

APPENDIX B. JOB TITLE AND SALARY GRADE

Job Title	Description	Salary Grade
Physician Assistant Cardiovascular Surgery	Cardiothoracic surgical specialty – outpatient or inpatient	AC
Physician Assistant Cardiovascular Surgery - Operating Room	At least 90% of effort (time) in an operating room with high level first assisting such as sternotomy and/or independent vein harvesting	AD
Physician Assistant Critical Care	At least 50% of effort (time) spent in a critical care or intensive care unit that requires complex monitoring and/or medical/surgical intervention. Patients are unstable and require advanced care including a broad range of high intensity therapies and highly technical interventions. Excluding neonatology critical care	AB
Physician Assistant Emergency Medicine	Emergency department	AC
Physician Assistant General Medicine	Primary care specialties (e.g. general internal medicine, family medicine, hospitalist, general pediatrics) in an outpatient or inpatient setting and medical short stay unit.	AA
Physician Assistant Heart Failure & Transplant	Advanced heart failure/heart transplant team	AC
Physician Assistant Interventional Radiology	Interventional radiology	AC
Physician Assistant Medical Specialty	Medical specialties – outpatient or inpatient, excluding advanced heart failure/heart transplant	AA
Physician Assistant Neonatology Critical Care	At least 50% of effort (time) coordinating the care of acutely ill neonatal patients in an intensive care unit requiring the performance of advanced diagnostic and therapeutic interventions.	AC
Physician Assistant Radiology	Non-procedural radiology	AB
Physician Assistant Surgical Specialty	Surgical specialties – outpatient or inpatient, excluding cardiovascular/cardiothoracic surgery	AA

APPENDIX C. UPAMM SALARY SCHEDULE EFFECTIVE AT RATIFICATION

STEP	AA	STEP	AB	STEP	AC	STEP	AD
Minimum	\$110,100	Minimum	\$113,550	Minimum	\$116,725	Minimum	\$143,000
1	\$111,531	1	\$115,026	1	\$118,242	1	\$145,145
2	\$112,981	2	\$116,521	2	\$119,780	2	\$147,322
3	\$114,450	3	\$118,036	3	\$121,337	3	\$149,532
4	\$115,938	4	\$119,571	4	\$122,914	4	\$151,775
5	\$117,445	5	\$121,125	5	\$124,512	5	\$154,052
6	\$118,972	6	\$122,700	6	\$126,131	6	\$156,362
7	\$120,518	7	\$124,295	7	\$127,770	7	\$158,708
8	\$122,085	8	\$125,911	8	\$129,431	8	\$161,088
9	\$123,672	9	\$127,548	9	\$131,114	9	\$163,505
10	\$125,280	10	\$129,206	10	\$132,818	10	\$165,957
11	\$126,909	11	\$130,885	11	\$134,545	11	\$168,447
12	\$128,558	12	\$132,587	12	\$136,294	12	\$170,973
13	\$130,230	13	\$134,310	13	\$138,066	13	\$173,538
14	\$131,923	14	\$136,057	14	\$139,861	14	\$176,141
15	\$133,638	15	\$137,825	15	\$141,679	15	\$178,783
16	\$135,375	16	\$139,617	16	\$143,521	16	\$181,465
17	\$136,729	17	\$141,013	17	\$145,387	17	\$184,187
18	\$138,096	18	\$142,423	18	\$146,840	18	\$186,029
19	\$139,477	19	\$143,848	19	\$148,309	19	\$187,889
20	\$140,872	20	\$145,286	20	\$149,792	20	\$189,768
21	\$142,280	21	\$146,739	21	\$151,290	21	\$191,666
22	\$143,703	22	\$148,206	22	\$152,803	22	\$193,582
23	\$145,140	23	\$149,688	23	\$154,331	23	\$195,518
24	\$146,592	24	\$151,185	24	\$155,874	24	\$197,473
25	\$147,911	25	\$152,546	25	\$157,433	25	\$199,251
26	\$149,242	26	\$153,919	26	\$158,850	26	\$201,044
27	\$150,585	27	\$155,304	27	\$160,279	27	\$202,853
28	\$151,941	28	\$156,702	28	\$161,722	28	\$204,679
29	\$153,308	29	\$158,112	29	\$163,177	29	\$206,521
30	\$154,688	30	\$159,535	30	\$164,646	30	\$208,380
31	\$156,080	31	\$160,971	31	\$166,128	31	\$210,255
32	\$157,485	32	\$162,420	32	\$167,623	32	\$212,147
33	\$158,902	33	\$163,881	33	\$169,132	33	\$214,057
34	\$160,332	34	\$165,356	34	\$170,654	34	\$215,983
35	\$161,775	35	\$166,845	35	\$172,190	35	\$217,927
36	\$163,231	36	\$168,346	36	\$173,739	36	\$219,888
37	\$164,700	37	\$169,861	37	\$175,303	37	\$221,867
38	\$166,183	38	\$171,390	38	\$176,881	38	\$223,864
39	\$167,678	39	\$172,933	39	\$178,473	39	\$225,879
40	\$169,187	40	\$174,489	40	\$180,079	40	\$227,912

APPENDIX D. UPAMM SALARY SCHEDULE EFFECTIVE JULY, 2022

STEP	AA	STEP	AB	STEP	AC	STEP	AD
Minimum	\$112,853	Minimum	\$116,389	Minimum	\$119,643	Minimum	\$146,575
1	\$114,319	1	\$117,902	1	\$121,198	1	\$148,774
2	\$115,806	2	\$119,434	2	\$122,775	2	\$151,005
3	\$117,311	3	\$120,987	3	\$124,370	3	\$153,270
4	\$118,836	4	\$122,560	4	\$125,987	4	\$155,569
5	\$120,381	5	\$124,153	5	\$127,625	5	\$157,903
6	\$121,946	6	\$125,768	6	\$129,284	6	\$160,271
7	\$123,531	7	\$127,402	7	\$130,964	7	\$162,676
8	\$125,137	8	\$129,059	8	\$132,667	8	\$165,115
9	\$126,764	9	\$130,737	9	\$134,392	9	\$167,593
10	\$128,412	10	\$132,436	10	\$136,138	10	\$170,106
11	\$130,082	11	\$134,157	11	\$137,909	11	\$172,658
12	\$131,772	12	\$135,902	12	\$139,701	12	\$175,247
13	\$133,486	13	\$137,668	13	\$141,518	13	\$177,876
14	\$135,221	14	\$139,458	14	\$143,358	14	\$180,545
15	\$136,979	15	\$141,271	15	\$145,221	15	\$183,253
16	\$138,759	16	\$143,107	16	\$147,109	16	\$186,002
17	\$140,147	17	\$144,538	17	\$149,022	17	\$188,792
18	\$141,548	18	\$145,984	18	\$150,511	18	\$190,680
19	\$142,964	19	\$147,444	19	\$152,017	19	\$192,586
20	\$144,394	20	\$148,918	20	\$153,537	20	\$194,512
21	\$145,837	21	\$150,407	21	\$155,072	21	\$196,458
22	\$147,296	22	\$151,911	22	\$156,623	22	\$198,422
23	\$148,769	23	\$153,430	23	\$158,189	23	\$200,406
24	\$150,257	24	\$154,965	24	\$159,771	24	\$202,410
25	\$151,609	25	\$156,360	25	\$161,369	25	\$204,232
26	\$152,973	26	\$157,767	26	\$162,821	26	\$206,070
27	\$154,350	27	\$159,187	27	\$164,286	27	\$207,924
28	\$155,740	28	\$160,620	28	\$165,765	28	\$209,796
29	\$157,141	29	\$162,065	29	\$167,256	29	\$211,684
30	\$158,555	30	\$163,523	30	\$168,762	30	\$213,590
31	\$159,982	31	\$164,995	31	\$170,281	31	\$215,511
32	\$161,422	32	\$166,481	32	\$171,814	32	\$217,451
33	\$162,875	33	\$167,978	33	\$173,360	33	\$219,408
34	\$164,340	34	\$169,490	34	\$174,920	34	\$221,383
35	\$165,819	35	\$171,016	35	\$176,495	35	\$223,375
36	\$167,312	36	\$172,555	36	\$178,082	36	\$225,385
37	\$168,818	37	\$174,108	37	\$179,686	37	\$227,414
38	\$170,338	38	\$175,675	38	\$181,303	38	\$229,461
39	\$171,870	39	\$177,256	39	\$182,935	39	\$231,526
40	\$173,417	40	\$178,851	40	\$184,581	40	\$233,610

APPENDIX E. UPAMM SALARY SCHEDULE EFFECTIVE JULY, 2023

STEP	AA	STEP	AB	STEP	AC	STEP	AD
Minimum	\$116,239	Minimum	\$119,881	Minimum	\$123,232	Minimum	\$150,972
1	\$117,749	1	\$121,439	1	\$124,834	1	\$153,237
2	\$119,280	2	\$123,017	2	\$126,458	2	\$155,535
3	\$120,830	3	\$124,617	3	\$128,101	3	\$157,868
4	\$122,401	4	\$126,237	4	\$129,767	4	\$160,236
5	\$123,992	5	\$127,878	5	\$131,454	5	\$162,640
6	\$125,604	6	\$129,541	6	\$133,163	6	\$165,079
7	\$127,237	7	\$131,224	7	\$134,893	7	\$167,556
8	\$128,891	8	\$132,931	8	\$136,647	8	\$170,068
9	\$130,567	9	\$134,659	9	\$138,424	9	\$172,621
10	\$132,264	10	\$136,409	10	\$140,222	10	\$175,209
11	\$133,984	11	\$138,182	11	\$142,046	11	\$177,838
12	\$135,725	12	\$139,979	12	\$143,892	12	\$180,504
13	\$137,491	13	\$141,798	13	\$145,764	13	\$183,212
14	\$139,278	14	\$143,642	14	\$147,659	14	\$185,961
15	\$141,088	15	\$145,509	15	\$149,578	15	\$188,751
16	\$142,922	16	\$147,400	16	\$151,522	16	\$191,582
17	\$144,351	17	\$148,874	17	\$153,493	17	\$194,456
18	\$145,794	18	\$150,364	18	\$155,026	18	\$196,400
19	\$147,253	19	\$151,867	19	\$156,578	19	\$198,364
20	\$148,726	20	\$153,386	20	\$158,143	20	\$200,347
21	\$150,212	21	\$154,919	21	\$159,724	21	\$202,352
22	\$151,715	22	\$156,468	22	\$161,322	22	\$204,375
23	\$153,232	23	\$158,033	23	\$162,935	23	\$206,418
24	\$154,765	24	\$159,614	24	\$164,564	24	\$208,482
25	\$156,157	25	\$161,051	25	\$166,210	25	\$210,359
26	\$157,562	26	\$162,500	26	\$167,706	26	\$212,252
27	\$158,981	27	\$163,963	27	\$169,215	27	\$214,162
28	\$160,412	28	\$165,439	28	\$170,738	28	\$216,090
29	\$161,855	29	\$166,927	29	\$172,274	29	\$218,035
30	\$163,312	30	\$168,429	30	\$173,825	30	\$219,998
31	\$164,781	31	\$169,945	31	\$175,389	31	\$221,976
32	\$166,265	32	\$171,475	32	\$176,968	32	\$223,975
33	\$167,761	33	\$173,017	33	\$178,561	33	\$225,990
34	\$169,270	34	\$174,575	34	\$180,168	34	\$228,024
35	\$170,794	35	\$176,146	35	\$181,790	35	\$230,076
36	\$172,331	36	\$177,732	36	\$183,424	36	\$232,147
37	\$173,883	37	\$179,331	37	\$185,077	37	\$234,236
38	\$175,448	38	\$180,945	38	\$186,742	38	\$236,345
39	\$177,026	39	\$182,574	39	\$188,423	39	\$238,472
40	\$178,620	40	\$184,217	40	\$190,118	40	\$240,618