

Eff Date	Sal Plan	Group	Step	Rate Code	Step Desc	1-Apr-18	1-Apr-19	1-Apr-20	1-Apr-21	1-Apr-22	1-May-23
Rate Increase						1.40%	1.75%	1.75%	1.75%	1.75%	
1-Apr-08	ONA	1	99	58770	RN/Start	32.66	33.23	33.81	34.40	35.00	35.00
1-Apr-08	ONA	1	1	58780	RN/Year 1	32.81	33.38	33.96	34.55	35.15	35.15
1-Apr-08	ONA	1	2	58790	RN/Year 2	33.36	33.94	34.53	35.13	35.74	35.74
1-Apr-08	ONA	1	3	58800	RN/Year 3	35.00	35.61	36.23	36.86	37.51	37.51
1-Apr-08	ONA	1	4	58810	RN/Year 4	36.66	37.30	37.95	38.61	39.29	39.29
1-Apr-08	ONA	1	5	58820	RN/Year 5	38.72	39.40	40.09	40.79	41.50	41.50
1-Apr-08	ONA	1	6	58830	RN/Year 6	40.80	41.51	42.24	42.98	43.73	43.73
1-Apr-08	ONA	1	7	58840	RN/Year 7	42.89	43.64	44.40	45.18	45.97	45.97
1-Apr-08	ONA	1	8	58860	RN/Year 8	45.94	46.74	47.56	48.39	49.24	49.24
1-Apr-08	ONA	1	25	58870	RN/25 Years	46.76	47.58	48.41	49.26	50.12	50.12
1-Apr-08	ONA	1	98	58760	RN/Graduate	Inactivate	Inactivate	Inactivate	Inactivate	Inactivate	Inactivate
1-Mar-23	ONA	2	1		NP/Year 1						52.62
1-Mar-23	ONA	2	2		NP/Year 2						54.45
1-Mar-23	ONA	2	3		NP/Year 3						56.65
1-Mar-23	ONA	2	4		NP/Year 4						59.20
1-Mar-23	ONA	2	5		NP/Year 5						62.79

Premiums:

Earn Code	Earnings Description	1-Apr-18	1-Apr-19	1-Apr-20	1-Apr-21	1-Apr-22	1-May-23
155	ONA Afternoon Shift	2.25	2.25	2.25	2.25	2.25	2.25
156	ONA Night Shift	2.65	2.65	2.65	2.65	2.65	2.65
165	ONA Weekend Shift	2.80	2.80	2.90	2.90	2.90	2.90
166	ONA Weekend Afternoon	5.05	5.05	5.15	5.15	5.15	5.15
176	ONA Weekend Night	5.45	5.45	5.55	5.55	5.55	5.55
185	ONA In-Charge	2.00	2.00	2.00	2.00	2.00	2.00

NOTES:

ONA provides for combined Afternoon or Night with Weekend Premium
2018 - 2019 Negotiations - no changes to premiums and/or premium rates
2020 - 2022 Negotiations - Weekend Premiums increase by \$0.10
March 2023 - Add new Salary Plan for Nurse Practitioner - Same benefits and premiums as RN