	Title	Base Step 1	Year 1 Step 2	Year 2 Step 3	Year 3 Step 4	Year 4 Step 5	Year 5 Step 6	Year 6 Step 7	Year 7 Step 8	Year 8 Step 9	Year 9 Step 10	Year 10 Step 11	Year 11 Step 12	Year 12 Step 13	Year 13 Step 14	Year 14 Step 15	Year 15 Step 16	Year 16 Step 17	Year 17 Step 18
COV	Distribution Specialist (cov)	$17.67	$18.10	$18.55	$19.02	$19.49	$19.98	$20.48	$20.99	$21.52	$22.05	$22.61	$23.17	$23.75	$24.34	$24.95	$25.58	$26.22	$26.87
	Management Proposal - 5.19.2023	$ 19.14	$ 19.62	$ 20.10	$ 20.60	$ 21.13	$ 21.64	$ 22.19	$ 22.74	$ 23.31	$ 23.91	$ 24.48	$ 25.10	$ 25.73	$ 26.37	$ 27.03	$ 27.71	$ 28.40	$ 29.11
	% Difference	8.32%	8.42%	8.35%	8.33%	8.41%	8.33%	8.35%	8.31%	8.32%	8.42%	8.28%	8.32%	8.36%	8.34%	8.33%	8.34%	8.32%	8.33%
COV	Health Unit Coord (cov)	$19.36	$19.76	$20.14	$20.62	$21.13	$21.66	$22.20	$22.76	$23.33	$23.91	$24.51	$25.12	$25.75	$26.39	$27.05	$27.73	$28.42	$29.35
	Management Proposal - 5.19.2023	$ 20.97	$ 21.62	$ 22.27	$ 22.96	$ 23.62	$ 24.31	$ 25.06	$ 25.82	$ 26.57	$ 27.38	$ 28.18	$ 28.64	$ 29.05	$ 29.48	$ 29.94	$ 30.60	$ 31.21	$ 31.89
	% Difference	8.30%	9.43%	10.58%	11.34%	11.80%	12.24%	12.87%	13.43%	13.90%	14.52%	14.97%	14.03%	12.81%	11.72%	10.67%	10.33%	9.81%	8.67%
COV	CNA (cov)	$20.00	$20.60	$21.22	$21.86	$22.51	$23.19	$23.88	$24.60	$25.34	$26.10	$26.88	$27.69	$28.52	$29.37	$30.25	$31.16	$32.10	$33.06
CNA	Management Proposal - 5.19.2023	$ 21.01	$ 21.64	$ 22.30	$ 22.97	$ 23.65	$ 24.37	$ 25.09	$ 25.85	$ 26.62	$ 27.42	$ 28.24	$ 29.09	$ 29.97	$ 30.86	$ 31.78	$ 32.73	$ 33.72	$ 34.73
	% Difference	5.06%	5.07%	5.08%	5.08%	5.08%	5.08%	5.08%	5.07%	5.06%	5.05%	5.07%	5.06%	5.08%	5.06%	5.07%	5.04%	5.05%	5.05%
COV	Constant Observer (cov)	$20.00	$20.60	$21.22	$21.86	$22.51	$23.19	$23.88	$24.60	$25.34	$26.10	$26.88	$27.69	$28.52	$29.37	$30.25	$31.16	$32.10	$33.06
	Management Proposal - 5.19.2023	$ 21.01	$ 21.64	$ 22.30	$ 22.97	$ 23.65	$ 24.37	$ 25.09	$ 25.85	$ 26.62	$ 27.42	$ 28.24	$ 29.09	$ 29.97	$ 30.86	$ 31.78	$ 32.73	$ 33.72	$ 34.73
	% Difference	5.06%	5.07%	5.08%	5.08%	5.08%	5.08%	5.08%	5.07%	5.06%	5.05%	5.07%	5.06%	5.08%	5.06%	5.07%	5.04%	5.05%	5.05%
COV	Housekeeper (cov)	$17.43	$17.86	$18.31	$18.77	$19.24	$19.72	$20.21	$20.71	$21.23	$21.76	$22.31	$22.86	$23.44	$24.02	$24.62	$25.24	$25.87	$26.52
	Management Proposal - 5.19.2023	$ 18.85	$ 19.44	$ 20.01	$ 20.61	$ 21.22	$ 21.85	$ 22.50	$ 23.17	$ 23.87	$ 24.59	$ 25.34	$ 25.73	$ 26.11	$ 26.51	$ 26.90	$ 27.57	$ 28.26	$ 28.97
	6.5.2023 Proposal	$ 19.00	$ 19.44	$ 20.01	$ 20.61	$ 21.22	$ 21.85	$ 22.50	$ 23.17	$ 23.87	$ 24.59	$ 25.34	$ 25.73	$ 26.11	$ 26.51	$ 26.90	$ 27.57	$ 28.26	$ 28.97
	% Difference	9.01%	8.85%	9.30%	9.83%	10.27%	10.79%	11.34%	11.90%	12.43%	13.02%	13.57%	12.57%	11.40%	10.37%	9.25%	9.23%	9.23%	9.22%
COV	OR Scheduling Coord (cov)	$20.90	$21.42	$21.96	$22.51	$23.07	$23.65	$24.24	$24.84	$25.47	$26.10	$26.75	$27.42	$28.11	$28.81	$29.53	$30.27	$31.03	$32.24
	Management Proposal - 5.19.2023	$ 23.56	$ 24.15	$ 24.76	$ 25.38	$ 26.01	$ 26.65	$ 27.32	$ 28.01	$ 28.70	$ 29.42	$ 30.16	$ 30.92	$ 31.68	$ 32.47	$ 33.28	$ 34.13	$ 34.98	$ 35.84
	% Difference	12.74%	12.74%	12.73%	12.76%	12.73%	12.70%	12.71%	12.75%	12.70%	12.73%	12.74%	12.75%	12.71%	12.71%	12.70%	12.74%	12.72%	11.18%
COV	Patient Access Tech (cov)	$20.44	$20.95	$21.47	$22.01	$22.56	$23.12	$23.70	$24.29	$24.90	$25.52	$26.16	$26.81	$27.48	$28.17	$28.88	$29.60	$30.34	$31.61
	Management Proposal - 5.19.2023	$ 22.04	$ 22.57	$ 23.15	$ 23.72	$ 24.32	$ 24.93	$ 25.54	$ 26.18	$ 26.85	$ 27.52	$ 28.20	$ 28.90	$ 29.62	$ 30.36	$ 31.14	$ 31.91	$ 32.70	$ 33.52
	% Difference	7.82%	7.75%	7.82%	7.79%	7.80%	7.81%	7.78%	7.78%	7.81%	7.85%	7.80%	7.78%	7.80%	7.78%	7.82%	7.79%	7.79%	6.05%
COV	Emergency Svc Rep (cov)*	$19.67	$20.17	$20.67	$21.19	$21.72	$22.26	$22.81	$23.39	$23.97	$24.58	$25.18	$25.81	$26.46	$27.12	$27.80	$28.50	$29.21	$29.94
	Management Proposal - 5.19.2023	$ 20.97	$ 21.62	$ 22.27	$ 22.96	$ 23.62	$ 24.31	$ 25.06	$ 25.82	$ 26.57	$ 27.38	$ 28.18	$ 28.64	$ 29.05	$ 29.48	$ 29.94	$ 30.60	$ 31.21	$ 31.89
	% Difference	6.60%	7.21%	7.74%	8.34%	8.77%	9.21%	9.86%	10.37%	10.86%	11.40%	11.91%	10.98%	9.78%	8.71%	7.68%	7.35%	6.84%	6.52%
COV	Cook (cov)	$19.53	$20.02	$20.52	$21.03	$21.56	$22.10	$22.65	$23.22	$23.80	$24.39	$25.00	$25.63	$26.27	$26.92	$27.60	$28.29	$28.99	$29.91
	Management Proposal - 5.19.2023	$ 21.38	$ 22.05	$ 22.71	$ 23.41	$ 24.09	$ 24.79	$ 25.55	$ 26.33	$ 27.10	$ 27.92	$ 28.74	$ 29.21	$ 29.62	$ 30.07	$ 30.53	$ 31.23	$ 31.95	$ 32.68
	% Difference	9.49%	10.15%	10.68%	11.33%	11.74%	12.18%	12.82%	13.38%	13.86%	14.49%	14.95%	13.97%	12.76%	11.69%	10.61%	10.40%	10.21%	9.28%
COV	Nutrition Asst (cov)	$18.29	$18.75	$19.22	$19.70	$20.19	$20.69	$21.21	$21.74	$22.28	$22.84	$23.41	$24.00	$24.60	$25.21	$25.84	$26.49	$27.15	$27.83
	Management Proposal - 5.19.2023	$ 19.15	$ 19.63	$ 20.12	$ 20.61	$ 21.14	$ 21.66	$ 22.21	$ 22.76	$ 23.33	$ 23.92	$ 24.51	$ 25.12	$ 25.74	$ 26.39	$ 27.06	$ 27.73	$ 28.42	$ 29.13
	% Difference	4.70%	4.72%	4.68%	4.64%	4.70%	4.71%	4.71%	4.67%	4.72%	4.71%	4.71%	4.66%	4.65%	4.69%	4.71%	4.70%	4.68%	4.67%
COV	Food Service Worker (cov)	$17.47	$17.90	$18.35	$18.81	$19.28	$19.76	$20.26	$20.76	$21.28	$21.82	$22.36	$22.92	$23.49	$24.08	$24.68	$25.30	$25.93	$26.58
	Management Proposal - 5.19.2023	$ 18.17	$ 18.62	$ 19.09	$ 19.56	$ 20.06	$ 20.55	$ 21.08	$ 21.59	$ 22.14	$ 22.69	$ 23.26	$ 23.85	$ 24.43	$ 25.05	$ 25.67	$ 26.32	$ 26.98	$ 27.65
	% Difference	4.01%	4.05%	4.03%	4.01%	4.04%	4.02%	4.04%	4.02%	4.04%	4.01%	4.03%	4.04%	4.01%	4.02%	4.03%	4.03%	4.04%	4.04%
COV	Engineering Mechanic IV (cov)	$32.42																	
	Previous Proposal	$33.72																	
	6/5/2023	$ 33.89																	
		4.5%																	
COV	Engineering Mechanic III (cov)	$42.31																	
	Previous Proposal	$44.00																	
	6/5/2023	$ 44.21																	
		4.5%																	
COV	Engineering Mechanic II (cov)	$45.72																	
	Previous Proposal	$47.55																	
	6/5/2023	$47.78																	
		4.5%																	
COV	Engineering Mechanic I (cov)	$49.29																	
	Previous Proposal	$51.26																	
	6/5/2023	$51.51																	
		4.5%																	