

**CNA MOA 2018-2020 Wage Grid**  
As Approved by the Board of Supervisors on Jan. 23, 2018

|                                |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Circulating Operating Room Nrs | 3.00% | 3.00% | 3.00% | 7.99% | 1.00% | 1.00% | 1.00% | 1.00% | 3.56% | 0.50% | 0.50% | 0.50% | 0.50% | 1.28% | 1.00% | 2.94% |
| All Other RN Classifications   | 0.75% | 0.75% | 0.75% | 2.00% | 0.75% | 0.75% | 1.00% | 1.00% | 1.75% | 0.75% | 0.75% | 0.75% | 0.75% | 2.00% | 1.00% | 2.50% |
| LVN, Techs, NP, SNP, Neonatal  | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.29% | 0.90% |

**YEAR ONE: EFFECTIVE JANUARY 28, 2018**

| Position                       | 0        | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       | 17       | 20       |
|--------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Licensed Vocational Nurse      | \$ 24.55 | \$ 25.04 | \$ 25.11 | \$ 25.18 | \$ 25.25 | \$ 25.33 | \$ 25.40 | \$ 25.47 | \$ 25.54 | \$ 25.62 | \$ 25.69 | \$ 25.76 | \$ 25.83 | \$ 25.91 | \$ 25.98 | \$ 26.06 | \$ 26.13 | \$ 26.37 |
| Psychiatric Technician-IPU     | \$ 27.48 | \$ 28.09 | \$ 28.17 | \$ 28.25 | \$ 28.33 | \$ 28.41 | \$ 28.49 | \$ 28.57 | \$ 28.65 | \$ 28.73 | \$ 28.82 | \$ 28.90 | \$ 28.98 | \$ 29.06 | \$ 29.15 | \$ 29.23 | \$ 29.31 | \$ 29.58 |
| Neonatal Nurse Specialist      | \$ -     | \$ 41.79 | \$ 41.91 | \$ 42.03 | \$ 42.14 | \$ 42.27 | \$ 42.39 | \$ 42.51 | \$ 42.63 | \$ 42.75 | \$ 42.87 | \$ 42.99 | \$ 43.12 | \$ 43.24 | \$ 43.36 | \$ 43.49 | \$ 43.61 | \$ 44.00 |
| Nurse Practitioner             | \$ 51.75 | \$ 52.76 | \$ 52.91 | \$ 53.06 | \$ 53.21 | \$ 53.36 | \$ 53.51 | \$ 53.66 | \$ 53.82 | \$ 53.97 | \$ 54.12 | \$ 54.28 | \$ 54.43 | \$ 54.59 | \$ 54.74 | \$ 54.90 | \$ 55.06 | \$ 55.55 |
| Registered Nurse-AmbulatoryCre | \$ -     | \$ 38.94 | \$ 39.24 | \$ 39.53 | \$ 39.83 | \$ 40.62 | \$ 40.93 | \$ 41.23 | \$ 41.65 | \$ 42.06 | \$ 42.80 | \$ 43.12 | \$ 43.44 | \$ 43.77 | \$ 44.10 | \$ 44.98 | \$ 45.43 | \$ 46.56 |
| Registered Nurse-Mental Health | \$ 39.72 | \$ 41.17 | \$ 41.48 | \$ 41.79 | \$ 42.10 | \$ 42.95 | \$ 43.27 | \$ 43.59 | \$ 44.03 | \$ 44.47 | \$ 45.25 | \$ 45.59 | \$ 45.93 | \$ 46.27 | \$ 46.62 | \$ 47.55 | \$ 48.03 | \$ 49.23 |
| Registered Nurse-Public Health | \$ 37.32 | \$ 38.38 | \$ 38.67 | \$ 38.96 | \$ 39.25 | \$ 40.04 | \$ 40.34 | \$ 40.64 | \$ 41.05 | \$ 41.46 | \$ 42.18 | \$ 42.50 | \$ 42.82 | \$ 43.14 | \$ 43.46 | \$ 44.33 | \$ 44.77 | \$ 45.89 |
| Registered Nurse I             | \$ 31.73 | \$ 32.86 | \$ 33.11 | \$ 33.36 |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Registered Nurse II            | \$ -     | \$ 38.38 | \$ 38.67 | \$ 38.96 | \$ 39.25 | \$ 40.04 | \$ 40.34 | \$ 40.64 | \$ 41.05 | \$ 41.46 | \$ 42.18 | \$ 42.50 | \$ 42.82 | \$ 43.14 | \$ 43.46 | \$ 44.33 | \$ 44.77 | \$ 45.89 |
| Sr Registered Nurse - Amb Care | \$ -     | \$ 40.82 | \$ 41.13 | \$ 41.44 | \$ 41.75 | \$ 42.58 | \$ 42.90 | \$ 43.22 | \$ 43.65 | \$ 44.09 | \$ 44.86 | \$ 45.20 | \$ 45.54 | \$ 45.88 | \$ 46.22 | \$ 47.15 | \$ 47.62 | \$ 48.81 |
| Sr Registered Nurse-Hospital   | \$ -     | \$ 42.05 | \$ 42.36 | \$ 42.68 | \$ 43.00 | \$ 43.86 | \$ 44.19 | \$ 44.52 | \$ 44.96 | \$ 45.41 | \$ 46.21 | \$ 46.56 | \$ 46.90 | \$ 47.26 | \$ 47.61 | \$ 48.56 | \$ 49.05 | \$ 50.27 |
| Sr Registered Nurse-MentalHlth | \$ -     | \$ 43.65 | \$ 43.97 | \$ 44.30 | \$ 44.64 | \$ 45.53 | \$ 45.87 | \$ 46.21 | \$ 46.68 | \$ 47.14 | \$ 47.97 | \$ 48.33 | \$ 48.69 | \$ 49.06 | \$ 49.42 | \$ 50.41 | \$ 50.92 | \$ 52.19 |
| Sr Registered Nurse-MH AcuteCr | \$ -     | \$ 46.93 | \$ 47.28 | \$ 47.63 | \$ 47.99 | \$ 48.95 | \$ 49.32 | \$ 49.69 | \$ 50.18 | \$ 50.69 | \$ 51.57 | \$ 51.96 | \$ 52.35 | \$ 52.74 | \$ 53.14 | \$ 54.20 | \$ 54.74 | \$ 56.11 |
| Sr Registered Nurse-PublicHlth | \$ -     | \$ 40.37 | \$ 40.67 | \$ 40.98 | \$ 41.29 | \$ 42.11 | \$ 42.43 | \$ 42.75 | \$ 43.17 | \$ 43.60 | \$ 44.37 | \$ 44.70 | \$ 45.04 | \$ 45.37 | \$ 45.71 | \$ 46.63 | \$ 47.09 | \$ 48.27 |
| Senior Nurse Practioner        | \$ -     | \$ 57.29 | \$ 57.46 | \$ 57.62 | \$ 57.79 | \$ 57.95 | \$ 58.12 | \$ 58.28 | \$ 58.45 | \$ 58.61 | \$ 58.78 | \$ 58.95 | \$ 59.12 | \$ 59.29 | \$ 59.45 | \$ 59.62 | \$ 59.79 | \$ 60.33 |
| Circulating Operating Room Nrs | \$ -     | \$ 43.64 | \$ 44.95 | \$ 46.30 | \$ 47.69 | \$ 51.50 | \$ 52.01 | \$ 52.53 | \$ 53.06 | \$ 53.59 | \$ 55.50 | \$ 55.77 | \$ 56.05 | \$ 56.33 | \$ 56.61 | \$ 57.34 | \$ 57.91 | \$ 59.61 |

**YEAR TWO: EFFECTIVE JANUARY 27, 2019**

| Position                       | 0        | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       | 17       | 20       |
|--------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Licensed Vocational Nurse      | \$ 24.91 | \$ 25.41 | \$ 25.49 | \$ 25.56 | \$ 25.63 | \$ 25.71 | \$ 25.78 | \$ 25.85 | \$ 25.93 | \$ 26.00 | \$ 26.07 | \$ 26.15 | \$ 26.22 | \$ 26.30 | \$ 26.37 | \$ 26.45 | \$ 26.52 | \$ 26.76 |
| Psychiatric Technician-IPU     | \$ 28.85 | \$ 29.49 | \$ 29.57 | \$ 29.66 | \$ 29.74 | \$ 29.83 | \$ 29.91 | \$ 30.00 | \$ 30.08 | \$ 30.17 | \$ 30.26 | \$ 30.34 | \$ 30.43 | \$ 30.52 | \$ 30.60 | \$ 30.69 | \$ 30.78 | \$ 31.05 |
| Neonatal Nurse Specialist      | \$ -     | \$ 42.41 | \$ 42.53 | \$ 42.66 | \$ 42.78 | \$ 42.90 | \$ 43.02 | \$ 43.14 | \$ 43.27 | \$ 43.39 | \$ 43.51 | \$ 43.64 | \$ 43.76 | \$ 43.89 | \$ 44.01 | \$ 44.14 | \$ 44.26 | \$ 44.66 |
| Nurse Practitioner             | \$ 54.33 | \$ 55.39 | \$ 55.55 | \$ 55.71 | \$ 55.87 | \$ 56.03 | \$ 56.19 | \$ 56.35 | \$ 56.51 | \$ 56.67 | \$ 56.83 | \$ 56.99 | \$ 57.15 | \$ 57.32 | \$ 57.48 | \$ 57.64 | \$ 57.81 | \$ 58.33 |
| Registered Nurse-AmbulatoryCre | \$ -     | \$ 39.53 | \$ 39.82 | \$ 40.12 | \$ 40.42 | \$ 41.23 | \$ 41.54 | \$ 41.85 | \$ 42.27 | \$ 42.69 | \$ 43.44 | \$ 43.77 | \$ 44.09 | \$ 44.43 | \$ 44.76 | \$ 45.65 | \$ 46.11 | \$ 47.26 |
| Registered Nurse-Mental Health | \$ 40.31 | \$ 41.79 | \$ 42.10 | \$ 42.42 | \$ 42.73 | \$ 43.59 | \$ 43.92 | \$ 44.25 | \$ 44.69 | \$ 45.13 | \$ 45.92 | \$ 46.27 | \$ 46.62 | \$ 46.97 | \$ 47.32 | \$ 48.26 | \$ 48.75 | \$ 49.97 |
| Registered Nurse-Public Health | \$ 37.88 | \$ 38.96 | \$ 39.25 | \$ 39.54 | \$ 39.84 | \$ 40.64 | \$ 40.94 | \$ 41.25 | \$ 41.66 | \$ 42.08 | \$ 42.82 | \$ 43.14 | \$ 43.46 | \$ 43.79 | \$ 44.11 | \$ 45.00 | \$ 45.45 | \$ 46.58 |
| Registered Nurse I             | \$ 32.21 | \$ 33.35 | \$ 33.60 | \$ 33.86 |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Registered Nurse II            | \$ -     | \$ 38.96 | \$ 39.25 | \$ 39.54 | \$ 39.84 | \$ 40.64 | \$ 40.94 | \$ 41.25 | \$ 41.66 | \$ 42.08 | \$ 42.82 | \$ 43.14 | \$ 43.46 | \$ 43.79 | \$ 44.11 | \$ 45.00 | \$ 45.45 | \$ 46.58 |
| Sr Registered Nurse - Amb Care | \$ -     | \$ 41.43 | \$ 41.74 | \$ 42.06 | \$ 42.37 | \$ 43.22 | \$ 43.54 | \$ 43.87 | \$ 44.31 | \$ 44.75 | \$ 45.54 | \$ 45.88 | \$ 46.22 | \$ 46.57 | \$ 46.92 | \$ 47.86 | \$ 48.33 | \$ 49.54 |
| Sr Registered Nurse-Hospital   | \$ -     | \$ 42.68 | \$ 43.00 | \$ 43.32 | \$ 43.64 | \$ 44.52 | \$ 44.85 | \$ 45.19 | \$ 45.64 | \$ 46.10 | \$ 46.90 | \$ 47.25 | \$ 47.61 | \$ 47.96 | \$ 48.32 | \$ 49.29 | \$ 49.78 | \$ 51.03 |
| Sr Registered Nurse-MentalHlth | \$ -     | \$ 44.30 | \$ 44.63 | \$ 44.97 | \$ 45.31 | \$ 46.21 | \$ 46.56 | \$ 46.91 | \$ 47.38 | \$ 47.85 | \$ 48.69 | \$ 49.05 | \$ 49.42 | \$ 49.79 | \$ 50.16 | \$ 51.17 | \$ 51.68 | \$ 52.97 |
| Sr Registered Nurse-MH AcuteCr | \$ -     | \$ 47.63 | \$ 47.99 | \$ 48.35 | \$ 48.71 | \$ 49.68 | \$ 50.06 | \$ 50.43 | \$ 50.94 | \$ 51.45 | \$ 52.35 | \$ 52.74 | \$ 53.13 | \$ 53.53 | \$ 53.93 | \$ 55.01 | \$ 55.56 | \$ 56.95 |
| Sr Registered Nurse-PublicHlth | \$ -     | \$ 40.98 | \$ 41.28 | \$ 41.59 | \$ 41.90 | \$ 42.74 | \$ 43.06 | \$ 43.39 | \$ 43.82 | \$ 44.26 | \$ 45.03 | \$ 45.37 | \$ 45.71 | \$ 46.05 | \$ 46.40 | \$ 47.33 | \$ 47.80 | \$ 49.00 |
| Senior Nurse Practioner        | \$ -     | \$ 60.16 | \$ 60.33 | \$ 60.50 | \$ 60.68 | \$ 60.85 | \$ 61.02 | \$ 61.20 | \$ 61.37 | \$ 61.55 | \$ 61.72 | \$ 61.90 | \$ 62.07 | \$ 62.25 | \$ 62.43 | \$ 62.60 | \$ 62.78 | \$ 63.35 |
| Circulating Operating Room Nrs | \$ -     | \$ 43.64 | \$ 44.95 | \$ 46.30 | \$ 47.69 | \$ 51.50 | \$ 52.01 | \$ 52.53 | \$ 53.06 | \$ 53.59 | \$ 55.50 | \$ 55.77 | \$ 56.05 | \$ 56.33 | \$ 56.61 | \$ 57.34 | \$ 57.91 | \$ 59.61 |