

A1. Effective April 1, 2024

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

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Licensed Practical Nurse	2015	Hourly	32.024	33.074	34.108	35.366	36.516	37.806	39.149	40.325	41.132	41.955	43.214
		Monthly	5,377.363	5,553.676	5,727.302	5,938.541	6,131.645	6,348.258	6,573.770	6,771.240	6,906.748	7,044.944	7,256.351
		Annual	64,528.360	66,644.110	68,727.620	71,262.490	73,579.740	76,179.090	78,885.235	81,254.875	82,880.980	84,539.325	87,076.210
UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly	31.092										
		Monthly	5,220.865										
		Annual	62,650.380										
SIEN	2015	Hourly	31.092										
		Monthly	5,220.865										
		Annual	62,650.380										
Weekend Worker - Licensed Practical Nurse	2015	Hourly	36.829	38.034	39.223	40.669	41.995	43.474	45.024	46.373	47.300	48.246	49.693
		Monthly	6,184.203	6,386.543	6,586.195	6,829.003	7,051.660	7,300.009	7,560.280	7,786.800	7,942.458	8,101.308	8,344.283
		Annual	74,210.435	76,638.510	79,034.345	81,948.035	84,619.925	87,600.110	90,723.360	93,441.595	95,309.500	97,215.690	100,131.395
Weekend Worker - Licensed Practical Nurse (PIO)	1872	Hourly	39.642	40.940	42.219	43.775	45.204	46.795	48.463	49.915	50.913	51.931	53.489
		Monthly	6,184.152	6,386.640	6,586.164	6,828.900	7,051.824	7,300.020	7,560.228	7,786.740	7,942.428	8,101.236	8,344.284
		Annual	74,209.824	76,639.680	79,033.968	81,946.800	84,621.888	87,600.240	90,722.736	93,440.880	95,309.136	97,214.832	100,131.408
CRN/Charge Nurse	2015	Hourly	42.631	44.094	45.590	47.099	48.538	50.067	51.341	52.366	53.413	54.481	56.115
		Monthly	7,158.455	7,404.118	7,655.321	7,908.707	8,150.339	8,407.084	8,621.010	8,793.124	8,968.933	9,148.268	9,422.644
		Annual	85,901.465	88,849.410	91,863.850	94,904.485	97,804.070	100,885.005	103,452.115	105,517.490	107,627.195	109,779.215	113,071.725
CRN/Charge Nurse (15-Year Scale)	2015	Hourly	43.484	44.976	46.502	48.041	49.509	51.068	52.368	53.413			
		Monthly	7,301.688	7,552.220	7,808.461	8,066.885	8,313.386	8,575.168	8,793.460	8,968.933			
		Annual	87,620.260	90,626.640	93,701.530	96,802.615	99,760.635	102,902.020	105,521.520	107,627.195			
CRN/Charge Nurse (20-Year Scale)	2015	Hourly	44.354	45.876	47.432	49.002	50.499	52.089	53.415	54.481			
		Monthly	7,447.776	7,703.345	7,964.623	8,228.253	8,479.624	8,746.611	8,969.269	9,148.268			
		Annual	89,373.310	92,440.140	95,575.480	98,739.030	101,755.485	104,959.335	107,631.225	109,779.215			
CRN/Charge Nurse (25-Year Scale)	2015	Hourly	45.685	47.252	48.855	50.472	52.014	53.652	55.017	56.115			
		Monthly	7,671.273	7,934.398	8,203.569	8,475.090	8,734.018	9,009.065	9,238.271	9,422.644			
		Annual	92,055.275	95,212.780	98,442.825	101,701.080	104,808.210	108,108.780	110,859.255	113,071.725			
Weekend Worker - CRN/Charge Nurse	2015	Hourly	49.027	50.707	52.428	54.163	55.818	57.577	59.041	60.222	61.426	62.655	64.535
		Monthly	8,232.450	8,514.550	8,803.535	9,094.870	9,372.773	9,668.138	9,913.968	10,112.278	10,314.449	10,520.819	10,836.502
		Annual	98,789.405	102,174.605	105,642.420	109,138.445	112,473.270	116,017.655	118,967.615	121,347.330	123,773.390	126,249.825	130,038.025
Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	50.008	51.721	53.477	55.246	56.934	58.729	60.222	61.426			
		Monthly	8,397.177	8,684.818	8,979.680	9,276.724	9,560.168	9,861.578	10,112.278	10,314.449			
		Annual	100,766.120	104,217.815	107,756.155	111,320.690	114,722.010	118,338.935	121,347.330	123,773.390			
Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	51.008	52.755	54.547	56.351	58.073	59.904	61.426	62.655			
		Monthly	8,565.093	8,858.444	9,159.350	9,462.272	9,751.425	10,058.880	10,314.449	10,520.819			
		Annual	102,781.120	106,301.325	109,912.205	113,547.265	117,017.095	120,706.560	123,773.390	126,249.825			
Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	52.538	54.338	56.183	58.042	59.815	61.701	63.269	64.535			
		Monthly	8,822.006	9,124.256	9,434.062	9,746.219	10,043.935	10,360.626	10,623.920	10,836.502			
		Annual	105,864.070	109,491.070	113,208.745	116,954.630	120,527.225	124,327.515	127,487.035	130,038.025			
Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	52.772	54.581	56.433	58.300	60.082	61.976	63.552	64.822	66.118	67.440	69.463
		Monthly	8,232.432	8,514.636	8,803.548	9,094.800	9,372.792	9,668.256	9,914.112	10,112.232	10,314.408	10,520.640	10,836.228
		Annual	98,789.184	102,175.632	105,642.576	109,137.600	112,473.504	116,019.072	118,969.344	121,346.784	123,772.896	126,247.680	130,034.736
Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly	53.827	55.673	57.562	59.466	61.284	63.216	64.823	66.118			
		Monthly	8,397.012	8,684.988	8,979.672	9,276.696	9,560.304	9,861.696	10,112.388	10,314.408			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Annual	100,764.144	104,219.856	107,756.064	111,320.352	114,723.648	118,340.352	121,348.656	123,772.896			
		Hourly	54.904	56.786	58.713	60.655	62.510	64.480	66.119	67.440			
		Monthly	8,565.024	8,858.616	9,159.228	9,462.180	9,751.560	10,058.880	10,314.564	10,520.640			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Annual	102,780.288	106,303.392	109,910.736	113,546.160	117,018.720	120,706.560	123,774.768	126,247.680			
		Hourly	56.551	58.490	60.474	62.475	64.385	66.414	68.103	69.463			
		Monthly	8,821.956	9,124.440	9,433.944	9,746.100	10,044.060	10,360.584	10,624.068	10,836.228			
ORT II	2015	Annual	105,863.472	109,493.280	113,207.328	116,953.200	120,528.720	124,327.008	127,488.816	130,034.736			
		Hourly	34.108	35.366	36.516	37.816	39.013	40.230	41.473	42.715	43.569	44.440	45.773
		Monthly	5,727.302	5,938.541	6,131.645	6,349.937	6,550.933	6,755.288	6,964.008	7,172.560	7,315.961	7,462.217	7,686.050
ORT II (Weekend Worker Rates)	2015	Annual	68,727.620	71,262.490	73,579.740	76,199.240	78,611.195	81,063.450	83,568.095	86,070.725	87,791.535	89,546.600	92,232.595
		Hourly	39.223	40.669	41.995	43.487	44.866	46.264	47.693	49.124	50.106	51.108	52.641
		Monthly	6,586.195	6,829.003	7,051.660	7,302.192	7,533.749	7,768.497	8,008.450	8,248.738	8,413.633	8,581.885	8,839.301
ORT II (Weekend Worker Rates) (PIO)	1872	Annual	79,034.345	81,948.035	84,619.925	87,626.305	90,404.990	93,221.960	96,101.395	98,984.860	100,963.590	102,982.620	106,071.615
		Hourly	42.219	43.775	45.204	46.809	48.293	49.798	51.336	52.876	53.934	55.013	56.663
		Monthly	6,586.164	6,828.900	7,051.824	7,302.204	7,533.708	7,768.488	8,008.416	8,248.656	8,413.704	8,582.028	8,839.428
Nurse II	2015	Annual	79,033.968	81,946.800	84,621.888	87,626.448	90,404.496	93,221.856	96,100.992	98,983.872	100,964.448	102,984.336	106,073.136
		Hourly	40.616	42.035	43.457	44.937	46.389	47.891	48.848	49.826	50.823	51.839	53.394
		Monthly	6,820.103	7,058.377	7,297.155	7,545.671	7,789.486	8,041.697	8,202.393	8,366.616	8,534.029	8,704.632	8,965.743
Nurse II (15-Year Scale)	2015	Annual	81,841.240	84,700.525	87,565.855	90,548.055	93,473.835	96,500.365	98,428.720	100,399.390	102,408.345	104,455.585	107,588.910
		Hourly	41.428	42.876	44.326	45.836	47.317	48.849	49.825	50.823			
		Monthly	6,956.452	7,199.595	7,443.074	7,696.628	7,945.313	8,202.561	8,366.448	8,534.029			
Nurse II (20-Year Scale)	2015	Annual	83,477.420	86,395.140	89,316.890	92,359.540	95,343.755	98,430.735	100,397.375	102,408.345			
		Hourly	42.257	43.734	45.213	46.753	48.263	49.826	50.822	51.839			
		Monthly	7,095.655	7,343.668	7,592.016	7,850.608	8,104.162	8,366.616	8,533.861	8,704.632			
Nurse II (25-Year Scale)	2015	Annual	85,147.855	88,124.010	91,104.195	94,207.295	97,249.945	100,399.390	102,406.330	104,455.585			
		Hourly	43.525	45.046	46.569	48.156	49.711	51.321	52.347	53.394			
		Monthly	7,308.573	7,563.974	7,819.711	8,086.195	8,347.305	8,617.651	8,789.934	8,965.743			
Weekend Worker - Nurse II	2015	Annual	87,702.875	90,767.690	93,836.535	97,034.340	100,167.665	103,411.815	105,479.205	107,588.910			
		Hourly	46.710	48.341	49.976	51.680	53.345	55.074	56.176	57.299	58.445	59.614	61.402
		Monthly	7,843.388	8,117.260	8,391.803	8,677.933	8,957.515	9,247.843	9,432.887	9,621.457	9,813.890	10,010.184	10,310.419
Weekend Worker - Nurse II (15-Year Scale)	2015	Annual	94,120.650	97,407.115	100,701.640	104,135.200	107,490.175	110,974.110	113,194.640	115,457.485	117,766.675	120,122.210	123,725.030
		Hourly	47.644	49.308	50.976	52.714	54.412	56.175	57.300	58.445			
		Monthly	8,000.222	8,279.635	8,559.720	8,851.559	9,136.682	9,432.719	9,621.625	9,813.890			
Weekend Worker - Nurse II (20-Year Scale)	2015	Annual	96,002.660	99,355.620	102,716.640	106,218.710	109,640.180	113,192.625	115,459.500	117,766.675			
		Hourly	48.597	50.294	51.996	53.768	55.500	57.299	58.446	59.614			
		Monthly	8,160.246	8,445.201	8,730.995	9,028.543	9,319.375	9,621.457	9,814.058	10,010.184			
Weekend Worker - Nurse II (25-Year Scale)	2015	Annual	97,922.955	101,342.410	104,771.940	108,342.520	111,832.500	115,457.485	117,768.690	120,122.210			
		Hourly	50.055	51.803	53.556	55.381	57.165	59.018	60.199	61.402			
		Monthly	8,405.069	8,698.587	8,992.945	9,299.393	9,598.956	9,910.106	10,108.415	10,310.419			
Weekend Worker - Nurse II (PIO)	1872	Annual	100,860.825	104,383.045	107,915.340	111,592.715	115,187.475	118,921.270	121,300.985	123,725.030			
		Hourly	50.279	52.034	53.794	55.627	57.420	59.282	60.467	61.676	62.910	64.168	66.093
		Monthly	7,843.524	8,117.304	8,391.864	8,677.812	8,957.520	9,247.992	9,432.852	9,621.456	9,813.960	10,010.208	10,310.508
Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Annual	94,122.288	97,407.648	100,702.368	104,133.744	107,490.240	110,975.904	113,194.224	115,457.472	117,767.520	120,122.496	123,726.096
		Hourly	51.285	53.075	54.870	56.740	58.568	60.468	61.676	62.910			
		Monthly	8,000.460	8,279.700	8,559.720	8,851.440	9,136.608	9,433.008	9,621.456	9,813.960			
Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Annual	96,005.520	99,356.400	102,716.640	106,217.280	109,639.296	113,196.096	115,457.472	117,767.520			
		Hourly	52.311	54.137	55.967	57.875	59.739	61.677	62.910	64.168			
		Monthly	8,160.516	8,445.372	8,730.852	9,028.500	9,319.284	9,621.612	9,813.960	10,010.208			
Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Annual	97,926.192	101,344.464	104,770.224	108,342.000	111,831.408	115,459.344	117,767.520	120,122.496			
		Hourly	53.880	55.761	57.646	59.611	61.531	63.527	64.797	66.093			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Nurse III	2015	Monthly	8,405.280	8,698.716	8,992.776	9,299.316	9,598.836	9,910.212	10,108.332	10,310.508			
		Annual	100,863.360	104,384.592	107,913.312	111,591.792	115,186.032	118,922.544	121,299.984	123,726.096			
		Hourly	42.162	43.582	45.069	46.516	47.860	49.326	50.840	51.857	52.894	53.952	55.571
Nurse III (15-Year Scale)	2015	Monthly	7,079.703	7,318.144	7,567.836	7,810.812	8,036.492	8,282.658	8,536.883	8,707.655	8,881.784	9,059.440	9,331.297
		Annual	84,956.430	87,817.730	90,814.035	93,729.740	96,437.900	99,391.890	102,442.600	104,491.855	106,581.410	108,713.280	111,975.565
		Hourly	43.005	44.454	45.970	47.446	48.817	50.313	51.857	52.894			
Nurse III (20-Year Scale)	2015	Monthly	7,221.256	7,464.568	7,719.129	7,966.974	8,197.188	8,448.391	8,707.655	8,881.784			
		Annual	86,655.075	89,574.810	92,629.550	95,603.690	98,366.255	101,380.695	104,491.855	106,581.410			
		Hourly	43.865	45.343	46.889	48.395	49.793	51.319	52.894	53.952			
Nurse III (25-Year Scale)	2015	Monthly	7,365.665	7,613.845	7,873.445	8,126.327	8,361.075	8,617.315	8,881.784	9,059.440			
		Annual	88,387.975	91,366.145	94,481.335	97,515.925	100,332.895	103,407.785	106,581.410	108,713.280			
		Hourly	45.181	46.703	48.296	49.847	51.287	52.859	54.481	55.571			
Weekend Worker - Nurse III	2015	Monthly	7,586.643	7,842.212	8,109.703	8,370.142	8,611.942	8,875.907	9,148.268	9,331.297			
		Annual	91,039.715	94,106.545	97,316.440	100,441.705	103,343.305	106,510.885	109,779.215	111,975.565			
		Hourly	48.485	50.122	51.828	53.492	55.039	56.725	58.467	59.636	60.829	62.046	63.907
Weekend Worker - Nurse III (15-Year Scale)	2015	Monthly	8,141.440	8,416.319	8,702.785	8,982.198	9,241.965	9,525.073	9,817.584	10,013.878	10,214.203	10,418.558	10,731.050
		Annual	97,697.275	100,995.830	104,433.420	107,786.380	110,903.585	114,300.875	117,811.005	120,166.540	122,570.435	125,022.690	128,772.605
		Hourly	49.455	51.124	52.865	54.562	56.140	57.860	59.636	60.829			
Weekend Worker - Nurse III (20-Year Scale)	2015	Monthly	8,304.319	8,584.572	8,876.915	9,161.869	9,426.842	9,715.658	10,013.878	10,214.203			
		Annual	99,651.825	103,014.860	106,522.975	109,942.430	113,122.100	116,587.900	120,166.540	122,570.435			
		Hourly	50.444	52.146	53.922	55.653	57.263	59.017	60.829	62.046			
Weekend Worker - Nurse III (25-Year Scale)	2015	Monthly	8,470.388	8,756.183	9,054.403	9,345.066	9,615.412	9,909.938	10,214.203	10,418.558			
		Annual	101,644.660	105,074.190	108,652.830	112,140.795	115,384.945	118,919.255	122,570.435	125,022.690			
		Hourly	51.957	53.710	55.540	57.323	58.981	60.788	62.654	63.907			
Weekend Worker - Nurse III (PIO)	1872	Monthly	8,724.446	9,018.804	9,326.092	9,625.487	9,903.893	10,207.318	10,520.651	10,731.050			
		Annual	104,693.355	108,225.650	111,913.100	115,505.845	118,846.715	122,487.820	126,247.810	128,772.605			
		Hourly	52.189	53.950	55.787	57.579	59.243	61.059	62.933	64.191	65.475	66.785	68.789
Weekend Worker - Nurse III (15-Year Scale) (PIO)	1872	Monthly	8,141.484	8,416.200	8,702.772	8,982.324	9,241.908	9,525.204	9,817.548	10,013.796	10,214.100	10,418.460	10,731.084
		Annual	97,697.808	100,994.400	104,433.264	107,787.888	110,902.896	114,302.448	117,810.576	120,165.552	122,569.200	125,021.520	128,773.008
		Hourly	53.233	55.029	56.903	58.731	60.428	62.280	64.192	65.475			
Weekend Worker - Nurse III (20-Year Scale) (PIO)	1872	Monthly	8,304.348	8,584.524	8,876.868	9,162.036	9,426.768	9,715.680	10,013.952	10,214.100			
		Annual	99,652.176	103,014.288	106,522.416	109,944.432	113,121.216	116,588.160	120,167.424	122,569.200			
		Hourly	54.298	56.130	58.041	59.906	61.637	63.526	65.476	66.785			
Weekend Worker - Nurse III (25-Year Scale) (PIO)	1872	Monthly	8,470.488	8,756.280	9,054.396	9,345.336	9,615.372	9,910.056	10,214.256	10,418.460			
		Annual	101,645.856	105,075.360	108,652.752	112,144.032	115,384.464	118,920.672	122,571.072	125,021.520			
		Hourly	55.927	57.814	59.782	61.703	63.486	65.432	67.440	68.789			
Nurse III - WRHA Community (PIO)	2015	Hourly											
		Monthly											
		Annual											
Nurse IV	2015	Hourly	44.917	46.580	48.245	50.060	52.140	54.157	56.360	58.654	59.827	61.024	62.855
		Monthly	7,542.313	7,821.558	8,101.140	8,405.908	8,755.175	9,093.863	9,463.783	9,848.984	10,045.950	10,246.947	10,554.402
		Annual	90,507.755	93,858.700	97,213.675	100,870.900	105,062.100	109,126.355	113,565.400	118,187.810	120,551.405	122,963.360	126,652.825
Nurse IV (15-Year Scale)	2015	Hourly	45.815	47.512	49.210	51.061	53.183	55.240	57.487	59.827			
		Monthly	7,693.102	7,978.057	8,263.179	8,573.993	8,930.312	9,275.717	9,653.025	10,045.950			
		Annual	92,317.225	95,736.680	99,158.150	102,887.915	107,163.745	111,308.600	115,836.305	120,551.405			
Nurse IV (20-Year Scale)	2015	Hourly	46.731	48.462	50.194	52.082	54.247	56.345	58.637	61.024			
		Monthly	7,846.914	8,137.578	8,428.409	8,745.436	9,108.975	9,461.265	9,846.130	10,246.947			
		Annual	94,162.965	97,650.930	101,140.910	104,945.230	109,307.705	113,535.175	118,153.555	122,963.360			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Nurse IV (25-Year Scale)	2015	Hourly	48.133	49.916	51.700	53.644	55.874	58.035	60.396	62.855			
		Monthly	8,082.333	8,381.728	8,681.292	9,007.722	9,382.176	9,745.044	10,141.495	10,554.402			
		Annual	96,987.995	100,580.740	104,175.500	108,092.660	112,586.110	116,940.525	121,697.940	126,652.825			
Weekend Worker - Nurse IV	2015	Hourly	51.652	53.566	55.480	57.568	59.962	62.281	64.813	67.451	68.800	70.176	72.281
		Monthly	8,673.232	8,994.624	9,316.017	9,666.627	10,068.619	10,458.018	10,883.183	11,326.147	11,552.667	11,783.720	12,137.185
		Annual	104,078.780	107,935.490	111,792.200	115,999.520	120,823.430	125,496.215	130,598.195	135,913.765	138,632.000	141,404.640	145,646.215
Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly	52.685	54.637	56.590	58.719	61.161	63.527	66.109	68.800			
		Monthly	8,846.690	9,174.463	9,502.404	9,859.899	10,269.951	10,667.242	11,100.803	11,552.667			
		Annual	106,160.275	110,093.555	114,028.850	118,318.785	123,239.415	128,006.905	133,209.635	138,632.000			
Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly	53.739	55.730	57.722	59.893	62.384	64.798	67.431	70.176			
		Monthly	9,023.674	9,357.996	9,692.486	10,057.033	10,475.313	10,880.664	11,322.789	11,783.720			
		Annual	108,284.085	112,295.950	116,309.830	120,684.395	125,703.760	130,567.970	135,873.465	141,404.640			
Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly	55.351	57.402	59.454	61.690	64.256	66.742	69.454	72.281			
		Monthly	9,294.355	9,638.753	9,983.318	10,358.779	10,789.653	11,207.094	11,662.484	12,137.185			
		Annual	111,532.265	115,665.030	119,799.810	124,305.350	129,475.840	134,485.130	139,949.810	145,646.215			
Weekend Worker - Nurse IV (PIO)	1872	Hourly	55.597	57.657	59.719	61.965	64.543	67.039	69.764	72.604	74.056	75.537	77.803
		Monthly	8,673.132	8,994.492	9,316.164	9,666.540	10,068.708	10,458.084	10,883.184	11,326.224	11,552.736	11,783.772	12,137.268
		Annual	104,077.584	107,933.904	111,793.968	115,998.480	120,824.496	125,497.008	130,598.208	135,914.688	138,632.832	141,405.264	145,647.216
Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly	56.709	58.810	60.913	63.204	65.834	68.308	71.159	74.056			
		Monthly	8,846.604	9,174.360	9,502.428	9,859.824	10,270.104	10,667.280	11,100.804	11,552.736			
		Annual	106,159.248	110,092.320	114,029.136	118,317.888	123,241.248	128,007.360	133,209.648	138,632.832			
Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly	57.843	59.986	62.131	64.468	67.151	69.748	72.582	75.537			
		Monthly	9,023.508	9,357.816	9,692.436	10,057.008	10,475.556	10,880.688	11,322.792	11,783.772			
		Annual	108,282.096	112,293.792	116,309.232	120,684.096	125,706.672	130,568.256	135,873.504	141,405.264			
Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly	59.578	61.786	63.995	66.402	69.166	71.840	74.759	77.803			
		Monthly	9,294.168	9,638.616	9,983.220	10,358.712	10,789.896	11,207.040	11,662.404	12,137.268			
		Annual	111,530.016	115,663.392	119,798.640	124,304.544	129,478.752	134,484.480	139,948.848	145,647.216			
Nurse V	2015	Hourly	46.032	47.793	49.813	51.772	53.911	56.007	58.190	60.518	61.728	62.963	64.852
		Monthly	7,729.540	8,025.241	8,364.433	8,693.382	9,052.555	9,404.509	9,771.071	10,161.981	10,365.160	10,572.537	10,889.732
		Annual	92,754.480	96,302.895	100,373.195	104,320.580	108,630.665	112,854.105	117,252.850	121,943.770	124,381.920	126,870.445	130,676.780
Nurse V (15-Year Scale)	2015	Hourly	46.953	48.749	50.809	52.807	54.989	57.127	59.354	61.728			
		Monthly	7,884.191	8,185.770	8,531.678	8,867.175	9,233.570	9,592.575	9,966.526	10,365.160			
		Annual	94,610.295	98,229.235	102,380.135	106,406.105	110,802.835	115,110.905	119,598.310	124,381.920			
Nurse V (20-Year Scale)	2015	Hourly	47.892	49.724	51.825	53.863	56.089	58.270	60.541	62.963			
		Monthly	8,041.865	8,349.488	8,702.281	9,044.495	9,418.278	9,784.504	10,165.843	10,572.537			
		Annual	96,502.380	100,193.860	104,427.375	108,533.945	113,019.335	117,414.050	121,990.115	126,870.445			
Nurse V (25-Year Scale)	2015	Hourly	49.329	51.216	53.380	55.479	57.772	60.018	62.357	64.852			
		Monthly	8,283.161	8,600.020	8,963.392	9,315.849	9,700.882	10,078.023	10,470.780	10,889.732			
		Annual	99,397.935	103,200.240	107,560.700	111,790.185	116,410.580	120,936.270	125,649.355	130,676.780			
Weekend Worker - Nurse V	2015	Hourly	52.936	54.963	57.286	59.539	61.998	64.407	66.916	69.593	70.985	72.405	74.577
		Monthly	8,888.837	9,229.204	9,619.274	9,997.590	10,410.498	10,815.009	11,236.312	11,685.825	11,919.565	12,158.006	12,522.721
		Annual	106,666.040	110,750.445	115,431.290	119,971.085	124,925.970	129,780.105	134,835.740	140,229.895	143,034.775	145,896.075	150,272.655
Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly	53.995	56.062	58.432	60.730	63.238	65.695	68.254	70.985			
		Monthly	9,066.660	9,413.744	9,811.707	10,197.579	10,618.714	11,031.285	11,460.984	11,919.565			
		Annual	108,799.925	112,964.930	117,740.480	122,370.950	127,424.570	132,375.425	137,531.810	143,034.775			
Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly	55.075	57.183	59.601	61.945	64.503	67.009	69.619	72.405			
		Monthly	9,248.010	9,601.979	10,008.001	10,401.598	10,831.129	11,251.928	11,690.190	12,158.006			
		Annual	110,976.125	115,223.745	120,096.015	124,819.175	129,973.545	135,023.135	140,282.285	145,896.075			
Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	56.727	58.898	61.389	63.803	66.438	69.019	71.708	74.577			
		Monthly	9,525.409	9,889.956	10,308.236	10,713.587	11,156.048	11,589.440	12,040.968	12,522.721			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
		Annual	114,304.905	118,679.470	123,698.835	128,563.045	133,872.570	139,073.285	144,491.620	150,272.655			
Weekend Worker - Nurse V (PIO)	1872	Hourly	56.980	59.162	61.662	64.087	66.734	69.327	72.029	74.910	76.408	77.936	80.274
		Monthly	8,888.880	9,229.272	9,619.272	9,997.572	10,410.504	10,815.012	11,236.524	11,685.960	11,919.648	12,158.016	12,522.744
		Annual	106,666.560	110,751.264	115,431.264	119,970.864	124,926.048	129,780.144	134,838.288	140,231.520	143,035.776	145,896.192	150,272.928
Weekend Worker - Nurse V (15-Year Scale) (PIO)	1872	Hourly	58.120	60.345	62.895	65.369	68.069	70.714	73.470	76.408			
		Monthly	9,066.720	9,413.820	9,811.620	10,197.564	10,618.764	11,031.384	11,461.320	11,919.648			
		Annual	108,800.640	112,965.840	117,739.440	122,370.768	127,425.168	132,376.608	137,535.840	143,035.776			
Weekend Worker - Nurse V (20-Year Scale) (PIO)	1872	Hourly	59.282	61.552	64.153	66.676	69.430	72.128	74.939	77.936			
		Monthly	9,247.992	9,602.112	10,007.868	10,401.456	10,831.080	11,251.968	11,690.484	12,158.016			
		Annual	110,975.904	115,225.344	120,094.416	124,817.472	129,972.960	135,023.616	140,285.808	145,896.192			
Weekend Worker - Nurse V (25-Year Scale) (PIO)	1872	Hourly	61.060	63.399	66.078	68.676	71.513	74.292	77.187	80.274			
		Monthly	9,525.360	9,890.244	10,308.168	10,713.456	11,156.028	11,589.552	12,041.172	12,522.744			
		Annual	114,304.320	118,682.928	123,698.016	128,561.472	133,872.336	139,074.624	144,494.064	150,272.928			
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly											
		Monthly											
		Annual											
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly											
		Monthly											
		Annual											
Clinical Nurse Specialist	2015	Hourly	54.035	58.001	60.386	62.767	65.338				66.645	67.978	70.017
		Monthly	9,073.377	9,739.335	10,139.816	10,539.625	10,971.339				11,190.806	11,414.639	11,757.021
		Annual	108,880.525	116,872.015	121,677.790	126,475.505	131,656.070				134,289.675	136,975.670	141,084.255
Clinical Nurse Specialist (15-Year Scale)	2015	Hourly	55.116	59.161	61.594	64.022	66.645						
		Monthly	9,254.895	9,934.118	10,342.659	10,750.361	11,190.806						
		Annual	111,058.740	119,209.415	124,111.910	129,004.330	134,289.675						
Clinical Nurse Specialist (20-Year Scale)	2015	Hourly	56.218	60.344	62.826	65.302	67.978						
		Monthly	9,439.939	10,132.763	10,549.533	10,965.294	11,414.639						
		Annual	113,279.270	121,593.160	126,594.390	131,583.530	136,975.670						
Clinical Nurse Specialist (25-Year Scale)	2015	Hourly	57.905	62.154	64.711	67.261	70.017						
		Monthly	9,723.215	10,436.693	10,866.055	11,294.243	11,757.021						
		Annual	116,678.575	125,240.310	130,392.665	135,530.915	141,084.255						
Nurse Practitioner	2015	Hourly	61.943	64.490	67.033	69.778	71.872	74.028			75.509	77.019	79.330
		Monthly	10,401.262	10,828.946	11,255.958	11,716.889	12,068.507	12,430.535			12,679.220	12,932.774	13,320.829
		Annual	124,815.145	129,947.350	135,071.495	140,602.670	144,822.080	149,166.420			152,150.635	155,193.285	159,849.950
Nurse Practitioner (15-Year Scale)	2015	Hourly	63.182	65.780	68.374	71.174	73.309	75.509					
		Monthly	10,609.311	11,045.558	11,481.134	11,951.301	12,309.803	12,679.220					
		Annual	127,311.730	132,546.700	137,773.610	143,415.610	147,717.635	152,150.635					
Nurse Practitioner (20-Year Scale)	2015	Hourly	64.446	67.096	69.741	72.597	74.775	77.019					
		Monthly	10,821.558	11,266.537	11,710.676	12,190.246	12,555.969	12,932.774					
		Annual	129,858.690	135,198.440	140,528.115	146,282.955	150,671.625	155,193.285					
Nurse Practitioner (25-Year Scale)	2015	Hourly	66.379	69.109	71.833	74.775	77.018	79.330					
		Monthly	11,146.140	11,604.553	12,061.958	12,555.969	12,932.606	13,320.829					
		Annual	133,753.685	139,254.635	144,743.495	150,671.625	155,191.270	159,849.950					
Weekend Worker - Licensed Practical Nurse	1872	Hourly	37.917	39.161	40.385	41.874	43.236	44.763	46.354	47.746	48.701	49.676	51.167
		Monthly	5,915.052	6,109.116	6,300.060	6,532.344	6,744.816	6,983.028	7,231.224	7,448.376	7,597.356	7,749.456	7,982.052
		Annual	70,980.624	73,309.392	75,600.720	78,388.128	80,937.792	83,796.336	86,774.688	89,380.512	91,168.272	92,993.472	95,784.624
Weekend Worker - CRN/Charge Nurse	1872	Hourly	50.476	52.209	53.980	55.767	57.470	59.281	60.789	62.003	63.242	64.507	66.442
		Monthly	7,874.256	8,144.604	8,420.880	8,699.652	8,965.320	9,247.836	9,483.084	9,672.468	9,865.752	10,063.092	10,364.952
		Annual	94,491.072	97,735.248	101,050.560	104,395.824	107,583.840	110,974.032	113,797.008	116,069.616	118,389.024	120,757.104	124,379.424
Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1872	Hourly	51.486	53.253	55.060	56.882	58.619	60.467	62.005	63.243			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Monthly	8,031.816	8,307.468	8,589.360	8,873.592	9,144.564	9,432.852	9,672.780	9,865.908			
		Annual	96,381.792	99,689.616	103,072.320	106,483.104	109,734.768	113,194.224	116,073.360	118,390.896			
		Hourly	52.516	54.318	56.161	58.020	59.791	61.676	63.245	64.508			
Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Monthly	8,192.496	8,473.608	8,761.116	9,051.120	9,327.396	9,621.456	9,866.220	10,063.248			
		Annual	98,309.952	101,683.296	105,133.392	108,613.440	111,928.752	115,457.472	118,394.640	120,758.976			
		Hourly	54.091	55.948	57.846	59.761	61.585	63.526	65.142	66.443			
ORT II (Weekend Worker Rates)	1872	Monthly	8,438.196	8,727.888	9,023.976	9,322.716	9,607.260	9,910.056	10,162.152	10,365.108			
		Annual	101,258.352	104,734.656	108,287.712	111,872.592	115,287.120	118,920.672	121,945.824	124,381.296			
		Hourly	40.385	41.874	43.236	44.775	46.192	47.633	49.105	50.576	51.587	52.618	54.197
Weekend Worker - Nurse II	1872	Monthly	6,300.060	6,532.344	6,744.816	6,984.900	7,205.952	7,430.748	7,660.380	7,889.856	8,047.572	8,208.408	8,454.732
		Annual	75,600.720	78,388.128	80,937.792	83,818.800	86,471.424	89,168.976	91,924.560	94,678.272	96,570.864	98,500.896	101,456.784
		Hourly	48.090	49.771	51.454	53.207	54.926	56.704	57.837	58.995	60.176	61.379	63.220
Weekend Worker - Nurse II (15-Year Scale)	1872	Monthly	7,502.040	7,764.276	8,026.824	8,300.292	8,568.456	8,845.824	9,022.572	9,203.220	9,387.456	9,575.124	9,862.320
		Annual	90,024.480	93,171.312	96,321.888	99,603.504	102,821.472	106,149.888	108,270.864	110,438.640	112,649.472	114,901.488	118,347.840
		Hourly	49.052	50.766	52.483	54.271	56.025	57.838	58.994	60.175			
Weekend Worker - Nurse II (20-Year Scale)	1872	Monthly	7,652.112	7,919.496	8,187.348	8,466.276	8,739.900	9,022.728	9,203.064	9,387.300			
		Annual	91,825.344	95,033.952	98,248.176	101,595.312	104,878.800	108,272.736	110,436.768	112,647.600			
		Hourly	50.033	51.781	53.533	55.356	57.146	58.995	60.174	61.379			
Weekend Worker - Nurse II (25-Year Scale)	1872	Monthly	7,805.148	8,077.836	8,351.148	8,635.536	8,914.776	9,203.220	9,387.144	9,575.124			
		Annual	93,661.776	96,934.032	100,213.776	103,626.432	106,977.312	110,438.640	112,645.728	114,901.488			
		Hourly	51.534	53.334	55.139	57.017	58.860	60.765	61.979	63.220			
Weekend Worker - Nurse III	1872	Monthly	8,039.304	8,320.104	8,601.684	8,894.652	9,182.160	9,479.340	9,668.724	9,862.320			
		Annual	96,471.648	99,841.248	103,220.208	106,735.824	110,185.920	113,752.080	116,024.688	118,347.840			
		Hourly	49.921	51.602	53.363	55.076	56.668	58.403	60.196	61.400	62.628	63.881	65.798
Weekend Worker - Nurse III (15-Year Scale)	1872	Monthly	7,787.676	8,049.912	8,324.628	8,591.856	8,840.208	9,110.868	9,390.576	9,578.400	9,769.968	9,965.436	10,264.488
		Annual	93,452.112	96,598.944	99,895.536	103,102.272	106,082.496	109,330.416	112,686.912	114,940.800	117,239.616	119,585.232	123,173.856
		Hourly	50.919	52.634	54.430	56.178	57.801	59.571	61.400	62.628			
Weekend Worker - Nurse III (20-Year Scale)	1872	Monthly	7,943.364	8,210.904	8,491.080	8,763.768	9,016.956	9,293.076	9,578.400	9,769.968			
		Annual	95,320.368	98,530.848	101,892.960	105,165.216	108,203.472	111,516.912	114,940.800	117,239.616			
		Hourly	51.937	53.687	55.519	57.302	58.957	60.762	62.628	63.881			
Weekend Worker - Nurse III (25-Year Scale)	1872	Monthly	8,102.172	8,375.172	8,660.964	8,939.112	9,197.292	9,478.872	9,769.968	9,965.436			
		Annual	97,226.064	100,502.064	103,931.568	107,269.344	110,367.504	113,746.464	117,239.616	119,585.232			
		Hourly	53.495	55.298	57.185	59.021	60.726	62.585	64.507	65.797			
Weekend Worker - Nurse IV	1872	Monthly	8,345.220	8,626.488	8,920.860	9,207.276	9,473.256	9,763.260	10,063.092	10,264.332			
		Annual	100,142.640	103,517.856	107,050.320	110,487.312	113,679.072	117,159.120	120,757.104	123,171.984			
		Hourly	53.183	55.152	57.123	59.272	61.735	64.123	66.732	69.448	70.837	72.254	74.422
Weekend Worker - Nurse IV (15-Year Scale)	1872	Monthly	8,296.548	8,603.712	8,911.188	9,246.432	9,630.660	10,003.188	10,410.192	10,833.888	11,050.572	11,271.624	11,609.832
		Annual	99,558.576	103,244.544	106,934.256	110,957.184	115,567.920	120,038.256	124,922.304	130,006.656	132,606.864	135,259.488	139,317.984
		Hourly	54.247	56.255	58.265	60.457	62.970	65.405	68.067	70.837			
Weekend Worker - Nurse IV (20-Year Scale)	1872	Monthly	8,462.532	8,775.780	9,089.340	9,431.292	9,823.320	10,203.180	10,618.452	11,050.572			
		Annual	101,550.384	105,309.360	109,072.080	113,175.504	117,879.840	122,438.160	127,421.424	132,606.864			
		Hourly	55.332	57.380	59.430	61.666	64.229	66.713	69.428	72.254			
Weekend Worker - Nurse IV (25-Year Scale)	1872	Monthly	8,631.792	8,951.280	9,271.080	9,619.896	10,019.724	10,407.228	10,830.768	11,271.624			
		Annual	103,581.504	107,415.360	111,252.960	115,438.752	120,236.688	124,886.736	129,969.216	135,259.488			
		Hourly	56.992	59.101	61.213	63.516	66.156	68.714	71.511	74.422			
Weekend Worker - Nurse V	1872	Monthly	8,890.752	9,219.756	9,549.228	9,908.496	10,320.336	10,719.384	11,155.716	11,609.832			
		Annual	106,689.024	110,637.072	114,590.736	118,901.952	123,844.032	128,632.608	133,868.592	139,317.984			
		Hourly	54.503	56.588	58.980	61.299	63.832	66.314	68.899	71.655	73.088	74.550	76.787
Weekend Worker - Nurse V	1872	Monthly	8,502.468	8,827.728	9,200.880	9,562.644	9,957.792	10,344.984	10,748.244	11,178.180	11,401.728	11,629.800	11,978.772
		Annual	102,029.616	105,932.736	110,410.560	114,751.728	119,493.504	124,139.808	128,978.928	134,138.160	136,820.736	139,557.600	143,745.264
		Hourly	54.503	56.588	58.980	61.299	63.832	66.314	68.899	71.655	73.088	74.550	76.787

Employer Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
Weekend Worker - Nurse V (15-Year Scale)	1872	Hourly	55.593	57.720	60.160	62.525	65.109	67.640	70.277	73.088			
		Monthly	8,672.508	9,004.320	9,384.960	9,753.900	10,157.004	10,551.840	10,963.212	11,401.728			
		Annual	104,070.096	108,051.840	112,619.520	117,046.800	121,884.048	126,622.080	131,558.544	136,820.736			
Weekend Worker - Nurse V (20-Year Scale)	1872	Hourly	56.705	58.874	61.363	63.776	66.411	68.993	71.683	74.550			
		Monthly	8,845.980	9,184.344	9,572.628	9,949.056	10,360.116	10,762.908	11,182.548	11,629.800			
		Annual	106,151.760	110,212.128	114,871.536	119,388.672	124,321.392	129,154.896	134,190.576	139,557.600			
Weekend Worker - Nurse V (25-Year Scale)	1872	Hourly	58.406	60.640	63.204	65.689	68.403	71.063	73.833	76.787			
		Monthly	9,111.336	9,459.840	9,859.824	10,247.484	10,670.868	11,085.828	11,517.948	11,978.772			
		Annual	109,336.032	113,518.080	118,317.888	122,969.808	128,050.416	133,029.936	138,215.376	143,745.264			

A1. Effective April 1, 2025

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

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Licensed Practical Nurse	2015	Hourly	33.234	34.323	35.396	36.702	37.895	39.234	40.628	41.848	42.686	43.540	44.846
		Monthly	5,580.543	5,763.404	5,943.578	6,162.878	6,363.202	6,588.043	6,822.118	7,026.977	7,167.691	7,311.092	7,530.391
		Annual	66,966.510	69,160.845	71,322.940	73,954.530	76,358.425	79,056.510	81,865.420	84,323.720	86,012.290	87,733.100	90,364.690
UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly	31.947										
		Monthly	5,364.434										
		Annual	64,373.205										
SIEN	2015	Hourly	31.947										
		Monthly	5,364.434										
		Annual	64,373.205										
Weekend Worker - Licensed Practical Nurse	2015	Hourly	38.220	39.471	40.705	42.205	43.581	45.116	46.725	48.125	49.087	50.068	51.570
		Monthly	6,417.775	6,627.839	6,835.048	7,086.923	7,317.976	7,575.728	7,845.906	8,080.990	8,242.525	8,407.252	8,659.463
		Annual	77,013.300	79,534.065	82,020.575	85,043.075	87,815.715	90,908.740	94,150.875	96,971.875	98,910.305	100,887.020	103,913.550
Weekend Worker - Licensed Practical Nurse (PIO)	1872	Hourly	41.139	42.487	43.814	45.429	46.912	48.563	50.294	51.801	52.836	53.893	55.510
		Monthly	6,417.684	6,627.972	6,834.984	7,086.924	7,318.272	7,575.828	7,845.864	8,080.956	8,242.416	8,407.308	8,659.560
		Annual	77,012.208	79,535.664	82,019.808	85,043.088	87,819.264	90,909.936	94,150.368	96,971.472	98,908.992	100,887.696	103,914.720
CRN/Charge Nurse	2015	Hourly	44.241	45.760	47.312	48.878	50.372	51.958	53.280	54.344	55.431	56.539	58.235
		Monthly	7,428.801	7,683.867	7,944.473	8,207.431	8,458.298	8,724.614	8,946.600	9,125.263	9,307.789	9,493.840	9,778.627
		Annual	89,145.615	92,206.400	95,333.680	98,489.170	101,499.580	104,695.370	107,359.200	109,503.160	111,693.465	113,926.085	117,343.525
CRN/Charge Nurse (15-Year Scale)	2015	Hourly	45.127	46.675	48.259	49.856	51.379	52.997	54.346	55.431			
		Monthly	7,577.575	7,837.510	8,103.490	8,371.653	8,627.390	8,899.080	9,125.599	9,307.789			
		Annual	90,930.905	94,050.125	97,241.885	100,459.840	103,528.685	106,788.955	109,507.190	111,693.465			
CRN/Charge Nurse (20-Year Scale)	2015	Hourly	46.029	47.609	49.224	50.853	52.407	54.057	55.433	56.539			
		Monthly	7,729.036	7,994.345	8,265.530	8,539.066	8,800.009	9,077.071	9,308.125	9,493.840			
		Annual	92,748.435	95,932.135	99,186.360	102,468.795	105,600.105	108,924.855	111,697.495	113,926.085			
CRN/Charge Nurse (25-Year Scale)	2015	Hourly	47.411	49.037	50.700	52.379	53.979	55.679	57.095	58.235			
		Monthly	7,961.097	8,234.130	8,513.375	8,795.307	9,063.974	9,349.432	9,587.202	9,778.627			
		Annual	95,533.165	98,809.555	102,160.500	105,543.685	108,767.685	112,193.185	115,046.425	117,343.525			
Weekend Worker - CRN/Charge Nurse	2015	Hourly	50.879	52.622	54.408	56.209	57.927	59.752	61.271	62.497	63.746	65.022	66.973
		Monthly	8,543.432	8,836.111	9,136.010	9,438.428	9,726.909	10,033.357	10,288.422	10,494.288	10,704.016	10,918.278	11,245.883
		Annual	102,521.185	106,033.330	109,632.120	113,261.135	116,722.905	120,400.280	123,461.065	125,931.455	128,448.190	131,019.330	134,950.595
Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	51.897	53.675	55.497	57.333	59.085	60.947	62.497	63.746			
		Monthly	8,714.371	9,012.927	9,318.871	9,627.166	9,921.356	10,234.017	10,494.288	10,704.016			
		Annual	104,572.455	108,155.125	111,826.455	115,525.995	119,056.275	122,808.205	125,931.455	128,448.190			
Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	52.935	54.748	56.608	58.480	60.267	62.167	63.746	65.022			
		Monthly	8,888.669	9,193.102	9,505.427	9,819.767	10,119.834	10,438.875	10,704.016	10,918.278			
		Annual	106,664.025	110,317.220	114,065.120	117,837.200	121,438.005	125,266.505	128,448.190	131,019.330			
Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	54.523	56.391	58.305	60.235	62.075	64.032	65.659	66.973			
		Monthly	9,155.320	9,468.989	9,790.381	10,114.460	10,423.427	10,752.040	11,025.240	11,245.883			
		Annual	109,863.845	113,627.865	117,484.575	121,373.525	125,081.125	129,024.480	132,302.885	134,950.595			
Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	54.765	56.643	58.565	60.502	62.352	64.317	65.953	67.271	68.616	69.988	72.087
		Monthly	8,543.340	8,836.308	9,136.140	9,438.312	9,726.912	10,033.452	10,288.668	10,494.276	10,704.096	10,918.128	11,245.572
		Annual	102,520.080	106,035.696	109,633.680	113,259.744	116,722.944	120,401.424	123,464.016	125,931.312	128,449.152	131,017.536	134,946.864
Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly	55.860	57.776	59.736	61.712	63.599	65.604	67.272	68.616			
		Monthly	8,714.160	9,013.056	9,318.816	9,627.072	9,921.444	10,234.224	10,494.432	10,704.096			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Annual	104,569.920	108,156.672	111,825.792	115,524.864	119,057.328	122,810.688	125,933.184	128,449.152			
		Hourly	56.978	58.931	60.931	62.946	64.871	66.916	68.617	69.988			
		Monthly	8,888.568	9,193.236	9,505.236	9,819.576	10,119.876	10,438.896	10,704.252	10,918.128			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Annual	106,662.816	110,318.832	114,062.832	117,834.912	121,438.512	125,266.752	128,451.024	131,017.536			
		Hourly	58.687	60.699	62.758	64.835	66.817	68.923	70.676	72.087			
		Monthly	9,155.172	9,469.044	9,790.248	10,114.260	10,423.452	10,751.988	11,025.456	11,245.572			
ORT II	2015	Annual	109,862.064	113,628.528	117,482.976	121,371.120	125,081.424	129,023.856	132,305.472	134,946.864			
		Hourly	35.396	36.702	37.895	39.244	40.487	41.750	43.040	44.329	45.215	46.119	47.502
		Monthly	5,943.578	6,162.878	6,363.202	6,589.722	6,798.442	7,010.521	7,227.133	7,443.578	7,592.352	7,744.149	7,976.378
ORT II (Weekend Worker Rates)	2015	Annual	71,322.940	73,954.530	76,358.425	79,076.660	81,581.305	84,126.250	86,725.600	89,322.935	91,108.225	92,929.785	95,716.530
		Hourly	40.705	42.205	43.581	45.130	46.561	48.012	49.495	50.980	51.999	53.039	54.630
		Monthly	6,835.048	7,086.923	7,317.976	7,578.079	7,818.368	8,062.015	8,311.035	8,560.392	8,731.499	8,906.132	9,173.288
ORT II (Weekend Worker Rates) (PIO)	1872	Annual	82,020.575	85,043.075	87,815.715	90,936.950	93,820.415	96,744.180	99,732.425	102,724.700	104,777.985	106,873.585	110,079.450
		Hourly	43.814	45.429	46.912	48.577	50.117	51.679	53.275	54.873	55.971	57.091	58.803
		Monthly	6,834.984	7,086.924	7,318.272	7,578.012	7,818.252	8,061.924	8,310.900	8,560.188	8,731.476	8,906.196	9,173.268
Nurse II	2015	Annual	82,019.808	85,043.088	87,819.264	90,936.144	93,819.024	96,743.088	99,730.800	102,722.256	104,777.712	106,874.352	110,079.216
		Hourly	41.733	43.191	44.652	46.173	47.665	49.208	50.191	51.196	52.221	53.265	54.862
		Monthly	7,007.666	7,252.489	7,497.815	7,753.216	8,003.748	8,262.843	8,427.905	8,596.662	8,768.776	8,944.081	9,212.244
Nurse II (15-Year Scale)	2015	Annual	84,091.995	87,029.865	89,973.780	93,038.595	96,044.975	99,154.120	101,134.865	103,159.940	105,225.315	107,328.975	110,546.930
		Hourly	42.567	44.055	45.545	47.096	48.618	50.192	51.195	52.221			
		Monthly	7,147.709	7,397.569	7,647.765	7,908.203	8,163.773	8,428.073	8,596.494	8,768.776			
Nurse II (20-Year Scale)	2015	Annual	85,772.505	88,770.825	91,773.175	94,898.440	97,965.270	101,136.880	103,157.925	105,225.315			
		Hourly	43.419	44.937	46.456	48.039	49.590	51.196	52.220	53.265			
		Monthly	7,290.774	7,545.671	7,800.737	8,066.549	8,326.988	8,596.662	8,768.608	8,944.081			
Nurse II (25-Year Scale)	2015	Annual	87,489.285	90,548.055	93,608.840	96,798.585	99,923.850	103,159.940	105,223.300	107,328.975			
		Hourly	44.722	46.285	47.850	49.480	51.078	52.732	53.787	54.862			
		Monthly	7,509.569	7,772.023	8,034.813	8,308.517	8,576.848	8,854.582	9,031.734	9,212.244			
Weekend Worker - Nurse II	2015	Annual	96,709.925	100,085.050	103,470.250	106,998.515	110,446.180	114,026.835	116,307.815	118,633.125	121,004.780	123,424.795	127,128.365
		Hourly	47.995	49.670	51.350	53.101	54.812	56.589	57.721	58.875	60.052	61.253	63.091
		Monthly	8,059.160	8,340.421	8,622.521	8,916.543	9,203.848	9,502.236	9,692.318	9,886.094	10,083.732	10,285.400	10,594.030
Weekend Worker - Nurse II (15-Year Scale)	2015	Annual	98,642.310	102,087.960	105,541.670	109,140.460	112,654.620	116,305.800	118,635.140	121,004.780			
		Hourly	48.954	50.664	52.378	54.164	55.908	57.720	58.876	60.052			
		Monthly	8,220.193	8,507.330	8,795.139	9,095.038	9,387.885	9,692.150	9,886.262	10,083.732			
Weekend Worker - Nurse II (20-Year Scale)	2015	Annual	100,614.995	104,129.155	107,653.390	111,322.705	114,907.390	118,633.125	121,006.795	123,424.795			
		Hourly	49.933	51.677	53.426	55.247	57.026	58.875	60.053	61.253			
		Monthly	8,384.583	8,677.430	8,971.116	9,276.892	9,575.616	9,886.094	10,083.900	10,285.400			
Weekend Worker - Nurse II (25-Year Scale)	2015	Annual	102,614.995	106,254.420	110,883.435	114,661.560	118,355.055	122,191.615	124,635.810	127,128.365			
		Hourly	51.432	53.228	55.029	56.904	58.737	60.641	61.854	63.091			
		Monthly	8,636.290	8,937.868	9,240.286	9,555.130	9,862.921	10,182.635	10,386.318	10,594.030			
Weekend Worker - Nurse II (PIO)	1872	Annual	100,614.995	104,129.155	107,653.390	111,322.705	114,907.390	118,633.125	121,006.795	123,424.795			
		Hourly	51.662	53.465	55.273	57.157	58.999	60.912	62.130	63.372	64.640	65.933	67.911
		Monthly	8,059.272	8,340.540	8,622.588	8,916.492	9,203.844	9,502.272	9,692.280	9,886.032	10,083.840	10,285.548	10,594.116
Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Annual	98,645.040	102,089.520	105,541.488	109,137.600	112,655.088	116,309.232	118,632.384	121,006.080			
		Hourly	52.695	54.535	56.379	58.300	60.179	62.131	63.372	64.640			
		Monthly	8,220.420	8,507.460	8,795.124	9,094.800	9,387.924	9,692.436	9,886.032	10,083.840			
Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Annual	100,620.000	104,131.872	107,651.232	111,322.224	114,907.104	118,634.256	121,006.080	123,426.576			
		Hourly	53.750	55.626	57.506	59.467	61.382	63.373	64.640	65.933			
		Monthly	8,385.000	8,677.656	8,970.936	9,276.852	9,575.592	9,886.188	10,083.840	10,285.548			
Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Hourly	55.362	57.294	59.231	61.250	63.223	65.274	66.579	67.911			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Nurse IV (25-Year Scale)	2015	Hourly	49.457	51.289	53.122	55.119	57.411	59.631	62.057	64.584			
		Monthly	8,304.655	8,612.278	8,920.069	9,255.399	9,640.264	10,013.039	10,420.405	10,844.730			
		Annual	99,655.855	103,347.335	107,040.830	111,064.785	115,683.165	120,156.465	125,044.855	130,136.760			
Weekend Worker - Nurse IV	2015	Hourly	53.072	55.039	57.006	59.151	61.611	63.994	66.595	69.306	70.692	72.106	74.269
		Monthly	8,911.673	9,241.965	9,572.258	9,932.439	10,345.514	10,745.659	11,182.410	11,637.633	11,870.365	12,107.799	12,471.003
		Annual	106,940.080	110,903.585	114,867.090	119,189.265	124,146.165	128,947.910	134,188.925	139,651.590	142,444.380	145,293.590	149,652.035
Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly	54.134	56.140	58.146	60.334	62.843	65.274	67.927	70.692			
		Monthly	9,090.001	9,426.842	9,763.683	10,131.084	10,552.387	10,960.593	11,406.075	11,870.365			
		Annual	109,080.010	113,122.100	117,164.190	121,573.010	126,628.645	131,527.110	136,872.905	142,444.380			
Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly	55.217	57.263	59.309	61.540	64.100	66.580	69.285	72.106			
		Monthly	9,271.855	9,615.412	9,958.970	10,333.592	10,763.458	11,179.892	11,634.106	12,107.799			
		Annual	111,262.255	115,384.945	119,507.635	124,003.100	129,161.500	134,158.700	139,609.275	145,293.590			
Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly	56.873	58.981	61.089	63.386	66.023	68.577	71.364	74.269			
		Monthly	9,549.925	9,903.893	10,257.861	10,643.566	11,086.362	11,515.221	11,983.205	12,471.003			
		Annual	114,599.095	118,846.715	123,094.335	127,722.790	133,036.345	138,182.655	143,798.460	149,652.035			
Weekend Worker - Nurse IV (PIO)	1872	Hourly	57.126	59.243	61.361	63.669	66.318	68.883	71.683	74.601	76.093	77.614	79.943
		Monthly	8,911.656	9,241.908	9,572.316	9,932.364	10,345.608	10,745.748	11,182.548	11,637.756	11,870.508	12,107.784	12,471.108
		Annual	106,939.872	110,902.896	114,867.792	119,188.368	124,147.296	128,948.976	134,190.576	139,653.072	142,446.096	145,293.408	149,653.296
Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly	58.268	60.427	62.588	64.942	67.644	70.260	73.116	76.093			
		Monthly	9,089.808	9,426.612	9,763.728	10,130.952	10,552.464	10,960.560	11,406.096	11,870.508			
		Annual	109,077.696	113,119.344	117,164.736	121,571.424	126,629.568	131,526.720	136,873.152	142,446.096			
Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly	59.434	61.636	63.840	66.241	68.998	71.666	74.578	77.614			
		Monthly	9,271.704	9,615.216	9,959.040	10,333.596	10,763.688	11,179.896	11,634.168	12,107.784			
		Annual	111,260.448	115,382.592	119,508.480	124,003.152	129,164.256	134,158.752	139,610.016	145,293.408			
Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly	61.216	63.485	65.755	68.228	71.068	73.816	76.815	79.943			
		Monthly	9,549.696	9,903.660	10,257.780	10,643.568	11,086.608	11,515.296	11,983.140	12,471.108			
		Annual	114,596.352	118,843.920	123,093.360	127,722.816	133,039.296	138,183.552	143,797.680	149,653.296			
Nurse V	2015	Hourly	47.298	49.107	51.183	53.196	55.394	57.547	59.790	62.182	63.426	64.694	66.635
		Monthly	7,942.123	8,245.884	8,594.479	8,932.495	9,301.576	9,663.100	10,039.738	10,441.394	10,650.283	10,863.201	11,189.127
		Annual	95,305.470	98,950.605	103,133.745	107,189.940	111,618.910	115,957.205	120,476.850	125,296.730	127,803.390	130,358.410	134,269.525
Nurse V (15-Year Scale)	2015	Hourly	48.244	50.090	52.206	54.259	56.501	58.698	60.986	63.426			
		Monthly	8,100.972	8,410.946	8,766.258	9,110.990	9,487.460	9,856.373	10,240.566	10,650.283			
		Annual	97,211.660	100,931.350	105,195.090	109,331.885	113,849.515	118,276.470	122,886.790	127,803.390			
Nurse V (20-Year Scale)	2015	Hourly	49.209	51.091	53.250	55.344	57.631	59.872	62.206	64.694			
		Monthly	8,263.011	8,579.030	8,941.563	9,293.180	9,677.205	10,053.507	10,445.424	10,863.201			
		Annual	99,156.135	102,948.365	107,298.750	111,518.160	116,126.465	120,642.080	125,345.090	130,358.410			
Nurse V (25-Year Scale)	2015	Hourly	50.686	52.624	54.848	57.005	59.361	61.668	64.072	66.635			
		Monthly	8,511.024	8,836.447	9,209.893	9,572.090	9,967.701	10,355.085	10,758.757	11,189.127			
		Annual	102,132.290	106,037.360	110,518.720	114,865.075	119,612.415	124,261.020	129,105.080	134,269.525			
Weekend Worker - Nurse V	2015	Hourly	54.392	56.474	58.861	61.176	63.703	66.178	68.756	71.507	72.937	74.396	76.628
		Monthly	9,133.323	9,482.926	9,883.743	10,272.470	10,696.795	11,112.389	11,545.278	12,007.217	12,247.338	12,492.328	12,867.118
		Annual	109,599.880	113,795.110	118,604.915	123,269.640	128,361.545	133,348.670	138,543.340	144,086.605	146,968.055	149,907.940	154,405.420
Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly	55.480	57.604	60.039	62.400	64.977	67.502	70.131	72.937			
		Monthly	9,316.017	9,672.672	10,081.549	10,478.000	10,910.721	11,334.711	11,776.164	12,247.338			
		Annual	111,792.200	116,072.060	120,978.585	125,736.000	130,928.655	136,016.530	141,313.965	146,968.055			
Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly	56.590	58.756	61.240	63.648	66.277	68.852	71.534	74.396			
		Monthly	9,502.404	9,866.112	10,283.217	10,687.560	11,129.013	11,561.398	12,011.751	12,492.328			
		Annual	114,028.850	118,393.340	123,398.600	128,250.720	133,548.155	138,736.780	144,141.010	149,907.940			
Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	58.287	60.518	63.077	65.558	68.265	70.917	73.680	76.628			
		Monthly	9,787.359	10,161.981	10,591.680	11,008.281	11,462.831	11,908.146	12,372.100	12,867.118			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse V (PIO)	1872	Annual	117,448.305	121,943.770	127,100.155	132,099.370	137,553.975	142,897.755	148,465.200	154,405.420			
		Hourly	58.547	60.789	63.358	65.849	68.569	71.233	74.010	76.970	78.509	80.079	82.482
		Monthly	9,133.332	9,483.084	9,883.848	10,272.444	10,696.764	11,112.348	11,545.560	12,007.320	12,247.404	12,492.324	12,867.192
Weekend Worker - Nurse V (15-Year Scale) (PIO)	1872	Annual	109,599.984	113,797.008	118,606.176	123,269.328	128,361.168	133,348.176	138,546.720	144,087.840	146,968.848	149,907.888	154,406.304
		Hourly	59.718	62.004	64.625	67.167	69.941	72.659	75.490	78.509			
		Monthly	9,316.008	9,672.624	10,081.500	10,478.052	10,910.796	11,334.804	11,776.440	12,247.404			
Weekend Worker - Nurse V (20-Year Scale) (PIO)	1872	Annual	111,792.096	116,071.488	120,978.000	125,736.624	130,929.552	136,017.648	141,317.280	146,968.848			
		Hourly	60.912	63.245	65.917	68.510	71.339	74.112	77.000	80.079			
		Monthly	9,502.272	9,866.220	10,283.052	10,687.560	11,128.884	11,561.472	12,012.000	12,492.324			
Weekend Worker - Nurse V (25-Year Scale) (PIO)	1872	Annual	114,027.264	118,394.640	123,396.624	128,250.720	133,546.608	138,737.664	144,144.000	149,907.888			
		Hourly	62.739	65.142	67.895	70.565	73.480	76.335	79.310	82.482			
		Monthly	9,787.284	10,162.152	10,591.620	11,008.140	11,462.880	11,908.260	12,372.360	12,867.192			
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly											
		Monthly											
		Annual											
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly											
		Monthly											
		Annual											
Clinical Nurse Specialist	2015	Hourly	55.521	59.596	62.047	64.493	67.135			68.478	69.847	71.942	
		Monthly	9,322.901	10,007.162	10,418.725	10,829.450	11,273.085			11,498.598	11,728.475	12,080.261	
		Annual	111,874.815	120,085.940	125,024.705	129,953.395	135,277.025			137,983.170	140,741.705	144,963.130	
Clinical Nurse Specialist (15-Year Scale)	2015	Hourly	56.632	60.788	63.288	65.783	68.478						
		Monthly	9,509.457	10,207.318	10,627.110	11,046.062	11,498.598						
		Annual	114,113.480	122,487.820	127,525.320	132,552.745	137,983.170						
Clinical Nurse Specialist (20-Year Scale)	2015	Hourly	57.764	62.003	64.554	67.098	69.847						
		Monthly	9,699.538	10,411.337	10,839.693	11,266.873	11,728.475						
		Annual	116,394.460	124,936.045	130,076.310	135,202.470	140,741.705						
Clinical Nurse Specialist (25-Year Scale)	2015	Hourly	59.497	63.863	66.491	69.111	71.942						
		Monthly	9,990.538	10,723.662	11,164.947	11,604.889	12,080.261						
		Annual	119,886.455	128,683.945	133,979.365	139,258.665	144,963.130						
Nurse Practitioner	2015	Hourly	63.646	66.263	68.876	71.697	73.848	76.064			77.585	79.137	81.512
		Monthly	10,687.224	11,126.662	11,565.428	12,039.121	12,400.310	12,772.413			13,027.815	13,288.421	13,687.223
		Annual	128,246.690	133,519.945	138,785.140	144,469.455	148,803.720	153,268.960			156,333.775	159,461.055	164,246.680
Nurse Practitioner (15-Year Scale)	2015	Hourly	64.920	67.589	70.254	73.131	75.325	77.585					
		Monthly	10,901.150	11,349.320	11,796.818	12,279.914	12,648.323	13,027.815					
		Annual	130,813.800	136,191.835	141,561.810	147,358.965	151,779.875	156,333.775					
Nurse Practitioner (20-Year Scale)	2015	Hourly	66.218	68.941	71.659	74.593	76.831	79.137					
		Monthly	11,119.106	11,576.343	12,032.740	12,525.408	12,901.205	13,288.421					
		Annual	133,429.270	138,916.115	144,392.885	150,304.895	154,814.465	159,461.055					
Nurse Practitioner (25-Year Scale)	2015	Hourly	68.204	71.009	73.808	76.831	79.136	81.512					
		Monthly	11,452.588	11,923.595	12,393.593	12,901.205	13,288.253	13,687.223					
		Annual	137,431.060	143,083.135	148,723.120	154,814.465	159,459.040	164,246.680					
Weekend Worker - Licensed Practical Nurse	1872	Hourly	39.349	40.640	41.911	43.456	44.869	46.454	48.105	49.550	50.541	51.553	53.100
		Monthly	6,138.444	6,339.840	6,538.116	6,779.136	6,999.564	7,246.824	7,504.380	7,729.800	7,884.396	8,042.268	8,283.600
		Annual	73,661.328	76,078.080	78,457.392	81,349.632	83,994.768	86,961.888	90,052.560	92,757.600	94,612.752	96,507.216	99,403.200
Weekend Worker - CRN/Charge Nurse	1872	Hourly	52.383	54.181	56.019	57.874	59.641	61.520	63.085	64.345	65.631	66.944	68.952
		Monthly	8,171.748	8,452.236	8,738.964	9,028.344	9,303.996	9,597.120	9,841.260	10,037.820	10,238.436	10,443.264	10,756.512
		Annual	98,060.976	101,426.832	104,867.568	108,340.128	111,647.952	115,165.440	118,095.120	120,453.840	122,861.232	125,319.168	129,078.144
Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1872	Hourly	53.431	55.265	57.140	59.031	60.833	62.751	64.347	65.632			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Monthly	8,335.236	8,621.340	8,913.840	9,208.836	9,489.948	9,789.156	10,038.132	10,238.592			
		Annual	100,022.832	103,456.080	106,966.080	110,506.032	113,879.376	117,469.872	120,457.584	122,863.104			
		Hourly	54.500	56.370	58.282	60.212	62.050	64.006	65.634	66.945			
Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Monthly	8,502.000	8,793.720	9,091.992	9,393.072	9,679.800	9,984.936	10,238.904	10,443.420			
		Annual	102,024.000	105,524.640	109,103.904	112,716.864	116,157.600	119,819.232	122,866.848	125,321.040			
		Hourly	56.134	58.061	60.031	62.018	63.911	65.926	67.603	68.953			
ORT II (Weekend Worker Rates)	1872	Monthly	6,538.116	6,779.136	6,999.564	7,248.696	7,478.172	7,711.392	7,949.760	8,187.972	8,351.616	8,518.536	8,774.064
		Annual	78,457.392	81,349.632	83,994.768	86,984.352	89,738.064	92,536.704	95,397.120	98,255.664	100,219.392	102,222.432	105,288.768
		Hourly	41.911	43.456	44.869	46.466	47.937	49.432	50.960	52.487	53.536	54.606	56.244
Weekend Worker - Nurse II	1872	Monthly	7,708.272	7,977.840	8,247.564	8,528.520	8,804.016	9,089.028	9,270.768	9,456.252	9,645.636	9,838.452	10,133.604
		Annual	92,499.264	95,734.080	98,970.768	102,342.240	105,648.192	109,068.336	111,249.216	113,475.024	115,747.632	118,061.424	121,603.248
		Hourly	49.412	51.140	52.869	54.670	56.436	58.263	59.428	60.617	61.831	63.067	64.959
Weekend Worker - Nurse II (15-Year Scale)	1872	Monthly	7,862.556	8,137.272	8,412.456	8,699.028	8,980.296	9,270.924	9,456.096	9,645.480			
		Annual	94,350.672	97,647.264	100,949.472	104,388.336	107,763.552	111,251.088	113,473.152	115,745.760			
		Hourly	50.401	52.162	53.926	55.763	57.566	59.429	60.616	61.830			
Weekend Worker - Nurse II (20-Year Scale)	1872	Monthly	8,019.804	8,299.980	8,580.780	8,872.968	9,160.008	9,456.252	9,645.324	9,838.452			
		Annual	96,237.648	99,599.760	102,969.360	106,475.616	109,920.096	113,475.024	115,743.888	118,061.424			
		Hourly	51.409	53.205	55.005	56.878	58.718	60.617	61.829	63.067			
Weekend Worker - Nurse II (25-Year Scale)	1872	Monthly	8,260.356	8,548.956	8,838.180	9,139.260	9,434.724	9,740.016	9,934.548	10,133.604			
		Annual	99,124.272	102,587.472	106,058.160	109,671.120	113,216.688	116,880.192	119,214.576	121,603.248			
		Hourly	52.951	54.801	56.655	58.585	60.479	62.436	63.683	64.959			
Weekend Worker - Nurse III	1872	Monthly	8,001.864	8,271.276	8,553.480	8,828.196	9,083.256	9,361.404	9,648.756	9,841.884	10,038.600	10,239.528	10,546.692
		Annual	96,022.368	99,255.312	102,641.760	105,938.352	108,999.072	112,336.848	115,785.072	118,102.608	120,463.200	122,874.336	126,560.304
		Hourly	51.294	53.021	54.830	56.591	58.226	60.009	61.851	63.089	64.350	65.638	67.607
Weekend Worker - Nurse III (15-Year Scale)	1872	Monthly	8,161.764	8,436.636	8,724.612	9,004.788	9,264.996	9,548.604	9,841.884	10,038.600			
		Annual	97,941.168	101,239.632	104,695.344	108,057.456	111,179.952	114,583.248	118,102.608	120,463.200			
		Hourly	52.319	54.081	55.927	57.723	59.391	61.209	63.089	64.350			
Weekend Worker - Nurse III (20-Year Scale)	1872	Monthly	8,324.940	8,605.428	8,899.176	9,184.968	9,450.168	9,739.548	10,038.600	10,239.528			
		Annual	99,899.280	103,265.136	106,790.112	110,219.616	113,402.016	116,874.576	120,463.200	122,874.336			
		Hourly	53.365	55.163	57.046	58.878	60.578	62.433	64.350	65.638			
Weekend Worker - Nurse III (25-Year Scale)	1872	Monthly	8,574.696	8,863.764	9,166.248	9,460.464	9,733.776	10,031.736	10,339.836	10,546.536			
		Annual	102,896.352	106,365.168	109,994.976	113,525.568	116,805.312	120,380.832	124,078.032	126,558.432			
		Hourly	54.966	56.819	58.758	60.644	62.396	64.306	66.281	67.606			
Weekend Worker - Nurse IV	1872	Monthly	8,524.776	8,840.364	9,156.264	9,500.712	9,895.548	10,278.216	10,696.452	11,131.848	11,354.460	11,581.596	11,929.164
		Annual	102,297.312	106,084.368	109,875.168	114,008.544	118,746.576	123,338.592	128,357.424	133,582.176	136,253.520	138,979.152	143,149.968
		Hourly	55.739	57.802	59.867	62.120	64.702	67.204	69.939	72.785	74.241	76.469	
Weekend Worker - Nurse IV (15-Year Scale)	1872	Monthly	8,695.284	9,017.112	9,339.252	9,690.720	10,093.512	10,483.824	10,910.484	11,354.460			
		Annual	104,343.408	108,205.344	112,071.024	116,288.640	121,122.144	125,805.888	130,925.808	136,253.520			
		Hourly	56.854	58.958	61.064	63.362	65.995	68.548	71.337	74.241			
Weekend Worker - Nurse IV (20-Year Scale)	1872	Monthly	8,869.224	9,197.448	9,525.984	9,884.472	10,295.220	10,693.488	11,128.572	11,581.596			
		Annual	106,430.688	110,369.376	114,311.808	118,613.664	123,542.640	128,321.856	133,542.864	138,979.152			
		Hourly	58.559	60.726	62.896	65.263	67.975	70.604	73.478	76.469			
Weekend Worker - Nurse IV (25-Year Scale)	1872	Monthly	9,135.204	9,473.256	9,811.776	10,181.028	10,604.100	11,014.224	11,462.568	11,929.164			
		Annual	109,622.448	113,679.072	117,741.312	122,172.336	127,249.200	132,170.688	137,550.816	143,149.968			
		Hourly	56.002	58.144	60.602	62.985	65.587	68.138	70.794	73.626	75.098	76.600	78.899
Weekend Worker - Nurse V	1872	Monthly	8,736.312	9,070.464	9,453.912	9,825.660	10,231.572	10,629.528	11,043.864	11,485.656	11,715.288	11,949.600	12,308.244
		Annual	104,835.744	108,845.568	113,446.944	117,907.920	122,778.864	127,554.336	132,526.368	137,827.872	140,583.456	143,395.200	147,698.928
		Hourly	56.002	58.144	60.602	62.985	65.587	68.138	70.794	73.626	75.098	76.600	78.899

Employer Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
Weekend Worker - Nurse V (15-Year Scale)	1872	Hourly	57.122	59.307	61.814	64.244	66.899	69.500	72.210	75.098			
		Monthly	8,911.032	9,251.892	9,642.984	10,022.064	10,436.244	10,842.000	11,264.760	11,715.288			
		Annual	106,932.384	111,022.704	115,715.808	120,264.768	125,234.928	130,104.000	135,177.120	140,583.456			
Weekend Worker - Nurse V (20-Year Scale)	1872	Hourly	58.264	60.493	63.050	65.530	68.237	70.890	73.654	76.600			
		Monthly	9,089.184	9,436.908	9,835.800	10,222.680	10,644.972	11,058.840	11,490.024	11,949.600			
		Annual	109,070.208	113,242.896	118,029.600	122,672.160	127,739.664	132,706.080	137,880.288	143,395.200			
Weekend Worker - Nurse V (25-Year Scale)	1872	Hourly	60.012	62.308	64.942	67.495	70.284	73.017	75.863	78.899			
		Monthly	9,361.872	9,720.048	10,130.952	10,529.220	10,964.304	11,390.652	11,834.628	12,308.244			
		Annual	112,342.464	116,640.576	121,571.424	126,350.640	131,571.648	136,687.824	142,015.536	147,698.928			

A1. Effective April 1, 2026

Hourly Rates include a 3.0% General Wage Increase. Other Market Adjustments as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Licensed Practical Nurse	2015	Hourly	34.573	35.706	36.822	38.181	39.422	40.815	42.265	43.534	44.406	45.295	46.653
		Monthly	5,805.383	5,995.633	6,183.028	6,411.226	6,619.611	6,853.519	7,096.998	7,310.084	7,456.508	7,605.785	7,833.816
		Annual	69,664.595	71,947.590	74,196.330	76,934.715	79,435.330	82,242.225	85,163.975	87,721.010	89,478.090	91,269.425	94,005.795
UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly	32.905										
		Monthly	5,525.298										
		Annual	66,303.575										
SIEN	2015	Hourly	32.905										
		Monthly	5,525.298										
		Annual	66,303.575										
Weekend Worker - Licensed Practical Nurse	2015	Hourly	39.760	41.062	42.345	43.906	45.337	46.934	48.608	50.064	51.065	52.086	53.648
		Monthly	6,676.367	6,894.994	7,110.431	7,372.549	7,612.838	7,881.001	8,162.093	8,406.580	8,574.665	8,746.108	9,008.393
		Annual	80,116.400	82,739.930	85,325.175	88,470.590	91,354.055	94,572.010	97,945.120	100,878.960	102,895.975	104,953.290	108,100.720
Weekend Worker - Licensed Practical Nurse (PIO)	1872	Hourly	42.797	44.199	45.580	47.260	48.803	50.520	52.321	53.889	54.965	56.065	57.747
		Monthly	6,676.332	6,895.044	7,110.480	7,372.560	7,613.268	7,881.120	8,162.076	8,406.684	8,574.540	8,746.140	9,008.532
		Annual	80,115.984	82,740.528	85,325.760	88,470.720	91,359.216	94,573.440	97,944.912	100,880.208	102,894.480	104,953.680	108,102.384
CRN/Charge Nurse	2015	Hourly	46.024	47.604	49.219	50.848	52.402	54.052	55.427	56.534	57.665	58.818	60.582
		Monthly	7,728.197	7,993.505	8,264.690	8,538.227	8,799.169	9,076.232	9,307.117	9,493.011	9,682.915	9,876.523	10,172.728
		Annual	92,738.360	95,922.060	99,176.285	102,458.720	105,590.030	108,914.780	111,685.405	113,916.010	116,194.975	118,518.270	122,072.730
CRN/Charge Nurse (15-Year Scale)	2015	Hourly	46.946	48.556	50.204	51.865	53.450	55.133	56.536	57.665			
		Monthly	7,883.016	8,153.362	8,430.088	8,708.998	8,975.146	9,257.750	9,493.337	9,682.915			
		Annual	94,596.190	97,840.340	101,161.060	104,507.975	107,701.750	111,092.995	113,920.040	116,194.975			
CRN/Charge Nurse (20-Year Scale)	2015	Hourly	47.884	49.528	51.208	52.902	54.519	56.235	57.667	58.818			
		Monthly	8,040.522	8,316.577	8,598.677	8,883.128	9,154.649	9,442.794	9,683.250	9,876.523			
		Annual	96,486.260	99,798.920	103,184.120	106,597.530	109,855.785	113,313.525	116,199.005	118,518.270			
CRN/Charge Nurse (25-Year Scale)	2015	Hourly	49.322	51.013	52.743	54.490	56.154	57.923	59.396	60.582			
		Monthly	8,281.986	8,565.933	8,856.429	9,149.779	9,429.193	9,726.237	9,973.578	10,172.728			
		Annual	99,383.830	102,791.195	106,277.145	109,797.350	113,150.310	116,714.845	119,682.940	122,072.730			
Weekend Worker - CRN/Charge Nurse	2015	Hourly	52.929	54.743	56.601	58.474	60.261	62.160	63.740	65.016	66.315	67.642	69.672
		Monthly	8,887.661	9,192.262	9,504.251	9,818.759	10,118.826	10,437.700	10,703.008	10,917.270	11,135.394	11,358.219	11,699.090
		Annual	106,651.935	110,307.145	114,051.015	117,825.110	121,425.915	125,252.400	128,436.100	131,007.240	133,624.725	136,298.630	140,389.080
Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	53.988	55.838	57.734	59.644	61.466	63.403	65.016	66.315			
		Monthly	9,065.485	9,376.131	9,694.501	10,015.222	10,321.666	10,646.420	10,917.270	11,135.394			
		Annual	108,785.820	112,513.570	116,334.010	120,182.660	123,853.990	127,757.045	131,007.240	133,624.725			
Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	55.068	56.954	58.889	60.837	62.696	64.672	66.315	67.642			
		Monthly	9,246.835	9,563.526	9,888.445	10,215.546	10,527.703	10,859.507	11,135.394	11,358.219			
		Annual	110,962.020	114,762.310	118,661.335	122,586.555	126,332.440	130,314.080	133,624.725	136,298.630			
Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	56.720	58.664	60.655	62.662	64.577	66.612	68.305	69.672			
		Monthly	9,524.233	9,850.663	10,184.985	10,521.994	10,843.555	11,185.265	11,469.548	11,699.090			
		Annual	114,290.800	118,207.960	122,219.825	126,263.930	130,122.655	134,223.180	137,634.575	140,389.080			
Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	56.972	58.926	60.925	62.940	64.865	66.909	68.611	69.982	71.381	72.809	74.992
		Monthly	8,887.632	9,192.456	9,504.300	9,818.640	10,118.940	10,437.804	10,703.316	10,917.192	11,135.436	11,358.204	11,698.752
		Annual	106,651.584	110,309.472	114,051.600	117,823.680	121,427.280	125,253.648	128,439.792	131,006.304	133,625.232	136,298.448	140,385.024
Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly	58.111	60.104	62.143	64.199	66.162	68.248	69.983	71.381			
		Monthly	9,065.316	9,376.224	9,694.308	10,015.044	10,321.272	10,646.688	10,917.348	11,135.436			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Annual	108,783.792	112,514.688	116,331.696	120,180.528	123,855.264	127,760.256	131,008.176	133,625.232			
		Hourly	59.274	61.306	63.387	65.483	67.485	69.613	71.382	72.809			
		Monthly	9,246.744	9,563.736	9,888.372	10,215.348	10,527.660	10,859.628	11,135.592	11,358.204			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Annual	110,960.928	114,764.832	118,660.464	122,584.176	126,331.920	130,315.536	133,627.104	136,298.448			
		Hourly	61.052	63.145	65.287	67.448	69.510	71.701	73.524	74.992			
		Monthly	9,524.112	9,850.620	10,184.772	10,521.888	10,843.560	11,185.356	11,469.744	11,698.752			
ORT II	2015	Annual	114,289.344	118,207.440	122,217.264	126,262.656	130,122.720	134,224.272	137,636.928	140,385.024			
		Hourly	36.822	38.181	39.422	40.826	42.119	43.433	44.775	46.115	47.037	47.978	49.416
		Monthly	6,183.028	6,411.226	6,619.611	6,855.366	7,072.482	7,293.125	7,518.469	7,743.477	7,898.296	8,056.306	8,297.770
ORT II (Weekend Worker Rates)	2015	Annual	74,196.330	76,934.715	79,435.330	82,264.390	84,869.785	87,517.495	90,221.625	92,921.725	94,779.555	96,675.670	99,573.240
		Hourly	42.345	43.906	45.337	46.949	48.437	49.947	51.490	53.034	54.095	55.176	56.832
		Monthly	7,110.431	7,372.549	7,612.838	7,883.520	8,133.380	8,386.934	8,646.029	8,905.293	9,083.452	9,264.970	9,543.040
ORT II (Weekend Worker Rates) (PIO)	1872	Annual	85,325.175	88,470.590	91,354.055	94,602.235	97,600.555	100,643.205	103,752.350	106,863.510	109,001.425	111,179.640	114,516.480
		Hourly	45.580	47.260	48.803	50.535	52.137	53.762	55.422	57.084	58.227	59.392	61.173
		Monthly	7,110.480	7,372.560	7,613.268	7,883.460	8,133.372	8,386.872	8,645.832	8,905.104	9,083.412	9,265.152	9,542.988
Nurse II	2015	Annual	85,325.760	88,470.720	91,359.216	94,601.520	97,600.464	100,642.464	103,749.984	106,861.248	109,000.944	111,181.824	114,515.856
		Hourly	42.985	44.487	45.992	47.558	49.095	50.684	51.697	52.732	53.788	54.863	56.508
		Monthly	7,217.898	7,470.109	7,722.823	7,985.781	8,243.869	8,510.688	8,680.788	8,854.582	9,031.902	9,212.412	9,488.635
Nurse II (15-Year Scale)	2015	Annual	86,614.775	89,641.305	92,673.880	95,829.370	98,926.425	102,128.260	104,169.455	106,254.980	108,382.820	110,548.945	113,863.620
		Hourly	43.844	45.377	46.911	48.509	50.077	51.698	52.731	53.788			
		Monthly	7,362.138	7,619.555	7,877.139	8,145.470	8,408.763	8,680.956	8,854.414	9,031.902			
Nurse II (20-Year Scale)	2015	Annual	88,345.660	91,434.655	94,525.665	97,745.635	100,905.155	104,171.470	106,252.965	108,382.820			
		Hourly	44.722	46.285	47.850	49.480	51.078	52.732	53.787	54.863			
		Monthly	7,509.569	7,772.023	8,034.813	8,308.517	8,576.848	8,854.582	9,031.734	9,212.412			
Nurse II (25-Year Scale)	2015	Annual	90,114.830	93,264.275	96,417.750	99,702.200	102,922.170	106,254.980	108,380.805	110,548.945			
		Hourly	46.064	47.674	49.286	50.964	52.610	54.314	55.401	56.508			
		Monthly	7,734.913	8,005.259	8,275.941	8,557.705	8,834.096	9,120.226	9,302.751	9,488.635			
Weekend Worker - Nurse II	2015	Annual	92,818.960	96,063.110	99,311.290	102,692.460	106,009.150	109,442.710	111,633.015	113,863.620			
		Hourly	49.435	51.160	52.891	54.694	56.456	58.287	59.453	60.641	61.854	63.091	64.984
		Monthly	8,300.960	8,590.617	8,881.280	9,184.034	9,479.903	9,787.359	9,983.150	10,182.635	10,386.318	10,594.030	10,911.897
Weekend Worker - Nurse II (15-Year Scale)	2015	Annual	99,611.525	103,087.400	106,575.365	110,208.410	113,758.840	117,448.305	119,797.795	122,191.615	124,635.810	127,128.365	130,942.760
		Hourly	50.423	52.184	53.949	55.789	57.585	59.452	60.642	61.854			
		Monthly	8,466.862	8,762.563	9,058.936	9,367.903	9,669.481	9,982.982	10,182.803	10,386.318			
Weekend Worker - Nurse II (20-Year Scale)	2015	Annual	101,602.345	105,150.760	108,707.235	112,414.835	116,033.775	119,795.780	122,193.630	124,635.810			
		Hourly	51.431	53.227	55.029	56.904	58.737	60.641	61.855	63.091			
		Monthly	8,636.122	8,937.700	9,240.286	9,555.130	9,862.921	10,182.635	10,386.485	10,594.030			
Weekend Worker - Nurse II (25-Year Scale)	2015	Annual	103,633.465	107,252.405	110,883.435	114,661.560	118,355.055	122,191.615	124,637.825	127,128.365			
		Hourly	52.975	54.825	56.680	58.611	60.499	62.460	63.710	64.984			
		Monthly	8,895.385	9,206.031	9,517.517	9,841.764	10,158.790	10,488.075	10,697.971	10,911.897			
Weekend Worker - Nurse II (PIO)	1872	Annual	106,744.625	110,472.375	114,210.200	118,101.165	121,905.485	125,856.900	128,375.650	130,942.760			
		Hourly	53.212	55.069	56.931	58.872	60.769	62.739	63.994	65.273	66.579	67.911	69.948
		Monthly	8,301.072	8,590.764	8,881.236	9,184.032	9,479.964	9,787.284	9,983.064	10,182.588	10,386.324	10,594.116	10,911.888
Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Annual	99,612.864	103,089.168	106,574.832	110,208.384	113,759.568	117,447.408	119,796.768	122,191.056	124,635.888	127,129.392	130,942.656
		Hourly	54.276	56.171	58.070	60.049	61.984	63.995	65.273	66.579			
		Monthly	8,467.056	8,762.676	9,058.920	9,367.644	9,669.504	9,983.220	10,182.588	10,386.324			
Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Annual	101,604.672	105,152.112	108,707.040	112,411.728	116,034.048	119,798.640	122,191.056	124,635.888			
		Hourly	55.363	57.295	59.231	61.251	63.223	65.274	66.579	67.911			
		Monthly	8,636.628	8,938.020	9,240.036	9,555.156	9,862.788	10,182.744	10,386.324	10,594.116			
Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Annual	103,639.536	107,256.240	110,880.432	114,661.872	118,353.456	122,192.928	124,635.888	127,129.392			
		Hourly	57.023	59.013	61.008	63.088	65.120	67.232	68.576	69.948			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Nurse IV (25-Year Scale)	2015	Hourly	50.941	52.828	54.716	56.773	59.133	61.420	63.919	66.522			
		Monthly	8,553.843	8,870.702	9,187.728	9,533.133	9,929.416	10,313.442	10,733.065	11,170.153			
		Annual	102,646.115	106,448.420	110,252.740	114,397.595	119,152.995	123,761.300	128,796.785	134,041.830			
Weekend Worker - Nurse IV	2015	Hourly	54.664	56.690	58.716	60.926	63.459	65.914	68.593	71.385	72.813	74.269	76.497
		Monthly	9,178.997	9,519.196	9,859.395	10,230.491	10,655.824	11,068.059	11,517.908	11,986.731	12,226.516	12,471.003	12,845.121
		Annual	110,147.960	114,230.350	118,312.740	122,765.890	127,869.885	132,816.710	138,214.895	143,840.775	146,718.195	149,652.035	154,141.455
Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly	55.758	57.824	59.890	62.144	64.728	67.232	69.965	72.813			
		Monthly	9,362.698	9,709.613	10,056.529	10,435.013	10,868.910	11,289.373	11,748.290	12,226.516			
		Annual	112,352.370	116,515.360	120,678.350	125,220.160	130,426.920	135,472.480	140,979.475	146,718.195			
Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly	56.874	58.981	61.088	63.386	66.023	68.577	71.364	74.269			
		Monthly	9,550.093	9,903.893	10,257.693	10,643.566	11,086.362	11,515.221	11,983.205	12,471.003			
		Annual	114,601.110	118,846.715	123,092.320	127,722.790	133,036.345	138,182.655	143,798.460	149,652.035			
Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly	58.579	60.750	62.922	65.288	68.004	70.634	73.505	76.497			
		Monthly	9,836.390	10,200.938	10,565.653	10,962.943	11,419.005	11,860.626	12,342.715	12,845.121			
		Annual	118,036.685	122,411.250	126,787.830	131,555.320	137,028.060	142,327.510	148,112.575	154,141.455			
Weekend Worker - Nurse IV (PIO)	1872	Hourly	58.840	61.020	63.202	65.579	68.308	70.949	73.833	76.839	78.376	79.942	82.341
		Monthly	9,179.040	9,519.120	9,859.512	10,230.324	10,656.048	11,068.044	11,517.948	11,986.884	12,226.656	12,470.952	12,845.196
		Annual	110,148.480	114,229.440	118,314.144	122,763.888	127,872.576	132,816.528	138,215.376	143,842.608	146,719.872	149,651.424	154,142.352
Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly	60.016	62.240	64.466	66.890	69.673	72.368	75.309	78.376			
		Monthly	9,362.496	9,709.440	10,056.696	10,434.840	10,868.988	11,289.408	11,748.204	12,226.656			
		Annual	112,349.952	116,513.280	120,680.352	125,218.080	130,427.856	135,472.896	140,978.448	146,719.872			
Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly	61.217	63.485	65.755	68.228	71.068	73.816	76.815	79.942			
		Monthly	9,549.852	9,903.660	10,257.780	10,643.568	11,086.608	11,515.296	11,983.140	12,470.952			
		Annual	114,598.224	118,843.920	123,093.360	127,722.816	133,039.296	138,183.552	143,797.680	149,651.424			
Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly	63.052	65.390	67.728	70.275	73.200	76.030	79.119	82.341			
		Monthly	9,836.112	10,200.840	10,565.568	10,962.900	11,419.200	11,860.680	12,342.564	12,845.196			
		Annual	118,033.344	122,410.080	126,786.816	131,554.800	137,030.400	142,328.160	148,110.768	154,142.352			
Nurse V	2015	Hourly	48.717	50.580	52.718	54.792	57.056	59.273	61.584	64.047	65.329	66.635	68.634
		Monthly	8,180.396	8,493.225	8,852.231	9,200.490	9,580.653	9,952.925	10,340.980	10,754.559	10,969.828	11,189.127	11,524.793
		Annual	98,164.755	101,918.700	106,226.770	110,405.880	114,967.840	119,435.095	124,091.760	129,054.705	131,637.935	134,269.525	138,297.510
Nurse V (15-Year Scale)	2015	Hourly	49.691	51.593	53.772	55.887	58.196	60.459	62.816	65.329			
		Monthly	8,343.947	8,663.325	9,029.215	9,384.359	9,772.078	10,152.074	10,547.853	10,969.828			
		Annual	100,127.365	103,959.895	108,350.580	112,612.305	117,264.940	121,824.885	126,574.240	131,637.935			
Nurse V (20-Year Scale)	2015	Hourly	50.685	52.624	54.848	57.004	59.360	61.668	64.072	66.635			
		Monthly	8,510.856	8,836.447	9,209.893	9,571.922	9,967.533	10,355.085	10,758.757	11,189.127			
		Annual	102,130.275	106,037.360	110,518.720	114,863.060	119,610.400	124,261.020	129,105.080	134,269.525			
Nurse V (25-Year Scale)	2015	Hourly	52.207	54.203	56.493	58.715	61.142	63.518	65.994	68.634			
		Monthly	8,766.425	9,101.587	9,486.116	9,859.227	10,266.761	10,665.731	11,081.493	11,524.793			
		Annual	105,197.105	109,219.045	113,833.395	118,310.725	123,201.130	127,988.770	132,977.910	138,297.510			
Weekend Worker - Nurse V	2015	Hourly	56.024	58.168	60.627	63.011	65.614	68.163	70.819	73.652	75.125	76.628	78.927
		Monthly	9,407.363	9,767.377	10,180.284	10,580.597	11,017.684	11,445.704	11,891.690	12,367.398	12,614.740	12,867.118	13,253.159
		Annual	112,888.360	117,208.520	122,163.405	126,967.165	132,212.210	137,348.445	142,700.285	148,408.780	151,376.875	154,405.420	159,037.905
Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly	57.144	59.332	61.840	64.272	66.926	69.527	72.235	75.125			
		Monthly	9,595.430	9,962.832	10,383.967	10,792.340	11,237.991	11,674.742	12,129.460	12,614.740			
		Annual	115,145.160	119,553.980	124,607.600	129,508.080	134,855.890	140,096.905	145,553.525	151,376.875			
Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly	58.288	60.519	63.077	65.557	68.265	70.918	73.680	76.628			
		Monthly	9,787.527	10,162.149	10,591.680	11,008.113	11,462.831	11,908.314	12,372.100	12,867.118			
		Annual	117,450.320	121,945.785	127,100.155	132,097.355	137,553.975	142,899.770	148,465.200	154,405.420			
Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	60.036	62.334	64.969	67.525	70.313	73.045	75.890	78.927			
		Monthly	10,081.045	10,466.918	10,909.378	11,338.573	11,806.725	12,265.473	12,743.196	13,253.159			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - Nurse V (PIO)	1872	Annual	120,972.540	125,603.010	130,912.535	136,062.875	141,680.695	147,185.675	152,918.350	159,037.905			
		Hourly	60.303	62.613	65.259	67.824	70.626	73.370	76.230	79.279	80.864	82.481	84.956
		Monthly	9,407.268	9,767.628	10,180.404	10,580.544	11,017.656	11,445.720	11,891.880	12,367.524	12,614.784	12,867.036	13,253.136
Weekend Worker - Nurse V (15-Year Scale) (PIO)	1872	Annual	112,887.216	117,211.536	122,164.848	126,966.528	132,211.872	137,348.640	142,702.560	148,410.288	151,377.408	154,404.432	159,037.632
		Hourly	61.510	63.864	66.564	69.182	72.039	74.839	77.755	80.864			
		Monthly	9,595.560	9,962.784	10,383.984	10,792.392	11,238.084	11,674.884	12,129.780	12,614.784			
Weekend Worker - Nurse V (20-Year Scale) (PIO)	1872	Annual	115,146.720	119,553.408	124,607.808	129,508.704	134,857.008	140,098.608	145,557.360	151,377.408			
		Hourly	62.739	65.142	67.895	70.565	73.479	76.335	79.310	82.481			
		Monthly	9,787.284	10,162.152	10,591.620	11,008.140	11,462.724	11,908.260	12,372.360	12,867.036			
Weekend Worker - Nurse V (25-Year Scale) (PIO)	1872	Annual	117,447.408	121,945.824	127,099.440	132,097.680	137,552.688	142,899.120	148,468.320	154,404.432			
		Hourly	64.621	67.096	69.932	72.682	75.684	78.625	81.689	84.956			
		Monthly	10,080.876	10,466.976	10,909.392	11,338.392	11,806.704	12,265.500	12,743.484	13,253.136			
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly											
		Monthly											
		Annual											
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly											
		Monthly											
		Annual											
Clinical Nurse Specialist	2015	Hourly	57.187	61.384	63.908	66.428	69.149				70.532	71.942	74.100
		Monthly	9,602.650	10,307.397	10,731.218	11,154.368	11,611.270				11,843.498	12,080.261	12,442.625
		Annual	115,231.805	123,688.760	128,774.620	133,852.420	139,335.235				142,121.980	144,963.130	149,311.500
Clinical Nurse Specialist (15-Year Scale)	2015	Hourly	58.331	62.612	65.187	67.756	70.532						
		Monthly	9,794.747	10,513.598	10,945.984	11,377.362	11,843.498						
		Annual	117,536.965	126,163.180	131,351.805	136,528.340	142,121.980						
Clinical Nurse Specialist (20-Year Scale)	2015	Hourly	59.497	63.863	66.491	69.111	71.942						
		Monthly	9,990.538	10,723.662	11,164.947	11,604.889	12,080.261						
		Annual	119,886.455	128,683.945	133,979.365	139,258.665	144,963.130						
Clinical Nurse Specialist (25-Year Scale)	2015	Hourly	61.282	65.779	68.486	71.184	74.100						
		Monthly	10,290.269	11,045.390	11,499.941	11,952.980	12,442.625						
		Annual	123,483.230	132,544.685	137,999.290	143,435.760	149,311.500						
Nurse Practitioner	2015	Hourly	65.555	68.251	70.942	73.848	76.063	78.346			79.913	81.511	83.957
		Monthly	11,007.777	11,460.480	11,912.344	12,400.310	12,772.245	13,155.599			13,418.725	13,687.055	14,097.780
		Annual	132,093.325	137,525.765	142,948.130	148,803.720	153,266.945	157,867.190			161,024.695	164,244.665	169,173.355
Nurse Practitioner (15-Year Scale)	2015	Hourly	66.868	69.617	72.362	75.325	77.585	79.913					
		Monthly	11,228.252	11,689.855	12,150.786	12,648.323	13,027.815	13,418.725					
		Annual	134,739.020	140,278.255	145,809.430	151,779.875	156,333.775	161,024.695					
Nurse Practitioner (20-Year Scale)	2015	Hourly	68.205	71.009	73.809	76.831	79.136	81.511					
		Monthly	11,452.756	11,923.595	12,393.761	12,901.205	13,288.253	13,687.055					
		Annual	137,433.075	143,083.135	148,725.135	154,814.465	159,459.040	164,244.665					
Nurse Practitioner (25-Year Scale)	2015	Hourly	70.250	73.139	76.022	79.136	81.510	83.957					
		Monthly	11,796.146	12,281.257	12,765.361	13,288.253	13,686.888	14,097.780					
		Annual	141,553.750	147,375.085	153,184.330	159,459.040	164,242.650	169,173.355					
Weekend Worker - Licensed Practical Nurse	1872	Hourly	40.935	42.278	43.600	45.207	46.677	48.326	50.044	51.547	52.578	53.631	55.240
		Monthly	6,385.860	6,595.368	6,801.600	7,052.292	7,281.612	7,538.856	7,806.864	8,041.332	8,202.168	8,366.436	8,617.440
		Annual	76,630.320	79,144.416	81,619.200	84,627.504	87,379.344	90,466.272	93,682.368	96,495.984	98,426.016	100,397.232	103,409.280
Weekend Worker - CRN/Charge Nurse	1872	Hourly	54.494	56.364	58.277	60.206	62.045	63.999	65.627	66.938	68.276	69.642	71.731
		Monthly	8,501.064	8,792.784	9,091.212	9,392.136	9,679.020	9,983.844	10,237.812	10,442.328	10,651.056	10,864.152	11,190.036
		Annual	102,012.768	105,513.408	109,094.544	112,705.632	116,148.240	119,806.128	122,853.744	125,307.936	127,812.672	130,369.824	134,280.432
Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1872	Hourly	55.584	57.492	59.443	61.410	63.285	65.280	66.940	68.277			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Monthly	8,671.104	8,968.752	9,273.108	9,579.960	9,872.460	10,183.680	10,442.640	10,651.212			
		Annual	104,053.248	107,625.024	111,277.296	114,959.520	118,469.520	122,204.160	125,311.680	127,814.544			
		Hourly	56.696	58.642	60.631	62.639	64.551	66.585	68.279	69.643			
Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Monthly	8,844.576	9,148.152	9,458.436	9,771.684	10,069.956	10,387.260	10,651.524	10,864.308			
		Annual	106,134.912	109,777.824	113,501.232	117,260.208	120,839.472	124,647.120	127,818.288	130,371.696			
		Hourly	58.396	60.401	62.450	64.517	66.487	68.583	70.327	71.732			
ORT II (Weekend Worker Rates)	1872	Monthly	6,801.600	7,052.292	7,281.612	7,540.884	7,779.564	8,022.144	8,270.184	8,517.912	8,688.264	8,861.892	9,127.716
		Annual	81,619.200	84,627.504	87,379.344	90,490.608	93,354.768	96,265.728	99,242.208	102,214.944	104,259.168	106,342.704	109,532.592
		Hourly	43.600	45.207	46.677	48.339	49.869	51.424	53.014	54.602	55.694	56.807	58.511
Weekend Worker - Nurse II	1872	Monthly	7,939.464	8,217.144	8,494.980	8,784.360	9,068.124	9,361.716	9,548.916	9,740.016	9,935.016	10,133.604	10,437.648
		Annual	95,273.568	98,605.728	101,939.760	105,412.320	108,817.488	112,340.592	114,586.992	116,880.192	119,220.192	121,603.248	125,251.776
		Hourly	50.894	52.674	54.455	56.310	58.129	60.011	61.211	62.436	63.686	64.959	66.908
Weekend Worker - Nurse II (15-Year Scale)	1872	Monthly	8,098.428	8,381.412	8,664.864	8,960.016	9,249.708	9,549.072	9,739.704	9,934.860			
		Annual	97,181.136	100,576.944	103,978.368	107,520.192	110,996.496	114,588.864	116,876.448	119,218.320			
		Hourly	51.913	53.727	55.544	57.436	59.293	61.212	62.434	63.685			
Weekend Worker - Nurse II (20-Year Scale)	1872	Monthly	8,260.356	8,548.956	8,838.180	9,139.104	9,434.880	9,740.016	9,934.704	10,133.604			
		Annual	99,124.272	102,587.472	106,058.160	109,669.248	113,218.560	116,880.192	119,216.448	121,603.248			
		Hourly	52.951	54.801	56.655	58.584	60.480	62.436	63.684	64.959			
Weekend Worker - Nurse II (25-Year Scale)	1872	Monthly	8,508.240	8,805.420	9,103.380	9,413.508	9,717.708	10,032.204	10,232.508	10,437.648			
		Annual	102,098.880	105,665.040	109,240.560	112,962.096	116,612.496	120,386.448	122,790.096	125,251.776			
		Hourly	54.540	56.445	58.355	60.343	62.293	64.309	65.593	66.908			
Weekend Worker - Nurse III	1872	Monthly	8,241.948	8,519.472	8,810.100	9,093.084	9,355.788	9,642.204	9,938.292	10,137.192	10,339.836	10,546.692	10,863.060
		Annual	98,903.376	102,233.664	105,721.200	109,117.008	112,269.456	115,706.448	119,259.504	121,646.304	124,078.032	126,560.304	130,356.720
		Hourly	52.833	54.612	56.475	58.289	59.973	61.809	63.707	64.982	66.281	67.607	69.635
Weekend Worker - Nurse III (15-Year Scale)	1872	Monthly	8,406.684	8,689.668	8,986.380	9,274.980	9,542.988	9,835.020	10,137.192	10,339.836			
		Annual	100,880.208	104,276.016	107,836.560	111,299.760	114,515.856	118,020.240	121,646.304	124,078.032			
		Hourly	53.889	55.703	57.605	59.455	61.173	63.045	64.982	66.281			
Weekend Worker - Nurse III (20-Year Scale)	1872	Monthly	8,574.696	8,863.608	9,166.092	9,460.464	9,733.620	10,031.736	10,339.836	10,546.692			
		Annual	102,896.352	106,363.296	109,993.104	113,525.568	116,803.440	120,380.832	124,078.032	126,560.304			
		Hourly	54.966	56.818	58.757	60.644	62.395	64.306	66.281	67.607			
Weekend Worker - Nurse III (25-Year Scale)	1872	Monthly	8,831.940	9,129.744	9,441.276	9,744.228	10,025.808	10,332.660	10,649.964	10,862.904			
		Annual	105,983.280	109,556.928	113,295.312	116,930.736	120,309.696	123,991.920	127,799.568	130,354.848			
		Hourly	56.615	58.524	60.521	62.463	64.268	66.235	68.269	69.634			
Weekend Worker - Nurse IV	1872	Monthly	8,780.460	9,105.564	9,430.980	9,785.724	10,192.416	10,586.628	11,017.344	11,465.844	11,695.164	11,929.008	12,287.028
		Annual	105,365.520	109,266.768	113,171.760	117,428.688	122,308.992	127,039.536	132,208.128	137,590.128	140,341.968	143,148.096	147,444.336
		Hourly	57.411	59.536	61.663	63.984	66.643	69.220	72.037	74.969	76.468	78.763	
Weekend Worker - Nurse IV (15-Year Scale)	1872	Monthly	8,956.116	9,287.616	9,619.428	9,981.504	10,396.308	10,798.320	11,237.772	11,695.164			
		Annual	107,473.392	111,451.392	115,433.136	119,778.048	124,755.696	129,579.840	134,853.264	140,341.968			
		Hourly	58.560	60.727	62.896	65.263	67.975	70.604	73.477	76.468			
Weekend Worker - Nurse IV (20-Year Scale)	1872	Monthly	9,135.360	9,473.412	9,811.776	10,181.028	10,604.100	11,014.224	11,462.412	11,929.008			
		Annual	109,624.320	113,680.944	117,741.312	122,172.336	127,249.200	132,170.688	137,548.944	143,148.096			
		Hourly	60.316	62.548	64.783	67.221	70.014	72.722	75.682	78.763			
Weekend Worker - Nurse IV (25-Year Scale)	1872	Monthly	9,409.296	9,757.488	10,106.148	10,486.476	10,922.184	11,344.632	11,806.392	12,287.028			
		Annual	112,911.552	117,089.856	121,273.776	125,837.712	131,066.208	136,135.584	141,676.704	147,444.336			
		Hourly	57.682	59.888	62.420	64.875	67.555	70.182	72.918	75.835	77.351	78.898	81.266
Weekend Worker - Nurse V	1872	Monthly	8,998.392	9,342.528	9,737.520	10,120.500	10,538.580	10,948.392	11,375.208	11,830.260	12,066.756	12,308.088	12,677.496
		Annual	107,980.704	112,110.336	116,850.240	121,446.000	126,462.960	131,380.704	136,502.496	141,963.120	144,801.072	147,697.056	152,129.952
		Hourly	57.682	59.888	62.420	64.875	67.555	70.182	72.918	75.835	77.351	78.898	81.266

Employer Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
Weekend Worker - Nurse V (15-Year Scale)	1872	Hourly	58.836	61.086	63.668	66.171	68.906	71.585	74.376	77.351			
		Monthly	9,178.416	9,529.416	9,932.208	10,322.676	10,749.336	11,167.260	11,602.656	12,066.756			
		Annual	110,140.992	114,352.992	119,186.496	123,872.112	128,992.032	134,007.120	139,231.872	144,801.072			
Weekend Worker - Nurse V (20-Year Scale)	1872	Hourly	60.012	62.308	64.942	67.496	70.284	73.017	75.864	78.898			
		Monthly	9,361.872	9,720.048	10,130.952	10,529.376	10,964.304	11,390.652	11,834.784	12,308.088			
		Annual	112,342.464	116,640.576	121,571.424	126,352.512	131,571.648	136,687.824	142,017.408	147,697.056			
Weekend Worker - Nurse V (25-Year Scale)	1872	Hourly	61.812	64.177	66.890	69.520	72.393	75.208	78.139	81.266			
		Monthly	9,642.672	10,011.612	10,434.840	10,845.120	11,293.308	11,732.448	12,189.684	12,677.496			
		Annual	115,712.064	120,139.344	125,218.080	130,141.440	135,519.696	140,789.376	146,276.208	152,129.952			

A1. Effective April 1, 2027

Hourly Rates include a 3.0% General Wage Increase. Other Market Adjustments as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Licensed Practical Nurse	2015	Hourly	35.610	36.777	37.927	39.326	40.605	42.039	43.533	44.840	45.738	46.654	48.053
		Monthly	5,979.513	6,175.471	6,368.575	6,603.491	6,818.256	7,059.049	7,309.916	7,529.383	7,680.173	7,833.984	8,068.900
		Annual	71,754.150	74,105.655	76,422.905	79,241.890	81,819.075	84,708.585	87,718.995	90,352.600	92,162.070	94,007.810	96,826.795
UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly	33.892										
		Monthly	5,691.032										
		Annual	68,292.380										
SIEN	2015	Hourly	33.892										
		Monthly	5,691.032										
		Annual	68,292.380										
Weekend Worker - Licensed Practical Nurse	2015	Hourly	40.953	42.294	43.615	45.223	46.697	48.342	50.066	51.566	52.597	53.649	55.257
		Monthly	6,876.691	7,101.868	7,323.685	7,593.695	7,841.205	8,117.428	8,406.916	8,658.791	8,831.913	9,008.561	9,278.571
		Annual	82,520.295	85,222.410	87,884.225	91,124.345	94,094.455	97,409.130	100,882.990	103,905.490	105,982.955	108,102.735	111,342.855
Weekend Worker - Licensed Practical Nurse (PIO)	1872	Hourly	44.081	45.525	46.947	48.678	50.267	52.036	53.891	55.506	56.614	57.747	59.479
		Monthly	6,876.636	7,101.900	7,323.732	7,593.768	7,841.652	8,117.616	8,406.996	8,658.936	8,831.784	9,008.532	9,278.724
		Annual	82,519.632	85,222.800	87,884.784	91,125.216	94,099.824	97,411.392	100,883.952	103,907.232	105,981.408	108,102.384	111,344.688
CRN/Charge Nurse	2015	Hourly	47.405	49.032	50.696	52.373	53.974	55.674	57.090	58.230	59.395	60.583	62.399
		Monthly	7,960.090	8,233.290	8,512.703	8,794.300	9,063.134	9,348.593	9,586.363	9,777.788	9,973.410	10,172.895	10,477.832
		Annual	95,521.075	98,799.480	102,152.440	105,531.595	108,757.610	112,183.110	115,036.350	117,333.450	119,680.925	122,074.745	125,733.985
CRN/Charge Nurse (15-Year Scale)	2015	Hourly	48.354	50.013	51.710	53.421	55.054	56.787	58.232	59.395			
		Monthly	8,119.443	8,398.016	8,682.971	8,970.276	9,244.484	9,535.484	9,778.123	9,973.410			
		Annual	97,433.310	100,776.195	104,195.650	107,643.315	110,933.810	114,425.805	117,337.480	119,680.925			
CRN/Charge Nurse (20-Year Scale)	2015	Hourly	49.321	51.014	52.744	54.489	56.155	57.922	59.397	60.583			
		Monthly	8,281.818	8,566.101	8,856.597	9,149.611	9,429.360	9,726.069	9,973.746	10,172.895			
		Annual	99,381.815	102,793.210	106,279.160	109,795.335	113,152.325	116,712.830	119,684.955	122,074.745			
CRN/Charge Nurse (25-Year Scale)	2015	Hourly	50.802	52.543	54.325	56.125	57.839	59.661	61.178	62.399			
		Monthly	8,530.503	8,822.845	9,122.073	9,424.323	9,712.132	10,018.076	10,272.806	10,477.832			
		Annual	102,366.030	105,874.145	109,464.875	113,091.875	116,545.585	120,216.915	123,273.670	125,733.985			
Weekend Worker - CRN/Charge Nurse	2015	Hourly	54.517	56.385	58.299	60.228	62.069	64.025	65.652	66.966	68.304	69.671	71.762
		Monthly	9,154.313	9,467.981	9,789.374	10,113.285	10,422.420	10,750.865	11,024.065	11,244.708	11,469.380	11,698.922	12,050.036
		Annual	109,851.755	113,615.775	117,472.485	121,359.420	125,069.035	129,010.375	132,288.780	134,936.490	137,632.560	140,387.065	144,600.430
Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	55.608	57.513	59.466	61.433	63.310	65.305	66.966	68.304			
		Monthly	9,337.510	9,657.391	9,985.333	10,315.625	10,630.804	10,965.798	11,244.708	11,469.380			
		Annual	112,050.120	115,888.695	119,823.990	123,787.495	127,569.650	131,589.575	134,936.490	137,632.560			
Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	56.720	58.663	60.656	62.662	64.577	66.612	68.304	69.671			
		Monthly	9,524.233	9,850.495	10,185.153	10,521.994	10,843.555	11,185.265	11,469.380	11,698.922			
		Annual	114,290.800	118,205.945	122,221.840	126,263.930	130,122.655	134,223.180	137,632.560	140,387.065			
Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	58.422	60.424	62.475	64.542	66.514	68.610	70.354	71.762			
		Monthly	9,810.028	10,146.197	10,490.594	10,837.678	11,168.809	11,520.763	11,813.609	12,050.036			
		Annual	117,720.330	121,754.360	125,887.125	130,052.130	134,025.710	138,249.150	141,763.310	144,600.430			
Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	58.681	60.694	62.753	64.828	66.811	68.916	70.669	72.081	73.522	74.993	77.242
		Monthly	9,154.236	9,468.264	9,789.468	10,113.168	10,422.516	10,750.896	11,024.364	11,244.636	11,469.432	11,698.908	12,049.752
		Annual	109,850.832	113,619.168	117,473.616	121,358.016	125,070.192	129,010.752	132,292.368	134,935.632	137,633.184	140,386.896	144,597.024
Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly	59.854	61.907	64.007	66.125	68.147	70.295	72.082	73.522			
		Monthly	9,337.224	9,657.492	9,985.092	10,315.500	10,630.932	10,966.020	11,244.792	11,469.432			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Annual	112,046.688	115,889.904	119,821.104	123,786.000	127,571.184	131,592.240	134,937.504	137,633.184			
		Hourly	61.052	63.145	65.289	67.447	69.510	71.701	73.523	74.993			
		Monthly	9,524.112	9,850.620	10,185.084	10,521.732	10,843.560	11,185.356	11,469.588	11,698.908			
Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Annual	114,289.344	118,207.440	122,221.008	126,260.784	130,122.720	134,224.272	137,635.056	140,386.896			
		Hourly	62.884	65.039	67.246	69.471	71.595	73.852	75.730	77.242			
		Monthly	9,809.904	10,146.084	10,490.376	10,837.476	11,168.820	11,520.912	11,813.880	12,049.752			
ORT II	2015	Annual	117,718.848	121,753.008	125,884.512	130,049.712	134,025.840	138,250.944	141,766.560	144,597.024			
		Hourly	37.927	39.326	40.605	42.051	43.383	44.736	46.118	47.498	48.448	49.417	50.898
		Monthly	6,368.575	6,603.491	6,818.256	7,061.064	7,284.729	7,511.920	7,743.981	7,975.706	8,135.227	8,297.938	8,546.623
ORT II (Weekend Worker Rates)	2015	Annual	76,422.905	79,241.890	81,819.075	84,732.765	87,416.745	90,143.040	92,927.770	95,708.470	97,622.720	99,575.255	102,559.470
		Hourly	43.615	45.223	46.697	48.357	49.890	51.445	53.035	54.625	55.718	56.831	58.537
		Monthly	7,323.685	7,593.695	7,841.205	8,119.946	8,377.363	8,638.473	8,905.460	9,172.448	9,355.981	9,542.872	9,829.338
ORT II (Weekend Worker Rates) (PIO)	1872	Annual	87,884.225	91,124.345	94,094.455	97,439.355	100,528.350	103,661.675	106,865.525	110,069.375	112,271.770	114,514.465	117,952.055
		Hourly	46.947	48.678	50.267	52.051	53.701	55.375	57.085	58.797	59.974	61.174	63.008
		Monthly	7,323.732	7,593.768	7,841.652	8,119.956	8,377.356	8,638.500	8,905.260	9,172.332	9,355.944	9,543.144	9,829.248
Nurse II	2015	Annual	87,884.784	91,125.216	94,099.824	97,439.472	100,528.272	103,662.000	106,863.120	110,067.984	112,271.328	114,517.728	117,950.976
		Hourly	44.275	45.822	47.372	48.985	50.568	52.205	53.248	54.314	55.402	56.509	58.203
		Monthly	7,434.510	7,694.278	7,954.548	8,225.398	8,491.210	8,766.090	8,941.227	9,120.226	9,302.919	9,488.803	9,773.254
Nurse II (15-Year Scale)	2015	Annual	89,214.125	92,331.330	95,454.580	98,704.775	101,894.520	105,193.075	107,294.720	109,442.710	111,635.030	113,865.635	117,279.045
		Hourly	45.159	46.738	48.318	49.964	51.579	53.249	54.313	55.402			
		Monthly	7,582.949	7,848.089	8,113.398	8,389.788	8,660.974	8,941.395	9,120.058	9,302.919			
Nurse II (20-Year Scale)	2015	Annual	90,995.385	94,177.070	97,360.770	100,677.460	103,931.685	107,296.735	109,440.695	111,635.030			
		Hourly	46.064	47.674	49.286	50.964	52.610	54.314	55.401	56.509			
		Monthly	7,734.913	8,005.259	8,275.941	8,557.705	8,834.096	9,120.226	9,302.751	9,488.803			
Nurse II (25-Year Scale)	2015	Annual	92,818.960	96,063.110	99,311.290	102,692.460	106,009.150	109,442.710	111,633.015	113,865.635			
		Hourly	47.446	49.104	50.765	52.493	54.188	55.943	57.063	58.203			
		Monthly	7,966.974	8,245.380	8,524.290	8,814.450	9,099.068	9,393.762	9,581.829	9,773.254			
Weekend Worker - Nurse II	2015	Annual	95,603.690	98,944.560	102,291.475	105,773.395	109,188.820	112,725.145	114,981.945	117,279.045			
		Hourly	50.918	52.695	54.478	56.335	58.150	60.036	61.237	62.460	63.710	64.984	66.934
		Monthly	8,549.981	8,848.369	9,147.764	9,459.585	9,764.354	10,081.045	10,282.713	10,488.075	10,697.971	10,911.897	11,239.334
Weekend Worker - Nurse II (15-Year Scale)	2015	Annual	102,599.770	106,180.425	109,773.170	113,515.025	117,172.250	120,972.540	123,392.555	125,856.900	128,375.650	130,942.760	134,872.010
		Hourly	51.936	53.750	55.567	57.463	59.313	61.236	62.461	63.710			
		Monthly	8,720.920	9,025.521	9,330.625	9,648.995	9,959.641	10,282.545	10,488.243	10,697.971			
Weekend Worker - Nurse II (20-Year Scale)	2015	Annual	104,651.040	108,306.250	111,967.505	115,787.945	119,515.695	123,390.540	125,858.915	128,375.650			
		Hourly	52.974	54.824	56.680	58.611	60.499	62.460	63.711	64.984			
		Monthly	8,895.218	9,205.863	9,517.517	9,841.764	10,158.790	10,488.075	10,698.139	10,911.897			
Weekend Worker - Nurse II (25-Year Scale)	2015	Annual	106,742.610	110,470.360	114,210.200	118,101.165	121,905.485	125,856.900	128,377.665	130,942.760			
		Hourly	54.564	56.470	58.380	60.369	62.314	64.334	65.621	66.934			
		Monthly	9,162.205	9,482.254	9,802.975	10,136.961	10,463.559	10,802.751	11,018.860	11,239.334			
Weekend Worker - Nurse II (PIO)	1872	Annual	109,946.460	113,787.050	117,635.700	121,643.535	125,562.710	129,633.010	132,226.315	134,872.010			
		Hourly	54.808	56.721	58.639	60.638	62.592	64.621	65.914	67.231	68.576	69.948	72.046
		Monthly	8,550.048	8,848.476	9,147.684	9,459.528	9,764.352	10,080.876	10,282.584	10,488.036	10,697.856	10,911.888	11,239.176
Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Annual	102,600.576	106,181.712	109,772.208	113,514.336	117,172.224	120,970.512	123,391.008	125,856.432	128,374.272	130,942.656	134,870.112
		Hourly	55.904	57.856	59.812	61.850	63.844	65.915	67.231	68.576			
		Monthly	8,721.024	9,025.536	9,330.672	9,648.600	9,959.664	10,282.740	10,488.036	10,697.856			
Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Annual	104,652.288	108,306.432	111,968.064	115,783.200	119,515.968	123,392.880	125,856.432	128,374.272			
		Hourly	57.024	59.014	61.008	63.089	65.120	67.232	68.576	69.948			
		Monthly	8,895.744	9,206.184	9,517.248	9,841.884	10,158.720	10,488.192	10,697.856	10,911.888			
Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Annual	106,748.928	110,474.208	114,206.976	118,102.608	121,904.640	125,858.304	128,374.272	130,942.656			
		Hourly	58.734	60.783	62.838	64.981	67.074	69.249	70.633	72.046			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Nurse IV (25-Year Scale)	2015	Hourly	52.469	54.413	56.357	58.476	60.907	63.263	65.837	68.518			
		Monthly	8,810.420	9,136.850	9,463.280	9,819.095	10,227.300	10,622.912	11,055.130	11,505.314			
		Annual	105,725.035	109,642.195	113,559.355	117,829.140	122,727.605	127,474.945	132,661.555	138,063.770			
Weekend Worker - Nurse IV	2015	Hourly	56.304	58.391	60.477	62.754	65.363	67.891	70.651	73.527	74.997	76.497	78.792
		Monthly	9,454.380	9,804.822	10,155.096	10,537.443	10,975.537	11,400.030	11,863.480	12,346.409	12,593.246	12,845.121	13,230.490
		Annual	113,452.560	117,657.865	121,861.155	126,449.310	131,706.445	136,800.365	142,361.765	148,156.905	151,118.955	154,141.455	158,765.880
Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly	57.431	59.559	61.687	64.008	66.670	69.249	72.064	74.997			
		Monthly	9,643.622	10,000.949	10,358.275	10,748.010	11,195.004	11,628.061	12,100.747	12,593.246			
		Annual	115,723.465	120,011.385	124,299.305	128,976.120	134,340.050	139,536.735	145,208.960	151,118.955			
Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly	58.580	60.750	62.921	65.288	68.004	70.634	73.505	76.497			
		Monthly	9,836.558	10,200.938	10,565.485	10,962.943	11,419.005	11,860.626	12,342.715	12,845.121			
		Annual	118,038.700	122,411.250	126,785.815	131,555.320	137,028.060	142,327.510	148,112.575	154,141.455			
Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly	60.336	62.573	64.810	67.247	70.044	72.753	75.710	78.792			
		Monthly	10,131.420	10,507.050	10,882.679	11,291.892	11,761.555	12,216.441	12,712.971	13,230.490			
		Annual	121,577.040	126,084.595	130,592.150	135,502.705	141,138.660	146,597.295	152,555.650	158,765.880			
Weekend Worker - Nurse IV (PIO)	1872	Hourly	60.605	62.851	65.098	67.546	70.357	73.077	76.048	79.144	80.727	82.340	84.811
		Monthly	9,454.380	9,804.756	10,155.288	10,537.176	10,975.692	11,400.012	11,863.488	12,346.464	12,593.412	12,845.040	13,230.516
		Annual	113,452.560	117,657.072	121,863.456	126,446.112	131,708.304	136,800.144	142,361.856	148,157.568	151,120.944	154,140.480	158,766.192
Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly	61.816	64.107	66.400	68.897	71.763	74.539	77.568	80.727			
		Monthly	9,643.296	10,000.692	10,358.400	10,747.932	11,195.028	11,628.084	12,100.608	12,593.412			
		Annual	115,719.552	120,008.304	124,300.800	128,975.184	134,340.336	139,537.008	145,207.296	151,120.944			
Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly	63.054	65.390	67.728	70.275	73.200	76.030	79.119	82.340			
		Monthly	9,836.424	10,200.840	10,565.568	10,962.900	11,419.200	11,860.680	12,342.564	12,845.040			
		Annual	118,037.088	122,410.080	126,786.816	131,554.800	137,030.400	142,328.160	148,110.768	154,140.480			
Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly	64.944	67.352	69.760	72.383	75.396	78.311	81.493	84.811			
		Monthly	10,131.264	10,506.912	10,882.560	11,291.748	11,761.776	12,216.516	12,712.908	13,230.516			
		Annual	121,575.168	126,082.944	130,590.720	135,500.976	141,141.312	146,598.192	152,554.896	158,766.192			
Nurse V	2015	Hourly	50.179	52.097	54.300	56.436	58.768	61.051	63.432	65.968	67.289	68.634	70.693
		Monthly	8,425.890	8,747.955	9,117.875	9,476.545	9,868.127	10,251.480	10,651.290	11,077.127	11,298.945	11,524.793	11,870.533
		Annual	101,110.685	104,975.455	109,414.500	113,718.540	118,417.520	123,017.765	127,815.480	132,925.520	135,587.335	138,297.510	142,446.395
Nurse V (15-Year Scale)	2015	Hourly	51.182	53.141	55.385	57.564	59.942	62.273	64.700	67.289			
		Monthly	8,594.311	8,923.260	9,300.065	9,665.955	10,065.261	10,456.675	10,864.208	11,298.945			
		Annual	103,131.730	107,079.115	111,600.775	115,991.460	120,783.130	125,480.095	130,370.500	135,587.335			
Nurse V (20-Year Scale)	2015	Hourly	52.206	54.203	56.493	58.714	61.141	63.518	65.994	68.634			
		Monthly	8,766.258	9,101.587	9,486.116	9,859.059	10,266.593	10,665.731	11,081.493	11,524.793			
		Annual	105,195.090	109,219.045	113,833.395	118,308.710	123,199.115	127,988.770	132,977.910	138,297.510			
Nurse V (25-Year Scale)	2015	Hourly	53.773	55.829	58.188	60.476	62.976	65.424	67.974	70.693			
		Monthly	9,029.383	9,374.620	9,770.735	10,154.928	10,574.720	10,985.780	11,413.968	11,870.533			
		Annual	108,352.595	112,495.435	117,248.820	121,859.140	126,896.640	131,829.360	136,967.610	142,446.395			
Weekend Worker - Nurse V	2015	Hourly	57.705	59.913	62.446	64.901	67.582	70.208	72.944	75.862	77.379	78.927	81.295
		Monthly	9,689.631	10,060.391	10,485.724	10,897.960	11,348.144	11,789.093	12,248.513	12,738.494	12,993.224	13,253.159	13,650.785
		Annual	116,275.575	120,724.695	125,828.690	130,775.515	136,177.730	141,469.120	146,982.160	152,861.930	155,918.685	159,037.905	163,809.425
Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly	58.858	61.112	63.695	66.200	68.934	71.613	74.402	77.379			
		Monthly	9,883.239	10,261.723	10,695.452	11,116.083	11,575.168	12,025.016	12,493.336	12,993.224			
		Annual	118,598.870	123,140.680	128,345.425	133,393.000	138,902.010	144,300.195	149,920.030	155,918.685			
Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly	60.037	62.335	64.969	67.524	70.313	73.046	75.890	78.927			
		Monthly	10,081.213	10,467.085	10,909.378	11,338.405	11,806.725	12,265.641	12,743.196	13,253.159			
		Annual	120,974.555	125,605.025	130,912.535	136,060.860	141,680.695	147,187.690	152,918.350	159,037.905			
Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	61.837	64.204	66.918	69.551	72.422	75.236	78.167	81.295			
		Monthly	10,383.463	10,780.922	11,236.648	11,678.772	12,160.861	12,633.378	13,125.542	13,650.785			

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Monthly	8,931.312	9,237.852	9,551.256	9,867.312	10,168.704	10,489.128	10,755.888	10,970.700			
		Annual	107,175.744	110,854.224	114,615.072	118,407.744	122,024.448	125,869.536	129,070.656	131,648.400			
		Hourly	58.397	60.401	62.450	64.518	66.488	68.583	70.327	71.732			
Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Monthly	9,109.932	9,422.556	9,742.200	10,064.808	10,372.128	10,698.948	10,971.012	11,190.192			
		Annual	109,319.184	113,070.672	116,906.400	120,777.696	124,465.536	128,387.376	131,652.144	134,282.304			
		Hourly	60.148	62.213	64.324	66.453	68.482	70.640	72.437	73.884			
ORT II (Weekend Worker Rates)	1872	Monthly	7,005.648	7,263.828	7,500.012	7,767.084	8,012.940	8,262.852	8,518.224	8,773.440	8,948.940	9,127.716	9,401.496
		Annual	84,067.776	87,165.936	90,000.144	93,205.008	96,155.280	99,154.224	102,218.688	105,281.280	107,387.280	109,532.592	112,817.952
		Hourly	44.908	46.563	48.077	49.789	51.365	52.967	54.604	56.240	57.365	58.511	60.266
Weekend Worker - Nurse II	1872	Monthly	8,177.676	8,463.624	8,749.884	9,047.844	9,340.188	9,642.516	9,835.332	10,032.204	10,233.132	10,437.648	10,750.740
		Annual	98,132.112	101,563.488	104,998.608	108,574.128	112,082.256	115,710.192	118,023.984	120,386.448	122,797.584	125,251.776	129,008.880
		Hourly	52.421	54.254	56.089	57.999	59.873	61.811	63.047	64.309	65.597	66.902	68.915
Weekend Worker - Nurse II (15-Year Scale)	1872	Monthly	8,341.320	8,632.884	8,924.760	9,228.804	9,527.232	9,835.488	10,031.892	10,232.976			
		Annual	100,095.840	103,594.608	107,097.120	110,745.648	114,326.784	118,025.856	120,382.704	122,795.712			
		Hourly	53.470	55.339	57.210	59.159	61.072	63.048	64.307	65.596			
Weekend Worker - Nurse II (20-Year Scale)	1872	Monthly	8,508.240	8,805.420	9,103.380	9,413.352	9,717.864	10,032.204	10,232.820	10,437.648			
		Annual	102,098.880	105,665.040	109,240.560	112,960.224	116,614.368	120,386.448	122,793.840	125,251.776			
		Hourly	54.540	56.445	58.355	60.342	62.294	64.309	65.595	66.908			
Weekend Worker - Nurse II (25-Year Scale)	1872	Monthly	8,763.456	9,069.528	9,376.536	9,695.868	10,009.272	10,333.128	10,539.516	10,750.740			
		Annual	105,161.472	108,834.336	112,518.432	116,350.416	120,111.264	123,997.536	126,474.192	129,008.880			
		Hourly	56.176	58.138	60.106	62.153	64.162	66.238	67.561	68.915			
Weekend Worker - Nurse III	1872	Monthly	8,489.208	8,775.000	9,074.364	9,365.928	9,636.432	9,931.428	10,236.408	10,441.236	10,649.964	10,863.060	11,188.944
		Annual	101,870.496	105,300.000	108,892.368	112,391.136	115,637.184	119,177.136	122,836.896	125,294.832	127,799.568	130,356.720	134,267.328
		Hourly	54.418	56.250	58.169	60.038	61.772	63.663	65.618	66.931	68.269	69.635	71.724
Weekend Worker - Nurse III (15-Year Scale)	1872	Monthly	8,658.936	8,950.344	9,255.948	9,553.284	9,829.248	10,130.016	10,441.236	10,649.964			
		Annual	103,907.232	107,404.128	111,071.376	114,639.408	117,950.976	121,560.192	125,294.832	127,799.568			
		Hourly	55.506	57.374	59.333	61.239	63.008	64.936	66.931	68.269			
Weekend Worker - Nurse III (20-Year Scale)	1872	Monthly	8,831.940	9,129.588	9,441.120	9,744.228	10,025.652	10,332.660	10,649.964	10,863.060			
		Annual	105,983.280	109,555.056	113,293.440	116,930.736	120,307.824	123,991.920	127,799.568	130,356.720			
		Hourly	58.313	60.280	62.337	64.337	66.196	68.222	70.317	71.723			
Weekend Worker - Nurse III (25-Year Scale)	1872	Monthly	9,096.828	9,403.680	9,724.572	10,036.572	10,326.576	10,642.632	10,969.452	11,188.788			
		Annual	109,161.936	112,844.160	116,694.864	120,438.864	123,918.912	127,711.584	131,633.424	134,265.456			
		Hourly	60.317	62.549	64.783	67.221	70.014	72.722	75.681	78.762			
Weekend Worker - Nurse IV	1872	Monthly	9,043.944	9,378.720	9,713.964	10,079.316	10,498.176	10,904.244	11,347.908	11,809.824	12,046.008	12,286.872	12,655.656
		Annual	108,527.328	112,544.640	116,567.568	120,951.792	125,978.112	130,850.928	136,174.896	141,717.888	144,552.096	147,442.464	151,867.872
		Hourly	59.133	61.322	63.513	65.904	68.642	71.297	74.198	77.218	78.762	81.126	
Weekend Worker - Nurse IV (15-Year Scale)	1872	Monthly	9,224.748	9,566.232	9,908.028	10,281.024	10,708.152	11,122.332	11,574.888	12,046.008			
		Annual	110,696.976	114,794.784	118,896.336	123,372.288	128,497.824	133,467.984	138,898.656	144,552.096			
		Hourly	62.125	64.424	66.726	69.238	72.114	74.904	77.952	81.126			
Weekend Worker - Nurse IV (20-Year Scale)	1872	Monthly	9,409.452	9,757.644	10,106.148	10,486.476	10,922.184	11,344.632	11,806.236	12,286.872			
		Annual	112,913.424	117,091.728	121,273.776	125,837.712	131,066.208	136,135.584	141,674.832	147,442.464			
		Hourly	64.212	66.511	68.810	71.109	73.408	75.707	78.006	80.305			
Weekend Worker - Nurse IV (25-Year Scale)	1872	Monthly	9,691.500	10,050.144	10,409.256	10,801.128	11,249.784	11,685.024	12,160.512	12,655.656			
		Annual	116,298.000	120,601.728	124,911.072	129,613.536	134,997.408	140,220.288	145,926.144	151,867.872			
		Hourly	66.317	68.616	70.915	73.214	75.513	77.812	80.111	82.410			
Weekend Worker - Nurse V	1872	Monthly	9,268.272	9,622.860	10,029.708	10,424.076	10,854.792	11,276.772	11,716.536	12,185.160	12,428.832	12,677.340	13,057.824
		Annual	111,219.264	115,474.320	120,356.496	125,088.912	130,257.504	135,321.264	140,598.432	146,221.920	149,145.984	152,128.080	156,693.888
		Hourly	59.412	61.685	64.293	66.821	69.582	72.287	75.106	78.110	79.672	81.265	83.704

Employer Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
Weekend Worker - Nurse V (15-Year Scale)	1872	Hourly	60.601	62.919	65.578	68.156	70.973	73.733	76.607	79.672			
		Monthly	9,453.756	9,815.364	10,230.168	10,632.336	11,071.788	11,502.348	11,950.692	12,428.832			
		Annual	113,445.072	117,784.368	122,762.016	127,588.032	132,861.456	138,028.176	143,408.304	149,145.984			
Weekend Worker - Nurse V (20-Year Scale)	1872	Hourly	61.812	64.177	66.890	69.521	72.393	75.208	78.140	81.265			
		Monthly	9,642.672	10,011.612	10,434.840	10,845.276	11,293.308	11,732.448	12,189.840	12,677.340			
		Annual	115,712.064	120,139.344	125,218.080	130,143.312	135,519.696	140,789.376	146,278.080	152,128.080			
Weekend Worker - Nurse V (25-Year Scale)	1872	Hourly	63.666	66.102	68.897	71.606	74.565	77.464	80.483	83.704			
		Monthly	9,931.896	10,311.912	10,747.932	11,170.536	11,632.140	12,084.384	12,555.348	13,057.824			
		Annual	119,182.752	123,742.944	128,975.184	134,046.432	139,585.680	145,012.608	150,664.176	156,693.888			