

Comparison: Current vs. Market Aligned Pay Ranges for RN's and LPN's at LSH

<u>Job Classification</u>	<u>Current Pay Range</u>	<u>Market Rate</u>	<u>Market Aligned Pay Range</u>
Licensed Practical Nurse	\$13.61 - \$18.26	\$17.58	\$14.30 - \$19.19
Licensed Practical Nurse Sr.	\$14.30 - 19.16	\$17.58	\$15.03 - \$20.13
Registered Nurse	\$22.16 - \$29.73	\$26.79	\$23.31 - \$32.78
Registered Nurse Senior	\$23.31 - \$31.22	\$30.18	\$25.68 - \$34.42

Total Cost Including Benefits for Salary Adjustment - \$940,378

- The rates under the column titled "Current Pay Range" lists the hourly Step 4 rate (entry rate) and the maximum rate (Step 16) of the current pay grade.
- The rates under the column titled "Market Rate" reflects the average rate paid to employees by those employers who responded to our market survey last fall (2011).
- The rates under the column titled "Market Aligned Pay Range" represents the hourly rate of Step 4 (entry level) and step 16 (maximum rate) of the pay grade which most clearly represents the competitive market rate for the class.

Request funding for twenty-three (23) direct care positions.

LSH is requesting that \$993,000 in salary dollars be added in FY 2013 for additional direct care staff. This request is for salary dollars only as vacant positions throughout the rest of the agency will be shifted to LSH and be reclassified into direct care positions.