

# **AGREEMENT**

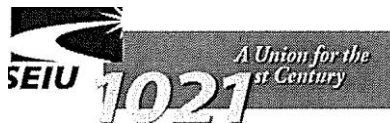
**between**

**ASIAN HEALTH SERVICES**



**and**

**SEIU LOCAL 1021**



**July 1, 2023 through June 30, 2026**

## TABLE OF CONTENTS

<b>SECTION 1. BASIC PRINCIPLES</b> .....	<b>1</b>
<b>SECTION 2. RECOGNITION</b> .....	<b>1</b>
<b>SECTION 3. UNION SECURITY</b> .....	<b>1</b>
3.1    MEMBERSHIP.....	1
3.2    NOTIFICATION TO UNION.....	1
3.3    PAYROLL DUES DEDUCTION .....	2
3.4    DEDUCTION OF UNION MEMBERSHIP DUES OR AGENCY FEE.....	2
3.5    COMMITTEE ON POLITICAL EDUCATION (COPE) DEDUCTION.....	2
3.6    INDEMNIFICATION.....	2
<b>SECTION 4. PROTECTION OF RIGHTS (EMPLOYER AND UNION RESPONSIBILITY)</b> .....	<b>2</b>
4.1    STRIKES.....	2
4.2    LOCKOUT.....	2
<b>SECTION 5. NO DISCRIMINATION</b> .....	<b>3</b>
<b>SECTION 6. NO HARASSMENT POLICY</b> .....	<b>3</b>
<b>SECTION 7. AMERICANS WITH DISABILITIES ACT (ADA)</b> .....	<b>3</b>
<b>SECTION 8. EMPLOYER AND UNION RESPONSIBILITY</b> .....	<b>3</b>
8.1    RESPONSIBILITY.....	3
8.2    RETAINED RIGHTS .....	3
<b>SECTION 9. UNION BUSINESS</b> .....	<b>3</b>
9.1    UNION OFFICERS AND STEWARDS/ORGANIZERS.....	3
9.2    DUTIES.....	4
9.3    UNION BUSINESS REPRESENTATIVE .....	4
9.4    BULLETIN BOARDS.....	4
9.5    USE OF MEETING FACILITIES .....	4
9.6    JOINT UNION/MANAGEMENT TRAINING .....	4
9.7    UNION LEAVE.....	4
<b>SECTION 10. SENIORITY</b> .....	<b>5</b>
10.1    DEFINITION OF SENIORITY.....	5
10.2    TRIAL SERVICE PERIOD .....	5
<b>SECTION 11. LAYOFF</b> .....	<b>5</b>
11.1    ORDER OF LAYOFFS.....	5
11.2    REINSTATEMENT LIST.....	6
11.3    RECALL.....	6
11.4    SEVERANCEPAY.....	6
<b>SECTION 12. HOURS OF WORK</b> .....	<b>6</b>
12.1    OVERTIME RATE .....	6
<b>SECTION 13. TEMPORARY EMPLOYEES</b> .....	<b>6</b>
<b>SECTION 14. JOB BIDDING/PROMOTIONAL</b> .....	<b>7</b>
<b>SECTION 15. SALARY STRUCTURE</b> .....	<b>7</b>
15.1    RATIFICATION.....	7
15.2    EQUIY ADJUSTMENTS .....	7

15.3	NURSE PRACTITIONER AND PHYSICIAN ASSISTANT PAY, CME AND SICK LEAVE CONVERSION .....	8
15.4	BEHAVIORAL HEALTH .....	8
15.5	TRIAGE REGISTERED NURSE .....	8
15.6	HEALTH COACH.....	9
15.7	LICESNSED VOCATIONAL NURSES .....	10
<b>SECTION 16. MEDICAL ASSISTANT CERTIFICATION PAY .....</b>		<b>10</b>
<b>SECTION 17. REPORTING PAY .....</b>		<b>10</b>
<b>SECTION 18. OUT OF CLASS PAY DIFFERENTIAL/BILINGUAL/MULTI-LINGUAL PREMIUM.....</b>		<b>10</b>
<b>SECTION 19. PERFORMANCE EVALUATIONS .....</b>		<b>11</b>
<b>SECTION 20. PERSONNEL FILES.....</b>		<b>11</b>
<b>SECTION 21. HOLIDAYS.....</b>		<b>11</b>
21.1	ELIGIBILITY.....	11
21.2	SATURDAY HOLIDAY BONUS .....	11
21.3	WEEKEND HOLIDAYS.....	11
21.4	PART-TIME EMPLOYEES.....	11
21.5	HALF-DAY HOLIDAYS .....	11
<b>SECTION 22. VACATION LEAVE .....</b>		<b>12</b>
22.1	ACCRUAL RATE .....	12
22.2	ILLNESS DURING VACATION .....	13
22.3	VACATION PAY UPON SEPARATION.....	13
22.4	VACATION CASH-OUT RESTRICTION .....	13
22.5	VACATION SCHEDULING .....	14
<b>SECTION 23. SICK LEAVE .....</b>		<b>14</b>
23.1	SICK LEAVE/ STRESS MANAGEMENT LEAVE .....	14
23.2	ELIGIBILITY .....	14
23.3	ACCRUAL.....	15
23.4	STRESS MANAGEMENT LEAVE .....	15
23.5	INTEGRATED SICK LEAVE .....	15
23.6	DONATION OF LEAVE.....	15
23.7	USE DURING VACATION .....	15
23.8	MEDICAL RELEASE .....	15
23.9	CATASTROPHIC LEAVE.....	16
<b>SECTION 24. FAMILY AND MEDICAL LEAVE.....</b>		<b>16</b>
<b>SECTION 25. LONG TERM DISABILITY LEAVE.....</b>		<b>16</b>
<b>SECTION 26. BEREAVEMENT LEAVE.....</b>		<b>17</b>
<b>SECTION 27. PERSONAL LEAVE OF ABSENCE.....</b>		<b>17</b>
<b>SECTION 28. JURY DUTY.....</b>		<b>17</b>
<b>SECTION 29. MILITARY LEAVE .....</b>		<b>17</b>
<b>SECTION 30. HEALTH AND WELFARE.....</b>		<b>18</b>
30.1	MEDICAL PLAN .....	18
30.2	DENTAL AND VISION PLAN .....	18
30.3	CAFETERIA PLAN .....	18
30.4	PAY IN LIEU OF MEDICAL BENEFITS .....	18
<b>SECTION 31. ASIAN HEALTH SERVICES 403b PLAN .....</b>		<b>19</b>
<b>SECTION 32. LIFE INSURANCE.....</b>		<b>19</b>
<b>SECTION 33. PHYSICAL EXAMINATION .....</b>		<b>19</b>

<b>SECTION 34. HEALTH AND SAFETY .....</b>	<b>19</b>
34.1 HEALTH AND SAFETY COMMITTEE .....	19
34.2 PROCEDURES .....	20
34.3 RIGHT TO KNOW .....	20
<b>SECTION 35. DISCIPLINE AND DISCHARGE .....</b>	<b>20</b>
<b>SECTION 36. GRIEVANCE AND ARBITRATION.....</b>	<b>20</b>
36.1 GRIEVANCE DEFINITION.....	20
36.2 REPRESENTATION .....	20
36.3 PROCEDURE.....	21
36.4 ARBITRATION.....	21
<b>SECTION 37. LABOR MANAGEMENT RELATIONS COMMITTEE .....</b>	<b>22</b>
<b>SECTION 38. REIMBURSEMENT FOR BUSINESS TRAVEL EXPENSES.....</b>	<b>22</b>
<b>SECTION 39. TRANSPORTATION VOUCHERS.....</b>	<b>23</b>
<b>SECTION 40. PARKING REIMBURSEMENT .....</b>	<b>23</b>
<b>SECTION 41. TIME OFF TO VOTE .....</b>	<b>23</b>
<b>SECTION 42. AGREEMENT .....</b>	<b>23</b>
42.1 TERM OF AGREEMENT .....	23
42.2 AMENDMENT.....	23
42.3 SEPARABILITY .....	23
42.4 COMMUNICATION.....	24
42.5 SCOPE OF AGREEMENT .....	24
<b>SIGNATURES .....</b>	<b>25</b>
<b>APPENDIX .....</b>	<b>26</b>
<b>APPENDIX A1 .....</b>	<b>31</b>
<b>APPENDIX B .....</b>	<b>35</b>
<b>SIDELETTERS .....</b>	<b>37</b>
PAY INCREASES .....	37
REHIRE POLICY .....	38

## **ASIAN HEALTH SERVICES**

**July 1, 2023 through June 30, 2026**

### **AGREEMENT**

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THIS AGREEMENT is for the period of July 1, 2023 through June 30, 2026, made and entered into this 1st day of November 2023 by and between Asian Health Services, hereinafter referred to as the "Employer," and SEIU Local 1021 hereinafter referred to as the "Union."

WITNESSETH

#### **Section 1. Basic Principles**

Whereas, a majority of the employees of the Employer in the collective bargaining unit covered by the terms of this Agreement have designated the Union as the collective bargaining agent, the Employer recognizes the Union as the sole and exclusive collective bargaining representative for all employees in the General unit in all matters pertaining to wages, hours and working conditions.

The parties desire to establish a standard of conditions and procedures under which employees shall work for the Employer during the term of this Agreement and desire to regulate the mutual employment relations between the parties for the purpose of securing harmonious cooperation and settling of all disputes, by peaceful means, that may arise in the employee-employer relationship.

#### **Section 2. Recognition**

The Employer recognizes the Union as the sole and exclusive bargaining representative for all employees in the General unit consisting of classifications and any newly created classifications to which like work is assigned as defined in Appendix A.

#### **Section 3. Union Security**

##### **3.1 Membership**

Within thirty-one (31) days after the beginning of this Agreement or within thirty- one (31) days of date of hire, whichever occurs later, each employee of the Employer within each bargaining unit shall be required to:

- A. Become and remain a member of the Union, or
- B. Pay to the Union an agency fee payment in an amount which may be less than, but will never be more than, the standard initiation fee, periodic dues and general assessments of the Union. The agency fee payment shall be established annually by the Union, provided that such agency fee will be used by the Union only for the purposes of collective bargaining, contract administration and pursuing matters affecting wages, hours and other terms and condition of employment.

##### **3.2 Notification to Union**

The Employer shall supply the Union with the names, addresses and classifications of all

newly hired employees and terminated employees in represented classes within thirty (30) calendar days of hire or termination. Additionally, on a bi-weekly basis, the Employer shall provide to the Union a list of all employees in represented classes which contains name, address, classification, date of hire, phone number, department, and work location. The bi-weekly employee listing shall be produced no later than 90 days after Union ratification.

**3.3 Payroll Dues Deduction**

During the period of this Agreement, the Employer shall deduct Union dues or agency fees from an employee's wages for any employee covered by this Agreement who has voluntarily provided the Employer with a written authorization for such deduction. The Employer shall provide authorization forms to all current and new employees. The Union will notify the Employer in writing of the amount of percentage required for union dues and agency fees. Such deductions will continue for the duration of this Agreement. The dues and fees deducted will be transmitted by the Employer to the Union within a reasonable time after the applicable payday, but in any case, postmarked within fifteen (15) calendar days of the payroll period pay date.

**3.4 Deduction of Union Membership Dues or Agency Fee**

Upon receipt of a written assignment and authorization signed by the employee on a form agreed to by the parties, the Employer agrees to deduct from the pay check of such employee the initiation fee of the employee if any, and any and all regular monthly dues required for Union membership or agency fee. The amounts so deducted shall be remitted by the Employer to the Union. The Union shall indemnify and hold the Employer harmless for the purpose of complying with any of the provisions of this check-off clause.

**3.5 Committee on Political Education (COPE) Deduction**

Employer will deduct, during the period of this Agreement, contributions to the Committee on Political Education (COPE) for each employee who submits to Employer, in writing, an appropriate payroll deduction authorization. Payment or non-payment of contributions to COPE shall not be a condition of employment.

**3.6 Indemnification**

The Union understands and agrees that the Employer assumes no liability in connection with the voluntary deductions made in accordance with this Article. Any question as to the correctness of the deductions authorized and made will be a matter to be resolved between the Union and the employee. The Union shall indemnify and hold the Employer harmless from any all claims, demands, suits, or any other action arising from any of the provisions of this Article.

**Section 4. Protection of Rights (Employer and Union Responsibility)**

**4.1 Strikes**

The Union agrees not to engage in any strikes or stoppages of work during the term of this Agreement.

**4.2 Lockout**

The Employer agrees not to engage in any lockout during the term of this Agreement.

## **Section 5. No Discrimination**

There shall be no discrimination of any kind because of race, color, religion, religious creed, national origin, ancestry, citizenship, physical or mental disability, sex, sexual orientation, genetic information, gender identity, gender expression, marital status, age (40 years and over), political beliefs, veteran status or union activities against any employee by the Employer or by any one employed by the Employer, and to the extent prohibited by applicable state and federal law, there shall be no discrimination because of age or disability.

## **Section 6. No Harassment Policy**

The Employer policies strictly prohibit harassment, including sexual harassment or any other forms of harassment, discrimination or intimidating or threatening acts constituting workplace violence. Employees who violate these policies will be disciplined up to and including termination.

## **Section 7. Americans with Disabilities Act (ADA)**

Both the Employer and the Union agree to observe the provisions of this Agreement in accordance with the Americans with Disabilities Act.

## **Section 8. Employer and Union Responsibility**

### **8.1 Responsibility**

The Employer and the Union pledge to abide by all regulations mutually agreed upon and to give each other fullest cooperation in order that harmonious relations may be maintained in the interest of both the Employer and the employees.

### **8.2 Retained Rights**

The right to hire, reassign, promote, demote, layoff, and discharge employees for just and lawful cause, and the Employer disposition and number of employees shall rest solely and exclusively with the Employer except where abridged by this agreement. Employees covered by this Agreement shall possess the right of appeal through the grievance procedure as provided by the terms of this Agreement.

## **Section 9. Union Business**

### **9.1 Union Officers and Stewards/Organizers**

There will be one (1) President, one (1) Vice President, one (1) Treasurer, one (1) Secretary, one (1) Chief Steward, and six (6) Shop Stewards at Asian Health Services, who shall be selected from among the employees in the manner determined by the Union. The Union will notify the Employer of the names of the officers and stewards. No employee shall be recognized by the Employer as a steward unless the Employer has received official notice from the Union of his/her selection.

9.2 Duties

Stewards/Organizers and Officers shall be allowed reasonable release time with pay for processing grievances or to represent unit members in meetings which may result in disciplinary action.

9.3 Union Business Representative

A duly authorized Union Business Representative shall be admitted to the worksite during normal working hours for the purpose of ascertaining whether or not this Agreement is being observed. This right shall be exercised reasonably. The duly authorized Union Business Representative of the Union shall notify management before or upon arriving at the worksite.

9.4 Bulletin Boards

The Employer will designate a bulletin board that the Union may use, provided that said use is restricted to official Union business, including the posting of notices of Labor Union meetings and elections.

9.5 Use of Meeting Facilities

The Union shall be allowed the use of areas normally used for meeting purposes for meetings of Employer employee during non-working hours when:

- A. Such space is available and its use by the Union is scheduled seventy-two (72) hours in advance;
- B. there is no additional cost to the Employer;
- C. it does not interfere with normal Employer operations;
- D. employees in attendance are not on duty and are not scheduled for duty; and
- E. the meetings are on matters within the scope of representation.

The Union shall maintain proper order at the meetings, and see that the space is left in a clean and orderly condition.

9.6 Joint Union/Management Training

Within six (6) months of the date of ratification of this Agreement and on a date to be mutually agreed by the parties, the designated officers, stewards/ organizers, labor representatives, and managers to be selected by the Employer shall meet for joint training on contract administration, general discussions on Employer-Employee relations and such other matters as may be mutually agreed by the parties. The Union officers, stewards/organizers shall attend such training on paid time.

9.7 Union Leave

The Employer may grant an employee a leave of absence without pay of up to six (6) months for purposes of doing non-Asian Health Services related Union business. An employee on Union Leave shall experience no loss of seniority.



## **Section 10. Seniority**

### **10.1 Definition of Seniority**

Seniority shall be defined as combined continuous length of service within the defined bargaining units from the most recent date of hire.

Seniority shall be terminated by discharge for cause, voluntary resignation from the bargaining unit, twelve (12) consecutive months of unemployment, or failure to report to work within five (5) business days of recall from layoff. Seniority shall not be affected or reduced by periods of authorized leave of absence or authorized reduction in work schedules.

### **10.2 Trial Service Period**

A trial service period shall be established for all employees who are newly hired, transferred or promoted. The trial service period shall be ninety (90) days for the general unit, and one hundred eighty (180) days for professional and mid- management units.

New hires are not subject to the just cause provision of this Agreement during their trial service period.

## **Section 11. Layoff**

### **11.1 Order of Layoffs**

When in the sole discretion of the Employer, a reduction in positions within a department(s) or classification(s) is determined to be necessary, layoff of employees in such department(s) and/or classification(s) shall occur as follows:

- A. At least thirty (30) calendar days prior to the layoff of employees, except in cases of emergencies, the Employer shall provide a written notice to the affected employees and the Union regarding its intent to layoff employees, and shall, upon request of the Union, meet with the Union regarding the effects of such layoff on the bargaining unit. The Employer shall consider alternatives to the layoff as may be proposed by the Union.
- B. Prior to any layoffs within a designated department(s) and/or classification(s), other employees in the same department(s) and/or classification(s) shall be afforded the opportunity to volunteer for layoff first. Such volunteers will be accepted for layoff only if the Employer determines that the remaining employees include employees with sufficient skills and ability to perform the remaining work.
- C. In the event of layoffs, the principal of seniority shall govern, therefore, the last employee hired into the bargaining unit shall be the first employee laid off provided the remaining employees by virtue of prior training and experience can perform the work. However, effective August 1, 2015, new employees hired in limited term grant funded positions may not bump other employees regardless of seniority. The right to bump is grandfathered for Bargaining Unit employees occupying limited term grant funded positions prior to August 1, 2015.

**11.2 Reinstatement List**

Employees who are laid off shall be placed on a reinstatement list for a period of twelve (12) months from the date of layoff. Recall from layoff shall be in reverse order of layoff; that is, the last employee laid off that can perform the available work shall be the first recalled.

**11.3 Recall**

Employees who are being recalled to duty will be notified by certified letter and are required to respond to the Employer within five (5) business days of the date of notification. It is the employee's responsibility to notify the Employer of any change of address. Failure of an employee to respond within the time limits shall be considered a refusal of the offer and a forfeiture of the employee's recall rights.

**11.4 Severance Pay**

Regular employees who have worked for Asian Health Services for at least two (2) years that were laid off, will receive severance pay based on the following schedule:

<u>Years of Service</u>	<u>Severance Pay</u>
2-5 years	2 weeks
6-9 years	4 weeks
10 or more years	5 weeks

Severance pay shall be based on the employee's pay at the time of separation. Severance pay will not be offered if Asian Health Services closes.

**Section 12. Hours of Work**

The normal workday is seven and one-half (7½) hours. There shall be a one-half (½) hour unpaid lunch period and a fifteen (15) minute paid break taken mid-day in the morning and a fifteen (15) minute paid break midway in the afternoon. Any change in hours of work must be approved in advance by an employee's supervisor.

**12.1 Overtime Rate**

The overtime rate shall be one and one-half (1½) times the straight-time rate for work performed in excess of eight (8) hours in one day or forty (40) hours in a week. The above rates only apply to non-exempt employees identified in Appendix A.

**Section 13. Temporary Employees**

No position shall be filled by a temporary employee for more than six (6) months unless the temporary employee is replacing a regular employee on leave. If the Employer seeks to extend the use of the temporary employee after a period of six (6) months, the parties will meet to determine the need and discuss other possible solutions.

Positions that are filled on a temporary basis in excess of the above time limits shall be filled on a regular basis as provided in Section 14.

For temporary openings lasting ninety (90) or more days, notice of such openings shall

be posted on the bulletin board for five (5) days before such opening is filled.

#### **Section 14. Job Bidding/Promotional**

All classifications covered by this Agreement that become vacant, or any newly created position that is to be covered by this Agreement, shall be internally posted for five (5) work days before being posted externally.

The most qualified internal applicant shall be chosen for the vacant position. For purposes of this Section, only employees who have been in their current position for at least one (1) year will be considered internal applicants. Employees with less than one (1) year in their current position but who have been in their current position at least six (6) months can apply for a vacant position but will be considered external applicants. If two (2) internal applicants are equally qualified, the most senior employee shall be awarded the job.

The Employer will hire external applicants if there are no qualified internal applicants.

#### **Section 15. Salary Structure**

##### 15.1 Wage

Employees shall be paid wages as set forth in Appendix A. Appendix A incorporates an agreed upon cost of living adjustment (COLA) as follows.

<b>WAGES</b>	<b>INCREASE</b>	<b>EFFECTIVE DATE</b>
Year 1	\$2.10/hour	First full pay period after July 1, 2023
	\$0.90/hour	On the first full pay period after January 1, 2024
Year 2	\$1.00/hour	First full pay period after July 1, 2024
	\$1.00/hour	First full pay period after January 1, 2025
Year 3	4%	First full pay period after July 1, 2025

Employees shall be eligible for step increases, and shall receive an increase to the next scheduled step in Appendix A on their upcoming anniversary dates.

##### 15.2 Equity Adjustments

Effective the first pay period after Union Ratification and Agency approval of successor MOU:

- A. Continuing Medical Education (CME) for Registered Dietician will be \$200 per year with no carry over and 15 hours per year for a 1.0 FTE.
- B. Employees at AHS will be reimbursed for license renewal fees required by the

state. Reimbursements will not affect the CME annual benefit amount.

**15.3 Nurse Practitioner and Physician Assistant Pay, CME and Sick Leave to Vacation Conversion**

- A. Effective first full pay period after Union Ratification and Agency Approval of Successor MOU, the salary range for the Nurse Practitioner and Physician Assistant classifications (NP/PA) shall be adjusted as follows **(5%)**:

Step 1	\$133,435.58
Step 2	\$138,881.93
Step 3	\$155,220.98
Step 4	\$157,944.15
Step 5	\$160,687.80
Step 6	\$163,390.50
Step 7	\$166,134.15
Step 8	\$168,816.38
Step 9	\$171,580.50
Step 10	\$174,303.68

- B. Continuing Medical Education (CME) for NP/PA: CME of \$2000.00 per year with no carry over, and 40 hours per year for a 1.0 FTE.
- C. Sick Leave to Vacation Conversion for NP/PA: Management agrees to sick leave to vacation conversion of 2-1
- D. Professional Society Dues/License Renewal - NP/PA classifications will be reimbursed for license renewal fees and any dues that are required to be paid as part of the license renewal by the state. Reimbursements will not affect the CME annual benefit amount.

**15.4 Behavioral Health**

- A. Continuing Medical Education (CME) for LCSW will be \$500 per year with no carry over and 37.5 hours per year for a 1.0 FTE.
- B. License renewal fee: Employees at AHS will be reimbursed for license renewal fees as required by state. Reimbursement will not affect the CME annual benefit amount.

**15.5 Triage Registered Nurse Equity Adjustment (5%)**

- A. Effective first full pay period after Union Ratification and Agency Approval of Successor MOU, the salary range for Triage Registered Nurse classifications (Triage/RN) shall be adjusted as follows:

Step 1	\$104,750.10
Step 2	\$105,999.08
Step 3	\$107,268.53
Step 4	\$108,497.03
Step 5	\$109,746.00
Step 6	\$111,015.45
Step 7	\$112,264.43

Step 8	\$113,554.35
Step 9	\$114,782.85
Step 10	\$116,031.83

- B. Continuing Medical Education (CME) for RN will be \$200 per year with no carry over.
- C. Continuing Medical Education (CME) Hours for RN will be 15 hours per year for a 1.0 FTE.
- D. Employees at AHS will be reimbursed for license renewal fees required by the state. Reimbursements will not affect the CME annual benefit amount.

**15.6 Health Coach Equity Adjustment (2%)**

A. Effective first full pay period after Union Ratification and Agency Approval Successor MOU, the salary range for Health Coach classifications shall be adjusted as follows:

Health Coach I:

Step 1	\$53,163.63
Step 2	\$54,357.03
Step 3	\$55,610.10
Step 4	\$56,783.61
Step 5	\$57,996.90
Step 6	\$59,210.19
Step 7	\$60,423.48
Step 8	\$61,616.88
Step 9	\$62,850.06
Step 10	\$64,023.57

Health Coach II:

Step 1	\$55,290.18
Step 2	\$56,531.31
Step 3	\$57,834.50
Step 4	\$59,054.95
Step 5	\$60,316.78
Step 6	\$61,578.60
Step 7	\$62,840.42
Step 8	\$64,081.56
Step 9	\$65,364.06
Step 10	\$66,584.51

Health Coach I who are able to pass an agency administered evaluation can qualify to become Health Coach II which is 4% increase in the salary rate.

**Transitioning from Health Coach I to Health Coach II**

1. Within 30 days after the ratification of the contract, Health Coach Supervisor will conduct assessment of all Health Coach I with the Health Coach Assessment sheet below based on the Health Coach II Job Description.
2. Any Health Coach I who "Meets Expectations" will be transitioned to Health Coach II by the next pay period after the assessment described above.

- a. For the inaugural cycle, all qualified Health Coach I will be transitioned at the same time and at the same pay period.
- 3. For the current Health Coach I who do not meet the qualifications and request to transition, the Health Coach Supervisors will provide them with the necessary support and reassess them in six months after either the last assessment or determination until they are eligible for the transition.
- 4. Future Health Coach I will be assessed and transition to Health Coach II within 30 days after they meet the requirements to be transitioned to Health Coach II. For example, after one year of clinic experience in healthcare setting.

**15.7 Licensed Vocational Nurse Equity Adjustment (7%)**

- A. Effective first full pay period after Union Ratification and Agency Approval of Successor MOU, the salary range for Licensed Vocational Nurse (LVN) classifications shall be adjusted as follows:

Licensed Vocational Nurse:

Step 1	\$68,484.39
Step 2	\$69,757.16
Step 3	\$71,050.79
Step 4	\$72,344.42
Step 5	\$73,617.18
Step 6	\$74,869.08
Step 7	\$76,183.58
Step 8	\$77,456.34
Step 9	\$78,749.97
Step 10	\$80,022.74

**Section 16. Health Coach I Certification Pay**

A Health Coach I who becomes a Certified Medical Assistant shall receive a pay differential of Three Thousand Dollars (\$3,000.00) per year, pro-rated according to the employee's full-time equivalency (FTE) status, effective on the date of certification.

The differential will be paid in equal increments per pay period and shall not be subject to COLA increases. The employee's anniversary date remains unchanged by this differential.

**Section 17. Reporting Pay**

Employees who are scheduled to report to work on a non-regularly scheduled work day and who do so, shall receive a minimum of two (2) hours of work or if two (2) hours of work is not provided, two (2) hours of pay.

**Section 18. Out of Class Pay Differential/Bilingual/Multi-Lingual Premium**

**Out of Class**

Employees who are temporarily assigned the duties of a higher classification will be paid an additional five percent (5%) upon the completion of one (1) full work day.

### **Bilingual/Multi-Lingual Premium**

Effective July 1, 2021, Employees who qualify for Bilingual/Multilingual Pay premium will be paid \$700 annually.

The premium shall be reviewed once a year to determine continuing eligibility and in instances when there is a lateral or promotional change in employment status and job duties.

To qualify for the premium, an employee must spend at least 10% of his/her regular work hours utilizing this skill.

### **Section 19. Performance Evaluations**

Each employee shall be reviewed annually between October 15 and December 15 by his/her immediate supervisor.

The performance evaluations shall be completed on the Asian Health Services evaluation form, which shall provide that the recipient has the right to respond to the evaluation.

The evaluation and any responses shall be kept in the employee's permanent file.

### **Section 20. Personnel Files**

Asian Health Services shall maintain one official personnel file per employee. Employees shall have the right to inspect and review any official record(s) relating to his/her/their performance. The contents of such records shall be made available to the employee for inspection and review by appointment during the regular business hours no later than 10 business days. Copies of written reprimands or memoranda pertaining to an employee's unsatisfactory performance which are to be placed in the employee's personnel file shall be given to the employee who shall have the right to respond in writing to said documents. As per Cal. Labor Code employees may inspect or obtain a copy of other documents in their personnel file within 21 business days (unless amended by statute) of their request.

Employees shall be provided an opportunity to respond in writing within 10 business days to any information that is in the employee's personnel file about which s/he/they disagrees. Such response shall become a permanent part of the employee's personnel record. The employee shall be responsible for providing the written responses to be included as part of the employee's permanent personnel record. However, any unfavorable written reprimands, related responses and memoranda pertaining to an employee's unsatisfactory performance which are more than 18 months old shall be removed from the personnel file upon the employee's request to HR.

Employees may authorize their Union representative to inspect, review and obtain copies of their personnel records.

### **Section 21. Holidays**

All employees will be entitled to the following twelve (12) holidays per year of which ten

(10) are full days and two (2) are half days:

New Year's Day	Labor Day
Martin Luther King Jr. Birthday	Thanksgiving Day
Lunar New Year	Day after Thanksgiving
Memorial Day	Christmas Eve (1/2 day)
Juneteenth National Independence Day	Christmas Day
Independence Day	New Year's Eve (1/2 day)

All employees are entitled to three (3) floating holidays per fiscal year (July 1<sup>st</sup> to June 30<sup>th</sup>). The floating holidays shall be scheduled in advance the same as vacation (See MOU Section 22.5 Vacation Scheduling below), taken within the fiscal year and shall not carryover and are not available for cash out.

#### 21.1 Eligibility

An employee must be in pay status the day before and day after the holiday to receive holiday pay.

#### 21.2 Saturday Holiday Bonus

Employees who are scheduled to work on a Saturday of a holiday weekend shall receive a One Hundred dollar (\$100) bonus payment.

#### 21.3 Weekend Holidays

When a holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, it shall be observed on the following Monday. If the preceding Friday or succeeding Monday is also a holiday, then the holiday is observed on the next preceding or succeeding work day.

#### 21.4 Part-time Employees

Holidays for part-time employees shall be pro-rated based on scheduled hours, as a percentage of the full-time schedule.

#### 21.5 Half-Day Holidays

The parties agree that a "half-day" is equivalent to 3.75 hours. Therefore, employees are expected to work from 9:00 to 12:45 on the Half-Day Holidays.

### **Section 22. Vacation Leave**

#### 22.1 Accrual Rate

Regular full-time employees accrue vacation leave on a per pay period basis. Temporary employees are not entitled to vacation leave accrual.



The amount of vacation leave that all eligible employees accrue is dependent upon his/her length of employment as shown below:

<b>Years of Continuous Employment</b>	<b>Annual Accrual Rate</b>	<b>#Hours</b>	<b>Maximum Cumulative Hours</b>
1 through 5 years	12 days	90.00	180.00
6 through 10 years	17 days	127.50	255.00
11 through 15 years	20 days	150.00	300.00
16 years	21 days	157.50	315.00
17 years	22 days	165.00	330.00
18 years	23 days	172.50	345.00
19 years	24 days	180.00	360.00
20 and more years	25 days	187.50	375.00

*\*These numbers shall be prorated for regular part-time employees.*

New employees may accrue vacation leave during their trial service period.

However, they are limited to using those accrued days only after a successful performance evaluation following the end of trial service period or at the discretion of the Supervisor.

The maximum carry-over of vacation is two times **(2X)** an employee's annual accrual rate.

For the term of the Agreement, vacation accrual under this section is capped at the allowed maximum cumulative hours as set forth above.

## 22.2 Illness During Vacation

Vacation time lost due to illness or injury may be charged to sick leave, subject to the rules governing sick leave.

## 22.3 Vacation Pay Upon Separation

Upon separation all employees, except those who have not completed their trial service period, are eligible for payment of unused and accrued vacation time.

## 22.4 Vacation Cash-Out Restriction

Vacation in the amount of 37.5 hours will be cashed out only in the following circumstances:

1. The vacation was requested in a timely manner per MOU Section 22.5, Vacation Scheduling.
2. Staff is at or near the vacation maximum cumulative hours.
3. The vacation request was denied due to operational needs.
4. The cash-out is reviewed and approved by the HR Director.

Employees who have accrued the maximum accrual, can request and be cashed out 15 hours, to

bring them under their maximum cumulative hours.

## 22.5 Vacation Scheduling

All vacation shall be granted according to a schedule approved by the employee's supervisor. An employee may submit a written vacation request to their immediate supervisor. The immediate supervisor shall approve or deny the vacation and notice shall be provided to the employee within fourteen (14) working days of the supervisor's receipt of the employee's written request. If no response is provided to the employee from their immediate supervisor that the request was originally made to, then the request shall be deemed approved on the fifteenth (15<sup>th</sup>) working day from the date of the vacation was originally submitted. However, under no circumstances shall such employee request under this provision shall be made more than 120 days from the first day of the proposed vacation request.

Whenever the Employer is unable to grant requests from two (2) or more employees within a department for the same vacation time off, and the parties cannot arrive at a mutually satisfactory solution, the employer will give preference to the senior employee in the department to the extent consistent with the operational needs of the Employer. An employee that is given seniority priority under these circumstances may not be given priority the next time if a scheduling request conflicts with the same employee(s) denied the time before.

## Section 23. Sick Leave

### 23.1 Sick Leave/ Stress Management Leave

Sick Leave/Stress Management Leave allowance may be used due to an employee's illness or injury, illness in the employee's immediate family (spouse, children, parents and domestic partner) for medical appointments for the employee or the employee's immediate family and to prevent emotional/physical exhaustion to the point where s/he is unable to perform his/her duties. Except in emergency circumstances, medical appointments should be scheduled in advance with at least two (2) days' notice to the supervisor for coverage purposes.

Sick leave allowance shall be paid at the employee's regular pay for those regularly scheduled workdays within the normal workweek(s) that the employee would have worked had the illness or injury not occurred. Accumulated sick leave allowance is not payable at time of termination.

### 23.2 Eligibility

All regular employees are eligible for sick leave allowance. Sick leave is prorated for part-time employees.

New employees will accrue sick leave during their trial service period. However, they are limited to taking those accrued days only after their trial service period is completed or at the discretion of the supervisor.

### 23.3 Accrual

Sick leave is accrued at 3.462 hours per pay period. Upon commencing employment, all eligible employees are allowed one (1) day of sick leave per month or ninety (90) hours per year (prorated for less than full-time). Unused sick leave may be accumulated to a maximum of 120 hours. Each employee who uses 7.5 hours or less (prorated for part-time employees) sick leave in a quarter shall receive One Hundred and twenty-five Dollars (\$125.00) for that quarter.

### 23.4 Stress Management Leave

Stress Management Leave may be taken for a maximum of two (2) consecutive working days and limited to a maximum of four (4) days per year. Stress Management Leave is deducted from an employee's sick leave accrual.

### 23.5 Integrated Sick Leave

In cases where an employee is eligible to receive State Disability Insurance (SDI) benefits or Workers' Compensation, the employee shall receive full disability payment plus such portion of accrued sick leave that shall aggregate to an amount equal to but not exceeding the employee's regular rate of pay. When accrued sick leave is exhausted, at the employee's option, integration shall be done with accrued vacation.

### 23.6 Donation of Leave

Employees may donate accumulated leave to another employee who has exhausted his/her paid leave balances due to catastrophic illness as provided in the Employer's Catastrophic Leave Policy in Section 23.9.

### 23.7 Use During Vacation

Sick leave may not be used for vacation leave purposes or for extension of vacation leave. An employee on paid vacation who becomes ill or disabled for one

(1) or more days may receive sick leave pay allowance for the time of disability. The supervisor may require medical certification for employees converting the vacation time to sick leave of more than five (5) days.

If the employee is absent due to illness for five (5) consecutive workdays, or when the employee is sick the day before or the day after a designated holiday or vacation day, the supervisor may require certification of illness. If there is indication of sick leave abuse, a sick leave certification may be required even if the absence is less than five (5) days.

### 23.8 Medical Release

An employee returning to work from sick leave may be required to provide a written authorization from the treating health provider to return to work, after three (3) consecutive work days. Such an authorization must specify in detail whether there are any restrictions or limitations on the employee's ability to perform his/her regularly assigned duties. If so, the nature and duration of such restrictions should be indicated. When the Employer has reasonable belief of abuse, or performance issues related to attendance within 60 days of the absence, or a pattern of absences on Monday and/or Friday, the Employer may request

the employee to provide a medical certificate to qualify for sick leave.

### **23.9 Catastrophic Leave**

A catastrophic leave program is in effect for employees with catastrophic illness whereby employees may donate accumulated leave to another employee who has exhausted his/her paid leave balances. The leave shall be donated on an hour for hour basis.

Employees on paid catastrophic leave shall be required to integrate all disability benefits for which they are eligible with donated leave to a maximum of their regular salary.

## **Section 24. Family and Medical Leave**

The Employer will comply with applicable state and federal family leave statutes. Notwithstanding the provisions of any other leave pursuant to this Article, a regular employee with at least twelve (12) continuous months of service and who has worked at least 1250 actual hours during the previous twelve (12) months may be entitled to up to twelve (12) work weeks of family and medical leave without pay for 1) the birth or placement of a child for adoption or foster care; 2) leave to care for an immediate family member (spouse, child, parent or domestic partner) with a serious health condition; or 3) leave when the employee is unable to work because of a serious health condition. The Employer will calculate family leave entitlement on a "rolling" 12-month period measured backward from the date an employee uses any family leave.

Employees seeking to use leave pursuant to this paragraph may be required to provide 1) thirty (30) days advance notice if the need for such leave was foreseeable, 2) medical certification of the need, 3) periodic medical re- certification, and 4) periodic reports during such leave.

The Employer will maintain group health and dental insurance coverage for an eligible employee during the period of medical leave. The Employer's and employee's contribution for such coverage will be the same as though the employee was continuing at work. If it becomes necessary to extend the leave beyond twelve (12) weeks, the Employer will offer the employee the opportunity to pay the health benefit premiums for the coverage to continue during the additional period. Employees shall return at the same benefit and leave accrual status as prior to the leave. Family and medical leave will not be considered a break in service.

Employees covered by State Disability Insurance (SDI) may also be entitled to up to six (6) weeks of partial wage replacement under the Paid Family Leave Program in the event the employee cannot work due to the need to care for a child, parent, spouse, or registered domestic partner, or to bond with a new child.

## **Section 25. Long Term Disability Leave**

Long Term Disability Leave (LTD) must be approved by the Employer and must meet the requirements of the Employer's Long Term Disability insurance carrier. Regular full-time and part-time employees are eligible after completion of their trial service period. To qualify, the employee must be under the care of and certified as disabled by a licensed physician. The employee is required to provide a physician's diagnosis, prognosis and treatment.

## **Section 26. Bereavement Leave**

In the event of death in the family, bereavement leave will be granted up to five (5) days with pay. If the employee has to travel out of the country for the funeral, the employee may use up to four (4) additional days of unpaid or sick/vacation/floating holiday leaves. This applies to the deaths of immediate family defined as spouse, children, parents, parents-in-laws, grandparents, siblings, grandchildren, and domestic partners. This benefit applies to all regular employees regardless of the full-time or part-time status.

Employees requesting bereavement leave shall notify their manager for approval.

## **Section 27. Personal Leave of Absence**

An employee may be granted a Personal Leave of Absence without pay at the discretion of the Chief Executive Officer or her designee and without recourse to the grievance and arbitration procedures of this Agreement.

An employee may apply for a Personal Leave of Absence after employment of at least one (1) year of service.

A request, with an explanation for the leave must be submitted in writing for approval. Personal leaves must be considered on an individual basis and will be granted only when it is in the best interest of both the Employer and the employee to do so.

Six (6) months is the maximum allowable leave of absence except in special circumstances when up to a one (1) year leave may be granted.

## **Section 28. Jury Duty**

Asian Health Services shall not in any way obstruct the participation of any employee to serve on jury duty or to act as a witness in a legal proceeding. Employees will be paid a full salary while on jury duty. Employees are required to turn in any jury duty subsidy to Asian Health Services.

Employees must notify their supervisor as soon as they receive notification that they have been selected for jury duty. During jury duty, employees are expected to report to work if they are placed "on call" by phone or are not needed in court.

Benefits and leave accrual will not be affected by jury duty.

## **Section 29. Military Leave**

Asian Health Services shall abide by the provisions of applicable State and Federal Laws with respect to leave for military services.

Military leave that is three (3) months or less shall not constitute a break in service and will not impact the employee's anniversary date. A military leave that is more than three (3) months will cause the employee's anniversary date to be moved back in time equal to the length of the leave.

An employee shall be given the opportunity to pay for his/her own health benefits during the military leave of absence.

**Section 30. Health and Welfare****30.1 Medical Plan**

The Employer will maintain the current level of health and welfare coverage throughout the term of the Agreement.

In the event the health premiums increase during the term of the Agreement the Employer will pay the increase based on the employer and employee contribution percentages referenced below. The Employer's contribution for employee health benefits, regardless of plan selection, will be based on the following schedule:

Employee Only	100%
Employee + 1	100% of employee, 75% of first dependent effective 1/1/2024
Employee + 2 or more	100% of employee, 75% of first dependent; 75% of all additional dependents effective 1/1/2024

Employees using Asian Health Services as their primary care preferred provider pick up thirty percent (30%) of the employee contribution cost.

No new or additional current employees are eligible for enrollment in the Asian Health Services PCP plan.

**30.2 Dental and Vision Plan**

The Employer will contribute the following amounts towards employee dental and vision benefits:

Employee	100%
Employee + dependent	100% of employee, 75% of first dependent; 75% of all additional dependents effective 1/1/2024

**30.3 Cafeteria Plan**

Qualified employees have the option to participate in a Medical Reimbursement Plan and Dependent Care Expense Reimbursement Plan under IRS Code Section 125 also known as a Cafeteria Plan. Under this plan, employees can elect to pay reimbursable expenses for eligible out-of-pocket medical or dental expenses and for the cost of providing care for qualified dependents on a pre-tax basis, as allowed by the IRS. The plan works on salary redirection based on an irrevocable amount determined at the beginning of the Plan Year or upon eligibility by a new employee. Reimbursement of expenses is obtained by filling out a claim form and attaching receipt or proof. Money not claimed at the end of the Plan Year is forfeited to the Plan.

**30.4 Pay in Lieu of Medical Benefits**

Employees who elect not to participate in a group hospital medical plan shall receive one-half(½) the Kaiser single rate in cash in lieu of medical coverage. To be eligible, an

employee must be covered by similar medical coverage from another source. Proof of coverage is required.

### **Section 31. Asian Health Services 403b Plan**

The Employer offers regular employees (who work at least twenty (20) hours a week) the opportunity to voluntarily contribute to a 403(b) Plan. Employees may begin making voluntary contributions to the plan at any time during their employment.

During the term of this Agreement, the Employer will make a non-elective contribution of up three (3%) of an employee's regular gross pay to the 403(b) plan with no contribution for overtime, on-call pay or bilingual premium pay.

In addition, the Employer will make a matching contribution of Fifty Cents (\$.50) for every dollar (\$1.00) an employee contributes to the 403(b) plan to a maximum additional two percent (2%) of base salary, subject to the vesting schedule set forth in the 403(b) plan.

The non-elective and matching contributions begin after a ninety (90) eligibility period, counting from the date of hire as a regular employee.

Employees may choose to contribute into the account by direct payroll deduction. The maximum contribution to the 403(b) plan is limited to a legally determined maximum amount.

### **Section 32. Life Insurance**

Each employee shall be covered by a Twenty Five Thousand Dollar (\$25,000) term life insurance policy with an accidental death and dismemberment provision for an amount equal to the employee's life insurance benefit. Employees are eligible for life insurance coverage upon completion of their trial service period.

### **Section 33. Physical Examination**

Employees are responsible for providing annual medical certification as required by the Employer.

### **Section 34. Health and Safety**

Both parties agree to promote a safe and healthy working environment for all its employees. Safety and health is a major factor in every function and plays an important consideration in the Employer's operations. To this end, the Employer will ensure that every reasonable effort will be made in the interest of accident prevention, fire protection and health preservation.

#### **34.1 Health and Safety Committee**

The Employer and the Union shall maintain a joint Health and Safety Committee for the purpose of promoting work place health and safety. The membership of the Health and Safety Committee will include up to five (5) SEIU Local 1021 representatives and up to five (5) members of management.

### 34.2 Procedures

The Health and Safety Committee shall hear concerns of employees relating to health and safety issues and shall make recommendations to the Administrative Services Manager for the resolution of any health and safety problems. If any such recommendation is not adopted, a written response will be provided to the Committee within thirty (30) days of receipt of the recommendation.

### 34.3 Right to Know

All employees shall be informed of their "right to know" about hazardous substances to which they may be exposed or with which they may come in contact on the job.

## **Section 35. Discipline and Discharge**

The Employer may discipline or discharge an employee who has completed his/her trial service period for just cause or for violating the terms of this Agreement.

An employee who has completed his/her trial service period will not be disciplined or discharged without cause. Ordinarily, the principle of progressive discipline will govern in order to give the employee advance notice whenever possible, regarding problems with their conduct or performance. However, any, all or none of the steps of progressive discipline may be used depending upon individual circumstances and the nature of the violation.

Employees shall be advised of their right to representation at disciplinary meetings.

Failure to notify the employee shall not be a basis for appealing the discipline.

## **Section 36. Grievance and Arbitration**

Most work-related problems can be solved by regular, open communication between employees and their supervisors. Occasionally, however, a different approach may be necessary to resolve a grievance.

### 36.1 Grievance Definition

The purpose of the procedure set forth below is to provide the Employer and the Union an orderly means of resolving disputes that may arise between them. The Union agrees this procedure shall be the exclusive means for the resolution of employees and Union grievances or claims against the Employer.

A grievance is a claim by an employee or the Union against Asian Health Services concerning the interpretation or application of any provision of this Agreement. A grievance regarding discipline, suspension or discharge must be filed within ten (10) work days following the date of discipline. All other grievances must be filed within fourteen (14) work days following the date the employee reasonably should have been aware of the problem. All grievances shall be handled in accordance with the procedure that follows:

### 36.2 Representation

The employee shall have the right to representation by a Union Officer, Steward/Organizer



and/or Union Field Representative at any step of the grievance procedure.

### 36.3 Procedure

#### Step 1.

The first step to address grievances is for the employee to contact his/her immediate supervisor with a statement of the grievance. The supervisor will make every effort to arrive at a prompt resolution of the grievance by investigating the issue and responding within seven (7) work days. If the grievance directly involves the supervisor or department head, and the employee believes s/he may not reasonably demonstrate objectivity in the situation, the employee may immediately proceed to Step 2.

#### Step 2.

If the grievance is not satisfactorily resolved in Step 1, the grievant, or his/her representative may appeal the decision to the Human Resources Director or designee within seven (7) work days of receipt of the answer. The Human Resources Director or designee shall schedule a meeting to hear the grievance within fourteen (14) work days of receipt of the grievance. The Human Resources Director or designee shall reply to the grievance within seven (7) work days following such meeting.

All grievances filed at Step 2 shall be submitted no later than thirty (30) work days (fifteen (15) work days in the case of discharge or suspension) after

- A. the date the action complained of occurred;
- B. the date the action complained of should have occurred;
- C. the date the grievant could have reasonably known of the action; or
- D. the date the grievant could have reasonably known of the action not occurring.

#### Step 3.

If the grievance is not satisfactorily resolved in Step 2, or if no answer is given within time specified, the Union may, by written notice to the Human Resources Director within fourteen (14) work days after the step 2 response, or the last day on which the answer was due if none was given, request the grievance be submitted to arbitration, as provided in Section 37.4.

### 36.4 Arbitration

- A. Selection of Arbitrator. In the event arbitration is requested, the Employer and the Union shall meet within fourteen (14) work days of the notice requesting arbitration and shall select an arbitrator to hear and resolve the grievance. In the event the parties are unable to agree upon an arbitrator, they shall request a panel of seven (7) impartial arbitrators from the Federal Mediation and Conciliation Service. Within seven (7) work days after receipt of that panel, the parties shall meet to select the arbitrator.

They shall flip a coin to determine which party will strike the first name from the panel, and then shall proceed by alternately striking names from the panel until one (1) name remains. The arbitrator selected shall hear the grievance as expeditiously as possible.

- B. Expenses. The expenses of the arbitrator and court reporter, if any, shall be shared equally by the parties and the parties shall; bear the cost of their own representation and witnesses. If an employee gives testimony in connection with the grievance procedure during work hours, the employee will suffer no loss in pay.
- C. Authority of Arbitrator. The arbitrator selected shall not have the jurisdiction to add to, subtract from, change, alter or modify any of the terms of this contract or to substitute his/her judgment of the Employer where the Employer has not violated the Agreement. Decisions of the arbitrator on issues properly before them are final and binding on the parties.

### **Section 37. Labor Management Relations Committee**

The Employer and the Union recognize that the holding of periodic meetings for the exchange of views and information may contribute to the effectiveness of the labor-management relationship. Therefore, the parties shall continue meetings of the Labor Management Relations Committee, in accordance with the provisions of this Agreement for the purpose of discussing all matters of interest or concern in the area of personnel policies and practices and matters affecting working conditions.

The Labor Management Relations Committee shall meet as requested by either party, but the parties shall not be required to meet more often than quarterly at Asian Health Services, or other mutually agreed location. At least forty-eight (48) hours prior to the scheduled date of the meeting, the parties will exchange agenda items. Union representatives will receive release time with pay to attend such meetings.

Asian Health Services and the Union shall be entitled to the following equal membership on the Labor Management Relations Committee:

- A. Five (5) representatives from the Union, and no more than 2 per department
- B. Up to five (5) representatives from Management shall comprise the committee.

The Employer and Union shall be entitled to bring necessary consultants and field representatives to attend Committee meetings.

Meetings will be held during normal working hours at a time mutually agreed upon by the Employer and the Union.

### **Section 38. Reimbursement for Business Travel Expenses**

Asian Health Services will reimburse employees for mileage, tolls and parking expenses when employees use their car on Employer business. The Employer requires that employees who use their personal cars on Employer business carry auto insurance. A current Certificate of Insurance and a verification of a California Driver's License must be on file with the Employer.

Business travel is reimbursed at IRS allowable rate. Receipts are required for parking and toll charges. Costs of insurance premiums and traffic fines are not reimbursable.

Employees who use public transportation shall be reimbursed for actual fares.

### **Section 39. Transportation Vouchers**

Effective after the ratification, transportation vouchers in the amount of One Hundred and Ten Dollars (\$110.00) per month shall be provided to employees who commute to work on public transportation. Public transportation includes bus, BART, ferry, train, etc. The transportation voucher amount will be Sixty-Five Dollars (\$65.00) per month for part-time employees who work at least twenty (20) hours per week. An employee shall not receive both a transportation voucher and parking reimbursement during the same month.

### **Section 40. Parking Reimbursement**

Effective after the ratification, parking reimbursement up to a maximum of \$125.00 per month for full time employees and up to a maximum of \$65.00 per month for part-time employees who work at least twenty (20) hours per week, shall be provided to employees who drive their own car to AHS work locations and pays for parking in a lot. Employees shall submit documentation as required by the Agency to receive a reimbursement. An employee shall not receive both a transportation voucher and parking reimbursement during the same month.

### **Section 41. Time Off to Vote**

An employee whose regular work hours will otherwise deprive him/her of an opportunity to vote in a statewide election may request time off to vote. If the employee on the third (3rd) working day prior to the day of election, knows or has reason to believe that time off will be necessary to be able to vote on election day, the employee shall give the Employer at least two (2) working days' notice that time off for voting is desired, in accordance with the law. Up to two (2.0) hours of paid time off will be provided, at the beginning or end of the employee's regular shift, whichever will allow the most free time for voting and require the least time off work.

### **Section 42. Agreement**

#### **42.1 Term of Agreement**

This Agreement shall be effective 1<sup>st</sup> day of July, 2023 and shall remain in full force and effect to and including the 30<sup>th</sup> day of June, 2026 and, except as specifically noted, shall continue thereafter from year to year unless at least sixty (60) days prior to the first day of June or the first day of June in any subsequent year either party shall file a written notice with the other of its desire to amend, modify, or terminate this Agreement.

#### **42.2 Amendment**

The parties may, by mutual agreement, agree to amend or add to any provision of this Agreement. However, any such amendment or modification must be in writing, executed by the duly authorized representative(s) of each party, and any oral modification or amendment shall be of no force or effect.

#### **42.3 Separability**

Should any section, clause or provision of this Agreement be declared illegal by final judgment of a court of competent jurisdiction or as a result of any applicable local, state or federal law or regulatory provision thereof, such invalidation of such section, clause or provision shall not

invalidate the remaining portion hereof, and such remaining portions shall remain in full force and effect for the duration of this Agreement. The parties shall meet and negotiate replacement language for any provision which may be found to be in conflict with applicable law.

**42.4**    **Communication**

Any official communication under this Agreement shall be sent to the Union at:

447 29th Street  
Oakland, CA 94609

Attention: Field Representative for Asian Health Services

The address of the Union building is:  
100 Oak Street  
Oakland, California 94607,

and the Employer at:

Asian Health Services  
101 8<sup>th</sup> Street, Suite 100  
Oakland, California 94607, Attention: Chief Executive Officer

or such other addresses as the parties shall from time to time by notice direct.

**42.5**    **Scope of Agreement**

This Agreement for the period of July 1, 2023 through June 30, 2026, fully and completely incorporates the understanding of the parties and constitutes the sole and entire agreement between the parties on any and all matters subject to collective bargaining. Neither party shall, during the term of this Agreement, demand any change therein nor shall either party be required to bargain with respect to any matter. Without limiting the generality of the above, both parties in their own behalf and on behalf of their respective members bound, waive any right to demand of the other any negotiating, bargaining or change during the life of this Agreement with respect to pensions, retirement, health and welfare annuity or insurance plans, or respecting any question of wages, hours, or any other terms or conditions of employment, provided that nothing herein shall prohibit the parties from changing the terms of this Agreement by mutual agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 1st day of July, 2023.

**SEIU LOCAL 1021**

**ASIAN HEALTH SERVICES**

DocuSigned by:  
By Saad Muhammad  
Saad Muhammad  
SEIU LOCAL 1021  
Chief Negotiator

DocuSigned by:  
By Daniel Kao  
Daniel Kao  
Board Chair

DocuSigned by:  
By Tina Diep  
Tina Diep  
SEIU LOCAL 1021  
President

By \_\_\_\_\_  
Julia Liou  
Chief Executive Officer

DocuSigned by:  
By Tina Doan  
Tina Doan  
SEIU LOCAL 1021  
Vice President

DocuSigned by:  
By Dania Torres Wong  
Dania Torres Wong  
Negotiator for Asian Health  
Services

DocuSigned by:  
By Vicky Tan  
Vicky Tan  
SEIU LOCAL 1021  
Negotiator

DocuSigned by:  
By Dong Suh  
Dong Suh  
Chief Deputy, Analytics Officer

DocuSigned by:  
By Apple Lo  
Apple Lo  
SEIU LOCAL 1021  
Negotiator

DocuSigned by:  
By Latimer Bryan Salva  
Latimer Bryan Salva  
Human Resources Director

DocuSigned by:  
By Tammy Vien  
Tammy Vien  
SEIU LOCAL 1021  
Negotiator

DocuSigned by:  
By Peter Masiak  
Peter Masiak  
SEIU LOCAL 1021  
Regional Director

DocuSigned by:  
By Blake Huntsman  
Blake Huntsman  
SEIU LOCAL 1021  
Regional Supervisor

DocuSigned by:  
By David Canham  
David Canham  
SEIU LOCAL 1021  
Executive Director

## Appendix A

Job Title	7/1/2023 to 12/31/2023 (Equity adjustment & \$2.10/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Accountant	73,281.00	74,451.00	75,660.00	76,810.50	78,019.50	79,189.50	80,379.00	81,568.50	82,758.00	83,908.50
Accounting Assistant	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Accounting Clerk	36,231.00	37,440.00	38,610.00	39,799.50	40,989.00	42,178.50	43,329.00	44,557.50	45,747.00	46,897.50
Accounting Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Administrative Assistant	50,251.50	51,421.50	52,611.00	53,800.50	54,951.00	56,179.50	57,349.50	58,519.50	59,709.00	60,898.50
Administrative Facilities Staff	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Behavioral Health Case Manager	55,107.00	56,335.50	57,505.50	58,734.00	59,943.00	61,152.00	62,361.00	63,570.00	64,759.50	65,988.00
Behavioral Health Program Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Care Neighborhood Community Health Worker	54,112.50	55,302.00	56,452.50	57,681.00	58,851.00	60,021.00	61,210.50	62,419.50	63,570.00	64,779.00
Clinic Administrative Assistant	50,251.50	51,421.50	52,611.00	53,800.50	54,951.00	56,179.50	57,349.50	58,519.50	59,709.00	60,898.50
Clinic Site Supervisor	67,255.50	68,445.00	69,595.50	70,824.00	71,994.00	73,164.00	74,353.50	75,562.50	76,713.00	77,922.00
Clinical Informatics Technician	63,082.50	64,272.00	65,461.50	66,631.50	67,840.50	69,010.50	70,180.50	71,389.50	72,579.00	73,729.50
Communications Associate	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Community Healing Unit Care Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Community Healing Unit Community Health Advocate	54,112.50	55,302.00	56,452.50	57,681.00	58,851.00	60,021.00	61,210.50	62,419.50	63,570.00	64,779.00

Job Title	7/1/2023 to 12/31/2023 (Equity adjustment & \$2.10/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Healing Unit Program Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Community Health Advocate	54,112.50	55,302.00	56,452.50	57,681.00	58,851.00	60,021.00	61,210.50	62,419.50	63,570.00	64,779.00
Community Health Specialist	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Community Oral Health Coordinator	61,737.00	62,946.00	64,135.50	65,344.50	66,514.50	67,743.00	68,932.50	70,122.00	71,350.50	72,520.50
Comprehensive Perinatal Health Worker	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
COVID Program Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Dental Assistant	50,778.00	51,948.00	53,157.00	54,346.50	55,536.00	56,725.50	57,915.00	59,124.00	60,333.00	61,522.50
Dental Operations Coordinator	61,737.00	62,946.00	64,135.50	65,344.50	66,514.50	67,743.00	68,932.50	70,122.00	71,350.50	72,520.50
Dental Services Representative	48,477.00	49,647.00	50,856.00	52,065.00	53,254.50	54,463.50	55,653.00	56,842.50	58,012.50	59,241.00
Dental Supervisor RDA-Clinic Coordinator	66,319.50	67,509.00	68,718.00	69,888.00	71,077.50	72,267.00	73,495.50	74,665.50	75,874.50	77,064.00
Development Associate	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Drug Dispensary Assistant	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Drug Dispensary Assistant II	50,251.50	51,421.50	52,611.00	53,800.50	54,951.00	56,179.50	57,349.50	58,519.50	59,709.00	60,898.50
Facilities Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Facilities Maintenance Person	55,731.00	56,920.50	58,110.00	59,299.50	60,469.50	61,678.50	62,829.00	64,038.00	65,208.00	66,397.50

Job Title	7/1/2023 to 12/31/2023 (Equity adjustment & \$2.10/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Grants Program Manager	73,008.00	74,178.00	75,367.50	76,537.50	77,746.50	78,916.50	80,106.00	81,276.00	82,485.00	83,655.00
Health Coach I	53,163.63	54,357.03	55,610.10	56,783.61	57,996.90	59,210.19	60,423.48	61,616.88	62,850.06	64,023.57
Health Coach II	55,290.18	56,531.31	57,834.50	59,054.95	60,316.78	61,578.60	62,840.42	64,081.56	65,364.06	66,584.51
Health Coach Liaison	61,717.50	62,907.00	64,077.00	65,266.50	66,436.50	67,645.50	68,815.50	70,005.00	71,175.00	72,364.50
Health Coach Supervisor	67,255.50	68,445.00	69,595.50	70,824.00	71,994.00	73,164.00	74,353.50	75,562.50	76,713.00	77,922.00
Health Information Technology	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Health Information Technology Trainer	56,394.00	57,564.00	58,792.50	59,943.00	61,152.00	62,302.50	63,511.50	64,701.00	65,871.00	67,041.00
Health Navigator	54,112.50	55,302.00	56,452.50	57,681.00	58,851.00	60,021.00	61,210.50	62,419.50	63,570.00	64,779.00
Health Navigator Liaison	63,999.00	65,422.50	66,826.50	68,269.50	69,654.00	71,077.50	72,501.00	73,944.00	75,348.00	76,771.50
Health Navigator Supervisor	67,255.50	68,445.00	69,595.50	70,824.00	71,994.00	73,164.00	74,353.50	75,562.50	76,713.00	77,922.00
Information Systems Analyst	85,507.50	86,697.00	87,886.50	89,056.50	90,246.00	91,435.50	92,625.00	93,795.00	94,984.50	96,174.00
Integrated Behavioral Health Care Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
IT Administrator	82,972.50	84,142.50	85,312.50	86,502.00	87,691.50	88,861.50	90,070.50	91,221.00	92,430.00	93,619.50
IT Analyst	85,507.50	86,697.00	87,886.50	89,056.50	90,246.00	91,435.50	92,625.00	93,795.00	94,984.50	96,174.00
IT Database Tech	54,112.50	55,302.00	56,452.50	57,681.00	58,851.00	60,021.00	61,210.50	62,419.50	63,570.00	64,779.00
IT Systems Tech	63,082.50	64,272.00	65,461.50	66,631.50	67,840.50	69,010.50	70,180.50	71,389.50	72,579.00	73,729.50
Lead Medical Interpreter	54,229.50	55,399.50	56,628.00	57,778.50	58,968.00	60,138.00	61,347.00	62,517.00	63,706.50	64,876.50



Job Title	7/1/2023 to 12/31/2023 (Equity adjustment & \$2.10/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Lead Medical Records Tech	54,229.50	55,399.50	56,628.00	57,778.50	58,968.00	60,138.00	61,347.00	62,517.00	63,706.50	64,876.50
Lead Member Services Representative	54,229.50	55,399.50	56,628.00	57,778.50	58,968.00	60,138.00	61,347.00	62,517.00	63,706.50	64,876.50
Lead Patient Navigator	61,113.00	62,497.50	63,823.50	65,208.00	66,534.00	67,899.00	69,264.00	70,609.50	71,935.50	73,320.00
Lead Patient Services Representative	54,229.50	55,399.50	56,628.00	57,778.50	58,968.00	60,138.00	61,347.00	62,517.00	63,706.50	64,876.50
Lead Referral Clerk	55,926.00	57,330.00	58,734.00	60,099.00	61,522.50	62,926.50	64,330.50	65,715.00	67,119.00	68,484.00
Licensed Clinical Social Worker	94,224.00	95,433.00	96,681.00	97,929.00	99,177.00	100,386.00	101,614.50	102,862.50	104,091.00	105,339.00
Licensed Vocational Nurse	68,484.39	69,757.16	71,050.79	72,344.42	73,617.18	74,869.08	76,183.58	77,456.34	78,749.97	80,022.74
Medical Assistant	50,310.00	51,480.00	52,669.50	53,859.00	55,029.00	56,238.00	57,408.00	58,578.00	59,787.00	60,976.50
Medical Clinic Tech	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Medical Interpreter	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Medical Phone Receptionist	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Medical Records Clerk	39,819.00	41,008.50	42,198.00	43,348.50	44,577.00	45,747.00	46,917.00	48,106.50	49,296.00	50,466.00
Medical Social Worker	81,003.00	82,231.50	83,421.00	84,669.00	85,878.00	87,106.50	88,315.50	89,563.50	90,753.00	91,981.50
Member Services Clerk	36,231.00	37,440.00	38,610.00	39,799.50	40,989.00	42,178.50	43,329.00	44,557.50	45,747.00	46,897.50
Member Services Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Member Services Representative	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Member Services Specialist	54,112.50	55,302.00	56,452.50	57,681.00	58,851.00	60,021.00	61,210.50	62,419.50	63,570.00	64,779.00

Job Title	7/1/2023 to 12/31/2023 (Equity adjustment & \$2.10/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Non-Clinic Program Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Nurse Practitioner	133,435.58	138,881.93	155,220.98	157,944.15	160,687.80	163,390.50	166,134.15	168,816.38	171,580.50	174,303.68
Patient Navigator	54,112.50	55,302.00	56,452.50	57,681.00	58,851.00	60,021.00	61,210.50	62,419.50	63,570.00	64,779.00
Patient Services Representative	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Patient Services Representative Supervisor	67,255.50	68,445.00	69,595.50	70,824.00	71,994.00	73,164.00	74,353.50	75,562.50	76,713.00	77,922.00
Payroll Accounting Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Pediatric Care Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Physician Assistant	133,435.58	138,881.93	155,220.98	157,944.15	160,687.80	163,390.50	166,134.15	168,816.38	171,580.50	174,303.68
Planning & Development Associate	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Planning Associate	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Program Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Program Coordinator - HIV/AIDS	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Program Manager	73,008.00	74,178.00	75,367.50	76,537.50	77,746.50	78,916.50	80,106.00	81,276.00	82,485.00	83,655.00
Program Planner	67,060.50	68,289.00	69,439.50	70,629.00	71,818.50	73,008.00	74,178.00	75,367.50	76,537.50	77,746.50
Program Supervisor CLU	67,255.50	68,445.00	69,595.50	70,824.00	71,994.00	73,164.00	74,353.50	75,562.50	76,713.00	77,922.00
Program Supervisor-Facilities	67,255.50	68,445.00	69,595.50	70,824.00	71,994.00	73,164.00	74,353.50	75,562.50	76,713.00	77,922.00

Job Title	7/1/2023 to 12/31/2023 (Equity adjustment & \$2.10/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Provider Administrative Coordinator	65,715.00	66,904.50	68,055.00	69,283.50	70,453.50	71,623.50	72,813.00	74,022.00	75,172.50	76,381.50
Purchasing Assistant	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Purchasing Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Radiology Technologist	100,912.50	102,063.00	103,272.00	104,442.00	105,631.50	106,821.00	107,991.00	109,161.00	110,389.50	111,540.00
Referrals Clerk	49,549.50	50,778.00	51,987.00	53,215.50	54,424.50	55,672.50	56,901.00	58,110.00	59,358.00	60,547.50
Registered Dental Assistant	56,725.50	57,915.00	59,124.00	60,333.00	61,522.50	62,712.00	63,901.50	65,110.50	66,319.50	67,489.50
Registered Dietician	90,285.00	91,474.50	92,664.00	93,834.00	95,023.50	96,213.00	97,402.50	98,553.00	99,762.00	100,951.50
Registered Nurse	82,660.50	83,830.50	85,059.00	86,248.50	87,438.00	88,627.50	89,817.00	91,006.50	92,215.50	93,385.50
Registered Nurse - Care Transition	99,957.00	101,146.50	102,355.50	103,525.50	104,715.00	105,924.00	107,113.50	108,342.00	109,512.00	110,701.50
Research Assistant	52,201.50	53,371.50	54,600.00	55,750.50	56,940.00	58,129.50	59,319.00	60,489.00	61,698.00	62,848.50
Revenue Cycle Assistant	48,048.00	49,218.00	50,407.50	51,597.00	52,767.00	53,956.50	55,165.50	56,316.00	57,505.50	58,714.50
Revenue Cycle Coordinator	61,210.50	62,380.50	63,570.00	64,759.50	65,929.50	67,119.00	68,328.00	69,478.50	70,668.00	71,877.00
Revenue Cycle Specialist	54,229.50	55,399.50	56,628.00	57,778.50	58,968.00	60,138.00	61,347.00	62,517.00	63,706.50	64,876.50
School Based Program Coordinator	61,737.00	62,946.00	64,135.50	65,344.50	66,514.50	67,743.00	68,932.50	70,122.00	71,350.50	72,520.50
Senior Accountant	81,607.50	82,875.00	84,240.00	85,546.50	86,892.00	88,218.00	89,544.00	90,870.00	92,215.50	93,502.50
Senior Program Planner	76,518.00	77,922.00	79,228.50	80,613.00	81,978.00	83,343.00	84,688.50	86,053.50	87,399.00	88,803.00
Triage Nurse	104,750.10	105,999.08	107,268.53	108,497.03	109,746.00	111,015.45	112,264.43	113,554.35	114,782.85	116,031.83

Job Title	1/1/2024 to 6/30/2024 (\$0.90/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Accountant	75,036.00	76,206.00	77,415.00	78,565.50	79,774.50	80,944.50	82,134.00	83,323.50	84,513.00	85,663.50
Accounting Assistant	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Accounting Clerk	37,986.00	39,195.00	40,365.00	41,554.50	42,744.00	43,933.50	45,084.00	46,312.50	47,502.00	48,652.50
Accounting Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Administrative Assistant	52,006.50	53,176.50	54,366.00	55,555.50	56,706.00	57,934.50	59,104.50	60,274.50	61,464.00	62,653.50
Administrative Facilities Staff	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Behavioral Health Case Manager	56,862.00	58,090.50	59,260.50	60,489.00	61,698.00	62,907.00	64,116.00	65,325.00	66,514.50	67,743.00
Behavioral Health Program Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Care Neighborhood Community Health Worker	55,867.50	57,057.00	58,207.50	59,436.00	60,606.00	61,776.00	62,965.50	64,174.50	65,325.00	66,534.00
Clinic Administrative Assistant	52,006.50	53,176.50	54,366.00	55,555.50	56,706.00	57,934.50	59,104.50	60,274.50	61,464.00	62,653.50
Clinic Site Supervisor	69,010.50	70,200.00	71,350.50	72,579.00	73,749.00	74,919.00	76,108.50	77,317.50	78,468.00	79,677.00
Clinical Informatics Technician	64,837.50	66,027.00	67,216.50	68,386.50	69,595.50	70,765.50	71,935.50	73,144.50	74,334.00	75,484.50
Communications Associate	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Community Healing Unit Care Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Community Healing Unit Community Health Advocate	55,867.50	57,057.00	58,207.50	59,436.00	60,606.00	61,776.00	62,965.50	64,174.50	65,325.00	66,534.00

Job Title	1/1/2024 to 6/30/2024 (\$0.90/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Healing Unit Program Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Community Health Advocate	55,867.50	57,057.00	58,207.50	59,436.00	60,606.00	61,776.00	62,965.50	64,174.50	65,325.00	66,534.00
Community Health Specialist	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Community Oral Health Coordinator	63,492.00	64,701.00	65,890.50	67,099.50	68,269.50	69,498.00	70,687.50	71,877.00	73,105.50	74,275.50
Comprehensive Perinatal Health Worker	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
COVID Program Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Dental Assistant	52,533.00	53,703.00	54,912.00	56,101.50	57,291.00	58,480.50	59,670.00	60,879.00	62,088.00	63,277.50
Dental Operations Coordinator	63,492.00	64,701.00	65,890.50	67,099.50	68,269.50	69,498.00	70,687.50	71,877.00	73,105.50	74,275.50
Dental Services Representative	50,232.00	51,402.00	52,611.00	53,820.00	55,009.50	56,218.50	57,408.00	58,597.50	59,767.50	60,996.00
Dental Supervisor RDA-Clinic Coordinator	68,074.50	69,264.00	70,473.00	71,643.00	72,832.50	74,022.00	75,250.50	76,420.50	77,629.50	78,819.00
Development Associate	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Drug Dispensary Assistant	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Drug Dispensary Assistant II	52,006.50	53,176.50	54,366.00	55,555.50	56,706.00	57,934.50	59,104.50	60,274.50	61,464.00	62,653.50
Facilities Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Facilities Maintenance Person	57,486.00	58,675.50	59,865.00	61,054.50	62,224.50	63,433.50	64,584.00	65,793.00	66,963.00	68,152.50

Job Title	1/1/2024 to 6/30/2024 (\$0.90/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Grants Program Manager	74,763.00	75,933.00	77,122.50	78,292.50	79,501.50	80,671.50	81,861.00	83,031.00	84,240.00	85,410.00
Health Coach I	54,918.63	56,112.03	57,365.10	58,538.61	59,751.90	60,965.19	62,178.48	63,371.88	64,605.06	65,778.57
Health Coach II	57,045.18	58,286.31	59,589.50	60,809.95	62,071.78	63,333.60	64,595.42	65,836.56	67,119.06	68,339.51
Health Coach Liaison	63,472.50	64,662.00	65,832.00	67,021.50	68,191.50	69,400.50	70,570.50	71,760.00	72,930.00	74,119.50
Health Coach Supervisor	69,010.50	70,200.00	71,350.50	72,579.00	73,749.00	74,919.00	76,108.50	77,317.50	78,468.00	79,677.00
Health Information Technology	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Health Information Technology Trainer	58,149.00	59,319.00	60,547.50	61,698.00	62,907.00	64,057.50	65,266.50	66,456.00	67,626.00	68,796.00
Health Navigator	55,867.50	57,057.00	58,207.50	59,436.00	60,606.00	61,776.00	62,965.50	64,174.50	65,325.00	66,534.00
Health Navigator Liaison	65,754.00	67,177.50	68,581.50	70,024.50	71,409.00	72,832.50	74,256.00	75,699.00	77,103.00	78,526.50
Health Navigator Supervisor	69,010.50	70,200.00	71,350.50	72,579.00	73,749.00	74,919.00	76,108.50	77,317.50	78,468.00	79,677.00
Information Systems Analyst	87,262.50	88,452.00	89,641.50	90,811.50	92,001.00	93,190.50	94,380.00	95,550.00	96,739.50	97,929.00
Integrated Behavioral Health Care Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
IT Administrator	84,727.50	85,897.50	87,067.50	88,257.00	89,446.50	90,616.50	91,825.50	92,976.00	94,185.00	95,374.50
IT Analyst	87,262.50	88,452.00	89,641.50	90,811.50	92,001.00	93,190.50	94,380.00	95,550.00	96,739.50	97,929.00
IT Database Tech	55,867.50	57,057.00	58,207.50	59,436.00	60,606.00	61,776.00	62,965.50	64,174.50	65,325.00	66,534.00
IT Systems Tech	64,837.50	66,027.00	67,216.50	68,386.50	69,595.50	70,765.50	71,935.50	73,144.50	74,334.00	75,484.50
Lead Medical Interpreter	55,984.50	57,154.50	58,383.00	59,533.50	60,723.00	61,893.00	63,102.00	64,272.00	65,461.50	66,631.50

Job Title	1/1/2024 to 6/30/2024 (\$0.90/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Lead Medical Records Tech	55,984.50	57,154.50	58,383.00	59,533.50	60,723.00	61,893.00	63,102.00	64,272.00	65,461.50	66,631.50
Lead Member Services Representative	55,984.50	57,154.50	58,383.00	59,533.50	60,723.00	61,893.00	63,102.00	64,272.00	65,461.50	66,631.50
Lead Patient Navigator	62,868.00	64,252.50	65,578.50	66,963.00	68,289.00	69,654.00	71,019.00	72,364.50	73,690.50	75,075.00
Lead Patient Services Representative	55,984.50	57,154.50	58,383.00	59,533.50	60,723.00	61,893.00	63,102.00	64,272.00	65,461.50	66,631.50
Lead Referral Clerk	57,681.00	59,085.00	60,489.00	61,854.00	63,277.50	64,681.50	66,085.50	67,470.00	68,874.00	70,239.00
Licensed Clinical Social Worker	95,979.00	97,188.00	98,436.00	99,684.00	100,932.00	102,141.00	103,369.50	104,617.50	105,846.00	107,094.00
Licensed Vocational Nurse	70,239.39	71,512.16	72,805.79	74,099.42	75,372.18	76,624.08	77,938.58	79,211.34	80,504.97	81,777.74
Medical Assistant	52,065.00	53,235.00	54,424.50	55,614.00	56,784.00	57,993.00	59,163.00	60,333.00	61,542.00	62,731.50
Medical Clinic Tech	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Medical Interpreter	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Medical Phone Receptionist	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Medical Records Clerk	41,574.00	42,763.50	43,953.00	45,103.50	46,332.00	47,502.00	48,672.00	49,861.50	51,051.00	52,221.00
Medical Social Worker	82,758.00	83,986.50	85,176.00	86,424.00	87,633.00	88,861.50	90,070.50	91,318.50	92,508.00	93,736.50
Member Services Clerk	37,986.00	39,195.00	40,365.00	41,554.50	42,744.00	43,933.50	45,084.00	46,312.50	47,502.00	48,652.50
Member Services Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Member Services Representative	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Member Services Specialist	55,867.50	57,057.00	58,207.50	59,436.00	60,606.00	61,776.00	62,965.50	64,174.50	65,325.00	66,534.00

Job Title	1/1/2024 to 6/30/2024 (\$0.90/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Non-Clinic Program Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Nurse Practitioner	135,190.58	140,636.93	156,975.98	159,699.15	162,442.80	165,145.50	167,889.15	170,571.38	173,335.50	176,058.68
Patient Navigator	55,867.50	57,057.00	58,207.50	59,436.00	60,606.00	61,776.00	62,965.50	64,174.50	65,325.00	66,534.00
Patient Services Representative	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Patient Services Representative Supervisor	69,010.50	70,200.00	71,350.50	72,579.00	73,749.00	74,919.00	76,108.50	77,317.50	78,468.00	79,677.00
Payroll Accounting Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Pediatric Care Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Physician Assistant	135,190.58	140,636.93	156,975.98	159,699.15	162,442.80	165,145.50	167,889.15	170,571.38	173,335.50	176,058.68
Planning & Development Associate	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Planning Associate	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Program Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Program Coordinator - HIV/AIDS	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Program Manager	74,763.00	75,933.00	77,122.50	78,292.50	79,501.50	80,671.50	81,861.00	83,031.00	84,240.00	85,410.00
Program Planner	68,815.50	70,044.00	71,194.50	72,384.00	73,573.50	74,763.00	75,933.00	77,122.50	78,292.50	79,501.50
Program Supervisor CLU	69,010.50	70,200.00	71,350.50	72,579.00	73,749.00	74,919.00	76,108.50	77,317.50	78,468.00	79,677.00
Program Supervisor-Facilities	69,010.50	70,200.00	71,350.50	72,579.00	73,749.00	74,919.00	76,108.50	77,317.50	78,468.00	79,677.00



Job Title	1/1/2024 to 6/30/2024 (\$0.90/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Provider Administrative Coordinator	67,470.00	68,659.50	69,810.00	71,038.50	72,208.50	73,378.50	74,568.00	75,777.00	76,927.50	78,136.50
Purchasing Assistant	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Purchasing Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Radiology Technologist	102,667.50	103,818.00	105,027.00	106,197.00	107,386.50	108,576.00	109,746.00	110,916.00	112,144.50	113,295.00
Referrals Clerk	51,304.50	52,533.00	53,742.00	54,970.50	56,179.50	57,427.50	58,656.00	59,865.00	61,113.00	62,302.50
Registered Dental Assistant	58,480.50	59,670.00	60,879.00	62,088.00	63,277.50	64,467.00	65,656.50	66,865.50	68,074.50	69,244.50
Registered Dietician	92,040.00	93,229.50	94,419.00	95,589.00	96,778.50	97,968.00	99,157.50	100,308.00	101,517.00	102,706.50
Registered Nurse	84,415.50	85,585.50	86,814.00	88,003.50	89,193.00	90,382.50	91,572.00	92,761.50	93,970.50	95,140.50
Registered Nurse - Care Transition	101,712.00	102,901.50	104,110.50	105,280.50	106,470.00	107,679.00	108,868.50	110,097.00	111,267.00	112,456.50
Research Assistant	53,956.50	55,126.50	56,355.00	57,505.50	58,695.00	59,884.50	61,074.00	62,244.00	63,453.00	64,603.50
Revenue Cycle Assistant	49,803.00	50,973.00	52,162.50	53,352.00	54,522.00	55,711.50	56,920.50	58,071.00	59,260.50	60,469.50
Revenue Cycle Coordinator	62,965.50	64,135.50	65,325.00	66,514.50	67,684.50	68,874.00	70,083.00	71,233.50	72,423.00	73,632.00
Revenue Cycle Specialist	55,984.50	57,154.50	58,383.00	59,533.50	60,723.00	61,893.00	63,102.00	64,272.00	65,461.50	66,631.50
School Based Program Coordinator	63,492.00	64,701.00	65,890.50	67,099.50	68,269.50	69,498.00	70,687.50	71,877.00	73,105.50	74,275.50
Senior Accountant	83,362.50	84,630.00	85,995.00	87,301.50	88,647.00	89,973.00	91,299.00	92,625.00	93,970.50	95,257.50
Senior Program Planner	78,273.00	79,677.00	80,983.50	82,368.00	83,733.00	85,098.00	86,443.50	87,808.50	89,154.00	90,558.00
Triage Nurse	106,505.10	107,754.08	109,023.53	110,252.03	111,501.00	112,770.45	114,019.43	115,309.35	116,537.85	117,786.83

Job Title	7/1/2024 to 12/31/2024 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Accountant	76,986.00	78,156.00	79,365.00	80,515.50	81,724.50	82,894.50	84,084.00	85,273.50	86,463.00	87,613.50
Accounting Assistant	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Accounting Clerk	39,936.00	41,145.00	42,315.00	43,504.50	44,694.00	45,883.50	47,034.00	48,262.50	49,452.00	50,602.50
Accounting Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Administrative Assistant	53,956.50	55,126.50	56,316.00	57,505.50	58,656.00	59,884.50	61,054.50	62,224.50	63,414.00	64,603.50
Administrative Facilities Staff	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Behavioral Health Case Manager	58,812.00	60,040.50	61,210.50	62,439.00	63,648.00	64,857.00	66,066.00	67,275.00	68,464.50	69,693.00
Behavioral Health Program Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Care Neighborhood Community Health Worker	57,817.50	59,007.00	60,157.50	61,386.00	62,556.00	63,726.00	64,915.50	66,124.50	67,275.00	68,484.00
Clinic Administrative Assistant	53,956.50	55,126.50	56,316.00	57,505.50	58,656.00	59,884.50	61,054.50	62,224.50	63,414.00	64,603.50
Clinic Site Supervisor	70,960.50	72,150.00	73,300.50	74,529.00	75,699.00	76,869.00	78,058.50	79,267.50	80,418.00	81,627.00
Clinical Informatics Technician	66,787.50	67,977.00	69,166.50	70,336.50	71,545.50	72,715.50	73,885.50	75,094.50	76,284.00	77,434.50
Communications Associate	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Community Healing Unit Care Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Community Healing Unit Community Health Advocate	57,817.50	59,007.00	60,157.50	61,386.00	62,556.00	63,726.00	64,915.50	66,124.50	67,275.00	68,484.00

Job Title	7/1/2024 to 12/31/2024 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Healing Unit Program Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Community Health Advocate	57,817.50	59,007.00	60,157.50	61,386.00	62,556.00	63,726.00	64,915.50	66,124.50	67,275.00	68,484.00
Community Health Specialist	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Community Oral Health Coordinator	65,442.00	66,651.00	67,840.50	69,049.50	70,219.50	71,448.00	72,637.50	73,827.00	75,055.50	76,225.50
Comprehensive Perinatal Health Worker	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
COVID Program Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Dental Assistant	54,483.00	55,653.00	56,862.00	58,051.50	59,241.00	60,430.50	61,620.00	62,829.00	64,038.00	65,227.50
Dental Operations Coordinator	65,442.00	66,651.00	67,840.50	69,049.50	70,219.50	71,448.00	72,637.50	73,827.00	75,055.50	76,225.50
Dental Services Representative	52,182.00	53,352.00	54,561.00	55,770.00	56,959.50	58,168.50	59,358.00	60,547.50	61,717.50	62,946.00
Dental Supervisor RDA-Clinic Coordinator	70,024.50	71,214.00	72,423.00	73,593.00	74,782.50	75,972.00	77,200.50	78,370.50	79,579.50	80,769.00
Development Associate	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Drug Dispensary Assistant	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Drug Dispensary Assistant II	53,956.50	55,126.50	56,316.00	57,505.50	58,656.00	59,884.50	61,054.50	62,224.50	63,414.00	64,603.50
Facilities Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Facilities Maintenance Person	59,436.00	60,625.50	61,815.00	63,004.50	64,174.50	65,383.50	66,534.00	67,743.00	68,913.00	70,102.50

Job Title	7/1/2024 to 12/31/2024 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Grants Program Manager	76,713.00	77,883.00	79,072.50	80,242.50	81,451.50	82,621.50	83,811.00	84,981.00	86,190.00	87,360.00
Health Coach I	56,868.63	58,062.03	59,315.10	60,488.61	61,701.90	62,915.19	64,128.48	65,321.88	66,555.06	67,728.57
Health Coach II	58,995.18	60,236.31	61,539.50	62,759.95	64,021.78	65,283.60	66,545.42	67,786.56	69,069.06	70,289.51
Health Coach Liaison	65,422.50	66,612.00	67,782.00	68,971.50	70,141.50	71,350.50	72,520.50	73,710.00	74,880.00	76,069.50
Health Coach Supervisor	70,960.50	72,150.00	73,300.50	74,529.00	75,699.00	76,869.00	78,058.50	79,267.50	80,418.00	81,627.00
Health Information Technology	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Health Information Technology Trainer	60,099.00	61,269.00	62,497.50	63,648.00	64,857.00	66,007.50	67,216.50	68,406.00	69,576.00	70,746.00
Health Navigator	57,817.50	59,007.00	60,157.50	61,386.00	62,556.00	63,726.00	64,915.50	66,124.50	67,275.00	68,484.00
Health Navigator Liaison	67,704.00	69,127.50	70,531.50	71,974.50	73,359.00	74,782.50	76,206.00	77,649.00	79,053.00	80,476.50
Health Navigator Supervisor	70,960.50	72,150.00	73,300.50	74,529.00	75,699.00	76,869.00	78,058.50	79,267.50	80,418.00	81,627.00
Information Systems Analyst	89,212.50	90,402.00	91,591.50	92,761.50	93,951.00	95,140.50	96,330.00	97,500.00	98,689.50	99,879.00
Integrated Behavioral Health Care Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
IT Administrator	86,677.50	87,847.50	89,017.50	90,207.00	91,396.50	92,566.50	93,775.50	94,926.00	96,135.00	97,324.50
IT Analyst	89,212.50	90,402.00	91,591.50	92,761.50	93,951.00	95,140.50	96,330.00	97,500.00	98,689.50	99,879.00
IT Database Tech	57,817.50	59,007.00	60,157.50	61,386.00	62,556.00	63,726.00	64,915.50	66,124.50	67,275.00	68,484.00
IT Systems Tech	66,787.50	67,977.00	69,166.50	70,336.50	71,545.50	72,715.50	73,885.50	75,094.50	76,284.00	77,434.50
Lead Medical Interpreter	57,934.50	59,104.50	60,333.00	61,483.50	62,673.00	63,843.00	65,052.00	66,222.00	67,411.50	68,581.50

Job Title	7/1/2024 to 12/31/2024 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Lead Medical Records Tech	57,934.50	59,104.50	60,333.00	61,483.50	62,673.00	63,843.00	65,052.00	66,222.00	67,411.50	68,581.50
Lead Member Services Representative	57,934.50	59,104.50	60,333.00	61,483.50	62,673.00	63,843.00	65,052.00	66,222.00	67,411.50	68,581.50
Lead Patient Navigator	64,818.00	66,202.50	67,528.50	68,913.00	70,239.00	71,604.00	72,969.00	74,314.50	75,640.50	77,025.00
Lead Patient Services Representative	57,934.50	59,104.50	60,333.00	61,483.50	62,673.00	63,843.00	65,052.00	66,222.00	67,411.50	68,581.50
Lead Referral Clerk	59,631.00	61,035.00	62,439.00	63,804.00	65,227.50	66,631.50	68,035.50	69,420.00	70,824.00	72,189.00
Licensed Clinical Social Worker	97,929.00	99,138.00	100,386.00	101,634.00	102,882.00	104,091.00	105,319.50	106,567.50	107,796.00	109,044.00
Licensed Vocational Nurse	72,189.39	73,462.16	74,755.79	76,049.42	77,322.18	78,574.08	79,888.58	81,161.34	82,454.97	83,727.74
Medical Assistant	54,015.00	55,185.00	56,374.50	57,564.00	58,734.00	59,943.00	61,113.00	62,283.00	63,492.00	64,681.50
Medical Clinic Tech	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Medical Interpreter	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Medical Phone Receptionist	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Medical Records Clerk	43,524.00	44,713.50	45,903.00	47,053.50	48,282.00	49,452.00	50,622.00	51,811.50	53,001.00	54,171.00
Medical Social Worker	84,708.00	85,936.50	87,126.00	88,374.00	89,583.00	90,811.50	92,020.50	93,268.50	94,458.00	95,686.50
Member Services Clerk	39,936.00	41,145.00	42,315.00	43,504.50	44,694.00	45,883.50	47,034.00	48,262.50	49,452.00	50,602.50
Member Services Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Member Services Representative	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Member Services Specialist	57,817.50	59,007.00	60,157.50	61,386.00	62,556.00	63,726.00	64,915.50	66,124.50	67,275.00	68,484.00

Job Title	7/1/2024 to 12/31/2024 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Non-Clinic Program Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Nurse Practitioner	137,140.58	142,586.93	158,925.98	161,649.15	164,392.80	167,095.50	169,839.15	172,521.38	175,285.50	178,008.68
Patient Navigator	57,817.50	59,007.00	60,157.50	61,386.00	62,556.00	63,726.00	64,915.50	66,124.50	67,275.00	68,484.00
Patient Services Representative	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Patient Services Representative Supervisor	70,960.50	72,150.00	73,300.50	74,529.00	75,699.00	76,869.00	78,058.50	79,267.50	80,418.00	81,627.00
Payroll Accounting Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Pediatric Care Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Physician Assistant	137,140.58	142,586.93	158,925.98	161,649.15	164,392.80	167,095.50	169,839.15	172,521.38	175,285.50	178,008.68
Planning & Development Associate	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Planning Associate	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Program Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Program Coordinator - HIV/AIDS	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Program Manager	76,713.00	77,883.00	79,072.50	80,242.50	81,451.50	82,621.50	83,811.00	84,981.00	86,190.00	87,360.00
Program Planner	70,765.50	71,994.00	73,144.50	74,334.00	75,523.50	76,713.00	77,883.00	79,072.50	80,242.50	81,451.50
Program Supervisor CLU	70,960.50	72,150.00	73,300.50	74,529.00	75,699.00	76,869.00	78,058.50	79,267.50	80,418.00	81,627.00
Program Supervisor-Facilities	70,960.50	72,150.00	73,300.50	74,529.00	75,699.00	76,869.00	78,058.50	79,267.50	80,418.00	81,627.00

Job Title	7/1/2024 to 12/31/2024 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Provider Administrative Coordinator	69,420.00	70,609.50	71,760.00	72,988.50	74,158.50	75,328.50	76,518.00	77,727.00	78,877.50	80,086.50
Purchasing Assistant	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Purchasing Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Radiology Technologist	104,617.50	105,768.00	106,977.00	108,147.00	109,336.50	110,526.00	111,696.00	112,866.00	114,094.50	115,245.00
Referrals Clerk	53,254.50	54,483.00	55,692.00	56,920.50	58,129.50	59,377.50	60,606.00	61,815.00	63,063.00	64,252.50
Registered Dental Assistant	60,430.50	61,620.00	62,829.00	64,038.00	65,227.50	66,417.00	67,606.50	68,815.50	70,024.50	71,194.50
Registered Dietician	93,990.00	95,179.50	96,369.00	97,539.00	98,728.50	99,918.00	101,107.50	102,258.00	103,467.00	104,656.50
Registered Nurse	86,365.50	87,535.50	88,764.00	89,953.50	91,143.00	92,332.50	93,522.00	94,711.50	95,920.50	97,090.50
Registered Nurse - Care Transition	103,662.00	104,851.50	106,060.50	107,230.50	108,420.00	109,629.00	110,818.50	112,047.00	113,217.00	114,406.50
Research Assistant	55,906.50	57,076.50	58,305.00	59,455.50	60,645.00	61,834.50	63,024.00	64,194.00	65,403.00	66,553.50
Revenue Cycle Assistant	51,753.00	52,923.00	54,112.50	55,302.00	56,472.00	57,661.50	58,870.50	60,021.00	61,210.50	62,419.50
Revenue Cycle Coordinator	64,915.50	66,085.50	67,275.00	68,464.50	69,634.50	70,824.00	72,033.00	73,183.50	74,373.00	75,582.00
Revenue Cycle Specialist	57,934.50	59,104.50	60,333.00	61,483.50	62,673.00	63,843.00	65,052.00	66,222.00	67,411.50	68,581.50
School Based Program Coordinator	65,442.00	66,651.00	67,840.50	69,049.50	70,219.50	71,448.00	72,637.50	73,827.00	75,055.50	76,225.50
Senior Accountant	85,312.50	86,580.00	87,945.00	89,251.50	90,597.00	91,923.00	93,249.00	94,575.00	95,920.50	97,207.50
Senior Program Planner	80,223.00	81,627.00	82,933.50	84,318.00	85,683.00	87,048.00	88,393.50	89,758.50	91,104.00	92,508.00
Triage Nurse	108,455.10	109,704.08	110,973.53	112,202.03	113,451.00	114,720.45	115,969.43	117,259.35	118,487.85	119,736.83

Job Title	1/1/2025 to 6/30/2025 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Accountant	78,936.00	80,106.00	81,315.00	82,465.50	83,674.50	84,844.50	86,034.00	87,223.50	88,413.00	89,563.50
Accounting Assistant	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Accounting Clerk	41,886.00	43,095.00	44,265.00	45,454.50	46,644.00	47,833.50	48,984.00	50,212.50	51,402.00	52,552.50
Accounting Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Administrative Assistant	55,906.50	57,076.50	58,266.00	59,455.50	60,606.00	61,834.50	63,004.50	64,174.50	65,364.00	66,553.50
Administrative Facilities Staff	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Behavioral Health Case Manager	60,762.00	61,990.50	63,160.50	64,389.00	65,598.00	66,807.00	68,016.00	69,225.00	70,414.50	71,643.00
Behavioral Health Program Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Care Neighborhood Community Health Worker	59,767.50	60,957.00	62,107.50	63,336.00	64,506.00	65,676.00	66,865.50	68,074.50	69,225.00	70,434.00
Clinic Administrative Assistant	55,906.50	57,076.50	58,266.00	59,455.50	60,606.00	61,834.50	63,004.50	64,174.50	65,364.00	66,553.50
Clinic Site Supervisor	72,910.50	74,100.00	75,250.50	76,479.00	77,649.00	78,819.00	80,008.50	81,217.50	82,368.00	83,577.00
Clinical Informatics Technician	68,737.50	69,927.00	71,116.50	72,286.50	73,495.50	74,665.50	75,835.50	77,044.50	78,234.00	79,384.50
Communications Associate	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Community Healing Unit Care Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Community Healing Unit Community Health Advocate	59,767.50	60,957.00	62,107.50	63,336.00	64,506.00	65,676.00	66,865.50	68,074.50	69,225.00	70,434.00



Job Title	1/1/2025 to 6/30/2025 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Healing Unit Program Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Community Health Advocate	59,767.50	60,957.00	62,107.50	63,336.00	64,506.00	65,676.00	66,865.50	68,074.50	69,225.00	70,434.00
Community Health Specialist	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Community Oral Health Coordinator	67,392.00	68,601.00	69,790.50	70,999.50	72,169.50	73,398.00	74,587.50	75,777.00	77,005.50	78,175.50
Comprehensive Perinatal Health Worker	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
COVID Program Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Dental Assistant	56,433.00	57,603.00	58,812.00	60,001.50	61,191.00	62,380.50	63,570.00	64,779.00	65,988.00	67,177.50
Dental Operations Coordinator	67,392.00	68,601.00	69,790.50	70,999.50	72,169.50	73,398.00	74,587.50	75,777.00	77,005.50	78,175.50
Dental Services Representative	54,132.00	55,302.00	56,511.00	57,720.00	58,909.50	60,118.50	61,308.00	62,497.50	63,667.50	64,896.00
Dental Supervisor RDA-Clinic Coordinator	71,974.50	73,164.00	74,373.00	75,543.00	76,732.50	77,922.00	79,150.50	80,320.50	81,529.50	82,719.00
Development Associate	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Drug Dispensary Assistant	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Drug Dispensary Assistant II	55,906.50	57,076.50	58,266.00	59,455.50	60,606.00	61,834.50	63,004.50	64,174.50	65,364.00	66,553.50
Facilities Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Facilities Maintenance Person	61,386.00	62,575.50	63,765.00	64,954.50	66,124.50	67,333.50	68,484.00	69,693.00	70,863.00	72,052.50

Job Title	1/1/2025 to 6/30/2025 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Grants Program Manager	78,663.00	79,833.00	81,022.50	82,192.50	83,401.50	84,571.50	85,761.00	86,931.00	88,140.00	89,310.00
Health Coach I	58,818.63	60,012.03	61,265.10	62,438.61	63,651.90	64,865.19	66,078.48	67,271.88	68,505.06	69,678.57
Health Coach II	60,945.18	62,186.31	63,489.50	64,709.95	65,971.78	67,233.60	68,495.42	69,736.56	71,019.06	72,239.51
Health Coach Liaison	67,372.50	68,562.00	69,732.00	70,921.50	72,091.50	73,300.50	74,470.50	75,660.00	76,830.00	78,019.50
Health Coach Supervisor	72,910.50	74,100.00	75,250.50	76,479.00	77,649.00	78,819.00	80,008.50	81,217.50	82,368.00	83,577.00
Health Information Technology	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Health Information Technology Trainer	62,049.00	63,219.00	64,447.50	65,598.00	66,807.00	67,957.50	69,166.50	70,356.00	71,526.00	72,696.00
Health Navigator	59,767.50	60,957.00	62,107.50	63,336.00	64,506.00	65,676.00	66,865.50	68,074.50	69,225.00	70,434.00
Health Navigator Liaison	69,654.00	71,077.50	72,481.50	73,924.50	75,309.00	76,732.50	78,156.00	79,599.00	81,003.00	82,426.50
Health Navigator Supervisor	72,910.50	74,100.00	75,250.50	76,479.00	77,649.00	78,819.00	80,008.50	81,217.50	82,368.00	83,577.00
Information Systems Analyst	91,162.50	92,352.00	93,541.50	94,711.50	95,901.00	97,090.50	98,280.00	99,450.00	100,639.50	101,829.00
Integrated Behavioral Health Care Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
IT Administrator	88,627.50	89,797.50	90,967.50	92,157.00	93,346.50	94,516.50	95,725.50	96,876.00	98,085.00	99,274.50
IT Analyst	91,162.50	92,352.00	93,541.50	94,711.50	95,901.00	97,090.50	98,280.00	99,450.00	100,639.50	101,829.00
IT Database Tech	59,767.50	60,957.00	62,107.50	63,336.00	64,506.00	65,676.00	66,865.50	68,074.50	69,225.00	70,434.00
IT Systems Tech	68,737.50	69,927.00	71,116.50	72,286.50	73,495.50	74,665.50	75,835.50	77,044.50	78,234.00	79,384.50
Lead Medical Interpreter	59,884.50	61,054.50	62,283.00	63,433.50	64,623.00	65,793.00	67,002.00	68,172.00	69,361.50	70,531.50

Job Title	1/1/2025 to 6/30/2025 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Lead Medical Records Tech	59,884.50	61,054.50	62,283.00	63,433.50	64,623.00	65,793.00	67,002.00	68,172.00	69,361.50	70,531.50
Lead Member Services Representative	59,884.50	61,054.50	62,283.00	63,433.50	64,623.00	65,793.00	67,002.00	68,172.00	69,361.50	70,531.50
Lead Patient Navigator	66,768.00	68,152.50	69,478.50	70,863.00	72,189.00	73,554.00	74,919.00	76,264.50	77,590.50	78,975.00
Lead Patient Services Representative	59,884.50	61,054.50	62,283.00	63,433.50	64,623.00	65,793.00	67,002.00	68,172.00	69,361.50	70,531.50
Lead Referral Clerk	61,581.00	62,985.00	64,389.00	65,754.00	67,177.50	68,581.50	69,985.50	71,370.00	72,774.00	74,139.00
Licensed Clinical Social Worker	99,879.00	101,088.00	102,336.00	103,584.00	104,832.00	106,041.00	107,269.50	108,517.50	109,746.00	110,994.00
Licensed Vocational Nurse	74,139.39	75,412.16	76,705.79	77,999.42	79,272.18	80,524.08	81,838.58	83,111.34	84,404.97	85,677.74
Medical Assistant	55,965.00	57,135.00	58,324.50	59,514.00	60,684.00	61,893.00	63,063.00	64,233.00	65,442.00	66,631.50
Medical Clinic Tech	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Medical Interpreter	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Medical Phone Receptionist	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Medical Records Clerk	45,474.00	46,663.50	47,853.00	49,003.50	50,232.00	51,402.00	52,572.00	53,761.50	54,951.00	56,121.00
Medical Social Worker	86,658.00	87,886.50	89,076.00	90,324.00	91,533.00	92,761.50	93,970.50	95,218.50	96,408.00	97,636.50
Member Services Clerk	41,886.00	43,095.00	44,265.00	45,454.50	46,644.00	47,833.50	48,984.00	50,212.50	51,402.00	52,552.50
Member Services Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Member Services Representative	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Member Services Specialist	59,767.50	60,957.00	62,107.50	63,336.00	64,506.00	65,676.00	66,865.50	68,074.50	69,225.00	70,434.00

Job Title	1/1/2025 to 6/30/2025 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Non-Clinic Program Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Nurse Practitioner	139,090.58	144,536.93	160,875.98	163,599.15	166,342.80	169,045.50	171,789.15	174,471.38	177,235.50	179,958.68
Patient Navigator	59,767.50	60,957.00	62,107.50	63,336.00	64,506.00	65,676.00	66,865.50	68,074.50	69,225.00	70,434.00
Patient Services Representative	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Patient Services Representative Supervisor	72,910.50	74,100.00	75,250.50	76,479.00	77,649.00	78,819.00	80,008.50	81,217.50	82,368.00	83,577.00
Payroll Accounting Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Pediatric Care Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Physician Assistant	139,090.58	144,536.93	160,875.98	163,599.15	166,342.80	169,045.50	171,789.15	174,471.38	177,235.50	179,958.68
Planning & Development Associate	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Planning Associate	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Program Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Program Coordinator - HIV/AIDS	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Program Manager	78,663.00	79,833.00	81,022.50	82,192.50	83,401.50	84,571.50	85,761.00	86,931.00	88,140.00	89,310.00
Program Planner	72,715.50	73,944.00	75,094.50	76,284.00	77,473.50	78,663.00	79,833.00	81,022.50	82,192.50	83,401.50
Program Supervisor CLU	72,910.50	74,100.00	75,250.50	76,479.00	77,649.00	78,819.00	80,008.50	81,217.50	82,368.00	83,577.00
Program Supervisor-Facilities	72,910.50	74,100.00	75,250.50	76,479.00	77,649.00	78,819.00	80,008.50	81,217.50	82,368.00	83,577.00

Job Title	1/1/2025 to 6/30/2025 (\$1.00/hr increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Provider Administrative Coordinator	71,370.00	72,559.50	73,710.00	74,938.50	76,108.50	77,278.50	78,468.00	79,677.00	80,827.50	82,036.50
Purchasing Assistant	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Purchasing Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Radiology Technologist	106,567.50	107,718.00	108,927.00	110,097.00	111,286.50	112,476.00	113,646.00	114,816.00	116,044.50	117,195.00
Referrals Clerk	55,204.50	56,433.00	57,642.00	58,870.50	60,079.50	61,327.50	62,556.00	63,765.00	65,013.00	66,202.50
Registered Dental Assistant	62,380.50	63,570.00	64,779.00	65,988.00	67,177.50	68,367.00	69,556.50	70,765.50	71,974.50	73,144.50
Registered Dietician	95,940.00	97,129.50	98,319.00	99,489.00	100,678.50	101,868.00	103,057.50	104,208.00	105,417.00	106,606.50
Registered Nurse	88,315.50	89,485.50	90,714.00	91,903.50	93,093.00	94,282.50	95,472.00	96,661.50	97,870.50	99,040.50
Registered Nurse - Care Transition	105,612.00	106,801.50	108,010.50	109,180.50	110,370.00	111,579.00	112,768.50	113,997.00	115,167.00	116,356.50
Research Assistant	57,856.50	59,026.50	60,255.00	61,405.50	62,595.00	63,784.50	64,974.00	66,144.00	67,353.00	68,503.50
Revenue Cycle Assistant	53,703.00	54,873.00	56,062.50	57,252.00	58,422.00	59,611.50	60,820.50	61,971.00	63,160.50	64,369.50
Revenue Cycle Coordinator	66,865.50	68,035.50	69,225.00	70,414.50	71,584.50	72,774.00	73,983.00	75,133.50	76,323.00	77,532.00
Revenue Cycle Specialist	59,884.50	61,054.50	62,283.00	63,433.50	64,623.00	65,793.00	67,002.00	68,172.00	69,361.50	70,531.50
School Based Program Coordinator	67,392.00	68,601.00	69,790.50	70,999.50	72,169.50	73,398.00	74,587.50	75,777.00	77,005.50	78,175.50
Senior Accountant	87,262.50	88,530.00	89,895.00	91,201.50	92,547.00	93,873.00	95,199.00	96,525.00	97,870.50	99,157.50
Senior Program Planner	82,173.00	83,577.00	84,883.50	86,268.00	87,633.00	88,998.00	90,343.50	91,708.50	93,054.00	94,458.00
Triage Nurse	110,405.10	111,654.08	112,923.53	114,152.03	115,401.00	116,670.45	117,919.43	119,209.35	120,437.85	121,686.83

Job Title	7/1/2025 - 6/30/2026 (4% increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Accountant	82,093.44	83,310.24	84,567.60	85,764.12	87,021.48	88,238.28	89,475.36	90,712.44	91,949.52	93,146.04
Accounting Assistant	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Accounting Clerk	43,561.44	44,818.80	46,035.60	47,272.68	48,509.76	49,746.84	50,943.36	52,221.00	53,458.08	54,654.60
Accounting Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Administrative Assistant	58,142.76	59,359.56	60,596.64	61,833.72	63,030.24	64,307.88	65,524.68	66,741.48	67,978.56	69,215.64
Administrative Facilities Staff	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Behavioral Health Case Manager	63,192.48	64,470.12	65,686.92	66,964.56	68,221.92	69,479.28	70,736.64	71,994.00	73,231.08	74,508.72
Behavioral Health Program Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Care Neighborhood Community Health Worker	62,158.20	63,395.28	64,591.80	65,869.44	67,086.24	68,303.04	69,540.12	70,797.48	71,994.00	73,251.36
Clinic Administrative Assistant	58,142.76	59,359.56	60,596.64	61,833.72	63,030.24	64,307.88	65,524.68	66,741.48	67,978.56	69,215.64
Clinic Site Supervisor	75,826.92	77,064.00	78,260.52	79,538.16	80,754.96	81,971.76	83,208.84	84,466.20	85,662.72	86,920.08
Clinical Informatics Technician	71,487.00	72,724.08	73,961.16	75,177.96	76,435.32	77,652.12	78,868.92	80,126.28	81,363.36	82,559.88
Communications Associate	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Community Healing Unit Care Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Community Healing Unit Community Health Advocate	62,158.20	63,395.28	64,591.80	65,869.44	67,086.24	68,303.04	69,540.12	70,797.48	71,994.00	73,251.36

Job Title	7/1/2025 - 6/30/2026 (4% increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Community Healing Unit Program Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Community Health Advocate	62,158.20	63,395.28	64,591.80	65,869.44	67,086.24	68,303.04	69,540.12	70,797.48	71,994.00	73,251.36
Community Health Specialist	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Community Oral Health Coordinator	70,087.68	71,345.04	72,582.12	73,839.48	75,056.28	76,333.92	77,571.00	78,808.08	80,085.72	81,302.52
Comprehensive Perinatal Health Worker	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
COVID Program Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Dental Assistant	58,690.32	59,907.12	61,164.48	62,401.56	63,638.64	64,875.72	66,112.80	67,370.16	68,627.52	69,864.60
Dental Operations Coordinator	70,087.68	71,345.04	72,582.12	73,839.48	75,056.28	76,333.92	77,571.00	78,808.08	80,085.72	81,302.52
Dental Services Representative	56,297.28	57,514.08	58,771.44	60,028.80	61,265.88	62,523.24	63,760.32	64,997.40	66,214.20	67,491.84
Dental Supervisor RDA-Clinic Coordinator	74,853.48	76,090.56	77,347.92	78,564.72	79,801.80	81,038.88	82,316.52	83,533.32	84,790.68	86,027.76
Development Associate	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Drug Dispensary Assistant	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Drug Dispensary Assistant II	58,142.76	59,359.56	60,596.64	61,833.72	63,030.24	64,307.88	65,524.68	66,741.48	67,978.56	69,215.64
Facilities Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Facilities Maintenance Person	63,841.44	65,078.52	66,315.60	67,552.68	68,769.48	70,026.84	71,223.36	72,480.72	73,697.52	74,934.60

Job Title	7/1/2025 - 6/30/2026 (4% increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Grants Program Manager	81,809.52	83,026.32	84,263.40	85,480.20	86,737.56	87,954.36	89,191.44	90,408.24	91,665.60	92,882.40
Health Coach I	61,171.38	62,412.51	63,715.70	64,936.15	66,197.98	67,459.80	68,721.62	69,962.76	71,245.26	72,465.71
Health Coach II	63,382.98	64,673.76	66,029.08	67,298.35	68,610.65	69,922.94	71,235.24	72,526.02	73,859.82	75,129.09
Health Coach Liaison	70,067.40	71,304.48	72,521.28	73,758.36	74,975.16	76,232.52	77,449.32	78,686.40	79,903.20	81,140.28
Health Coach Supervisor	75,826.92	77,064.00	78,260.52	79,538.16	80,754.96	81,971.76	83,208.84	84,466.20	85,662.72	86,920.08
Health Information Technology	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Health Information Technology Trainer	64,530.96	65,747.76	67,025.40	68,221.92	69,479.28	70,675.80	71,933.16	73,170.24	74,387.04	75,603.84
Health Navigator	62,158.20	63,395.28	64,591.80	65,869.44	67,086.24	68,303.04	69,540.12	70,797.48	71,994.00	73,251.36
Health Navigator Liaison	72,440.16	73,920.60	75,380.76	76,881.48	78,321.36	79,801.80	81,282.24	82,782.96	84,243.12	85,723.56
Health Navigator Supervisor	75,826.92	77,064.00	78,260.52	79,538.16	80,754.96	81,971.76	83,208.84	84,466.20	85,662.72	86,920.08
Information Systems Analyst	94,809.00	96,046.08	97,283.16	98,499.96	99,737.04	100,974.12	102,211.20	103,428.00	104,665.08	105,902.16
Integrated Behavioral Health Care Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
IT Administrator	92,172.60	93,389.40	94,606.20	95,843.28	97,080.36	98,297.16	99,554.52	100,751.04	102,008.40	103,245.48
IT Analyst	94,809.00	96,046.08	97,283.16	98,499.96	99,737.04	100,974.12	102,211.20	103,428.00	104,665.08	105,902.16
IT Database Tech	62,158.20	63,395.28	64,591.80	65,869.44	67,086.24	68,303.04	69,540.12	70,797.48	71,994.00	73,251.36
IT Systems Tech	71,487.00	72,724.08	73,961.16	75,177.96	76,435.32	77,652.12	78,868.92	80,126.28	81,363.36	82,559.88
Lead Medical Interpreter	62,279.88	63,496.68	64,774.32	65,970.84	67,207.92	68,424.72	69,682.08	70,898.88	72,135.96	73,352.76



Job Title	7/1/2025 - 6/30/2026 (4% increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Lead Medical Records Tech	62,279.88	63,496.68	64,774.32	65,970.84	67,207.92	68,424.72	69,682.08	70,898.88	72,135.96	73,352.76
Lead Member Services Representative	62,279.88	63,496.68	64,774.32	65,970.84	67,207.92	68,424.72	69,682.08	70,898.88	72,135.96	73,352.76
Lead Patient Navigator	69,438.72	70,878.60	72,257.64	73,697.52	75,076.56	76,496.16	77,915.76	79,315.08	80,694.12	82,134.00
Lead Patient Services Representative	62,279.88	63,496.68	64,774.32	65,970.84	67,207.92	68,424.72	69,682.08	70,898.88	72,135.96	73,352.76
Lead Referral Clerk	64,044.24	65,504.40	66,964.56	68,384.16	69,864.60	71,324.76	72,784.92	74,224.80	75,684.96	77,104.56
Licensed Clinical Social Worker	103,874.16	105,131.52	106,429.44	107,727.36	109,025.28	110,282.64	111,560.28	112,858.20	114,135.84	115,433.76
Licensed Vocational Nurse	77,104.97	78,428.64	79,774.02	81,119.39	82,443.07	83,745.04	85,112.12	86,435.79	87,781.17	89,104.84
Medical Assistant	58,203.60	59,420.40	60,657.48	61,894.56	63,111.36	64,368.72	65,585.52	66,802.32	68,059.68	69,296.76
Medical Clinic Tech	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Medical Interpreter	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Medical Phone Receptionist	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Medical Records Clerk	47,292.96	48,530.04	49,767.12	50,963.64	52,241.28	53,458.08	54,674.88	55,911.96	57,149.04	58,365.84
Medical Social Worker	90,124.32	91,401.96	92,639.04	93,936.96	95,194.32	96,471.96	97,729.32	99,027.24	100,264.32	101,541.96
Member Services Clerk	43,561.44	44,818.80	46,035.60	47,272.68	48,509.76	49,746.84	50,943.36	52,221.00	53,458.08	54,654.60
Member Services Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Member Services Representative	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Member Services Specialist	62,158.20	63,395.28	64,591.80	65,869.44	67,086.24	68,303.04	69,540.12	70,797.48	71,994.00	73,251.36

Job Title	7/1/2025 - 6/30/2026 (4% increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Non-Clinic Program Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Nurse Practitioner	144,654.20	150,318.40	167,311.01	170,143.12	172,996.51	175,807.32	178,660.72	181,450.23	184,324.92	187,157.02
Patient Navigator	62,158.20	63,395.28	64,591.80	65,869.44	67,086.24	68,303.04	69,540.12	70,797.48	71,994.00	73,251.36
Patient Services Representative	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Patient Services Representative Supervisor	75,826.92	77,064.00	78,260.52	79,538.16	80,754.96	81,971.76	83,208.84	84,466.20	85,662.72	86,920.08
Payroll Accounting Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Pediatric Care Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Physician Assistant	144,654.20	150,318.40	167,311.01	170,143.12	172,996.51	175,807.32	178,660.72	181,450.23	184,324.92	187,157.02
Planning & Development Associate	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Planning Associate	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Program Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Program Coordinator - HIV/AIDS	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Program Manager	81,809.52	83,026.32	84,263.40	85,480.20	86,737.56	87,954.36	89,191.44	90,408.24	91,665.60	92,882.40
Program Planner	75,624.12	76,901.76	78,098.28	79,335.36	80,572.44	81,809.52	83,026.32	84,263.40	85,480.20	86,737.56
Program Supervisor CLU	75,826.92	77,064.00	78,260.52	79,538.16	80,754.96	81,971.76	83,208.84	84,466.20	85,662.72	86,920.08
Program Supervisor-Facilities	75,826.92	77,064.00	78,260.52	79,538.16	80,754.96	81,971.76	83,208.84	84,466.20	85,662.72	86,920.08

Job Title	7/1/2025 - 6/30/2026 (4% increase)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Provider Administrative Coordinator	74,224.80	75,461.88	76,658.40	77,936.04	79,152.84	80,369.64	81,606.72	82,864.08	84,060.60	85,317.96
Purchasing Assistant	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Purchasing Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Radiology Technologist	110,830.20	112,026.72	113,284.08	114,500.88	115,737.96	116,975.04	118,191.84	119,408.64	120,686.28	121,882.80
Referrals Clerk	57,412.68	58,690.32	59,947.68	61,225.32	62,482.68	63,780.60	65,058.24	66,315.60	67,613.52	68,850.60
Registered Dental Assistant	64,875.72	66,112.80	67,370.16	68,627.52	69,864.60	71,101.68	72,338.76	73,596.12	74,853.48	76,070.28
Registered Dietician	99,777.60	101,014.68	102,251.76	103,468.56	104,705.64	105,942.72	107,179.80	108,376.32	109,633.68	110,870.76
Registered Nurse	91,848.12	93,064.92	94,342.56	95,579.64	96,816.72	98,053.80	99,290.88	100,527.96	101,785.32	103,002.12
Registered Nurse - Care Transition	109,836.48	111,073.56	112,330.92	113,547.72	114,784.80	116,042.16	117,279.24	118,556.88	119,773.68	121,010.76
Research Assistant	60,170.76	61,387.56	62,665.20	63,861.72	65,098.80	66,335.88	67,572.96	68,789.76	70,047.12	71,243.64
Revenue Cycle Assistant	55,851.12	57,067.92	58,305.00	59,542.08	60,758.88	61,995.96	63,253.32	64,449.84	65,686.92	66,944.28
Revenue Cycle Coordinator	69,540.12	70,756.92	71,994.00	73,231.08	74,447.88	75,684.96	76,942.32	78,138.84	79,375.92	80,633.28
Revenue Cycle Specialist	62,279.88	63,496.68	64,774.32	65,970.84	67,207.92	68,424.72	69,682.08	70,898.88	72,135.96	73,352.76
School Based Program Coordinator	70,087.68	71,345.04	72,582.12	73,839.48	75,056.28	76,333.92	77,571.00	78,808.08	80,085.72	81,302.52
Senior Accountant	90,753.00	92,071.20	93,490.80	94,849.56	96,248.88	97,627.92	99,006.96	100,386.00	101,785.32	103,123.80
Senior Program Planner	85,459.92	86,920.08	88,278.84	89,718.72	91,138.32	92,557.92	93,957.24	95,376.84	96,776.16	98,236.32
Triage Nurse	114,821.30	116,120.24	117,440.47	118,718.11	120,017.04	121,337.27	122,636.20	123,977.72	125,255.36	126,554.30

## Appendix A-1

APPENDIX B  
ASIAN HEALTH SERVICE  
RECLASSIFICATION PROCEDURE

**Purpose**

Asian Health Services (the "Agency") and SEIU Local 790 (the "Union") believe it is important to maintain a fair and equitable reclassification system. Because duties and responsibilities may change, the parties have agreed to the following procedure to review the reclassification of existing positions.

Decisions regarding reclassifications shall be based on whether substantial and permanent changes have been made in the level of duties and responsibilities of the position.

**The following shall not serve as a basis for reclassification: (1) an increase in the volume of work; or (2) a temporary out-of-class assignment.**

**Request for Reclassification Procedure**

42.5.1 Submission of Request: A request for reclassification may be initiated by a manager or by an employee. The affected employee must be a regular employee who has worked in his/her current position for at least one (1) year and has been performing the work, which is the basis for the reclassification request, for at least six (6) months before the reclassification request. To make a request for reclassification, a manager or employee shall submit a request for reclassification to the Human Resources Department (HR). The request shall include:

42.5.1.1 A completed Reclassification Request Form; and

42.5.1.2 Any additional supporting documentation.

Upon receipt of the reclassification request, HR shall retain the original; provide a copy to the employee and forward a copy to the Union Representative.

42.5.2 Deadlines for Submitting Requests: Reclassification requests will be considered twice per year. The deadlines for submitting requests shall be the last business day each in January and July.

42.5.3 Review of Reclassification Request: HR shall process the reclassification request and shall make a recommendation based on the following:

42.5.3.1 The completed Reclassification Request Form;

42.5.3.2 Desk audit, if deemed necessary;

42.5.3.3 Internal or external audits of other similar or related positions as necessary;

42.5.3.4 Interviews with the employee and employee's supervisor and/or manager, as necessary; and

42.5.3.5 Any other relevant information

42.5.4 Employee Notification: HR shall inform the affected employee and the Union in writing of the reclassification request decision not more than ninety (90) days following the deadline for the submission of the request.

42.5.5 Implementation of Reclassification: If the reclassification request is approved, the employee shall receive any wage increase corresponding to the reclassified position effective no later than June 15 for requests received by February 27, 2004 and January 31 of every year

thereafter and December 15 for requests received by July 31.

42.5.6 Appeal:

42.5.6.1.1 If a reclassification request is denied, the affected employee or the Union may file an appeal in writing within ten (10) business days of the denial to the Director of Human Resources requesting that the denied reclassification request be reviewed by the Labor-Management Committee (LMC) Reclassification Review Panel. The Review Panel shall convene, review the request and issue a decision within thirty (30) days of the deadline for filing an appeal

42.5.6.1.2 If the Panel is able to reach a decision, the decision of the Review Panel is final.

42.5.6.1.3 In the event of an impasse at the Review Panel, the Director of Human Resources shall forward the reclassification request to the Chief Executive Officer. The Chief Executive Officer shall render the final decision within thirty (30) days of the Review Panel's impasse.

42.5.6.2 The Director of Human Resources shall inform the Union of the Appeal decision.

42.5.6.3 There will be no further appeals.

42.5.7 Reapplying for Reclassification:

42.5.7.1.1 An employee who has applied for and received reclassification may not apply for another reclassification of the same position, unless the job duties subsequently change enough to warrant a reclassification. (as defined herein), for at least two (2) years from the date of the last reclassification request.

42.5.7.1.2 An employee who has applied for and been denied a reclassification may not reapply for a reclassification of the same position unless the employee's job duties are changed and are inconsistent with the job description for the employee's classification subsequent to the denial.

ASIAN HEALTH SERVICES

And

SEIU LOCAL 790

SIDE LETTER OF AGREEMENT

RE: PAY INCREASES IN THE CASES OF JOB POSTING  
AND RECLASSIFICATION

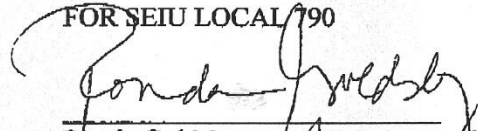
This Side letter is effective February 27, 2007

An employee who is hired as an internal candidate for a position which has a higher pay range, or who is reclassified into a position which has a higher pay range, will receive a pay increase equivalent to at least two whole step intervals in the new pay range, above his/her current base rate of pay.

FOR ASIAN HEALTH SERVICES

  
Paul Liem *March 1st, 2007*

FOR SEIU LOCAL 790

  
Ronda Goldsby *February 28, 2007*

ASIAN HEALTH SERVICES  
and  
SEIU LOCAL 790

SIDE LETTER OF AGREEMENT

RE-HIRE POLICY

This Sideletter is effective July 19, 2005 and revised on August 29, 2006.

An employee who is within 60 days of his/her resignation from an AHS position should be considered a re-hire candidate for the same position if the following criteria are met:

- The employee was in good standing at the last date of service
- The employee provided at least a two-week notice of resignation
- The employee was employed at AHS for at least one year
- The employee is applying for a vacant position requiring the same qualification, responsibilities, job title, and the same salary range as the position vacated
- The position still exists and is posted for hiring

A re-hired employee is subject to the following:

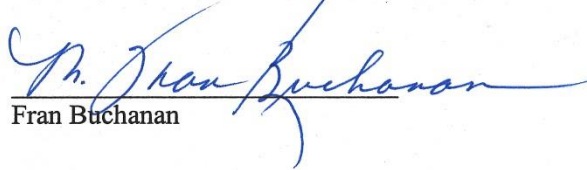
- He/she may be considered along with other internal candidates.
- He/she shall be placed at the salary step of the last date of service.
- Vacation time shall be accrued at a rate equal to employee's adjusted seniority date.
- Seniority and anniversary date shall be based on the employee's status at the last date of service but must be adjusted to reflect the break in service.

The following will be applied similarly as for a new hire:

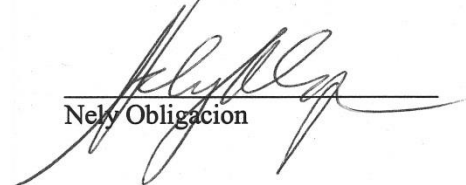
- TSA, FSA, and bilingual premium will be handled as when hiring a new employee and will be applied upon completion of the applicable trial service period.

Union initiation fee is to be determined by the Union.

FOR ASIAN HEALTH SERVICES

  
Fran Buchanan

FOR SEIU LOCAL 790

  
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