

**AF3 Union Wage Scale**  
Effective October 1, 2013 - March 1, 2016

Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
V1	CNL Technologist I 078B	19.17	19.55	19.94	20.34	20.75	21.17	21.59	22.02	22.46	22.91	23.37	23.84	24.32	24.81	25.31	25.82	26.34	26.87	27.41	27.96
V2	CNL Technologist II B546	20.59	21.00	21.42	21.85	22.29	22.74	23.19	23.65	24.12	24.60	25.09	25.59	26.10	26.62	27.15	27.69	28.24	28.80	29.38	29.97
V3	CNL Technologist III B670	21.55	21.98	22.42	22.87	23.33	23.80	24.28	24.77	25.27	25.78	26.30	26.83	27.37	27.92	28.48	29.05	29.63	30.22	30.82	31.44
V4	CSR Tech I 223K	12.76	13.02	13.28	13.55	13.82	14.10	14.38	14.67	14.96	15.26	15.57	15.88	16.20	16.52	16.85	17.19	17.53	17.88	18.24	18.60
V36	CSR Tech II 223G	13.39	13.66	13.93	14.21	14.49	14.78	15.08	15.38	15.69	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.13	19.51
V37	CSR Tech III 223H	14.06	14.34	14.63	14.92	15.22	15.52	15.83	16.15	16.47	16.80	17.14	17.48	17.83	18.19	18.55	18.92	19.30	19.69	20.08	20.48
V5	CSR Case Cart Coordinator I 081L	14.46	14.75	15.05	15.35	15.66	15.97	16.29	16.62	16.95	17.29	17.64	17.99	18.35	18.72	19.09	19.47	19.86	20.26	20.67	21.08
V38	CSR Case Cart Coordinator II 081M	15.19	15.49	15.80	16.12	16.44	16.77	17.11	17.45	17.80	18.16	18.52	18.89	19.27	19.66	20.05	20.45	20.86	21.28	21.71	22.14
V39	CSR Case Cart Coordinator III 081K	15.95	16.27	16.60	16.93	17.27	17.62	17.97	18.33	18.70	19.07	19.45	19.84	20.24	20.64	21.05	21.47	21.90	22.34	22.79	23.25
V6	CSR Instrumentation Specialist I B508	14.46	14.75	15.05	15.35	15.66	15.97	16.29	16.62	16.95	17.29	17.64	17.99	18.35	18.72	19.09	19.47	19.86	20.26	20.67	21.08
V40	CSR Instrumentation Specialist II B510	15.19	15.49	15.80	16.12	16.44	16.77	17.11	17.45	17.80	18.16	18.52	18.89	19.27	19.66	20.05	20.45	20.86	21.28	21.71	22.14
V41	CSR Instrumentation Specialist III B514	15.95	16.27	16.60	16.93	17.27	17.62	17.97	18.33	18.70	19.07	19.45	19.84	20.24	20.64	21.05	21.47	21.90	22.34	22.79	23.25
V7	Emergency Department Tech 080N	14.04	14.32	14.61	14.90	15.20	15.50	15.81	16.13	16.45	16.78	17.12	17.46	17.81	18.17	18.53	18.90	19.28	19.67	20.06	20.46
V8	Emergency Department Tech II B714	14.85	15.15	15.45	15.76	16.08	16.40	16.73	17.06	17.40	17.75	18.11	18.47	18.84	19.22	19.60	19.99	20.39	20.80	21.22	21.64
V9	Emergency Vehicle Operator EVO C596	12.42	12.67	12.92	13.18	13.44	13.71	13.98	14.26	14.55	14.84	15.14	15.44	15.75	16.07	16.39	16.72	17.05	17.39	17.74	18.09
V9	Transport EMT C449	12.42	12.67	12.92	13.18	13.44	13.71	13.98	14.26	14.55	14.84	15.14	15.44	15.75	16.07	16.39	16.72	17.05	17.39	17.74	18.09
V10	no job codes in this pay grade	13.86	14.14	14.42	14.71	15.00	15.30	15.61	15.92	16.24	16.56	16.89	17.23	17.57	17.92	18.28	18.65	19.02	19.40	19.79	20.19
V11	no job codes in this pay grade	15.41	15.72	16.03	16.35	16.68	17.01	17.35	17.70	18.05	18.41	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.57	22.00	22.44
V12	Transport Paramedic I B820	17.08	17.42	17.77	18.13	18.49	18.86	19.24	19.62	20.01	20.41	20.82	21.24	21.66	22.09	22.53	22.98	23.44	23.91	24.39	24.88
V43	Transport Paramedic II B821	17.94	18.30	18.67	19.04	19.42	19.81	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.22	23.68	24.15	24.63	25.12	25.62	26.13
V44	Transport Paramedic III B822	18.84	19.22	19.60	19.99	20.39	20.80	21.22	21.64	22.07	22.51	22.96	23.42	23.89	24.37	24.86	25.36	25.87	26.39	26.92	27.46
V13	Hemodialysis Technician/LNA 355J	14.25	14.54	14.83	15.13	15.43	15.74	16.05	16.37	16.70	17.03	17.37	17.72	18.07	18.43	18.80	19.18	19.56	19.95	20.35	20.76
V14	Hemodialysis Tech Certified/LN C171	14.82	15.12	15.42	15.73	16.04	16.36	16.69	17.02	17.36	17.71	18.06	18.42	18.79	19.17	19.55	19.94	20.34	20.75	21.17	21.59
V15	Hemodialysis Sr Technician/LNA 355Y	15.64	15.95	16.27	16.60	16.93	17.27	17.62	17.97	18.33	18.70	19.07	19.45	19.84	20.24	20.64	21.05	21.47	21.90	22.34	22.79
V16	HIM Coder 209Z	17.59	17.94	18.30	18.67	19.04	19.42	19.81	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.22	23.68	24.15	24.63	25.12	25.62
V17	HIM Coder Sr 900F	19.04	19.42	19.81	20.21	20.61	21.02	21.44	21.87	22.31	22.76	23.22	23.68	24.15	24.63	25.12	25.62	26.13	26.65	27.18	27.72
V18	Ophthalmic Assistant I J621	15.01	15.31	15.62	15.93	16.25	16.58	16.91	17.25	17.60	17.95	18.31	18.68	19.05	19.43	19.82	20.22	20.62	21.03	21.45	21.88
V19	Ophthalmic Assistant II B351	15.84	16.16	16.48	16.81	17.15	17.49	17.84	18.20	18.56	18.93	19.31	19.70	20.09	20.49	20.90	21.32	21.75	22.19	22.63	23.08
V20	Ophthalmic Assistant III B352	16.69	17.02	17.36	17.71	18.06	18.42	18.79	19.17	19.55	19.94	20.34	20.75	21.17	21.59	22.02	22.46	22.91	23.37	23.84	24.32
V21	Ophthalmic Technician Certified C196	19.53	19.92	20.32	20.73	21.14	21.56	21.99	22.43	22.88	23.34	23.81	24.29	24.78	25.28	25.79	26.31	26.84	27.38	27.93	28.49
V22	Ophthalmic Technician Sr C194	20.59	21.00	21.42	21.85	22.29	22.74	23.19	23.65	24.12	24.60	25.09	25.59	26.10	26.62	27.15	27.69	28.24	28.80	29.38	29.97
V23	OR Technician 079N	17.69	18.04	18.40	18.77	19.15	19.53	19.92	20.32	20.73	21.14	21.56	21.99	22.43	22.88	23.34	23.81	24.29	24.78	25.28	25.79
V24	Professional Coder, Associate B511	16.24	16.56	16.89	17.23	17.57	17.92	18.28	18.65	19.02	19.40	19.79	20.19	20.59	21.00	21.42	21.85	22.29	22.74	23.19	23.65
V45	Professional Coder, Staff C684	17.05	17.39	17.74	18.09	18.45	18.82	19.20	19.58	19.97	20.37	20.78	21.20	21.62	22.05	22.49	22.94	23.40	23.87	24.35	24.84
V46	Professional Coder, Senior C685	17.90	18.26	18.63	18.99	19.37	19.76	20.16	20.56	20.97	21.39	21.82	22.26	22.70	23.15	23.61	24.09	24.57	25.06	25.57	26.08
V25	PSG Technologist I B547	19.17	19.55	19.94	20.34	20.75	21.17	21.59	22.02	22.46	22.91	23.37	23.84	24.32	24.81	25.31	25.82	26.34	26.87	27.41	27.96
V26	PSG Technologist II B669	20.05	20.45	20.86	21.28	21.71	22.14	22.58	23.03	23.49	23.96	24.44	24.93	25.43	25.94	26.46	26.99	27.53	28.08	28.64	29.21
V42	Sleep Center Clinic Tech C536	21.55	21.98	22.42	22.87	23.33	23.80	24.28	24.77	25.27	25.78	26.30	26.83	27.37	27.92	28.48	29.05	29.63	30.22	30.82	31.44

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	<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>
<b>V27</b>	Respiratory Therapist, Certfd 078X	19.14	19.52	19.91	20.31	20.72	21.13	21.55	21.98	22.42	22.87	23.33	23.80	24.28	24.77	25.27	25.78	26.30	26.83	27.37	27.92
<b>V28</b>	Respiratory Therapist I, Regs 075O	22.50	22.95	23.41	23.88	24.36	24.85	25.35	25.86	26.38	26.91	27.45	28.00	28.56	29.13	29.71	30.30	30.91	31.53	32.16	32.80
<b>V29</b>	Respiratory Therapist Level I C375	22.50	22.95	23.41	23.88	24.36	24.85	25.35	25.86	26.38	26.91	27.45	28.00	28.56	29.13	29.71	30.30	30.91	31.53	32.16	32.80
<b>V30</b>	Respiratory Therapist Level II C374	23.53	24.00	24.48	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84	30.44	31.05	31.67	32.30	32.95	33.61	34.28
<b>V31</b>	Respiratory Therapist Level II Base 374A	23.53	24.00	24.48	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84	30.44	31.05	31.67	32.30	32.95	33.61	34.28
<b>V32</b>	Respiratory Therapist Level II 1 Modality 374B	24.03	24.50	24.98	25.47	25.97	26.48	27.00	27.53	28.07	28.62	29.18	29.75	30.34	30.94	31.55	32.17	32.80	33.45	34.11	34.78
<b>V33</b>	Respiratory Therapist Level II 2 Modalities 374C	24.53	25.00	25.48	25.97	26.47	26.98	27.50	28.03	28.57	29.12	29.68	30.25	30.84	31.44	32.05	32.67	33.30	33.95	34.61	35.28
<b>V34</b>	Respiratory Therapist Level II 3 Modalities 374D	25.03	25.50	25.98	26.47	26.97	27.48	28.00	28.53	29.07	29.62	30.18	30.75	31.34	31.94	32.55	33.17	33.80	34.45	35.11	35.78
<b>V35</b>	Respiratory Therapist Level III C373	26.04	26.56	27.09	27.63	28.18	28.74	29.31	29.90	30.50	31.11	31.73	32.36	33.01	33.67	34.34	35.03	35.73	36.44	37.17	37.91

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Step 21	Step 22
28.52	29.09
30.57	31.18
32.07	32.71

Step 21	Step 22
18.97	19.35
19.90	20.30
20.89	21.31
21.50	21.93
22.58	23.03
23.72	24.19
21.50	21.93
22.58	23.03
23.72	24.19

Step 21	Step 22
20.87	21.29
22.07	22.51

Step 21	Step 22
18.45	18.82
18.45	18.82
20.59	21.00
22.89	23.35
25.38	25.89
26.65	27.18
28.01	28.57

Step 21	Step 22
21.18	21.60
22.02	22.46
23.25	23.72

Step 21	Step 22
26.13	26.65
28.27	28.84

Step 21	Step 22
22.32	22.77
23.54	24.01
24.81	25.31
29.06	29.64
30.57	31.18

Step 21	Step 22
26.31	26.84

Step 21	Step 22
24.12	24.60
25.34	25.85
26.61	27.14

Step 21	Step 22
28.52	29.09
29.79	30.39
32.07	32.71

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<b>Step 21</b>	<b>Step 22</b>
28.48	29.05
33.46	34.13
33.46	34.13
34.97	35.67
34.97	35.67
35.47	36.17
35.97	36.67
36.47	37.17
38.67	39.44