

Market Adjustments

<u>Class Title</u>	<u>FY 2008</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY 2011</u>
LMHT	0%	0%	0%	0%
L. P. N.	0%	5%	0%	0%
LPN Senior	0%	0%	0%	0%
MHDD Technician	0%	0%	0%	0%
Registered Nurse	7.5%	20%	10%	0%
Reg. Nurse Sr.	7.5%	10%	2.5%	0%
Reg. Nurse Specialist	7.5%	10%	2.5%	0%
Reg. Nurse Administrator	7.5%	7.5%	2.5%	0%

Wage adjustments were focused on addressing those job classes furthest from their labor market and aimed to bring employee wage rates to within 10% of their market rate prior to implementation of the proposed pay plans. The new job classes would have been assigned to the new pay plans and employee wages adjusted during the implementation of the new pay plans to bring them to market at that time.

Those classes where employee wage rates were within 10% of their market rate did not receive market adjustments during this time period.