

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	Year 7
Licensed Practical Nurse	Annual	47,849.490	49,415.090	50,960.294	52,839.004	54,561.178	56,484.121	58,495.586	
	Monthly	3,987.457	4,117.924	4,246.691	4,403.250	4,546.765	4,707.010	4,874.632	
	Hourly	23.747	24.524	25.290	26.223	27.078	28.032	29.030	
Nurse II	Annual	62,508.308	64,689.919	66,878.354	69,158.695	71,387.979	73,692.138		
	Monthly	5,209.026	5,390.827	5,573.196	5,763.225	5,948.998	6,141.011		
	Hourly	31.021	32.104	33.190	34.322	35.428	36.572		
Nurse III	Annual	64,883.920	67,072.374	69,356.080	71,585.364	73,654.673	75,911.177	78,239.154	
	Monthly	5,406.993	5,589.364	5,779.673	5,965.447	6,137.889	6,325.931	6,519.930	
	Hourly	32.200	33.287	34.420	35.526	36.553	37.673	38.828	
Nurse IV	Annual	67,109.802	69,594.333	72,082.267	74,794.843	77,902.245	80,917.723	84,072.742	
	Monthly	5,592.483	5,799.528	6,006.856	6,232.904	6,491.854	6,743.144	7,006.062	
	Hourly	33.305	34.538	35.773	37.119	38.661	40.158	41.723	
Nurse V	Annual	70,840.020	73,552.578	76,659.961	79,675.421	82,966.598	86,189.705	89,548.933	
	Monthly	5,903.335	6,129.381	6,388.330	6,639.618	6,913.883	7,182.475	7,462.411	
	Hourly	35.156	36.503	38.045	39.541	41.174	42.774	44.441	
Nurse Practitioner	Annual	80,734.421	86,658.769	90,221.915	93,781.149	97,622.505			
	Monthly	6,727.868	7,221.564	7,518.493	7,815.096	8,135.209			
	Hourly	40.067	43.007	44.775	46.542	48.448			
Weekend Worker Rates:		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Weekend Worker - Licensed Practical Nurse	Annual	55,026.913	56,827.354	58,604.338	60,764.854	62,745.354	64,956.739	67,269.924	
	Monthly	4,585.576	4,735.613	4,883.695	5,063.738	5,228.780	5,413.062	5,605.827	
	Hourly	27.309	28.202	29.084	30.156	31.139	32.237	33.385	
Weekend Worker - Nurse II	Annual	71,884.554	74,393.407	76,910.107	79,532.499	82,096.176	84,745.958		
	Monthly	5,990.379	6,199.451	6,409.176	6,627.708	6,841.348	7,062.163		
	Hourly	35.675	36.920	38.169	39.470	40.743	42.058		
Weekend Worker - Nurse III	Annual	74,616.509	77,133.230	79,759.492	82,323.169	84,702.874	87,297.854	89,975.027	
	Monthly	6,218.042	6,427.769	6,646.624	6,860.264	7,058.573	7,274.821	7,497.919	
	Hourly	37.031	38.280	39.583	40.855	42.036	43.324	44.653	
Weekend Worker - Nurse IV	Annual	77,176.272	80,033.483	82,894.607	86,014.070	89,587.582	93,055.381	96,683.654	
	Monthly	6,431.356	6,669.457	6,907.884	7,167.839	7,465.632	7,754.615	8,056.971	
	Hourly	38.301	39.719	41.139	42.687	44.460	46.181	47.982	
Weekend Worker - Nurse V	Annual	81,466.022	84,585.464	88,158.955	91,626.734	95,411.587	99,118.161	102,981.273	
	Monthly	6,788.835	7,048.789	7,346.580	7,635.561	7,950.966	8,259.847	8,581.773	
	Hourly	40.430	41.978	43.751	45.472	47.351	49.190	51.107	

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	Year 7
Licensed Practical Nurse	Annual	49,284.974	50,897.543	52,489.103	54,424.174	56,198.013	58,178.645	60,250.453	
	Monthly	4,107.081	4,241.462	4,374.092	4,535.348	4,683.168	4,848.220	5,020.871	
	Hourly	24.459	25.259	26.049	27.010	27.890	28.873	29.901	
Nurse II	Annual	64,383.557	66,630.617	68,884.705	71,233.456	73,529.618	75,902.902		
	Monthly	5,365.296	5,552.551	5,740.392	5,936.121	6,127.468	6,325.242		
	Hourly	31.952	33.067	34.186	35.352	36.491	37.669		
Nurse III	Annual	66,830.438	69,084.545	71,436.763	73,732.925	75,864.313	78,188.513	80,586.329	
	Monthly	5,569.203	5,757.045	5,953.064	6,144.410	6,322.026	6,515.709	6,715.527	
	Hourly	33.166	34.285	35.452	36.592	37.650	38.803	39.993	
Nurse IV	Annual	69,123.096	71,682.163	74,244.735	77,038.689	80,239.312	83,345.254	86,594.925	
	Monthly	5,760.258	5,973.514	6,187.061	6,419.891	6,686.609	6,945.438	7,216.244	
	Hourly	34.304	35.574	36.846	38.233	39.821	41.362	42.975	
Nurse V	Annual	72,965.220	75,759.155	78,959.760	82,065.683	85,455.596	88,775.396	92,235.401	
	Monthly	6,080.435	6,313.263	6,579.980	6,838.807	7,121.300	7,397.950	7,686.283	
	Hourly	36.211	37.598	39.186	40.727	42.410	44.057	45.774	
Nurse Practitioner	Annual	83,156.453	89,258.532	92,928.572	96,594.583	100,551.180			
	Monthly	6,929.704	7,438.211	7,744.048	8,049.549	8,379.265			
	Hourly	41.269	44.297	46.118	47.938	49.901			
Weekend Worker Rates:		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Weekend Worker - Licensed Practical Nurse	Annual	56,677.720	58,532.174	60,362.468	62,587.800	64,627.715	66,905.441	69,288.021	
	Monthly	4,723.143	4,877.681	5,030.206	5,215.650	5,385.643	5,575.453	5,774.002	
	Hourly	28.128	29.048	29.957	31.061	32.073	33.204	34.386	
Weekend Worker - Nurse II	Annual	74,041.091	76,625.209	79,217.411	81,918.474	84,559.061	87,288.337		
	Monthly	6,170.091	6,385.434	6,601.451	6,826.540	7,046.588	7,274.028		
	Hourly	36.745	38.027	39.314	40.654	41.965	43.319		
Weekend Worker - Nurse III	Annual	76,855.004	79,447.226	82,152.277	84,792.864	87,243.960	89,916.790	92,674.278	
	Monthly	6,404.584	6,620.602	6,846.023	7,066.072	7,270.330	7,493.066	7,722.856	
	Hourly	38.141	39.428	40.770	42.081	43.297	44.624	45.992	
Weekend Worker - Nurse IV	Annual	79,491.560	82,434.488	85,381.445	88,594.492	92,275.209	95,847.043	99,584.163	
	Monthly	6,624.297	6,869.541	7,115.120	7,382.874	7,689.601	7,987.254	8,298.680	
	Hourly	39.450	40.910	42.373	43.967	45.794	47.567	49.421	
Weekend Worker - Nurse V	Annual	83,910.003	87,123.028	90,803.724	94,375.536	98,273.935	102,091.706	106,070.712	
	Monthly	6,992.500	7,260.252	7,566.977	7,864.628	8,189.495	8,507.642	8,839.226	
	Hourly	41.643	43.237	45.064	46.836	48.771	50.666	52.641	

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	Year 7	20 Year ¹
Licensed Practical Nurse	Annual	49,284.974	50,897.543	52,489.103	54,424.174	56,198.013	58,178.645	60,250.453		61,455.462
	Monthly	4,107.081	4,241.462	4,374.092	4,535.348	4,683.168	4,848.220	5,020.871		5,121.289
	Hourly	24.459	25.259	26.049	27.010	27.890	28.873	29.901		30.499
Nurse II	Annual	64,383.557	66,630.617	68,884.705	71,233.456	73,529.618	75,902.902			77,420.960
	Monthly	5,365.296	5,552.551	5,740.392	5,936.121	6,127.468	6,325.242			6,451.747
	Hourly	31.952	33.067	34.186	35.352	36.491	37.669			38.422
Nurse III	Annual	66,830.438	69,084.545	71,436.763	73,732.925	75,864.313	78,188.513	80,586.329		82,198.055
	Monthly	5,569.203	5,757.045	5,953.064	6,144.410	6,322.026	6,515.709	6,715.527		6,849.838
	Hourly	33.166	34.285	35.452	36.592	37.650	38.803	39.993		40.793
Nurse IV	Annual	69,123.096	71,682.163	74,244.735	77,038.689	80,239.312	83,345.254	86,594.925		88,326.823
	Monthly	5,760.258	5,973.514	6,187.061	6,419.891	6,686.609	6,945.438	7,216.244		7,360.569
	Hourly	34.304	35.574	36.846	38.233	39.821	41.362	42.975		43.835
Nurse V	Annual	72,965.220	75,759.155	78,959.760	82,065.683	85,455.596	88,775.396	92,235.401		94,080.110
	Monthly	6,080.435	6,313.263	6,579.980	6,838.807	7,121.300	7,397.950	7,686.283		7,840.009
	Hourly	36.211	37.598	39.186	40.727	42.410	44.057	45.774		46.690
Nurse Practitioner	Annual	83,156.453	89,258.532	92,928.572	96,594.583	100,551.180				102,562.203
	Monthly	6,929.704	7,438.211	7,744.048	8,049.549	8,379.265				8,546.850
	Hourly	41.269	44.297	46.118	47.938	49.901				50.899
Weekend Worker Rates:										
		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year ¹
Weekend Worker - Licensed Practical Nurse	Annual	56,677.720	58,532.174	60,362.468	62,587.800	64,627.715	66,905.441	69,288.021		70,673.782
	Monthly	4,723.143	4,877.681	5,030.206	5,215.650	5,385.643	5,575.453	5,774.002		5,889.482
	Hourly	28.128	29.048	29.957	31.061	32.073	33.204	34.386		35.074
Weekend Worker - Nurse II	Annual	74,041.091	76,625.209	79,217.411	81,918.474	84,559.061	87,288.337			89,034.104
	Monthly	6,170.091	6,385.434	6,601.451	6,826.540	7,046.588	7,274.028			7,419.509
	Hourly	36.745	38.027	39.314	40.654	41.965	43.319			44.186
Weekend Worker - Nurse III	Annual	76,855.004	79,447.226	82,152.277	84,792.864	87,243.960	89,916.790	92,674.278		94,527.764
	Monthly	6,404.584	6,620.602	6,846.023	7,066.072	7,270.330	7,493.066	7,722.856		7,877.314
	Hourly	38.141	39.428	40.770	42.081	43.297	44.624	45.992		46.912
Weekend Worker - Nurse IV	Annual	79,491.560	82,434.488	85,381.445	88,594.492	92,275.209	95,847.043	99,584.163		101,575.847
	Monthly	6,624.297	6,869.541	7,115.120	7,382.874	7,689.601	7,987.254	8,298.680		8,464.654
	Hourly	39.450	40.910	42.373	43.967	45.794	47.567	49.421		50.410
Weekend Worker - Nurse V	Annual	83,910.003	87,123.028	90,803.724	94,375.536	98,273.935	102,091.706	106,070.712		108,192.126
	Monthly	6,992.500	7,260.252	7,566.977	7,864.628	8,189.495	8,507.642	8,839.226		9,016.010
	Hourly	41.643	43.237	45.064	46.836	48.771	50.666	52.641		53.693

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

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	Year 7	20 Year ¹
Licensed Practical Nurse	Annual	49,777.824	51,406.518	53,013.994	54,968.416	56,759.993	58,760.431	60,852.958		62,070.017
	Monthly	4,148.152	4,283.877	4,417.833	4,580.701	4,729.999	4,896.703	5,071.080		5,172.501
	Hourly	24.704	25.512	26.310	27.280	28.169	29.162	30.200		30.804
Nurse II	Annual	65,027.393	67,296.923	69,573.552	71,945.790	74,264.914	76,661.931			78,195.169
	Monthly	5,418.949	5,608.077	5,797.796	5,995.483	6,188.743	6,388.494			6,516.264
	Hourly	32.272	33.398	34.528	35.705	36.856	38.046			38.807
Nurse III	Annual	67,498.742	69,775.390	72,151.130	74,470.255	76,622.956	78,970.398	81,392.192		83,020.036
	Monthly	5,624.895	5,814.616	6,012.594	6,205.855	6,385.246	6,580.866	6,782.683		6,918.336
	Hourly	33.498	34.628	35.807	36.958	38.026	39.191	40.393		41.201
Nurse IV	Annual	69,814.327	72,398.985	74,987.182	77,809.075	81,041.705	84,178.707	87,460.874		89,210.091
	Monthly	5,817.861	6,033.249	6,248.932	6,484.090	6,753.475	7,014.892	7,288.406		7,434.174
	Hourly	34.647	35.930	37.214	38.615	40.219	41.776	43.405		44.273
Nurse V	Annual	73,694.872	76,516.746	79,749.358	82,886.340	86,310.152	89,663.150	93,157.755		95,020.911
	Monthly	6,141.239	6,376.396	6,645.780	6,907.195	7,192.513	7,471.929	7,763.146		7,918.409
	Hourly	36.573	37.974	39.578	41.135	42.834	44.498	46.232		47.157
Nurse Practitioner	Annual	83,988.018	90,151.117	93,857.858	97,560.529	101,556.692				103,587.826
	Monthly	6,999.001	7,512.593	7,821.488	8,130.044	8,463.058				8,632.319
	Hourly	41.681	44.740	46.580	48.417	50.400				51.408
Weekend Worker Rates:										
		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year ¹
Weekend Worker - Licensed Practical Nurse	Annual	57,244.498	59,117.496	60,966.093	63,213.678	65,273.992	67,574.496	69,980.902		71,380.520
	Monthly	4,770.375	4,926.458	5,080.508	5,267.807	5,439.499	5,631.208	5,831.742		5,948.377
	Hourly	28.409	29.339	30.256	31.372	32.394	33.536	34.730		35.425
Weekend Worker - Nurse II	Annual	74,781.501	77,391.462	80,009.585	82,737.659	85,404.652	88,161.220			89,924.445
	Monthly	6,231.792	6,449.288	6,667.465	6,894.805	7,117.054	7,346.768			7,493.704
	Hourly	37.112	38.408	39.707	41.061	42.384	43.752			44.628
Weekend Worker - Nurse III	Annual	77,623.554	80,241.699	82,973.800	85,640.793	88,116.400	90,815.958	93,601.021		95,473.041
	Monthly	6,468.629	6,686.808	6,914.483	7,136.733	7,343.033	7,567.996	7,800.085		7,956.087
	Hourly	38.523	39.822	41.178	42.502	43.730	45.070	46.452		47.381
Weekend Worker - Nurse IV	Annual	80,286.476	83,258.832	86,235.260	89,480.437	93,197.961	96,805.513	100,580.005		102,591.605
	Monthly	6,690.540	6,938.236	7,186.272	7,456.703	7,766.497	8,067.126	8,381.667		8,549.300
	Hourly	39.844	41.320	42.797	44.407	46.252	48.042	49.916		50.914
Weekend Worker - Nurse V	Annual	84,749.103	87,994.258	91,711.761	95,319.291	99,256.674	103,112.623	107,131.419		109,274.047
	Monthly	7,062.425	7,332.855	7,642.647	7,943.274	8,271.390	8,592.719	8,927.618		9,106.171
	Hourly	42.059	43.670	45.515	47.305	49.259	51.173	53.167		54.230

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.