
		3	\$24.0048	\$43,689	\$24.1248	\$43,907	\$24.4867	\$44,566	\$24.6091	\$44,788	\$24.9782	\$45,460	\$25.1031	\$45,688
		4	\$24.6819	\$44,921	\$24.8053	\$45,146	\$25.1774	\$45,823	\$25.3033	\$46,052	\$25.6828	\$46,743	\$25.8112	\$46,976
		5	\$25.4565	\$46,331	\$25.5838	\$46,562	\$25.9676	\$47,261	\$26.0974	\$47,497	\$26.4889	\$48,210	\$26.6213	\$48,451
		25 yrs.	\$26.3475	\$47,952	\$26.4792	\$48,192	\$26.8764	\$48,915	\$27.0108	\$49,160	\$27.4160	\$49,897	\$27.5531	\$50,146
HTH411	Psychosocial Rehabilitation Worker (Beacon)	1	\$21.9381	\$42,779	\$22.0478	\$42,993	\$22.3785	\$43,638	\$22.4904	\$43,856	\$22.8278	\$44,514	\$22.9419	\$44,737
		2	\$22.5775	\$44,026	\$22.6904	\$44,246	\$23.0308	\$44,910	\$23.1460	\$45,135	\$23.4932	\$45,812	\$23.6107	\$46,041
		3	\$23.2182	\$45,276	\$23.3343	\$45,502	\$23.6843	\$46,184	\$23.8027	\$46,415	\$24.1597	\$47,112	\$24.2805	\$47,347
		4	\$23.8572	\$46,522	\$23.9765	\$46,754	\$24.3361	\$47,455	\$24.4578	\$47,693	\$24.8247	\$48,408	\$24.9488	\$48,650
		5	\$24.4975	\$47,770	\$24.6200	\$48,009	\$24.9893	\$48,729	\$25.1142	\$48,973	\$25.4909	\$49,707	\$25.6184	\$49,956
		25 yrs.	\$25.3549	\$49,442	\$25.4817	\$49,689	\$25.8639	\$50,435	\$25.9932	\$50,687	\$26.3831	\$51,447	\$26.5150	\$51,704

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH112	Orthopedic Technician	1	\$21.9050	\$42,715	\$22.0145	\$42,928	\$22.3447	\$43,572	\$22.4564	\$43,790	\$22.7932	\$44,447	\$22.9072	\$44,669
		2	\$22.5232	\$43,920	\$22.6358	\$44,140	\$22.9753	\$44,802	\$23.0902	\$45,026	\$23.4366	\$45,701	\$23.5538	\$45,930
		3	\$23.2299	\$45,298	\$23.3460	\$45,525	\$23.6962	\$46,208	\$23.8147	\$46,439	\$24.1719	\$47,135	\$24.2928	\$47,371
		4	\$24.2801	\$47,346	\$24.4015	\$47,583	\$24.7675	\$48,297	\$24.8913	\$48,538	\$25.2647	\$49,267	\$25.3910	\$49,513
		5	\$25.3839	\$49,499	\$25.5108	\$49,746	\$25.8935	\$50,492	\$26.0230	\$50,745	\$26.4133	\$51,506	\$26.5454	\$51,764
		25 yrs.	\$26.2725	\$51,231	\$26.4039	\$51,487	\$26.8000	\$52,260	\$26.9340	\$52,521	\$27.3380	\$53,309	\$27.4747	\$53,575
HTH113		1	\$24.1852	\$47,161	\$24.3061	\$47,397	\$24.6707	\$48,108	\$24.7941	\$48,348	\$25.1660	\$49,074	\$25.2918	\$49,319
		2	\$24.7394	\$48,242	\$24.8631	\$48,483	\$25.2360	\$49,210	\$25.3622	\$49,456	\$25.7426	\$50,198	\$25.8713	\$50,449
		3	\$25.2739	\$49,284	\$25.4003	\$49,531	\$25.7813	\$50,273	\$25.9102	\$50,525	\$26.2989	\$51,283	\$26.4304	\$51,539
		4	\$25.9748	\$50,651	\$26.1047	\$50,904	\$26.4963	\$51,667	\$26.6288	\$51,926	\$27.0282	\$52,705	\$27.1633	\$52,968
		25 yrs.	\$26.8838	\$52,423	\$27.0182	\$52,686	\$27.4235	\$53,476	\$27.5606	\$53,743	\$27.9740	\$54,549	\$28.1139	\$54,822

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH213		1	\$24.6931	\$48,151	\$24.8166	\$48,392	\$25.1888	\$49,118	\$25.3147	\$49,364	\$25.6944	\$50,104	\$25.8229	\$50,355
		2	\$25.2586	\$49,254	\$25.3849	\$49,501	\$25.7657	\$50,243	\$25.8945	\$50,494	\$26.2829	\$51,252	\$26.4143	\$51,508
		3	\$25.8044	\$50,319	\$25.9334	\$50,570	\$26.3224	\$51,329	\$26.4540	\$51,585	\$26.8508	\$52,359	\$26.9851	\$52,621
		4	\$26.5202	\$51,714	\$26.6528	\$51,973	\$27.0526	\$52,752	\$27.1879	\$53,016	\$27.5957	\$53,811	\$27.7337	\$54,081
		25 yrs.	\$27.4484	\$53,524	\$27.5856	\$53,792	\$27.9994	\$54,599	\$28.1394	\$54,872	\$28.5615	\$55,695	\$28.7043	\$55,973
HTH313	Registered Cardiology Technologist Advanced	1	\$25.7409	\$50,195	\$25.8696	\$50,446	\$26.2576	\$51,203	\$26.3889	\$51,459	\$26.7847	\$52,230	\$26.9186	\$52,492
		2	\$26.3307	\$51,345	\$26.4624	\$51,602	\$26.8593	\$52,376	\$26.9936	\$52,638	\$27.3985	\$53,427	\$27.5355	\$53,694
		3	\$26.8998	\$52,455	\$27.0343	\$52,717	\$27.4398	\$53,508	\$27.5770	\$53,775	\$27.9907	\$54,582	\$28.1307	\$54,855
		4	\$27.6456	\$53,909	\$27.7838	\$54,178	\$28.2006	\$54,991	\$28.3416	\$55,266	\$28.7667	\$56,095	\$28.9105	\$56,375
		25 yrs.	\$28.6130	\$55,796	\$28.7561	\$56,075	\$29.1874	\$56,916	\$29.3333	\$57,200	\$29.7733	\$58,058	\$29.9222	\$58,349

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH413	Anaesthesia Technician	1	\$24.6704	\$48,107	\$24.7938	\$48,348	\$25.1657	\$49,073	\$25.2915	\$49,318	\$25.6709	\$50,058	\$25.7993	\$50,308
		2	\$25.2246	\$49,188	\$25.3507	\$49,434	\$25.7310	\$50,175	\$25.8597	\$50,426	\$26.2476	\$51,182	\$26.3788	\$51,438
		3	\$25.7591	\$50,230	\$25.8879	\$50,481	\$26.2762	\$51,238	\$26.4076	\$51,495	\$26.8037	\$52,267	\$26.9377	\$52,528
		4	\$26.4598	\$51,597	\$26.5921	\$51,855	\$26.9910	\$52,632	\$27.1260	\$52,895	\$27.5329	\$53,689	\$27.6706	\$53,957
		25 yrs.	\$27.3859	\$53,402	\$27.5228	\$53,669	\$27.9356	\$54,474	\$28.0753	\$54,747	\$28.4964	\$55,568	\$28.6389	\$55,846
HTH114	Biomedical Technical Assistant Cardiac Sonographer in Training	1	\$24.4068	\$47,593	\$24.5288	\$47,831	\$24.8967	\$48,549	\$25.0212	\$48,791	\$25.3965	\$49,523	\$25.5235	\$49,771
		2	\$24.9694	\$48,690	\$25.0942	\$48,934	\$25.4706	\$49,668	\$25.5980	\$49,916	\$25.9820	\$50,665	\$26.1119	\$50,918
		3	\$25.5118	\$49,748	\$25.6394	\$49,997	\$26.0240	\$50,747	\$26.1541	\$51,000	\$26.5464	\$51,765	\$26.6791	\$52,024
		4	\$26.2288	\$51,146	\$26.3599	\$51,402	\$26.7553	\$52,173	\$26.8891	\$52,434	\$27.2924	\$53,220	\$27.4289	\$53,486
		25 yrs.	\$27.1468	\$52,936	\$27.2825	\$53,201	\$27.6917	\$53,999	\$27.8302	\$54,269	\$28.2477	\$55,083	\$28.3889	\$55,358
HTH214	Orthopedic Technologist (Certified)	1	\$25.5119	\$49,748	\$25.6395	\$49,997	\$26.0241	\$50,747	\$26.1542	\$51,001	\$26.5465	\$51,766	\$26.6792	\$52,024
		2	\$26.2283	\$51,145	\$26.3594	\$51,401	\$26.7548	\$52,172	\$26.8886	\$52,433	\$27.2919	\$53,219	\$27.4284	\$53,486
		3	\$26.9647	\$52,581	\$27.0995	\$52,844	\$27.5060	\$53,637	\$27.6435	\$53,905	\$28.0582	\$54,714	\$28.1985	\$54,987
		4	\$27.8963	\$54,398	\$28.0358	\$54,670	\$28.4563	\$55,490	\$28.5986	\$55,767	\$29.0276	\$56,604	\$29.1727	\$56,887
		25 yrs.	\$28.8727	\$56,302	\$29.0171	\$56,583	\$29.4524	\$57,432	\$29.5997	\$57,719	\$30.0437	\$58,585	\$30.1939	\$58,878

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH115	Chief Health Records Technician	1	\$25.5118	\$49,748	\$25.6394	\$49,997	\$26.0240	\$50,747	\$26.1541	\$51,000	\$26.5464	\$51,765	\$26.6791	\$52,024
		2	\$26.2288	\$51,146	\$26.3599	\$51,402	\$26.7553	\$52,173	\$26.8891	\$52,434	\$27.2924	\$53,220	\$27.4289	\$53,486
		3	\$26.9655	\$52,583	\$27.1003	\$52,846	\$27.5068	\$53,638	\$27.6443	\$53,907	\$28.0590	\$54,715	\$28.1993	\$54,989
		4	\$27.8962	\$54,397	\$28.0357	\$54,669	\$28.4562	\$55,489	\$28.5985	\$55,767	\$29.0275	\$56,603	\$29.1726	\$56,886
		25 yrs.	\$28.8724	\$56,301	\$29.0168	\$56,583	\$29.4521	\$57,432	\$29.5994	\$57,719	\$30.0434	\$58,585	\$30.1936	\$58,877
HTH215		1	\$26.0476	\$50,793	\$26.1778	\$51,047	\$26.5705	\$51,812	\$26.7034	\$52,071	\$27.1040	\$52,853	\$27.2395	\$53,117
		2	\$26.7798	\$52,220	\$26.9137	\$52,481	\$27.3174	\$53,269	\$27.4540	\$53,535	\$27.8658	\$54,338	\$28.0051	\$54,610
		3	\$27.5319	\$53,687	\$27.6696	\$53,955	\$28.0846	\$54,765	\$28.2250	\$55,039	\$28.6484	\$55,864	\$28.7916	\$56,144
		4	\$28.4819	\$55,540	\$28.6243	\$55,818	\$29.0537	\$56,655	\$29.1990	\$56,938	\$29.6370	\$57,792	\$29.7852	\$58,081
		25 yrs.	\$29.4788	\$57,484	\$29.6262	\$57,771	\$30.0706	\$58,638	\$30.2210	\$58,931	\$30.6743	\$59,815	\$30.8277	\$60,114
HTH315	Electroneurophysiology Tech A	1	\$27.1531	\$52,948	\$27.2889	\$53,213	\$27.6982	\$54,011	\$27.8367	\$54,281	\$28.2543	\$55,096	\$28.3956	\$55,371
		2	\$27.9163	\$54,437	\$28.0559	\$54,709	\$28.4767	\$55,530	\$28.6191	\$55,807	\$29.0484	\$56,644	\$29.1936	\$56,928
		3	\$28.7005	\$55,966	\$28.8440	\$56,246	\$29.2767	\$57,090	\$29.4231	\$57,375	\$29.8644	\$58,236	\$30.0137	\$58,527
		4	\$29.6909	\$57,897	\$29.8394	\$58,187	\$30.2870	\$59,060	\$30.4384	\$59,355	\$30.8950	\$60,245	\$31.0495	\$60,546
		25 yrs.	\$30.7301	\$59,924	\$30.8838	\$60,223	\$31.3471	\$61,127	\$31.5038	\$61,432	\$31.9764	\$62,354	\$32.1363	\$62,666



**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH116		1	\$26.7797	\$52,220	\$26.9136	\$52,481	\$27.3173	\$53,268	\$27.4539	\$53,535	\$27.8657	\$54,338	\$28.0050	\$54,610
		2	\$27.5319	\$53,687	\$27.6696	\$53,955	\$28.0846	\$54,765	\$28.2250	\$55,039	\$28.6484	\$55,864	\$28.7916	\$56,144
		3	\$28.4819	\$55,540	\$28.6243	\$55,818	\$29.0537	\$56,655	\$29.1990	\$56,938	\$29.6370	\$57,792	\$29.7852	\$58,081
		4	\$29.4121	\$57,353	\$29.5592	\$57,640	\$30.0026	\$58,505	\$30.1526	\$58,797	\$30.6049	\$59,679	\$30.7579	\$59,978
		25 yrs.	\$30.4415	\$59,361	\$30.5937	\$59,658	\$31.0526	\$60,553	\$31.2079	\$60,855	\$31.6760	\$61,768	\$31.8344	\$62,077
HTH117	Clinical Program Coordinator A Clubhouse Rehab Worker II Contact Lens Technician Credentialing Officer Ophthalmic Photographer Ophthalmic Technician Team Leader, Anesthesia	1	\$25.8414	\$50,391	\$25.9706	\$50,643	\$26.3602	\$51,402	\$26.4920	\$51,659	\$26.8894	\$52,434	\$27.0238	\$52,696
		2	\$26.5670	\$51,806	\$26.6998	\$52,065	\$27.1003	\$52,846	\$27.2358	\$53,110	\$27.6443	\$53,906	\$27.7825	\$54,176
		3	\$27.4841	\$53,594	\$27.6215	\$53,862	\$28.0358	\$54,670	\$28.1760	\$54,943	\$28.5986	\$55,767	\$28.7416	\$56,046
		4	\$28.3813	\$55,343	\$28.5232	\$55,620	\$28.9510	\$56,454	\$29.0958	\$56,737	\$29.5322	\$57,588	\$29.6799	\$57,876
		5	\$29.2773	\$57,091	\$29.4237	\$57,376	\$29.8651	\$58,237	\$30.0144	\$58,528	\$30.4646	\$59,406	\$30.6169	\$59,703
		25 yrs.	\$30.3019	\$59,089	\$30.4534	\$59,384	\$30.9102	\$60,275	\$31.0648	\$60,576	\$31.5308	\$61,485	\$31.6885	\$61,792

**NSHA  
Health Care  
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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH217		1	\$26.3839	\$51,449	\$26.5158	\$51,706	\$26.9135	\$52,481	\$27.0481	\$52,744	\$27.4538	\$53,535	\$27.5911	\$53,803
		2	\$27.1249	\$52,893	\$27.2605	\$53,158	\$27.6694	\$53,955	\$27.8077	\$54,225	\$28.2248	\$55,038	\$28.3659	\$55,313
		3	\$28.0611	\$54,719	\$28.2014	\$54,993	\$28.6244	\$55,818	\$28.7675	\$56,097	\$29.1990	\$56,938	\$29.3450	\$57,223
		4	\$28.9772	\$56,506	\$29.1221	\$56,788	\$29.5589	\$57,640	\$29.7067	\$57,928	\$30.1523	\$58,797	\$30.3031	\$59,091
		5	\$29.8920	\$58,289	\$30.0415	\$58,581	\$30.4921	\$59,459	\$30.6446	\$59,757	\$31.1043	\$60,653	\$31.2598	\$60,956
		25 yrs.	\$30.9381	\$60,329	\$31.0928	\$60,631	\$31.5592	\$61,541	\$31.7170	\$61,848	\$32.1928	\$62,776	\$32.3538	\$63,090
HTH317	Registered Cardiology Stress Technologist	1	\$26.9380	\$52,529	\$27.0727	\$52,792	\$27.4788	\$53,584	\$27.6162	\$53,852	\$28.0304	\$54,659	\$28.1706	\$54,933
		2	\$27.6943	\$54,004	\$27.8328	\$54,274	\$28.2503	\$55,088	\$28.3916	\$55,364	\$28.8175	\$56,194	\$28.9616	\$56,475
		3	\$28.6505	\$55,868	\$28.7938	\$56,148	\$29.2257	\$56,990	\$29.3718	\$57,275	\$29.8124	\$58,134	\$29.9615	\$58,425
		4	\$29.5857	\$57,692	\$29.7336	\$57,981	\$30.1796	\$58,850	\$30.3305	\$59,145	\$30.7855	\$60,032	\$30.9394	\$60,332
		5	\$30.5195	\$59,513	\$30.6721	\$59,811	\$31.1322	\$60,708	\$31.2879	\$61,011	\$31.7572	\$61,927	\$31.9160	\$62,236
		25 yrs.	\$31.5877	\$61,596	\$31.7456	\$61,904	\$32.2218	\$62,833	\$32.3829	\$63,147	\$32.8686	\$64,094	\$33.0329	\$64,414

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH417	Advanced Care Paramedic	1	\$27.1682	\$52,978	\$27.3040	\$53,243	\$27.7136	\$54,042	\$27.8522	\$54,312	\$28.2700	\$55,126	\$28.4114	\$55,402
		2	\$27.9521	\$54,506	\$28.0919	\$54,779	\$28.5133	\$55,601	\$28.6559	\$55,879	\$29.0857	\$56,717	\$29.2311	\$57,000
		3	\$28.8131	\$56,185	\$28.9572	\$56,466	\$29.3916	\$57,313	\$29.5386	\$57,600	\$29.9817	\$58,464	\$30.1316	\$58,756
		4	\$30.1157	\$58,726	\$30.2663	\$59,019	\$30.7203	\$59,905	\$30.8739	\$60,204	\$31.3370	\$61,107	\$31.4937	\$61,413
		5	\$31.4846	\$61,395	\$31.6420	\$61,702	\$32.1166	\$62,627	\$32.2772	\$62,941	\$32.7614	\$63,885	\$32.9252	\$64,204
		25 yrs.	\$32.5866	\$63,544	\$32.7495	\$63,862	\$33.2407	\$64,819	\$33.4069	\$65,144	\$33.9080	\$66,121	\$34.0775	\$66,451
HTH118		1	\$24.4068	\$47,593	\$24.5288	\$47,831	\$24.8967	\$48,549	\$25.0212	\$48,791	\$25.3965	\$49,523	\$25.5235	\$49,771
		2	\$24.9693	\$48,690	\$25.0941	\$48,933	\$25.4705	\$49,667	\$25.5979	\$49,916	\$25.9819	\$50,664	\$26.1118	\$50,918
		3	\$26.2288	\$51,146	\$26.3599	\$51,402	\$26.7553	\$52,173	\$26.8891	\$52,434	\$27.2924	\$53,220	\$27.4289	\$53,486
		4	\$26.9655	\$52,583	\$27.1003	\$52,846	\$27.5068	\$53,639	\$27.6443	\$53,907	\$28.0590	\$54,715	\$28.1993	\$54,989
		5	\$28.8071	\$56,174	\$28.9511	\$56,455	\$29.3854	\$57,302	\$29.5323	\$57,588	\$29.9753	\$58,452	\$30.1252	\$58,744
		6	\$29.7165	\$57,947	\$29.8651	\$58,237	\$30.3131	\$59,110	\$30.4647	\$59,406	\$30.9217	\$60,297	\$31.0763	\$60,598
		25 yrs.	\$30.7564	\$59,975	\$30.9102	\$60,275	\$31.3739	\$61,179	\$31.5308	\$61,485	\$32.0038	\$62,407	\$32.1638	\$62,719

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH218	Electroneurophysiology Tech B Pulmonary Function Tech	1	\$25.9769	\$50,655	\$26.1068	\$50,908	\$26.4984	\$51,672	\$26.6309	\$51,930	\$27.0304	\$52,709	\$27.1656	\$52,973
		2	\$26.5756	\$51,822	\$26.7085	\$52,081	\$27.1091	\$52,863	\$27.2446	\$53,127	\$27.6533	\$53,924	\$27.7916	\$54,194
		3	\$27.9163	\$54,437	\$28.0559	\$54,709	\$28.4767	\$55,530	\$28.6191	\$55,807	\$29.0484	\$56,644	\$29.1936	\$56,928
		4	\$28.7005	\$55,966	\$28.8440	\$56,246	\$29.2767	\$57,089	\$29.4231	\$57,375	\$29.8644	\$58,235	\$30.0137	\$58,527
		5	\$30.6603	\$59,788	\$30.8136	\$60,086	\$31.2758	\$60,988	\$31.4322	\$61,293	\$31.9037	\$62,212	\$32.0632	\$62,523
		6	\$31.6282	\$61,675	\$31.7863	\$61,983	\$32.2631	\$62,913	\$32.4244	\$63,228	\$32.9108	\$64,176	\$33.0754	\$64,497
		25 yrs.	\$32.7352	\$63,834	\$32.8989	\$64,153	\$33.3924	\$65,115	\$33.5594	\$65,441	\$34.0628	\$66,422	\$34.2331	\$66,754
HTH418	Medical Laboratory Technologist A Polysomnographic Technologist Radiological Technologist Simulation Program Delivery Tech Tissue Bank Specialist in Training	1	\$27.6480	\$53,914	\$27.7862	\$54,183	\$28.2030	\$54,996	\$28.3440	\$55,271	\$28.7692	\$56,100	\$28.9130	\$56,380
		2	\$28.2852	\$55,156	\$28.4266	\$55,432	\$28.8530	\$56,263	\$28.9973	\$56,545	\$29.4323	\$57,393	\$29.5795	\$57,680
		3	\$29.7121	\$57,939	\$29.8607	\$58,228	\$30.3086	\$59,102	\$30.4601	\$59,397	\$30.9170	\$60,288	\$31.0716	\$60,590
		4	\$30.5468	\$59,566	\$30.6995	\$59,864	\$31.1600	\$60,762	\$31.3158	\$61,066	\$31.7855	\$61,982	\$31.9444	\$62,292
		5	\$32.6328	\$63,634	\$32.7960	\$63,952	\$33.2879	\$64,911	\$33.4543	\$65,236	\$33.9561	\$66,214	\$34.1259	\$66,546
		6	\$33.6629	\$65,643	\$33.8312	\$65,971	\$34.3387	\$66,960	\$34.5104	\$67,295	\$35.0281	\$68,305	\$35.2032	\$68,646
		25 yrs.	\$34.8411	\$67,940	\$35.0153	\$68,280	\$35.5405	\$69,304	\$35.7182	\$69,650	\$36.2540	\$70,695	\$36.4353	\$71,049

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH119	Registered Prosthetics/Orthotics Technician	1	\$26.7259	\$52,116	\$26.8595	\$52,376	\$27.2624	\$53,162	\$27.3987	\$53,428	\$27.8097	\$54,229	\$27.9487	\$54,500
		2	\$27.7925	\$54,195	\$27.9315	\$54,466	\$28.3505	\$55,283	\$28.4923	\$55,560	\$28.9197	\$56,393	\$29.0643	\$56,675
		3	\$28.9763	\$56,504	\$29.1212	\$56,786	\$29.5580	\$57,638	\$29.7058	\$57,926	\$30.1514	\$58,795	\$30.3022	\$59,089
		4	\$30.1617	\$58,816	\$30.3125	\$59,110	\$30.7672	\$59,996	\$30.9210	\$60,296	\$31.3848	\$61,201	\$31.5417	\$61,507
		5	\$31.4645	\$61,356	\$31.6218	\$61,663	\$32.0961	\$62,588	\$32.2566	\$62,900	\$32.7404	\$63,844	\$32.9041	\$64,163
		6	\$32.7683	\$63,898	\$32.9321	\$64,218	\$33.4261	\$65,181	\$33.5932	\$65,507	\$34.0971	\$66,489	\$34.2676	\$66,822
		25 yrs.	\$33.9152	\$66,135	\$34.0848	\$66,465	\$34.5961	\$67,462	\$34.7691	\$67,800	\$35.2906	\$68,817	\$35.4671	\$69,161
HTH120	Counsellor	1	\$19.6215	\$38,262	\$19.7196	\$38,453	\$20.0154	\$39,030	\$20.1155	\$39,225	\$20.4172	\$39,813	\$20.5193	\$40,013
		2	\$20.3393	\$39,662	\$20.4410	\$39,860	\$20.7476	\$40,458	\$20.8513	\$40,660	\$21.1641	\$41,270	\$21.2699	\$41,476
		3	\$23.3486	\$45,530	\$23.4653	\$45,757	\$23.8173	\$46,444	\$23.9364	\$46,676	\$24.2954	\$47,376	\$24.4169	\$47,613
		4	\$24.2531	\$47,294	\$24.3744	\$47,530	\$24.7400	\$48,243	\$24.8637	\$48,484	\$25.2367	\$49,211	\$25.3629	\$49,457
		5	\$25.3095	\$49,354	\$25.4360	\$49,600	\$25.8175	\$50,344	\$25.9466	\$50,596	\$26.3358	\$51,355	\$26.4675	\$51,612
		6	\$28.4765	\$55,529	\$28.6189	\$55,807	\$29.0482	\$56,644	\$29.1934	\$56,927	\$29.6313	\$57,781	\$29.7795	\$58,070
		7	\$29.6822	\$57,880	\$29.8306	\$58,170	\$30.2781	\$59,042	\$30.4295	\$59,337	\$30.8859	\$60,227	\$31.0403	\$60,529
		8	\$30.8882	\$60,232	\$31.0426	\$60,533	\$31.5082	\$61,441	\$31.6657	\$61,748	\$32.1407	\$62,674	\$32.3014	\$62,988
		25 yrs.	\$31.9694	\$62,340	\$32.1292	\$62,652	\$32.6111	\$63,592	\$32.7742	\$63,910	\$33.2658	\$64,868	\$33.4321	\$65,193

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH121	Reg Pacemaker/Device Technologist	1	\$30.6603	\$59,788	\$30.8136	\$60,086	\$31.2758	\$60,988	\$31.4322	\$61,293	\$31.9037	\$62,212	\$32.0632	\$62,523
		2	\$31.6283	\$61,675	\$31.7864	\$61,984	\$32.2632	\$62,913	\$32.4245	\$63,228	\$32.9109	\$64,176	\$33.0755	\$64,497
		3	\$32.6208	\$63,611	\$32.7839	\$63,929	\$33.2757	\$64,888	\$33.4421	\$65,212	\$33.9437	\$66,190	\$34.1134	\$66,521
		4	\$33.5905	\$65,501	\$33.7585	\$65,829	\$34.2649	\$66,816	\$34.4362	\$67,150	\$34.9527	\$68,158	\$35.1275	\$68,498
		25 yrs.	\$34.7662	\$67,794	\$34.9400	\$68,133	\$35.4641	\$69,155	\$35.6414	\$69,501	\$36.1760	\$70,543	\$36.3569	\$70,896
HTH122	Autism Skills Worker	1	\$27.1058	\$52,856	\$27.2413	\$53,121	\$27.6499	\$53,917	\$27.7881	\$54,187	\$28.2049	\$55,000	\$28.3459	\$55,275
	BMT Specialist			\$49,333		\$49,579		\$50,323		\$50,575		\$51,333		\$51,590
	Clinical Program Coordinator B													
	Community Support Worker	2	\$28.0228	\$54,644	\$28.1629	\$54,918	\$28.5853	\$55,741	\$28.7282	\$56,020	\$29.1591	\$56,860	\$29.3049	\$57,145
	Dental Hygienist			\$51,001		\$51,256		\$52,025		\$52,285		\$53,070		\$53,335
	Financial Services Officer B													
	Kinesiologist	3	\$28.9202	\$56,394	\$29.0648	\$56,676	\$29.5008	\$57,527	\$29.6483	\$57,814	\$30.0930	\$58,681	\$30.2435	\$58,975
	Youth Care Worker B			\$52,635		\$52,898		\$53,691		\$53,960		\$54,769		\$55,043
	4	\$29.8160	\$58,141	\$29.9651	\$58,432	\$30.4146	\$59,309	\$30.5667	\$59,605	\$31.0252	\$60,499	\$31.1803	\$60,802	
			\$54,265		\$54,537		\$55,355		\$55,631		\$56,466		\$56,748	
	<i>Annual Salary based upon 1950 hours</i>	5	\$30.7348	\$59,933	\$30.8885	\$60,233	\$31.3518	\$61,136	\$31.5086	\$61,442	\$31.9812	\$62,364	\$32.1411	\$62,675
	<i>Annual Salary based upon 1820 hours</i>			\$55,938		\$56,217		\$57,060		\$57,346		\$58,206		\$58,497
		6	\$31.6325	\$61,683	\$31.7907	\$61,992	\$32.2676	\$62,922	\$32.4289	\$63,236	\$32.9153	\$64,185	\$33.0799	\$64,506
				\$57,571		\$57,859		\$58,727		\$59,020		\$59,906		\$60,205
		25 yrs.	\$32.7395	\$63,842	\$32.9032	\$64,161	\$33.3967	\$65,124	\$33.5637	\$65,449	\$34.0672	\$66,431	\$34.2375	\$66,763
				\$59,586		\$59,884		\$60,782		\$61,086		\$62,002		\$62,312

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH222		1	\$27.6751	\$53,966	\$27.8135	\$54,236	\$28.2307	\$55,050	\$28.3719	\$55,325	\$28.7975	\$56,155	\$28.9415	\$56,435
		2	\$28.6114	\$55,792	\$28.7545	\$56,071	\$29.1858	\$56,912	\$29.3317	\$57,197	\$29.7717	\$58,055	\$29.9206	\$58,345
		3	\$29.5275	\$57,579	\$29.6751	\$57,867	\$30.1202	\$58,735	\$30.2708	\$59,028	\$30.7249	\$59,914	\$30.8785	\$60,213
		4	\$30.4423	\$59,362	\$30.5945	\$59,659	\$31.0534	\$60,554	\$31.2087	\$60,857	\$31.6768	\$61,770	\$31.8352	\$62,079
		5	\$31.3803	\$61,192	\$31.5372	\$61,498	\$32.0103	\$62,420	\$32.1704	\$62,732	\$32.6530	\$63,673	\$32.8163	\$63,991
		6	\$32.2966	\$62,978	\$32.4581	\$63,293	\$32.9450	\$64,243	\$33.1097	\$64,564	\$33.6063	\$65,532	\$33.7743	\$65,860
		25 yrs.	\$33.4270	\$65,183	\$33.5941	\$65,508	\$34.0980	\$66,491	\$34.2685	\$66,824	\$34.7825	\$67,826	\$34.9564	\$68,165
HTH322	Locomotor Function Tech Reg Cardiology Invasive Technologist	1	\$29.4554	\$57,438	\$29.6027	\$57,725	\$30.0467	\$58,591	\$30.1969	\$58,884	\$30.6499	\$59,767	\$30.8031	\$60,066
		2	\$30.4519	\$59,381	\$30.6042	\$59,678	\$31.0633	\$60,573	\$31.2186	\$60,876	\$31.6869	\$61,789	\$31.8453	\$62,098
		3	\$31.4272	\$61,283	\$31.5843	\$61,589	\$32.0581	\$62,513	\$32.2184	\$62,826	\$32.7017	\$63,768	\$32.8652	\$64,087
		4	\$32.4008	\$63,181	\$32.5628	\$63,497	\$33.0512	\$64,450	\$33.2165	\$64,772	\$33.7147	\$65,744	\$33.8833	\$66,072
		5	\$33.3991	\$65,128	\$33.5661	\$65,454	\$34.0696	\$66,436	\$34.2399	\$66,768	\$34.7535	\$67,769	\$34.9273	\$68,108
		6	\$34.3743	\$67,030	\$34.5462	\$67,365	\$35.0644	\$68,376	\$35.2397	\$68,717	\$35.7683	\$69,748	\$35.9471	\$70,097
		25 yrs.	\$35.5773	\$69,376	\$35.7552	\$69,723	\$36.2915	\$70,769	\$36.4730	\$71,122	\$37.0201	\$72,189	\$37.2052	\$72,550

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH422	Psychology Technician	1	\$28.8495	\$56,256	\$28.9937	\$56,538	\$29.4286	\$57,386	\$29.5757	\$57,673	\$30.0193	\$58,538	\$30.1694	\$58,831
		2	\$29.8255	\$58,160	\$29.9746	\$58,451	\$30.4242	\$59,327	\$30.5763	\$59,624	\$31.0349	\$60,518	\$31.1901	\$60,821
		3	\$30.7807	\$60,022	\$30.9346	\$60,323	\$31.3986	\$61,227	\$31.5556	\$61,533	\$32.0289	\$62,457	\$32.1890	\$62,769
		4	\$31.7343	\$61,882	\$31.8930	\$62,191	\$32.3714	\$63,124	\$32.5333	\$63,440	\$33.0213	\$64,391	\$33.1864	\$64,713
		5	\$32.7121	\$63,789	\$32.8757	\$64,108	\$33.3688	\$65,069	\$33.5356	\$65,395	\$34.0386	\$66,376	\$34.2088	\$66,707
		6	\$33.6676	\$65,652	\$33.8359	\$65,980	\$34.3434	\$66,970	\$34.5151	\$67,305	\$35.0328	\$68,314	\$35.2080	\$68,656
		25 yrs.	\$34.8459	\$67,950	\$35.0201	\$68,289	\$35.5454	\$69,314	\$35.7231	\$69,660	\$36.2589	\$70,705	\$36.4402	\$71,059
HTH522	Cardiac Sonographer CT Technologist Diagnostic Medical Sonographer Interventional Technologist Medical Laboratory Technologist B MRI Technologist Nuclear Medicine Technologist	1	\$30.7055	\$59,876	\$30.8590	\$60,175	\$31.3219	\$61,078	\$31.4785	\$61,383	\$31.9507	\$62,304	\$32.1105	\$62,615
		2	\$31.7445	\$61,902	\$31.9032	\$62,211	\$32.3817	\$63,144	\$32.5436	\$63,460	\$33.0318	\$64,412	\$33.1970	\$64,734
		3	\$32.7609	\$63,884	\$32.9247	\$64,203	\$33.4186	\$65,166	\$33.5857	\$65,492	\$34.0895	\$66,474	\$34.2599	\$66,807
		4	\$33.7759	\$65,863	\$33.9448	\$66,192	\$34.4540	\$67,185	\$34.6263	\$67,521	\$35.1457	\$68,534	\$35.3214	\$68,877
		5	\$34.8166	\$67,892	\$34.9907	\$68,232	\$35.5156	\$69,255	\$35.6932	\$69,602	\$36.2286	\$70,646	\$36.4097	\$70,999
		6	\$35.8333	\$69,875	\$36.0125	\$70,224	\$36.5527	\$71,278	\$36.7355	\$71,634	\$37.2865	\$72,709	\$37.4729	\$73,072
		25 yrs.	\$37.0875	\$72,321	\$37.2729	\$72,682	\$37.8320	\$73,772	\$38.0212	\$74,141	\$38.5915	\$75,253	\$38.7845	\$75,630



**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH123	Community Health Worker	1	\$26.1128	\$47,525	\$26.2434	\$47,763	\$26.6371	\$48,479	\$26.7703	\$48,722	\$27.1719	\$49,453	\$27.3078	\$49,700
		2	\$27.2251	\$49,550	\$27.3612	\$49,797	\$27.7716	\$50,544	\$27.9105	\$50,797	\$28.3292	\$51,559	\$28.4708	\$51,817
		3	\$28.3389	\$51,577	\$28.4806	\$51,835	\$28.9078	\$52,612	\$29.0523	\$52,875	\$29.4881	\$53,668	\$29.6355	\$53,937
		4	\$29.5628	\$53,804	\$29.7106	\$54,073	\$30.1563	\$54,884	\$30.3071	\$55,159	\$30.7617	\$55,986	\$30.9155	\$56,266
		5	\$30.7877	\$56,034	\$30.9416	\$56,314	\$31.4057	\$57,158	\$31.5627	\$57,444	\$32.0361	\$58,306	\$32.1963	\$58,597
		6	\$32.0130	\$58,264	\$32.1731	\$58,555	\$32.6557	\$59,433	\$32.8190	\$59,730	\$33.3113	\$60,626	\$33.4779	\$60,929
		25 yrs.	\$33.1335	\$60,303	\$33.2992	\$60,604	\$33.7987	\$61,513	\$33.9677	\$61,821	\$34.4772	\$62,748	\$34.6496	\$63,062
HTH124	Biomedical Engineering Technologist	1	\$25.9040	\$50,513	\$26.0335	\$50,765	\$26.4240	\$51,527	\$26.5561	\$51,784	\$26.9544	\$52,561	\$27.0892	\$52,824
		2	\$27.6311	\$53,881	\$27.7693	\$54,150	\$28.1858	\$54,962	\$28.3267	\$55,237	\$28.7516	\$56,066	\$28.8954	\$56,346
		3	\$29.3579	\$57,248	\$29.5047	\$57,534	\$29.9473	\$58,397	\$30.0970	\$58,689	\$30.5485	\$59,569	\$30.7012	\$59,867
		4	\$31.0849	\$60,615	\$31.2403	\$60,919	\$31.7089	\$61,832	\$31.8674	\$62,141	\$32.3454	\$63,074	\$32.5071	\$63,389
		5	\$34.6715	\$67,609	\$34.8449	\$67,947	\$35.3676	\$68,967	\$35.5444	\$69,311	\$36.0776	\$70,351	\$36.2580	\$70,703
		25 yrs.	\$35.8849	\$69,976	\$36.0643	\$70,325	\$36.6053	\$71,380	\$36.7883	\$71,737	\$37.3401	\$72,813	\$37.5268	\$73,177
		Annual Salary based upon 1820 hours												

**NSHA  
Health Care  
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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH125		1	\$31.2928	\$61,021	\$31.4493	\$61,326	\$31.9210	\$62,246	\$32.0806	\$62,557	\$32.5618	\$63,495	\$32.7246	\$63,813
		2	\$32.2226	\$62,834	\$32.3837	\$63,148	\$32.8695	\$64,095	\$33.0338	\$64,416	\$33.5293	\$65,382	\$33.6969	\$65,709
		3	\$33.3513	\$65,035	\$33.5181	\$65,360	\$34.0209	\$66,341	\$34.1910	\$66,672	\$34.7039	\$67,672	\$34.8774	\$68,011
		4	\$34.5386	\$67,350	\$34.7113	\$67,687	\$35.2320	\$68,702	\$35.4082	\$69,046	\$35.9393	\$70,082	\$36.1190	\$70,432
		25 yrs.	\$35.7474	\$69,707	\$35.9261	\$70,056	\$36.4650	\$71,107	\$36.6473	\$71,462	\$37.1970	\$72,534	\$37.3830	\$72,897
HTH126	Colposcopy Coordinator Coordinator, Rehabilitation Services Health Care Social Worker A (BSW) Music Therapist Pedorthist Trades Coordinator	1	\$28.9774	\$56,506 <b>\$52,739</b>	\$29.1223	\$56,789 <b>\$53,003</b>	\$29.5591	\$57,640 <b>\$53,798</b>	\$29.7069	\$57,929 <b>\$54,067</b>	\$30.1525	\$58,797 <b>\$54,878</b>	\$30.3033	\$59,091 <b>\$55,152</b>
		2	\$31.7465	\$61,906 <b>\$57,779</b>	\$31.9052	\$62,215 <b>\$58,067</b>	\$32.3838	\$63,148 <b>\$58,938</b>	\$32.5457	\$63,464 <b>\$59,233</b>	\$33.0339	\$64,416 <b>\$60,122</b>	\$33.1991	\$64,738 <b>\$60,422</b>
		3	\$32.8584	\$64,074 <b>\$59,802</b>	\$33.0227	\$64,394 <b>\$60,101</b>	\$33.5180	\$65,360 <b>\$61,003</b>	\$33.6856	\$65,687 <b>\$61,308</b>	\$34.1909	\$66,672 <b>\$62,227</b>	\$34.3619	\$67,006 <b>\$62,539</b>
		4	\$34.0284	\$66,355 <b>\$61,932</b>	\$34.1985	\$66,687 <b>\$62,241</b>	\$34.7115	\$67,688 <b>\$63,175</b>	\$34.8851	\$68,026 <b>\$63,491</b>	\$35.4084	\$69,046 <b>\$64,443</b>	\$35.5854	\$69,392 <b>\$64,765</b>
		5	\$35.1789	\$68,599 <b>\$64,026</b>	\$35.3548	\$68,942 <b>\$64,346</b>	\$35.8851	\$69,976 <b>\$65,311</b>	\$36.0645	\$70,326 <b>\$65,637</b>	\$36.6055	\$71,381 <b>\$66,622</b>	\$36.7885	\$71,738 <b>\$66,955</b>
		25 yrs.	\$36.4101	\$71,000 <b>\$66,266</b>	\$36.5922	\$71,355 <b>\$66,598</b>	\$37.1411	\$72,425 <b>\$67,597</b>	\$37.3268	\$72,787 <b>\$67,935</b>	\$37.8867	\$73,879 <b>\$68,954</b>	\$38.0761	\$74,248 <b>\$69,298</b>
			<i>Annual Salary based upon 1950 hours</i>											
			<i>Annual Salary based upon 1820 hours</i>											

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH226	Computer Services Officer B	1	\$29.5859	\$57,693	\$29.7338	\$57,981	\$30.1798	\$58,851	\$30.3307	\$59,145	\$30.7857	\$60,032	\$30.9396	\$60,332
		2	\$32.4132	\$63,206	\$32.5753	\$63,522	\$33.0639	\$64,475	\$33.2292	\$64,797	\$33.7276	\$65,769	\$33.8962	\$66,098
		3	\$33.5484	\$65,419	\$33.7161	\$65,746	\$34.2218	\$66,733	\$34.3929	\$67,066	\$34.9088	\$68,072	\$35.0833	\$68,413
		4	\$34.7429	\$67,749	\$34.9166	\$68,088	\$35.4403	\$69,109	\$35.6175	\$69,454	\$36.1518	\$70,496	\$36.3326	\$70,849
		5	\$35.9176	\$70,039	\$36.0972	\$70,389	\$36.6387	\$71,445	\$36.8219	\$71,802	\$37.3742	\$72,879	\$37.5611	\$73,244
		25 yrs.	\$37.1746	\$72,490	\$37.3605	\$72,853	\$37.9209	\$73,946	\$38.1105	\$74,315	\$38.6822	\$75,430	\$38.8756	\$75,807
HTH326	Psychometrist Vocational Counsellor	1	\$30.2073	\$58,904	\$30.3583	\$59,199	\$30.8137	\$60,087	\$30.9678	\$60,387	\$31.4323	\$61,293	\$31.5895	\$61,599
		2	\$33.0940	\$64,533	\$33.2595	\$64,856	\$33.7584	\$65,829	\$33.9272	\$66,158	\$34.4361	\$67,150	\$34.6083	\$67,486
		3	\$34.2529	\$66,793	\$34.4242	\$67,127	\$34.9406	\$68,134	\$35.1153	\$68,475	\$35.6420	\$69,502	\$35.8202	\$69,849
		4	\$35.4726	\$69,172	\$35.6500	\$69,517	\$36.1848	\$70,560	\$36.3657	\$70,913	\$36.9112	\$71,977	\$37.0958	\$72,337
		5	\$36.6718	\$71,510	\$36.8552	\$71,868	\$37.4080	\$72,946	\$37.5950	\$73,310	\$38.1589	\$74,410	\$38.3497	\$74,782
		25 yrs.	\$37.9553	\$74,013	\$38.1451	\$74,383	\$38.7173	\$75,499	\$38.9109	\$75,876	\$39.4946	\$77,014	\$39.6921	\$77,400

**NSHA  
Health Care  
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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH426	DIIS Technologist	1	\$30.0084	\$58,516	\$30.1584	\$58,809	\$30.6108	\$59,691	\$30.7639	\$59,989	\$31.2254	\$60,889	\$31.3815	\$61,194
		2	\$31.8838	\$62,173	\$32.0432	\$62,484	\$32.5238	\$63,422	\$32.6864	\$63,739	\$33.1767	\$64,695	\$33.3426	\$65,018
		3	\$33.7593	\$65,831	\$33.9281	\$66,160	\$34.4370	\$67,152	\$34.6092	\$67,488	\$35.1283	\$68,500	\$35.3039	\$68,843
		4	\$35.6348	\$69,488	\$35.8130	\$69,835	\$36.3502	\$70,883	\$36.5320	\$71,237	\$37.0800	\$72,306	\$37.2654	\$72,668
		5	\$37.5105	\$73,145	\$37.6981	\$73,511	\$38.2636	\$74,614	\$38.4549	\$74,987	\$39.0317	\$76,112	\$39.2269	\$76,492
		25 yrs.	\$38.8233	\$75,705	\$39.0174	\$76,084	\$39.6027	\$77,225	\$39.8007	\$77,611	\$40.3977	\$78,776	\$40.5997	\$79,169
HTH526	LIS Database Coordinator Medical Laboratory Technologist C Pathology Assistant Radiochemistry Lab Technologist Radiological Technologist QC Team Leader, Diagnostic Imaging Vascular Diagnostic Technologist	1	\$30.8418	\$60,141	\$30.9960	\$60,442	\$31.4609	\$61,349	\$31.6182	\$61,655	\$32.0925	\$62,580	\$32.2530	\$62,893
		2	\$33.7887	\$65,888	\$33.9576	\$66,218	\$34.4670	\$67,211	\$34.6393	\$67,547	\$35.1589	\$68,560	\$35.3347	\$68,903
		3	\$34.9720	\$68,196	\$35.1469	\$68,537	\$35.6741	\$69,565	\$35.8525	\$69,912	\$36.3903	\$70,961	\$36.5723	\$71,316
		4	\$36.2175	\$70,624	\$36.3986	\$70,977	\$36.9446	\$72,042	\$37.1293	\$72,402	\$37.6862	\$73,488	\$37.8746	\$73,856
		5	\$37.4419	\$73,012	\$37.6291	\$73,377	\$38.1935	\$74,478	\$38.3845	\$74,850	\$38.9603	\$75,973	\$39.1551	\$76,353
		25 yrs.	\$38.7524	\$75,567	\$38.9462	\$75,945	\$39.5304	\$77,084	\$39.7281	\$77,470	\$40.3240	\$78,632	\$40.5256	\$79,025

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH127		1	\$26.0476	\$50,793	\$26.1778	\$51,047	\$26.5705	\$51,812	\$26.7034	\$52,071	\$27.1040	\$52,853	\$27.2395	\$53,117
		2	\$26.7798	\$52,220	\$26.9137	\$52,481	\$27.3174	\$53,269	\$27.4540	\$53,535	\$27.8658	\$54,338	\$28.0051	\$54,610
		3	\$28.4819	\$55,540	\$28.6243	\$55,818	\$29.0537	\$56,655	\$29.1990	\$56,938	\$29.6370	\$57,792	\$29.7852	\$58,081
		4	\$29.4121	\$57,353	\$29.5592	\$57,640	\$30.0026	\$58,505	\$30.1526	\$58,797	\$30.6049	\$59,679	\$30.7579	\$59,978
		5	\$32.2227	\$62,834	\$32.3838	\$63,148	\$32.8696	\$64,096	\$33.0339	\$64,416	\$33.5294	\$65,382	\$33.6970	\$65,709
		6	\$33.3512	\$65,035	\$33.5180	\$65,360	\$34.0208	\$66,340	\$34.1909	\$66,672	\$34.7038	\$67,672	\$34.8773	\$68,010
		7	\$34.5387	\$67,351	\$34.7114	\$67,687	\$35.2321	\$68,703	\$35.4083	\$69,046	\$35.9394	\$70,082	\$36.1191	\$70,432
		8	\$35.7066	\$69,628	\$35.8851	\$69,976	\$36.4234	\$71,026	\$36.6055	\$71,381	\$37.1546	\$72,451	\$37.3404	\$72,814
		25 yrs.	\$36.9564	\$72,065	\$37.1412	\$72,425	\$37.6983	\$73,512	\$37.8868	\$73,879	\$38.4551	\$74,987	\$38.6474	\$75,362

**NSHA  
Health Care  
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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH227	Critical Care Paramedic Respiratory Therapist	1	\$26.5945	\$51,859	\$26.7275	\$52,119	\$27.1284	\$52,900	\$27.2640	\$53,165	\$27.6730	\$53,962	\$27.8114	\$54,232
		2	\$27.3421	\$53,317	\$27.4788	\$53,584	\$27.8910	\$54,387	\$28.0305	\$54,659	\$28.4510	\$55,479	\$28.5933	\$55,757
		3	\$29.0801	\$56,706	\$29.2255	\$56,990	\$29.6639	\$57,845	\$29.8122	\$58,134	\$30.2594	\$59,006	\$30.4107	\$59,301
		4	\$30.0296	\$58,558	\$30.1797	\$58,851	\$30.6324	\$59,733	\$30.7856	\$60,032	\$31.2474	\$60,932	\$31.4036	\$61,237
		5	\$32.8993	\$64,154	\$33.0638	\$64,475	\$33.5598	\$65,442	\$33.7276	\$65,769	\$34.2335	\$66,756	\$34.4047	\$67,089
		6	\$34.0517	\$66,401	\$34.2220	\$66,733	\$34.7353	\$67,734	\$34.9090	\$68,072	\$35.4326	\$69,093	\$35.6098	\$69,439
		7	\$35.2641	\$68,765	\$35.4404	\$69,109	\$35.9720	\$70,145	\$36.1519	\$70,496	\$36.6942	\$71,554	\$36.8777	\$71,911
		8	\$36.4564	\$71,090	\$36.6387	\$71,445	\$37.1883	\$72,517	\$37.3742	\$72,880	\$37.9348	\$73,973	\$38.1245	\$74,343
		25 yrs.	\$37.7323	\$73,578	\$37.9210	\$73,946	\$38.4898	\$75,055	\$38.6822	\$75,430	\$39.2624	\$76,562	\$39.4587	\$76,945

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH128		1	\$33.3512	\$65,035	\$33.5180	\$65,360	\$34.0208	\$66,340	\$34.1909	\$66,672	\$34.7038	\$67,672	\$34.8773	\$68,010
		2	\$34.5387	\$67,351	\$34.7114	\$67,687	\$35.2321	\$68,703	\$35.4083	\$69,046	\$35.9394	\$70,082	\$36.1191	\$70,432
		3	\$35.7065	\$69,628	\$35.8850	\$69,976	\$36.4233	\$71,025	\$36.6054	\$71,380	\$37.1545	\$72,451	\$37.3403	\$72,813
		4	\$36.8545	\$71,866	\$37.0388	\$72,226	\$37.5944	\$73,309	\$37.7824	\$73,676	\$38.3491	\$74,781	\$38.5408	\$75,155
		25 yrs.	\$38.1446	\$74,382	\$38.3353	\$74,754	\$38.9103	\$75,875	\$39.1049	\$76,254	\$39.6915	\$77,398	\$39.8900	\$77,785
HTH129		1	\$31.5367	\$61,497	\$31.6944	\$61,804	\$32.1698	\$62,731	\$32.3306	\$63,045	\$32.8156	\$63,990	\$32.9797	\$64,310
		2	\$32.9235	\$64,201	\$33.0881	\$64,522	\$33.5844	\$65,489	\$33.7523	\$65,817	\$34.2586	\$66,804	\$34.4299	\$67,138
		3	\$34.3083	\$66,901	\$34.4798	\$67,236	\$34.9970	\$68,244	\$35.1720	\$68,585	\$35.6996	\$69,614	\$35.8781	\$69,962
		4	\$35.6944	\$69,604	\$35.8729	\$69,952	\$36.4110	\$71,001	\$36.5931	\$71,356	\$37.1420	\$72,427	\$37.3277	\$72,789
		5	\$37.0782	\$72,302	\$37.2636	\$72,664	\$37.8226	\$73,754	\$38.0117	\$74,123	\$38.5819	\$75,234	\$38.7748	\$75,611
		25 yrs.	\$38.3756	\$74,833	\$38.5675	\$75,207	\$39.1460	\$76,335	\$39.3417	\$76,717	\$39.9318	\$77,868	\$40.1315	\$78,257

**NSHA  
Health Care  
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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH229		1	\$32.1990	\$62,788	\$32.3600	\$63,102	\$32.8454	\$64,049	\$33.0096	\$64,369	\$33.5047	\$65,334	\$33.6722	\$65,661
		2	\$33.6148	\$65,549	\$33.7829	\$65,877	\$34.2896	\$66,865	\$34.4610	\$67,199	\$34.9779	\$68,207	\$35.1528	\$68,548
		3	\$35.0286	\$68,306	\$35.2037	\$68,647	\$35.7318	\$69,677	\$35.9105	\$70,025	\$36.4492	\$71,076	\$36.6314	\$71,431
		4	\$36.4439	\$71,066	\$36.6261	\$71,421	\$37.1755	\$72,492	\$37.3614	\$72,855	\$37.9218	\$73,947	\$38.1114	\$74,317
		5	\$37.8569	\$73,821	\$38.0462	\$74,190	\$38.6169	\$75,303	\$38.8100	\$75,679	\$39.3922	\$76,814	\$39.5892	\$77,199
		25 yrs.	\$39.1817	\$76,404	\$39.3776	\$76,786	\$39.9683	\$77,938	\$40.1681	\$78,328	\$40.7706	\$79,503	\$40.9745	\$79,900
HTH130	Clinical Therapist (Dev)	1	\$29.8324	\$58,173	\$29.9816	\$58,464	\$30.4313	\$59,341	\$30.5835	\$59,638	\$31.0423	\$60,532	\$31.1975	\$60,835
	Community Outreach Worker			\$54,295		\$54,566		\$55,385		\$55,662		\$56,497		\$56,779
	Psychologist (Master's Candidate Register)	2	\$32.2968	\$62,979	\$32.4583	\$63,294	\$32.9452	\$64,243	\$33.1099	\$64,564	\$33.6065	\$65,533	\$33.7745	\$65,861
	Recreation Therapist			\$58,780		\$59,074		\$59,960		\$60,260		\$61,164		\$61,470
	Tissue Bank Specialist	3	\$33.5287	\$65,381	\$33.6963	\$65,708	\$34.2017	\$66,693	\$34.3727	\$67,027	\$34.8883	\$68,032	\$35.0627	\$68,372
	Youth Health Centre Coordinator			\$61,022		\$61,327		\$62,247		\$62,558		\$63,497		\$63,814
		4	\$34.8718	\$68,000	\$35.0462	\$68,340	\$35.5719	\$69,365	\$35.7498	\$69,712	\$36.2860	\$70,757	\$36.4674	\$71,111
			\$63,467		\$63,784		\$64,741		\$65,064		\$66,040		\$66,371	
		5	\$36.2410	\$70,670	\$36.4222	\$71,023	\$36.9685	\$72,089	\$37.1533	\$72,449	\$37.7106	\$73,536	\$37.8992	\$73,903
			\$65,959		\$66,288		\$67,283		\$67,619		\$68,633		\$68,977	
		6	\$37.6714	\$73,459	\$37.8598	\$73,826	\$38.4277	\$74,934	\$38.6198	\$75,308	\$39.1991	\$76,438	\$39.3951	\$76,820
			\$68,562		\$68,905		\$69,938		\$70,288		\$71,342		\$71,699	
		25 yrs.	\$38.9898	\$76,030	\$39.1847	\$76,410	\$39.7725	\$77,557	\$39.9714	\$77,944	\$40.5710	\$79,113	\$40.7739	\$79,509
			\$70,962		\$71,316		\$72,386		\$72,748		\$73,839		\$74,208	
			<i>Annual Salary based upon 1950 hours</i>											
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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH230	Behaviorist	1	\$30.4587	\$59,394	\$30.6110	\$59,691	\$31.0702	\$60,587	\$31.2256	\$60,890	\$31.6940	\$61,803	\$31.8525	\$62,112
	Clinical Program Coordinator C			\$55,435		\$55,712		\$56,548		\$56,830		\$57,683		\$57,971
	Crisis Intervener	2	\$32.9751	\$64,301	\$33.1400	\$64,623	\$33.6371	\$65,592	\$33.8053	\$65,920	\$34.3124	\$66,909	\$34.4840	\$67,243
	Health Care Social Worker B (BSW)			\$60,015	\$60,315	\$61,219	\$61,525	\$62,448	\$62,761					
	Medical Laboratory Technologist D	3	\$34.2326	\$66,754	\$34.4038	\$67,087	\$34.9199	\$68,094	\$35.0945	\$68,434	\$35.6209	\$69,461	\$35.7990	\$69,808
	Occupational Therapist			\$62,303	\$62,615	\$63,554	\$63,872	\$64,830	\$65,154					
	Physiotherapist	4	\$35.6041	\$69,428	\$35.7821	\$69,775	\$36.3188	\$70,822	\$36.5004	\$71,176	\$37.0479	\$72,243	\$37.2331	\$72,605
	Placement Coordinator			\$64,799	\$65,123	\$66,100	\$66,431	\$67,427	\$67,764					
Senior Respiratory Therapist	5	\$37.0021	\$72,154	\$37.1871	\$72,515	\$37.7449	\$73,603	\$37.9336	\$73,971	\$38.5026	\$75,080	\$38.6951	\$75,456	
Spiritual & Religious Care Chaplain			\$67,344	\$67,681	\$68,696	\$69,039	\$70,075	\$70,425						
Team Leader, NM/CT/MRI/IV	6		\$75,002	\$38.6547	\$75,377	\$39.2345	\$76,507	\$39.4307	\$76,890	\$40.0222	\$78,043	\$40.2223	\$78,434	
<i>Annual Salary based upon 1950 hours</i>			\$70,002	\$70,352	\$71,407	\$71,764	\$72,840	\$73,205						
<i>Annual Salary based upon 1820 hours</i>	25 yrs.		\$39.8085	\$77,627	\$40.0075	\$78,015	\$40.6076	\$79,185	\$40.8106	\$79,581	\$41.4228	\$80,775	\$41.6299	\$81,179
			\$72,452	\$72,814	\$73,906	\$74,276	\$75,390	\$75,767						

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH330	Orthoptist	1	\$31.0984	\$60,642	\$31.2539	\$60,945	\$31.7227	\$61,859	\$31.8813	\$62,168	\$32.3595	\$63,101	\$32.5213	\$63,416
		2	\$33.6678	\$65,652	\$33.8361	\$65,980	\$34.3436	\$66,970	\$34.5153	\$67,305	\$35.0330	\$68,314	\$35.2082	\$68,656
		3	\$34.9515	\$68,156	\$35.1263	\$68,497	\$35.6532	\$69,524	\$35.8315	\$69,872	\$36.3690	\$70,920	\$36.5508	\$71,274
		4	\$36.3517	\$70,886	\$36.5335	\$71,240	\$37.0815	\$72,309	\$37.2669	\$72,670	\$37.8259	\$73,760	\$38.0150	\$74,129
		5	\$37.7791	\$73,669	\$37.9680	\$74,038	\$38.5375	\$75,148	\$38.7302	\$75,524	\$39.3112	\$76,657	\$39.5078	\$77,040
		6	\$39.2700	\$76,577	\$39.4664	\$76,960	\$40.0584	\$78,114	\$40.2587	\$78,505	\$40.8626	\$79,682	\$41.0669	\$80,080
		25 yrs.	\$40.6445	\$79,257	\$40.8477	\$79,653	\$41.4604	\$80,848	\$41.6677	\$81,252	\$42.2927	\$82,471	\$42.5042	\$82,883
HTH131		1	\$34.5387	\$67,351	\$34.7114	\$67,687	\$35.2321	\$68,703	\$35.4083	\$69,046	\$35.9394	\$70,082	\$36.1191	\$70,432
		2	\$35.7066	\$69,628	\$35.8851	\$69,976	\$36.4234	\$71,026	\$36.6055	\$71,381	\$37.1546	\$72,451	\$37.3404	\$72,814
		3	\$36.8547	\$71,867	\$37.0390	\$72,226	\$37.5946	\$73,309	\$37.7826	\$73,676	\$38.3493	\$74,781	\$38.5410	\$75,155
		4	\$38.1672	\$74,426	\$38.3580	\$74,798	\$38.9334	\$75,920	\$39.1281	\$76,300	\$39.7150	\$77,444	\$39.9136	\$77,832
		25 yrs.	\$39.5032	\$77,031	\$39.7007	\$77,416	\$40.2962	\$78,578	\$40.4977	\$78,970	\$41.1052	\$80,155	\$41.3107	\$80,556

**NSHA  
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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH231	Certified Prosthetics / Orthotics Clinician	1	\$36.0044	\$70,209	\$36.1844	\$70,560	\$36.7272	\$71,618	\$36.9108	\$71,976	\$37.4645	\$73,056	\$37.6518	\$73,421
		2	\$37.0542	\$72,256	\$37.2395	\$72,617	\$37.7981	\$73,706	\$37.9871	\$74,075	\$38.5569	\$75,186	\$38.7497	\$75,562
		3	\$38.4188	\$74,917	\$38.6109	\$75,291	\$39.1901	\$76,421	\$39.3861	\$76,803	\$39.9769	\$77,955	\$40.1768	\$78,345
		4	\$39.6566	\$77,330	\$39.8549	\$77,717	\$40.4527	\$78,883	\$40.6550	\$79,277	\$41.2648	\$80,466	\$41.4711	\$80,869
		25 yrs.	\$41.0446	\$80,037	\$41.2498	\$80,437	\$41.8685	\$81,644	\$42.0778	\$82,052	\$42.7090	\$83,283	\$42.9225	\$83,699
HTH132	Dietitian	1	\$29.5419	\$57,607	\$29.6896	\$57,895	\$30.1349	\$58,763	\$30.2856	\$59,057	\$30.7399	\$59,943	\$30.8936	\$60,242
		2	\$30.8175	\$60,094	\$30.9716	\$60,395	\$31.4362	\$61,300	\$31.5934	\$61,607	\$32.0673	\$62,531	\$32.2276	\$62,844
		3	\$33.3715	\$65,075	\$33.5384	\$65,400	\$34.0415	\$66,381	\$34.2117	\$66,713	\$34.7249	\$67,714	\$34.8985	\$68,052
		4	\$34.6480	\$67,564	\$34.8212	\$67,902	\$35.3435	\$68,920	\$35.5202	\$69,265	\$36.0530	\$70,304	\$36.2333	\$70,655
		5	\$36.0399	\$70,278	\$36.2201	\$70,629	\$36.7634	\$71,688	\$36.9472	\$72,047	\$37.5014	\$73,128	\$37.6889	\$73,493
		6	\$37.4325	\$72,993	\$37.6197	\$73,358	\$38.1840	\$74,459	\$38.3749	\$74,831	\$38.9505	\$75,953	\$39.1453	\$76,333
		7	\$38.9414	\$75,936	\$39.1361	\$76,315	\$39.7231	\$77,460	\$39.9217	\$77,847	\$40.5205	\$79,015	\$40.7231	\$79,410
		25 yrs.	\$40.3043	\$78,593	\$40.5058	\$78,986	\$41.1134	\$80,171	\$41.3190	\$80,572	\$41.9388	\$81,781	\$42.1485	\$82,189

**NSHA  
Health Care  
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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH133		1	\$36.4839	\$66,401	\$36.6663	\$66,733	\$37.2163	\$67,734	\$37.4024	\$68,072	\$37.9634	\$69,093	\$38.1532	\$69,439
		2	\$37.7830	\$68,765	\$37.9719	\$69,109	\$38.5415	\$70,145	\$38.7342	\$70,496	\$39.3152	\$71,554	\$39.5118	\$71,911
		3	\$39.0607	\$71,090	\$39.2560	\$71,446	\$39.8448	\$72,517	\$40.0440	\$72,880	\$40.6447	\$73,973	\$40.8479	\$74,343
		4	\$40.3165	\$73,376	\$40.5181	\$73,743	\$41.1259	\$74,849	\$41.3315	\$75,223	\$41.9515	\$76,351	\$42.1613	\$76,733
		25 yrs.	\$41.7275	\$75,944	\$41.9361	\$76,324	\$42.5651	\$77,469	\$42.7779	\$77,856	\$43.4196	\$79,024	\$43.6367	\$79,419
HTH134	Challenging Behaviour Coordinator Nutritionist	1	\$32.6851	\$63,736 <b>\$59,487</b>	\$32.8485	\$64,055 <b>\$59,784</b>	\$33.3412	\$65,016 <b>\$60,681</b>	\$33.5079	\$65,341 <b>\$60,985</b>	\$34.0105	\$66,321 <b>\$61,899</b>	\$34.1806	\$66,652 <b>\$62,209</b>
		2	\$33.9355	\$66,174 <b>\$61,763</b>	\$34.1052	\$66,505 <b>\$62,071</b>	\$34.6168	\$67,503 <b>\$63,002</b>	\$34.7899	\$67,840 <b>\$63,317</b>	\$35.3117	\$68,858 <b>\$64,267</b>	\$35.4883	\$69,202 <b>\$64,589</b>
		3	\$35.2987	\$68,832 <b>\$64,244</b>	\$35.4752	\$69,176 <b>\$64,565</b>	\$36.0073	\$70,214 <b>\$65,533</b>	\$36.1873	\$70,565 <b>\$65,861</b>	\$36.7301	\$71,624 <b>\$66,849</b>	\$36.9138	\$71,982 <b>\$67,183</b>
		4	\$36.6625	\$71,492 <b>\$66,726</b>	\$36.8458	\$71,849 <b>\$67,059</b>	\$37.3985	\$72,927 <b>\$68,065</b>	\$37.5855	\$73,292 <b>\$68,406</b>	\$38.1493	\$74,391 <b>\$69,432</b>	\$38.3400	\$74,763 <b>\$69,779</b>
		5	\$38.1402	\$74,374 <b>\$69,415</b>	\$38.3309	\$74,745 <b>\$69,762</b>	\$38.9059	\$75,867 <b>\$70,809</b>	\$39.1004	\$76,246 <b>\$71,163</b>	\$39.6869	\$77,390 <b>\$72,230</b>	\$39.8853	\$77,777 <b>\$72,592</b>
		6	\$39.7325	\$77,478 <b>\$72,313</b>	\$39.9312	\$77,866 <b>\$72,675</b>	\$40.5302	\$79,034 <b>\$73,765</b>	\$40.7329	\$79,429 <b>\$74,134</b>	\$41.3439	\$80,620 <b>\$75,246</b>	\$41.5506	\$81,023 <b>\$75,622</b>
		25 yrs.	\$41.1230	\$80,190 <b>\$74,844</b>	\$41.3286	\$80,591 <b>\$75,218</b>	\$41.9485	\$81,800 <b>\$76,346</b>	\$42.1582	\$82,209 <b>\$76,728</b>	\$42.7906	\$83,442 <b>\$77,879</b>	\$43.0046	\$83,859 <b>\$78,269</b>
			<i>Annual Salary based upon 1950 hours</i>											
			<i>Annual Salary based upon 1820 hours</i>											

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH135	DIIS Coordinator	1	\$34.3083	\$66,901	\$34.4798	\$67,235	\$34.9970	\$68,244	\$35.1720	\$68,585	\$35.6996	\$69,614	\$35.8781	\$69,962
		2	\$35.6942	\$69,604	\$35.8727	\$69,952	\$36.4108	\$71,001	\$36.5929	\$71,356	\$37.1418	\$72,426	\$37.3275	\$72,788
		3	\$37.0782	\$72,302	\$37.2636	\$72,664	\$37.8226	\$73,754	\$38.0117	\$74,123	\$38.5819	\$75,234	\$38.7748	\$75,611
		4	\$38.4650	\$75,007	\$38.6573	\$75,382	\$39.2372	\$76,512	\$39.4334	\$76,895	\$40.0249	\$78,048	\$40.2250	\$78,439
		5	\$39.8491	\$77,706	\$40.0483	\$78,094	\$40.6490	\$79,266	\$40.8522	\$79,662	\$41.4650	\$80,857	\$41.6723	\$81,261
		25 yrs.	\$41.2438	\$80,425	\$41.4500	\$80,828	\$42.0718	\$82,040	\$42.2822	\$82,450	\$42.9164	\$83,687	\$43.1310	\$84,105
HTH235	Continuing Care Coordinator  <i>Annual Salary based upon 1820 hours</i>	1	\$36.8218	\$67,016	\$37.0059	\$67,351	\$37.5610	\$68,361	\$37.7488	\$68,703	\$38.3150	\$69,733	\$38.5066	\$70,082
		2	\$38.0965	\$69,336	\$38.2870	\$69,682	\$38.8613	\$70,728	\$39.0556	\$71,081	\$39.6414	\$72,147	\$39.8396	\$72,508
		3	\$39.3715	\$71,656	\$39.5684	\$72,014	\$40.1619	\$73,095	\$40.3627	\$73,460	\$40.9681	\$74,562	\$41.1729	\$74,935
		4	\$40.6459	\$73,975	\$40.8491	\$74,345	\$41.4618	\$75,460	\$41.6691	\$75,838	\$42.2941	\$76,975	\$42.5056	\$77,360
		5	\$41.9227	\$76,299	\$42.1323	\$76,681	\$42.7643	\$77,831	\$42.9781	\$78,220	\$43.6228	\$79,394	\$43.8409	\$79,791
		25 yrs.	\$43.3901	\$78,970	\$43.6071	\$79,365	\$44.2612	\$80,555	\$44.4825	\$80,958	\$45.1497	\$82,172	\$45.3754	\$82,583

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH136	Board Certified Behaviour Analyst Clinical Program Coordinator D Team Leader, Recreation Therapy Team Leader, Tissue Bank Program	1	\$33.4340	\$65,196 <b>\$60,850</b>	\$33.6012	\$65,522 <b>\$61,154</b>	\$34.1052	\$66,505 <b>\$62,072</b>	\$34.2757	\$66,838 <b>\$62,382</b>	\$34.7898	\$67,840 <b>\$63,318</b>	\$34.9637	\$68,180 <b>\$63,634</b>
		2	\$34.7768	\$67,815 <b>\$63,294</b>	\$34.9507	\$68,154 <b>\$63,610</b>	\$35.4750	\$69,176 <b>\$64,565</b>	\$35.6524	\$69,522 <b>\$64,887</b>	\$36.1872	\$70,565 <b>\$65,861</b>	\$36.3681	\$70,918 <b>\$66,190</b>
		3	\$36.1208	\$70,435 <b>\$65,740</b>	\$36.3014	\$70,788 <b>\$66,068</b>	\$36.8459	\$71,849 <b>\$67,059</b>	\$37.0301	\$72,209 <b>\$67,395</b>	\$37.5856	\$73,292 <b>\$68,406</b>	\$37.7735	\$73,658 <b>\$68,748</b>
		4	\$37.5766	\$73,274 <b>\$68,389</b>	\$37.7645	\$73,641 <b>\$68,731</b>	\$38.3310	\$74,745 <b>\$69,762</b>	\$38.5227	\$75,119 <b>\$70,111</b>	\$39.1005	\$76,246 <b>\$71,163</b>	\$39.2960	\$76,627 <b>\$71,519</b>
		5	\$39.1452	\$76,333 <b>\$71,244</b>	\$39.3409	\$76,715 <b>\$71,601</b>	\$39.9310	\$77,866 <b>\$72,675</b>	\$40.1307	\$78,255 <b>\$73,038</b>	\$40.7327	\$79,429 <b>\$74,133</b>	\$40.9364	\$79,826 <b>\$74,504</b>
		6	\$40.7125	\$79,389 <b>\$74,097</b>	\$40.9161	\$79,786 <b>\$74,467</b>	\$41.5298	\$80,983 <b>\$75,584</b>	\$41.7374	\$81,388 <b>\$75,962</b>	\$42.3635	\$82,609 <b>\$77,102</b>	\$42.5753	\$83,022 <b>\$77,487</b>
		<i>Annual Salary based upon 1950 hours</i> <i>Annual Salary based upon 1820 hours</i>	25 yrs.	\$42.1374	\$82,168 <b>\$76,690</b>	\$42.3481	\$82,579 <b>\$77,074</b>	\$42.9833	\$83,818 <b>\$78,230</b>	\$43.1982	\$84,237 <b>\$78,621</b>	\$43.8462	\$85,500 <b>\$79,800</b>	\$44.0654

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH236	Assistive Technology Team Lead	1	\$34.1362	\$66,566	\$34.3069	\$66,898	\$34.8215	\$67,902	\$34.9956	\$68,241	\$35.5205	\$69,265	\$35.6981	\$69,611
	Dietitian, Team Leader	2	\$35.5074	\$69,239	\$35.6849	\$69,586	\$36.2202	\$70,629	\$36.4013	\$70,983	\$36.9473	\$72,047	\$37.1320	\$72,408
	Interdisciplinary Clinical Leader	3	\$36.8794	\$71,915	\$37.0638	\$72,275	\$37.6198	\$73,359	\$37.8079	\$73,725	\$38.3750	\$74,831	\$38.5669	\$75,206
	Professional Practice Coordinator	4	\$38.3657	\$74,813	\$38.5575	\$75,187	\$39.1359	\$76,315	\$39.3316	\$76,697	\$39.9216	\$77,847	\$40.1212	\$78,236
	Prosthetic / Orthotic Team Leader	5	\$39.9674	\$77,936	\$40.1672	\$78,326	\$40.7697	\$79,501	\$40.9735	\$79,898	\$41.5881	\$81,097	\$41.7960	\$81,502
	Team Leader, Community Health Team	6	\$41.5675	\$81,056	\$41.7753	\$81,462	\$42.4019	\$82,684	\$42.6139	\$83,097	\$43.2531	\$84,344	\$43.4694	\$84,765
	Team Leader, Continuing Care	25 yrs.	\$43.0223	\$83,893	\$43.2374	\$84,313	\$43.8860	\$85,578	\$44.1054	\$86,006	\$44.7670	\$87,296	\$44.9908	\$87,732
HTH336	Continuing Care Coordinator, Team Lead	1	\$38.1647	\$69,460	\$38.3555	\$69,807	\$38.9308	\$70,854	\$39.1255	\$71,208	\$39.7124	\$72,277	\$39.9110	\$72,638
		2	\$39.4439	\$71,788	\$39.6411	\$72,147	\$40.2357	\$73,229	\$40.4369	\$73,595	\$41.0435	\$74,699	\$41.2487	\$75,073
		3	\$40.7234	\$74,117	\$40.9270	\$74,487	\$41.5409	\$75,604	\$41.7486	\$75,983	\$42.3748	\$77,122	\$42.5867	\$77,508
		4	\$42.0022	\$76,444	\$42.2122	\$76,826	\$42.8454	\$77,979	\$43.0596	\$78,369	\$43.7055	\$79,544	\$43.9240	\$79,942
		5	\$43.2836	\$78,776	\$43.5000	\$79,170	\$44.1525	\$80,358	\$44.3733	\$80,759	\$45.0389	\$81,971	\$45.2641	\$82,381
		25 yrs.	\$44.7985	\$81,533	\$45.0225	\$81,941	\$45.6978	\$83,170	\$45.9263	\$83,586	\$46.6152	\$84,840	\$46.8483	\$85,264
	<i>Annual Salary based upon 1820 hours</i>													

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH137	Educator Psychotherapist	1	\$32.0941	\$62,584 <b>\$58,411</b>	\$32.2546	\$62,897 <b>\$58,704</b>	\$32.7384	\$63,840 <b>\$59,584</b>	\$32.9021	\$64,159 <b>\$59,882</b>	\$33.3956	\$65,122 <b>\$60,780</b>	\$33.5626	\$65,447 <b>\$61,084</b>
		2	\$33.3715	\$65,075 <b>\$60,736</b>	\$33.5384	\$65,400 <b>\$61,040</b>	\$34.0415	\$66,381 <b>\$61,956</b>	\$34.2117	\$66,713 <b>\$62,265</b>	\$34.7249	\$67,714 <b>\$63,199</b>	\$34.8985	\$68,052 <b>\$63,515</b>
		3	\$36.0399	\$70,278 <b>\$65,592</b>	\$36.2201	\$70,629 <b>\$65,920</b>	\$36.7634	\$71,688 <b>\$66,909</b>	\$36.9472	\$72,047 <b>\$67,244</b>	\$37.5014	\$73,128 <b>\$68,252</b>	\$37.6889	\$73,493 <b>\$68,594</b>
		4	\$37.4325	\$72,993 <b>\$68,127</b>	\$37.6197	\$73,358 <b>\$68,468</b>	\$38.1840	\$74,459 <b>\$69,495</b>	\$38.3749	\$74,831 <b>\$69,842</b>	\$38.9505	\$75,953 <b>\$70,890</b>	\$39.1453	\$76,333 <b>\$71,244</b>
		5	\$38.9414	\$75,936 <b>\$70,873</b>	\$39.1361	\$76,315 <b>\$71,228</b>	\$39.7231	\$77,460 <b>\$72,296</b>	\$39.9217	\$77,847 <b>\$72,657</b>	\$40.5205	\$79,015 <b>\$73,747</b>	\$40.7231	\$79,410 <b>\$74,116</b>
		6	\$40.5666	\$79,105 <b>\$73,831</b>	\$40.7694	\$79,501 <b>\$74,201</b>	\$41.3809	\$80,693 <b>\$75,314</b>	\$41.5878	\$81,097 <b>\$75,690</b>	\$42.2116	\$82,313 <b>\$76,825</b>	\$42.4227	\$82,725 <b>\$77,210</b>
		7	\$42.1912	\$82,273 <b>\$76,788</b>	\$42.4022	\$82,684 <b>\$77,172</b>	\$43.0382	\$83,924 <b>\$78,329</b>	\$43.2534	\$84,344 <b>\$78,721</b>	\$43.9022	\$85,609 <b>\$79,902</b>	\$44.1217	\$86,037 <b>\$80,301</b>
		25 yrs.	\$43.6678	\$85,152 <b>\$79,475</b>	\$43.8861	\$85,578 <b>\$79,873</b>	\$44.5444	\$86,862 <b>\$81,071</b>	\$44.7671	\$87,296 <b>\$81,476</b>	\$45.4386	\$88,605 <b>\$82,698</b>	\$45.6658	\$89,048 <b>\$83,112</b>



**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH237	Clinical Interventionist EIBI (Masters) Clinical Therapist (Masters) Health Care Social Worker (Masters) Psychologist (Masters)	1	\$33.4564	\$65,240 \$60,890	\$33.6237	\$65,566 \$61,195	\$34.1281	\$66,549 \$62,113	\$34.2987	\$66,882 \$62,423	\$34.8132	\$67,885 \$63,360	\$34.9873	\$68,225 \$63,676
		2	\$34.7879	\$67,836 \$63,314	\$34.9618	\$68,176 \$63,631	\$35.4862	\$69,198 \$64,585	\$35.6636	\$69,544 \$64,908	\$36.1986	\$70,587 \$65,882	\$36.3796	\$70,940 \$66,211
		3	\$37.5693	\$73,260 \$68,376	\$37.7571	\$73,627 \$68,718	\$38.3235	\$74,731 \$69,749	\$38.5151	\$75,105 \$70,098	\$39.0928	\$76,231 \$71,149	\$39.2883	\$76,613 \$71,505
		4	\$39.0211	\$76,091 \$71,018	\$39.2162	\$76,472 \$71,373	\$39.8044	\$77,619 \$72,444	\$40.0034	\$78,007 \$72,806	\$40.6035	\$79,177 \$73,898	\$40.8065	\$79,573 \$74,268
		5	\$40.5940	\$79,158 \$73,881	\$40.7970	\$79,554 \$74,250	\$41.4090	\$80,747 \$75,364	\$41.6160	\$81,151 \$75,741	\$42.2402	\$82,368 \$76,877	\$42.4514	\$82,780 \$77,261
		6	\$42.2884	\$82,462 \$76,965	\$42.4998	\$82,875 \$77,350	\$43.1373	\$84,118 \$78,510	\$43.3530	\$84,538 \$78,903	\$44.0033	\$85,807 \$80,086	\$44.2233	\$86,236 \$80,487
		7	\$43.9818	\$85,764 \$80,047	\$44.2017	\$86,193 \$80,447	\$44.8647	\$87,486 \$81,654	\$45.0890	\$87,924 \$82,062	\$45.7653	\$89,242 \$83,293	\$45.9941	\$89,689 \$83,709
		25 yrs.	\$45.5210	\$88,766 \$82,848	\$45.7486	\$89,210 \$83,263	\$46.4348	\$90,548 \$84,512	\$46.6670	\$91,001 \$84,934	\$47.3670	\$92,366 \$86,208	\$47.6038	\$92,828 \$86,639
	<i>Annual Salary based upon 1950 hours</i> <i>Annual Salary based upon 1820 hours</i>													

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH138	Pharmacist	1	\$39.1639	\$76,370	\$39.3597	\$76,751	\$39.9501	\$77,903	\$40.1499	\$78,292	\$40.7521	\$79,467	\$40.9559	\$79,864
		2	\$40.6771	\$79,321	\$40.8805	\$79,717	\$41.4937	\$80,913	\$41.7012	\$81,317	\$42.3267	\$82,537	\$42.5383	\$82,950
		3	\$42.3168	\$82,518	\$42.5284	\$82,930	\$43.1663	\$84,174	\$43.3821	\$84,595	\$44.0328	\$85,864	\$44.2530	\$86,293
		4	\$44.0835	\$85,962	\$44.3039	\$86,392	\$44.9685	\$87,688	\$45.1933	\$88,127	\$45.8712	\$89,448	\$46.1006	\$89,896
		5	\$45.8483	\$89,404	\$46.0775	\$89,851	\$46.7687	\$91,199	\$47.0025	\$91,655	\$47.7075	\$93,030	\$47.9460	\$93,495
		6	\$47.7396	\$93,092	\$47.9783	\$93,558	\$48.6980	\$94,961	\$48.9415	\$95,436	\$49.6756	\$96,867	\$49.9240	\$97,352
		25 yrs.	\$49.4105	\$96,350	\$49.6576	\$96,832	\$50.4025	\$98,285	\$50.6545	\$98,776	\$51.4143	\$100,258	\$51.6714	\$100,759
HTH139	Radiation Therapist	1	\$38.9633	\$75,978	\$39.1581	\$76,358	\$39.7455	\$77,503	\$39.9442	\$77,891	\$40.5434	\$79,059	\$40.7461	\$79,455
		2	\$41.8498	\$81,607	\$42.0590	\$82,015	\$42.6899	\$83,246	\$42.9033	\$83,662	\$43.5468	\$84,917	\$43.7645	\$85,341
		3	\$43.0089	\$83,867	\$43.2239	\$84,287	\$43.8723	\$85,551	\$44.0917	\$85,979	\$44.7531	\$87,268	\$44.9769	\$87,705
		4	\$44.2286	\$86,246	\$44.4497	\$86,677	\$45.1164	\$87,977	\$45.3420	\$88,417	\$46.0221	\$89,743	\$46.2522	\$90,192
		5	\$45.4278	\$88,584	\$45.6549	\$89,027	\$46.3397	\$90,363	\$46.5714	\$90,815	\$47.2700	\$92,177	\$47.5064	\$92,638
		25 yrs.	\$47.0179	\$91,685	\$47.2530	\$92,143	\$47.9618	\$93,526	\$48.2016	\$93,993	\$48.9246	\$95,403	\$49.1692	\$95,880

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH239	Clinical Practice Educator (Masters) Clinical Leader (Masters) Professional Practice Coordinator (Masters) Team Leader, Health Care Social Worker (Masters)	1	\$39.7815	\$77,574	\$39.9804	\$77,961	\$40.5801	\$79,131	\$40.7830	\$79,527	\$41.3947	\$80,719	\$41.6017	\$81,123
		2	\$42.7287	\$83,321	\$42.9423	\$83,738	\$43.5864	\$84,994	\$43.8043	\$85,419	\$44.4614	\$86,700	\$44.6837	\$87,133
		3	\$43.9117	\$85,628	\$44.1313	\$86,056	\$44.7933	\$87,347	\$45.0173	\$87,784	\$45.6926	\$89,101	\$45.9211	\$89,546
		4	\$45.1576	\$88,057	\$45.3834	\$88,497	\$46.0642	\$89,825	\$46.2945	\$90,274	\$46.9889	\$91,628	\$47.2238	\$92,086
		5	\$46.3820	\$90,445	\$46.6139	\$90,897	\$47.3131	\$92,261	\$47.5497	\$92,722	\$48.2629	\$94,113	\$48.5042	\$94,583
		25 yrs.	\$48.0054	\$93,611	\$48.2454	\$94,079	\$48.9691	\$95,490	\$49.2139	\$95,967	\$49.9521	\$97,407	\$50.2019	\$97,894
HTH140	Anaesthesia Assistant	1	\$36.5906	\$71,352	\$36.7736	\$71,709	\$37.3252	\$72,784	\$37.5118	\$73,148	\$38.0745	\$74,245	\$38.2649	\$74,617
		2	\$39.7308	\$77,475	\$39.9295	\$77,862	\$40.5284	\$79,030	\$40.7310	\$79,425	\$41.3420	\$80,617	\$41.5487	\$81,020
		3	\$42.8704	\$83,597	\$43.0848	\$84,015	\$43.7311	\$85,275	\$43.9498	\$85,702	\$44.6090	\$86,987	\$44.8320	\$87,422
		4	\$46.0101	\$89,719	\$46.2402	\$90,168	\$46.9338	\$91,520	\$47.1685	\$91,978	\$47.8760	\$93,358	\$48.1154	\$93,825
		25 yrs.	\$47.6202	\$92,859	\$47.8583	\$93,324	\$48.5762	\$94,724	\$48.8191	\$95,197	\$49.5514	\$96,625	\$49.7992	\$97,108
		HTH240	Perfusionist Psychologist (PhD Candidate Register)	1	\$37.3590	\$72,850	\$37.5458	\$73,214	\$38.1090	\$74,313	\$38.2995	\$74,684	\$38.8740	\$75,804
2	\$40.5651			\$79,102	\$40.7679	\$79,498	\$41.3794	\$80,690	\$41.5863	\$81,093	\$42.2101	\$82,310	\$42.4212	\$82,721
3	\$43.7707			\$85,353	\$43.9896	\$85,779	\$44.6494	\$87,066	\$44.8726	\$87,502	\$45.5457	\$88,814	\$45.7734	\$89,258
4	\$46.9761			\$91,604	\$47.2110	\$92,062	\$47.9192	\$93,443	\$48.1588	\$93,910	\$48.8812	\$95,318	\$49.1256	\$95,795
25 yrs.	\$48.6204			\$95,210	\$48.8635	\$95,686	\$49.5965	\$97,122	\$49.8445	\$97,607	\$50.5922	\$99,071	\$50.8452	\$99,567

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH141	Dosimetrist	1	\$43.5223	\$84,869	\$43.7399	\$85,293	\$44.3960	\$86,572	\$44.6180	\$87,005	\$45.2873	\$88,310	\$45.5137	\$88,752
		2	\$44.7605	\$87,283	\$44.9843	\$87,720	\$45.6591	\$89,035	\$45.8874	\$89,481	\$46.5757	\$90,823	\$46.8086	\$91,277
		3	\$45.9778	\$89,656	\$46.2077	\$90,105	\$46.9008	\$91,456	\$47.1353	\$91,914	\$47.8423	\$93,292	\$48.0815	\$93,759
		4	\$47.1747	\$91,991	\$47.4106	\$92,450	\$48.1218	\$93,837	\$48.3624	\$94,306	\$49.0878	\$95,721	\$49.3332	\$96,200
		25 yrs.	\$48.8258	\$95,210	\$49.0699	\$95,686	\$49.8059	\$97,122	\$50.0549	\$97,607	\$50.8057	\$99,071	\$51.0597	\$99,567
HTH142	Pharmacist Team Leader	1	\$43.0279	\$83,904	\$43.2430	\$84,324	\$43.8916	\$85,589	\$44.1111	\$86,017	\$44.7728	\$87,307	\$44.9967	\$87,743
		2	\$44.7620	\$87,286	\$44.9858	\$87,722	\$45.6606	\$89,038	\$45.8889	\$89,483	\$46.5772	\$90,825	\$46.8101	\$91,280
		3	\$46.6309	\$90,930	\$46.8641	\$91,385	\$47.5671	\$92,756	\$47.8049	\$93,219	\$48.5220	\$94,618	\$48.7646	\$95,091
		4	\$48.4978	\$94,571	\$48.7403	\$95,044	\$49.4714	\$96,469	\$49.7188	\$96,952	\$50.4646	\$98,406	\$50.7169	\$98,898
		5	\$50.4985	\$98,472	\$50.7510	\$98,964	\$51.5123	\$100,449	\$51.7699	\$100,951	\$52.5464	\$102,465	\$52.8091	\$102,978
		25 yrs.	\$52.2659	\$101,918	\$52.5272	\$102,428	\$53.3151	\$103,964	\$53.5817	\$104,484	\$54.3854	\$106,052	\$54.6573	\$106,582
HTH143	Clinical Educator, Radiation Therapy  Annual Salary based upon 1950 hours	1	\$46.0059	\$89,711	\$46.2359	\$90,160	\$46.9294	\$91,512	\$47.1640	\$91,970	\$47.8715	\$93,350	\$48.1109	\$93,816
		2	\$47.3321	\$92,298	\$47.5688	\$92,759	\$48.2823	\$94,151	\$48.5237	\$94,621	\$49.2516	\$96,041	\$49.4979	\$96,521
		3	\$48.6366	\$94,841	\$48.8798	\$95,316	\$49.6130	\$96,745	\$49.8611	\$97,229	\$50.6090	\$98,688	\$50.8620	\$99,181
		4	\$49.9189	\$97,342	\$50.1685	\$97,828	\$50.9210	\$99,296	\$51.1756	\$99,792	\$51.9432	\$101,289	\$52.2029	\$101,796
		25 yrs.	\$51.6659	\$100,749	\$51.9242	\$101,252	\$52.7031	\$102,771	\$52.9666	\$103,285	\$53.7611	\$104,834	\$54.0299	\$105,359

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

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HTH144	Radiation Safety Officer Team Leader, Anaesthesia	1	\$41.3233	\$80,581	\$41.5299	\$80,984	\$42.1528	\$82,198	\$42.3636	\$82,609	\$42.9991	\$83,848	\$43.2141	\$84,268
		2	\$43.0279	\$83,904	\$43.2430	\$84,324	\$43.8916	\$85,589	\$44.1111	\$86,017	\$44.7728	\$87,307	\$44.9967	\$87,744
		3	\$44.8464	\$87,450	\$45.0706	\$87,887	\$45.7467	\$89,206	\$45.9754	\$89,652	\$46.6650	\$90,997	\$46.8983	\$91,452
		4	\$46.6652	\$90,997	\$46.8985	\$91,452	\$47.6020	\$92,824	\$47.8400	\$93,288	\$48.5576	\$94,688	\$48.8004	\$95,161
		5	\$48.5974	\$94,765	\$48.8404	\$95,239	\$49.5730	\$96,667	\$49.8209	\$97,151	\$50.5682	\$98,608	\$50.8210	\$99,101
		25 yrs.	\$50.2983	\$98,082	\$50.5498	\$98,572	\$51.3080	\$100,051	\$51.5645	\$100,551	\$52.3380	\$102,059	\$52.5997	\$102,570
HTH244	Team Leader, Perfusionist	1	\$42.5630	\$82,998	\$42.7758	\$83,413	\$43.4174	\$84,664	\$43.6345	\$85,087	\$44.2890	\$86,364	\$44.5104	\$86,795
		2	\$44.3188	\$86,422	\$44.5404	\$86,854	\$45.2085	\$88,156	\$45.4345	\$88,597	\$46.1160	\$89,926	\$46.3466	\$90,376
		3	\$46.1916	\$90,074	\$46.4226	\$90,524	\$47.1189	\$91,882	\$47.3545	\$92,341	\$48.0648	\$93,726	\$48.3051	\$94,195
		4	\$48.0652	\$93,727	\$48.3055	\$94,196	\$49.0301	\$95,609	\$49.2753	\$96,087	\$50.0144	\$97,528	\$50.2645	\$98,016
		5	\$50.0553	\$97,608	\$50.3056	\$98,096	\$51.0602	\$99,567	\$51.3155	\$100,065	\$52.0852	\$101,566	\$52.3456	\$102,074
		25 yrs.	\$51.8074	\$101,024	\$52.0664	\$101,529	\$52.8474	\$103,052	\$53.1116	\$103,568	\$53.9083	\$105,121	\$54.1778	\$105,647

**NSHA  
Health Care  
DRAFT WAGE APPENDIX 'A'**

Annual rates are approximate.

**\*Note:** This Wage Appendix A was created in accordance with Memorandum of Agreement #21, Pay Plan Transition. Classification titles that pre-dated the work of the Pay Plan Transition Committee have not been included. For the sake of simplicity, just the newly agreed classification titles have been included, effective August 8, 2018, the date of the Kaplan Award.

Paygrade	Position	Steps	Date of Kaplan Award		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%		% Increase: 1.50%		% Increase: 0.50%	
			*Aug.08.18 Hourly Rate	*Aug.08.18 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.01-18 Hourly Rate	Nov.01-18 Approx. Annual Rate	Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.01-19 Hourly Rate	Nov.01-19 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate
HTH146	Psychologist (PHD)	1	\$45.0037	\$87,758	\$45.2287	\$88,196	\$45.9071	\$89,519	\$46.1366	\$89,967	\$46.8286	\$91,316	\$47.0627	\$91,773
		2	\$47.8160	\$93,242	\$48.0551	\$93,708	\$48.7759	\$95,113	\$49.0198	\$95,589	\$49.7551	\$97,023	\$50.0039	\$97,508
		3	\$50.6297	\$98,728	\$50.8828	\$99,222	\$51.6460	\$100,710	\$51.9042	\$101,213	\$52.6828	\$102,732	\$52.9462	\$103,245
		4	\$53.4422	\$104,212	\$53.7094	\$104,733	\$54.5150	\$106,304	\$54.7876	\$106,836	\$55.6094	\$108,438	\$55.8874	\$108,980
		5	\$56.2546	\$109,697	\$56.5359	\$110,245	\$57.3839	\$111,899	\$57.6708	\$112,458	\$58.5359	\$114,145	\$58.8286	\$114,716
		25 yrs.	\$58.2236	\$113,536	\$58.5147	\$114,104	\$59.3924	\$115,815	\$59.6894	\$116,394	\$60.5847	\$118,140	\$60.8876	\$118,731
HTH147	Advanced Practice Leader (PHD) Professional Practice Coordinator (PHD) Team Leader, Psychology (PHD)	1	\$46.0636	\$89,825	\$46.2939	\$90,274	\$46.9883	\$91,628	\$47.2232	\$92,086	\$47.9315	\$93,467	\$48.1712	\$93,935
		2	\$49.8836	\$97,273	\$50.1330	\$97,759	\$50.8850	\$99,226	\$51.1394	\$99,722	\$51.9065	\$101,218	\$52.1660	\$101,724
		3	\$53.5661	\$104,454	\$53.8339	\$104,976	\$54.6414	\$106,551	\$54.9146	\$107,084	\$55.7383	\$108,690	\$56.0170	\$109,234
		4	\$57.1328	\$111,409	\$57.4185	\$111,966	\$58.2798	\$113,646	\$58.5712	\$114,214	\$59.4498	\$115,927	\$59.7470	\$116,507
		5	\$59.4670	\$115,961	\$59.7643	\$116,540	\$60.6608	\$118,288	\$60.9641	\$118,880	\$61.8786	\$120,663	\$62.1880	\$121,266
		25 yrs.	\$61.5484	\$120,019	\$61.8561	\$120,619	\$62.7839	\$122,429	\$63.0978	\$123,041	\$64.0443	\$124,886	\$64.3645	\$125,511