

CURRENT WAGE SCALE – SHC and LPCH

Step	Clinical Nurse I	Clinical Nurse II	Clinical Nurse III	Clinical Nurse IV
2	\$72.64	\$72.64	\$75.88	\$79.27
3		\$75.45	\$78.92	\$82.44
4		\$78.54	\$82.06	\$85.72
5		\$81.69	\$85.34	\$89.23
6		\$85.02	\$88.83	\$92.73
7		\$88.34	\$92.32	\$96.45
8*		\$91.99	\$96.07	\$100.41
9**		\$92.91	\$97.01	\$101.41
10***		\$94.77	\$98.96	\$103.45
11^		\$96.64	\$100.93	\$105.51
12^^		\$97.62	\$101.94	\$106.57
13^^^		\$98.61	\$102.95	\$107.64

Step	Relief Clinical Nurse I (Limited, A and B)	Relief Clinical Nurse II (Limited, A and B)	Relief Clinical Nurse III (Limited, A and B)	Relief Clinical Nurse IV (Limited, A and B)	Relief Clinical Nurse I (C and D)	Relief Clinical Nurse II (C and D)	Relief Clinical Nurse III (C and D)	Relief Clinical Nurse IV (C and D)
2	\$82.64	\$82.64	\$85.88	\$89.27	\$80.14	\$80.14	\$83.38	\$86.77
3		\$85.45	\$88.92	\$92.44		\$82.95	\$86.42	\$89.94
4		\$88.54	\$92.06	\$95.72		\$86.04	\$89.56	\$93.22
5		\$91.69	\$95.34	\$99.23		\$89.19	\$92.84	\$96.73
6		\$95.02	\$98.83	\$102.73		\$92.52	\$96.33	\$100.23
7		\$98.34	\$102.32	\$106.45		\$95.84	\$99.82	\$103.95
8*		\$101.99	\$106.07	\$110.41		\$99.49	\$103.57	\$107.91
9**		\$102.91	\$107.01	\$111.41		\$100.41	\$104.51	\$108.91
10***		\$104.77	\$108.96	\$113.45		\$102.27	\$106.46	\$110.95
11^		\$106.64	\$110.93	\$115.51		\$104.14	\$108.43	\$113.01
12^^		\$107.62	\$111.94	\$116.57		\$105.12	\$109.44	\$114.07
13^^^		\$108.61	\$112.95	\$117.64		\$106.11	\$110.45	\$115.14

* Longevity Step 8 after completion of 2 years at Step 7 at LPCH, 2 years at Step 7 and 4 years of continuous service at SHC

** Longevity Step 9 at 10.5 years of continuous service.

*** Longevity Step 10 at 15 years of continuous service.

^ Longevity Step 11 at 20 years of continuous service.

^^ Longevity Step 12 at 25 years of continuous service.

^^^ Longevity Step 13 at 30 years of continuous service.

APRIL 1, 2022

Effective at the start of the pay period closest to April 1, 2022 (5% wage increase for Clinical Nurse I, II, III, IV) (Relief differential for C and D classifications: \$7.50; Relief differential for Limited, A, and B classifications: \$10.00):

Step [Old Step]	Clinical Nurse I	Clinical Nurse II	Clinical Nurse III	Clinical Nurse IV
1 ^o [2]	\$76.27	\$76.27	\$79.67	\$83.23
2 [3]		\$79.22	\$82.87	\$86.56
3 [4]		\$82.47	\$86.16	\$90.01
4 [5]		\$85.77	\$89.61	\$93.69
5 [6]		\$89.27	\$93.27	\$97.37
6 [7]		\$92.76	\$96.94	\$101.27
7* [8]		\$96.59	\$100.87	\$105.43
8** [9]		\$97.56	\$101.86	\$106.48
9*** [10]		\$99.51	\$103.91	\$108.62
10^ [11]		\$101.47	\$105.98	\$110.79
11^^ [12]		\$102.50	\$107.04	\$111.90
12^^^ [13]		\$103.54	\$108.10	\$113.02

Step [Old Step]	Relief Clinical Nurse I (Limited A and B)	Relief Clinical Nurse II (Limited, A and B)	Relief Clinical Nurse III (Limited A and B)	Relief Clinical Nurse IV (Limited A and B)	Relief Clinical Nurse I (C and D)	Relief Clinical Nurse II (C and D)	Relief Clinical Nurse III (C and D)	Relief Clinical Nurse IV (C and D)
1 ^o [2]	\$86.27	\$86.27	\$89.67	\$93.23	\$83.77	\$83.77	\$87.17	\$90.73
2 [3]		\$89.22	\$92.87	\$96.56		\$86.72	\$90.37	\$94.06
3 [4]		\$92.47	\$96.16	\$100.01		\$89.97	\$93.66	\$97.51
4 [5]		\$95.77	\$99.61	\$103.69		\$93.27	\$97.11	\$101.19
5 [6]		\$99.27	\$103.27	\$107.37		\$96.77	\$100.77	\$104.87
6 [7]		\$102.76	\$106.94	\$111.27		\$100.26	\$104.44	\$108.77
7* [8]		\$106.59	\$110.87	\$115.43		\$104.09	\$108.37	\$112.93
8** [9]		\$107.56	\$111.86	\$116.48		\$105.06	\$109.36	\$113.98
9*** [10]		\$109.51	\$113.91	\$118.62		\$107.01	\$111.41	\$116.12
10^ [11]		\$111.47	\$115.98	\$120.79		\$108.97	\$113.48	\$118.29
11^^ [12]		\$112.50	\$117.04	\$121.90		\$110.00	\$114.54	\$119.40
12^^^ [13]		\$113.54	\$118.10	\$123.02		\$111.04	\$115.60	\$120.52

- o The parties agreed to renumber the steps to begin at 1.
- * Longevity Step 7 after completion of 2 years at Step 6.
- ** Longevity Step 8 at 10.5 years of continuous service.
- *** Longevity Step 9 at 15 years of continuous service.
- ^ Longevity Step 10 at 20 years of continuous service.
- ^^ Longevity Step 11 at 25 years of continuous service.
- ^^^ Longevity Step 12 at 30 years of continuous service.

DECEMBER 1, 2022

Effective at the start of the pay period closest to December 1, 2022 (2% wage increase for Clinical Nurse I, II, III, IV) (Relief differential for C and D classifications: \$7.50; Relief differential for Limited, A, and B classifications: \$10.00):

Step [Old Step]	Clinical Nurse I	Clinical Nurse II	Clinical Nurse III	Clinical Nurse IV
1 ^o [2]	\$77.80	\$77.80	\$81.27	\$84.90
2 [3]		\$80.81	\$84.52	\$88.29
3 [4]		\$84.12	\$87.89	\$91.81
4 [5]		\$87.49	\$91.40	\$95.57
5 [6]		\$91.06	\$95.14	\$99.31
6 [7]		\$94.61	\$98.87	\$103.30
7* [8]		\$98.52	\$102.89	\$107.54
8** [9]		\$99.51	\$103.90	\$108.61
9*** [10]		\$101.50	\$105.99	\$110.79
10^ [11]		\$103.50	\$108.10	\$113.00
11^ [12]		\$104.55	\$109.18	\$114.14
12^^ [13]		\$105.61	\$110.26	\$115.28

Step [Old Step]	Relief Clinical Nurse I (Limited A and B)	Relief Clinical Nurse II (Limited, A and B)	Relief Clinical Nurse III (Limited A and B)	Relief Clinical Nurse IV (Limited A and B)	Relief Clinical Nurse I (C and D)	Relief Clinical Nurse II (C and D)	Relief Clinical Nurse III (C and D)	Relief Clinical Nurse IV (C and D)
1 ^o [2]	\$87.80	\$87.80	\$91.27	\$94.90	\$85.30	\$85.30	\$88.77	\$92.40
2 [3]		\$90.81	\$94.52	\$98.29		\$88.31	\$92.02	\$95.79
3 [4]		\$94.12	\$97.89	\$101.81		\$91.62	\$95.39	\$99.31
4 [5]		\$97.49	\$101.40	\$105.57		\$94.99	\$98.90	\$103.07
5 [6]		\$101.06	\$105.14	\$109.31		\$98.56	\$102.64	\$106.81
6 [7]		\$104.61	\$108.87	\$113.30		\$102.11	\$106.37	\$110.80
7* [8]		\$108.52	\$112.89	\$117.54		\$106.02	\$110.39	\$115.04
8** [9]		\$109.51	\$113.90	\$118.61		\$107.01	\$111.40	\$116.11
9*** [10]		\$111.50	\$115.99	\$120.79		\$109.00	\$113.49	\$118.29
10^ [11]		\$113.50	\$118.10	\$123.00		\$111.00	\$115.60	\$120.50
11^ [12]		\$114.55	\$119.18	\$124.14		\$112.05	\$116.68	\$121.64
12^^ [13]		\$115.61	\$120.26	\$125.28		\$113.11	\$117.76	\$122.78

- ^o The parties agreed to renumber the steps to begin at 1.
- * Longevity Step 7 after completion of 2 years at Step 6.
- ** Longevity Step 8 at 10.5 years of continuous service.
- *** Longevity Step 9 at 15 years of continuous service.
- ^ Longevity Step 10 at 20 years of continuous service.
- ^^ Longevity Step 11 at 25 years of continuous service.
- ^^^ Longevity Step 12 at 30 years of continuous service.

APRIL 1, 2023

Effective at the start of the pay period closest to April 1, 2023 (5% wage increase for Clinical Nurse I, II, III, IV) (Relief differential for C and D classifications: \$7.50; Relief differential for Limited, A, and B classifications: \$10.00):

Step [Old Step]	Clinical Nurse I	Clinical Nurse II	Clinical Nurse III	Clinical Nurse IV
1 ^o [2]	\$81.69	\$81.69	\$85.33	\$89.14
2 [3]		\$84.85	\$88.75	\$92.71
3 [4]		\$88.32	\$92.28	\$96.40
4 [5]		\$91.86	\$95.97	\$100.34
5 [6]		\$95.61	\$99.89	\$104.28
6 [7]		\$99.34	\$103.82	\$108.46
7* [8]		\$103.45	\$108.04	\$112.92
8** [9]		\$104.48	\$109.09	\$114.04
9*** [10]		\$106.57	\$111.29	\$116.33
10^ [11]		\$108.68	\$113.50	\$118.65
11^^ [12]		\$109.78	\$114.64	\$119.84
12^^^ [13]		\$110.89	\$115.77	\$121.05

Step [Old Step]	Relief Clinical Nurse I (Limited A and B)	Relief Clinical Nurse II (Limited, A and B)	Relief Clinical Nurse III (Limited A and B)	Relief Clinical Nurse IV (Limited A and B)	Relief Clinical Nurse I (C and D)	Relief Clinical Nurse II (C and D)	Relief Clinical Nurse III (C and D)	Relief Clinical Nurse IV (C and D)
1 ^o [2]	\$91.69	\$91.69	\$95.33	\$99.14	\$89.19	\$89.19	\$92.83	\$96.64
2 [3]		\$94.85	\$98.75	\$102.71		\$92.35	\$96.25	\$100.21
3 [4]		\$98.32	\$102.28	\$106.40		\$95.82	\$99.78	\$103.90
4 [5]		\$101.86	\$105.97	\$110.34		\$99.36	\$103.47	\$107.84
5 [6]		\$105.61	\$109.89	\$114.28		\$103.11	\$107.39	\$111.78
6 [7]		\$109.34	\$113.82	\$118.46		\$106.84	\$111.32	\$115.96
7* [8]		\$113.45	\$118.04	\$122.92		\$110.95	\$115.54	\$120.42
8** [9]		\$114.48	\$119.09	\$124.04		\$111.98	\$116.59	\$121.54
9*** [10]		\$116.57	\$121.29	\$126.33		\$114.07	\$118.79	\$123.83
10^ [11]		\$118.68	\$123.50	\$128.65		\$116.18	\$121.00	\$126.15
11^^ [12]		\$119.78	\$124.64	\$129.84		\$117.28	\$122.14	\$127.34
12^^^ [13]		\$120.89	\$125.77	\$131.05		\$118.39	\$123.27	\$128.55

- ^o The parties agreed to renumber the steps to begin at 1.
- * Longevity Step 7 after completion of 2 years at Step 6.
- ** Longevity Step 8 at 10.5 years of continuous service.
- *** Longevity Step 9 at 15 years of continuous service.
- ^ Longevity Step 10 at 20 years of continuous service.
- ^^ Longevity Step 11 at 25 years of continuous service.
- ^^^ Longevity Step 12 at 30 years of continuous service.

APRIL 1, 2024

Effective at the start of the pay period closest to April 1, 2024 (5% wage increase for Clinical Nurse I, II, III, IV) (Relief differential for C and D classifications: \$7.50; Relief differential for Limited, A, and B classifications: \$10.00):

Step [Old Step]	Clinical Nurse II	Clinical Nurse III	Clinical Nurse IV
1 ^o [2]	\$85.77	\$89.60	\$93.60
2 [3]	\$89.09	\$93.19	\$97.34
3 [4]	\$92.74	\$96.89	\$101.22
4 [5]	\$96.46	\$100.77	\$105.36
5 [6]	\$100.39	\$104.89	\$109.49
6 [7]	\$104.31	\$109.01	\$113.89
7* [8]	\$108.62	\$113.44	\$118.56
8** [9]	\$109.71	\$114.55	\$119.74
9*** [10]	\$111.90	\$116.85	\$122.15
10^ [11]	\$114.11	\$119.18	\$124.58
11^^ [12]	\$115.27	\$120.37	\$125.84
12^^^ [13]	\$116.44	\$121.56	\$127.10

Step [Old Step]	Relief Clinical Nurse I (Limited A and B)	Relief Clinical Nurse II (Limited, A and B)	Relief Clinical Nurse III (Limited A and B)	Relief Clinical Nurse IV (Limited A and B)	Relief Clinical Nurse I (C and D)	Relief Clinical Nurse II (C and D)	Relief Clinical Nurse III (C and D)	Relief Clinical Nurse IV (C and D)
1 ^o [2]	\$95.77	\$95.77	\$99.60	\$103.60	\$93.27	\$93.27	\$97.10	\$101.10
2 [3]		\$99.09	\$103.19	\$107.34		\$96.59	\$100.69	\$104.84
3 [4]		\$102.74	\$106.89	\$111.22		\$100.24	\$104.39	\$108.72
4 [5]		\$106.46	\$110.77	\$115.36		\$103.96	\$108.27	\$112.86
5 [6]		\$110.39	\$114.89	\$119.49		\$107.89	\$112.39	\$116.99
6 [7]		\$114.31	\$119.01	\$123.89		\$111.81	\$116.51	\$121.39
7* [8]		\$118.62	\$123.44	\$128.56		\$116.12	\$120.94	\$126.06
8** [9]		\$119.71	\$124.55	\$129.74		\$117.21	\$122.05	\$127.24
9*** [10]		\$121.90	\$126.85	\$132.15		\$119.40	\$124.35	\$129.65
10^ [11]		\$124.11	\$129.18	\$134.58		\$121.61	\$126.68	\$132.08
11^^ [12]		\$125.27	\$130.37	\$135.84		\$122.77	\$127.87	\$133.34
12^^^ [13]		\$126.44	\$131.56	\$137.10		\$123.94	\$129.06	\$134.60

- ^o The parties agreed to renumber the steps to begin at 1.
- * Longevity Step 7 after completion of 2 years at Step 6.
- ** Longevity Step 8 at 10.5 years of continuous service.
- *** Longevity Step 9 at 15 years of continuous service.
- ^ Longevity Step 10 at 20 years of continuous service.
- ^^ Longevity Step 11 at 25 years of continuous service.
- ^^^ Longevity Step 12 at 30 years of continuous service.