

**UC SAN FRANCISCO**  
**Effective January 2014**

Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$55.64	\$9,681.36						
1.	6 mos			\$58.41	\$10,163.34	\$61.10	\$10,631.40	\$64.13	\$11,158.62
2.	1.5 years			\$60.53	\$10,532.22	\$63.29	\$11,012.46	\$66.41	\$11,555.34
3.	2.5 years			\$62.69	\$10,908.06	\$65.58	\$11,410.92	\$68.81	\$11,972.94
4.	3.5 years			\$64.95	\$11,301.30	\$67.94	\$11,821.56	\$71.27	\$12,400.98
5.	4.5 years			\$67.29	\$11,708.46	\$70.37	\$12,244.38	\$73.80	\$12,841.20
6.	7.5 years			\$68.62	\$11,939.88	\$71.77	\$12,487.98	\$75.32	\$13,105.68
7.	10.5 years			\$70.00	\$12,180.00	\$73.22	\$12,740.28	\$76.82	\$13,366.68
8.	15 years			\$71.41	\$12,425.34	\$74.70	\$12,997.80	\$78.36	\$13,634.64
9.	20 years			\$72.82	\$12,670.68	\$76.18	\$13,255.32	\$79.91	\$13,904.34
10.	25 years			\$74.19	\$12,909.06	\$77.70	\$13,519.80	\$81.49	\$14,179.26
11.	30 years			\$75.69	\$13,170.06	\$79.24	\$13,787.76	\$83.14	\$14,466.36
<b>Shift Differential, On-Call and Charge Nurse Differential</b>									
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%	
<b>Charge Nurse</b>		-		\$2.50/Hr.		\$2.50/Hr.		\$0.00	

**UC SAN FRANCISCO**  
**Effective January 2014**

Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Coordinator 9141		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$58.41	\$10,163.34	\$61.10	\$10,631.40	\$67.26	\$11,703.24	\$62.85	\$10,935.90	\$61.10	\$10,631.40
2.	1.5 years	\$60.53	\$10,532.22	\$63.29	\$11,012.46	\$69.70	\$12,127.80	\$65.12	\$11,330.88	\$63.29	\$11,012.46
3.	2.5 years	\$62.69	\$10,908.06	\$65.58	\$11,410.92	\$72.21	\$12,564.54	\$67.45	\$11,736.30	\$65.58	\$11,410.92
4.	3.5 years	\$64.95	\$11,301.30	\$67.94	\$11,821.56	\$74.80	\$13,015.20	\$69.89	\$12,160.86	\$67.94	\$11,821.56
5.	4.5 years	\$67.29	\$11,708.46	\$70.37	\$12,244.38	\$77.48	\$13,481.52	\$72.39	\$12,595.86	\$70.37	\$12,244.38
6.	7.5 years	\$68.62	\$11,939.88	\$71.77	\$12,487.98	\$79.03	\$13,751.22	\$73.84	\$12,848.16	\$71.77	\$12,487.98
7.	10.5 years	\$70.00	\$12,180.00	\$73.22	\$12,740.28	\$80.61	\$14,026.14	\$75.33	\$13,107.42	\$73.22	\$12,740.28
8.	15 years	\$71.41	\$12,425.34	\$74.70	\$12,997.80	\$82.23	\$14,308.02	\$76.84	\$13,370.16	\$74.70	\$12,997.80
9.	20 years	\$72.82	\$12,670.68	\$76.18	\$13,255.32	\$83.89	\$14,596.86	\$78.38	\$13,638.12	\$76.18	\$13,255.32
10.	25 years	\$74.19	\$12,909.06	\$77.70	\$13,519.80	\$85.54	\$14,883.96	\$79.94	\$13,909.56	\$77.70	\$13,519.80
11.	30 years	\$75.69	\$13,170.06	\$79.24	\$13,787.76	\$87.27	\$15,184.98	\$81.54	\$14,187.96	\$79.24	\$13,787.76
<b>Shift Differential, On-Call and Charge Nurse Differential</b>											
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%		50%	
<b>Charge Nurse</b>		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

**UC SAN FRANCISCO**  
Effective January 2014

Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	6 mos	\$59.36	\$10,328.64	\$62.30	\$10,840.20	\$65.42	\$11,383.08	\$73.66	\$12,816.84	1.	Up to 3 years	\$94.61	\$16,462.14
2.	1.5 years	\$61.48	\$10,697.52	\$64.52	\$11,226.48	\$67.75	\$11,788.50	\$76.61	\$13,330.14	2.	3.1 - 5.9 years	\$98.40	\$17,121.60
3.	2.5 years	\$63.72	\$11,087.28	\$66.86	\$11,633.64	\$70.18	\$12,211.32	\$79.70	\$13,867.80	3.	6 - 7.9 years	\$102.33	\$17,805.42
4.	3.5 years	\$66.01	\$11,485.74	\$69.24	\$12,047.76	\$72.72	\$12,653.28	\$82.87	\$14,419.38	4.	8 - 9.9 years	\$106.43	\$18,518.82
5.	4.5 years	\$68.38	\$11,898.12	\$71.71	\$12,477.54	\$75.33	\$13,107.42	\$86.18	\$14,995.32	5.	10+ years	\$110.69	\$19,260.06
6.	7.5 years	\$69.75	\$12,136.50	\$73.17	\$12,731.58	\$76.84	\$13,370.16	\$89.63	\$15,595.62	6.	30+ years	\$112.92	\$19,648.08
7.	10.5 years	\$71.17	\$12,383.58	\$74.65	\$12,989.10	\$78.37	\$13,636.38	\$93.22	\$16,220.28				
8.	15 years	\$72.57	\$12,627.18	\$76.14	\$13,248.36	\$79.96	\$13,913.04	\$96.93	\$16,865.82				
9.	20 years	\$74.04	\$12,882.96	\$77.67	\$13,514.58	\$81.54	\$14,187.96	\$100.82	\$17,542.68				
10.	25 years	\$75.50	\$13,137.00	\$79.20	\$13,780.80	\$83.18	\$14,473.32	\$104.85	\$18,243.90				
11.	30 years	\$77.03	\$13,403.22	\$80.80	\$14,059.20	\$84.82	\$14,758.68	\$106.95	\$18,609.30				

**Shift Differential, On-Call and Charge Nurse Differential**

	Percent	Percent	Percent	Percent		Percent
<b>Eve</b>	10%	10%	10%	10%	<b>Eve</b>	10%
<b>Night</b>	16%	16%	16%	16%	<b>Night</b>	16%
<b>Weekend</b>	5%	5%	5%	5%	<b>Weekend</b>	5%
<b>On-Call</b>	50%	50%	50%	50%	<b>On-Call</b>	50%
<b>Charge Nurse</b>	-	-	-	-	<b>Charge Nurse</b>	-

**UC SAN FRANCISCO**  
Effective January 2014

Step	Years of Experience	Nurse, Per Diem 9119		Home Health Nurse - Per Diem 9114		Nurse Practitioner - Per Diem 9160		Nurse Anesthetist - Per Diem 9122		Nurse Anesthetist Sr - Per Diem 9121	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$73.03	\$12,707.22	\$73.03	\$12,707.22	\$83.78	\$14,577.72	\$105.77	\$18,403.98	\$113.44	\$19,738.56
2.	1.5 years	\$75.65	\$13,163.10	\$75.65	\$13,163.10						
3.	2.5 years	\$78.37	\$13,636.38	\$78.37	\$13,636.38						
4.	3.5 years	\$81.19	\$14,127.06	\$81.19	\$14,127.06						
5.	4.5 years	\$84.13	\$14,638.62	\$84.13	\$14,638.62						
6.	7.5 years	\$85.78	\$14,925.72	\$85.78	\$14,925.72						
7.	10.5 years	\$87.52	\$15,228.48	\$87.52	\$15,228.48						
8.	15 years	\$89.25	\$15,529.50	\$89.25	\$15,529.50						
9.	20 years	\$91.02	\$15,837.48	\$91.02	\$15,837.48						
10.	25 years	\$92.75	\$16,138.50	\$92.75	\$16,138.50						
11.	30 years	\$94.60	\$16,460.40	\$94.60	\$16,460.40						
<b>Shift Differential, On-Call and Charge Nurse Differential</b>											
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%		50%	
<b>Charge Nurse</b>		-		-		-		-		-	

**UC SAN FRANCISCO**  
**Effective January 2015**

Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$57.87	\$10,068.61						
1.	6 mos			\$60.75	\$10,569.87	\$63.54	\$11,056.66	\$66.70	\$11,604.96
2.	1.5 years			\$62.95	\$10,953.51	\$65.82	\$11,452.96	\$69.07	\$12,017.55
3.	2.5 years			\$65.20	\$11,344.38	\$68.20	\$11,867.36	\$71.56	\$12,451.86
4.	3.5 years			\$67.55	\$11,753.35	\$70.66	\$12,294.42	\$74.12	\$12,897.02
5.	4.5 years			\$69.98	\$12,176.80	\$73.18	\$12,734.16	\$76.75	\$13,354.85
6.	7.5 years			\$71.36	\$12,417.48	\$74.64	\$12,987.50	\$78.33	\$13,629.91
7.	10.5 years			\$72.80	\$12,667.20	\$76.15	\$13,249.89	\$79.89	\$13,901.35
8.	15 years			\$74.27	\$12,922.35	\$77.69	\$13,517.71	\$81.49	\$14,180.03
9.	20 years			\$75.73	\$13,177.51	\$79.23	\$13,785.53	\$83.11	\$14,460.51
10.	25 years			\$77.16	\$13,425.42	\$80.81	\$14,060.59	\$84.75	\$14,746.43
11.	30 years			\$78.72	\$13,696.86	\$82.41	\$14,339.27	\$86.47	\$15,045.01
<b>Shift Differential, On-Call and Charge Nurse Differential</b>									
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%	
<b>Charge Nurse</b>		-		\$2.50/Hr.		\$2.50/Hr.		\$0.00	

**UC SAN FRANCISCO**  
**Effective January 2015**

Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Coordinator 9141		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$60.75	\$10,569.87	\$63.54	\$11,056.66	\$69.95	\$12,171.37	\$65.36	\$11,373.34	\$63.54	\$11,056.66
2.	1.5 years	\$62.95	\$10,953.51	\$65.82	\$11,452.96	\$72.49	\$12,612.91	\$67.72	\$11,784.12	\$65.82	\$11,452.96
3.	2.5 years	\$65.20	\$11,344.38	\$68.20	\$11,867.36	\$75.10	\$13,067.12	\$70.15	\$12,205.75	\$68.20	\$11,867.36
4.	3.5 years	\$67.55	\$11,753.35	\$70.66	\$12,294.42	\$77.79	\$13,535.81	\$72.69	\$12,647.29	\$70.66	\$12,294.42
5.	4.5 years	\$69.98	\$12,176.80	\$73.18	\$12,734.16	\$80.58	\$14,020.78	\$75.29	\$13,099.69	\$73.18	\$12,734.16
6.	7.5 years	\$71.36	\$12,417.48	\$74.64	\$12,987.50	\$82.19	\$14,301.27	\$76.79	\$13,362.09	\$74.64	\$12,987.50
7.	10.5 years	\$72.80	\$12,667.20	\$76.15	\$13,249.89	\$83.83	\$14,587.19	\$78.34	\$13,631.72	\$76.15	\$13,249.89
8.	15 years	\$74.27	\$12,922.35	\$77.69	\$13,517.71	\$85.52	\$14,880.34	\$79.91	\$13,904.97	\$77.69	\$13,517.71
9.	20 years	\$75.73	\$13,177.51	\$79.23	\$13,785.53	\$87.25	\$15,180.73	\$81.52	\$14,183.64	\$79.23	\$13,785.53
10.	25 years	\$77.16	\$13,425.42	\$80.81	\$14,060.59	\$88.96	\$15,479.32	\$83.14	\$14,465.94	\$80.81	\$14,060.59
11.	30 years	\$78.72	\$13,696.86	\$82.41	\$14,339.27	\$90.76	\$15,792.38	\$84.80	\$14,755.48	\$82.41	\$14,339.27
<b>Shift Differential, On-Call and Charge Nurse Differential</b>											
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%		50%	
<b>Charge Nurse</b>		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

**UC SAN FRANCISCO**  
**Effective January 2015**

Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	6 mos	\$61.73	\$10,741.79	\$64.79	\$11,273.81	\$68.04	\$11,838.40	\$76.61	\$13,329.51	1.	Up to 3 years	\$98.39	\$17,120.63
2.	1.5 years	\$63.94	\$11,125.42	\$67.10	\$11,675.54	\$70.46	\$12,260.04	\$79.67	\$13,863.35	2.	3.1 - 5.9 years	\$102.34	\$17,806.46
3.	2.5 years	\$66.27	\$11,530.77	\$69.53	\$12,098.99	\$72.99	\$12,699.77	\$82.89	\$14,422.51	3.	6 - 7.9 years	\$106.42	\$18,517.64
4.	3.5 years	\$68.65	\$11,945.17	\$72.01	\$12,529.67	\$75.63	\$13,159.41	\$86.18	\$14,996.16	4.	8 - 9.9 years	\$110.69	\$19,259.57
5.	4.5 years	\$71.12	\$12,374.04	\$74.58	\$12,976.64	\$78.34	\$13,631.72	\$89.63	\$15,595.13	5.	10+ years	\$115.12	\$20,030.46
6.	7.5 years	\$72.54	\$12,621.96	\$76.10	\$13,240.84	\$79.91	\$13,904.97	\$93.22	\$16,219.44	6.	30+ years	\$117.44	\$20,434.00
7.	10.5 years	\$74.02	\$12,878.92	\$77.64	\$13,508.66	\$81.50	\$14,181.84	\$96.95	\$16,869.09				
8.	15 years	\$75.47	\$13,132.27	\$79.19	\$13,778.29	\$83.16	\$14,469.56	\$100.81	\$17,540.45				
9.	20 years	\$77.00	\$13,398.28	\$80.78	\$14,055.16	\$84.80	\$14,755.48	\$104.85	\$18,244.39				
10.	25 years	\$78.52	\$13,662.48	\$82.37	\$14,332.03	\$86.51	\$15,052.25	\$109.04	\$18,973.66				
11.	30 years	\$80.11	\$13,939.35	\$84.03	\$14,621.57	\$88.21	\$15,349.03	\$111.23	\$19,353.67				

**Shift Differential, On-Call and Charge Nurse Differential**

	Percent	Percent	Percent	Percent		Percent
<b>Eve</b>	10%	10%	10%	10%	<b>Eve</b>	10%
<b>Night</b>	16%	16%	16%	16%	<b>Night</b>	16%
<b>Weekend</b>	5%	5%	5%	5%	<b>Weekend</b>	5%
<b>On-Call</b>	50%	50%	50%	50%	<b>On-Call</b>	50%
<b>Charge Nurse</b>	-	-	-	-	<b>Charge Nurse</b>	-

**UC SAN FRANCISCO**  
**Effective January 2015**

Step	Years of Experience	Nurse, Per Diem 9119		Home Health Nurse - Per Diem 9114		Nurse Practitioner - Per Diem 9160		Nurse Anesthetist - Per Diem 9122		Nurse Anesthetist Sr - Per Diem 9121	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$75.95	\$13,215.51	\$75.95	\$13,215.51	\$87.13	\$15,160.83	\$110.00	\$19,140.14	\$117.98	\$20,528.10
2.	1.5 years	\$78.68	\$13,689.62	\$78.68	\$13,689.62						
3.	2.5 years	\$81.50	\$14,181.84	\$81.50	\$14,181.84						
4.	3.5 years	\$84.44	\$14,692.14	\$84.44	\$14,692.14						
5.	4.5 years	\$87.50	\$15,224.16	\$87.50	\$15,224.16						
6.	7.5 years	\$89.21	\$15,522.75	\$89.21	\$15,522.75						
7.	10.5 years	\$91.02	\$15,837.62	\$91.02	\$15,837.62						
8.	15 years	\$92.82	\$16,150.68	\$92.82	\$16,150.68						
9.	20 years	\$94.66	\$16,470.98	\$94.66	\$16,470.98						
10.	25 years	\$96.46	\$16,784.04	\$96.46	\$16,784.04						
11.	30 years	\$98.38	\$17,118.82	\$98.38	\$17,118.82						

**Shift Differential, On-Call and Charge Nurse Differential**

	Percent	Percent	Percent	Percent	Percent
<b>Eve</b>	10%	10%	10%	10%	10%
<b>Night</b>	16%	16%	16%	16%	16%
<b>Weekend</b>	5%	5%	5%	5%	5%
<b>On-Call</b>	50%	50%	50%	50%	50%
<b>Charge Nurse</b>	-	-	-	-	-



**UC SAN FRANCISCO**  
**Effective January 2016**

Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$60.18	\$10,471.36						
1.	6 mos			\$63.18	\$10,992.67	\$66.09	\$11,498.92	\$69.36	\$12,069.16
2.	1.5 years			\$65.47	\$11,391.65	\$68.45	\$11,911.08	\$71.83	\$12,498.26
3.	2.5 years			\$67.81	\$11,798.16	\$70.93	\$12,342.05	\$74.42	\$12,949.93
4.	3.5 years			\$70.25	\$12,223.49	\$73.48	\$12,786.20	\$77.09	\$13,412.90
5.	4.5 years			\$72.78	\$12,663.87	\$76.11	\$13,243.52	\$79.82	\$13,889.04
6.	7.5 years			\$74.22	\$12,914.17	\$77.63	\$13,507.00	\$81.47	\$14,175.10
7.	10.5 years			\$75.71	\$13,173.89	\$79.19	\$13,779.89	\$83.09	\$14,457.40
8.	15 years			\$77.24	\$13,439.25	\$80.80	\$14,058.42	\$84.75	\$14,747.23
9.	20 years			\$78.76	\$13,704.61	\$82.40	\$14,336.95	\$86.43	\$15,038.93
10.	25 years			\$80.24	\$13,962.44	\$84.04	\$14,623.02	\$88.14	\$15,336.29
11.	30 years			\$81.87	\$14,244.74	\$85.71	\$14,912.84	\$89.92	\$15,646.81
<b>Shift Differential, On-Call and Charge Nurse Differential</b>									
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%	
<b>Charge Nurse</b>		-		\$2.50/Hr.		\$2.50/Hr.		\$0.00	

**UC SAN FRANCISCO**  
**Effective January 2016**

Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Coordinator 9141		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$63.18	\$10,992.67	\$66.09	\$11,498.92	\$72.75	\$12,658.22	\$67.98	\$11,828.27	\$66.09	\$11,498.92
2.	1.5 years	\$65.47	\$11,391.65	\$68.45	\$11,911.08	\$75.39	\$13,117.43	\$70.43	\$12,255.48	\$68.45	\$11,911.08
3.	2.5 years	\$67.81	\$11,798.16	\$70.93	\$12,342.05	\$78.10	\$13,589.81	\$72.95	\$12,693.98	\$70.93	\$12,342.05
4.	3.5 years	\$70.25	\$12,223.49	\$73.48	\$12,786.20	\$80.90	\$14,077.24	\$75.59	\$13,153.19	\$73.48	\$12,786.20
5.	4.5 years	\$72.78	\$12,663.87	\$76.11	\$13,243.52	\$83.80	\$14,581.61	\$78.30	\$13,623.68	\$76.11	\$13,243.52
6.	7.5 years	\$74.22	\$12,914.17	\$77.63	\$13,507.00	\$85.48	\$14,873.32	\$79.87	\$13,896.57	\$77.63	\$13,507.00
7.	10.5 years	\$75.71	\$13,173.89	\$79.19	\$13,779.89	\$87.19	\$15,170.67	\$81.48	\$14,176.99	\$79.19	\$13,779.89
8.	15 years	\$77.24	\$13,439.25	\$80.80	\$14,058.42	\$88.94	\$15,475.55	\$83.11	\$14,461.17	\$80.80	\$14,058.42
9.	20 years	\$78.76	\$13,704.61	\$82.40	\$14,336.95	\$90.74	\$15,787.96	\$84.78	\$14,750.99	\$82.40	\$14,336.95
10.	25 years	\$80.24	\$13,962.44	\$84.04	\$14,623.02	\$92.52	\$16,098.49	\$86.46	\$15,044.58	\$84.04	\$14,623.02
11.	30 years	\$81.87	\$14,244.74	\$85.71	\$14,912.84	\$94.39	\$16,424.07	\$88.19	\$15,345.70	\$85.71	\$14,912.84
<b>Shift Differential, On-Call and Charge Nurse Differential</b>											
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%		50%	
<b>Charge Nurse</b>		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

**UC SAN FRANCISCO**  
**Effective January 2016**

Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	6 mos	\$64.20	\$11,171.46	\$67.38	\$11,724.76	\$70.76	\$12,311.94	\$79.67	\$13,862.69	1.	Up to 3 years	\$102.33	\$17,805.45
2.	1.5 years	\$66.50	\$11,570.44	\$69.78	\$12,142.56	\$73.28	\$12,750.44	\$82.86	\$14,417.88	2.	3.1 - 5.9 years	\$106.43	\$18,518.72
3.	2.5 years	\$68.92	\$11,992.00	\$72.32	\$12,582.95	\$75.91	\$13,207.76	\$86.20	\$14,999.41	3.	6 - 7.9 years	\$110.68	\$19,258.34
4.	3.5 years	\$71.40	\$12,422.98	\$74.89	\$13,030.86	\$78.65	\$13,685.79	\$89.63	\$15,596.00	4.	8 - 9.9 years	\$115.11	\$20,029.96
5.	4.5 years	\$73.96	\$12,869.01	\$77.56	\$13,495.71	\$81.48	\$14,176.99	\$93.21	\$16,218.94	5.	10+ years	\$119.72	\$20,831.68
6.	7.5 years	\$75.44	\$13,126.84	\$79.14	\$13,770.48	\$83.11	\$14,461.17	\$96.94	\$16,868.22	6.	30+ years	\$122.13	\$21,251.36
7.	10.5 years	\$76.98	\$13,394.08	\$80.74	\$14,049.01	\$84.76	\$14,749.11	\$100.83	\$17,543.85				
8.	15 years	\$78.49	\$13,657.56	\$82.35	\$14,329.43	\$86.48	\$15,048.34	\$104.84	\$18,242.07				
9.	20 years	\$80.08	\$13,934.21	\$84.01	\$14,617.37	\$88.19	\$15,345.70	\$109.05	\$18,974.16				
10.	25 years	\$81.66	\$14,208.98	\$85.66	\$14,905.31	\$89.97	\$15,654.34	\$113.41	\$19,732.60				
11.	30 years	\$83.32	\$14,496.92	\$87.39	\$15,206.43	\$91.74	\$15,962.99	\$115.68	\$20,127.82				
<b>Shift Differential, On-Call and Charge Nurse Differential</b>													
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>				<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%		<b>Eve</b>		10%	
<b>Night</b>		16%		16%		16%		16%		<b>Night</b>		16%	
<b>Weekend</b>		5%		5%		5%		5%		<b>Weekend</b>		5%	
<b>On-Call</b>		50%		50%		50%		50%		<b>On-Call</b>		50%	
<b>Charge Nurse</b>		-		-		-		-		<b>Charge Nurse</b>		-	

**UC SAN FRANCISCO**  
**Effective January 2016**

Step	Years of Experience	Nurse, Per Diem 9119		Home Health Nurse - Per Diem 9114		Nurse Practitioner - Per Diem 9160		Nurse Anesthetist - Per Diem 9122		Nurse Anesthetist Sr - Per Diem 9121	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$78.99	\$13,744.13	\$78.99	\$13,744.13	\$90.62	\$15,767.26	\$114.40	\$19,905.74	\$122.70	\$21,349.23
2.	1.5 years	\$81.82	\$14,237.21	\$81.82	\$14,237.21						
3.	2.5 years	\$84.76	\$14,749.11	\$84.76	\$14,749.11						
4.	3.5 years	\$87.82	\$15,279.83	\$87.82	\$15,279.83						
5.	4.5 years	\$91.00	\$15,833.13	\$91.00	\$15,833.13						
6.	7.5 years	\$92.78	\$16,143.66	\$92.78	\$16,143.66						
7.	10.5 years	\$94.66	\$16,471.12	\$94.66	\$16,471.12						
8.	15 years	\$96.53	\$16,796.71	\$96.53	\$16,796.71						
9.	20 years	\$98.45	\$17,129.82	\$98.45	\$17,129.82						
10.	25 years	\$100.32	\$17,455.40	\$100.32	\$17,455.40						
11.	30 years	\$102.32	\$17,803.57	\$102.32	\$17,803.57						
<b>Shift Differential, On-Call and Charge Nurse Differential</b>											
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
	<b>Eve</b>	10%		10%		10%		10%		10%	
	<b>Night</b>	16%		16%		16%		16%		16%	
	<b>Weekend</b>	5%		5%		5%		5%		5%	
	<b>On-Call</b>	50%		50%		50%		50%		50%	
	<b>Charge Nurse</b>	-		-		-		-		-	

**UC SAN FRANCISCO**  
**Effective January 2017**

Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$62.59	\$10,890.21						
1.	6 mos			\$65.70	\$11,432.38	\$68.73	\$11,958.88	\$72.14	\$12,551.93
2.	1.5 years			\$68.09	\$11,847.32	\$71.19	\$12,387.52	\$74.70	\$12,998.19
3.	2.5 years			\$70.52	\$12,270.08	\$73.77	\$12,835.73	\$77.40	\$13,467.93
4.	3.5 years			\$73.06	\$12,712.43	\$76.42	\$13,297.65	\$80.17	\$13,949.42
5.	4.5 years			\$75.69	\$13,170.43	\$79.16	\$13,773.26	\$83.01	\$14,444.60
6.	7.5 years			\$77.19	\$13,430.74	\$80.73	\$14,047.28	\$84.72	\$14,742.11
7.	10.5 years			\$78.74	\$13,700.84	\$82.36	\$14,331.08	\$86.41	\$15,035.70
8.	15 years			\$80.33	\$13,976.82	\$84.03	\$14,620.76	\$88.14	\$15,337.12
9.	20 years			\$81.91	\$14,252.79	\$85.69	\$14,910.43	\$89.89	\$15,640.49
10.	25 years			\$83.45	\$14,520.94	\$87.40	\$15,207.94	\$91.67	\$15,949.74
11.	30 years			\$85.14	\$14,814.53	\$89.13	\$15,509.35	\$93.52	\$16,272.69
<b>Shift Differential, On-Call and Charge Nurse Differential</b>									
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%	
<b>Charge Nurse</b>		-		\$2.50/Hr.		\$2.50/Hr.		\$0.00	

**UC SAN FRANCISCO**  
**Effective January 2017**

Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Coordinator 9141		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$65.70	\$11,432.38	\$68.73	\$11,958.88	\$75.66	\$13,164.55	\$70.70	\$12,301.40	\$68.73	\$11,958.88
2.	1.5 years	\$68.09	\$11,847.32	\$71.19	\$12,387.52	\$78.40	\$13,642.13	\$73.25	\$12,745.70	\$71.19	\$12,387.52
3.	2.5 years	\$70.52	\$12,270.08	\$73.77	\$12,835.73	\$81.23	\$14,133.40	\$75.87	\$13,201.74	\$73.77	\$12,835.73
4.	3.5 years	\$73.06	\$12,712.43	\$76.42	\$13,297.65	\$84.14	\$14,640.33	\$78.62	\$13,679.31	\$76.42	\$13,297.65
5.	4.5 years	\$75.69	\$13,170.43	\$79.16	\$13,773.26	\$87.15	\$15,164.88	\$81.43	\$14,168.63	\$79.16	\$13,773.26
6.	7.5 years	\$77.19	\$13,430.74	\$80.73	\$14,047.28	\$88.90	\$15,468.25	\$83.06	\$14,452.43	\$80.73	\$14,047.28
7.	10.5 years	\$78.74	\$13,700.84	\$82.36	\$14,331.08	\$90.68	\$15,777.50	\$84.74	\$14,744.06	\$82.36	\$14,331.08
8.	15 years	\$80.33	\$13,976.82	\$84.03	\$14,620.76	\$92.50	\$16,094.58	\$86.43	\$15,039.61	\$84.03	\$14,620.76
9.	20 years	\$81.91	\$14,252.79	\$85.69	\$14,910.43	\$94.36	\$16,419.48	\$88.17	\$15,341.03	\$85.69	\$14,910.43
10.	25 years	\$83.45	\$14,520.94	\$87.40	\$15,207.94	\$96.22	\$16,742.43	\$89.92	\$15,646.36	\$87.40	\$15,207.94
11.	30 years	\$85.14	\$14,814.53	\$89.13	\$15,509.35	\$98.17	\$17,081.04	\$91.72	\$15,959.53	\$89.13	\$15,509.35
<b>Shift Differential, On-Call and Charge Nurse Differential</b>											
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%		50%	
<b>Charge Nurse</b>		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

**UC SAN FRANCISCO**  
**Effective January 2017**

Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	6 mos	\$66.77	\$11,618.32	\$70.08	\$12,193.75	\$73.59	\$12,804.42	\$82.86	\$14,417.20	1.	Up to 3 years	\$106.42	\$18,517.67
2.	1.5 years	\$69.16	\$12,033.26	\$72.58	\$12,628.26	\$76.21	\$13,260.46	\$86.18	\$14,994.59	2.	3.1 - 5.9 years	\$110.69	\$19,259.47
3.	2.5 years	\$71.68	\$12,471.68	\$75.21	\$13,086.26	\$78.94	\$13,736.07	\$89.65	\$15,599.39	3.	6 - 7.9 years	\$115.11	\$20,028.68
4.	3.5 years	\$74.25	\$12,919.90	\$77.89	\$13,552.09	\$81.80	\$14,233.22	\$93.22	\$16,219.84	4.	8 - 9.9 years	\$119.72	\$20,831.15
5.	4.5 years	\$76.92	\$13,383.77	\$80.66	\$14,035.54	\$84.74	\$14,744.06	\$96.94	\$16,867.70	5.	10+ years	\$124.51	\$21,664.95
6.	7.5 years	\$78.46	\$13,651.91	\$82.31	\$14,321.30	\$86.43	\$15,039.61	\$100.82	\$17,542.95	6.	30+ years	\$127.02	\$22,101.42
7.	10.5 years	\$80.06	\$13,929.84	\$83.97	\$14,610.97	\$88.16	\$15,339.07	\$104.86	\$18,245.61				
8.	15 years	\$81.63	\$14,203.86	\$85.65	\$14,902.60	\$89.94	\$15,650.28	\$109.03	\$18,971.75				
9.	20 years	\$83.28	\$14,491.58	\$87.37	\$15,202.06	\$91.72	\$15,959.53	\$113.41	\$19,733.13				
10.	25 years	\$84.93	\$14,777.34	\$89.09	\$15,501.53	\$93.57	\$16,280.52	\$117.94	\$20,521.91				
11.	30 years	\$86.65	\$15,076.80	\$90.89	\$15,814.69	\$95.41	\$16,601.51	\$120.30	\$20,932.93				

**Shift Differential, On-Call and Charge Nurse Differential**

	Percent	Percent	Percent	Percent		Percent
<b>Eve</b>	10%	10%	10%	10%	<b>Eve</b>	10%
<b>Night</b>	16%	16%	16%	16%	<b>Night</b>	16%
<b>Weekend</b>	5%	5%	5%	5%	<b>Weekend</b>	5%
<b>On-Call</b>	50%	50%	50%	50%	<b>On-Call</b>	50%
<b>Charge Nurse</b>	-	-	-	-	<b>Charge Nurse</b>	-

**UC SAN FRANCISCO**  
**Effective January 2017**

Step	Years of Experience	Nurse, Per Diem 9119		Home Health Nurse - Per Diem 9114		Nurse Practitioner - Per Diem 9160		Nurse Anesthetist - Per Diem 9122		Nurse Anesthetist Sr - Per Diem 9121	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$82.15	\$14,293.89	\$82.15	\$14,293.89	\$94.24	\$16,397.95	\$118.98	\$20,701.97	\$127.60	\$22,203.20
2.	1.5 years	\$85.10	\$14,806.70	\$85.10	\$14,806.70						
3.	2.5 years	\$88.16	\$15,339.07	\$88.16	\$15,339.07						
4.	3.5 years	\$91.33	\$15,891.02	\$91.33	\$15,891.02						
5.	4.5 years	\$94.63	\$16,466.46	\$94.63	\$16,466.46						
6.	7.5 years	\$96.49	\$16,789.41	\$96.49	\$16,789.41						
7.	10.5 years	\$98.45	\$17,129.97	\$98.45	\$17,129.97						
8.	15 years	\$100.39	\$17,468.58	\$100.39	\$17,468.58						
9.	20 years	\$102.39	\$17,815.01	\$102.39	\$17,815.01						
10.	25 years	\$104.33	\$18,153.62	\$104.33	\$18,153.62						
11.	30 years	\$106.41	\$18,515.71	\$106.41	\$18,515.71						
<b>Shift Differential, On-Call and Charge Nurse Differential</b>											
		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>		<b>Percent</b>	
<b>Eve</b>		10%		10%		10%		10%		10%	
<b>Night</b>		16%		16%		16%		16%		16%	
<b>Weekend</b>		5%		5%		5%		5%		5%	
<b>On-Call</b>		50%		50%		50%		50%		50%	
<b>Charge Nurse</b>		-		-		-		-		-	