

APPENDIX B.

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 STRUCTURE EFFECTIVE JULY 1, 2024							
STEP	AA	STEP	AB	STEP	AC	STEP	AD
Minimum	\$125,605	Minimum	\$129,541	Minimum	\$133,163	Minimum	\$163,133
1	\$127,237	1	\$131,225	1	\$134,893	1	\$165,581
2	\$128,892	2	\$132,930	2	\$136,649	2	\$168,064
3	\$130,567	3	\$134,659	3	\$138,424	3	\$170,585
4	\$132,264	4	\$136,409	4	\$140,224	4	\$173,144
5	\$133,984	5	\$138,182	5	\$142,047	5	\$175,742
6	\$135,726	6	\$139,980	6	\$143,893	6	\$178,377
7	\$137,490	7	\$141,798	7	\$145,763	7	\$181,054
8	\$139,277	8	\$143,643	8	\$147,658	8	\$183,768
9	\$141,088	9	\$145,510	9	\$149,578	9	\$186,526
10	\$142,923	10	\$147,401	10	\$151,522	10	\$189,323
11	\$144,781	11	\$149,317	11	\$153,493	11	\$192,164
12	\$146,662	12	\$151,259	12	\$155,487	12	\$195,045
13	\$148,570	13	\$153,224	13	\$157,510	13	\$197,970
14	\$150,501	14	\$155,217	14	\$159,557	14	\$200,941
15	\$152,458	15	\$157,235	15	\$161,631	15	\$203,956
16	\$154,439	16	\$159,278	16	\$163,732	16	\$207,015
17	\$155,984	17	\$160,871	17	\$165,861	17	\$210,121
18	\$157,543	18	\$162,480	18	\$167,519	18	\$212,221
19	\$159,119	19	\$164,105	19	\$169,195	19	\$214,343
20	\$160,711	20	\$165,746	20	\$170,887	20	\$216,486
21	\$162,317	21	\$167,403	21	\$172,595	21	\$218,652
22	\$163,940	22	\$169,077	22	\$174,321	22	\$220,838
23	\$165,580	23	\$170,768	23	\$176,064	23	\$223,046
24	\$167,236	24	\$172,476	24	\$177,825	24	\$225,276
25	\$168,741	25	\$174,029	25	\$179,604	25	\$227,304
26	\$170,259	26	\$175,595	26	\$181,220	26	\$229,350
27	\$171,792	27	\$177,175	27	\$182,850	27	\$231,414
28	\$173,339	28	\$178,770	28	\$184,496	28	\$233,497
29	\$174,898	29	\$180,378	29	\$186,156	29	\$235,599
30	\$176,472	30	\$182,001	30	\$187,832	30	\$237,720
31	\$178,060	31	\$183,639	31	\$189,523	31	\$239,858
32	\$179,663	32	\$185,293	32	\$191,229	32	\$242,018
33	\$181,280	33	\$186,960	33	\$192,950	33	\$244,194
34	\$182,910	34	\$188,642	34	\$194,686	34	\$246,392
35	\$184,557	35	\$190,341	35	\$196,439	35	\$248,610
36	\$186,218	36	\$192,054	36	\$198,205	36	\$250,847
37	\$187,894	37	\$193,782	37	\$199,991	37	\$253,105
38	\$189,586	38	\$195,526	38	\$201,790	38	\$255,384
39	\$191,291	39	\$197,286	39	\$203,607	39	\$257,683
40	\$193,013	40	\$199,061	40	\$205,439	40	\$260,001

APPENDIX D

UPAMM SALARY STRUCTURE EFFECTIVE JULY 1, 2025							
STEP	AA	STEP	AB	STEP	AC	STEP	AD
Minimum	\$130,630	Minimum	\$134,723	Minimum	\$138,489	Minimum	\$169,658
1	\$132,327	1	\$136,474	1	\$140,289	1	\$172,204
2	\$134,048	2	\$138,247	2	\$142,115	2	\$174,787
3	\$135,790	3	\$140,045	3	\$143,961	3	\$177,408
4	\$137,555	4	\$141,866	4	\$145,832	4	\$180,070
5	\$139,343	5	\$143,710	5	\$147,728	5	\$182,772
6	\$141,155	6	\$145,579	6	\$149,649	6	\$185,512
7	\$142,990	7	\$147,470	7	\$151,593	7	\$188,296
8	\$144,849	8	\$149,388	8	\$153,565	8	\$191,119
9	\$146,732	9	\$151,331	9	\$155,561	9	\$193,987
10	\$148,639	10	\$153,297	10	\$157,582	10	\$196,896
11	\$150,573	11	\$155,289	11	\$159,632	11	\$199,851
12	\$152,529	12	\$157,309	12	\$161,707	12	\$202,847
13	\$154,513	13	\$159,353	13	\$163,810	13	\$205,889
14	\$156,521	14	\$161,425	14	\$165,940	14	\$208,979
15	\$158,556	15	\$163,524	15	\$168,096	15	\$212,114
16	\$160,616	16	\$165,649	16	\$170,282	16	\$215,296
17	\$162,223	17	\$167,306	17	\$172,496	17	\$218,526
18	\$163,845	18	\$168,979	18	\$174,219	18	\$220,710
19	\$165,484	19	\$170,669	19	\$175,963	19	\$222,917
20	\$167,139	20	\$172,376	20	\$177,722	20	\$225,145
21	\$168,809	21	\$174,099	21	\$179,499	21	\$227,398
22	\$170,498	22	\$175,840	22	\$181,294	22	\$229,672
23	\$172,203	23	\$177,598	23	\$183,107	23	\$231,968
24	\$173,925	24	\$179,375	24	\$184,938	24	\$234,287
25	\$175,490	25	\$180,990	25	\$186,788	25	\$236,396
26	\$177,069	26	\$182,618	26	\$188,469	26	\$238,524
27	\$178,663	27	\$184,262	27	\$190,164	27	\$240,671
28	\$180,272	28	\$185,921	28	\$191,876	28	\$242,837
29	\$181,894	29	\$187,593	29	\$193,602	29	\$245,023
30	\$183,531	30	\$189,281	30	\$195,345	30	\$247,229
31	\$185,182	31	\$190,985	31	\$197,104	31	\$249,452
32	\$186,849	32	\$192,705	32	\$198,878	32	\$251,699
33	\$188,531	33	\$194,438	33	\$200,668	33	\$253,962
34	\$190,226	34	\$196,188	34	\$202,473	34	\$256,248
35	\$191,939	35	\$197,954	35	\$204,296	35	\$258,554
36	\$193,667	36	\$199,736	36	\$206,133	36	\$260,881
37	\$195,410	37	\$201,533	37	\$207,990	37	\$263,229
38	\$197,170	38	\$203,347	38	\$209,862	38	\$265,599
39	\$198,943	39	\$205,177	39	\$211,751	39	\$267,990
40	\$200,734	40	\$207,024	40	\$213,657	40	\$270,401