

A1. Effective April 1, 2024

Hourly Rates include a 1% Market Adjustment and a 2.5% General Wage Increase, compounded. Other Market Adjustments as Noted  
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Employer Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
Licensed Practical Nurse - Churchill	2015	Hourly	35.231	36.382	37.518	38.901	40.172	41.586	43.066	44.359	45.246	46.151	47.536
		Monthly	5,915.872	6,109.144	6,299.898	6,532.126	6,745.548	6,982.983	7,231.499	7,448.615	7,597.558	7,749.522	7,982.087
		Annual	70,990.465	73,309.730	75,598.770	78,385.515	80,946.580	83,795.790	86,777.990	89,383.385	91,170.690	92,994.265	95,785.040
UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly	34.205										
		Monthly	5,743.590										
		Annual	68,923.075										
SIEN	2015	Hourly	34.205										
		Monthly	5,743.590										
		Annual	68,923.075										
Nurse II - Churchill	2015	Hourly	44.679	46.239	47.803	49.433	51.025	52.675	53.729	54.804	55.900	57.018	58.729
		Monthly	7,502.349	7,764.299	8,026.920	8,300.625	8,567.948	8,845.010	9,021.995	9,202.505	9,386.542	9,574.273	9,861.578
		Annual	90,028.185	93,171.585	96,323.045	99,607.495	102,815.375	106,140.125	108,263.935	110,430.060	112,638.500	114,891.270	118,338.935
Nurse II - Churchill (15-Year Scale)	2015	Hourly	45.573	47.164	48.759	50.422	52.046	53.729	54.804	55.900			
		Monthly	7,652.466	7,919.622	8,187.449	8,466.694	8,739.391	9,021.995	9,202.505	9,386.542			
		Annual	91,829.595	95,035.460	98,249.385	101,600.330	104,872.690	108,263.935	110,430.060	112,638.500			
Nurse II - Churchill (20-Year Scale)	2015	Hourly	46.484	48.107	49.734	51.430	53.087	54.804	55.900	57.018			
		Monthly	7,805.438	8,077.967	8,351.168	8,635.954	8,914.192	9,202.505	9,386.542	9,574.273			
		Annual	93,665.260	96,935.605	100,214.010	103,631.450	106,970.305	110,430.060	112,638.500	114,891.270			
Nurse II - Churchill (25-Year Scale)	2015	Hourly	47.879	49.550	51.226	52.973	54.680	56.448	57.577	58.729			
		Monthly	8,039.682	8,320.271	8,601.699	8,895.050	9,181.683	9,478.560	9,668.138	9,861.578			
		Annual	96,476.185	99,843.250	103,220.390	106,740.595	110,180.200	113,742.720	116,017.655	118,338.935			
CRN/Charge Nurse - Churchill	2015	Hourly	46.895	48.503	50.150	51.809	53.392	55.072	56.473	57.601	58.753	59.928	61.726
		Monthly	7,874.452	8,144.462	8,421.021	8,699.595	8,965.407	9,247.507	9,482.758	9,672.168	9,865.608	10,062.910	10,364.824
		Annual	94,493.425	97,733.545	101,052.250	104,395.135	107,584.880	110,970.080	113,793.095	116,066.015	118,387.295	120,754.920	124,377.890
CRN/Charge Nurse - Churchill (15-Year Scale)	2015	Hourly	47.833	49.473	51.153	52.845	54.460	56.173	57.602	58.753			
		Monthly	8,031.958	8,307.341	8,589.441	8,873.556	9,144.742	9,432.383	9,672.336	9,865.608			
		Annual	96,383.495	99,688.095	103,073.295	106,482.675	109,736.900	113,188.595	116,068.030	118,387.295			
CRN/Charge Nurse - Churchill (20-Year Scale)	2015	Hourly	48.790	50.462	52.176	53.902	55.549	57.296	58.754	59.928			
		Monthly	8,192.654	8,473.411	8,761.220	9,051.044	9,327.603	9,620.953	9,865.776	10,062.910			
		Annual	98,311.850	101,680.930	105,134.640	108,612.530	111,931.235	115,451.440	118,389.310	120,754.920			
CRN/Charge Nurse - Churchill (25-Year Scale)	2015	Hourly	50.254	51.976	53.741	55.519	57.215	59.015	60.517	61.726			
		Monthly	8,438.484	8,727.637	9,024.010	9,322.565	9,607.352	9,909.602	10,161.813	10,364.824			
		Annual	101,261.810	104,731.640	108,288.115	111,870.785	115,288.225	118,915.225	121,941.755	124,377.890			
Nurse III - Churchill	2015	Hourly	46.379	47.941	49.574	51.168	52.647	54.260	55.925	57.043	58.184	59.348	61.128
		Monthly	7,787.807	8,050.093	8,324.301	8,591.960	8,840.309	9,111.158	9,390.740	9,578.470	9,770.063	9,965.518	10,264.410
		Annual	93,453.685	96,601.115	99,891.610	103,103.520	106,083.705	109,333.900	112,688.875	114,941.645	117,240.760	119,586.220	123,172.920
Nurse III - Churchill (15-Year Scale)	2015	Hourly	47.307	48.900	50.565	52.191	53.700	55.345	57.044	58.184			
		Monthly	7,943.634	8,211.125	8,490.706	8,763.739	9,017.125	9,293.348	9,578.638	9,770.063			
		Annual	95,323.605	98,533.500	101,888.475	105,164.865	108,205.500	111,520.175	114,943.660	117,240.760			
Nurse III - Churchill (20-Year Scale)	2015	Hourly	48.253	49.878	51.576	53.235	54.774	56.452	58.185	59.348			
		Monthly	8,102.483	8,375.348	8,660.470	8,939.044	9,197.468	9,479.232	9,770.231	9,965.518			
		Annual	97,229.795	100,504.170	103,925.640	107,268.525	110,369.610	113,750.780	117,242.775	119,586.220			
Nurse III - Churchill (25-Year Scale)	2015	Hourly	49.701	51.374	53.123	54.832	56.417	58.146	59.931	61.128			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
		Monthly	8,345.626	8,626.551	8,920.237	9,207.207	9,473.355	9,763.683	10,063.414	10,264.410			
		Annual	100,147.515	103,518.610	107,042.845	110,486.480	113,680.255	117,164.190	120,760.965	123,172.920			
Nurse IV - Churchill	2015	Hourly	49.408	51.237	53.068	55.065	57.353	59.572	61.995	64.519	65.809	67.125	69.139
		Monthly	8,296.427	8,603.546	8,911.002	9,246.331	9,630.525	10,003.132	10,409.994	10,833.815	11,050.428	11,271.406	11,609.590
		Annual	99,557.120	103,242.555	106,932.020	110,955.975	115,566.295	120,037.580	124,919.925	130,005.785	132,605.135	135,256.875	139,315.085
Nurse IV - Churchill (15-Year Scale)	2015	Hourly	50.396	52.262	54.129	56.166	58.500	60.763	63.235	65.809			
		Monthly	8,462.328	8,775.661	9,089.161	9,431.208	9,823.125	10,203.120	10,618.210	11,050.428			
		Annual	101,547.940	105,307.930	109,069.935	113,174.490	117,877.500	122,437.445	127,418.525	132,605.135			
Nurse IV - Churchill (20-Year Scale)	2015	Hourly	51.404	53.307	55.212	57.289	59.670	61.978	64.500	67.125			
		Monthly	8,631.588	8,951.134	9,271.015	9,619.778	10,019.588	10,407.139	10,830.625	11,271.406			
		Annual	103,579.060	107,413.605	111,252.180	115,437.335	120,235.050	124,885.670	129,967.500	135,256.875			
Nurse IV - Churchill (25-Year Scale)	2015	Hourly	52.946	54.906	56.868	59.008	61.460	63.837	66.435	69.139			
		Monthly	8,890.516	9,219.633	9,549.085	9,908.427	10,320.158	10,719.296	11,155.544	11,609.590			
		Annual	106,686.190	110,635.590	114,589.020	118,901.120	123,841.900	128,631.555	133,866.525	139,315.085			
Nurse V - Churchill	2015	Hourly	50.635	52.575	54.796	56.951	59.305	61.606	64.009	66.569	67.900	69.258	71.336
		Monthly	8,502.460	8,828.219	9,201.162	9,563.022	9,958.298	10,344.674	10,748.178	11,178.045	11,401.542	11,629.573	11,978.503
		Annual	102,029.525	105,938.625	110,413.940	114,756.265	119,499.575	124,136.090	128,978.135	134,136.535	136,818.500	139,554.870	143,742.040
Nurse V - Churchill (15-Year Scale)	2015	Hourly	51.648	53.627	55.892	58.090	60.491	62.838	65.289	67.900			
		Monthly	8,672.560	9,004.867	9,385.198	9,754.279	10,157.447	10,551.548	10,963.111	11,401.542			
		Annual	104,070.720	108,058.405	112,622.380	117,051.350	121,889.365	126,618.570	131,557.335	136,818.500			
Nurse V - Churchill (20-Year Scale)	2015	Hourly	52.681	54.700	57.010	59.252	61.701	64.095	66.595	69.258			
		Monthly	8,846.018	9,185.042	9,572.929	9,949.398	10,360.626	10,762.619	11,182.410	11,629.573			
		Annual	106,152.215	110,220.500	114,875.150	119,392.780	124,327.515	129,151.425	134,188.925	139,554.870			
Nurse V - Churchill (25-Year Scale)	2015	Hourly	54.261	56.341	58.720	61.030	63.552	66.018	68.593	71.336			
		Monthly	9,111.326	9,460.593	9,860.067	10,247.954	10,671.440	11,085.523	11,517.908	11,978.503			
		Annual	109,335.915	113,527.115	118,320.800	122,975.450	128,057.280	133,026.270	138,214.895	143,742.040			
Nurse Practitioner - Churchill	2015	Hourly	68.137	70.937	73.737	76.758	79.061	81.433			83.062	84.723	87.265
		Monthly	11,441.338	11,911.505	12,381.671	12,888.948	13,275.660	13,673.958			13,947.494	14,226.404	14,653.248
		Annual	137,296.055	142,938.055	148,580.055	154,667.370	159,307.915	164,087.495			167,369.930	170,716.845	175,838.975
Nurse Practitioner (15-Year Scale) - Churchill	2015	Hourly	69.500	72.356	75.212	78.293	80.642	83.062					
		Monthly	11,670.208	12,149.778	12,629.348	13,146.700	13,541.136	13,947.494					
		Annual	140,042.500	145,797.340	151,552.180	157,760.395	162,493.630	167,369.930					
Nurse Practitioner (20-Year Scale) - Churchill	2015	Hourly	70.890	73.803	76.716	79.859	82.255	84.723					
		Monthly	11,903.613	12,392.754	12,881.895	13,409.657	13,811.985	14,226.404					
		Annual	142,843.350	148,713.045	154,582.740	160,915.885	165,743.825	170,716.845					
Nurse Practitioner (25-Year Scale) - Churchill	2015	Hourly	73.017	76.017	79.017	82.255	84.723	87.265					
		Monthly	12,260.771	12,764.521	13,268.271	13,811.985	14,226.404	14,653.248					
		Annual	147,129.255	153,174.255	159,219.255	165,743.825	170,716.845	175,838.975					
Weekend Worker - Licensed Practical Nurse - Churchill	2015	Hourly	40.511	41.840	43.147	44.736	46.195	47.823	49.525	51.012	52.032	53.073	54.665
		Monthly	6,802.472	7,025.633	7,245.100	7,511.920	7,756.910	8,030.279	8,316.073	8,565.765	8,737.040	8,911.841	9,179.165
		Annual	81,629.665	84,307.600	86,941.205	90,143.040	93,082.925	96,363.345	99,792.875	102,789.180	104,844.480	106,942.095	110,149.975
Weekend Worker - Licensed Practical Nurse - Churchill (PIO)	1872	Hourly	43.606	45.037	46.443	48.154	49.724	51.477	53.308	54.908	56.006	57.126	58.840
		Monthly	6,802.536	7,025.772	7,245.108	7,512.024	7,756.944	8,030.412	8,316.048	8,565.648	8,736.936	8,911.656	9,179.040
		Annual	81,630.432	84,309.264	86,941.296	90,144.288	93,083.328	96,364.944	99,792.576	102,787.776	104,843.232	106,939.872	110,148.480
Weekend Worker - Nurse II - Churchill	2015	Hourly	51.383	53.175	54.974	56.847	58.680	60.575	61.789	63.024	64.284	65.570	67.537
		Monthly	8,628.062	8,928.969	9,231.051	9,545.559	9,853.350	10,171.552	10,375.403	10,582.780	10,794.355	11,010.296	11,340.588
		Annual	103,536.745	107,147.625	110,772.610	114,546.705	118,240.200	122,058.625	124,504.835	126,993.360	129,532.260	132,123.550	136,087.055
Weekend Worker - Nurse II - Churchill (15-Year Scale)	2015	Hourly	52.411	54.239	56.073	57.984	59.854	61.787	63.025	64.284			
		Monthly	8,800.680	9,107.632	9,415.591	9,736.480	10,050.484	10,375.067	10,582.948	10,794.355			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse II - Churchill (20-Year Scale)	2015	Annual	105,608.165	109,291.585	112,987.095	116,837.760	120,605.810	124,500.805	126,995.375	129,532.260			
		Hourly	53.459	55.324	57.194	59.144	61.051	63.023	64.286	65.570			
		Monthly	8,976.657	9,289.822	9,603.826	9,931.263	10,251.480	10,582.612	10,794.691	11,010.296			
Weekend Worker - Nurse II - Churchill (25-Year Scale)	2015	Annual	107,719.885	111,477.860	115,245.910	119,175.160	123,017.765	126,991.345	129,536.290	132,123.550			
		Hourly	55.063	56.984	58.910	60.918	62.883	64.914	66.215	67.537			
		Monthly	9,245.995	9,568.563	9,891.971	10,229.148	10,559.104	10,900.143	11,118.602	11,340.588			
Weekend Worker - Nurse II - Churchill (PIO)	1872	Annual	110,951.945	114,822.760	118,703.650	122,749.770	126,709.245	130,801.710	133,423.225	136,087.055			
		Hourly	55.308	57.238	59.174	61.190	63.163	65.202	66.509	67.838	69.195	70.579	72.696
		Monthly	8,628.048	8,929.128	9,231.144	9,545.640	9,853.428	10,171.512	10,375.404	10,582.728	10,794.420	11,010.324	11,340.576
Weekend Worker - Nurse II - Churchill (15-Year Scale) (PIO)	1872	Annual	103,536.576	107,149.536	110,773.728	114,547.680	118,241.136	122,058.144	124,504.848	126,992.736	129,533.040	132,123.888	136,086.912
		Hourly	56.414	58.383	60.357	62.414	64.426	66.506	67.839	69.195			
		Monthly	8,800.584	9,107.748	9,415.692	9,736.584	10,050.456	10,374.936	10,582.888	10,794.420			
Weekend Worker - Nurse II - Churchill (20-Year Scale) (PIO)	1872	Annual	105,607.008	109,292.976	112,988.304	116,839.008	120,605.472	124,499.232	126,994.608	129,533.040			
		Hourly	57.542	59.551	61.564	63.662	65.715	67.836	69.196	70.579			
		Monthly	8,976.552	9,289.956	9,603.984	9,931.272	10,251.540	10,582.416	10,794.576	11,010.324			
Weekend Worker - Nurse II - Churchill (25-Year Scale) (PIO)	1872	Annual	107,718.624	111,479.472	115,247.808	119,175.264	123,018.480	126,988.992	129,534.912	132,123.888			
		Hourly	59.268	61.338	63.411	65.572	67.686	69.871	71.272	72.696			
		Monthly	9,245.808	9,568.728	9,892.116	10,229.232	10,559.016	10,899.876	11,118.432	11,340.576			
Weekend Worker - CRN/Charge Nurse - Churchill	2015	Annual	110,949.696	114,824.736	118,705.392	122,750.784	126,708.192	130,798.512	133,421.184	136,086.912			
		Hourly	53.930	55.781	57.673	59.581	61.401	63.330	64.943	66.241	67.566	68.917	70.985
		Monthly	9,055.746	9,366.560	9,684.258	10,004.643	10,310.251	10,634.163	10,905.012	11,122.968	11,345.458	11,572.313	11,919.565
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churcht	2015	Annual	108,668.950	112,398.715	116,211.095	120,055.715	123,723.015	127,609.950	130,860.145	133,475.615	136,145.490	138,867.755	143,034.775
		Hourly	55.009	56.897	58.826	60.773	62.629	64.597	66.242	67.566			
		Monthly	9,236.928	9,553.955	9,877.866	10,204.800	10,516.453	10,846.913	11,123.136	11,345.458			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churcht	2015	Annual	110,843.135	114,647.455	118,534.390	122,457.595	126,197.435	130,162.955	133,477.630	136,145.490			
		Hourly	56.109	58.035	60.003	61.988	63.882	65.889	67.567	68.917			
		Monthly	9,421.636	9,745.044	10,075.504	10,408.818	10,726.853	11,063.861	11,345.625	11,572.313			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churcht	2015	Annual	113,059.635	116,940.525	120,906.045	124,905.820	128,722.230	132,766.335	136,147.505	138,867.755			
		Hourly	57.792	59.776	61.803	63.848	65.798	67.866	69.594	70.985			
		Monthly	9,704.240	10,037.387	10,377.754	10,721.143	11,048.581	11,395.833	11,685.993	11,919.565			
Weekend Worker - CRN/Charge Nurse - Churchill (PIO)	1872	Annual	116,450.880	120,448.640	124,533.045	128,653.720	132,582.970	136,749.990	140,231.910	143,034.775			
		Hourly	58.049	60.042	62.079	64.132	66.091	68.168	69.904	71.301	72.727	74.182	76.407
		Monthly	9,055.644	9,366.552	9,684.324	10,004.592	10,310.196	10,634.208	10,905.024	11,122.956	11,345.412	11,572.392	11,919.492
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churcht	1872	Annual	108,667.728	112,398.624	116,211.888	120,055.104	123,722.352	127,610.496	130,860.288	133,475.472	136,144.944	138,868.704	143,033.904
		Hourly	59.210	61.243	63.321	65.415	67.413	69.531	71.302	72.727			
		Monthly	9,236.760	9,553.908	9,878.076	10,204.740	10,516.428	10,846.836	11,123.112	11,345.412			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churcht	1872	Annual	110,841.120	114,646.896	118,536.912	122,456.880	126,197.136	130,162.032	133,477.344	136,144.944			
		Hourly	60.394	62.468	64.587	66.723	68.761	70.922	72.728	74.182			
		Monthly	9,421.464	9,745.008	10,075.572	10,408.788	10,726.716	11,063.832	11,345.568	11,572.392			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churcht	1872	Annual	113,057.568	116,940.096	120,906.864	124,905.456	128,720.592	132,765.984	136,146.816	138,868.704			
		Hourly	62.206	64.342	66.525	68.725	70.824	73.050	74.910	76.407			
		Monthly	9,704.136	10,037.352	10,377.900	10,721.100	11,048.544	11,395.800	11,685.960	11,919.492			
Weekend Worker - Nurse III - Churchill	2015	Annual	116,449.632	120,448.224	124,534.800	128,653.200	132,582.528	136,749.600	140,231.520	143,033.904			
		Hourly	53.335	55.135	57.010	58.843	60.546	62.398	64.313	65.599	66.911	68.249	70.296
		Monthly	8,955.835	9,258.085	9,572.929	9,880.720	10,166.683	10,477.664	10,799.225	11,015.165	11,235.472	11,460.145	11,803.870
Weekend Worker - Nurse III - Churchill (15-Year Scale)	2015	Annual	107,470.025	111,097.025	114,875.150	118,568.645	122,000.190	125,731.970	129,590.695	132,181.985	134,825.665	137,521.735	141,646.440
		Hourly	54.402	56.238	58.150	60.020	61.757	63.646	65.599	66.911			
		Monthly	9,135.003	9,443.298	9,764.354	10,078.358	10,370.030	10,687.224	11,015.165	11,235.472			
Weekend Worker - Nurse III - Churchill (20-Year Scale)	2015	Annual	109,620.030	113,319.570	117,172.250	120,940.300	124,440.355	128,246.690	132,181.985	134,825.665			
		Hourly	54.402	56.238	58.150	60.020	61.757	63.646	65.599	66.911			
		Monthly	9,135.003	9,443.298	9,764.354	10,078.358	10,370.030	10,687.224	11,015.165	11,235.472			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse III - Churchill (20-Year Scale)	2015	Hourly	55.490	57.363	59.313	61.220	62.992	64.919	66.911	68.249			
		Monthly	9,317.696	9,632.204	9,959.641	10,279.858	10,577.407	10,900.982	11,235.472	11,460.145			
		Annual	111,812.350	115,586.445	119,515.695	123,358.300	126,928.880	130,811.785	134,825.665	137,521.735			
Weekend Worker - Nurse III - Churchill (25-Year Scale)	2015	Hourly	57.155	59.084	61.092	63.057	64.882	66.867	68.918	70.296			
		Monthly	9,597.277	9,921.188	10,258.365	10,588.321	10,894.769	11,228.084	11,572.481	11,803.870			
		Annual	115,167.325	119,054.260	123,100.380	127,059.855	130,737.230	134,737.005	138,869.770	141,646.440			
Weekend Worker - Nurse III - Churchill (PIO)	1872	Hourly	57.409	59.348	61.365	63.338	65.171	67.164	69.225	70.610	72.022	73.462	75.666
		Monthly	8,955.804	9,258.288	9,572.940	9,880.728	10,166.676	10,477.584	10,799.100	11,015.160	11,235.432	11,460.072	11,803.896
		Annual	107,469.648	111,099.456	114,875.280	118,568.736	122,000.112	125,731.008	129,589.200	132,181.920	134,825.184	137,520.864	141,646.752
Weekend Worker - Nurse III - Churchill (15-Year Scale) (PIO)	1872	Hourly	58.557	60.535	62.592	64.605	66.474	68.507	70.610	72.022			
		Monthly	9,134.892	9,443.460	9,764.352	10,078.380	10,369.944	10,687.092	11,015.160	11,235.432			
		Annual	109,618.704	113,321.520	117,172.224	120,940.560	124,439.328	128,245.104	132,181.920	134,825.184			
Weekend Worker - Nurse III - Churchill (20-Year Scale) (PIO)	1872	Hourly	59.728	61.746	63.844	65.897	67.803	69.877	72.022	73.462			
		Monthly	9,317.568	9,632.376	9,959.664	10,279.932	10,577.268	10,900.812	11,235.432	11,460.072			
		Annual	111,810.816	115,588.512	119,515.968	123,359.184	126,927.216	130,809.744	134,825.184	137,520.864			
Weekend Worker - Nurse III - Churchill (25-Year Scale) (PIO)	1872	Hourly	61.520	63.598	65.759	67.874	69.837	71.973	74.183	75.666			
		Monthly	9,597.120	9,921.288	10,258.404	10,588.344	10,894.572	11,227.788	11,572.548	11,803.896			
		Annual	115,165.440	119,055.456	123,100.848	127,060.128	130,734.864	134,733.456	138,870.576	141,646.752			
Weekend Worker - Nurse IV - Churchill	2015	Hourly	56.820	58.925	61.030	63.327	65.956	68.509	71.297	74.195	75.679	77.193	79.509
		Monthly	9,541.025	9,894.490	10,247.954	10,633.659	11,075.112	11,503.803	11,971.955	12,458.577	12,707.765	12,961.991	13,350.886
		Annual	114,492.300	118,733.875	122,975.450	127,603.905	132,901.340	138,045.635	143,663.455	149,502.925	152,493.185	155,543.895	160,210.635
Weekend Worker - Nurse IV - Churchill (15-Year Scale)	2015	Hourly	57.956	60.104	62.251	64.594	67.275	69.879	72.723	75.679			
		Monthly	9,731.778	10,092.463	10,452.980	10,846.409	11,296.594	11,733.849	12,211.404	12,707.765			
		Annual	116,781.340	121,109.560	125,435.765	130,156.910	135,559.125	140,806.185	146,536.845	152,493.185			
Weekend Worker - Nurse IV - Churchill (20-Year Scale)	2015	Hourly	59.115	61.306	63.496	65.886	68.621	71.277	74.177	77.193			
		Monthly	9,926.394	10,294.299	10,662.037	11,063.358	11,522.610	11,968.596	12,455.555	12,961.991			
		Annual	119,116.725	123,531.590	127,944.440	132,760.290	138,271.315	143,623.155	149,466.655	155,543.895			
Weekend Worker - Nurse IV - Churchill (25-Year Scale)	2015	Hourly	60.888	63.145	65.401	67.863	70.680	73.415	76.402	79.509			
		Monthly	10,224.110	10,603.098	10,981.918	11,395.329	11,868.350	12,327.602	12,829.169	13,350.886			
		Annual	122,689.320	127,237.175	131,783.015	136,743.945	142,420.200	147,931.225	153,950.030	160,210.635			
Weekend Worker - Nurse IV - Churchill (PIO)	1872	Hourly	61.161	63.426	65.692	68.165	70.994	73.742	76.743	79.863	81.460	83.089	85.582
		Monthly	9,541.116	9,894.456	10,247.952	10,633.740	11,075.064	11,503.752	11,971.908	12,458.628	12,707.760	12,961.884	13,350.792
		Annual	114,493.392	118,733.472	122,975.424	127,604.880	132,900.768	138,045.024	143,662.896	149,503.536	152,493.120	155,542.608	160,209.504
Weekend Worker - Nurse IV - Churchill (15-Year Scale) (PIO)	1872	Hourly	62.384	64.695	67.006	69.528	72.414	75.217	78.278	81.460			
		Monthly	9,731.904	10,092.420	10,452.936	10,846.368	11,296.584	11,733.852	12,211.368	12,707.760			
		Annual	116,782.848	121,109.040	125,435.232	130,156.416	135,559.008	140,806.224	146,536.416	152,493.120			
Weekend Worker - Nurse IV - Churchill (20-Year Scale) (PIO)	1872	Hourly	63.632	65.989	68.346	70.919	73.862	76.721	79.844	83.089			
		Monthly	9,926.592	10,294.284	10,661.976	11,063.364	11,522.472	11,968.476	12,455.664	12,961.884			
		Annual	119,119.104	123,531.408	127,943.712	132,760.368	138,269.664	143,621.712	149,467.968	155,542.608			
Weekend Worker - Nurse IV - Churchill (25-Year Scale) (PIO)	1872	Hourly	65.541	67.969	70.396	73.047	76.078	79.023	82.239	85.582			
		Monthly	10,224.396	10,603.164	10,981.776	11,395.332	11,868.168	12,327.588	12,829.284	13,350.792			
		Annual	122,692.752	127,237.968	131,781.312	136,743.984	142,418.016	147,931.056	153,951.408	160,209.504			
Weekend Worker - Nurse V - Churchill	2015	Hourly	58.231	60.462	63.015	65.494	68.199	70.848	73.612	76.556	78.087	79.649	82.038
		Monthly	9,777.955	10,152.578	10,581.269	10,997.534	11,451.749	11,896.560	12,360.682	12,855.028	13,112.109	13,374.395	13,775.548
		Annual	117,335.465	121,830.930	126,975.225	131,970.410	137,420.985	142,758.720	148,328.180	154,260.340	157,345.305	160,492.735	165,306.570
Weekend Worker - Nurse V - Churchill (15-Year Scale)	2015	Hourly	59.396	61.671	64.275	66.804	69.563	72.265	75.084	78.087			
		Monthly	9,973.578	10,355.589	10,792.844	11,217.505	11,680.787	12,134.498	12,607.855	13,112.109			
		Annual	119,682.940	124,267.065	129,514.125	134,610.060	140,169.445	145,613.975	151,294.260	157,345.305			
Weekend Worker - Nurse V - Churchill (20-Year Scale)	2015	Hourly	60.584	62.904	65.561	68.140	70.954	73.710	76.586	79.649			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse V - Churchill (25-Year Scale)	2015	Monthly	10,173.063	10,562.630	11,008.785	11,441.842	11,914.359	12,377.138	12,860.066	13,374.395			
		Annual	122,076.760	126,751.560	132,105.415	137,302.100	142,972.310	148,525.650	154,320.790	160,492.735			
		Hourly	62.402	64.791	67.528	70.184	73.083	75.921	78.884	82.038			
Weekend Worker - Nurse V - Churchill (PIO)	1872	Monthly	10,478.336	10,879.489	11,339.077	11,785.063	12,271.854	12,748.401	13,245.938	13,775.548			
		Annual	125,740.030	130,553.865	136,068.920	141,420.760	147,262.245	152,980.815	158,951.260	165,306.570			
		Hourly	62.679	65.081	67.829	70.496	73.409	76.261	79.235	82.404	84.052	85.733	88.305
Weekend Worker - Nurse V - Churchill (15-Year Scale) (PIO)	1872	Monthly	9,777.924	10,152.636	10,581.324	10,997.376	11,451.804	11,896.716	12,360.660	12,855.024	13,112.112	13,374.348	13,775.580
		Annual	117,335.088	121,831.632	126,975.888	131,968.512	137,421.648	142,760.592	148,327.920	154,260.288	157,345.344	160,492.176	165,306.960
		Hourly	63.933	66.383	69.186	71.906	74.877	77.786	80.820	84.052			
Weekend Worker - Nurse V - Churchill (20-Year Scale) (PIO)	1872	Monthly	9,973.548	10,355.748	10,793.016	11,217.336	11,680.812	12,134.616	12,607.920	13,112.112			
		Annual	119,682.576	124,268.976	129,516.192	134,608.032	140,169.744	145,615.392	151,295.040	157,345.344			
		Hourly	65.212	67.711	70.570	73.344	76.375	79.342	82.436	85.733			
Weekend Worker - Nurse V - Churchill (25-Year Scale) (PIO)	1872	Monthly	10,173.072	10,562.916	11,008.920	11,441.664	11,914.500	12,377.352	12,860.016	13,374.348			
		Annual	122,076.864	126,754.992	132,107.040	137,299.968	142,974.000	148,528.224	154,320.192	160,492.176			
		Hourly	67.168	69.742	72.687	75.544	78.666	81.722	84.909	88.305			
Weekend Worker - Licensed Practical Nurse - Churchill	1872	Monthly	6,507.384	6,720.012	6,929.832	7,185.360	7,420.140	7,681.284	7,954.596	8,193.432	8,357.388	8,524.464	8,780.304
		Annual	78,088.608	80,640.144	83,157.984	86,224.320	89,041.680	92,175.408	95,455.152	98,321.184	100,288.656	102,293.568	105,363.648
		Hourly	41.714	43.077	44.422	46.060	47.565	49.239	50.991	52.522	53.573	54.644	56.284
Weekend Worker - Nurse II - Churchill	1872	Monthly	8,252.556	8,540.688	8,829.600	9,130.680	9,424.740	9,729.564	9,924.252	10,122.684	10,325.172	10,531.716	10,847.772
		Annual	99,030.672	102,488.256	105,955.200	109,568.160	113,096.880	116,754.768	119,091.024	121,472.208	123,902.064	126,380.592	130,173.264
		Hourly	52.901	54.748	56.600	58.530	60.415	62.369	63.617	64.889	66.187	67.511	69.537
Weekend Worker - Nurse II - Churchill (15-Year Scale)	1872	Monthly	8,417.604	8,711.508	9,006.192	9,313.356	9,613.188	9,924.096	10,122.684	10,325.172			
		Annual	101,011.248	104,538.096	108,074.304	111,760.272	115,358.256	119,089.152	121,472.208	123,902.064			
		Hourly	53.959	55.843	57.732	59.701	61.623	63.616	64.889	66.187			
Weekend Worker - Nurse II - Churchill (20-Year Scale)	1872	Monthly	8,585.928	8,885.760	9,186.372	9,499.620	9,805.380	10,122.528	10,325.172	10,531.716			
		Annual	103,031.136	106,629.120	110,236.464	113,995.440	117,664.560	121,470.336	123,902.064	126,380.592			
		Hourly	55.038	56.960	58.887	60.895	62.855	64.888	66.187	67.511			
Weekend Worker - Nurse II - Churchill (25-Year Scale)	1872	Monthly	8,843.484	9,152.364	9,462.024	9,784.632	10,099.596	10,426.260	10,634.988	10,847.616			
		Annual	106,121.808	109,828.368	113,544.288	117,415.584	121,195.152	125,115.120	127,619.856	130,171.392			
		Hourly	56.689	58.669	60.654	62.722	64.741	66.835	68.173	69.536			
Weekend Worker - CRN/Charge Nurse - Churchill	1872	Monthly	8,661.900	8,958.924	9,263.124	9,569.508	9,862.008	10,172.292	10,431.096	10,639.356	10,852.140	11,069.136	11,401.260
		Annual	103,942.800	107,507.088	111,157.488	114,834.096	118,344.096	122,067.504	125,173.152	127,672.272	130,225.680	132,829.632	136,815.120
		Hourly	55.525	57.429	59.379	61.343	63.218	65.207	66.866	68.201	69.565	70.956	73.085
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churcht	1872	Monthly	8,835.216	9,138.168	9,448.452	9,760.920	10,059.192	10,375.716	10,639.668	10,852.140			
		Annual	106,022.592	109,658.016	113,381.424	117,131.040	120,710.304	124,508.592	127,676.016	130,225.680			
		Hourly	56.636	58.578	60.567	62.570	64.482	66.511	68.203	69.565			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churcht	1872	Monthly	9,011.964	9,321.000	9,637.368	9,956.076	10,260.432	10,583.196	10,852.452	11,069.136			
		Annual	108,143.568	111,852.000	115,648.416	119,472.912	123,125.184	126,998.352	130,229.424	132,829.632			
		Hourly	57.769	59.750	61.778	63.821	65.772	67.841	69.567	70.956			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churcht	1872	Monthly	9,282.312	9,600.708	9,926.436	10,254.816	10,568.220	10,900.656	11,178.024	11,401.260			
		Annual	111,387.744	115,208.496	119,117.232	123,057.792	126,818.640	130,807.872	134,136.288	136,815.120			
		Hourly	59.502	61.543	63.631	65.736	67.745	69.876	71.654	73.085			
Weekend Worker - Nurse III - Churchill	1872	Monthly	8,566.584	8,855.028	9,156.732	9,451.104	9,724.416	10,022.220	10,329.852	10,536.240	10,746.996	10,962.120	11,290.812
		Annual	102,799.008	106,260.336	109,880.784	113,413.248	116,692.992	120,266.640	123,958.224	126,434.880	128,963.952	131,545.440	135,489.744
		Hourly	54.914	56.763	58.697	60.584	62.336	64.245	66.217	67.540	68.891	70.270	72.377
Weekend Worker - Nurse III - Churchill (15-Year Scale)	1872	Monthly	8,737.872	9,032.088	9,339.876	9,640.176	9,918.948	10,222.680	10,536.396	10,746.996			
		Hourly	56.012	57.898	59.871	61.796	63.583	65.530	67.541	68.891			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse III - Churchill (20-Year Scale)	1872	Annual	104,854.464	108,385.056	112,078.512	115,682.112	119,027.376	122,672.160	126,436.752	128,963.952			
		Hourly	<b>57.132</b>	<b>59.056</b>	<b>61.068</b>	<b>63.032</b>	<b>64.855</b>	<b>66.841</b>	<b>68.892</b>	<b>70.269</b>			
		Monthly	8,912.592	9,212.736	9,526.608	9,832.992	10,117.380	10,427.196	10,747.152	10,961.964			
Weekend Worker - Nurse III - Churchill (25-Year Scale)	1872	Annual	106,951.104	110,552.832	114,319.296	117,995.904	121,408.560	125,126.352	128,965.824	131,543.568			
		Hourly	<b>58.846</b>	<b>60.828</b>	<b>62.900</b>	<b>64.923</b>	<b>66.801</b>	<b>68.846</b>	<b>70.959</b>	<b>72.377</b>			
		Monthly	9,179.976	9,489.168	9,812.400	10,127.988	10,420.956	10,739.976	11,069.604	11,290.812			
Weekend Worker - Nurse IV - Churchill	1872	Annual	110,159.712	113,870.016	117,748.800	121,535.856	125,051.472	128,879.712	132,835.248	135,489.744			
		Hourly	<b>58.500</b>	<b>60.666</b>	<b>62.834</b>	<b>65.198</b>	<b>67.908</b>	<b>70.535</b>	<b>73.404</b>	<b>76.392</b>	<b>77.920</b>	<b>79.478</b>	<b>81.862</b>
		Monthly	9,126.000	9,463.896	9,802.104	10,170.888	10,593.648	11,003.460	11,451.024	11,917.152	12,155.520	12,398.568	12,770.472
Weekend Worker - Nurse IV - Churchill (15-year Scale)	1872	Annual	109,512.000	113,566.752	117,625.248	122,050.656	127,123.776	132,041.520	137,412.288	143,005.824	145,866.240	148,782.816	153,245.664
		Hourly	<b>59.670</b>	<b>61.879</b>	<b>64.091</b>	<b>66.502</b>	<b>69.266</b>	<b>71.946</b>	<b>74.872</b>	<b>77.920</b>			
		Monthly	9,308.520	9,653.124	9,998.196	10,374.312	10,805.496	11,223.576	11,680.032	12,155.520			
Weekend Worker - Nurse IV - Churchill (20-Year Scale)	1872	Annual	111,702.240	115,837.488	119,978.352	124,491.744	129,665.952	134,682.912	140,160.384	145,866.240			
		Hourly	<b>60.863</b>	<b>63.117</b>	<b>65.373</b>	<b>67.832</b>	<b>70.651</b>	<b>73.385</b>	<b>76.369</b>	<b>79.478</b>			
		Monthly	9,494.628	9,846.252	10,198.188	10,581.792	11,021.556	11,448.060	11,913.564	12,398.568			
Weekend Worker - Nurse IV - Churchill (25-Year Scale)	1872	Annual	113,935.536	118,155.024	122,378.256	126,981.504	132,258.672	137,376.720	142,962.768	148,782.816			
		Hourly	<b>62.689</b>	<b>65.011</b>	<b>67.334</b>	<b>69.867</b>	<b>72.771</b>	<b>75.587</b>	<b>78.660</b>	<b>81.862</b>			
		Monthly	9,779.484	10,141.716	10,504.104	10,899.252	11,352.276	11,791.572	12,270.960	12,770.472			
Weekend Worker - Nurse V - Churchill	1872	Annual	117,353.808	121,700.592	126,049.248	130,791.024	136,227.312	141,498.864	147,251.520	153,245.664			
		Hourly	<b>59.953</b>	<b>62.250</b>	<b>64.880</b>	<b>67.432</b>	<b>70.219</b>	<b>72.943</b>	<b>75.788</b>	<b>78.820</b>	<b>80.395</b>	<b>82.003</b>	<b>84.464</b>
		Monthly	9,352.668	9,711.000	10,121.280	10,519.392	10,954.164	11,379.108	11,822.928	12,295.920	12,541.620	12,792.468	13,176.384
Weekend Worker - Nurse V - Churchill (15-Year Scale)	1872	Annual	112,232.016	116,532.000	121,455.360	126,232.704	131,449.968	136,549.296	141,875.136	147,551.040	150,499.440	153,509.616	158,116.608
		Hourly	<b>61.152</b>	<b>63.495</b>	<b>66.178</b>	<b>68.781</b>	<b>71.623</b>	<b>74.402</b>	<b>77.304</b>	<b>80.396</b>			
		Monthly	9,539.712	9,905.220	10,323.768	10,729.836	11,173.188	11,606.712	12,059.424	12,541.776			
Weekend Worker - Nurse V - Churchill (20-Year Scale)	1872	Annual	114,476.544	118,862.640	123,885.216	128,758.032	134,078.256	139,280.544	144,713.088	150,501.312			
		Hourly	<b>62.375</b>	<b>64.765</b>	<b>67.502</b>	<b>70.157</b>	<b>73.055</b>	<b>75.890</b>	<b>78.850</b>	<b>82.004</b>			
		Monthly	9,730.500	10,103.340	10,530.312	10,944.492	11,396.580	11,838.840	12,300.600	12,792.624			
Weekend Worker - Nurse V - Churchill (25-Year Scale)	1872	Annual	116,766.000	121,240.080	126,363.744	131,333.904	136,758.960	142,066.080	147,607.200	153,511.488			
		Hourly	<b>64.246</b>	<b>66.708</b>	<b>69.527</b>	<b>72.262</b>	<b>75.247</b>	<b>78.167</b>	<b>81.216</b>	<b>84.464</b>			
		Monthly	10,022.376	10,406.448	10,846.212	11,272.872	11,738.532	12,194.052	12,669.696	13,176.384			
		Annual	120,268.512	124,877.376	130,154.544	135,274.464	140,862.384	146,328.624	152,036.352	158,116.608			

A1. Effective April 1, 2025

Hourly Rates include a 2.75% General Wage Increase. Other Market Adjustments as Noted  
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Employer Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
Licensed Practical Nurse - Churchill	2015	Hourly	38.224	39.473	40.705	42.206	43.584	45.119	46.724	48.127	49.089	50.071	51.574
		Monthly	6,418.447	6,628.175	6,835.048	7,087.091	7,318.480	7,576.232	7,845.738	8,081.325	8,242.861	8,407.755	8,660.134
		Annual	77,021.360	79,538.095	82,020.575	85,045.090	87,821.760	90,914.785	94,148.860	96,975.905	98,914.335	100,893.065	103,921.610
UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly	36.743										
		Monthly	6,169.762										
		Annual	74,037.145										
SIEN	2015	Hourly	36.743										
		Monthly	6,169.762										
		Annual	74,037.145										
Nurse II - Churchill	2015	Hourly	47.994	49.670	51.350	53.101	54.811	56.584	57.716	58.871	60.048	61.249	63.087
		Monthly	8,058.993	8,340.421	8,622.521	8,916.543	9,203.680	9,501.397	9,691.478	9,885.422	10,083.060	10,284.728	10,593.359
		Annual	96,707.910	100,085.050	103,470.250	106,998.515	110,444.165	114,016.760	116,297.740	118,625.065	120,996.720	123,416.735	127,120.305
Nurse II - Churchill (15-Year Scale)	2015	Hourly	48.955	50.664	52.377	54.164	55.908	57.716	58.871	60.048			
		Monthly	8,220.360	8,507.330	8,794.971	9,095.038	9,387.885	9,691.478	9,885.422	10,083.060			
		Annual	98,644.325	102,087.960	105,539.655	109,140.460	112,654.620	116,297.740	118,625.065	120,996.720			
Nurse II - Churchill (20-Year Scale)	2015	Hourly	49.933	51.677	53.424	55.246	57.026	58.871	60.048	61.249			
		Monthly	8,384.583	8,677.430	8,970.780	9,276.724	9,575.616	9,885.422	10,083.060	10,284.728			
		Annual	100,614.995	104,129.155	107,649.360	111,320.690	114,907.390	118,625.065	120,996.720	123,416.735			
Nurse II - Churchill (25-Year Scale)	2015	Hourly	51.432	53.227	55.027	56.904	58.738	60.637	61.849	63.087			
		Monthly	8,636.290	8,937.700	9,239.950	9,555.130	9,863.089	10,181.963	10,385.478	10,593.359			
		Annual	103,635.480	107,252.405	110,879.405	114,661.560	118,357.070	122,183.555	124,625.735	127,120.305			
CRN/Charge Nurse - Churchill	2015	Hourly	50.879	52.623	54.410	56.210	57.927	59.750	61.270	62.494	63.744	65.019	66.969
		Monthly	8,543.432	8,836.279	9,136.346	9,438.596	9,726.909	10,033.021	10,288.254	10,493.784	10,703.680	10,917.774	11,245.211
		Annual	102,521.185	106,035.345	109,636.150	113,263.150	116,722.905	120,396.250	123,459.050	125,925.410	128,444.160	131,013.285	134,942.535
CRN/Charge Nurse - Churchill (15-Year Scale)	2015	Hourly	51.896	53.676	55.498	57.334	59.086	60.945	62.495	63.744			
		Monthly	8,714.203	9,013.095	9,319.039	9,627.334	9,921.524	10,233.681	10,493.952	10,703.680			
		Annual	104,570.440	108,157.140	111,828.470	115,528.010	119,058.290	122,804.175	125,927.425	128,444.160			
CRN/Charge Nurse - Churchill (20-Year Scale)	2015	Hourly	52.935	54.749	56.608	58.481	60.268	62.163	63.745	65.019			
		Monthly	8,888.669	9,193.270	9,505.427	9,819.935	10,120.002	10,438.204	10,703.848	10,917.774			
		Annual	106,664.025	110,319.235	114,065.120	117,839.215	121,440.020	125,258.445	128,446.175	131,013.285			
CRN/Charge Nurse - Churchill (25-Year Scale)	2015	Hourly	54.523	56.391	58.306	60.235	62.075	64.028	65.658	66.969			
		Monthly	9,155.320	9,468.989	9,790.549	10,114.460	10,423.427	10,751.368	11,025.073	11,245.211			
		Annual	109,863.845	113,627.865	117,486.590	121,373.525	125,081.125	129,016.420	132,300.870	134,942.535			
Nurse III - Churchill	2015	Hourly	49.821	51.498	53.253	54.965	56.554	58.286	60.075	61.276	62.502	63.752	65.664
		Monthly	8,365.776	8,647.373	8,942.066	9,229.540	9,496.359	9,787.191	10,087.594	10,289.262	10,495.128	10,705.023	11,026.080
		Annual	100,389.315	103,768.470	107,304.795	110,754.475	113,956.310	117,446.290	121,051.125	123,471.140	125,941.530	128,460.280	132,312.960
Nurse III - Churchill (15-Year Scale)	2015	Hourly	50.817	52.529	54.317	56.064	57.685	59.452	61.277	62.502			
		Monthly	8,533.021	8,820.495	9,120.730	9,414.080	9,686.273	9,982.982	10,289.430	10,495.128			
		Annual	102,396.255	105,845.935	109,448.755	112,968.960	116,235.275	119,795.780	123,473.155	125,941.530			
Nurse III - Churchill (20-Year Scale)	2015	Hourly	51.834	53.579	55.403	57.185	58.838	60.641	62.503	63.752			
		Monthly	8,703.793	8,996.807	9,303.087	9,602.315	9,879.881	10,182.635	10,495.295	10,705.023			
		Annual	104,445.510	107,961.685	111,637.045	115,227.775	118,558.570	122,191.615	125,943.545	128,460.280			
Nurse III - Churchill (25-Year Scale)	2015	Hourly	53.389	55.186	57.065	58.901	60.603	62.461	64.378	65.664			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Nurse IV - Churchill	2015	Monthly	8,964.903	9,266.649	9,582.165	9,890.460	10,176.254	10,488.243	10,810.139	11,026.080			
		Annual	107,578.835	111,199.790	114,985.975	118,685.515	122,115.045	125,858.915	129,721.670	132,312.960			
		Hourly	53.074	55.039	57.006	59.151	61.609	63.993	66.595	69.307	70.692	72.106	74.269
Nurse IV - Churchill (15-Year Scale)	2015	Monthly	8,912.009	9,241.965	9,572.258	9,932.439	10,345.178	10,745.491	11,182.410	11,637.800	11,870.365	12,107.799	12,471.003
		Annual	106,944.110	110,903.585	114,867.090	119,189.265	124,142.135	128,945.895	134,188.925	139,653.605	142,444.380	145,293.590	149,652.035
		Hourly	54.136	56.140	58.146	60.334	62.841	65.272	67.927	70.692			
Nurse IV - Churchill (20-Year Scale)	2015	Monthly	9,090.337	9,426.842	9,763.683	10,131.084	10,552.051	10,960.257	11,406.075	11,870.365			
		Annual	109,084.040	113,122.100	117,164.190	121,573.010	126,624.615	131,523.080	136,872.905	142,444.380			
		Hourly	55.218	57.263	59.309	61.540	64.098	66.577	69.286	72.106			
Nurse IV - Churchill (25-Year Scale)	2015	Monthly	9,272.023	9,615.412	9,958.970	10,333.592	10,763.123	11,179.388	11,634.274	12,107.799			
		Annual	111,264.270	115,384.945	119,507.635	124,003.100	129,157.470	134,152.655	139,611.290	145,293.590			
		Hourly	56.875	58.980	61.088	63.387	66.021	68.574	71.365	74.269			
Nurse V - Churchill	2015	Monthly	9,550.260	9,903.725	10,257.693	10,643.734	11,086.026	11,514.718	11,983.373	12,471.003			
		Annual	114,603.125	118,844.700	123,092.320	127,724.805	133,032.315	138,176.610	143,800.475	149,652.035			
		Hourly	54.392	56.476	58.862	61.177	63.706	66.177	68.759	71.509	72.938	74.397	76.629
Nurse V - Churchill (15-Year Scale)	2015	Monthly	9,133.323	9,483.262	9,883.911	10,272.638	10,697.299	11,112.221	11,545.782	12,007.553	12,247.506	12,492.496	12,867.286
		Annual	109,599.880	113,799.140	118,606.930	123,271.655	128,367.590	133,346.655	138,549.385	144,090.635	146,970.070	149,909.955	154,407.435
		Hourly	55.481	57.606	60.039	62.401	64.980	67.501	70.134	72.938			
Nurse V - Churchill (20-Year Scale)	2015	Monthly	9,316.185	9,673.008	10,081.549	10,478.168	10,911.225	11,334.543	11,776.668	12,247.506			
		Annual	111,794.215	116,076.090	120,978.585	125,738.015	130,934.700	136,014.515	141,320.010	146,970.070			
		Hourly	56.590	58.759	61.240	63.649	66.279	68.851	71.537	74.397			
Nurse V - Churchill (25-Year Scale)	2015	Monthly	9,502.404	9,866.615	10,283.217	10,687.728	11,129.349	11,561.230	12,012.255	12,492.496			
		Annual	114,028.850	118,399.385	123,398.600	128,252.735	133,552.185	138,734.765	144,147.055	149,909.955			
		Hourly	58.287	60.522	63.077	65.559	68.268	70.917	73.683	76.629			
Nurse Practitioner - Churchill	2015	Monthly	12,290.325	12,795.418	13,300.511	13,845.401	14,260.827	14,688.678			89.226	91.010	93.740
		Annual	147,483.895	153,545.015	159,606.135	166,144.810	171,129.920	176,264.140			14,982.533	15,282.096	15,740.508
		Hourly	73.193	76.201	79.209	82.454	84.928	87.476					
Nurse Practitioner (15-Year Scale) - Churchill	2015	Monthly	12,536.155	13,051.323	13,566.491	14,122.295	14,545.949	14,982.533					
		Annual	150,433.855	156,615.875	162,797.895	169,467.545	174,551.390	179,790.390					
		Hourly	74.657	77.725	80.793	84.103	86.626	89.226					
Nurse Practitioner (20-Year Scale) - Churchill	2015	Monthly	12,786.854	13,312.433	13,837.845	14,404.731	14,836.949	15,282.096					
		Annual	153,442.250	159,749.200	166,054.135	172,856.775	178,043.385	183,385.150					
		Hourly	76.150	79.280	82.409	85.785	88.359	91.010					
Nurse Practitioner (25-Year Scale) - Churchill	2015	Monthly	13,170.544	13,711.739	14,252.767	14,836.949	15,282.096	15,740.508					
		Annual	158,046.525	164,540.870	171,033.200	178,043.385	183,385.150	188,886.100					
		Hourly	78.435	81.658	84.880	88.359	91.010	93.740					
Weekend Worker - Licensed Practical Nurse - Churchill	2015	Monthly	7,380.273	7,622.409	7,860.515	8,150.003	8,415.815	8,712.356	9,022.498	9,293.348	9,479.232	9,668.810	9,958.970
		Annual	88,563.280	91,468.910	94,326.180	97,800.040	100,989.785	104,548.275	108,269.980	111,520.175	113,750.780	116,025.715	119,507.635
		Hourly	43.952	45.394	46.812	48.536	50.119	51.885	53.732	55.345	56.452	57.581	59.309
Weekend Worker - Licensed Practical Nurse - Churchill (PIO)	1872	Monthly	7,380.360	7,622.628	7,860.528	8,150.220	8,415.888	8,712.600	9,022.416	9,293.232	9,479.184	9,668.724	9,958.728
		Annual	88,564.320	91,471.536	94,326.336	97,802.640	100,990.656	104,551.200	108,268.992	111,518.784	113,750.208	116,024.688	119,504.736
		Hourly	47.310	48.863	50.388	52.245	53.948	55.850	57.836	59.572	60.764	61.979	63.838
Weekend Worker - Nurse II - Churchill	2015	Monthly	9,268.328	9,591.568	9,915.983	10,253.831	10,584.459	10,926.338	11,145.301	11,368.126	11,595.318	11,827.378	12,182.186
		Annual	111,219.940	115,098.815	118,991.795	123,045.975	127,013.510	131,116.050	133,743.610	136,417.515	139,143.810	141,928.540	146,186.235
		Hourly	55.196	57.121	59.053	61.065	63.034	65.070	66.374	67.701	69.054	70.436	72.549
Weekend Worker - Nurse II - Churchill (15-Year Scale)	2015	Monthly	9,453.708	9,783.497	10,114.293	10,459.025	10,796.202	11,144.965	11,368.294	11,595.318			
		Hourly	56.300	58.264	60.234	62.287	64.295	66.372	67.702	69.054			



Employer Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
Weekend Worker - Nurse II - Churchill (20-Year Scale)	2015	Annual	113,444.500	117,401.960	121,371.510	125,508.305	129,554.425	133,739.580	136,419.530	139,143.810			
		Hourly	57.426	59.429	61.438	63.533	65.581	67.700	69.056	70.436			
		Monthly	9,642.783	9,979.120	10,316.464	10,668.250	11,012.143	11,367.958	11,595.653	11,827.378			
Weekend Worker - Nurse II - Churchill (25-Year Scale)	2015	Annual	115,713.390	119,749.435	123,797.570	128,018.995	132,145.715	136,415.500	139,147.840	141,928.540			
		Hourly	59.149	61.212	63.281	65.438	67.549	69.731	71.128	72.549			
		Monthly	9,932.103	10,278.515	10,625.935	10,988.131	11,342.603	11,708.997	11,943.577	12,182.186			
Weekend Worker - Nurse II - Churchill (PIO)	1872	Annual	119,185.235	123,342.180	127,511.215	131,857.570	136,111.235	140,507.965	143,322.920	146,186.235			
		Hourly	59.412	61.485	63.565	65.731	67.850	70.040	71.444	72.872	74.330	75.816	78.090
		Monthly	9,268.272	9,591.660	9,916.140	10,254.036	10,584.600	10,926.240	11,145.264	11,368.032	11,595.480	11,827.296	12,182.040
Weekend Worker - Nurse II - Churchill (15-Year Scale) (PIO)	1872	Annual	111,219.264	115,099.920	118,993.680	123,048.432	127,015.200	131,114.880	133,743.168	136,416.384	139,145.760	141,927.552	146,184.480
		Hourly	60.600	62.715	64.836	67.045	69.207	71.441	72.873	74.330			
		Monthly	9,453.600	9,783.540	10,114.416	10,459.020	10,796.292	11,144.796	11,368.188	11,595.480			
Weekend Worker - Nurse II - Churchill (20-Year Scale) (PIO)	1872	Annual	113,443.200	117,402.480	121,372.992	125,508.240	129,555.504	133,737.552	136,418.256	139,145.760			
		Hourly	61.812	63.970	66.132	68.386	70.591	72.870	74.331	75.816			
		Monthly	9,642.672	9,979.320	10,316.592	10,668.216	11,012.196	11,367.720	11,595.636	11,827.296			
Weekend Worker - Nurse II - Churchill (25-Year Scale) (PIO)	1872	Annual	115,712.064	119,751.840	123,799.104	128,018.592	132,146.352	136,412.640	139,147.632	141,927.552			
		Hourly	63.666	65.890	68.116	70.438	72.709	75.056	76.561	78.090			
		Monthly	9,931.896	10,278.840	10,626.096	10,988.328	11,342.604	11,708.736	11,943.516	12,182.040			
Weekend Worker - CRN/Charge Nurse - Churchill	2015	Annual	119,182.752	123,346.080	127,513.152	131,859.936	136,111.248	140,504.832	143,322.192	146,184.480			
		Hourly	58.511	60.519	62.572	64.642	66.617	68.710	70.460	71.868	73.306	74.771	77.015
		Monthly	9,824.972	10,162.149	10,506.882	10,854.469	11,186.105	11,537.554	11,831.408	12,067.835	12,309.299	12,555.297	12,932.102
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churcht	2015	Annual	117,899.665	121,945.785	126,082.580	130,253.630	134,233.255	138,450.650	141,976.900	144,814.020	147,711.590	150,663.565	155,185.225
		Hourly	59.682	61.730	63.823	65.935	67.949	70.084	71.869	73.306			
		Monthly	10,021.603	10,365.496	10,716.945	11,071.585	11,409.770	11,768.272	12,068.003	12,309.299			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churcht	2015	Annual	120,259.230	124,385.950	128,603.345	132,859.025	136,917.235	141,219.260	144,816.035	147,711.590			
		Hourly	60.875	62.965	65.100	67.254	69.309	71.486	73.307	74.771			
		Monthly	10,221.927	10,572.873	10,931.375	11,293.068	11,638.136	12,003.691	12,309.467	12,555.297			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churcht	2015	Annual	122,663.125	126,874.475	131,176.500	135,516.810	139,657.635	144,044.290	147,713.605	150,663.565			
		Hourly	62.701	64.854	67.053	69.272	71.387	73.631	75.506	77.015			
		Monthly	10,528.543	10,890.068	11,259.316	11,631.923	11,987.067	12,363.872	12,678.716	12,932.102			
Weekend Worker - CRN/Charge Nurse - Churchill (PIO)	1872	Annual	126,342.515	130,680.810	135,111.795	139,583.080	143,844.805	148,366.465	152,144.590	155,185.225			
		Hourly	62.980	65.142	67.352	69.580	71.705	73.959	75.842	77.358	78.905	80.484	82.898
		Monthly	9,824.880	10,162.152	10,506.912	10,854.480	11,185.980	11,537.604	11,831.352	12,067.848	12,309.180	12,555.504	12,932.088
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churcht	1872	Annual	117,898.560	121,945.824	126,082.944	130,253.760	134,231.760	138,451.248	141,976.224	144,814.176	147,710.160	150,666.048	155,185.056
		Hourly	64.240	66.445	68.700	70.972	73.140	75.437	77.359	78.905			
		Monthly	10,021.440	10,365.420	10,717.200	11,071.632	11,409.840	11,768.172	12,068.004	12,309.180			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churcht	1872	Annual	120,257.280	124,385.040	128,606.400	132,859.584	136,918.080	141,218.064	144,816.048	147,710.160			
		Hourly	65.524	67.774	70.073	72.391	74.602	76.947	78.906	80.484			
		Monthly	10,221.744	10,572.744	10,931.388	11,292.996	11,637.912	12,003.732	12,309.336	12,555.504			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churcht	1872	Annual	122,660.928	126,872.928	131,176.656	135,515.952	139,654.944	144,044.784	147,712.032	150,666.048			
		Hourly	67.490	69.808	72.176	74.563	76.840	79.255	81.273	82.898			
		Monthly	10,528.440	10,890.048	11,259.456	11,631.828	11,987.040	12,363.780	12,678.588	12,932.088			
Weekend Worker - Nurse III - Churchill	2015	Annual	126,341.280	130,680.576	135,113.472	139,581.936	143,844.480	148,365.360	152,143.056	155,185.056			
		Hourly	57.293	59.226	61.240	63.209	65.039	67.028	69.085	70.467	71.876	73.313	75.512
		Monthly	9,620.450	9,945.033	10,283.217	10,613.845	10,921.132	11,255.118	11,600.523	11,832.584	12,069.178	12,310.475	12,679.723
Weekend Worker - Nurse III - Churchill (15-Year Scale)	2015	Annual	115,445.395	119,340.390	123,398.600	127,366.135	131,053.585	135,061.420	139,206.275	141,991.005	144,830.140	147,725.695	152,156.680
		Hourly	58.439	60.411	62.465	64.474	66.340	68.369	70.467	71.876			
		Monthly	9,812.882	10,144.014	10,488.915	10,826.259	11,139.592	11,480.295	11,832.584	12,069.178			
Annual	117,754.585	121,728.165	125,866.975	129,915.110	133,675.100	137,763.535	141,991.005	144,830.140					

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse III - Churchill (20-Year Scale)	2015	Hourly	59.608	61.620	63.714	65.763	67.666	69.736	71.876	73.313			
		Monthly	10,009.177	10,347.025	10,698.643	11,042.704	11,362.249	11,709.837	12,069.178	12,310.475			
		Annual	120,110.120	124,164.300	128,383.710	132,512.445	136,346.990	140,518.040	144,830.140	147,725.695			
Weekend Worker - Nurse III - Churchill (25-Year Scale)	2015	Hourly	61.396	63.468	65.625	67.736	69.697	71.829	74.032	75.512			
		Monthly	10,309.412	10,657.335	11,019.531	11,374.003	11,703.288	12,061.286	12,431.207	12,679.723			
		Annual	123,712.940	127,888.020	132,234.375	136,488.040	140,439.455	144,735.435	149,174.480	152,156.680			
Weekend Worker - Nurse III - Churchill (PIO)	1872	Hourly	61.669	63.752	65.919	68.038	70.007	72.148	74.362	75.850	77.366	78.913	81.281
		Monthly	9,620.364	9,945.312	10,283.364	10,613.928	10,921.092	11,255.088	11,600.472	11,832.600	12,069.096	12,310.428	12,679.836
		Annual	115,444.368	119,343.744	123,400.368	127,367.136	131,053.104	135,061.056	139,205.664	141,991.200	144,829.152	147,725.136	152,158.032
Weekend Worker - Nurse III - Churchill (15-Year Scale) (PIO)	1872	Hourly	62.902	65.027	67.237	69.399	71.407	73.591	75.850	77.366			
		Monthly	9,812.712	10,144.212	10,488.972	10,826.244	11,139.492	11,480.196	11,832.600	12,069.096			
		Annual	117,752.544	121,730.544	125,867.664	129,914.928	133,673.904	137,762.352	141,991.200	144,829.152			
Weekend Worker - Nurse III - Churchill (20-Year Scale) (PIO)	1872	Hourly	64.160	66.328	68.582	70.787	72.834	75.062	77.366	78.913			
		Monthly	10,008.960	10,347.168	10,698.792	11,042.772	11,362.104	11,709.672	12,069.096	12,310.428			
		Annual	120,107.520	124,166.016	128,385.504	132,513.264	136,345.248	140,516.064	144,829.152	147,725.136			
Weekend Worker - Nurse III - Churchill (25-Year Scale) (PIO)	1872	Hourly	66.085	68.317	70.639	72.911	75.019	77.314	79.688	81.281			
		Monthly	10,309.260	10,657.452	11,019.684	11,374.116	11,702.964	12,060.984	12,431.328	12,679.836			
		Annual	123,711.120	127,889.424	132,236.208	136,489.392	140,435.568	144,731.808	149,175.936	152,158.032			
Weekend Worker - Nurse IV - Churchill	2015	Hourly	61.036	63.298	65.559	68.026	70.850	73.593	76.588	79.701	81.295	82.921	85.409
		Monthly	10,248.962	10,628.789	11,008.449	11,422.699	11,896.896	12,357.491	12,860.402	13,383.126	13,650.785	13,923.818	14,341.595
		Annual	122,987.540	127,545.470	132,101.385	137,072.390	142,762.750	148,289.895	154,324.820	160,597.515	163,809.425	167,085.815	172,099.135
Weekend Worker - Nurse IV - Churchill (15-Year Scale)	2015	Hourly	62.257	64.564	66.870	69.387	72.267	75.064	78.119	81.295			
		Monthly	10,453.988	10,841.372	11,228.588	11,651.234	12,134.834	12,604.497	13,117.482	13,650.785			
		Annual	125,447.855	130,096.460	134,743.050	139,814.805	145,618.005	151,253.960	157,409.785	163,809.425			
Weekend Worker - Nurse IV - Churchill (20-Year Scale)	2015	Hourly	63.502	65.855	68.208	70.775	73.713	76.566	79.681	82.921			
		Monthly	10,663.044	11,058.152	11,453.260	11,884.302	12,377.641	12,856.708	13,379.768	13,923.818			
		Annual	127,956.530	132,697.825	137,439.120	142,611.625	148,531.695	154,280.490	160,557.215	167,085.815			
Weekend Worker - Nurse IV - Churchill (25-Year Scale)	2015	Hourly	65.406	67.831	70.254	72.899	75.925	78.863	82.071	85.409			
		Monthly	10,982.758	11,389.955	11,796.818	12,240.957	12,749.073	13,242.412	13,781.089	14,341.595			
		Annual	131,793.090	136,679.465	141,561.810	146,891.485	152,988.875	158,908.945	165,373.065	172,099.135			
Weekend Worker - Nurse IV - Churchill (PIO)	1872	Hourly	65.699	68.132	70.567	73.223	76.262	79.214	82.438	85.789	87.505	89.255	91.933
		Monthly	10,249.044	10,628.592	11,008.452	11,422.788	11,896.872	12,357.384	12,860.328	13,383.084	13,650.780	13,923.780	14,341.548
		Annual	122,988.528	127,543.104	132,101.424	137,073.456	142,762.464	148,288.608	154,323.936	160,597.008	163,809.360	167,085.360	172,098.576
Weekend Worker - Nurse IV - Churchill (15-Year Scale) (PIO)	1872	Hourly	67.013	69.496	71.978	74.687	77.787	80.798	84.087	87.505			
		Monthly	10,454.028	10,841.376	11,228.568	11,651.172	12,134.772	12,604.488	13,117.572	13,650.780			
		Annual	125,448.336	130,096.512	134,742.816	139,814.064	145,617.264	151,253.856	157,410.864	163,809.360			
Weekend Worker - Nurse IV - Churchill (20-Year Scale) (PIO)	1872	Hourly	68.354	70.886	73.418	76.182	79.343	82.414	85.769	89.255			
		Monthly	10,663.224	11,058.216	11,453.208	11,884.392	12,377.508	12,856.584	13,379.964	13,923.780			
		Annual	127,958.688	132,698.592	137,438.496	142,612.704	148,530.096	154,279.008	160,559.568	167,085.360			
Weekend Worker - Nurse IV - Churchill (25-Year Scale) (PIO)	1872	Hourly	70.404	73.013	75.620	78.467	81.723	84.887	88.342	91.933			
		Monthly	10,983.024	11,390.028	11,796.720	12,240.852	12,748.788	13,242.372	13,781.352	14,341.548			
		Annual	131,796.288	136,680.336	141,560.640	146,890.224	152,985.456	158,908.464	165,376.224	172,098.576			
Weekend Worker - Nurse V - Churchill	2015	Hourly	62.552	64.949	67.691	70.354	73.260	76.105	79.074	82.237	83.881	85.559	88.126
		Monthly	10,503.523	10,906.020	11,366.447	11,813.609	12,301.575	12,779.298	13,277.843	13,808.963	14,085.018	14,366.782	14,797.824
		Annual	126,042.280	130,872.235	136,397.365	141,763.310	147,618.900	153,351.575	159,334.110	165,707.555	169,020.215	172,401.385	177,573.890
Weekend Worker - Nurse V - Churchill (15-Year Scale)	2015	Hourly	63.803	66.247	69.044	71.761	74.725	77.627	80.656	83.881			
		Monthly	10,713.587	11,123.975	11,593.638	12,049.868	12,547.573	13,034.867	13,543.487	14,085.018			
		Annual	128,563.045	133,487.705	139,123.660	144,598.415	150,570.875	156,418.405	162,521.840	169,020.215			
Weekend Worker - Nurse V - Churchill (20-Year Scale)	2015	Hourly	65.080	67.572	70.426	73.196	76.219	79.180	82.269	85.559			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
		Monthly	10,928.017	11,346.465	11,825.699	12,290.828	12,798.440	13,295.642	13,814.336	14,366.782			
		Annual	131,136.200	136,157.580	141,908.390	147,489.940	153,581.285	159,547.700	165,772.035	172,401.385			
		Hourly	67.033	69.599	72.539	75.392	78.506	81.555	84.738	88.126			
Weekend Worker - Nurse V - Churchill (25-Year Scale)	2015	Monthly	11,255.958	11,686.832	12,180.507	12,659.573	13,182.466	13,694.444	14,228.923	14,797.824			
		Annual	135,071.495	140,241.985	146,166.085	151,914.880	158,189.590	164,333.325	170,747.070	177,573.890			
		Hourly	67.330	69.910	72.862	75.727	78.856	81.920	85.115	88.519	90.289	92.095	94.858
Weekend Worker - Nurse V - Churchill (PIO)	1872	Monthly	10,503.480	10,905.960	11,366.472	11,813.412	12,301.536	12,779.520	13,277.940	13,808.964	14,085.084	14,366.820	14,797.848
		Annual	126,041.760	130,871.520	136,397.664	141,760.944	147,618.432	153,354.240	159,335.280	165,707.568	169,021.008	172,401.840	177,574.176
		Hourly	68.677	71.309	74.320	77.242	80.433	83.558	86.817	90.289			
Weekend Worker - Nurse V - Churchill (15-Year Scale) (PIO)	1872	Monthly	10,713.612	11,124.204	11,593.920	12,049.752	12,547.548	13,035.048	13,543.452	14,085.084			
		Annual	128,563.344	133,490.448	139,127.040	144,597.024	150,570.576	156,420.576	162,521.424	169,021.008			
		Hourly	70.051	72.735	75.807	78.786	82.042	85.230	88.553	92.095			
Weekend Worker - Nurse V - Churchill (20-Year Scale) (PIO)	1872	Monthly	10,927.956	11,346.660	11,825.892	12,290.616	12,798.552	13,295.880	13,814.268	14,366.820			
		Annual	131,135.472	136,159.920	141,910.704	147,487.392	153,582.624	159,550.560	165,771.216	172,401.840			
		Hourly	72.152	74.917	78.081	81.150	84.503	87.786	91.210	94.858			
Weekend Worker - Nurse V - Churchill (25-Year Scale) (PIO)	1872	Monthly	11,255.712	11,687.052	12,180.636	12,659.400	13,182.468	13,694.616	14,228.760	14,797.848			
		Annual	135,068.544	140,244.624	146,167.632	151,912.800	158,189.616	164,335.392	170,745.120	177,574.176			
		Hourly	45.257	46.736	48.195	49.973	51.605	53.422	55.323	56.984	58.124	59.286	61.065
Weekend Worker - Licensed Practical Nurse - Churchill	1872	Monthly	7,060.092	7,290.816	7,518.420	7,795.788	8,050.380	8,333.832	8,630.388	8,889.504	9,067.344	9,248.616	9,526.140
		Annual	84,721.104	87,489.792	90,221.040	93,549.456	96,604.560	100,005.984	103,564.656	106,674.048	108,808.128	110,983.392	114,313.680
		Hourly	56.826	58.811	60.800	62.873	64.898	66.997	68.338	69.704	71.098	72.521	74.697
Weekend Worker - Nurse II - Churchill	1872	Monthly	8,864.856	9,174.516	9,484.800	9,808.188	10,124.088	10,451.532	10,660.728	10,873.824	11,091.288	11,313.276	11,652.732
		Annual	106,378.272	110,094.192	113,817.600	117,698.256	121,489.056	125,418.384	127,928.736	130,485.888	133,095.456	135,759.312	139,832.784
		Hourly	57.963	59.987	62.016	64.131	66.196	68.337	69.704	71.098			
Weekend Worker - Nurse II - Churchill (15-Year Scale)	1872	Monthly	9,042.228	9,357.972	9,674.496	10,004.436	10,326.576	10,660.572	10,873.824	11,091.288			
		Annual	108,506.736	112,295.664	116,093.952	120,053.232	123,918.912	127,926.864	130,485.888	133,095.456			
		Hourly	59.122	61.187	63.257	65.414	67.519	69.703	71.098	72.521			
Weekend Worker - Nurse II - Churchill (20-Year Scale)	1872	Monthly	9,223.032	9,545.172	9,868.092	10,204.584	10,532.964	10,873.668	11,091.288	11,313.276			
		Annual	110,676.384	114,542.064	118,417.104	122,455.008	126,395.568	130,484.016	133,095.456	135,759.312			
		Hourly	60.896	63.023	65.155	67.376	69.545	71.794	73.232	74.696			
Weekend Worker - Nurse II - Churchill (25-Year Scale)	1872	Monthly	9,499.776	9,831.588	10,164.180	10,510.656	10,849.020	11,199.864	11,424.192	11,652.576			
		Annual	113,997.312	117,979.056	121,970.160	126,127.872	130,188.240	134,398.368	137,090.304	139,830.912			
		Hourly	60.242	62.307	64.423	66.554	68.588	70.746	72.546	73.994	75.474	76.983	79.293
Weekend Worker - CRN/Charge Nurse - Churchill	1872	Monthly	9,397.752	9,719.892	10,049.988	10,382.424	10,699.728	11,036.376	11,317.176	11,543.064	11,773.944	12,009.348	12,369.708
		Annual	112,773.024	116,638.704	120,599.856	124,589.088	128,396.736	132,436.512	135,806.112	138,516.768	141,287.328	144,112.176	148,436.496
		Hourly	61.447	63.554	65.712	67.885	69.960	72.161	73.997	75.474			
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churchill	1872	Monthly	9,585.732	9,914.424	10,251.072	10,590.060	10,913.760	11,257.116	11,543.532	11,773.944			
		Annual	115,028.784	118,973.088	123,012.864	127,080.720	130,965.120	135,085.392	138,522.384	141,287.328			
		Hourly	62.676	64.826	67.026	69.242	71.359	73.604	75.476	76.983			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churchill	1872	Monthly	9,777.456	10,112.856	10,456.056	10,801.752	11,132.004	11,482.224	11,774.256	12,009.348			
		Annual	117,329.472	121,354.272	125,472.672	129,621.024	133,584.048	137,786.688	141,291.072	144,112.176			
		Hourly	64.556	66.771	69.036	71.320	73.500	75.812	77.741	79.293			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churchill	1872	Monthly	10,070.736	10,416.276	10,769.616	11,125.920	11,466.000	11,826.672	12,127.596	12,369.708			
		Annual	120,848.832	124,995.312	129,235.392	133,511.040	137,592.000	141,920.064	145,531.152	148,436.496			
		Hourly	58.989	60.975	63.053	65.080	66.962	69.012	71.131	72.552	74.003	75.484	77.748
Weekend Worker - Nurse III - Churchill	1872	Monthly	9,202.284	9,512.100	9,836.268	10,152.480	10,446.072	10,765.872	11,096.436	11,318.112	11,544.468	11,775.504	12,128.688
		Annual	110,427.408	114,145.200	118,035.216	121,829.760	125,352.864	129,190.464	133,157.232	135,817.344	138,533.616	141,306.048	145,544.256
		Hourly	60.168	62.194	64.314	66.382	68.301	70.393	72.553	74.003			
Weekend Worker - Nurse III - Churchill (15-Year Scale)	1872	Monthly	9,386.208	9,702.264	10,032.984	10,355.592	10,654.956	10,981.308	11,318.268	11,544.468			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse III - Churchill (20-Year Scale)	1872	Annual	112,634.496	116,427.168	120,395.808	124,267.104	127,859.472	131,775.696	135,819.216	138,533.616			
		Hourly	61.371	63.438	65.600	67.709	69.668	71.801	74.004	75.483			
		Monthly	9,573.876	9,896.328	10,233.600	10,562.604	10,868.208	11,200.956	11,544.624	11,775.348			
Weekend Worker - Nurse III - Churchill (25-Year Scale)	1872	Annual	114,886.512	118,755.936	122,803.200	126,751.248	130,418.496	134,411.472	138,535.488	141,304.176			
		Hourly	63.213	65.342	67.567	69.741	71.758	73.955	76.224	77.748			
		Monthly	9,861.228	10,193.352	10,540.452	10,879.596	11,194.248	11,536.980	11,890.944	12,128.688			
Weekend Worker - Nurse IV - Churchill	1872	Annual	118,334.736	122,320.224	126,485.424	130,555.152	134,330.976	138,443.760	142,691.328	145,544.256			
		Hourly	62.841	65.168	67.497	70.036	72.947	75.769	78.851	82.061	83.702	85.376	87.937
		Monthly	9,803.196	10,166.208	10,529.532	10,925.616	11,379.732	11,819.964	12,300.756	12,801.516	13,057.512	13,318.656	13,718.172
Weekend Worker - Nurse IV - Churchill (15-year Scale)	1872	Annual	117,638.352	121,994.496	126,354.384	131,107.392	136,556.784	141,839.568	147,609.072	153,618.192	156,690.144	159,823.872	164,618.064
		Hourly	64.098	66.471	68.847	71.437	74.406	77.285	80.428	83.702			
		Monthly	9,999.288	10,369.476	10,740.132	11,144.172	11,607.336	12,056.460	12,546.768	13,057.512			
Weekend Worker - Nurse IV - Churchill (20-Year Scale)	1872	Annual	119,991.456	124,433.712	128,881.584	133,730.064	139,288.032	144,677.520	150,561.216	156,690.144			
		Hourly	65.379	67.801	70.224	72.865	75.894	78.831	82.036	85.376			
		Monthly	10,199.124	10,576.956	10,954.944	11,366.940	11,839.464	12,297.636	12,797.616	13,318.656			
Weekend Worker - Nurse IV - Churchill (25-Year Scale)	1872	Annual	122,389.488	126,923.472	131,459.328	136,403.280	142,073.568	147,571.632	153,571.392	159,823.872			
		Hourly	67.341	69.835	72.330	75.051	78.171	81.196	84.497	87.937			
		Monthly	10,505.196	10,894.260	11,283.480	11,707.956	12,194.676	12,666.576	13,181.532	13,718.172			
Weekend Worker - Nurse V - Churchill	1872	Annual	126,062.352	130,731.120	135,401.760	140,495.472	146,336.112	151,998.912	158,178.384	164,618.064			
		Hourly	64.402	66.869	69.694	72.436	75.430	78.356	81.412	84.669	86.361	88.088	90.732
		Monthly	10,046.712	10,431.564	10,872.264	11,300.016	11,767.080	12,223.536	12,700.272	13,208.364	13,472.316	13,741.728	14,154.192
Weekend Worker - Nurse V - Churchill (15-Year Scale)	1872	Annual	120,560.544	125,178.768	130,467.168	135,600.192	141,204.960	146,682.432	152,403.264	158,500.368	161,667.792	164,900.736	169,850.304
		Hourly	65.690	68.207	71.089	73.885	76.938	79.923	83.040	86.362			
		Monthly	10,247.640	10,640.292	11,089.884	11,526.060	12,002.328	12,467.988	12,954.240	13,472.472			
Weekend Worker - Nurse V - Churchill (20-Year Scale)	1872	Annual	122,971.680	127,683.504	133,078.608	138,312.720	144,027.936	149,615.856	155,450.880	161,669.664			
		Hourly	67.004	69.571	72.511	75.363	78.476	81.521	84.701	88.089			
		Monthly	10,452.624	10,853.076	11,311.716	11,756.628	12,242.256	12,717.276	13,213.356	13,741.884			
Weekend Worker - Nurse V - Churchill (25-Year Scale)	1872	Annual	125,431.488	130,236.912	135,740.592	141,079.536	146,907.072	152,607.312	158,560.272	164,902.608			
		Hourly	69.013	71.658	74.686	77.624	80.831	83.967	87.243	90.732			
		Monthly	10,766.028	11,178.648	11,651.016	12,109.344	12,609.636	13,098.852	13,609.908	14,154.192			
		Annual	129,192.336	134,143.776	139,812.192	145,312.128	151,315.632	157,186.224	163,318.896	169,850.304			

A1. Effective April 1, 2026

Hourly Rates include a 3.00% General Wage Increase. Other Market Adjustments as Noted  
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Employer Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
Licensed Practical Nurse - Churchill	2015	Hourly	39.764	41.064	42.345	43.907	45.340	46.937	48.607	50.067	51.067	52.089	53.652
		Monthly	6,677.038	6,895.330	7,110.431	7,372.717	7,613.342	7,881.505	8,161.925	8,407.084	8,575.000	8,746.611	9,009.065
		Annual	80,124.460	82,743.960	85,325.175	88,472.605	91,360.100	94,578.055	97,943.105	100,885.005	102,900.005	104,959.335	108,108.780
UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly	37.845										
		Monthly	6,354.806										
		Annual	76,257.675										
SIEN	2015	Hourly	37.845										
		Monthly	6,354.806										
		Annual	76,257.675										
Nurse II - Churchill	2015	Hourly	49.434	51.160	52.891	54.694	56.455	58.282	59.447	60.637	61.849	63.086	64.980
		Monthly	8,300.793	8,590.617	8,881.280	9,184.034	9,479.735	9,786.519	9,982.142	10,181.963	10,385.478	10,593.191	10,911.225
		Annual	99,609.510	103,087.400	106,575.365	110,208.410	113,756.825	117,438.230	119,785.705	122,183.555	124,625.735	127,118.290	130,934.700
Nurse II - Churchill (15-Year Scale)	2015	Hourly	50.424	52.184	53.948	55.789	57.585	59.447	60.637	61.849			
		Monthly	8,467.030	8,762.563	9,058.768	9,367.903	9,669.481	9,982.142	10,181.963	10,385.478			
		Annual	101,604.360	105,150.760	108,705.220	112,414.835	116,033.775	119,785.705	122,183.555	124,625.735			
Nurse II - Churchill (20-Year Scale)	2015	Hourly	51.431	53.227	55.027	56.903	58.737	60.637	61.849	63.086			
		Monthly	8,636.122	8,937.700	9,239.950	9,554.962	9,862.921	10,181.963	10,385.478	10,593.191			
		Annual	103,633.465	107,252.405	110,879.405	114,659.545	118,355.055	122,183.555	124,625.735	127,118.290			
Nurse II - Churchill (25-Year Scale)	2015	Hourly	52.975	54.824	56.678	58.611	60.500	62.456	63.704	64.980			
		Monthly	8,895.385	9,205.863	9,517.181	9,841.764	10,158.958	10,487.403	10,696.963	10,911.225			
		Annual	106,744.625	110,470.360	114,206.170	118,101.165	121,907.500	125,848.840	128,363.560	130,934.700			
CRN/Charge Nurse - Churchill	2015	Hourly	52.929	54.744	56.603	58.475	60.261	62.158	63.739	65.013	66.313	67.639	69.668
		Monthly	8,887.661	9,192.430	9,504.587	9,818.927	10,118.826	10,437.364	10,702.840	10,916.766	11,135.058	11,357.715	11,698.418
		Annual	106,651.935	110,309.160	114,055.045	117,827.125	121,425.915	125,248.370	128,434.085	131,001.195	133,620.695	136,292.585	140,381.020
CRN/Charge Nurse - Churchill (15-Year Scale)	2015	Hourly	53.987	55.839	57.735	59.645	61.467	63.401	65.014	66.313			
		Monthly	9,065.317	9,376.299	9,694.669	10,015.390	10,321.334	10,646.085	10,916.934	11,135.058			
		Annual	108,783.805	112,515.585	116,336.025	120,184.675	123,856.005	127,753.015	131,003.210	133,620.695			
CRN/Charge Nurse - Churchill (20-Year Scale)	2015	Hourly	55.068	56.955	58.889	60.838	62.697	64.668	66.314	67.639			
		Monthly	9,246.835	9,563.694	9,888.445	10,215.714	10,527.871	10,858.835	11,135.226	11,357.715			
		Annual	110,962.020	114,764.325	118,661.335	122,588.570	126,334.455	130,306.020	133,622.710	136,292.585			
CRN/Charge Nurse - Churchill (25-Year Scale)	2015	Hourly	56.720	58.664	60.656	62.662	64.577	66.608	68.304	69.668			
		Monthly	9,524.233	9,850.663	10,185.153	10,521.994	10,843.555	11,184.593	11,469.380	11,698.418			
		Annual	114,290.800	118,207.960	122,221.840	126,263.930	130,122.655	134,215.120	137,632.560	140,381.020			
Nurse III - Churchill	2015	Hourly	51.316	53.043	54.851	56.614	58.251	60.035	61.877	63.114	64.377	65.665	67.634
		Monthly	8,616.812	8,906.804	9,210.397	9,506.434	9,781.314	10,080.877	10,390.180	10,597.893	10,809.971	11,026.248	11,356.876
		Annual	103,401.740	106,881.645	110,524.765	114,077.210	117,375.765	120,970.525	124,682.155	127,174.710	129,719.655	132,314.975	136,282.510
Nurse III - Churchill (15-Year Scale)	2015	Hourly	52.342	54.105	55.947	57.746	59.416	61.236	63.115	64.377			
		Monthly	8,789.094	9,085.131	9,394.434	9,696.516	9,976.937	10,282.545	10,598.060	10,809.971			
		Annual	105,469.130	109,021.575	112,733.205	116,358.190	119,723.240	123,390.540	127,176.725	129,719.655			
Nurse III - Churchill (20-Year Scale)	2015	Hourly	53.389	55.186	57.065	58.901	60.603	62.460	64.378	65.665			
		Monthly	8,964.903	9,266.649	9,582.165	9,890.460	10,176.254	10,488.075	10,810.139	11,026.248			
		Annual	107,578.835	111,199.790	114,985.975	118,685.515	122,115.045	125,856.900	129,721.670	132,314.975			
Nurse III - Churchill (25-Year Scale)	2015	Hourly	54.991	56.842	58.777	60.668	62.421	64.335	66.309	67.634			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
		Monthly	9,233.905	9,544.719	9,869.638	10,187.168	10,481.526	10,802.919	11,134.386	11,356.876			
		Annual	110,806.865	114,536.630	118,435.655	122,246.020	125,778.315	129,635.025	133,612.635	136,282.510			
Nurse IV - Churchill	2015	Hourly	54.666	56.690	58.716	60.926	63.457	65.913	68.593	71.386	72.813	74.269	76.497
		Monthly	9,179.333	9,519.196	9,859.395	10,230.491	10,655.488	11,067.891	11,517.908	11,986.899	12,226.516	12,471.003	12,845.121
		Annual	110,151.990	114,230.350	118,312.740	122,765.890	127,865.855	132,814.695	138,214.895	143,842.790	146,718.195	149,652.035	154,141.455
Nurse IV - Churchill (15-Year Scale)	2015	Hourly	55.760	57.824	59.890	62.144	64.726	67.230	69.965	72.813			
		Monthly	9,363.033	9,709.613	10,056.529	10,435.013	10,868.574	11,289.038	11,748.290	12,226.516			
		Annual	112,356.400	116,515.360	120,678.350	125,220.160	130,422.890	135,468.450	140,979.475	146,718.195			
Nurse IV - Churchill (20-Year Scale)	2015	Hourly	56.875	58.981	61.088	63.386	66.021	68.574	71.365	74.269			
		Monthly	9,550.260	9,903.893	10,257.693	10,643.566	11,086.026	11,514.718	11,983.373	12,471.003			
		Annual	114,603.125	118,846.715	123,092.320	127,722.790	133,032.315	138,176.610	143,800.475	149,652.035			
Nurse IV - Churchill (25-Year Scale)	2015	Hourly	58.581	60.749	62.921	65.289	68.002	70.631	73.506	76.497			
		Monthly	9,836.726	10,200.770	10,565.485	10,963.111	11,418.669	11,860.122	12,342.883	12,845.121			
		Annual	118,040.715	122,409.235	126,785.815	131,557.335	137,024.030	142,321.465	148,114.590	154,141.455			
Nurse V - Churchill	2015	Hourly	56.024	58.170	60.628	63.012	65.617	68.162	70.822	73.654	75.126	76.629	78.928
		Monthly	9,407.363	9,767.713	10,180.452	10,580.765	11,018.188	11,445.536	11,892.194	12,367.734	12,614.908	12,867.286	13,253.327
		Annual	112,888.360	117,212.550	122,165.420	126,969.180	132,218.255	137,346.430	142,706.330	148,412.810	151,378.890	154,407.435	159,039.920
Nurse V - Churchill (15-Year Scale)	2015	Hourly	57.145	59.334	61.840	64.273	66.929	69.526	72.238	75.126			
		Monthly	9,595.598	9,963.168	10,383.967	10,792.508	11,238.495	11,674.574	12,129.964	12,614.908			
		Annual	115,147.175	119,558.010	124,607.600	129,510.095	134,861.935	140,094.890	145,559.570	151,378.890			
Nurse V - Churchill (20-Year Scale)	2015	Hourly	58.288	60.522	63.077	65.558	68.267	70.917	73.683	76.629			
		Monthly	9,787.527	10,162.653	10,591.680	11,008.281	11,463.167	11,908.146	12,372.604	12,867.286			
		Annual	117,450.320	121,951.830	127,100.155	132,099.370	137,558.005	142,897.755	148,471.245	154,407.435			
Nurse V - Churchill (25-Year Scale)	2015	Hourly	60.036	62.338	64.969	67.526	70.316	73.045	75.893	78.928			
		Monthly	10,081.045	10,467.589	10,909.378	11,338.741	11,807.228	12,265.473	12,743.700	13,253.327			
		Annual	120,972.540	125,611.070	130,912.535	136,064.890	141,686.740	147,185.675	152,924.395	159,039.920			
Nurse Practitioner - Churchill	2015	Hourly	75.389	78.487	81.585	84.928	87.746	90.100			91.903	93.740	96.552
		Monthly	12,659.070	13,179.275	13,699.481	14,260.827	14,688.678	15,129.292			15,432.045	15,740.508	16,212.690
		Annual	151,908.835	158,151.305	164,393.775	171,129.920	176,264.140	181,551.500			185,184.545	188,886.100	194,552.280
Nurse Practitioner (15-Year Scale) - Churchill	2015	Hourly	76.897	80.057	83.217	86.626	89.225	91.903					
		Monthly	12,912.288	13,442.905	13,973.521	14,545.949	14,982.365	15,432.045					
		Annual	154,947.455	161,314.855	167,682.255	174,551.390	179,788.375	185,184.545					
Nurse Practitioner (20-Year Scale) - Churchill	2015	Hourly	78.435	81.658	84.881	88.359	91.010	93.740					
		Monthly	13,170.544	13,711.739	14,252.935	14,836.949	15,282.096	15,740.508					
		Annual	158,046.525	164,540.870	171,035.215	178,043.385	183,385.150	188,886.100					
Nurse Practitioner (25-Year Scale) - Churchill	2015	Hourly	80.788	84.108	87.426	91.010	93.740	96.552					
		Monthly	13,565.652	14,123.135	14,680.283	15,282.096	15,740.508	16,212.690					
		Annual	162,787.820	169,477.620	176,163.390	183,385.150	188,886.100	194,552.280					
Weekend Worker - Licensed Practical Nurse - Churchill	2015	Hourly	45.723	47.223	48.699	50.492	52.139	53.976	55.897	57.575	58.727	59.902	61.699
		Monthly	7,677.654	7,929.529	8,177.374	8,478.448	8,755.007	9,063.470	9,386.038	9,667.802	9,861.242	10,058.544	10,360.290
		Annual	92,131.845	95,154.345	98,128.485	101,741.380	105,060.085	108,761.640	112,632.455	116,013.625	118,334.905	120,702.530	124,323.485
Weekend Worker - Licensed Practical Nurse - Churchill (PIO)	1872	Hourly	49.217	50.832	52.419	54.350	56.122	58.101	60.167	61.973	63.213	64.477	66.411
		Monthly	7,677.852	7,929.792	8,177.364	8,478.600	8,755.032	9,063.756	9,386.052	9,667.788	9,861.228	10,058.412	10,360.116
		Annual	92,134.224	95,157.504	98,128.368	101,743.200	105,060.384	108,765.072	112,632.624	116,013.456	118,334.736	120,700.944	124,321.392
Weekend Worker - Nurse II - Churchill	2015	Hourly	56.852	58.835	60.825	62.897	64.925	67.022	68.365	69.732	71.126	72.549	74.725
		Monthly	9,546.398	9,879.377	10,213.531	10,561.455	10,901.990	11,254.111	11,479.623	11,709.165	11,943.241	12,182.186	12,547.573
		Annual	114,556.780	118,552.525	122,562.375	126,737.455	130,823.875	135,049.330	137,755.475	140,509.980	143,318.890	146,186.235	150,570.875
Weekend Worker - Nurse II - Churchill (15-Year Scale)	2015	Hourly	57.989	60.012	62.041	64.156	66.224	68.363	69.733	71.126			
		Monthly	9,737.320	10,077.015	10,417.718	10,772.862	11,120.113	11,479.287	11,709.333	11,943.241			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
		Annual	116,847.835	120,924.180	125,012.615	129,274.340	133,441.360	137,751.445	140,511.995	143,318.890			
Weekend Worker - Nurse II - Churchill (20-Year Scale)	2015	Hourly	59.149	61.212	63.281	65.439	67.548	69.731	71.128	72.549			
		Monthly	9,932.103	10,278.515	10,625.935	10,988.299	11,342.435	11,708.997	11,943.577	12,182.186			
		Annual	119,185.235	123,342.180	127,511.215	131,859.585	136,109.220	140,507.965	143,322.920	146,186.235			
Weekend Worker - Nurse II - Churchill (25-Year Scale)	2015	Hourly	60.923	63.048	65.179	67.401	69.575	71.823	73.262	74.725			
		Monthly	10,229.987	10,586.810	10,944.640	11,317.751	11,682.802	12,060.279	12,301.911	12,547.573			
		Annual	122,759.845	127,041.720	131,335.685	135,813.015	140,193.625	144,723.345	147,622.930	150,570.875			
Weekend Worker - Nurse II - Churchill (PIO)	1872	Hourly	61.194	63.330	65.472	67.703	69.886	72.141	73.587	75.058	76.560	78.090	80.433
		Monthly	9,546.264	9,879.480	10,213.632	10,561.668	10,902.216	11,253.996	11,479.572	11,709.048	11,943.360	12,182.040	12,547.548
		Annual	114,555.168	118,553.760	122,563.584	126,740.016	130,826.592	135,047.952	137,754.864	140,508.576	143,320.320	146,184.480	150,570.576
Weekend Worker - Nurse II - Churchill (15-Year Scale) (PIO)	1872	Hourly	62.418	64.596	66.781	69.056	71.283	73.584	75.059	76.560			
		Monthly	9,737.208	10,076.976	10,417.836	10,772.736	11,120.148	11,479.104	11,709.204	11,943.360			
		Annual	116,846.496	120,923.712	125,014.032	129,272.832	133,441.776	137,749.248	140,510.448	143,320.320			
Weekend Worker - Nurse II - Churchill (20-Year Scale) (PIO)	1872	Hourly	63.666	65.889	68.116	70.438	72.709	75.056	76.561	78.090			
		Monthly	9,931.896	10,278.684	10,626.096	10,988.328	11,342.604	11,708.736	11,943.516	12,182.040			
		Annual	119,182.752	123,344.208	127,513.152	131,859.936	136,111.248	140,504.832	143,322.192	146,184.480			
Weekend Worker - Nurse II - Churchill (25-Year Scale) (PIO)	1872	Hourly	65.576	67.867	70.159	72.551	74.890	77.308	78.858	80.433			
		Monthly	10,229.856	10,587.252	10,944.804	11,317.956	11,682.840	12,060.048	12,301.848	12,547.548			
		Annual	122,758.272	127,047.024	131,337.648	135,815.472	140,194.080	144,720.576	147,622.176	150,570.576			
Weekend Worker - CRN/Charge Nurse - Churchill	2015	Hourly	60.869	62.958	65.094	67.247	69.302	71.479	73.300	74.764	76.260	77.784	80.119
		Monthly	10,220.920	10,571.698	10,930.368	11,291.892	11,636.961	12,002.515	12,308.292	12,554.122	12,805.325	13,061.230	13,453.315
		Annual	122,651.035	126,860.370	131,164.410	135,502.705	139,643.530	144,030.185	147,699.500	150,649.460	153,663.900	156,734.760	161,439.785
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churcht	2015	Hourly	62.087	64.218	66.395	68.592	70.687	72.908	74.765	76.260			
		Monthly	10,425.442	10,783.273	11,148.827	11,517.740	11,869.525	12,242.468	12,554.290	12,805.325			
		Annual	125,105.305	129,399.270	133,785.925	138,212.880	142,434.305	146,909.620	150,651.475	153,663.900			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churcht	2015	Hourly	63.328	65.502	67.724	69.964	72.102	74.367	76.261	77.784			
		Monthly	10,633.827	10,998.878	11,371.988	11,748.122	12,107.128	12,487.459	12,805.493	13,061.230			
		Annual	127,605.920	131,986.530	136,463.860	140,977.460	145,285.530	149,849.505	153,665.915	156,734.760			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churcht	2015	Hourly	65.228	67.468	69.755	72.064	74.264	76.598	78.549	80.119			
		Monthly	10,952.868	11,329.002	11,713.027	12,100.747	12,470.163	12,862.081	13,189.686	13,453.315			
		Annual	131,434.420	135,948.020	140,556.325	145,208.960	149,641.960	154,344.970	158,276.235	161,439.785			
Weekend Worker - CRN/Charge Nurse - Churchill (PIO)	1872	Hourly	65.518	67.767	70.066	72.384	74.595	76.940	78.898	80.476	82.085	83.728	86.239
		Monthly	10,220.808	10,571.652	10,930.296	11,291.904	11,636.820	12,002.640	12,308.088	12,554.256	12,805.260	13,061.568	13,453.284
		Annual	122,649.696	126,859.824	131,163.552	135,502.848	139,641.840	144,031.680	147,697.056	150,651.072	153,663.120	156,738.816	161,439.408
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churcht	1872	Hourly	66.829	69.123	71.469	73.832	76.088	78.477	80.477	82.085			
		Monthly	10,425.324	10,783.188	11,149.164	11,517.792	11,869.728	12,242.412	12,554.412	12,805.260			
		Annual	125,103.888	129,398.256	133,789.968	138,213.504	142,436.736	146,908.944	150,652.944	153,663.120			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churcht	1872	Hourly	68.165	70.505	72.897	75.308	77.608	80.048	82.086	83.728			
		Monthly	10,633.740	10,998.780	11,371.932	11,748.048	12,106.848	12,487.488	12,805.416	13,061.568			
		Annual	127,604.880	131,985.360	136,463.184	140,976.576	145,282.176	149,849.856	153,664.992	156,738.816			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churcht	1872	Hourly	70.210	72.621	75.085	77.568	79.937	82.449	84.548	86.239			
		Monthly	10,952.760	11,328.876	11,713.260	12,100.608	12,470.172	12,862.044	13,189.488	13,453.284			
		Annual	131,433.120	135,946.512	140,559.120	145,207.296	149,642.064	154,344.528	158,273.856	161,439.408			
Weekend Worker - Nurse III - Churchill	2015	Hourly	59.012	61.003	63.077	65.105	66.990	69.039	71.158	72.581	74.032	75.512	77.777
		Monthly	9,909.098	10,243.420	10,591.680	10,932.215	11,248.738	11,592.799	11,948.614	12,187.560	12,431.207	12,679.723	13,060.055
		Annual	118,909.180	122,921.045	127,100.155	131,186.575	134,984.850	139,113.585	143,383.370	146,250.715	149,174.480	152,156.680	156,720.655
Weekend Worker - Nurse III - Churchill (15-Year Scale)	2015	Hourly	60.192	62.223	64.339	66.408	68.330	70.420	72.581	74.032			
		Monthly	10,107.240	10,448.279	10,803.590	11,151.010	11,473.746	11,824.692	12,187.560	12,431.207			
		Annual	121,286.880	125,379.345	129,643.085	133,812.120	137,684.950	141,896.300	146,250.715	149,174.480			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse III - Churchill (20-Year Scale)	2015	Hourly	61.396	63.469	65.625	67.736	69.696	71.828	74.032	75.512			
		Monthly	10,309.412	10,657.503	11,019.531	11,374.003	11,703.120	12,061.118	12,431.207	12,679.723			
		Annual	123,712.940	127,890.035	132,234.375	136,488.040	140,437.440	144,733.420	149,174.480	152,156.680			
Weekend Worker - Nurse III - Churchill (25-Year Scale)	2015	Hourly	63.238	65.372	67.594	69.768	71.788	73.984	76.253	77.777			
		Monthly	10,618.714	10,977.048	11,350.159	11,715.210	12,054.402	12,423.147	12,804.150	13,060.055			
		Annual	127,424.570	131,724.580	136,201.910	140,582.520	144,652.820	149,077.760	153,649.795	156,720.655			
Weekend Worker - Nurse III - Churchill (PIO)	1872	Hourly	63.519	65.665	67.897	70.079	72.107	74.312	76.593	78.126	79.687	81.280	83.719
		Monthly	9,908.964	10,243.740	10,591.932	10,932.324	11,248.692	11,592.672	11,948.508	12,187.656	12,431.172	12,679.680	13,060.164
		Annual	118,907.568	122,924.880	127,103.184	131,187.888	134,984.304	139,112.064	143,382.096	146,251.872	149,174.064	152,156.160	156,721.968
Weekend Worker - Nurse III - Churchill (15-Year Scale) (PIO)	1872	Hourly	64.789	66.978	69.254	71.481	73.549	75.799	78.126	79.687			
		Monthly	10,107.084	10,448.568	10,803.624	11,151.036	11,473.644	11,824.644	12,187.656	12,431.172			
		Annual	121,285.008	125,382.816	129,643.488	133,812.432	137,683.728	141,895.728	146,251.872	149,174.064			
Weekend Worker - Nurse III - Churchill (20-Year Scale) (PIO)	1872	Hourly	66.085	68.318	70.639	72.911	75.019	77.314	79.687	81.280			
		Monthly	10,309.260	10,657.608	11,019.684	11,374.116	11,702.964	12,060.984	12,431.172	12,679.680			
		Annual	123,711.120	127,891.296	132,236.208	136,489.392	140,435.568	144,731.808	149,174.064	152,156.160			
Weekend Worker - Nurse III - Churchill (25-Year Scale) (PIO)	1872	Hourly	68.068	70.367	72.758	75.098	77.270	79.633	82.079	83.719			
		Monthly	10,618.608	10,977.252	11,350.248	11,715.288	12,054.120	12,422.748	12,804.324	13,060.164			
		Annual	127,423.296	131,727.024	136,202.976	140,583.456	144,649.440	149,072.976	153,651.888	156,721.968			
Weekend Worker - Nurse IV - Churchill	2015	Hourly	62.867	65.197	67.526	70.067	72.976	75.801	78.886	82.092	83.734	85.409	87.971
		Monthly	10,556.417	10,947.663	11,338.741	11,765.417	12,253.887	12,728.251	13,246.274	13,784.615	14,060.334	14,341.595	14,771.797
		Annual	126,677.005	131,371.955	136,064.890	141,185.005	147,046.640	152,739.015	158,955.290	165,415.380	168,724.010	172,099.135	177,261.565
Weekend Worker - Nurse IV - Churchill (15-Year Scale)	2015	Hourly	64.125	66.501	68.876	71.469	74.435	77.316	80.463	83.734			
		Monthly	10,767.656	11,166.626	11,565.428	12,000.836	12,498.877	12,982.645	13,511.079	14,060.334			
		Annual	129,211.875	133,999.515	138,785.140	144,010.035	149,986.525	155,791.740	162,132.945	168,724.010			
Weekend Worker - Nurse IV - Churchill (20-Year Scale)	2015	Hourly	65.407	67.831	70.254	72.898	75.924	78.863	82.071	85.409			
		Monthly	10,982.925	11,389.955	11,796.818	12,240.789	12,748.905	13,242.412	13,781.089	14,341.595			
		Annual	131,795.105	136,679.465	141,561.810	146,889.470	152,986.860	158,908.945	165,373.065	172,099.135			
Weekend Worker - Nurse IV - Churchill (25-Year Scale)	2015	Hourly	67.368	69.866	72.362	75.086	78.203	81.229	84.533	87.971			
		Monthly	11,312.210	11,731.666	12,150.786	12,608.191	13,131.587	13,639.703	14,194.500	14,771.797			
		Annual	135,746.520	140,779.990	145,809.430	151,298.290	157,579.045	163,676.435	170,333.995	177,261.565			
Weekend Worker - Nurse IV - Churchill (PIO)	1872	Hourly	67.670	70.176	72.684	75.420	78.550	81.590	84.911	88.363	90.130	91.933	94.691
		Monthly	10,556.520	10,947.456	11,338.704	11,765.520	12,253.800	12,728.040	13,246.116	13,784.628	14,060.280	14,341.548	14,771.796
		Annual	126,678.240	131,369.472	136,064.448	141,186.240	147,045.600	152,736.480	158,953.392	165,415.536	168,723.360	172,098.576	177,261.552
Weekend Worker - Nurse IV - Churchill (15-Year Scale) (PIO)	1872	Hourly	69.023	71.581	74.137	76.928	80.121	83.222	86.610	90.130			
		Monthly	10,767.588	11,166.636	11,565.372	12,000.768	12,498.876	12,982.632	13,511.160	14,060.280			
		Annual	129,211.056	133,999.632	138,784.464	144,009.216	149,986.512	155,791.584	162,133.920	168,723.360			
Weekend Worker - Nurse IV - Churchill (20-Year Scale) (PIO)	1872	Hourly	70.405	73.013	75.621	78.467	81.723	84.886	88.342	91.933			
		Monthly	10,983.180	11,390.028	11,796.876	12,240.852	12,748.788	13,242.216	13,781.352	14,341.548			
		Annual	131,798.160	136,680.336	141,562.512	146,890.224	152,985.456	158,906.592	165,376.224	172,098.576			
Weekend Worker - Nurse IV - Churchill (25-Year Scale) (PIO)	1872	Hourly	72.516	75.203	77.889	80.821	84.175	87.434	90.992	94.691			
		Monthly	11,312.496	11,731.668	12,150.684	12,608.076	13,131.300	13,639.704	14,194.752	14,771.796			
		Annual	135,749.952	140,780.016	145,808.208	151,296.912	157,575.600	163,676.448	170,337.024	177,261.552			
Weekend Worker - Nurse V - Churchill	2015	Hourly	64.429	66.897	69.722	72.465	75.458	78.388	81.446	84.704	86.397	88.126	90.770
		Monthly	10,818.703	11,233.121	11,707.486	12,168.081	12,670.656	13,162.652	13,676.141	14,223.213	14,507.496	14,797.824	15,241.796
		Annual	129,824.435	134,797.455	140,489.830	146,016.975	152,047.870	157,951.820	164,113.690	170,678.560	174,089.955	177,573.890	182,901.550
Weekend Worker - Nurse V - Churchill (15-Year Scale)	2015	Hourly	65.717	68.234	71.115	73.914	76.967	79.956	83.076	86.397			
		Monthly	11,034.980	11,457.626	11,941.394	12,411.393	12,924.042	13,425.945	13,949.845	14,507.496			
		Annual	132,419.755	137,491.510	143,296.725	148,936.710	155,088.505	161,111.340	167,398.140	174,089.955			
Weekend Worker - Nurse V - Churchill (20-Year Scale)	2015	Hourly	67.032	69.599	72.539	75.392	78.506	81.555	84.737	88.126			



Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
		Monthly	11,255.790	11,686.832	12,180.507	12,659.573	13,182.466	13,694.444	14,228.755	14,797.824			
		Annual	135,069.480	140,241.985	146,166.085	151,914.880	158,189.590	164,333.325	170,745.055	177,573.890			
Weekend Worker - Nurse V - Churchill (25-Year Scale)	2015	Hourly	69.044	71.687	74.715	77.654	80.861	84.002	87.280	90.770			
		Monthly	11,593.638	12,037.442	12,545.894	13,039.401	13,577.910	14,105.336	14,655.767	15,241.796			
		Annual	139,123.660	144,449.305	150,550.725	156,472.810	162,934.915	169,264.030	175,869.200	182,901.550			
Weekend Worker - Nurse V - Churchill (PIO)	1872	Hourly	69.350	72.007	75.048	77.999	81.222	84.378	87.668	91.175	92.998	94.858	97.704
		Monthly	10,818.600	11,233.092	11,707.488	12,167.844	12,670.632	13,162.968	13,676.208	14,223.300	14,507.688	14,797.848	15,241.824
		Annual	129,823.200	134,797.104	140,489.856	146,014.128	152,047.584	157,955.616	164,114.496	170,679.600	174,092.256	177,574.176	182,901.888
Weekend Worker - Nurse V - Churchill (15-Year Scale) (PIO)	1872	Hourly	70.737	73.448	76.550	79.559	82.846	86.065	89.422	92.998			
		Monthly	11,034.972	11,457.888	11,941.800	12,411.204	12,923.976	13,426.140	13,949.832	14,507.688			
		Annual	132,419.664	137,494.656	143,301.600	148,934.448	155,087.712	161,113.680	167,397.984	174,092.256			
Weekend Worker - Nurse V - Churchill (20-Year Scale) (PIO)	1872	Hourly	72.153	74.917	78.081	81.150	84.503	87.787	91.210	94.858			
		Monthly	11,255.868	11,687.052	12,180.636	12,659.400	13,182.468	13,694.772	14,228.760	14,797.848			
		Annual	135,070.416	140,244.624	146,167.632	151,912.800	158,189.616	164,337.264	170,745.120	177,574.176			
Weekend Worker - Nurse V - Churchill (25-Year Scale) (PIO)	1872	Hourly	74.317	77.165	80.423	83.585	87.038	90.420	93.946	97.704			
		Monthly	11,593.452	12,037.740	12,545.988	13,039.260	13,577.928	14,105.520	14,655.576	15,241.824			
		Annual	139,121.424	144,452.880	150,551.856	156,471.120	162,935.136	169,266.240	175,866.912	182,901.888			
Weekend Worker - Licensed Practical Nurse - Churchill	1872	Hourly	47.081	48.619	50.137	51.987	53.685	55.575	57.553	59.280	60.466	61.675	63.526
		Monthly	7,344.636	7,584.564	7,821.372	8,109.972	8,374.860	8,669.700	8,978.268	9,247.680	9,432.696	9,621.300	9,910.056
		Annual	88,135.632	91,014.768	93,856.464	97,319.664	100,498.320	104,036.400	107,739.216	110,972.160	113,192.352	115,455.600	118,920.672
Weekend Worker - Nurse II - Churchill	1872	Hourly	58.531	60.575	62.624	64.759	66.845	69.007	70.388	71.795	73.231	74.697	76.938
		Monthly	9,130.836	9,449.700	9,769.344	10,102.404	10,427.820	10,765.092	10,980.528	11,200.020	11,424.036	11,652.732	12,002.328
		Annual	109,570.032	113,396.400	117,232.128	121,228.848	125,133.840	129,181.104	131,766.336	134,400.240	137,088.432	139,832.784	144,027.936
Weekend Worker - Nurse II - Churchill (15-Year Scale)	1872	Hourly	59.702	61.787	63.876	66.055	68.182	70.387	71.795	73.231			
		Monthly	9,313.512	9,638.772	9,964.656	10,304.580	10,636.392	10,980.372	11,200.020	11,424.036			
		Annual	111,762.144	115,665.264	119,575.872	123,654.960	127,636.704	131,764.464	134,400.240	137,088.432			
Weekend Worker - Nurse II - Churchill (20-Year Scale)	1872	Hourly	60.896	63.023	65.155	67.376	69.545	71.794	73.231	74.697			
		Monthly	9,499.776	9,831.588	10,164.180	10,510.656	10,849.020	11,199.864	11,424.036	11,652.732			
		Annual	113,997.312	117,979.056	121,970.160	126,127.872	130,188.240	134,398.368	137,088.432	139,832.784			
Weekend Worker - Nurse II - Churchill (25-Year Scale)	1872	Hourly	62.723	64.914	67.110	69.397	71.631	73.948	75.429	76.937			
		Monthly	9,784.788	10,126.584	10,469.160	10,825.932	11,174.436	11,535.888	11,766.924	12,002.172			
		Annual	117,417.456	121,519.008	125,629.920	129,911.184	134,093.232	138,430.656	141,203.088	144,026.064			
Weekend Worker - CRN/Charge Nurse - Churchill	1872	Hourly	62.670	64.818	67.019	69.236	71.352	73.597	75.470	76.976	78.516	80.085	82.489
		Monthly	9,776.520	10,111.608	10,454.964	10,800.816	11,130.912	11,481.132	11,773.320	12,008.256	12,248.496	12,493.260	12,868.284
		Annual	117,318.240	121,339.296	125,459.568	129,609.792	133,570.944	137,773.584	141,279.840	144,099.072	146,981.952	149,919.120	154,419.408
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Church	1872	Hourly	63.923	66.115	68.360	70.621	72.779	75.069	76.979	78.516			
		Monthly	9,971.988	10,313.940	10,664.160	11,016.876	11,353.524	11,710.764	12,008.724	12,248.496			
		Annual	119,663.856	123,767.280	127,969.920	132,202.512	136,242.288	140,529.168	144,104.688	146,981.952			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Church	1872	Hourly	65.202	67.438	69.727	72.032	74.235	76.570	78.518	80.085			
		Monthly	10,171.512	10,520.328	10,877.412	11,236.992	11,580.660	11,944.920	12,248.808	12,493.260			
		Annual	122,058.144	126,243.936	130,528.944	134,843.904	138,967.920	143,339.040	146,985.696	149,919.120			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Church	1872	Hourly	67.158	69.462	71.818	74.194	76.462	78.867	80.874	82.489			
		Monthly	10,476.648	10,836.072	11,203.608	11,574.264	11,928.072	12,303.252	12,616.344	12,868.284			
		Annual	125,719.776	130,032.864	134,443.296	138,891.168	143,136.864	147,639.024	151,396.128	154,419.408			
Weekend Worker - Nurse III - Churchill	1872	Hourly	60.759	62.804	64.945	67.032	68.971	71.082	73.265	74.729	76.223	77.749	80.080
		Monthly	9,478.404	9,797.424	10,131.420	10,456.992	10,759.476	11,088.792	11,429.340	11,657.724	11,890.788	12,128.844	12,492.480
		Annual	113,740.848	117,569.088	121,577.040	125,483.904	129,113.712	133,065.504	137,152.080	139,892.688	142,689.456	145,546.128	149,909.760
Weekend Worker - Nurse III - Churchill (15-Year Scale)	1872	Hourly	61.973	64.060	66.243	68.373	70.350	72.505	74.730	76.223			
		Monthly	9,667.788	9,993.360	10,333.908	10,666.188	10,974.600	11,310.780	11,657.880	11,890.788			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
		Annual	116,013.456	119,920.320	124,006.896	127,994.256	131,695.200	135,729.360	139,894.560	142,689.456			
Weekend Worker - Nurse III - Churchill (20-Year Scale)	1872	Hourly	<b>63.212</b>	<b>65.341</b>	<b>67.568</b>	<b>69.740</b>	<b>71.758</b>	<b>73.955</b>	<b>76.224</b>	<b>77.747</b>			
		Monthly	9,861.072	10,193.196	10,540.608	10,879.440	11,194.248	11,536.980	11,890.944	12,128.532			
		Annual	118,332.864	122,318.352	126,487.296	130,553.280	134,330.976	138,443.760	142,691.328	145,542.384			
Weekend Worker - Nurse III - Churchill (25-Year Scale)	1872	Hourly	<b>65.109</b>	<b>67.302</b>	<b>69.594</b>	<b>71.833</b>	<b>73.911</b>	<b>76.174</b>	<b>78.511</b>	<b>80.080</b>			
		Monthly	10,157.004	10,499.112	10,856.664	11,205.948	11,530.116	11,883.144	12,247.716	12,492.480			
		Annual	121,884.048	125,989.344	130,279.968	134,471.376	138,361.392	142,597.728	146,972.592	149,909.760			
Weekend Worker - Nurse IV - Churchill	1872	Hourly	<b>64.726</b>	<b>67.123</b>	<b>69.522</b>	<b>72.137</b>	<b>75.135</b>	<b>78.042</b>	<b>81.217</b>	<b>84.523</b>	<b>86.213</b>	<b>87.937</b>	<b>90.575</b>
		Monthly	10,097.256	10,471.188	10,845.432	11,253.372	11,721.060	12,174.552	12,669.852	13,185.588	13,449.228	13,718.172	14,129.700
		Annual	121,167.072	125,654.256	130,145.184	135,040.464	140,652.720	146,094.624	152,038.224	158,227.056	161,390.736	164,618.064	169,556.400
Weekend Worker - Nurse IV - Churchill (15-year Scale)	1872	Hourly	<b>66.021</b>	<b>68.465</b>	<b>70.912</b>	<b>73.580</b>	<b>76.638</b>	<b>79.604</b>	<b>82.841</b>	<b>86.213</b>			
		Monthly	10,299.276	10,680.540	11,062.272	11,478.480	11,955.528	12,418.224	12,923.196	13,449.228			
		Annual	123,591.312	128,166.480	132,747.264	137,741.760	143,466.336	149,018.688	155,078.352	161,390.736			
Weekend Worker - Nurse IV - Churchill (20-Year Scale)	1872	Hourly	<b>67.340</b>	<b>69.835</b>	<b>72.331</b>	<b>75.051</b>	<b>78.171</b>	<b>81.196</b>	<b>84.497</b>	<b>87.937</b>			
		Monthly	10,505.040	10,894.260	11,283.636	11,707.956	12,194.676	12,666.576	13,181.532	13,718.172			
		Annual	126,060.480	130,731.120	135,403.632	140,495.472	146,336.112	151,998.912	158,178.384	164,618.064			
Weekend Worker - Nurse IV - Churchill (25-Year Scale)	1872	Hourly	<b>69.361</b>	<b>71.930</b>	<b>74.500</b>	<b>77.303</b>	<b>80.516</b>	<b>83.632</b>	<b>87.032</b>	<b>90.575</b>			
		Monthly	10,820.316	11,221.080	11,622.000	12,059.268	12,560.496	13,046.592	13,576.992	14,129.700			
		Annual	129,843.792	134,652.960	139,464.000	144,711.216	150,725.952	156,559.104	162,923.904	169,556.400			
Weekend Worker - Nurse V - Churchill	1872	Hourly	<b>66.334</b>	<b>68.875</b>	<b>71.785</b>	<b>74.609</b>	<b>77.693</b>	<b>80.707</b>	<b>83.854</b>	<b>87.209</b>	<b>88.952</b>	<b>90.731</b>	<b>93.454</b>
		Monthly	10,348.104	10,744.500	11,198.460	11,639.004	12,120.108	12,590.292	13,081.224	13,604.604	13,876.512	14,154.036	14,578.824
		Annual	124,177.248	128,934.000	134,381.520	139,668.048	145,441.296	151,083.504	156,974.688	163,255.248	166,518.144	169,848.432	174,945.888
Weekend Worker - Nurse V - Churchill (15-Year Scale)	1872	Hourly	<b>67.661</b>	<b>70.253</b>	<b>73.222</b>	<b>76.102</b>	<b>79.246</b>	<b>82.321</b>	<b>85.531</b>	<b>88.953</b>			
		Monthly	10,555.116	10,959.468	11,422.632	11,871.912	12,362.376	12,842.076	13,342.836	13,876.668			
		Annual	126,661.392	131,513.616	137,071.584	142,462.944	148,348.512	154,104.912	160,114.032	166,520.016			
Weekend Worker - Nurse V - Churchill (20-Year Scale)	1872	Hourly	<b>69.014</b>	<b>71.658</b>	<b>74.686</b>	<b>77.624</b>	<b>80.830</b>	<b>83.967</b>	<b>87.242</b>	<b>90.732</b>			
		Monthly	10,766.184	11,178.648	11,651.016	12,109.344	12,609.480	13,098.852	13,609.752	14,154.192			
		Annual	129,194.208	134,143.776	139,812.192	145,312.128	151,313.760	157,186.224	163,317.024	169,850.304			
Weekend Worker - Nurse V - Churchill (25-Year Scale)	1872	Hourly	<b>71.083</b>	<b>73.808</b>	<b>76.927</b>	<b>79.953</b>	<b>83.256</b>	<b>86.486</b>	<b>89.860</b>	<b>93.454</b>			
		Monthly	11,088.948	11,514.048	12,000.612	12,472.668	12,987.936	13,491.816	14,018.160	14,578.824			
		Annual	133,067.376	138,168.576	144,007.344	149,672.016	155,855.232	161,901.792	168,217.920	174,945.888			

A1. Effective April 1, 2027

Hourly Rates include a 3.00% General Wage Increase. Other Market Adjustments as Noted  
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Licensed Practical Nurse - Churchill	2015	Hourly	<b>40.957</b>	<b>42.296</b>	<b>43.615</b>	<b>45.224</b>	<b>46.700</b>	<b>48.345</b>	<b>50.065</b>	<b>51.569</b>	<b>52.599</b>	<b>53.652</b>	<b>55.262</b>
		Monthly	6,877.363	7,102.203	7,323.685	7,593.863	7,841.708	8,117.931	8,406.748	8,659.295	8,832.249	9,009.065	9,279.411
		Annual	82,528.355	85,226.440	87,884.225	91,126.360	94,100.500	97,415.175	100,880.975	103,911.535	105,986.985	108,108.780	111,352.930
UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly	<b>38.980</b>										
		Monthly	6,545.392										
		Annual	78,544.700										
SIEN	2015	Hourly	<b>38.980</b>										
		Monthly	6,545.392										
		Annual	78,544.700										
Nurse II - Churchill	2015	Hourly	<b>50.917</b>	<b>52.695</b>	<b>54.478</b>	<b>56.335</b>	<b>58.149</b>	<b>60.030</b>	<b>61.230</b>	<b>62.456</b>	<b>63.704</b>	<b>64.979</b>	<b>66.929</b>
		Monthly	8,549.813	8,848.369	9,147.764	9,459.585	9,764.186	10,080.038	10,281.538	10,487.403	10,696.963	10,911.057	11,238.495
		Annual	102,597.755	106,180.425	109,773.170	113,515.025	117,170.235	120,960.450	123,378.450	125,848.840	128,363.560	130,932.685	134,861.935
Nurse II - Churchill (15-Year Scale)	2015	Hourly	<b>51.937</b>	<b>53.750</b>	<b>55.566</b>	<b>57.463</b>	<b>59.313</b>	<b>61.230</b>	<b>62.456</b>	<b>63.704</b>			
		Monthly	8,721.088	9,025.521	9,330.458	9,648.995	9,959.641	10,281.538	10,487.403	10,696.963			
		Annual	104,653.055	108,306.250	111,965.490	115,787.945	119,515.695	123,378.450	125,848.840	128,363.560			
Nurse II - Churchill (20-Year Scale)	2015	Hourly	<b>52.974</b>	<b>54.824</b>	<b>56.678</b>	<b>58.610</b>	<b>60.499</b>	<b>62.456</b>	<b>63.704</b>	<b>64.979</b>			
		Monthly	8,895.218	9,205.863	9,517.181	9,841.596	10,158.790	10,487.403	10,696.963	10,911.057			
		Annual	106,742.610	110,470.360	114,206.170	118,099.150	121,905.485	125,848.840	128,363.560	130,932.685			
Nurse II - Churchill (25-Year Scale)	2015	Hourly	<b>54.564</b>	<b>56.469</b>	<b>58.378</b>	<b>60.369</b>	<b>62.315</b>	<b>64.330</b>	<b>65.615</b>	<b>66.929</b>			
		Monthly	9,162.205	9,482.086	9,802.639	10,136.961	10,463.727	10,802.079	11,017.852	11,238.495			
		Annual	109,946.460	113,785.035	117,631.670	121,643.535	125,564.725	129,624.950	132,214.225	134,861.935			
CRN/Charge Nurse - Churchill	2015	Hourly	<b>54.517</b>	<b>56.386</b>	<b>58.301</b>	<b>60.229</b>	<b>62.069</b>	<b>64.023</b>	<b>65.651</b>	<b>66.963</b>	<b>68.302</b>	<b>69.668</b>	<b>71.758</b>
		Monthly	9,154.313	9,468.149	9,789.710	10,113.453	10,422.420	10,750.529	11,023.897	11,244.204	11,469.044	11,698.418	12,049.364
		Annual	109,851.755	113,617.790	117,476.515	121,361.435	125,069.035	129,006.345	132,286.765	134,930.445	137,628.530	140,381.020	144,592.370
CRN/Charge Nurse - Churchill (15-Year Scale)	2015	Hourly	<b>55.607</b>	<b>57.514</b>	<b>59.467</b>	<b>61.434</b>	<b>63.311</b>	<b>65.303</b>	<b>66.964</b>	<b>68.302</b>			
		Monthly	9,337.342	9,657.559	9,985.500	10,315.793	10,630.972	10,965.462	11,244.372	11,469.044			
		Annual	112,048.105	115,890.710	119,826.005	123,789.510	127,571.665	131,585.545	134,932.460	137,628.530			
CRN/Charge Nurse - Churchill (20-Year Scale)	2015	Hourly	<b>56.720</b>	<b>58.664</b>	<b>60.656</b>	<b>62.663</b>	<b>64.578</b>	<b>66.608</b>	<b>68.303</b>	<b>69.668</b>			
		Monthly	9,524.233	9,850.663	10,185.153	10,522.162	10,843.723	11,184.593	11,469.212	11,698.418			
		Annual	114,290.800	118,207.960	122,221.840	126,265.945	130,124.670	134,215.120	137,630.545	140,381.020			
CRN/Charge Nurse - Churchill (25-Year Scale)	2015	Hourly	<b>58.422</b>	<b>60.424</b>	<b>62.476</b>	<b>64.542</b>	<b>66.514</b>	<b>68.606</b>	<b>70.353</b>	<b>71.758</b>			
		Monthly	9,810.028	10,146.197	10,490.762	10,837.678	11,168.809	11,520.091	11,813.441	12,049.364			
		Annual	117,720.330	121,754.360	125,889.140	130,052.130	134,025.710	138,241.090	141,761.295	144,592.370			
Nurse III - Churchill	2015	Hourly	<b>52.855</b>	<b>54.634</b>	<b>56.497</b>	<b>58.312</b>	<b>59.999</b>	<b>61.836</b>	<b>63.733</b>	<b>65.007</b>	<b>66.308</b>	<b>67.635</b>	<b>69.663</b>
		Monthly	8,875.235	9,173.959	9,486.788	9,791.557	10,074.832	10,383.295	10,701.833	10,915.759	11,134.218	11,357.044	11,697.579
		Annual	106,502.825	110,087.510	113,841.455	117,498.680	120,897.985	124,599.540	128,421.995	130,989.105	133,610.620	136,284.525	140,370.945
Nurse III - Churchill (15-Year Scale)	2015	Hourly	<b>53.912</b>	<b>55.728</b>	<b>57.625</b>	<b>59.478</b>	<b>61.198</b>	<b>63.073</b>	<b>65.008</b>	<b>66.308</b>			
		Monthly	9,052.723	9,357.660	9,676.198	9,987.348	10,276.164	10,591.008	10,915.927	11,134.218			
		Annual	108,632.680	112,291.920	116,114.375	119,848.170	123,313.970	127,092.095	130,991.120	133,610.620			
Nurse III - Churchill (20-Year Scale)	2015	Hourly	<b>54.991</b>	<b>56.842</b>	<b>58.777</b>	<b>60.668</b>	<b>62.421</b>	<b>64.334</b>	<b>66.309</b>	<b>67.635</b>			
		Monthly	9,233.905	9,544.719	9,869.638	10,187.168	10,481.526	10,802.751	11,134.386	11,357.044			
		Annual	110,806.865	114,536.630	118,435.655	122,246.020	125,778.315	129,633.010	133,612.635	136,284.525			
Nurse III - Churchill (25-Year Scale)	2015	Hourly	<b>56.641</b>	<b>58.547</b>	<b>60.540</b>	<b>62.488</b>	<b>64.294</b>	<b>66.265</b>	<b>68.298</b>	<b>69.663</b>			
		Monthly	9,510.968	9,831.017	10,165.675	10,492.777	10,796.034	11,126.998	11,468.373	11,697.579			
		Annual	114,131.615	117,972.205	121,988.100	125,913.320	129,552.410	133,523.975	137,620.470	140,370.945			
Nurse IV - Churchill	2015	Hourly	<b>56.306</b>	<b>58.391</b>	<b>60.477</b>	<b>62.754</b>	<b>65.361</b>	<b>67.890</b>	<b>70.651</b>	<b>73.528</b>	<b>74.997</b>	<b>76.497</b>	<b>78.792</b>
		Monthly	9,454.716	9,804.822	10,155.096	10,537.443	10,975.201	11,399.863	11,863.480	12,346.577	12,593.246	12,845.121	13,230.490

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
	Annual	113,456.590	117,657.865	121,861.155	126,449.310	131,702.415	136,798.350	142,361.765	148,158.920	151,118.955	154,141.455	158,765.880	
Nurse IV - Churchill (15-Year Scale)	2015	Hourly	57.433	59.559	61.687	64.008	66.668	69.247	72.064	74.997			
	Monthly	9,643.958	10,000.949	10,358.275	10,748.010	11,194.668	11,627.725	12,100.747	12,593.246				
	Annual	115,727.495	120,011.385	124,299.305	128,976.120	134,336.020	139,532.705	145,208.960	151,118.955				
Nurse IV - Churchill (20-Year Scale)	2015	Hourly	58.581	60.750	62.921	65.288	68.002	70.631	73.506	76.497			
	Monthly	9,836.726	10,200.938	10,565.485	10,962.943	11,418.669	11,860.122	12,342.883	12,845.121				
	Annual	118,040.715	122,411.250	126,785.815	131,555.320	137,024.030	142,321.465	148,114.590	154,141.455				
Nurse IV - Churchill (25-Year Scale)	2015	Hourly	60.338	62.571	64.809	67.248	70.042	72.750	75.711	78.792			
	Monthly	10,131.756	10,506.714	10,882.511	11,292.060	11,761.219	12,215.938	12,713.139	13,230.490				
	Annual	121,581.070	126,080.565	130,590.135	135,504.720	141,134.630	146,591.250	152,557.665	158,765.880				
Nurse V - Churchill	2015	Hourly	57.705	59.915	62.447	64.902	67.586	70.207	72.947	75.864	77.380	78.928	81.296
	Monthly	9,689.631	10,060.727	10,485.892	10,898.128	11,348.816	11,788.925	12,249.017	12,738.830	12,993.392	13,253.327	13,650.953	
	Annual	116,275.575	120,728.725	125,830.705	130,777.530	136,185.790	141,467.105	146,988.205	152,865.960	155,920.700	159,039.920	163,811.440	
Nurse V - Churchill (15-Year Scale)	2015	Hourly	58.859	61.114	63.695	66.201	68.937	71.612	74.405	77.380			
	Monthly	9,883.407	10,262.059	10,695.452	11,116.251	11,575.671	12,024.848	12,493.840	12,993.392				
	Annual	118,600.885	123,144.710	128,345.425	133,395.015	138,908.055	144,298.180	149,926.075	155,920.700				
Nurse V - Churchill (20-Year Scale)	2015	Hourly	60.037	62.338	64.969	67.525	70.315	73.045	75.893	78.928			
	Monthly	10,081.213	10,467.589	10,909.378	11,338.573	11,807.060	12,265.473	12,743.700	13,253.327				
	Annual	120,974.555	125,611.070	130,912.535	136,062.875	141,684.725	147,185.675	152,924.395	159,039.920				
Nurse V - Churchill (25-Year Scale)	2015	Hourly	61.837	64.208	66.918	69.552	72.425	75.236	78.170	81.296			
	Monthly	10,383.463	10,781.593	11,236.648	11,678.940	12,161.365	12,633.378	13,126.046	13,650.953				
	Annual	124,601.555	129,379.120	134,839.770	140,147.280	145,936.375	151,600.540	157,512.550	163,811.440				
Nurse Practitioner - Churchill	2015	Hourly	77.651	80.842	84.033	87.476	90.100	92.803			94.660	96.552	99.449
	Monthly	13,038.897	13,574.719	14,110.541	14,688.678	15,129.292	15,583.170			15,894.992	16,212.690	16,699.145	
	Annual	156,466.765	162,896.630	169,326.495	176,264.140	181,551.500	186,998.045			190,739.900	194,552.280	200,389.735	
Nurse Practitioner (15-Year Scale) - Churchill	2015	Hourly	79.204	82.459	85.714	89.225	91.902	94.660					
	Monthly	13,299.672	13,846.240	14,392.809	14,982.365	15,431.878	15,894.992						
	Annual	159,596.060	166,154.885	172,713.710	179,788.375	185,182.530	190,739.900						
Nurse Practitioner (20-Year Scale) - Churchill	2015	Hourly	80.788	84.108	87.427	91.010	93.740	96.552					
	Monthly	13,565.652	14,123.135	14,680.450	15,282.096	15,740.508	16,212.690						
	Annual	162,787.820	169,477.620	176,165.405	183,385.150	188,886.100	194,552.280						
Nurse Practitioner (25-Year Scale) - Churchill	2015	Hourly	83.212	86.631	90.049	93.740	96.552	99.449					
	Monthly	13,972.682	14,546.789	15,120.728	15,740.508	16,212.690	16,699.145						
	Annual	167,672.180	174,561.465	181,448.735	188,886.100	194,552.280	200,389.735						
Weekend Worker - Licensed Practical Nurse - Churchill	2015	Hourly	47.095	48.640	50.160	52.007	53.703	55.595	57.574	59.302	60.489	61.699	63.550
	Monthly	7,908.035	8,167.467	8,422.700	8,732.842	9,017.629	9,335.327	9,667.634	9,957.794	10,157.111	10,360.290	10,671.104	
	Annual	94,896.425	98,009.600	101,072.400	104,794.105	108,211.545	112,023.925	116,011.610	119,493.530	121,885.335	124,323.485	128,053.250	
Weekend Worker - Licensed Practical Nurse - Churchill (PIO)	1872	Hourly	50.694	52.357	53.992	55.981	57.806	59.844	61.972	63.832	65.109	66.411	68.403
	Monthly	7,908.264	8,167.692	8,422.752	8,733.036	9,017.736	9,335.664	9,667.632	9,957.792	10,157.004	10,360.116	10,670.868	
	Annual	94,899.168	98,012.304	101,073.024	104,796.432	108,212.832	112,027.968	116,011.584	119,493.504	121,884.048	124,321.392	128,050.416	
Weekend Worker - Nurse II - Churchill	2015	Hourly	58.558	60.600	62.650	64.784	66.873	69.033	70.416	71.824	73.260	74.725	76.967
	Monthly	9,832.864	10,175.750	10,519.979	10,878.313	11,229.091	11,591.791	11,824.020	12,060.447	12,301.575	12,547.573	12,924.042	
	Annual	117,994.370	122,109.000	126,239.750	130,539.760	134,749.095	139,101.495	141,888.240	144,725.360	147,618.900	150,570.875	155,088.505	
Weekend Worker - Nurse II - Churchill (15-Year Scale)	2015	Hourly	59.729	61.812	63.902	66.081	68.211	70.414	71.825	73.260			
	Monthly	10,029.495	10,379.265	10,730.211	11,096.101	11,453.764	11,823.684	12,060.615	12,301.575				
	Annual	120,353.935	124,551.180	128,762.530	133,153.215	137,445.165	141,884.210	144,727.375	147,618.900				
Weekend Worker - Nurse II - Churchill (20-Year Scale)	2015	Hourly	60.923	63.048	65.179	67.402	69.574	71.823	73.262	74.725			
	Monthly	10,229.987	10,586.810	10,944.640	11,317.919	11,682.634	12,060.279	12,301.911	12,547.573				
	Annual	122,759.845	127,041.720	131,335.685	135,815.030	140,191.610	144,723.345	147,622.930	150,570.875				
Weekend Worker - Nurse II - Churchill (25-Year Scale)	2015	Hourly	62.751	64.939	67.134	69.423	71.662	73.978	75.460	76.967			
	Monthly	10,536.939	10,904.340	11,272.918	11,657.279	12,033.244	12,422.139	12,670.992	12,924.042				
	Annual	126,443.265	130,852.085	135,275.010	139,887.345	144,398.930	149,065.670	152,051.900	155,088.505				
Weekend Worker - Nurse II - Churchill (PIO)	1872	Hourly	63.030	65.230	67.436	69.734	71.983	74.305	75.795	77.310	78.857	80.433	82.846

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse II - Churchill (15-Year Scale) (PIO)	1872	Monthly	9,832.680	10,175.880	10,520.016	10,878.504	11,229.348	11,591.580	11,824.020	12,060.360	12,301.692	12,547.548	12,923.976
		Annual	117,992.160	122,110.560	126,240.192	130,542.048	134,752.176	139,098.960	141,888.240	144,724.320	147,620.304	150,570.576	155,087.712
		Hourly	64.291	66.534	68.784	71.128	73.421	75.792	77.311	78.857			
Weekend Worker - Nurse II - Churchill (20-Year Scale) (PIO)	1872	Monthly	10,029.396	10,379.304	10,730.304	11,095.968	11,453.676	11,823.552	12,060.516	12,301.692			
		Annual	120,352.752	124,551.648	128,763.648	133,151.616	137,444.112	141,882.624	144,726.192	147,620.304			
		Hourly	65.576	67.866	70.159	72.551	74.890	77.308	78.858	80.433			
Weekend Worker - Nurse II - Churchill (25-Year Scale) (PIO)	1872	Monthly	10,229.856	10,587.096	10,944.804	11,317.956	11,682.840	12,060.048	12,301.848	12,547.548			
		Annual	122,758.272	127,045.152	131,337.648	135,815.472	140,194.080	144,720.576	147,622.176	150,570.576			
		Hourly	67.543	69.903	72.264	74.728	77.137	79.627	81.224	82.846			
Weekend Worker - CRN/Charge Nurse - Churchill	2015	Monthly	10,527.535	10,888.892	11,258.309	11,630.580	11,986.060	12,362.529	12,677.540	12,930.759	13,189.518	13,453.148	13,856.987
		Annual	126,330.425	130,666.705	135,099.705	139,566.960	143,832.715	148,350.345	152,130.485	155,169.105	158,274.220	161,437.770	166,283.845
		Hourly	62.695	64.847	67.047	69.264	71.381	73.623	75.499	77.007	78.548	80.118	82.523
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churchill	2015	Monthly	10,738.271	11,106.848	11,483.317	11,863.313	12,225.677	12,609.702	12,930.927	13,189.518			
		Annual	128,859.250	133,282.175	137,799.805	142,359.750	146,708.120	151,316.425	155,171.120	158,274.220			
		Hourly	63.950	66.145	68.387	70.650	72.808	75.095	77.008	78.548			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churchill	2015	Monthly	10,952.868	11,328.834	11,713.195	12,100.579	12,470.331	12,862.081	13,189.686	13,453.148			
		Annual	131,434.420	135,946.005	140,558.340	145,206.945	149,643.975	154,344.970	158,276.235	161,437.770			
		Hourly	65.228	67.467	69.756	72.063	74.265	76.598	78.549	80.118			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churchill	2015	Monthly	11,281.481	11,668.865	12,064.477	12,463.783	12,844.282	13,247.953	13,585.298	13,856.987			
		Annual	135,377.775	140,026.380	144,773.720	149,565.390	154,131.380	158,975.440	163,023.575	166,283.845			
		Hourly	67.185	69.492	71.848	74.226	76.492	78.896	80.905	82.523			
Weekend Worker - CRN/Charge Nurse - Churchill (PIO)	1872	Monthly	10,527.504	10,888.800	11,258.208	11,630.736	11,985.948	12,362.688	12,677.340	12,930.840	13,189.488	13,453.440	13,856.856
		Annual	126,330.048	130,665.600	135,098.496	139,568.832	143,831.376	148,352.256	152,128.080	155,170.080	158,273.856	161,441.280	166,282.272
		Hourly	67.484	69.800	72.168	74.556	76.833	79.248	81.265	82.890	84.548	86.240	88.826
Weekend Worker - CRN/Charge Nurse (15-Year Scale) - Churchill (PIO)	1872	Monthly	10,738.104	11,106.732	11,483.628	11,863.332	12,225.876	12,609.636	12,930.996	13,189.488			
		Annual	128,857.248	133,280.784	137,803.536	142,359.984	146,710.512	151,315.632	155,171.952	158,273.856			
		Hourly	68.834	71.197	73.613	76.047	78.371	80.831	82.891	84.548			
Weekend Worker - CRN/Charge Nurse (20-Year Scale) - Churchill (PIO)	1872	Monthly	10,952.760	11,328.720	11,713.104	12,100.452	12,470.016	12,862.044	13,189.644	13,453.440			
		Annual	131,433.120	135,944.640	140,557.248	145,205.424	149,640.192	154,344.528	158,275.728	161,441.280			
		Hourly	70.210	72.620	75.084	77.567	79.936	82.449	84.549	86.240			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) - Churchill (PIO)	1872	Monthly	11,281.296	11,668.800	12,064.728	12,463.620	12,844.260	13,247.832	13,585.104	13,856.856			
		Annual	135,375.552	140,025.600	144,776.736	149,563.440	154,131.120	158,973.984	163,021.248	166,282.272			
		Hourly	72.316	74.800	77.338	79.895	82.335	84.922	87.084	88.826			
Weekend Worker - Nurse III - Churchill	2015	Monthly	10,206.311	10,550.708	10,909.378	11,260.156	11,586.250	11,940.554	12,307.116	12,553.114	12,804.150	13,060.055	13,451.804
		Annual	122,475.730	126,608.495	130,912.535	135,121.870	139,035.000	143,286.650	147,685.395	150,637.370	153,649.795	156,720.655	161,421.650
		Hourly	61.998	64.090	66.269	68.400	70.380	72.533	74.758	76.253			
Weekend Worker - Nurse III - Churchill (15-Year Scale)	2015	Monthly	10,410.498	10,761.779	11,127.670	11,485.500	11,817.975	12,179.500	12,553.114	12,804.150			
		Annual	124,925.970	129,141.350	133,532.035	137,826.000	141,815.700	146,153.995	150,637.370	153,649.795			
		Hourly	63.238	65.373	67.594	69.768	71.787	73.983	76.253	77.777			
Weekend Worker - Nurse III - Churchill (20-Year Scale)	2015	Monthly	10,618.714	10,977.216	11,350.159	11,715.210	12,054.234	12,422.979	12,804.150	13,060.055			
		Annual	127,424.570	131,726.595	136,201.910	140,582.520	144,650.805	149,075.745	153,649.795	156,720.655			
		Hourly	65.135	67.333	69.622	71.861	73.942	76.204	78.541	80.110			
Weekend Worker - Nurse III - Churchill (25-Year Scale)	2015	Monthly	10,937.252	11,306.333	11,690.694	12,066.660	12,416.094	12,795.922	13,188.343	13,451.804			
		Annual	131,247.025	135,675.995	140,288.330	144,799.915	148,993.130	153,551.060	158,260.115	161,421.650			
		Hourly	65.425	67.635	69.934	72.181	74.270	76.541	78.891	80.470	82.078	83.718	86.231
Weekend Worker - Nurse III - Churchill (PIO)	1872	Monthly	10,206.300	10,551.060	10,909.704	11,260.236	11,586.120	11,940.396	12,306.996	12,553.320	12,804.168	13,060.008	13,452.036
		Annual	122,475.600	126,612.720	130,916.448	135,122.832	139,033.440	143,284.752	147,683.952	150,639.840	153,650.016	156,720.096	161,424.432
		Hourly	66.733	68.987	71.332	73.625	75.755	78.073	80.470	82.078			
Weekend Worker - Nurse III - Churchill (15-Year Scale) (PIO)	1872	Monthly	10,410.348	10,761.972	11,127.792	11,485.500	11,817.780	12,179.388	12,553.320	12,804.168			
		Annual	124,924.176	129,143.664	133,533.504	137,826.000	141,813.360	146,152.656	150,639.840	153,650.016			
		Hourly	66.733	68.987	71.332	73.625	75.755	78.073	80.470	82.078			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse III - Churchill (20-Year Scale) (PIO)	1872	Hourly	68.068	70.368	72.758	75.098	77.270	79.633	82.078	83.718			
		Monthly	10,618.608	10,977.408	11,350.248	11,715.288	12,054.120	12,422.748	12,804.168	13,060.008			
		Annual	127,423.296	131,728.896	136,202.976	140,583.456	144,649.440	149,072.976	153,650.016	156,720.096			
Weekend Worker - Nurse III - Churchill (25-Year Scale) (PIO)	1872	Hourly	70.110	72.478	74.941	77.351	79.588	82.022	84.541	86.231			
		Monthly	10,937.160	11,306.568	11,690.796	12,066.756	12,415.728	12,795.432	13,188.396	13,452.036			
		Annual	131,245.920	135,678.816	140,289.552	144,801.072	148,988.736	153,545.184	158,260.752	161,424.432			
Weekend Worker - Nurse IV - Churchill	2015	Hourly	64.753	67.153	69.552	72.169	75.165	78.075	81.253	84.555	86.246	87.971	90.610
		Monthly	10,873.108	11,276.108	11,678.940	12,118.378	12,621.456	13,110.094	13,643.733	14,198.194	14,482.141	14,771.797	15,214.929
		Annual	130,477.295	135,313.295	140,147.280	145,420.535	151,457.475	157,321.125	163,724.795	170,378.325	173,785.690	177,261.565	182,579.150
Weekend Worker - Nurse IV - Churchill (15-Year Scale)	2015	Hourly	66.049	68.496	70.942	73.613	76.668	79.635	82.877	86.246			
		Monthly	11,090.728	11,501.620	11,912.344	12,360.850	12,873.835	13,372.044	13,916.430	14,482.141			
		Annual	133,088.735	138,019.440	142,948.130	148,330.195	154,486.020	160,464.525	166,997.155	173,785.690			
Weekend Worker - Nurse IV - Churchill (20-Year Scale)	2015	Hourly	67.369	69.866	72.362	75.085	78.202	81.229	84.533	87.971			
		Monthly	11,312.378	11,731.666	12,150.786	12,608.023	13,131.419	13,639.703	14,194.500	14,771.797			
		Annual	135,748.535	140,779.990	145,809.430	151,296.275	157,577.030	163,676.435	170,333.995	177,261.565			
Weekend Worker - Nurse IV - Churchill (25-Year Scale)	2015	Hourly	69.389	71.962	74.533	77.339	80.549	83.666	87.069	90.610			
		Monthly	11,651.570	12,083.619	12,515.333	12,986.507	13,525.520	14,048.916	14,620.336	15,214.929			
		Annual	139,818.835	145,003.430	150,183.995	155,838.085	162,306.235	168,586.990	175,444.035	182,579.150			
Weekend Worker - Nurse IV - Churchill (PIO)	1872	Hourly	69.700	72.281	74.865	77.683	80.907	84.038	87.458	91.014	92.834	94.691	97.532
		Monthly	10,873.200	11,275.836	11,678.940	12,118.548	12,621.492	13,109.928	13,643.448	14,198.184	14,482.104	14,771.796	15,214.992
		Annual	130,478.400	135,310.032	140,147.280	145,422.576	151,457.904	157,319.136	163,721.376	170,378.208	173,785.248	177,261.552	182,579.904
Weekend Worker - Nurse IV - Churchill (15-Year Scale) (PIO)	1872	Hourly	71.094	73.728	76.361	79.236	82.525	85.719	89.208	92.834			
		Monthly	11,090.664	11,501.568	11,912.316	12,360.816	12,873.900	13,372.164	13,916.448	14,482.104			
		Annual	133,087.968	138,018.816	142,947.792	148,329.792	154,486.800	160,465.968	166,997.376	173,785.248			
Weekend Worker - Nurse IV - Churchill (20-Year Scale) (PIO)	1872	Hourly	72.517	75.203	77.890	80.821	84.175	87.433	90.992	94.691			
		Monthly	11,312.652	11,731.668	12,150.840	12,608.076	13,131.300	13,639.548	14,194.752	14,771.796			
		Annual	135,751.824	140,780.016	145,810.080	151,296.912	157,575.600	163,674.576	170,337.024	177,261.552			
Weekend Worker - Nurse IV - Churchill (25-Year Scale) (PIO)	1872	Hourly	74.691	77.459	80.226	83.246	86.700	90.057	93.722	97.532			
		Monthly	11,651.796	12,083.604	12,515.256	12,986.376	13,525.200	14,048.892	14,620.632	15,214.992			
		Annual	139,821.552	145,003.248	150,183.072	155,836.512	162,302.400	168,586.704	175,447.584	182,579.904			
Weekend Worker - Nurse V - Churchill	2015	Hourly	66.362	68.904	71.814	74.639	77.722	80.740	83.889	87.245	88.989	90.770	93.493
		Monthly	11,143.286	11,570.130	12,058.768	12,533.132	13,050.819	13,557.592	14,086.361	14,649.890	14,942.736	15,241.796	15,699.033
		Annual	133,719.430	138,841.560	144,705.210	150,397.585	156,609.830	162,691.100	169,036.335	175,798.675	179,312.835	182,901.550	188,388.395
Weekend Worker - Nurse V - Churchill (15-Year Scale)	2015	Hourly	67.689	70.281	73.248	76.131	79.276	82.355	85.568	88.989			
		Monthly	11,366.111	11,801.351	12,299.560	12,783.664	13,311.762	13,828.777	14,368.293	14,942.736			
		Annual	136,393.335	141,616.215	147,594.720	153,403.965	159,741.140	165,945.325	172,419.520	179,312.835			
Weekend Worker - Nurse V - Churchill (20-Year Scale)	2015	Hourly	69.043	71.687	74.715	77.654	80.861	84.002	87.279	90.770			
		Monthly	11,593.470	12,037.442	12,545.894	13,039.401	13,577.910	14,105.336	14,655.599	15,241.796			
		Annual	139,121.645	144,449.305	150,550.725	156,472.810	162,934.915	169,264.030	175,867.185	182,901.550			
Weekend Worker - Nurse V - Churchill (25-Year Scale)	2015	Hourly	71.115	73.838	76.956	79.984	83.287	86.522	89.898	93.493			
		Monthly	11,941.394	12,398.631	12,922.195	13,430.647	13,985.275	14,528.486	15,095.373	15,699.033			
		Annual	143,296.725	148,783.570	155,066.340	161,167.760	167,823.305	174,341.830	181,144.470	188,388.395			
Weekend Worker - Nurse V - Churchill (PIO)	1872	Hourly	71.431	74.167	77.299	80.339	83.659	86.909	90.298	93.910	95.788	97.704	100.635
		Monthly	11,143.236	11,570.052	12,058.644	12,532.884	13,050.804	13,557.804	14,086.488	14,649.960	14,942.928	15,241.824	15,699.060
		Annual	133,718.832	138,840.624	144,703.728	150,394.608	156,609.648	162,693.648	169,037.856	175,799.520	179,315.136	182,901.888	188,388.720
Weekend Worker - Nurse V - Churchill (15-Year Scale) (PIO)	1872	Hourly	72.859	75.651	78.847	81.946	85.331	88.647	92.105	95.788			
		Monthly	11,366.004	11,801.556	12,300.132	12,783.576	13,311.636	13,828.932	14,368.380	14,942.928			
		Annual	136,392.048	141,618.672	147,601.584	153,402.912	159,739.632	165,947.184	172,420.560	179,315.136			
Weekend Worker - Nurse V - Churchill (20-Year Scale) (PIO)	1872	Hourly	74.318	77.165	80.423	83.585	87.038	90.421	93.946	97.704			
		Monthly	11,593.608	12,037.740	12,545.988	13,039.260	13,577.928	14,105.676	14,655.576	15,241.824			
		Annual	139,123.296	144,452.880	150,551.856	156,471.120	162,935.136	169,268.112	175,866.912	182,901.888			
Weekend Worker - Nurse V - Churchill (25-Year Scale) (PIO)	1872	Hourly	76.547	79.480	82.836	86.093	89.649	93.133	96.764	100.635			
		Monthly	11,941.332	12,398.880	12,922.416	13,430.508	13,985.244	14,528.748	15,095.184	15,699.060			



Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
		Monthly	10,658.544	11,066.796	11,534.484	11,988.132	12,483.744	12,967.968	13,473.720	14,012.700	14,292.876	14,578.668	15,016.248
		Annual	127,902.528	132,801.552	138,413.808	143,857.584	149,804.928	155,615.616	161,684.640	168,152.400	171,514.512	174,944.016	180,194.976
<b>Weekend Worker - Nurse V - Churchill (15-Year Scale)</b>	1872	Hourly	<b>69.691</b>	<b>72.361</b>	<b>75.419</b>	<b>78.385</b>	<b>81.623</b>	<b>84.791</b>	<b>88.097</b>	<b>91.622</b>			
		Monthly	10,871.796	11,288.316	11,765.364	12,228.060	12,733.188	13,227.396	13,743.132	14,293.032			
		Annual	130,461.552	135,459.792	141,184.368	146,736.720	152,798.256	158,728.752	164,917.584	171,516.384			
<b>Weekend Worker - Nurse V - Churchill (20-Year Scale)</b>	1872	Hourly	<b>71.084</b>	<b>73.808</b>	<b>76.927</b>	<b>79.953</b>	<b>83.255</b>	<b>86.486</b>	<b>89.859</b>	<b>93.454</b>			
		Monthly	11,089.104	11,514.048	12,000.612	12,472.668	12,987.780	13,491.816	14,018.004	14,578.824			
		Annual	133,069.248	138,168.576	144,007.344	149,672.016	155,853.360	161,901.792	168,216.048	174,945.888			
<b>Weekend Worker - Nurse V - Churchill (25-Year Scale)</b>	1872	Hourly	<b>73.215</b>	<b>76.022</b>	<b>79.235</b>	<b>82.352</b>	<b>85.754</b>	<b>89.081</b>	<b>92.556</b>	<b>96.258</b>			
		Monthly	11,421.540	11,859.432	12,360.660	12,846.912	13,377.624	13,896.636	14,438.736	15,016.248			
		Annual	137,058.480	142,313.184	148,327.920	154,162.944	160,531.488	166,759.632	173,264.832	180,194.976			