

SCA/SGEU Wage Schedule  
April 1, 2023

	Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Comments
Admitting Reception Clerk	1	20.172	20.879	21.606	22.361	23.779	
Health Record Clerk	1	20.172	20.879	21.606	22.361	23.779	
Office Clerk	1	20.172	20.879	21.606	22.361	23.779	
Porter	1	20.172	20.879	21.606	22.361	23.779	
Clinic Assistant	2	22.201	22.976	23.779	24.611	26.109	
Early Detection Clerk	2	22.201	22.976	23.779	24.611	26.109	
Lodge Attendant	2	22.201	22.976	23.779	24.611	26.109	
Materials & Facilities Management Assistant	2	22.201	22.976	23.779	24.611	26.109	
Oncology Pharmacy Assistant	2	22.201	22.976	23.779	24.611	26.109	
Receptionist Corporate Office	2	22.201	22.976	23.779	24.611	26.109	
Receptionist Early Detection	2	22.201	22.976	23.779	24.611	26.109	
Supervisor Admitting Reception	2	22.201	22.976	23.779	24.611	26.109	
Administrative Assistant	3	24.844	25.712	26.613	27.538	29.142	
Chemotherapy Scheduler	3	24.844	25.712	26.613	27.538	29.142	
Clinical Administrative Assistant	3	24.844	25.712	26.613	27.538	29.142	
Clinical Documentation Specialist	3	24.844	25.712	26.613	27.538	29.142	
Technical Assistant	3	24.844	25.712	26.613	27.538	29.142	
Telehealth Coordinator	3	24.844	25.712	26.613	27.538	29.142	
Accounting Clerk	4	27.803	28.773	29.782	30.819	32.537	
Cancer Registrar I	4	27.803	28.773	29.782	30.819	32.537	
Cook	4	27.803	28.773	29.782	30.819	32.537	
Coordinator Volunteer Services	4	27.803	28.773	29.782	30.819	32.537	
Drug Distribution Technician	4	27.803	28.773	29.782	30.819	32.537	
Early Detection Health Information Practitioner	4	27.803	28.773	29.782	30.819	32.537	
Health Information Practitioner	4	27.803	28.773	29.782	30.819	32.537	
Licensed Practical Nurse <sup>2</sup>	4	27.803	28.773	29.782	30.819	32.537	
PHQR Coordinator	4	27.803	28.773	29.782	30.819	32.537	
Supervisor Admitting Reception - Screening	4	27.803	28.773	29.782	30.819	32.537	
Assistant to Vice President Research	5	31.113	32.199	33.327	34.492	36.334	
Cancer Registrar II	5	31.113	32.199	33.327	34.492	36.334	
Clinical Research Associate	5	31.113	32.199	33.327	34.492	36.334	
Coordinator of Materials & Facilities Management	5	31.113	32.199	33.327	34.492	36.334	
Medical Radiation Technologist - Mammography <sup>2</sup>	5	31.113	32.199	33.327	34.492	36.334	
Oncology Pharmacy Technician	5	31.113	32.199	33.327	34.492	36.334	
Payroll Administrator	5	31.113	32.199	33.327	34.492	36.334	
Physics Assistant	5	31.113	32.199	33.327	34.492	36.334	
Research Associate-Epidemiology	5	31.113	32.199	33.327	34.492	36.334	
Senior Accounting Clerk	5	31.113	32.199	33.327	34.492	36.334	
Support Analyst	5	31.113	32.199	33.327	34.492	36.334	
Cancer Registry Business Specialist	6	34.815	36.035	37.295	38.596	40.585	
Cancer Registry Coordinator	6	34.815	36.035	37.295	38.596	40.585	
Cancer Registry Data Quality Specialist	6	34.815	36.035	37.295	38.596	40.585	
Cancer Registry Team Lead	6	34.815	36.035	37.295	38.596	40.585	New Job
Cancer Registry Training & Education Coordinator	6	34.815	36.035	37.295	38.596	40.585	
Clinical Informatics Specialist-MO <sup>3</sup>	6	34.815	36.035	37.295	38.596	40.585	
Clinical Informatics Specialist-RO <sup>1</sup>	6	34.815	36.035	37.295	38.596	40.585	
Early Detection Coordinator	6	34.815	36.035	37.295	38.596	40.585	
Navigator Screening Program for Breast Cancer <sup>4</sup>	6	34.815	36.035	37.295	38.596	40.585	
Radiation Therapist I <sup>1</sup>	6	34.815	36.035	37.295	38.596	40.585	
Registered Nurse <sup>4</sup>	6	34.815	36.035	37.295	38.596	40.585	
Senior Oncology Pharmacy Technician	6	34.815	36.035	37.295	38.596	40.585	

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	Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Comments
Cancer Registry Specialist	7	38.963	40.326	41.734	43.193	45.340	New Job
<del>Chief Physics Technician—Electronics<sup>1</sup></del>	<del>7</del>	<del>38.963</del>	<del>40.326</del>	<del>41.734</del>	<del>43.193</del>	<del>45.340</del>	Job Deactivated
Clinical Oncology Social Worker	7	38.963	40.326	41.734	43.193	45.340	
Dietitian	7	38.963	40.326	41.734	43.193	45.340	
Dosimetrist <sup>1</sup>	7	38.963	40.326	41.734	43.193	45.340	
Lead Support Analyst	7	38.963	40.326	41.734	43.193	45.340	New Job
Physics Technician - Electronics <sup>1</sup>	7	38.963	40.326	41.734	43.193	45.340	Pay Band Changed from 6 to 7
Radiation Therapist II <sup>1</sup>	7	38.963	40.326	41.734	43.193	45.340	
Application Analyst	8	42.412	43.895	45.429	47.015	49.295	
Blood & Marrow Transplant Coordinator <sup>2</sup>	8	42.412	43.895	45.429	47.015	49.295	
Business Analyst	8	42.412	43.895	45.429	47.015	49.295	
Coordinator, Hematology Quality Management Program <sup>4</sup>	8	42.412	43.895	45.429	47.015	49.295	
Data Base Administrator	8	42.412	43.895	45.429	47.015	49.295	
Donor Search Coordinator	8	42.412	43.895	45.429	47.015	49.295	
Integration Analyst	8	42.412	43.895	45.429	47.015	49.295	
Navigator Gynecology Oncology <sup>4</sup>	8	42.412	43.895	45.429	47.015	49.295	
Navigator Screening Program for Colorectal Cancer <sup>4</sup>	8	42.412	43.895	45.429	47.015	49.295	
Network and Server Analyst	8	42.412	43.895	45.429	47.015	49.295	
Oncology Pharmacist <sup>3</sup>	8	42.412	43.895	45.429	47.015	49.295	
Pain & Symptoms Management & Palliative Care Coordinator <sup>2</sup>	8	42.412	43.895	45.429	47.015	49.295	
Physics Application Analyst	8	42.412	43.895	45.429	47.015	49.295	
Population Health Promotion Practitioner	8	42.412	43.895	45.429	47.015	49.295	
Research Officer	8	42.412	43.895	45.429	47.015	49.295	
Supervisor Mammography	8	42.412	43.895	45.429	47.015	49.295	
Chief Dosimetrist <sup>1</sup>	9	47.458	49.118	50.836	52.613	55.087	
Clinical Coordinator <sup>4</sup>	9	47.458	49.118	50.836	52.613	55.087	
Clinical Coordinator - Clinical Research <sup>4</sup>	9	47.458	49.118	50.836	52.613	55.087	
Clinical Nurse Educator <sup>4</sup>	9	47.458	49.118	50.836	52.613	55.087	
Clinical Nurse Specialist <sup>4</sup>	9	47.458	49.118	50.836	52.613	55.087	
Clinical Resource Radiation Therapist <sup>1</sup>	9	47.458	49.118	50.836	52.613	55.087	
Project Manager	9	47.458	49.118	50.836	52.613	55.087	
Radiation Therapy Clinical Educator <sup>1</sup>	9	47.458	49.118	50.836	52.613	55.087	
Research Officer - Epidemiologist	9	47.458	49.118	50.836	52.613	55.087	
Senior Oncology Pharmacist <sup>3</sup>	9	47.458	49.118	50.836	52.613	55.087	
Systems Analyst II	9	47.458	49.118	50.836	52.613	55.087	

1 - Market Supplemented (see separate Wage Schedule)

2 - Market Adjusted (see separate Wage Schedule)

3 - Market Supplemented and Market Adjusted (see separate Wage Schedule)

4 - Registered Nurse rate of pay (see separate Wage Schedule)

**SCA/SGEU Market Supplement Wage Schedule**  
**April 1, 2023**

	<b>Pay Band</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Comments</b>
<b>Clinical Informatics Specialist-RO</b>	<b>6</b>	<b>46.886</b>	<b>48.305</b>	<b>49.760</b>	<b>51.286</b>	<b>53.579</b>	New Market Supplement
Base		34.815	36.035	37.295	38.596	40.585	
Market		12.071	12.270	12.465	12.690	12.994	
<b>Radiation Therapist I</b>	<b>6</b>	<b>46.886</b>	<b>48.305</b>	<b>49.760</b>	<b>51.286</b>	<b>53.579</b>	New Market Supplement
Base		34.815	36.035	37.295	38.596	40.585	
Market		12.071	12.270	12.465	12.690	12.994	
<b>Physics Technician - Electronics</b>	<b>7</b>	<b>46.766</b>	<b>48.402</b>	<b>50.092</b>	<b>51.843</b>	<b>54.420</b>	New Market Supplement
Base		38.963	40.326	41.734	43.193	45.340	
Market		7.803	8.076	8.358	8.650	9.080	
<b>Dosimetrist</b>	<b>7</b>	<b>49.248</b>	<b>50.765</b>	<b>52.328</b>	<b>53.919</b>	<b>56.370</b>	New Market Supplement
Base		38.963	40.326	41.734	43.193	45.340	
Market		10.285	10.439	10.594	10.726	11.030	
<b>Radiation Therapist II</b>	<b>7</b>	<b>49.248</b>	<b>50.765</b>	<b>52.328</b>	<b>53.919</b>	<b>56.370</b>	New Market Supplement
Base		38.963	40.326	41.734	43.193	45.340	
Market		10.285	10.439	10.594	10.726	11.030	
<b>Oncology Pharmacist*</b>	<b>8</b>	<b>48.590</b>	<b>49.949</b>	<b>51.348</b>	<b>52.788</b>	<b>56.094</b>	
Base		42.412	43.895	45.429	47.015	49.295	
Market		6.178	6.054	5.919	5.773	6.799	
<b>Chief Dosimetrist</b>	<b>9</b>	<b>51.102</b>	<b>52.682</b>	<b>54.308</b>	<b>55.962</b>	<b>58.480</b>	New Market Supplement
Base		47.458	49.118	50.836	52.613	55.087	
Market		3.644	3.564	3.472	3.349	3.393	
<b>Clinical Resource Radiation Therapist</b>	<b>9</b>	<b>51.102</b>	<b>52.682</b>	<b>54.308</b>	<b>55.962</b>	<b>58.480</b>	New Market Supplement
Base		47.458	49.118	50.836	52.613	55.087	
Market		3.644	3.564	3.472	3.349	3.393	
<b>Radiation Therapy Clinical Educator</b>	<b>9</b>	<b>51.102</b>	<b>52.682</b>	<b>54.308</b>	<b>55.962</b>	<b>58.480</b>	New Market Supplement
Base		47.458	49.118	50.836	52.613	55.087	
Market		3.644	3.564	3.472	3.349	3.393	
<b>Senior Oncology Pharmacist*</b>	<b>9</b>	<b>52.831</b>	<b>54.313</b>	<b>55.836</b>	<b>57.406</b>	<b>60.980</b>	
Base		47.458	49.118	50.836	52.613	55.087	
Market		5.373	5.195	5.000	4.793	5.893	

Note:

\*See Equity Adjustments Wage Schedule

SCA/SGEU Market Adjustments  
April 1, 2023

Classification	Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Licensed Practical Nurse</b>	<b>4</b>	<b>32.679</b>	<b>33.822</b>	<b>35.008</b>	<b>36.231</b>	<b>38.260</b>
Base Rate of Pay		27.803	28.773	29.782	30.819	32.537
Market Adjusted Rate		4.876	5.049	5.226	5.412	5.723
<b>Medical Radiation Technologist - Mammography</b>	<b>5</b>	<b>35.422</b>	<b>36.661</b>	<b>37.945</b>	<b>39.273</b>	<b>41.356</b>
Base Rate of Pay		31.113	32.199	33.327	34.492	36.334
Market Adjusted Rate		4.309	4.462	4.618	4.781	5.022
<b>Oncology Pharmacist</b>	<b>8</b>	<b>49.193</b>	<b>50.914</b>	<b>52.696</b>	<b>54.538</b>	<b>57.160</b>
Base Rate of Pay		42.412	43.895	45.429	47.015	49.295
Market Adjusted Rate		6.781	7.019	7.267	7.523	7.865
<b>Senior Oncology Pharmacist</b>	<b>9</b>	<b>53.280</b>	<b>55.146</b>	<b>57.076</b>	<b>59.073</b>	<b>61.849</b>
Base Rate of Pay		47.458	49.118	50.836	52.613	55.087
Market Adjusted Rate		5.822	6.028	6.240	6.460	6.762

SCA/SGEU Equity Adjustments  
April 1, 2023

Classification	Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5	Comments
<b>Oncology Pharmacist</b>	<b>8</b>	<b>51.369</b>	<b>52.837</b>	<b>54.353</b>	<b>55.908</b>	<b>59.751</b>	New Equity Adjustment
Base Rate of Pay		42.412	43.895	45.429	47.015	49.295	
Equity Adjusted Rate		8.957	8.942	8.924	8.893	10.456	
<b>Senior Oncology Pharmacist</b>	<b>9</b>	<b>55.479</b>	<b>57.064</b>	<b>58.701</b>	<b>60.380</b>	<b>64.530</b>	New Equity Adjustment
Base Rate of Pay		47.458	49.118	50.836	52.613	55.087	
Equity Adjusted Rate		8.021	7.946	7.865	7.767	9.443	

**SCA/SGEU Registered Nurse Wage Schedule  
April 1, 2023**

	<b>Pay Band</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>
Clinical Informatics Specialist-MO	6	38.580	40.410	42.260	44.260	47.270	50.070
Navigator Screening Program for Breast Cancer Registered Nurse	6	38.580	40.410	42.260	44.260	47.270	50.070
Blood & Marrow Transplant Coordinator	8	42.040	44.020	46.100	48.260	51.510	52.440
Navigator Gynecology Oncology	8	42.040	44.020	46.100	48.260	51.510	52.440
Navigator - Lung Screening and Prevention Program	8	42.040	44.020	46.100	48.260	51.510	52.440
Navigator Screening Program for Colorectal Cancer	8	42.040	44.020	46.100	48.260	51.510	52.440
Pain & Symptom Management & Palliative Care Coordinator	8	42.040	44.020	46.100	48.260	51.510	52.440
Clinical Coordinator	9	47.458	49.118	50.836	52.613	55.087	
Clinical Coordinator – Clinical Research	9	47.458	49.118	50.836	52.613	55.087	
Clinical Nurse Educator	9	47.458	49.118	50.836	52.613	55.087	
Clinical Nurse Specialist	9	45.830	47.980	50.210	52.570	56.140	
Nurse Practitioner	9	52.590	54.730	56.970	59.340	62.910	