

CURRENT



JOB TITLE	Step Freq	STEP	9/24/2018 (2%)	3/10/2019 (LOU)	9/22/2019 (1%)	9/20/2020 (1%)
Master's Prepared	Start	01	35.34	36.15	37.34	37.72
	6 mos	02	36.18	36.98	38.17	38.56
		03	37.56	38.53	39.89	40.29
	2 yr	04	39.49	40.55	42.02	42.45
	3 yr	05	41.30	42.40	43.93	44.38
	4 yr	06	43.16	44.31	45.91	46.37
	5 yr	07	45.19	46.35	47.99	48.48
	6 yr	08	47.43	48.54	50.14	50.65
		09	50.24	51.18	52.63	53.16
	15 yr	10	53.10	54.16	55.78	56.34
Doctorate Prepared	Start	01	42.64	43.26	44.34	44.79
	6 mos	02	43.51	44.11	45.17	45.63
		03	44.95	45.68	46.89	47.36
	2 yr	04	46.94	47.73	49.02	49.52
	3 yr	05	48.80	49.60	50.93	51.45
	4 yr	06	50.77	51.57	52.91	53.44
	5 yr	07	52.85	53.64	54.99	55.55
	6 yr	08	55.04	55.79	57.14	57.72
	7 yr	09	58.15	58.58	59.63	60.23
	15 yr	10	61.16	61.64	62.78	63.41

Strikethrough = Inactive Job Code			CURRENT			
JOB TITLE	Step	STEP	9/24/2018 (2%)	9/22/2019 (1%)	9/20/2020 (1%)	
Acupuncturist	Start	01	37.35	37.73	38.11	
	6 mos	02	38.30	38.69	39.08	
	1 yr	03	39.13	39.53	39.93	
	2 yr	04	40.82	41.23	41.65	
	3 yr	05	42.50	42.93	43.37	
	4 yr	06	44.10	44.55	45.00	
	5 yr	07	45.79	46.25	46.72	
	6 yr	08	47.46	47.94	48.43	
	7 yr	09	50.37	50.88	51.39	
	15 yr	10	52.89	53.42	53.96	
APP	Start	01	49.92	50.43	50.94	
Advanced Practice Nurse Physician Assistant Certified Nurse Midwife Clinical MH Nurse Specialist	6 mos	02	51.17	51.69	52.21	
	1 yr	03	52.42	52.95	53.49	
	2 yr	04	54.64	55.19	55.75	
	3 yr	05	56.96	57.54	58.12	
	4 yr	06	59.41	60.01	60.62	
	5 yr	07	61.94	62.57	63.20	
	6 yr	08	64.58	65.23	65.89	
	7 yr	09	68.45	69.14	69.84	
	15 yr	10	72.57	73.30	74.04	
	APP Mountain CO	Start	01	57.40	57.98	58.57
Advanced Practice Nurse Mountain CO Physician Assistant Mountain CO	6 mos	02	58.85	59.44	60.04	
	1 yr	03	60.29	60.90	61.51	
	2 yr	04	62.83	63.46	64.10	
	3 yr	05	65.50	66.16	66.83	
	4 yr	06	68.33	69.02	69.72	
	5 yr	07	71.23	71.95	72.68	
	6 yr	08	74.27	75.02	75.78	
	7 yr	09	78.71	79.50	80.30	
	15 yr	10	83.45	84.29	85.14	
	APP Specialty	Start	01	54.90	55.45	56.01
Clinical Nurse Specialist Adv Practice Nurse -Specialty Physician Assistant -Specialty Radiology Practitioner Asst Radiology Breast Care Coord	6 mos	02	56.24	56.81	57.38	
	1 yr	03	57.69	58.27	58.86	
	2 yr	04	60.12	60.73	61.34	
	3 yr	05	62.68	63.31	63.95	
	4 yr	06	65.34	66.00	66.67	
	5 yr	07	68.12	68.81	69.50	
	6 yr	08	71.03	71.75	72.47	
	7 yr	09	75.29	76.05	76.82	
	15 yr	10	79.80	80.60	81.41	
	Audiologist	Start	01	34.86	35.21	35.57
6 mos		02	36.45	36.82	37.19	
1 yr		03	37.67	38.05	38.44	
2 yr		04	39.62	40.02	40.43	
3 yr		05	42.08	42.51	42.94	
4 yr		06	43.69	44.13	44.58	
5 yr		07	45.35	45.81	46.27	
6 yr		08	46.97	47.45	47.93	
7 yr		09	49.85	50.35	50.86	
15 yr		10	52.36	52.89	53.42	
Chiropractor	Start	01	38.06	38.45	38.84	
	6 mos	02	38.91	39.30	39.70	
	1 yr	03	40.66	41.07	41.49	
	2 yr	04	42.84	43.27	43.71	
	3 yr	05	44.78	45.23	45.69	

Strikethrough = Inactive Job Code			CURRENT			
JOB TITLE	Step	STEP	9/24/2018 (2%)	9/22/2019 (1%)	9/20/2020 (1%)	
	4 yr	06	46.79	47.26	47.74	
	5 yr	07	48.92	49.42	49.92	
	6 yr	08	51.11	51.63	52.15	
	7 yr	09	53.65	54.19	54.74	
	15 yr	10	56.86	57.43	58.01	
Cont Care Case Manager I	Start	01	32.10	32.43	32.76	
	6 mos	02	32.93	33.27	33.61	
	1 yr	03	33.71	34.05	34.40	
	2 yr	04	35.26	35.62	35.98	
	3 yr	05	36.90	37.27	37.65	
	4 yr	06	38.58	38.97	39.37	
	5 yr	07	40.55	40.96	41.38	
	6 yr	08	42.99	43.43	43.87	
	7 yr	09	46.53	47.00	47.48	
	15 yr	10	48.85	49.34	49.84	
Cont Care Case Manager II	Start	01	39.80	40.20	40.61	
	6 mos	02	40.68	41.09	41.51	
	1 yr	03	42.53	42.96	43.40	
	2 yr	04	44.76	45.21	45.67	
	3 yr	05	46.81	47.28	47.76	
	4 yr	06	48.90	49.39	49.89	
	5 yr	07	51.15	51.67	52.19	
	6 yr	08	53.40	53.94	54.49	
	7 yr	09	56.10	56.67	57.24	
	15 yr	10	59.45	60.05	60.66	
Cytologist	Start	01	35.85	36.21	36.58	
	6 mos	02	36.68	37.05	37.43	
	1 yr	03	37.50	37.88	38.26	
	2 yr	04	39.12	39.52	39.92	
	3 yr	05	40.71	41.12	41.54	
	4 yr	06	42.37	42.80	43.23	
	5 yr	07	43.93	44.38	44.83	
	6 yr	08	45.60	46.06	46.53	
	7 yr	09	48.50	48.99	49.49	
	15 yr	10	50.91	51.42	51.94	
Clinical Exercise Physiologist	Start	01	33.54	33.88	34.22	
	6 mos	02	34.29	34.64	34.99	
	1 yr	03	35.07	35.43	35.79	
	2 yr	04	36.59	36.96	37.34	
	3 yr	05	38.10	38.49	38.88	
	4 yr	06	39.63	40.03	40.44	
	5 yr	07	41.08	41.50	41.92	
	6 yr	08	42.66	43.09	43.53	
	7 yr	09	45.39	45.85	46.31	
	15 yr	10	47.65	48.13	48.62	
Ergonomics Consultant	Start	01	37.35	37.73	38.11	
	6 mos	02	38.30	38.69	39.08	
	1 yr	03	39.13	39.53	39.93	
	2 yr	04	40.82	41.23	41.65	
	3 yr	05	42.50	42.93	43.37	
	4 yr	06	44.10	44.55	45.00	
	5 yr	07	45.79	46.25	46.72	
	6 yr	08	47.46	47.94	48.43	
	7 yr	09	50.37	50.88	51.39	
	15 yr	10	52.89	53.42	53.96	

Strikethrough = Inactive Job Code				CURRENT		
JOB TITLE	Step	STEP	9/24/2018 (2%)	9/22/2019 (1%)	9/20/2020 (1%)	
Genetic Counselor	Start	01	40.48	40.89	41.30	
	6 mos	02	41.31	41.73	42.15	
	1 yr	03	42.14	42.57	43.00	
	2 yr	04	43.91	44.35	44.80	
	3 yr	05	45.73	46.19	46.66	
	4 yr	06	47.57	48.05	48.54	
	5 yr	07	49.47	49.97	50.48	
	6 yr	08	51.45	51.97	52.50	
	7 yr	09	53.51	54.05	54.60	
	15 yr	10	55.65	56.21	56.78	
Pharmacists	Start	01	65.58	66.24	66.91	
Clinical Pharmacist	1 yr	02	67.56	68.24	68.93	
Home IV Clinical Pharmacist	3 yr	03	69.59	70.29	71.00	
Ambul Care Clinical Pharmacist	6 yr	04	71.66	72.38	73.11	
Oncology Clinical Pharmacist	15 yr	05	75.25	76.01	76.78	
Mental Health Professional	Start	01	36.96	37.34	37.72	
	6 mos	02	37.79	38.17	38.56	
	1 yr	03	39.49	39.89	40.29	
	2 yr	04	41.60	42.02	42.45	
	3 yr	05	43.49	43.93	44.38	
	4 yr	06	45.45	45.91	46.37	
	5 yr	07	47.51	47.99	48.48	
	6 yr	08	49.64	50.14	50.65	
	7 yr	09	52.10	52.63	53.16	
	15 yr	10	55.22	55.78	56.34	
Medical Technologist	Start	01	33.25	33.59	33.93	
Lab Training Specialist	6 mos	02	34.00	34.35	34.70	
Microbiology Technologist	1 yr	03	34.73	35.08	35.44	
	2 yr	04	36.28	36.65	37.02	
	3 yr	05	37.75	38.13	38.52	
	4 yr	06	39.28	39.68	40.08	
	5 yr	07	40.71	41.12	41.54	
	6 yr	08	42.26	42.69	43.12	
	7 yr	09	44.97	45.43	45.89	
	15 yr	10	47.21	47.69	48.17	
Optician I	Start	01	20.11	20.32	20.53	
	6 mos	02	20.60	20.81	21.02	
	1 yr	03	21.13	21.35	21.57	
	2 yr	04	22.09	22.32	22.55	
	3 yr	05	23.09	23.33	23.57	
	4 yr	06	24.15	24.40	24.65	
	5 yr	07	25.24	25.50	25.76	
	6 yr	08	26.39	26.66	26.93	
	7 yr	09	27.72	28.00	28.29	
	15 yr	10	29.12	29.42	29.72	
Optician II	Start	01	22.54	22.77	23.00	
Contact Lens Technician	6 mos	02	23.11	23.35	23.59	
	1 yr	03	23.70	23.94	24.19	
	2 yr	04	24.79	25.04	25.30	
	3 yr	05	25.91	26.17	26.44	
	4 yr	06	27.09	27.37	27.65	
	5 yr	07	28.31	28.60	28.89	
	6 yr	08	29.56	29.86	30.16	
	7 yr	09	31.10	31.42	31.74	
	15 yr	10	32.66	32.99	33.33	
	Optical Trainer	Start	01	26.70	26.97	27.25
6 mos		02	27.32	27.60	27.88	

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JOB TITLE	Step	STEP	9/24/2018 (2%)	9/22/2019 (1%)	9/20/2020 (1%)	
	1 yr	03	27.92	28.21	28.50	
	2 yr	04	29.02	29.32	29.62	
	3 yr	05	30.24	30.55	30.86	
	4 yr	06	31.49	31.81	32.13	
	5 yr	07	32.77	33.10	33.44	
	6 yr	08	34.15	34.50	34.85	
	7 yr	09	35.70	36.06	36.43	
	15 yr	10	37.37	37.75	38.13	
Optometrist	Start	01	59.07	59.67	60.27	
	6 mos	02	60.74	61.35	61.97	
	1 yr	03	62.30	62.93	63.57	
	2 yr	04	65.50	66.16	66.83	
	3 yr	05	68.71	69.40	70.10	
	4 yr	06	71.90	72.62	73.35	
	5 yr	07	75.11	75.87	76.63	
	6 yr	08	78.31	79.10	79.90	
	7 yr	09	82.25	83.08	83.92	
Optical Area Team Leader	Start	01	25.47	25.73	25.99	
	6 mos	02	26.06	26.33	26.60	
	1 yr	03	26.62	26.89	27.16	
	2 yr	04	27.67	27.95	28.24	
	3 yr	05	28.82	29.11	29.41	
	4 yr	06	30.00	30.31	30.62	
	5 yr	07	31.22	31.54	31.86	
	6 yr	08	32.50	32.83	33.16	
	7 yr	09	34.02	34.37	34.72	
	15 yr	10	35.60	35.96	36.33	
Occupational Therapist	Start	01	37.35	37.73	38.11	
	6 mos	02	38.30	38.69	39.08	
	1 yr	03	39.13	39.53	39.93	
	2 yr	04	40.82	41.23	41.65	
	3 yr	05	42.50	42.93	43.37	
	4 yr	06	44.10	44.55	45.00	
	5 yr	07	45.79	46.25	46.72	
	6 yr	08	47.46	47.94	48.43	
	7 yr	09	50.37	50.88	51.39	
	15 yr	10	52.89	53.42	53.96	
Optical Production Wkr II	Start	01	20.84	21.05	21.27	
	6 mos	02	21.35	21.57	21.79	
	1 yr	03	21.89	22.11	22.34	
	2 yr	04	22.89	23.12	23.36	
	3 yr	05	23.93	24.18	24.43	
	4 yr	06	25.02	25.28	25.54	
	5 yr	07	26.16	26.43	26.70	
	6 yr	08	27.33	27.61	27.89	
	7 yr	09	28.73	29.02	29.32	
	15 yr	10	30.16	30.47	30.78	
POC Coordinator	Start	01	34.92	35.28	35.64	
	6 mos	02	35.68	36.04	36.41	
	1 yr	03	36.48	36.85	37.22	
	2 yr	04	38.09	38.48	38.87	
	3 yr	05	39.63	40.03	40.44	
	4 yr	06	41.26	41.68	42.10	
	5 yr	07	42.75	43.18	43.62	
	6 yr	08	44.40	44.85	45.30	
	7 yr	09	47.21	47.69	48.17	
	15 yr	10	49.59	50.09	50.60	
Physical Therapist	Start	01	37.35	37.73	38.11	
	6 mos	02	38.30	38.69	39.08	
	1 yr	03	39.13	39.53	39.93	
	2 yr	04	40.82	41.23	41.65	
	3 yr	05	42.50	42.93	43.37	
	4 yr	06	44.10	44.55	45.00	
	5 yr	07	45.79	46.25	46.72	
	6 yr	08	47.46	47.94	48.43	

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JOB TITLE	Step	STEP	9/24/2018 (2%)	9/22/2019 (1%)	9/20/2020 (1%)	
	7 yr	09	50.37	50.88	51.39	
	15 yr	10	52.89	53.42	53.96	
Optical Production Wkr I	Start	01	18.57	18.76	18.95	
	6 mos	02	19.04	19.24	19.44	
	1 yr	03	19.52	19.72	19.92	
	2 yr	04	20.39	20.60	20.81	
	3 yr	05	21.32	21.54	21.76	
	4 yr	06	22.30	22.53	22.76	
	5 yr	07	23.31	23.55	23.79	
	6 yr	08	24.38	24.63	24.88	
	7 yr	09	25.59	25.85	26.11	
	15 yr	10	26.93	27.21	27.49	
Registered Dietitian	Start	01	34.86	35.21	35.57	
Weight Management Spec II	6 mos	02	35.74	36.10	36.47	
	1 yr	03	36.55	36.92	37.30	
	2 yr	04	38.09	38.48	38.87	
	3 yr	05	39.68	40.08	40.49	
	4 yr	06	41.24	41.66	42.08	
	5 yr	07	42.78	43.21	43.65	
	6 yr	08	44.33	44.78	45.23	
	7 yr	09	47.04	47.52	48.00	
	15 yr	10	49.40	49.90	50.40	
	-	Career Ladder Level 2	11	36.57	36.97	37.35
	-	Career Ladder Level 2	12	37.52	37.91	38.29
	-	Career Ladder Level 2	13	38.39	38.77	39.17
	-	Career Ladder Level 2	14	39.99	40.40	40.81
	-	Career Ladder Level 2	15	41.65	42.08	42.51
	-	Career Ladder Level 2	16	43.29	43.74	44.18
	-	Career Ladder Level 2	17	44.93	45.37	45.83
	-	Career Ladder Level 2	18	46.54	47.02	47.49
	-	Career Ladder Level 2	19	49.40	49.90	50.40
	-	Career Ladder Level 2	20	51.86	52.40	52.92
	-	Career Ladder Level 3	21	37.46	37.85	38.24
	-	Career Ladder Level 3	22	38.42	38.81	39.21
	-	Career Ladder Level 3	23	39.32	39.69	40.10
	-	Career Ladder Level 3	24	40.95	41.37	41.79
	-	Career Ladder Level 3	25	42.65	43.09	43.53
	-	Career Ladder Level 3	26	44.31	44.78	45.24
	-	Career Ladder Level 3	27	45.98	46.45	46.92
	-	Career Ladder Level 3	28	47.64	48.14	48.62
	-	Career Ladder Level 3	29	50.55	51.08	51.60
	-	Career Ladder Level 3	30	53.10	53.64	54.18
Registered Nurses	Start	01	36.96	37.34	37.72	
	6 mos	02	37.79	38.17	38.56	
	1 yr	03	39.49	39.89	40.29	
Quality Performance Coord	2 yr	04	41.60	42.02	42.45	
Quality Support Specialist	3 yr	05	43.49	43.93	44.38	
RN Collaborative Care Coord	4 yr	06	45.45	45.91	46.37	
Quality/ResourceCoordinator R	5 yr	07	47.51	47.99	48.48	
Quality/ResourceCoordinator BH	6 yr	08	49.64	50.14	50.65	
Care Coordinator - Emergency	7 yr	09	52.10	52.63	53.16	
Surg Precertification Coord	15 yr	10	55.22	55.78	56.34	
Palliative Care RN	-	Career Ladder Level 2	11	38.83	39.21	39.61
RN Case Resolution Coordinator	-	Career Ladder Level 2	12	39.69	40.08	40.49
Renal Transplant Clin Coord	-	Career Ladder Level 2	13	41.49	41.88	42.30
BH Collaborative Care Coord	-	Career Ladder Level 2	14	43.69	44.12	44.57
RN Case Resolution	-	Career Ladder Level 2	15	45.67	46.13	46.60
RN Complex Care Coordinator	-	Career Ladder Level 2	16	47.70	48.21	48.69
RN Transitions Care Coord	-	Career Ladder Level 2	17	49.87	50.39	50.90
Care Management RN	-	Career Ladder Level 2	18	52.12	52.65	53.18
Hospital ACT RN	-	Career Ladder Level 2	19	54.71	55.26	55.82
Transgender Serv Clinical Co	-	Career Ladder Level 2	20	58.00	58.57	59.16
Chart Accu Clin Analyst	-	Career Ladder Level 3	21	39.80	40.14	40.55
Acute Care Team RN	-	Career Ladder Level 3	22	40.68	41.03	41.45
RN - GI Procedural	-	Career Ladder Level 3	23	42.53	42.88	43.31

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RN - Gastro Desk Top Medicine	-	Career Ladder Level 3	24	44.76	45.17	45.63
Transgndr Patient Nav RN Coord	-	Career Ladder Level 3	25	46.81	47.22	47.71
RN Navigator, Cancer Care	-	Career Ladder Level 3	26	48.90	49.35	49.85
RN/Care Coordinator	-	Career Ladder Level 3	27	51.15	51.59	52.12
	-	Career Ladder Level 3	28	53.40	53.90	54.45
	-	Career Ladder Level 3	29	56.10	56.58	57.15
	-	Career Ladder Level 3	30	59.45	59.96	60.57
Registered Nurse Mountain CO	Start		01	42.51	42.94	43.38
	6 mos		02	43.46	43.90	44.34
	1 yr		03	45.42	45.88	46.34
	2 yr		04	47.84	48.32	48.81
	3 yr		05	50.01	50.52	51.03
	4 yr		06	52.26	52.79	53.32
	5 yr		07	54.64	55.19	55.75
	6 yr		08	57.09	57.67	58.25
	7 yr		09	59.91	60.51	61.12
	15 yr		10	63.50	64.14	64.79
	-	Career Ladder Level 2	11	44.65	45.09	45.55
	-	Career Ladder Level 2	12	45.65	46.10	46.56
	-	Career Ladder Level 2	13	47.71	48.17	48.66
	-	Career Ladder Level 2	14	50.24	50.74	51.25
	-	Career Ladder Level 2	15	52.53	53.05	53.58
	-	Career Ladder Level 2	16	54.85	55.43	55.99
	-	Career Ladder Level 2	17	57.35	57.95	58.54
	-	Career Ladder Level 2	18	59.94	60.55	61.16
	-	Career Ladder Level 2	19	62.91	63.54	64.18
	-	Career Ladder Level 2	20	66.69	67.35	68.03
	-	Career Ladder Level 3	21	45.76	46.16	46.63
	-	Career Ladder Level 3	22	46.78	47.19	47.67
	-	Career Ladder Level 3	23	48.91	49.32	49.82
	-	Career Ladder Level 3	24	51.49	51.94	52.47
	-	Career Ladder Level 3	25	53.83	54.31	54.86
	-	Career Ladder Level 3	26	56.23	56.75	57.32
	-	Career Ladder Level 3	27	58.83	59.33	59.93
	-	Career Ladder Level 3	28	61.41	62.00	62.62
	-	Career Ladder Level 3	29	64.51	65.05	65.70
	-	Career Ladder Level 3	30	68.38	68.95	69.65
RN Specialty	Start		01	38.83	39.22	39.62
	6 mos		02	39.69	40.09	40.50
Nurse Oncologist	1 yr		03	41.49	41.91	42.33
Wound Care RN	2 yr		04	43.70	44.14	44.59
Arrhythmia Specialist	3 yr		05	45.65	46.11	46.58
	4 yr		06	47.70	48.18	48.67
	5 yr		07	49.87	50.37	50.88
	6 yr		08	52.13	52.66	53.19
	7 yr		09	54.71	55.26	55.82
	15 yr		10	57.99	58.58	59.17
	-	Career Ladder Level 2	11	40.78	41.18	41.60
	-	Career Ladder Level 2	12	41.67	42.09	42.53
	-	Career Ladder Level 2	13	43.57	44.01	44.45
	-	Career Ladder Level 2	14	45.87	46.35	46.82
	-	Career Ladder Level 2	15	47.96	48.42	48.91
	-	Career Ladder Level 2	16	50.12	50.59	51.10
	-	Career Ladder Level 2	17	52.37	52.89	53.42
	-	Career Ladder Level 2	18	54.73	55.29	55.85
	-	Career Ladder Level 2	19	57.43	58.02	58.61
	-	Career Ladder Level 2	20	60.90	61.51	62.13
	-	Career Ladder Level 3	21	41.80	42.16	42.59
	-	Career Ladder Level 3	22	42.70	43.10	43.54
	-	Career Ladder Level 3	23	44.65	45.05	45.50
	-	Career Ladder Level 3	24	47.04	47.45	47.93
	-	Career Ladder Level 3	25	49.15	49.57	50.07
	-	Career Ladder Level 3	26	51.35	51.79	52.32
	-	Career Ladder Level 3	27	53.68	54.15	54.70
	-	Career Ladder Level 3	28	56.13	56.61	57.18

Strikethrough = Inactive Job Code				CURRENT ▼		
JOB TITLE	Step		STEP	9/24/2018 (2%)	9/22/2019 (1%)	9/20/2020 (1%)
	-	Career Ladder Level 3	29	58.91	59.40	60.01
	-	Career Ladder Level 3	30	62.42	62.97	63.61
Speech Pathologist	Start		01	36.55	36.92	37.30
	6 mos		02	38.08	38.47	38.86
	1 yr		03	39.68	40.08	40.49
	2 yr		04	41.22	41.64	42.06
	3 yr		05	42.78	43.21	43.65
	4 yr		06	44.32	44.77	45.22
	5 yr		07	47.04	47.52	48.00
	6 yr		08	49.38	49.88	50.38
	7 yr		09	51.36	51.88	52.40
	15 yr		10	53.41	53.95	54.50
Surgical Asst/Ophthalmology	Start		01	40.66	41.07	41.49
	6 mos		02	41.58	42.00	42.43
	1 yr		03	43.47	43.91	44.35
	2 yr		04	45.77	46.23	46.70
	3 yr		05	47.84	48.32	48.81
	4 yr		06	49.99	50.50	51.01
	5 yr		07	52.26	52.79	53.32
	6 yr		08	54.60	55.15	55.71
	7 yr		09	57.32	57.90	58.48
	15 yr		10	60.76	61.37	61.99