

**MNU & Rural Health Authorities & Associations - Prairie Mountain Health  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase  
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification <sup>(1)</sup>       | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Licensed Practical Nurse                  | 1885         | Hourly  | <b>29.552</b> | <b>30.519</b> | <b>31.475</b> | <b>32.634</b> | <b>33.697</b> | <b>34.886</b> | <b>36.128</b> | <b>36.850</b> |
|   |              | Monthly | 4,642.056     | 4,794.021     | 4,944.138     | 5,126.328     | 5,293.237     | 5,479.960     | 5,675.080     | 5,788.591     |
|   |              | Annual  | 55,704.675    | 57,528.250    | 59,329.660    | 61,515.935    | 63,518.845    | 65,759.525    | 68,100.955    | 69,463.095    |
| Nurse II                                  | 1885         | Hourly  | <b>38.606</b> | <b>39.953</b> | <b>41.305</b> | <b>42.713</b> | <b>44.089</b> | <b>45.519</b> |               | <b>46.428</b> |
|   |              | Monthly | 6,064.310     | 6,275.885     | 6,488.300     | 6,709.446     | 6,925.723     | 7,150.228     |               | 7,293.125     |
|   |              | Annual  | 72,771.725    | 75,310.625    | 77,859.600    | 80,513.355    | 83,108.675    | 85,802.730    |               | 87,517.495    |
| Nurse II (20 Year Scale)                  | 1885         | Hourly  | <b>39.379</b> | <b>40.752</b> | <b>42.131</b> | <b>43.568</b> | <b>44.971</b> | <b>46.428</b> |               |               |
|   |              | Monthly | 6,185.714     | 6,401.487     | 6,618.100     | 6,843.780     | 7,064.254     | 7,293.125     |               |               |
|   |              | Annual  | 74,228.570    | 76,817.845    | 79,417.195    | 82,125.355    | 84,771.050    | 87,517.495    |               |               |
| Nurse III                                 | 1885         | Hourly  | <b>40.073</b> | <b>41.425</b> | <b>42.836</b> | <b>44.212</b> | <b>45.490</b> | <b>46.883</b> | <b>48.322</b> | <b>49.288</b> |
|   |              | Monthly | 6,294.860     | 6,507.107     | 6,728.757     | 6,945.033     | 7,145.694     | 7,364.489     | 7,590.505     | 7,742.302     |
|   |              | Annual  | 75,538.320    | 78,085.280    | 80,745.080    | 83,340.400    | 85,748.325    | 88,373.870    | 91,086.060    | 92,907.620    |
| Nurse III (20 Year Scale)                 | 1885         | Hourly  | <b>40.874</b> | <b>42.253</b> | <b>43.692</b> | <b>45.096</b> | <b>46.400</b> | <b>47.821</b> | <b>49.288</b> |               |
|   |              | Monthly | 6,420.630     | 6,637.242     | 6,863.258     | 7,083.900     | 7,288.591     | 7,511.920     | 7,742.302     |               |
|   |              | Annual  | 77,047.555    | 79,646.905    | 82,359.095    | 85,006.805    | 87,463.090    | 90,143.040    | 92,907.620    |               |
| Nurse IV                                  | 1885         | Hourly  | <b>41.448</b> | <b>42.982</b> | <b>44.519</b> | <b>46.194</b> | <b>48.114</b> | <b>49.975</b> | <b>51.925</b> | <b>52.963</b> |
|   |              | Monthly | 6,510.801     | 6,751.761     | 6,993.225     | 7,256.351     | 7,557.929     | 7,850.272     | 8,156.552     | 8,319.599     |
|   |              | Annual  | 78,129.610    | 81,021.135    | 83,918.705    | 87,076.210    | 90,695.150    | 94,203.265    | 97,878.625    | 99,835.190    |
| Nurse IV (20 Year Scale)                  | 1885         | Hourly  | <b>42.277</b> | <b>43.841</b> | <b>45.409</b> | <b>47.118</b> | <b>49.076</b> | <b>50.976</b> | <b>52.963</b> |               |
|   |              | Monthly | 6,640.936     | 6,886.766     | 7,132.932     | 7,401.431     | 7,709.054     | 8,007.442     | 8,319.599     |               |
|   |              | Annual  | 79,691.235    | 82,641.195    | 85,595.185    | 88,817.170    | 92,508.650    | 96,089.305    | 99,835.190    |               |
| Nurse V                                   | 1885         | Hourly  | <b>43.752</b> | <b>45.428</b> | <b>47.347</b> | <b>49.208</b> | <b>51.241</b> | <b>53.232</b> | <b>55.307</b> | <b>56.414</b> |
|   |              | Monthly | 6,872.661     | 7,135.955     | 7,437.365     | 7,729.708     | 8,049.085     | 8,361.914     | 8,687.840     | 8,861.634     |
|   |              | Annual  | 82,471.935    | 85,631.455    | 89,248.380    | 92,756.495    | 96,589.025    | 100,342.970   | 104,254.085   | 106,339.610   |
| Nurse V (20 Year Scale)                   | 1885         | Hourly  | <b>44.626</b> | <b>46.335</b> | <b>48.294</b> | <b>50.193</b> | <b>52.266</b> | <b>54.296</b> | <b>56.414</b> |               |
|   |              | Monthly | 7,010.017     | 7,278.516     | 7,586.139     | 7,884.527     | 8,210.118     | 8,528.991     | 8,861.634     |               |
|   |              | Annual  | 84,120.205    | 87,342.190    | 91,033.670    | 94,614.325    | 98,521.410    | 102,347.895   | 106,339.610   |               |
| Nurse Practitioner                        | 1885         | Hourly  | <b>49.863</b> | <b>53.521</b> | <b>55.723</b> | <b>57.921</b> | <b>60.293</b> |               |               | <b>61.499</b> |
|   |              | Monthly | 7,832.641     | 8,407.252     | 8,753.160     | 9,098.397     | 9,471.004     |               |               | 9,660.414     |
|   |              | Annual  | 93,991.690    | 100,887.020   | 105,037.920   | 109,180.760   | 113,652.045   |               |               | 115,924.965   |
| Nurse Practitioner (20 Year Scale)        | 1885         | Hourly  | <b>50.859</b> | <b>54.591</b> | <b>56.836</b> | <b>59.079</b> | <b>61.499</b> |               |               |               |
|   |              | Monthly | 7,989.139     | 8,575.336     | 8,927.961     | 9,280.250     | 9,660.414     |               |               |               |
|   |              | Annual  | 95,869.670    | 102,904.035   | 107,135.535   | 111,363.005   | 115,924.965   |               |               |               |
| Weekend Worker - Licensed Practical Nurse | 1885         | Hourly  | <b>33.986</b> | <b>35.097</b> | <b>36.195</b> | <b>37.528</b> | <b>38.753</b> | <b>40.117</b> | <b>41.546</b> | <b>42.377</b> |
|   |              | Monthly | 5,338.575     | 5,513.208     | 5,685.658     | 5,895.050     | 6,087.483     | 6,301.745     | 6,526.249     | 6,656.720     |
|   |              | Annual  | 64,062.895    | 66,158.495    | 68,227.900    | 70,740.605    | 73,049.795    | 75,620.935    | 78,314.990    | 79,880.645    |

| Nurse Classification <sup>(1)</sup>        | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Weekend Worker - Nurse II                  | 1885         | Hourly  | <b>44.397</b> | <b>45.946</b> | <b>47.501</b> | <b>49.120</b> | <b>50.704</b> | <b>52.347</b> |               | <b>53.394</b> |
|  |              | Monthly | 6,974.083     | 7,217.394     | 7,461.545     | 7,715.939     | 7,964.791     | 8,222.879     |               | 8,387.270     |
|  |              | Annual  | 83,688.995    | 86,608.730    | 89,538.540    | 92,591.265    | 95,577.495    | 98,674.550    |               | 100,647.235   |
| Weekend Worker - Nurse II (20 Year Scale)  | 1885         | Hourly  | <b>45.285</b> | <b>46.865</b> | <b>48.451</b> | <b>50.103</b> | <b>51.718</b> | <b>53.394</b> |               |               |
|  |              | Monthly | 7,113.454     | 7,361.635     | 7,610.823     | 7,870.422     | 8,123.976     | 8,387.270     |               |               |
|  |              | Annual  | 85,361.445    | 88,339.615    | 91,329.875    | 94,445.065    | 97,487.715    | 100,647.235   |               |               |
| Weekend Worker - Nurse III                 | 1885         | Hourly  | <b>46.084</b> | <b>47.638</b> | <b>49.260</b> | <b>50.843</b> | <b>52.313</b> | <b>53.916</b> | <b>55.570</b> | <b>56.682</b> |
|  |              | Monthly | 7,239.055     | 7,483.206     | 7,737.936     | 7,986.620     | 8,217.506     | 8,469.381     | 8,729.148     | 8,903.781     |
|  |              | Annual  | 86,868.665    | 89,798.475    | 92,855.230    | 95,839.445    | 98,610.070    | 101,632.570   | 104,749.775   | 106,845.375   |
| Weekend Worker - Nurse III (20 Year Scale) | 1885         | Hourly  | <b>47.006</b> | <b>48.591</b> | <b>50.246</b> | <b>51.861</b> | <b>53.360</b> | <b>54.994</b> | <b>56.682</b> |               |
|  |              | Monthly | 7,383.800     | 7,632.820     | 7,892.755     | 8,146.477     | 8,381.896     | 8,638.641     | 8,903.781     |               |
|  |              | Annual  | 88,605.595    | 91,593.840    | 94,713.060    | 97,757.725    | 100,582.755   | 103,663.690   | 106,845.375   |               |
| Weekend Worker - Nurse IV                  | 1885         | Hourly  | <b>47.664</b> | <b>49.430</b> | <b>51.196</b> | <b>53.123</b> | <b>55.331</b> | <b>57.472</b> | <b>59.713</b> | <b>60.906</b> |
|  |              | Monthly | 7,487.236     | 7,764.635     | 8,042.033     | 8,344.787     | 8,691.535     | 9,027.872     | 9,379.993     | 9,567.388     |
|  |              | Annual  | 89,846.835    | 93,175.615    | 96,504.395    | 100,137.440   | 104,298.415   | 108,334.460   | 112,559.915   | 114,808.655   |
| Weekend Worker - Nurse IV (20 Year Scale)  | 1885         | Hourly  | <b>48.619</b> | <b>50.418</b> | <b>52.220</b> | <b>54.186</b> | <b>56.437</b> | <b>58.621</b> | <b>60.906</b> |               |
|  |              | Monthly | 7,637.186     | 7,919.790     | 8,202.897     | 8,511.696     | 8,865.328     | 9,208.382     | 9,567.388     |               |
|  |              | Annual  | 91,646.230    | 95,037.475    | 98,434.765    | 102,140.350   | 106,383.940   | 110,500.585   | 114,808.655   |               |
| Weekend Worker - Nurse V                   | 1885         | Hourly  | <b>50.314</b> | <b>52.240</b> | <b>54.448</b> | <b>56.590</b> | <b>58.928</b> | <b>61.216</b> | <b>63.602</b> | <b>64.874</b> |
|  |              | Monthly | 7,903.502     | 8,206.088     | 8,552.835     | 8,889.340     | 9,256.574     | 9,616.084     | 9,990.874     | 10,190.695    |
|  |              | Annual  | 94,842.020    | 98,473.050    | 102,634.025   | 106,672.085   | 111,078.890   | 115,393.005   | 119,890.485   | 122,288.335   |
| Weekend Worker - Nurse V (20 Year Scale)   | 1885         | Hourly  | <b>51.321</b> | <b>53.286</b> | <b>55.537</b> | <b>57.722</b> | <b>60.106</b> | <b>62.440</b> | <b>64.874</b> |               |
|  |              | Monthly | 8,061.679     | 8,370.310     | 8,723.943     | 9,067.164     | 9,441.618     | 9,808.348     | 10,190.695    |               |
|  |              | Annual  | 96,740.150    | 100,443.720   | 104,687.310   | 108,805.970   | 113,299.420   | 117,700.180   | 122,288.335   |               |

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Rural Health Authorities & Associations - Prairie Mountain Health  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase  
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification <sup>(1)</sup>       | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Licensed Practical Nurse                  | 1885         | Hourly  | <b>29.921</b> | <b>30.901</b> | <b>31.868</b> | <b>33.043</b> | <b>34.118</b> | <b>35.322</b> | <b>36.579</b> | <b>37.311</b> |
|   |              | Monthly | 4,700.155     | 4,853.967     | 5,005.932     | 5,190.472     | 5,359.396     | 5,548.470     | 5,745.940     | 5,860.963     |
|   |              | Annual  | 56,401.865    | 58,247.605    | 60,071.180    | 62,285.665    | 64,312.755    | 66,581.645    | 68,951.285    | 70,331.560    |
| Nurse II                                  | 1885         | Hourly  | <b>39.088</b> | <b>40.452</b> | <b>41.821</b> | <b>43.246</b> | <b>44.641</b> | <b>46.087</b> |               | <b>47.009</b> |
|   |              | Monthly | 6,140.041     | 6,354.303     | 6,569.404     | 6,793.237     | 7,012.368     | 7,239.559     |               | 7,384.303     |
|   |              | Annual  | 73,680.490    | 76,251.630    | 78,832.845    | 81,518.840    | 84,148.415    | 86,874.710    |               | 88,611.640    |
| Nurse II (20 Year Scale)                  | 1885         | Hourly  | <b>39.870</b> | <b>41.262</b> | <b>42.658</b> | <b>44.112</b> | <b>45.534</b> | <b>47.009</b> |               |               |
|   |              | Monthly | 6,262.956     | 6,481.583     | 6,700.883     | 6,929.249     | 7,152.578     | 7,384.303     |               |               |
|   |              | Annual  | 75,155.470    | 77,779.000    | 80,410.590    | 83,150.990    | 85,830.940    | 88,611.640    |               |               |
| Nurse III                                 | 1885         | Hourly  | <b>40.575</b> | <b>41.942</b> | <b>43.371</b> | <b>44.765</b> | <b>46.059</b> | <b>47.468</b> | <b>48.925</b> | <b>49.904</b> |
|   |              | Monthly | 6,373.613     | 6,588.378     | 6,812.883     | 7,031.846     | 7,235.025     | 7,456.508     | 7,685.378     | 7,839.022     |
|   |              | Annual  | 76,483.355    | 79,060.540    | 81,754.595    | 84,382.155    | 86,820.305    | 89,478.090    | 92,224.535    | 94,068.260    |
| Nurse III (20 Year Scale)                 | 1885         | Hourly  | <b>41.385</b> | <b>42.781</b> | <b>44.238</b> | <b>45.660</b> | <b>46.980</b> | <b>48.419</b> | <b>49.904</b> |               |
|   |              | Monthly | 6,500.894     | 6,720.193     | 6,949.063     | 7,172.393     | 7,379.770     | 7,605.785     | 7,839.022     |               |
|   |              | Annual  | 78,010.725    | 80,642.315    | 83,388.760    | 86,068.710    | 88,557.235    | 91,269.425    | 94,068.260    |               |
| Nurse IV                                  | 1885         | Hourly  | <b>41.967</b> | <b>43.520</b> | <b>45.076</b> | <b>46.772</b> | <b>48.716</b> | <b>50.599</b> | <b>52.574</b> | <b>53.625</b> |
|   |              | Monthly | 6,592.240     | 6,836.223     | 7,080.710     | 7,347.026     | 7,652.466     | 7,948.335     | 8,258.478     | 8,423.540     |
|   |              | Annual  | 79,106.885    | 82,034.680    | 84,968.520    | 88,164.310    | 91,829.595    | 95,380.025    | 99,101.730    | 101,082.475   |
| Nurse IV (20 Year Scale)                  | 1885         | Hourly  | <b>42.805</b> | <b>44.390</b> | <b>45.976</b> | <b>47.707</b> | <b>49.690</b> | <b>51.613</b> | <b>53.625</b> |               |
|   |              | Monthly | 6,723.887     | 6,972.908     | 7,222.096     | 7,493.953     | 7,805.438     | 8,107.520     | 8,423.540     |               |
|   |              | Annual  | 80,686.645    | 83,674.890    | 86,665.150    | 89,927.435    | 93,665.260    | 97,290.245    | 101,082.475   |               |
| Nurse V                                   | 1885         | Hourly  | <b>44.299</b> | <b>45.995</b> | <b>47.939</b> | <b>49.822</b> | <b>51.881</b> | <b>53.897</b> | <b>55.999</b> | <b>57.119</b> |
|   |              | Monthly | 6,958.635     | 7,225.118     | 7,530.391     | 7,826.260     | 8,149.668     | 8,466.358     | 8,796.483     | 8,972.459     |
|   |              | Annual  | 83,503.615    | 86,701.420    | 90,364.690    | 93,915.120    | 97,796.010    | 101,596.300   | 105,557.790   | 107,669.510   |
| Nurse V (20 Year Scale)                   | 1885         | Hourly  | <b>45.184</b> | <b>46.915</b> | <b>48.898</b> | <b>50.821</b> | <b>52.919</b> | <b>54.975</b> | <b>57.119</b> |               |
|   |              | Monthly | 7,097.670     | 7,369.527     | 7,681.012     | 7,983.094     | 8,312.715     | 8,635.618     | 8,972.459     |               |
|   |              | Annual  | 85,172.035    | 88,434.320    | 92,172.145    | 95,797.130    | 99,752.575    | 103,627.420   | 107,669.510   |               |
| Nurse Practitioner                        | 1885         | Hourly  | <b>50.486</b> | <b>54.190</b> | <b>56.420</b> | <b>58.645</b> | <b>61.046</b> |               |               | <b>62.267</b> |
|   |              | Monthly | 7,930.536     | 8,512.368     | 8,862.642     | 9,212.076     | 9,589.385     |               |               | 9,781.146     |
|   |              | Annual  | 95,166.435    | 102,148.410   | 106,351.700   | 110,544.915   | 115,072.620   |               |               | 117,373.750   |
| Nurse Practitioner (20 Year Scale)        | 1885         | Hourly  | <b>51.495</b> | <b>55.273</b> | <b>57.547</b> | <b>59.817</b> | <b>62.267</b> |               |               |               |
|   |              | Monthly | 8,089.050     | 8,682.467     | 9,039.626     | 9,396.281     | 9,781.146     |               |               |               |
|   |              | Annual  | 97,068.595    | 104,189.605   | 108,475.510   | 112,755.370   | 117,373.750   |               |               |               |
| Weekend Worker - Licensed Practical Nurse | 1885         | Hourly  | <b>34.410</b> | <b>35.536</b> | <b>36.647</b> | <b>37.997</b> | <b>39.237</b> | <b>40.619</b> | <b>42.066</b> | <b>42.907</b> |
|   |              | Monthly | 5,405.238     | 5,582.054     | 5,756.687     | 5,968.766     | 6,163.549     | 6,380.498     | 6,607.857     | 6,740.007     |
|   |              | Annual  | 64,862.850    | 66,984.645    | 69,080.245    | 71,625.190    | 73,962.590    | 76,565.970    | 79,294.280    | 80,880.085    |

| Nurse Classification <sup>(1)</sup>        | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Weekend Worker - Nurse II                  | 1885         | Hourly  | <b>44.952</b> | <b>46.520</b> | <b>48.094</b> | <b>49.734</b> | <b>51.338</b> | <b>53.001</b> |               | <b>54.061</b> |
|  |              | Monthly | 7,061.232     | 7,307.565     | 7,554.739     | 7,812.323     | 8,064.366     | 8,325.644     |               | 8,492.050     |
|  |              | Annual  | 84,734.780    | 87,690.785    | 90,656.865    | 93,747.875    | 96,772.390    | 99,907.730    |               | 101,904.595   |
| Weekend Worker - Nurse II (20 Year Scale)  | 1885         | Hourly  | <b>45.851</b> | <b>47.450</b> | <b>49.057</b> | <b>50.730</b> | <b>52.364</b> | <b>54.061</b> |               |               |
|  |              | Monthly | 7,202.450     | 7,453.653     | 7,706.032     | 7,968.821     | 8,225.566     | 8,492.050     |               |               |
|  |              | Annual  | 86,429.395    | 89,443.835    | 92,472.380    | 95,625.855    | 98,706.790    | 101,904.595   |               |               |
| Weekend Worker - Nurse III                 | 1885         | Hourly  | <b>46.660</b> | <b>48.234</b> | <b>49.876</b> | <b>51.479</b> | <b>52.967</b> | <b>54.590</b> | <b>56.265</b> | <b>57.391</b> |
|  |              | Monthly | 7,329.563     | 7,576.736     | 7,834.656     | 8,086.531     | 8,320.271     | 8,575.168     | 8,838.294     | 9,015.110     |
|  |              | Annual  | 87,954.750    | 90,920.830    | 94,015.870    | 97,038.370    | 99,843.250    | 102,902.020   | 106,059.525   | 108,181.320   |
| Weekend Worker - Nurse III (20 Year Scale) | 1885         | Hourly  | <b>47.594</b> | <b>49.198</b> | <b>50.874</b> | <b>52.509</b> | <b>54.027</b> | <b>55.681</b> | <b>57.391</b> |               |
|  |              | Monthly | 7,476.154     | 7,728.197     | 7,991.490     | 8,248.235     | 8,486.676     | 8,746.611     | 9,015.110     |               |
|  |              | Annual  | 89,713.845    | 92,738.360    | 95,897.880    | 98,978.815    | 101,840.115   | 104,959.335   | 108,181.320   |               |
| Weekend Worker - Nurse IV                  | 1885         | Hourly  | <b>48.260</b> | <b>50.048</b> | <b>51.836</b> | <b>53.787</b> | <b>56.022</b> | <b>58.190</b> | <b>60.460</b> | <b>61.668</b> |
|  |              | Monthly | 7,580.766     | 7,861.690     | 8,142.615     | 8,449.063     | 8,800.177     | 9,140.712     | 9,497.199     | 9,686.945     |
|  |              | Annual  | 90,969.190    | 94,340.285    | 97,711.380    | 101,388.755   | 105,602.120   | 109,688.540   | 113,966.385   | 116,243.335   |
| Weekend Worker - Nurse IV (20 Year Scale)  | 1885         | Hourly  | <b>49.227</b> | <b>51.048</b> | <b>52.873</b> | <b>54.864</b> | <b>57.143</b> | <b>59.353</b> | <b>61.668</b> |               |
|  |              | Monthly | 7,732.730     | 8,018.860     | 8,305.494     | 8,618.155     | 8,976.153     | 9,323.405     | 9,686.945     |               |
|  |              | Annual  | 92,792.765    | 96,226.325    | 99,665.930    | 103,417.860   | 107,713.840   | 111,880.860   | 116,243.335   |               |
| Weekend Worker - Nurse V                   | 1885         | Hourly  | <b>50.943</b> | <b>52.893</b> | <b>55.129</b> | <b>57.298</b> | <b>59.664</b> | <b>61.982</b> | <b>64.398</b> | <b>65.686</b> |
|  |              | Monthly | 8,002.237     | 8,308.685     | 8,659.798     | 9,000.501     | 9,372.269     | 9,736.312     | 10,115.804    | 10,318.143    |
|  |              | Annual  | 96,026.840    | 99,704.215    | 103,917.580   | 108,006.015   | 112,467.225   | 116,835.745   | 121,389.645   | 123,817.720   |
| Weekend Worker - Nurse V (20 Year Scale)   | 1885         | Hourly  | <b>51.962</b> | <b>53.952</b> | <b>56.231</b> | <b>58.444</b> | <b>60.857</b> | <b>63.221</b> | <b>65.686</b> |               |
|  |              | Monthly | 8,162.429     | 8,474.922     | 8,832.920     | 9,180.508     | 9,559.664     | 9,930.928     | 10,318.143    |               |
|  |              | Annual  | 97,949.150    | 101,699.065   | 105,995.045   | 110,166.095   | 114,715.965   | 119,171.130   | 123,817.720   |               |

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Rural Health Authorities & Associations - Prairie Mountain Health  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase  
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification <sup>(1)</sup>       | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Licensed Practical Nurse                  | 1885         | Hourly  | <b>30.340</b> | <b>31.334</b> | <b>32.314</b> | <b>33.506</b> | <b>34.596</b> | <b>35.817</b> | <b>37.091</b> | <b>37.834</b> |
|   |              | Monthly | 4,765.979     | 4,921.973     | 5,075.953     | 5,263.180     | 5,434.455     | 5,626.216     | 5,826.373     | 5,943.075     |
|   |              | Annual  | 57,191.745    | 59,063.680    | 60,911.435    | 63,158.160    | 65,213.460    | 67,514.590    | 69,916.470    | 71,316.895    |
| Nurse II                                  | 1885         | Hourly  | <b>39.635</b> | <b>41.018</b> | <b>42.407</b> | <b>43.851</b> | <b>45.266</b> | <b>46.733</b> |               | <b>47.667</b> |
|   |              | Monthly | 6,226.014     | 6,443.298     | 6,661.422     | 6,888.278     | 7,110.599     | 7,340.981     |               | 7,487.740     |
|   |              | Annual  | 74,712.170    | 77,319.580    | 79,937.065    | 82,659.330    | 85,327.190    | 88,091.770    |               | 89,852.880    |
| Nurse II (20 Year Scale)                  | 1885         | Hourly  | <b>40.428</b> | <b>41.839</b> | <b>43.256</b> | <b>44.730</b> | <b>46.171</b> | <b>47.667</b> |               |               |
|   |              | Monthly | 6,350.608     | 6,572.258     | 6,794.748     | 7,026.305     | 7,252.657     | 7,487.740     |               |               |
|   |              | Annual  | 76,207.300    | 78,867.100    | 81,536.975    | 84,315.660    | 87,031.880    | 89,852.880    |               |               |
| Nurse III                                 | 1885         | Hourly  | <b>41.142</b> | <b>42.529</b> | <b>43.978</b> | <b>45.391</b> | <b>46.703</b> | <b>48.133</b> | <b>49.611</b> | <b>50.603</b> |
|   |              | Monthly | 6,462.777     | 6,680.565     | 6,908.260     | 7,130.245     | 7,336.279     | 7,560.952     | 7,793.013     | 7,948.839     |
|   |              | Annual  | 77,553.320    | 80,166.775    | 82,899.115    | 85,562.945    | 88,035.350    | 90,731.420    | 93,516.150    | 95,386.070    |
| Nurse III (20 Year Scale)                 | 1885         | Hourly  | <b>41.964</b> | <b>43.380</b> | <b>44.857</b> | <b>46.299</b> | <b>47.637</b> | <b>49.097</b> | <b>50.603</b> |               |
|   |              | Monthly | 6,591.905     | 6,814.226     | 7,046.287     | 7,272.807     | 7,483.038     | 7,712.245     | 7,948.839     |               |
|   |              | Annual  | 79,102.855    | 81,770.715    | 84,555.445    | 87,273.680    | 89,796.460    | 92,546.935    | 95,386.070    |               |
| Nurse IV                                  | 1885         | Hourly  | <b>42.554</b> | <b>44.129</b> | <b>45.707</b> | <b>47.427</b> | <b>49.398</b> | <b>51.308</b> | <b>53.310</b> | <b>54.375</b> |
|   |              | Monthly | 6,684.595     | 6,931.936     | 7,179.781     | 7,449.959     | 7,759.597     | 8,059.664     | 8,374.172     | 8,541.417     |
|   |              | Annual  | 80,215.135    | 83,183.230    | 86,157.370    | 89,399.505    | 93,115.165    | 96,715.970    | 100,490.065   | 102,497.005   |
| Nurse IV (20 Year Scale)                  | 1885         | Hourly  | <b>43.404</b> | <b>45.011</b> | <b>46.620</b> | <b>48.375</b> | <b>50.386</b> | <b>52.335</b> | <b>54.375</b> |               |
|   |              | Monthly | 6,818.088     | 7,070.467     | 7,323.182     | 7,598.901     | 7,914.752     | 8,221.032     | 8,541.417     |               |
|   |              | Annual  | 81,817.060    | 84,845.605    | 87,878.180    | 91,186.810    | 94,977.025    | 98,652.385    | 102,497.005   |               |
| Nurse V                                   | 1885         | Hourly  | <b>44.919</b> | <b>46.639</b> | <b>48.610</b> | <b>50.520</b> | <b>52.607</b> | <b>54.652</b> | <b>56.782</b> | <b>57.919</b> |
|   |              | Monthly | 7,056.026     | 7,326.204     | 7,635.843     | 7,935.910     | 8,263.683     | 8,584.908     | 8,919.565     | 9,098.061     |
|   |              | Annual  | 84,672.315    | 87,914.450    | 91,630.110    | 95,230.915    | 99,164.195    | 103,018.890   | 107,034.785   | 109,176.730   |
| Nurse V (20 Year Scale)                   | 1885         | Hourly  | <b>45.817</b> | <b>47.571</b> | <b>49.582</b> | <b>51.533</b> | <b>53.660</b> | <b>55.744</b> | <b>57.919</b> |               |
|   |              | Monthly | 7,197.076     | 7,472.628     | 7,788.479     | 8,094.927     | 8,429.081     | 8,756.518     | 9,098.061     |               |
|   |              | Annual  | 86,364.915    | 89,671.530    | 93,461.745    | 97,139.120    | 101,148.970   | 105,078.220   | 109,176.730   |               |
| Nurse Practitioner                        | 1885         | Hourly  | <b>51.193</b> | <b>54.949</b> | <b>57.210</b> | <b>59.465</b> | <b>61.902</b> |               |               | <b>63.140</b> |
|   |              | Monthly | 8,041.529     | 8,631.588     | 8,986.732     | 9,341.036     | 9,723.718     |               |               | 9,918.166     |
|   |              | Annual  | 96,498.350    | 103,579.060   | 107,840.785   | 112,092.435   | 116,684.620   |               |               | 119,017.990   |
| Nurse Practitioner (20 Year Scale)        | 1885         | Hourly  | <b>52.216</b> | <b>56.047</b> | <b>58.353</b> | <b>60.654</b> | <b>63.140</b> |               |               |               |
|   |              | Monthly | 8,202.225     | 8,804.039     | 9,166.235     | 9,527.760     | 9,918.166     |               |               |               |
|   |              | Annual  | 98,426.705    | 105,648.465   | 109,994.820   | 114,333.115   | 119,017.990   |               |               |               |
| Weekend Worker - Licensed Practical Nurse | 1885         | Hourly  | <b>34.892</b> | <b>36.033</b> | <b>37.160</b> | <b>38.530</b> | <b>39.787</b> | <b>41.187</b> | <b>42.655</b> | <b>43.508</b> |
|   |              | Monthly | 5,480.968     | 5,660.135     | 5,837.287     | 6,052.388     | 6,249.858     | 6,469.829     | 6,700.379     | 6,834.376     |
|   |              | Annual  | 65,771.615    | 67,921.620    | 70,047.445    | 72,628.660    | 74,998.300    | 77,637.950    | 80,404.545    | 82,012.515    |

| Nurse Classification <sup>(1)</sup>               | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Weekend Worker - Nurse II</b>                  | 1885         | Hourly  | <b>45.582</b> | <b>47.171</b> | <b>48.767</b> | <b>50.430</b> | <b>52.056</b> | <b>53.743</b> |               | <b>54.818</b> |
|   |              | Monthly | 7,160.135     | 7,409.827     | 7,660.526     | 7,921.637     | 8,177.206     | 8,442.178     |               | 8,610.935     |
|   |              | Annual  | 85,921.615    | 88,917.920    | 91,926.315    | 95,059.640    | 98,126.470    | 101,306.140   |               | 103,331.215   |
| <b>Weekend Worker - Nurse II (20 Year Scale)</b>  | 1885         | Hourly  | <b>46.494</b> | <b>48.114</b> | <b>49.743</b> | <b>51.440</b> | <b>53.098</b> | <b>54.818</b> |               |               |
|   |              | Monthly | 7,303.368     | 7,557.929     | 7,813.834     | 8,080.318     | 8,340.757     | 8,610.935     |               |               |
|   |              | Annual  | 87,640.410    | 90,695.150    | 93,766.010    | 96,963.815    | 100,089.080   | 103,331.215   |               |               |
| <b>Weekend Worker - Nurse III</b>                 | 1885         | Hourly  | <b>47.313</b> | <b>48.909</b> | <b>50.574</b> | <b>52.200</b> | <b>53.709</b> | <b>55.354</b> | <b>57.053</b> | <b>58.194</b> |
|   |              | Monthly | 7,432.160     | 7,682.859     | 7,944.305     | 8,199.707     | 8,436.805     | 8,695.229     | 8,962.048     | 9,141.383     |
|   |              | Annual  | 89,185.915    | 92,194.310    | 95,331.665    | 98,396.480    | 101,241.660   | 104,342.745   | 107,544.580   | 109,696.600   |
| <b>Weekend Worker - Nurse III (20 Year Scale)</b> | 1885         | Hourly  | <b>48.260</b> | <b>49.886</b> | <b>51.586</b> | <b>53.244</b> | <b>54.783</b> | <b>56.461</b> | <b>58.194</b> |               |
|   |              | Monthly | 7,580.766     | 7,836.335     | 8,103.323     | 8,363.761     | 8,605.561     | 8,869.023     | 9,141.383     |               |
|   |              | Annual  | 90,969.190    | 94,036.020    | 97,239.870    | 100,365.135   | 103,266.735   | 106,428.270   | 109,696.600   |               |
| <b>Weekend Worker - Nurse IV</b>                  | 1885         | Hourly  | <b>48.935</b> | <b>50.748</b> | <b>52.562</b> | <b>54.540</b> | <b>56.807</b> | <b>59.005</b> | <b>61.306</b> | <b>62.531</b> |
|   |              | Monthly | 7,686.889     | 7,971.676     | 8,256.630     | 8,567.276     | 8,923.428     | 9,268.664     | 9,630.189     | 9,822.621     |
|   |              | Annual  | 92,242.670    | 95,660.110    | 99,079.565    | 102,807.315   | 107,081.130   | 111,223.970   | 115,562.265   | 117,871.455   |
| <b>Weekend Worker - Nurse IV (20 Year Scale)</b>  | 1885         | Hourly  | <b>49.916</b> | <b>51.764</b> | <b>53.613</b> | <b>55.632</b> | <b>57.942</b> | <b>60.184</b> | <b>62.531</b> |               |
|   |              | Monthly | 7,841.037     | 8,131.197     | 8,421.693     | 8,738.887     | 9,101.755     | 9,453.876     | 9,822.621     |               |
|   |              | Annual  | 94,092.440    | 97,574.360    | 101,060.310   | 104,866.645   | 109,221.060   | 113,446.515   | 117,871.455   |               |
| <b>Weekend Worker - Nurse V</b>                   | 1885         | Hourly  | <b>51.656</b> | <b>53.634</b> | <b>55.900</b> | <b>58.099</b> | <b>60.499</b> | <b>62.850</b> | <b>65.299</b> | <b>66.605</b> |
|   |              | Monthly | 8,114.237     | 8,425.051     | 8,781.034     | 9,126.439     | 9,503.412     | 9,872.660     | 10,257.358    | 10,462.552    |
|   |              | Annual  | 97,370.845    | 101,100.610   | 105,372.410   | 109,517.265   | 114,040.940   | 118,471.925   | 123,088.290   | 125,550.620   |
| <b>Weekend Worker - Nurse V (20 Year Scale)</b>   | 1885         | Hourly  | <b>52.690</b> | <b>54.708</b> | <b>57.018</b> | <b>59.261</b> | <b>61.709</b> | <b>64.106</b> | <b>66.605</b> |               |
|   |              | Monthly | 8,276.780     | 8,593.639     | 8,956.507     | 9,308.964     | 9,693.493     | 10,069.963    | 10,462.552    |               |
|   |              | Annual  | 99,321.365    | 103,123.670   | 107,478.085   | 111,707.570   | 116,321.920   | 120,839.550   | 125,550.620   |               |

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Rural Health Authorities & Associations - Prairie Mountain Health  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase  
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification <sup>(1)</sup>       | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |
|---|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Licensed Practical Nurse                  | 1885         | Hourly  | <b>30.492</b> | <b>31.491</b> | <b>32.475</b> | <b>33.673</b> | <b>34.769</b> | <b>35.996</b> | <b>37.276</b> | <b>38.023</b> |
|   |              | Monthly | 4,789.823     | 4,946.657     | 5,101.308     | 5,289.543     | 5,461.658     | 5,654.426     | 5,855.422     | 5,972.796     |
|   |              | Annual  | 57,477.875    | 59,359.885    | 61,215.700    | 63,474.515    | 65,539.890    | 67,853.110    | 70,265.065    | 71,673.550    |
| Nurse II                                  | 1885         | Hourly  | <b>39.833</b> | <b>41.224</b> | <b>42.619</b> | <b>44.070</b> | <b>45.493</b> | <b>46.967</b> |               | <b>47.906</b> |
|   |              | Monthly | 6,257.079     | 6,475.538     | 6,694.670     | 6,922.700     | 7,146.198     | 7,377.755     |               | 7,525.185     |
|   |              | Annual  | 75,084.945    | 77,706.460    | 80,336.035    | 83,072.405    | 85,754.370    | 88,533.055    |               | 90,302.225    |
| Nurse II (20 Year Scale)                  | 1885         | Hourly  | <b>40.630</b> | <b>42.049</b> | <b>43.472</b> | <b>44.953</b> | <b>46.402</b> | <b>47.906</b> |               |               |
|   |              | Monthly | 6,382.345     | 6,605.170     | 6,828.667     | 7,061.400     | 7,288.927     | 7,525.185     |               |               |
|   |              | Annual  | 76,588.135    | 79,262.040    | 81,944.005    | 84,736.795    | 87,467.120    | 90,302.225    |               |               |
| Nurse III                                 | 1885         | Hourly  | <b>41.348</b> | <b>42.742</b> | <b>44.199</b> | <b>45.618</b> | <b>46.936</b> | <b>48.374</b> | <b>49.859</b> | <b>50.856</b> |
|   |              | Monthly | 6,495.017     | 6,713.980     | 6,942.850     | 7,165.844     | 7,372.885     | 7,598.733     | 7,831.969     | 7,988.635     |
|   |              | Annual  | 77,940.200    | 80,567.760    | 83,314.205    | 85,990.125    | 88,474.620    | 91,184.795    | 93,983.630    | 95,863.625    |
| Nurse III (20 Year Scale)                 | 1885         | Hourly  | <b>42.174</b> | <b>43.597</b> | <b>45.081</b> | <b>46.531</b> | <b>47.876</b> | <b>49.342</b> | <b>50.856</b> |               |
|   |              | Monthly | 6,624.816     | 6,848.313     | 7,081.550     | 7,309.245     | 7,520.484     | 7,750.865     | 7,988.635     |               |
|   |              | Annual  | 79,497.795    | 82,179.760    | 84,978.595    | 87,710.935    | 90,245.805    | 93,010.385    | 95,863.625    |               |
| Nurse IV                                  | 1885         | Hourly  | <b>42.767</b> | <b>44.349</b> | <b>45.936</b> | <b>47.664</b> | <b>49.645</b> | <b>51.565</b> | <b>53.577</b> | <b>54.647</b> |
|   |              | Monthly | 6,718.010     | 6,966.527     | 7,215.715     | 7,487.236     | 7,798.386     | 8,099.964     | 8,415.983     | 8,584.068     |
|   |              | Annual  | 80,616.120    | 83,598.320    | 86,588.580    | 89,846.835    | 93,580.630    | 97,199.570    | 100,991.800   | 103,008.815   |
| Nurse IV (20 Year Scale)                  | 1885         | Hourly  | <b>43.621</b> | <b>45.236</b> | <b>46.853</b> | <b>48.617</b> | <b>50.638</b> | <b>52.597</b> | <b>54.647</b> |               |
|   |              | Monthly | 6,852.175     | 7,105.898     | 7,359.788     | 7,636.850     | 7,954.380     | 8,262.172     | 8,584.068     |               |
|   |              | Annual  | 82,226.105    | 85,270.770    | 88,317.450    | 91,642.200    | 95,452.565    | 99,146.060    | 103,008.815   |               |
| Nurse V                                   | 1885         | Hourly  | <b>45.143</b> | <b>46.872</b> | <b>48.853</b> | <b>50.773</b> | <b>52.870</b> | <b>54.926</b> | <b>57.067</b> | <b>58.208</b> |
|   |              | Monthly | 7,091.289     | 7,362.810     | 7,673.960     | 7,975.538     | 8,304.990     | 8,627.894     | 8,964.231     | 9,143.566     |
|   |              | Annual  | 85,095.465    | 88,353.720    | 92,087.515    | 95,706.455    | 99,659.885    | 103,534.730   | 107,570.775   | 109,722.795   |
| Nurse V (20 Year Scale)                   | 1885         | Hourly  | <b>46.046</b> | <b>47.809</b> | <b>49.830</b> | <b>51.790</b> | <b>53.928</b> | <b>56.023</b> | <b>58.208</b> |               |
|   |              | Monthly | 7,233.010     | 7,510.073     | 7,827.435     | 8,135.395     | 8,471.228     | 8,800.345     | 9,143.566     |               |
|   |              | Annual  | 86,796.125    | 90,120.875    | 93,929.225    | 97,624.735    | 101,654.735   | 105,604.135   | 109,722.795   |               |
| Nurse Practitioner                        | 1885         | Hourly  | <b>51.448</b> | <b>55.224</b> | <b>57.496</b> | <b>59.763</b> | <b>62.212</b> |               |               | <b>63.455</b> |
|   |              | Monthly | 8,081.661     | 8,674.743     | 9,031.734     | 9,387.717     | 9,772.414     |               |               | 9,967.701     |
|   |              | Annual  | 96,979.935    | 104,096.915   | 108,380.805   | 112,652.605   | 117,268.970   |               |               | 119,612.415   |
| Nurse Practitioner (20 Year Scale)        | 1885         | Hourly  | <b>52.477</b> | <b>56.327</b> | <b>58.645</b> | <b>60.958</b> | <b>63.455</b> |               |               |               |
|   |              | Monthly | 8,243.197     | 8,848.033     | 9,212.076     | 9,575.448     | 9,967.701     |               |               |               |
|   |              | Annual  | 98,918.365    | 106,176.395   | 110,544.915   | 114,905.375   | 119,612.415   |               |               |               |
| Weekend Worker - Licensed Practical Nurse | 1885         | Hourly  | <b>35.066</b> | <b>36.213</b> | <b>37.346</b> | <b>38.722</b> | <b>39.986</b> | <b>41.394</b> | <b>42.869</b> | <b>43.726</b> |
|   |              | Monthly | 5,508.338     | 5,688.513     | 5,866.505     | 6,082.613     | 6,281.091     | 6,502.237     | 6,733.962     | 6,868.631     |
|   |              | Annual  | 66,100.060    | 68,262.155    | 70,398.055    | 72,991.360    | 75,373.090    | 78,026.845    | 80,807.545    | 82,423.575    |

| Nurse Classification <sup>(1)</sup>        | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Weekend Worker - Nurse II                  | 1885         | Hourly  | <b>45.809</b> | <b>47.408</b> | <b>49.011</b> | <b>50.682</b> | <b>52.316</b> | <b>54.012</b> |               | <b>55.091</b> |
|  |              | Monthly | 7,195.901     | 7,446.936     | 7,698.811     | 7,961.265     | 8,218.010     | 8,484.325     |               | 8,653.921     |
|  |              | Annual  | 86,350.810    | 89,363.235    | 92,385.735    | 95,535.180    | 98,616.115    | 101,811.905   |               | 103,847.055   |
| Weekend Worker - Nurse II (20 Year Scale)  | 1885         | Hourly  | <b>46.726</b> | <b>48.355</b> | <b>49.992</b> | <b>51.697</b> | <b>53.363</b> | <b>55.091</b> |               |               |
|  |              | Monthly | 7,339.805     | 7,595.710     | 7,852.959     | 8,120.786     | 8,382.400     | 8,653.921     |               |               |
|  |              | Annual  | 88,077.665    | 91,148.525    | 94,235.505    | 97,449.430    | 100,588.800   | 103,847.055   |               |               |
| Weekend Worker - Nurse III                 | 1885         | Hourly  | <b>47.550</b> | <b>49.154</b> | <b>50.827</b> | <b>52.461</b> | <b>53.977</b> | <b>55.631</b> | <b>57.338</b> |               |
|  |              | Monthly | 7,469.269     | 7,721.312     | 7,984.102     | 8,240.678     | 8,478.952     | 8,738.719     | 9,006.882     |               |
|  |              | Annual  | 89,631.230    | 92,655.745    | 95,809.220    | 98,888.140    | 101,747.425   | 104,864.630   | 108,082.585   | 110,244.680   |
| Weekend Worker - Nurse III (20 Year Scale) | 1885         | Hourly  | <b>48.501</b> | <b>50.136</b> | <b>51.844</b> | <b>53.510</b> | <b>55.057</b> | <b>56.743</b> | <b>58.485</b> |               |
|  |              | Monthly | 7,618.715     | 7,875.460     | 8,143.790     | 8,405.573     | 8,648.548     | 8,913.353     | 9,187.057     |               |
|  |              | Annual  | 91,424.580    | 94,505.515    | 97,725.485    | 100,866.870   | 103,782.575   | 106,960.230   | 110,244.680   |               |
| Weekend Worker - Nurse IV                  | 1885         | Hourly  | <b>49.180</b> | <b>51.001</b> | <b>52.825</b> | <b>54.812</b> | <b>57.091</b> | <b>59.300</b> | <b>61.613</b> |               |
|  |              | Monthly | 7,725.342     | 8,011.472     | 8,297.938     | 8,610.095     | 8,968.093     | 9,315.009     | 9,678.381     |               |
|  |              | Annual  | 92,704.105    | 96,137.665    | 99,575.255    | 103,321.140   | 107,617.120   | 111,780.110   | 116,140.570   | 118,459.835   |
| Weekend Worker - Nurse IV (20 Year Scale)  | 1885         | Hourly  | <b>50.165</b> | <b>52.022</b> | <b>53.881</b> | <b>55.910</b> | <b>58.232</b> | <b>60.485</b> | <b>62.843</b> |               |
|  |              | Monthly | 7,880.161     | 8,171.833     | 8,463.840     | 8,782.545     | 9,147.260     | 9,501.229     | 9,871.653     |               |
|  |              | Annual  | 94,561.935    | 98,061.990    | 101,566.075   | 105,390.545   | 109,767.125   | 114,014.745   | 118,459.835   |               |
| Weekend Worker - Nurse V                   | 1885         | Hourly  | <b>51.914</b> | <b>53.903</b> | <b>56.179</b> | <b>58.390</b> | <b>60.802</b> | <b>63.164</b> | <b>65.625</b> |               |
|  |              | Monthly | 8,154.873     | 8,467.198     | 8,824.860     | 9,172.112     | 9,550.932     | 9,922.028     | 10,308.572    |               |
|  |              | Annual  | 97,858.475    | 101,606.375   | 105,898.325   | 110,065.345   | 114,611.185   | 119,064.335   | 123,702.865   | 126,179.300   |
| Weekend Worker - Nurse V (20 Year Scale)   | 1885         | Hourly  | <b>52.953</b> | <b>54.981</b> | <b>57.303</b> | <b>59.557</b> | <b>62.018</b> | <b>64.427</b> | <b>66.939</b> |               |
|  |              | Monthly | 8,318.088     | 8,636.626     | 9,001.341     | 9,355.477     | 9,742.021     | 10,120.338    | 10,514.942    |               |
|  |              | Annual  | 99,817.055    | 103,639.510   | 108,016.090   | 112,265.725   | 116,904.255   | 121,444.050   | 126,179.300   |               |

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.



**MNU & Rural Health Authorities & Associations - Prairie Mountain Health  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase  
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

| Nurse Classification <sup>(1)</sup>                      | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |               |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Licensed Practical Nurse <sup>(2)</sup>                  | 1885         | Hourly  | <b>30.858</b> | <b>31.869</b> | <b>32.865</b> | <b>34.078</b> | <b>35.186</b> | <b>36.428</b> | <b>37.723</b> | <b>38.855</b> | <b>39.632</b> |
|  |              | Monthly | 4,847.250     | 5,006.100     | 5,162.598     | 5,353.015     | 5,527.145     | 5,722.264     | 5,925.611     | 6,103.435     | 6,225.510     |
|  |              | Annual  | 58,167.005    | 60,073.195    | 61,951.175    | 64,236.185    | 66,325.740    | 68,667.170    | 71,107.335    | 73,241.220    | 74,706.125    |
| Nurse II <sup>(3)</sup>                                  | 1885         | Hourly  | <b>40.311</b> | <b>41.719</b> | <b>43.130</b> | <b>44.599</b> | <b>46.039</b> | <b>47.530</b> | <b>48.481</b> |               | <b>49.450</b> |
|  |              | Monthly | 6,332.138     | 6,553.284     | 6,774.934     | 7,005.819     | 7,232.003     | 7,466.247     | 7,615.525     |               | 7,767.825     |
|  |              | Annual  | 75,985.650    | 78,639.405    | 81,299.205    | 84,069.830    | 86,784.035    | 89,594.960    | 91,386.295    |               | 93,213.900    |
| Nurse II (20 Year Scale) <sup>(3)</sup>                  | 1885         | Hourly  | <b>41.118</b> | <b>42.553</b> | <b>43.993</b> | <b>45.493</b> | <b>46.959</b> | <b>48.481</b> | <b>49.450</b> |               |               |
|  |              | Monthly | 6,458.915     | 6,684.427     | 6,910.610     | 7,146.198     | 7,376.411     | 7,615.525     | 7,767.825     |               |               |
|  |              | Annual  | 77,506.975    | 80,213.120    | 82,927.325    | 85,754.370    | 88,516.935    | 91,386.295    | 93,213.900    |               |               |
| Nurse III <sup>(4)</sup>                                 | 1885         | Hourly  | <b>41.844</b> | <b>43.255</b> | <b>44.729</b> | <b>46.165</b> | <b>47.499</b> | <b>48.954</b> | <b>50.457</b> | <b>51.466</b> | <b>52.496</b> |
|  |              | Monthly | 6,572.930     | 6,794.580     | 7,026.137     | 7,251.817     | 7,461.377     | 7,689.912     | 7,926.003     | 8,084.523     | 8,246.220     |
|  |              | Annual  | 78,875.160    | 81,534.960    | 84,313.645    | 87,021.805    | 89,536.525    | 92,278.940    | 95,112.030    | 97,014.271    | 98,954.635    |
| Nurse III (20 Year Scale) <sup>(4)</sup>                 | 1885         | Hourly  | <b>42.680</b> | <b>44.119</b> | <b>45.622</b> | <b>47.089</b> | <b>48.450</b> | <b>49.935</b> | <b>51.466</b> | <b>52.496</b> |               |
|  |              | Monthly | 6,704.241     | 6,930.425     | 7,166.515     | 7,396.897     | 7,610.655     | 7,843.891     | 8,084.516     | 8,246.220     |               |
|  |              | Annual  | 80,450.890    | 83,165.095    | 85,998.185    | 88,762.765    | 91,327.860    | 94,126.695    | 97,014.190    | 98,954.635    |               |
| Nurse IV <sup>(5)</sup>                                  | 1885         | Hourly  | <b>43.280</b> | <b>44.882</b> | <b>46.487</b> | <b>48.236</b> | <b>50.240</b> | <b>52.184</b> | <b>54.307</b> | <b>56.517</b> | <b>57.647</b> |
|  |              | Monthly | 6,798.610     | 7,050.149     | 7,302.360     | 7,577.072     | 7,891.915     | 8,197.188     | 8,530.670     | 8,877.922     | 9,055.410     |
|  |              | Annual  | 81,583.320    | 84,601.790    | 87,628.320    | 90,924.860    | 94,702.985    | 98,366.255    | 102,368.045   | 106,535.065   | 108,664.920   |
| Nurse IV (20 Year Scale) <sup>(5)</sup>                  | 1885         | Hourly  | <b>44.145</b> | <b>45.780</b> | <b>47.415</b> | <b>49.200</b> | <b>51.245</b> | <b>53.228</b> | <b>55.392</b> | <b>57.647</b> |               |
|  |              | Monthly | 6,934.455     | 7,191.199     | 7,448.112     | 7,728.533     | 8,049.757     | 8,361.243     | 8,701.106     | 9,055.410     |               |
|  |              | Annual  | 83,213.455    | 86,294.390    | 89,377.340    | 92,742.390    | 96,597.085    | 100,334.910   | 104,413.270   | 108,664.920   |               |
| Nurse V  | 1885         | Hourly  | <b>45.685</b> | <b>47.434</b> | <b>49.439</b> | <b>51.382</b> | <b>53.505</b> | <b>55.585</b> | <b>57.752</b> |               | <b>58.906</b> |
|  |              | Monthly | 7,176.423     | 7,451.134     | 7,765.978     | 8,071.250     | 8,404.733     | 8,731.499     | 9,071.866     |               | 9,253.216     |
|  |              | Annual  | 86,117.070    | 89,413.610    | 93,191.735    | 96,855.005    | 100,856.795   | 104,777.985   | 108,862.390   |               | 111,038.590   |
| Nurse V (20 Year Scale)                                  | 1885         | Hourly  | <b>46.598</b> | <b>48.384</b> | <b>50.427</b> | <b>52.411</b> | <b>54.575</b> | <b>56.696</b> | <b>58.906</b> |               |               |
|  |              | Monthly | 7,319.823     | 7,600.244     | 7,921.301     | 8,232.954     | 8,572.818     | 8,905.964     | 9,253.216     |               |               |
|  |              | Annual  | 87,837.880    | 91,202.930    | 95,055.610    | 98,795.450    | 102,873.810   | 106,871.570   | 111,038.590   |               |               |
| Nurse Practitioner                                       | 1885         | Hourly  | <b>52.066</b> | <b>55.887</b> | <b>58.186</b> | <b>60.480</b> | <b>62.958</b> |               |               |               | <b>64.216</b> |
|  |              | Monthly | 8,178.717     | 8,778.851     | 9,140.040     | 9,500.389     | 9,889.620     |               |               |               | 10,087.258    |
|  |              | Annual  | 98,144.605    | 105,346.215   | 109,680.480   | 114,004.670   | 118,675.440   |               |               |               | 121,047.095   |
| Nurse Practitioner (20 Year Scale)                       | 1885         | Hourly  | <b>53.106</b> | <b>57.003</b> | <b>59.348</b> | <b>61.689</b> | <b>64.216</b> |               |               |               |               |
|  |              | Monthly | 8,342.100     | 8,954.156     | 9,322.565     | 9,690.303     | 10,087.258    |               |               |               |               |
|  |              | Annual  | 100,105.200   | 107,449.875   | 111,870.785   | 116,283.635   | 121,047.095   |               |               |               |               |
| Weekend Worker - Licensed Practical Nurse <sup>(2)</sup> | 1885         | Hourly  | <b>35.488</b> | <b>36.648</b> | <b>37.794</b> | <b>39.187</b> | <b>40.466</b> | <b>41.891</b> | <b>43.383</b> | <b>44.683</b> | <b>45.576</b> |
|  |              | Monthly | 5,574.498     | 5,756.855     | 5,936.862     | 6,155.657     | 6,356.485     | 6,580.318     | 6,814.730     | 7,018.917     | 7,159.295     |
|  |              | Annual  | 66,893.970    | 69,082.260    | 71,242.340    | 73,867.885    | 76,277.825    | 78,963.820    | 81,776.760    | 84,227.000    | 85,911.540    |

| Nurse Classification <sup>(1)</sup>                              | Annual Hours | Start   | Year 1        | Year 2        | Year 3        | Year 4        | Year 5        | Year 6        | Year 7        | 20 Year       |               |
|--|--------------|---------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Weekend Worker - Nurse II <sup>(3)</sup></b>                  | 1885         | Hourly  | <b>46.359</b> | <b>47.976</b> | <b>49.599</b> | <b>51.290</b> | <b>52.944</b> | <b>54.659</b> | <b>55.753</b> | <b>56.868</b> |               |
|  |              | Monthly | 7,282.210     | 7,536.268     | 7,791.165     | 8,056.810     | 8,316.577     | 8,586.083     | 8,757.862     | 8,932.999     |               |
|  |              | Annual  | 87,386.520    | 90,435.215    | 93,493.985    | 96,681.715    | 99,798.920    | 103,032.995   | 105,094.340   | 107,195.985   |               |
| <b>Weekend Worker - Nurse II (20 Year Scale) <sup>(3)</sup></b>  | 1885         | Hourly  | <b>47.287</b> | <b>48.935</b> | <b>50.592</b> | <b>52.317</b> | <b>54.003</b> | <b>55.752</b> | <b>56.868</b> |               |               |
|  |              | Monthly | 7,427.962     | 7,686.889     | 7,947.160     | 8,218.178     | 8,482.982     | 8,757.694     | 8,932.999     |               |               |
|  |              | Annual  | 89,135.540    | 92,242.670    | 95,365.920    | 98,618.130    | 101,795.785   | 105,092.325   | 107,195.985   |               |               |
| <b>Weekend Worker - Nurse III <sup>(4)</sup></b>                 | 1885         | Hourly  | <b>48.121</b> | <b>49.744</b> | <b>51.438</b> | <b>53.090</b> | <b>54.625</b> | <b>56.299</b> | <b>58.027</b> | <b>59.186</b> | <b>60.370</b> |
|  |              | Monthly | 7,558.937     | 7,814.002     | 8,079.982     | 8,339.581     | 8,580.710     | 8,843.667     | 9,115.020     | 9,297.210     | 9,483.094     |
|  |              | Annual  | 90,707.240    | 93,768.025    | 96,959.785    | 100,074.975   | 102,968.515   | 106,124.005   | 109,380.245   | 111,566.520   | 113,797.125   |
| <b>Weekend Worker - Nurse III (20 Year Scale) <sup>(4)</sup></b> | 1885         | Hourly  | <b>49.083</b> | <b>50.737</b> | <b>52.466</b> | <b>54.153</b> | <b>55.718</b> | <b>57.424</b> | <b>59.188</b> | <b>60.370</b> |               |
|  |              | Monthly | 7,710.062     | 7,969.997     | 8,241.518     | 8,506.490     | 8,752.320     | 9,020.315     | 9,297.378     | 9,483.094     |               |
|  |              | Annual  | 92,520.740    | 95,639.960    | 98,898.215    | 102,077.885   | 105,027.845   | 108,243.785   | 111,568.535   | 113,797.125   |               |
| <b>Weekend Worker - Nurse IV <sup>(5)</sup></b>                  | 1885         | Hourly  | <b>49.770</b> | <b>51.614</b> | <b>53.459</b> | <b>55.470</b> | <b>57.777</b> | <b>60.012</b> | <b>62.452</b> | <b>64.994</b> | <b>66.293</b> |
|  |              | Monthly | 7,818.032     | 8,107.688     | 8,397.513     | 8,713.364     | 9,075.728     | 9,426.842     | 9,810.195     | 10,209.501    | 10,413.520    |
|  |              | Annual  | 93,816.385    | 97,292.260    | 100,770.150   | 104,560.365   | 108,908.735   | 113,122.100   | 117,722.345   | 122,514.015   | 124,962.240   |
| <b>Weekend Worker - Nurse IV (20 Year Scale) <sup>(5)</sup></b>  | 1885         | Hourly  | <b>50.767</b> | <b>52.647</b> | <b>54.528</b> | <b>56.581</b> | <b>58.931</b> | <b>61.211</b> | <b>63.702</b> | <b>66.293</b> |               |
|  |              | Monthly | 7,974.698     | 8,269.896     | 8,565.429     | 8,887.997     | 9,257.078     | 9,615.244     | 10,006.490    | 10,413.520    |               |
|  |              | Annual  | 95,696.380    | 99,238.750    | 102,785.150   | 106,655.965   | 111,084.935   | 115,382.930   | 120,077.880   | 124,962.240   |               |
| <b>Weekend Worker - Nurse V</b>                                  | 1885         | Hourly  | <b>52.538</b> | <b>54.549</b> | <b>56.854</b> | <b>59.090</b> | <b>61.532</b> | <b>63.922</b> | <b>66.413</b> |               | <b>67.741</b> |
|  |              | Monthly | 8,252.768     | 8,568.788     | 8,930.816     | 9,282.098     | 9,665.619     | 10,041.081    | 10,432.327    |               | 10,641.047    |
|  |              | Annual  | 99,033.220    | 102,825.450   | 107,169.790   | 111,385.170   | 115,987.430   | 120,492.970   | 125,187.920   |               | 127,692.565   |
| <b>Weekend Worker - Nurse V (20 Year Scale)</b>                  | 1885         | Hourly  | <b>53.588</b> | <b>55.641</b> | <b>57.990</b> | <b>60.273</b> | <b>62.762</b> | <b>65.199</b> | <b>67.741</b> |               |               |
|  |              | Monthly | 8,417.830     | 8,740.230     | 9,109.311     | 9,467.813     | 9,858.891     | 10,241.741    | 10,641.047    |               |               |
|  |              | Annual  | 101,013.965   | 104,882.765   | 109,311.735   | 113,613.760   | 118,306.695   | 122,900.895   | 127,692.565   |               |               |

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

<sup>2</sup> New "Year 7" Step-on-Scale for Licensed Practical Nurse Effective April 1, 2021

<sup>3</sup> New "Year 6" Step-on-Scale for Nurse II Effective April 1, 2021

<sup>4</sup> New "Year 7" Step-on-Scale for Nurse III Effective April 1, 2021

<sup>5</sup> Nurse IV Standardized to "Year 7" Step-on-Scale Effective April 1, 2021