

- Total number of MSH employees that received a pay increase since 06/25/2021 – **169**
 - Average Dollar Amount of Increases – **\$2.58**
 - Average Percent Increase – **11.18%**
- Total number of MSH positions that received an increase in starting wage - **362**
 - Average Dollar Increase for Entry Pay - **\$2.75**
 - Average Percent Increase for Entry Pay – **16.8%**

Summary of Position Specific Wage Increases:

For the Below Tables:

- *Impacted Employees – the number of employees that received an increase*
- *Impacted Positions – total number of positions with increased base pay*

MSH RN Wage Increases (013) --- Effective 06/25/2021

Previous Entry Pay	New Entry Pay – RNs with 2+ Years' Experience	New Entry Pay – RNs with 0-2 Years' Experience	Impacted Employees	Avg Dollar Increase	Avg % Increase	Impacted Positions
\$32.00	\$38.70	\$37.65	14	\$6.03	18.54%	51

MSH RN Manager Increases --- Effective 06/25/2021

Previous Entry Pay	New Entry Pay	Impacted Employees	Average Dollar Increase	Average % Increase	Impacted Positions
\$37.38	\$42.57	6	\$5.19	13.86%	13

MSH Food Preparer Pay Increases (103) --- Effective 01/29/2022

Previous Entry Pay	New Entry Pay	Impacted Employees	Average Dollar Increase	Average % Increase	Impacted Positions
\$11.50	\$15.00	12	\$2.74	22.85%	18

MSH Pay Increases (023) --- Effective 02/12/2022

Position Title	Previous Entry Pay	New Entry Pay	Impacted Employees	Average Dollar Increase	Average % Increase	Impacted Positions
Psychiatric Technician	\$14.57	\$18.30	63	\$3.16	21.23%	161
Forensic Mental Health Technician	\$14.57	\$18.30	23	\$3.33	22.86%	50
Custodian	\$11.69	\$15.00	11	\$2.69	22.17%	24
Recreation Therapy Aide	\$14.57	\$18.00	14	\$3.23	21.97%	16
Ward Clerk	\$15.23	\$18.55	7	\$3.17	20.64%	8
Administrative Assistant 1	\$13.09	\$15.00	6	\$1.85	14.07%	7
File Clerk	\$14.19	\$15.00	5	\$0.76	5.32%	6
Cosmetologist	\$12.80	\$15.00	1	\$2.20	17.19%	1
Accounting Technician	\$16.52	\$17.00	3	\$0.48	2.91%	3
Data Processor	\$14.23	\$15.00	2	\$0.77	5.41%	2
Physical Property Technician	\$19.49	\$19.99	1	\$.50	2.57%	1

Notable MSH Position Specific Vacancy Rates as of 03/08/2022

- Overall Vacancy Rate at MSH – 39.3%
- RN – 72.5%
- RN Manager – 46.2%
- Psychiatric Technician – 62.1%
- Forensic Mental Health Technician – 54%
- Recreation Therapy Aide – 6.25%
- Custodian – 54%
- Food Preparer – 22%
 - Currently, there is a strong applicant pool and pending background checks, it is anticipated the kitchen will be fully staffed by the end of March.