

Memorandum of Understanding
Between
Community Health United and Community Health Center

Community Health Centers (CHC) and Community Health United (CHU) agree to amend Article 301 – Wages – 1b.

FY24. Effective with the first full pay period in August 2023, the wage tables for providers will be revised based on the 2022 NACHC wage data, using 100% of the target wage. All wage targets will be based on the 50th percentile wage for the specified position for Region 1 (New England), at organizations with more than 70,000 encounters. The wage rate for Primary Care Physician will be an average of the rate for Family Medicine and for Internal Medicine MD/DO. The wage rate for Primary Care Advanced Practice Provider (including the CNM) will be an average of the rate for APRN and PA. The rate for other positions will be the rate for that specific position. The wage rate for the Naturopathic Physician and Home Visit Physician will be pro-rated at 80% of the Primary Care Physician scale.

Providers will be placed on a 20 step pay scale based on the date of their initial licensure in their profession as of August 2023.

Step	APP - Medical	APP - Psych	Physician - Medical	Physician - Psych	Naturopathic or Home Visit Physician
0	100,607	113,455	180,377	210,600	144,302
1	101,725	114,716	182,381	212,940	145,905
2	102,843	115,976	184,385	215,280	147,508
3	103,961	117,237	186,390	217,620	149,112
4	105,078	118,497	188,394	219,960	150,715
5	106,196	119,758	190,398	222,300	152,318
6	107,314	121,019	192,402	224,640	153,922
7	108,432	122,279	194,406	226,980	155,525
8	109,550	123,540	196,411	229,320	157,129
9	110,668	124,800	198,415	231,660	158,732
10	111,786	126,061	200,419	234,000	160,335
11	112,903	127,322	202,423	236,340	161,938
12	114,021	128,582	204,427	238,680	163,542
13	115,139	129,843	206,432	241,020	165,146
14	116,257	131,103	208,436	243,360	166,749
15	117,375	132,364	210,440	245,700	168,352
16	118,493	133,625	212,444	248,040	169,955
17	119,610	134,885	214,448	250,380	171,558
18	120,728	136,146	216,453	252,720	173,162
19	121,846	137,406	218,457	255,060	174,766
20	122,964	138,667	220,461	257,400	176,369

Brandon Stenmet Lawson

For the Union

08/01/2023

Date

CHC

For CHC

08/01/2023

Date