

**APPENDIX 6, Section 1  
RN Union Pay Scale  
FY 2016 -2018**

Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	
U1	Ambulatory RNI C383	23.240	23.700	24.170	24.650	25.140	25.640	26.150	26.670	27.200	27.740	28.290	28.860	29.440	30.030	30.630	31.240	31.860	32.500	33.150	33.810	34.490	35.180	35.880	36.600	
	Comm Health Improv Nurse 175M																									
	FY16 Wage Scale	23.470	23.940	24.420	24.900	25.400	25.900	26.420	26.940	27.480	28.020	28.580	29.150	29.730	30.330	30.940	31.560	32.190	32.830	33.490	34.160	34.840	35.540	36.250	36.970	
	FY17 Wage Scale	23.590	24.060	24.540	25.030	25.530	26.040	26.560	27.080	27.620	28.170	28.730	29.300	29.880	30.480	31.090	31.710	32.350	33.000	33.660	34.330	35.020	35.720	36.430	37.160	
	FY18 Wage Scale	23.710	24.180	24.660	25.150	25.660	26.170	26.690	27.220	27.760	28.310	28.880	29.450	30.030	30.630	31.240	31.870	32.510	33.160	33.820	34.500	35.190	35.890	36.610	37.340	
U2	Ambulatory RN II C384	23.950	24.430	24.920	25.420	25.930	26.450	26.980	27.520	28.070	28.630	29.200	29.780	30.380	30.990	31.610	32.240	32.880	33.540	34.210	34.890	35.590	36.300	37.030	37.770	
	Ambulatory RN II - E C843																									
	Radiation Ther Staff Nurse II B488																									
	Pediatric CHT RN C641																									
	FY16 Wage Scale	24.190	24.670	25.170	25.670	26.190	26.710	27.250	27.800	28.360	28.920	29.500	30.090	30.690	31.300	31.930	32.570	33.220	33.880	34.560	35.250	35.950	36.670	37.400	38.150	
	FY17 Wage Scale	24.310	24.800	25.300	25.800	26.320	26.850	27.390	27.940	28.500	29.070	29.650	30.240	30.850	31.460	32.090	32.730	33.390	34.050	34.730	35.430	36.130	36.850	37.590	38.340	
	FY18 Wage Scale	24.430	24.920	25.420	25.930	26.450	26.980	27.520	28.080	28.640	29.210	29.800	30.390	31.000	31.620	32.250	32.900	33.560	34.230	34.910	35.610	36.320	37.040	37.780	38.540	
U3	Radiation Ther Staff Nurse III B489	24.570	25.060	25.560	26.070	26.590	27.120	27.660	28.210	28.770	29.350	29.940	30.540	31.150	31.770	32.410	33.060	33.720	34.390	35.080	35.780	36.500	37.230	37.970	38.730	
	FY16 Wage Scale	24.810	25.310	25.820	26.330	26.860	27.400	27.940	28.500	29.070	29.650	30.240	30.850	31.460	32.090	32.730	33.390	34.060	34.740	35.440	36.150	36.870	37.610	38.360	39.130	
	FY17 Wage Scale	24.940	25.440	25.950	26.470	27.000	27.540	28.090	28.650	29.220	29.800	30.400	31.010	31.620	32.250	32.900	33.560	34.230	34.920	35.620	36.330	37.060	37.800	38.560	39.330	
	FY18 Wage Scale	25.070	25.570	26.080	26.600	27.130	27.670	28.230	28.800	29.370	29.950	30.550	31.160	31.780	32.410	33.060	33.720	34.390	35.080	35.790	36.510	37.240	37.990	38.750	39.530	
U4	Ambulatory RN III C385	25.150	25.650	26.160	26.680	27.210	27.750	28.310	28.880	29.460	30.050	30.650	31.260	31.890	32.530	33.180	33.840	34.520	35.210	35.910	36.630	37.360	38.110	38.870	39.650	
	Medication Assisted Therapy RN C890																									
	Staff Nurse Specialist - PD B672																									
	Staff Nurse Specialist J629																									
	FY16 Wage Scale	25.400	25.910	26.420	26.950	27.490	28.040	28.600	29.170	29.750	30.350	30.960	31.580	32.210	32.850	33.510	34.180	34.860	35.560	36.270	37.000	37.740	38.500	39.270	40.060	
	FY17 Wage Scale	25.530	26.040	26.560	27.090	27.630	28.180	28.740	29.320	29.910	30.510	31.120	31.740	32.380	33.030	33.690	34.360	35.040	35.740	36.460	37.190	37.930	38.690	39.460	40.250	
	FY18 Wage Scale	25.660	26.170	26.690	27.230	27.780	28.330	28.890	29.470	30.060	30.660	31.270	31.900	32.540	33.190	33.850	34.530	35.220	35.920	36.640	37.370	38.120	38.880	39.660	40.450	
U6	Arrythmia Svcs Spec RN 075A	26.270	26.800	27.340	27.890	28.450	29.020	29.600	30.190	30.790	31.410	32.040	32.680	33.330	34.000	34.680	35.370	36.080	36.800	37.540	38.290	39.060	39.840	40.640	41.450	
	Cardiac Nurse Sonographer B333																									
	Cardiology Stress Lab RN 076Y																									
	Cath Lab Specialist/RN 075V																									
	Dialysis Staff Nurse II 076Z																									
	Dialysis/Apheresis SN II C722																									
	IV Staff Nurse II 075L																									
	Radiology Staff Nurse II 076N																									
	Rehab Admission Coord 175R																									
	Rehab Admiss Coord-PD B803																									
	Staff Nurse I 075J																									
	Staff Nurse I Intern C111																									
	Staff Nurse II 075I																									
	Staff Nurse II - E 175I																									
Staff Nurse II Intern B264																										
	FY16 Wage Scale	26.540	27.070	27.610	28.160	28.723	29.300	29.890	30.490	31.100	31.720	32.350	33.000	33.660	34.330	35.020	35.720	36.430	37.160	37.900	38.660	39.430	40.220	41.030	41.850	
	FY17 Wage Scale	26.670	27.200	27.740	28.300	28.870	29.450	30.040	30.640	31.250	31.880	32.520	33.170	33.830	34.510	35.200	35.900	36.620	37.350	38.100	38.860	39.640	40.430	41.240	42.070	
	FY18 Wage Scale	26.800	27.340	27.890	28.450	29.020	29.600	30.190	30.790	31.410	32.040	32.680	33.330	34.000	34.680	35.370	36.080	36.800	37.540	38.290	39.060	39.840	40.640	41.450	42.280	

**APPENDIX 6, Section 1  
RN Union Pay Scale  
FY 2016 -2018**

Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24		
U7	Dialysis Staff Nurse III 080I	27.790	28.350	28.920	29.500	30.090	30.690	31.300	31.930	32.570	33.220	33.880	34.560	35.250	35.960	36.680	37.410	38.160	38.920	39.700	40.490	41.300	42.130	42.970	43.830		
	Dialysis/Apheresis SN III C723																										
	Infection Prevention Nurse C381																										
	IV Staff Nurse III 081C																										
	Radiology Staff Nurse III 076P																										
	Staff Nurse III 075H																										
	Staff Nurse III - E 175H																										
	<b>FY16 Wage Scale</b>	28.070	28.630	29.200	29.780	30.380	30.990	31.610	32.240	32.880	33.540	34.210	34.900	35.600	36.310	37.040	37.780	38.530	39.300	40.090	40.890	41.710	42.540	43.390	44.260		
	<b>FY17 Wage Scale</b>	28.210	28.770	29.350	29.940	30.540	31.150	31.770	32.400	33.050	33.710	34.380	35.070	35.770	36.490	37.220	37.960	38.720	39.490	40.280	41.090	41.910	42.750	43.610	44.480		
	<b>FY18 Wage Scale</b>	28.350	28.920	29.500	30.090	30.690	31.300	31.930	32.570	33.220	33.880	34.560	35.250	35.960	36.680	37.410	38.160	38.920	39.700	40.490	41.300	42.130	42.970	43.830	44.710		
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24		
U8	Care Coordinator 076W	29.580	30.170	30.770	31.390	32.020	32.660	33.310	33.980	34.660	35.350	36.060	36.780	37.520	38.270	39.040	39.820	40.620	41.430	42.260	43.110	43.970	44.850	45.750	46.670		
	Care Coordinator PD C824																										
	Certified Diabetes Educator C735																										
	Clin Prog Coord Cancer Ctr C172																										
	Clin Prog Coord Cancer Ctr-PD C817																										
	Clin Prog Coord Stroke C311																										
	Nurse Clinician 075C																										
	Nurse Clinician - PD C923																										
	Nurse Clinician OP B233/C386																										
	Nurse Clinician OP - PD C627																										
	Wound Otomoy Clinician C928																										
	<b>FY16 Wage Scale</b>	29.880	30.480	31.090	31.710	32.340	32.990	33.650	34.320	35.010	35.710	36.420	37.150	37.890	38.650	39.420	40.210	41.010	41.830	42.670	43.520	44.390	45.280	46.190	47.120		
	<b>FY17 Wage Scale</b>	30.030	30.630	31.240	31.870	32.510	33.160	33.820	34.500	35.190	35.890	36.610	37.340	38.090	38.850	39.630	40.420	41.230	42.050	42.890	43.750	44.630	45.520	46.430	47.360		
	<b>FY18 Wage Scale</b>	30.180	30.780	31.400	32.030	32.670	33.320	33.990	34.670	35.360	36.070	36.790	37.530	38.280	39.050	39.830	40.630	41.440	42.270	43.120	43.980	44.860	45.760	46.670	47.600		
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24		
U9	Clin Nurse Specialist 074Y	31.770	32.410	33.060	33.720	34.390	35.080	35.780	36.500	37.230	37.970	38.730	39.500	40.290	41.100	41.920	42.760	43.620	44.490	45.380	46.290	47.220	48.160	49.120	50.100		
	Clin Nurse Specialist - PD B956																										
	<b>FY16 Wage Scale</b>	32.090	32.730	33.380	34.050	34.730	35.420	36.130	36.850	37.590	38.340	39.110	39.890	40.690	41.500	42.330	43.180	44.040	44.920	45.820	46.740	47.680	48.630	49.600	50.590		
	<b>FY17 Wage Scale</b>	32.240	32.880	33.540	34.210	34.890	35.590	36.300	37.030	37.770	38.530	39.300	40.090	40.890	41.710	42.540	43.390	44.260	45.150	46.050	46.970	47.910	48.870	49.850	50.850		
	<b>FY18 Wage Scale</b>	32.400	33.050	33.710	34.380	35.070	35.770	36.490	37.220	37.960	38.720	39.490	40.280	41.090	41.910	42.750	43.610	44.480	45.370	46.280	47.210	48.150	49.110	50.090	51.090		
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24		
U10	Nurse Practitioner 020L	34.160	34.840	35.540	36.250	36.980	37.720	38.470	39.240	40.020	40.820	41.640	42.470	43.320	44.190	45.070	45.970	46.890	47.830	48.790	49.770	50.770	51.790	52.830	53.890		
	Nurse Practitioner PD 600Z																										
		<b>FY16 Wage Scale</b>	36.210	36.930	37.670	38.420	39.190	39.970	40.770	41.590	42.420	43.270	44.140	45.020	45.920	46.840	47.780	48.740	49.710	50.700	51.710	52.740	53.800	54.880	55.980	57.100	
		<b>FY17 Wage Scale</b>	37.660	38.410	39.180	39.960	40.760	41.570	42.400	43.250	44.120	45.000	45.900	46.820	47.760	48.720	49.690	50.680	51.690	52.720	53.770	54.850	55.950	57.070	58.210	59.370	
	<b>FY18 Wage Scale</b>	37.850	38.610	39.380	40.170	40.970	41.790	42.630	43.480	44.350	45.240	46.140	47.060	48.000	48.960	49.940	50.940	51.960	53.000	54.060	55.140	56.240	57.370	58.520	59.690		
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24		
U11	Nurse Midwife J632	35.890	36.610	37.340	38.090	38.850	39.630	40.420	41.230	42.050	42.890	43.750	44.630	45.520	46.430	47.360	48.310	49.280	50.270	51.280	52.310	53.360	54.430	55.520	56.630		
	Nurse Midwife - P B117																										
		<b>FY16 Wage Scale</b>	38.040	38.800	39.580	40.370	41.180	42.000	42.840	43.700	44.570	45.460	46.370	47.300	48.250	49.220	50.210	51.210	52.230	53.270	54.340	55.430	56.540	57.670	58.830	60.010	
		<b>FY17 Wage Scale</b>	39.560	40.350	41.160	41.980	42.820	43.680	44.550	45.440	46.350	47.280	48.230	49.200	50.180	51.180	52.200	53.250	54.320	55.410	56.520	57.650	58.800	59.980	61.180	62.400	
	<b>FY18 Wage Scale</b>	39.760	40.560	41.370	42.200	43.040	43.900	44.780	45.680	46.590	47.520	48.470	49.440	50.430	51.440	52.470	53.520	54.590	55.680	56.790	57.930	59.090	60.270	61.480	62.710		

### APPENDIX 6, Section 1 RN Union Pay Scale FY 2016 -2018

Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
U12	Neonatal NP 020Z	37.080	37.820	38.580	39.350	40.140	40.940	41.760	42.600	43.450	44.320	45.210	46.110	47.030	47.970	48.930	49.910	50.910	51.930	52.970	54.030	55.110	56.210	57.330	58.480
	Neonatal NP PD 600E																								
	FY16 Wage Scale	39.310	40.100	40.900	41.720	42.550	43.400	44.270	45.160	46.060	46.980	47.920	48.880	49.860	50.860	51.880	52.920	53.980	55.060	56.160	57.280	58.430	59.600	60.790	62.000
	FY17 Wage Scale	40.880	41.700	42.530	43.380	44.250	45.140	46.040	46.960	47.900	48.860	49.840	50.840	51.860	52.900	53.960	55.040	56.140	57.260	58.410	59.580	60.770	61.990	63.230	64.500
	FY18 Wage Scale	41.080	41.900	42.740	43.600	44.470	45.360	46.270	47.200	48.140	49.100	50.080	51.080	52.100	53.140	54.210	55.300	56.410	57.540	58.690	59.870	61.070	62.290	63.540	64.810
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
U13	Nurse Pract Intvnl Rad B327	34.950	35.650	36.360	37.090	37.830	38.590	39.360	40.150	40.950	41.770	42.610	43.460	44.330	45.220	46.120	47.040	47.980	48.940	49.920	50.920	51.940	52.980	54.040	55.120
	FY16 Wage Scale	37.050	37.790	38.550	39.320	40.110	40.910	41.730	42.570	43.420	44.290	45.180	46.080	47.000	47.940	48.900	49.880	50.880	51.890	52.930	53.990	55.070	56.170	57.290	58.430
	FY17 Wage Scale	38.530	39.300	40.090	40.890	41.710	42.540	43.390	44.260	45.150	46.050	46.970	47.910	48.870	49.850	50.850	51.870	52.910	53.970	55.050	56.150	57.270	58.420	59.590	60.780
	FY18 Wage Scale	38.720	39.490	40.280	41.090	41.910	42.750	43.610	44.480	45.370	46.280	47.210	48.150	49.110	50.090	51.090	52.110	53.150	54.220	55.310	56.420	57.550	58.700	59.870	61.070
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
U14	Research Nurse Sr 075Z	26.950	27.490	28.040	28.600	29.170	29.750	30.350	30.960	31.580	32.210	32.850	33.510	34.180	34.860	35.560	36.270	37.000	37.740	38.490	39.260	40.050	40.850	41.670	42.500
	FY16 Wage Scale	27.760	28.320	28.880	29.460	30.050	30.651	31.260	31.880	32.520	33.170	33.830	34.510	35.200	35.900	36.620	37.350	38.100	38.860	39.640	40.430	41.240	42.070	42.910	43.770
	FY17 Wage Scale	28.590	29.160	29.740	30.340	30.950	31.570	32.200	32.840	33.500	34.170	34.850	35.550	36.260	36.990	37.730	38.480	39.250	40.040	40.840	41.660	42.490	43.340	44.210	45.090
	FY18 Wage Scale	28.740	29.310	29.900	30.500	31.110	31.730	32.360	33.010	33.670	34.340	35.030	35.730	36.440	37.170	37.910	38.670	39.440	40.230	41.040	41.860	42.700	43.550	44.420	45.310
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
U15	Clinical Research Nurse B845	23.950	24.430	24.920	25.420	25.930	26.450	26.980	27.520	28.070	28.630	29.200	29.780	30.380	30.990	31.610	32.240	32.880	33.540	34.210	34.890	35.590	36.300	37.030	37.770
	FY16 Wage Scale	24.670	25.160	25.660	26.170	26.690	27.230	27.780	28.340	28.910	29.490	30.080	30.680	31.290	31.920	32.560	33.210	33.870	34.550	35.240	35.950	36.670	37.400	38.150	38.910
	FY17 Wage Scale	25.400	25.910	26.430	26.960	27.500	28.050	28.610	29.180	29.770	30.370	30.980	31.600	32.230	32.870	33.530	34.200	34.880	35.580	36.290	37.020	37.760	38.520	39.290	40.080
	FY18 Wage Scale	25.530	26.040	26.560	27.090	27.630	28.180	28.740	29.320	29.910	30.510	31.120	31.750	32.390	33.040	33.700	34.370	35.060	35.760	36.480	37.210	37.950	38.710	39.480	40.270
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
U16	Clinical Research Nurse Sr B844	24.570	25.060	25.560	26.070	26.590	27.120	27.660	28.210	28.770	29.350	29.940	30.540	31.150	31.770	32.410	33.060	33.720	34.390	35.080	35.780	36.500	37.230	37.970	38.730
	FY16 Wage Scale	25.300	25.800	26.320	26.850	27.390	27.940	28.500	29.070	29.650	30.240	30.850	31.470	32.100	32.740	33.390	34.060	34.740	35.430	36.140	36.860	37.600	38.350	39.120	39.900
	FY17 Wage Scale	26.060	26.580	27.110	27.650	28.200	28.770	29.350	29.940	30.540	31.150	31.770	32.410	33.060	33.720	34.390	35.080	35.780	36.500	37.230	37.980	38.740	39.510	40.300	41.100
	FY18 Wage Scale	26.190	26.710	27.250	27.800	28.350	28.920	29.500	30.090	30.690	31.300	31.930	32.570	33.220	33.880	34.560	35.250	35.960	36.680	37.410	38.160	38.920	39.700	40.490	41.300
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
U17	Research Nurse 075D	26.270	26.800	27.340	27.890	28.450	29.020	29.600	30.190	30.790	31.410	32.040	32.680	33.330	34.000	34.680	35.370	36.080	36.800	37.540	38.290	39.060	39.840	40.640	41.450
	FY16 Wage Scale	27.070	27.610	28.160	28.720	29.290	29.880	30.480	31.090	31.710	32.340	32.990	33.650	34.320	35.010	35.710	36.420	37.150	37.890	38.650	39.430	40.220	41.020	41.840	42.680
	FY17 Wage Scale	27.880	28.440	29.010	29.590	30.180	30.780	31.400	32.030	32.670	33.320	33.990	34.670	35.360	36.070	36.790	37.530	38.280	39.040	39.820	40.620	41.430	42.260	43.110	43.970
	FY18 Wage Scale	28.020	28.580	29.150	29.730	30.330	30.940	31.560	32.190	32.830	33.490	34.160	34.840	35.540	36.250	36.980	37.720	38.470	39.240	40.030	40.830	41.650	42.480	43.330	44.200
Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
U18	Nurse Educator 162C	29.580	30.170	30.770	31.390	32.020	32.660	33.310	33.980	34.660	35.350	36.060	36.780	37.520	38.270	39.040	39.820	40.620	41.430	42.260	43.110	43.970	44.850	45.750	46.670
	Nurse Educator Outpatient C130																								
	FY16 Wage Scale	30.170	30.770	31.390	32.020	32.660	33.310	33.980	34.660	35.350	36.060	36.780	37.520	38.270	39.040	39.820	40.620	41.430	42.260	43.110	43.970	44.850	45.750	46.670	47.600
	FY17 Wage Scale	30.470	31.080	31.700	32.330	32.980	33.640	34.310	35.000	35.700	36.410	37.140	37.880	38.640	39.410	40.200	41.010	41.830	42.670	43.520	44.390	45.280	46.190	47.120	48.060
	FY18 Wage Scale	30.620	31.230	31.850	32.490	33.140	33.800	34.480	35.170	35.870	36.590	37.320	38.070	38.830	39.610	40.400	41.210	42.030	42.870	43.730	44.610	45.500	46.410	47.340	48.290

**Appendix 6, Section 2**  
**LPN Union Pay Scales**  
**FY 2016 - 2018**

Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
L1	Ambulatory Licensed Nurse I B433	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750	15.750
	FY16 Wage Scale	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91	15.91
	FY17 Wage Scale	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99	15.99
	FY18 Wage Scale	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07	16.07
L2	Ambulatory Licensed Nurse II P627	16.010	16.330	16.660	16.990	17.330	17.680	18.030	18.390	18.760	19.140	19.520	19.910	20.310	20.720	21.130	21.550	21.980	22.420	22.870	23.330	23.800	24.280	24.770	25.270
	FY16 Wage Scale	16.170	16.490	16.820	17.160	17.500	17.850	18.210	18.580	18.950	19.330	19.720	20.110	20.510	20.920	21.340	21.770	22.200	22.640	23.090	23.550	24.030	24.510	25.010	25.520
	FY17 Wage Scale	16.250	16.570	16.900	17.240	17.590	17.940	18.300	18.670	19.040	19.420	19.810	20.210	20.610	21.020	21.440	21.870	22.310	22.750	23.210	23.670	24.150	24.630	25.130	25.640
	FY18 Wage Scale	16.330	16.660	16.990	17.330	17.680	18.030	18.390	18.760	19.140	19.520	19.910	20.310	20.720	21.130	21.550	21.980	22.420	22.870	23.330	23.790	24.270	24.760	25.260	25.770
L3	no Job Codes in L3	16.900	17.240	17.580	17.930	18.290	18.660	19.030	19.410	19.800	20.200	20.600	21.010	21.430	21.860	22.300	22.750	23.210	23.670	24.140	24.620	25.110	25.610	26.120	26.640
	FY16 Wage Scale	17.070	17.410	17.760	18.110	18.470	18.840	19.220	19.600	19.990	20.390	20.800	21.220	21.640	22.070	22.520	22.970	23.430	23.900	24.380	24.870	25.360	25.870	26.390	26.910
	FY17 Wage Scale	17.160	17.500	17.850	18.200	18.560	18.930	19.310	19.700	20.100	20.500	20.910	21.330	21.750	22.190	22.630	23.080	23.540	24.010	24.500	24.990	25.490	26.000	26.520	27.050
	FY18 Wage Scale	17.240	17.590	17.940	18.290	18.660	19.030	19.410	19.800	20.200	20.600	21.010	21.430	21.860	22.300	22.750	23.200	23.660	24.130	24.620	25.120	25.620	26.130	26.650	27.180
L4	no Job Codes in L4	17.000	17.340	17.690	18.040	18.400	18.770	19.150	19.530	19.920	20.320	20.730	21.140	21.560	21.990	22.430	22.880	23.340	23.810	24.290	24.780	25.280	25.790	26.310	26.840
	FY16 Wage Scale	17.170	17.520	17.870	18.220	18.590	18.960	19.340	19.730	20.120	20.520	20.930	21.350	21.780	22.210	22.650	23.100	23.570	24.040	24.520	25.020	25.520	26.040	26.560	27.100
	FY17 Wage Scale	17.260	17.610	17.960	18.310	18.680	19.050	19.430	19.820	20.220	20.620	21.030	21.450	21.880	22.320	22.770	23.220	23.680	24.160	24.640	25.140	25.640	26.160	26.690	27.230
	FY18 Wage Scale	17.350	17.700	18.050	18.410	18.780	19.150	19.530	19.920	20.320	20.730	21.140	21.560	21.990	22.430	22.880	23.340	23.800	24.280	24.770	25.270	25.770	26.290	26.820	27.360
L5	LPN I 079R	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16	17.16
	FY16 Wage Scale	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330	17.330
	FY17 Wage Scale	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420	17.420
	FY18 Wage Scale	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510	17.510
L6	LPN II 079Q, LPN II - IP to OP C273	17.450	17.800	18.160	18.520	18.890	19.270	19.660	20.050	20.450	20.860	21.280	21.710	22.140	22.580	23.030	23.490	23.960	24.440	24.930	25.430	25.940	26.460	26.990	27.530
	FY16 Wage Scale	17.630	17.980	18.340	18.710	19.080	19.460	19.850	20.250	20.660	21.070	21.490	21.920	22.360	22.810	23.270	23.730	24.200	24.690	25.180	25.680	26.190	26.720	27.260	27.810
	FY17 Wage Scale	17.720	18.070	18.430	18.800	19.180	19.560	19.950	20.350	20.760	21.180	21.600	22.030	22.470	22.920	23.380	23.850	24.320	24.810	25.310	25.810	26.330	26.860	27.400	27.950
	FY18 Wage Scale	17.810	18.160	18.520	18.890	19.270	19.660	20.050	20.450	20.860	21.280	21.710	22.140	22.580	23.030	23.490	23.960	24.440	24.930	25.430	25.940	26.460	26.990	27.530	28.080
L7	LPN III 079P, Dialysis LPN III 090A	17.920	18.280	18.650	19.020	19.400	19.790	20.190	20.590	21.000	21.420	21.850	22.290	22.740	23.190	23.650	24.120	24.600	25.090	25.590	26.100	26.620	27.150	27.690	28.240
	FY16 Wage Scale	18.100	18.460	18.830	19.210	19.590	19.980	20.380	20.790	21.210	21.630	22.070	22.510	22.960	23.420	23.890	24.360	24.850	25.340	25.850	26.370	26.900	27.430	27.980	28.540
	FY17 Wage Scale	18.190	18.560	18.930	19.310	19.690	20.080	20.480	20.890	21.310	21.740	22.170	22.620	23.070	23.530	24.000	24.480	24.970	25.470	25.980	26.500	27.030	27.570	28.120	28.680
	FY18 Wage Scale	18.280	18.650	19.020	19.400	19.790	20.190	20.590	21.000	21.420	21.850	22.290	22.730	23.190	23.650	24.120	24.600	25.090	25.590	26.100	26.620	27.160	27.700	28.260	28.830
L8	Arrhythmia Svcs Specialist LPN B802	22.690	23.140	23.600	24.070	24.550	25.040	25.540	26.050	26.570	27.100	27.640	28.190	28.750	29.330	29.920	30.520	31.130	31.750	32.390	33.040	33.700	34.370	35.060	35.760
	FY16 Wage Scale	22.920	23.380	23.840	24.320	24.800	25.290	25.800	26.310	26.840	27.370	27.920	28.480	29.050	29.630	30.220	30.820	31.440	32.070	32.710	33.360	34.030	34.710	35.400	36.110
	FY17 Wage Scale	23.040	23.500	23.960	24.440	24.930	25.420	25.930	26.450	26.970	27.510	28.060	28.620	29.190	29.770	30.370	30.980	31.600	32.230	32.870	33.530	34.200	34.880	35.580	36.290
	FY18 Wage Scale	23.150	23.610	24.080	24.560	25.050	25.550	26.060	26.580	27.110	27.650	28.200	28.760	29.340	29.920	30.520	31.130	31.750	32.390	33.040	33.700	34.370	35.060	35.760	36.480

**Appendix 6, Section 2  
LPN Union Pay Scales  
FY 2016 - 2018**

Pay Grade	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
L9	no Job Codes in L9	23.940	24.420	24.910	25.410	25.920	26.440	26.970	27.510	28.060	28.620	29.190	29.770	30.370	30.980	31.600	32.230	32.870	33.530	34.200	34.880	35.580	36.290	37.020	37.760
	<b>FY16 Wage Scale</b>	<b>24.180</b>	<b>24.660</b>	<b>25.150</b>	<b>25.660</b>	<b>26.180</b>	<b>26.700</b>	<b>27.240</b>	<b>27.790</b>	<b>28.340</b>	<b>28.910</b>	<b>29.480</b>	<b>30.070</b>	<b>30.670</b>	<b>31.280</b>	<b>31.910</b>	<b>32.550</b>	<b>33.200</b>	<b>33.860</b>	<b>34.540</b>	<b>35.230</b>	<b>35.940</b>	<b>36.660</b>	<b>37.390</b>	<b>38.140</b>
	<b>FY17 Wage Scale</b>	<b>24.300</b>	<b>24.780</b>	<b>25.280</b>	<b>25.790</b>	<b>26.310</b>	<b>26.840</b>	<b>27.380</b>	<b>27.930</b>	<b>28.480</b>	<b>29.050</b>	<b>29.630</b>	<b>30.220</b>	<b>30.820</b>	<b>31.440</b>	<b>32.070</b>	<b>32.710</b>	<b>33.360</b>	<b>34.030</b>	<b>34.710</b>	<b>35.400</b>	<b>36.110</b>	<b>36.840</b>	<b>37.580</b>	<b>38.330</b>
	<b>FY18 Wage Scale</b>	<b>24.420</b>	<b>24.910</b>	<b>25.410</b>	<b>25.920</b>	<b>26.440</b>	<b>26.970</b>	<b>27.510</b>	<b>28.060</b>	<b>28.620</b>	<b>29.190</b>	<b>29.770</b>	<b>30.370</b>	<b>30.980</b>	<b>31.600</b>	<b>32.230</b>	<b>32.870</b>	<b>33.530</b>	<b>34.200</b>	<b>34.880</b>	<b>35.580</b>	<b>36.290</b>	<b>37.020</b>	<b>37.760</b>	<b>38.520</b>
L10	no Job Codes in L10	19.120	19.500	19.890	20.290	20.700	21.110	21.530	21.960	22.400	22.850	23.310	23.780	24.260	24.750	25.250	25.760	26.280	26.810	27.350	27.900	28.460	29.030	29.610	30.200
	<b>FY16 Wage Scale</b>	<b>19.310</b>	<b>19.700</b>	<b>20.090</b>	<b>20.490</b>	<b>20.900</b>	<b>21.320</b>	<b>21.750</b>	<b>22.180</b>	<b>22.620</b>	<b>23.080</b>	<b>23.540</b>	<b>24.010</b>	<b>24.500</b>	<b>24.990</b>	<b>25.500</b>	<b>26.010</b>	<b>26.540</b>	<b>27.070</b>	<b>27.620</b>	<b>28.170</b>	<b>28.740</b>	<b>29.320</b>	<b>29.910</b>	<b>30.510</b>
	<b>FY17 Wage Scale</b>	<b>19.410</b>	<b>19.800</b>	<b>20.190</b>	<b>20.590</b>	<b>21.000</b>	<b>21.420</b>	<b>21.850</b>	<b>22.290</b>	<b>22.740</b>	<b>23.200</b>	<b>23.660</b>	<b>24.130</b>	<b>24.620</b>	<b>25.110</b>	<b>25.620</b>	<b>26.140</b>	<b>26.670</b>	<b>27.200</b>	<b>27.750</b>	<b>28.310</b>	<b>28.880</b>	<b>29.460</b>	<b>30.050</b>	<b>30.650</b>
	<b>FY18 Wage Scale</b>	<b>19.510</b>	<b>19.900</b>	<b>20.300</b>	<b>20.710</b>	<b>21.120</b>	<b>21.540</b>	<b>21.970</b>	<b>22.410</b>	<b>22.860</b>	<b>23.320</b>	<b>23.780</b>	<b>24.260</b>	<b>24.740</b>	<b>25.240</b>	<b>25.750</b>	<b>26.270</b>	<b>26.800</b>	<b>27.340</b>	<b>27.890</b>	<b>28.450</b>	<b>29.020</b>	<b>29.600</b>	<b>30.190</b>	<b>30.800</b>
L11	Clinical Care LPN C699, Ambulatory Care LPN B434	16.900	17.240	17.580	17.930	18.290	18.660	19.030	19.410	19.800	20.200	20.600	21.010	21.430	21.860	22.300	22.750	23.210	23.670	24.140	24.620	25.110	25.610	26.120	26.640
	<b>FY16 Wage Scale</b>	<b>17.070</b>	<b>17.410</b>	<b>17.760</b>	<b>18.110</b>	<b>18.470</b>	<b>18.840</b>	<b>19.220</b>	<b>19.600</b>	<b>19.990</b>	<b>20.390</b>	<b>20.800</b>	<b>21.220</b>	<b>21.640</b>	<b>22.080</b>	<b>22.520</b>	<b>22.970</b>	<b>23.430</b>	<b>23.900</b>	<b>24.380</b>	<b>24.860</b>	<b>25.360</b>	<b>25.870</b>	<b>26.390</b>	<b>26.910</b>
	<b>FY17 Wage Scale</b>	<b>17.160</b>	<b>17.500</b>	<b>17.850</b>	<b>18.210</b>	<b>18.570</b>	<b>18.940</b>	<b>19.320</b>	<b>19.700</b>	<b>20.090</b>	<b>20.490</b>	<b>20.900</b>	<b>21.320</b>	<b>21.750</b>	<b>22.190</b>	<b>22.640</b>	<b>23.090</b>	<b>23.550</b>	<b>24.020</b>	<b>24.500</b>	<b>24.990</b>	<b>25.490</b>	<b>26.000</b>	<b>26.520</b>	<b>27.050</b>
	<b>FY18 Wage Scale</b>	<b>17.250</b>	<b>17.590</b>	<b>17.940</b>	<b>18.300</b>	<b>18.670</b>	<b>19.040</b>	<b>19.420</b>	<b>19.810</b>	<b>20.200</b>	<b>20.600</b>	<b>21.020</b>	<b>21.440</b>	<b>21.870</b>	<b>22.300</b>	<b>22.750</b>	<b>23.200</b>	<b>23.660</b>	<b>24.130</b>	<b>24.620</b>	<b>25.110</b>	<b>25.610</b>	<b>26.130</b>	<b>26.650</b>	<b>27.180</b>