

Grid	January 1, 2013		April 1, 2013	
	Monthly	Hourly	Monthly	Hourly
1	2441	15.02	2465	15.17
2	2497	15.37	2522	15.52
3	2555	15.72	2581	15.88
4	2609	16.06	2635	16.22
5	2665	16.40	2692	16.57
6	2724	16.76	2751	16.93
7	2781	17.12	2809	17.29
8	2837	17.46	2865	17.63
9	2894	17.81	2923	17.99
10	2952	18.17	2982	18.35
11	3010	18.52	3040	18.71
12	3065	18.86	3096	19.05
13	3120	19.20	3151	19.39
14	3179	19.56	3211	19.76
15	3235	19.91	3267	20.11
16	3293	20.26	3326	20.46
17	3352	20.63	3386	20.84
18	3407	20.97	3441	21.18
19	3465	21.32	3500	21.53
20	3523	21.68	3558	21.90
21	3579	22.02	3615	22.24
22	3637	22.38	3673	22.60
23	3692	22.72	3729	22.95
24	3751	23.08	3789	23.31
25	3806	23.42	3844	23.65
26	3865	23.79	3904	24.02
27	3920	24.12	3959	24.36
28	3978	24.48	4018	24.72

Grid	January 1, 2013		April 1, 2013	
	Monthly	Hourly	Monthly	Hourly
29	4034	24.83	4074	25.07
30	4091	25.17	4132	25.43
31	4148	25.53	4189	25.78
32	4205	25.88	4247	26.14
33	4265	26.24	4308	26.51
34	4320	26.58	4363	26.85
35	4378	26.94	4422	27.21
36	4434	27.29	4478	27.56
37	4493	27.65	4538	27.93
38	4547	27.98	4592	28.26
39	4603	28.33	4649	28.61
40	4661	28.68	4708	28.97
41	4721	29.05	4768	29.34
42	4776	29.39	4824	29.69
43	4833	29.74	4881	30.04
44	4891	30.10	4940	30.40
45	4949	30.46	4998	30.76
46	5007	30.81	5057	31.12
47	5061	31.15	5112	31.46
48	5118	31.50	5169	31.81
49	5174	31.84	5226	32.16
50	5234	32.21	5286	32.53
51	5289	32.55	5342	32.88
52	5346	32.90	5399	33.23
53	5402	33.24	5456	33.58
54	5460	33.60	5515	33.94
55	5516	33.95	5571	34.29

**This schedule ONLY applies to jobs matched to the Programmer/Systems Analyst, Computer Technical Support, Trades, Power Engineers and Maintenance Supervisor II, III and IV benchmarks.**

Benchmark Classification	Grid Code	January 1, 2013		April 1, 2013	
		Monthly	Hourly	Monthly	Hourly
Carpenter	MA27	4715	29.02	4762	29.31
Electrician	MA31	4943	30.42	4992	30.72
Fitter	MA29	4828	29.71	4876	30.01
Fitter/Gas Fitter B (Cross Connection)	MA29	4828	29.71	4876	30.01
Head Carpenter	MA30	4886	30.07	4935	30.37
Head Electrician	MA35	5173	31.83	5225	32.15
Head Fitter	MA33	5060	31.14	5111	31.45
Head Machinist	MA33	5060	31.14	5111	31.45
Head Millwright (Industrial Mechanic)	MA33	5060	31.14	5111	31.45
Head Painter	MA27	4715	29.02	4762	29.31
Head Plumber	MA33	5060	31.14	5111	31.45
Head Refrigeration/Air Conditioning Mechanic	MA35	5173	31.83	5225	32.15
Head Welder	MA33	5060	31.14	5111	31.45
Laundry Mechanic	MA25	4601	28.32	4647	28.60
Machinist	MA29	4828	29.71	4876	30.01
Millwright (Industrial Mechanic)	MA29	4828	29.71	4876	30.01
Painter	MA23	4488	27.62	4533	27.90
Plumber	MA29	4828	29.71	4876	30.01
Plumber/Gas Fitter B (Cross Connection)	MA29	4828	29.71	4876	30.01
Refrigeration/Air Conditioning Mechanic	MA31	4943	30.42	4992	30.72
Welder	MA29	4828	29.71	4876	30.01
Chief Power Engineer 2	MB42	5585	34.36	5641	34.71
Chief Power Engineer 3	MA37	5289	32.55	5342	32.88
Chief Power Engineer 4	MA27	4715	29.02	4762	29.31
Power Engineer 2	MB35	5173	31.83	5225	32.15
Power Engineer 3	MA29	4828	29.71	4876	30.01
Power Engineer 4	MA21	4375	26.92	4419	27.19
Power Engineer 5	MA17	4147	25.52	4188	25.77
Supervising Power Engineer 2	MB37	5298	32.60	5351	32.93
Supervising Power Engineer 3	MA31	4943	30.42	4992	30.72
Supervising Power Engineer 4	MA23	4488	27.62	4533	27.90
Supervising Power Engineer 5	MA20	4318	26.57	4361	26.84
Maintenance Supervisor II *	MA32	5001	30.77	5051	31.08
Maintenance Supervisor III *	MA37	5289	32.55	5342	32.88
Maintenance Supervisor IV *	MA42	5571	34.28	5627	34.62
Computer Technical Support I	MB23	4776	29.39	4824	29.69
Computer Technical Support II	MB32	5321	32.74	5374	33.07
Programmer/Systems Analyst I	MB21	4583	28.20	4629	28.48
Programmer/Systems Analyst II	MB25	5069	31.19	5120	31.51
Programmer/Systems Analyst III	MB34	5696	35.05	5753	35.40
Programmer/Systems Analyst IV	MB43	6226	38.31	6288	38.69

\***RATES ONLY APPLY TO** Maintenance Supervisor II, III and IV that hold: 1) Trades Qualifications, and 2) supervise Trades and/or Power Engineers.

**This schedule ONLY applies to the following benchmark classifications: Licensed Practical Nurse, Operating Room – Licensed Practical Nurse, Orthopaedic Technologists, Nursing Assistant III (Supervisor).**

Effective January 1, 2013							
Benchmark Classification	Wage Grid	Start <sup>1</sup>		1 Year		2 Year	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Orthopaedic Technologist	SA25 <sup>2</sup>	3969	24.42	4091	25.17	4214	25.93
Licensed Practical Nurse	SA26	3980	24.49	4103	25.25	4227	26.01
Nursing Assistant III (Supervisor)	SA29	4152	25.55	4281	26.35	4409	27.13
Operating Room – Licensed Practical Nurse	SA29	4152	25.55	4281	26.35	4409	27.13
Benchmark Classification	Wage Grid	4 Year		6 Year		8 Year	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Orthopaedic Technologist	SA25 <sup>2</sup>	4298	26.45	4340	26.71	4382	26.97
Licensed Practical Nurse	SA26	4312	26.53	4353	26.79	4396	27.05
Nursing Assistant III (Supervisor)	SA29	4497	27.67	4542	27.95	4586	28.22
Operating Room – Licensed Practical Nurse	SA29	4497	27.67	4542	27.95	4586	28.22

Effective April 1, 2013							
Benchmark Classification	Wage Grid	Start <sup>1</sup>		1 Year		2 Year	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Orthopaedic Technologist	SA25 <sup>2</sup>	4009	24.67	4132	25.43	4256	26.19
Licensed Practical Nurse	SA26	4020	24.74	4144	25.50	4269	26.27
Nursing Assistant III (Supervisor)	SA29	4194	25.81	4324	26.61	4453	27.40
Operating Room – Licensed Practical Nurse	SA29	4194	25.81	4324	26.61	4453	27.40
Benchmark Classification	Wage Grid	4 Year		6 Year		8 Year	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Orthopaedic Technologist	SA25 <sup>2</sup>	4341	26.71	4383	26.97	4426	27.24
Licensed Practical Nurse	SA26	4355	26.80	4397	27.06	4440	27.32
Nursing Assistant III (Supervisor)	SA29	4542	27.95	4587	28.23	4632	28.50
Operating Room – Licensed Practical Nurse	SA29	4542	27.95	4587	28.23	4632	28.50

<sup>1</sup> Start rate applies only to: 1) newly hired and newly licensed LPNs, or 2) to employees who do not already possess a related clinical licensure, registration or certification and who are newly engaged in in-house training to become Orthopaedic Technologists.

<sup>2</sup> Wage rates for the Orthopaedic Technologist benchmark were derived from Grid 30, per the Benchmark Review Settlement Agreement dated October 20, 2009.

***This schedule ONLY applies to Pharmacy Technicians***

Benchmark Classification	Wage Grid	January 1, 2013		April 1, 2013	
		Monthly	Hourly	Monthly	Hourly
Pharmacy Technician I	SB18	3509	21.59	3544	21.81
Pharmacy Technician I(A)	SB20	3630	22.34	3666	22.56
Pharmacy Technician II	SB23	3804	23.41	3842	23.64
Pharmacy Technician II(A)	SB25	3921	24.13	3960	24.37

***This schedule ONLY applies to Computer Operators***

Benchmark Classification	Wage Grid	January 1, 2013		April 1, 2013	
		Monthly	Hourly	Monthly	Hourly
Computer Operator II	SC13	3180	19.57	3212	19.77
Computer Operator III	SC18	3484	21.44	3519	21.65
Computer Operator IV	SC23	3982	24.50	4022	24.75

***This schedule ONLY applies to Accountant I, Accountant II, Accounting Supervisor, Buyer, Buyer Supervisor, Lab Assistant I, II, II(A), III and IV, Nursing Assistant I, II, III, IV (Sterile Supply), Nursing Unit Assistant***

Benchmark Classification	Wage Grid	January 1, 2013		April 1, 2013	
		Monthly	Hourly	Monthly	Hourly
Accountant I	SD34	4385	26.99	4429	27.26
Accountant II	SD39	4673	28.75	4720	29.04
Accounting Supervisor	SD34	4385	26.99	4429	27.26
Buyer	SD27	4099	25.22	4140	25.47
Buyer Supervisor	SD34(A)	4518	27.81	4563	28.08
Lab Assistant I	SD15	3383	20.82	3417	21.03
Lab Assistant II	SD15	3383	20.82	3417	21.03
Lab Assistant II(A)	SD18	3562	21.92	3598	22.14
Lab Assistant III	SD15	3383	20.82	3417	21.03
Lab Assistant IV	SD21	3742	23.03	3779	23.26
Nursing Assistant I (Sterile Supply)	SD16	3342	20.56	3375	20.77
Nursing Assistant II (Sterile Supply)	SD19	3517	21.64	3552	21.86
Nursing Assistant III (Sterile Supply)	SD22	3691	22.72	3728	22.95
Nursing Assistant IV (Sterile Supply)	SD25	3863	23.77	3902	24.01
Nursing Unit Assistant	SD16(A)	3443	21.19	3477	21.40