

C.N.A. WAGE GRID

EXHIBIT 3

Wage Grid: With 2.41% Retirement Offset

Prepared by: County of Ventura, CEO/Labor Relations

As Approved by the Board of Supervisors on June 10, 2014

Job Code	Current	Proposed	Entry	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 17	Step 20	Step 25	Step 30
01086	Licensed Vocational Nurse I	Licensed Vocational Nurse	21.92	23.41	23.47	23.54	23.61	23.68	23.74	23.81	23.88	23.95	24.02	24.08	24.15	24.22	24.29	24.36	24.43	24.50	24.57	24.64
01087	Licensed Vocational Nurse II																					
00146	Licensed Vocational Nurse III																					
00207	Neonatal Nurse Specialist	Neonatal Nurse Specialist	-	39.06	39.17	39.29	39.40	39.51	39.62	39.74	39.85	39.96	40.08	40.19	40.30	40.42	40.54	40.65	40.77	40.88	41.00	41.12
00096	Nurse Practitioner I	Nurse Practitioner	44.67	47.67	47.81	47.94	48.08	48.22	48.35	48.49	48.63	48.77	48.91	49.05	49.19	49.33	49.47	49.61	49.75	49.89	50.03	50.18
01244	Nurse Practitioner II																					
00329	Physicians Assistant	Physicians Assistant	-	42.83	42.95	43.07	43.19	43.32	43.44	43.56	43.69	43.81	43.94	44.06	44.19	44.32	44.44	44.57	44.70	44.82	44.95	45.08
01246	Psychiatric Technician	Psychiatric Technician	23.72	25.38	25.45	25.53	25.60	25.67	25.74	25.82	25.89	25.97	26.04	26.11	26.19	26.26	26.34	26.41	26.49	26.56	26.64	26.71
01247	Sr. Psychiatric Technician																					
01482	Clinic Nurse Specialist I	Registered Nurse - Ambulatory	-	36.41	36.52	36.62	36.72	36.83	36.93	37.04	37.14	37.25	37.36	37.46	37.57	37.68	37.78	37.89	38.00	38.11	38.22	38.33
01221	Mental Hlth Nurse I	Registered Nurse - Mental Health	35.47	38.11	38.22	38.33	38.44	38.55	38.66	38.77	38.88	38.99	39.10	39.21	39.32	39.44	39.55	39.66	39.77	39.89	40.00	40.11
01222	Mental Hlth Nurse II																					
01433	Public Health Nurse I	Registered Nurse - Public Health	33.33	35.53	35.63	35.73	35.83	35.93	36.04	36.14	36.24	36.35	36.45	36.55	36.66	36.76	36.87	36.97	37.08	37.18	37.29	37.39
01435	Public Health Nurse II																					
01434	Public Health Nurse III	Sr Registered Nurse - Public Health	-	37.74	37.85	37.96	38.06	38.17	38.28	38.39	38.50	38.61	38.72	38.83	38.94	39.05	39.16	39.28	39.39	39.50	39.61	39.72
01622	Public Health Nurse Res Spec																					
01623	Public Health Nurse Coord	Registered Nurse - PH Coordinator	-	40.55	40.67	40.78	40.90	41.02	41.13	41.25	41.37	41.49	41.60	41.72	41.84	41.96	42.08	42.20	42.32	42.44	42.56	42.68
01475	Registered Nurse	Registered Nurse I	28.34	30.72	30.81	30.90																
01696	Senior Registered Nurse	Registered Nurse II	-	35.53	35.63	35.73	35.83	35.93	36.04	36.14	36.24	36.35	36.45	36.55	36.66	36.76	36.87	36.97	37.08	37.18	37.29	37.39
01483	Clinic Nurse Specialist II	Sr Registered Nurse - Ambulatory		38.16	38.27	38.38	38.49	38.60	38.71	38.82	38.93	39.04	39.15	39.26	39.38	39.49	39.60	39.71	39.83	39.94	40.05	40.17
01396	Hospital Nurse Spec II	Sr Registered Nurse - Hospital		39.31	39.42	39.53	39.64	39.76	39.87	39.98	40.10	40.21	40.33	40.44	40.56	40.67	40.79	40.91	41.02	41.14	41.26	41.37
01223	Mental Hlth Nurse III	Sr Registered Nurse - Mental Health		40.80	40.92	41.04	41.15	41.27	41.39	41.51	41.62	41.74	41.86	41.98	42.10	42.22	42.34	42.46	42.58	42.70	42.83	42.95
01598	Mental Hlth Nurse III-Acute Cr	Sr Registered Nurse - MH Acute Care		43.87	43.99	44.12	44.25	44.37	44.50	44.63	44.75	44.88	45.01	45.14	45.27	45.39	45.52	45.65	45.78	45.91	46.04	46.18
01484	Nurse Practitioner III	Sr. Nurse Practitioner		51.78	51.93	52.07	52.22	52.37	52.52	52.67	52.82	52.97	53.12	53.27	53.42	53.58	53.73	53.88	54.04	54.19	54.34	54.50

C.N.A. WAGE GRID

EXHIBIT 3

Wage Grid: With 2.41% Retirement Offset and 2% Salary Increase (1% MBA and 1% GSI)

Prepared by: County of Ventura, CEO/Labor Relations

As Approved by the Board of Supervisors on June 10, 2014

Job Code	Current	Proposed	Entry	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 17	Step 20	Step 25	Step 30
01086	Licensed Vocational Nurse I	Licensed Vocational Nurse	21.92	23.88	23.94	24.01	24.08	24.15	24.22	24.29	24.36	24.43	24.50	24.57	24.64	24.71	24.78	24.85	24.92	24.99	25.06	25.13
01087	Licensed Vocational Nurse II																					
00146	Licensed Vocational Nurse III																					
00207	Neonatal Nurse Specialist	Neonatal Nurse Specialist	-	39.84	39.96	40.07	40.19	40.30	40.42	40.53	40.65	40.76	40.88	40.99	41.11	41.23	41.35	41.46	41.58	41.70	41.82	41.94
00096	Nurse Practitioner I	Nurse Practitioner	44.67	48.62	48.76	48.90	49.04	49.18	49.32	49.46	49.60	49.74	49.89	50.03	50.17	50.31	50.46	50.60	50.75	50.89	51.03	51.18
01244	Nurse Practitioner II																					
00329	Physicians Assistant	Physicians Assistant	-	43.68	43.81	43.93	44.06	44.18	44.31	44.44	44.56	44.69	44.82	44.94	45.07	45.20	45.33	45.46	45.59	45.72	45.85	45.98
01246	Psychiatric Technician	Psychiatric Technician	23.72	25.89	25.96	26.04	26.11	26.18	26.26	26.33	26.41	26.48	26.56	26.64	26.71	26.79	26.86	26.94	27.02	27.09	27.17	27.25
01247	Sr. Psychiatric Technician																					
01482	Clinic Nurse Specialist I	Registered Nurse - Ambulatory	-	37.14	37.25	37.35	37.46	37.57	37.67	37.78	37.89	38.00	38.10	38.21	38.32	38.43	38.54	38.65	38.76	38.87	38.98	39.09
01221	Mental Hlth Nurse I	Registered Nurse - Mental Health	35.47	38.87	38.98	39.10	39.21	39.32	39.43	39.54	39.66	39.77	39.88	40.00	40.11	40.22	40.34	40.45	40.57	40.68	40.80	40.92
01222	Mental Hlth Nurse II																					
01433	Public Health Nurse I	Registered Nurse - Public Health	33.33	36.24	36.34	36.44	36.55	36.65	36.76	36.86	36.97	37.07	37.18	37.28	37.39	37.50	37.60	37.71	37.82	37.93	38.03	38.14
01435	Public Health Nurse II																					
01434	Public Health Nurse III	Sr Registered Nurse - Public Health	-	38.50	38.61	38.72	38.83	38.94	39.05	39.16	39.27	39.38	39.49	39.61	39.72	39.83	39.95	40.06	40.17	40.29	40.40	40.52
01622	Public Health Nurse Res Spec																					
01623	Public Health Nurse Coord	Registered Nurse - PH Coordinator	-	41.36	41.48	41.60	41.72	41.84	41.96	42.08	42.20	42.32	42.44	42.56	42.68	42.80	42.92	43.04	43.17	43.29	43.41	43.54
01475	Registered Nurse	Registered Nurse I	28.34	31.34	31.43	31.52																
01696	Senior Registered Nurse	Registered Nurse II	-	36.24	36.34	36.44	36.55	36.65	36.76	36.86	36.97	37.07	37.18	37.28	37.39	37.50	37.60	37.71	37.82	37.93	38.03	38.14
01483	Clinic Nurse Specialist II	Sr Registered Nurse - Ambulatory		38.93	39.04	39.15	39.26	39.37	39.48	39.60	39.71	39.82	39.94	40.05	40.16	40.28	40.39	40.51	40.62	40.74	40.86	40.97
01396	Hospital Nurse Spec II	Sr Registered Nurse - Hospital		40.09	40.21	40.32	40.44	40.55	40.67	40.78	40.90	41.02	41.13	41.25	41.37	41.49	41.60	41.72	41.84	41.96	42.08	42.20
01223	Mental Hlth Nurse III	Sr Registered Nurse - Mental Health		41.62	41.74	41.86	41.98	42.10	42.22	42.34	42.46	42.58	42.70	42.82	42.94	43.07	43.19	43.31	43.44	43.56	43.68	43.81
01598	Mental Hlth Nurse III-Acute Cr	Sr Registered Nurse - MH Acute Care		44.75	44.87	45.00	45.13	45.26	45.39	45.52	45.65	45.78	45.91	46.04	46.17	46.30	46.43	46.57	46.70	46.83	46.97	47.10
01484	Nurse Practitioner III	Sr. Nurse Practitioner		52.81	52.96	53.12	53.27	53.42	53.57	53.72	53.88	54.03	54.18	54.34	54.49	54.65	54.80	54.96	55.12	55.27	55.43	55.59

C.N.A. WAGE GRID

EXHIBIT 3

Wage Grid: With 2.41% Retirement Offset and 5% Salary Increase (1% MBA and 4% GSI)

Prepared by: County of Ventura, CEO/Labor Relations

As Approved by the Board of Supervisors on June 10, 2014

Job Code	Current	Proposed	Entry	Step 1	0.29% Step 2	0.29% Step 3	0.29% Step 4	0.29% Step 5	0.29% Step 6	0.29% Step 7	0.29% Step 8	0.29% Step 9	0.29% Step 10	0.29% Step 11	0.29% Step 12	0.29% Step 13	0.29% Step 14	0.29% Step 15	0.29% Step 17	0.29% Step 20	0.29% Step 25	0.29% Step 30
01086	Licensed Vocational Nurse I	Licensed Vocational Nurse	21.92	24.59	24.66	24.73	24.80	24.87	24.95	25.02	25.09	25.16	25.23	25.30	25.37	25.45	25.52	25.59	25.67	25.74	25.81	25.89
01087	Licensed Vocational Nurse II																					
00146	Licensed Vocational Nurse III																					
00207	Neonatal Nurse Specialist	Neonatal Nurse Specialist	-	41.04	41.16	41.27	41.39	41.51	41.63	41.75	41.87	41.98	42.10	42.22	42.34	42.47	42.59	42.71	42.83	42.95	43.07	43.20
00096	Nurse Practitioner I	Nurse Practitioner	44.67	50.08	50.23	50.37	50.51	50.66	50.80	50.95	51.09	51.24	51.38	51.53	51.68	51.82	51.97	52.12	52.27	52.42	52.57	52.72
01244	Nurse Practitioner II																					
00329	Physicians Assistant	Physicians Assistant	-	44.99	45.12	45.25	45.38	45.51	45.64	45.77	45.90	46.03	46.16	46.29	46.43	46.56	46.69	46.82	46.96	47.09	47.22	47.36
01246	Psychiatric Technician	Psychiatric Technician	23.72	26.67	26.74	26.82	26.89	26.97	27.05	27.12	27.20	27.28	27.36	27.43	27.51	27.59	27.67	27.75	27.83	27.91	27.99	28.07
01247	Sr. Psychiatric Technician																					
01482	Clinic Nurse Specialist I	Registered Nurse - Ambulatory	-	38.25	38.36	38.47	38.58	38.69	38.80	38.91	39.02	39.13	39.25	39.36	39.47	39.58	39.70	39.81	39.92	40.04	40.15	40.26
01221	Mental Hlth Nurse I	Registered Nurse - Mental Health	35.47	40.04	40.15	40.27	40.38	40.50	40.61	40.73	40.85	40.96	41.08	41.20	41.31	41.43	41.55	41.67	41.79	41.91	42.02	42.14
01222	Mental Hlth Nurse II																					
01433	Public Health Nurse I	Registered Nurse - Public Health	33.33	37.32	37.43	37.54	37.64	37.75	37.86	37.97	38.08	38.18	38.29	38.40	38.51	38.62	38.73	38.84	38.95	39.06	39.17	39.29
01435	Public Health Nurse II																					
01434	Public Health Nurse III	Sr Registered Nurse - Public Health	-	39.65	39.76	39.88	39.99	40.10	40.22	40.33	40.45	40.56	40.68	40.80	40.91	41.03	41.15	41.26	41.38	41.50	41.62	41.73
01622	Public Health Nurse Res Spec																					
01623	Public Health Nurse Coord	Registered Nurse - PH Coordinator	-	42.60	42.73	42.85	42.97	43.09	43.22	43.34	43.46	43.59	43.71	43.83	43.96	44.08	44.21	44.34	44.46	44.59	44.72	44.84
01475	Registered Nurse	Registered Nurse I	28.34	32.28	32.37	32.46																
01696	Senior Registered Nurse	Registered Nurse II	-	37.32	37.43	37.54	37.64	37.75	37.86	37.97	38.08	38.18	38.29	38.40	38.51	38.62	38.73	38.84	38.95	39.06	39.17	39.29
01483	Clinic Nurse Specialist II	Sr Registered Nurse - Ambulatory		40.09	40.21	40.32	40.44	40.55	40.67	40.78	40.90	41.02	41.13	41.25	41.37	41.49	41.60	41.72	41.84	41.96	42.08	42.20
01396	Hospital Nurse Spec II	Sr Registered Nurse - Hospital		41.30	41.41	41.53	41.65	41.77	41.89	42.01	42.13	42.25	42.37	42.49	42.61	42.73	42.85	42.97	43.10	43.22	43.34	43.47
01223	Mental Hlth Nurse III	Sr Registered Nurse - Mental Health		42.87	42.99	43.11	43.24	43.36	43.48	43.61	43.73	43.86	43.98	44.11	44.23	44.36	44.48	44.61	44.74	44.87	44.99	45.12
01598	Mental Hlth Nurse III-Acute Cr	Sr Registered Nurse - MH Acute Care		46.09	46.22	46.35	46.48	46.62	46.75	46.88	47.02	47.15	47.29	47.42	47.56	47.69	47.83	47.96	48.10	48.24	48.37	48.51
01484	Nurse Practitioner III	Sr. Nurse Practitioner		54.40	54.55	54.71	54.86	55.02	55.18	55.33	55.49	55.65	55.81	55.97	56.13	56.29	56.45	56.61	56.77	56.93	57.09	57.26

CNA Clinical Ladder
Prepared by: County of Ventura, CEO/Labor Relations
Effective: July 20, 2014

ALL NURSE TO ACTUAL STEP BASED ON YEARS OF EXPERIENCE
 YEAR #1 - IMPLEMENTATION (2.71% Retirement Salary Offset)

EXHIBIT 3

Job Code	Current	Proposed	Entry	Step 1	0.29% Step 2	0.29% Step 3	0.29% Step 4	0.29% Step 5	0.29% Step 6	0.29% Step 7	0.29% Step 8	0.29% Step 9	0.29% Step 10	0.29% Step 11	0.29% Step 12	0.29% Step 13	0.29% Step 14	0.29% Step 15	0.29% Step 17	0.29% Step 20	0.29% Step 25	0.29% Step 30
01086	Licensed Vocational Nurse I	Licensed Vocational Nurse	21.92	23.48	23.55	23.61	23.68	23.75	23.81	23.88	23.95	24.02	24.09	24.16	24.23	24.29	24.36	24.43	24.50	24.57	24.64	24.71
01087	Licensed Vocational Nurse II																					
00146	Licensed Vocational Nurse III																					
00207	Neonatal Nurse Specialist	Neonatal Nurse Specialist	-	39.18	39.29	39.40	39.52	39.63	39.74	39.85	39.97	40.08	40.20	40.31	40.43	40.54	40.66	40.77	40.89	41.01	41.12	41.24
00096	Nurse Practitioner I	Nurse Practitioner	44.67	47.81	47.95	48.09	48.22	48.36	48.50	48.64	48.78	48.92	49.05	49.19	49.33	49.48	49.62	49.76	49.90	50.04	50.18	50.33
01244	Nurse Practitioner II																					
00329	Physicians Assistant	Physician Assistant	-	42.96	43.08	43.20	43.32	43.45	43.57	43.70	43.82	43.95	44.07	44.20	44.32	44.45	44.57	44.70	44.83	44.96	45.09	45.21
01246	Psychiatric Technician	Psychiatric Technician	23.72	25.46	25.53	25.60	25.68	25.75	25.82	25.90	25.97	26.04	26.12	26.19	26.27	26.34	26.42	26.49	26.57	26.64	26.72	26.80
01247	Sr. Psychiatric Technician																					
01482	Clinic Nurse Specialist I	Registered Nurse - Ambulatory	-	36.52	36.62	36.73	36.83	36.94	37.04	37.15	37.26	37.36	37.47	37.58	37.68	37.79	37.90	38.01	38.11	38.22	38.33	38.44
01221	Mental Hlth Nurse I	Registered Nurse - Mental Health	35.47	38.23	38.33	38.44	38.55	38.66	38.77	38.88	39.00	39.11	39.22	39.33	39.44	39.55	39.67	39.78	39.89	40.01	40.12	40.24
01222	Mental Hlth Nurse II																					
01433	Public Health Nurse I	Registered Nurse - Public Health	33.33	35.63	35.74	35.84	35.94	36.04	36.14	36.25	36.35	36.45	36.56	36.66	36.77	36.87	36.98	37.08	37.19	37.29	37.40	37.51
01435	Public Health Nurse II																					
01434	Public Health Nurse III	Sr Registered Nurse - Public Health	-	37.85	37.96	38.07	38.18	38.29	38.40	38.51	38.62	38.73	38.84	38.95	39.06	39.17	39.28	39.39	39.51	39.62	39.73	39.84
01622	Public Health Nurse Res Spec																					
01623	Public Health Nurse Coord	Registered Nurse - PH Coordinator	-	40.67	40.79	40.91	41.02	41.14	41.26	41.37	41.49	41.61	41.73	41.85	41.97	42.09	42.21	42.33	42.45	42.57	42.69	42.81
01475	Registered Nurse	Registered Nurse I	28.34	30.81	30.90	30.99																
01696	Senior Registered Nurse	Registered Nurse II	-	35.63	35.74	35.84	35.94	36.04	36.14	36.25	36.35	36.45	36.56	36.66	36.77	36.87	36.98	37.08	37.19	37.29	37.40	37.51
01483	Clinic Nurse Specialist II	Sr Registered Nurse - Ambulatory		38.28	38.39	38.50	38.61	38.72	38.83	38.94	39.05	39.16	39.27	39.38	39.49	39.61	39.72	39.83	39.95	40.06	40.17	40.29
01396	Hospital Nurse Spec II	Sr Registered Nurse - Hospital		39.43	39.54	39.65	39.76	39.88	39.99	40.10	40.22	40.33	40.45	40.56	40.68	40.79	40.91	41.03	41.14	41.26	41.38	41.50
01223	Mental Hlth Nurse III	Sr Registered Nurse - Mental Health		40.93	41.04	41.16	41.28	41.39	41.51	41.63	41.75	41.87	41.99	42.11	42.23	42.35	42.47	42.59	42.71	42.83	42.96	43.08
01598	Mental Hlth Nurse III-Acute Cr	Sr Registered Nurse - MH Acute Care		44.00	44.13	44.25	44.38	44.51	44.63	44.76	44.89	45.01	45.14	45.27	45.40	45.53	45.66	45.79	45.92	46.05	46.18	46.31
01484	Nurse Practitioner III	Sr. Nurse Practitioner		51.93	52.08	52.23	52.38	52.53	52.68	52.83	52.98	53.13	53.28	53.43	53.58	53.74	53.89	54.04	54.20	54.35	54.51	54.66

CNA Clinical Ladder
Prepared by: County of Ventura, CEO/Labor Relations

ALL NURSE TO ACTUAL STEP BASED ON YEARS OF EXPERIENCE
 YEAR #2 -1% General Salary Increase June 21, 2015 and 1% Market Based Increase June 21, 2015

EXHIBIT 3

Job Code	Current	Proposed	Entry	Step 1	0.29% Step 2	0.29% Step 3	0.29% Step 4	0.29% Step 5	0.29% Step 6	0.29% Step 7	0.29% Step 8	0.29% Step 9	0.29% Step 10	0.29% Step 11	0.29% Step 12	0.29% Step 13	0.29% Step 14	0.29% Step 15	0.29% Step 17	0.29% Step 20	0.29% Step 25	0.29% Step 30
01086	Licensed Vocational Nurse I	Licensed Vocational Nurse	22.36	23.95	24.02	24.09	24.16	24.22	24.29	24.36	24.43	24.50	24.57	24.64	24.71	24.78	24.85	24.92	24.99	25.07	25.14	25.21
01087	Licensed Vocational Nurse II		-	-																		-
00146	Licensed Vocational Nurse III		-	-																		-
00207	Neonatal Nurse Specialist	Neonatal Nurse Specialist	-	39.97	40.08	40.20	40.31	40.43	40.54	40.66	40.77	40.89	41.00	41.12	41.24	41.36	41.47	41.59	41.71	41.83	41.95	42.07
00096	Nurse Practitioner I	Nurse Practitioner	45.57	48.78	48.91	49.05	49.19	49.33	49.47	49.62	49.76	49.90	50.04	50.18	50.33	50.47	50.61	50.76	50.90	51.05	51.19	51.34
01244	Nurse Practitioner II		-	-																		-
00329	Physicians Assistant	Physician Assistant	-	43.82	43.94	44.07	44.19	44.32	44.45	44.57	44.70	44.83	44.96	45.08	45.21	45.34	45.47	45.60	45.73	45.86	45.99	46.12
01246	Psychiatric Technician	Psychiatric Technician	24.20	25.97	26.04	26.12	26.19	26.27	26.34	26.42	26.49	26.57	26.64	26.72	26.79	26.87	26.95	27.02	27.10	27.18	27.26	27.33
01247	Sr. Psychiatric Technician		-	-																		-
01482	Clinic Nurse Specialist I	Registered Nurse - Ambulatory	-	37.25	37.36	37.47	37.57	37.68	37.79	37.90	38.00	38.11	38.22	38.33	38.44	38.55	38.66	38.77	38.88	38.99	39.10	39.21
01221	Mental Hlth Nurse I	Registered Nurse - Mental Health	36.18	38.99	39.11	39.22	39.33	39.44	39.55	39.67	39.78	39.89	40.01	40.12	40.23	40.35	40.46	40.58	40.69	40.81	40.93	41.04
01222	Mental Hlth Nurse II		-	-																		-
01433	Public Health Nurse I	Registered Nurse - Public Health	34.00	36.35	36.45	36.56	36.66	36.77	36.87	36.98	37.08	37.19	37.29	37.40	37.51	37.61	37.72	37.83	37.94	38.04	38.15	38.26
01435	Public Health Nurse II		-	-																		-
01434	Public Health Nurse III	Sr Registered Nurse - Public Health	-	38.62	38.73	38.84	38.95	39.06	39.17	39.28	39.39	39.50	39.62	39.73	39.84	39.96	40.07	40.18	40.30	40.41	40.53	40.64
01622	Public Health Nurse Res Spec		-	-																		-
01623	Public Health Nurse Coord	Registered Nurse - PH Coordinator	-	41.49	41.61	41.73	41.85	41.97	42.09	42.21	42.33	42.45	42.57	42.69	42.81	42.93	43.06	43.18	43.30	43.42	43.55	43.67
01475	Registered Nurse	Registered Nurse I	28.91	31.43	31.52	31.61																
01696	Senior Registered Nurse	Registered Nurse II	-	36.35	36.45	36.56	36.66	36.77	36.87	36.98	37.08	37.19	37.29	37.40	37.51	37.61	37.72	37.83	37.94	38.04	38.15	38.26
01483	Clinic Nurse Specialist II	Sr Registered Nurse - Ambulatory	-	39.05	39.16	39.27	39.38	39.49	39.61	39.72	39.83	39.95	40.06	40.17	40.29	40.40	40.52	40.63	40.75	40.87	40.98	41.10
01396	Hospital Nurse Spec II	Sr Registered Nurse - Hospital	-	40.22	40.33	40.45	40.56	40.68	40.79	40.91	41.03	41.14	41.26	41.38	41.50	41.61	41.73	41.85	41.97	42.09	42.21	42.33
01223	Mental Hlth Nurse III	Sr Registered Nurse - Mental Health	-	41.75	41.87	41.99	42.11	42.23	42.35	42.47	42.59	42.71	42.83	42.95	43.08	43.20	43.32	43.45	43.57	43.69	43.82	43.94
01598	Mental Hlth Nurse III-Acute Cr	Sr Registered Nurse - MH Acute Care	-	44.89	45.01	45.14	45.27	45.40	45.53	45.66	45.79	45.92	46.05	46.18	46.31	46.45	46.58	46.71	46.84	46.98	47.11	47.25
01484	Nurse Practitioner III	Sr. Nurse Practitioner	-	52.98	53.13	53.28	53.43	53.58	53.74	53.89	54.04	54.20	54.35	54.51	54.66	54.82	54.97	55.13	55.29	55.45	55.60	55.76

CNA Clinical Ladder
Prepared by: County of Ventura, CEO/Labor Relations

ALL NURSE TO ACTUAL STEP BASED ON YEARS OF EXPERIENCE
 YEAR #3 - 3% General Salary Increase June 21, 2015

EXHIBIT 3

Job Code	Current	Proposed	Entry	Step 1	0.29% Step 2	0.29% Step 3	0.29% Step 4	0.29% Step 5	0.29% Step 6	0.29% Step 7	0.29% Step 8	0.29% Step 9	0.29% Step 10	0.29% Step 11	0.29% Step 12	0.29% Step 13	0.29% Step 14	0.29% Step 15	0.29% Step 17	0.29% Step 20	0.29% Step 25	0.29% Step 30
01086	Licensed Vocational Nurse I	Licensed Vocational Nurse	23.03	24.67	24.74	24.81	24.88	24.95	25.02	25.09	25.17	25.24	25.31	25.38	25.45	25.53	25.60	25.67	25.74	25.82	25.89	25.97
01087	Licensed Vocational Nurse II		-	-																		-
00146	Licensed Vocational Nurse III		-	-																		-
00207	Neonatal Nurse Specialist	Neonatal Nurse Specialist	-	41.17	41.28	41.40	41.52	41.64	41.76	41.88	41.99	42.11	42.23	42.35	42.48	42.60	42.72	42.84	42.96	43.08	43.21	43.33
00096	Nurse Practitioner I	Nurse Practitioner	46.93	50.24	50.38	50.53	50.67	50.81	50.96	51.10	51.25	51.40	51.54	51.69	51.84	51.98	52.13	52.28	52.43	52.58	52.73	52.88
01244	Nurse Practitioner II		-	-																		-
00329	Physicians Assistant	Physician Assistant	-	45.13	45.26	45.39	45.52	45.65	45.78	45.91	46.04	46.17	46.30	46.44	46.57	46.70	46.83	46.97	47.10	47.24	47.37	47.51
01246	Psychiatric Technician	Psychiatric Technician	24.92	26.75	26.82	26.90	26.98	27.05	27.13	27.21	27.29	27.36	27.44	27.52	27.60	27.68	27.76	27.83	27.91	27.99	28.07	28.15
01247	Sr. Psychiatric Technician		-	-																		-
01482	Clinic Nurse Specialist I	Registered Nurse - Ambulatory	-	38.37	38.48	38.59	38.70	38.81	38.92	39.03	39.14	39.26	39.37	39.48	39.59	39.71	39.82	39.93	40.05	40.16	40.27	40.39
01221	Mental Hlth Nurse I	Registered Nurse - Mental Health	37.27	40.16	40.28	40.39	40.51	40.62	40.74	40.86	40.97	41.09	41.21	41.32	41.44	41.56	41.68	41.80	41.92	42.04	42.16	42.28
01222	Mental Hlth Nurse II		-	-																		-
01433	Public Health Nurse I	Registered Nurse - Public Health	35.02	37.44	37.55	37.65	37.76	37.87	37.98	38.09	38.19	38.30	38.41	38.52	38.63	38.74	38.85	38.96	39.07	39.18	39.30	39.41
01435	Public Health Nurse II		-	-																		-
01434	Public Health Nurse III	Sr Registered Nurse - Public Health	-	39.77	39.89	40.00	40.11	40.23	40.34	40.46	40.57	40.69	40.81	40.92	41.04	41.16	41.27	41.39	41.51	41.63	41.75	41.86
01622	Public Health Nurse Res Spec		-	-																		-
01623	Public Health Nurse Coord	Registered Nurse - PH Coordinator	-	42.74	42.86	42.98	43.10	43.23	43.35	43.47	43.60	43.72	43.85	43.97	44.10	44.22	44.35	44.47	44.60	44.73	44.85	44.98
01475	Registered Nurse	Registered Nurse I	29.78	32.38	32.47	32.56																-
01696	Senior Registered Nurse	Registered Nurse II	-	37.44	37.55	37.65	37.76	37.87	37.98	38.09	38.19	38.30	38.41	38.52	38.63	38.74	38.85	38.96	39.07	39.18	39.30	39.41
01483	Clinic Nurse Specialist II	Sr Registered Nurse - Ambulatory	-	40.22	40.33	40.45	40.56	40.68	40.79	40.91	41.03	41.14	41.26	41.38	41.50	41.61	41.73	41.85	41.97	42.09	42.21	42.33
01396	Hospital Nurse Spec II	Sr Registered Nurse - Hospital	-	41.42	41.54	41.66	41.78	41.90	42.02	42.14	42.26	42.38	42.50	42.62	42.74	42.86	42.99	43.11	43.23	43.35	43.48	43.60
01223	Mental Hlth Nurse III	Sr Registered Nurse - Mental Health	-	43.00	43.12	43.25	43.37	43.49	43.62	43.74	43.87	43.99	44.12	44.24	44.37	44.50	44.62	44.75	44.88	45.00	45.13	45.26
01598	Mental Hlth Nurse III-Acute Cr	Sr Registered Nurse - MH Acute Care	-	46.23	46.36	46.50	46.63	46.76	46.90	47.03	47.16	47.30	47.43	47.57	47.70	47.84	47.98	48.11	48.25	48.39	48.52	48.66
01484	Nurse Practitioner III	Sr. Nurse Practitioner	-	54.57	54.72	54.88	55.03	55.19	55.35	55.51	55.66	55.82	55.98	56.14	56.30	56.46	56.62	56.78	56.95	57.11	57.27	57.43