

UC MERCED
Effective January 2014

| Step | Years of Experience | Nurse, Clinical II 9139 | | Nurse, Clinical III 9138 | | Nurse Practitioner I 9148 | | Nurse Practitioner II 9147 | | | Nurse Practitioner III 9146 | | Nurse Practitioner, Per Diem 9160 |
|------|---------------------|----------------------------|------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------|-------------|--------------------------------|-------------|---|
| | | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | | Monthly | Hourly | Monthly | Hourly |
| 1. | <1 yr | \$42.07 | \$7,320.18 | \$44.16 | \$7,683.84 | \$42.97 | \$7,476.78 | \$43.85 | | \$7,629.90 | \$47.59 | \$8,280.66 | \$50.96 |
| 2. | 1 yr <2 yrs | \$42.90 | \$7,464.60 | \$45.05 | \$7,838.70 | | | \$44.72 | 1.98% | \$7,781.28 | \$48.56 | \$8,449.44 | |
| 3. | 2 yrs < 3 yrs | \$43.76 | \$7,614.24 | \$45.96 | \$7,997.04 | | | \$45.60 | 1.97% | \$7,934.40 | \$49.54 | \$8,619.96 | |
| 4. | 3 yrs < 4 yrs | \$44.64 | \$7,767.36 | \$46.87 | \$8,155.38 | | | \$46.51 | 2.00% | \$8,092.74 | \$50.50 | \$8,787.00 | |
| 5. | 4 yrs < 5 yrs | \$45.54 | \$7,923.96 | \$47.81 | \$8,318.94 | | | \$47.46 | 2.04% | \$8,258.04 | \$51.52 | \$8,964.48 | |
| 6. | 5 yrs < 6 yrs | \$46.45 | \$8,082.30 | \$48.77 | \$8,485.98 | | | \$48.39 | 1.96% | \$8,419.86 | \$52.54 | \$9,141.96 | |
| 7. | 6 yrs < 7 yrs | \$47.37 | \$8,242.38 | \$49.73 | \$8,653.02 | | | \$49.37 | 2.03% | \$8,590.38 | \$53.61 | \$9,328.14 | |
| 8. | 7 yrs < 8 yrs | \$48.32 | \$8,407.68 | \$50.74 | \$8,828.76 | | | \$50.35 | 1.99% | \$8,760.90 | \$54.67 | \$9,512.58 | |
| 9. | 8 yrs < 9 yrs | \$49.28 | \$8,574.72 | \$51.82 | \$9,016.68 | | | \$51.37 | 2.03% | \$8,938.38 | \$55.75 | \$9,700.50 | |
| 10. | 9 yrs < 10 yrs | \$50.25 | \$8,743.50 | \$52.86 | \$9,197.01 | | | \$52.38 | 1.97% | \$9,114.12 | \$56.89 | \$9,898.86 | |
| 11. | 10 yrs < 11 yrs | \$51.28 | \$8,922.72 | \$53.91 | \$9,380.95 | | | \$53.42 | 1.99% | \$9,295.08 | \$58.01 | \$10,093.74 | |
| 12. | 11 yrs < 12 yrs | \$52.29 | \$9,098.46 | \$54.98 | \$9,568.57 | | | \$54.50 | 2.02% | \$9,483.00 | \$59.18 | \$10,297.32 | |
| 13. | 12 yrs < 13 yrs | \$53.34 | \$9,281.16 | \$56.08 | \$9,759.94 | | | \$55.59 | 2.00% | \$9,672.66 | \$60.36 | \$10,502.64 | |
| 14. | 13 yrs < 14 yrs | \$54.40 | \$9,465.60 | \$57.20 | \$9,955.14 | | | \$56.70 | 2.00% | \$9,865.80 | \$61.58 | \$10,714.92 | |
| 15. | ≥ 14 yrs | \$55.49 | \$9,655.26 | \$58.33 | \$10,154.25 | | | \$57.83 | 1.99% | \$10,062.42 | \$62.81 | \$10,928.94 | |
| 16. | | | | \$59.50 | \$10,357.33 | | | | | | | | |
| 17. | | | | \$60.69 | \$10,564.48 | | | | | | | | |
| 18. | | | | \$61.92 | \$10,775.77 | | | | | | | | |

Shift Differential, On-Call and Charge Nurse Differential

| | Hourly | Hourly | | Hourly | Hourly | Hourly |
|---------------------|--------|--------|--|--------|--------|--------|
| Eve | \$2.75 | \$2.75 | | \$2.40 | \$2.40 | \$2.40 |
| Night | \$4.75 | \$4.75 | | \$4.30 | \$4.30 | \$4.30 |
| Weekend | \$1.60 | \$1.60 | | \$1.00 | \$1.00 | \$1.00 |
| On-Call | \$9.00 | \$9.00 | | \$7.00 | \$7.00 | \$7.00 |
| Charge Nurse | - | - | | - | - | - |

UC MERCED
Effective January 2015

| Step | Years of Experience | Nurse, Clinical II 9139 | | Nurse, Clinical III 9138 | | Nurse Practitioner I 9148 | | Nurse Practitioner II 9147 | | Nurse Practitioner III 9146 | | Nurse Practitioner, Per Diem 9160 |
|------|---------------------|----------------------------|-------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|---|
| | | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly |
| 1. | <1 yr | \$43.75 | \$7,612.99 | \$45.93 | \$7,991.19 | \$44.69 | \$7,775.85 | \$45.60 | \$7,935.10 | \$49.49 | \$8,611.89 | \$53.00 |
| 2. | 1 yr <2 yrs | \$44.62 | \$7,763.18 | \$46.85 | \$8,152.25 | | | \$46.51 | \$8,092.53 | \$50.50 | \$8,787.42 | |
| 3. | 2 yrs < 3 yrs | \$45.51 | \$7,918.81 | \$47.80 | \$8,316.92 | | | \$47.42 | \$8,251.78 | \$51.52 | \$8,964.76 | |
| 4. | 3 yrs < 4 yrs | \$46.43 | \$8,078.05 | \$48.74 | \$8,481.60 | | | \$48.37 | \$8,416.45 | \$52.52 | \$9,138.48 | |
| 5. | 4 yrs < 5 yrs | \$47.36 | \$8,240.92 | \$49.72 | \$8,651.70 | | | \$49.36 | \$8,588.36 | \$53.58 | \$9,323.06 | |
| 6. | 5 yrs < 6 yrs | \$48.31 | \$8,405.59 | \$50.72 | \$8,825.42 | | | \$50.33 | \$8,756.65 | \$54.64 | \$9,507.64 | |
| 7. | 6 yrs < 7 yrs | \$49.26 | \$8,572.08 | \$51.72 | \$8,999.14 | | | \$51.34 | \$8,934.00 | \$55.75 | \$9,701.27 | |
| 8. | 7 yrs < 8 yrs | \$50.25 | \$8,743.99 | \$52.77 | \$9,181.91 | | | \$52.36 | \$9,111.34 | \$56.86 | \$9,893.08 | |
| 9. | 8 yrs < 9 yrs | \$51.25 | \$8,917.71 | \$53.89 | \$9,377.35 | | | \$53.42 | \$9,295.92 | \$57.98 | \$10,088.52 | |
| 10. | 9 yrs < 10 yrs | \$52.26 | \$9,093.24 | \$54.97 | \$9,564.89 | | | \$54.48 | \$9,478.68 | \$59.17 | \$10,294.81 | |
| 11. | 10 yrs < 11 yrs | \$53.33 | \$9,279.63 | \$56.06 | \$9,756.19 | | | \$55.56 | \$9,666.88 | \$60.33 | \$10,497.49 | |
| 12. | 11 yrs < 12 yrs | \$54.38 | \$9,462.40 | \$57.18 | \$9,951.32 | | | \$56.68 | \$9,862.32 | \$61.55 | \$10,709.21 | |
| 13. | 12 yrs < 13 yrs | \$55.47 | \$9,652.41 | \$58.32 | \$10,150.34 | | | \$57.81 | \$10,059.57 | \$62.77 | \$10,922.75 | |
| 14. | 13 yrs < 14 yrs | \$56.58 | \$9,844.22 | \$59.49 | \$10,353.35 | | | \$58.97 | \$10,260.43 | \$64.04 | \$11,143.52 | |
| 15. | ≥ 14 yrs | \$57.71 | \$10,041.47 | \$60.67 | \$10,560.42 | | | \$60.14 | \$10,464.92 | \$65.32 | \$11,366.10 | |
| 16. | | | | \$61.88 | \$10,771.62 | | | | | | | |
| 17. | | | | \$63.12 | \$10,987.06 | | | | | | | |
| 18. | | | | \$64.40 | \$11,206.80 | | | | | | | |

Shift Differential, On-Call and Charge Nurse Differential

| | Hourly | Hourly | | Hourly | Hourly | Hourly |
|---------------------|--------|--------|--|--------|--------|--------|
| Eve | \$2.75 | \$2.75 | | \$2.40 | \$2.40 | \$2.40 |
| Night | \$4.75 | \$4.75 | | \$4.30 | \$4.30 | \$4.30 |
| Weekend | \$1.60 | \$1.60 | | \$1.00 | \$1.00 | \$1.00 |
| On-Call | \$9.00 | \$9.00 | | \$7.00 | \$7.00 | \$7.00 |
| Charge Nurse | - | - | | - | - | - |

UC MERCED
Effective January 2016

| Step | Years of Experience | Nurse, Clinical II 9139 | | Nurse, Clinical III 9138 | | Nurse Practitioner I 9148 | | Nurse Practitioner II 9147 | | Nurse Practitioner III 9146 | | Nurse Practitioner, Per Diem 9160 |
|--|---------------------|----------------------------|-------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|---|
| | | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly |
| 1. | <1 yr | \$45.50 | \$7,917.51 | \$47.76 | \$7,991.19 | \$46.48 | \$8,086.89 | \$47.43 | \$8,252.50 | \$51.47 | \$8,956.36 | \$53.00 |
| 2. | 1 yr <2 yrs | \$46.40 | \$8,073.71 | \$48.73 | \$8,152.25 | | | \$48.37 | \$8,416.23 | \$52.52 | \$9,138.91 | |
| 3. | 2 yrs < 3 yrs | \$47.33 | \$8,235.56 | \$49.71 | \$8,316.92 | | | \$49.32 | \$8,581.85 | \$53.58 | \$9,323.35 | |
| 4. | 3 yrs < 4 yrs | \$48.28 | \$8,401.18 | \$50.69 | \$8,481.60 | | | \$50.31 | \$8,753.11 | \$54.62 | \$9,504.02 | |
| 5. | 4 yrs < 5 yrs | \$49.26 | \$8,570.56 | \$51.71 | \$8,651.70 | | | \$51.33 | \$8,931.90 | \$55.72 | \$9,695.98 | |
| 6. | 5 yrs < 6 yrs | \$50.24 | \$8,741.82 | \$52.75 | \$8,825.42 | | | \$52.34 | \$9,106.92 | \$56.83 | \$9,887.94 | |
| 7. | 6 yrs < 7 yrs | \$51.24 | \$8,914.96 | \$53.79 | \$8,999.14 | | | \$53.40 | \$9,291.36 | \$57.98 | \$10,089.32 | |
| 8. | 7 yrs < 8 yrs | \$52.26 | \$9,093.75 | \$54.88 | \$9,181.91 | | | \$54.46 | \$9,475.79 | \$59.13 | \$10,288.81 | |
| 9. | 8 yrs < 9 yrs | \$53.30 | \$9,274.42 | \$56.05 | \$9,377.35 | | | \$55.56 | \$9,667.75 | \$60.30 | \$10,492.06 | |
| 10. | 9 yrs < 10 yrs | \$54.35 | \$9,456.97 | \$57.17 | \$9,552.88 | | | \$56.65 | \$9,857.83 | \$61.53 | \$10,706.61 | |
| 11. | 10 yrs < 11 yrs | \$55.46 | \$9,650.81 | \$58.31 | \$9,742.89 | | | \$57.78 | \$10,053.56 | \$62.74 | \$10,917.39 | |
| 12. | 11 yrs < 12 yrs | \$56.56 | \$9,840.89 | \$59.47 | \$9,936.51 | | | \$58.95 | \$10,256.81 | \$64.01 | \$11,137.58 | |
| 13. | 12 yrs < 13 yrs | \$57.69 | \$10,038.50 | \$60.66 | \$10,135.57 | | | \$60.13 | \$10,461.95 | \$65.29 | \$11,359.66 | |
| 14. | 13 yrs < 14 yrs | \$58.84 | \$10,237.99 | \$61.87 | \$10,338.24 | | | \$61.33 | \$10,670.85 | \$66.60 | \$11,589.26 | |
| 15. | ≥ 14 yrs | \$60.02 | \$10,443.13 | \$63.09 | \$10,542.73 | | | \$62.55 | \$10,883.51 | \$67.94 | \$11,820.74 | |
| 16. | | | | \$64.36 | \$10,658.54 | | | | | | | |
| 17. | | | | \$65.64 | \$10,872.08 | | | | | | | |
| 18. | | | | \$66.98 | \$11,092.85 | | | | | | | |
| Shift Differential, On-Call and Charge Nurse Differential | | | | | | | | | | | | |
| | | Hourly | | Hourly | | | | Hourly | | Hourly | | Hourly |
| Eve | | \$2.75 | | \$2.75 | | | | \$2.40 | | \$2.40 | | \$2.40 |
| Night | | \$4.75 | | \$4.75 | | | | \$4.30 | | \$4.30 | | \$4.30 |
| Weekend | | \$1.60 | | \$1.60 | | | | \$1.00 | | \$1.00 | | \$1.00 |
| On-Call | | \$9.00 | | \$9.00 | | | | \$7.00 | | \$7.00 | | \$7.00 |
| Charge Nurse | | - | | - | | | | - | | - | | - |

UC MERCED

| Step | Years of Experience | Nurse, Clinical II 9139 | | Nurse, Clinical III 9138 | | Nurse Practitioner I 9148 | | Nurse Practitioner II 9147 | | Nurse Practitioner III 9146 | | Nurse Practitioner, Per Diem 9160 |
|------|---------------------|----------------------------|-------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|---|
| | | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly |
| 1. | <1 yr | \$47.32 | \$8,234.21 | \$49.67 | \$8,310.84 | \$48.34 | \$8,410.36 | \$49.33 | \$8,582.60 | \$53.53 | \$9,314.62 | \$55.12 |
| 2. | 1 yr < 2 yrs | \$48.26 | \$8,396.66 | \$50.68 | \$8,478.34 | | | \$50.30 | \$8,752.88 | \$54.62 | \$9,504.47 | |
| 3. | 2 yrs < 3 yrs | \$49.22 | \$8,564.98 | \$51.70 | \$8,649.60 | | | \$51.29 | \$8,925.12 | \$55.73 | \$9,696.28 | |
| 4. | 3 yrs < 4 yrs | \$50.21 | \$8,737.22 | \$52.72 | \$8,820.86 | | | \$52.32 | \$9,103.23 | \$56.81 | \$9,884.18 | |
| 5. | 4 yrs < 5 yrs | \$51.23 | \$8,913.38 | \$53.78 | \$8,997.77 | | | \$53.39 | \$9,289.17 | \$57.95 | \$10,083.82 | |
| 6. | 5 yrs < 6 yrs | \$52.25 | \$9,091.49 | \$54.86 | \$9,178.44 | | | \$54.43 | \$9,471.20 | \$59.10 | \$10,283.46 | |
| 7. | 6 yrs < 7 yrs | \$53.28 | \$9,271.56 | \$55.94 | \$9,359.11 | | | \$55.53 | \$9,663.01 | \$60.30 | \$10,492.89 | |
| 8. | 7 yrs < 8 yrs | \$54.35 | \$9,457.50 | \$57.08 | \$9,549.19 | | | \$56.64 | \$9,854.82 | \$61.50 | \$10,700.36 | |
| 9. | 8 yrs < 9 yrs | \$55.43 | \$9,645.39 | \$58.29 | \$9,752.44 | | | \$57.78 | \$10,054.46 | \$62.71 | \$10,911.74 | |
| 10. | 9 yrs < 10 yrs | \$56.52 | \$9,835.25 | \$59.46 | \$9,934.99 | | | \$58.92 | \$10,252.15 | \$63.99 | \$11,134.87 | |
| 11. | 10 yrs < 11 yrs | \$57.68 | \$10,036.85 | \$60.64 | \$10,132.60 | | | \$60.09 | \$10,455.70 | \$65.25 | \$11,354.08 | |
| 12. | 11 yrs < 12 yrs | \$58.82 | \$10,234.53 | \$61.84 | \$10,333.97 | | | \$61.31 | \$10,667.09 | \$66.57 | \$11,583.08 | |
| 13. | 12 yrs < 13 yrs | \$60.00 | \$10,440.04 | \$63.08 | \$10,540.99 | | | \$62.53 | \$10,880.43 | \$67.90 | \$11,814.04 | |
| 14. | 13 yrs < 14 yrs | \$61.19 | \$10,647.51 | \$64.34 | \$10,751.77 | | | \$63.78 | \$11,097.68 | \$69.27 | \$12,052.83 | |
| 15. | ≥ 14 yrs | \$62.42 | \$10,860.85 | \$65.62 | \$10,964.44 | | | \$65.05 | \$11,318.85 | \$70.65 | \$12,293.57 | |
| 16. | | | | \$66.93 | \$11,084.89 | | | | | | | |
| 17. | | | | \$68.27 | \$11,306.96 | | | | | | | |
| 18. | | | | \$69.66 | \$11,536.56 | | | | | | | |

Shift Differential, On-Call and Charge Nurse Differential

| | Hourly | Hourly | | Hourly | Hourly | Hourly |
|---------------------|--------|--------|--|--------|--------|--------|
| Eve | \$2.75 | \$2.75 | | \$2.40 | \$2.40 | \$2.40 |
| Night | \$4.75 | \$4.75 | | \$4.30 | \$4.30 | \$4.30 |
| Weekend | \$1.60 | \$1.60 | | \$1.00 | \$1.00 | \$1.00 |
| On-Call | \$9.00 | \$9.00 | | \$7.00 | \$7.00 | \$7.00 |
| Charge Nurse | - | - | | - | - | - |