

Effective October 1, 2009 -		Monthly rates. Hourly salary calculated as (monthly salary x 12) ÷ annual hours						
Annual Hours = 2015								
Nurse Classification		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Licensed Practical Nurse	Annual	50,128.037	51,768.190	53,386.975	55,355.147	57,159.329	59,173.841	61,281.090
	Monthly	4,177.336	4,314.016	4,448.915	4,612.929	4,763.277	4,931.153	5,106.757
	Hourly	24.877	25.691	26.495	27.472	28.367	29.367	30.412
Nurse II	Annual	65,484.894	67,770.392	70,063.038	72,451.966	74,787.406	77,201.287	
	Monthly	5,457.074	5,647.533	5,838.586	6,037.664	6,232.284	6,433.441	
	Hourly	32.499	33.633	34.771	35.956	37.115	38.313	
Nurse III	Annual	67,973.631	70,266.296	72,658.751	74,994.191	77,162.038	79,525.995	81,964.828
	Monthly	5,664.469	5,855.525	6,054.896	6,249.516	6,430.170	6,627.166	6,830.402
	Hourly	33.734	34.872	36.059	37.218	38.294	39.467	40.677
Nurse IV	Annual	70,305.507	72,908.349	75,514.756	78,356.502	81,611.876	84,770.948	88,076.206
	Monthly	5,858.792	6,075.696	6,292.896	6,529.709	6,800.990	7,064.246	7,339.684
	Hourly	34.891	36.183	37.476	38.887	40.502	42.070	43.710
Nurse V	Annual	74,213.354	77,055.081	80,310.436	83,469.488	86,917.388	90,293.977	93,813.168
	Monthly	6,184.446	6,421.257	6,692.536	6,955.791	7,243.116	7,524.498	7,817.764
	Hourly	36.830	38.241	39.856	41.424	43.135	44.811	46.557
Nurse Practitioner	Annual	84,578.917	90,785.377	94,518.196	98,246.918	102,271.195		
	Monthly	7,048.243	7,565.448	7,876.516	8,187.243	8,522.600		
	Hourly	41.975	45.055	46.907	48.758	50.755		
<b>Weekend Worker Rates:</b>		<b>Start</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>
<b>Weekend Worker - Licensed Practical Nurse</b>	Annual	57,647.242	59,533.418	61,395.021	63,658.419	65,733.228	68,049.917	70,473.253
	Monthly	4,803.937	4,961.118	5,116.252	5,304.868	5,477.769	5,670.826	5,872.771
	Hourly	28.609	29.545	30.469	31.592	32.622	33.772	34.974
<b>Weekend Worker - Nurse II</b>	Annual	75,307.628	77,935.950	80,572.493	83,319.761	86,005.517	88,781.480	
	Monthly	6,275.636	6,494.663	6,714.374	6,943.313	7,167.126	7,398.457	
	Hourly	37.374	38.678	39.986	41.350	42.683	44.060	
<b>Weekend Worker - Nurse III</b>	Annual	78,169.676	80,806.241	83,557.564	86,243.320	88,736.344	91,454.895	94,259.552
	Monthly	6,514.140	6,733.853	6,963.130	7,186.943	7,394.695	7,621.241	7,854.963
	Hourly	38.794	40.102	41.468	42.801	44.038	45.387	46.779
<b>Weekend Worker - Nurse IV</b>	Annual	80,851.333	83,844.601	86,841.969	90,109.978	93,853.657	97,486.590	101,287.637
	Monthly	6,737.611	6,987.050	7,236.831	7,509.165	7,821.138	8,123.882	8,440.636
	Hourly	40.125	41.610	43.098	44.720	46.577	48.380	50.267
<b>Weekend Worker - Nurse V</b>	Annual	85,345.357	88,613.343	92,357.001	95,989.912	99,954.996	103,838.073	107,885.144
	Monthly	7,112.113	7,384.445	7,696.417	7,999.159	8,329.583	8,653.173	8,990.429
	Hourly	42.355	43.977	45.835	47.638	49.605	51.533	53.541

Effective April 1, 2012 - Monthly rates include a 3% increase (2% general & 1% market; non-compounding). Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.								
Annual Hours = 2015								
Nurse Classification		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Licensed Practical Nurse	Annual	51,631.878	53,321.236	54,988.584	57,015.801	58,874.109	60,949.056	63,119.523
	Monthly	4,302.656	4,443.436	4,582.382	4,751.317	4,906.176	5,079.088	5,259.960
	Hourly	25.624	26.462	27.290	28.296	29.218	30.248	31.325
Nurse II	Annual	67,449.441	69,803.503	72,164.929	74,625.525	77,031.029	79,517.326	
	Monthly	5,620.787	5,816.959	6,013.744	6,218.794	6,419.252	6,626.444	
	Hourly	33.474	34.642	35.814	37.035	38.229	39.463	
Nurse III	Annual	70,012.840	72,374.285	74,838.513	77,244.017	79,476.899	81,911.775	84,423.773
	Monthly	5,834.403	6,031.190	6,236.543	6,437.001	6,623.075	6,825.981	7,035.314
	Hourly	34.746	35.918	37.141	38.334	39.443	40.651	41.898
Nurse IV	Annual	72,414.672	75,095.599	77,780.199	80,707.198	84,060.232	87,314.076	90,718.492
	Monthly	6,034.556	6,257.967	6,481.683	6,725.600	7,005.019	7,276.173	7,559.874
	Hourly	35.938	37.268	38.601	40.053	41.717	43.332	45.022
Nurse V	Annual	76,439.754	79,366.734	82,719.749	85,973.573	89,524.910	93,002.796	96,627.563
	Monthly	6,369.980	6,613.894	6,893.312	7,164.464	7,460.409	7,750.233	8,052.297
	Hourly	37.935	39.388	41.052	42.667	44.429	46.155	47.954
Nurse Practitioner	Annual	87,116.284	93,508.938	97,353.742	101,194.325	105,339.331		
	Monthly	7,259.690	7,792.411	8,112.812	8,432.860	8,778.278		
	Hourly	43.234	46.406	48.315	50.221	52.278		
<b>Weekend Worker Rates:</b>		<b>Start</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>
<b>Weekend Worker - Licensed Practical Nurse</b>	Annual	59,376.659	61,319.421	63,236.871	65,568.172	67,705.225	70,091.415	72,587.451
	Monthly	4,948.055	5,109.952	5,269.739	5,464.014	5,642.102	5,840.951	6,048.954
	Hourly	29.467	30.431	31.383	32.540	33.601	34.785	36.024
<b>Weekend Worker - Nurse II</b>	Annual	77,566.857	80,274.029	82,989.668	85,819.354	88,585.683	91,444.924	
	Monthly	6,463.905	6,689.502	6,915.806	7,151.613	7,382.140	7,620.410	
	Hourly	38.495	39.838	41.186	42.590	43.963	45.382	
<b>Weekend Worker - Nurse III</b>	Annual	80,514.766	83,230.428	86,064.290	88,830.619	91,398.434	94,198.541	97,087.339
	Monthly	6,709.564	6,935.869	7,172.024	7,402.552	7,616.536	7,849.878	8,090.612
	Hourly	39.958	41.305	42.712	44.085	45.359	46.749	48.182
<b>Weekend Worker - Nurse IV</b>	Annual	83,276.873	86,359.939	89,447.228	92,813.277	96,669.267	100,411.188	104,326.266
	Monthly	6,939.739	7,196.662	7,453.936	7,734.440	8,055.772	8,367.599	8,693.856
	Hourly	41.328	42.859	44.391	46.061	47.975	49.832	51.775
<b>Weekend Worker - Nurse V</b>	Annual	87,905.718	91,271.744	95,127.711	98,869.609	102,953.646	106,953.215	111,121.698
	Monthly	7,325.476	7,605.979	7,927.309	8,239.134	8,579.471	8,912.768	9,260.141
	Hourly	43.626	45.296	47.210	49.067	51.094	53.079	55.147

Effective October 1, 2012 - Monthly rates include the addition of a 20 Year Long Service Step. Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.									
Annual Hours = 2015									
Nurse Classification		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year <sup>1</sup>
Licensed Practical Nurse	Annual	51,631.878	53,321.236	54,988.584	57,015.801	58,874.109	60,949.056	63,119.523	64,381.913
	Monthly	4,302.656	4,443.436	4,582.382	4,751.317	4,906.176	5,079.088	5,259.960	5,365.159
	Hourly	25.624	26.462	27.290	28.296	29.218	30.248	31.325	31.951
Nurse II	Annual	67,449.441	69,803.503	72,164.929	74,625.525	77,031.029	79,517.326		81,107.672
	Monthly	5,620.787	5,816.959	6,013.744	6,218.794	6,419.252	6,626.444		6,758.973
	Hourly	33.474	34.642	35.814	37.035	38.229	39.463		40.252
Nurse III	Annual	70,012.840	72,374.285	74,838.513	77,244.017	79,476.899	81,911.775	84,423.773	86,112.248
	Monthly	5,834.403	6,031.190	6,236.543	6,437.001	6,623.075	6,825.981	7,035.314	7,176.021
	Hourly	34.746	35.918	37.141	38.334	39.443	40.651	41.898	42.736
Nurse IV	Annual	72,414.672	75,095.599	77,780.199	80,707.198	84,060.232	87,314.076	90,718.492	92,532.862
	Monthly	6,034.556	6,257.967	6,481.683	6,725.600	7,005.019	7,276.173	7,559.874	7,711.072
	Hourly	35.938	37.268	38.601	40.053	41.717	43.332	45.022	45.922
Nurse V	Annual	76,439.754	79,366.734	82,719.749	85,973.573	89,524.910	93,002.796	96,627.563	98,560.115
	Monthly	6,369.980	6,613.894	6,893.312	7,164.464	7,460.409	7,750.233	8,052.297	8,213.343
	Hourly	37.935	39.388	41.052	42.667	44.429	46.155	47.954	48.913
Nurse Practitioner	Annual	87,116.284	93,508.938	97,353.742	101,194.325	105,339.331			107,446.118
	Monthly	7,259.690	7,792.411	8,112.812	8,432.860	8,778.278			8,953.843
	Hourly	43.234	46.406	48.315	50.221	52.278			53.323
<b>Weekend Worker Rates:</b>									
		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year <sup>1</sup>
<b>Weekend Worker - Licensed Practical Nurse</b>	Annual	59,376.659	61,319.421	63,236.871	65,568.172	67,705.225	70,091.415	72,587.451	74,039.200
	Monthly	4,948.055	5,109.952	5,269.739	5,464.014	5,642.102	5,840.951	6,048.954	6,169.933
	Hourly	29.467	30.431	31.383	32.540	33.601	34.785	36.024	36.744
<b>Weekend Worker - Nurse II</b>	Annual	77,566.857	80,274.029	82,989.668	85,819.354	88,585.683	91,444.924		93,273.823
	Monthly	6,463.905	6,689.502	6,915.806	7,151.613	7,382.140	7,620.410		7,772.819
	Hourly	38.495	39.838	41.186	42.590	43.963	45.382		46.290
<b>Weekend Worker - Nurse III</b>	Annual	80,514.766	83,230.428	86,064.290	88,830.619	91,398.434	94,198.541	97,087.339	99,029.086
	Monthly	6,709.564	6,935.869	7,172.024	7,402.552	7,616.536	7,849.878	8,090.612	8,252.424
	Hourly	39.958	41.305	42.712	44.085	45.359	46.749	48.182	49.146
<b>Weekend Worker - Nurse IV</b>	Annual	83,276.873	86,359.939	89,447.228	92,813.277	96,669.267	100,411.188	104,326.266	106,412.792
	Monthly	6,939.739	7,196.662	7,453.936	7,734.440	8,055.772	8,367.599	8,693.856	8,867.733
	Hourly	41.328	42.859	44.391	46.061	47.975	49.832	51.775	52.810
<b>Weekend Worker - Nurse V</b>	Annual	87,905.718	91,271.744	95,127.711	98,869.609	102,953.646	106,953.215	111,121.698	113,344.132
	Monthly	7,325.476	7,605.979	7,927.309	8,239.134	8,579.471	8,912.768	9,260.141	9,445.344
	Hourly	43.626	45.296	47.210	49.067	51.094	53.079	55.147	56.250
<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2104.									

Effective December 31, 2012 - Monthly rates include a 1% market adjustment. Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.									
Annual Hours = 2015									
Nurse Classification		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year <sup>1</sup>
Licensed Practical Nurse	Annual	52,148.197	53,854.448	55,538.470	57,585.959	59,462.850	61,558.547	63,750.718	65,025.732
	Monthly	4,345.683	4,487.871	4,628.206	4,798.830	4,955.237	5,129.879	5,312.560	5,418.811
	Hourly	25.880	26.727	27.563	28.579	29.510	30.550	31.638	32.271
Nurse II	Annual	68,123.935	70,501.538	72,886.578	75,371.780	77,801.339	80,312.499		81,918.749
	Monthly	5,676.995	5,875.128	6,073.882	6,280.982	6,483.445	6,692.708		6,826.562
	Hourly	33.808	34.988	36.172	37.405	38.611	39.857		40.654
Nurse III	Annual	70,712.968	73,098.028	75,586.899	78,016.457	80,271.668	82,730.893	85,268.011	86,973.371
	Monthly	5,892.747	6,091.502	6,298.908	6,501.371	6,689.306	6,894.241	7,105.668	7,247.781
	Hourly	35.093	36.277	37.512	38.718	39.837	41.058	42.317	43.163
Nurse IV	Annual	73,138.819	75,846.555	78,558.001	81,514.269	84,900.834	88,187.217	91,625.677	93,458.191
	Monthly	6,094.902	6,320.546	6,546.500	6,792.856	7,075.070	7,348.935	7,635.473	7,788.183
	Hourly	36.297	37.641	38.987	40.454	42.134	43.765	45.472	46.381
Nurse V	Annual	77,204.152	80,160.401	83,546.946	86,833.309	90,420.159	93,932.824	97,593.839	99,545.716
	Monthly	6,433.679	6,680.033	6,962.246	7,236.109	7,535.013	7,827.735	8,132.820	8,295.476
	Hourly	38.315	39.782	41.463	43.093	44.874	46.617	48.434	49.402
Nurse Practitioner	Annual	87,987.447	94,444.027	98,327.280	102,206.268	106,392.725			108,520.579
	Monthly	7,332.287	7,870.336	8,193.940	8,517.189	8,866.060			9,043.382
	Hourly	43.666	46.870	48.798	50.723	52.800			53.856
<b>Weekend Worker Rates:</b>									
		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year <sup>1</sup>
<b>Weekend Worker - Licensed Practical Nurse</b>	Annual	59,970.426	61,932.615	63,869.240	66,223.853	68,382.277	70,792.329	73,313.325	74,779.592
	Monthly	4,997.535	5,161.051	5,322.437	5,518.654	5,698.523	5,899.361	6,109.444	6,231.633
	Hourly	29.762	30.736	31.697	32.865	33.937	35.133	36.384	37.111
<b>Weekend Worker - Nurse II</b>	Annual	78,342.525	81,076.769	83,819.565	86,677.547	89,471.540	92,359.374		94,206.561
	Monthly	6,528.544	6,756.397	6,984.964	7,223.129	7,455.962	7,696.614		7,850.547
	Hourly	38.880	40.237	41.598	43.016	44.403	45.836		46.753
<b>Weekend Worker - Nurse III</b>	Annual	81,319.914	84,062.732	86,924.933	89,718.926	92,312.419	95,140.527	98,058.212	100,019.376
	Monthly	6,776.659	7,005.228	7,243.744	7,476.577	7,692.702	7,928.377	8,171.518	8,334.948
	Hourly	40.357	41.718	43.139	44.526	45.813	47.216	48.664	49.637
<b>Weekend Worker - Nurse IV</b>	Annual	84,109.641	87,223.539	90,341.701	93,741.410	97,635.959	101,415.299	105,369.529	107,476.920
	Monthly	7,009.137	7,268.628	7,528.475	7,811.784	8,136.330	8,451.275	8,780.794	8,956.410
	Hourly	41.742	43.287	44.835	46.522	48.455	50.330	52.293	53.338
<b>Weekend Worker - Nurse V</b>	Annual	88,784.775	92,184.461	96,078.988	99,858.305	103,983.183	108,022.748	112,232.915	114,477.573
	Monthly	7,398.731	7,682.038	8,006.582	8,321.525	8,665.265	9,001.896	9,352.743	9,539.798
	Hourly	44.062	45.749	47.682	49.557	51.605	53.609	55.699	56.813

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2104.