

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO THE BOARD OF SUPERVISORS
REGARDING THE MENTAL HEALTH PSYCHIATRISTS/
DENTAL PROFESSIONALS UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 29th day of September 2026,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management") of the
County of Los Angeles (hereinafter referred to
as "County"),

AND

Union of American Physicians & Dentists
(hereinafter referred to as "UAPD").

WHEREAS, on the 25th day of June 2024, the County Board of Supervisors approved a Memorandum of Understanding between the County and UAPD (hereinafter referred to as the "parties") regarding the Mental Health Psychiatrists/Dental Professionals Employee Representation Unit for a five year term beginning October 1, 2022, and ending September 30, 2027; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the Memorandum of Understanding Article 7 as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Delete Article 7 - Salaries in its entirety and replace it with the following:

Ratification Payment

- \$5,000 effective upon notification of positive ratification of contract
- \$2,000 ratification payment effective October 1, 2026

Upon reaching a full tentative agreement and subsequent ratification of the MOU, the County will make a \$5,000 ratification payment to all full-time and part-time bargaining unit employees who are in an active pay status and are part of the unit as of the ratification date, within 45 days of receiving notice that the bargaining unit has ratified the MOU.

This shall not establish a precedent or be construed as a commitment for future practice as it relates to ratification payment or structure.

Cost of Living Adjustments (COLAs)

2.0% COLA effective October 1, 2026

5.0% COLA effective October 1, 2027

Fiscal Integrity:

- If the County concludes, in good faith, that paying the 2026 and/or 2027 COLA would contribute to a long-term structural deficit¹, the Board of Supervisors may impose changes to these COLAs to address the deficit. This action will only be taken following a publicly recorded vote.
- The Union shall not have the right to meet and confer and/or meet and consult on the decision.
- The County shall not have the right to forgo or delay any other economic components of the subject MOUs other than upcoming COLAs through this process.
- This provision shall sunset on September 30, 2027.

Preventive Measures:

1. If a long-term structural deficit is identified, the County will notify the JLMFC of reasonable measures that could be considered to eliminate the structural deficit, such as, but not limited to:
 - Limiting new non-mandatory program spending.
 - Implementing hiring and spending freezes.
 - Executing budget curtailments without layoffs.
 - Delay of new County programming and project funding.

¹ A structural deficit occurs when forecasted ongoing expenses exceed corresponding revenues. A long-term structural deficit occurs when a structural deficit is expected to last the remainder of the fiscal year and is expected to continue into the following fiscal year.

- Cancelling non-essential contract under Proposition A.
2. If the reasonable measures fail to provide a good-faith solution to eliminating the long-term structural deficit, the Board of Supervisors may impose changes to the 2026 and/or 2027 COLA. This action will only be taken following a publicly recorded vote.

Joint Labor Management Financial Committee (JLMFC) – CCU Member Unions:

The County and Union will establish a JLMFC to share information regarding the County's revenues and expenditures.

The JLMFC will:

- Share information
- Exchange ideas on problem-solving
- Address impacts of declaration of long-term structural deficit
- Provide periodic reports to the Board of Supervisors

The JLMFC will meet quarterly in calendar years 2026 and 2027 to evaluate fiscal projections. After the first meeting or at a time mutually agreed to by the parties, the JLMFC will establish the reports required from the County to satisfy the JLMFC need to anticipate fiscal uncertainty. These reports and supplemental information will be provided on and prior to each quarterly meeting.

The parties agree that the materials, discussion, and all products of the JLMFC are confidential except for the mutually agreed upon report provided to the Board of Supervisors.

The JLMFC will be distinguished from all other joint-labor management committees in the County in that it will be comprised solely of principals of the County and the CCU member unions. The County's team will consist of the County Chief Executive Officer, County Assessor, County Auditor-Controller, and the County's Treasurer and Tax Collector as subject matter experts who are responsible for: generating County revenue (Assessor), collecting County revenue (Treasurer and Tax Collector), allocating County revenue (Auditor-Controller), and budgeting County revenue and expenditures (Chief Executive Officer). These members were chosen for their fiscal, finance, and budgetary acumen to support the JLMFC. The Union's team shall include only two representatives from each participating union), the CCU Chairperson, CCU staff, and experts selected by the CCU to include but not limited to legal, financial and other experts.

The County will provide details of the County's forecasted revenues and expenditures for the current and succeeding fiscal year. Additionally, the Annual Comprehensive Financial Report (ACFR) will be provided as soon as the independent auditor issues the report. The JLMFC will submit a public report to the Board of Supervisors within 15 days following each meeting.

This provision provides the County with flexibility to manage financial challenges while maintaining transparency and communication with the Union.

This language will be permanently removed from the Memorandum of Understanding on September 30, 2027.

Section 1. Recommended Salary Adjustments

The parties jointly agree to recommend to the County's Board of Supervisors that said Board adopt and implement the following salaries applicable to employees in the Unit effective on the dates indicated:

approximately 2.0 percent (8 levels) effective October 1, 2026

approximately 5.0 percent (20 levels) effective October 1, 2027

Mental Health Psychiatrist:

Effective January 1, 2025, the compensation for Mental Health Psychiatrist (Item No.4735) shall be as provided for in the Physicians Pay Plan when the Board adopts and implements the salaries applicable to employees in the Unit on the dates and in the manner indicated.

The salaries shall be based on range D15 as provided for in Attachment A of this Memorandum of Understanding.

A. Salary upon initial appointment

Original appointment shall be at the rate designated as the first step, except in the case of transfer, demotion, promotion, or special step placement. This will establish a step anniversary date pursuant to Section 6.08.270 of the County Code.

B. Step Advancement under Schedule D

Mental Health Psychiatrists eligible to receive step advances will be advanced one (1) step within the applicable range upon completion of one (1) year of service, and upon certification by the department head (or their designate) that the physician has met performance standards as agreed upon by the County and the Union. Step advancement will continue until the employee has reached the top of the range.

C. Revision to Schedule D

Effective January 1, 2019, the Physician Pay Plan will be condensed, current steps one (1) through ten (10) will be removed, making current steps 11 through 20, the new steps one (1) through ten (10).

Under the condensed Physician Pay Plan, incumbent Mental Health Psychiatrist will be placed on the closest step of the appropriate Grid Level (D14) that does not constitute a decrease in pay.

D. California Advancing and Innovating Medi-Cal (CalAIM) Payment Reform

To enhance DMH's potential for revenue under the CalAIM Payment Reform; the parties agree that Mental Health Psychiatrists (Item No. 4735) in clinical staff assignments will adhere to industry standards requiring that 60% of their work hours be spent on direct patient services.

The parties further agree that said Board adopt and implement the following salaries applicable to employees in the Unit effective on the dates indicated:

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
4751	DENTAL HYGIENIST	CURRENT	NMUO	98D	6017.73	8796.45
		10/01/2026	NMUO	99A	6137.00	8971.00
		10/01/2027	NMUO	100K	6447.55	9425.00
4767	DENTAL SPECIALIST-GENERAL	CURRENT	N42	D04		
		10/01/2026	N42	D04		
		10/01/2027	N42	D04		
4767	DENTAL SPECIALIST-MAXILLOFACIAL	CURRENT	N42	D28		
		10/01/2026	N42	D28		
		10/01/2027	N42	D28		
4763	DENTIST	CURRENT	N42	D02		
		10/01/2026	N42	D02		
		10/01/2027	N42	D02		
4735	MENTAL HEALTH PSYCHIATRIST	CURRENT	N42	D15		
		10/01/2026	N42	D15		
		10/01/2027	N42	D15		
4736	RELIEF MENTAL HEALTH PSYCHIATRIST	CURRENT		FH		291.09
		10/01/2026		FH		296.91
		10/01/2027		FH		311.76
4764	RELIEF DENTIST	CURRENT	N44			
		10/01/2026	N44			
		10/01/2027	N44			
4766	SENIOR DENTIST	CURRENT	N42	D04		
		10/01/2026	N42	D04		
		10/01/2027	N42	D04		

4772 VISITING DENTIST	CURRENT	FS	333.26
	10/01/2026	FS	339.93
	10/01/2027	FS	356.93
4773 VISITING DENTIST	CURRENT	FD	666.35
	10/01/2026	FD	679.68
	10/01/2027	FD	713.66

Dental Professionals

- a. Effective January 1, 2025, the compensation for Dentist (Item No. 4763), Senior Dentist (Item No. 4766), and Dental Specialist (Item No. 4767) shall be as provided for in the Physician Pay Plan when the Board adopts and implements the salaries applicable to employees in the Unit on the dates and in the matter indicated. The identified Dental Professionals will be compensated as follows:
 - i. Dentist salaries shall be based on range D02 as provided for in Attachment A of this Memorandum of Understanding.
 - ii. Senior Dentist (Item No. 4766) salaries shall be based on range D04 as provided for in Attachment A of this Memorandum of Understanding.
 - iii. Dental Specialist – Oral Maxillofacial Surgery (Item No. 4767) salaries shall be based on D28 as provided for in Attachment A of this Memorandum of Understanding.
 - iv. All other Dental Specialist – General (Item No. 4767) (Dental Public Health, Endodontics, Oral Pathology, Pedodontics, Periodontics, Prosthodontics, and Orthodontics) salaries shall be based on D04 of this Memorandum of Understanding.

b. Schedule D Adjustment – Salary Transition

Effective January 1, 2025, incumbent Dental Professionals who were employed by the County effective January 1, 2023, and earlier, shall be placed on the nearest step of the identified D schedule that does not result in a reduction in base salary. “Base Salary” is defined as grid salary exclusive of any bonuses.

c. Step Advancement under Schedule D

Dental professionals eligible to receive step advances will be advanced one (1) step within the applicable range upon completion of one (1) year of service, and upon certification by the department head (or their designate) that the physician has met performance standards as agreed upon by the County and the Union. Step advancement will continue until the employee has reached the top of the range.

Dental Hygienist

- a. Full-time permanent Dental Hygienist (Item No. 4751) in this Unit who are below the top step of their respective salary ranges and who are eligible for step advance will be granted a step advance only when a competent or better Performance Evaluation has been filed by the employee’s department head. The Performance Evaluation shall be filed at least one (1) month prior to the employee’s step advance anniversary date and within a period which does not exceed one (1) year prior to that date.

- b. If no performance review is filed as defined in a. above, or if an employee receives an Improvement Needed Performance Evaluation, the employee's step advance will not be granted on the date due.

Where no Performance Evaluation is issued in accordance with Paragraph a. above, the employee may request their department head in writing to issue a Performance Evaluation. The department head shall issue a Performance Evaluation within five (5) days of the employee's request. If said Evaluation is competent or better, the employee shall be granted a step advance effective to their step advance anniversary date.

- c. Effective January 1, 2025, Dental Hygienist shall receive three (3) additional half steps (approximately 2.75%). For an employee to be eligible for each half step, they must have been on the top step for a year and received a competent or better on their most recent performance evaluation.

Grievances arising out of this Section shall be processed as follows:

- (1) Where no Performance Evaluation has been issued in accordance with Paragraph b. above, the employee may file a grievance with the Department of Human Resources. If the Department of Human Resources fails to obtain issuance of such Performance Evaluation within ten (10) days after the grievance is filed with the Department of Human Resources, the employee shall be deemed competent, and

the step advance shall be processed within thirty (30) days effective to their step anniversary date.

(2) Where the department head issues a Performance Evaluation upon request of the Department of Human Resources and said Performance Evaluation is competent or better, the employee shall be provided a step advance within thirty (30) days effective to their step advance anniversary date.

(3) Grievances based on an Improvement Needed Performance Evaluation shall be filed within ten days of issuance with the department head or their designated representative who shall respond to the grievance within ten days. Appeals from a department head decision shall be processed in accordance with Civil Service Rules.

d. During the term of this agreement, should any changes be made in the existing categories of Performance Evaluations which adversely impacts the application of this Section, the parties agree to meet and renegotiate this Section. In the event an agreement cannot be reached through negotiations, it is agreed that the Union may submit the dispute to arbitration.

The arbitrator shall issue an award on the step advances as affected by the changes in existing categories of Performance Evaluations.

Section 2. Salaries

The parties having jointly reviewed and considered available salary and wage information data, agree that the recommended salaries set forth herein were negotiated in good faith, and that said salaries were determined independently of race, gender, age, or national origin.

Section 3. DMH D-Schedule Review

DMH and UAPD in a spirit of collaboration, agree that a recruitment and retention data review should be undertaken no sooner than two (2) years after the Board adopts this current [2022-2027] MOU. This review, a joint effort, shall be conducted by a committee comprising of DMH and UAPD representatives, as well as representatives from CEO Employee Relations.

After the review, the committee, if supported by data, shall report its preliminary findings to the CEO Employee Relations division. This division, in its commitment to fairness, will then authorize the negotiation over Mental Health Psychiatrist D-schedule adjustments. Further, a CEO Employee Relations representative will actively participate in discussions with the parties to ensure a balanced and equitable outcome determining if any D-schedule adjustment should occur before the next regular negotiation cycle or prior to the contract end term date.

2. The parties further agree to amend the compensation tables referenced in Attachments A, B, C, and D of the Memorandum of Understanding to reflect the salary adjustments contained in this Amendment No. 1, as follows:
 - i. Physician D Schedule Table for 2026 -2027 (Attachment A);
 - ii. Physician P Schedule Table for 2026-2027 (Attachment B);
 - iii. Physician H Schedule Table for 2026-2027 (Attachment C); and
 - iv. Physician J Schedules Table for 2026 – 2027 (Attachment D)

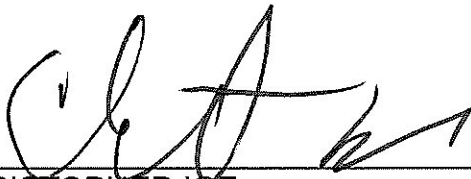
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

UNION OF AMERICAN
PHYSICIANS AND DENTISTS

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVE

By



CHRISTOPHER IGE
Regional Administrator

By

Joseph M.
Nicchitta

Digitally signed by Joseph M.
Nicchitta
Date: 2026.09.23 16:49:13
-07'00'

JOSEPH M. NICCHITTA
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

ATTACHMENT A										
PHYSICIAN D SCHEDULE TABLE										
Effective October 1, 2026										
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
D01	14,312.59	14,740.96	15,181.76	15,637.20	16,106.32	17,045.73	17,557.10	18,083.81	18,626.32	19,185.12
D02	15,949.10	16,424.65	16,917.59	17,425.45	17,949.42	18,996.31	19,566.19	20,153.18	20,757.79	21,380.53
D03	16,386.16	16,874.14	17,384.45	17,904.70	18,443.60	19,519.32	20,104.89	20,708.05	21,329.29	21,969.16
D04	16,838.14	17,341.00	17,863.74	18,398.89	18,948.94	20,054.15	20,655.77	21,275.45	21,913.70	22,571.12
D05	17,301.26	17,819.03	18,354.20	18,904.25	19,470.43	20,606.05	21,224.23	21,860.96	22,516.79	23,192.30
D06	17,775.57	18,309.49	18,859.53	19,424.50	20,008.09	21,175.06	21,810.30	22,464.60	23,138.54	23,832.70
D07	18,263.55	18,811.12	19,376.07	19,958.42	20,555.64	21,754.55	22,407.19	23,079.41	23,771.77	24,484.94
D08	18,765.18	19,328.90	19,908.76	20,505.98	21,120.62	22,352.47	23,023.05	23,713.75	24,425.16	25,157.91
D09	19,282.96	19,860.32	20,456.32	21,069.70	21,700.45	22,966.13	23,655.11	24,364.76	25,095.71	25,848.57
D10	19,813.13	20,406.66	21,018.78	21,649.55	22,298.93	23,599.52	24,307.50	25,036.74	25,787.84	26,561.47
D11	20,356.99	20,969.10	21,597.40	22,244.30	22,913.58	24,250.00	24,977.51	25,726.82	26,498.63	27,293.59
D12	20,918.21	21,546.49	22,192.16	22,857.69	23,544.32	24,917.56	25,665.08	26,435.03	27,228.07	28,044.92
D13	21,490.62	22,138.76	22,800.57	23,485.96	24,189.97	25,600.85	26,368.88	27,159.94	27,974.73	28,813.97
D14	22,082.88	22,744.68	23,428.85	24,130.40	24,855.51	26,305.20	27,094.37	27,907.20	28,744.43	29,606.75
D15	22,691.31	23,371.73	24,073.26	24,797.16	25,537.19	27,026.64	27,837.45	28,672.57	29,532.74	30,418.74
D16	23,314.60	24,014.92	24,735.07	25,473.86	26,238.72	27,769.10	28,602.18	29,460.25	30,344.06	31,254.38
D17	23,956.55	24,675.46	25,416.76	26,177.88	26,963.85	28,536.51	29,392.62	30,274.39	31,182.63	32,118.12
D18	24,614.62	25,354.66	26,113.31	26,896.80	27,705.11	29,321.01	30,200.65	31,106.66	32,039.85	33,001.06
D19	25,292.59	26,048.75	26,830.99	27,636.84	28,466.24	30,126.54	31,030.34	31,961.24	32,920.08	33,907.68
D20	25,987.91	26,767.68	27,571.02	28,397.97	29,248.50	30,954.42	31,883.05	32,839.53	33,824.73	34,839.48
D21	26,704.34	27,505.23	28,328.42	29,178.96	30,055.56	31,808.56	32,762.81	33,745.71	34,758.06	35,800.82
D22	27,439.40	28,260.14	29,108.20	29,981.08	30,881.29	32,682.43	33,662.91	34,672.81	35,712.98	36,784.37
D23	28,190.61	29,038.67	29,909.06	30,805.55	31,729.34	33,579.95	34,587.35	35,624.97	36,693.72	37,794.53
D24	28,965.39	29,837.05	30,732.27	31,653.59	32,602.23	34,503.74	35,538.86	36,605.03	37,703.18	38,834.29
D25	29,763.78	30,657.76	31,577.85	32,523.99	33,498.70	35,452.52	36,516.09	37,611.57	38,739.93	39,902.11
D26	30,582.05	31,500.86	32,444.54	33,417.99	34,420.00	36,427.56	37,520.38	38,646.00	39,805.38	40,999.53
D27	31,425.13	32,365.05	33,337.28	34,338.06	35,367.40	37,430.21	38,553.10	39,709.69	40,901.00	42,128.02
D28	32,288.07	33,256.58	34,252.38	35,280.48	36,339.61	38,459.13	39,612.91	40,801.31	42,025.34	43,286.11
D29	33,175.86	34,170.43	35,197.28	36,250.20	37,339.15	39,516.95	40,702.46	41,923.53	43,181.23	44,476.67
D30	34,088.47	35,110.36	36,163.29	37,248.49	38,365.99	40,603.68	41,821.80	43,076.46	44,368.74	45,699.81
D31	35,024.68	36,076.38	37,157.86	38,274.12	39,421.41	41,720.67	42,972.28	44,261.46	45,589.30	46,956.98
D32	35,988.22	37,067.22	38,181.00	39,327.03	40,505.36	42,867.84	44,153.87	45,478.50	46,842.85	48,248.14
D33	36,979.07	38,087.87	39,227.69	40,408.53	41,617.90	44,045.25	45,366.63	46,727.63	48,129.42	49,573.32
D34	37,995.98	39,134.58	40,309.18	41,518.56	42,762.70	45,256.85	46,614.56	48,012.98	49,453.37	50,936.99
D35	39,041.47	40,211.11	41,417.99	42,659.64	43,939.78	46,502.58	47,897.65	49,334.57	50,814.62	52,339.05
D36	40,113.00	41,317.42	42,557.84	43,831.78	45,147.93	47,781.19	49,214.62	50,691.07	52,211.80	53,778.13
D37	41,215.60	42,451.05	43,727.47	45,037.43	46,389.59	49,095.27	50,568.12	52,085.18	53,647.74	55,257.15
D38	42,350.47	43,619.45	44,929.39	46,275.36	47,666.02	50,446.15	51,959.52	53,518.31	55,123.86	56,777.57
D39	43,515.16	44,821.37	46,167.32	47,549.28	48,974.73	51,831.18	53,386.13	54,987.70	56,637.33	58,336.43
D40	44,710.87	46,051.87	47,432.59	48,856.75	50,324.41	53,259.59	54,857.37	56,503.09	58,198.18	59,944.13

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

			ATTACHMENT A (Continued)												
			PHYSICIAN D SCHEDULE TABLE												
			Effective October 1, 2027												
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10					
D01	15,028.22	15,478.01	15,940.85	16,419.06	16,911.64	17,898.02	18,434.96	18,988.00	19,557.64	20,144.38					
D02	16,746.56	17,245.88	17,763.47	18,296.72	18,846.89	19,946.13	20,544.50	21,160.84	21,795.68	22,449.56					
D03	17,205.47	17,717.85	18,253.67	18,799.94	19,365.78	20,495.29	21,110.13	21,743.45	22,395.75	23,067.62					
D04	17,680.05	18,208.05	18,756.93	19,318.83	19,896.39	21,056.86	21,688.56	22,339.22	23,009.39	23,699.68					
D05	18,166.32	18,709.98	19,271.91	19,849.46	20,443.95	21,636.35	22,285.44	22,954.01	23,642.63	24,351.92					
D06	18,664.35	19,224.96	19,802.51	20,395.73	21,008.49	22,233.81	22,900.82	23,587.83	24,295.47	25,024.34					
D07	19,176.73	19,751.68	20,344.87	20,956.34	21,583.42	22,842.28	23,527.55	24,233.38	24,960.36	25,709.19					
D08	19,703.44	20,295.35	20,904.20	21,531.28	22,176.65	23,470.09	24,174.20	24,899.44	25,646.42	26,415.81					
D09	20,247.11	20,853.34	21,479.14	22,123.19	22,785.47	24,114.44	24,837.87	25,583.00	26,350.50	27,141.00					
D10	20,803.79	21,426.99	22,069.72	22,732.03	23,413.88	24,779.50	25,522.88	26,288.58	27,077.23	27,889.54					
D11	21,374.84	22,017.56	22,677.27	23,356.52	24,059.26	25,462.50	26,226.39	27,013.16	27,823.56	28,658.27					
D12	21,964.12	22,623.81	23,301.77	24,000.57	24,721.54	26,163.44	26,948.33	27,756.78	28,589.47	29,447.17					
D13	22,565.15	23,245.70	23,940.60	24,660.26	25,399.47	26,880.89	27,687.32	28,517.94	29,373.47	30,254.67					
D14	23,187.02	23,881.91	24,600.29	25,336.92	26,098.29	27,620.46	28,449.09	29,302.56	30,181.65	31,087.09					
D15	23,825.88	24,540.32	25,276.92	26,037.02	26,814.05	28,377.97	29,229.32	30,106.20	31,009.38	31,939.68					
D16	24,480.33	25,215.67	25,971.82	26,747.55	27,550.66	29,157.56	30,032.29	30,933.26	31,861.26	32,817.10					
D17	25,154.38	25,909.23	26,687.60	27,486.77	28,312.04	29,963.34	30,862.25	31,788.11	32,741.76	33,724.03					
D18	25,845.35	26,622.39	27,418.98	28,241.64	29,090.37	30,787.06	31,710.68	32,661.99	33,641.84	34,651.11					
D19	26,557.22	27,351.19	28,172.54	29,018.68	29,889.55	31,632.87	32,581.86	33,559.30	34,566.08	35,603.06					
D20	27,287.31	28,106.06	28,949.57	29,817.87	30,710.93	32,502.14	33,477.20	34,481.51	35,515.97	36,581.45					
D21	28,039.56	28,880.49	29,744.84	30,637.91	31,558.34	33,398.99	34,400.95	35,433.00	36,495.96	37,590.86					
D22	28,811.37	29,673.15	30,563.61	31,480.13	32,425.35	34,316.55	35,346.06	36,406.45	37,498.63	38,623.59					
D23	29,600.14	30,490.60	31,404.51	32,345.83	33,315.81	35,258.95	36,316.72	37,406.22	38,528.41	39,684.26					
D24	30,413.66	31,328.90	32,268.88	33,236.27	34,232.34	36,228.93	37,315.80	38,435.28	39,588.34	40,776.00					
D25	31,251.97	32,190.65	33,156.74	34,150.19	35,173.64	37,225.15	38,341.89	39,492.15	40,676.93	41,897.22					
D26	32,111.15	33,075.90	34,066.77	35,088.89	36,141.00	38,248.94	39,396.40	40,578.30	41,795.65	43,049.51					
D27	32,996.39	33,983.30	35,004.14	36,054.96	37,135.77	39,301.72	40,480.76	41,695.17	42,946.05	44,234.42					
D28	33,902.47	34,919.41	35,965.00	37,044.50	38,156.59	40,382.09	41,593.56	42,841.38	44,126.61	45,450.42					
D29	34,834.65	35,878.95	36,957.14	38,062.71	39,206.11	41,492.80	42,737.58	44,019.71	45,340.29	46,700.50					
D30	35,792.89	36,865.88	37,971.45	39,110.91	40,284.29	42,633.86	43,912.89	45,230.28	46,587.18	47,984.80					
D31	36,775.91	37,880.20	39,015.75	40,187.83	41,392.48	43,806.70	45,120.89	46,474.53	47,868.77	49,304.83					
D32	37,787.63	38,920.58	40,090.05	41,293.38	42,530.63	45,011.23	46,361.56	47,752.43	49,184.99	50,660.55					
D33	38,828.02	39,992.26	41,189.07	42,428.96	43,698.80	46,247.51	47,634.96	49,064.01	50,535.89	52,051.99					
D34	39,895.78	41,091.31	42,324.64	43,594.49	44,900.84	47,519.69	48,945.29	50,413.63	51,926.04	53,483.84					
D35	40,993.54	42,221.67	43,488.89	44,792.62	46,136.77	48,827.71	50,292.53	51,801.30	53,355.35	54,956.00					
D36	42,118.65	43,383.29	44,685.73	46,023.37	47,405.33	50,170.25	51,675.35	53,225.62	54,822.39	56,467.04					
D37	43,276.38	44,573.60	45,913.84	47,289.30	48,709.07	51,550.03	53,096.53	54,689.44	56,330.13	58,020.01					
D38	44,467.99	45,800.42	47,175.86	48,589.13	50,049.32	52,968.46	54,557.50	56,194.23	57,880.05	59,616.45					
D39	45,690.92	47,062.44	48,475.69	49,926.74	51,423.47	54,422.74	56,055.44	57,737.09	59,469.20	61,253.25					
D40	46,946.41	48,354.46	49,804.22	51,299.59	52,840.63	55,922.57	57,600.24	59,328.24	61,108.09	62,941.34					

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

ATTACHMENT B
PHYSICIAN P SCHEDULE TABLE
See Section 6.08.200 B
Monthly Rates
Effective October 1, 2026

Sch Num	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
1	10,647.21	10,939.01	11,240.74	11,548.66	11,867.77	12,194.32	12,528.32	12,873.50	13,228.62	13,591.18	13,967.41	14,349.83	N/A
2	11,867.77	12,194.32	12,528.32	12,872.28	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,885.54
3	12,194.32	12,528.32	12,872.28	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	17,350.92
4	12,528.32	12,872.28	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,826.76
5	12,872.28	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	18,315.74
6	13,228.62	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,820.42
7	13,588.71	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	19,338.22
8	13,967.41	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,869.14
9	14,347.36	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	20,414.47
10	14,742.19	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,978.15
11	15,150.71	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	21,553.62
12	15,566.65	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	22,147.46
13	15,993.80	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,757.02
14	16,434.59	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	23,383.62
15	16,885.31	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	24,025.97
16	17,348.47	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,686.63
17	17,826.48	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,026.09	25,365.69
18	18,316.95	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,026.09	24,686.63	26,063.08
19	18,819.82	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,026.09	24,686.63	25,367.08	26,781.47
20	19,336.34	19,870.25	20,415.33	20,977.81	21,555.18	22,148.70	22,757.11	23,382.91	24,026.09	24,686.63	25,367.08	26,066.13	27,519.48

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

ATTACHMENT B (Continued)
PHYSICIAN P SCHEDULE TABLE
 See Section 6.08.200 B

Monthly Rates
 Effective October 1, 2027

Sch Num	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
1	11,179.57	11,485.96	11,802.78	12,126.09	12,461.16	12,804.04	13,154.74	13,517.18	13,890.05	14,270.74	14,665.78	15,067.32	N/A
2	12,461.16	12,804.04	13,154.74	13,515.89	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,729.82
3	12,804.04	13,154.74	13,515.89	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	18,218.47
4	13,154.74	13,515.89	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,718.10
5	13,515.89	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	19,231.53
6	13,890.05	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,761.44
7	14,268.15	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	20,305.13
8	14,665.78	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,862.60
9	15,064.73	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	21,435.19
10	15,479.30	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	22,027.06
11	15,908.25	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,631.30
12	16,344.98	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	23,254.83
13	16,793.49	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,894.87
14	17,256.32	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	24,552.80
15	17,729.58	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	25,227.27
16	18,215.89	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,920.96
17	18,717.80	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,227.39	26,633.97
18	19,232.80	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,227.39	25,920.96	27,366.23
19	19,760.81	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,227.39	25,920.96	26,635.43	28,120.54
20	20,303.16	20,863.76	21,436.10	22,026.70	22,632.94	23,256.14	23,894.97	24,552.06	25,227.39	25,920.96	26,635.43	27,369.44	28,895.45

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

ATTACHMENT C											
PHYSICIAN H SCHEDULE TABLE											
Effective October 1, 2026											
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
H01	19,322.00	19,900.30	20,495.38	21,110.22	21,743.53	23,011.74	23,702.09	24,413.14	25,145.53	25,899.91	
H02	21,531.29	22,173.28	22,838.75	23,524.36	24,231.72	25,645.02	26,414.36	27,206.79	28,023.02	28,863.72	
H03	22,121.32	22,780.09	23,469.01	24,171.35	24,898.86	26,351.08	27,141.60	27,955.87	28,794.54	29,658.37	
H04	22,731.49	23,410.35	24,116.05	24,838.50	25,581.07	27,073.10	27,885.29	28,721.86	29,583.50	30,471.01	
H05	23,356.70	24,055.69	24,778.17	25,520.74	26,285.08	27,818.17	28,652.71	29,512.30	30,397.67	31,309.61	
H06	23,997.02	24,717.81	25,460.37	26,223.08	27,010.92	28,586.33	29,443.91	30,327.21	31,237.03	32,174.15	
H07	24,655.79	25,395.01	26,157.69	26,943.87	27,750.11	29,368.64	30,249.71	31,157.20	32,091.89	33,054.67	
H08	25,332.99	26,094.02	26,876.83	27,683.07	28,512.84	30,175.83	31,081.12	32,013.56	32,973.97	33,963.18	
H09	26,032.00	26,811.43	27,616.03	28,444.10	29,295.61	31,004.28	31,934.40	32,892.43	33,879.21	34,895.57	
H10	26,747.73	27,548.99	28,375.35	29,226.89	30,103.56	31,859.35	32,815.13	33,799.60	34,813.58	35,857.98	
H11	27,481.94	28,308.29	29,156.49	30,029.81	30,933.33	32,737.50	33,719.64	34,731.21	35,773.15	36,846.35	
H12	28,239.58	29,087.76	29,959.42	30,857.88	31,784.83	33,638.71	34,647.86	35,687.29	36,757.89	37,860.64	
H13	29,012.34	29,887.33	30,780.77	31,706.05	32,656.46	34,561.15	35,597.99	36,665.92	37,765.89	38,898.86	
H14	29,811.89	30,705.32	31,628.95	32,576.04	33,554.94	35,512.02	36,577.40	37,674.72	38,804.98	39,969.11	
H15	30,633.27	31,551.84	32,498.90	33,476.17	34,475.21	36,485.96	37,580.56	38,707.97	39,869.20	41,065.30	
H16	31,474.71	32,420.14	33,392.34	34,389.71	35,422.27	37,488.29	38,612.94	39,771.34	40,964.48	42,193.41	
H17	32,341.34	33,311.87	34,312.63	35,340.14	36,401.20	38,524.29	39,680.04	40,870.43	42,096.55	43,359.46	
H18	33,229.74	34,228.79	35,252.97	36,310.68	37,401.90	39,583.36	40,770.88	41,993.99	43,253.80	44,551.43	
H19	34,145.00	35,165.81	36,221.84	37,309.73	38,429.42	40,670.83	41,890.96	43,147.67	44,442.11	45,775.37	
H20	35,083.68	36,136.37	37,220.88	38,337.26	39,485.48	41,788.47	43,042.12	44,333.37	45,663.39	47,033.30	
H21	36,050.86	37,132.06	38,243.37	39,391.60	40,575.01	42,941.56	44,229.79	45,556.71	46,923.38	48,331.11	
H22	37,043.19	38,151.19	39,296.07	40,474.46	41,689.74	44,121.28	45,444.93	46,808.29	48,212.52	49,658.90	
H23	38,057.32	39,202.20	40,377.23	41,587.49	42,834.61	45,332.93	46,692.92	48,093.71	49,536.52	51,022.62	
H24	39,103.28	40,280.02	41,488.56	42,732.35	44,013.01	46,580.05	47,977.46	49,416.79	50,899.29	52,426.29	
H25	40,181.10	41,387.98	42,630.10	43,907.39	45,223.25	47,860.90	49,296.72	50,775.62	52,298.91	53,867.85	
H26	41,285.77	42,526.16	43,800.13	45,114.29	46,467.00	49,177.21	50,652.51	52,172.10	53,737.26	55,349.37	
H27	42,423.93	43,692.82	45,005.33	46,356.38	47,745.99	50,530.78	52,046.69	53,608.08	55,216.35	56,872.83	
H28	43,588.89	44,896.38	46,240.71	47,628.65	49,058.47	51,919.83	53,477.43	55,081.77	56,734.21	58,436.25	
H29	44,787.41	46,130.08	47,516.33	48,937.77	50,407.85	53,347.88	54,948.32	56,596.77	58,294.66	60,043.50	
H30	46,019.43	47,398.99	48,820.44	50,285.46	51,794.09	54,814.97	56,459.43	58,153.22	59,897.80	61,694.74	
H31	47,283.32	48,703.11	50,163.11	51,670.06	53,218.90	56,322.90	58,012.58	59,752.97	61,545.56	63,391.92	
H32	48,584.10	50,040.75	51,544.35	53,091.49	54,682.24	57,871.58	59,607.72	61,395.98	63,237.85	65,134.99	
H33	49,921.74	51,418.62	52,957.38	54,551.52	56,184.17	59,461.09	61,244.95	63,082.30	64,974.72	66,923.98	
H34	51,294.57	52,831.68	54,417.39	56,050.06	57,729.65	61,096.75	62,929.66	64,817.52	66,762.05	68,764.94	
H35	52,705.98	54,285.00	55,914.29	57,590.51	59,318.70	62,778.48	64,661.83	66,601.67	68,599.74	70,657.72	
H36	54,152.55	55,778.52	57,453.08	59,172.90	60,949.71	64,504.61	66,439.74	68,432.94	70,485.93	72,600.48	
H37	55,641.06	57,308.92	59,032.08	60,800.53	62,625.95	66,278.61	68,266.96	70,314.99	72,424.45	74,597.15	
H38	57,173.13	58,886.26	60,654.68	62,471.74	64,349.13	68,102.30	70,145.35	72,249.72	74,417.21	76,649.72	
H39	58,745.47	60,508.85	62,325.88	64,191.53	66,115.89	69,972.09	72,071.28	74,233.40	76,460.40	78,754.18	
H40	60,359.67	62,170.02	64,034.00	65,956.61	67,937.95	71,900.45	74,057.45	76,279.17	78,567.54	80,924.58	

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

ATTACHMENT C (Continued)											
PHYSICIAN H SCHEDULE TABLE											
Effective October 1, 2027											
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
H01	20,288.10	20,895.31	21,520.15	22,165.73	22,830.71	24,162.33	24,887.20	25,633.80	26,402.81	27,194.91	
H02	22,607.86	23,281.94	23,980.68	24,700.57	25,443.30	26,927.28	27,735.08	28,567.13	29,424.17	30,306.91	
H03	23,227.38	23,919.10	24,642.45	25,379.92	26,143.80	27,668.64	28,498.68	29,353.66	30,234.26	31,141.29	
H04	23,868.07	24,580.87	25,321.86	26,080.42	26,860.13	28,426.76	29,279.56	30,157.95	31,062.68	31,994.57	
H05	24,524.53	25,258.47	26,017.08	26,796.77	27,599.33	29,209.07	30,085.34	30,987.91	31,917.55	32,875.09	
H06	25,196.87	25,953.70	26,733.39	27,534.24	28,361.46	30,015.64	30,916.11	31,843.57	32,798.88	33,782.86	
H07	25,888.59	26,664.77	27,465.57	28,291.06	29,137.62	30,837.08	31,762.19	32,715.06	33,696.49	34,707.41	
H08	26,599.64	27,398.72	28,220.67	29,067.23	29,938.48	31,684.62	32,635.17	33,614.24	34,622.67	35,661.34	
H09	27,333.60	28,152.01	28,996.84	29,866.31	30,760.38	32,554.49	33,531.12	34,537.05	35,573.18	36,640.35	
H10	28,085.12	28,926.44	29,794.12	30,688.24	31,608.74	33,452.33	34,455.89	35,489.58	36,554.26	37,650.88	
H11	28,856.03	29,723.71	30,614.31	31,531.30	32,480.00	34,374.38	35,405.63	36,467.77	37,561.81	38,688.66	
H12	29,651.56	30,542.14	31,457.39	32,400.77	33,374.08	35,320.64	36,380.25	37,471.65	38,595.78	39,753.68	
H13	30,462.95	31,381.70	32,319.81	33,291.35	34,289.28	36,289.20	37,377.88	38,499.22	39,654.18	40,843.80	
H14	31,302.48	32,240.58	33,210.39	34,204.84	35,232.69	37,287.62	38,406.27	39,558.46	40,745.23	41,967.57	
H15	32,164.94	33,129.43	34,123.84	35,149.98	36,198.97	38,310.26	39,459.58	40,643.37	41,862.66	43,118.57	
H16	33,048.45	34,041.15	35,061.96	36,109.19	37,193.39	39,362.71	40,543.59	41,759.90	43,012.70	44,303.09	
H17	33,958.41	34,977.46	36,028.26	37,107.14	38,221.25	40,450.51	41,664.04	42,913.95	44,201.38	45,527.44	
H18	34,891.22	35,940.23	37,015.62	38,126.21	39,272.00	41,562.53	42,809.42	44,093.69	45,416.48	46,779.00	
H19	35,852.25	36,924.11	38,032.93	39,175.22	40,350.89	42,704.37	43,985.51	45,305.06	46,664.21	48,064.13	
H20	36,837.87	37,943.18	39,081.92	40,254.12	41,459.76	43,877.89	45,194.22	46,550.04	47,946.56	49,384.96	
H21	37,853.41	38,988.66	40,155.53	41,361.18	42,603.76	45,088.64	46,441.28	47,834.55	49,269.55	50,747.66	
H22	38,895.35	40,058.75	41,260.87	42,498.18	43,774.22	46,327.34	47,717.18	49,148.71	50,623.15	52,141.85	
H23	39,960.19	41,162.31	42,396.09	43,666.87	44,976.34	47,599.58	49,027.57	50,498.40	52,013.35	53,573.75	
H24	41,058.44	42,294.02	43,562.99	44,868.96	46,213.66	48,909.06	50,376.33	51,887.63	53,444.26	55,047.60	
H25	42,190.16	43,457.38	44,761.60	46,102.76	47,484.41	50,253.95	51,761.55	53,314.40	54,913.86	56,561.25	
H26	43,350.05	44,652.47	45,990.14	47,370.00	48,790.35	51,636.07	53,185.14	54,780.71	56,424.13	58,116.84	
H27	44,545.13	45,877.46	47,255.59	48,674.20	50,133.29	53,057.32	54,649.03	56,288.48	57,977.17	59,716.47	
H28	45,768.33	47,141.20	48,552.75	50,010.08	51,511.40	54,515.82	56,151.31	57,835.86	59,570.92	61,358.07	
H29	47,026.78	48,436.58	49,892.14	51,384.66	52,928.25	56,015.28	57,695.73	59,426.61	61,209.39	63,045.68	
H30	48,320.40	49,768.94	51,261.46	52,799.73	54,383.79	57,555.71	59,282.40	61,060.88	62,892.69	64,779.48	
H31	49,647.48	51,138.27	52,671.26	54,253.57	55,879.85	59,139.05	60,913.20	62,740.62	64,622.84	66,561.52	
H32	51,013.30	52,542.78	54,121.57	55,746.06	57,416.35	60,765.16	62,588.11	64,465.78	66,399.74	68,391.74	
H33	52,417.83	53,989.55	55,605.24	57,279.10	58,993.38	62,434.14	64,307.20	66,236.41	68,223.45	70,270.19	
H34	53,859.30	55,473.27	57,138.26	58,852.56	60,616.13	64,151.58	66,076.14	68,058.40	70,100.15	72,203.18	
H35	55,341.28	56,999.25	58,710.00	60,470.04	62,284.64	65,917.41	67,894.92	69,931.76	72,029.72	74,190.60	
H36	56,860.18	58,567.44	60,325.74	62,131.55	63,997.20	67,729.84	69,761.72	71,854.59	74,010.23	76,230.50	
H37	58,423.11	60,174.36	61,983.68	63,840.56	65,757.24	69,592.54	71,680.32	73,830.74	76,045.68	78,327.01	
H38	60,031.79	61,830.57	63,687.41	65,595.33	67,566.58	71,507.42	73,652.63	75,862.21	78,138.07	80,482.21	
H39	61,682.74	63,534.29	65,442.18	67,401.10	69,421.68	73,470.70	75,674.84	77,945.07	80,283.42	82,691.89	
H40	63,377.65	65,278.52	67,235.70	69,254.45	71,334.85	75,495.47	77,760.32	80,093.12	82,495.92	84,970.81	
NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.											

ATTACHMENT D										
DENTIST J SCHEDULE TABLE										
Effective October 1, 2026										
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
J01	123.74	127.43	131.26	135.20	139.26	147.39	151.81	156.36	161.05	165.88
J02	130.64	134.54	138.60	142.75	147.02	155.59	160.26	165.07	170.02	175.12
NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.										

ATTACHMENT D (Continued)										
DENTIST J SCHEDULE TABLE										
Effective October 1, 2027										
Sch Num	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
J01	129.93	133.80	137.82	141.96	146.23	154.75	159.40	164.18	169.10	174.18
J02	137.17	141.27	145.53	149.89	154.37	163.37	168.27	173.32	178.52	183.88
NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.										