

**MNU & Shared Health Employer Organization  
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>	
LPN Technician, ORT I	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	
ORT II	2015	Hourly	<b>29.444</b>	<b>30.529</b>	<b>31.523</b>	<b>32.644</b>	<b>33.679</b>	<b>34.729</b>	<b>35.801</b>	<b>36.517</b>	
	Monthly	4,944.138	5,126.328	5,293.237	5,481.472	5,655.265	5,831.578	6,011.585		6,131.813	
	Annual	59,329.660	61,515.935	63,518.845	65,777.660	67,863.185	69,978.935	72,139.015		73,581.755	
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	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 IV - HSC	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>	<b>51.646</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	8,672.224	
	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	104,066.690	
Nurse IV - HSC (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		
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 Classification <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
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 Nurs	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
ORT II (Weekend Worker Rates)	2015	Hourly	<b>33.860</b>	<b>35.107</b>	<b>36.253</b>	<b>37.540</b>	<b>38.730</b>	<b>39.938</b>	<b>41.170</b>		<b>41.994</b>
		Monthly	5,685.658	5,895.050	6,087.483	6,303.592	6,503.413	6,706.256	6,913.129		7,051.493
		Annual	68,227.900	70,740.605	73,049.795	75,643.100	78,049.950	80,475.070	82,957.550		84,617.910
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>
		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)	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			
Weekend Worker - Nurse III	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
Weekend Worker - Nurse III (20 Year Scale)	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		
Weekend Worker - Nurse IV	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
Weekend Worker - Nurse IV (20 Year Scale)	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		
Weekend Worker - Nurse IV-HSC	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
Weekend Worker - Nurse IV-HSC (20 Year Scale)	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	

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

**MNU & Shared Health Employer Organization  
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	27.991	28.907	29.812	30.911	31.917	33.043	34.219	34.904	
LPN Technician, ORT I		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	
ORT II	2015	Hourly	29.812	30.911	31.917	33.052	34.100	35.163	36.249	36.973	
		Monthly	5,005.932	5,190.472	5,359.396	5,549.982	5,725.958	5,904.454	6,086.811	6,208.383	
		Annual	60,071.180	62,285.665	64,312.755	66,599.780	68,711.500	70,853.445	73,041.735	74,500.595	
Nurse II	2015	Hourly	36.566	37.842	39.123	40.456	41.761	43.114		43.976	
		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	37.298	38.600	39.906	41.266	42.596	43.976			
		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	37.957	39.236	40.573	41.877	43.087	44.406	45.769	46.684	
		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	38.715	40.021	41.384	42.714	43.949	45.295	46.684		
		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	2015	Hourly	39.259	40.712	42.168	43.754	45.573	47.335	49.182	50.165	
		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	40.043	41.526	43.010	44.629	46.484	48.283	50.165		
		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 IV - HSC	2015	Hourly	39.259	40.712	42.168	43.754	45.573	47.335	49.261	51.266	52.292
		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	8,780.698
		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	105,368.380
Nurse IV - HSC (20 Year Scale)	2015	Hourly	40.043	41.526	43.010	44.629	46.484	48.283	50.246	52.292	
		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	
Clinical Nurse Specialist	2015	Hourly	47.229	50.694	52.780	54.861	57.108				58.250
		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	48.173	51.707	53.834	55.958	58.250				
		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	47.229	50.694	52.780	54.861	57.108				58.250
		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 Classification <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
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 Nursi	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	
ORT II (Weekend Worker Rates)	2015	Hourly	<b>34.283</b>	<b>35.546</b>	<b>36.706</b>	<b>38.009</b>	<b>39.214</b>	<b>40.437</b>	<b>41.685</b>	<b>42.519</b>	
		Monthly	5,756.687	5,968.766	6,163.549	6,382.345	6,584.684	6,790.046	6,999.606	7,139.649	
		Annual	69,080.245	71,625.190	73,962.590	76,588.135	79,016.210	81,480.555	83,995.275	85,675.785	
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>	<b>53.688</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)	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	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>	<b>57.689</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 IV-HSC	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>	<b>60.134</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	10,097.501
		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	121,170.010
Weekend Worker - Nurse IV-HSC (20 Year S	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	

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

**MNU & Shared Health Employer Organization  
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	28.383	29.312	30.229	31.344	32.364	33.506	34.698	35.393	
LPN Technician, ORT I		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	
ORT II	2015	Hourly	30.229	31.344	32.364	33.515	34.577	35.655	36.756	37.491	
		Monthly	5,075.953	5,263.180	5,434.455	5,627.727	5,806.055	5,987.069	6,171.945	6,295.364	
		Annual	60,911.435	63,158.160	65,213.460	67,532.725	69,672.655	71,844.825	74,063.340	75,544.365	
Nurse II	2015	Hourly	37.078	38.372	39.671	41.022	42.346	43.718		44.592	
		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	37.820	39.140	40.465	41.844	43.192	44.592			
		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	38.488	39.785	41.141	42.463	43.690	45.028	46.410	47.338	
		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	39.257	40.581	41.963	43.312	44.564	45.929	47.338		
		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	2015	Hourly	39.809	41.282	42.758	44.367	46.211	47.998	49.871	50.867	
		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	40.604	42.107	43.612	45.254	47.135	48.959	50.867		
		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 IV - HSC	2015	Hourly	39.809	41.282	42.758	44.367	46.211	47.998	49.951	51.984	53.024
		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	8,903.613
		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	106,843.360
Nurse IV - HSC (20 Year Scale)	2015	Hourly	40.604	42.107	43.612	45.254	47.135	48.959	50.949	53.024	
		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	
Clinical Nurse Specialist	2015	Hourly	47.890	51.404	53.519	55.629	57.908			59.066	
		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	48.847	52.431	54.588	56.741	59.066				
		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	47.890	51.404	53.519	55.629	57.908			59.066	
		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 Classification <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse Practitioner (20 Year Scale)	2015	Hourly	48.847	52.431	54.588	56.741	59.066			
		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 Nursi	2015	Hourly	32.641	33.708	34.763	36.044	37.220	38.530	39.903	40.701
		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
ORT II (Weekend Worker Rates)	2015	Hourly	34.763	36.044	37.220	38.541	39.763	41.003	42.269	43.114
		Monthly	5,837.287	6,052.388	6,249.858	6,471.676	6,676.870	6,885.087	7,097.670	7,239.559
		Annual	70,047.445	72,628.660	74,998.300	77,660.115	80,122.445	82,621.045	85,172.035	86,874.710
Weekend Worker - Nurse II	2015	Hourly	42.641	44.128	45.621	47.176	48.698	50.276		51.281
		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	43.494	45.010	46.534	48.121	49.672	51.281		
		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	44.261	45.754	47.311	48.832	50.244	51.783	53.372	54.440
		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
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	45.146	46.668	48.258	49.809	51.249	52.818	54.440	
		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	2015	Hourly	45.778	47.474	49.171	51.021	53.142	55.198	57.351	58.497
		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
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	46.696	48.424	50.154	52.043	54.204	56.301	58.497	
		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 IV-HSC	2015	Hourly	45.778	47.474	49.171	51.021	53.142	55.198	57.443	59.781
		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-HSC (20 Year S	2015	Hourly	46.696	48.424	50.154	52.043	54.204	56.301	58.592	60.976
		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

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

**MNU & Shared Health Employer Organization  
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 LPN Technician, ORT I	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	
ORT II	2015	Hourly	<b>30.380</b>	<b>31.501</b>	<b>32.526</b>	<b>33.683</b>	<b>34.750</b>	<b>35.833</b>	<b>36.940</b>	<b>37.678</b>	
		Monthly	5,101.308	5,289.543	5,461.658	5,655.937	5,835.104	6,016.958	6,202.842	6,326.764	
		Annual	61,215.700	63,474.515	65,539.890	67,871.245	70,021.250	72,203.495	74,434.100	75,921.170	
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	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 IV - HSC	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 - HSC (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	
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 Classification <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse Practitioner (20 Year Scale)	2015	Hourly	49.091	52.693	54.861	57.025	59.361			
		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 Nursi	2015	Hourly	32.804	33.877	34.937	36.224	37.406	38.723	40.103	40.905
		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
ORT II (Weekend Worker Rates)	2015	Hourly	34.937	36.224	37.406	38.734	39.962	41.208	42.480	43.330
		Monthly	5,866.505	6,082.613	6,281.091	6,504.084	6,710.286	6,919.510	7,133.100	7,275.829
		Annual	70,398.055	72,991.360	75,373.090	78,049.010	80,523.430	83,034.120	85,597.200	87,309.950
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	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 IV-HSC	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.730	60.080
		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
		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
Weekend Worker - Nurse IV-HSC (20 Year S	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

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



**MNU & Shared Health Employer Organization  
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>
LPN Technician, ORT I		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								
ORT II <sup>(2)</sup>	2015	Hourly	<b>30.745</b>	<b>31.879</b>	<b>32.916</b>	<b>34.087</b>	<b>35.167</b>	<b>36.263</b>	<b>37.383</b>	<b>38.504</b>	<b>39.274</b>
		Monthly	5,162.598	5,353.015	5,527.145	5,723.775	5,905.125	6,089.162	6,277.229	6,465.463	6,594.759
		Annual	61,951.175	64,236.185	66,325.740	68,685.305	70,861.505	73,069.945	75,326.745	77,585.560	79,137.110
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	8,084.516	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	97,014.190	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	
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>				

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	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	48.707	52.281	54.432	56.578	58.896				60.073
	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 Classification <sup>(1)</sup>	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
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				
Weekend Worker - Licensed Practical Nurs	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
ORT II (Weekend Worker Rates) <sup>(2)</sup>	2015	Hourly	<b>35.356</b>	<b>36.659</b>	<b>37.855</b>	<b>39.199</b>	<b>40.442</b>	<b>41.702</b>	<b>42.990</b>	<b>44.280</b>	<b>45.166</b>
		Monthly	5,936.862	6,155.657	6,356.485	6,582.165	6,790.886	7,002.461	7,218.738	7,435.350	7,584.124
		Annual	71,242.340	73,867.885	76,277.825	78,985.985	81,490.630	84,029.530	86,624.850	89,224.200	91,009.490
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)	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)	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)	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	

<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, LPN Technician, ORT I Effective April 1, 2021

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

<sup>3</sup> New 'Year 7' Step-on-Scale for Nurse III Effective April 1, 2021

<sup>4</sup> Nurse IV Standardized to 'Year 7' Step-on-Scale Effective April 1, 2021

**MNU & Shared Health Employer Organization  
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	29.444	30.409	31.360	32.517	33.574	34.760	35.995	37.075	37.817
LPN Technician, ORT I		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	29.444								
		Monthly	4,944.138								
		Annual	59,329.660								
ORT II	2015	Hourly	31.360	32.517	33.574	34.769	35.870	36.988	38.131	39.274	40.059
		Monthly	5,265.867	5,460.146	5,637.634	5,838.295	6,023.171	6,210.902	6,402.830	6,594.759	6,726.574
		Annual	63,190.400	65,521.755	67,651.610	70,059.535	72,278.050	74,530.820	76,833.965	79,137.110	80,718.885
Nurse II <sup>(2)</sup>	2015	Hourly	38.464	39.808	41.154	42.556	43.930	45.353	46.260	47.185	48.129
		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	39.234	40.604	41.978	43.409	44.808	46.260	47.185	48.129	
		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	39.196	40.541	41.917	43.304	44.627	46.033	47.204	48.147	49.110
		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	39.980	41.352	42.755	44.170	45.520	46.954	48.148	49.110	
		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	39.927	41.273	42.680	44.051	45.324	46.712	48.146	49.109	50.091
		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	40.725	42.098	43.533	44.932	46.230	47.647	49.109	50.091	
		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	41.298	42.826	44.358	46.026	47.939	49.793	51.819	53.928	55.007
		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	42.123	43.683	45.243	46.947	48.898	50.790	52.854	55.007	
		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	
Clinical Nurse Specialist	2015	Hourly	49.681	53.327	55.521	57.710	60.074				61.274
		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	50.674	54.392	56.629	58.863	61.274				
		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	49.681	53.327	55.521	57.710	60.074				61.274

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	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
<b>Nurse Practitioner (20 Year Scale)</b>	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 Nursi	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
ORT II (Weekend Worker Rates)	2015	Hourly	<b>36.063</b>	<b>37.392</b>	<b>38.612</b>	<b>39.983</b>	<b>41.251</b>	<b>42.536</b>	<b>43.850</b>	<b>45.166</b>	<b>46.069</b>
		Monthly	6,055.579	6,278.740	6,483.598	6,713.812	6,926.730	7,142.503	7,363.146	7,584.124	7,735.753
		Annual	72,666.945	75,344.880	77,803.180	80,565.745	83,120.765	85,710.040	88,357.750	91,009.490	92,829.035
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)	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 Sca	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	

<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 & Shared Health Employer Organization  
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>
LPN Technician, ORT I	2015	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								
ORT II	2015	Hourly	<b>31.987</b>	<b>33.167</b>	<b>34.245</b>	<b>35.464</b>	<b>36.587</b>	<b>37.728</b>	<b>38.894</b>	<b>40.059</b>	<b>40.860</b>
		Monthly	5,371.150	5,569.292	5,750.306	5,954.997	6,143.567	6,335.160	6,530.951	6,726.574	6,861.075
		Annual	64,453.805	66,831.505	69,003.675	71,459.960	73,722.805	76,021.920	78,371.410	80,718.885	82,332.900
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	
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

Nurse Classification <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	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	51.687	55.480	57.762	60.040	62.499			
		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 Classification <sup>(1)</sup>	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse Practitioner <sup>(2)</sup>	2015	Hourly	50.675	54.394	56.631	58.864	61.275	63.113			64.375
		Monthly	8,509.177	9,133.659	9,509.289	9,884.247	10,289.094	10,597.725			10,809.635
		Annual	102,110.125	109,603.910	114,111.465	118,610.960	123,469.125	127,172.695			129,715.625
Nurse Practitioner (20 Year Scale)	2015	Hourly	51.687	55.480	57.762	60.040	62.499	64.375			
		Monthly	8,679.109	9,316.017	9,699.203	10,081.717	10,494.624	10,809.635			
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485	129,715.625			
Weekend Worker - Licensed Practical Nurs	2015	Hourly	34.539	35.669	36.784	38.140	39.384	40.771	42.224	43.489	44.359
		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
ORT II (Weekend Worker Rates)	2015	Hourly	36.784	38.140	39.384	40.783	42.076	43.387	44.727	46.069	46.990
		Monthly	6,176.647	6,404.342	6,613.230	6,848.145	7,065.262	7,285.400	7,510.409	7,735.753	7,890.404
		Annual	74,119.760	76,852.100	79,358.760	82,177.745	84,783.140	87,424.805	90,124.905	92,829.035	94,684.850
Weekend Worker - Nurse II	2015	Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
		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
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
		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	
Weekend Worker - LPN - CRN	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607
		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
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	46.898	48.505	50.151	51.811	53.394	55.077	56.477	57.607	
		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	
Weekend Worker - Nurse III	2015	Hourly	46.834	48.415	50.063	51.671	53.165	54.794	56.476	57.605	58.757
		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
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	47.771	49.381	51.064	52.705	54.228	55.889	57.606	58.757	
		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	
Weekend Worker - Nurse IV	2015	Hourly	48.440	50.235	52.030	53.988	56.233	58.408	60.783	63.257	64.521
		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
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	49.411	51.240	53.071	55.070	57.357	59.575	62.000	64.521	
		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	

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

<sup>2</sup> New 'Year 5' Step-on-Scale for Nurse Practitioner Effective April 1, 2023