

**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	2015	Hourly	<b>27.645</b>	<b>28.550</b>	<b>29.444</b>	<b>30.529</b>	<b>31.523</b>	<b>32.635</b>	<b>33.797</b>	<b>34.473</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	2015	Hourly	<b>36.115</b>	<b>37.375</b>	<b>38.640</b>	<b>39.957</b>	<b>41.245</b>	<b>42.582</b>		<b>43.433</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)	2015	Hourly	<b>36.838</b>	<b>38.123</b>	<b>39.413</b>	<b>40.757</b>	<b>42.070</b>	<b>43.433</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	2015	Hourly	<b>37.488</b>	<b>38.752</b>	<b>40.072</b>	<b>41.360</b>	<b>42.555</b>	<b>43.858</b>	<b>45.204</b>	<b>46.108</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)	2015	Hourly	<b>38.237</b>	<b>39.527</b>	<b>40.873</b>	<b>42.187</b>	<b>43.406</b>	<b>44.736</b>	<b>46.108</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 - Brandon	2015	Hourly	<b>38.774</b>	<b>40.209</b>	<b>41.647</b>	<b>43.214</b>	<b>45.010</b>	<b>46.751</b>	<b>48.653</b>	<b>50.633</b>
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,169.650	8,502.125
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	98,035.795	102,025.495
Nurse IV - Brandon (20 Year Scale)	2015	Hourly	<b>39.549</b>	<b>41.013</b>	<b>42.479</b>	<b>44.078</b>	<b>45.910</b>	<b>47.687</b>	<b>49.626</b>	<b>51.646</b>
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,333.033	8,672.224
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,996.390	104,066.690
Nurse IV	2015	Hourly	<b>38.774</b>	<b>40.209</b>	<b>41.647</b>	<b>43.214</b>	<b>45.010</b>	<b>46.751</b>	<b>48.575</b>	<b>49.546</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)	2015	Hourly	<b>39.549</b>	<b>41.013</b>	<b>42.479</b>	<b>44.078</b>	<b>45.910</b>	<b>47.687</b>	<b>49.546</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	2015	Hourly	<b>40.929</b>	<b>42.497</b>	<b>44.292</b>	<b>46.033</b>	<b>47.935</b>	<b>49.798</b>	<b>51.739</b>	<b>52.774</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)	2015	Hourly	<b>41.747</b>	<b>43.346</b>	<b>45.178</b>	<b>46.955</b>	<b>48.894</b>	<b>50.793</b>	<b>52.774</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	
Clinical Nurse Specialist	2015	Hourly	<b>46.646</b>	<b>50.068</b>	<b>52.128</b>	<b>54.184</b>	<b>56.403</b>			<b>57.531</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
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>47.578</b>	<b>51.069</b>	<b>53.169</b>	<b>55.267</b>	<b>57.531</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			
Nurse Practitioner	2015	Hourly	<b>46.646</b>	<b>50.068</b>	<b>52.128</b>	<b>54.184</b>	<b>56.403</b>			<b>57.531</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)	2015	Hourly	<b>47.578</b>	<b>51.069</b>	<b>53.169</b>	<b>55.267</b>	<b>57.531</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	2015	Hourly	<b>31.793</b>	<b>32.833</b>	<b>33.860</b>	<b>35.107</b>	<b>36.253</b>	<b>37.529</b>	<b>38.866</b>	<b>39.643</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
Weekend Worker - Nurse II	2015	Hourly	<b>41.533</b>	<b>42.982</b>	<b>44.436</b>	<b>45.951</b>	<b>47.433</b>	<b>48.970</b>		<b>49.949</b>

Nurse Classification <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
	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	
<b>Weekend Worker - Nurse II (20 Year Scale)</b>	2015	Hourly	<b>42.363</b>	<b>43.841</b>	<b>45.325</b>	<b>46.871</b>	<b>48.381</b>	<b>49.949</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				
<b>Weekend Worker - Nurse III</b>	2015	Hourly	<b>43.111</b>	<b>44.565</b>	<b>46.082</b>	<b>47.563</b>	<b>48.938</b>	<b>50.438</b>	<b>51.985</b>	<b>53.025</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	
<b>Weekend Worker - Nurse III (20 Year Scale)</b>	2015	Hourly	<b>43.973</b>	<b>45.456</b>	<b>47.004</b>	<b>48.515</b>	<b>49.917</b>	<b>51.446</b>	<b>53.025</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			
<b>Weekend Worker - Nurse IV-Brandon</b>	2015	Hourly	<b>44.589</b>	<b>46.241</b>	<b>47.893</b>	<b>49.696</b>	<b>51.761</b>	<b>53.764</b>	<b>55.951</b>	<b>58.228</b>	<b>59.392</b>
	Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,395.105	9,777.452	9,972.907	
	Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,741.265	117,329.420	119,674.880	
<b>Weekend Worker - Nurse IV-Brandon (20 Year Scale)</b>	2015	Hourly	<b>45.482</b>	<b>47.165</b>	<b>48.851</b>	<b>50.690</b>	<b>52.796</b>	<b>54.839</b>	<b>57.070</b>	<b>59.392</b>	
	Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,583.004	9,972.907		
	Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,996.050	119,674.880		
<b>Weekend Worker - Nurse IV</b>	2015	Hourly	<b>44.589</b>	<b>46.241</b>	<b>47.893</b>	<b>49.696</b>	<b>51.761</b>	<b>53.764</b>	<b>55.861</b>	<b>56.977</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	
<b>Weekend Worker - Nurse IV (20 Year Scale)</b>	2015	Hourly	<b>45.482</b>	<b>47.165</b>	<b>48.851</b>	<b>50.690</b>	<b>52.796</b>	<b>54.839</b>	<b>56.977</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			
<b>Weekend Worker - Nurse V</b>	2015	Hourly	<b>47.068</b>	<b>48.870</b>	<b>50.935</b>	<b>52.939</b>	<b>55.126</b>	<b>57.267</b>	<b>59.499</b>	<b>60.689</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	
<b>Weekend Worker - Nurse V (20 Year Scale)</b>	2015	Hourly	<b>48.010</b>	<b>49.848</b>	<b>51.954</b>	<b>53.998</b>	<b>56.228</b>	<b>58.412</b>	<b>60.689</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	2015	Hourly	<b>27.991</b>	<b>28.907</b>	<b>29.812</b>	<b>30.911</b>	<b>31.917</b>	<b>33.043</b>	<b>34.219</b>	<b>34.904</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	2015	Hourly	<b>36.566</b>	<b>37.842</b>	<b>39.123</b>	<b>40.456</b>	<b>41.761</b>	<b>43.114</b>		<b>43.976</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)	2015	Hourly	<b>37.298</b>	<b>38.600</b>	<b>39.906</b>	<b>41.266</b>	<b>42.596</b>	<b>43.976</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	2015	Hourly	<b>37.957</b>	<b>39.236</b>	<b>40.573</b>	<b>41.877</b>	<b>43.087</b>	<b>44.406</b>	<b>45.769</b>	<b>46.684</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)	2015	Hourly	<b>38.715</b>	<b>40.021</b>	<b>41.384</b>	<b>42.714</b>	<b>43.949</b>	<b>45.295</b>	<b>46.684</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 - Brandon	2015	Hourly	<b>39.259</b>	<b>40.712</b>	<b>42.168</b>	<b>43.754</b>	<b>45.573</b>	<b>47.335</b>	<b>49.261</b>	<b>51.266</b>
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,271.743	8,608.416
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,260.915	103,300.990
Nurse IV - Brandon (20 Year Scale)	2015	Hourly	<b>40.043</b>	<b>41.526</b>	<b>43.010</b>	<b>44.629</b>	<b>46.484</b>	<b>48.283</b>	<b>50.246</b>	<b>52.292</b>
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,437.141	8,780.698
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,245.690	105,368.380
Nurse IV	2015	Hourly	<b>39.259</b>	<b>40.712</b>	<b>42.168</b>	<b>43.754</b>	<b>45.573</b>	<b>47.335</b>	<b>49.182</b>	<b>50.165</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)	2015	Hourly	<b>40.043</b>	<b>41.526</b>	<b>43.010</b>	<b>44.629</b>	<b>46.484</b>	<b>48.283</b>	<b>50.165</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	2015	Hourly	<b>41.441</b>	<b>43.028</b>	<b>44.846</b>	<b>46.608</b>	<b>48.534</b>	<b>50.420</b>	<b>52.386</b>	<b>53.434</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)	2015	Hourly	<b>42.269</b>	<b>43.888</b>	<b>45.743</b>	<b>47.542</b>	<b>49.505</b>	<b>51.428</b>	<b>53.434</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	
Clinical Nurse Specialist	2015	Hourly	<b>47.229</b>	<b>50.694</b>	<b>52.780</b>	<b>54.861</b>	<b>57.108</b>			<b>58.250</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
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>48.173</b>	<b>51.707</b>	<b>53.834</b>	<b>55.958</b>	<b>58.250</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			
Nurse Practitioner	2015	Hourly	<b>47.229</b>	<b>50.694</b>	<b>52.780</b>	<b>54.861</b>	<b>57.108</b>			<b>58.250</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)	2015	Hourly	<b>48.173</b>	<b>51.707</b>	<b>53.834</b>	<b>55.958</b>	<b>58.250</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	2015	Hourly	<b>32.190</b>	<b>33.243</b>	<b>34.283</b>	<b>35.546</b>	<b>36.706</b>	<b>37.998</b>	<b>39.352</b>	<b>40.139</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	2015	Hourly	<b>42.052</b>	<b>43.519</b>	<b>44.991</b>	<b>46.525</b>	<b>48.026</b>	<b>49.582</b>		<b>50.573</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)	2015	Hourly	<b>42.893</b>	<b>44.389</b>	<b>45.892</b>	<b>47.457</b>	<b>48.986</b>	<b>50.573</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	2015	Hourly	<b>43.650</b>	<b>45.122</b>	<b>46.658</b>	<b>48.158</b>	<b>49.550</b>	<b>51.068</b>	<b>52.635</b>	
		Monthly	7,329.563	7,576.736	7,834.656	8,086.531	8,320.271	8,575.168	8,838.294	
		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)	2015	Hourly	<b>44.523</b>	<b>46.024</b>	<b>47.592</b>	<b>49.121</b>	<b>50.541</b>	<b>52.089</b>	<b>53.688</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-Brandon	2015	Hourly	<b>45.146</b>	<b>46.819</b>	<b>48.492</b>	<b>50.317</b>	<b>52.408</b>	<b>54.436</b>	<b>56.650</b>	<b>58.956</b>
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,512.479	9,899.695
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	114,149.750	118,796.340
Weekend Worker - Nurse IV-Brandon (20 Year Scale)	2015	Hourly	<b>46.051</b>	<b>47.755</b>	<b>49.462</b>	<b>51.324</b>	<b>53.456</b>	<b>55.524</b>	<b>57.783</b>	<b>60.134</b>
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,702.729	10,097.501
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,432.745	121,170.010
Weekend Worker - Nurse IV	2015	Hourly	<b>45.146</b>	<b>46.819</b>	<b>48.492</b>	<b>50.317</b>	<b>52.408</b>	<b>54.436</b>	<b>56.559</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)	2015	Hourly	<b>46.051</b>	<b>47.755</b>	<b>49.462</b>	<b>51.324</b>	<b>53.456</b>	<b>55.524</b>	<b>57.689</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	2015	Hourly	<b>47.656</b>	<b>49.481</b>	<b>51.572</b>	<b>53.601</b>	<b>55.815</b>	<b>57.983</b>	<b>60.243</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)	2015	Hourly	<b>48.610</b>	<b>50.471</b>	<b>52.603</b>	<b>54.673</b>	<b>56.931</b>	<b>59.142</b>	<b>61.448</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	2015	Hourly	<b>28.383</b>	<b>29.312</b>	<b>30.229</b>	<b>31.344</b>	<b>32.364</b>	<b>33.506</b>	<b>34.698</b>	<b>35.393</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	2015	Hourly	<b>37.078</b>	<b>38.372</b>	<b>39.671</b>	<b>41.022</b>	<b>42.346</b>	<b>43.718</b>		<b>44.592</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)	2015	Hourly	<b>37.820</b>	<b>39.140</b>	<b>40.465</b>	<b>41.844</b>	<b>43.192</b>	<b>44.592</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	2015	Hourly	<b>38.488</b>	<b>39.785</b>	<b>41.141</b>	<b>42.463</b>	<b>43.690</b>	<b>45.028</b>	<b>46.410</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)	2015	Hourly	<b>39.257</b>	<b>40.581</b>	<b>41.963</b>	<b>43.312</b>	<b>44.564</b>	<b>45.929</b>	<b>47.338</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 - Brandon	2015	Hourly	<b>39.809</b>	<b>41.282</b>	<b>42.758</b>	<b>44.367</b>	<b>46.211</b>	<b>47.998</b>	<b>49.951</b>	<b>51.984</b>
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,387.605	8,728.980
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,651.265	104,747.760
Nurse IV - Brandon (20 Year Scale)	2015	Hourly	<b>40.604</b>	<b>42.107</b>	<b>43.612</b>	<b>45.254</b>	<b>47.135</b>	<b>48.959</b>	<b>50.949</b>	<b>53.024</b>
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,555.186	8,903.613
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,662.235	106,843.360
Nurse IV	2015	Hourly	<b>39.809</b>	<b>41.282</b>	<b>42.758</b>	<b>44.367</b>	<b>46.211</b>	<b>47.998</b>	<b>49.871</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)	2015	Hourly	<b>40.604</b>	<b>42.107</b>	<b>43.612</b>	<b>45.254</b>	<b>47.135</b>	<b>48.959</b>	<b>50.867</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	2015	Hourly	<b>42.021</b>	<b>43.630</b>	<b>45.474</b>	<b>47.261</b>	<b>49.213</b>	<b>51.126</b>	<b>53.119</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)	2015	Hourly	<b>42.861</b>	<b>44.502</b>	<b>46.383</b>	<b>48.208</b>	<b>50.198</b>	<b>52.148</b>	<b>54.182</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	
Clinical Nurse Specialist	2015	Hourly	<b>47.890</b>	<b>51.404</b>	<b>53.519</b>	<b>55.629</b>	<b>57.908</b>			<b>59.066</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
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>48.847</b>	<b>52.431</b>	<b>54.588</b>	<b>56.741</b>	<b>59.066</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			
Nurse Practitioner	2015	Hourly	<b>47.890</b>	<b>51.404</b>	<b>53.519</b>	<b>55.629</b>	<b>57.908</b>			<b>59.066</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)	2015	Hourly	<b>48.847</b>	<b>52.431</b>	<b>54.588</b>	<b>56.741</b>	<b>59.066</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	2015	Hourly	<b>32.641</b>	<b>33.708</b>	<b>34.763</b>	<b>36.044</b>	<b>37.220</b>	<b>38.530</b>	<b>39.903</b>	<b>40.701</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
Weekend Worker - Nurse II	2015	Hourly	<b>42.641</b>	<b>44.128</b>	<b>45.621</b>	<b>47.176</b>	<b>48.698</b>	<b>50.276</b>		<b>51.281</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
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	<b>43.494</b>	<b>45.010</b>	<b>46.534</b>	<b>48.121</b>	<b>49.672</b>	<b>51.281</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		
Weekend Worker - Nurse III	2015	Hourly	<b>44.261</b>	<b>45.754</b>	<b>47.311</b>	<b>48.832</b>	<b>50.244</b>	<b>51.783</b>	<b>53.372</b>	
		Monthly	7,432.160	7,682.859	7,944.305	8,199.707	8,436.805	8,695.229	8,962.048	
		Annual	89,185.915	92,194.310	95,331.665	98,396.480	101,241.660	104,342.745	107,544.580	
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	<b>45.146</b>	<b>46.668</b>	<b>48.258</b>	<b>49.809</b>	<b>51.249</b>	<b>52.818</b>	<b>54.440</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	
Weekend Worker - Nurse IV-Brandon	2015	Hourly	<b>45.778</b>	<b>47.474</b>	<b>49.171</b>	<b>51.021</b>	<b>53.142</b>	<b>55.198</b>	<b>57.443</b>	<b>59.781</b>
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,645.637	10,038.226
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,747.645	120,458.715
Weekend Worker - Nurse IV-Brandon (20 Year Scale)	2015	Hourly	<b>46.696</b>	<b>48.424</b>	<b>50.154</b>	<b>52.043</b>	<b>54.204</b>	<b>56.301</b>	<b>58.592</b>	<b>60.976</b>
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,838.573	10,238.887
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	118,062.880	122,866.640
Weekend Worker - Nurse IV	2015	Hourly	<b>45.778</b>	<b>47.474</b>	<b>49.171</b>	<b>51.021</b>	<b>53.142</b>	<b>55.198</b>	<b>57.351</b>	
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,630.189	
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,562.265	
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	<b>46.696</b>	<b>48.424</b>	<b>50.154</b>	<b>52.043</b>	<b>54.204</b>	<b>56.301</b>	<b>58.497</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	
Weekend Worker - Nurse V	2015	Hourly	<b>48.323</b>	<b>50.174</b>	<b>52.294</b>	<b>54.351</b>	<b>56.596</b>	<b>58.795</b>	<b>61.086</b>	
		Monthly	8,114.237	8,425.051	8,781.034	9,126.439	9,503.412	9,872.660	10,257.358	
		Annual	97,370.845	101,100.610	105,372.410	109,517.265	114,040.940	118,471.925	123,088.290	
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	<b>49.291</b>	<b>51.178</b>	<b>53.339</b>	<b>55.438</b>	<b>57.728</b>	<b>59.970</b>	<b>62.308</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	2015	Hourly	<b>28.525</b>	<b>29.459</b>	<b>30.380</b>	<b>31.501</b>	<b>32.526</b>	<b>33.674</b>	<b>34.871</b>	<b>35.570</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	2015	Hourly	<b>37.263</b>	<b>38.564</b>	<b>39.869</b>	<b>41.227</b>	<b>42.558</b>	<b>43.937</b>		<b>44.815</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)	2015	Hourly	<b>38.009</b>	<b>39.336</b>	<b>40.667</b>	<b>42.053</b>	<b>43.408</b>	<b>44.815</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	2015	Hourly	<b>38.680</b>	<b>39.984</b>	<b>41.347</b>	<b>42.675</b>	<b>43.908</b>	<b>45.253</b>	<b>46.642</b>	<b>47.575</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)	2015	Hourly	<b>39.453</b>	<b>40.784</b>	<b>42.173</b>	<b>43.529</b>	<b>44.787</b>	<b>46.159</b>	<b>47.575</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 - Brandon	2015	Hourly	<b>40.008</b>	<b>41.488</b>	<b>42.972</b>	<b>44.589</b>	<b>46.442</b>	<b>48.238</b>	<b>50.201</b>	<b>52.244</b>	<b>53.289</b>
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,429.585	8,772.638	8,948.111
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	101,155.015	105,271.660	107,377.335
Nurse IV - Brandon (20 Year Scale)	2015	Hourly	<b>40.807</b>	<b>42.318</b>	<b>43.830</b>	<b>45.480</b>	<b>47.371</b>	<b>49.204</b>	<b>51.204</b>	<b>53.289</b>	
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,598.005	8,948.111	
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,176.060	107,377.335	
Nurse IV	2015	Hourly	<b>40.008</b>	<b>41.488</b>	<b>42.972</b>	<b>44.589</b>	<b>46.442</b>	<b>48.238</b>	<b>50.120</b>	<b>51.121</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)	2015	Hourly	<b>40.807</b>	<b>42.318</b>	<b>43.830</b>	<b>45.480</b>	<b>47.371</b>	<b>49.204</b>	<b>51.121</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	2015	Hourly	<b>42.231</b>	<b>43.848</b>	<b>45.701</b>	<b>47.497</b>	<b>49.459</b>	<b>51.382</b>	<b>53.385</b>	<b>54.453</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)	2015	Hourly	<b>43.075</b>	<b>44.725</b>	<b>46.615</b>	<b>48.449</b>	<b>50.449</b>	<b>52.409</b>	<b>54.453</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		
Clinical Nurse Specialist	2015	Hourly	<b>48.129</b>	<b>51.661</b>	<b>53.787</b>	<b>55.907</b>	<b>58.198</b>			<b>59.361</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	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>49.091</b>	<b>52.693</b>	<b>54.861</b>	<b>57.025</b>	<b>59.361</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				
Nurse Practitioner	2015	Hourly	<b>48.129</b>	<b>51.661</b>	<b>53.787</b>	<b>55.907</b>	<b>58.198</b>			<b>59.361</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)	2015	Hourly	<b>49.091</b>	<b>52.693</b>	<b>54.861</b>	<b>57.025</b>	<b>59.361</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	2015	Hourly	<b>32.804</b>	<b>33.877</b>	<b>34.937</b>	<b>36.224</b>	<b>37.406</b>	<b>38.723</b>	<b>40.103</b>	<b>40.905</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	2015	Hourly	42.854	44.349	45.849	47.412	48.941	50.527		51.537	
		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)	2015	Hourly	43.711	45.235	46.767	48.362	49.920	51.537			
		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	2015	Hourly	44.482	45.983	47.548	49.076	50.495	52.042	53.639	54.712	
		Monthly	7,469.269	7,721.312	7,984.102	8,240.678	8,478.952	8,738.719	9,006.882	9,187.057	
		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)	2015	Hourly	45.372	46.901	48.499	50.058	51.505	53.082	54.712		
		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-Brandon	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.730	60.080	61.281
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,693.829	10,088.433	10,290.101
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,325.950	121,061.200	123,481.215
Weekend Worker - Nurse IV-Brandon (20 Year Scale)	2015	Hourly	46.929	48.666	50.405	52.303	54.475	56.583	58.885	61.281	
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,887.773	10,290.101	
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,653.275	123,481.215	
Weekend Worker - Nurse IV	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.638	58.789	
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,678.381	9,871.653	
		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)	2015	Hourly	46.929	48.666	50.405	52.303	54.475	56.583	58.789		
		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	2015	Hourly	48.565	50.425	52.555	54.623	56.879	59.089	61.391	62.620	
		Monthly	8,154.873	8,467.198	8,824.860	9,172.112	9,550.932	9,922.028	10,308.572	10,514.942	
		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)	2015	Hourly	49.537	51.434	53.606	55.715	58.017	60.270	62.620		
		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>	2015	Hourly	<b>28.867</b>	<b>29.813</b>	<b>30.745</b>	<b>31.879</b>	<b>32.916</b>	<b>34.078</b>	<b>35.289</b>	<b>36.348</b>	<b>37.075</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
Undergraduate Nursing Employee	2015	Hourly	<b>28.867</b>								
		Monthly	4,847.250								
		Annual	58,167.005								
Nurse II <sup>(3)</sup>	2015	Hourly	<b>37.710</b>	<b>39.027</b>	<b>40.347</b>	<b>41.722</b>	<b>43.069</b>	<b>44.464</b>	<b>45.353</b>		<b>46.260</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>	2015	Hourly	<b>38.465</b>	<b>39.808</b>	<b>41.155</b>	<b>42.558</b>	<b>43.929</b>	<b>45.353</b>	<b>46.260</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		
LPN - CRN	2015	Hourly	<b>38.427</b>	<b>39.746</b>	<b>41.095</b>	<b>42.455</b>	<b>43.752</b>	<b>45.130</b>	<b>46.278</b>	<b>47.203</b>	<b>48.147</b>
		Monthly	6,452.534	6,674.016	6,900.535	7,128.902	7,346.690	7,578.079	7,770.848	7,926.170	8,084.684
		Annual	77,430.405	80,088.190	82,806.425	85,546.825	88,160.280	90,936.950	93,250.170	95,114.045	97,016.205
LPN - CRN (20 Year Scale)	2015	Hourly	<b>39.196</b>	<b>40.541</b>	<b>41.917</b>	<b>43.304</b>	<b>44.627</b>	<b>46.033</b>	<b>47.204</b>	<b>48.147</b>	
		Monthly	6,581.662	6,807.510	7,038.563	7,271.463	7,493.617	7,729.708	7,926.338	8,084.684	
		Annual	78,979.940	81,690.115	84,462.755	87,257.560	89,923.405	92,756.495	95,116.060	97,016.205	
Nurse III <sup>(4)</sup>	2015	Hourly	<b>39.144</b>	<b>40.464</b>	<b>41.843</b>	<b>43.187</b>	<b>44.435</b>	<b>45.796</b>	<b>47.202</b>	<b>48.146</b>	<b>49.109</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>	2015	Hourly	<b>39.926</b>	<b>41.273</b>	<b>42.679</b>	<b>44.051</b>	<b>45.324</b>	<b>46.713</b>	<b>48.146</b>	<b>49.109</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>	2015	Hourly	<b>40.488</b>	<b>41.986</b>	<b>43.488</b>	<b>45.124</b>	<b>46.999</b>	<b>48.817</b>	<b>50.803</b>	<b>52.871</b>	<b>53.928</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>	2015	Hourly	<b>41.297</b>	<b>42.826</b>	<b>44.356</b>	<b>46.026</b>	<b>47.939</b>	<b>49.794</b>	<b>51.818</b>	<b>53.928</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	2015	Hourly	<b>42.738</b>	<b>44.374</b>	<b>46.249</b>	<b>48.067</b>	<b>50.053</b>	<b>51.999</b>	<b>54.026</b>		<b>55.106</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)	2015	Hourly	<b>43.592</b>	<b>45.262</b>	<b>47.174</b>	<b>49.030</b>	<b>51.054</b>	<b>53.038</b>	<b>55.106</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		
Clinical Nurse Specialist	2015	Hourly	<b>48.707</b>	<b>52.281</b>	<b>54.432</b>	<b>56.578</b>	<b>58.896</b>				<b>60.073</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
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>49.680</b>	<b>53.325</b>	<b>55.519</b>	<b>57.709</b>	<b>60.073</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				
Nurse Practitioner	2015	Hourly	<b>48.707</b>	<b>52.281</b>	<b>54.432</b>	<b>56.578</b>	<b>58.896</b>				<b>60.073</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)	2015	Hourly	<b>49.680</b>	<b>53.325</b>	<b>55.519</b>	<b>57.709</b>	<b>60.073</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				

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 - Licensed Practical Nurse <sup>(2)</sup>	2015	Hourly	<b>33.198</b>	<b>34.284</b>	<b>35.356</b>	<b>36.659</b>	<b>37.855</b>	<b>39.188</b>	<b>40.584</b>	<b>41.800</b>	<b>42.636</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
Weekend Worker - Nurse II <sup>(3)</sup>	2015	Hourly	<b>43.368</b>	<b>44.881</b>	<b>46.399</b>	<b>47.981</b>	<b>49.528</b>	<b>51.133</b>	<b>52.156</b>		<b>53.199</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
Weekend Worker - Nurse II (20 Year Scale) <sup>(3)</sup>	2015	Hourly	<b>44.236</b>	<b>45.778</b>	<b>47.328</b>	<b>48.942</b>	<b>50.519</b>	<b>52.155</b>	<b>53.199</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		
Weekend Worker - LPN - CRN	2015	Hourly	<b>44.192</b>	<b>45.708</b>	<b>47.259</b>	<b>48.823</b>	<b>50.315</b>	<b>51.900</b>	<b>53.220</b>	<b>54.284</b>	<b>55.370</b>
		Monthly	7,420.573	7,675.135	7,935.574	8,198.195	8,448.727	8,714.875	8,936.525	9,115.188	9,297.546
		Annual	89,046.880	92,101.620	95,226.885	98,378.345	101,384.725	104,578.500	107,238.300	109,382.260	111,570.550
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	<b>45.076</b>	<b>46.622</b>	<b>48.204</b>	<b>49.799</b>	<b>51.321</b>	<b>52.938</b>	<b>54.284</b>	<b>55.370</b>	
		Monthly	7,569.012	7,828.611	8,094.255	8,362.082	8,617.651	8,889.173	9,115.188	9,297.546	
		Annual	90,828.140	93,943.330	97,131.060	100,344.985	103,411.815	106,670.070	109,382.260	111,570.550	
Weekend Worker - Nurse III <sup>(4)</sup>	2015	Hourly	<b>45.016</b>	<b>46.535</b>	<b>48.119</b>	<b>49.665</b>	<b>51.101</b>	<b>52.667</b>	<b>54.283</b>	<b>55.368</b>	<b>56.475</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
Weekend Worker - Nurse III (20 Year Scale) <sup>(4)</sup>	2015	Hourly	<b>45.916</b>	<b>47.464</b>	<b>49.081</b>	<b>50.659</b>	<b>52.123</b>	<b>53.719</b>	<b>55.369</b>	<b>56.475</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	
Weekend Worker - Nurse IV <sup>(5)</sup>	2015	Hourly	<b>46.559</b>	<b>48.284</b>	<b>50.010</b>	<b>51.891</b>	<b>54.049</b>	<b>56.140</b>	<b>58.423</b>	<b>60.801</b>	<b>62.016</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
Weekend Worker - Nurse IV (20 Year Scale) <sup>(5)</sup>	2015	Hourly	<b>47.492</b>	<b>49.250</b>	<b>51.010</b>	<b>52.931</b>	<b>55.129</b>	<b>57.262</b>	<b>59.592</b>	<b>62.016</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	
Weekend Worker - Nurse V	2015	Hourly	<b>49.148</b>	<b>51.030</b>	<b>53.186</b>	<b>55.278</b>	<b>57.562</b>	<b>59.798</b>	<b>62.128</b>		<b>63.371</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
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	<b>50.131</b>	<b>52.051</b>	<b>54.249</b>	<b>56.384</b>	<b>58.713</b>	<b>60.993</b>	<b>63.371</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

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

A1. Effective April 1, 2022

- Monthly salaries include a 2.0% 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	2015	Hourly	<b>29.444</b>	<b>30.409</b>	<b>31.360</b>	<b>32.517</b>	<b>33.574</b>	<b>34.760</b>	<b>35.995</b>	<b>37.075</b>	<b>37.817</b>
		Monthly	4,944.138	5,106.178	5,265.867	5,460.146	5,637.634	5,836.783	6,044.160	6,225.510	6,350.105
		Annual	59,329.660	61,274.135	63,190.400	65,521.755	67,651.610	70,041.400	72,529.925	74,706.125	76,201.255
Undergraduate Nursing Employee	2015	Hourly	<b>29.444</b>								
		Monthly	4,944.138								
		Annual	59,329.660								
Nurse II <sup>(2)</sup>	2015	Hourly	<b>38.464</b>	<b>39.808</b>	<b>41.154</b>	<b>42.556</b>	<b>43.930</b>	<b>45.353</b>	<b>46.260</b>	<b>47.185</b>	<b>48.129</b>
		Monthly	6,458.747	6,684.427	6,910.443	7,145.862	7,376.579	7,615.525	7,767.825	7,923.148	8,081.661
		Annual	77,504.960	80,213.120	82,925.310	85,750.340	88,518.950	91,386.295	93,213.900	95,077.775	96,979.935
Nurse II (20 Year Scale) <sup>(2)</sup>	2015	Hourly	<b>39.234</b>	<b>40.604</b>	<b>41.978</b>	<b>43.409</b>	<b>44.808</b>	<b>46.260</b>	<b>47.185</b>	<b>48.129</b>	
		Monthly	6,588.043	6,818.088	7,048.806	7,289.095	7,524.010	7,767.825	7,923.148	8,081.661	
		Annual	79,056.510	81,817.060	84,585.670	87,469.135	90,288.120	93,213.900	95,077.775	96,979.935	
LPN - CRN	2015	Hourly	<b>39.196</b>	<b>40.541</b>	<b>41.917</b>	<b>43.304</b>	<b>44.627</b>	<b>46.033</b>	<b>47.204</b>	<b>48.147</b>	<b>49.110</b>
		Monthly	6,581.662	6,807.510	7,038.563	7,271.463	7,493.617	7,729.708	7,926.338	8,084.684	8,246.388
		Annual	78,979.940	81,690.115	84,462.755	87,257.560	89,923.405	92,756.495	95,116.060	97,016.205	98,956.650
LPN - CRN (20 Year Scale)	2015	Hourly	<b>39.980</b>	<b>41.352</b>	<b>42.755</b>	<b>44.170</b>	<b>45.520</b>	<b>46.954</b>	<b>48.148</b>	<b>49.110</b>	
		Monthly	6,713.308	6,943.690	7,179.277	7,416.879	7,643.567	7,884.359	8,084.852	8,246.388	
		Annual	80,559.700	83,324.280	86,151.325	89,002.550	91,722.800	94,612.310	97,018.220	98,956.650	
Nurse III	2015	Hourly	<b>39.927</b>	<b>41.273</b>	<b>42.680</b>	<b>44.051</b>	<b>45.324</b>	<b>46.712</b>	<b>48.146</b>	<b>49.109</b>	<b>50.091</b>
		Monthly	6,704.409	6,930.425	7,166.683	7,396.897	7,610.655	7,843.723	8,084.516	8,246.220	8,411.114
		Annual	80,452.905	83,165.095	86,000.200	88,762.765	91,327.860	94,124.680	97,014.190	98,954.635	100,933.365
Nurse III (20 Year Scale)	2015	Hourly	<b>40.725</b>	<b>42.098</b>	<b>43.533</b>	<b>44.932</b>	<b>46.230</b>	<b>47.647</b>	<b>49.109</b>	<b>50.091</b>	
		Monthly	6,838.406	7,068.956	7,309.916	7,544.832	7,762.788	8,000.725	8,246.220	8,411.114	
		Annual	82,060.875	84,827.470	87,718.995	90,537.980	93,153.450	96,008.705	98,954.635	100,933.365	
Nurse IV	2015	Hourly	<b>41.298</b>	<b>42.826</b>	<b>44.358</b>	<b>46.026</b>	<b>47.939</b>	<b>49.793</b>	<b>51.819</b>	<b>53.928</b>	<b>55.007</b>
		Monthly	6,934.623	7,191.199	7,448.448	7,728.533	8,049.757	8,361.075	8,701.274	9,055.410	9,236.592
		Annual	83,215.470	86,294.390	89,381.370	92,742.390	96,597.085	100,332.895	104,415.285	108,664.920	110,839.105
Nurse IV (20 Year Scale)	2015	Hourly	<b>42.123</b>	<b>43.683</b>	<b>45.243</b>	<b>46.947</b>	<b>48.898</b>	<b>50.790</b>	<b>52.854</b>	<b>55.007</b>	
		Monthly	7,073.154	7,335.104	7,597.054	7,883.184	8,210.789	8,528.488	8,875.068	9,236.592	
		Annual	84,877.845	88,021.245	91,164.645	94,598.205	98,529.470	102,341.850	106,500.810	110,839.105	
Nurse V	2015	Hourly	<b>43.593</b>	<b>45.261</b>	<b>47.174</b>	<b>49.028</b>	<b>51.054</b>	<b>53.039</b>	<b>55.107</b>		<b>56.208</b>
		Monthly	7,319.991	7,600.076	7,921.301	8,232.618	8,572.818	8,906.132	9,253.384		9,438.260
		Annual	87,839.895	91,200.915	95,055.610	98,791.420	102,873.810	106,873.585	111,040.605		113,259.120
Nurse V (20 Year Scale)	2015	Hourly	<b>44.464</b>	<b>46.167</b>	<b>48.117</b>	<b>50.011</b>	<b>52.075</b>	<b>54.099</b>	<b>56.208</b>		
		Monthly	7,466.247	7,752.209	8,079.646	8,397.680	8,744.260	9,084.124	9,438.260		
		Annual	89,594.960	93,026.505	96,955.755	100,772.165	104,931.125	109,009.485	113,259.120		
Clinical Nurse Specialist	2015	Hourly	<b>49.681</b>	<b>53.327</b>	<b>55.521</b>	<b>57.710</b>	<b>60.074</b>				<b>61.274</b>
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426				10,288.926
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110				123,467.110
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>50.674</b>	<b>54.392</b>	<b>56.629</b>	<b>58.863</b>	<b>61.274</b>				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Nurse Practitioner	2015	Hourly	<b>49.681</b>	<b>53.327</b>	<b>55.521</b>	<b>57.710</b>	<b>60.074</b>				<b>61.274</b>
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426				10,288.926
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110				123,467.110
Nurse Practitioner (20 Year Scale)	2015	Hourly	<b>50.674</b>	<b>54.392</b>	<b>56.629</b>	<b>58.863</b>	<b>61.274</b>				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				

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 - Licensed Practical Nurse	2015	Hourly	<b>33.862</b>	<b>34.970</b>	<b>36.063</b>	<b>37.392</b>	<b>38.612</b>	<b>39.972</b>	<b>41.396</b>	<b>42.636</b>	<b>43.489</b>
		Monthly	5,685.994	5,872.046	6,055.579	6,278.740	6,483.598	6,711.965	6,951.078	7,159.295	7,302.528
		Annual	68,231.930	70,464.550	72,666.945	75,344.880	77,803.180	80,543.580	83,412.940	85,911.540	87,630.335
Weekend Worker - Nurse II <sup>(2)</sup>	2015	Hourly	<b>44.235</b>	<b>45.779</b>	<b>47.327</b>	<b>48.941</b>	<b>50.519</b>	<b>52.156</b>	<b>53.199</b>	<b>54.263</b>	<b>55.348</b>
		Monthly	7,427.794	7,687.057	7,946.992	8,218.010	8,482.982	8,757.862	8,932.999	9,111.662	9,293.852
		Annual	89,133.525	92,244.685	95,363.905	98,616.115	101,795.785	105,094.340	107,195.985	109,339.945	111,526.220
Weekend Worker - Nurse II (20 Year Scale) <sup>(2)</sup>	2015	Hourly	<b>45.121</b>	<b>46.694</b>	<b>48.275</b>	<b>49.921</b>	<b>51.529</b>	<b>53.198</b>	<b>54.263</b>	<b>55.348</b>	
		Monthly	7,576.568	7,840.701	8,106.177	8,382.568	8,652.578	8,932.831	9,111.662	9,293.852	
		Annual	90,918.815	94,088.410	97,274.125	100,590.815	103,830.935	107,193.970	109,339.945	111,526.220	
Weekend Worker - LPN - CRN	2015	Hourly	<b>45.076</b>	<b>46.622</b>	<b>48.204</b>	<b>49.799</b>	<b>51.321</b>	<b>52.938</b>	<b>54.284</b>	<b>55.370</b>	<b>56.477</b>
		Monthly	7,569.012	7,828.611	8,094.255	8,362.082	8,617.651	8,889.173	9,115.188	9,297.546	9,483.430
		Annual	90,828.140	93,943.330	97,131.060	100,344.985	103,411.815	106,670.070	109,382.260	111,570.550	113,801.155
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	<b>45.978</b>	<b>47.554</b>	<b>49.168</b>	<b>50.795</b>	<b>52.347</b>	<b>53.997</b>	<b>55.370</b>	<b>56.477</b>	
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	
Weekend Worker - Nurse III	2015	Hourly	<b>45.916</b>	<b>47.466</b>	<b>49.081</b>	<b>50.658</b>	<b>52.123</b>	<b>53.720</b>	<b>55.369</b>	<b>56.475</b>	<b>57.605</b>
		Monthly	7,710.062	7,970.333	8,241.518	8,506.323	8,752.320	9,020.483	9,297.378	9,483.094	9,672.840
		Annual	92,520.740	95,643.990	98,898.215	102,075.870	105,027.845	108,245.800	111,568.535	113,797.125	116,074.075
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	<b>46.834</b>	<b>48.413</b>	<b>50.063</b>	<b>51.672</b>	<b>53.165</b>	<b>54.793</b>	<b>56.476</b>	<b>57.605</b>	
		Monthly	7,864.209	8,129.350	8,406.412	8,676.590	8,927.290	9,200.658	9,483.262	9,672.840	
		Annual	94,370.510	97,552.195	100,876.945	104,119.080	107,127.475	110,407.895	113,799.140	116,074.075	
Weekend Worker - Nurse IV	2015	Hourly	<b>47.490</b>	<b>49.250</b>	<b>51.010</b>	<b>52.929</b>	<b>55.130</b>	<b>57.263</b>	<b>59.591</b>	<b>62.017</b>	<b>63.256</b>
		Monthly	7,974.363	8,269.896	8,565.429	8,887.661	9,257.246	9,615.412	10,006.322	10,413.688	10,621.737
		Annual	95,692.350	99,238.750	102,785.150	106,651.935	111,086.950	115,384.945	120,075.865	124,964.255	127,460.840
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	<b>48.442</b>	<b>50.235</b>	<b>52.030</b>	<b>53.990</b>	<b>56.232</b>	<b>58.407</b>	<b>60.784</b>	<b>63.256</b>	
		Monthly	8,134.219	8,435.294	8,736.704	9,065.821	9,442.290	9,807.509	10,206.647	10,621.737	
		Annual	97,610.630	101,223.525	104,840.450	108,789.850	113,307.480	117,690.105	122,479.760	127,460.840	
Weekend Worker - Nurse V	2015	Hourly	<b>50.131</b>	<b>52.051</b>	<b>54.250</b>	<b>56.384</b>	<b>58.713</b>	<b>60.994</b>	<b>63.371</b>		<b>64.638</b>
		Monthly	8,417.830	8,740.230	9,109.479	9,467.813	9,858.891	10,241.909	10,641.047		10,853.798
		Annual	101,013.965	104,882.765	109,313.750	113,613.760	118,306.695	122,902.910	127,692.565		130,245.570
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	<b>51.134</b>	<b>53.092</b>	<b>55.334</b>	<b>57.512</b>	<b>59.887</b>	<b>62.213</b>	<b>64.638</b>		
		Monthly	8,586.251	8,915.032	9,291.501	9,657.223	10,056.025	10,446.600	10,853.798		
		Annual	103,035.010	106,980.380	111,498.010	115,886.680	120,672.305	125,359.195	130,245.570		

<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 Nurse II Effective April 1, 2022

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

A1. Effective April 1, 2023

- Monthly salaries include a 2.0% 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	2015	Hourly	<b>30.033</b>	<b>31.017</b>	<b>31.987</b>	<b>33.167</b>	<b>34.245</b>	<b>35.455</b>	<b>36.715</b>	<b>37.817</b>	<b>38.573</b>
		Monthly	5,043.041	5,208.271	5,371.150	5,569.292	5,750.306	5,953.485	6,165.060	6,350.105	6,477.050
		Annual	60,516.495	62,499.255	64,453.805	66,831.505	69,003.675	71,441.825	73,980.725	76,201.255	77,724.595
Undergraduate Nursing Employee	2015	Hourly	<b>30.033</b>								
		Monthly	5,043.041								
		Annual	60,516.495								
Nurse II	2015	Hourly	<b>39.233</b>	<b>40.604</b>	<b>41.977</b>	<b>43.407</b>	<b>44.809</b>	<b>46.260</b>	<b>47.185</b>	<b>48.129</b>	<b>49.092</b>
		Monthly	6,587.875	6,818.088	7,048.638	7,288.759	7,524.178	7,767.825	7,923.148	8,081.661	8,243.365
		Annual	79,054.495	81,817.060	84,583.655	87,465.105	90,290.135	93,213.900	95,077.775	96,979.935	98,920.380
Nurse II (20 Year Scale)	2015	Hourly	<b>40.019</b>	<b>41.416</b>	<b>42.818</b>	<b>44.277</b>	<b>45.704</b>	<b>47.185</b>	<b>48.129</b>	<b>49.092</b>	
		Monthly	6,719.857	6,954.437	7,189.856	7,434.846	7,674.463	7,923.148	8,081.661	8,243.365	
		Annual	80,638.285	83,453.240	86,278.270	89,218.155	92,093.560	95,077.775	96,979.935	98,920.380	
LPN - CRN	2015	Hourly	<b>39.980</b>	<b>41.352</b>	<b>42.755</b>	<b>44.170</b>	<b>45.520</b>	<b>46.954</b>	<b>48.148</b>	<b>49.110</b>	<b>50.092</b>
		Monthly	6,713.308	6,943.690	7,179.277	7,416.879	7,643.567	7,884.359	8,084.852	8,246.388	8,411.282
		Annual	80,559.700	83,324.280	86,151.325	89,002.550	91,722.800	94,612.310	97,018.220	98,956.650	100,935.380
LPN - CRN (20 Year Scale)	2015	Hourly	<b>40.780</b>	<b>42.179</b>	<b>43.610</b>	<b>45.053</b>	<b>46.430</b>	<b>47.893</b>	<b>49.111</b>	<b>50.092</b>	
		Monthly	6,847.642	7,082.557	7,322.846	7,565.150	7,796.371	8,042.033	8,246.555	8,411.282	
		Annual	82,171.700	84,990.685	87,874.150	90,781.795	93,556.450	96,504.395	98,958.665	100,935.380	
Nurse III	2015	Hourly	<b>40.726</b>	<b>42.098</b>	<b>43.534</b>	<b>44.932</b>	<b>46.230</b>	<b>47.646</b>	<b>49.109</b>	<b>50.091</b>	<b>51.093</b>
		Monthly	6,838.574	7,068.956	7,310.084	7,544.832	7,762.788	8,000.558	8,246.220	8,411.114	8,579.366
		Annual	82,062.890	84,827.470	87,721.010	90,537.980	93,153.450	96,006.690	98,954.635	100,933.365	102,952.395
Nurse III (20 Year Scale)	2015	Hourly	<b>41.540</b>	<b>42.940</b>	<b>44.404</b>	<b>45.831</b>	<b>47.155</b>	<b>48.600</b>	<b>50.091</b>	<b>51.093</b>	
		Monthly	6,975.258	7,210.342	7,456.172	7,695.789	7,918.110	8,160.750	8,411.114	8,579.366	
		Annual	83,703.100	86,524.100	89,474.060	92,349.465	95,017.325	97,929.000	100,933.365	102,952.395	
Nurse IV	2015	Hourly	<b>42.124</b>	<b>43.683</b>	<b>45.245</b>	<b>46.947</b>	<b>48.898</b>	<b>50.789</b>	<b>52.855</b>	<b>55.007</b>	<b>56.107</b>
		Monthly	7,073.322	7,335.104	7,597.390	7,883.184	8,210.789	8,528.320	8,875.235	9,236.592	9,421.300
		Annual	84,879.860	88,021.245	91,168.675	94,598.205	98,529.470	102,339.835	106,502.825	110,839.105	113,055.605
Nurse IV (20 Year Scale)	2015	Hourly	<b>42.965</b>	<b>44.557</b>	<b>46.148</b>	<b>47.886</b>	<b>49.876</b>	<b>51.806</b>	<b>53.911</b>	<b>56.107</b>	
		Monthly	7,214.540	7,481.863	7,749.018	8,040.858	8,375.012	8,699.091	9,052.555	9,421.300	
		Annual	86,574.475	89,782.355	92,988.220	96,490.290	100,500.140	104,389.090	108,630.665	113,055.605	
Nurse V	2015	Hourly	<b>44.465</b>	<b>46.166</b>	<b>48.117</b>	<b>50.009</b>	<b>52.075</b>	<b>54.100</b>	<b>56.209</b>		<b>57.332</b>
		Monthly	7,466.415	7,752.041	8,079.646	8,397.345	8,744.260	9,084.292	9,438.428		9,626.998
		Annual	89,596.975	93,024.490	96,955.755	100,768.135	104,931.125	109,011.500	113,261.135		115,523.980
Nurse V (20 Year Scale)	2015	Hourly	<b>45.353</b>	<b>47.090</b>	<b>49.079</b>	<b>51.011</b>	<b>53.117</b>	<b>55.181</b>	<b>57.332</b>		
		Monthly	7,615.525	7,907.196	8,241.182	8,565.597	8,919.230	9,265.810	9,626.998		
		Annual	91,386.295	94,886.350	98,894.185	102,787.165	107,030.755	111,189.715	115,523.980		
Clinical Nurse Specialist	2015	Hourly	<b>50.675</b>	<b>54.394</b>	<b>56.631</b>	<b>58.864</b>	<b>61.275</b>				<b>62.499</b>
		Monthly	8,509.177	9,133.659	9,509.289	9,884.247	10,289.094				10,494.624
		Annual	102,110.125	109,603.910	114,111.465	118,610.960	123,469.125				125,935.485
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>51.687</b>	<b>55.480</b>	<b>57.762</b>	<b>60.040</b>	<b>62.499</b>				
		Monthly	8,679.109	9,316.017	9,699.203	10,081.717	10,494.624				
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485				
Nurse Practitioner	2015	Hourly	<b>50.675</b>	<b>54.394</b>	<b>56.631</b>	<b>58.864</b>	<b>61.275</b>				<b>62.499</b>
		Monthly	8,509.177	9,133.659	9,509.289	9,884.247	10,289.094				10,494.624
		Annual	102,110.125	109,603.910	114,111.465	118,610.960	123,469.125				125,935.485
Nurse Practitioner (20 Year Scale)	2015	Hourly	<b>51.687</b>	<b>55.480</b>	<b>57.762</b>	<b>60.040</b>	<b>62.499</b>				
		Monthly	8,679.109	9,316.017	9,699.203	10,081.717	10,494.624				
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485				
Weekend Worker - Licensed Practical Nurse	2015	Hourly	<b>34.539</b>	<b>35.669</b>	<b>36.784</b>	<b>38.140</b>	<b>39.384</b>	<b>40.771</b>	<b>42.224</b>	<b>43.489</b>	<b>44.359</b>

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	2015	Monthly	5,799.674	5,989.420	6,176.647	6,404.342	6,613.230	6,846.130	7,090.113	7,302.528	7,448.615
		Annual	69,596.085	71,873.035	74,119.760	76,852.100	79,358.760	82,153.565	85,081.360	87,630.335	89,383.385
		Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
Weekend Worker - Nurse II (20 Year Scale)	2015	Monthly	7,576.400	7,840.869	8,106.009	8,382.400	8,652.578	8,932.999	9,111.662	9,293.852	9,479.735
		Annual	90,916.800	94,090.425	97,272.110	100,588.800	103,830.935	107,195.985	109,339.945	111,526.220	113,756.825
		Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
Weekend Worker - LPN - CRN	2015	Monthly	7,728.029	7,997.535	8,268.385	8,550.149	8,825.700	9,111.494	9,293.852	9,479.735	
		Annual	92,736.345	95,970.420	99,220.615	102,601.785	105,908.400	109,337.930	111,526.220	113,756.825	
		Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	9,673.175
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	116,078.105
		Hourly	46.898	48.505	50.151	51.811	53.394	55.077	56.477	57.607	
Weekend Worker - Nurse III	2015	Monthly	7,874.956	8,144.798	8,421.189	8,699.930	8,965.743	9,248.346	9,483.430	9,673.175	
		Annual	94,499.470	97,737.575	101,054.265	104,399.165	107,588.910	110,980.155	113,801.155	116,078.105	
		Hourly	46.834	48.415	50.063	51.671	53.165	54.794	56.476	57.605	58.757
Weekend Worker - Nurse III (20 Year Scale)	2015	Monthly	7,864.209	8,129.685	8,406.412	8,676.422	8,927.290	9,200.826	9,483.262	9,672.840	9,866.280
		Annual	94,370.510	97,556.225	100,876.945	104,117.065	107,127.475	110,409.910	113,799.140	116,074.075	118,395.355
		Hourly	47.771	49.381	51.064	52.705	54.228	55.889	57.606	58.757	
Weekend Worker - Nurse IV	2015	Monthly	8,021.547	8,291.893	8,574.497	8,850.048	9,105.785	9,384.695	9,673.008	9,866.280	
		Annual	96,258.565	99,502.715	102,893.960	106,200.575	109,269.420	112,616.335	116,076.090	118,395.355	
		Hourly	48.440	50.235	52.030	53.988	56.233	58.408	60.783	63.257	64.521
Weekend Worker - Nurse IV (20 Year Scale)	2015	Monthly	8,133.883	8,435.294	8,736.704	9,065.485	9,442.458	9,807.677	10,206.479	10,621.905	10,834.151
		Annual	97,606.600	101,223.525	104,840.450	108,785.820	113,309.495	117,692.120	122,477.745	127,462.855	130,009.815
		Hourly	49.411	51.240	53.071	55.070	57.357	59.575	62.000	64.521	
Weekend Worker - Nurse V	2015	Monthly	8,296.930	8,604.050	8,911.505	9,247.171	9,631.196	10,003.635	10,410.833	10,834.151	
		Annual	99,563.165	103,248.600	106,938.065	110,966.050	115,574.355	120,043.625	124,930.000	130,009.815	
		Hourly	51.134	53.092	55.335	57.512	59.887	62.214	64.638		65.931
Weekend Worker - Nurse V (20 Year Scale)	2015	Monthly	8,586.251	8,915.032	9,291.669	9,657.223	10,056.025	10,446.768	10,853.798		11,070.914
		Annual	103,035.010	106,980.380	111,500.025	115,886.680	120,672.305	125,361.210	130,245.570		132,850.965
		Hourly	52.157	54.154	56.441	58.662	61.085	63.457	65.931		
Weekend Worker - Nurse V (20 Year Scale)	2015	Monthly	8,758.030	9,093.359	9,477.385	9,850.328	10,257.190	10,655.488	11,070.914		
		Annual	105,096.355	109,120.310	113,728.615	118,203.930	123,086.275	127,865.855	132,850.965		
		Hourly									

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